

Per uscire dalla modalità a schermo intero, tieni premuto esc

AIRP

Agents **for** Resource Planning

Workforce planning still runs **manually**. AIRP finds optimal solutions in **30 seconds**.

Every shift, ops managers at hospitals, factories and government agencies rebuild schedules manually. Our engine solves hundreds of constraints in moments.

€300K
ARR

0
CHURN SINCE
INCEPTION

54
ACTIVE
CUSTOMERS

**2* growth in 2023 and 2024 · 2025 R&D investment year ·
profitable at €50K EBITDA.**

AIRP

Agents **for** Resource Planning

i ITER
IDEA

Italy | UK

THE PROBLEM

TOOLS ARE **TOO RIGID** FOR THE SUPPLY CHAIN MOVING PLANNING: **ASSETS, RESOURCE, SCHEDULING.**

LEGACY APS

SAP, Kronos & Oracle hard-code the rules at go-live. Every change needs a consultant.

SPREADSHEETS

Rules live in the planner's head. One sick call → full rebuild from scratch.

CUSTOM RULES

In-house solvers shatter the moment a contract, certification or shift pattern shifts.

LIVE EVENTS

Absences, machine stops, demand spikes & rush orders never make it back into the plan.

SUPPLY CHAIN · THE MOVING PARTS OF SCHEDULING

EVERY PART AFFECTS EVERY OTHER



WORKFORCE
MANAGEMENT



SCHEDULING
SHIFTS & RUNS



ASSETS
PLANNING



TASKS
ALLOCATION



DEPENDENCIES
CROSS-RESOURCE



TRAINING
SKILLS & CERTS



CUSTOMER RATINGS
SERVICE QUALITY

THE GAP · WHAT THE MID-MARKET ACTUALLY NEEDS

A planner that bends with reality reads the rules from the business, re-plans in seconds, and updates itself when anything changes.

MEET OUR USER

PLANNING MANAGER

"Turning a full day's work into a single click."

≈ 8 hours saved · per planner · per week



Your name is
Andrea, JSP Moulding

YOU MANAGE



120
operators

ACROSS



3
shifts

OPERATING



50
machines

Machine #48 just stopped

40+ SIMULTANEOUS RULES

- Certifications
- Union contracts
- Overtime limits
- Safety regulations
- Machine maintenance
- Skills matrix
- Absences
- Shift rotation
- Rest periods
- +30 more

BEACHHEAD ICP — LOCKED

Andrea

Planning Manager · Mid-size manufacturing plant

- 50–250 employees
- 2–4 shifts
- ERP in place
- Excel for scheduling
- Budget owner

- Manages **80–150 operators** with mixed certifications.
- Spends **4–10 days/month** on manual scheduling.
- No procurement committee — **Plant Manager signs off.**
- ROI visible within 30 days** of going live.

IN ANDREA'S WORDS

A GROUNDBREAKING CHANGE – NOT JUST A TIME-SAVER.



Andrea Aicardi
PLANT MANAGER
JSP Moulding · Italy

Being able to streamline the management of the monthly production schedule based on **three shifts**, with constraints on **people's skills and specific roles**, turning a full day's work into a single click, has been a groundbreaking change — not just a major time saver.

4 hours versus 5 seconds with automatic generation is no small detail. The real change lies in the ability to introduce new management and control functions that standard systems did not allow us to implement.

THE MATH · 8 H SAVED / WEEK / PLANNER → YEARLY IMPACT PER PLANT



ANDREA IS **NOT ALONE** – THE BILL IS **€7.5B PER YEAR.**

How often

What it costs

JSP MOULDING · LIVE CUSTOMER

€49,920

HARD CASH RECOVERED / YEAR

Planner time unlocked across 2 planners — direct, observed on Andrea's plant floor.

Math: 32 h × 2 planners × 12 mo × €65/h = **€49,920**

AVOIDABLE ANNUAL WASTE · €9M REVENUE PLANT

~€950K

TOTAL COST PER PLANT / YEAR

Planner time recovered (observed) + **10% capacity uplift** on €9M annual revenue — conservative estimate from JSP floor data.

Math: €49,920 planner time
+ (10% capacity gain × €9M revenue) = €900,000
Total ≈ €950K/year

EU MID-MARKET AGGREGATE

€7.5B

MID-MARKET WORKFORCE WASTE

~100K EU manufacturers with 50–250 employees face scheduling complexity comparable to JSP — and almost none have a solution.

Math: ~100K EU mid-market plants × **€75K/yr avg waste**
= **€7.5B**
Anchored to JSP's observed €49,920. SAP, Kronos and Excel have all failed at this scale.

WHY NOTHING HAS FIXED IT

Two failed approaches.

EXCEL

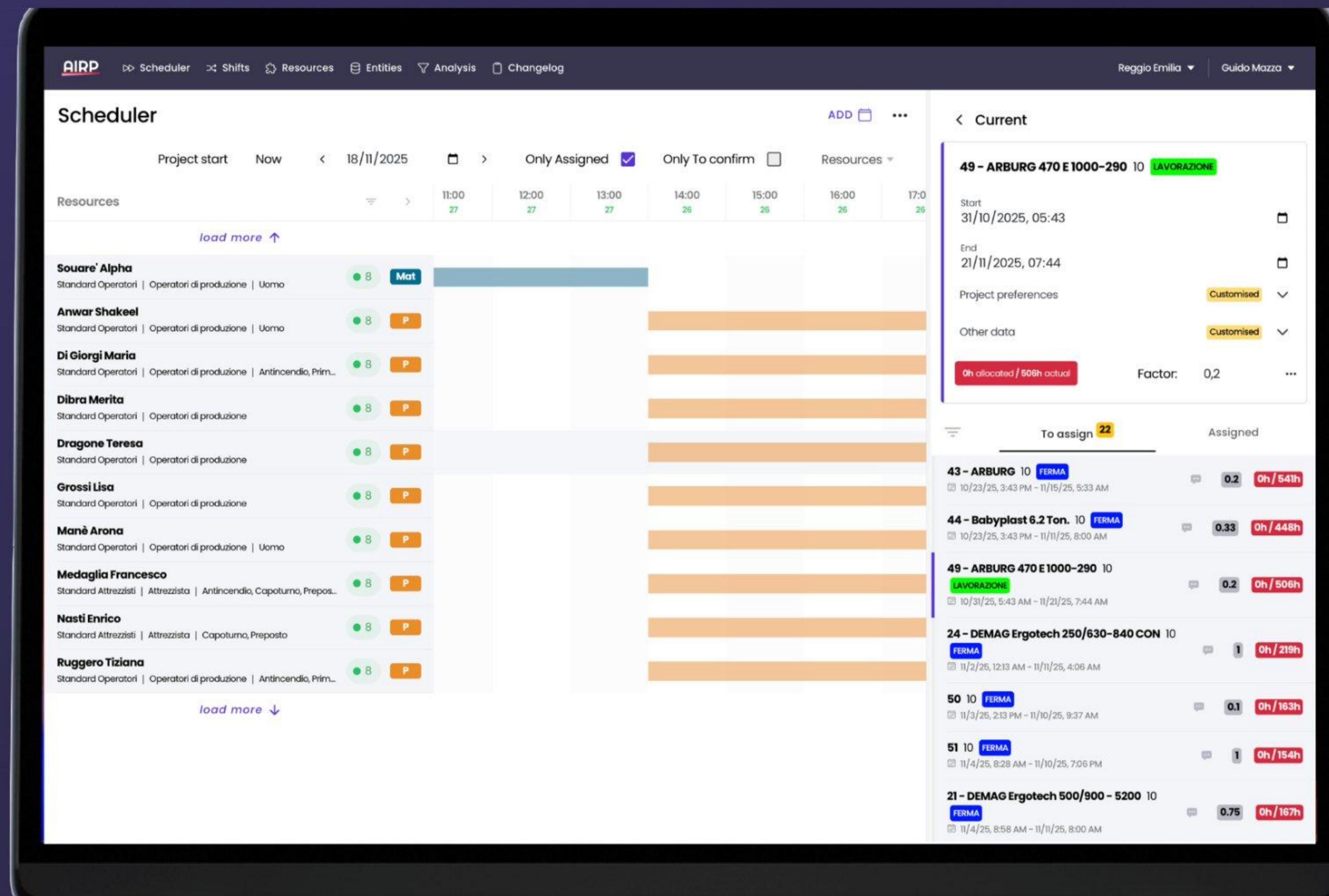
Breaks at **50+ operators**. Rules live in the planner's head. Zero auditability.

LEGACY APS (SAP / KRONOS)

€80–100k + 6 months consultant config — so planners go back to Excel anyway.

THE RESOLUTION: INSTANT, ASSIGNABLE, AUDITABLE.

Live at JSP Moulding · Reggio Emilia



BEFORE AIRP

A full day of manual reshuffling — Excel, phone calls, rules in the planner's head.

WITH AIRP

Drag, drop, confirm. Optimal rota in under 10 seconds.

RESOURCES

120 / 50

COVERAGE

100%

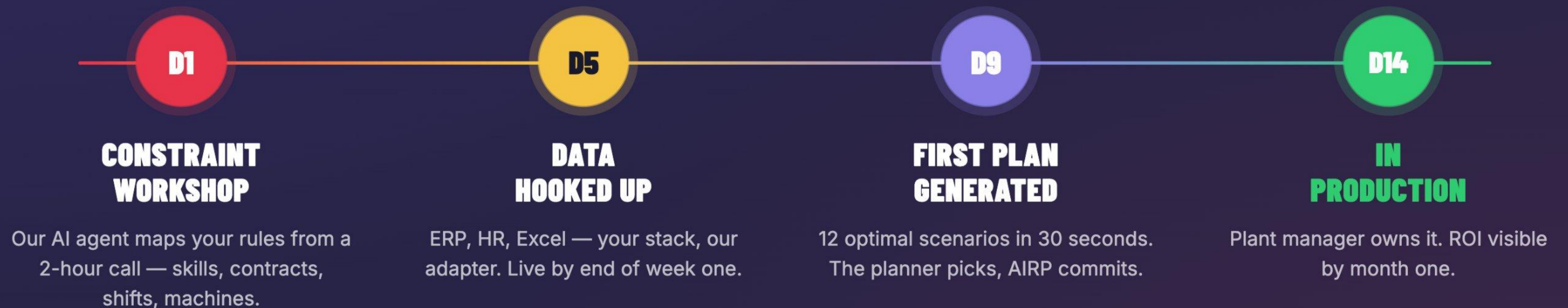
REPLAN TIME

< 10 s

LIVE SCHEDULER · JSP MOULDING

FROM KICKOFF TO FIRST **OPTIMAL PLAN** – IN **2 WEEKS.**

The constraint engine learns your rules in a single workshop. No consultant. No rip-and-replace.



FAST PAYBACK.

TIME SAVED / PLANNER

32 h

PER MONTH · PER PLANNER

Math: 8 h saved / week × 4 weeks = **32 h / month**.
Observed at JSP Moulding, Ghepi, Baggiovara & Scottish Gov.

AIRP PRICE

€12K + €3.5K/yr

UPFRONT ONBOARDING · THEN RECURRING

€12K one-time setup + €3.5K/year SaaS. No consultant lock-in, no professional-services tail.

RETURN ON INVESTMENT

3.2× → 14×

PAYBACK IN < 16 WEEKS · Y1

Math: Y1 €49,920 ÷ €15.5K = **3.2×** · ongoing
€49,920 ÷ €3.5K = **14×**.

< 3 mo

PAYBACK PERIOD

The plant manager doesn't need procurement. **She signs herself.**

2 wks

LOW-RISK ONBOARDING

No ERP rip-and-replace. No consultant lock-in. Adopt without exposure.

WHY CAN'T **WORKDAY** OR **SAP** JUST BUILD THIS?

THE ANSWER · THEY CAN'T DISRUPT THEIR OWN P&L

€4.35B

SERVICES REVENUE TO PROTECT

SAP's consulting partner network earns to **configure SAP**. AIRP proposes a **no-consultant approach**.

No solver

DIFFERENT TECHNOLOGIES & PRE-EXISTING IPS

SAP SuccessFactors Workforce Scheduling = rules-based shift assignment inside HCM. No multi-objective optimizers, no **GenAI & constraint-programming**.

Buying ≠ Building

RECENT M&A SIGNALS DIRECTION

Incumbents are acquiring recruiting & learning platforms: **SmartRecruiters** (Sept '25), **Sana** (Nov '25), not constraint-solving schedulers.

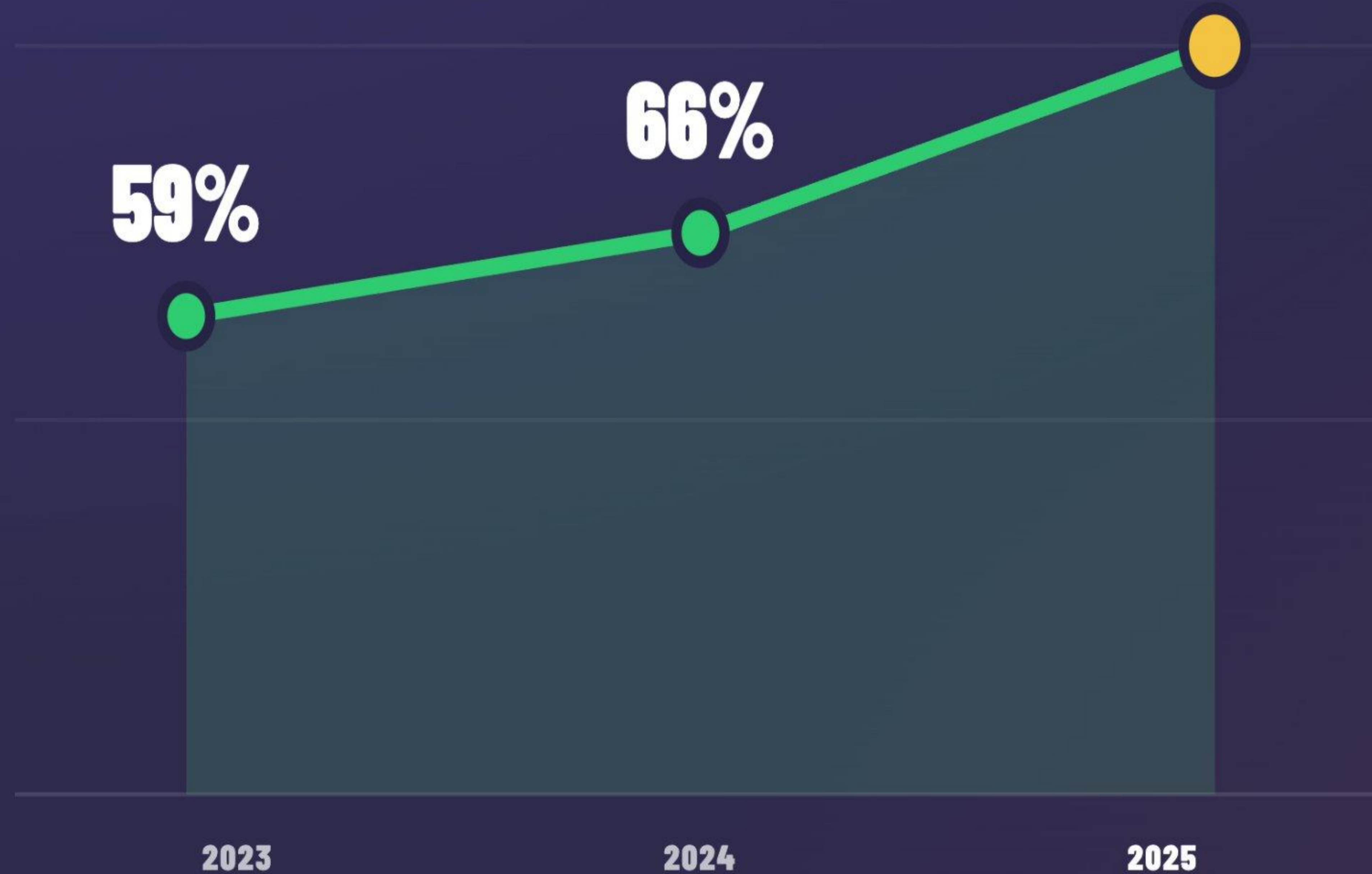
SIDE-BY-SIDE · CAPABILITY COMPARISON

CAPABILITY	SAP / KRONOS Large incumbent	QUINYX VC-backed · Series C	AWMS Zucchetti-backed	EXCEL Status quo	AIRP Runtime config
Time to go-live	6–12 months	8–12 weeks	8–16 weeks	Immediate*	2 weeks
Constraint logic	Rigid rules	Workforce only	Workforce only	None	40+ types · real-time
Annual cost / 100 ops	€25–40K	€18–24K	€15–22K	"Free" — 4h/day lost	€3.5K

ITER IDEA RECURRING REVENUE. ARR €300K.

RECURRING SHARE OF REVENUE

Trending toward pure SaaS



CUMULATIVE REVENUE · 3 YEARS

€1.31M

Bootstrapped · no external capital. Recurring share compounding toward pure SaaS.

2025 · SWITCH TO PRODUCT & RECURRING REVENUE

- **Tested the US market** — didn't convert to recurring revenue. Pulled back within months.
- **Rebuilt the core constraint engine** — R&D delivered. It's the product in front of you.
- **Restructured the team** — right-sized for EU-focused GTM.



CUSTOMERS **STAY** AND **USE IT.**

LOGO CHURN SINCE INCEPTION

0

Every customer who started with AIRP is still on AIRP.

ACTIVE SEATS

1,100+

Growing every quarter as new roles plug into the planner.

DAILY USAGE — BY TOP CUSTOMERS

■ Planners (daily) ■ Reporting users

Customer	Planners (daily)	Reporting users	Total
Scottish Government Public Sector	50	600	650
Baggiovara Hospital Healthcare	3	198	201
JSP Moulding Manufacturing	3	120	123
AEPI Group Manufacturing	5	55	60
Movimat Logistics	2	33	35
AD Nursing NEW Healthcare	3	30	33

Power-users plus reporting users — each customer expands organically as more roles plug into the planner.

4 EXPANSIONS · DOCUMENTED

JSP MOULDING

Production → opened **Technical Offices**.

AEPI GROUP

Production → opened **Technical Offices**.

SCOTTISH GOV.

Renewed with a **multi-year contract**.

AZ TRASPORTI

+ **10 external contractors** added to the tool.

PAYING CLIENTS **ACROSS SECTORS.**

JSP MOULDING

MANUFACTURING · ITALY & GERMANY

-90%

time on shift scheduling & line allocations across 120 operators and 50 machines.

"Turning a full day's work into a single click was a game-changer."

ANDREA AICARDI · PLANT MANAGER, JSP MOULDING

SCOTTISH GOVERNMENT

PUBLIC SECTOR · UK

+85%

planning efficiency at RPID, saving **1.5 months per office** every year.

"A solution that meets our needs today while keeping an eye at the future."

JENNIFER KINNAIRD · SCOTTISH GOVERNMENT

HOSPITALS

HEALTHCARE · ITALY

100%

skill coverage guaranteed across all hospital departments, raising standard of patient care.

"AIRP raised the overall standard of care provided to patients."

WILLIAM BONI · COMPARTMENT COORDINATOR

FREIGHT

LOGISTICS · ITALY

3,000

monthly routes optimised across **100 vehicles** and **60 drivers**, fully automated.

Seamless integration with existing fleet software and dispatch workflows.

ANTONIO BERNARDONI · AZ TRASPORTI

SCOTTISH GOVERNMENT DEEP-DIVE · BEFORE VS AFTER AIRP

3,300+ hours saved · FIRST SEASON · PER OFFICE

PER OFFICE

Inspections planned

BEFORE AIRP

— 20,000 / year

AFTER AIRP

— 20,000 / year

Time per plan

✗ 10 min · per scheme · per month

✓ 30 sec · per scheme · **full year**

Total planning time

✗ **~3,000 hrs/yr** · ≈ 417 workdays

✓ **~0.4 hrs/yr** · ≈ 25 minutes

Scenario flexibility

✗ 0 — manual, static plans

✓ **6** auto-generated scenarios

Replanning ability

✗ None — costly & slow

✓ Instant — dynamic & responsive

~100K EU MID-MARKET PLANTS STILL SCHEDULE **WITHOUT AI.**

TAM · TOP-DOWN

€3.5B

Global Advanced Planning & Scheduling software · ~10% CAGR.

Source: Grand View Research · Gartner range \$3-4B. This is what companies currently pay for *inadequate* solutions.

SAM · BOTTOM-UP

€1.5B

~100K EU manufacturers with 50-250 employees · realistic 5-yr SaaS adoption.

Math: 100K plants × 15% adoption × €15K ACV = €225M first wave
Full 5-yr: 100K × 100% × €15K = €1.5B

SOM · 3-YEAR TARGET

€2.7M ARR

180 customers by year 3 · 0.018% of SAM — Series-A-ready trajectory. From 100-plant pipeline · 30% conversion.

Math: 180 × €15K ACV = €2.7M ARR

3-YEAR SOM TRAJECTORY · EXPLICIT ASSUMPTIONS

From 100-plant pipeline · 30% conversion

Y1 €450K ARR
30 customers · post-raise execution

Y2 €1.35M ARR
90 customers · Adria + DACH ramp

Y3 €2.7M ARR
180 customers · Series A ready

WHY NOW

The **EU AI Act** (effective Feb 2025) is pushing mid-market manufacturers to audit and document planning logic.

The **€7.5B EU mid-market waste** is more than **2x the entire global APS software market (\$3.5B)** — no solution has ever been priced and built for this segment.

TEAM

AIRP TEAM

4 people · €1.31M revenue · 54 enterprise clients · 0 churn



Guido Mazza
CEO · CO-FOUNDER

- **Closed every AIRP deal** to date — Ghepi, AEPI, AZ Trasporti, Scottish Gov.
- **9+ years** as Partner of Zucchetti SPA · 200+ ERP enterprise clients
- Led to **€220K EBITDA** in 2024 as Business Developer



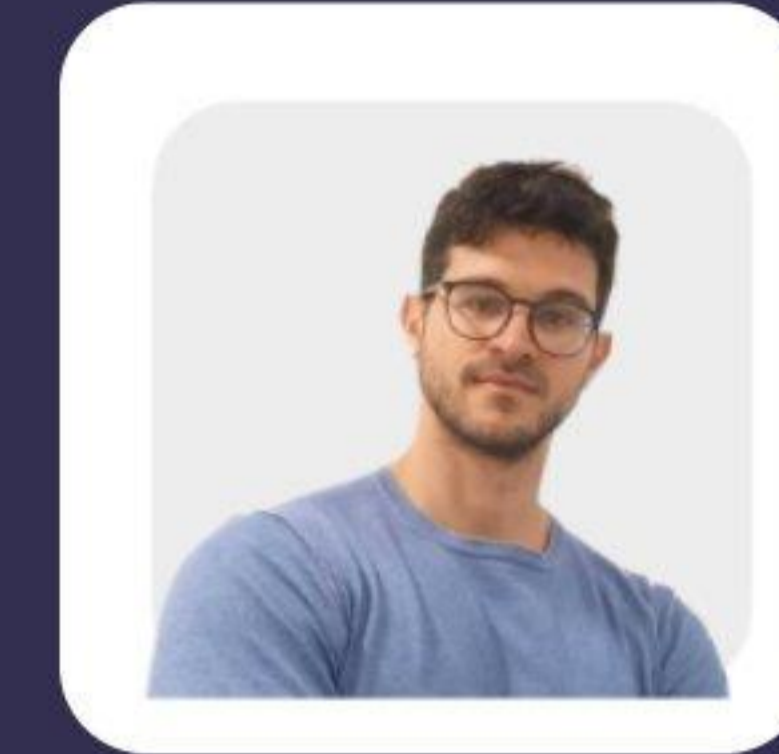
Matteo Carbone
CTO · CO-FOUNDER

- AWS Solutions Architect · **9+ years** in cloud applications, supporting 100K+ users
- Expert in **Agile & Scrum**
- ITER IDEA Suite apps and international projects



Francesco Marazzi
DATA SCIENTIST

- Master Degree · **Machine Learning & AI Specialist**
- Head of **allocation algorithms** for AIRP
- **8 years** in AI-driven financial and insurance solutions with Corporate



Emanuele Marsili
PHD · QUANTUM COMPUTING

- **PhD · Computational Quantum Chemistry** · Airbus quantum computing collaborator
- Developed AIRP's **predictive demand model**
- Led and won the **CTE Cagliari Smart City call** (EU-funded R&D, 2025) with QPLAN constraint scheduling on real quantum hardware

GTM COVERAGE

How we close deals today

FOUNDER-LED

Guido Mazza

Closes Italy + UK. Government & mid-market enterprise.

CHANNEL · ADRIA

SEE UP DUO

Onboarded — committed in round · regional BD coverage.

HIRING · FUNDED BY THIS ROUND

Senior BD · EU mid-market

6+ yrs enterprise SaaS · manufacturing vertical · DACH/UK fluent.

THE ASK

RAISING €500K AT €2.5M.

ALREADY COMMITTED

SEE UP DUO committed

€200K ITALIAN GIOVANI TALENTI

Under Due Diligence

USE OF FUNDS · 40%

€200K

DISRUPT SALES VELOCITY

From 8 weeks → 2 weeks

We map leads rules, objectives during the discovery meeting via the new AIRP engine.

USE OF FUNDS · 60%

€300K

SKILLS TO ACQUIRE

CRITICAL

SALES ENGINEER

Q3 2026

Creates commercial redundancy & enables parallel pipeline management beyond founder-led sales.

IMPORTANT

ADRIA PRESENCE

Q3 2026 · 2nd SE

Accelerate the region & fulfil the request from local adopters.

PLANNED

QA MANAGER

Q2 2027

Quality assurance & product standardisation as the base scales toward 30+ companies.

€600K ARR by month 18



AIRP

AGENTS FOR RESOURCE PLANNING



Guido Mazza

CEO & CO-FOUNDER

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TELL US ABOUT YOUR SCHEDULING PROBLEM

A brief discovery. A tailored response.

Answer a few questions. We review your input and reply within 24h with a tailored point of view — no generic decks.

STEP 1 OF 5 · ORGANIZATION

Tell us about your organization

Helps the agent pre-configure the right model and access structure.

What industry do you operate in?

Manufacturing Healthcare Logistics & transport Construction Public services

Other

How large is your organization?

Under 50 50-200 200-1,000 1,000+

How many people plan & schedule today?

1 — solo planner 2-3 coordinators 4-10 coordinators 10+ planning team

[Continue →](#)