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Fast 50 Central Europe 2023
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50 | Technology **Fast 50**
**2023** CENTRAL EUROPE

# Contents

"The growth rates we observe in this year's programme aren't accidental; they originate from the value these companies create. Whether making people's lives easier, improving health, addressing environmental challenges, or providing new forms of entertainment, these companies disrupt the status quo. They play an increasingly crucial role as the world becomes more complex, demanding new solutions for simplicity, safety, and sustainability."

**Jaroslav Škvrna**
**CEO, Deloitte Central Europe**
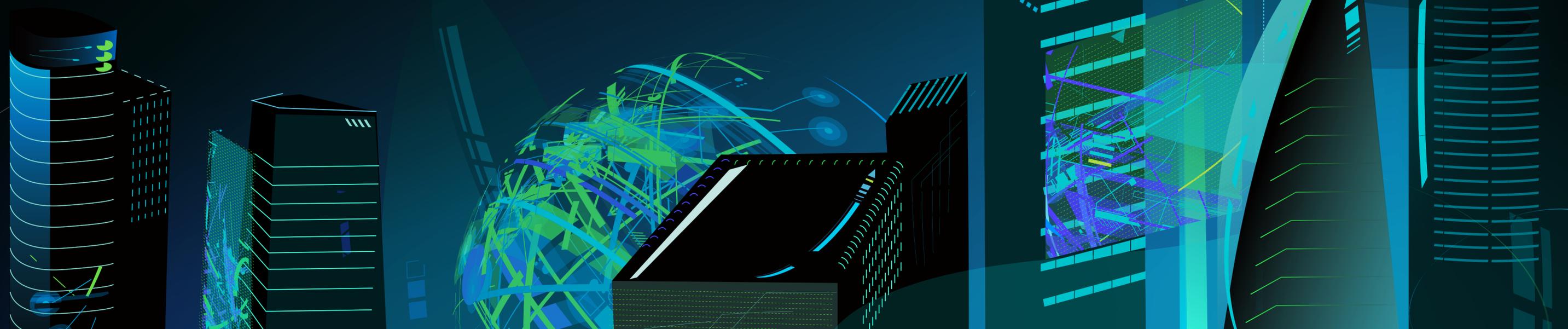
# Welcome to the Deloitte Technology Fast 50 Central Europe 2023

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 24th year, ranks the 50 fastest-growing public or private technology companies.
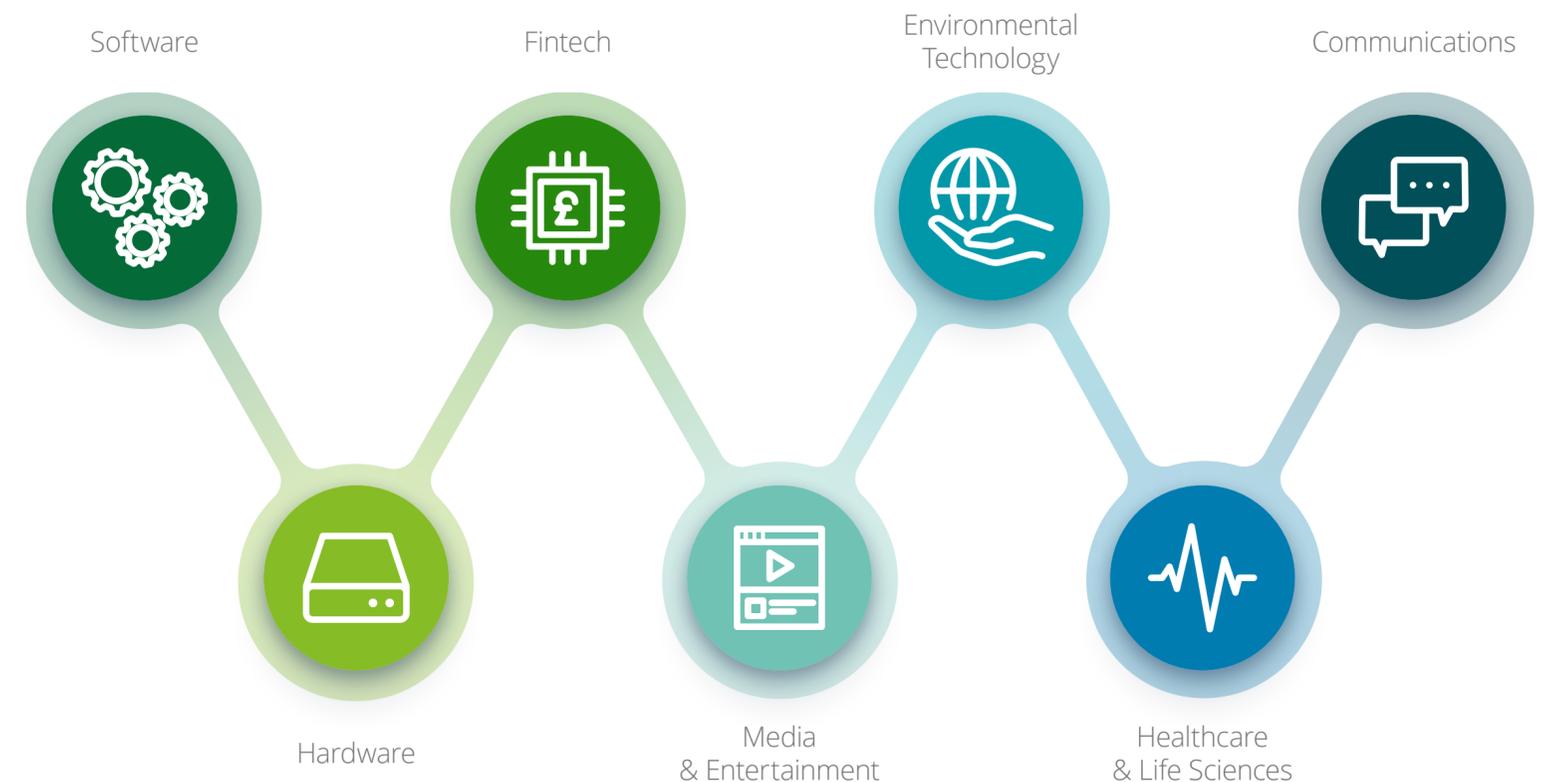
The Technology Fast 50 award winners for 2023 are determined based on the revenue growth over four years (2019 to 2022). Companies must have base-year operating revenues of 50 000€ in 2019, 2020, 2021 and a current year operating revenue (2022) of at least 100 000€.

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.

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:**

Software

Fintech

Environmental Technology

Communications

Hardware

Media & Entertainment

Healthcare & Life Sciences

# Thoughts from the CEO

I welcome you to the world of the fastest-growing technology companies from Central Europe, which we are excited to feature in our annual Technology Fast 50 report, presented in partnership with Google Cloud!

I am filled with awe as I witness the innovation and energy driving many young technology businesses across our region to make a global impact. This determination persists despite the grave geo-political events and multiple economic and social challenges affecting the tech market, among other industries.

The growth rates we observe in this year's programme aren't accidental; they originate from the value these companies create. Whether making people's lives easier, improving health, addressing environmental challenges, or providing new forms of entertainment, these companies disrupt the status quo. They play an increasingly crucial role as our lives become more complex, demanding new solutions for simplicity, safety, and sustainability.

I applaud all 50 featured companies, as well as those in our special categories. To the nearly 400 companies that applied but didn't make it to the ranking - your work is vital in contributing to the better world we all strive for, and I look forward to seeing you in our report in the years to come!

**Jaroslav Škvrna,**
**CEO, Deloitte Central Europe**

# 2023 Technology Fast 50 ranking

The Deloitte Technology Fast 50 Central Europe is a programme that ranks 50 fastest-growing technology companies, public or private, based on percentage revenue growth.
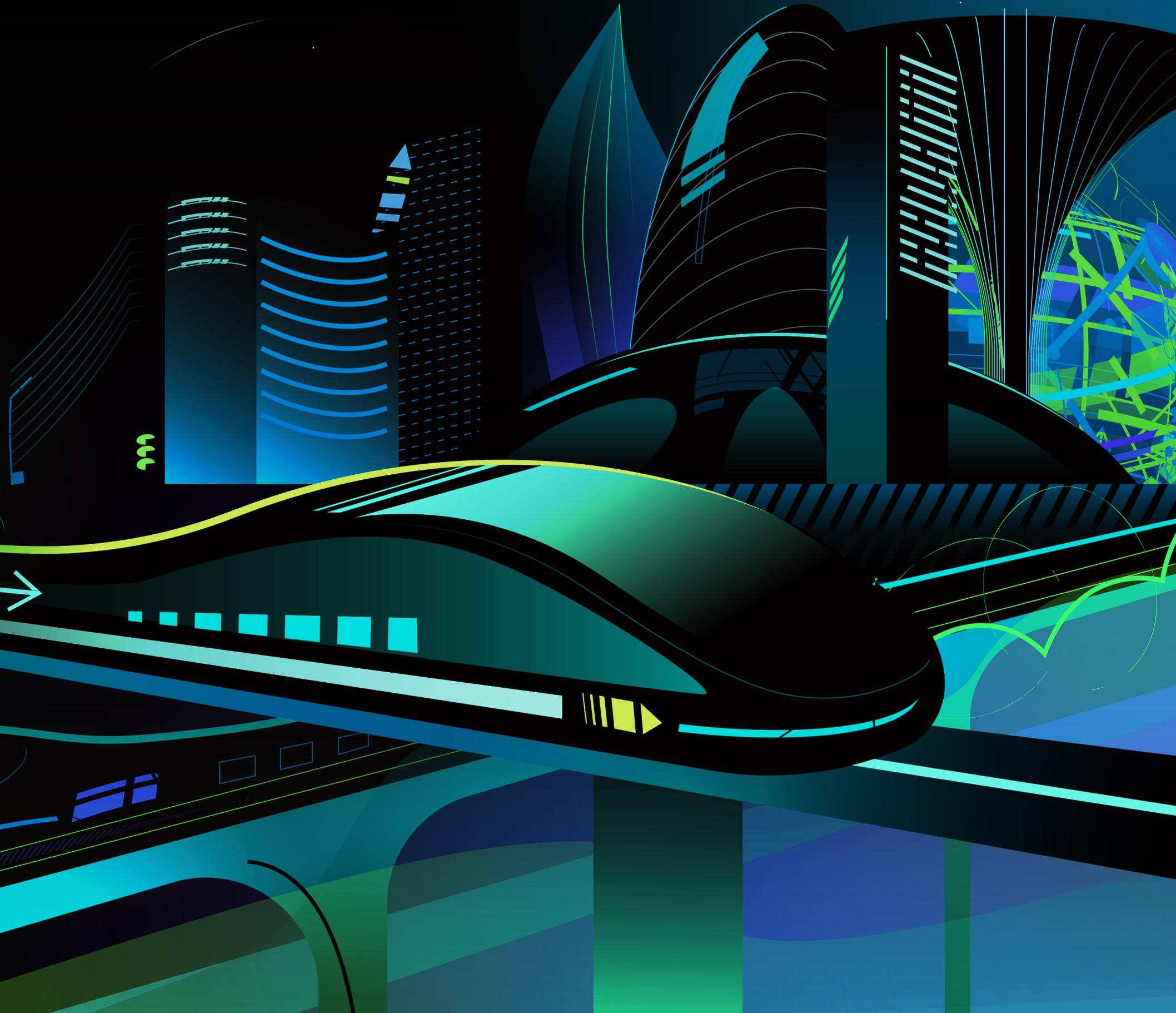
# Criteria for 2023 Technology Fast 50

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 2019, 2020, 2021 and a current year operating revenue (2022) 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.

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).

Have an ownership structure that excludes majority-owned subsidiaries of strategic entities.

Be in business a minimum of 4 years - founded on or prior to December 31, 2018.

Winners are then selected by ranking their revenue growth over the four years from 2019 to 2022.

# Overview by our Programme Leader

I have talked before in these pages about what a great privilege it is to lead the Deloitte Technology Fast 50 CE programme. Today it's more humbling than ever to consider just how fast and how far technology has evolved in the 24 years since the programme was launched.

It's a period that's seen unprecedented advancement, with innovations like AI and augmented reality, mobile networks and touchscreen glass,  e-readers, self-driving andelectric cars, 3D printing, NFT, blockchain, amazing e-commerce solutions, and much more entering everyday usage.

These advancements and multiple others have all been achieved by precisely the same kind of people who are leading and developing the outstanding companies that feature in this year's report. It's their turn to offer those innovative technologies that in time will be essential for success.

So this year's Fast 50 CE ranking provides your opportunity to find out about the new generation of creative thinkers and visionaries who are driving the incremental but essential technological progress that will become familiar to us all in the years ahead.

A great example, of course, is the Czech Republic's FTMO, which heads our ranking in this report for the third year in a row. Now in use across the world, their revolutionary fintech solution has overcome fierce competition to register extraordinary success on a global basis. Huge congratulations go to them for this immense achievement.

It's not just technical wizardry that is making these companies into the trailblazers for this new generation across our region. Excellence in business and financial management, sales, marketing, manufacturing, design, purchasing, communication, management and multiple other disciplines also has an essential role to play.

So when I congratulate the young companies featured here for creating new technologies that will underpin the next level of efficiency, quality and sustainability for society, I'm talking about their entire teams. Teams that might be within a single organisation, or spread across a network of suppliers and other partners.

They have not only brought together all the talent and energy required to conceptualise, launch and build a successful young business – they have made it sustainable. Being able to show minimum

**Jiří Sauer,
Partner, Regional Technology
Fast 50 CE Programme Leader**

of four years of trading is a condition of entry into the Fast 50 ranking, so all the companies featured here have successfully survived and prospered during those all-important and often difficult early years.

Once again, I am especially proud that Deloitte has the opportunity to bring the talent of these brilliant companies to a wider audience. I believe you will be every bit as impressed by their achievements as I have been.

# Fast 50
# category overview

Companies broken down **by industry segment:**

Average company growth

# 1 502%

Largest growth: **5 815%**

| 31 | 4 | 4 | 4 | 4 | 4 | 3 |
|---|---|---|---|---|---|---|
| Software | Fintech | Hardware | Media & Entertainment | Environmental Technology | Healthcare & Life Sciences | |

Companies broken down
**by country:**

**18** Poland

**18** Czech Republic

**4** Slovakia

**3** Romania

**1** Bulgaria

**5** Croatia

**1** Serbia
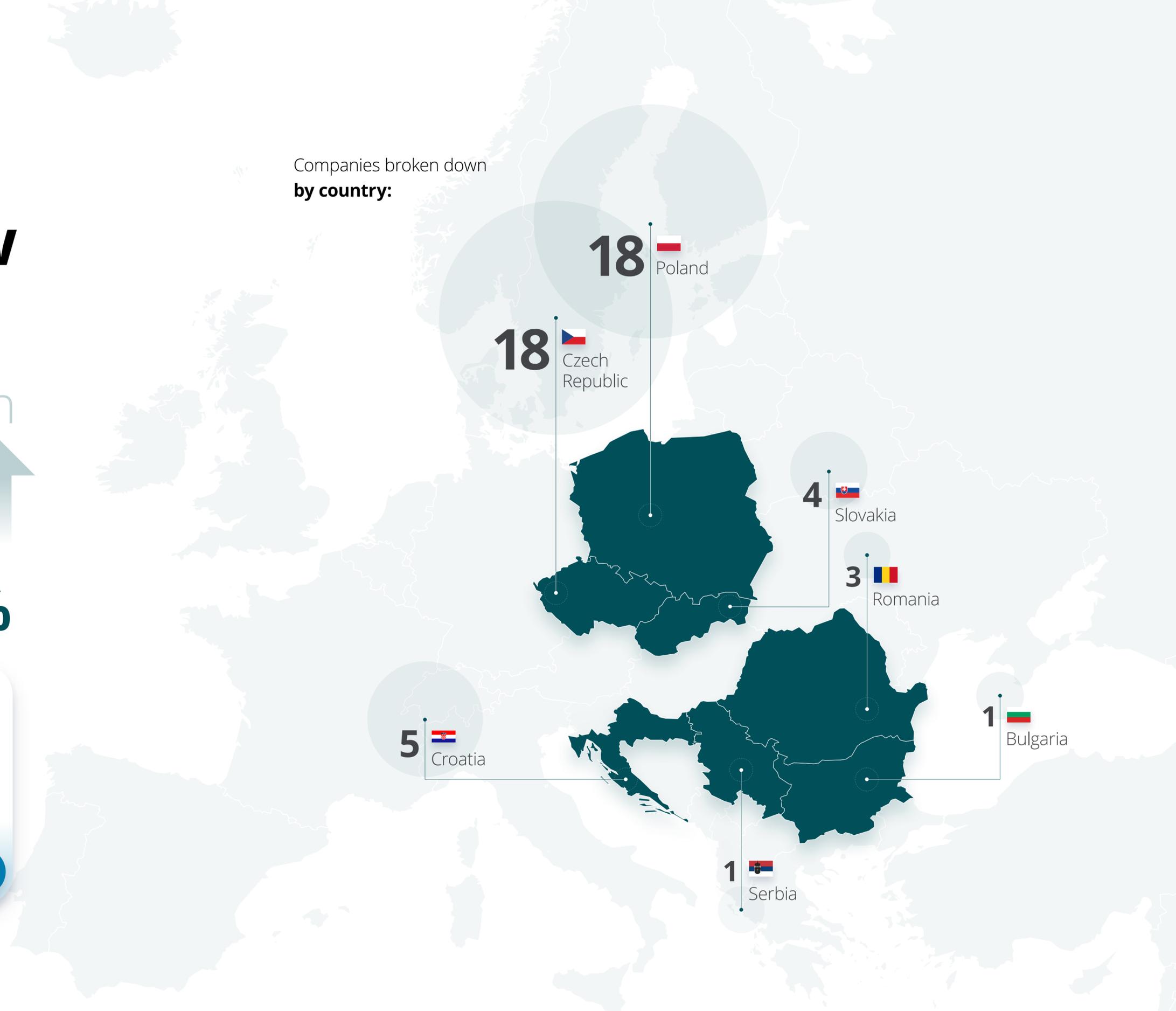
# FTMO® - three-time winner of the CE Technology Fast 50

In last year's write-up of FTMO, then a two-times winner of the Deloitte Central Europe Technology Fast 50, we said this: "Rivals can be certain that this Czech powerhouse is far from relinquishing top spot". So it has proved. Here we are, once again congratulating this trail-blazing platform for financial traders for topping the Fast 50 ranking – this time for the third successive year. So how does CEO Otakar Šuffner explain FTMO's unparalleled achievement?

"The qualities we think set us apart are our continuous focus on delivering value and our obsession with service quality," he says. "These are supported by our key strengths of fairness, transparency and stability, all of which sustain our reputation as the most credible company in the fast-growing industry we founded in 2013."

The last year has been another exciting one for FTMO, for Otakar, for co-founder Marek Vašíček and for the company's growing employee base of more than 180 people. "We've continued to grow fast, and have focused on enriching our core product with additional value-added services for our customers," Otakar continues. Perhaps even more significant, the year marked the completion of FTMO's first acquisition – that of the Quantlane proprietary trading company from leading Czech investment bank Wood & Company.

This marks the start of a new developmental phase for FTMO, as Otakar explains: "Since we are no longer a small company, our growth dynamics are slowing down. But it's very important that we maintain our agility in developing new projects – and our will to sustain dynamic growth remains the same, with a focus on acquiring companies with the right synergies."

Another factor that is unchanged is FTMO's ongoing mission to educate and train successful financial traders, which in Otakar's words " is evident in their continuously increasing success. And our goal is to continuously help our users and traders even more."

This objective extends beyond current and existing customers. "We also keep a constant eye on what's going on around us, which is why we regularly support charitable causes – particularly in the areas of education and healthcare. We believe these are crucial for a better future for us all."

It hasn't always been easy for FTMO – and even today, FTMO continues to come up against challenges involved with being part of a new industry sector. From time to time the company runs into rules and regulations that were developed for the needs of an earlier era.

But, as he says, it has been the need to continuously overcome challenges that had made FTMO the strong business it is today. "Every new day is a lesson," he says. "The biggest on for us is FTMO itself – managing such a fast-paced business is a truly one-off experience."

# Top 2 & Top 3 Fast 50 category

## 2ⁿᵈ place

CITY ZEN

Technology comes in many forms – including, as Czech business CityZen is proving, the ability to create smart textiles based on all-natural materials like cotton and merino wool.

Three friends – Martin Burkoň, René Němeček and Pavel Hrstka– had been kicking the idea around for several years before deciding in 2018, in Pavel's words, "to put our skin in the game" and create a formal business. As he says, "This wasn't driven by a sudden inspiration so much as the need to check whether what we had come up with was as good as we thought it was: clothing that confers important advantages on the wearer such as stain resistant."

That confirmation didn't take long to arrive. The company started winning its first awards in 2019. As Pavel explains, "The very positive feedback we received from the expert judging

panel reassured us that what we were doing was amazing. This was extremely important – it's all too easy to lose confidence over a long development as you face setbacks. The feedback of many successful people really got our blood flowing again!"

Progress since then has been rapid. Today, the company employs more than 50 people, and is focused on professionalising operations for maximum efficiency. Excitingly, as Pavel explains, further advancement lies ahead: "We're preparing other technologies, as we know we can shift the utility value of clothing much further."

And he's also determined to retain the strengths that have got CityZen to where it is today. "That's why we're focused at the same time on maintaining the startup culture that's been so great for us over the last 4.5 years," he says.

## 3ʳᵈ place

.PayPo

There are plenty of reasons why its 1.5 million active customers love PayPo so much that its fantastic growth rate has placed it second in the Fast 50 ranking for two consecutive years.

Not only can they use this smart shopping solution to make a purchase on their own terms, paying later and by instalments if they wish, and only buying what they choose to keep. They can also do so in close to 30,000 online stores, with a one-click payment process that underpins PayPo's exceptionally high conversion rate of 80 – 90%.

Performance of this level is the driver behind that amazing growth rate, with active-customer numbers up more than four-fold from 350,000 in 2020 to almost 1.5 million customers in 2023. This has delivered a commensurate growth in annual transaction numbers from 2020's 3.5M

to 8M in 2022, reflected in an increase in total transaction value from PLN 0.5BN to more than PLN 2BN over the same period. So it's no surprise that the ambitions for PayPo are considerable. A virtual card enabling bricks-and-mortar transactions is under development as a key element of the company's plan to become the default payment solution – not just in Poland, but right across Central Europe.

And what does PayPo believe is at the heart of its success? Its people. As founder Radosław Nawrocki says: "Development is only possible with the right people in the right positions. As we've grown over a few short years from a start-up to a thriving business with 200+ employees, we've always focused on investing time and money in having the best we could find in a work-friendly environment."

Placing second in the Fast 50 category for two consecutive years suggests they've got it absolutely right.

| Position | Company name | CEO Name | Country | Industry sector | Website | Revenue growth (%) |
|---|---|---|---|---|---|---|
| 1 | **FTMO** | Otakar Šuffner & Marek Vašíček | Czech Republic | Fintech | www.ftmo.com/en | **5 815** |
| 2 | **CityZen** | Pavel Hrstka | Czech Republic | Healthcare & Life Sciences | www.cityzenwear.cz | **5 160** |
| 3 | **PayPo** | Radosław Nawrocki | Poland | Fintech | www.paypo.pl | **3 305** |
| 4 | **Devōt** | Martin Morava | Croatia | Software | www.devot.team | **3 232** |
| 5 | **Worksmile** | Tomasz Chaciński | Poland | Software | www.worksmile.com | **2 941** |
| 6 | **WOLTAIR** | Jan Hanuš | Czech Republic | Environmental Technology | www.woltair.cz | **2 895** |
| 7 | **Aircash** | Hrvoje Ćosić | Croatia | Fintech | www.aircash.eu | **2 819** |
| 8 | **Redbee Software** | Vlad Marusca | Romania | Software | www.redbeesoftware.com | **2 698** |
| 9 | **noo.ma** | Damian Goliński | Poland | Hardware | www.noo.ma | **2 493** |
| 10 | **Knihobot** | Dominik Gazdoš | Czech Republic | Software | www.knihobot.cz | **2 474** |

| Position | Company name | CEO Name | Country | Industry sector | Website | Revenue growth (%) |
|---|---|---|---|---|---|---|
| 11 | iterait | Adam Blažek | Czech Republic | Software | www.iterait.com | 2 391 |
| 12 | Finax | Juraj Hrbatý | Slovakia | Fintech | www.finax.eu | 2 140 |
| 13 | Bine | Jakub Luboński | Poland | Environmental Technology | www.bine.world | 1 822 |
| 14 | Apzumi | Łukasz Andrzejczyk | Poland | Healthcare & Life Sciences | www.apzumi.com | 1 636 |
| 15 | AMPECO | Orlin Radev | Bulgaria | Software | www.ampeco.com | 1 627 |
| 16 | Giganci Programowania | Radosław Kulesza | Poland | Media & Entertainment | www.giganciprogramowania.edu.pl | 1 588 |
| 17 | Factory World Wide | Nikola Vučinić | Serbia | Software | www.factoryww.com | 1 496 |
| 18 | IP Fabric | Pavel Bykov | Czech Republic | Software | www.ipfabric.io | 1 347 |
| 19 | Skladon | Konstantin Margaretis | Czech Republic | Software | www.skladon.cz/cs | 1 213 |
| 20 | Addepto | Artur Haponik | Poland | Software | www.addepto.com | 1 193 |

| Position | Company name | CEO Name | Country | Industry sector | Website | Revenue growth (%) |
|---|---|---|---|---|---|---|
| 21 | **Link Group** | Paweł Woźniak | Poland | Software | www.linkgroup.co | **1 142** |
| 22 | **Whalebone** | Richard Malovič | Czech Republic | Software | www.whalebone.io | **1 104** |
| 23 | **Protein & Co.** | Daniel Sosýn | Czech Republic | Software | www.proteinaco.cz | **1 059** |
| 24 | **MIM Solutions** | Urszula Sankowska | Poland | Software | www.mim-solutions.ai | **1 021** |
| 25 | **Sensoneo** | Martin Basila | Slovakia | Environmental Technology | www.sensoneo.com | **988** |
| 26 | **DAC.digital** | Przemysław Szleter | Poland | Software | www.dac.digital | **943** |
| 27 | **SiDLY** | Michał Pizon | Poland | Healthcare & Life Sciences | www.sidly.eu | **937** |
| 28 | **Alda Games** | Aleš Kříž | Czech Republic | Media & Entertainment | www.aldagames.com | **931** |
| 29 | **HiveTech** | Nikica Škunca | Croatia | Software | www.hivetech.hr | **925** |
| 30 | **Scuk.cz** | Kamil Demuth | Czech Republic | Media & Entertainment | www.scuk.cz | **916** |

| Position | Company name | CEO Name | Country | Industry sector | Website | Revenue growth (%) |
|---|---|---|---|---|---|---|
| 31 | **Luminum ICT** | Ivan Čolak | Croatia | Software | www.luminumict.hr | **898** |
| 32 | **DRUID** | Liviu Dragan | Romania | Software | www.druidai.com | **875** |
| 33 | **Varistar** | Jan Semrád | Czech Republic | Software | www.variabilni-aplikace.cz | **844** |
| 34 | **Sygnis** | Andrzej Burgs | Poland | Hardware | www.sygnis.pl/en/sygnis-sa | **804** |
| 35 | **Blazity** | Paweł Dadun | Poland | Software | www.blazity.com | **784** |
| 36 | **Escola** | Krzysztof Wojewodzic | Poland | Software | www.escolasoft.com | **764** |
| 37 | **Cleevio** | David Bezděka | Czech Republic | Software | www.cleevio.com | **761** |
| 38 | **Scanye** | Tadeusz Chruściel | Poland | Software | www.scanye.pl | **753** |
| 39 | **PySENSE** | Piotr Czak | Poland | Hardware | www.pysense.com | **738** |
| 40 | **Ovečkárna** | Ondřej Machala | Czech Republic | Software | www.oveckarna.cz | **729** |

| Position | Company name | CEO Name | Country | Industry sector | Website | Revenue growth (%) |
|----------|--------------|----------|---------|-----------------|---------|---------------------|
| 41 | **Orqa** | Srdjan Kovacevic | Croatia | Hardware | www.orqafpv.com | **721** |
| 42 | **MoraviaLab** | Martin Hájek | Czech Republic | Environmental Technology | www.moravialab.cz | **713** |
| 43 | **Techband** | Patrik Ruman | Slovakia | Software | www.techband.io/domov | **701** |
| 44 | **Agdata** | Jiří Musil | Czech Republic | Software | www.agdata.ag | **697** |
| 45 | **ROUVY** | Petr Samek | Czech Republic | Software | www.rouvy.com | **692** |
| 46 | **wflow.com** | Robert Soudný | Czech Republic | Software | www.wflow.com | **691** |
| 47 | **LiveKid** | Jakub Pawelski | Poland | Software | www.livekid.com/pl | **690** |
| 48 | **Luigi's Box** | Gejza Nagy | Slovakia | Software | www.luigisbox.com | **670** |
| 49 | **Robotec.ai** | Michał Niezgoda | Poland | Software | www.robotec.ai | **667** |
| 50 | **Questo** | Alex Govoreanu | Romania | Media & Entertainment | www.questoapp.com | **663** |

# Companies to Watch

In addition to the Technology Fast 50 ranking, Deloitte Central Europe ranks companies that show great potential but are too young to meet criterion or the main Fast 50 category.

Eligible companies must have a base-year operating revenues of minimum 10 000€ (2020, 2021) and current year operating revenue of minimum 30 000€ (2022) and have been established on or prior to December 31, 2019.

# Introduction by our Clients & Industries Leader

The past year has posed challenges in the tech market, both globally and in Central Europe. Despite these difficulties, quite a lot has been happening in our region and we're excited to once again present the 'Companies to Watch' category as part of the CE Technology Fast 50 programme.

This category highlights businesses in the region that are too young for the main ranking but showcase the vibrancy, creativity, and boldness crucial for developing innovative solutions.

These emerging companies embody a refreshing sense of optimism for the future. Their youthful energy and courage position them as drivers of positive change, not only locally but on a global scale. While we celebrate their presence in this report, it's just the beginning of getting the recognition they deserve.

Personally, I hope that this acknowledgment will serve as a stepping stone towards the prominence and success that their dedication merit, and I look forward to observing their growth and seeing them soon in the main CE Technology Fast 50 ranking.

**Jakub Garszyński,**
**Partner, CE Clients & Industries Leader**

# Companies to Watch category overview

Companies broken down **by industry segment:**

Average company growth

# 552% ⬆

Largest growth: **2 885%**

| 19 | 3 | 1 | 1 | 1 |
|----|---|---|---|---|
| Software | Fintech | Media & Entertainment | Healthcare & Life Sciences | Environmental Technology |

Companies broken down
**by country:**

**5** Poland

**7** Czech Republic

**2** Slovakia

**3** Romania

**2** Hungary

**3** Bulgaria

**1** Croatia

**1** Bosnia & Herzegovina

**1** Serbia

19

# 3IPK - Winner
# of the Companies to Watch category

It's mission critical for companies in industries like space, aerospace and defence to know that the data they use has the essential properties of total authenticity, integrity and traceability. Which is where Slovakian blockchain-technology business 3IPK fits in.

Founded in 2019, this young company's early success is underlined by the fact that it has recently established a subsidiary in Toulouse, France, set up to service its many customers who are based in large French aerospace hubs and clusters. This springs from the company's participation in Space Business Catalyst programme of Thales Alenia Space, Europe's leading Space industry player. And this in turn is the result of the outstanding reputation that 3IPK has already built up during its first few years of existence.

According to Juraj Zámečník, "Our focus is on using the main immutability and traceability properties of blockchain to use in various contexts, such as supporting resilient and efficient supply chains or to prevent the deep faking of satellite

imagery. "An example of where our technology is used is in the domain of satellite imagery for guaranteeing the trustworthiness of Earth observation data used in various key applications. These can range from critical defence and intelligence operations to monitoring parameters relating to the climate crisis, such as the concentration of greenhouse gases, thermal footprints or changes in crops and ice cover."

Juraj Zámečník goes on to explain that the main benefits conferred by the company's solutions relate to transparency in the data-exchange process. "For example, our solutions help to trace the authenticity and process-compliance of aircraft certification documents and other data sets," he explains.

And this is extremely valuable, both to clients and to society as a whole. "Our customers can increase the value of their satellite imagery by being able to demonstrate that their images are authentic and have not been manipulated. And society gains in parallel, as it will not be

exposed to false defence or climate-related claims resulting from the useof deep-faked images."

Despite the company's impressive growth and development, which has now resulted in it winning the 2023 Fast 50 Companies to Watch category, Juraj Zámečník is slightly regretful that 3IPK's growth has not been even faster.

"First," he says, "In our earliest days, blockchain's perceived specialist connection with cryptocurrencies was a considerable obstacle to our growth as so many people had deeply rooted misconceptions about the technology we use. I like to think that we have helped to put these misconceptions to rest now!"

His other regret relates to the time it took 3IPK to move on from working on its own. "The biggest lesson I've learnt is that we should have tried to enter a strategic partnership much earlier, particularly in industries like aerospace and defence," he says.

# Top 2 & Top 3 Companies to Watch category

## 2nd place

**CARDINAL**

Polish software innovator Cardinal Cryptography was founded in 2018 with some very specific goals in mind. First, to provide expert cryptography and protocol design services.

And second, to be the core developer of the groundbreaking Aleph Zero blockchain, an advanced privacy-enhancing layer-one that's engineered for speed and delivering efficiencies comparable with conventional web2 systems.

While aiming for genuine decentralisation, Aleph Zero upholds rigorous data-privacy and transaction-security standards. Highly versatile, its key strength is that it enables to exchange value online faster, more cheaply and more securely than alternatives. More than 40 use cases are currently under development, showcasing its adaptability across

applications from decentralised or custodian finance to self-sovereign identity frameworks and provenance tracking.

Cardinal Cryptography is not just a core developer of the protocol: it's also an incubator of these projects, and responsible for customising the network to enable enterprise use cases that require permission to implement.

The company's current focus is on building its first partnerships with major corporations: one with Deutsche Telekom makes Aleph Zero the first privacy-enhanced blockchain to be validated by such a large partner.

According to Antoni Zolciak (Managing Partner), the biggest challenge the company has faced is the need to "build a team that's equally talented in maths, cryptography, user experience, sales, front-end design and marketing. But we've done it – and now we're successfully hacking our growth across as many areas as we can!"

## 3rd place

**flip**

It was towards the end of 2019 that George Moroianu, Alin Luca and Alex Burghelia decided to act on an idea they'd been considering – to launch an eCommerce specialized in refurbished electronics.

"We started with smartphones," George Moroianu explains. "Not only were new models becoming unaffordable for many, but also if you tried to purchase them second-hand, our research showed that ~40% of used devices had technical problems, with no warranty in place to protect the buyer."

The idea was straightforward: to give consumers a smarter and more reliable route to selling and buying electronics. They'd fully refurbish and sell used devices at up to 30% less than a new one, with a two-year warranty

and 30-day return period. Flip was born. The progress has been intense since then. Besides their home market of Romania, Flip now also operates in Bulgaria, Hungary and Greece, and more than 300,000 people have bought and sold phones via the company's streamlined route to market.

As George Moroianu puts it, "Our success is due to our user-friendly approach for sellers and buyers alike. We've created an intuitive and easy-to-use way for sellers to cash-in on their old phones, and we're enabling buyers to purchase phones and tablets in a way that's smart for their wallets, but just as streamlined as buying new. On top, our customers are also helping the environment. Refurbished phones produce 63% less CO2 emissions than new ones!".

| Position | Company name | CEO Name | Country | Industry sector | Website | Revenue growth (%) |
|---|---|---|---|---|---|---|
| 1 | **3IPK** | Juraj Zámečník | Slovakia | Software | www.3ipk.com | **2 885** |
| 2 | **Cardinal Cryptography** | Antoni Zolciak | Poland | Software | www.cardinal.co | **1 385** |
| 3 | **Flip** | George Moroianu | Romania | Media & Entertainment | www.flip.ro | **1 289** |
| 4 | **JOBKA** | Marek Ander | Czech Republic | Software | www.jobka.cz | **1 268** |
| 5 | **Bright Spaces** | Bogdan Nicoara | Romania | Software | www.brightspaces.tech | **737** |
| 6 | **Digital Thinkers** | Balázs Szima-Mármarosi | Hungary | Software | www.digitalthinkers.com | **717** |
| 7 | **Lumen Spei** | Krunoslav Ris | Croatia | Software | www.lumenspei.com | **611** |
| 8 | **Opium.systems** | Matúš Izakovič | Slovakia | Software | www.opiumsystems.sk | **607** |
| 9 | **Just Join IT** | Piotr Nowosielski | Poland | Software | www.justjoin.it | **477** |
| 10 | **EM Analytic Solutions** | Milan Nedeljković | Serbia | Software | www.emanalyticsolutions.com | **469** |

| Position | Company name | CEO Name | Country | Industry sector | Website | Revenue growth (%) |
|---|---|---|---|---|---|---|
| 11 | **Yord** | Adam Rajnoha | Czech Republic | Software | www.yordstudio.com/cs | **447** |
| 12 | **Resolute Software** | Atanas Simeonov (Co-CEO), Hristo Georgiev (Co-CEO) | Bulgaria | Software | www.resolutesoftware.com | **401** |
| 13 | **Virtual Lab** | Leoš Kubíček | Czech Republic | Healthcare & Life Sciences | www.virtual-lab.cz | **325** |
| 14 | **Sappience** | Angel Georgiev | Bulgaria | Software | www.sappience.digital | **318** |
| 15 | **AIOPSGROUP** | Don Santrac | Bulgaria | Software | www.aiopsgroup.com | **301** |
| 16 | **Pepita Group** | József Dorcsinecz | Hungary | Software | www.pepita.hu www.pepita.com | **237** |
| 17 | **Proefo** | Michal Belan | Czech Republic | Fintech | www.proefo.com | **214** |
| 18 | **Simplea pojišťovna** | Martin Švec | Czech Republic | Fintech | www.simplea.cz | **208** |
| 19 | **Cloudfield** | Lucia Belková | Czech Republic | Software | www.cloudfield.cz/en/home | **183** |
| 20 | **easySales** | Ciprian Cazacu | Romania | Software | www.easy-sales.com | **174** |

| Position | Company name | CEO Name | Country | Industry sector | Website | Revenue growth (%) |
|----------|--------------|----------|---------|-----------------|---------|--------------------|
| 21 | **ZEME** | Kacper Adamowicz | Poland | Environmental Technology | www.zeme.com.pl | **155** |
| 22 | **Evolt** | Edin Tabak | Bosnia and Herzegovina | Software | www.evolt.dev | **110** |
| 23 | **DIGITAL GATEWAYS** | Krzysztof Biernacki | Poland | Fintech | www.digitalgateways.tech/?lang=en | **102** |
| 24 | **Profitroom** | Krzysztof Grzęda | Poland | Software | www.profitroom.com | **98** |
| 25 | **Born Digital** | Tomáš Malovec | Czech Republic | Software | www.borndigital.ai | **94** |

# Impact Stars

The Impact Stars category is special classification of entities which successfully link great products/services with a positive impact on at least one of the following: society, business, innovativeness, environment and diversity.
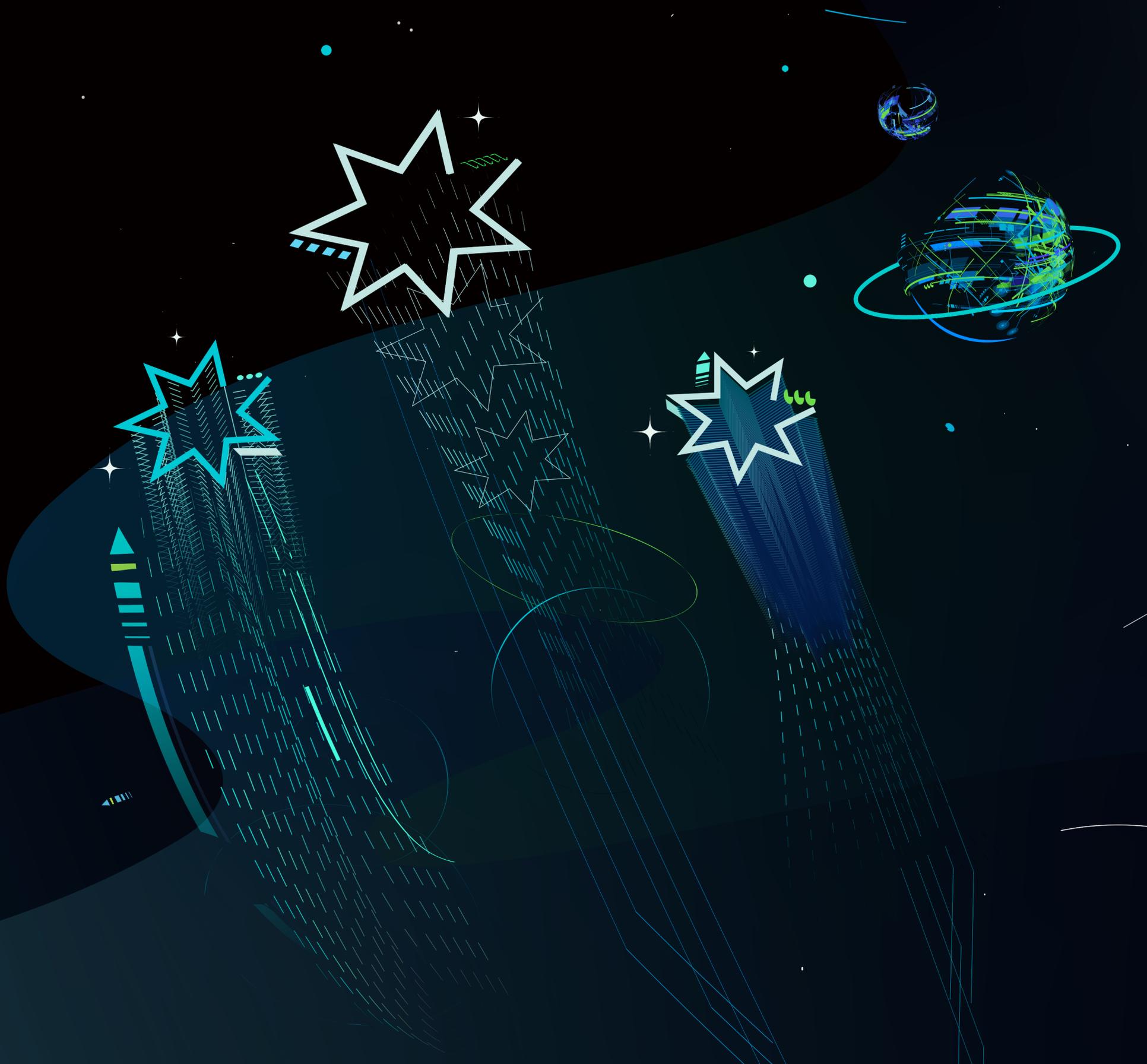
# Insights from the CE Impact Leader

With every year that goes by, the responsibility on visionary young companies to develop solutions that make the world a safer, more sustainable and fairer place becomes ever more important.

Right across our region, progressive and inspirational businesses are working hard to have a positive impact on today and tomorrow, creating practical and effective answers to some of the multiple urgent challenges we face.

This is why I feel so privileged once again to introduce the 38 brilliant young businesses from 15 countries that are our CE Impact Stars for 2023.

Just as during the last two years, these are outstanding companies that bring together insight, vision and technical excellence to create new products or services that have clear benefits in essential areas from health, wellbeing and diversity to communities, innovation, the environment and more.

Although they're focused on multiple different priorities and spring from very diverse backgrounds, they all share a single common purpose: to help improve the quality of life for people – now and for generations into the future.

Nothing could be more important than this mission. And I know that you will join me once again in saluting the amazing Impact Star laureates of 2023. We should all feel grateful for the work they're doing today to create and sustain a better tomorrow.

**Ivana Lorencovičová, Partner, CE Impact Leader**

| Company name | CEO name | Industry | Country | Website |
|---|---|---|---|---|
| **Aladini** | Valer Pinderi | Software | Albania | www.aladini.al |
| **Baboon Delivery** | Gentian Selenica | Software | Albania | www.baboon.al |
| **Pago.al** | Eno Kotmilo | Fintech | Albania | www.pago.al |
| **Flow capital** (former Symphony) | Haris Memić | Software | Bosnia and Herzegovina | www.symphony.is |
| **Rolla** | Igor Krezić | Software | Bosnia and Herzegovina | www.rolla.app |
| **Digital Lights** | Dimitar Dimitrov | Software | Bulgaria | www.lights.digital |
| **Ucha.se / Уча.се** | Darin Madzharov | Software | Bulgaria | www.ucha.se |
| **ZenHold** | Ivan Nikolaev | Media & Entertainment | Bulgaria | www.zenartvr.com |
| **Cinnamon** | Ivan Kovač | Software | Croatia | www.cinnamon.agency |
| **Notch** | Mihael Sedmak | Software | Croatia | www.wearenotch.com |

| Company name | CEO name | Industry | Country | Website |
|---|---|---|---|---|
| **SeekandHit** | Mario Frančešević | Media & Entertainment | Croatia | www.seekandhit.com |
| **ELPLY technology** | Oleksandr Dikhtiar | Environmental Technology | Czech Republic | www.elply.tech |
| **Invent Medical Group** | Jiří Rosický | Healthcare & Life Sciences | Czech Republic | www.inventmedical.com |
| **VOS.health** | Jiří Diblík | Healthcare & Life Sciences | Czech Republic | www.vos.health |
| **KIUD Technologies** | Kaie Kaas-Ojavere | Environmental Technology | Estonia | www.kiud.io |
| **Neular** | Ilo Rannu | Environmental Technology | Estonia | www.neular.com |
| **Villatoode (MÄÄ)** | Sander Veskimeister | Environmental Technology | Estonia | www.maa.garden |
| **DokiApp** | Tibor Somogyi | Healthcare & Life Sciences | Hungary | www.employeecare.hu/en |
| **Parkl Digital Technologies** | Zsolt Somogyi | Software | Hungary | www.parkl.net/en |
| **SnapSoft** | Dániel Kerényi | Software | Hungary | www.snapsoft.io |

| Company name | CEO name | Industry | Country | Website |
|---|---|---|---|---|
| **ATOM Mobility** | Arturs Burņin | Software | Latvia | www.atommobility.com |
| **Echoo Group** | Gļebs Kiseļovs | Software | Latvia | www.echoo.group |
| **Longenesis** | Emil Syundyukov | Healthcare & Life Sciences | Latvia | www.longenesis.com |
| **Bioversija** | Stanislav Balion | Healthcare & Life Sciences | Lithuania | www.bioversio.com |
| **Walk15** | Vlada Musvydaitė | Healthcare & Life Sciences | Lithuania | www.esg.walk15.app |
| **Hoyo Tech** | Dashmir Istrefi | Software | North Macedonia | www.hoyo.tech |
| **Appsilon** | Filip Stachura | Software | Poland | www.appsilon.com |
| **Callstack** | Krzysztof Lis | Software | Poland | www.callstack.com |
| **Deviniti** | Piotr Dorosz, Jacek Machata | Software | Poland | www.deviniti.com |
| **Ascendia** | Cosmin Malureanu | Software | Romania | www.ascendia.ro |

| Company name | CEO name | Industry | Country | Website |
|---|---|---|---|---|
| **RepsMate** | Alin Rosca | Software | Romania | www.repsmate.com |
| **ZA Cloud** | Emil Stetco | Software | Romania | www.zettacloud.ai |
| **Factory World Wide** | Nikola Vučinić | Software | Serbia | www.factoryww.com |
| **Gerulata Technologies** | Michal Trnka | Software | Slovakia | www.gerulata.com |
| **GreenWay Infrastructure** | Peter Badík | Environmental Technology | Slovakia | www.greenway.sk |
| **RVmagnetics** | Rastislav Varga | Hardware | Slovakia | www.rvmagnetics.com |
| **AGILEDROP** | Smolič Iztok | Software | Slovenia | www.agiledrop.com |
| **genEplanet** | Marko Bitenc | Healthcare & Life Sciences | Slovenia | www.geneplanet.com/eu |

# CE Tech Rocketship!

# Google Cloud

This special recognition by Google Cloud and Deloitte awards companies that have developed high-quality, scalable solutions with the potential to serve the most demanding customers in the market. Joint teams assessed the companies' technologies and awarded those with the greatest business potential.

# Welcome to the CE Tech Rocketship!

I am truly delighted to be writing this special introduction to the 2023 CE Tech Rocketship! section for this year's Deloitte CE Technology Fast 50 report. There are many reasons why I am so pleased.

First, it recognises those companies from across Central Europe that are doing the most to deliver the region's highest-quality, most scalable solutions – solutions with the greatest power to satisfy and delight the most demanding customers. And I'm particularly happy to congratulate the year's winner, Polish software business Open Loyalty, for its unique approach to creating fully personalised loyalty programmes with no loss of business agility.

The company's special recognition last year was a great achievement, and to go one better this time is phenomenal – particularly given the standard of the competition it faced. My congratulations go to all concerned, including everybody behind all the amazing businesses that have received special recognition this time around.

This brings me on to my second reason to be so pleased: the fact that we're talking about Central Europe. There is a very important reason why I have called this region the "cradle for Europe's most valuable companies".

As I look around at its amazing young businesses, I see that "Yes, we can" attitude that makes this such an incredible region for creating the bolder, faster, better innovations that help to improve millions of lives across the world. Central Europe's companies have proven time after time that resilience is in its regional DNA – and this year's generation is no different.

Just look at some of the data. The combined enterprise value of the region's start-ups has quadrupled over the last five years, now totalling €190 billion (2022). In parallel, the combined VC investment in the region has doubled since 2020, to €6.2 billion. And I believe these trends are set to accelerate further as the region's start-ups continue to diversify into disruptive emerging segments like Web3 and Crypto. So it's no wonder that the eyes of the global investment community are on this region, helping to drive its Unicorn (and increasingly Decacorn) numbers to new heights as yet more companies – many of them with Google Cloud – hit the big time.

The third reason I'm so pleased is that once again Google Cloud is working with Deloitte Central Europe to make this award. It's a close partnership that I believe has a key role to play in bringing brilliant young companies to the attention of the big multinationals, propelling them towards their own next phase of growth.

As recently as last June, in fact, we and Deloitte CE together hosted a special 'Learning Expedition' in Tel Aviv for 15 of Central Europe's most exciting young companies, enabling them not only to find out about new technologies and working practices but also to meet their future business partners.

**Nir Chinsky,
Regional Managing Director, Google Cloud**

It was a very exciting moment for many, and something we will aim to repeat and build on in future years.

If there is just one message I would like to leave you with, it is this: the Tech Rocketship! award is a powerful way of marking out the brightest and the best in this talent-rich and entrepreneurial land of opportunity. I feel enormously privileged to be involved.

# OPEN LOYALTY - Winner
# of the CE Tech Rocketship! category

Open Loyalty is an API-first loyalty engine for building loyalty and gamification mechanics fast and at scale. The company's mission is to help brands drive more revenue at lower costs by giving them a toolkit to understand and engage their customers.

"The solution is an elastic alternative to heavy loyalty program management platforms," explains Karol Bzik, CPO and co-founder of Open Loyalty. "Our value proposition is based on flexibility and a shorter time to market compared to developing loyalty features from scratch. We provide our clients with an adjustable loyalty engine based on a modern API-first approach," he adds.

Product teams use Open Loyalty to extend their existing systems with ready-to-use loyalty and gamification components such as points, tiers, rewards, achievements, coupons, and others.

Despite being young (it was founded in 2017), Open Loyalty already serves 48 clients from 29 countries worldwide, such as ALDO, Limango, and the U.S. Soccer Federation. The company is committed to continuous evolution to keep it and its clients ahead of the market. "Over the last year, we've been delivering constant value with new Open Loyalty upgrades every two weeks. As a result, since 2022, we've taken the Open Loyalty engine to the next level in terms of business capabilities and the scale our solution can handle!" Karol explains. It's this continuous development and improvement that's been highlighted by the CE Tech Rocketship award!

"In our opinion, the CE Tech Rocketship award is one of the most important distinctions a tech company can receive," comments Cezary Olejarczyk, Open Loyalty's CEO and co-founder.

"We dedicate the award to our team of loyalty and technology professionals, without whom we certainly wouldn't be where we are today. I believe that only tech businesses with a great crew can win on the market. The founders' most important responsibility in a fast-growing company is always to find the right people to work with."

Open Loyalty's CEO is confident that this attitude has played an important role in overcoming the global slowdown. "Scaling the company during economically difficult times has been our biggest challenge, along with finding the best talent while maintaining our cost-efficiency. But working with great people and delivering the right product that solves real problems for our clients has got us through." And there's no sign of this amazing company slowing down. "We'll continue extending Open Loyalty with new products based on the needs of our clients," adds Kacper Cebo, CSO and the third co-founder of Open Loyalty.

"And, beyond that, we're planning to enrich our loyalty toolkit with a new AI component that gives Open Loyalty clients even more of an advantage over their competitors."

| Position | Company name | CEO Name | Industry | Country | Website |
|---|---|---|---|---|---|
| **Winner** | Open Loyalty | Cezary Olejarczyk | Software | Poland | www.openloyalty.io |
| **Special recognition** | Apify Technologies | Jan Čurn | Software | Czech Republic | www.apify.com |
| **Special recognition** | Hermix | Stefan Morcov | Software | Romania | www.hermix.eu |
| **Special recognition** | Gerulata Technologies | Michal Trnka | Software | Slovakia | www.gerulata.com |
| **Special recognition** | Kontomatik | Michał Łukasik | Fintech | Poland | www.kontomatik.com |
| **Special recognition** | Robotec.ai | Michał Niezgoda | Software | Poland | www.robotec.ai |

## CE Tech Rocketship! jury:

**Google Cloud**

Dawid Szymula - Field Sales Representative
Krzysztof Kaziów - Head of Customer Engineering
Alexandra Bianca Baicu - Field Sales Representative
Marta Matysiak - Head of Channel
Matas Tvarijonas - Customer Engineer
Aram Avetisyan - Customer Engineer
Patrycja Wojtyś - Customer Engineer
Claudiu Hobjila - Customer Engineer

**Deloitte.**

Jiří Sauer - Partner, Audit & Assurance,
Regional Deloitte Technology Fast 50 CE Programme Leader
Alex Tomášek - Director, Consulting
Michał Przybylski - Partner Associate, Financial Advisory
Marcin Hawryluk - Senior Manager,
Systems & Cloud Engineering, Consulting
Oldrich Novak - Senior Project Associate, Consulting
Magdalena Glombik - Senior Consultant, Consulting

The company's special recognition last year was a great achievement, and to go one better this time is phenomenal – particularly given the standard of the competition it faced. My congratulations go to all concerned, including everybody behind all the amazing businesses that have received special recognition this time around.

**Nir Chinsky,
Regional Managing Director, Google Cloud**

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