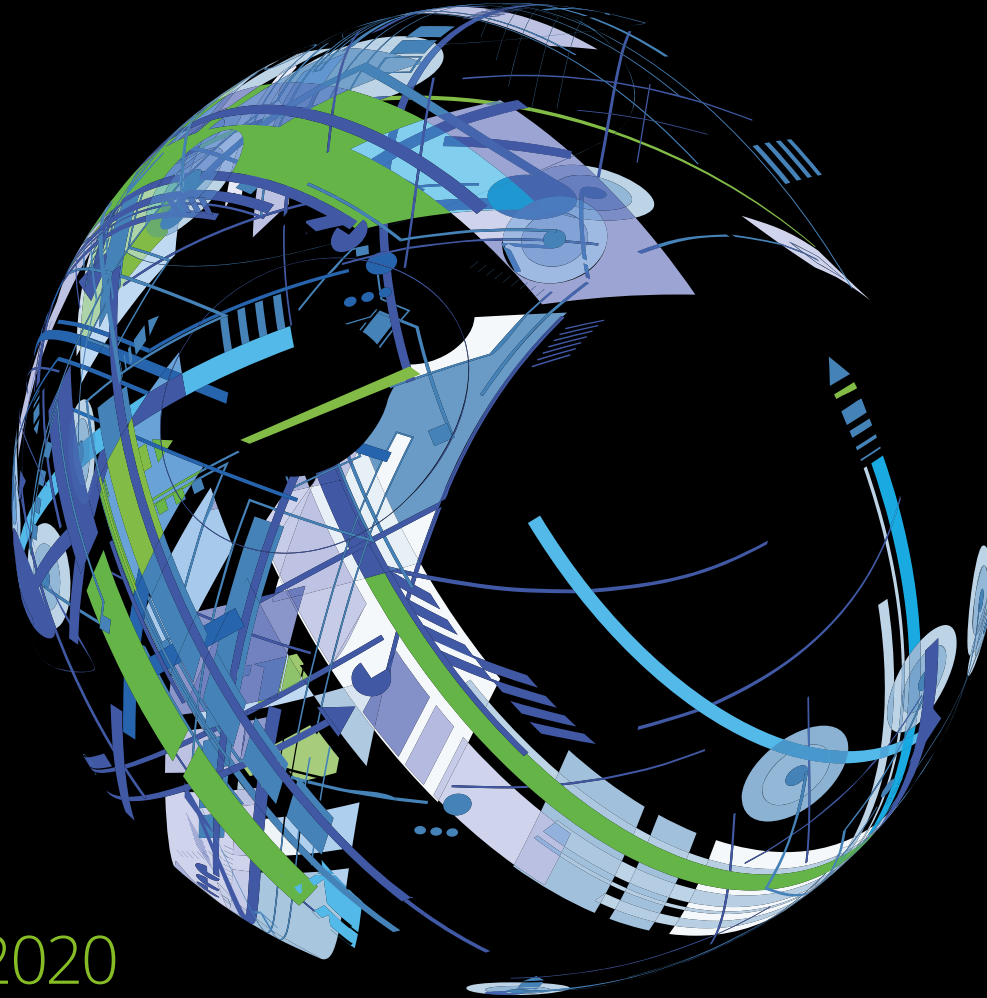


Deloitte.

50 | Technology **Fast 50**
2020 CENTRAL EUROPE



Deloitte Technology
Fast 50 Central Europe 2020
Powerful Connections

www.deloitte.com/cefast50



Welcome to the Deloitte Technology Fast 50 Central Europe 2020








The Deloitte Technology Fast 50 in Central Europe is a programme that recognises and profiles fast growing technology companies in the region. The programme, which is now in its 21st year, ranks the 50 fastest growing public or private technology companies.

The Technology Fast 50 award winners for 2020 are determined based on the revenue growth over four years (2016 to 2019). Companies must have base-year operating revenues of €50,000 in 2016, 2017, 2018 and a current year operating revenue (2019) of at least €100,000. Exchange rates are based on the annual average given by the central bank of the company's respective national currency.

Technology companies are invited to self-nominate for the programme via our website. Financial data of the companies are provided by the entrants themselves and are gathered via our online survey tool. This information is then cross-checked using each company's financial statements which have been verified by their accountants or a registered auditor.

The Deloitte Technology Fast 50 in Central Europe is part of Deloitte's global Fast 500 programme. For further information regarding the Deloitte Technology Fast 50 in Central Europe, please visit our website: www.deloitte.com/cefast50.

Companies active in the following industry sectors are eligible:

-  Communications;
-  Environmental Technology;
-  Fintech;
-  Hardware;
-  Healthcare and Life sciences;
-  Media and Entertainment;
-  Software.

Contents

Thoughts from CEO	4
Insights from the Programme Leader	5
2020 Technology Fast 50 ranking	6
Rising Stars	28
Impact Stars	36
Fast 50 ranking list	65
Contacts	68

Thoughts from CEO

For many years, I have looked forward to the annual publication of the Deloitte Fast 500 and Fast 50 reports that rank and celebrate those innovative, high-growth and young companies that are helping to rewrite the future of technology and business advancement.

In particular, I look forward to seeing how businesses from Central Europe perform when placed in direct 'competition' with others from across the world.

I was really proud to see that no fewer than 80 CE businesses qualified for the 2019 EMEA Fast 500 ranking. That is an immense achievement by each and every one of them, and is powerful testimony to the spirit of innovation, ethical integrity and ambition to improve people's lives across our region. Without these qualities, no company can succeed in today's business environment.

A positive influence

Certainly, the three leaders in our 2020 Fast 50 ranking set an example of how fresh thinking, extreme tech know-how and a determination to make the world a better place combine to have a positive influence on people, society and the environment.

For example, Poland's Packhelp, which heads the ranking, has developed a solution that gives businesses of all sizes access to custom-branded packaging with minimal environmental impact.

The Czech Republic's DoDo, number two in the ranking, aims to relieve negative impacts on cities and the wider environment by streamlining 'last mile' deliveries to significantly reduce traffic congestion and pollution.

And, by providing the largest and easiest-to-use database of apartments to rent in the Czech Republic, third-placed UlovDomov.cz is taking away a major source of anxiety and frustration that affects people looking for somewhere to live.

I was also impressed to see that FTMO (FF Trader s.r.o.) from the Czech Republic for a second successive year leads our 'Rising Stars' category. The company's educational platform for financial traders supports sustainable business performance by empowering users to make the right decisions and so reduce wasted time, effort and money.

Impact Stars

This year, we are taking to new heights our commitment to recognising companies that are inspired by making an impact on the business, environment, society and diversity amongst employees.

We are launching a new category in the Fast 50 Programme called 'Impact Stars', which expressly marks out those companies that have a clear ethical dimension at the heart of their business model.

Above all, it clearly demonstrates how a desire to improve the world around them is providing many businesses and the entrepreneurs behind them with solid opportunities to achieve sustainable success. These companies do not just survive crises. They emerge stronger – and they help others do so as well.

For me, this is what 'making an impact that matters' really means. So it is particularly appropriate that we have launched Impact Stars in the year when Deloitte is celebrating 175 years since its formation. Since 1845, together with our clients, we remain committed to creating something that benefits future generations, guided by our Shared Values.

This is exactly the spirit of enterprise that is shared by the fantastic young tech businesses you can read about in this report, combining business with art, medicine, commerce, education, design, science and much more to solve the burning realities of the society we live in today.

We are very proud to highlight their achievements here, and we will continue to support such vibrant businesses as they help to build a stronger and more sustainable future for all.

Jarek Skvrna

CEO, Deloitte Central Europe



I was really proud to see that no fewer than 80 CE businesses qualified for the 2019 EMEA Fast 500 ranking.

Insights from the Programme Leader

In these unprecedented times, as we move into an era when sustainability has never been more of a priority for all stakeholders, technology companies have a more significant role to play than ever before.

This makes the 2020 edition of the Deloitte Central Europe Fast 50 a particularly interesting and essential read, with so many companies from across our region aiming to overcome the challenges we face: social, educational, medical, commercial and environmental.

The Fast 50 always highlights for me the blistering pace of change that is taking place around us. The fact that 42 of this year's 50 featured companies are new to the ranking demonstrates quite how young and energetic our fastest-growing and most innovative companies are.

This year, in fact, the average growth rate across all entrants stands at 1,460%, significantly ahead of last year's 1,128%, which was also outstanding. In addition, with more than 300 companies vying to participate in the ranking, we are also seeing enormous strength in depth. And while we were as ever pleased to see so many entrants from countries such as the Czech Republic (21), Poland (15) and Croatia (5), we were also delighted to include companies from emerging economies such as Kosovo.

This has added yet again to the pride we always take in making the Fast 50 a truly Central European initiative,

combining the energy and technical excellence of young businesses from across all our countries.

Of course, it has always been essential that featured companies use their own proprietary technology as well as demonstrate an exceptional growth rate. With the launch of the new 'Impact Stars' category we recognize those which have ethical approach to business, diversity, environment and innovation. As our CEO Jarek Skvrna says on page 4, this is what Deloitte's purpose of making 'an impact that matters' increasingly means.

Our first cohort of Impact Stars once again illustrates the spirit of innovation that is alive and well everywhere across Central Europe. Companies like Cycle, Nanobile and IdeaBuddy from Serbia, and Mistral Technologies, the Ministry of Programming or Klika from Bosnia and Herzegovina, demonstrate that our larger countries have no monopoly on impactful innovation.

I have great pleasure in inviting you now to read the Deloitte Central Europe Fast 50 for 2020. I very much hope that you find the stories it contains as inspiring and impressive as I and my colleagues did while compiling the report. It has been a true privilege.

Jiří Sauer

Partner, Fast 50 Programme Leader
Deloitte Central Europe



The Fast 50 always highlights for me the blistering pace of change that is taking place around us. The fact that 42 of this year's 50 featured companies are new to the ranking demonstrates quite how young and energetic our fastest-growing and most innovative companies are.

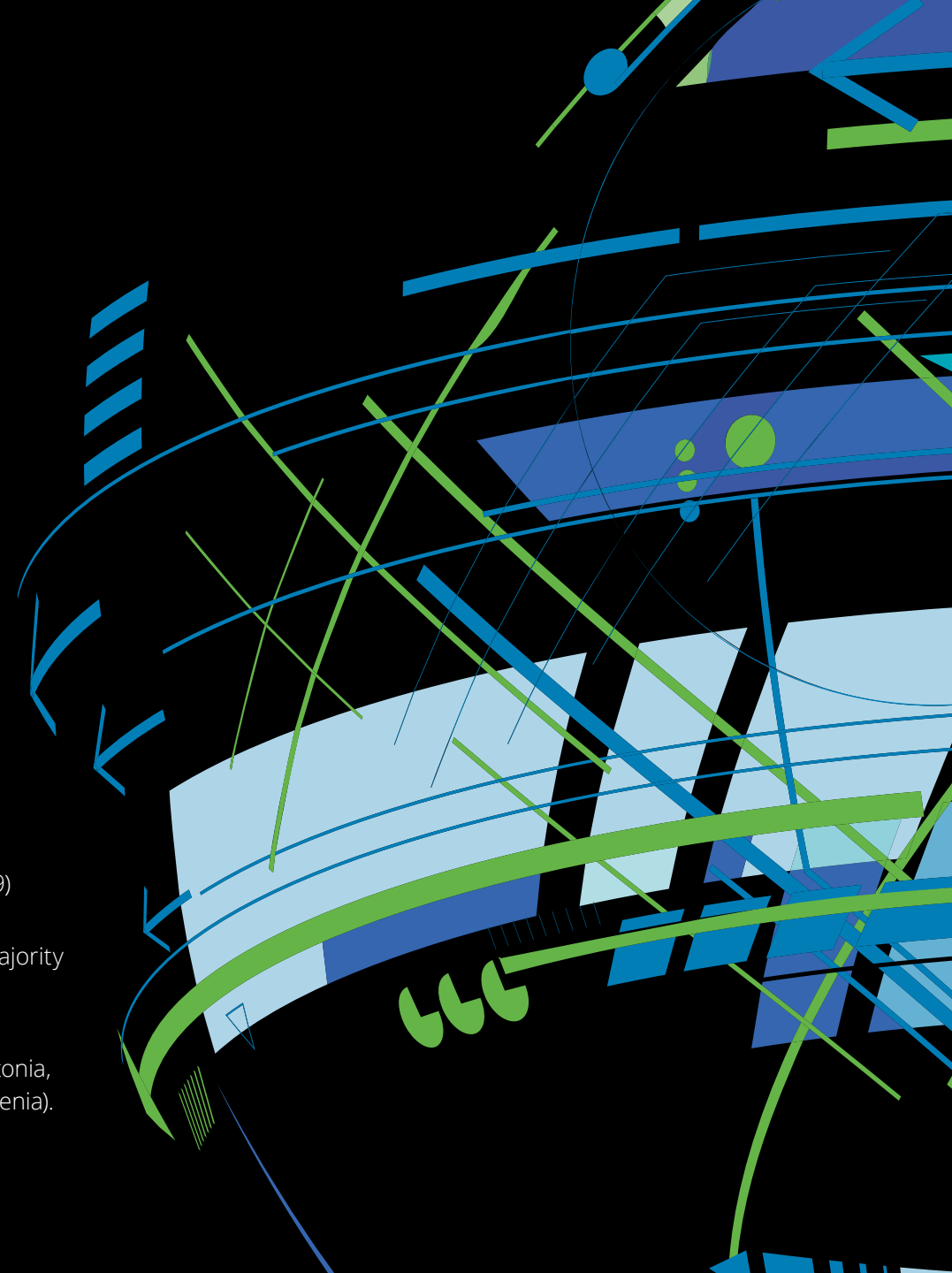
2020 Technology Fast 50 ranking

Criteria for 2020 Technology Fast 50

Companies must meet a number of criteria to be considered eligible for the main CE Fast 50 ranking:

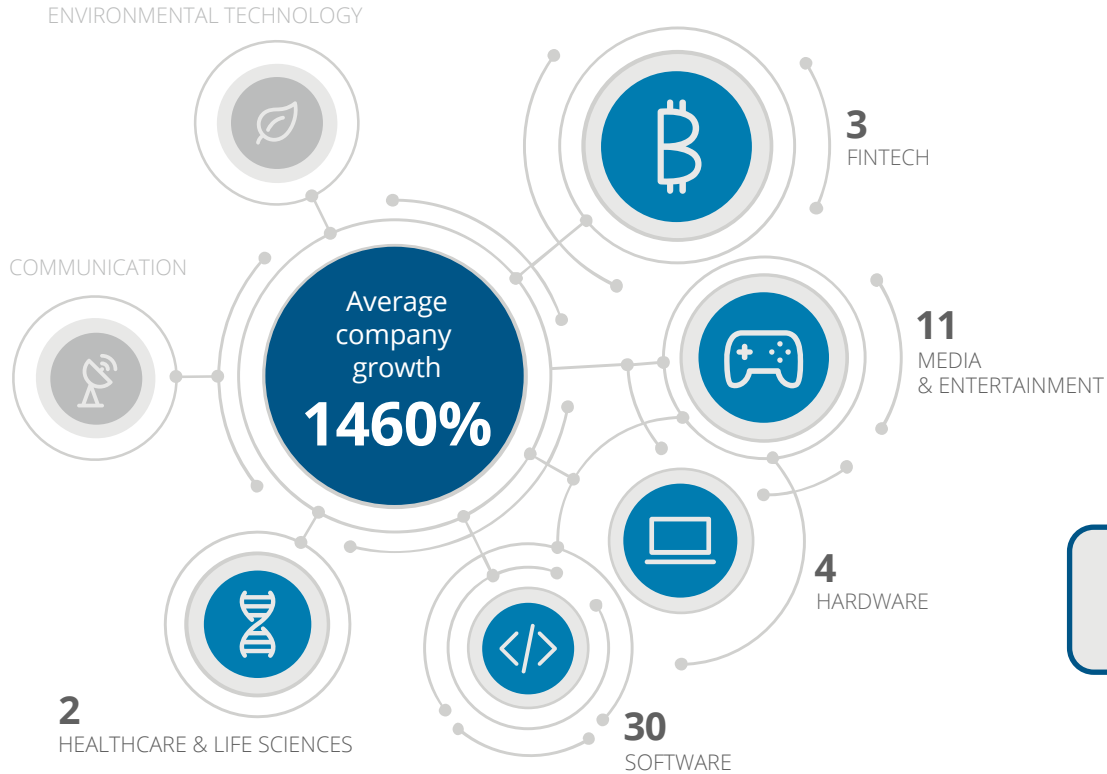
- Have base-year operating revenues of at least €50,000 in 2016, 2017, 2018 and a current year operating revenue (2019) of at least €100,000.
- Own proprietary intellectual property or proprietary technology, sold to customers in products that contribute to a majority of the company's operating revenues.
- Have an ownership structure that excludes majority-owned subsidiaries of strategic entities.
- Headquarters in a Central European country (Albania, Bulgaria, Bosnia & Herzegovina, Croatia, the Czech Republic, Estonia, Hungary, Kosovo, Latvia, Lithuania, North Macedonia, Moldova, Montenegro, Poland, Romania, Serbia, Slovakia or Slovenia).

Winners are then selected by ranking their revenue growth over the four years from 2016 to 2019.

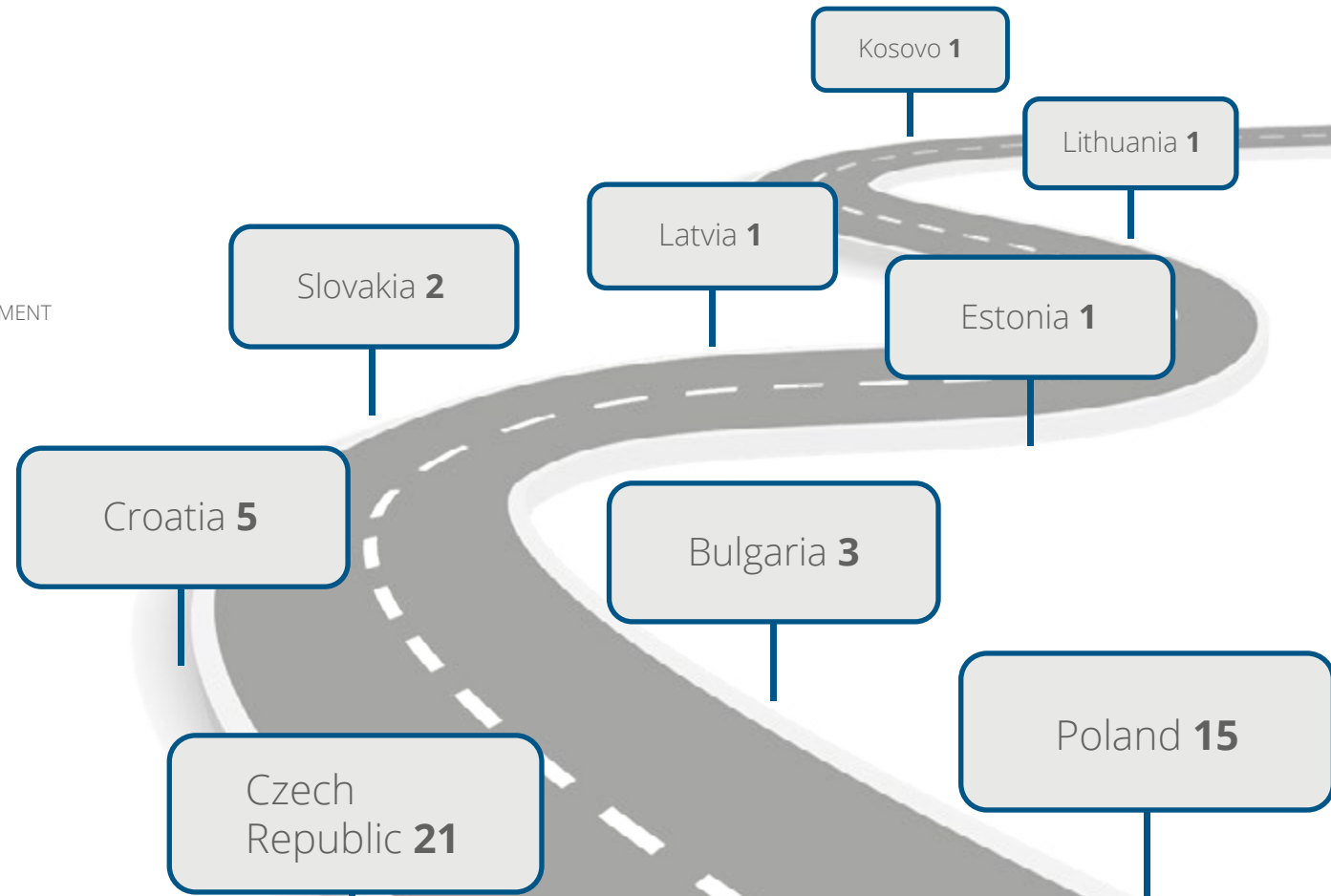


Fast 50 category overview

Companies broken down by industry segments



Companies broken down by countries



Packhelp: the shortcut to great packaging



Packhelp was founded in 2015 to provide a solution to the often painful experience of ordering custom-branded packaging. The company's founders, whose background is in marketing, sales, print and IT, decided to leverage their collective knowledge to disrupt what they saw as an outmoded industry.

The result is an online marketplace, streamlined by an intuitive web app that allows anyone to design and order their own packaging with just a few clicks. Today, Packhelp meets the needs not only of independent sellers and marketing teams looking for as few as 30 pieces of custom-branded packaging, but also those of medium and large e-commerce businesses.

The six Packhelp founders have now grown into a team of over 170. The company is strengthening its position right across Europe, serving over 30,000 customers in more than 30 countries. It continues to expand across Europe's largest markets, positioning itself as the go-to place for any business looking for customised packaging.

Packhelp is currently focused on launching new products and further developing Packhelp Pro, its bespoke service for enterprise customers.

The company has technology at its core. Customers can easily create their own designs using its elegant self-serve design tool, and it uses its own sophisticated technology platform for managing the orders it sends to suppliers. Growing the tech team responsible for bringing innovation to this traditionally 'pen and paper' industry has always been a key focus area for the business.

Packhelp Business Units

The **Packhelp Studio** makes it easy for business owners with no design experience to choose, design and order custom packaging. With Packhelp's free online software, users can upload their logo and 'drag and drop' it to create their ideal packaging design. Those who struggle for creativity can pick from a wide range of premade and totally customisable designs.

Packhelp Plus simplifies packaging for growing brands. Instant quotes on custom designs, access to engineers and prototyping, contracts, R&D services and a dedicated account manager means that brands can spend less time worrying about packaging and focus more closely on business growth.

Packhelp Pro is a smart packaging procurement system for the supply chains of today and tomorrow. Customers access Packhelp's global network of manufacturers who bid and compete for their work, ensuring the best quality, most reliable turnaround times and most competitive pricing. Packhelp Pro's intuitive software helps customers and their key stakeholders to collaborate with packaging consultants while keeping all SKUs, orders and packaging data in one place.

The six Packhelp founders have now grown into a team of over 170. The company is strengthening its position right across Europe, serving over 30,000 customers in more than 30 countries. It continues to expand across Europe's largest markets, positioning itself as the go-to place for any business looking for customised packaging.

1

Packhelp S.A.



SOFTWARE



9 077%



- 📍 Poland
- 👤 Wojciech Sadowski
- 🌐 www.packhelp.com

Packhelp's mission is straightforward: to democratise access for every company to custom-branded packaging. The ordering flexibility it offers means it is already achieving this goal for 30,000 customers from 30 countries. Mainly online stores, they work with Packhelp as their partners for all their packaging needs. The company's production partners, benefit too, through the access they gain to a very fast-growing e-commerce market place, that is enabling them to invest in the latest technologies. Packhelp has used proprietary technology to build what it calls 'the world's best web-enabled packaging editor, allowing customers to design and visualise their packaging solutions with total accuracy'. In addition, the platform enables automated production batching, scheduling and order management, allowing it to support thousands of orders a month, including very small quantities.

2

DoDo



SOFTWARE



8 427%



- 📍 Czech Republic
- 👤 Michal Menšík
- 🌐 www.dodorocks.com

DoDo's technology-powered delivery service specialises in the 'last mile' and same-day delivery. The last mile is among the most expensive and complex parts of the delivery chain, and the need to find cost-effective, sustainable and effective solutions to its challenges is becoming more urgent as same-day delivery becomes the industry norm. DoDo's unique logistics platform, GAIA, is powered by advanced algorithms to connect demand with third-party logistics partners and the company's own 450+ vehicles and 900+ couriers across four countries. This 'Platform as a Service' (PaaS) solution uses Big Data, AI and automation to organise deliveries in the most efficient way, predicting peak hours and responding to traffic patterns in real time to get the best performance from each vehicle and to reduce negative impacts on cities and the wider environment.

3

UlovDomov.cz



SOFTWARE



5 535%



- 📍 Czech Republic
- 👤 Martin Březina
- 🌐 www.ulovdomov.cz

UlovDomov is the Czech Republic's first, largest and most comprehensive database of apartments for rent in the Czech Republic, based on close working relationships with every landlord and broker it could find. The site uses a friendly interface with ease of searching at its heart. This is based on the belief that renting apartments should be simple, affordable and efficient. The company's research has also identified the kind of ads that people do not wish to see – those without photos and with bad descriptions. It has therefore developed the unique UlovDomov Score, a system of sophisticated algorithms that uncompromisingly ranks ads by their quality. As a result, searchers know they will always see the best offers on the top of the list.

4

FAVI



MEDIA & ENTERTAINMENT



3 389%



- Czech Republic
- Jan Sellers-Zajíc
- www.favi.cz

FAVI is the leading search engine and aggregator in the home design and furniture segment, operating across six countries in Central and Eastern Europe, and working with nearly 2,000 business partners. Covering both big retailers and local furniture producers, FAVI's technology makes it easier for shoppers to find products online and for retailers and online stores to reach their customers. The company aims to make the whole online furniture and home decor shopping experience more convenient for consumers and business partners alike. Every day, the company says, its service allows hundreds of thousands of shoppers to find the ideal furnishings for their homes.

5

EGZOTech Sp. z o.o.



HEALTHCARE & LIFE SCIENCES



2 932%



- Poland
- Michael Mikulski
- www.egzotech.com

EGZOTech uses robots and electromyography – recording the electrical activity of muscle tissues – to make physiotherapy more effective for patients suffering from a range of neurological problems, from stroke and spinal-cord injuries to neurodegenerative diseases, incontinence and chronic pain. Its two main products are Luna EMG, a neurorehabilitation robot, and Stella BIO, an electromyography with electrical stimulation. Both use superior acquisition and signal-processing capabilities to deliver what the company calls the world's most sensitive electromyography. Luna EMG enables patients suffering from muscle weakness to take exercise, enabling enhanced neuroplasticity and driving faster recovery. It also automates the work of human therapists, enabling more patients to be treated simultaneously. Stella BIO is a telehealth and rehabilitation-enabled mobile device used for diagnosis and electrical stimulation to strengthen muscles. During the COVID-19 crisis, it has been widely used to deliver diagnostics and therapy remotely when in-person appointments are challenging. EGZOTech invests heavily in R&D and has sales in more than 20 countries worldwide.

6

Electrocoin d.o.o.



FINTECH



2 617%



- Croatia
- Nikola Škorić, CEO & Marin Maržić, COO
- www.electrocoin.hr

Electrocoin d.o.o. is a cryptocurrency brokerage and payment processor. It started as a hobby project and over the years exploded into the biggest cryptocurrency brokerage in Croatia, and one of the fastest growing ones in the EU. We did this by keeping focus on the quality of service and personal approach to every single client, something that is sorely lacking in our industry. We then decided to work on integrating cryptocurrencies into everyday life, so these days Electrocoin offers services like crypto-payment processing (PayCek.io), and partners with companies such as the Croatian Post in order to grow the cryptocurrency user base by making crypto transactions as simple as they get.

7

Solution4Labs



SOFTWARE



2 367%



- 📍 Poland
- 👤 Robert Strzelecki
- 🌐 www.Solution4Labs.com

The company pioneers the digitalization of laboratories, by providing the industry with the latest technologies. These include Mixed Reality solutions, as well as rapid LIMS implementation - operational in as little as 5 days. Solution4Labs empowers laboratories with workflow optimization, from such sectors as biobanking, chemical, criminology, cosmetology, pharmaceutical, food, mining, oil & gas, and heavy industry. It has implemented LabTech solutions for laboratories in over 100 countries. Solution4Labs belongs to TenderHut SA - a Polish technological group with representatives and offices in China, Denmark, Finland, France, Germany, Ireland, Norway, Sweden, Switzerland, UK, and the USA.

8

ZdroweGeny.pl Sp. z o.o.



HEALTHCARE & LIFE SCIENCES



1 951%



- 📍 Poland
- 👤 Jakub Strzelczyk
- 🌐 www.zdroweGeny.pl

ZdroweGeny.pl is a unique and innovative Polish platform that gives customers the opportunity to buy genetic and diagnostic tests online, combining the offers of specialist laboratories across Poland and the rest of the world. Based on unique technological integration, including APIs with the best laboratories in Poland (such as Diagnostyka, Alab, Fulgent, Genomed, GenXone and the Institute of Forensic Genetics) the company offers unique genetic research, made available by the most advanced methods of molecular biology. It also works with global laboratories from the USA and Hong Kong, offering research that until now has not been available on the Polish market. As the company says, 'Every day, in fact, we provide new, innovative research that was not previously available to the Polish market. As a result, we constantly enjoy the increasing trust of our clients. Their needs are our priority and our primary goal, so we are continuously seeking new research information from across the world with our customers in mind.'

*

9

Tylko



SOFTWARE



1 788%



- 📍 Poland
- 👤 Jacek Majewski
- 🌐 www.tylko.com

Tylko is a next-generation furniture company that aims to complement the modern consumer lifestyles. Its systems digitise all the manual steps involved in the design and manufacture of made-to-measure furniture. The company has developed two proprietary systems that use automation and allow the business to scale. At every step, Tylko cares about longevity and the planet. Its products are made using high-grade materials and hardware, and it uses responsibly sourced wood and plastic-free packaging. Sustainability is embedded, with a short, local value chain, no stock in storage and on-demand manufacturing.

*After the Report was released, DYNTELL Magyarország Kft. with the growth of 1672% was added to the Fast 50 ranking. This is not reflected in the Report's infographics and statistics.

10

Kontentino s.r.o.



SOFTWARE



1 536%

Kontentino

- Slovakia
- Bohumil Pokštefl
- www.kontentino.com

Kontentino is a social-media management tool for marketing teams in agencies and brands. Designed in a digital advertising agency for the ultimate user-friendliness, it is tailored to enable straightforward and effective collaboration between agencies and their clients. It helps to eradicate many of the most common problems associated with delivering social media campaigns: from posting the unapproved post version to getting lost in spreadsheets and email threads. It makes it easy for clients to see what the post will look like when published. Kontentino analytics helps you to put data in the context. As they say at Kontentino, "We were all there – we built Kontentino to help you with all of it."

11

Gjirafa, Inc.



MEDIA & ENTERTAINMENT



1 509%

gjirafa.com

- Kosovo
- Mërgim Cahani
- www.gjirafa.com

Gjirafa is an internet services company that provides a video content platform, an online advertising platform and a digital commerce platform for businesses across the Balkans. Not only is it the fastest-growing company in the Balkans, it is also one of the best-funded start-ups in Europe. Gjirafa offers a wide range of services through several specialist divisions: its main portal platform, including search, vertical search, classified, news and bus schedules; a video streaming service; an electronics e-commerce store; an e-commerce marketplace; a business directory, including maps, street view and chat; and an online self-service marketing tool.

12

Zonky



FINTECH



1 347%

zonky.cz

- Czech Republic
- Jiří Humhal
- www.zonky.cz

Founded in 2014, Zonky.cz (a trading name of Benxy s.r.o.) is a Czech peer-to-peer lending and consumer credit company that enables investors to participate in the consumer credit loans which it generates. This approach is similar to the process often involved in large bank loans where the original lender wishes to transfer part of its exposure to other banks. A transaction is based upon a contractual arrangement between Zonky and the investor, in which the investor acquires the right to share in the yields or losses of a specific loan in a way that is proportionate to the size of the investment. By early 2020, Zonky had brokered loans worth more than CZK 10 billion to more than 65,000 people and was managing the portfolios of over 40,000 investors.

13

Coursedot



SOFTWARE



1 336%



- Bulgaria
- Teodor Panayotov
- www.coursedot.com

Coursedot provides customers with expert advice on the best available technology and business skills training options and has the capacity to deliver infinitely scalable training solutions. Unlike traditional training companies with fixed curriculums and limited delivery capacity, its solution has unlimited coverage of technologies, locations and delivery methods. Coursedot provides just-in-time training solutions, delivered by experienced trainers certified in all major and niche Dev, DevOps and IT technologies, including vendors such as Microsoft, AWS, Google, IBM, Cisco, Citrix, VMware, Juniper and many more. The company's main product is the Instructor Hub (<https://hub.coursedot.com>), the largest platform for certified freelance technical trainers in Europe with more than 3,200 registered professionals.

14

SuperScale s.r.o.



MEDIA & ENTERTAINMENT



1 306%



- Slovakia
- Ivan Trančík
- www.superscale.com

SuperScale was founded in 2016 with the vision to help mobile game developers to scale their games to their maximum potential. SuperScale analyses and optimises all business verticals of a game through a combination of their proprietary big-data AI/ML business optimisation tech and expert teams. SuperScale's last year growth has been such that it has recently appointed its 60th team member, gained major traction in key US and China markets by signing-up major enterprise customers in gaming industry like Electronic Arts, Google Play, LEGO and iDreamsky. Based on these successes the company closed its first external financing Series A round worth more than 4.2 million EUR in equity and debt from consortium of investors - a major VC fund, banks and individuals.

15

Manboxeo.cz



MEDIA & ENTERTAINMENT



1 279%



- Czech Republic
- Lukáš Legát
- www.manboxeo.cz

Manboxeo was launched in 2013 by a group of young people who were tired of faking gratitude for dull gifts. They came up with the idea of an e-commerce business for men, with a focus on originality and premium quality. The big idea was that all gifts would arrive in a wooden Manboxeo gift box, which the recipient has to open with a crowbar. The success was such that after some time, the company launched an equivalent service for women, using boxes openable with a saw. The company now offers a wide choice of gifts, including boxes for children, home-brewing kits and more, such as gift cards set in concrete that are opened with a hammer. The contents are selected on the basis of research and advice from experts, with a focus on original items that are not widely available. Operating under the 'Wowboxeo' brand outside the Czech Republic, the company's goal is to keep expanding its portfolio of gifts and create a Europe-wide concept based on the aforementioned principles.

16

Lead Investments Sp. z o.o.



MEDIA & ENTERTAINMENT



1 222%



- Poland
- Patryk Hoffmann
- www.mylead.global/en

MyLead's portfolio of services is based on a unique line-up of technologies that the company has built from scratch. The solutions address a range of online business, most recently with the new Content Locker product that makes it easy for website owners to monetise their assets. This brings together the best elements of all monetisation techniques, and combines them into a single tool. The company's Mobile Rewards solution, meanwhile, enables points collected to be redeemed for a reward directly in the mobile application. It also has an effective solution for spotting and preventing fraudulent behavior in the affiliation industry, particularly by publishers seeking to grow the fees paid by advertisers by populating forms with false data. And it is currently developing a mobile application that enables business owners using IOS and Android devices to be continuously up-to-date with their earnings. MyLead also takes an innovative approach to training users, based on a unique mentor network and extensive range of e-books, which are provided free of charge.

17

CLARITY



SOFTWARE



1 220%



- Latvia
- Maksim Jegorovcev
(Managing Partner)
- www.clarity.cx

CLARITY is market-leading consulting company in Quote-to-Cash space. CLARITY is leveraging leading technology platforms and helping companies around the world to transform customer experience by empowering sales and creating new monetization opportunities through subscription model implementation. CLARITY subscription management solutions enable smooth transition to outcome-based subscription sales allowing leading enterprise brands to gain competitive advantage and grow recurring revenues with new business models, new products, and new services.

18

Stratox Enterprises s.r.o.



SOFTWARE



1 099%



- Czech Republic
- Petr Svoboda
- www.codenow.com

Established in 2014, Stratox is a specialist in cloud-native software development. It mainly works with companies that are aiming to transform themselves digitally and has developed its own platforms to help them do so. Today, the company is developing an aPaaS (application Platform as a Service) to support the end-to-end software creation and run lifecycle, in a way that is both cloud-native and cloud-provider agnostic. The product is called CodeNow.com, and it is made up of various established open source technologies. This means that any applications developed are not locked into a specific run environment.

19

Delante Media Sp. z o.o. sp.k.



MEDIA & ENTERTAINMENT



983%

- Poland
- Michał Burkiewicz
- www.delante.co

Delante is one of Poland's leading search engine optimisation and marketing agencies, committed to taking a technical and data-led approach to driving performance for its clients. When it launched in 2014, the team wanted to deliver a high-quality service based on fulfilling customer needs and ensuring they understand the processes involved. It based its services on a Broad SEO methodology that focuses on bringing high-quality traffic to a site, and has built its own processes accordingly from scratch. Today, this approach is still highly effective, enabling clients to compete successfully in search terms with the leaders in their fields. Delante can also rapidly introduce new features as clients request them. The company works to understand its clients' business, and is uncommon in the industry in not having account managers. Instead, SEO specialists work closely with clients, making communication smoother and enabling clients to understand the company's processes.

20

obido Sp. z o. o.



SOFTWARE



967%

- Poland
- Paweł Gniadkowski
- www.obido.pl

Obido is the largest marketing platform in the Polish residential real estate industry, enabling a fully personalised journey for anybody seeking a developer-built house or apartment in Krakow, Warsaw, Wrocław or the Tri-City (Gdańsk, Gdynia and Sopot). Its main product is an integrated ad-technology marketplace where clients who looking for a new home can meet property-owners. While Obido is a high-tech solution powered by Artificial Intelligence, its Client Service Department is a very important part of the business, delivering an exceptional customer satisfaction score of 97%. Obido launched an Artificial Intelligence Laboratory in 2019, where it creates models of the real estate market for additional efficiency and quality.

21

Monitora Media s.r.o.



SOFTWARE



961%

- Czech Republic
- Tomáš Berger
- www.monitora.cz

Monitora Media delivers comprehensive media-monitoring, measurement and analysis services across all the Czech Republic's leading publishers, covering hundreds of magazines, journals and countless websites. It also has a media archive covering the last 20 years. It not only keeps track of the amount of coverage a client receives; it also uses a system to measure their media reach, evaluating the quality of coverage and enabling competitor comparisons. The company uses many tools and techniques, from the manual work of highly skilled human media analysts to high-speed text scanners, test recognition software, and the systematic recording of audio-visual media. The combination of computer learning, data mining and analytical work underpins the quality of data selection and analysis.

22

Applifting s.r.o.



SOFTWARE



927%



- Czech Republic
- Vratislav Kalenda
- www.applifting.cz

Applifting is an international software house, with extensive experience of working with established corporate clients and fresh start-ups. During the six years since launch, it has built up a team of more than 100 colleagues, developing close to 200 apps for nearly 50 different clients. Founded in the Czech Republic and with a UK presence, the company prides itself on its flat hierarchical structure, ethical standards and ability to offer clients the opportunity to share hybrid teams. Its primary aim is to create trusting relationships based on delivering quality, value and expertise. Applifting's main clients include Jablotron, Komerční banka and Erste Group.

23

Recombee



SOFTWARE



900%



- Czech Republic
- Pavel Kordik
- www.recombee.com

Recombee is an AI and machine learning-powered recommender engine, which generates recommendations to spark consumer interest based on user interactions, online behaviour and product attributes. It provides personalised recommendations to users from across the world, from small businesses to sites with millions of active members and items to be recommended. The company's largest clients can request more than 500 recommendations per second, receiving a response to each within two hundred milliseconds. Recombee's approach to high-tech personalisation was developed by a team of AI researchers with more than 30 years' combined experience. It carries out research in collaboration with academia, keeping it at the leading edge of innovation. Its solution is capable of real-time adaptation – while its models are retrained after every user interaction, many other solutions do so only once a day. Client need drives the R&D roadmap, helping the company to continually deliver user-centric AI solutions based on novel approaches to deep learning, bandit optimisation and reinforcement learning.

24

Applover Sp. z o.o.



SOFTWARE



885%



- Poland
- Radosław Bułat
- www.bench.applover.com

Bench is Applover's subscription-based service that uses machine learning to recruit the right developers for clients' development projects. The company maintains a large database of professionals, all carefully selected and verified in a live project environment. Its algorithm can identify a balanced team to match every client's precise brief, using a detailed analysis of each individual's soft skills as well as their technical abilities. Applover has delivered more than 180 projects since it was created in 2016 by a team of 4 technology enthusiasts, which has now grown to more than 50. The company aims to work with dynamic, high-potential start-ups from across Poland and the global market, and bases its services on gaining deep understanding of every client and every project. There are no hidden fees – each client pays only for the hours worked by each developer.

Our vision is to help brands across the globe to become better at packaging. We are here for those who are just getting started as well as enterprises looking for more sustainable solutions. With the world facing enormous challenges, we are happy to be able to take away some of the problems brands face. But we are only just getting started. The global climate crisis demands we work closely with our customers to make sure we are delivering the most sustainable solution out there. Together with our global supplier network, we are here to help make this transition a reality.

Wojtek Sadowski, CEO & Co-Founder, Packhelp S.A.

25

GroMar Sp. z o.o.



SOFTWARE



866%



- Poland
- Marcin Pisarski
- www.gromar.eu

Launched in 1999, Gromar specialises in the delivery of professional e-learning solutions with the declared mission of promoting modern forms of education and providing the IT tools that support this. The company also offers its clients tailor-made services that focus on meeting their IT needs. Gromar also prides itself on its long-standing relationships with publishing houses, which have resulted in the development of many learning programmes for subjects including foreign languages, mathematics, natural sciences and more.

26

BlindShell



SOFTWARE



846%



- Czech Republic
- Jan Šimík
- www.blindshell.com

BlindShell develops phones for visually impaired users, adapting the hardware design to the specific needs of this target group. The main feature is a physical keypad with large tactile buttons. When it comes to software, the entire user interface and all user applications are proprietary and coded solely by the company. The combination of specific hardware and software features creates a product whose every aspect is tailored to the needs of the target group – the blind and the visually impaired. BlindShell is currently available in 23 countries worldwide. It successfully entered the US market in late 2019 and has big plans there to develop further in the world of assistive technologies.

27

OpenWise Solutions s.r.o.



SOFTWARE



827%



- Czech Republic
- Lenka Michalská
- www.openwise.cz

Launched in 2015, OpenWise develops smart product catalogue software, enabling clients to take a personalised, customer-centric approach to pricing and product offering on a mass scale. The OpenWise software enables digital transformation in the product-management domain, helping companies redesign the way they offer their products, react quickly to changes on the market and address the needs of their customers with precision. The company's clients predominantly include medium-sized and large banks, insurance companies, telcos and energy vendors.

28

Grenton Sp. z o.o.



HARDWARE



816%

Grenton

- Poland
- Jacek Gzyl
- www.grenton.com

Grenton is a Polish provider of whole-home smart technology, leads the market in Poland and has already entered foreign markets at European, Near Eastern & African regions. Launched in 2011, the company has developed a wide portfolio of award-winning solutions that enable the creation of integrated smart home system based on wired and wireless technologies. The company's products are based on proprietary technology developed through its own R&D. The system includes: its own architecture, devices (modules & communication gates) and the software (system configuration tools & mobile apps for managing & steering purposes from end-user perspective). Grenton's mission is to popularize & provide innovative smart home technologies for home owners in the way that guarantees support for system distribution & constant care about end-users' satisfaction.

29

Sellions Sp. z o.o.



SOFTWARE



813%

sellions

- Poland
- Wojciech Mikucki-Wituszyński
- www.sellions.com

Sellions is a lead management platform for outside sales teams. It reduces initial contact time to a matter of seconds by instantly handing leads from any source (web forms, social, telesales, referrals, etc.) to the right sales representatives. Sellions notifies reps about nearby leads, assists during sales visits and builds rep engagement with gamification. It provides managers with real time feedback on rep performance and customer satisfaction. Behind the scenes, Sellions automates sales using an intelligent engine. It brings omnichannel processes to life in a few clicks. Such flexibility enabled Sellions to respond quickly to Covid-19 crisis with a public pro bono campaign that helped local entrepreneurs maintain liquidity. Under the patronage of the Ministry of Development the company created an on-line platform for selling vouchers that were redeemed after the lockdown. Currently Sellions ranks among the top four sales applications for Polish enterprise clients.

30

BLINDSPOT



SOFTWARE



790%

BLINDSPOT.AI

- Czech Republic
- Ondřej Vaněk
- www.blindspot.ai

Blindspot Solutions was founded in 2014 by an experienced team of experts including the internationally renowned professor of Artificial Intelligence, Michal Pěchouček. During the last five years, the company has successfully delivered more than 30 AI-powered solutions to a range of clients from industries including manufacturing, automotive, cybersecurity, fintech, retail and more. Currently, Blindspot employs over 50 highly qualified AI experts working on customised solutions for clients ranging from European corporations to American start-ups.

31

I&B Sp. z o.o.



SOFTWARE



784%



- Poland
- Szymon Kania
- www.webmakers.expert

WebMakers is a software house that uses mainly the Symfony framework with React.js and React Native to deliver a wide range of web and mobile application development services. They build systems that enable them to create web applications faster, including a message-exchange system that handles communication between tens of thousands of users. The company has also developed a system for creating sales and marketing chatbots for the Facebook Messenger platform and custom websites, a JavaScript-based builder that is revolutionising the creation of block diagrams, and an e-learning platform for online courses that supports group seminars, one-to-one meetings, exam management and certification.

32

ThreatMark s.r.o.



SOFTWARE



783%



- Czech Republic
- Michal Tresner
- www.threatmark.com

This fast-growing cybersecurity business aims to become a global leader in threat detection, smart authentication and fraud prevention. In today's world, it is all too easy to assume somebody else's through phishing, malware, social engineering and other forms of attack. ThreatMark enables deep behavioural profiling that is impossible to fake, enabling corporations to trust genuine users and identify fraudsters and cybercriminals. The company's Anti-Fraud Suite is a full-stack fraud-detection system that uses a combination of evidence-based threat-detection capabilities and machine learning to tame the ever-changing threat landscape facing banking applications.

33

Dateio s.r.o.



SOFTWARE



758%



- Czech Republic
- Ondřej Knot
- www.dateio.eu

Founded in 2013, Dateio is a Czech FinTech company that specializes in the analysis of transactional payment data and its subsequent use-case for product innovation. Today, Dateio cooperates with 12 major financial institutions worldwide, helping banks increase engagement and card usage while enabling retailers to target consumers based on their shopping behaviour without having to share the actual data. By analysing tens of millions of transactions per month, Dateio brings added value to 2.5 million banking clients in Europe, with further plans of expanding to other countries and regions.

34

DO OK S.A.



SOFTWARE



710%



- Poland
- Dmitrij Žatuchin
- www.dook.pro

DO OK is a technology consultancy and software development company. It delivers value-driven products and services for future leaders of financial innovation, smart resource management, logistics, and IoT. The company is driven by its mission to help create a sustainable future, which it believes will be facilitated through the informed use of its software. After 10 years' trading, DO OK's work for more than 100 clients has already positively affected millions of people.

35

EveryPay AS



FINTECH



699%



- Estonia
- Lauri Teder
- www.every-pay.com

EveryPay offers banks and other service providers a fully cloud-based payment gateway platform, giving them access to state-of-the-art and continuously improving digital payment solutions. The platform provides a range of features that also enables merchants to grow and scale by using world-class, nimble online payment solutions that provide the same features as those used by third-party payment service providers (PSPs). The company is an official payment gateway provider for key Baltic banks including SEB, Swedbank and LHV. The platform is also available as white-label solution. The EveryPay platform has been built from the ground up, meaning new features can easily be added to keep up with ever-changing payment trends and consumer behaviour.

36

Bazaar.hr



MEDIA & ENTERTAINMENT



695%

bazaar.hr

- Croatia
- Tana Zimmermann
- www.bazaar.hr

The company not only has shown resistance to different market turbulences caused by global crisis in 2020 but have also demonstrated, both sustainability and excellence of its business model. Their interactive, tailor-made, user-friendly, and safe e-commerce platform, along with the support of world's leading brands, successfully continued to shift mindsets and change habits of more than 230.000 consumers in Croatia. Finally, continuous investment in innovation, potential new market expansions within the region, and elevated customer service practices will further fortify company's solid position in the world of e-commerce.

37

CGTrader, UAB



MEDIA & ENTERTAINMENT



679%

cgtrader

- Lithuania
- Dalia Lasaite-Kamantauske
- www.cgtrader.com

CGTrader is the leading 3D content platform offering stock 3D models, 3D asset management solution (CGTrader ARsenal), and product visualization services. The CGTrader Marketplace provides over 1 million licensable 3D assets for game development, computer graphics, AR/VR, architecture, and 3D printing. CGTrader also helps retailers to transform 2D product images into realistic shopping experiences via 360° product viewers, AR-enabled devices, and QR codes. Today, CGTrader has more than 150+ Fortune 500 customers and manages more than 3.2 million professional 3D designers within their community.

38

Skladon



SOFTWARE



645%

skladon.

- Czech Republic
- Konstantin Margaretis
- www.skladon.cz

Skladon connects storage and logistics with technology by providing small to medium-sized e-commerce businesses with a complete fulfilment infrastructure and inventory-management software solution. This removes the need for the company's clients to manage their own storage and logistics activities, freeing them from demanding financial and time constraints. As a result, e-commerce businesses can leverage the already existing infrastructure and focus on selling instead – all while maintaining full transparency and control over the delivery process through the MySkladon application.

39

AGRIVI



SOFTWARE



640%

agrivi

- Croatia
- Matija Žulj
- www.agrivi.com

AGRIVI is a global agriculture technology company whose vision is to change the way food is produced to positively impact more than a billion people. Since its foundation in 2013, AGRIVI's farm management software has been helping food producers establish sustainable farm-management practices and achieve profitable crop production. Today, the company provides the world's most complete farm management software, available in 10+ languages, and AGRIVI is trusted by thousands of customers from 100 countries worldwide. To accelerate its positive impact, AGRIVI works with farmers, agricultural cooperatives, food-processing companies, NGOs, governments and other stakeholders interested in improving agricultural production at the farm level.

40

XEVOS Solutions s.r.o.



SOFTWARE



634%



- Czech Republic
- Adam Koudela
- www.xevos.eu

XEVOS Solutions provides comprehensive IT solutions – from system integration and service support to cloud, server, network, printer solutions and a wide range of hardware and software equipment. In recent years, the company has been focusing on cybersecurity and the related protection of its customers, putting a strong emphasis on the expertise and certificated skills of its team. XEVOS Solutions is the developer of Xevos Clouder – a personal computer solution that offers an “essentially unlimited computing power for organisations and individuals at minimal acquisition costs”.

41

Kentigen s.r.o.



HARDWARE



606%



- Czech Republic
- Marek Šantavý
- www.kentigen.com

With branches in Hodonín, Brno, Prague and Slovakia, Kentigen is one of the leading players in industrial automation. The company creates specialised applications for production lines as well as single-purpose machinery. Its proprietary technologies are turn-key solutions, mainly used for automated testing in automotive serial production. The company aims to select projects that move it forward technologically. It chooses quality and unique solutions over quantity, with the long-term goal of becoming a major supplier of comprehensive solutions.

42

GLAMI



MEDIA & ENTERTAINMENT



571%

GLAMI

- Czech Republic
- Tomáš Hodbod'
- www.glami.cz

GLAMI is Europe’s biggest search engine for everything to do with fashion. Every day, it connects thousands of customers with brands and e-shops in 17 countries, all in one place. The company does this using unique proprietary technology, powered by AI, which drives the smart categorisation of products across thousands of e-shops and personalisation that showcases products that match each consumer’s style and preferences. In addition, the actual search engine enables users to search by visual image as well as text queries. GLAMI’s dual mission is to simplify online fashion shopping for all users on the one hand, and on the other to attract high-quality traffic and orders to its partner brands and e-shops.

43

Sewio Networks s.r.o.



HARDWARE



565%



- Czech Republic
- Milan Šimek
- www.sewio.net

Sewio Networks provides a real-time location system (RTLS) for indoor positioning that drives business performance for companies in the intralogistics, retail, sport, entertainment and livestock industries. The system is built on ultra-wideband (UWB) technology and is delivered with RTLS Studio, remote management and visualisation software. It gives partners and customers a precise, easy-to-integrate, reliable and fully scalable IoT solution to digitise movement, allowing process visibility, boosting production efficiency, simplifying inventory processes and improving safety. Founded in 2014, Sewio is headquartered in the Czech Republic with offices in Germany and France and has 29 system integration partners. Its customers, who are based across 40 countries, include Volkswagen, Budvar, Pirelli, Matador, TPCA, Škoda and many others.

44

Include



HARDWARE



549%



- Croatia
- Ivan Mrvoš
- www.include.eu

Founded in a bedroom in 2014, Include is a Croatian company that develops 'Smart City' street equipment used by more than two million people around the world each year. In just a few years, its products have reached 54 countries, with more than 1,400 installations. Its flagship products are solar-powered street benches that can charge smartphones, provide Wi-Fi and support street-lighting and environmental sensors, as well as more advanced features including e-bikes chargers, digital out-of-home advertising and CCTV systems. With offices in six countries and team of 60 people, include is developing cutting-edge Smart City solutions, boosted by an investment of EUR 2.5 million made in 2019. Partners and clients include Deutsche Telekom Group, Nokia, Kia and Red Bull. The company's widespread distribution network is set to deliver accelerated sales in the future.

45

Behavio Labs s.r.o.



SOFTWARE



545%



- Czech Republic
- Jiří Boudal
- www.behaviolabs.com

Behavio Labs is a research agency/technology startup that specialises in making sense of human beings' irrational, intuitive and emotional decision-making and behaviour. Comprising a team of sociologists, psychologists, behavioural economists and developers, it uses data insights to help businesses build brands and improve their advertising. The company has developed its own data-collection technologies and a wide range of self-made tools for respondent management, experimentation, data analysis, visualisation and more. All of these share common goals – to automate its research work as much as possible, significantly improving the speed of execution, margins and the value achieved for its clients.

46

StorPool Storage AD



SOFTWARE



541%



- Bulgaria
- Boyan Ivanov
- www.storpool.com

StorPool claims to be the fastest block-level, Software-Defined Storage (SDS) solution on the market. It is used by public and private cloud builders - enterprises, telecoms, MSP, SaaS, cloud & hosting providers and others. It comes as software, plus a fully-managed service that transforms commodity hardware into a fast, highly available and scalable data storage platform. StorPool is the superior alternative to mid- and high-end SAN and All-Flash Arrays (AFA) for mid- and large-scale deployments (ranging from hundreds of terabytes to tens of petabytes of storage). With its comprehensive set of data management functionalities, StorPool's software-defined storage solution goes above and beyond what is possible with other storage products. Key areas of competitive advantage include its storage and application performance, ease of use, uptime, flexibility, seamless scalability and strong customer support. This allows StorPool customers to accelerate their workloads and applications up to 50 times and achieve 100% uptime.

47

ECO MOBILE d.o.o.



SOFTWARE



530%



- Croatia
- Aleksandar Ivanović
- www.ecomobile.hr

Eco Mobile d.o.o. is a Zagreb-based IT company specialising in the development, production and implementation of advanced ICT solutions for waste management. The company's three main products are: 1) A system that allows the automatic electronic identification of waste bins and containers, transfers wireless data in real time and accesses data access from remote locations. 2) The EcoMobile Smart Waste system for remotely measuring how full waste containers are and optimising collection routes. 3) A fully autonomous, solar-powered waste-disposal container and mechanical compactor that reports in real time how full it is. As well as hardware, Eco Mobile also produces the Eco Mobile Cloud, which combines a complete hardware infrastructure and software. EcoMobile Cloud works on the SaaS principle, meaning users have no need to make any investments in computer equipment and programmes.

48

Nanovo Sp. z o.o.



MEDIA & ENTERTAINMENT



529%



- Poland
- Piotr Badowski
- www.nanovo.tv/en

Nanovo was established in order to support retailers, entertainment and office area owners in creating unique and innovative shopping experiences known so far only from ecommerce. The digital and the physical worlds should not compete but rather complement each other, creating the future concept - phygital. For this purpose, in the past eight years the company learned to integrate a complex value chain, including service design consultancy, adjusting software functionalities to client's needs, consulting in the selection and purchase of hardware, the implementation and maintenance of our customers' digital signage network, dedicated content production and administration. Nanovo works for leaders and most innovative brands on the market. Their solutions are often rewarded in marketing communication competitions such as Effie and European Digital Signage Awards. In the CE region and the UK they are managing over 30 thousand devices, that influence customers' purchasing decisions daily.

49

Ovečkárna.cz



MEDIA & ENTERTAINMENT



510%



- Czech Republic
- Martin Bernátek
- www.oveckarna.cz

Created in 2009 to sell woollen products at markets around towns and cities in Moravia, including Brno, Ostrava and Olomouc, Ovečkárna is today a fast-growing e-business that sells its wares online across the whole Czech Republic as well as Slovakia, Hungary and Romania. Specialising in sheep's wool, the company successfully promotes the material's health benefits, based on its excellent heat and moisture-controlling properties, which is known as the 'Dry Heat' feature. The company claims this makes its products particularly appropriate for asthmatics and helps to reduce pain while increasing joint and muscle mobility. Ovečkárna also sells a line of products, including belts, bandages, socks and back rests made from the finest merino wool, which are specifically designed to protect customers against health problems.

50

CloudCart AD



SOFTWARE



494%



- Bulgaria
- Nikolay Iliev
- www.cloudcart.com

CloudCart AD is developing a new globally-targeted SaaS project in the eCommerce field bearing the same moniker as the brand - "CloudCart" - an all-in-one marketing-enhanced eCommerce platform. The idea of CloudCart is to be a professional high-end solution for the creation and nurturing of online stores, which will be used by non-professional merchants, wishing to start and grow their online business. CloudCart's main goal is to improve and facilitate the process of running online stores by actually helping online merchants to focus on what they do best: creating, sourcing, and selling their products and services online. CloudCart's main strategy to achieve this goal is to provide SMBs with all the necessary tools needed for running a successful online business and support them along their way - from first online sale to full eCommerce scale.

This year, we are taking to new heights our commitment to recognising companies that are inspired by making an impact on the business, environment, society and diversity amongst employees. We are launching a new category in the Fast 50 Programme called 'Impact Stars', which expressly marks out those companies that have a clear ethical dimension at the heart of their business model.

Jarek Skvrna, CEO, Deloitte Central Europe

Rising Stars

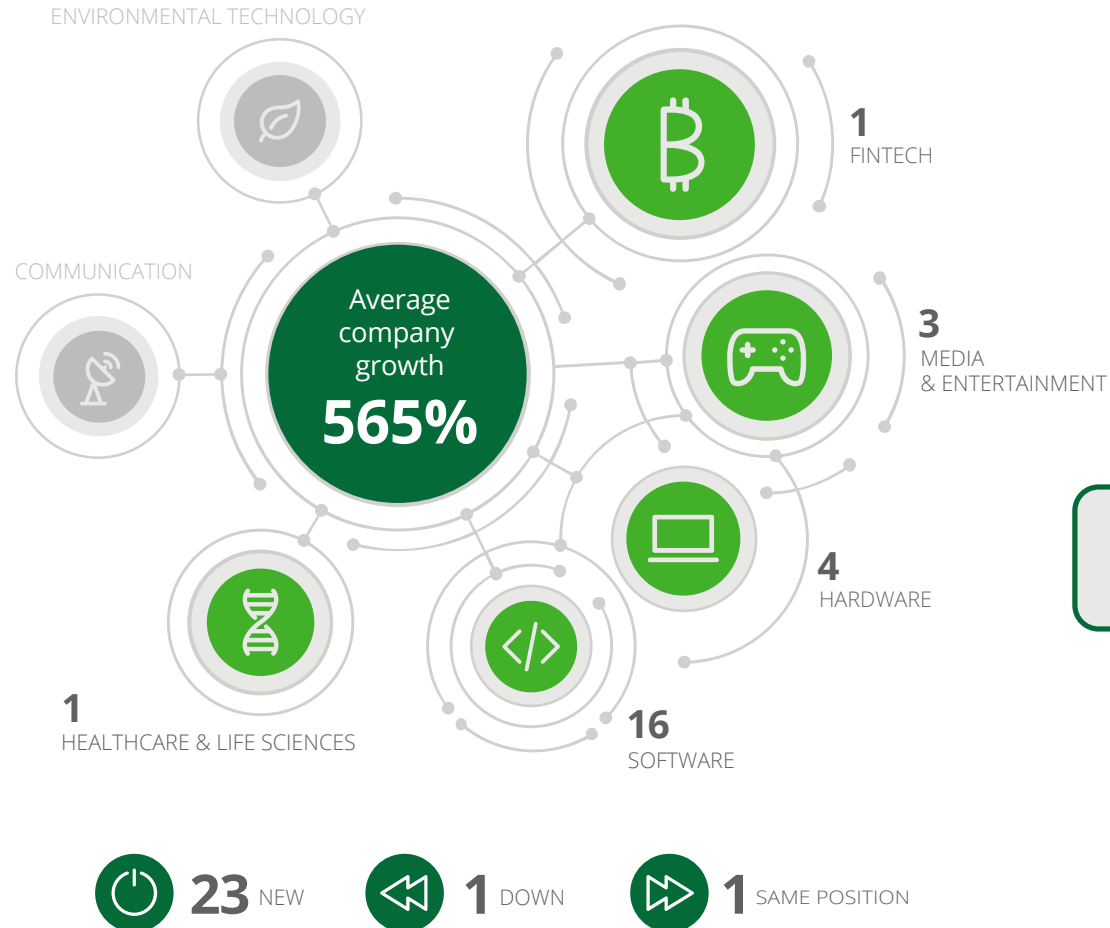


Criteria for Rising Stars

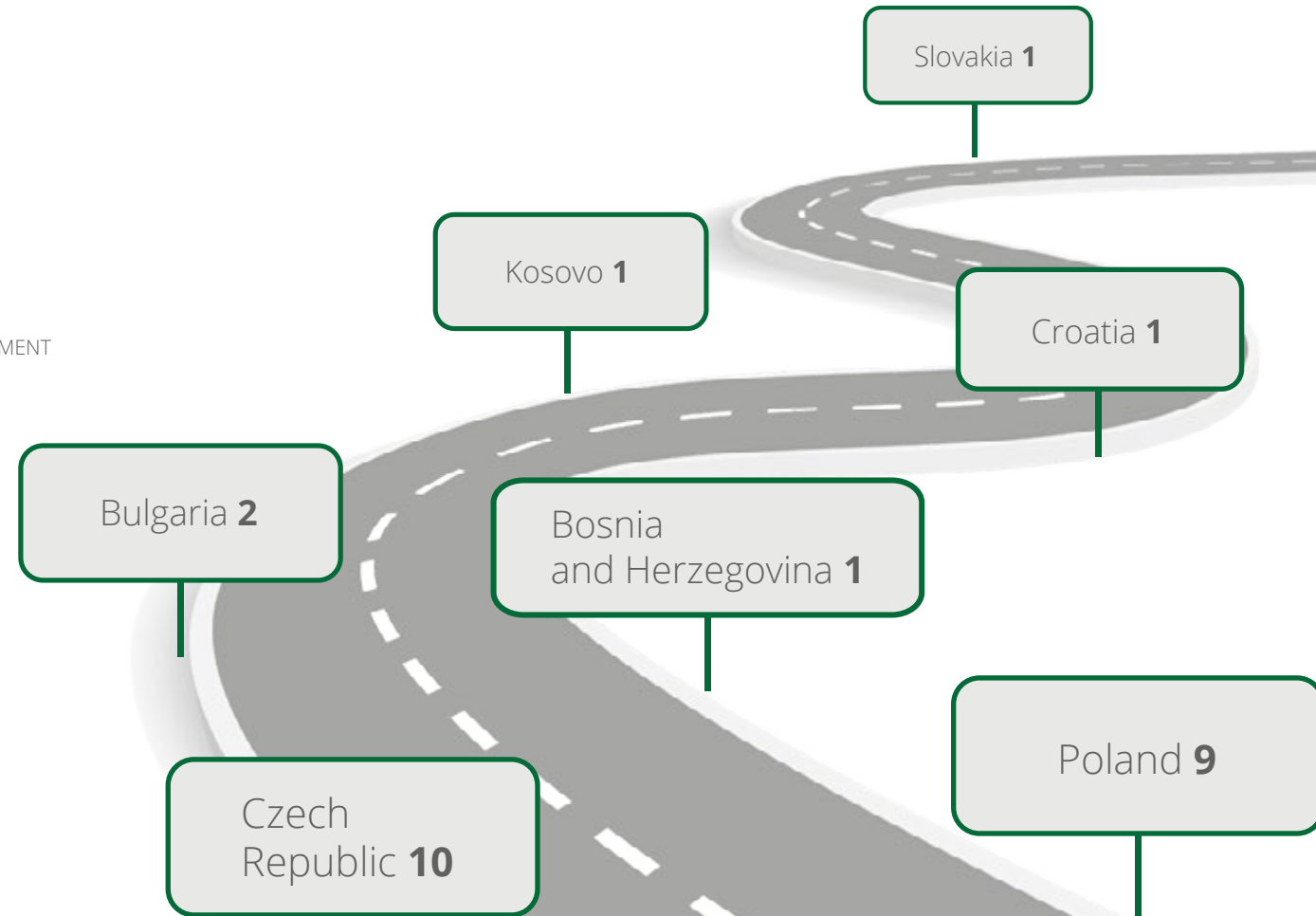
Deloitte ranks companies that show great potential but are not mature enough to meet the criterion for the main Fast 50 category. Companies must have exceeded €30,000 in each of the last three years (2017 – 2019).



















Rising Star special category overview







Companies broken down by industry segments









Companies broken down by countries








1	FTMO (FF Trader s.r.o.) 	FINTECH 	2 356%	
<ul style="list-style-type: none">  Czech Republic  Otakar Šuffner  www.ftmo.com 	<p>FF Trader s.r.o. developed an online training platform FTMO for traders on financial markets. The platform is built to educate clients about proper risk management techniques and to motivate them to be disciplined in trading. For those who pass the evaluation process, the company offers attractive cooperation with its own trading company.</p>			
2	GreyCortex s.r.o. 	SOFTWARE 	2 030%	
<ul style="list-style-type: none">  Czech Republic  Petr Chaloupka  www.greycortex.com 	<p>GreyCortex fights cyber-crime, helping companies worldwide make their networks more secure and reliable. Clients include national and local governments, financial institutions, research facilities and enterprises of all sizes. MENDEL, the company's network traffic analysis solution, uses a combination of machine learning/AI, advanced analytics and rule-based detection to identify suspicious activities on enterprise networks. It combines advanced detection techniques with full network visibility and integrates them with security infrastructure tools to detect threats, visualise communication and respond quickly and effectively. It can identify advanced and unknown threats which are currently able to bypass existing security tools, securing networks, protecting data, reducing risk and maintaining safety.</p>			
3	Speck 	SOFTWARE 	1 076%	
<ul style="list-style-type: none">  Croatia  Tomislav Tenodi  www.speck.agency 	<p>Speck is a design and development agency helping companies increase the business value through beautiful and functional software, innovative apps, and spotless digital experience. A diverse team of experts in software development, UI/UX design, product, project, and marketing is the key to the creation of sustainable and long-term solutions for businesses making a global impact.</p>			

4	DataSentic, a.s.		SOFTWARE		1 022%	
<ul style="list-style-type: none">  Czech Republic  Petr Bednařik  www.datasentic.com 		<p>DataSentic is a specialist machine learning think tank focused on developing machine learning and AI products to solve business problems in various industries. Its mission is for AI and machine learning to have a real impact on organisations across the world and not to get stuck with only presentations and prototypes. Developed by a team of 70+ machine learning and cloud data engineering experts, DataSentic's core products range from computer-vision based solution for FMCG product placement optimization in stores to AI-driven personalized programmatic advertising campaign tool.</p>				

5	HARDWARIO s.r.o.		HARDWARE		795%	
<ul style="list-style-type: none">  Czech Republic  Alan Fabik  www.hardwario.com 		<p>HARDWARIO uses its hardware expertise and close partner relationships to specialise in projects for the Internet of Things (IoT) and Industry 4.0. It creates IoT devices which are simple to understand, use and install, allowing users to significantly accelerate the digitisation of an analogue environment, especially in an industry setting. The company has also developed a comprehensive set of hardware, online materials, curriculum and frameworks for IoT STEM education. Its proprietary technology features wireless communication through various LPWAN networks (NB-IoT, LoRa, SigFox, RF868), ultra-low power operations with several years' battery life and the integration of hundreds of sensors, actuators and displays. Overall, this is making the complex world of IoT projects realistic and achievable for all.</p>				

*

6	TheNetw.org s.r.o.		SOFTWARE		765%	NETWORG
<ul style="list-style-type: none">  Czech Republic  Tomáš Prokop  www.networg.com 		<p>Over the past three years, TheNetw.org has been uncovering the potential of an emerging trend in enterprise software development called 'low-code application platform'. The company has successfully served many customers ranging in size from micro-businesses to large enterprises with solutions built on the Microsoft Power platform. Its experience is wide-ranging and includes building and delivering applications for marketing, sales, project management, field service and customer-care applications, as well as industry-specific extensions for the real estate and heating, ventilation and air-con (HVAC) sectors. The company's digital solutions take care of those repetitive and unnecessary tasks that can restrict companies' growth.</p>				

*After the Report was released, AP-Tech Sp. z o.o. with the growth of 790% was added to the Rising Stars ranking. This is not reflected in the Report's infographics and statistics.

7

STEPWISE Sp. z o.o.



SOFTWARE



659%

STEPWISE

- Poland
- Krzysztof Szukieć
- www.stepwise.pl

Stepwise specialises in customised digital-transformation products for medium-sized companies that wish to scale up their businesses by becoming data-driven players. Stepwise delivers and invests in cloud-native products for the Renewable Energy, PropTech and Fintech sectors as well as RPA (Robotic Process Automation) software for business applications.

8

TriLAB Group s.r.o.



HARDWARE



486%



- Czech Republic
- Michal Boháč, Vojtěch Tambor
- www.trilab3d.com

TriLAB Group s.r.o is a Czech developer and producer of 3D printed solutions based on delta kinematics. Its well-known line-up of desktop 3D printers – DeltiX, DeltiQ and DeltiQ 2 – has enabled it to build a reputation as the B2B partner of choice for additive manufacturing products: 3D printers based on FDM (fused deposition modelling) technology. The company aims to provide an outstanding quality of finish, a wide-ranging portfolio of materials and future functionality that distinguish its printers from the competition, both cheaper hobby printers and more expensive foreign brands. Amidst the COVID-19 epidemic, the company invented, developed, produced and started to sell its unique vacuum moulded face shield mask – CE certified PPE for professional use.

9

Skriware Sp. z o.o.



HARDWARE



468%



- Poland
- Karol Górnowicz
- www.skriware.com

Skriware's STEAM (science, technology, engineering, arts and mathematics) ecosystem is a unique combination of modular educational content together with supporting proprietary hardware and software. It encourages the use of technology at schools and at home to help students develop a set of skills relevant in an evolving world. Based on a revised education methodology, Skriware's ecosystem empowers teachers, engages students and reassures parents that their children are receiving the best possible 21-century education. It is a revolutionary and effective solution for rapidly growing numbers of kinaesthetic learners at schools and students who stay at home for various reasons, not just the current COVID-19 pandemic. Based on 3D print, robotics and programming it encourages the use of technology at schools and at home to help students develop a set of skills relevant in an evolving world.

10

Zaslat s.r.o.



SOFTWARE



450%



- Czech Republic
- Miroslav Michalko
- www.zaslat.cz

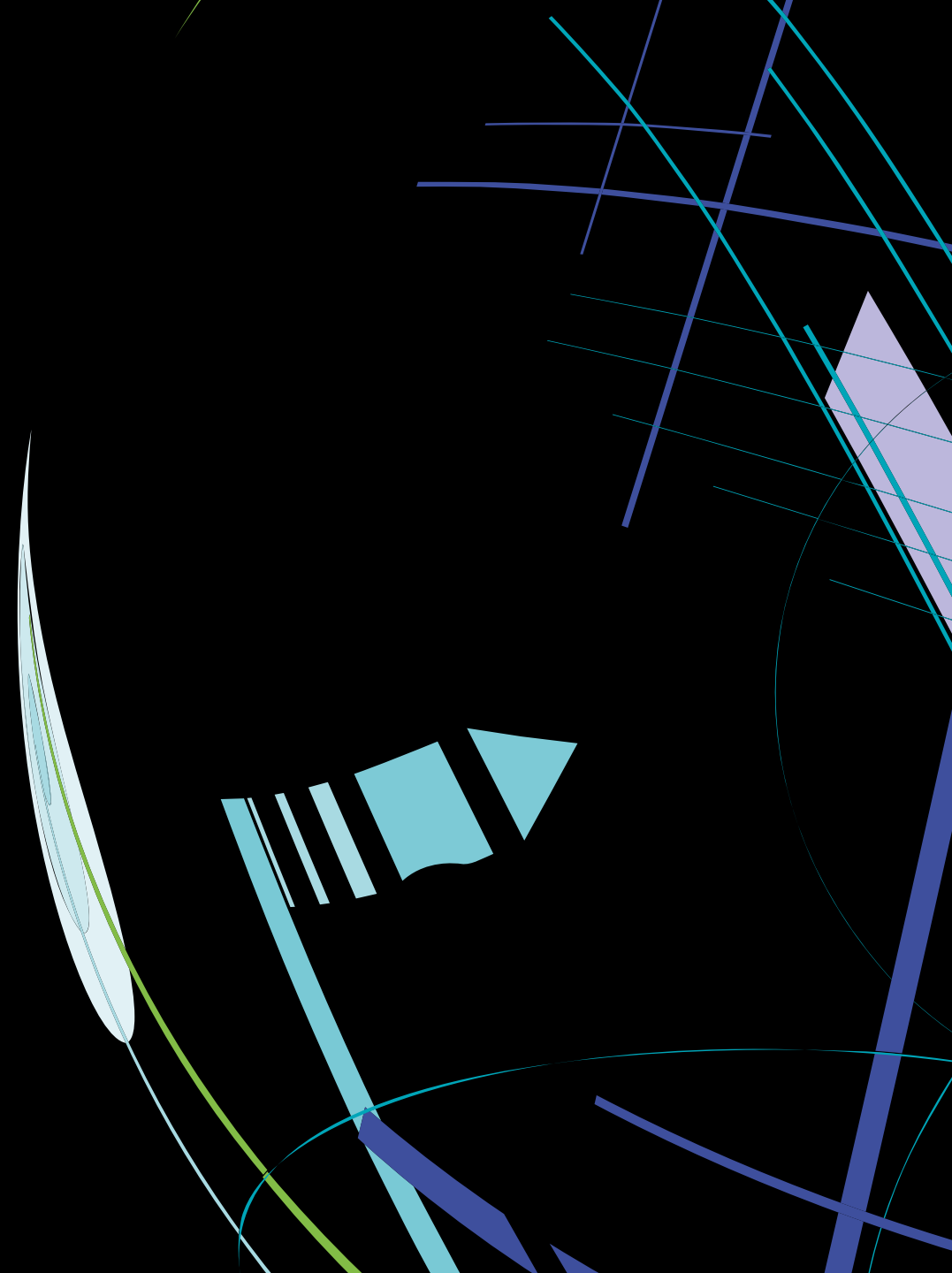
Zaslat.cz provides customers with a shipping service that removes any pain they may have when they need to send a parcel anywhere in the Czech Republic, Europe or the whole world. With Zaslat, customers don't have to carry heavy parcels to the post office and wait in long queues. Instead, they go to the website or mobile app, fill in the basic parcel specifications, compare and choose from a range of courier options and order their shipment—all without the need to leave their home. Zaslat.cz is one place where every human being, merchant or small company, finds a suitable carrier for their shipments, whether it is a small, atypical or oversized parcel.

Ranking	Company	Country	Sector	CEO	Web site	Growth rate (%)
11	EnduroSat AD	Bulgaria	Hardware	Raycho Raychev	www.endurosat.com	405
12	Brand Active Sp. z o.o.	Poland	Media and Entertainment	Marcin Rudzik	www.brandactive.pl	387
13	Expandeco s.r.o.	Slovakia	Software	Tomáš Vrtík	www.expandeco.com	382
14	Whalebone, s.r.o.	Czech Republic	Software	Richard Malovič	www.whalebone.io	379
15	LAPARO Sp. z o.o.	Poland	Healthcare and Life Sciences	Mateusz Rulewicz	www.laparo.pl	372
16	Frakton	Kosovo	Software	Çelik Nimani	www.frakton.com	366
17	Publishers Revenue Optimization Sp. z o.o.	Poland	Media and Entertainment	Jarosław Wiślocki	www.optad360.com	339
18	Appsilon Sp. z o.o.	Poland	Software	Filip Stachura	appsilon.com	277
19	NOTOLYTIX LTD.	Bulgaria	Software	Ivan Stefanov	www.notolytix.com	267
20	Knihobot.cz	Czech Republic	Media and Entertainment	Dominik Gazdoš	www.knihobot.cz	244
21	Brainhub Sp. z o.o.	Poland	Software	Leszek Knoll	www.brainhub.eu	142
22	GotSolution d.o.o. (JSGuru brand)	Bosnia and Herzegovina	Software	Vladimir Sukara	www.jsguru.io , www.qlab.space , www.kliker.io	131
23	RTCLab Sp. z o.o.	Poland	Software	Krzysztof Miłkowski	www.rtclab.com	123
24	Callstack.io Sp. z o.o.	Poland	Software	Anna Lankauf	www.callstack.com	116
25	SentiSquare s.r.o.	Czech Republic	Software	Tomáš Bryhcín	www.sentisquare.com	99

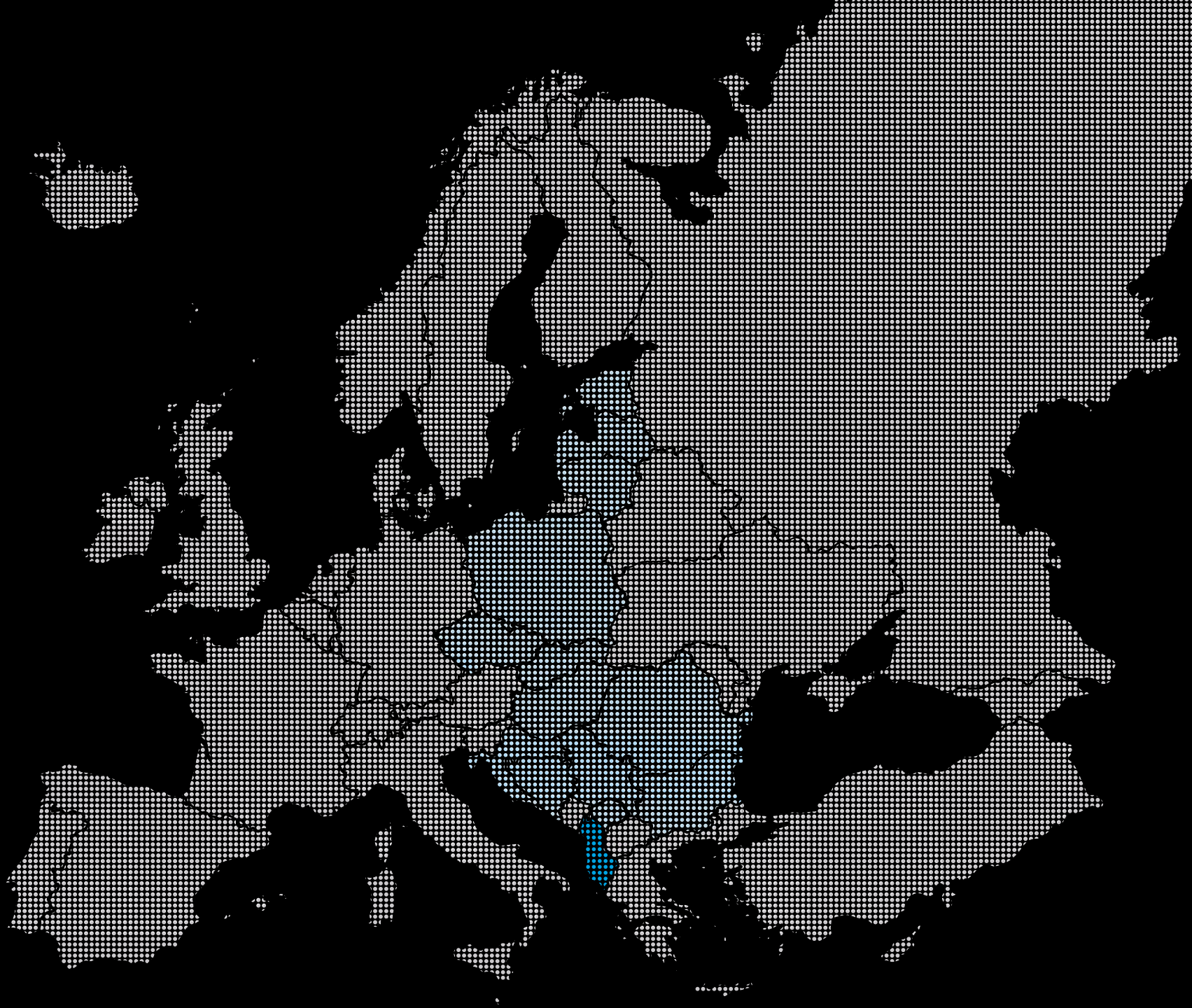
Our first cohort of Impact Stars once again illustrates the spirit of innovation that is alive and well everywhere across Central Europe. Companies like Cycle, Nanobile and IdeaBuddy from Serbia, and Mistral Technologies, the Ministry of Programming or Klika from Bosnia and Herzegovina, demonstrate that our larger countries have no monopoly on impactful innovation.

Jiří Sauer, Partner, Fast 50 Programme Leader, Deloitte Central Europe

Impact Stars



Albania



OFICINA | Innovation Hub



- Albania
- Arjan Ymeri
- www.oficina.al

OFICINA is Albania's leading innovation hub, supporting young businesses and bringing the country's workforce 21st century skills through services including incubation and acceleration programmes, training, education, implementing projects with a range of partners and participating in EU-funded calls. Over the last four years, it has helped more than 150 entrepreneurs bring their ideas to market, building business and marketing strategies, proof of concepts and early-stage prototyping. Its main mission is to foster and implement innovative technologies and sustainable business processes to increase efficiency, conserve resources and improve lives. It has implemented programmes across 12 Albanian cities, delivering positive impacts including improved access to funding, upskilling workers and stimulating investment. It also actively encourages the participation of female entrepreneurs and seeks the inclusion of people from marginalised sectors of society. In addition, it has participated in many national and regional development projects, including the Smart Specialization Strategy, Gen-D 'Nurturing a Digital Future' and EU4TECH Western Balkans. OFICINA has also facilitated access for many Albanian start-ups to European support initiatives.

Softmogul, Inc.



- Albania
- Albi Zhulali
- www.softmogul.com

Softmogul believes every hotel should have the right technology to thrive. This is why it builds user-friendly tools to empower hotels of all sizes, enabling hoteliers to focus more on hospitality and less on formality. The company's first tool after its foundation in 2016 was a simple app for checking guests in and out. Many further solutions have followed. Today it offers a range of products that allow property-owners to manage, convert, analyse and expand their reach as well as their revenue. It takes the scale of hospitality operations into account when designing and developing its products and services, while applying global technology standards to all its innovations. Softmogul has joined the world's biggest technology accelerator in the world, Plug & Play in Silicon Valley. Today, hotels in more than 20 countries around the world rely on the company's products and services every day.

Facilization Shpk



- Albania
- Gjergji Guri
- www.facilization.com

Facilization is an IT service business founded by a team of functionally and technically well-versed professionals in 2009 with the objective of creating a specialized service provider for banks and financial institutions to offer development, implementation and operational support of banking applications using a modern and innovative approach to project delivery. As of today Facilization serves more than 30 financial services institutions in 8 European countries with a headcount of more than 70 employees working mainly from its offices in Albania and Malta. Company's customer base include central banks, regional banks, microfinance and payment & EMI institutions. Facilization is specialized in implementation, system integration and the supply of managed support services on Oracle Financial Services Software in either Cloud or on premise deployment model. Facilization values and fosters diversity as the engine of innovation and problem solving. 52 per cent of its staff are women, encompassing all levels of competences, including senior technical roles and management. They also work with international consultants of different backgrounds and cultures.

Bosnia and Herzegovina



Mistral Technologies



- Bosnia and Herzegovina
- Mersed Čamdžić
- www.mistral.ba

Mistral was formed 10 years ago by two business partners, one in BiH, one in the US, who were linked by a single belief: “People come first, and you are trusted and empowered to do what is best.” The value of this approach has been shown in the company’s subsequent projects, many of which aim to deliver substantial social value. These include: 1. Gigi School of Coding: a free education programme, in which Mistral has developed some of Bosnia’s best software-development talent. The 15 students enrolled in March 2020 were kept employed, despite the market turmoil caused by Covid-19. 2. Work with the BiH Futures Foundation to source the best student to qualify for the Emir Zec scholarship, set up in honour of a caring colleague who died in 2019. 3. Digital partner to the Sarajevo Film Festival: Mistral aims to partner with a range of BiH brands to the benefit of all. 4. The PodrziOmiljene.ba platform, created in response to the pandemic to enable people to buy vouchers, redeemable with one year, from their favourite local suppliers. 5. Mistral Artwall: an installation enabling six local artists to showcase their work in Sarajevo and Mostar. 6. Public knowledge-sharing: sharing professional knowledge online and hosting webinars on mental health.

Ministry of Programming



- Bosnia and Herzegovina
- Faris Zacina
- www.mop.ba

This start-up studio focuses on software design and consulting services for early-stage companies and new products, providing an end-to-end support structure. This work has involved building more than 50 products from scratch, including social networks, search engines, crypto-trading systems, mobile apps and more in vertical markets including FinTech, HealthTech and more. MoP also invests in several start-ups each year, totalling more than a dozen to date. Its motivation is rare – to help entrepreneurs launch new products and services, to iterate and succeed faster, enabling them to survive and thrive in the toughest of conditions. In particular, it is driven to align all its operations with the UN’s 17 Social Development Goals. During 2020, MoP has leveraged its HealthTec expertise to target the Covid-19 pandemic. Activities included engineers providing support to the World Health Organization’s Solidarity Response Fund, a contribution of expertise to the largest Ideathon platform in BiH, and a solution proposal for tracking infected citizens.

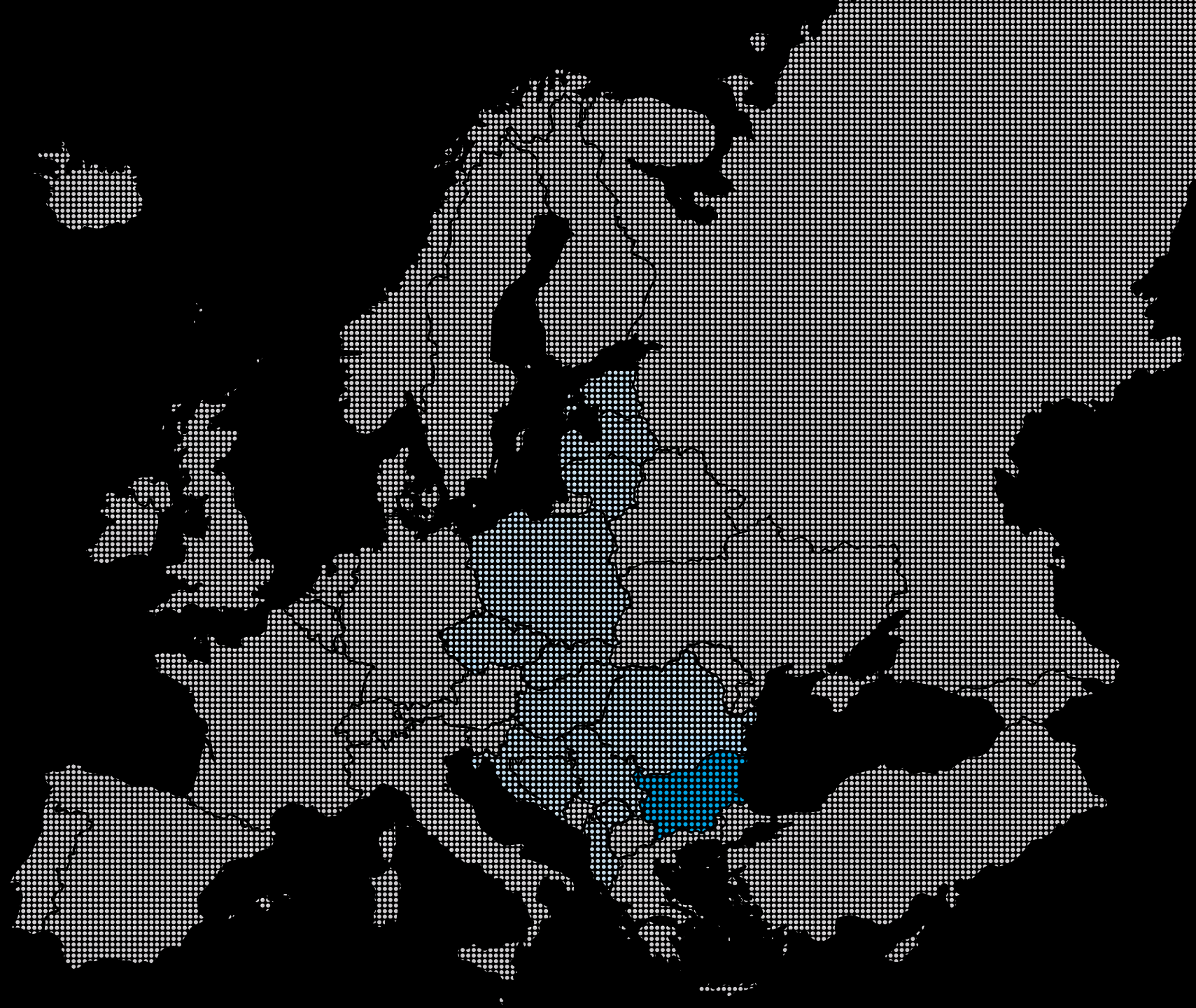
Klika d.o.o. Sarajevo



- Bosnia and Herzegovina
- Edin Deljkic
- www.klika.ba

Klika is a Bosnian software-development company that helps clients build digital and IoT products (software and hardware) in various industries including fintech, banking, sales, and retail. With offices in Sarajevo and Banja Luka, and 150+ software and hardware engineers, Klika is also an investor in two of its clients’ products: Comparative Agility (the world’s largest agility assessment and continuous improvement platform) and Spiro AI (a US-based startup specializing in proactive CRM built on top of AI). One of Klika’s core values is giving back to the community and working on projects that contribute to society. Examples include: the Klika Solidarity Fund: contributing a small percentage of salaries to charity; Klika Sponsorships, supporting any kind of project that it considers valuable to society; Klika Apps for Community: developing at least one pro bono application annually; Empowered Volunteer: giving employees 2.5 paid days for volunteering. The company also plans to launch the Klika Scholarship in 2021, which will provide at least 30 scholarships each year to any public university. Klika was also involved in several special projects during coronavirus, collecting free educational online content for families, donating 130 tablets to primary schools, and developing a free web application for the Pomozi.ba NGO, which cares for socially vulnerable people. Klika also helped launch DigitalnoVrijeme.ba with BitAlliance to gather free online content for families and kids for better online education experience.

Bulgaria



EnduroSat AD



- Bulgaria
- Raycho Raychev
- www.endurosat.com

EnduroSat is to launch the world's first shared satellite service for observing the Earth, designed to enable unprecedented access to in-orbit operations. On every mission, the NanoSats (small satellites) involved will host multiple remote sensing payloads, such as cameras, sensors, communication and data systems, and remote sensing experiments. Commercial and research customers will be able to launch their Earth-observation payloads into space at the shortest-ever lead time of six months – a 10-fold reduction – and share the data they generate in a common cloud. This will enable costs to be reduced by 15 times, with practically no risk in space operations for customer. The service also covers the entire satellite value chain, including payload integration, satellite assembly and launch, Ground Station, mission operations and licensing. The company's management is focused on popularising space tech for young people, through organised events, company programmes and visits to their R&D site. It is also hiring young people from universities, explicitly to give them the opportunity to become familiar with their technology, research and space missions.

CloudCart AD



- Bulgaria
- Nikolay Iliev
- www.cloudcart.com

CloudCart AD is developing a new globally-targeted SaaS project in the eCommerce field bearing the same moniker as the brand - "CloudCart" - an all-in-one marketing-enhanced eCommerce platform. The idea of CloudCart is to be a professional high-end solution for the creation and nurturing of online stores, which will be used by non-professional merchants, wishing to start and grow their online business. CloudCart's main goal is to improve and facilitate the process of running online stores by actually helping online merchants to focus on what they do best: creating, sourcing, and selling their products and services online. CloudCart's main strategy to achieve this goal is to provide SMBs with all the necessary tools needed for running a successful online business and support them along their way - from first online sale to full eCommerce scale.

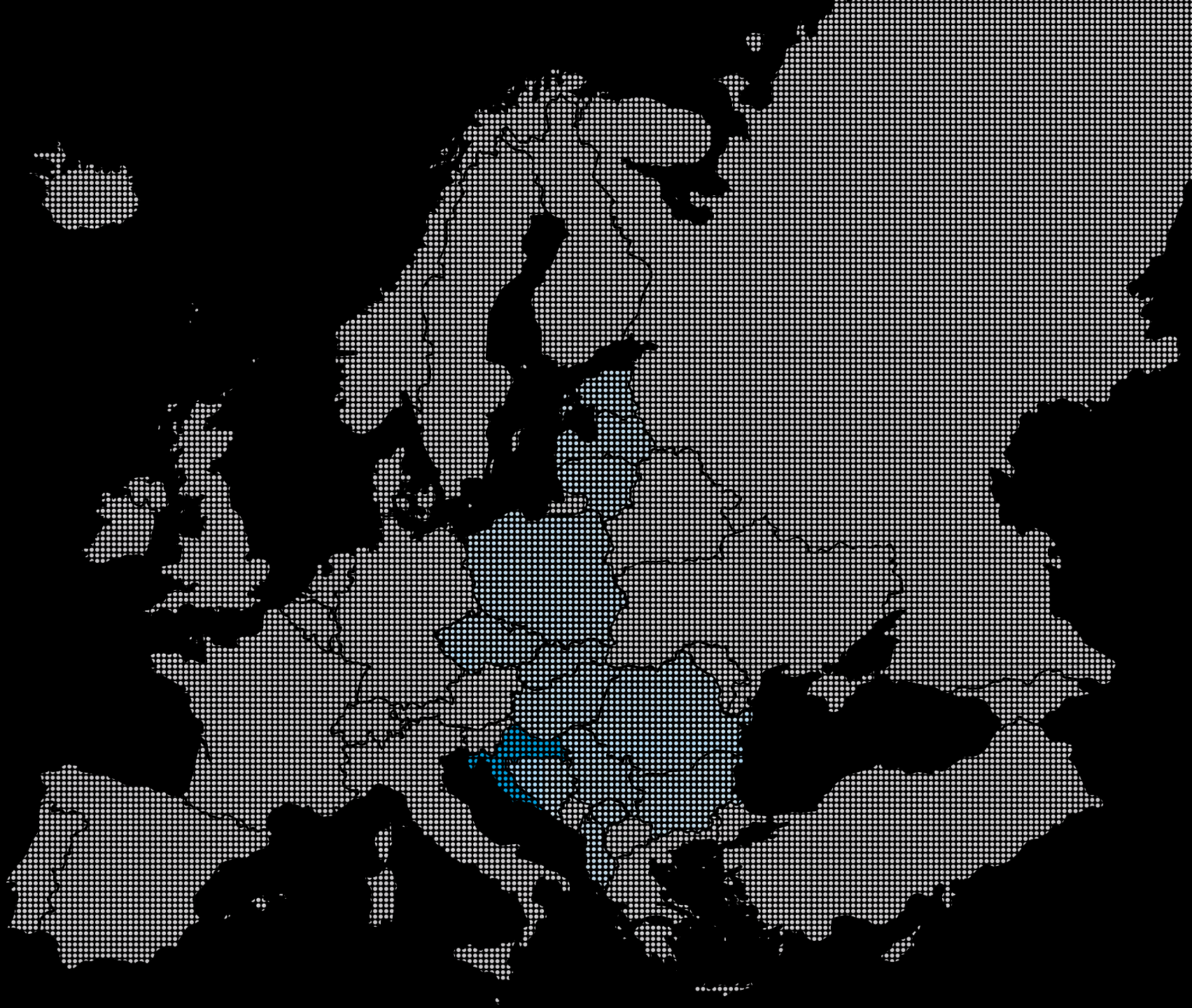
ESCREO



- Bulgaria
- Yasen Rusev
- www.escreo.com

ESCREO's mission is to help customers transform office space into a more human environment using the company's 'write-on-walls' paint technology. It provides productivity and creativity solutions for the contemporary office, producing whiteboard paint that transforms any smooth surface into a place for writing and sharing ideas. The paint is eco-friendly and helps teams organise, visualise and collaborate more effectively in the workplace. ESCREO paints redefine the way we work by transforming our environment. It transforms static tools and surfaces into interactive creative spaces that act as a blank canvas for all ideas. ESCREO pushes the boundaries and gives companies and individuals the freedom to communicate and exchange plans in a limitless way.

Croatia



Infinum d.o.o.






-  Croatia
-  Tomislav Car
-  www.infinum.com

Infinum is an independent design and development agency. Their team of 280 employees and associates in 10+ locations across Europe and the US delivers advanced digital products for clients in different industry verticals, from venture-backed startups to established enterprises. Their work is regularly acknowledged by trade and industry authorities. It has repeatedly been ranked among the fastest-growing tech companies, with five placements on CE Fast50 and six on EMEA Fast500. It's the 10th best B2B service provider globally according to Clutch. In 2016 and 2019, the company won the Best employer award in Croatia. Infinum is known for its culture of openness, knowledge sharing, and community contribution. Their initiatives include the company's blog called Capsized Eight, Infinum Academy where students learn how to design and build apps with modern technologies, as well as Infinum Foundation that allocates 1% of the company's yearly profits to charitable causes. Aside from client work, Infinum has launched several spin-off businesses, namely Productive software for agency management, and a joint venture with Porsche Digital for building high-tech solutions in the auto sector.

Rimac automobili



-  Croatia
-  Mate Rimac
-  www.rimac-automobili.com

Rimac is a technology powerhouse raising the bar with its electric hypercars and supplying high-performance EV technology to global OEMs. We design, engineer and manufacture the majority of our components and systems in-house. From bespoke component design and engineering to full series production, from bytes to bolts, Rimac is where everything happens. The company is based upon our founder and CEO Mate Rimac's vision to create high-performance cars of the 21st century. Growing and retaining talent in Rimac Automobili started as a one-man-band show and grew into a more than 850-people strong team. Our efforts invested in creating high-paying jobs and growing industry experts, as well as developing a unique company culture, resulted in Rimac being voted in the top 3 employers in Croatia 5 consecutive years. Our international and interdisciplinary team consists of people from 35 different countries. Our management team numbers 15 people and 6 nationalities. We help our employees from around the world integrate into the new environment in many different ways, from finding and securing accommodation, schools for their children and jobs for their partners to organizing a Croatian.

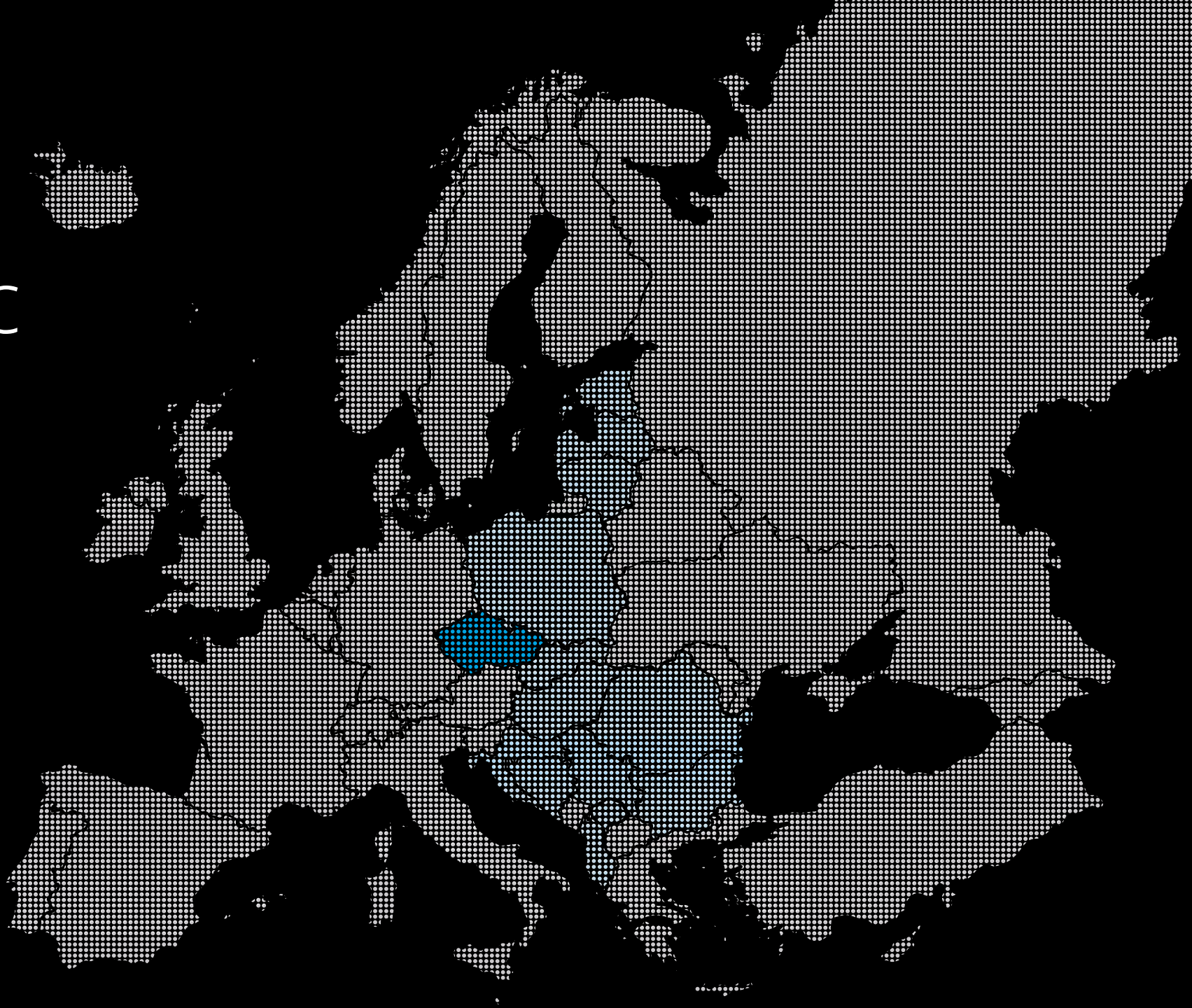
Infobip



-  Croatia
-  Silvio Kutić
-  www.infobip.com

Infobip is a global cloud communications platform that enables businesses to build connected customer experiences across all stages of the customer journey at scale. Accessed through a single platform, Infobip's omnichannel engagement, identity, user authentication security and contact center solutions help customers and partners overcome the complexity of consumer communications, grow their business and increase loyalty – all in a fast, secure and reliable way. Infobip started as a small startup from Vodnjan in Istria, Croatia. Today, with more than a decade of experience in the IT industry, Infobip employs more than 2,400 people globally and operates on six continents in 65+ offices. It offers natively built technology with the capacity to reach over seven billion mobile devices and 'things' in 190+ countries connected directly to over 600 telecom networks. In fact, around five billion people around the world now interact with some form of service through Infobip's platform – that's around two thirds of the global population. The company serves and partners with leading mobile operators, messaging apps, banks, social networks, tech companies, and aggregators.

Czech Republic



FESTKA, s.r.o.



-  Czech Republic
-  Lukáš Šebesta
-  www.festka.com

Launched in Prague in 2010, Festka today is a respected name in the hi-tech world of hi-end bicycle frames. Its true breakthrough came in 2015, when it joined forces with world-leading Czech carbon-composite experts CompoTech and started to build frames based on custom-designed, robotically woven carbon tubes. The technology enables frames to be made of any size and geometry, helping to fulfil co-founder and former pro cyclist Michael Mourecek's ambition of finding a unique approach to frame-building. The robot-built frames are regularly put through tests by the Czech Technical University to measure their performance under huge duress. Festka has also been recently included in the European Space Agency's BIC incubator, opening doors to a range of exciting technical partnerships and the opportunity to tap into a vast scientific knowledge base. The company is also in-demand as a marketing partner – for example, in a long and successful campaign with Nespresso, Festka has produced a frame made of smelted coffee pods.

Pikto Digital a.s.



-  Czech Republic
-  František Balázsy
-  www.pikto.digital

Pikto Digital has developed and patented the hi-tech 'Maverick' machine for treating roll-to-roll textiles. With a focus on digital pigmentation, it enables customers to produce high-quality printed fabric on a pigment printer in a more effective and sustainable way than any competitor. It can handle almost any fabric, woven or knitted, natural or synthetic. The quality of the printed fabric, especially its colour fastness, has been measured under certified laboratory conditions. This showed that, following washing and abrasion, its colour-fastness results are the highest possible for digital pigment technology. No water is used or contaminated during the production process. The consumption of chemicals is 30 per cent lower – and energy consumption 70 per cent lower – than that of any conventional solution. This state-of-the-art machine is unique on the market and is runs on user-friendly proprietary software developed by Pikto Digital.

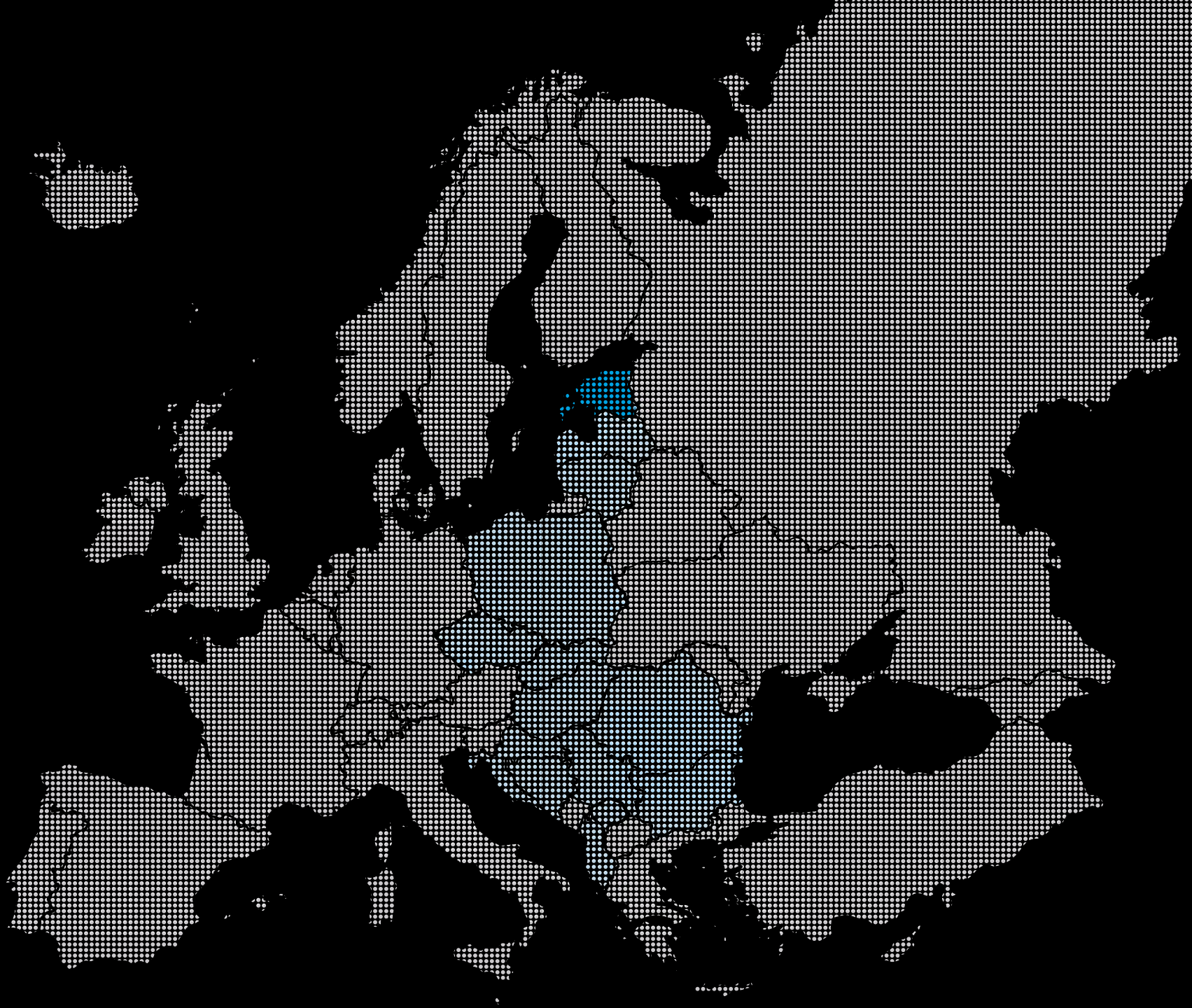
Varistar (Agrinova Services, s.r.o.)



-  Czech Republic
-  Jan Semrád
-  www.variabilni-aplikace.cz

Agrinova Services is the highly innovative company behind Varistar®, a service designed to help farms of every scale address a range of environmental, food-quality, productivity and operational-efficiency challenges by reducing the occurrence of defects affecting modern intensive crop production. By bringing together the contrasting skillsets in IT and agriculture of its two founders, the company delivers a range of key service attributes based on long-term field observations using historical data, with analysis powered by the integrated processing system at the heart of Varistar. The solution uses sophisticated two-way channels to control the amount of fertiliser, plant-protection products or seeds applied by agricultural machinery to each part of a field. In doing so, the system allows farmers of all sizes to move into the areas of precision-farming and variable-rate application without the need for a major up-front investment. By enabling the optimisation of inputs used, Varistar is enabling a reduction in the quantities of chemicals used, increasing yields and quality, and reducing any negative impact of pesticide residues in food products.

Estonia



Bolt Technology



- Estonia
- Markus Villig
- www.bolt.eu

Bolt Technology aims to bring people the best way to move around cities by creating affordable, convenient and environmentally sustainable rides. Bolt's Green Plan is designed to reduce the company's ecological footprint by bringing more shared and electric vehicles onto the platform. The company, which is a strong supporter of diversity, has also committed to offsetting the European transportation sector's carbon emissions by at least five million tons by 2025.

Comodule



- Estonia
- Kristjan Maruste
- www.comodule.com

Comodule is making more people enjoy riding an electric bicycle or kickscooter. The company is developing IoT solutions for shared mobility operators and bicycle manufacturers to reduce global environmental pollution and traffic congestion. Since 2014 Comodule has connected over 300,000 light electric vehicles to the internet and has helped to launch shared fleets in 60 cities around the globe. In spring 2020 Comodule launched its own developed and assembled kick-scooters called Tuul. Tuul is the first Estonian-made, most durable, and eco-friendly kickscooter on earth. Tuul stands for adding value to daily city life, reducing urban pollution, and creating new standards for electric micro-mobility vehicles in terms of durability, convenience, and care. Tuul is the first and only e-kickscooter developed and produced outside China. It is designed to last longer than other scooters, is 92% recyclable. It is also manufactured from 42% recycled materials and uses swappable dual batteries – there is no need to pick the vehicle up for charging as other operators do. It is also highly energy-efficient, using 100 times less energy per km than a petrol car and 20 times less than an electric car.

Klaus



- Estonia
- Martin Kõiva
- www.klausapp.com

Klaus aims to solve one of the biggest challenges facing customer-support teams around the world – how to ensure the quality of support they deliver. Klaus does this by providing a conversation review platform for corporate customer support teams. This means that the customer support manager can retrospectively review agents' conversations and provide feedback on them, allowing the agents to evolve and provide better responses. Clients are mainly companies whose business depends significantly on how good their customer service is – SoundCloud and WordPress.com, for example. Last year, Klaus attracted an investment of EUR 1.7 million from venture capital Creandum. This is the first investment in the Baltics by Creandum, which was also the first investor in Spotify and is a current investor in Bolt Technology. We also raised EUR 4.6 million led by Global Founders Capital this year: tech.eu/brief/klaus-funding/, bringing the total investment to EUR 7.1 million.

Hungary



Arenim Technologies



- 📍 Hungary
- 👤 Szabolcs Kun, Executive Chairman & Attila Megyeri, CTO
- 🌐 www.arenim.com

With the ArenimTel cloud call centre solution and the WebwithMe co-browsing service, Arenim Technologies supports its clients' sales and customer interaction activities. This enables them to win more business and keep their users and customers satisfied. With its secure communications services, Arenim enables teams and companies to work together securely, supporting remote collaboration, home-working and the protection of intellectual property. As all the company's services are provided from the cloud and accessed remotely, they are enabling its users and customers to reduce their biological footprint.

INNOVATIX



- 📍 Hungary
- 👤 Péter Vizsy
- 🌐 www.innovatix360.com

INNOVATIX has been developing state-of-the-art visual technology and forward-thinking digital and new media solutions for the last 16 years, finding innovative and creative ways to satisfy its customers' needs. The company continuously monitors worldwide trends, enabling it to create unique (3D, holographic, AR, VR, interactive) products and services that have a strong impact on technology. It prides itself that attention to detail, innovation, uniqueness and flexibility qualify it to meet constantly changing environmental and technological challenges while satisfying the highest expectations of its customers. The INNOVATIX mission is to build the future with innovative solutions.

Supercharge



- 📍 Hungary
- 👤 András Tessényi
- 🌐 www.supercharge.io

Supercharge believes design and technology can be a force for positive good. This is central to all its decisions, including its focus on projects with a meaningful social impact that support the United Nations SDGs. The company's ethos drives its approach to product development across a wide range of industries, including:

- Financial services: o its award-winning mobile solution for BTPN (one of Indonesia's leading banks) has been downloaded more than 2 million times, making financial transactions easier for millions o while working on a mobile app for Hungary's OTP bank, it successfully ensured that it would enable blind people to manage their finances on the go
- Energy: o the company's software powers electric bus fleets in the UK, helping achieve the vision of reducing CO2 emissions in the UK by 135,000 metric tonnes within 15 years
- Water: o Supercharge's digital design, built on gamification and behavioural science, is enabling UK water companies to encourage customers to consciously consider their consumption habits
- e-commerce: o it is designing an application for TerraCycle to help shoppers buy zero-waste products from leading brands. Supercharge was certified as a net zero-carbon company in July 2020.

KOSOVO



Cactus sh.a



-  Kosovo
-  Astrit Leti
-  www.cactus.com

Cactus is Kosovo's leading provider of ICT services and solutions, with a portfolio covering a wide range of specialist focus areas including networking and telecoms, information security and cybersecurity, cloud and systems integration, ICT consulting and audit, software development, business solution, education and training. By designing and implementing modern and adaptable ICT infrastructure and solutions, they help customers streamline their operations and grow their business. Its core business revolves around the development and systems integration in the ICT field. CACTTUS provides a complete set of services in the integrated end-to-end ICT systems, such as consulting, systems design and planning, project management, research and development, delivery of various system components (hardware and software), systems implementation and integration, support and maintenance of operational systems. Over its 17 years, the company has gained a reputation for performance and reliability, based on the ability of its engineers, developers and other specialists to deliver innovation and quality across a wide range of client industries.

ASSECO SEE Sh.p.k






-  Kosovo
-  Ardian Shehu
-  www.asseco.com/see

Alongside payment-industry specialist Payten, Asseco SEE is one of the two companies that make up the ASEE Group, both of which are leaders of their business segments in South-Eastern Europe. The formation of ASEE Group is a result of Asseco Poland SA's and Subsidiary Minority Shareholders' strategic convergence. Asseco specialises in software and services for the banking industry across eight monetary systems, as well as delivering solutions for telco and utility companies and public-sector organisations. Since the beginning, the company's focus is on developing & selling its own proprietary solutions. It is the company's role as a one-stop-shop for the banking industry that provides the core of the business, with a growth rate that has outstripped that of most players in the global IT market. Today, Asseco has more than 1,300 employees across the region.

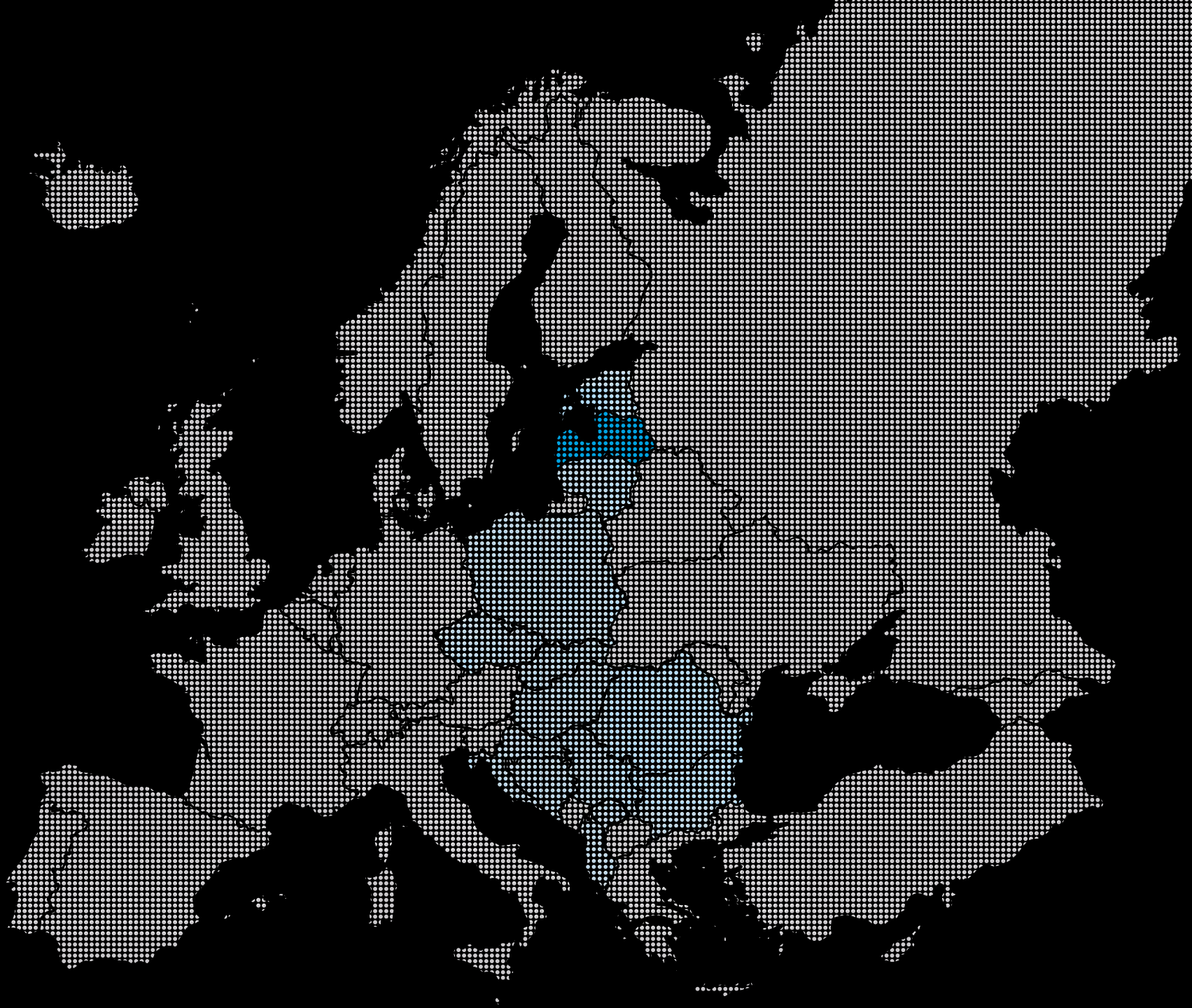
3CIS J.S.C



-  Kosovo
-  Artir Geci
-  www.3cis.net

Founded in Kosovo in November 2008 with five employees, 3CIS now employs almost 200 people, providing highly specialised services to major telecommunication carriers and solution providers across the globe. Its wide-ranging line-up of advanced solutions ranges from pre-sales solution development and multi-vendor interoperability testing to network architecture, project management and traffic migration planning and execution. The company provides on-site and remote services to optimise productivity and guarantee cost-effective delivery. It also aims to help its clients progress by planning, designing, innovating, building and managing their network-related activities. 3CIS also has a strategically sited Centre of Excellence in Pristina, Kosovo, a location chosen for its logistical and strategic advantages when providing support to clients across EMEA and the US. Its assets include a highly educated, English-speaking technical and professional work force, operating hours up to nine hours ahead of US time zones and an attractive near-shore solution for the EMEA region. The centre can also be seamlessly blended with 3CIS resources working at customer locations globally, providing a highly scalable and cost-effective delivery structure.

Latvia



Printify, Inc.



- 📍 Latvia
- 👤 James Berdigans
- 🌐 www.printify.com

Founded in 2015, Printify is backed by leading angel investors from Silicon Valley. Financial Times recently ranked Printify as the 15th fastest-growing technology company in the USA in 2020. Printify's mission is to help merchants make more money with less effort. To help them achieve this, the company simplifies and automates the print-on-demand process, in which personalized items including t-shirts and mugs are printed to order. The company takes its ethical responsibilities very seriously, and aims to liberate business owners from the restrictions of the complex printing and merchandising industry. It refuses to accept waste, outdated methods and procedures. It is also committed to diversity in its employee workforce, which includes people from 19 different countries across the world. The company is currently helping more than 600,000 stores on platforms including eBay, Shopify, Etsy and Woodcommerce by connecting them to a network of print providers totalling over 90 printing units.

FIQSY



- 📍 Latvia
- 👤 Maris Avotiņš
- 🌐 www.fiqsy.com

This is Riga's first fully electric, emission-free car-sharing service. With a fleet of 100 Renault ZOE e-cars, it enables customers to travel with minimal if any damage to the local ecosystem. The cars are not only emission-free. Their exteriors are also built from 90% reusable materials, while their interiors are 100% recyclable. There are also some significant advantages for the driver. Not only can they streamline their journeys by using public traffic lanes, they can also use Riga City parking space free of charge and enter the beautiful city of Jurmala for free. And they can drive further than 300km on a single battery charge.

Gamechanger Audio SIA



- 📍 Latvia
- 👤 Didzis Dubovskis
- 🌐 www.gamechangeraudio.com

Four friends founded Gamechanger Audio in 2015 to expand the horizons of musicians and engineers, exploring new territory for music electronics by creating devices that provide value for people seeking sounds that have never been heard before. The company's first product was the PLUS pedal, which went into production in 2017 following a highly successful crowd-funding campaign. The immediate success of the PLUS pedal, with sales and positive feedback from across the world, has enabled the team to double in size, empowering the company to unleash the spirit of innovation even further in the search for further game-changing new products.

Lithuania



UAB “Informacinių technologijų organizacija”



- Lithuania
- Paulius Lazauskas
- www.ito.lt

UAB “Informacinių technologijų organizacija” is one of the leading IT companies in Lithuania with a strong focus on mobile technologies. Established in 2006, iTo gradually expanded its area of expertise from website design and development to mobile technologies. Among its clients, iTo is known as a reliable, focused and organized partner. iTo has a team of experienced software developers, other IT professionals, and project managers who share a great passion for challenges.

Adeo Web, UAB



adeo web

- Lithuania
- Paulius Nagys
- www.adeoweb.biz

With its proven technical and analytic approach, Adeo Web has been providing successful ecommerce solutions for nine years. Specialising in Magento application integration, acceleration, search optimisation and product data management, it also creates effective digital connections with proven user experience strategies. Its culture of strong values and transparent service enables it to use metrics that matter, giving it the agility and focus needed to help customers grow their success by taking advantage of quick-to-market solutions.

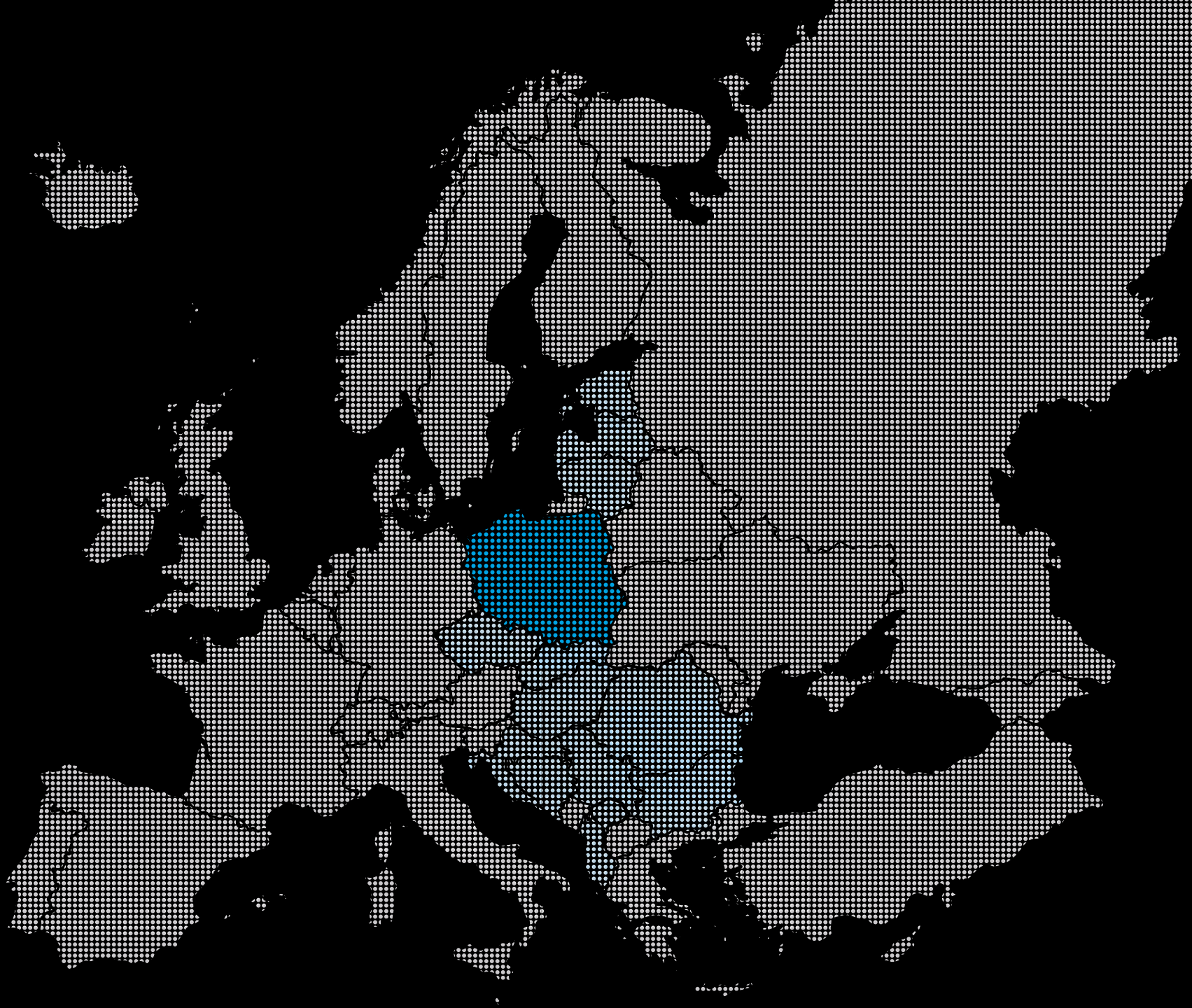
UAB NFQ Technologies



- Lithuania
- Paulius Insoda
- www.nfq.lt

NFQ Technologies is a software and business-development company with a major focus on building large scale e-commerce platforms and metasearch solutions for the aviation, logistics and travel sectors. With a team of more than 300 qualified specialists, it aims to help its clients increase their business efficiency and gain competitive advantage. It builds web/mobile solutions for worldwide market leaders including KAYAK, HomeToGo, Rocket Internet, SIXT, Nexus United and SensusAero as well as dozens of major European and American start-ups. Its ONGR e-commerce accelerator offers a cost-effective way to scale online shops, search engines, travel and other large scale portals, dramatically reducing web-page loading times and boosting feature-development speed. ONGR can be inserted as a layer between an existing e-commerce system and its users, providing instant scaling opportunities without any costly rewriting of the legacy system. As well as a free, open-source element, ONGR also includes proprietary closed-source modules that address specific metasearch needs. ONGR is already used by German e-commerce leaders such as Baby-Markt.de, Yatego.com, Kiveda.de, Trademachines.com and HomeToGo.com.

Poland



Tech to The Rescue (Divante and Netguru)


TECH TO THE RESCUE

- Poland
- Jacek Siadkowski
- www.techtotherescue.org

In March 2020, CEOs at Divante and Netguru, came up with the idea to unite technologies companies to share their resources to support non-profit and non-governmental organizations as they reacted to the challenges posed by the COVID-19 coronavirus pandemic. After just a few weeks, 180 technology companies worldwide volunteered their resources, and 80 non-profit and non-governmental organizations shared their challenges. First successful collaborations helped to scale up the positive social impact of non-profits. The analysis of NGOs' needs highlighted the digital gap between market and impact-driven organizations. Tech To The Rescue, supported by Ashoka Poland, was established as an organization with a mission to facilitate social organizations with acquiring and implementing new technologies.

EGZOTech Sp. z o.o.



- Poland
- Michael Mikulski
- www.egzotech.com

EGZOTech uses robots and electromyography – recording the electrical activity of muscle tissues – to make physiotherapy more effective for patients suffering from a range of neurological problems, from stroke and spinal-cord injuries to neurodegenerative diseases, incontinence and chronic pain. Its two main products are Luna EMG, a neurorehabilitation robot, and Stella BIO, an electromyography with electrical stimulation. Both use superior acquisition and signal-processing capabilities to deliver what the company calls the world's most sensitive electromyography. Luna EMG enables patients suffering from muscle weakness to take exercise, enabling enhanced neuroplasticity and driving faster recovery. It also automates the work of human therapists, enabling more patients to be treated simultaneously. Stella BIO is a telehealth and rehabilitation-enabled mobile device used for diagnosis and electrical stimulation to strengthen muscles. During the COVID-19 crisis, it has been widely used to deliver diagnostics and therapy remotely when in-person appointments are challenging. EGZOTech invests heavily in R&D and has sales in more than 20 countries worldwide.

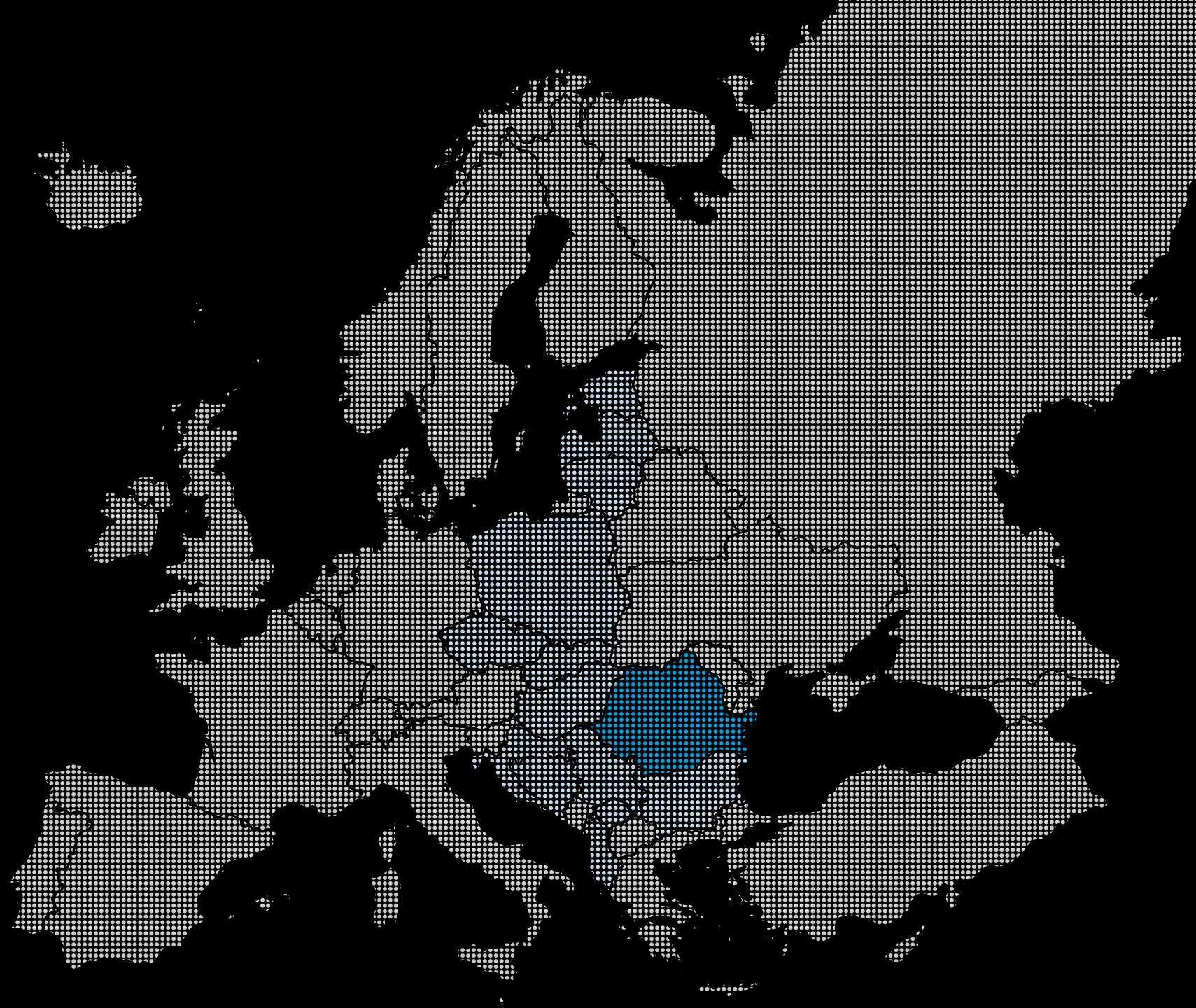
LAPARO Sp. z o.o.



- Poland
- Mateusz Rulewicz
- www.laparo.pl

Founded in 2015, LAPARO is focused on bringing digitalization to medical simulation. As a technology company, Laparo creates innovative solutions to improve medical professionals' access to laparoscopic training – that is: training for a minimally-invasive surgical procedure for operating on the organs inside the abdomen. Having started the business by developing simple trainers for surgery students who want to learn at home, Laparo moved on to develop an entire line of sophisticated Laparoscopic training solutions. These include advanced professional training stations for use at hospitals, universities, and medical simulation centers. These devices feature complex computer vision software and compact sensors with electronics that analyze a surgeon's performance and provide valuable feedback. LAPARO medical simulators enable surgeons to feel as though they are standing at the operating table, seeing every move in real-time. This helps surgeons improve their technique, avoid common errors, and gain confidence during operations, enabling them to concentrate single-mindedly on helping their patients. Currently, the company is in the final stages of developing a new solution for pediatric laparoscopy training which features advanced virtual reality functionality with cutting-edge technology. Each product introduced by LAPARO makes a leap forward in complexity and sophistication.

Romania



dcs plus



- 📍 Romania
- 👤 Cristian Dinca
- 🌐 www.dcsplus.net

With an experience of over 18 years, dcs plus is a software company that develops and delivers business critical enterprise products for the travel and tourism industry. Its mission is to bring efficiency and unity in the overly fragmented travel distribution chain by being a one-stop software shop for travel agencies worldwide. Backed up by passion and years of insights gathered while working closely with travel professionals, dcs plus became globally recognized as one of the very few travel tech companies that provide a full software stack of solutions, addressing the complex needs of all types of travel companies. dcs plus's software perform across the travel distribution chain, helping travel agencies maximize revenue by automating up to 98% of their business workflows. dcs plus has its headquarters in Bucharest and has opened regional offices in Dubai, Singapore, Sao Paulo and Gurgaon. Its products are now being used by hundreds of customers in over 55 markets with dcs plus being the provider of choice for some of the biggest Travel Management Companies.

Tremend Software Consulting



- 📍 Romania
- 👤 Ioan Cocan, Marius Hanganu
- 🌐 www.tremend.com

With over 15 years' experience in software development and consultancy, Tremend's solutions have to date reached more than 60 million users in industries ranging from telecoms to automotive, retail, banking, and healthcare. This record is helping it fulfill its aim of putting Romania on the global advanced software engineering map. Much of Tremend's recent focus has been on developing agile digital-transformation solutions to drive growth following the pandemic. One solution is TORP, a digital onboarding, and origination solution that is supporting companies' post-Covid-19 continuity strategies by giving customers secure remote access to their products and services. TORP, which uses AI for seamless biometric security, is the first solution in Romania to use video-assisted remote customer identification. Tremend has also created ObservED, an online tool that replaces supervisors during written exams. The solution leverages AI-enabled typing biometrics, a proprietary technology of TypingDNA. Among other tasks, it checks browsing histories to see if candidates visited websites during the exam, and periodically takes snapshots to counter fraud by impersonation. The company is also active in many innovation projects across the public sector, including projects to identify customers remotely and detect anomalies in financial transactions.

Druid



- 📍 Romania
- 👤 Liviu Dragan
- 🌐 www.druidai.com

DRUID helps businesses achieve more with less by providing them with an instant-access cloud platform, equipped with all the tools they need to design and deploy multi-channel AI chatbots, five times faster than any competitor. DRUID's strong integration layer, with UiPath RPA and bundled AI technologies, allows the chatbot platform to bridge the gap between humans and data by enabling the most intuitive and comprehensive interface ever created: language. As a result, enterprise companies can easily enable conversation-based automation that optimises processes, lowers costs, enhances user experience, boosts productivity and shortens time-to-value. With an aggressive international commercial growth plan, and with strategic global partnerships in place with leading technology and consultancy companies, DRUID plans to continue its 5x annual growth-rate in 2021, focusing on the US and Western European markets.

Serbia



Cycle



- Serbia
- Aldin Avdi
- www.8cycle.online

Cycle is a start-up company that has developed a free-of-charge, user-friendly application for users to find any kind of help on a voluntary basis, from fixing a flat tyre to translating a letter. Now, anybody can get any kind of assistance anywhere in the world simply by returning the favour. The company's services primarily aim to help people and to encourage altruism in society. They enable people to seek and offer help, and to receive 'karma points', which allow them to access rewards within the application itself. Cycle sustains its business by selling ads, karma points and other premium features, as well as monthly subscriptions for premium profiles. The company believes the coronavirus has proven the need for such an application, as it has witnessed instances of social networks, applications and portals being used in the fight against Covid-19. Cycle combines all this on a platform that can help in the struggle while promoting a humanitarian and altruistic approach that is increasingly necessary in the emerging new normal environment.

nanobile DOO Novi Sad



- Serbia
- Bogdan Ćirić
- www.nanobile.com

Nanobile is a development and manufacturing IoT and AI hardware and software company, with a primary focus on smart urban and rural clean-tech solutions. Its particular focus is on minimising the problems caused by driving and parking challenges. Not only can these cause people to be late for appointments, they also waste money, time and energy and are a primary cause of air pollution. The Nanobile Parking and Traffic solution, which is targeting initial implementation in late 2020, gives users a real-time parking and traffic overview, along with the option to reserve a parking space. Free for drivers, it will enable businesses and local government to deliver positive social impact through better parking management, enhanced data for future urban planning and reduced CO² emissions. Using eco-friendly materials in manufacturing, the company's aim is to make the solution available for every city in the world. Its mission is shared by a range of partners including Oracle, Digital Ocean, Telefonica and more.

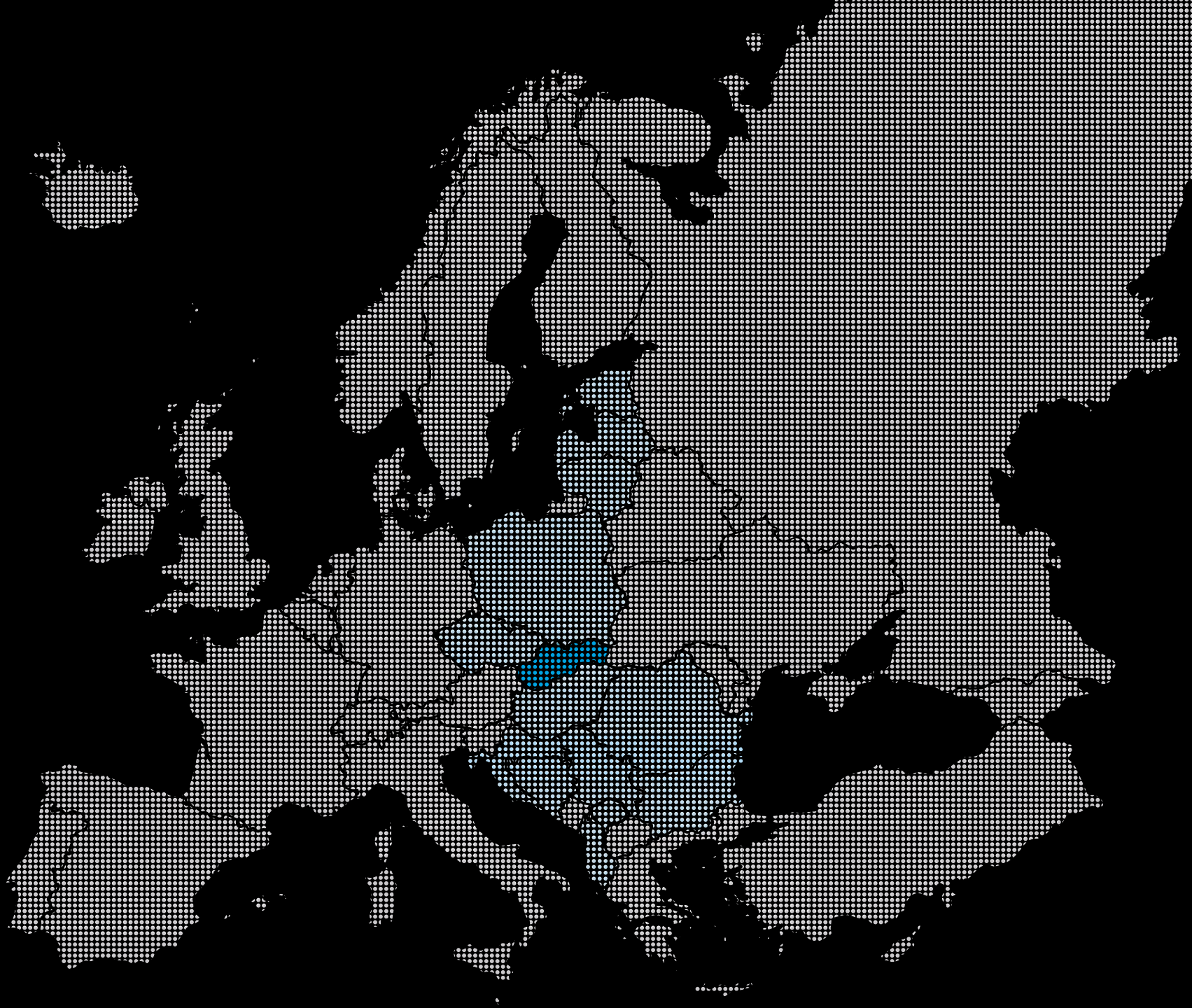
IdeaBuddy



- Serbia
- Nemanja Zunic
- www.ideabuddy.com

IdeaBuddy is an innovative, all-in-one SaaS-based business-planning platform that covers all stages from an initial business idea through to execution. Aiming to provide a simple and fun user experience, it's been designed with the need for it to be engaging and appealing to all generations front of mind, regardless of the user's actual business experience. Four modules have been delivered to date: • Idea Plan: enables the creation of a lean, one-page business plan. Taking less than an hour to shape, it provides a better understanding of the concept before going into detail • Business Guide: takes users through the development stages, using relevant examples that support the creation of the business concept, sales and marketing strategy, research, needs analysis, forecasting and more • Financial Plan: supports the calculation of profit, cash flow and other financial KPIs • Business Plan: financial data is automatically documented in the Business Plan for presentation to potential investors, creditors and other interested parties. Further modules on validation, the sales pitch and tracking performance are under development.

Slovakia



Sensoneo j.s.a.



((SENSONEO))

Manage waste smarter

- Slovakia
- Martin Basila
- www.sensoneo.com

Sensoneo is a global enterprise-grade smart-waste management business that enables cities and businesses to manage their waste efficiently, improving the environment and public well-being. Sensoneo changes the way waste is managed. Thanks to its unique knowledge and approach to R&D, it enables customers to cope with the biggest challenges in today's world of waste management – a lack of efficiency and transparency. Thanks to accurate real-time data, monitored by unique ultrasonic smart sensors, customers can collect waste on demand. Using advanced tracking and monitoring equipment, they can also shorten their collection routes by between 30-70%, generating positive environmental and economic benefits. Overall, Sensoneo's unique tracking solutions are making the waste-collection process fully transparent from end-to-end, supporting and enabling best-practice recycling and sorting principles. The company's smart waste-management solution has attracted cities and business from around the world, and it has now been installed in more than 50 countries across five continents.

eROBOT, j.s.a.



- Slovakia
- Lubomír Ilečko
- www.erobot.sk

Founded in 2018, eROBOT is a Slovak start-up working on a unique patented solution for industrial robots which will bring revolution in robotics across the world. AI (self-maintenance solution) based on the 'Tribodiagnostic' transmission control system for the best lubrication management will increase production productivity and life-time of industrial robots. This is a disruptive innovation with a considerable positive environmental impact because significantly reduces oil waste. It is also the first available AI solution that enables 24/7 self-maintenance, identifying root causes to prevent in early stage of oil degradation costly robot failure and production downtime.

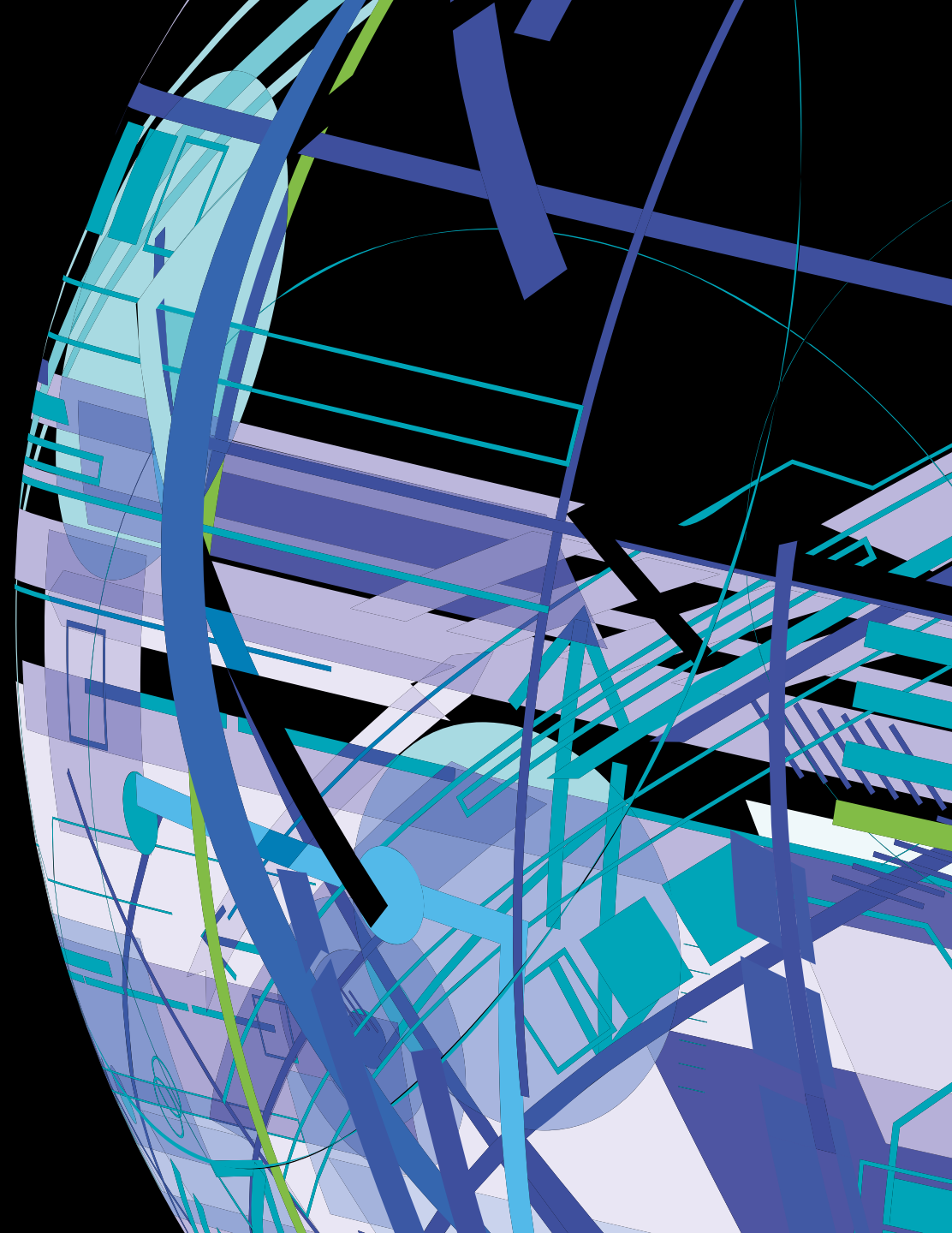
Touch4IT s.r.o.



- Slovakia
- Richard Roštecký,
Matej Mihalech, Michal Korman
- www.touch4it.com

Touch4IT is a software and design house that uses the latest technologies – such as AR/VR, blockchain, IoT, chatbots and AI – to build innovative technology solutions and deliver a stunning digital experience. Its team of more than 50 experienced developers, designers, testers, and project/product managers has now completed over 200 projects in 13 countries, driven to fulfil the ideas of its clients and help them stay ahead of the competition. Currently, most of the company's projects are in the fields of healthcare, retail, real estate, human resources and education, for clients ranging from global corporations to local startups. Touch4IT has spent more than 10,000 hours building its infrastructure, on which it also runs its clients' systems and applications. This is a company that actively seeks out and creates innovative opportunities for design and development, delivered by people dedicated to their work and the continuous improvement of their experience and knowledge. The company's founders know that developing people also develops the business. As a result, they continuously encourage people to grow through education.

Fast 50 ranking list



Ranking	Company	Country	Growth rate (%)
1	Packhelp S.A.	Poland	9 077
2	DoDo	Czech Republic	8 427
3	UlovDomov.cz	Czech Republic	5 535
4	FAVI	Czech Republic	3 389
5	EGZOTech Sp. z o.o.	Poland	2 932
6	Electrocoin d.o.o.	Croatia	2 617
7	Solution4Labs	Poland	2 367
8	Zdrowegeny.pl Sp. z o.o.	Poland	1 951
9	Tylko	Poland	1 788
10	Kontentino s.r.o.	Slovakia	1 536
11	Gjirafa, Inc.	Kosovo	1 509
12	Zonky	Czech Republic	1 347
13	Coursedot	Bulgaria	1 336
14	SuperScale s.r.o.	Slovakia	1 306
15	Manboxeo.cz	Czech Republic	1 279
16	Lead Investments Sp. z o.o.	Poland	1 222
17	CLARITY	Latvia	1 220

Ranking	Company	Country	Growth rate (%)
18	Stratox Enterprises s.r.o.	Czech Republic	1 099
19	Delante Media Sp. z o.o. sp.k.	Poland	983
20	obido Sp. z o. o.	Poland	967
21	Monitora Media s.r.o.	Czech Republic	961
22	Applifting s.r.o.	Czech Republic	927
23	Recombee	Czech Republic	900
24	Applover Sp. z o.o.	Poland	885
25	GroMar Sp. z o.o.	Poland	866
26	BlindShell	Czech Republic	846
27	OpenWise Solutions s.r.o.	Czech Republic	827
28	Grenton Sp. z o.o.	Poland	816
29	Sellions Sp. z o.o.	Poland	813
30	BLINDSPOT	Czech Republic	790
31	I&B Sp. z o.o.	Poland	784
32	ThreatMark s.r.o.	Czech Republic	783
33	Dateio s.r.o.	Czech Republic	758
34	DO OK S.A.	Poland	710

Ranking	Company	Country	Growth rate (%)
35	EveryPay AS	Estonia	699
36	Bazzar.hr	Croatia	695
37	CGTrader, UAB	Lithuania	679
38	Skladon	Czech Republic	645
39	AGRIVI	Croatia	640
40	XEVOS Solutions s.r.o.	Czech Republic	634
41	Kentigen s.r.o.	Czech Republic	606
42	GLAMI	Czech Republic	571
43	Sewio Networks s.r.o.	Czech Republic	565
44	Include d.o.o.	Croatia	549
45	Behavio Labs s.r.o.	Czech Republic	545
46	StorPool Storage AD	Bulgaria	541
47	ECO MOBILE d.o.o.	Croatia	530
48	Nanovo Sp. z o.o.	Poland	529
49	Ovečkárna.cz	Czech Republic	510
50	CloudCart AD	Bulgaria	494

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