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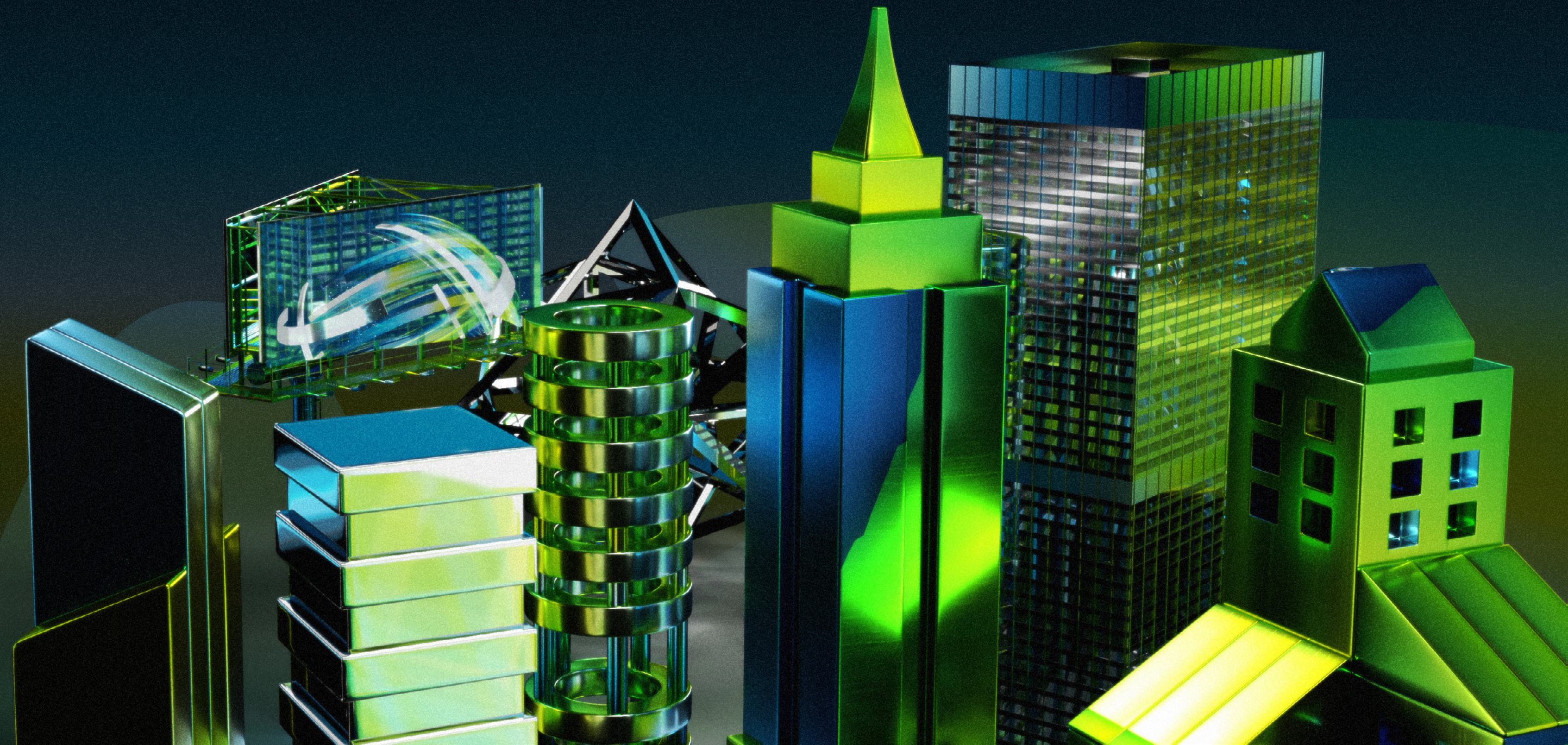
50 | **Technology Fast 50**
2024 CENTRAL EUROPE

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“CE Technology Fast 50 companies have created new solutions that make the world safer, more sustainable, more diverse – and more fun. They’ve found markets for their offerings, creating jobs and boosting local economies. And they’ve attracted customers at such scale that over the last year they’ve increased their revenues by hundreds – if not thousands – of percentage points.”

Tomasz Konik
CEO, Deloitte Central Europe



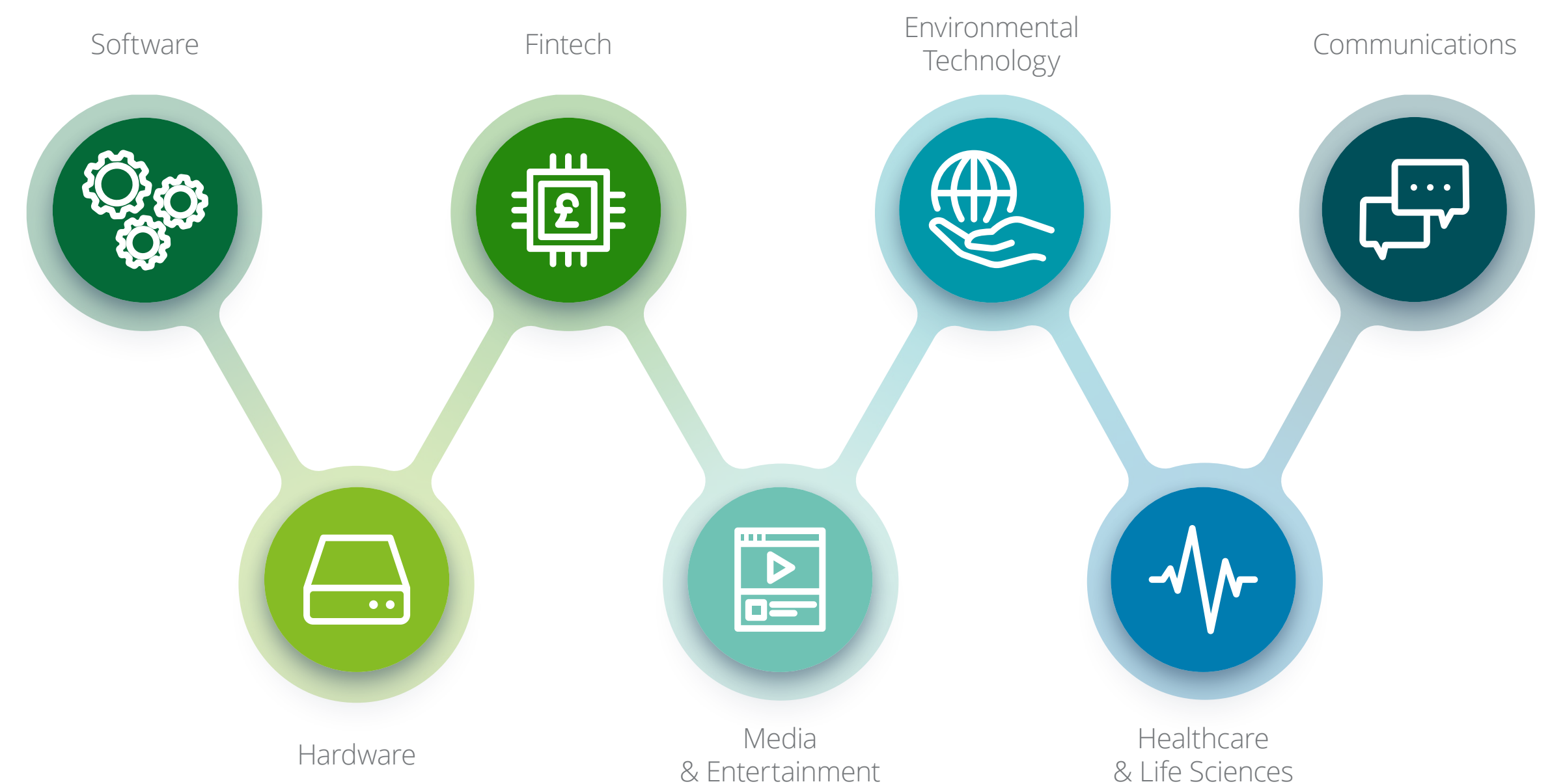
Welcome to the Deloitte Technology Fast 50 Central Europe 2024

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 25th year, ranks the 50 fastest-growing public or private technology companies.

Fast 50 award winners for 2024 are determined based on the revenue growth over four years (2020 to 2023). Companies must have base-year operating revenues of 50 000€ in 2020, 2021, 2022 and a current year operating revenue (2023) 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: <https://www.deloitte.com/new/ce/fast50>

Companies active in the following industry sectors are eligible:



Thoughts from the CEO

When the great Nelson Mandela said “It always seems impossible until it’s done,” he was referring to those challenges whose scale or complexity makes them at first sight appear immensely difficult – or completely insurmountable.

But he proved through his own actions that taking the right approach to overcoming the apparently impossible can and will have the desired outcome.

Mandela’s words inspire me daily, just as they might have also inspired the people behind the companies in this year’s Deloitte CE Technology Fast 50 Ranking. Their creativity, insight, expertise and sheer willpower have enabled them to achieve what must at times have seemed beyond their capabilities. They’ve created new solutions that make the world safer, more sustainable, more diverse – and more fun. They’ve found markets for their offerings, creating jobs and boosting local economies. And they’ve attracted customers at such scale that over the last year they’ve increased their revenues by hundreds – if not thousands – of percentage points.

In short, they’re amazing. And in this 25th year of the Ranking, we at Deloitte are delighted to welcome this new cohort, representing a wide range of industries and collectively responsible for over 400 applications.

Even after a quarter of a century, this Ranking continues to attract multiple emerging tech businesses, making me very proud of our efforts over the years. While it would be intriguing to compare previous breakthroughs with what we today view as innovative and disruptive, I believe that every Fast 50 company has contributed significantly to the growth and increased importance of the CE technology market.



Tomasz Konik,
CEO, Deloitte Central Europe

2024 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 2024 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 2020, 2021, 2022 and a current year operating revenue (2023) 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, Slovenia and Ukraine).



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, 2019.



Winners are then selected by ranking their revenue growth over the four years from 2020 to 2023.

Overview by our Programme Leader

I am writing this introduction at a particularly exciting moment, as this year marks the 25th anniversary of the Deloitte Central Europe Technology Fast 50 Ranking.

This not only means the ranking is a long-established part of the region's business environment. It also highlights how our special region continues to be a hotbed of innovation and technological development, home to the vision and creativity needed to make the world a better place.

The 2024 Ranking demonstrates yet again that the CE Technology Fast 50 will never become predictable or set in its ways. Far from it. Every year, it's as ground-breaking and revolutionary as the amazing businesses it highlights. And, as happens every year, our revenue-based methodology ensures that we cut through any marketing claims to focus on revenue growth as the only incontrovertible measure. As a result,

sales and consumer preferences are the only arbiters of success.

This approach ensures we recognise only those exciting businesses that understand what people really want and need. Our success in this area is evident in the way this year's entries reflect ongoing shifts in consumer preferences that can be observed more widely across Europe. As a result, biotech, entertainment and cybersecurity businesses have performed particularly well in this year's Ranking.

As ever, companies featured in the Ranking have to demonstrate that most their operating revenues are generated by sales of their own intellectual property or proprietary technology.

This means we can all be certain that the companies marked here contain the vision, the technical wizardry and the business competence needed to bring something genuinely new to market.

It also means that within our region we are privileged to have a huge wealth of innovatory potential at our disposal. It is up to all of us to ensure that it sees the light of day. And I am especially proud that with the Ranking, we at Deloitte have such a powerful tool to help it flourish.

I'm once again delighted to acknowledge the excellent support we continue to receive from Google Cloud. They have now been our Regional Partner in delivering the programme for four years, with a particular emphasis on recognising those special companies with the great



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

technology, amazing people and international traction that enable them to make major changes in their fields of business.

I join with Google Cloud and all my Deloitte colleagues in hoping you find this year's report an inspirational read.

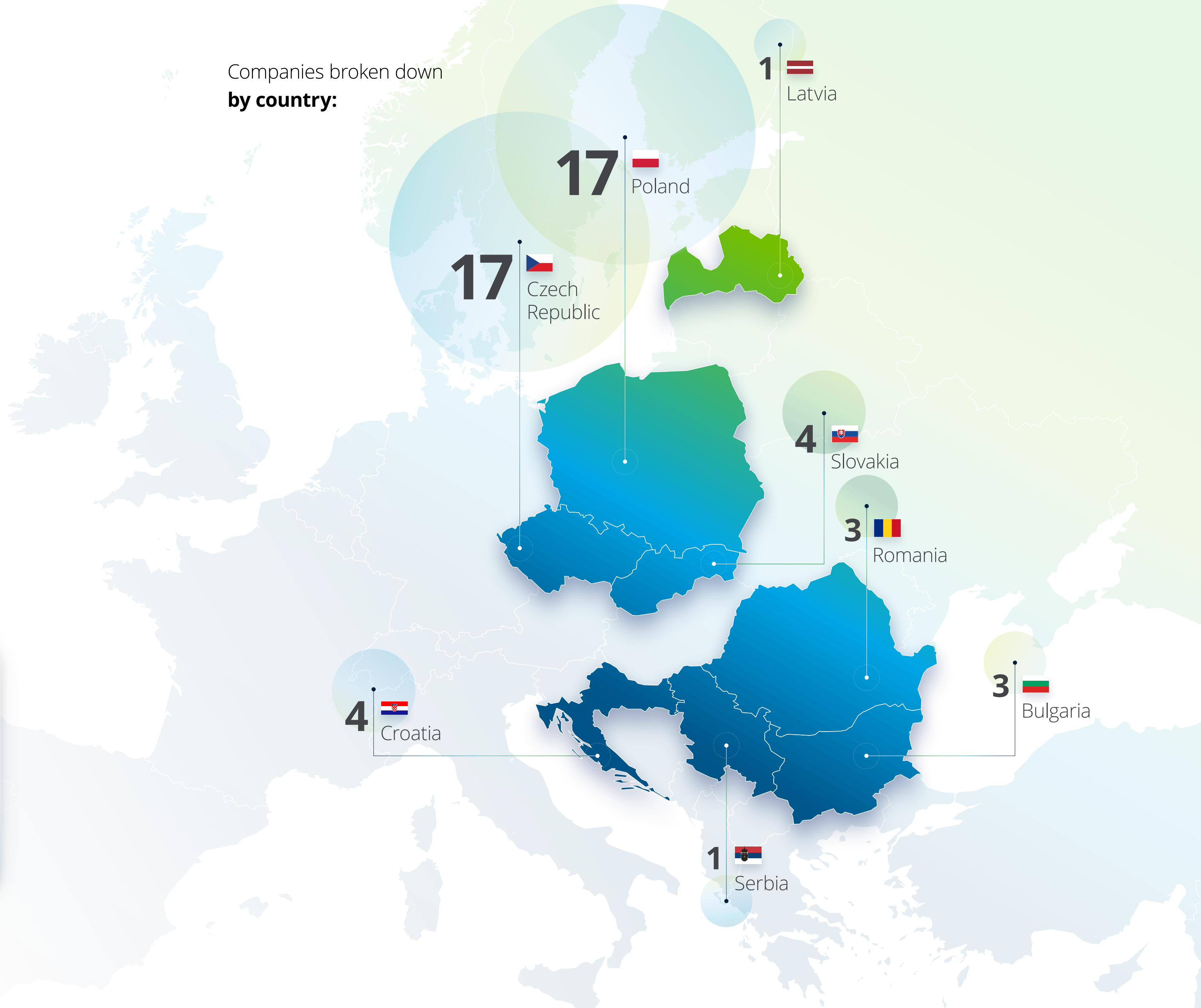
Technology Fast 50 category overview

Companies broken down by industry segment:

Average company growth
1604% ↑
Largest growth: **7958%**



Companies broken down by country:





ODDIN.GG - Winner of the CE Technology Fast 50

Few companies better express the value of deep market understanding than Oddin.gg shifting in under six years from start-up to global market leader.

Founded in Prague in 2018, today it delivers the world's leading end-to-end esports betting ecosystem. The company's rapid and unrivalled success is based on a unique combination of machine-learning algorithms with advanced data-science that underpin betting odds and risk-management systems used by hundreds of sportsbook and platform providers across the world.

According to founder and CEO (Vlastimil Vencлік), "We have a unique combination of technological tools, infrastructure and human skills that ensures speed, accuracy, reliability and high uptime, that means time during which bettors can place their bets. The higher uptime, the higher is the company's demonstrated ability to handle risk – and more fun and engagement or the users."

As Vlastimil Vencлік explains, "Our global expansion is driven by our ability to deliver what matters to the new generation of bettors, who differ from traditional sports betting enthusiasts. Speed, variety, creativity and an esports-centric user interface and experience all matter to them. And real-time data processing is at the core of delivering accurate odds and swift market settlements, especially for live betting where speed and precision are crucial."

The company also invests significantly in ensuring its products are constantly relevant in a fast-changing world. "We continuously refine our algorithms, models and infrastructure to adapt to emerging trends and technologies," says Vlastimil Vencлік. "And our global presence allows us to understand and respond to the unique preferences of esports fans around the world, delivering tailored experiences that resonate with local markets."

Oddin.gg reflects on the extreme growth that has seen the company evolve so fast with, as Vlastimil

says, "Two offices on two continents and team members from dozens of countries and cultures." If this makes it sound as though progress has been straightforward, he's quick to correct that impression. "We've weathered several big storms along the way, and almost went under twice. But the biggest lesson I've learned is to be stubborn and persistent, and always to believe in the vision."

Today, an essential part of that vision is that esports is set to be the next big entertainment vertical market. "We're very excited to be part of that major cultural shift," says Vlastimil Vencлік. "We want to shape the esports betting industry and help the wider esports ecosystem by empowering it through sustainable revenue streams."

That certainly sounds like a vision that's worthy of a CE Technology Fast 50 winner.



Top 2 & Top 3 Technology Fast 50 category

2nd place **MAGU**[®]

“Something between Red Bull and Moët. Czech startup plans to conquer the international market.”

This comment by Forbes sums up the impact that Czech health-drink company MAGU[®] is having, both at home and increasingly in a fast-growing catalogue of international markets.

And it's the way the company operates, not the products it makes, that is responsible for its brilliant second place in this year's CE Fast 50.

First and foremost, there is its technology-based zero-waste business model, which according to founder Marek Siwy “is based on a B2C subscription process that not only allows us to reach customers directly without relying on third-party marketplaces. It also empowers them

to return packaging and actively participate in our sustainable supply chain.”

Technology is also central to the overall customer experience as well as the company's distribution and marketing strategies. As Marek Siwy explains, “We view our online marketing business model as a tool that not only enables us to precisely target our audience – it also facilitates the immediate distribution of our products.”

This, he believes, has contributed to what he sees as MAGU's greatest achievement: “Building a manufacturing company from the ground up without any external funding or debt, all while delivering high growth.”

3rd place

Latvian fintech Jeff has a clear mission: to open up financial services for underbanked people. They achieve this by enabling people in emerging markets who have little or no financial history to access a range of products in a convenient, secure and trustworthy digital environment.





















As co-founder and CEO Toms Niparts puts it, “We're doing this by building data-driven financial marketplaces in multiple regions across the world.” And today, just 4 years after its launch, our various marketplaces have serviced more than 9 million users and is poised for significant further growth. But getting the company to that position hasn't been easy.





















“One of the biggest challenges we've faced has been designing platform architecture to efficiently




serve multiple geographies, often with different nuances, data sources and client-evaluation requirements,” Toms Niparts explains. “We solved this by taking a modular architecture approach while maintaining a clean codebase.”





















And now, with Jeff rapidly building and expanding into new markets, including away from its initial focus region of South East Asia, the company is building on what (Name) calls its “simplicity-first” approach to technology. “Overcomplicated systems can hinder growth,” he says.





















The outstanding progress achieved to date, marked here by Jeff's high placing in the 2025 CE Fast 50, clearly underlines the value of an approach that's bringing the benefits of true financial inclusion to so many millions of people.

Position	Company name	CEO Name	Country	Industry sector	Website	Revenue growth (%)
1	Oddin.gg	Vlastimil Venclík	 Czech Republic	 Software	www.oddin.gg	7 958
2	MAGU®	Marek Siwy	 Czech Republic	 Software	www.magu.co	4 248
3	SIA JEFF	Toms Niparts	 Latvia	 Fintech	www.jeff-app.com	3 652
4	SmartLunch	Mateusz Tałpasz	 Poland	 Software	www.smartlunch.pl	3 527
5	Solidstudio	Paweł Małkowiak	 Poland	 Software	www.solidstudio.io	3 288
6	Plenti	Wojciech Rokosz	 Poland	 Software	www.plenti.app/pl	3 146
7	JOBka	Marek Ander	 Czech Republic	 Communications	www.jobka.cz	2 317
8	WOLTAIR	Vít Javůrek	 Czech Republic	 Environmental Technology	www.woltair.cz	2 308
9	Alsendo	Magda Magnuszewska	 Poland	 Software	www.alsendo.com	2 137
10	Advanced Protection Systems	Maciej Klemm	 Poland	 Software	www.apsystems.tech	2 077

Position	Company name	CEO Name	Country	Industry sector	Website	Revenue growth (%)
11	kicket.com	Maciej Wartacz	 Poland	 Media & Entertainment	www.kicket.com	2 025
12	nsure	Dušan Matras	 Czech Republic	 Fintech	www.nsure.cz	1 965
13	Questo	Alex Govoreanu	 Romania	 Media & Entertainment	www.questoapp.com	1 955
14	ShipEx Logistic	Artem Salichov	 Czech Republic	 Software	www.shipex.cz	1 788
15	DAC.digital	Przemysław Szleter	 Poland	 Software	www.dac.digital	1 776
16	Bookbot	Dominik Gazdoš	 Czech Republic	 Media & Entertainment	www.knihobot.cz	1 701
17	mime digital	Michal Mervart	 Czech Republic	 Media & Entertainment	www.mimedigital.cz	1 586
18	Softech Solutions	Ognjen Lukić	 Serbia	 Software	www.softech.es	1 340
19	wflow.com	Robert Soudný	 Czech Republic	 Software	www.wflow.com	1 339
20	DRONAMICS	Svilen Rangelov	 Bulgaria	 Environmental Technology	www.dronamics.com	1 326

Position	Company name	CEO Name	Country	Industry sector	Website	Revenue growth (%)
21	Stemi	Marin Trošelj	 Croatia	 Software	www.stemi.education	1 227
22	SprayVision	Petr Jahn	 Czech Republic	 Software	www.sprayvision.com	1 188
23	AgeVolt Slovakia	Ján Zuštiak	 Slovakia	 Environmental Technology	www.agevolt.com	1 131
24	Rite NRG	Michał Nikołajuk	 Poland	 Software	www.ritenrg.com	1 128
25	Apzumi	Łukasz Andrzejczyk	 Poland	 Healthcare & Life Sciences	www.apzumi.com	1 107
26	Underground Food	Lubor Lacina	 Czech Republic	 Healthcare & Life Sciences	www.ugf.cz	1 078
27	AMPECO	Orlin Radev	 Bulgaria	 Software	www.ampeco.com	1 076
28	Sensoneo	Martin Basila	 Slovakia	 Environmental Technology	www.sensoneo.com	1 047
29	PhotoAiD	Tomasz Młodzki	 Poland	 Software	www.photoaid.com	1 046
30	alerabat.com	Rafał Kopyto	 Poland	 Media & Entertainment	www.alerabat.com	1 042

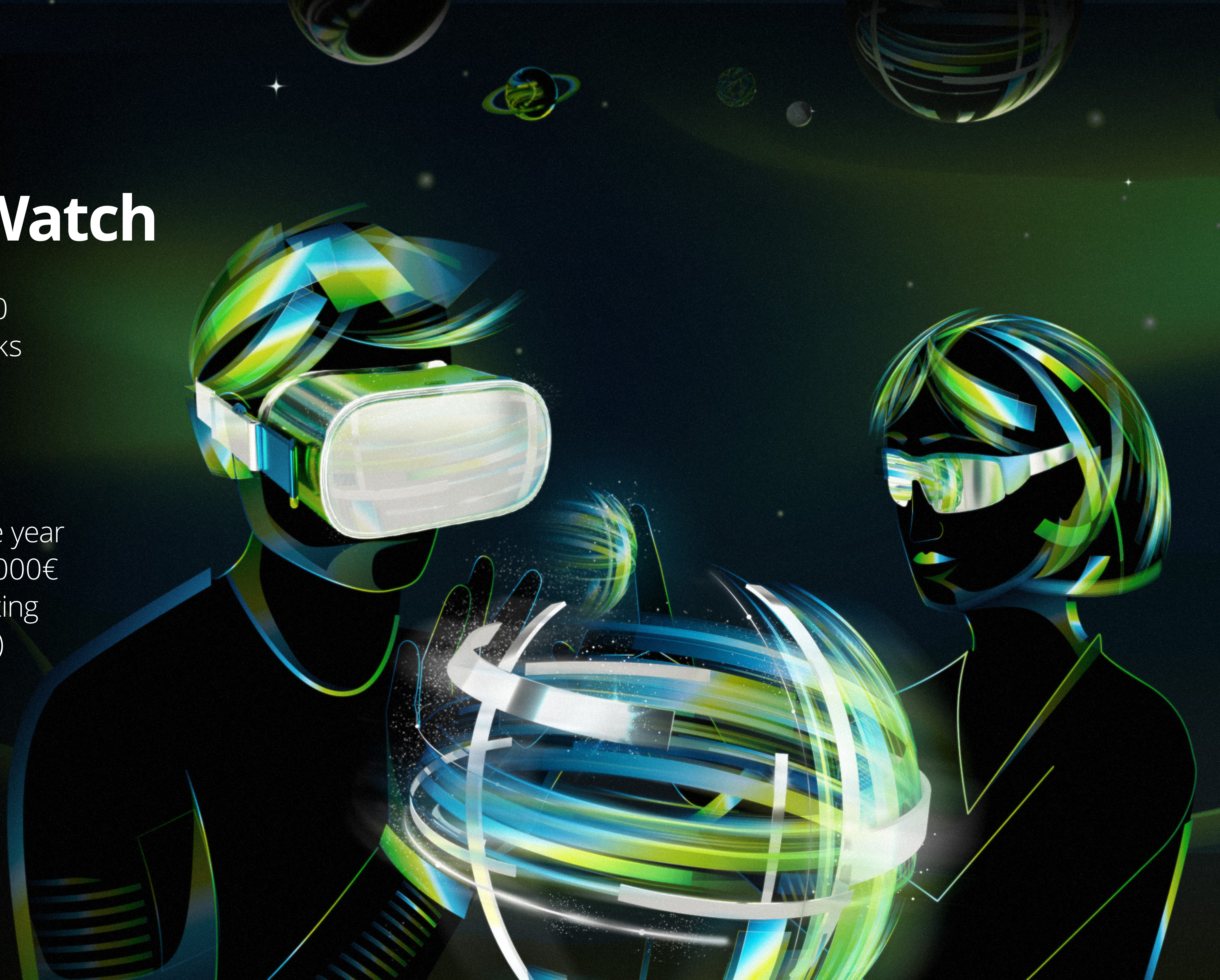
Position	Company name	CEO Name	Country	Industry sector	Website	Revenue growth (%)
31	SEC Technologies	Michal Šimko	 Slovakia	 Hardware	www.sec-technologies.com	1 012
32	Steepsoft AI	Vadim Fintinari	 Romania	 Software	www.steepsoft.com	1 008
33	Blazity	Pawel Dadun	 Poland	 Software	www.blazity.com	979
34	Devot Solutions	Martin Morava	 Croatia	 Software	www.devot.team	960
35	Upvest	Petr Volný	 Czech Republic	 Fintech	www.upvest.cz	945
36	Retino	Petr Boroš	 Czech Republic	 Software	www.retino.com	934
37	B.I.D. Grupa	Igor Dudić	 Croatia	 Software	www.bid.agency	934
38	MClimate	Lyubomir Yanchev	 Bulgaria	 Hardware	www.mclimate.eu	909
39	VOCALLS	Artem Markevich	 Czech Republic	 Software	www.vocalls.ai	884
40	Pillow pojišťovna	Jakub Strnad	 Czech Republic	 Fintech	www.pillow.cz	881

Position	Company name	CEO Name	Country	Industry sector	Website	Revenue growth (%)
41	Surfer	Lucjan Suski	 Poland	 Software	www.surferseo.com	874
42	Aircash	Hrvoje Ćosić	 Croatia	 Fintech	www.aircash.eu	860
43	Link Group	Paweł Klejmont & Paweł Woźniak	 Poland	 Software	www.linkgroup.co	835
44	Zowie	Maja Schaefer	 Poland	 Software	www.getzowie.com	831
45	Ascendia	Cosmin Malureanu	 Romania	 Software	www.ascendia.ro	822
46	PayPo	Radosław Nawrocki	 Poland	 Fintech	www.paypo.pl	818
47	Activy	Igor Pielas	 Poland	 Software	www.activy.app	814
48	Whalebone	Richard Malovič	 Czech Republic	 Communications	www.whalebone.io	805
49	Vestberry	Marek Zámečník	 Slovakia	 Fintech	www.vestberry.com	802
50	Rufruf	Milan Sekerák	 Czech Republic	 Software	www.rufruf.cz	785

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 criteria of the main Fast 50 category.

Eligible companies must have a base year operating revenues of minimum 10 000€ (2021, 2022) and current year operating revenue of minimum 30 000€ (2023) and have been established on or prior to December 31, 2020.



Introduction by Poland, Baltics & Ukraine Cluster Leader

As always, the Companies to Watch category in the Technology Fast 50 programme has been particularly exciting, highlighting the fastest-growing tech companies in Central Europe that are currently too young to be included in the main ranking.

This remarkable growth is just one reason to be enthusiastic. Equally important are the opportunities these young companies have to stand out in the market—not only with their innovative technological solutions but also through improved business practices.

These emerging companies have the potential to make a significant impact on the current market landscape and address complex business challenges. Their approaches not only set them apart but also inspire others in the industry to pursue excellence and creativity. I believe their substantial growth, ingenuity and innovative solutions are compelling reasons for optimism about their future.

The Companies to Watch category provides these promising businesses with well-deserved recognition, offering visibility that can drive their continued growth and success. I look forward to seeing these young companies grow and eventually join the main CE Technology Fast 50 ranking, marking their progression from emerging innovators to established leaders in the tech ecosystem.

I extend my congratulations to the teams that have made these achievements possible. This recognition is a testament to their hard work and dedication. I wish them continued success in all their future endeavours.



Joanna Świerzyńska
CEO Deloitte Poland, Baltics and Ukraine

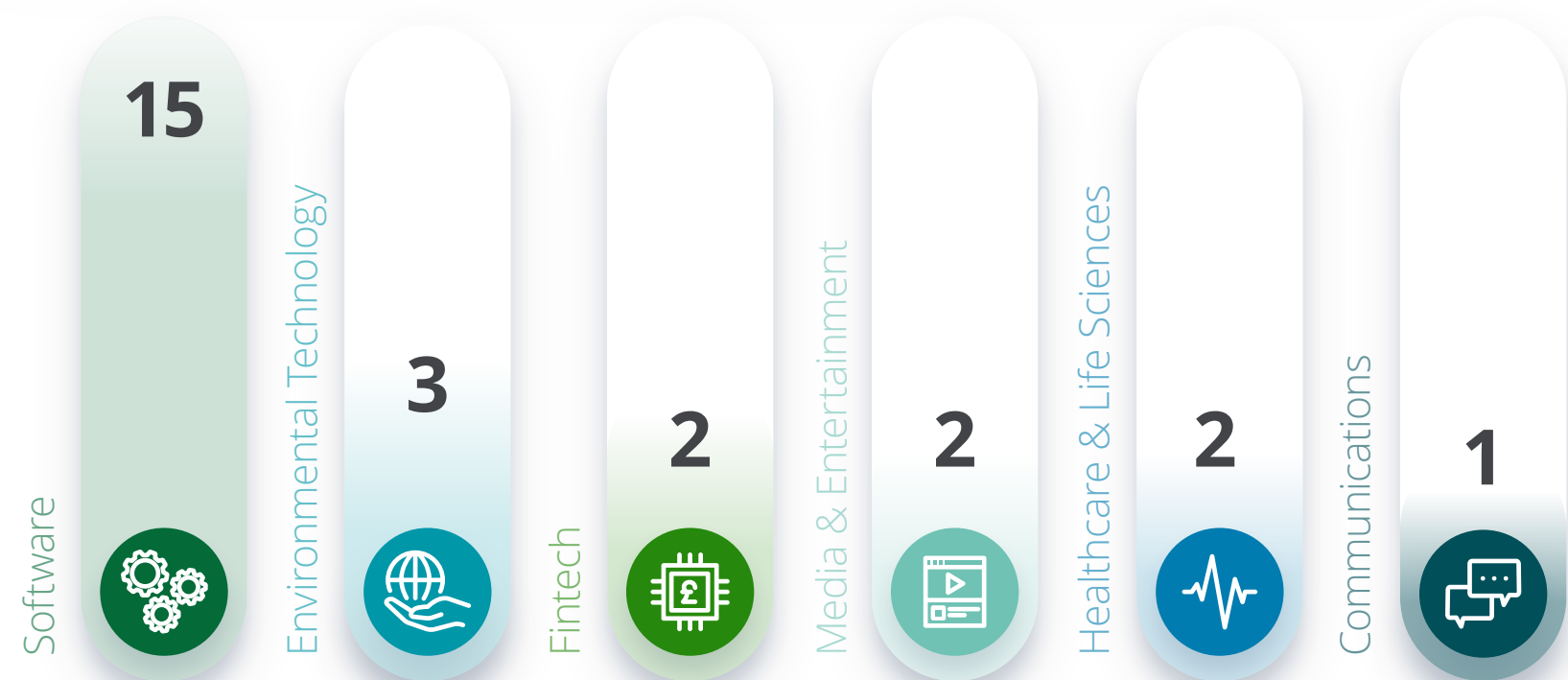
Companies to Watch category overview

Companies broken down **by industry segment:**

Average company growth

510% ↑

Largest growth: **1169%**



Companies broken down **by country:**



Patron^{GO} - Winner of the Companies to Watch category

At the time of writing, more than 250,000 Czech and Slovak people have discovered a new app designed to review and optimise their finances – from loans and mortgages to bank accounts, insurance policies, energy contracts and more.

This is Patron GO, which uses open banking, data analytics and human expertise to identify and suggest better ways for customers to manage their finances. The brainchild of Lukáš Vršecký its development and market penetration have been rapid – but far from straightforward.

He explains some of the complexities. “Initially, for example, it was tough to accurately read and recognise banking transactions,” he says. “It’s where everything starts, but identifying whether a specific transaction is a life-assurance payment or a loan settlement can be difficult.

And given the app’s real-time connection with a customer’s bank, we often need to process thousands of transactions simultaneously. Also, we operate in the Czech Republic, Slovakia

and now Poland too, all banking markets that have their own individual nuances.”

Within this complex environment, Lukáš recognises that continuous improvement is an essential focus area. “I believe an app is never good enough – it should always evolve alongside the company’s growth,” he says. “So, we’re continually improving it by leveraging our internal data, running user surveys, and even considering psychological insights into generational behaviour.”

The app itself identifies issues by analysing and categorising payments made from a customer’s bank account over the last 12 months. It then analyses the data in line with hundreds of business rules and peer comparisons to identify unfavourable payments, additionally giving customers the option of working with online partners or handpicked specialist support that can provide the best help as and when needed.

CEO also highlights how Patron GO is in the early stages of taking action to combat financial

misinformation. “We’re adding a function that uses market blacklists to detect fraudulent payments, and we’re aiming to be in engaging financial education to help protect customers against fraud,” he says.

These are early days for Patron GO, but progress has been very significant – as confirmed by the company’s victory in the 2024 Fast 50 Companies to Watch category.

And while Lukáš Vršecký feels that the sheer weight of financial regulation and increasing difficulties in raising growth capital are very real hurdles in the way of young businesses, he is confident in the company’s future. “We’ve already encountered and tackled many challenges – and while there are plenty more ahead, we have a clear and optimistic vision of the way forward.”



Top 2 & Top 3 Companies to Watch category

2nd place Adam

From its base in the Czech Republic, Adam has over the last four years been quietly revolutionising how home-owners in a fast-growing number of countries can access affordable, high-quality and hassle-free construction, decoration and renovation services.

According to Jakub Dvořák and Roman Sysel, technology is “what allows our company to exist. Automation is playing a bigger and bigger role as we scale, with fully or partially automated processes enabling us to keep control while we grow.”

Constant development is at the heart of the operation as the company works to connect customers with high-quality tradespeople in their local markets. As they explain, “We continuously leverage no-code or low-code solutions (those

needing the creation of no or little new code) to quickly develop a product, transferring them into custom hard-code solutions as we see them work.”

The company’s approach is built around consistency and discipline. As they comment, “We leverage the same tech stack across all markets, and continuously process many different types of data to constantly improve service quality. We’re keeping a close eye on the rapid development of new AI solutions, continuously assessing where it makes sense to introduce them in future.”

It’s a methodology that is paying off spectacularly, with Adam currently active in 10 countries and planning to expand into new vertical sectors such as electrical services. As it continues to triple in size year-on-year, the company is fully justified in talking about a “remarkable journey that’s reshaping the future of construction.”

3rd place tramatm

Slovakian software company TRAMA is on an essential mission to bring cutting-edge 21st-century technology to one of the world’s oldest professions: the law.





















Specifically, it aims to help more companies than ever before to effectively protect their brands. As Igor Demčák says, “Today, many SME entrepreneurs find getting effective trademark protection both expensive and complex. We want to automate it to a significant extent, streamlining it and keeping costs at a fraction of current market prices.”




















Maintaining a human element is also essential. As the company states, it uses Application Planning Interfaces (APIs,) automatic drafting tools and more to empower its own lawyers to reduce the manual elements of their work and focus on

providing clients with their expertise. As Igor Demčák puts it, “We are customer-centric, fast and affordable.”

It’s an approach that has clearly touched a nerve. “We’re now among the top trademark filers in the UK, EU and US, and have built a portfolio of well over 20,000 trademarks since 2020,” he continues. “The next step is to become a go-to provider for continuous brand monitoring and enforcement, and we’re launching a new SaaS platform to do so with a much simpler interface and pricing than the current market standard.”

Above all, though, Trama aims to deliver the highest standards of service. As it says, “We understand every brand is unique and want to give each of them the individual treatment they deserve.”

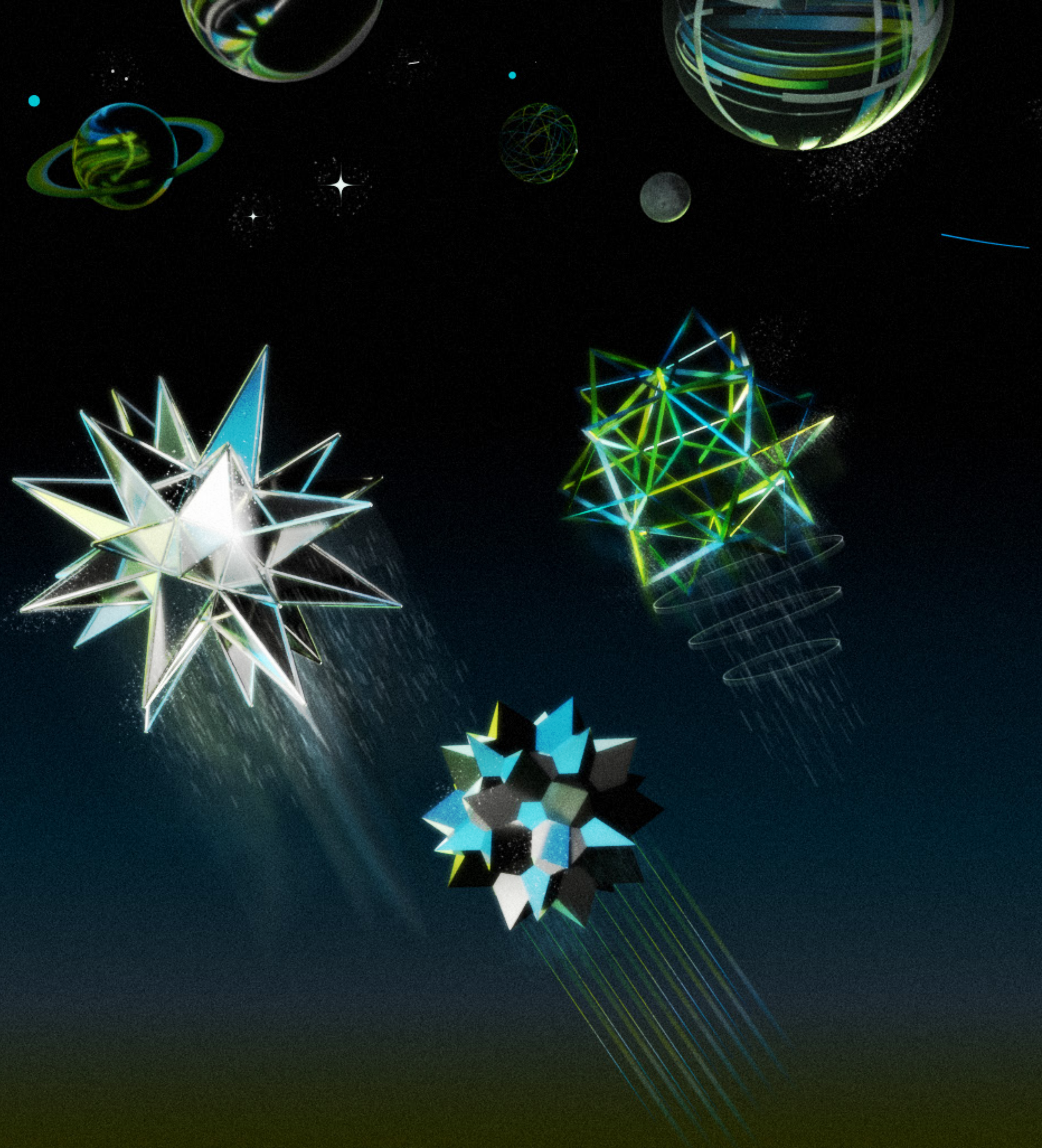
Position	Company name	CEO Name	Country	Industry sector	Website	Revenue growth (%)
1	Patron GO	Lukáš Vršecký	 Czech Republic	 Fintech	www.patrongo.com	1 169
2	Adam	Jakub Dvořák & Roman Sysel	 Czech Republic	 Media & Entertainment	www.myadam.eu	1 144
3	Trama	Juraj Cvik	 Slovakia	 Software	www.tramatm.com	1 006
4	ONEX.GROUP Professional Services	Jakub Hryciuk	 Poland	 Software	www.onex-group.com	994
5	Tanganica.com	Filip Svárovský	 Czech Republic	 Software	www.tanganica.com	925
6	Finqware	Cosmin Cosma	 Romania	 Fintech	www.finqware.com	856
7	Questpass	Adam Majewski	 Poland	 Media & Entertainment	www.questpass.io	760
8	Hedepy	Lukáš Krčil	 Czech Republic	 Healthcare & Life Sciences	www.hedepy.cz	663
9	NextRetreat	Martin Studenčan	 Slovakia	 Software	www.nextretreat.com	658
10	STAFFLY	Filip Sobel	 Poland	 Software	www.staffly.pl	586

Position	Company name	CEO Name	Country	Industry sector	Website	Revenue growth (%)
11	Medevio	Petr Bartoš	 Czech Republic	 Healthcare & Life Sciences	www.medevio.cz	457
12	Jenz.app	Marko Kučić	 Croatia	 Software	www.jenz.app	410
13	Abstract	Zoran Dobrosavljević	 Serbia	 Software	www.seif.ai	389
14	Vstorm	Antoni Kozelski	 Poland	 Software	www.vstorm.co	333
15	Sloneek	Filip Lukáč	 Slovakia	 Software	www.sloneek.com	287
16	Sensorie	David Bažout	 Czech Republic	 Environmental Technology	www.sensorie.cz	276
17	Barrek	Robert Barišić	 Croatia	 Software	www.barrek.eu	273
18	CreatiCom	Radek Miškovský	 Czech Republic	 Communications	www.creaticom.cz	252
19	Plant an App	Bogdan Litescu	 Romania	 Software	www.plantanapp.com	252
20	Amplibit	Vladimir Romanov	 Croatia	 Software	www.amplibit.com	239

Position	Company name	CEO Name	Country	Industry sector	Website	Revenue growth (%)
21	Release14	Marina Tot Đuričić	 Croatia	 Software	www.r14.io	236
22	Rhino	Lukas Gajda	 Poland	 Environmental Technology	www.rhino.energy	221
23	Bridgewater Labs	Nikola Obradović	 Serbia	 Software	www.bridgewaterlabs.com	136
24	Kinderpedia	Daniel Rogoz	 Romania	 Software	www.kinderpedia.co	119
25	scoutlabs	Donát Benedek Posta	 Hungary	 Environmental Technology	www.scoutlabs.ag	99

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

As every year, our Impact Stars are special businesses created to have a positive influence on the world.

So we're delighted in 2024 once again to be giving a platform to so many visionary young companies with a mission of creating and delivering practical, effective solutions to the many urgent challenges we face.

As in most years, 2024's 43 Impact Stars are mainly small businesses, but the inspiring example they set can often have an influence that far exceeds their own reach. This is partly because many much larger businesses are ready and willing to embrace their values.























That is made clear by the findings of this year's global Deloitte CxO Sustainability Report, covering the views of over 2,100 senior business figures from 27 countries. These not only show how























a dominant 85% of companies increased their sustainability investments during the year. Perhaps even more significant, 70% of CxOs expect climate change to be a key strategic issue for their businesses over the next three years. And a clear 50% of respondents are already implementing technology solutions to achieve their climate or environmental goals.























Today's Impact Stars operate in a world where their views and services are in great and growing demand. I'm extremely proud that this year's Technology Fast 50 gives them the platform they need to be noticed.























Ivana Lorencovičová,
Partner, CE Impact Leader

Company name	CEO name	Industry	Country	Website
Patoko	Arbër Kadia	 Software	 Albania	www.home.patoko.com
Geek Room	Brenton Bënja	 Media & Entertainment	 Albania	www.geekroom.al
ZIRA	Emir Bukvic	 Software	 Bosnia and Herzegovina	www.zira.com.ba
Walter Code	Mak Dzonlagic	 Software	 Bosnia and Herzegovina	www.waltercode.com
Ucha.se	Darin Madzharov	 Software	 Bulgaria	www.ucha.se
VECTOR Labs	Nickolay Nickolovski & Blagovesta Puggyova	 Software	 Bulgaria	www.vector-labs.ai
Bee Smart Technologies	Sergey Petrov	 Environmental Technology	 Bulgaria	www.pollenity.com
Newton Technologies Adria	Marko Poljak	 Software	 Croatia	www.diktiranje.hr
Monri Payments	Damir Čaušević	 Fintech	 Croatia	www.monri.com
The Falcon Technology	Marin Brekalo	 Hardware	 Croatia	www.thefalcontech.com
KARDI AI Technologies	Stephen Burke	 Healthcare & Life sciences	 Czech Republic	www.kardi.ai

Company name	CEO name	Industry	Country	Website
FaceUp Technology	Jan Sláma	 Software	 Czech Republic	www.faceup.com
M.arter	Andrea Boháčiková	 Software	 Czech Republic	www.marter.cz
Äio (Äio Tech OÜ)	Nemailla Bonturi	 Environmental Technology	 Estonia	www.aio.bio
Arbonics	Kristjan Lepik	 Environmental Technology	 Estonia	www.arbonics.com
Skeleton	Taavi Madiberk	 Environmental Technology	 Estonia	www.skeletontech.com
Parkl Digital Technologies	Zsolt Somogyi	 Software	 Hungary	www.parkl.net
Mito Digital	Szabolcs Bobor	 Software	 Hungary	www.mito.group
scoutlabs	Donát Benedek Posta	 Environmental Technology	 Hungary	www.scoutlabs.ag
SPEEEX	Mr. Fikret Murati	 Software	 Kosovo	www.speeex.com
Datorium	Elchin Jafarov	 Software	 Latvia	www.datorium.eu
Swotzy	Lauris Rutkis	 Software	 Latvia	www.swotzy.com

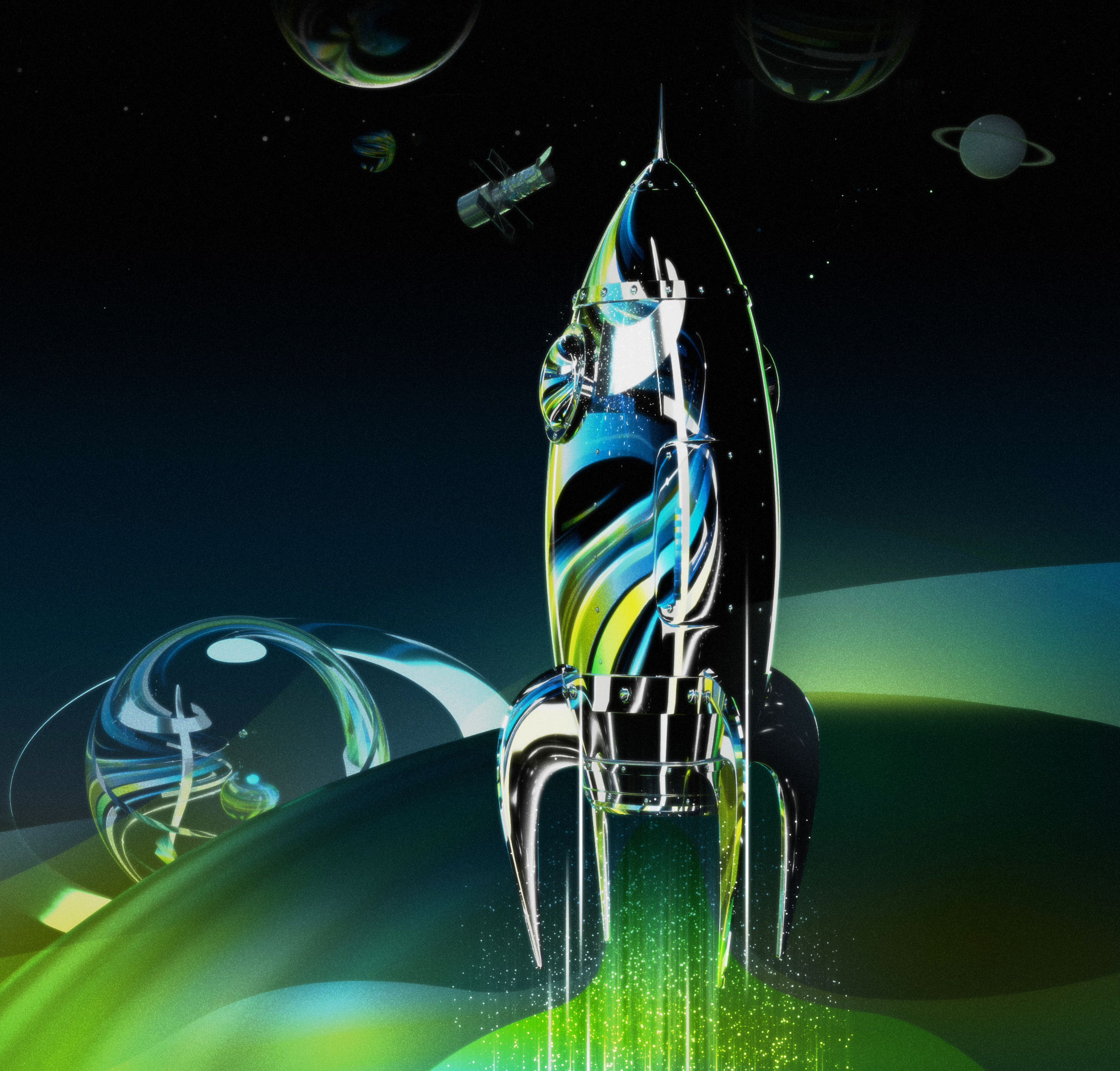
Company name	CEO name	Industry	Country	Website
Weedbot	Janis Jasko	 Environmental Technology	 Latvia	www.weedbot.eu
Biomatter	Laurynas Karpus	 Healthcare & Life sciences	 Lithuania	www.biomatter.ai
Genomika	Mantas Simutis	 Healthcare & Life sciences	 Lithuania	www.genomika.lt
Art21	Lina Usvaltienė	 Environmental Technology	 Lithuania	www.art21.lt
CosmoEye	Kosma Kindlik	 Software	 Poland	www.cosmoeye.ai
Fakturownia	Marcin Stefaniak	 Software	 Poland	www.fakturownia.pl
Medidesk	Daniel Nowocin	 Healthcare & Life sciences	 Poland	www.medidesk.pl
Symphopay	Daniel Nicolescu	 Fintech	 Romania	www.symphopay.com
Infosec Center	Marius Haratau	 Software	 Romania	www.infoseccenter.ro
Innoship Technology	Daniel Nicolae	 Software	 Romania	www.innoship.com
Bridgewater Labs	Nikola Obradović	 Software	 Serbia	www.bridgewaterlabs.com

Company name	CEO name	Industry	Country	Website
Pierre Enterprises	Čongor Plahi	 Hardware	 Serbia	www.smartpierre.rs
Bakson	Miloš Babić	 Software	 Serbia	www.baksonltd.com
Seerlinq	Allan Böhm	 Healthcare & Life sciences	 Slovakia	www.seerlinq.com
Sensible Biotechnologies	Miroslav Gašpárek	 Healthcare & Life sciences	 Slovakia	www.sensible.bio
Virtual Medicine	Tomáš Brngál	 Healthcare & Life sciences	 Slovakia	www.medicinevirtual.com
Medius	Estera Brajak	 Software	 Slovenia	www.medius.si
Flexkeeping (Creatriks)	Luka Berger	 Software	 Slovenia	www.flexkeeping.com
Bilumina	Aljoša Trivan	 Software	 Slovenia	www.bilumina.com
CHECK EYE	Гончарук Кирило Олексійович (Kyrylo Honcharuk)	 Healthcare & Life sciences	 Ukraine	www.check-eye.com
HOWCOW	Володимир Миколайович Шевчук (Shevchuk Volodymyr)	 Hardware	 Ukraine	www.howcow.app

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!

Once again, I and all my colleagues at Google Cloud are pleased, proud and excited to be partnering with Deloitte on the Technology Fast 50 programme across Central Europe.

As well as being the fourth year of our excellent partnership, 2024 is the third year that we have organised the CE Tech Rocketship! category. To my mind, this is the most exciting aspect of the Fast 50, recognising those young companies from across the region that have developed their own high-quality, scalable solutions with the potential to serve the world's most demanding customers.

I am delighted to announce that, following our joint teams' assessment of all the participating businesses, we have selected Romanian software company DRUID as the one with the greatest business potential following significant development over the last year.

This was an incredibly tough decision to make, as we received significantly more applications from

would-be Rocketships than in previous years and the competition was intense. We were delighted to see applications come in from right across the region: this, combined with the fact that the most highly placed businesses are from a range of countries, shows just how strong the spirit of innovation is right across Central Europe.

For a business like Google Cloud, it is a great privilege to be able to get so close to so many stunning young businesses, all with amazing growth potential. But for us, this is the starting point for something much bigger.

We're now increasingly focused on bringing Google's exceptional technology and Deloitte's

value proposition together to help businesses digitally transform, adopt the Cloud and exploit the full value of data to fuel business growth, drive efficiencies and reduce risk.

As a vital element of this, we're using the Fast 50 programme as a way of unleashing the full potential of strong and innovative women in the technology space. So we are especially delighted this year to see more applications from businesses created and managed by women.

This is an encouraging trend, although there are clearly still cultural obstacles that need to be overcome before we can see a truly fair environment of equal opportunities. As we all work together to address these challenges, we hope to continue seeing more female-run



Nir Chinsky,
Regional Managing Director, Google Cloud

businesses entering and performing strongly in both the CE Fast 50 and CE Tech Rocketship! categories.

That would be a brilliant outcome, one that would underline more positively than ever before the value of this programme to individuals, businesses and economies across Central Europe and beyond.

DRUID - Winner of the CE Tech Rocketship! category

Founded in Romania in 2018, 2024 Tech Rocketship! winner DRUID AI is today a truly global force in building, deploying and scaling AI-driven conversational business applications that intuitively deliver an enhanced customer experience and maximised employee productivity.

According to Liviu Drăgan, CEO and Co-Founder, "DRUID AI makes enterprise AI systems work smarter, orchestrating multiple specialised virtual assistants into a single, easy-to-use conversational interface. This makes it far easier for companies to automate processes via a single AI agent across a range of functions, such as HR, IT, Sales, Marketing and Finance."

At its simplest, this has an essential overriding benefit for companies. "It turns everyday work into smooth, automated processes while enabling human interactions to remain personal and effective," Liviu continues. "In addition, it not only connects seamlessly with existing systems – it also delivers truly enterprise-grade security." It's a concept that has delivered dramatic success for DRUID AI. As Liviu explains, "Today,

we're poised to scale to over 1,000 customers worldwide, driving annual revenues of US\$50 million by the end of 2025. To do this, we aim to increase our US footprint tenfold over the same timeframe."

The company has overcome significant obstacles to get to this point, including the need to integrate its technology with existing solutions and to address functional challenges associated with deploying AI functionality. As well as solving such challenges via the company's AI ecosystem, Liviu explains, "we partnered with technology companies such as Microsoft, UiPath, Salesforce and SAP to make our AI products enterprise-ready from the very beginning."











There is also an important cultural aspect to the company's success. "We strongly believe in the power of inclusiveness and equal opportunities for every employee, with non-biased recruitment policies, career-path guidance, professional development opportunities and a flexible and accommodating working environment for all," Liviu explains. This, he continues, "encourages

and promotes everybody's success across the company and beyond."

Looking ahead, DRUID AI is focused on the ongoing further development and improvement of its product suite. As Liviu says, "We've recently integrated the Agentic AI framework, and have also started to build autonomous agents too. These are two of the most current technologies embedded into the new DRUID Conductor.

"Alongside the implementation of the latest Generative AI, Large Language Model and Small Language Model technologies in our products, this ongoing development is at the heart of our journey to build an intelligent automation space to help companies transform their business processes and develop seamlessly."



Position	Company name	CEO Name	Industry	Country	Website
Winner	DRUID	Liviu Dragan	 Software	 Romania	www.druidai.com
Special recognition	Hermix	Stefan Morcov	 Software	 Romania	www.hermix.com
Special recognition	Born Digital	Tomas Malovec	 Software	 Czech Republic	www.borndigital.ai
Special recognition	Seerling	Allan Bohm	 Healthcare & Life Sciences	 Slovakia	www.seerling.com
Special recognition	Questpass	Adam Majewski	 Media & Entertainment	 Poland	www.questpass.io

CE Tech Rocketship! jury:



Dawid Szymula - Field Sales Representative
 Patrycja Wojtyś - Customer Engineer
 Claudiu Hobjila - Customer Engineer
 Aram Avetisyan - Customer Engineer
 Jan Zapletal - Corporate Account Executive



Jiří Sauer - Partner, Audit & Assurance, Regional Deloitte Technology Fast 50 CE Programme Leader
 Stefan Ivic - Partner, Consulting
 Alex Tomášek - Director, Consulting
 Marcin Hawryluk - Senior Manager, Systems & Cloud Engineering, Consulting
 Magdalena Glombik - Senior Consultant, Consulting
 Karolina Garbiec - Senior Consultant, Consulting

“We received significantly more applications from would-be Rocketships than in previous years and the competition was intense. We were delighted to see applications come in from right across the region: this, combined with the fact that the most highly placed businesses are from a range of countries, shows just how strong the spirit of innovation is right across Central Europe.”

Nir Chinsky,
Regional Managing Director, Google Cloud

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Regional Technology Partner

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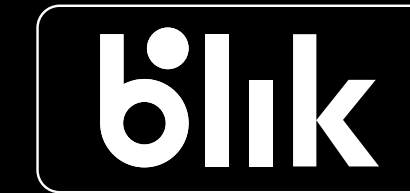


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