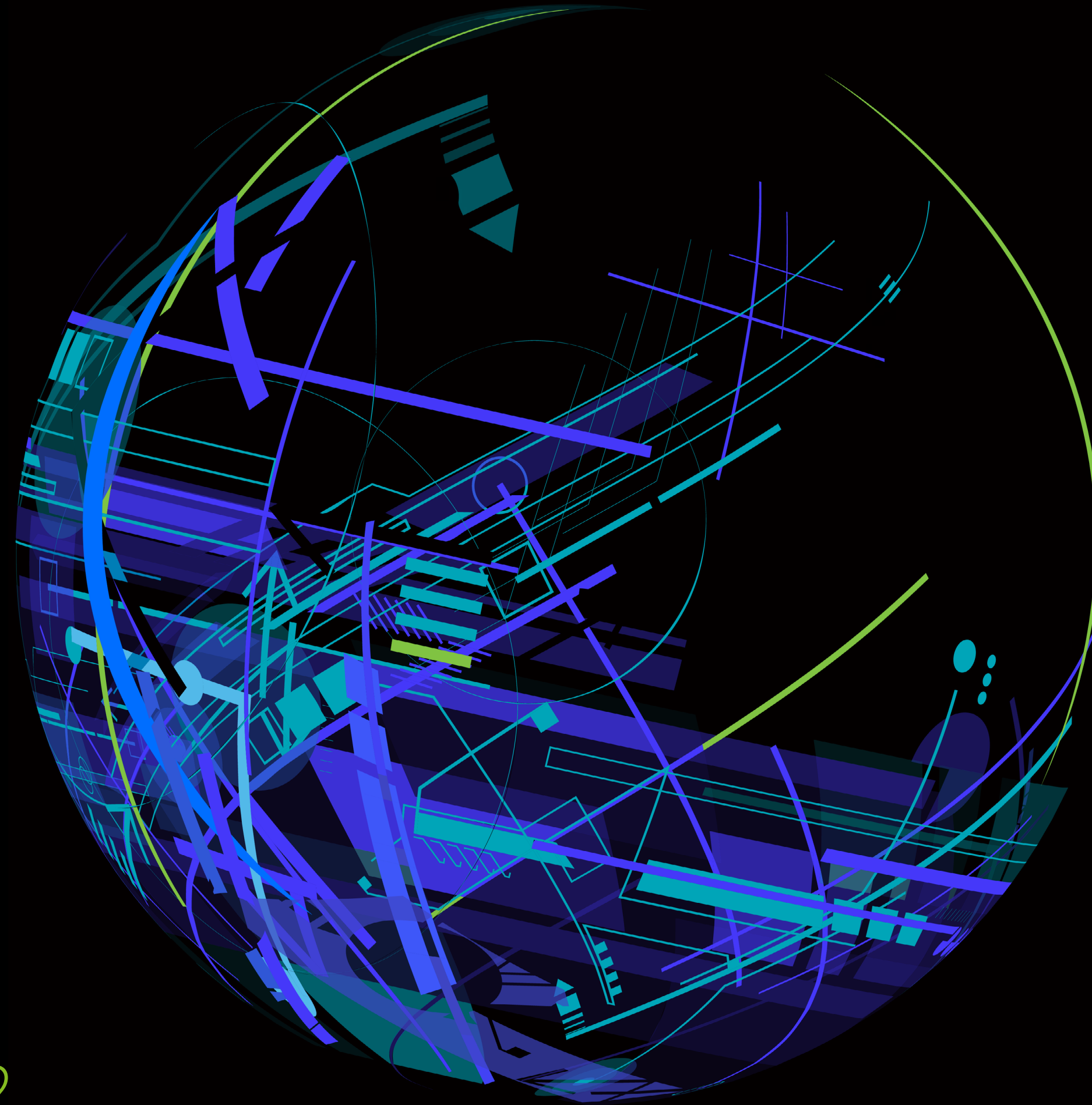


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50 | Technology **Fast 50**
2022 CENTRAL EUROPE

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“Reading this report about young visionaries and trendsetters who come right from Central Europe makes me really proud, and I hope you will enjoy it as much as I do.”

Jaroslav Škvrna
CEO, Deloitte Central Europe



Welcome to the Deloitte Technology Fast 50 Central Europe 2022

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 23rd year, ranks the 50 fastest growing public or private technology companies.

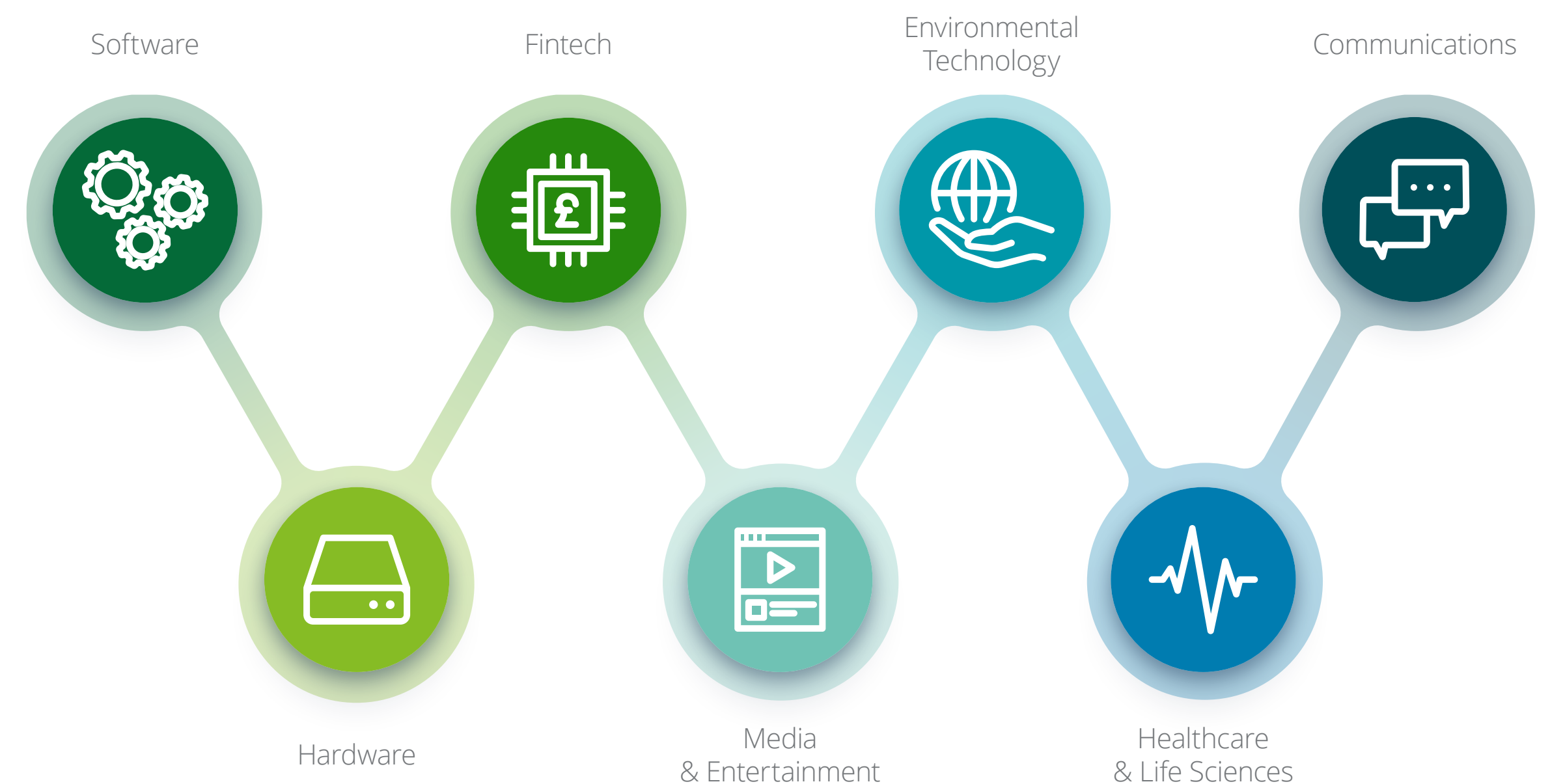
The Technology Fast 50 award winners for 2022 are determined based on the revenue growth over four years (2018 to 2021). Companies must have base-year operating revenues of 50 000€ in 2018, 2019, 2020 and a current year operating revenue (2021) of at least 100 000€.

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:



Thoughts from the CEO

I am once again very proud and excited to introduce the Deloitte Central Europe Technology Fast 50 report, the annual publication that speaks volumes about the innovation spirit of so many highly inspiring and visionary young companies across our region.

Every year, when I think that the participating businesses have reached the peak of growth and achievement, my expectations are exceeded yet again the following year. In the last edition, for example, I highlighted how the average rate of growth among the featured companies stood at 2 278%, which was the highest growth in the report's history. And this time around, that average stands at 2 351%, which sets a new record in the 23rd edition of the ranking.

And there are more impressive achievements registered. One of them is realised by Czech fintech FTMO that is at the top of the Fast 50 ranking for two years in a row. They truly prove

that technology is the driving force for business in our region, as well as that Central Europe is a place with fantastic innovative solutions which are welcomed around the world.

On top of technology-based solutions, our report features my favourite category called Impact Stars – those very special businesses that successfully link great products or services with a positive impact on at least one of the following areas: society, business, innovation, diversity and the environment. I can guarantee that you'll be impressed by our 41 amazing Impact Stars and their strong commitment to creating a better world.

I'm also very pleased to introduce a brand-new category for 2022, a joint award with Google Cloud, who I am delighted to welcome back as our Programme Partner for a second year. This is the CE Tech Rocketship!, an important new distinction marking out those companies that have developed scalable solutions of the highest quality with the potential to satisfy the most demanding customers.

Reading this report about young visionaries and trendsetters who come right from Central Europe makes me really proud, and I hope you will enjoy it as much as I do.

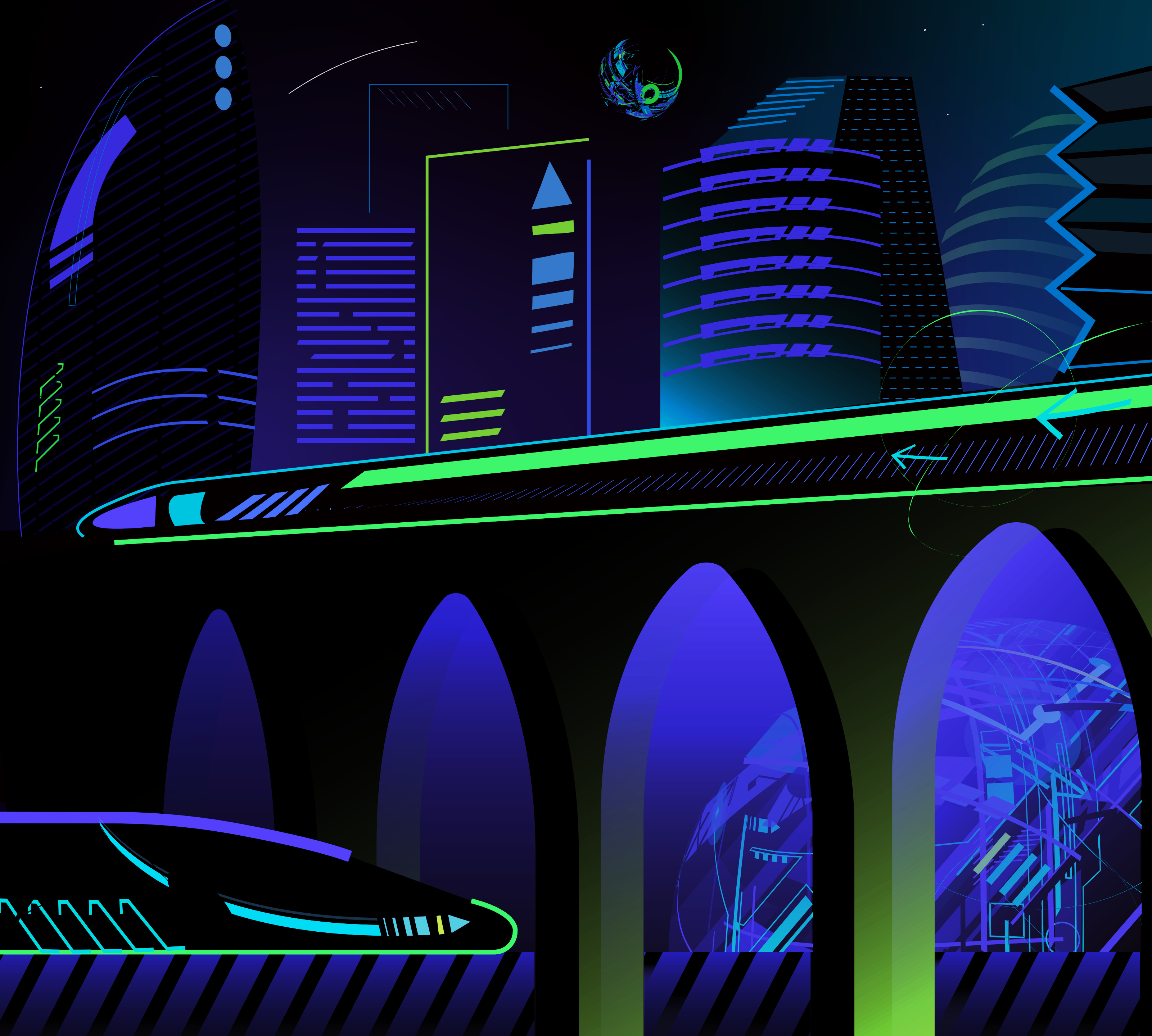


Jaroslav Škvrna,
CEO, Deloitte Central Europe

“Across the world, technology companies are continuing to disrupt traditional industries by presenting highly innovative solutions to old challenges. That’s why today’s tech businesses have the potential to be powerful force for good in the world.”

2022 Technology Fast 50 ranking

The Deloitte Technology Fast 50 Central Europe is a Programme that ranks 50 fast-growing technology companies, public or private, based on percentage revenue growth.



Criteria for 2022 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 2018, 2019, 2020 and a current year operating revenue (2021) 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, 2017.



Winners are then selected by ranking their revenue growth over the four years from 2018 to 2021.

Overview by our Programme Leader

As I commented in last year's Technology Fast 50 report, "Ever-advancing technology is the single most important driver of future success. Boosting efficiency, improving quality, driving simplicity, supporting sustainability."

This, in a nutshell, is why I feel so privileged to head the Deloitte Technology Fast 50 CE programme. It provides a platform and an endorsement for companies – often comparatively a young and small – from across our region to showcase exactly how they are working to create a better future.

In a world facing so many challenges – economic, geopolitical, medical, social and environmental – these companies and the proprietary IP or technologies they own are a disruptive force of hope that human ingenuity will continue to find solutions.

The solutions they devise don't all need to be world-changers that will solve these challenges overnight. Rather, they need to provide incremental improvements that streamline, simplify and support positive change in many areas of life.

And this is what they do. This year, as ever, we have continued to be amazed and impressed by the sheer range of solutions on show, from number one (a smart model for motivating financial traders) to number 50 (an outstanding new product for hiring technical professionals and developers).

I am enormously proud that our region is home to so many companies of such great talent, whose rapid growth clearly demonstrates a strength in sales, marketing and other business disciplines that fully complements their technical excellence. I am confident you will be just as impressed as you read about their achievements, including the detail on the three highest achievers in the ranking.

"Advancing technology continues to be an essential and powerful driver of success for companies, markets, industries and economies. We're delighted to be creating a showcase for much of our region's most shining talent, bringing together the stories of so many outstanding young companies to help maximise their shared positive impact."



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

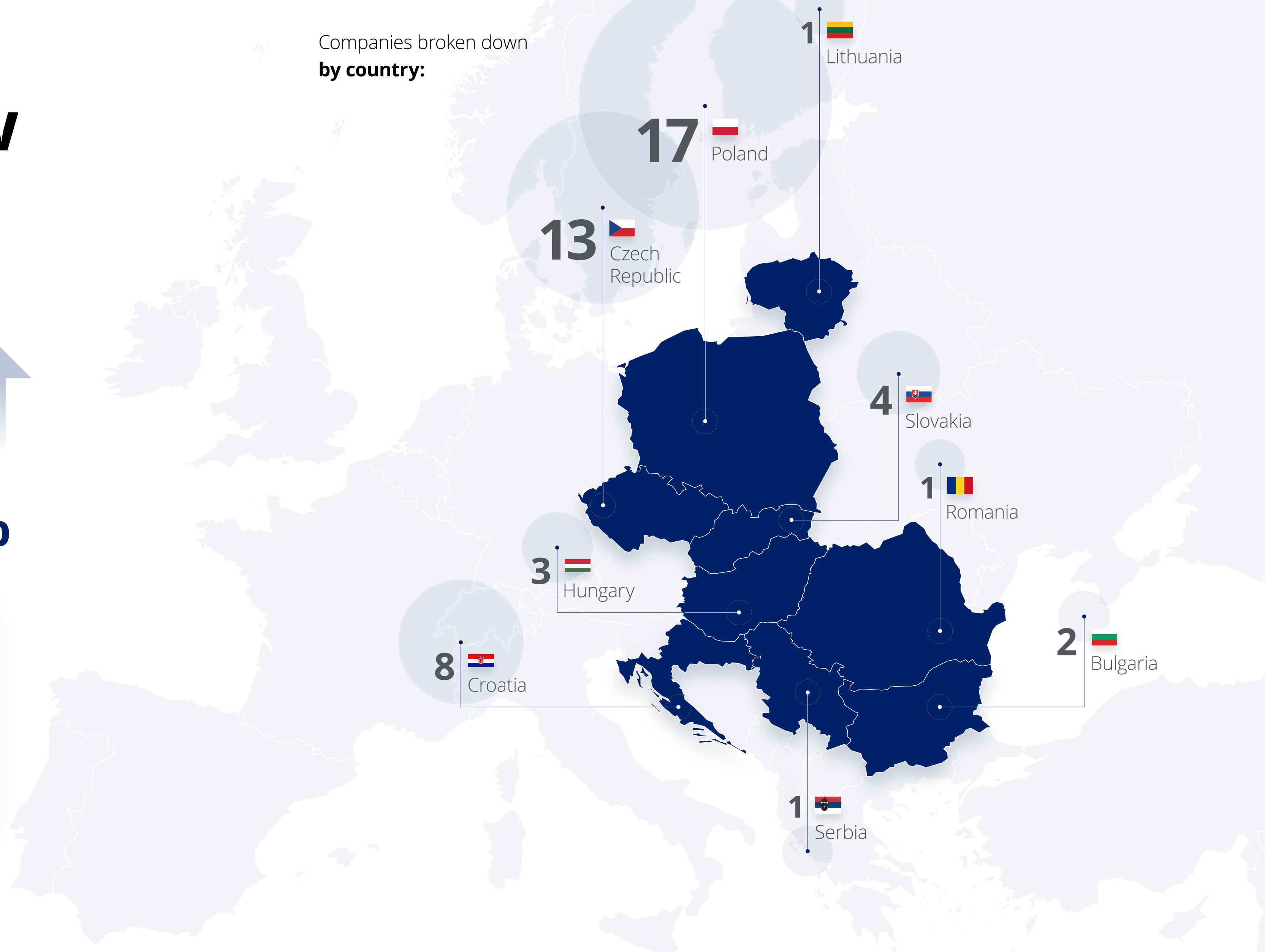
Fast 50 category overview

Companies broken down **by industry segment:**

Average company growth
2351% ↑
Largest growth: **25255%**



Companies broken down **by country:**



FTMO® - two-time winner of the CE Technology Fast 50

When Otakar Šuffner and Marek Vašíček co-founded the FTMO educational platform for financial traders in 2013, they practically invented an industry that today sees around 60 businesses competing for their number one spot.

But, while considerably below 2021's astonishing three-year growth rate that saw the Czech business head the Deloitte CE Fast 50 last year, the company's performance over the last 12 months assures that once again it tops the ranking. As CEO Otakar Šuffner explains, "The rate we delivered in the past is impossible to maintain, because the numbers are getting larger and larger. While our growth of 30% in 2022 seems 'small' compared to previous years, the final numbers are outstanding."

In fact, he now sees its previous growth rate as the biggest challenge the company has faced in its lifetime. "In 2020, we grew 16-fold over the previous year, which is something you just cannot prepare for. Still, it was a ride – and we enjoyed every moment!"

Today, the company's attention is on ensuring it has the processes and systems in place to support its future development. "Currently, we are focusing on expanding our offering and improving our IT infrastructure and internal procedures," he continues.

But the focus is not on its own development alone. FTMO is also very conscious of its role and responsibilities as a good corporate citizen. As Otakar explains, "This springs from our recognition that having well-defined values is essential. Our crucial value is constantly being straightforward about our intentions and fair and transparent with employees, clients and business partners. Everything is easier that way, and it enables us to act quickly and decisively."

In one example of FTMO's commitment to fairness, it works hard to actively help its clients become better traders by providing feedback on their performance from various perspectives. "We also enable them to connect directly with

performance coaches who can help them cope with mental pressures," Otakar adds. "Trading psychology is a crucial but significantly underestimated aspect of the job."

This attitude is also embedded in a key element of the company's purpose: to educate clients about proper risk-management techniques and disciplined trading, protecting them against the risk of losses caused by uninformed trading decisions. This considered approach also extends to FTMO's view of its position in society, and it is highly aware of the widespread positive impact it can have. Currently, for example, it is both supplying Czech hospitals with advanced equipment and supporting humanitarian aid workers in Ukraine.

As it plans its way forward, those 60 rivals can be certain that this Czech powerhouse is far from relinquishing top spot.



Top 2 & Top 3 Fast 50 category

2nd place

When he founded PayPo in Warsaw in 2017, CEO Radosław Nawrocki was confident he'd spotted a great niche opportunity in the e-commerce market.

His vision has proved correct. Five years on, the company has more than 1 million active customers and 25 000 merchant partners in its deferred payments (or 'Buy Now, Pay Later', BNPL) scheme.

As he says, "We were very early in offering fast and convenient finance solutions to online shoppers, including the flexibility to pay in 30 days at no extra cost – or even later in instalments. As a result, we've won 80% of the BNPL market in Poland and are the leaders across Central and Eastern Europe too."

BNPL not only enables people to pay for goods and services when it suits their monthly cashflows: it also allows them to try out the product for a time at home before deciding whether to keep or return it. According to Radosław, "While consumers typically have limited trust in new financial services, once they see how easy and convenient Paypo is they usually decide use it as their preferred payment method."

PayPo can now also be used in an offline 'brick-and-mortar' environment, and a mobile app is shortly to be launched. "We will continuously broaden our range of services to help our merchants boost sales and make shopping easier, both in online and offline channels," Radosław adds. "To protect all parties, we also combine a technical credit check with behavioural scoring. This is helping us achieve one of the industry's lowest levels of non-performing loans – below 1%."

3rd place























Created by Slovak scientists Dr Pavol Čekan and Dr Vladimir Wolf, healthcare innovator MultiplexDX in 2020 became Slovakia's first-ever beneficiary under the European Innovation Council's prestigious 'EIC Accelerator' grant scheme.

The award was well-deserved. Dr Čekan explains. "Diagnostic tests for cancer lack precision, often failing to provide the data necessary for selecting the best treatment. That will change with our Multiplex8+ test, which uniquely combines innovative RNA-based visualisation and sequencing technologies in one test. This will revolutionize breast cancer diagnosis, creating highly accurate cancer profiling and empowering clinicians to recommend specific, personalised treatment."

The potential positive impact of this work is immense, in financial as well as humanitarian terms. Not only will personalised treatment reduce unnecessary, life-affecting treatment. It will also cut the burden on the healthcare system – a significant gain, given the annual economic impact of cancer on Europe is estimated to stand at more than 100 billion €.








As if this achievement were not enough, in 2020 the company worked alongside the Slovak Academy of Sciences and Comenius University in Bratislava to create the first Slovak in vitro-certified test for the SARS-CoV-2 virus.














It has subsequently built on this work to develop, validate and certify many other tests and mobile testing solutions for use in remote areas. In a related venture, MultiplexDX has also delivered PCR tests as humanitarian aid in countries including Ukraine, Kenya, the Vatican, Serbia, Montenegro and Moldova.

Position	Company name	CEO Name	Country	Industry sector	Website	Revenue growth (%)
1	FTMO	Otakar Šuffner & Marek Vašíček	 Czech Republic	 Fintech	www.ftmo.com/en	25 255
2	PayPo	Radosław Nawrocki	 Poland	 Fintech	www.paypo.pl	15 904
3	MultiplexDX	Pavol Čekan	 Slovakia	 Healthcare & Life Sciences	www.multiplexdx.com	6 222
4	Aircash	Hrvoje Ćosić	 Croatia	 Fintech	www.aircash.eu/en	5 998
5	uPacjenta	Dominik Swadźba	 Poland	 Software	www.upacjenta.pl	4 751
6	Factory World Wide	Rastko Ilić	 Serbia	 Software	www.factoryww.com	3 627
7	noo.ma	Damian Goliński	 Poland	 Hardware	www.noo.ma	3 336
8	IP Fabric	Pavel Bykov	 Czech Republic	 Software	www.ipfabric.io	2 390
9	Driveto	Adam Szabó	 Czech Republic	 Fintech	www.driveto.cz	2 131
10	Escola	Krzysztof Wojewodzic	 Poland	 Software	www.escola.pl/en	2 118

Position	Company name	CEO Name	Country	Industry sector	Website	Revenue growth (%)
11	HoppyGo	Robin Švaříček	 Czech Republic	 Software	www.hoppygo.com	2 099
12	ExtraHut	Robert Strzelecki	 Poland	 Software	www.extrahut.com	2 058
13	SnapSoft	Dániel Kerényi	 Hungary	 Software	www.snapsoft.io	2 001
14	Gtmhub	Ivan Osmak	 Bulgaria	 Software	www.gtmhub.com	1 911
15	Knihobot	Dominik Gazdoš	 Czech Republic	 Media & Entertainment	www.knihobot.cz	1 835
16	PySENSE	Piotr Czak	 Poland	 Hardware	www.pysense.com	1 710
17	Skriware	Karol Górniewicz	 Poland	 Software	www.skriware.com	1 666
18	Scanye	Tadeusz Chruściel	 Poland	 Software	www.scanye.pl	1 647
19	DEVOT SOLUTIONS	Martin Morava	 Croatia	 Software	www.devot.team	1 545
20	Skladon	Konstantin Margaretis	 Czech Republic	 Software	www.skladon.cz/cs	1 484

Position	Company name	CEO Name	Country	Industry sector	Website	Revenue growth (%)
21	Dietly	Przemyslaw Skokowski	 Poland	 Software	www.dietly.pl	1 345
22	Wave Studio	Vlad Andries	 Romania	 Software	www.wave.studio	1 319
23	LiveKid	Jakub Pawelski	 Poland	 Software	www.livekid.com	1 314
24	Apzumi	Łukasz Andrzejczyk	 Poland	 Software	www.apzumi.com	1 267
25	Whalebone	Richard Malovič	 Czech Republic	 Software	www.whalebone.io	1 240
26	Reas.cz	Michal Makoš	 Czech Republic	 Media & Entertainment	www.reas.cz	1 185
27	Autenti	Grzegorz Wójcik	 Poland	 Fintech	www.autenti.com	1 121
28	Netgen	Ivo Lukač	 Croatia	 Software	www.netgen.io	1 113
29	DODO	Michal Menšík	 Czech Republic	 Software	www.idodo.group	1 034
30	Ovečkárna.cz	Martin Bernátek	 Czech Republic	 Media & Entertainment	www.oveckarna.cz	996

Position	Company name	CEO Name	Country	Industry sector	Website	Revenue growth (%)
31	Gentlemen's	Matej Lančarič	 Slovakia	 Media & Entertainment	www.lancaric.me	989
32	Telmedicin	Paweł Sieczkiewicz	 Poland	 Healthcare & Life Sciences	www.telemedi.com/pl	983
33	i4p informatics	Zsolt Rózsahegyi	 Hungary	 Software	www.i4p.com	970
34	Evrotrust Technologies	Konstantin Bezuhanov	 Bulgaria	 Fintech	www.evrotrust.com/landing/en	958
35	Uprise	Dino Mileta	 Croatia	 Software	www.uprise.hr	939
36	Luigi's Box	Gejza Nagy	 Slovakia	 Software	www.luigisbox.com	914
37	INNOKREA	Tomasz Klajbor	 Poland	 Software	www.innokrea.com	870
38	Apify	Jan Čurn	 Czech Republic	 Software	www.apify.com	830
39	CottonBee	Michał Laskowski	 Poland	 Software	www.ctnbee.com/en	824
40	CircuitMess	Albert Gajšak	 Croatia	 Hardware	www.circuitmess.com	790

Position	Company name	CEO Name	Country	Industry sector	Website	Revenue growth (%)
41	Amplifico (Parklio)	Dario Boras	 Croatia	 Hardware	www.parklio.com	749
42	ASYNCLABS	Alen Huskanović	 Croatia	 Software	www.asynclabs.co	747
43	Synerise	Jarosław Królewski	 Poland	 Software	www.synerise.com	732
44	GOSPACE Tech	Pavol Turčina	 Slovakia	 Hardware	www.gospace.tech	714
45	UAB inlusion Netforms	Aleksandras Krispinovicus	 Lithuania	 Software	www.inlu.net	696
46	Cinnamon	Ivan Kovač	 Croatia	 Software	www.cinnamon.agency	649
47	Abylon Consulting	Plamen Dapev & Béla Pogátsnik	 Hungary	 Software	www.abylon.hu	646
48	ROUVY	Petr Samek	 Czech Republic	 Software	www.rouvy.com	643
49	TIP IT Solutions	Pavel Velkov	 Czech Republic	 Software	www.tipit.cz	643
50	No Fluff Jobs	Tomasz Bujok	 Poland	 Software	www.nofluffjobs.com	621

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 for the main Fast 50 category.

Eligible companies must have a base-year operating revenues of minimum 10 000€ (2019, 2020) and current year operating revenue of minimum 30 000€ (2021) and have been established in 2018.



Introduction by our Clients & Industries Leader

When it comes to businesses with the potential to disrupt the status quo, it's impossible to ignore those in our 'Companies to Watch' category.

These astonishing young businesses, founded too recently to be included in the main Fast 50 ranking, have a powerful capacity to disrupt the wider market place that is entirely out of proportion with their size.

This is at least in part associated with their youthful energy and drive to succeed. More than that, it's due to their roots in new technologies that they are so often bringing to the fore, bringing new applications to market that can make a real difference to people's lives – from health and the environment to business, finance and more.

This year, yet again, our Companies to Watch have excelled themselves and it has been a privilege to be part of the process to bring them a little of the exposure and attention they deserve. The complex challenges and issues faced by the world call for innovation and determination, just two of the characteristics that these companies possess in enormous quantities.

It will be fascinating to watch them as they and their technologies mature in the years ahead, and I fully expect a number of this year's laureates to feature in the Fast 50 listings of the future.

"I strongly believe that by supporting Central Europe's best and youngest Companies to Watch, we are taking a giant stride towards achieving the Deloitte purpose of 'building better futures'."



Tomasz Konik,
Partner, CE Clients & Industries Leader

Companies to Watch category overview

Companies broken down **by industry segment:**

Average company growth

5 446%↑

Largest growth: **100 314%**



Companies broken down
by country:





- Winner of the Companies to Watch category

Any company that has grown by more than 100 000% in just three years must be delivering products or services that meet a very real and important need. This is certainly the case with DIANA (DNA-linked Inhibitor ANtibody Assay) Biotechnologies, a leading Czech biotech business focusing on R&D in areas including PCR diagnosis, drug discovery, developing antibodies and creating new diagnostic methods.

Perhaps the company's most high-profile achievement to date took place during the height of the COVID-19 pandemic, when it became the Czech Republic's leading producer of PCR tests – accounting for some 40% of all the tests to take place in the country. But when it succeeds in delivering against its global expansion plans over the years ahead, DIANA Biotech will soon eclipse even this performance. Founded in 2018 by Václav Navrátil (CEO and CTO) and Martin Dienstbier (CFO and COO), DIANA Biotech has already grown from a small academic start-up to become a mid-sized company of around 100 people. And significant further growth lies ahead.

According to Václav Navrátil, “We’re building our business on a team of top scientists with unique expertise in molecular biology, biochemistry, organic and medical chemistry, pharmacology and laboratory automation. We believe we have globally competitive PCR technology, and we are now aiming to replicate our success at home on a global scale.

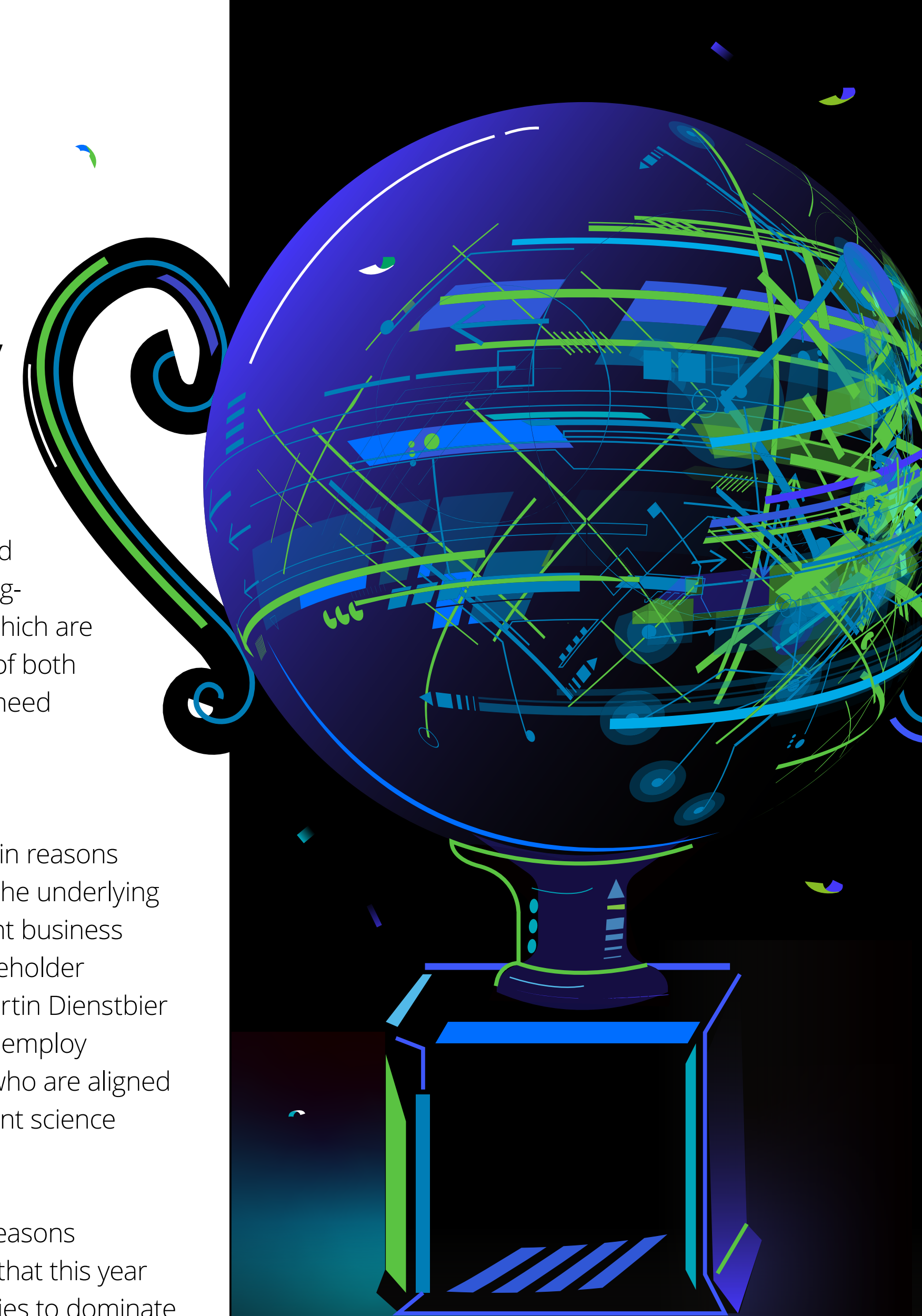
“We’re also expanding our diagnostics portfolio, having recently introduced a combined test for COVID, influenza and the respiratory syncytial virus (RSV). We’re developing a range of new diagnostic tests for other diseases too, including various cancers. In addition, we continue to focus on projects aiming to develop new products and services for drug discovery, as well as establishing our innovative pipeline to develop monoclonal antibodies for diagnostic and therapeutic applications.”

There is no shortage of ambition, but Václav and his colleagues are highly aware of the challenges ahead. As he says, “We are now

expanding into global markets, where we will have to compete with very large and long established players. We’re also now setting drug-development projects in motion, which are typically very demanding in terms of both time and expense. We’ll therefore need to establish suitable partnerships to move these forwards.”

Besides the science, one of the main reasons behind DIANA's success to date is the underlying platform provided by highly efficient business operations and a fully aligned shareholder and management structure. As Martin Dienstbier adds, “We’re also very fortunate to employ so many highly motivated people who are aligned with our efforts to combine excellent science with a functional business.”

These are just some of the many reasons for that extraordinary growth rate that this year has propelled DIANA Biotechnologies to dominate our Companies to Watch ranking.



Top 2 & Top 3 Companies to Watch category

2nd place **Payhawk**

It was in Sofia in 2018 that Hristo Boriso and Boyko Karadzhov launched a brand new software company with a view to creating payment and expenses solutions.

A few short years later, and that company – Payhawk – now has its headquarters in London. This is alongside a growing international network, with offices in Barcelona, Berlin, Amsterdam, Paris and New York as well as the Bulgarian capital.

Even more important, it also offers what it calls the world's most comprehensive business spend-management solution, combining credit cards, payments, expenses, cash management and pre-accounting into a single integrated experience that delivers maximum control and visibility over all aspects of business spend.

According to CEO Hristo Borisov, “We owe this success to our customer-centricity, meaning that our customers trust us to deliver. And by combining the best financial services with the best technology, we ensure we provide a truly holistic solution that enables companies to manage their spend easily.”

This attitude is at the heart of a business that now has 270 employees, and ambitious ongoing plans for further expansion. Its arrival in the US market in the late summer of 2022, coinciding with the launch of a US credit card, is a powerful statement of its continued ambitions.

As Hristo puts it, “Adding more and more enterprise-focused functionality and operating globally is making us increasingly well-suited for growing businesses that scale internationally.” The realism underpinning this statement is shown by the company's exceptional growth rate over the last three years, amounting to 6,629%.

3rd place **FUMBI**

The purpose behind the creation of the Fumbi Network is very straightforward: to provide a simple platform where everyone has the opportunity to invest in cryptocurrencies. Founder and CEO Juraj Forgács explains. “We wanted more than just a select few people to have the opportunity to prosper. So we have created a service that means everyone can do so, as simply, safely and effectively as possible.”

The Fumbi approach involves several innovations, including portfolio products compiled according to strict criteria and managed by sophisticated algorithms. As Juraj says, “We also work with the best in the market to bring our customers world-class security for their finances and cryptocurrencies. With Fumbi, users can just make a deposit and not worry about anything else.”

The company also strives to ensure that customers have access to the information they need to avoid making hasty decisions – essential in light of the cryptocurrency market's volatility. “We always inform our clients about the current situation and events, and they can access support in their local language when needed,” he adds.

Fumbi currently has customers across Slovakia, the Czech Republic, Hungary and Poland, and has plans to expand into other markets. During 2022, it launched the Fumbi Academy to educate people about cryptocurrencies. And, with plans to launch further new products and services as the crypto world goes mainstream, it's happy to disclose its ambition to become a billion-dollar business.

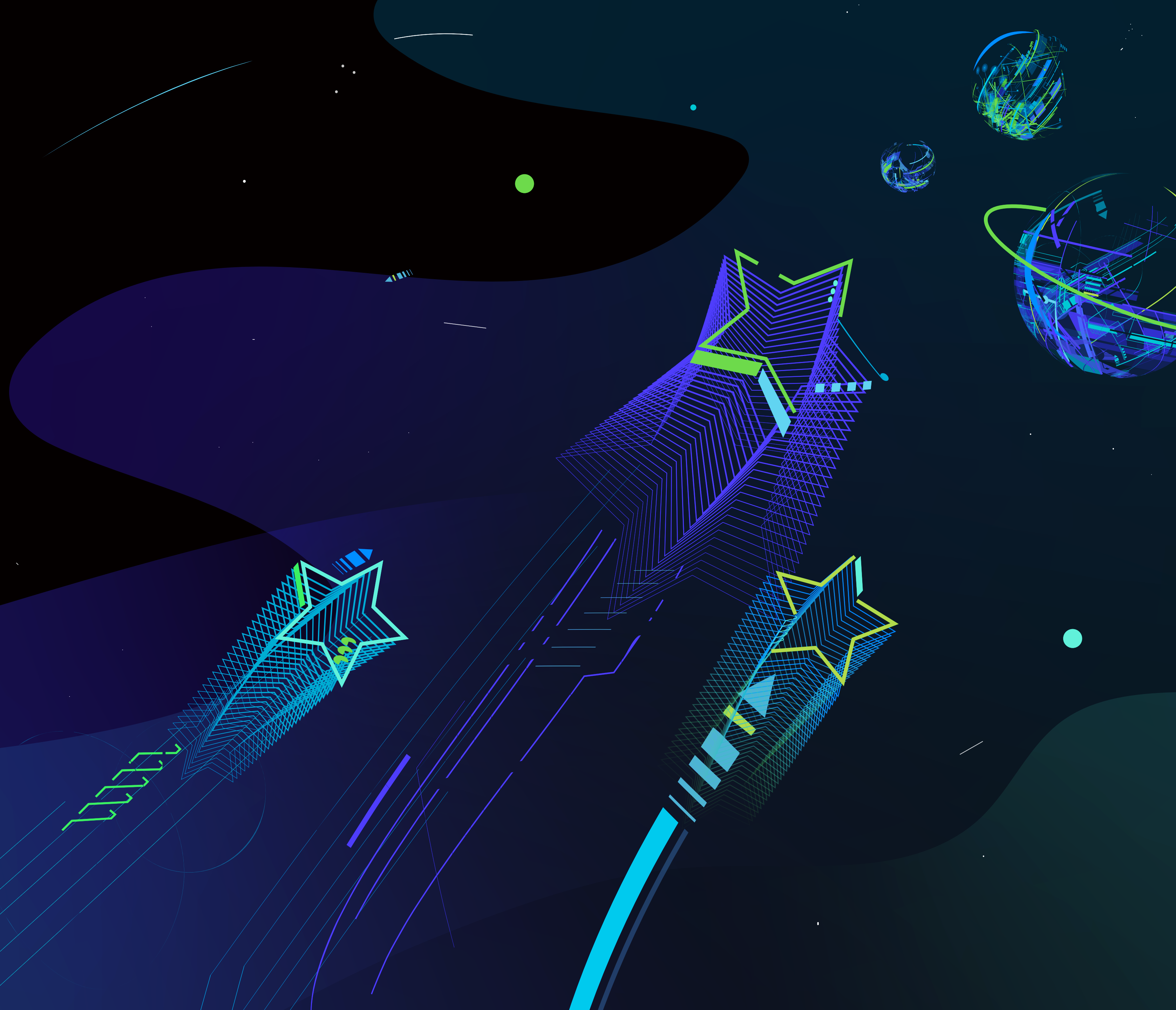
Position	Company name	CEO Name	Country	Industry sector	Website	Revenue growth (%)
1	DIANA Biotechnologies	Václav Navrátil & Martin Dienstbier	 Czech Republic	 Healthcare & Life Sciences	www.dianabiotech.com	100 314
2	Payhawk	Hristo Borisov	 Bulgaria	 Fintech	www.payhawk.com	6 629
3	FUMBI NETWORK	Juraj Forgács	 Slovakia	 Fintech	www.fumbi.network/en	6 055
4	ShipEx Logistic	Artem Salichov	 Czech Republic	 Software	www.shipex.cz	4 627
5	CityZen	Pavel Hrstka	 Czech Republic	 Hardware	www.cityzenwear.cz	4 394
6	DNA ERA	Michaela Šišková	 Slovakia	 Healthcare & Life Sciences	www.dnaera.com	2 021
7	Firefly	Lara Cindrić	 Croatia	 Software	www.firefly.agency	1 227
8	Cyrkl	Cyril Klepek	 Czech Republic	 Environmental Technology	www.cyrkl.com/en	1 194
9	Bloxico Software Solutions	Nenad Tanaskovic	 Serbia	 Fintech	www.bloxico.com	1 152
10	nsure	Jan Pálka	 Czech Republic	 Fintech	www.nsure.cz	1 141

Position	Company name	CEO Name	Country	Industry sector	Website	Revenue growth (%)
11	Finax	Juraj Hrbatý	 Slovakia	 Fintech	www.finax.eu	1 128
12	Identity Consortium	Robert Ilijaš	 Croatia	 Fintech	www.identityum.com	838
13	Woltair	Daniel Helcl	 Czech Republic	 Environmental Technology	www.woltair.cz	759
14	LutherOne	Jiří Báča	 Czech Republic	 Software	www.lutherone.com	659
15	ArtMaster	Radim Vysoký	 Czech Republic	 Media & Entertainment	www.artmasteracademy.cz	650
16	Wilio	František Duračinský	 Slovakia	 Software	www.wilio.com	556
17	Pentest-Tools.com	Adrian Furtuna	 Romania	 Software	www.pentest-tools.com	441
18	Bejamas Group	Denis Kostrzewa	 Poland	 Software	www.bejamas.io	386
19	DRUID	Liviu Dragan	 Romania	 Software	www.druidai.com	345
20	Brightdock	Mateo Starcevic Filipović	 Croatia	 Software	www.brightdock.com	319

Position	Company name	CEO Name	Country	Industry sector	Website	Revenue growth (%)
21	Hoyo Tech	Dashmir Istrefi	 North Macedonia	 Software	www.hoyo.tech	304
22	Hivetech	Nikica Škunca	 Croatia	 Software	www.hivetech.hr	292
23	nettle ai	Richard Guga	 Slovakia	 Software	www.nettle.ai	254
24	Stavario	Josef Beneš	 Czech Republic	 Software	www.stavario.com	235
25	BitBag	Mikołaj Król	 Poland	 Software	www.bitbag.io	222

Impact Stars

The Impact Stars is a 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 I write this, the COP27 summit is underway in Egypt, where world leaders are calling again for policy implementation that will help the world hit its climate targets and accelerate the journey to Net Zero.

Meanwhile, in Central Europe, visionary young companies are taking positive action which is driving improvement on many fronts – including the environment.

They are providing practical new alternatives, breakthrough solutions that will work alongside regulation to create new efficiencies in many areas of life. In other words, they are companies with positive impact.

So I am delighted to feature 41 such businesses as our CE Impact Stars for 2022. These are companies that successfully combine great ideas and excellent products or services with a clear benefit in one or more essential areas, from

diversity and society to business, innovation and, of course, the environment.

Not all of them are focused single-mindedly on the sustainability agenda, although this is an essential consideration for many. What they have in common is a shared understanding of the need to act now to have a collective impact on the quality of life of future generations.

That's why I believe the Impact Stars category, now in its second year, is so important today. I very much hope you enjoy learning about this year's fabulous laureates as much as I have done.





















“Today, technology is an essential driver of a better environmental performance for every business. This includes Deloitte CE, as we work hard to deliver against our medium-term 2030 targets, including using only renewable energy in our facilities, helping to set science-based targets across our supply chain and investing in solutions to compensate for our remaining emissions. As I look at our Impact Stars, I feel a strong sense of gratitude for the amazing work so many are doing to help us all do better – socially as well as environmentally.”

























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

Company name	CEO name	Industry	Country	Website
AlbaniaTech	Gert Boshanjaku	 Communications	 Albania	www.albaniatech.org
Publer	Ervin Kalemi	 Media & Entertainment	 Albania	www.publer.io
GoTaps	Todi Karoli	 Software	 Albania	www.gotaps.me
Klika	Samir Eljazović	 Software	 Bosnia and Herzegovina	www.klika.us
Ministry of Programming	Rešad Začina & Faris Začina	 Software	 Bosnia and Herzegovina	www.ministryofprogramming.com
Authority Partners	Amina Karić	 Software	 Bosnia and Herzegovina	www.authoritypartners.com
DRONAMICS	Svilen Rangelov	 Hardware	 Bulgaria	www.dronamics.com
NASEKOMO	Xavier Marcenac	 Environmental Technology	 Bulgaria	www.nasekomo.life
HITL (Humans in the Loop)	Iva Gumnishka	 Software	 Bulgaria	www.humansintheloop.org
Notch	Mihael Sedmak	 Software	 Croatia	www.agency04.com

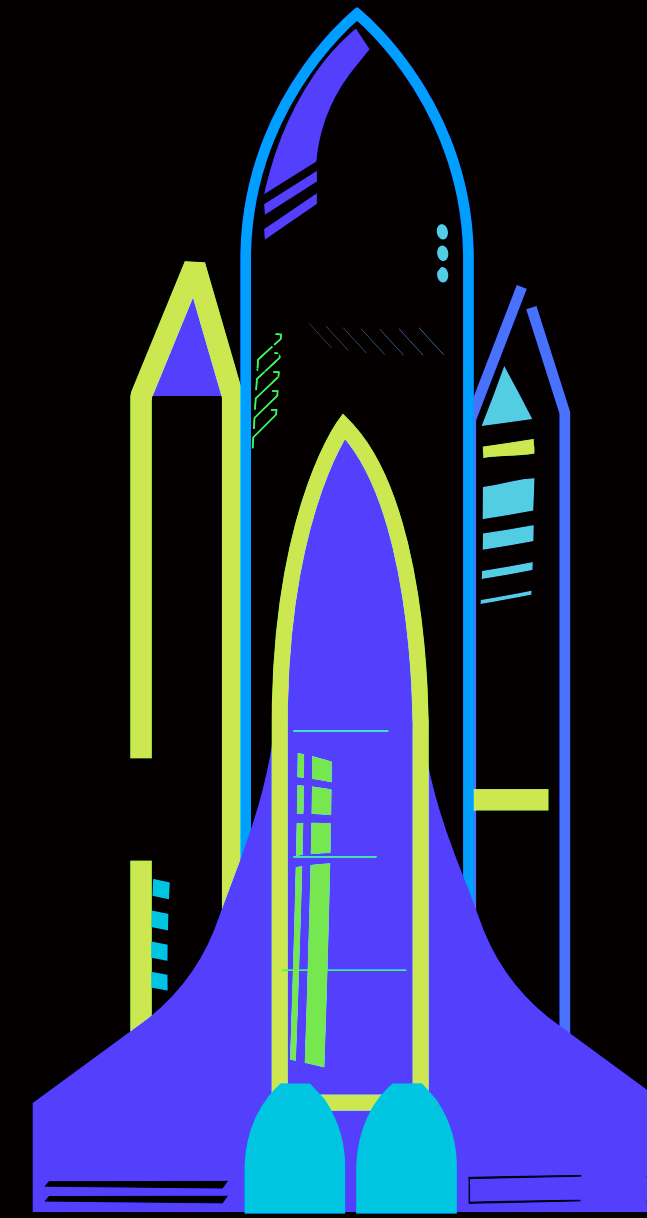
Company name	CEO name	Industry	Country	Website
Robotiq.ai	Darko Jovišić	 Software	 Croatia	www.robotiq.ai
AXILIS	Danijela Pervan	 Software	 Croatia	www.axilis.com
STIMVIA	Lukáš Doskočil	 Environmental Technology	 Czech Republic	www.tesla-medical.com
Apis Innovation	Jan Rája	 Healthcare & Life Sciences	 Czech Republic	www.thermosolarhive.com
snuggsweat	Linda Šejdová & Tomáš Zahradník	 Healthcare & Life Sciences	 Czech Republic	www.snuggs.cz
Semetron	Martin Minin & Maksim Markelov	 Healthcare & Life Sciences	 Estonia	www.semetron.ee/en
Gelatex Technologies	Märt-Erik Martens	 Environmental Technology	 Estonia	www.gelatex.com
YAGA	Aune Aunapuu	 Software	 Estonia	www.yaga.ee
Parkl Digital Technologies	Zsolt Somogyi	 Software	 Hungary	www.parkl.net/en
Talk-A-Bot	Ákos Gyula Deliága	 Software	 Hungary	www.talkabot.net

Company name	CEO name	Industry	Country	Website
Digital Thinkers	Balázs Szima-Mármárosi	 Software	 Hungary	www.digitalthinkers.com
Kutia	Arianit Fazliu	 Software	 Kosovo	www.kutia.net
LINK PLUS IT	Ermal Sadiku	 Software	 Kosovo	www.linkplus-it.com
Growzillas	Benjamin Kolenović	 Media & Entertainment	 Kosovo	www.growzillas.com
APPLY LLC	Agnis Jakubovics	 Software	 Latvia	www.applyit.lv
Longenesis	Sergey Jakimov	 Healthcare & Life Sciences	 Latvia	www.longenesis.com
Setupad	Toms Panders	 Software	 Latvia	www.setupad.com
NanoAvionics	Vytenis Buzas	 Communications	 Lithuania	www.nanoavionics.com
Surfshark	Vytautas Kaziukonis	 Software	 Lithuania	www.surfshark.com
Esecure	Krzysztof Gortat	 Software	 Poland	www.esecure.pl

Company name	CEO name	Industry	Country	Website
Future Mind	Tomasz Woźniak	 Software	 Poland	www.futuremind.com
Escola	Krzysztof Wojewodzic	 Software	 Poland	www.escola.pl/pl
Hermix	Stefan Morcov	 Software	 Romania	www.hermix.eu
KINDERPEDIA	Daniel Rogoz	 Software	 Romania	www.kinderpedia.co
Tokinomo	Ionut Vlad	 Media & Entertainment	 Romania	www.tokinomo.com
Factory World Wide	Rastko Ilić	 Software	 Serbia	www.factoryww.com
Foxy Voxel	Vladimir Živković	 Media & Entertainment	 Serbia	www.foxyvoxel.io
Joberty Technologies	Nikola Mijailović	 Media & Entertainment	 Serbia	www.joberty.rs
MultiplexDX	Pavol Čekan	 Healthcare & Life Sciences	 Slovakia	www.multiplexdx.com
GOSPACE Tech	Pavol Turčina	 Hardware	 Slovakia	www.gospace.tech
DNA ERA	Michaela Šišková	 Healthcare & Life Sciences	 Slovakia	www.dnaera.com

CE Tech Rocketship!

This special recognition by Deloitte and Google Cloud 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.



Insights from the Programme Partner

This year we are honoured to introduce a new category in the CE Fast 50 – the CE Tech Rocketship!

This award recognises those companies that, apart from displaying rapid growth, have also differentiated themselves in a number of other ways to future-proof their business model and underlying technology.

Let me briefly remind you of the history of the rocket. First of all, as with many modern inventions, it was not just one genius who woke up with the idea. The first rockets were created in China and mainly used as weapons and fireworks. It was not until the 1920s that rocket societies emerged, and it was in the 1930s and 1940s that professional rocket engineering took off... quite literally! History tells us that three people in particular began working independently on developing rockets to reach space. Konstantin Tsiolkovsky and Hermann Oberth were the first to work out many of the essential principles

and, in so doing, realised the rocket was a potential means of travelling into space. This sparked considerable interest in rocketry and space travel, and in 1926, Robert Goddard launched the world's first liquid-propellant rocket. Due to secrecy, this rocket had little influence on later developments. As is so often the case, rocket design and capabilities saw a huge leap in the following decades. Today, due to the incredible subsequent advances in rocketship technology, even space tourism is a reality!

I retell this story to remind us all that, even though we are fascinated by the fast growth represented by the success this report recognises, there are a number of principles we must keep in mind to consciously ensure we always do the right thing. First and foremost, we source from the community and we build for the community.

Investors are not the customers of all the inventions that science helps us to develop: it is the broader good of humankind that should benefit from all innovation. Technology is just a tool that can be used for good or evil, so it is the responsibility of the inventor to think upfront about the risks and consequences. Moreover, true success is not about being fast and prepared to take risks: it is about being patient and tenacious over the long term.

That is why my strong appeal today is for innovators to go back to thinking about the long-term perspective. We need to see sustainable growth as a goal for all humankind.

Today, sustainable growth means growth that is repeatable, ethical and responsible, both to and for current and future communities.



**Magdalena Dziewguć, Google Cloud Poland
Country Director**

The CE Tech Rocketship! award is dedicated to all the companies that applied to participate in the CE Technology Fast 50 ranking in 2022. All applicants were evaluated by an independent jury composed of experts from Deloitte and Google Cloud.

We believe this category will inspire others to build on solid foundations and collaborate with partners to ensure security and broad availability. In the current environment, we need rocketships that will help to ensure our planet remains a good place to grow for all.

AUTENTI® - Winner of the CE Tech Rocketship! category

It was a decade ago in 2012 that an idea began to formulate itself in the mind of Grzegorz Wójcik – an idea for a new business that would empower every entrepreneur to sign legally binding documents online. Ten years later, his idea has evolved into Autenti – a vibrant young Polish company whose platform has to date enabled the e-signature of more than 4.5 million documents.

Progress has been rapid, and a recently completed funding round has seen major new investors join the VCs and banks already supporting the business. “This enabled us to raise EUR 8.5 million, underlining the strength of the position we’ve built in Poland and supporting our plans for international expansion,” says Grzegorz Wójcik. Created and developed by the company’s teams of 120+ specialists, the Autenti solution is based on its in-house expertise, many years of studying the market and in-depth analysis of customers’ e-signature needs. As Grzegorz explains, its success to date is down to the unique combination of electronic signature and innovative technology within a legal environment based

on European and national regulations. “Businesses may use our services to create legal agreements in multiple environments – with other companies (B2B), customers (B2C) and employees (B2E),” he says. “Autenti provides secure e-signature solutions in which the signatory does not have to pay to sign. This makes it an effective tool with the highest levels of security even for those who do not wish to bear the costs of signing.” The platform is a one-stop-shop platform solution that makes it possible to use all three types of secure electronic signatures within one process and for each document type. Autenti’s clients have access also to electronic seals, identification methods and qualified services critical in executing core business processes in Financial Services, Insurance, Manufacturing, Healthcare, and other regulated industries. Today, businesses are not only saving the time and money it takes to close transactions by using Autenti to streamline their document workflow.

The platform also supports its sustainability credentials by reducing the consumption of paper and ink as well as lessening the need for courier

services. These are some of the reasons why Deloitte CE and Google Cloud have selected Autenti as the first recipient of the new “CE Tech Rocketship!”. The award, recognizes companies that have developed high-quality scalable solutions with the potential to satisfy the most demanding customers. Grzegorz Wójcik’s ambitions for the business are far from satisfied. While he recognizes that Autenti currently meets the needs of the ‘Digital Natives’ generation and the most demanding entrepreneurs, he is confident that much more is to come. “The solution is also a remedy for tough times, especially during this post-pandemic period and today’s inflationary pressures,” he says. “Entrepreneurs everywhere are looking to save, optimize and simplify the cloud solutions they use. So we’re planning to grow our customer base by a factor of seven over the next three years. We’ll be able to support all European languages by the end of 2023, and are planning to grow our portfolio by working with suppliers who offer services in areas including remote identification.”



Position	Company name	CEO Name	Industry	Country	Website
Winner	Autenti	Grzegorz Wójcik	 Fintech	 Poland	www.autenti.com
Special recognition	LutherOne	Jiří Báča	 Software	 Czech Republic	www.lutherone.com
Special recognition	Cyrkl	Cyril Klepek	 Environmental Technology	 Czech Republic	www.cyrkl.com/en
Special recognition	Self Learning Solutions	Karol Dziasek	 Fintech	 Poland	www.slsolutions.io
Special recognition	Open Loyalty	Cezary Olejarczyk	 Software	 Poland	www.openloyalty.io

“This new award looks at the companies in the ranking in a way that goes far deeper than their growth rates alone. We are seeking companies that have built their business architecture on a modern technology stack and demonstrate particularly high levels of technology maturity. These are the companies that we believe can best accommodate spikes in demand and scale themselves accordingly – companies with high-quality products and services that are unique in their sectors and meet or surpass the expectations held by the most demanding customers in their markets.”

Magdalena Dziewguć,
Country Director, Google Cloud Poland

CE Tech Rocketship! jury:



- Krzysztof Zalasa - Customer Engineering Manager
- Claudiu Hobjila - Customer Engineer
- Milen Genchev - Customer Engineer
- Jan Harasimiuk - Customer Engineer
- Łukasz Olejniczak - Sales Engineer, Smart Analytics
- Matas Tvarijonas - Customer Engineer, Infrastructure, Digital Native Customers



- Jiří Sauer – Partner, Audit & Assurance, Regional Deloitte Technology Fast 50 CE Programme Leader
- Alex Tomášek – Director, Consulting
- Michał Przybylski - Assistant Director, Financial Advisory
- Marcin Hawryluk – Senior Manager, Systems & Cloud Engineering, Consulting
- Tereza Lickova - Specialist Lead, Consulting
- Renata Barlangi - Specialist Lead, Consulting
- Oldrich Novak - Senior Project Associate, Consulting

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