Qubiz

Company presentation

qubiz.com

Achievements

European Business Awards™ — NATIONAL WINNER WORKPLACE AND PEOPLE DEV.

The R&D in the IT Industry Award

Inc. 5000 EUROPE LIST 2018

Microsoft Gold Partner

FT FINANCIAL TIMES 1000 Europe's Fastest Growing Companies

LRQA CERTIFIED ISO/IEC 27001 — UKAS MANAGEMENT SYSTEMS 0001

2008
Founded

First healthcare solution

2010

2013
2nd location opened

100th colleague

2015

2016
Started our first InQubator investments

Won Best Workplace @EBA

2018

2019
Formalised our Research & Innovation Cognitive unit

R&D Program of the Year; Certified ISO 27001

2020

2021
New QCampus building

300th colleague

2022

2023
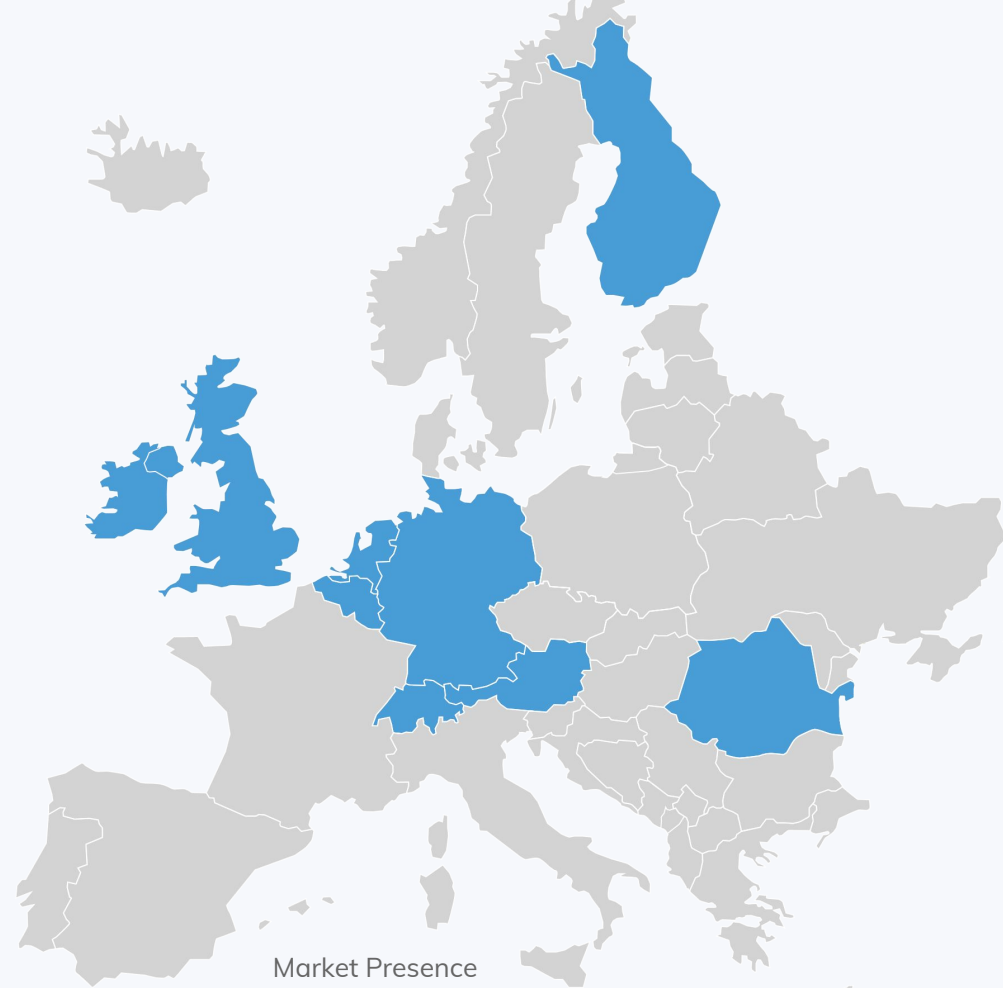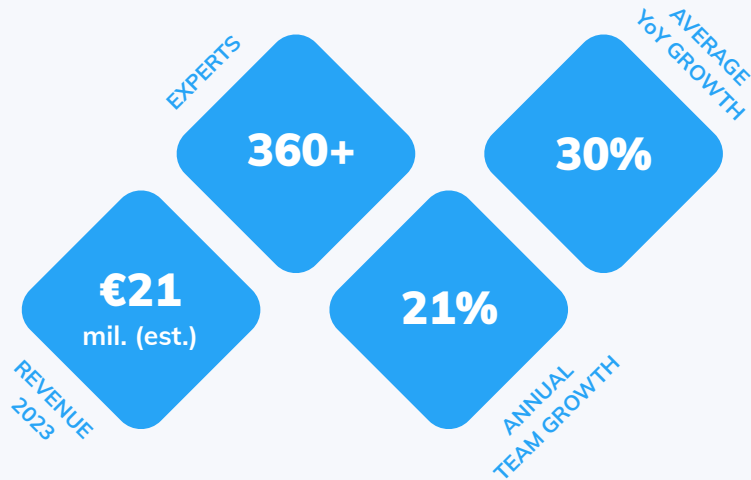A stronger Qubiz All divisions have merged + NewCold partnership

Our story of excellence

Qubiz was born in 2008 from a simple idea: we put people first, both clients and colleagues. We grew rapidly by cultivating a great company culture. We are proud that our culture, alongside our deep technical expertise, is consistently praised by clients.

At a glance

As a one-stop shop for IT services, we help our clients build and run effective, high-performance software solutions, fit to their business, regardless of scale.

EXPERTS
360+

AVERAGE YoY GROWTH
30%

REVENUE 2023
€21 mil. (est.)

ANNUAL TEAM GROWTH
21%

Market Presence

Qubiz

Our awesome clients

Our awesome clients

Testimonials

"Qubiz is a valuable IT partner, helping us solve all of our technical issues and challenges on all aspects: data analytics, integrations, software development. For us, it's not just a matter of handing over the specifications and a solution comes back; it's a joint effort in solving complex matters, tapping into the knowledge of all the Qubiz teams whenever we need it.

JEROEN KLEP | Product Manager Data & Analytics | NewCold

"It doesn't feel like a client-supplier relationship. Davanti and Qubiz are one team whether we're working remotely or meeting in-person. We have great discussions but also a lot of fun.."

JORDY VAN LEEUWEN | Product Owner Data Analytics & Insights | Davanti Warehousing

"Since 2019, Qubiz has been a reliable partner for us in many projects that we are driving forward in web development. The colleagues from Qubiz make a significant contribution to the success of our projects. In addition to its excellent technical skills, Qubiz is characterised above all by its willingness to help and the ability to work in a team. For these reasons, we can unreservedly recommend Qubiz as a partner for web development projects."

KATRIN HEIMANN | Head of IT | VLV

"As a team of scientists, we had no experience building software. Our collaboration with Qubiz has been nothing short of incredible. We have been able to be handheld throughout the whole process to deliver two successful products to our clients. Additionally, Qubiz provided a pathway to determine the most cost-effective way to achieve our goal."

RHUSH MAUGI | Co-Founder| Figura Analytics
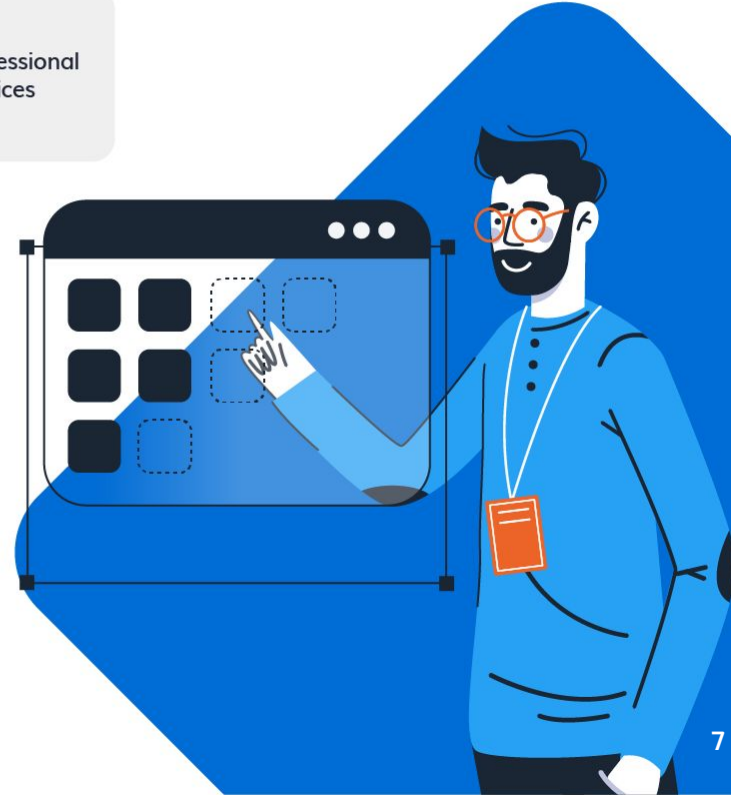
Our clients benefit from

Custom IT solutions

- Finance
- Healthcare
- Logistics
- Media
- Professional services
- Social Care and NGO
- Energy
- Engineering
- Commerce

End-to-end IT services

- Application Development
- Software Modernisation
- System Integration
- Business Intelligence
- Maintenance and Support

Innovation-driven solutions

- Chatbots, AI & Machine Learning
- Internet of Things
- Robotic Process Automation
- Virtual/Mixed Reality
- Blockchain

1. Custom IT solutions

Finance

Benefits and employee management | Pension and allowance | Financial education and advisory | Payments

Healthcare

Care management | Diagnosis support | Clinic and patient management | Measurement and screening | Medical devices software

Logistics

Warehouse management | Truck maintenance | Route and shipment management | Invoicing | Bidding process management | Charter network management

Media

Digital asset management | Printing and publishing | Marketing and communication tools | Advertising | Entertainment

Professional services

Document management systems | Sales management | HR management | Financial consultancy support | Professional match making

Social care and NGO

Patient compliance gamification | Staff management | Resource planning | Financial feasibility | Document management

Energy

Smart grid data processing | Energy trading solutions | Electric demand forecasting

Engineering

Chip-manufacturing software | Electron microscopy | Electronics assembly | Object detection

Commerce

Digital shopping solution | Sales analytics platform | Vendor management system | Business intelligence software

2. End-to-end IT services

"Today's IT market is moving faster than ever - pushed by increasingly complex buyer journeys and demands. At Qubiz, we understand this. Being able to cover the whole lifecycle of your products and projects, we support you in maintaining your current infrastructure and speeding on your path towards digital transformation - thus properly responding to your customer's needs."

Marcel Anghel
CEO

- Application development

- Software modernisation

- System integration

- Business intelligence

- Maintenance and support

Competences

IT consulting
Functional design
Business analysis

Software architecture
UI/UX design
Software development

Software integration
QA and test automation
Maintenance & support

Web   **Mobile**   **Cloud**   **Embedded**

Qubiz

3. Innovation-driven solutions

Chatbots, AI and machine learning

Virtual personal assistants | Customer support | Education | Predictive maintenance | Image & video processing

Internet of things

Localisation & tracking | Measurement | Monitoring | Controlling | Analytics

Robotic process automation

Document processing | Customer support automation

Virtual/mixed reality

Education & training | Prototyping | Event booth experience

Blockchain

Transaction management | Identity management | Decentralised trust | Proof of authenticity

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Technologies and tools

Apache Spark · Vagrant · Geritt · Git · Go · Unity 3D · Android · TypeScript · Ethereum · Electron · iOS · AWS · MS Azure · Magento · Apache Cordova · Ionic · C++ · C# · Open CV · Qt · React Native · Docker · Swift · CodeIgniter · HoloLens · React Web · Java · PHP · Simfony · WFC · Xamarin · HTML & CSS · SonarQube · Hyperledger · .NET CORE · Angular · Jenkins · Spring MVC · Hadoop · MSSQL · YouTrack · Python · Wordpress · Node.js · Magento · Cassandra · Firebase · Tensorflow · Travis CI · Zend

Qubiz

Way of working and processes

An overview of our approach to new business partnerships.

Culture

Excellence

We are driven by a constant appetite for innovation and technical proficiency, but above all, we focus on delivering value-added solutions that meet our clients' business goals.

Entrepreneurship

We encourage our colleagues to be proactive and seek innovative solutions for our clients and teams. By doing so, we foster an entrepreneurial mindset that helps us achieve the best results.

Client centricity

We actively involve our clients in every stage of the projects we carry out, making sure our distributed teams work together as One Team..

Teamwork

Qubiz is defined by its friendly work atmosphere and flat organisation that stimulate open collaboration between team members.

Fun

We believe work should be enjoyable and fun. We also think that having fun together outside of work is totally awesome!
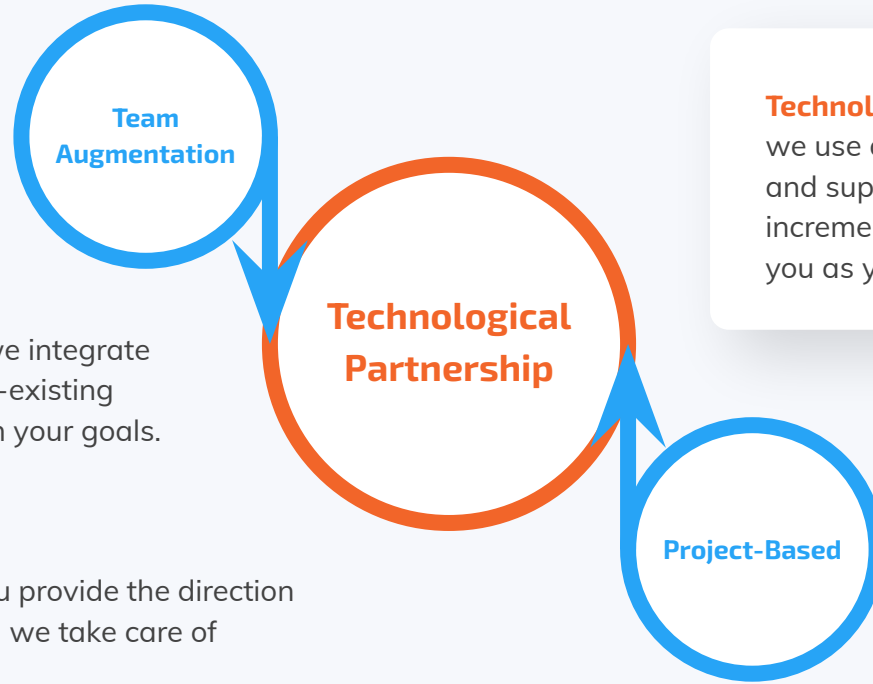
Trust and Respect

Our colleagues and clients are our trusted partners. We show them our respect through our commitment, reliability and the quality of our work.

Qubiz

Engagement models

We offer different collaboration models best suited for your particular needs, context and long-term plans.

Team Augmentation means we integrate our best-fit roles into your pre-existing team to help you further reach your goals.

Project-Based means that you provide the direction and requirements needed and we take care of everything else.

Team Augmentation

Technological Partnership

Project-Based

Technological Partnership means we use a continuous development and support approach, working incrementally to innovate and help you as your business grows.

As the collaboration develops, most of our newer clients decide that switching to a technological partnership mode makes more sense.
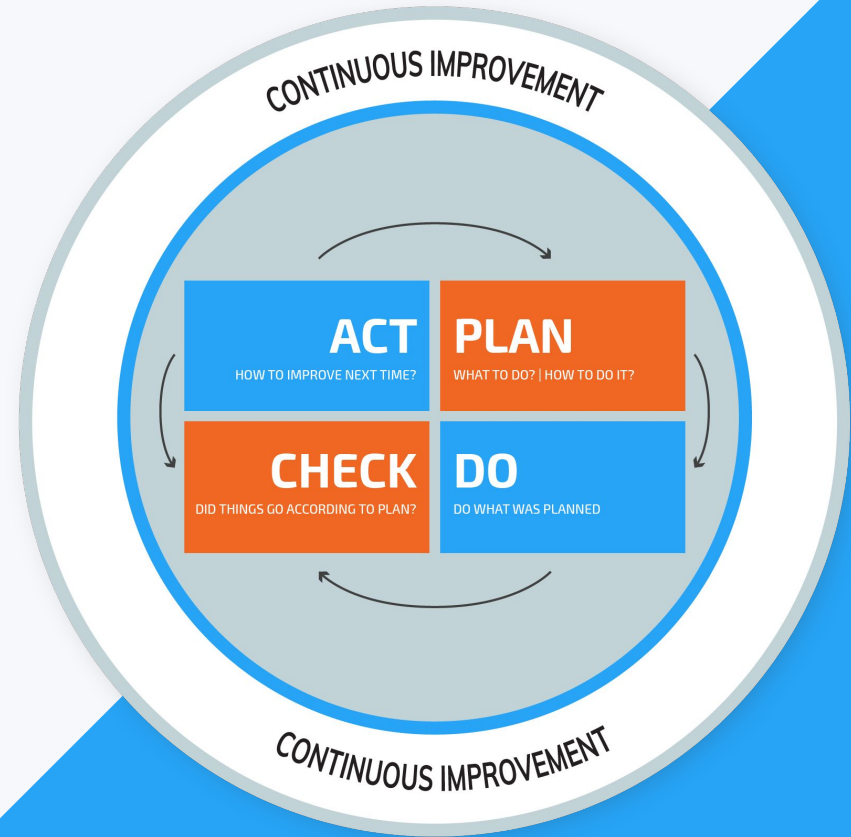
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We are agile

Flexibility

For flexibility and speed, we carry out our projects using the best practices of Agile/SCRUM framework.

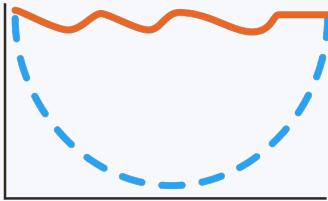## Control

For high-level management, control and coordination of a project, we use project management frameworks like PRINCE2 and CMMi.
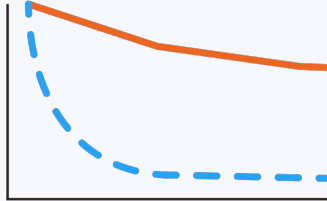
CONTINUOUS IMPROVEMENT
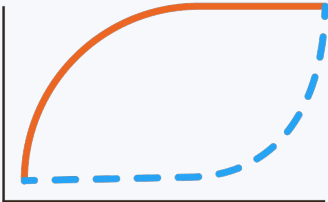
ACT
HOW TO IMPROVE NEXT TIME?

PLAN
WHAT TO DO? | HOW TO DO IT?

CHECK
DID THINGS GO ACCORDING TO PLAN?

DO
DO WHAT WAS PLANNED

CONTINUOUS IMPROVEMENT

Qubiz

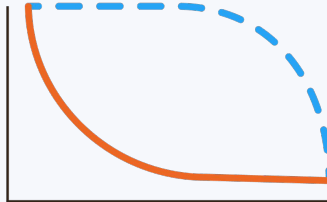# Process framework

VISIBILITY

ADAPTABILITY

BUSINESS VALUE

RISK

— AGILE DEVELOPMENT   - - - TRADITIONAL DEVELOPMENT
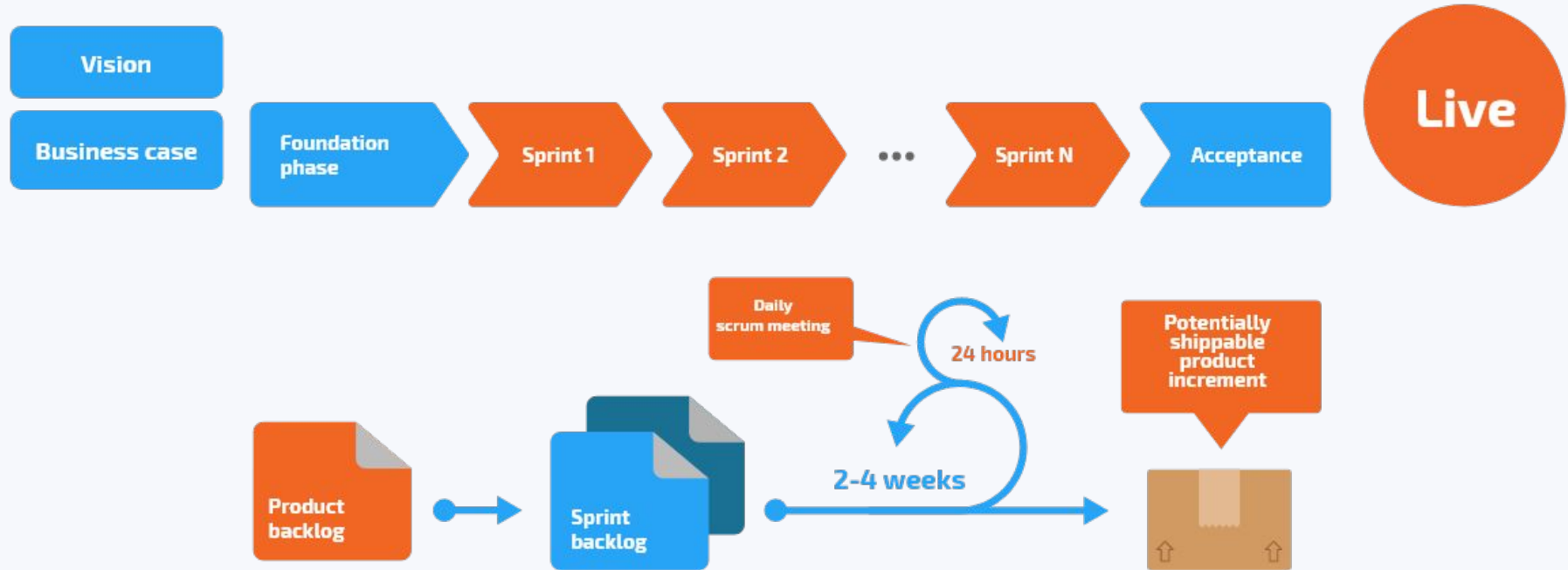
Manifesto for Agile software development

Individuals and interactions over processes and tools.

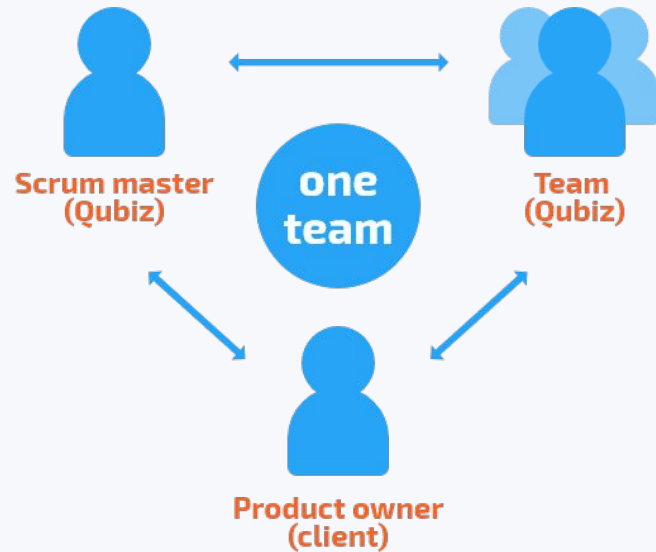**Working software** over comprehensive documentation.

Customer collaboration over contract negotiation.

Responding to change over following a plan.

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Process framework

Governance

Scrum master (Qubiz)

one team

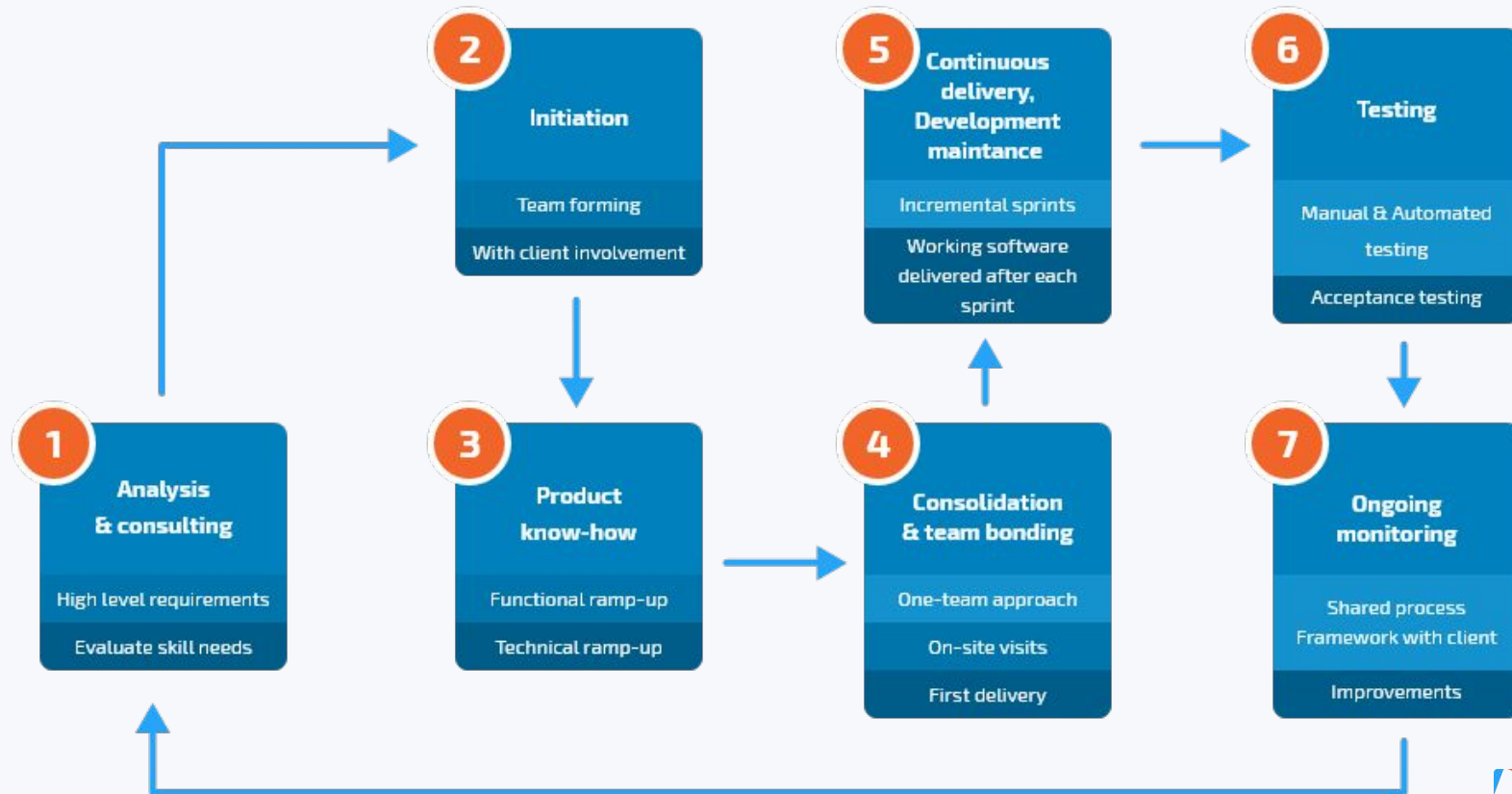**Team (Qubiz)**

Product owner (client)

The envisioned team

Using a **simple model** for complex governance

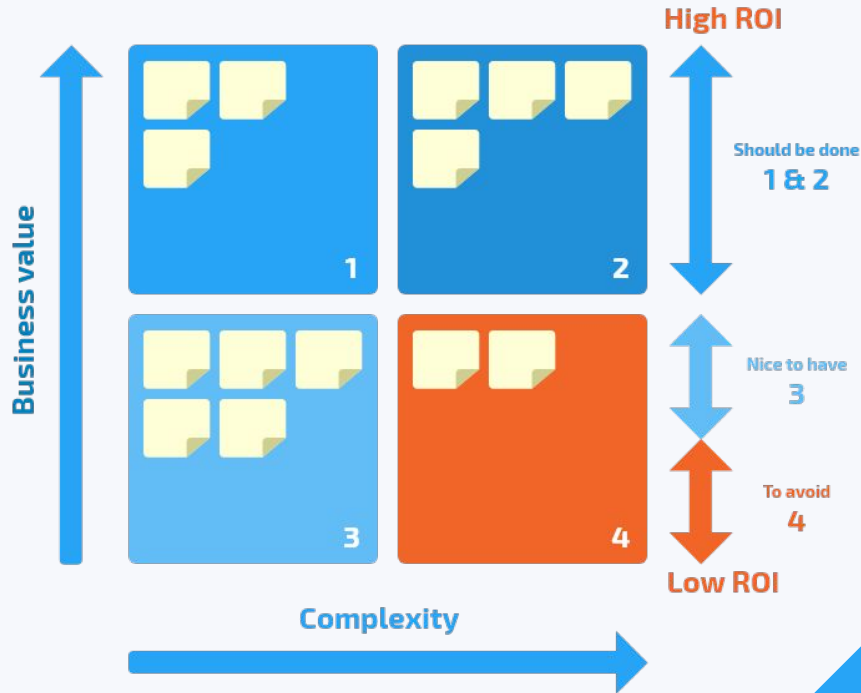Joint, distributed - yet, **acting as one**

Avoids deadlocks often encountered in hierarchies

Collaboration process

1 Analysis & consulting
High level requirements
Evaluate skill needs

2 Initiation
Team forming
With client involvement

3 Product know-how
Functional ramp-up
Technical ramp-up

4 Consolidation & team bonding
One-team approach
On-site visits
First delivery

5 Continuous delivery, Development maintance
Incremental sprints
Working software delivered after each sprint

6 Testing
Manual & Automated testing
Acceptance testing

7 Ongoing monitoring
Shared process Framework with client
Improvements

Qubiz

Planning

High ROI

Should be done
1 & 2

Nice to have
3

To avoid
4

Low ROI

Business value

Complexity

Backlog and planning

According to Agile/SCRUM principles, we refer to the Product Backlog as reference of requirements

Priorities are set based on business value vs. complexity criteria, resulting in Sprint Backlogs

Monitoring and control

- **Daily:** a maximum of 10-minute status calls in which everyone states daily progress, next day plans, impediments;

- **Weekly:** checkpoint reports, on a team level, highlighting risks, issues, budget indicators;

- **Bi-weekly:** AKA Sprint-level ceremonies, demo of deliverables, retrospective to improve process;

- **Monthly:** budget overview, account management meetings/calls.

The working principle here is full transparency.

Tooling

Communication: Microsoft Teams, Email and/or Google Hangouts;

Collaboration: Google Docs/Sheets;

Task tracking: Jira or YouTrack or TFS;

Other tools according to **your preference**

Qubiz

Why work with us

Flexibility and Scalability

With a large palette of technical skills, scale your teams easily and on-demand as needs change or new ones appear.

Broad Capabilities

We have a one-stop-shop approach to helping our clients, as covering business needs requires smart use of diverse capabilities.

Faster Time to Market

Assemble teams of any size with fast kick-off and delivery time and respond quickly to market needs with a true agile mindset.

Quality and Innovation

We take consistent steps to define what quality means on a case by case basis. This also sets a solid base for innovating in high value areas.

Consulting Approach

Close collaboration, challenging ideas and advising improvements in processes and way of working (not just simple execution) is how we ensure desired outcomes.

Cultural and Mindset Fit

As a European Union member country, we play by the same rules. Furthermore, from a culture and mindset perspective, we're a fit.

Trusted Partnership, One Team

Great retention rates mean that teams will know your business inside-out and leverage diverse resources to deliver added value - together as One Team.

Excellent Value for Money

Focus on core business activities as our highly skilled engineers take great care in helping you achieve your operational and business goals.

Qubiz

A sneak
peek inside
Qubiz

**Get to know
us better**