



Deloitte Technology
Fast 50 Central Europe 2021
Powerful Connections

www.deloitte.com/cefast50

Welcome to the Deloitte Technology Fast 50 Central Europe 2021








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 22nd year, ranks the 50 fastest growing public or private technology companies.

The Technology Fast 50 award winners for 2021 are determined based on the revenue growth over four years (2017 to 2020). Companies must have base-year operating revenues of €50,000 in 2017, 2018, 2019 and a current year operating revenue (2020) 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:

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

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Thoughts from the CEO

Once again, I feel privileged to welcome you to the Deloitte Central Europe Technology Fast 50 report. As ever, it offers a unique insight into the amazing population of young innovative and ambitious companies from across our region that are aiming to rewrite the future of technology and secure a brighter and increasingly sustainable future for all of us.

In my view, it has never been more important for us to seek and find reasons to be optimistic and have hope for a better tomorrow. I write this as the Covid-19 pandemic continues to cause many of us to reconsider how we lead our lives. The recently completed United Nations' COP26 climate summit has also just underlined in many people's minds the critical importance of the decisions facing us today and in the immediate future.

From the top to the bottom of this year's Fast 50, every company is making its own contribution and showing us a way ahead by bringing new, better, and more effective solutions to the challenges we face in our increasingly complex and connected society.

I am also delighted to announce that Google Cloud has accepted our invitation to become our partner for this year's edition of the Fast 50 Technology Programme in Central Europe. In Deloitte we are committed to working with the brightest and the best, and this partnership certainly fulfils that intention.

This year, the figures are truly amazing. The average growth recorded across all 50 featured companies stands at 2,278% – the highest in the ranking's 22-year history. The company on the top of the ranking – Czech fintech business FTMO – achieved the highest revenue growth ever recorded by any company: 39,432%, based on revenues from 2017 to 2020. This incredible speed of growth reflects just how the world is welcoming their efforts.

We are really proud to highlight the achievements of all the fantastic young and vibrant technology businesses from across Central Europe that have such a key role to play in shaping our future and make a positive impact by acting as an enabler of their further growth and success.

Enjoy the reading.

Jarek Skvrna
CEO, Deloitte Central Europe



As I wrote in last year's introduction, "a desire to improve the world ... is providing many businesses and the entrepreneurs behind them with solid opportunities to achieve sustainable success." For me, this statement is still at the heart of what the CE Fast 50 ranking and report is all about: shining a light on those teams and individuals who are doing so much to shape a better future for all.



Insights from the Programme Partner

The last decade has been an extraordinary one for the businesses of Central Europe. Just over 10 years ago in 2010, the collective value of CE's businesses stood at around US\$10 billion. Today, that value totals US\$186 billion: close to 20 times more.

For me, this speaks volumes about the new confidence and determination driving the traction and growth of our region's businesses, so many of which are now targeting truly global growth. And this trend is accelerating. As recently as 2019, just before we felt the first impact of the pandemic, total capital investment into CE stood at some US\$2.3 billion. Just two years later, that figure is projected to hit US\$5.5 billion.

This tells me something extremely important: that the CE market today is attracting capital from across the world, not just from local VCs. And that means that CE today has the potential to become the cradle of Europe's most valuable companies.

This is one reason why Google Cloud is so proud to be the partner for this year's Deloitte CE Technology Fast 50 programme. This is a fundamentally important initiative, one that helps young companies get to the next level of success. And I believe that, as we look at the phenomenal growth figures achieved by so many of this year's entrants, we are set for another record-breaking year in 2022 – to be followed by many others as growth continues to accelerate throughout the decade.

Which brings me to unicorns, those private tech companies that reach a market value of US\$1 billion or more. Originally named for their rarity – there were just six CE unicorns in 2015 – they are proliferating fast. Today, there are 34 of them, and some are even becoming 'decahorns' (companies worth US\$10 billion or more). Programmes like the Fast 50 have so much to contribute to this kind of success. Their greatest value is in closing the gap between the region's ambitious, innovative young companies and the multinational investment community that enables them truly to fulfil their potential.

And as more enterprises do so, the faster and larger the rolling snowball of success will become. For these growing young companies will go on to develop the talent that in turn provides the bedrock to the next generations of young businesses. And they will forge stronger relationships with larger, more established businesses that want to embrace 'digital optimisation' to compete better on an increasingly global stage. In some ways, this process is still in its infancy. We are only just into the explosive growth period characterised by the sudden kick upwards in a hockey-stick chart.

I, for one, am very excited by this year's Deloitte CE Technology Fast 50, and I fully endorse it on behalf of Google Cloud.

Nir Chinsky

Managing Director Google Cloud CEE

Deloitte CE Technology Fast 50 programme is a fundamentally important initiative, one that helps young companies get to the next level of success. And I believe that, as we look at the phenomenal growth figures achieved by so many of this year's entrants, we are set for another record-breaking year in 2022.

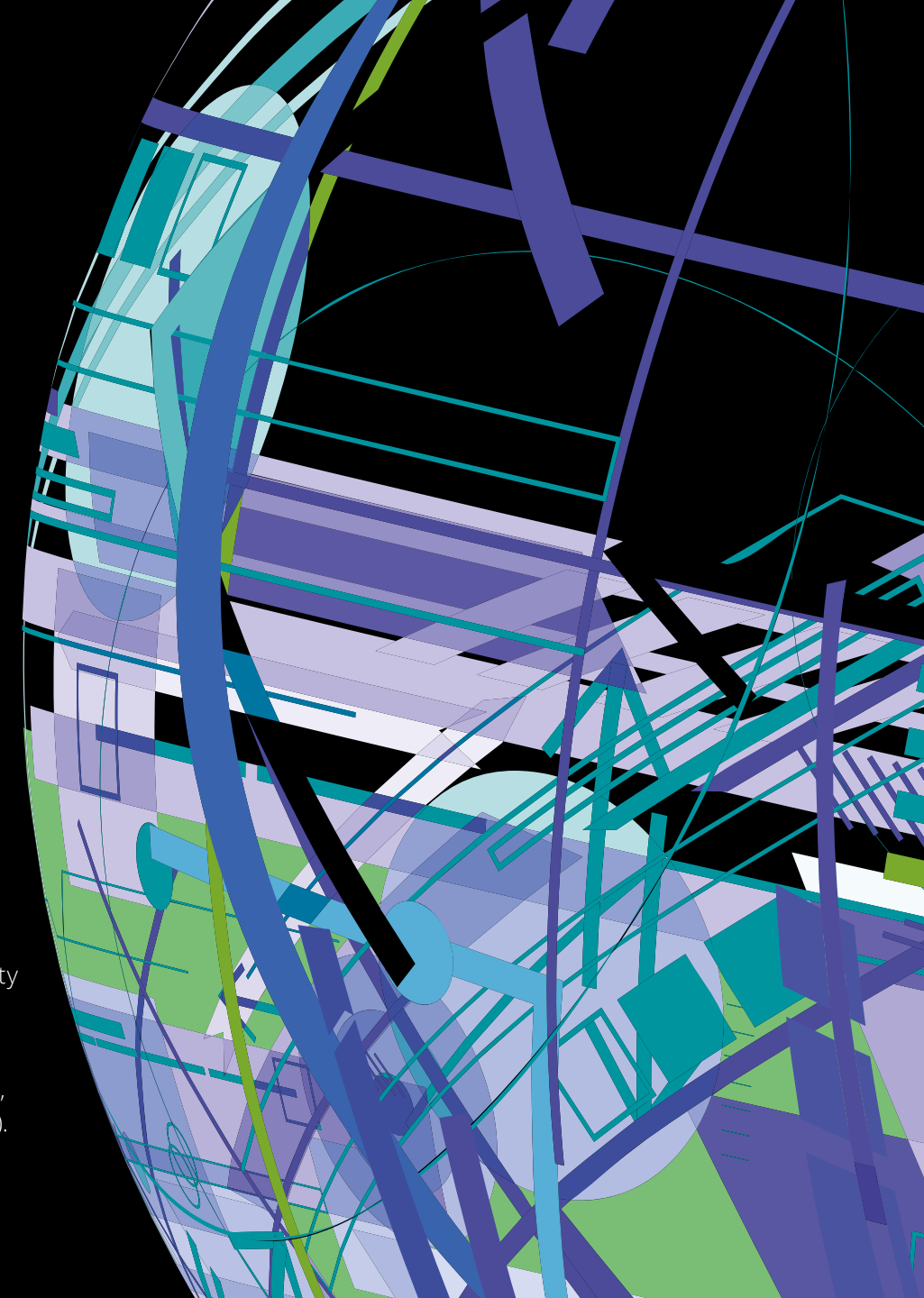
2021 Technology Fast 50 ranking

Criteria for 2021 Technology Fast 50

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

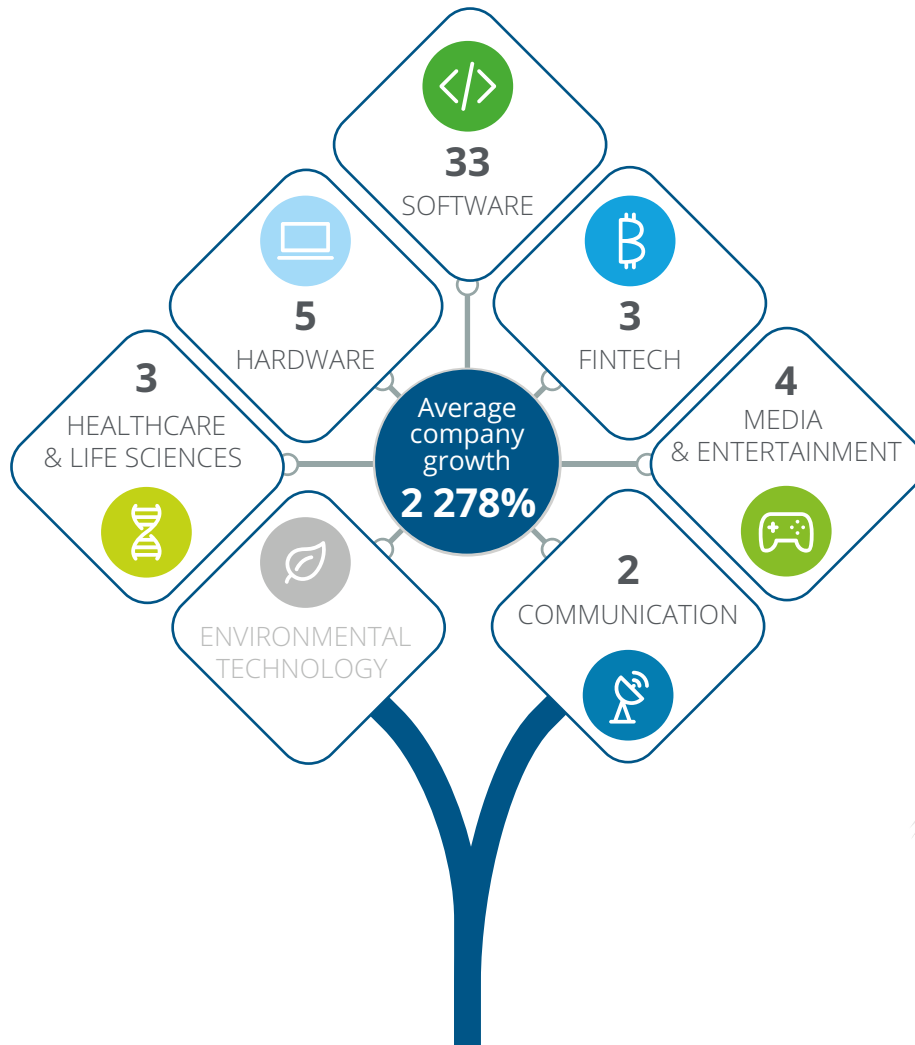
- Have base-year operating revenues of at least €50,000 in 2017, 2018, 2019 and a current year operating revenue (2020) of at least €100,000.
- Own proprietary intellectual property or proprietary technology, sold to customers in products that contribute to a majority of the company's operating revenues.
- Have an ownership structure that excludes majority-owned subsidiaries of strategic entities.
- Headquarters in a Central European country (Albania, Bulgaria, Bosnia & Herzegovina, Croatia, the Czech Republic, Estonia, Hungary, Kosovo, Latvia, Lithuania, North Macedonia, Moldova, Montenegro, Poland, Romania, Serbia, Slovakia or Slovenia).

Winners are then selected by ranking their revenue growth over the four years from 2017 to 2020.

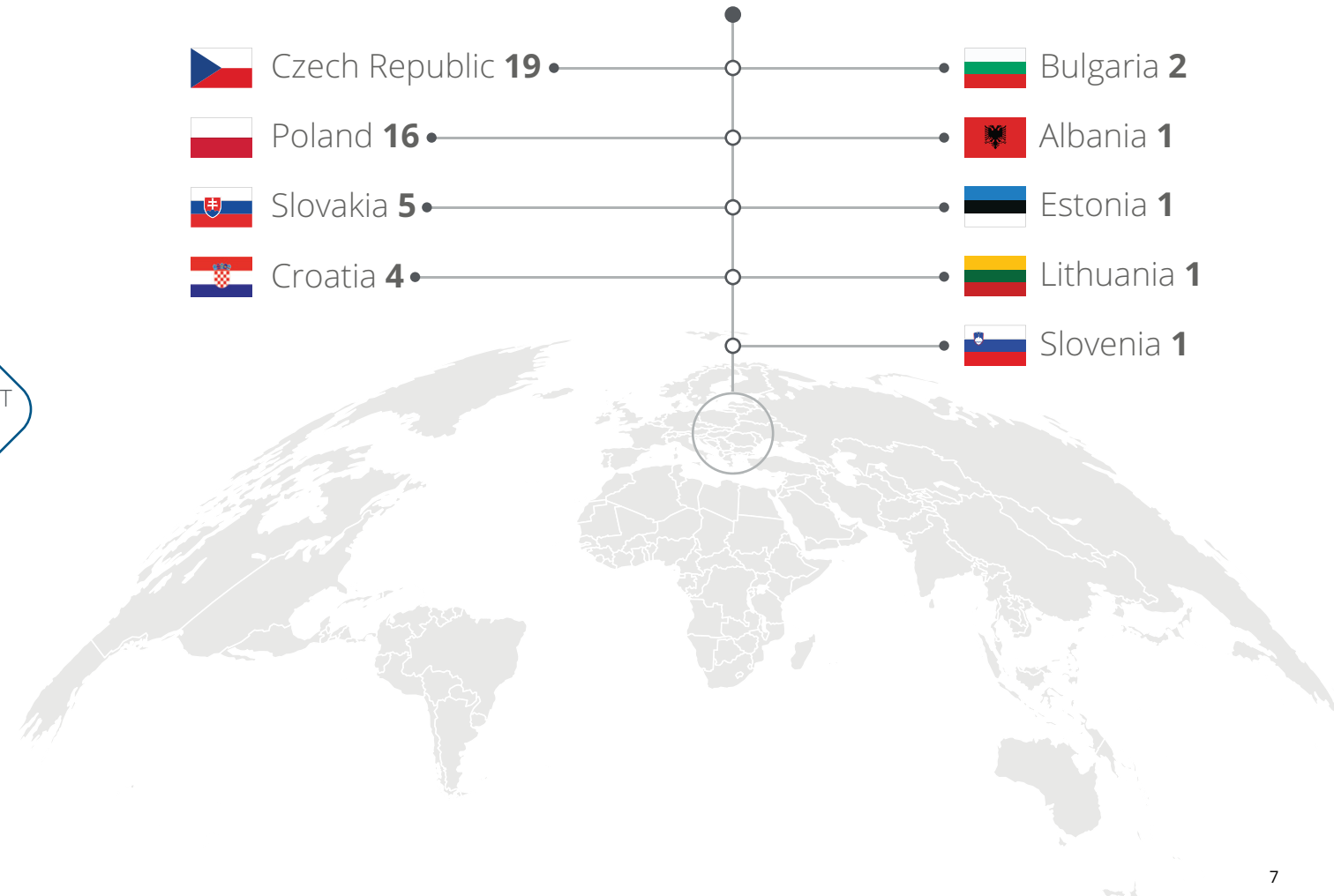


Fast 50 category overview

Companies broken down by industry segments



Companies broken down by countries



FTMO

2021 Technology CE Fast 50 winner



With its unprecedented four-year growth rate of 39,432%, Czech Fintech pioneer FTMO has clearly developed a business idea that works. And today, as the overwhelming leader of the 2021 Deloitte Central Europe Technology Fast 50 ranking, it can conclusively confirm that the start-up contest juries who failed to appreciate the young company's vision as it struggled to be born back in 2015 were wrong.

The idea is deceptively simple: to give experienced and successful independent financial traders who lack their own capital the opportunity to operate as an FTMO trader. The idea originated when founders Marek Vašíček and Otakar Šuffner were banking students at Prague University, keen to overcome the undercapitalisation problems that were preventing them from trading with their own money.

Now, people in their position who can prove their expertise to FTMO in a 30-day challenge can become traders with FTMO.

According to Marek, the CEO, "Today, we have around 3,000 active traders who are cumulatively generating more than US\$2m on their profits every month. We regularly send out payouts of tens of thousands of dollars to traders in countries where that amount of money is enough to support entire families. We often receive emails telling us FTMO is changing lives, which is always a pleasure to read."









































Today, with access to the industry's leading experts and cutting-edge technologies, FTMO is well-placed to give its traders the best possible support and working conditions. It is also planning to extend the services it offers traders into new areas, including the opportunity to trade their own money.









































But Marek is quick to admit that the company does not set too many specific milestones for its future development. "We just focus on providing the best service we can, playing fair and maintaining our integrity. We believe this is what has driven our rapid growth."






































Looking back, he believes the biggest obstacle the company faced in its early days was a lack of credibility before it had proved itself. And he believes the biggest lesson he has learnt is about delegating tasks to others. "At the beginning, we thought we needed to do all the work on our own. Now we know better, and give our employees a lot of freedom and responsibility. And it's paying off."









































As for other important lessons he has learned, they sound simple: "Make decisions quickly. Go with smaller iterations, don't wait for a product to be 100% ready. And create a proof of concept, let the market tell you it's a good idea, and then improve it. Don't go with anything before the market has accepted it."









































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1	FTMO 	FINTECH 	39 432%
	 Otakar Šuffner	 Czech Republic	 www.ftmo.com
2	Kilo.Health 	HEALTHCARE & LIFE SCIENCES 	17 710%
	 Tadas Burgaila	 Lithuania	 kilo.health
3	Driveto 	FINTECH 	5 829%
	 Adam Szabó	 Czech Republic	 driveto.cz
4	DoDo 	SOFTWARE 	3 668%
	 Michal Menšík	 Czech Republic	 www.idodo.cz
5	ThreatMark 	SOFTWARE 	2 854%
	 Michal Tresner	 Czech Republic	 www.threatmark.com
6	Nethone 	SOFTWARE 	2 524%
	 Hubert Rachwalski von Rejchwald	 Poland	 www.nethone.com
7	Telmedicin 	HEALTHCARE & LIFE SCIENCES 	2 468%
	 Paweł Sieczkiewicz	 Poland	 telemedi.com/pl
8	DataSentics 	SOFTWARE 	1 955%
	 Petr Bednařík	 Czech Republic	 www.datasentics.com

9	OfficeRnD 	SOFTWARE 	1 884%
	 Miroslav Miroslavov	 Bulgaria	 officern.com
10	BigHub 	SOFTWARE 	1 795%
	 Karel Šimánek	 Czech Republic	 www.bighub.cz
11	Zdrowegeny.pl 	HEALTHCARE & LIFE SCIENCES 	1 622%
	 Jakub Strzelczyk	 Poland	 zdrowegeny.pl
12	Synerise 	SOFTWARE 	1 540%
	 Jarosław Królewski	 Poland	 synerise.com
13	Kontentino 	SOFTWARE 	1 453%
	 Bohumil Pokštefl	 Slovakia	 www.kontentino.com
14	Apify 	SOFTWARE 	1 429%
	 Jan Čurn	 Czech Republic	 www.apify.com
15	Stepwise 	SOFTWARE 	1 277%
	 Krzysztof Szukieć	 Poland	 stepwise.pl
16	Midero 	SOFTWARE 	1 235%
	 Tomasz Maj	 Poland	 midero.pl

17	Windy.com 	SOFTWARE 	1 231%
	Tomáš Zámečník	 Czech Republic	 www.windy.com
18	Bolt Technology 	SOFTWARE 	1 132%
	Markus Villig	 Estonia	 bolt.eu
19	Three of them 	SOFTWARE 	1 011%
	Marko Gabud	 Croatia	 3ofthem.eu
20	TIP IT Solutions 	SOFTWARE 	954%
	Pavel Velkov	 Czech Republic	 tipit.cz
21	Zaslat 	SOFTWARE 	931%
	Miroslav Michalko	 Czech Republic	 www.zaslat.cz
22	LeanCode 	SOFTWARE 	907%
	Łukasz Kosman	 Poland	 leancode.co
23	Sudo Labs 	SOFTWARE 	839%
	Jozef Petro	 Slovakia	 sudolabs.io
24	Dateio 	SOFTWARE 	818%
	Ondřej Knot	 Czech Republic	 dateio.eu

25	ADUS Technologies 	SOFTWARE 	813%
	Dušan Sichrovský	 Slovakia	 adus.tech
26	Gentlemen's 	MEDIA & ENTERTAINMENT 	793%
	Matej Lančarič	 Slovakia	 lancaric.me
27	Revas 	SOFTWARE 	787%
	Wojciech Pitura	 Poland	 www.revas.pl
28	Tylko (Custom) 	HARDWARE 	749%
	Jacek Majewski	 Poland	 tylko.com
29	Zebra BI 	SOFTWARE 	738%
	Andrej Lapajne	 Slovenia	 www.zebrabi.com
30	Knihobot 	SOFTWARE 	732%
	Dominik Gazdoš	 Czech Republic	 knihobot.cz
31	Ovečkárna.cz 	MEDIA & ENTERTAINMENT 	727%
	Martin Bernátek	 Czech Republic	 www.oveckarna.cz
32	Flow and Form 	SOFTWARE 	726%
	Marko Pavlović	 Croatia	 flownform.com

33	Async Lab 	SOFTWARE 	725%
	Alen Huskanović	 Croatia	 www.asyncclabs.co
34	HARDWARIO 	HARDWARE 	723%
	Alan Fabik	 Czech Republic	 www.hardwario.com
35	IT Lab 	SOFTWARE 	722%
	David Maralík	 Czech Republic	 www.itlab.cz
36	Sinterit 	HARDWARE 	713%
	Maxime Polesello	 Poland	 www.sinterit.com
37	Reactor Studio 	SOFTWARE 	685%
	Dino Trojak Slavik	 Croatia	 www.reactor.studio
38	Expandeco 	COMMUNICATION 	662%
	Tomáš Vrtík	 Slovakia	 www.expandeco.com
39	CottonBee (Prosker) 	SOFTWARE 	657%
	Michał Laskowski	 Poland	 ctnbee.com
40	Reas.cz 	SOFTWARE 	634%
	Michal Makoš	 Czech Republic	 www.reas.cz

41	Manboxeo.cz 	MEDIA & ENTERTAINMENT 	626%
	 Lukáš Legát	 Czech Republic	 manboxeo.cz
42	Delante Media 	MEDIA & ENTERTAINMENT 	615%
	 Michał Burkiewicz	 Poland	 delante.pl
43	ROUVY 	SOFTWARE 	586%
	 Petr Samek	 Czech Republic	 rouvy.com
44	Grenton 	HARDWARE 	582%
	 Jacek Gzyl	 Poland	 www.grenton.com
45	Applover 	SOFTWARE 	582%
	 Piotr Sędzik	 Poland	 www.applover.pl
46	Lead Investments 	FINTECH 	578%
	 Patryk Hoffmann	 Poland	 mylead.global
47	Landmark Technologies 	SOFTWARE 	572%
	 Erion Isufi	 Albania	 tech.landmark.al
48	Sygnis New Technologies 	HARDWARE 	571%
	 Andrzej Burgs	 Poland	 sygnis.pl

49	Skladon 	SOFTWARE 	566%
 Konstantin Margaretis	 Czech Republic	 www.skladon.cz	
50	EnduroSat 	COMMUNICATION 	558%
 Raycho Raychev	 Bulgaria	 www.endurosat.com	

As we look ahead to gauge how business is developing across our region and the rest of the world, it is clear to see that ever-advancing technology is the single most important driver of future success. Boosting efficiency, improving quality, driving simplicity, and supporting sustainability. As it has every year this century, the Deloitte Central Europe Technology Fast 50 programme is once again providing a powerful platform for the best young companies from our region to tell their stories to a wider audience.

Jiří Sauer

Partner, Fast 50 Programme Leader
Deloitte Central Europe

2021 Growth Stars

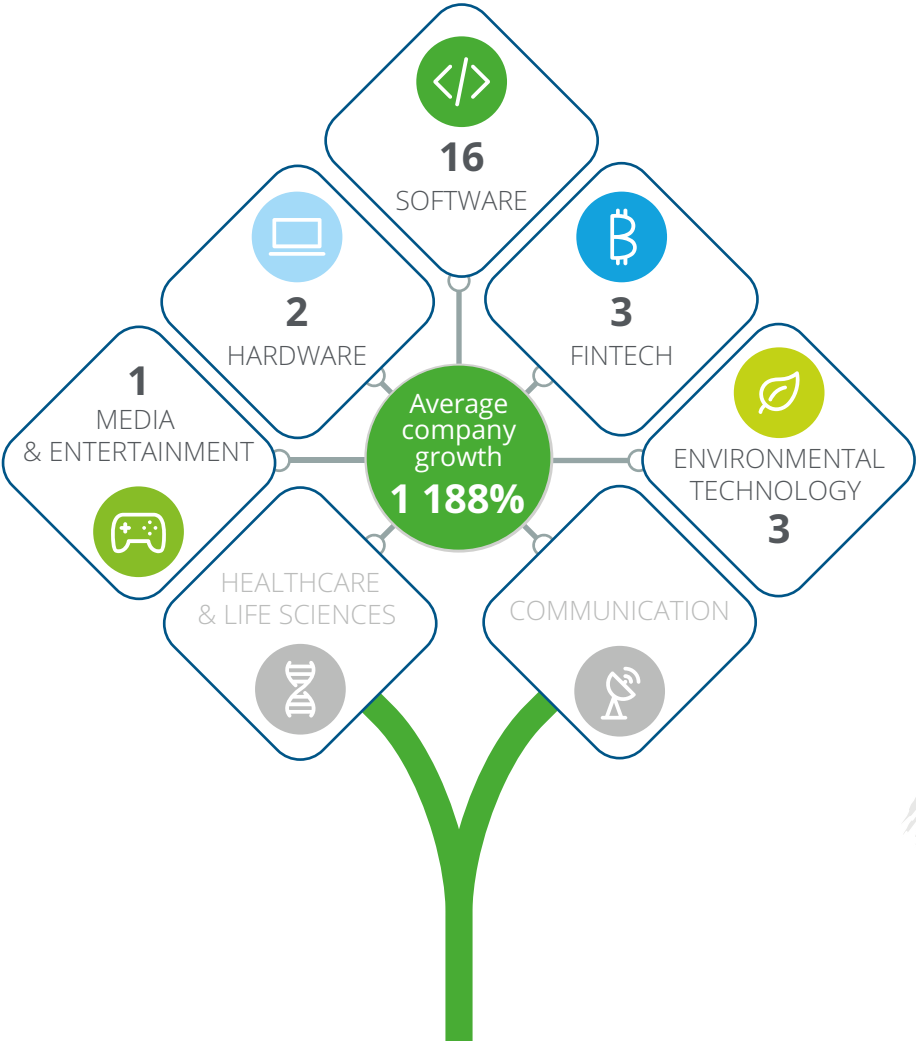
An abstract graphic on the right side of the slide, featuring a globe-like structure composed of various blue and green lines, curves, and geometric shapes. The lines are of different thicknesses and colors, creating a dynamic and layered effect against a dark background.

Criteria for Growth Stars

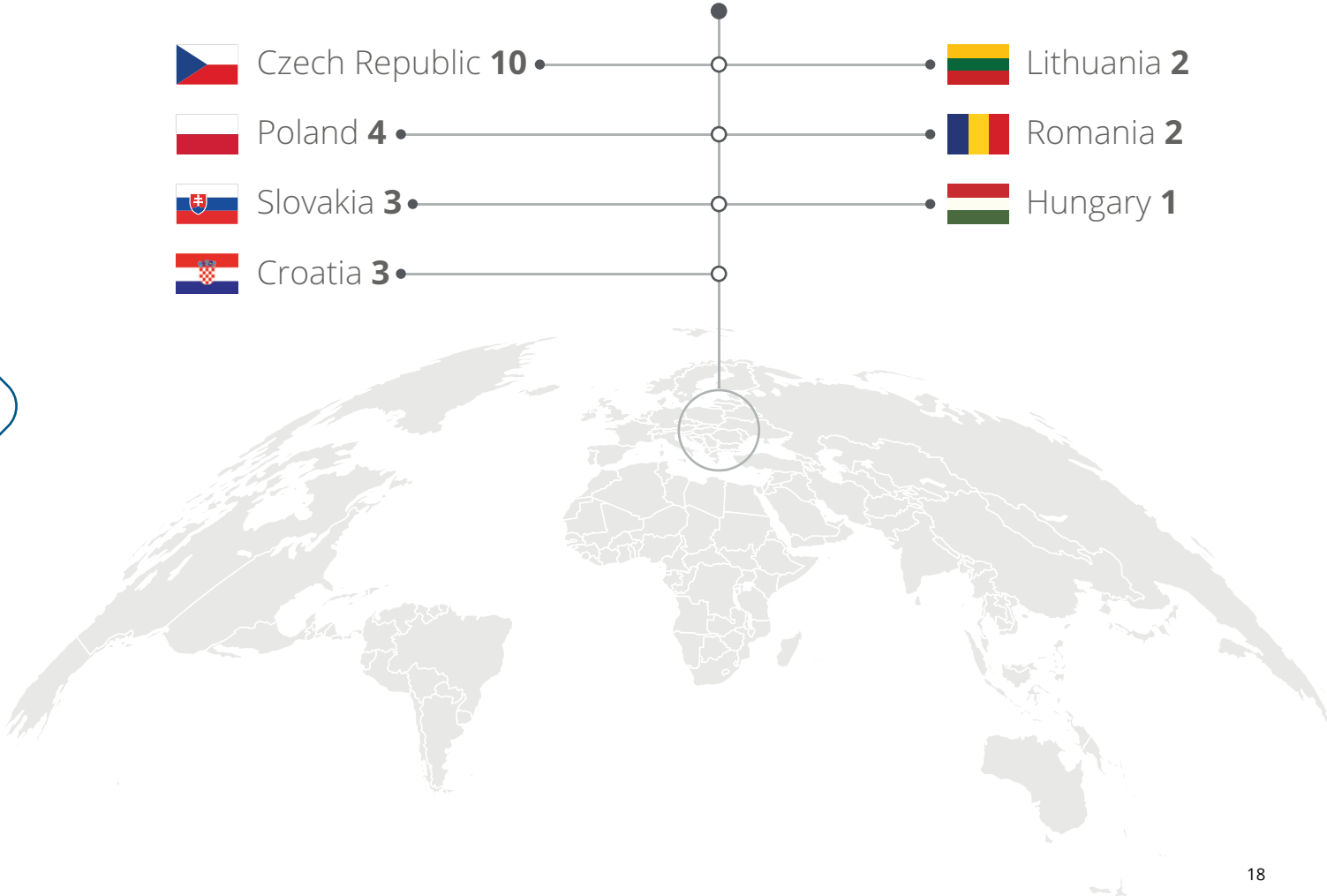
In addition to the Technology Fast 50 ranking, Deloitte Central Europe ranks companies that show great potential but are too new to meet criterion for the main Fast 50 category. Eligible companies must have a base-year operating revenues of minimum €10,000 (2018, 2019) and current year operating revenue of minimum €30,000 (2020).

Growth Stars category overview

Companies broken down by industry segments



Companies broken down by countries



DRUID

2021 CE Growth Stars winner



Created in 2018 by long-established software pioneer Liviu Drăgan, Romania's DRUID today is a fast-growing global leader in conversational AI automation, answering growing needs for businesses and their employees everywhere: the requirements for improved self-service, speed and autonomy.

The company achieves this through its no-code platform, which enables enterprises to automate customer and employee communications using AI-driven virtual assistants or chatbots. It is available in any deployment scenario and supports conversations in any language and on any digital channel.

The success of the DRUID platform is driving strong growth for the business too, with a 545% uplift in the number of interactions handled over the last year to nearly 130 million, a 134% increase in the client portfolio and a 90% increment in employee numbers. Such figures are key drivers behind the astonishing 6,753% revenue growth rate the company has delivered over the last three years.

As one of Central Europe's most successful AI-focused start-ups, DRUID is greatly encouraged by the future growth trajectory of its main focus area, with more than 85% of business leaders regarding AI as essential to gaining or maintaining competitive advantage. As a result, the global market for virtual assistants is growing at enormous speed, and is expected to hit US\$19.6bn by 2025. Interestingly, around half of all









































enterprises plan to spend more on conversational AI development than on mobile apps in 2021.









































This growth trajectory is reflected across multiple industries, with banks and healthcare businesses respectively expected to automate up to 90% and 73% of their routine tasks in 2022. The reason is not hard to find: between them, businesses in the banking, healthcare, retail and other sectors are set to be making annual savings of US\$11bn by 2023. And by 2025, it is anticipated that 95% of all customer interactions will be managed via conversational AI.











































Such predictions are driving DRUID's growth ambitions, and the company is already working with key strategic partners and resellers including Deloitte, UiPath, Roboyo, EY, Ashling Partners, SYKES and more. It is also accelerating its international growth ambitions, expanding its existing Houston and London offices and planning to open new locations in Frankfurt, Tokyo and Dubai.

It is focusing its development efforts on a range of future growth areas, enhancing the existing graphical conversational flow builders in the user and customer experience (UX/CX) space, and dashboards for monitoring impact and value. And it is also integrating the voice channel in its conversational automation solutions, a fast-growing trend in sectors like call centres, IT helpdesks and appointment booking.

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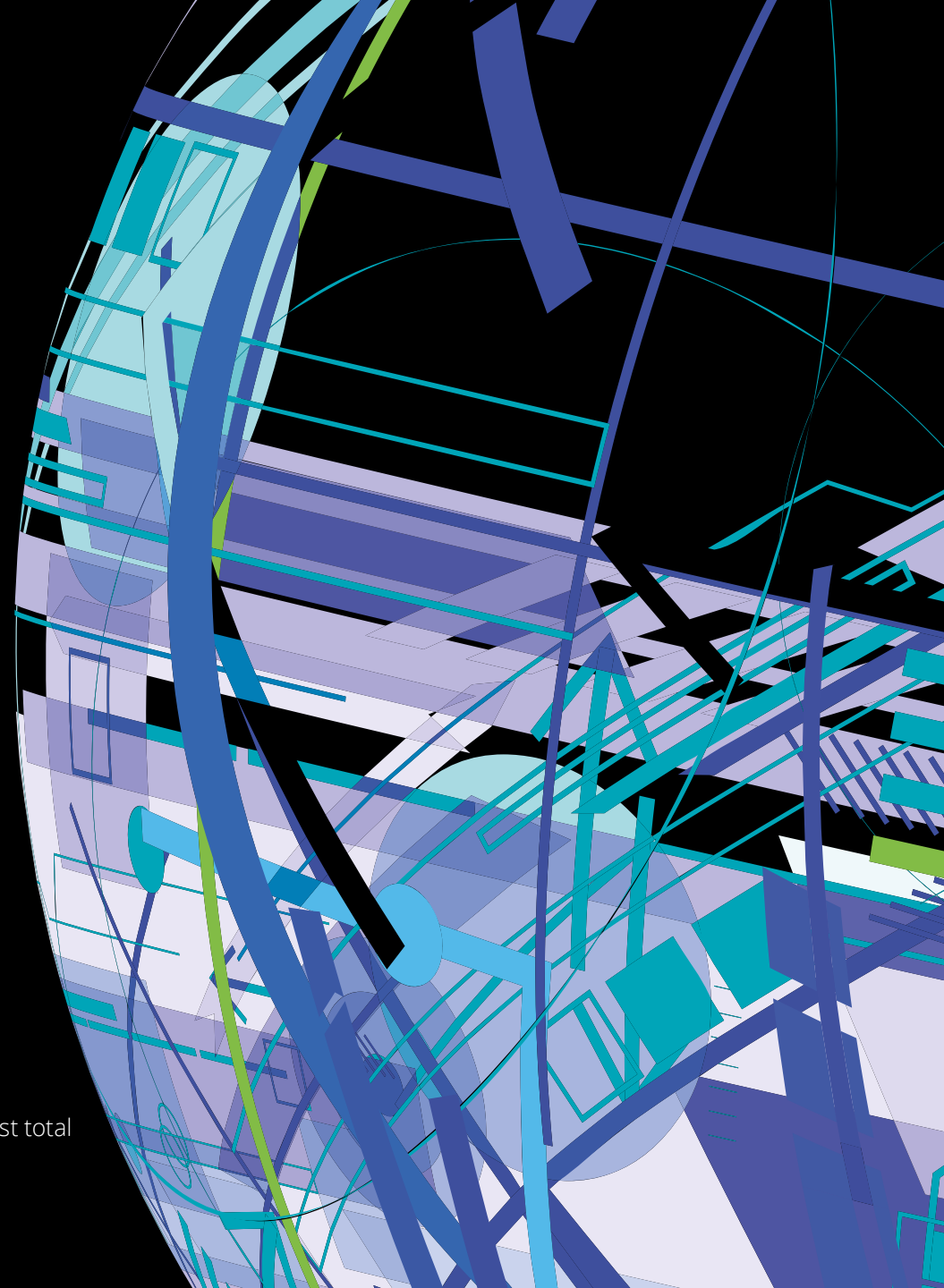
1	DRUID 	SOFTWARE 	6 753%
 Liviu Dragan	 Romania	 www.druidai.com	
2	Cyrkl 	ENVIRONMENTAL TECHNOLOGY 	2 496%
 Cyril Klepek	 Czech Republic	 cyrkl.com	
3	ALIS Tech 	SOFTWARE 	2 349%
 Barbora Valtarová, Jakub Snížek	 Czech Republic	 www.alis-tech.com	
4	BrightDock 	SOFTWARE 	2 011%
 Mateo Starčević Filipović	 Croatia	 brightdock.com	
5	Identifikaciniai projektai (iDenfy) 	FINTECH 	1 718%
 Domantas Ciulde	 Lithuania	 www.idenfy.com	
6	TvůjSprávce 	SOFTWARE 	1 656%
 Michal Rambousek	 Czech Republic	 www.tvujspravce.cz	
7	Techband.io 	SOFTWARE 	1 374%
 Patrik Ruman	 Slovakia	 techband.io	
8	Escola 	SOFTWARE 	1 081%
 Krzysztof Wojewodzic	 Poland	 www.escola.pl	

9	Varistar 	SOFTWARE 	1 010%		
	Jan Semrád		Czech Republic		www.varistar.cz
10	SEON Technologies 	SOFTWARE 	932%		
	Tamás Kádár		Hungary		seon.io
11	Sense Software 	SOFTWARE 	921%		
	Jacek Pawełczyk		Poland		www.sensesoft.eu
12	HiveTech 	SOFTWARE 	787%		
	Hrvoje Pek		Croatia		hivotech.hr
13	Qusion 	SOFTWARE 	785%		
	Jiří Diblík		Czech Republic		www.qusion.com
14	Woltair 	ENVIRONMENTAL TECHNOLOGY 	763%		
	Daniel Helcl		Czech Republic		www.woltair.cz
15	Simplicity 	SOFTWARE 	762%		
	Juraj Gago		Slovakia		onesimplicity.com
16	FintechOS 	FINTECH 	715%		
	Teodor Blidarus		Romania		fintechos.com

17	BitBag 	SOFTWARE 	670%
 Mikołaj Król	 Poland	 bitbag.io	
18	Pysense 	HARDWARE 	639%
 Michał Obrębski	 Poland	 pysense.com	
19	Wilio 	SOFTWARE 	511%
 František Duračinský	 Slovakia	 wilio.com	
20	Foros Global 	ENVIRONMENTAL TECHNOLOGY 	486%
 Justas Kaveckas	 Lithuania	 www.foros.com	
21	Zaloto 	FINTECH 	377%
 Marek Kříž	 Czech Republic	 www.zaloto.cz	
22	Ximilar 	SOFTWARE 	275%
 David Novák	 Czech Republic	 www.ximilar.com	
23	Lafuence 	MEDIA & ENTERTAINMENT 	250%
 Peter Varga	 Czech Republic	 lafluence.com	
24	CircuitMess 	HARDWARE 	203%
 Albert Gajšak	 Croatia	 circuitmess.com	
25	Balíkobot 	SOFTWARE 	184%
 Martin Šauer	 Czech Republic	 www.balikobot.cz	

2021 Investment Stars

The Investment Star award recognizes companies that do not meet the main Fast 50 criteria but have received the greatest total investment between 1 January 2018 and 31 May 2021 (with a minimum amount of €500,000).



Payhawk

2021 CE Investment Stars winner



Founded in 2018 by Hristo Borisov, Boyko Karadzhev and Konstantin Dzhengozov, Payhawk's initial focus was on creating a solution to help large enterprises manage their software subscriptions.

But this quickly led them to identify an even bigger problem they could help solve for businesses everywhere: how to manage company spend more efficiently.

Today, Payhawk is an expense-management solution that supports a wide range of actions, from issuing company cards to setting budgets, approving workflows, making payments, reimbursing expenses and more. The software automatically extracts data from every document uploaded to the platform and syncs all transaction and expense information directly with the client's accounting program.

In this way, Payhawk puts finance teams in full control while allowing employees access to secure and convenient spending methods.

The company's CFO and co-founder, Konstantin Dzhengozov is confident that developing and marketing the Payhawk solution is fulfilling the founders' main objective for the business: building a company that resolves a big problem and does so in international markets. As he says, "Over the last three years, Payhawk has enabled numerous finance teams and accountants

to focus on high value-added activities instead of wasting time on mundane tasks."

Dzhengozov is most proud of the company's initial success in building an enterprise-grade product fast and with limited resources. "Now, we have customers across 27 countries, and fantastic stories from every part of our customer-base that demonstrate how Payhawk drives significant positive change. That makes us very proud."

Looking ahead, the company's target remains to build the world's best expense-management tool for SMEs and larger enterprises. As Payhawk's CFO says, "We aim to be the dominant player on the European market and worldwide, helping finance teams everywhere be more efficient in their daily operations. Growth has always been our primary focus, and our greatest ambition would be to deliver the largest IPO ever achieved by a company from Central Europe."

Progress has been rapid and intense over the last three years, and the founders have learned an enormous amount about creating a growth business in a competitive marketplace. According to Dzhengozov, one of the biggest lessons is not to be intimidated by the competition. "Our competitors were so far ahead of us when we first started, both in terms of their funding and the size of their teams.

"Yet, after doing thorough research, we came to the conclusion that none of them offers a product that fully tackles this major problem for businesses, and more specifically financial departments. This fuelled even further our desire and drive to build the best solution on the market."

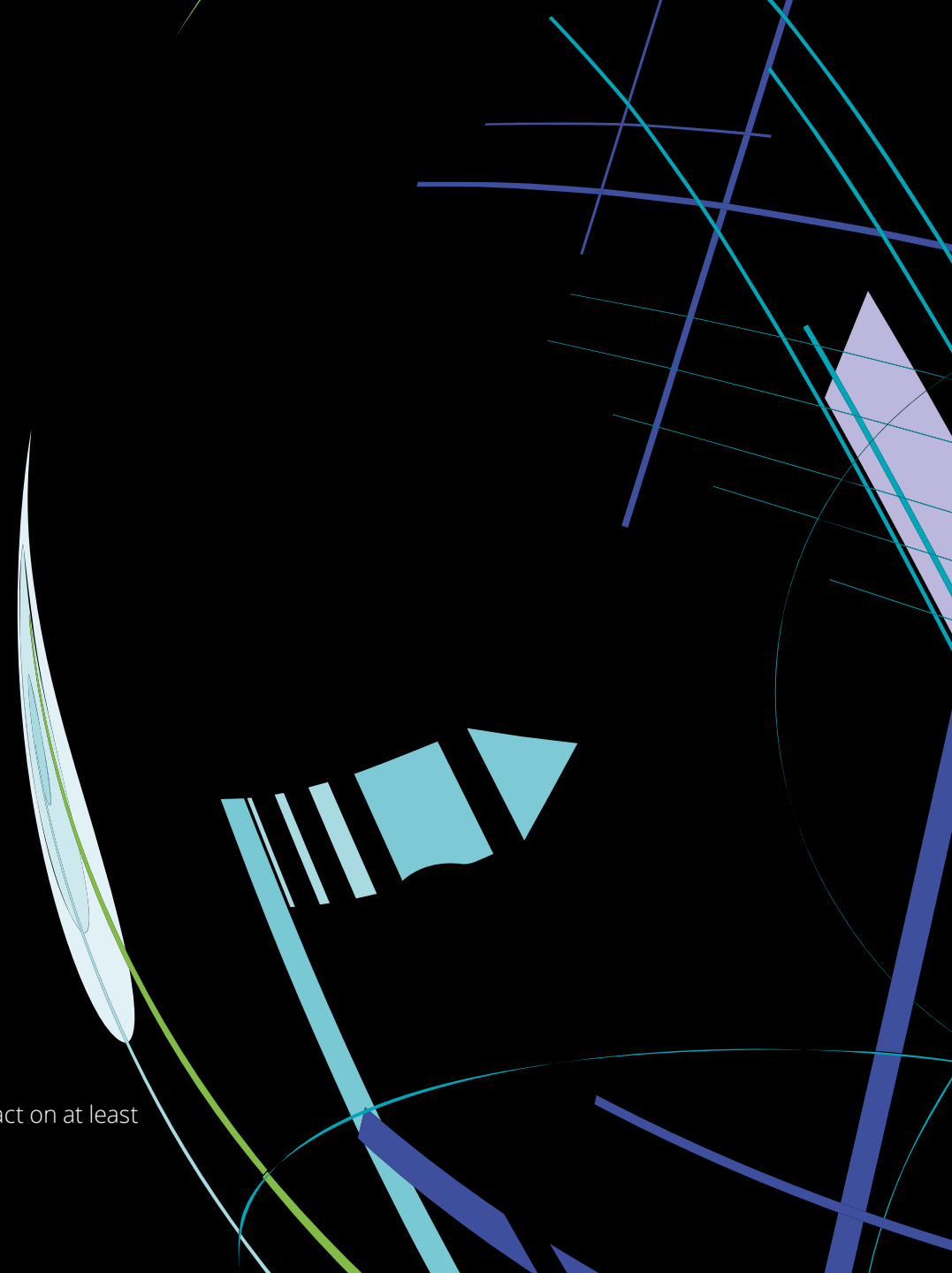
Over the last three years, Payhawk has enabled numerous finance teams and accountants to focus on high value-added activities instead of wasting time on mundane tasks.

1	Payhawk 	FINTECH 	19 584 000 EUR
 Hristo Borisov	 Bulgaria	 payhawk.com	

Founded in 2018 by Hristo Borisov, Boyko Karadzhov and Konstantin Dzenozov, Payhawk's initial focus was on creating a solution to help large enterprises manage their software subscriptions. But this quickly led them to identify an even bigger problem they could help solve for businesses everywhere: how to manage company spend more efficiently.

































2021 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.



akademi.al			
 Dean Celaj	 Albania	 www.akademi.al	
INNVEST			
 Fabiola Duro	 Albania	 www.innvestfund.com	
Iceberg Communications			
 Rafaela Rica	 Albania	 www.icebergcommunication.com	
Symphony			
 Haris Memić	 Bosnia and Herzegovina	 symphony.is	
ZenDev			
 Senad Šantić	 Bosnia and Herzegovina	 www.zendev.se	
Telex			
 Arijana Maksimčuk	 Bosnia and Herzegovina	 telex.ba	
Phyre			
 Konstantin Djelebov	 Bulgaria	 www.phyreapp.com	
CloudCart			
 Nikolay Iliev	 Bulgaria	 cloudcart.com	
Dronamics			
 Svilen Rangelov	 Bulgaria	 www.dronamics.com	

Q			
Filip Ljubić	Croatia	q.agency	
Speck			
Tomislav Tenodi	Croatia	www.speck.agency	
Nanobit			
Alan Sumina; Zoran Vučinić	Croatia	www.nanobit.com	
ANTHONYapp			
Josef Daněk	Czech Republic	www.anthonyapp.com	
Carebot			
Daniel Kvak, Matěj Misař	Czech Republic	www.carebot.com	
NAFIGATE Corporation			
Lenka Mynářová	Czech Republic	www.nafigate.com	
Wise			
Kristo Käärman	Estonia	wise.com	
Pipedrive			
Dominic Allon	Estonia	www.pipedrive.com	
Woola			
Anna-Liisa Palatu	Estonia	www.woola.io	

Szállás.hu			
 József Szigetvári	 Hungary	 szallas.hu	
Craftunique			
 Csaba Mákos	 Hungary	 craftunique.com	
APPDEC			
 Zana Tabaku	 Kosovo	 appdec.com	
Labbox			
 Arta Shehu Zaimi	 Kosovo	 labbox.education	
Starlabs & Digital School			
 Hana Qerimi	 Kosovo	 starlabs.dev; shkolladigjitale.com	
PrintOnPack			
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Twino			
 Roberts Lasovskis	 Latvia	 www.twino.eu	
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tapptitude.com**Gama IT**

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