Deloitte.

**Deloitte Technology
Fast 50 Central Europe 2017**
Powerful Connections

50 | **Technology Fast 50**
2017 CENTRAL EUROPE

Welcome to the Deloitte Technology Fast 50 Central Europe 2017

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 18th year, ranks the 50 fastest growing public or private technology companies.
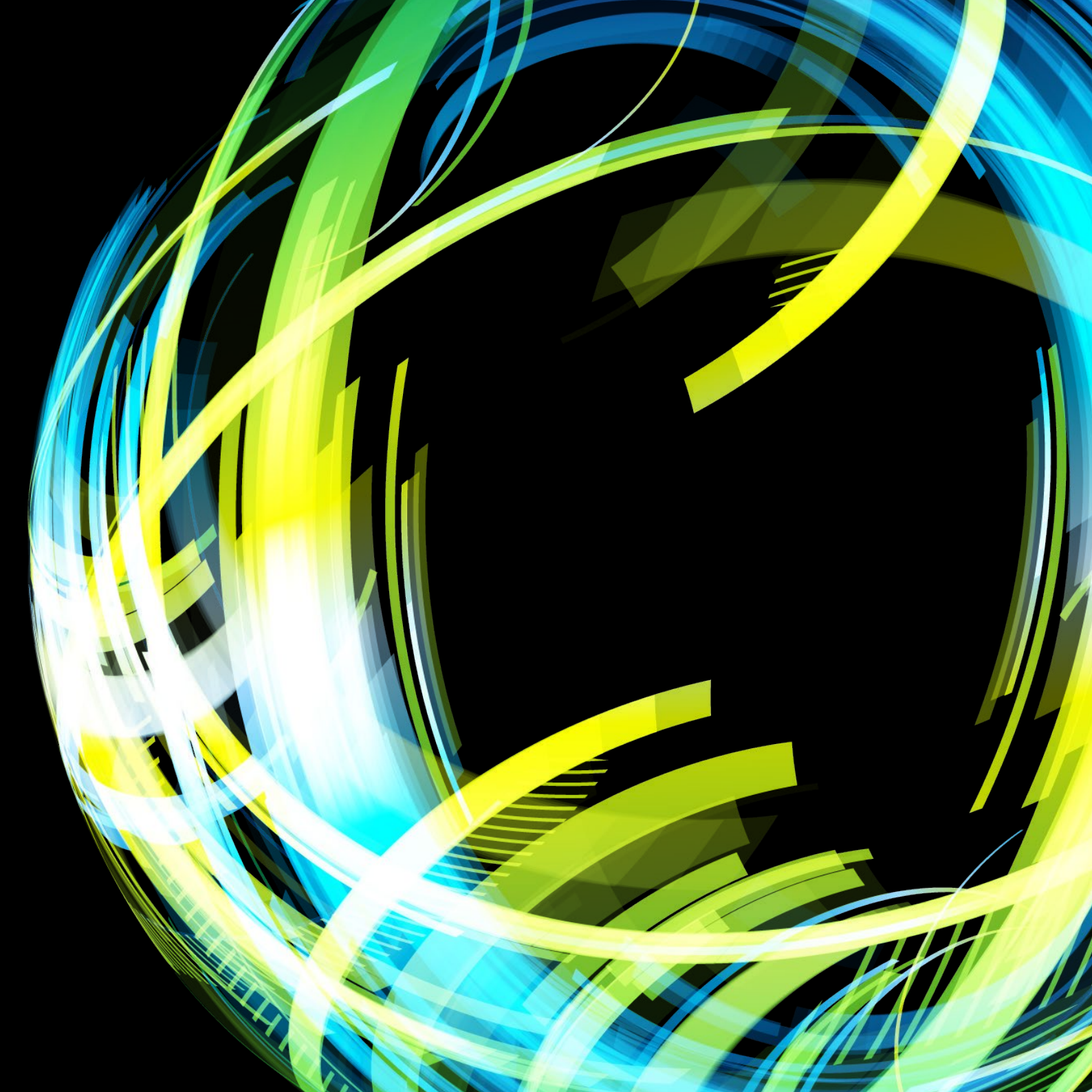
The Technology Fast 50 award winners for 2017 are determined based on the revenue growth over four years (2013 to 2016). Revenue growth is calculated in local currency. Companies must meet a minimum annual revenue threshold of € 50.000 in order to qualify. Exchange rates are based on the annual average given by the central bank of the company's respective national currency.

Companies active in the following industry sectors are eligible:

· IT & Digital Solutions,

· Internet, Media & Telecom,

· Biotech, Nanotech, Medtech,

· Clean Tech & Energy.

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 is gathered via our online survey tool. This information is then cross-checked using each company's financial statements which have been verified by their accountants or a registered auditor.

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

Contents

This is the second year that we have run the 'Most Disruptive Innovation' (MDI) award. This is a particularly significant and exciting initiative for us – it's a unique way of marking out for special distinction those companies that we think will be the technology leaders of tomorrow with the greatest potential for revolutionising their markets.

Thoughts from the Programme Leader

Deloitte Technology Fast 50 in Central Europe reveals the depth and scope of innovation across our region, driven by many of the dynamic, inspiring young companies that in time will form our economic bedrock.

I find many things about the participants impressive. For example, the average growth rate of the companies in this year's ranking has exceeded last year's outstanding 1,057 per cent to hit 1,127 per cent. I'm particularly proud to see that once again the clear majority (68 per cent) of companies featured in the ranking are first-time entrants, highlighting the speed at which our top-performing young companies are developing. Just as pleasing, all the top five companies 'graduated' from 2016's Rising Stars category, which recognises those high-growth businesses too young to be listed in the main Fast 50. This bodes well for the future of our region.
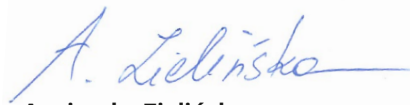
This year we publish the 18th annual edition of the report. I find it remarkable that around half of companies in this year's ranking already develop their operations or explore entrance possibilities in countries outside Central Europe. The export of technology is an optimistic prognostic for the region.

Also with a view to the future, this is the second year that we have run the 'Most Disruptive Innovation' (MDI) award. This is a particularly significant and exciting initiative for us – it's a unique way of marking out for special distinction those companies that we think will be the technology leaders of tomorrow with the greatest potential for revolutionising their markets.

This year's MDI winner is Serbia-based heating and ventilation technology business DADANCO Europe, which is already taking its market by storm – see page 61 for full details of how it's poised to introduce a practical means of slashing energy consumption in urban environments across the world.

The quality of entrants was so high in 2017 that we've had to recognise another company too, which would doubtless have been the winner in any other years. So we are also giving a special distinction to Bucharest-based UiPath, the fastest-growing robotic process automation vendor in the world (see page 67 for further information).

Our heartfelt congratulations go to all companies in every category – you're setting standards of excellence in innovation that cannot fail to inspire others. I believe that every reader will find something to inspire and energise them in the stories of all these vibrant world-changing companies.

Agnieszka Zielińska
Partner, Financial Advisory Services
Central European Fast 50 Programme Leader
Deloitte

Whether large, small, public or private, emerging growth companies are powering innovation in the broader economy and the examples in this report are a best in class display of cutting edge businesses who are transforming the way we do business here in Central Europe.
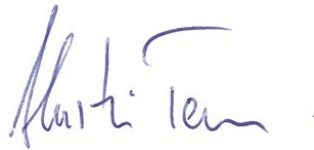
CEO's insight

Excitement and inspiration

The combination of technological innovation, entrepreneurship, and rapid growth displayed by the companies recognized in all four categories of this year's Fast 50 Central Europe report is astounding. Year on year, I am excited to witness the innovation and enthusiasm these diverse companies are able to display as they disrupt the tech industry across Central Europe.

My particular congratulations go to our winners: Kiwi.com s.r.o. (Fast 50), CGTrader, UAB (Rising Stars), ZOOT a.s. (Big 5) and Dadanco Europe (Most Disruptive Innovation).

Being recognized as a Technology Fast 50 winner provides increased visibility, brand recognition, and growth opportunities to these fast growing companies. Whether large, small, public or private, emerging growth companies are powering innovation in the broader economy and the examples in this report are a best in class display of cutting edge businesses who are transforming the way we do business here in Central Europe.

The impact of the Fast 50 programme extends far beyond Central Europe. All participating companies that meet the programme's criteria (not only those that make the top 50) also have the opportunity to be recognised in our Europe, Middle East and Africa (EMEA) Fast 500 ranking. Alongside Deloitte's US and Asia Pacific Fast 500 initiatives, this will bring them local, national, global, and social media exposure.

Deloitte has been honouring the fastest-growing technology companies in Central Europe for nearly 20 years. We understand that it takes foresight, dedication and a relentlessness to innovate in order to join this elite group, and I am eager to see what might be next for every company recognized in our 2017 edition of the CE Fast 50.

Alastair Teare
Chief Executive Officer
Deloitte Central Europe
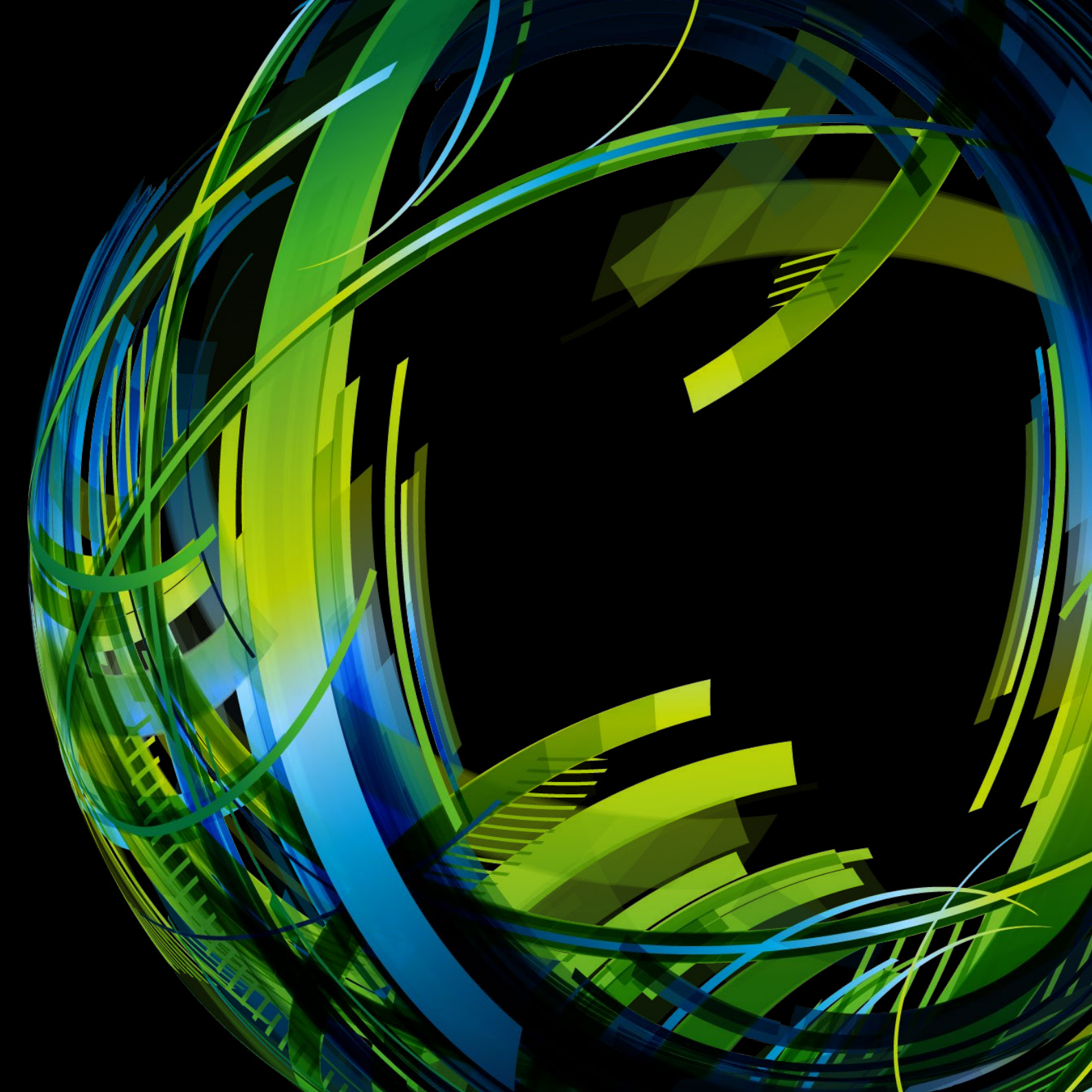
2017 Technology Fast 50 ranking

Criteria for 2017 Technology Fast 50

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

- Annual revenues of at least €50,000 in each year between 2013 and 2016.

- Develop or manufacture proprietary technologies or spend a significant amount of capital on R&D.

- 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, Macedonia, Moldova, Montenegro, Poland, Romania, Serbia, Slovakia or Slovenia).

- Winners are then selected by ranking their revenue growth over the four years from 2013 to 2016.

Fast 50 overview

10

39

1

Average growth

1127%

34	7	9
NEW	UP	DOWN
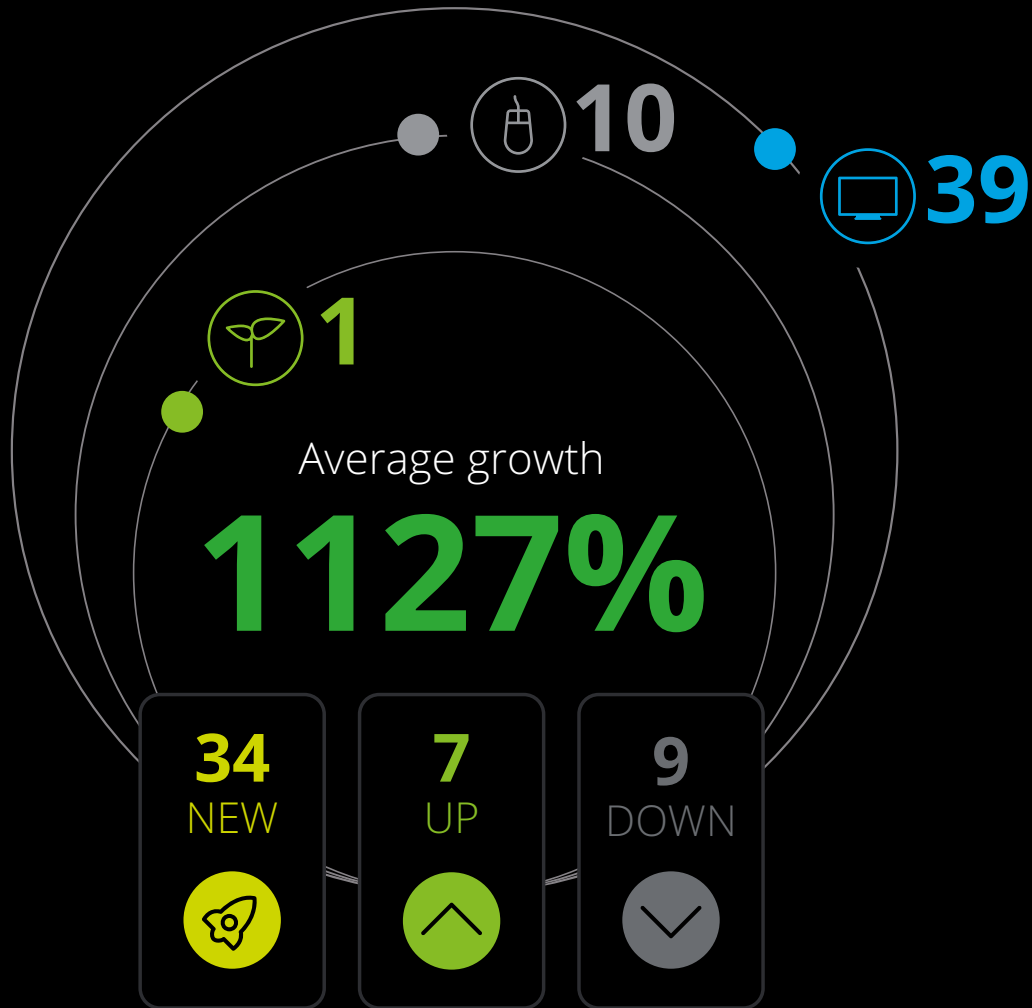
Most companies founded
in **2012**

Companies broken down by countries

Clean Tech & Energy

IT & Digital Solutions

Internet, Media & Telecom

Estonia: 1

Latvia: 1

Lithuania: 6

Poland: 19

Czech Republic: 5

Slovakia: 2

Hungary: 2

Romania: 3

Croatia: 8

Bosnia and Herzegovina: 1

Bulgaria: 2

All it took was one trip – and a new business idea was born

Kiwi.com: 1st place in the Technology Fast 50 ranking in Central Europe

It was always going to succeed: the Kiwi.com algorithm takes all the effort and much of the expense out of planning and buying plane journeys – cutting out days of painstaking research and calculation, and often slashing prices to a fraction of the headline cost. So it's little wonder that Kiwi.com is Central Europe's fastest-growing technology business.

If any start-up has a chance to succeed, then it is almost certain to be one that manages to perfect something we deal with on a regular basis – such as cutting costs when buying airline tickets. But in order to achieve large-scale success, it also has to find a gap in the market.

And that's exactly what Kiwi.com has been able to do.

Today, almost everybody knows this story (in the Czech Republic at any rate). But it's worth telling again, as the company would never have come into being without it. The year is 2011, and Oliver Dlouhý is looking for the cheapest connection for his trip to Porto.

But all the tickets offered via search engines are too expensive. Oliver therefore has to carry out a complex series of calculations involving a wide range of airline combinations. But it's all worth it, because he manages to save several thousand koruna.

Even more important, a genius idea for a new business is born.

To come back down to earth, it was not all a fairy tale with a happy ending. There were plenty of dodgy take-offs and bumpy landings along the way. Oliver's lack of a technical background was one problem. He was not a born programmer but an autodidact with the bare minimum of coding knowledge who learnt to work with technology as he built the business.

But the idea had clear added value – because, unlike the competition, Kiwi.com also started searching for the cheapest flights among offers from low-cost airlines that had no partnership agreements with one another.

This factor was at the heart of the Kiwi.com difference, enabling it to find and recommend the very best options for travellers across the world.

Almost immediately after its launch, the Kiwi.com search engine ranked in the New York Times top 10 most useful websites for travellers in 2012. A year later, the company was already selling tickets. It only needed five years on the market to generate daily turnover of more than EUR 2.5 million.

Now the Kiwi.com search engine mediates over 6,500 bookings every day and the company is growing at breakneck speed. In 2017, as confirmed by its position at the top of the Fast 50, Kiwi.com became the fastest growing technology company in Central Europe.

It is worthy not only of our heartfelt congratulations – but also of the thanks and admiration of anyone who ever has to buy an air ticket.

Plane tickets as a commodity only have two parameters: price and time. However complex our technology is, the end result is that we are always able to find the cheaper or faster connection. Or both.

Oliver Dlouhý, CEO and Founder of Kiwi.com

The IT industry is changing fast, and we need to adapt to its changes as soon as they emerge. We work both with start-ups and Fortune 500 companies, a range that requires great flexibility in terms of the technology stack. We hired over a hundred people last year to keep up with our clients' needs.

At the same time, we remember that it's our culture and our processes that often convince clients to choose us over our competitors. That's why, while hiring new people every day, we strive to maintain the employee-friendly atmosphere and small-business culture that makes us stand out from the crowd.

Wiktor Schmidt, CEO, Netguru Sp. z o.o.

We've focused our attention from the start on Western markets that expect the highest delivery standards for our products and services. To match these demanding requirements, we've had a constantly growing need for talented people and continuous self-improvement. This means we're always building and refining our internal processes and culture. The secret is to be focused not just on our goals, but also on the entire process and learning curve that's necessary to get there. Everything we learn along the way is what makes us a fast-growing company.

It's also very important that you don't forget to have some fun, because it makes the task much easier!

Mateo Perak, CEO, Profico

I believe that the team is the most important factor for a successful business. All results come from every team member's contribution, dedication and ability to work with others. We bring value to every solution we provide – the creation of that value is acknowledged not only by our clients and partners but also by our team. What really matters is how much value we can create in a finite amount of time. Every form of recognition we receive is a victory for each and every member of the ADEO WEB team. Being recognised in the Deloitte Fast 50 means a lot to us. As our business is a business built around recommendations, we see this as a critical enabler for us to take our next steps and become an even more successful company.

For me, success is when I'm happy and everyone around me is happy too. Our plans for the future are to be recognised in the Chicago Fast 50, and our long-term vision is to be the happiest company.

Paulius Nagys, CEO, ADEO WEB, UAB

Great products and businesses don't happen just because you want people to create them. The team must want it too. And that defines the kind of people you should seek and hire to build an effective leadership culture. Ownership should extend through all levels of management and responsibility, no matter whether you're a Board member or a junior developer.

Maciej Cielecki, CEO, 10Clouds Sp. z o.o.

1 Kiwi.com s.r.o.

IT & Digital Solutions

7 165%

- Czech Republic
- Oliver Dlouhý
- *www.kiwi.com*
- Founded: 2012
- Last Year's Rank: -

KIWI·COM

CEO Oliver Dlouhý set up Kiwi.com in 2012 to provide users with the cheapest flight itineraries and combinations. Its sites serve customers across the world with 24/7 support. Today, the company sees more than 50 million flight searches every day and employs over 1,400 people. The site makes air travel affordable and easy, by allowing consumers to book everything from individual flights to complete flight itineraries across multiple airlines (both low cost and full-service) in a straightforward and cost-effective way. Kiwi.com issues boarding passes directly to customers, and offers an unrivalled guarantee which protects customers from flight delays, cancellations and scheduling changes.

2 Deeper, UAB

IT & Digital Solutions

7 048%

- Lithuania
- Aurelijus Liubinas
- *www.deeper.eu*
- Founded: 2012
- Last Year's Rank: -

deeper

Deeper is a consumer electronics company that creates intelligent devices to enhance the active lifestyles of customers around the world. Deeper's first product, a smart wireless sonar for anglers, revolutionised shore fishing. Now available in three models, the Deeper Smart Sonar sells in over 50 markets worldwide and has received 12 international awards including an Innovation Award at CES 2016. With such products, Deeper continues to grow rapidly and fulfil its vision of inventing new experiences in the field of outdoors equipment.

3 Prusa Research s.r.o.

IT & Digital Solutions

6 910%

- Czech Republic
- Josef Průša
- *www.prusa3d.com*
- Founded: 2012
- Last Year's Rank: -

PRUSA
RESEARCH
by JOSEF PRUSA

This Czech 3D-printing company was founded by Josef Průša in 2009 as a one-man startup. Within a few years, and without any external investments, it has evolved into one of the most innovative and fast-growing companies in the 3D industry. Currently it manufactures more than 6,000 3D printers every month.

4 | Tooploox Sp. z o.o.

IT & Digital Solutions

2 827%

Poland

Paweł Sołyga

www.tooploox.com

Founded: 2012

Last Year's Rank: -

TOOPLOOX

Tooploox is a software development company based in Poland. Its focus is on emerging technologies and helping companies build products that solve problems. The team behind the company consists of over 90 passionate people. They are spread across the country, each being an expert in their respective domain. At the same time, they are able to wear many hats as needed. This allows Tooploox to build beautiful yet sophisticated cross-disciplinary solutions. All is done in a transparent, interactive and agile way. The company has expertise and experience in Data Science/AI and the Internet of Things (IoT), as well as mobile, front-end and back-end engineering and product design.

5 | Absolvent.pl Sp. z o.o.

IT & Digital Solutions

2 437%

Poland

Dominik Wiegand

www.absolvent.pl
www.codeeurope.pl

Founded: 2012

Last Year's Rank: -

Absolvent.pl

Absolvent.pl Group is the Polish market leader in the recruitment of young talent. Its focus is on developing advanced candidate/employer intelligence, supported with cutting-edge technology and effective, high-quality business solutions. Reaching more than 1.3 million young professionals and working closely with over 800 companies in Poland provides the group with deep expertise that enables it to meet the needs of candidates and employers alike amid the disruptive change affecting today's labour market.

6 | Inloop, s.r.o.

IT & Digital Solutions

2 211%

Slovakia

Martin Adámek

www.inloop.eu

Founded: 2012

Last Year's Rank: -

inloop

Founded in 2012, Inloop is a software development agency focused on delivering custom mobile, web, AR/VR and server application experiences. It has eight offices in the EU and US with more than 130 dedicated team members and forward-thinking app enthusiasts, with a record of consistently delivering quality, value and success to clients. It has delivered small start-up projects as well as a business for Avast, Daimler, Hyundai Mobis, Intel, Moneta, Tatra Banka, Telekom, The Duke of Edinburgh's International Award, Skoda and many others. It is a Google Android Certified Agency for 2017, an Ernst & Young Entrepreneur of the Year 2016 and among the Financial Times New Europe 100 Changemakers.

7 NSoft d.o.o. Mostar

IT & Digital Solutions

1 990%

- Bosnia and Herzegovina
- Stjepko Čordaš
- *www.nsoft.com*
- Founded: 2008
- Last Year's Rank: 5

NSoft
Preferred partner of **Sportradar**

The unifying theme of NSoft, ever since launch in 2008, is its goal-driven investment in innovation and people. A combination of great products, great people and great culture has played a key role in its growth. It aims to provide a business environment that maximises opportunities and empowers companies to reach new levels of growth. This success story did not happen by chance. The company keeps its finger on the market's pulse by answering client demands while proposing fresh new ways to improve their operations. This has a synergetic effect, and transforms an ordinary business deal into a truly sustainable partnership.

8 Good one, UAB

Internet, Media & Telecom

1 962%

- Lithuania
- Tomas Varnas
- *www.goodone.lt*
- Founded: 2009
- Last Year's Rank: -

Good one

Good one is a boutique digital performance agency, specialising in the fields of SEO, SEM, digital media planning and delivery, PPC, web analytics and CRO. With a primary focus on working with market leaders across the Baltic region, Good one now also operates in the UK, US, Germany and France. As digital marketing becomes more and more competitive, it believes that artificial intelligence and machine learning solutions are the key to success for its clients' digital performance.

9 Cloud Technologies S.A.

IT & Digital Solutions

1 558%

- Poland
- Piotr Prajsnar
- *www.cloudtechnologies.pl*
- Founded: 2011
- Last Year's Rank: 21

CloudTechnologies

Cloud Technologies focuses on big data marketing and data monetisation. It is the creator and owner of the biggest data warehouse and data management platform in Europe (OnAudience.com), processing over 9 billion cookies files. It is also the fastest-growing company on the NewConnect market of the Warsaw Stock Exchange. The company's main product is data. Cloud Technologies is uniquely able to optimise advertising campaigns based on programmatic buying. It has also developed innovative analytical tools that reach virtually all Polish internet users. Cloud Technologies' data allows marketers to personalise online advertising campaigns and expand BI-class solutions within companies.

10 Rimac Automobili

Clean Tech and Energy

1 059%

Croatia

Mate Rimac

www.rimac-automobili.com

Founded: 2011

Last Year's Rank: 20

Rimac Automobili is a technology company that focuses on the development and production of next-generation electric powertrains, battery systems and all other technologies necessary to take transportation to the next level. Rimac also manufactures the Concept_One – the world's fastest electric car, which is also believed to be the fastest-accelerating car of any sort in production. It has taken just six years for the company to grow out of a small garage in Croatia to become a globally recognised technology provider and industry leader with more than 200 employees.

11 Invenis, UAB

IT & Digital Solutions

1 048%

Lithuania

Jonas Abromaitis

www.tinylabkids.com

Founded: 2012

Last Year's Rank: -

Tiny Lab was founded in 2012 by a group of experienced developers and designers who love to play and create positive games. The team came together to work on their first game — the strategy MMO Nebula 44, which has had an active user base for over three years. Since forming the company, the team's main focus has been on accessible fun — be it in conquering the galaxy, guiding an adorable robot ball, slicing cheese for hungry mice or racing through a huge variety of environments. The company is most famous for its leading games series, Fun Kid Racing. Players can choose from over 70 racing themed games, ride on cool cars, trains, tanks, motorcycles and fantasy cars in highly-crafted worlds.

12 Bold Brand Commerce Sp. z o.o.

IT & Digital Solutions

1 018%

Poland

Borys Skraba

www.bold.net.pl

Founded: 2007

Last Year's Rank: 17

Bold designs and implements efficient omnichannel and e-commerce solutions to help companies sell more. It stands out thanks to the help it gives clients to deploy and achieve better performance from their e-commerce and omnichannel business processes. The company thinks strategically about understanding, developing and streamlining online-sales business processes and supporting companies in the digital transformation of their sales channels. The company is one of Central Europe's most experienced in implementing the Magento and ShopWare platforms.

When I started the company, everybody told me it is impossible to make a car in Croatia. Today we not only make the world's most powerful and exciting electric cars, but also deliver core systems to the leading automotive manufacturers world-wide. Everything is impossible until somebody actually does it. We have even bolder dreams now. Dreams that seem impossible to most people. I have devoted my life to make those dreams a reality.

Mate Rimac, CEO, Rimac Automobili

When our business started, we had no idea of building and developing STRV into its current form. We began with small technological engagements, in the form of web pages and applications. The size of projects and our team started to grow over time. We've now managed to bring together a group of people who are deeply passionate about technologies and are constantly moving forward.

Lubo Smid, CEO, STRV s.r.o.

Our services go beyond simply translating documents or interpreting spoken language – they're about facilitating dialogue and enabling mutual understanding between our clients and their audiences. This way, they can achieve goals that are unattainable with their own language resources. By using our own technology, we have become an innovation company – casting new light on the translation industry and helping it adapt to today's online lifestyle. We aim to provide translations faster, without sacrificing quality.

Agnieszka Chmielewska, CEO, dogadamycie.pl Sp. z o.o.

The only way to be successful when everything around us is changing so fast is to be flexible and change along with the world. We seek to rapidly understand the needs of our target group and satisfy them before anyone else – it is very rewarding to be the first!

Jonas Abromaitis, CEO, Invenis, UAB

13 TV Žaidimai, UAB

IT & Digital Solutions

981%

- Lithuania
- Mindaugas Stanelis
- www.betgames.tv
- Founded: 2012
- Last Year's Rank: -

bet games.tv

BetGames.TV is a developer and distributor of its own video-streamed live games. It also has a B2B operation, creating content for gambling operators such as sportsbooks, casinos and poker rooms. Its games were inspired by a quote from Leonardo da Vinci: "Simplicity is the ultimate sophistication". The company has combined traditional betting with lotteries and other games of chance. There are nine games in its portfolio: Lucky7, Lucky6, Lucky5, Dice, Dice Duel, Wheel of Fortune, Bet on Poker, Bet on Baccarat and War of Bets. The company received a Remote Operating Licence from the UK Gambling Commission (UKGC) in 2015. It also has a Curacao Gambling Licence and evaluation of the high business ranking in Lithuania.

14 STRV s.r.o.

IT & Digital Solutions

963%

- Czech Republic
- Lubo Smid
- www.strv.com
- Founded: 2009
- Last Year's Rank: 12

STRV

STRV is one of the world's leading tech companies. With a head office in Los Angeles and additional locations in San Francisco and New York, it develops mobile and web apps for start-ups and established brands. The company's development teams are based in the Czech Republic, in Prague and Brno, where more than 150 software engineers and designers develop, administer and update apps for US start-ups and Fortune 500 companies. STRV's long-term strategic plan is to continue expanding on the US market while keeping its rapidly growing development centre in the Czech Republic.

15 ZOOT a.s.

Internet, Media & Telecom

820%

- Czech Republic
- Ladislav Trpák
- www.zoot.cz
- Founded: 2012
- Last Year's Rank: 6

ZOOT.

ZOOT is more than a simple online shop. It is building (Fashion) Retail 3.0, a revolutionary bridge between the e-commerce and bricks and mortar worlds, with strong focus on customer experience, technologies and fun. It sells more than 300 brands and has set up a physical network of "TRY BEFORE YOU BUY" pick-up points. Customers order online, try the clothes on and pay if they fit. The company´s significant growth was confirmed in April 2017 by the Financial Times' list of 1,000 fast-growing companies in Europe, which ranked ZOOT in 43rd place. ZOOT is based in Prague, but also services other Central European countries (such as Slovakia and Romania) and will soon be expanding further.

16 Titan Gate JSC

Internet, Media & Telecom

802%

Bulgaria

Pressian Karakostov

www.titangate.com
www.pubgalaxy.com

Founded: 2006

Last Year's Rank: -

TITAN GATE

Titan Gate started out as a publisher, founding PhoneArena.com, one of the top tech sites in the world. Years trying and testing every major ad space monetisation product on the market gave it the knowledge and insight needed to create a superior solution of its own. This is how PubGalaxy was born – a platform for premium publishers, designed to help them attract quality advertisers and optimise yield through advanced technology and human guidance. PubGalaxy quickly proved to be outperforming even industry leaders. The company is today trusted by hundreds of websites thanks to its innovative approach and sustainable results.

17 Droids On Roids Sp. z o.o.

IT & Digital Solutions

761%

Poland

Wojciech Szwajkiewicz

www.thedroidsonroids.com

Founded: 2011

Last Year's Rank: -

DROIDS ON ROIDS

The latest and coolest tech. A team of talented professionals. A flawless development process, improved and refined over the years – just few of the business drivers behind this leading mobile solutions provider, obsessed with creating high-quality products. By delivering top-notch mobile applications and designs, it helps clients achieve their challenging business goals. Clients include recognised brands like Giphy and Electric Objects, while Facebook, WhatsApp and Bitrise use the company's Open Source library. It aims to be the global expert on foreign markets, providing technological solutions for start-ups and corporate clients from the United States and Canada to Western Europe and Asia.

18 EazyOne SIA

IT & Digital Solutions

731%

Latvia

Raimonds Simanovskis

www.eazybi.com

Founded: 2011

Last Year's Rank: -

eazyBI

EazyOne is the software development company behind eazyBI – a powerful visualisation, data analysis and business intelligence web application. With eazyBI, you can create reports, charts and dashboards with an easy-to-use drag-and-drop user interface. You can visualise your data using many types of interactive chart. eazyBI has integrations with many standard data sources, and users can import data from other data sources. eazyBI is used by thousands of customers from many different countries. It is one of the top-selling apps on the Atlassian Marketplace for the Jira issue-tracking and project-management application.

19 S.C. Trencadis Corp SRL

IT & Digital Solutions

710%

- Romania
- Ioan Alexandru Drăgan
- www.trencadis.ro
- Founded: 2007
- Last Year's Rank: 40

Trencadis

Trencadis is a systems integration company whose main goal is to optimise and innovate institutions' and companies' citizen and customer-related work processes. It aims to be a top-five systems integrator in Romania by 2020. It carries out projects from scratch and provides services for all stages of a product's development: management, design, development, testing and implementation. Its energetic team brings together experts from different fields, including talented developers, testers and graphic designers.

20 The Software House Sp. z o. o.

IT & Digital Solutions

705%

- Poland
- Mateusz Kubiczek
- www.tsh.io
- Founded: 2012
- Last Year's Rank: -

THE SOFTWARE HOUSE

The Software House is a place where business questions meet software answers. It has since 2012 been creating custom web and mobile applications for clients all over the world: Western Europe, Scandinavia, the United States and the Middle East. Its business-oriented approach has helped the company sustain impressive growth for five consecutive years. It now employs 100 professionals in three offices in Poland and the United Kingdom. It is especially proud of its agile approach (with processes based on Scrum), technological experience (PHP, JavaScript, iOS, Android) and multi-faceted teams (developers, designers, testers and project managers).

21 Yieldbird Sp. z.o.o

Internet, Media & Telecom

673%

- Poland
- Marcin Ekiert
- www.yieldbird.com
- Founded: 2009
- Last Year's Rank: -

YIELDBIRD PUBLISHERS' HIGHER YIELD

Yieldbird is a global company specialising in advertising management and ad inventory optimisation. At launch, it provided parent company Agora S.A. with revenue-optimisation services. Now, it works for 250 publishers, handling over 400 websites in more than 30 countries, providing advanced programmatic strategies and technologies and dedicated solutions support direct sales teams with consulting and reporting. Its software engineers create custom IT solutions for media and advertising companies. It is one of only 38 companies worldwide that is a Google Certified Publishing Partner. As the only Polish company, it was nominated for the Best Ad Ops Team in The Drum Digital Trading Awards 2017.

22 Creotech Instruments S.A.

IT & Digital Solutions

548%

- Poland
- Grzegorz Brona
- *www.creotech.pl*
- Founded: 2012
- Last Year's Rank: 27

Creotech Instruments S.A. (CTI) was founded in 2012 by a group of eminent Polish scientists specialising in the design and assembly of high-reliability electronics. It has participated in numerous prestigious space projects relating to the search for traces of life on Mars, the tracking of potentially dangerous objects and so-called 'Cosmic trash'. It manufactures and supplies components and specialised equipment for research institutions such as The European Organization for Nuclear Research (CERN), The GSI Helmholtz Centre for Heavy Ion Research and the DESY Research Center. The company is also developing its own microsatellite platform, HyperSat.

23 Code Consulting Ltd

IT & Digital Solutions

545%

- Croatia
- Saša Salamon
- *www.codecons.com*
- Founded: 2012
- Last Year's Rank: -

Code Consulting Ltd was established in 2013, since when it has been providing services including software test automation and development, mobile applications development, support and business process implementation and optimisation. Its motto is "Let the computer do the job!". When choosing its next project, it is considering an idea which has a social value and the potential to help people.

24 Starschema Kft.

IT & Digital Solutions

541%

- Hungary
- Péter Csillag
- *www.starschema.net*
- Founded: 2006
- Last Year's Rank: -

Starschema is a Budapest-based tech business, trusted by Fortune 500 companies to crunch and refine petabytes of data. Already a leading player on the business intelligence scene, it has a long-standing history of excellence in the areas of big data, dataviz, data science and data architecture.

After running PhoneArena for more than 16 years, I became intimately aware of the pain points that digital publishers encounter when trying to monetise advertising space effectively on their websites. My team and I spent much time trying to optimise our own monetisation strategy. Eventually, we created an in-house tool that streamlined performance and increased the company's advertising yield. After fine-tuning it, we realised that there was significant potential in pursuing this as a separate business opportunity, so we decided to launch PubGalaxy.

We have always striven for excellence in our work. In fact, our goal is to be 'beyond exceptional'. We want our products and services to generate additional value for our customers and to deliver these services in an outstanding way. That is what's behind our mission: to offer internet products and services with high added value.

Pressian Karakostov, CEO, Titan Gate JSC

Many tasks require the dexterity of the human hand. At OptoForce, our aim is to give robots a human sense of touch.

Ákos Dömötör, CEO, OptoForce Kft.

We started out as a small company with a handful of employees. Now, every day a small army heads to our office, motivated and determined to prove that solutions exist even to those problems that people have not as yet tried to solve. I have to say, I could not be prouder of them.

Peter Dostál, CEO, Aliter Technologies, a.s.

We believe that a happy and satisfied team is the best asset a company can have – and we owe our success to our people. We plan and then build as a team at the outset of every project, an approach that leads to the best possible result every time. We're continuously expanding our team with the best people for every role. With ongoing education and new challenges, our team is always fully up-to-date with new tools and technologies.

Saša Salamon, CEO, Code Consulting Ltd

25 Telum d.o.o.

Internet, Media & Telecom

520%

Croatia

Mario Ivić

www.telum-marketing.com

Founded: 2008

Last Year's Rank: 23

Telum is a data-driven performance agency specialising in web analytics and pay-per-click (PPC) platforms. It is a Google Premier Partner. As well as enabling the management of PPC campaigns, the company is developing its own content discovery network and technology for managing ad campaigns. When it comes to further development, its focus is on big data, AI, data collection and monetisation.

26 Accedia JSC

IT & Digital Solutions

495%

Bulgaria

Nikolay Mutafov

www.accedia.com

Founded: 2012

Last Year's Rank: -

Accedia is a professional IT services company specialising in technology consulting, software development outsourcing and developing end-to-end IT solutions for SMEs and large enterprises. With offices in Sofia, Bulgaria and Palo Alto, Accedia is one of the fastest-growing technology companies in the region. A trusted software provider for customers in more than 12 countries on four continents, Accedia works with leading banks and insurance providers, international financial institutions, Fortune 100 IT companies and innovative technology start-ups.

27 INIS Sp. z o.o.

Internet, Media & Telecom

475%

Poland

Roman Grygierek

www.inis.pl

Founded: 2010

Last Year's Rank: 14

INIS provides comprehensive support for advertising campaigns, with a focus on results. It has its own databases and mailing system as well as its own tool, INIS track, which enables automatic emission , analysis and real-time campaign optimisation. It has developed an email marketplace tool, which automates e-mail communication between publishers earning on their own bases. With more than 30 million mailings sent every day to people with specific demographic features, it uses a special tool called Data Driven Mailing to precisely identify target groups on the basis of their actions online.

28 Profico

IT & Digital Solutions

466%

- Croatia
- Mateo Perak & Ante Matijaca
- *www.profi.co*
- Founded: 2012
- Last Year's Rank: -

profico

Profico is a fast-growing, full-service digital agency and technology solution provider that has helped many enterprise and SME-level clients worldwide to grow their business. With more than 30 employees, the company is focused on software design and development in the areas of mobile, web and IoT-based technologies. Profico is also a Smart City solutions provider, building its own software products and IoT-based systems. One of the company's most important products is a Smart Street Parking System, a city-scale smart parking system that enables cities to provide dynamic traffic control, guidance and payment.

29 Oktawave Sp. z o.o.

IT & Digital Solutions

462%

- Poland
- Maciej Kuźniar
- *www.oktawave.com*
- Founded: 2012
- Last Year's Rank: -

OKTAWAVE
CHMURA, KTÓRA WSZYSTKO ZMIENIA

Oktawave is an Infrastructure as a Service (IaaS) platform. Its services are: cloud servers (OCI); safe and rapid data process and storage systems (OVS, OCS); and database and application environments. Oktawave provides clients with self-developed provisioning and management systems. These include Autoscaler technology, which observes the load and demand for computing power; it dynamically changes the service parameters up or down, enabling applications to run smoothly. It is the first Polish cloud company to comply with ISO/IEC 27001 security certification and CSA STAR data protection certification. Clients include Coca-Cola, TUI, AVIVA, Pajacyk.pl and Grupa Pracuj.pl.

30 Sarigato Sp. z o.o.

Internet, Media & Telecom

447%

- Poland
- Szymon Kosiński
- *www.grupasarigato.com*
- Founded: 2011
- Last Year's Rank: -

SARIGATO グループ GROUP

Sarigato Group works in the online advertising market, focusing on three areas under different brands: Sataku – Poland's largest network of rich media/video ads; Sarigato – a performance marketing agency; Yintaro – a B2B marketing specialist. A key reason for establishing the Sarigato Group was to help those in need. The Board therefore gives a large share of Group profits to CSR activities. The Sarigato Foundation is involved in three core projects: KarmimyPsiaki.pl, which helps homeless dogs; Szkola30.pl, which provides programming education to children from orphanages; and Sklep.karmimypsiaki.pl – a zoological shop that transfers 100 per cent of its profits to the Sarigato Foundation.

31 Kerris Group Sp. z o.o.

Internet, Media & Telecom — **444%**

- Poland
- Mikołaj Szymański
- www.kerrisgroup.com
- Founded: 2012
- Last Year's Rank: -

✦ KERRIS

KERRIS Group is one of the fastest-growing interactive agencies in Poland. The company develops and provides services in the field of creation, new technologies and performance marketing. From dozens of available solutions, KERRIS implements those that are most effective in achieving the goals of our business partners. Among these are brands like Porsche, Digital Care, L'Oréal Polska, Roche, Grohe Polska, Kruszwica, Honeywell, Uber and Polycom, as well as leading media houses and many inspiring start-ups.

32 Grupa TENSE Sp. z o.o. Sp.k.

Internet, Media & Telecom — **436%**

- Poland
- Michał Więcław
- www.grupa-tense.pl
- Founded: 2011
- Last Year's Rank: 34

Grupa TENSE is an interactive digital marketing agency located in Poznań. It provides its clients with services based around inbound marketing, specialising in search engine optimisation and related services such as link building, comprehensive website analysis and content creation. Other services include the preparation and implementation of advertising strategy in social media and Google AdWords, word-of-mouth marketing, content publishing and website creation. Grupa TENSE uses a "pay-for-performance" model, which guarantees its clients gain maximum efficiency from their advertising services.

33 ADEO WEB, UAB

IT & Digital Solutions — **427%**

- Lithuania
- Paulius Nagys
- www.adeoweb.biz
- Founded: 2009
- Last Year's Rank: -

adeo web

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

34 SentiOne Sp. z o.o.

IT & Digital Solutions

425%

Poland

Kamil Bargiel

www.sentione.com

Founded: 2012

Last Year's Rank: -

senti**one**

SentiOne Sp z o.o. is Europe's leading international social-media listening company. Founded five years ago in Poland, it has since grown into an agency covering 27 countries with almost 100 employees across the world. It currently monitors more than 15 billion sources worldwide across 26 markets. It works with more than 750 international brands, including Procter & Gamble, Unilever, Beiersdorf, Starcom, Mindshare, Mediacom and Saatchi and Saatchi. With its multinational background and several subsidiaries across Europe, the company's goal is to provide effective internet-monitoring methods that answer the various expectations of our data and information-driven society.

35 Undabot d.o.o.

IT & Digital Solutions

421%

Croatia

Saša Ignjatović, Marko Miloš

www.undabot.com

Founded: 2012

Last Year's Rank: -

undabot

As makers of mobile moments, Undabot helps clients to scale their business on mobile platforms and enables users to enjoy seamless user experiences. The company is made up of talented and committed developers, designers and engineers aiming to produce high-end results every time. They use the latest technologies and optimised methodologies for any smart device – smartphone, tablet, smartwatch or smart TV. By following platform specifics and embracing our clients' business strategy, Undabot has developed some of Central Europe's leading apps for both the iOS and Android platforms.

36 STX Next Sp. z o.o.

IT & Digital Solutions

408%

Poland

Maciej Dziergwa

www.stxnext.com

Founded: 2005

Last Year's Rank: -

STXNEXT
python powerhouse

The company is a European Python Powerhouse, with over 160 developers ready to empower projects with outstanding code and a results-driven Agile process. Its toolbox of frameworks includes Django, Angular and ReactJS, each chosen to rapidly create reliable solutions. Based in Poland, it employs more than 280 people, including UX designers, automatic QA testers and communication experts who ensure smooth cooperation with partners. With over 12 years' experience, STX Next can provide full-stack web apps to clients across all industries. It is also proud to work with long-term technology partners throughout the US, Canada, Australia, Middle East and Western Europe.

Accedia's mission statement is "Developing software innovations". Building a culture of innovation has therefore been at the top of our agenda since the foundation of the company. I believe this has been a key factor in our success.

Dimitar Dimitrov, CEO, Accedia JSC

Our success is based on client orientation. We are always searching for the best solutions that allow us to offer our clients wider choice, faster delivery, better customer service, easier return processes, a wider choice of payment methods and more. We see that Baltic people are increasingly making daily household purchases on the internet. Our goal is therefore to offer the entire range of products they need to make shopping quick and easy, even by phone. We must therefore be one step ahead, being ready to satisfy our clients' needs even before they emerge.

Recognition in the Deloitte Fast 50 shows that we are on the right track. This is inspiring us to move forward, to work even harder and to do better.

Dainius Liulys, CEO, Pigu, UAB

As pioneers of big data marketing in Central Europe, we stepped into the unknown with few assets apart from our vision. A vision of advertising that is not a burden for the internet users but delivers great results nonetheless. We didn't know at the time if the market was ready for change, but now it is clear that the revolution has begun. Data is the new currency in the transforming economy. We are one of the world's biggest data warehouses, and one of few companies that deliver data from mobile devices on a large scale.

Piotr Prajsnar, CEO, Cloud Technologies S.A.

We treat our people with respect and trust. Everyone who is capable of taking responsibility for their thoughts and actions remains with us. Those who cannot are incapable of working in a culture like ours over the long-term. Naturally, people do leave us to earn more money, but they are in the minority.

Jan Kastura, CEO, INVENTI Solution s.r.o.

37 INVENTI Solution s.r.o.

IT & Digital Solutions

408%

- Czech Republic
- Jan Kaštura
- *www.inventi.cz*
- Founded: 2011
- Last Year's Rank: 47

inventi

INVENTI's main areas of expertise include software development and analysis, quality assurance, mobile applications and supporting start-ups. Its products include customer portals, integration software, testing-process outsourcing and mobile applications for tourism. Its key to success lies in the motto "It's about the people", which it applies to its customers as well as its employees.

38 Monterail Sp. z o.o.

IT & Digital Solutions

393%

- Poland
- Szymon Boniecki, Bartosz Pietrzak
- *www.monterail.com*
- Founded: 2010
- Last Year's Rank: 25

Monterail

Monterail is a close-knit team of more than 80 experts offering web and mobile development for start-ups and enterprises. With seven years' experience, over 100 products delivered and a 96 per cent client satisfaction rating, it is the go-to team for a range of clients. Its clients are from all over the globe – from Australia, Kenya, Germany, Switzerland and the United Kingdom to Atlanta and San Francisco. The company believes in giving back to the community and holds a number of events promoting knowledge sharing and networking. In 2017 alone, over 1,000 people attended events it helped to organise, including Girls in IT, VueConf, meet.js and UX Wrocław.

39 S.C. QUALTEH JR SRL

IT & Digital Solutions

388%

- Romania
- Moise Jurca
- *www.Qualteh.com*
- Founded: 2009
- Last Year's Rank: -

QUALTEH

The company draws on its experience, partnerships and development capabilities to provide: concept and flow design, development and customisation for innovative high-quality enterprise and mobile software solutions; as well as both-ways data transfer and processing between various business systems already implemented by a company.

40 Hangar 18 d.o.o.

IT & Digital Solutions

368%

- Croatia
- Mario Kralj
- *www.noa-mobile.eu*
- Founded: 2005
- Last Year's Rank: 28

hAnGAR18

Hangar18 does business on several fronts and has developed several successful brands.
The most popular of these is the NOA smartphone line-up, which includes a wide variety of devices from entry-level smartphones to flagship devices that seek to satisfy even the most demanding users. The quality of the NOA brand has been confirmed with an EISA best buy award for the H10LE flagship device. Other Hangar18 brands include the Megastore chain of specialist IT outlets, Central Europe's first gaming arenas and the HPC range of gaming PCs.

41 Riešenia, spol. s r.o.

Internet, Media & Telecom

365%

- Slovakia
- Vladimír Vanek
- *www.riesenia.com*
- Founded: 2005
- Last Year's Rank: -

riesenia'com
TVORCA STABILNÝCH WEBOVÝCH RIEŠENÍ

RIESENIA.com is a digital agency, established in 2005, with experience in online marketing, web analytics and e-commerce, including the development of customised solutions on advertising platforms. Its team has a unique blend of experience working for local and foreign clients. It is proud of its state-of-the-art RSHOP e-commerce platform and its proprietary automated -advertising tool, AdBOOST.sk, which used by agencies and end-clients' in-house marketing teams.

42 Scoro Software OÜ

IT & Digital Solutions

353%

- Estonia
- Fred Krieger
- *www.scoro.com*
- Founded: 2001
- Last Year's Rank: -

scoro'

Scoro is an end-to-end work management solution which allows professional and creative services to control their entire workflow from one place. It helps to streamline work and eliminate routine tasks to ensure that a business runs as smoothly and efficiently as possible – from sales right through to billing. Scoro's features include calendaring, task and project management, quoting and billing, enterprise-level reporting and a real-time dashboard.

43 Cenatorium Sp. z o.o.

IT & Digital Solutions

353%

- Poland
- Adam Sobczak
- *www.cenatorium.pl*
- Founded: 2011
- Last Year's Rank: -

cenatorium

This Polish fintech company provides the country's largest commercial real estate database and valuation system. It serves a range of industries – from infrastructure and banking to development and real estate/investment. Its use of advanced spatial data processing and unique information technology solutions is creating new standards for these sectors. Its B2C brand – urban.one – provides services for all participants in the real estate market.

44 Hiflylabs Zrt.

IT & Digital Solutions

348%

- Hungary
- Zsolt Virág
- *www.hiflylabs.hu*
- Founded: 2012
- Last Year's Rank: -

hiflylabs

Hiflylabs was founded in 2012 and operates in Budapest with a team of 50 expert employees. The company provides consulting, project management and implementation in the fields of business intelligence, data warehousing, data mining, data science, dashboard building and custom application development. The company's leaders have been working together for 15 years, delivering solutions to various companies in a broad range of industries. They have shipped solutions and analytical products to top Hungarian organisations in banking, logistics, FMCG, telecoms, energy and government. They value knowledge and constantly aim to use the latest technologies. They already work with big data, machine learning, data visualisation and IoT technologies.

45 Gauss LTD

IT & Digital Solutions

347%

- Croatia
- Ivan Lozančić
- *www.gauss-development.com*
- Founded: 2012
- Last Year's Rank: 19

gauss development

Gauss Development is a software innovation hotspot. The starting point of many software careers, Gauss launched in 2012 in a small and crowded apartment to handle local business. Now it is a full-service software development agency operating on a global scale. The cornerstone of the company has always been its employees. It has always nurtured its relationships with them and fostered their creativity to create a highly collaborative environment. It applies this nurturing philosophy to its clients as well. Today, its success is built on its employees' and clients' ability to deliver high-quality solutions – together.

46 Netguru Sp. z o.o.

IT & Digital Solutions

328%

Poland

Wiktor Schmidt

www.netguru.co

Founded: 2008

Last Year's Rank: -

netguru

Netguru is an international company that builds digital products – differently. The company provides consulting services in product development, creating software solutions and product design. Over nearly 10 years of operation, Netguru has delivered more than 170 projects for successful start-ups and Fortune 500 companies. Netguru team members are passionate about web and mobile technologies, and they thrive on working with clients on innovative products and helping them improve the world through software. Netguru's clients have changed the way people listen to music, learn languages and rent bicycles. Their products have been featured in TechCrunch, Business Insider and Product Hunt.

47 S.C. Tremend Software Consulting SRL

IT & Digital Solutions

324%

Romania

Ioan Coca, Marius Hanganu

www.tremend.com

Founded: 2005

Last Year's Rank: 37

tremend
DELIVERED AS INTENDED

Tremend is a Romanian software company with over 11 years' experience of delivering complex software solutions incorporating advanced technologies. The company specialises in enterprise transformation platforms (customer care portals, omnichannel banking and commerce), advanced engineering for car manufacturers, and device connectivity and intelligent enterprise applications using the latest technical areas such as AI, machine learning and big data. Located in Bucharest, Tremend has to date delivered over 300 successful projects. The company's clients range from innovative US start-ups to multinational enterprises from over 15 countries on three continents.

48 10Clouds Sp. z o.o.

IT & Digital Solutions

316%

Poland

Maciej Cielecki

www.10clouds.com

Founded: 2011

Last Year's Rank: -

10CLOUDS

10Clouds is a leading software development and design company from Poland. Since 2009, the company has built and designed software for more than 90 businesses worldwide, mainly in the United States, Western Europe and Australia. The industries that 10Clouds' clients operate in include big data, Edtech, Fintech, crowdsourcing, e-health, transport and more. 10Clouds currently employs more than 100 specialists and continues to grow as its client base expands.

49 Infinum d.o.o.

IT & Digital Solutions

315%

- Croatia
- Tomislav Car
- *www.infinum.co*
- Founded: 2005
- Last Year's Rank: -

∞ INFINUM

This independent design and development agency was founded in 2005. With a team of over 100 specialists, it delivers high-end software solutions to global clients ranging from exciting start-ups to established enterprises across different industry verticals. Many awards prove the quality of its work, and its experts share their knowledge on the Infinum blog. The company demonstrates its commitment to the community through various initiatives, including the Infinum Academy. The team's expertise lies in developing rock-solid, functional and beautifully designed apps that aim to transform its clients' businesses.

50 TeleSoftas, UAB

IT & Digital Solutions

310%

- Lithuania
- Algirdas Stonys
- *www.telesoftas.com*
- Founded: 2004
- Last Year's Rank: -

TeleSoftas

Since its launch in 2004, TeleSoftas has been creating an environment where excellence, creativity and initiative can thrive. Today, it operates across the world, with close to 300 employees in offices in Kaunas, Vilnius, Zurich, Dubai and now San Francisco. It provides consulting and software development services for clients around the globe, from well-known brands like the Smithsonian, the BBC, Ferrari and Aon, to innovative SMEs like YellowDog. For all, it delivers world-class and often pioneering solutions in sectors from mobile and big data to Fintech, communications and more.

Our partners often praise us for our agile approach. We lead them step by step through a complex application-development process – from workshops, where we clarify the concept behind the product, to releasing it on the market.

We are not afraid of being a pioneer. We focus effort not just on creating mobile solutions, but also on building an outstanding company culture – last year, for example, we organised a 'workcation' for our team to spend a month in Bali.

I believe that creating the very best products demands something more than knowledge, experience and engagement. You need to stay excited and hungry, and that's what makes our team one in a million. We love what we do and we take our passion out of the office and into the community. We organise get-togethers for developers and graphic designers, bootcamps for beginner programmers and lectures for students. I know that, with this team, we can respond to every challenge and win.

Wojciech Szwajkiewicz, CEO, Droids On Roids Sp. z o.o.

Big 5 awards

Criteria for Big 5

This ranks large companies that have achieved extraordinary growth over four years. Eligible companies must meet the same criteria as the main Fast 50 ranking, with the exception that annual revenue in the final measured year (2016) must exceed €25 million.

Big 5 awards
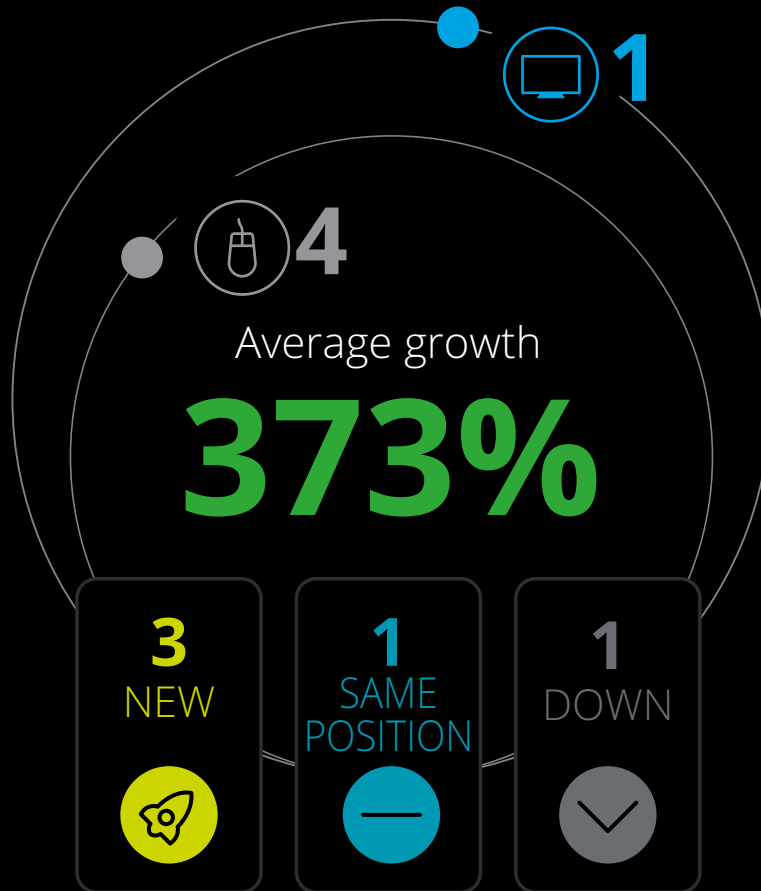
1

4

Average growth

373%

3	1	1
NEW	SAME POSITION	DOWN

Companies broken down by countries

Lithuania: 1

Czech Republic: 1

Slovakia: 2

Bulgaria: 1
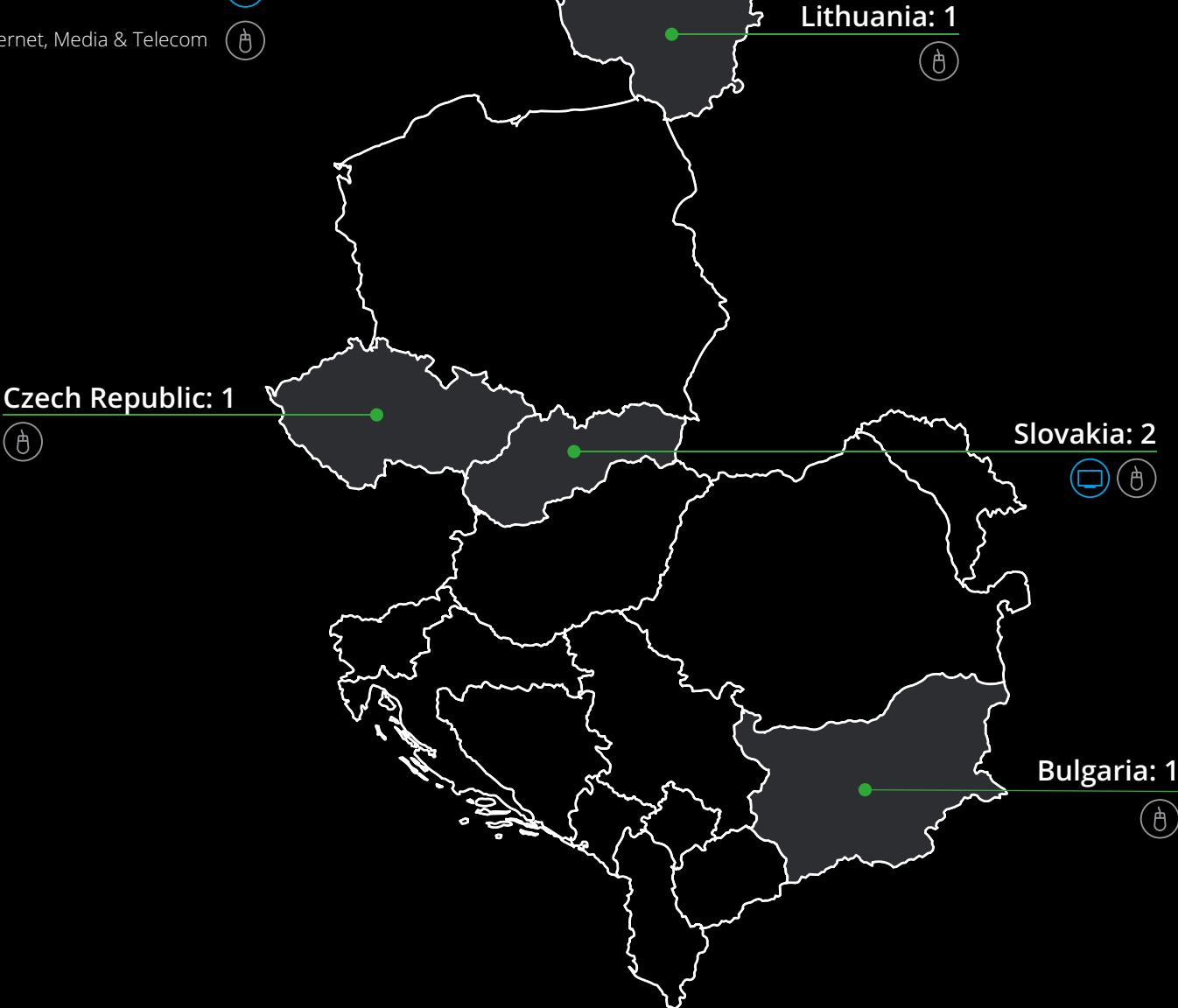
1 ZOOT a.s.

Internet, Media & Telecom

820%

- Czech Republic
- Ladislav Trpák
- *www.zoot.cz*
- Founded: 2012
- Last Year's Rank: -

ZOOT.

ZOOT is more than a simple online shop. It is building (Fashion) Retail 3.0, a revolutionary bridge between the e-commerce and bricks and mortar worlds, with strong focus on customer experience, technologies and fun. It sells more than 300 brands and has set up a physical network of "TRY BEFORE YOU BUY" pick-up points. Customers order online, try the clothes on and pay if they fit. The company´s significant growth was confirmed in April 2017 by the Financial Times' list of 1,000 fast-growing companies in Europe, which ranked ZOOT in 43rd place. ZOOT is based in Prague, but also services other Central European countries (such as Slovakia and Romania) and will soon be expanding further.

2 Titan Gate JSC

Internet, Media & Telecom

802%

- Bulgaria
- Pressian Karakostov
- *www.titangate.com*
  www.pubgalaxy.com
- Founded: 2006
- Last Year's Rank: -

TITAN GATE

Titan Gate started out as a publisher, founding PhoneArena.com, one of the top tech sites in the world. Years trying and testing every major ad space monetisation product on the market gave it the knowledge and insight needed to create a superior solution of its own. This is how PubGalaxy was born – a platform for premium publishers, designed to help them attract quality advertisers and optimise yield through advanced technology and human guidance. PubGalaxy quickly proved to be outperforming even industry leaders. The company is today trusted by hundreds of websites thanks to its innovative approach and sustainable results.

3 Pigu, UAB

Internet, Media & Telecom

208%

- Lithuania
- Dainius Liulys
- *www.pigu.lt*
- Founded: 2007
- Last Year's Rank: 3

pigu.lt

UAB Pigu is the largest online retailer in the Baltics. In Lithuania, it is known as pigu.lt, in Latvia as 220.lv, and in Estonia as kaup24.ee. It offers customers a wide range of product categories for the whole family, including perfume and cosmetics, children's goods, fashion, furniture, DIY, household appliances and electronics, computers and hardware, sport, leisure and tourism, gardening and more. In addition, pigu.lt offers same-day delivery, a wide range of payment and delivery options, and a simple returns process. The company seeks to convert customers from offline to online and aims to help people save time and money by encouraging them to shop online every day.

4 ESET, spol. s r.o.

Internet, Media & Telecom

35%

Slovakia

Richard Marko

www.eset.com

Founded: 1992

Last Year's Rank: -

ESET develops software solutions providing immediate and comprehensive protection against constantly-evolving computer security threats. At present, ESET deals with the development of innovative security solutions focusing on the proactive detection of malware and the protection against computer crime and software piracy. Key products designed for households are ESET Smart Security and ESET NOD32 Antivirus. ESET Endpoint Security and ESET Endpoint Antivirus with the option of remote administration through ESET Remote Administrator are designed for companies. ESET also develops security solutions for servers, mobile devices and the Mac OS X and Linux platforms.

5 Aliter Technologies, a.s.

IT & Digital Solutions

2%

Slovakia

Peter Dostál

www.aliter.com

Founded: 2007

Last Year's Rank: 2

Aliter Technologies is an acknowledged expert in the area of ICT and software development. It has three divisions. The ICT Systems Division specialises in integrating secure and highly available ICT infrastructure, including cloud-based data centres, communication systems and cybersecurity. The Software Development Division provides innovative customised solutions and develops the company's software product portfolio in the areas of cloud automation, service orchestration and contact centres. The Special Systems Division designs, develops and integrates products and solutions for armed forces and rescue and law-enforcement agencies operating in a tactical environment.

Just as today's leading car network isn't about cars and the biggest property rental service isn't about apartments, we at Q are not just about software development. We are primarily a 'management company' whose extremely powerful and well-established processes make the entire development process smooth and easy. Talented developers can be found anywhere, from the US to Indonesia; a good development company with perfected methods and practices is something else. That's why we have grown so fast, but with stability, over the last three years.

Filip Ljubic, CEO, Q

We started out with just three people on board, so reaching 100 employees in just five years seemed like a miracleto me. However, I soon realised that it was also a curse – we had to redefine each and every process in our software house, focusing not only on development but also on middle management, sales, marketing and more. We finally overcame the problem by attracting the most dedicated professionals to work with us. I can confirm that it's true what they say: when you take care of your employees, they pay you back by taking care of your clients.

Mateusz Kubiczek, CEO, The Software House Sp. z o. o.

It might sound simple, but I believe we have created our success by striving for happiness. Bringing together the best specialists with the market's strongest technical background is no longer enough. Over the last 14 years, instead of putting financial goals at the forefront, we have consistently invested in creating an environment where all this cumulative excellence, creativity and initiative can thrive. I am very happy that we have proved how putting people at the core of the company's goals is enabling us to provide excellent client service, to continuously innovate, and consequently to grow.

Algirdas Stonys, CEO, TeleSoftas, UAB

Our employees create award-winning mobile and web solutions. We've had to develop various new metrics and processes to continuously improve quality while providing more benefits for our growing teams and maintaining a steady and healthy rate of growth. Recognition by Deloitte for the fourth time is confirmation that we're doing a great job!

Josip Bišćan, Managing Partner, Infinum d.o.o.
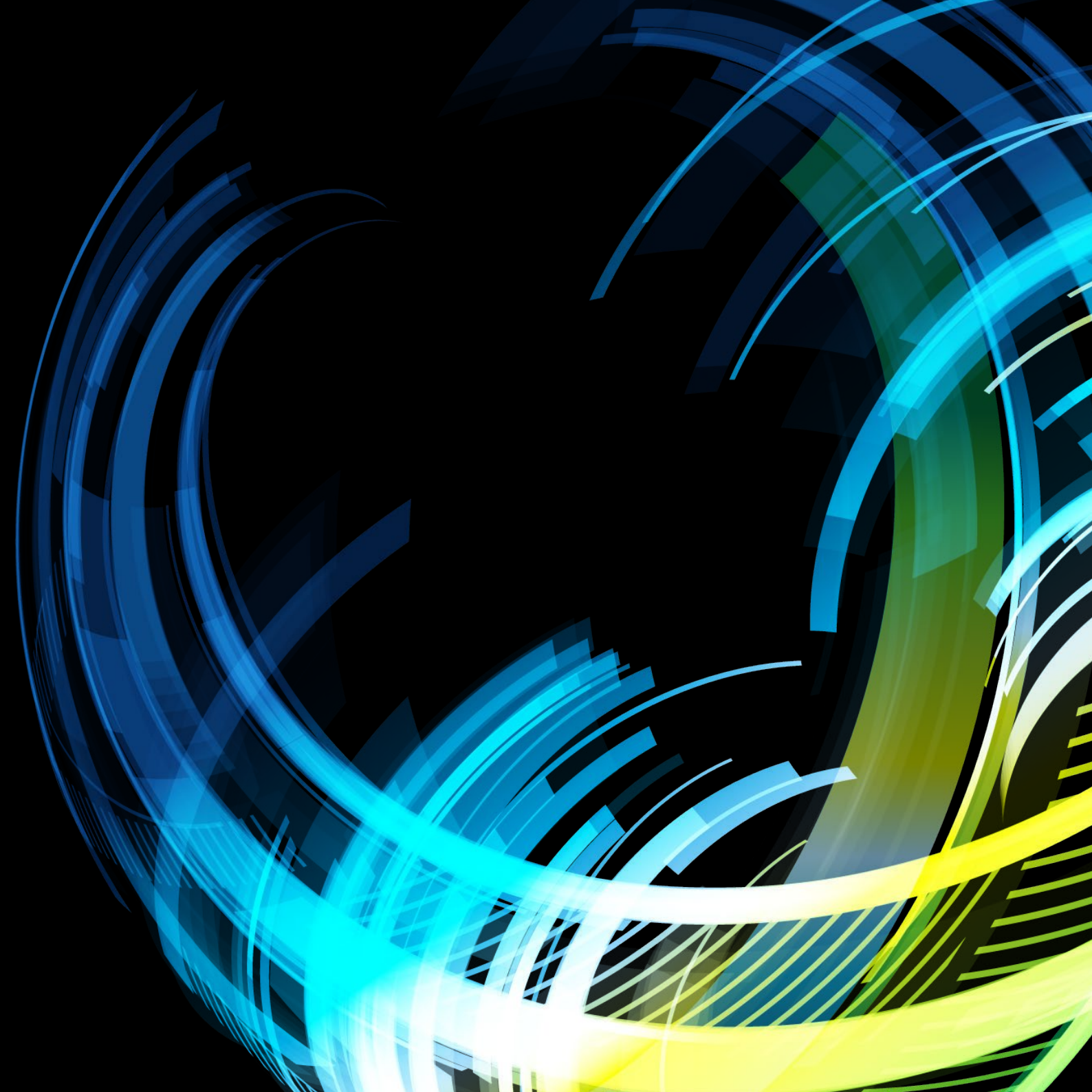
Rising Star awards

Criteria for Rising Star

Deloitte ranks companies that show great potential but are too new to meet the minimum of four years in operation criterion for the main Fast 50 category. Companies must have exceeded €30,000 in each of the last three years (2014 – 2016).

Rising Star awards
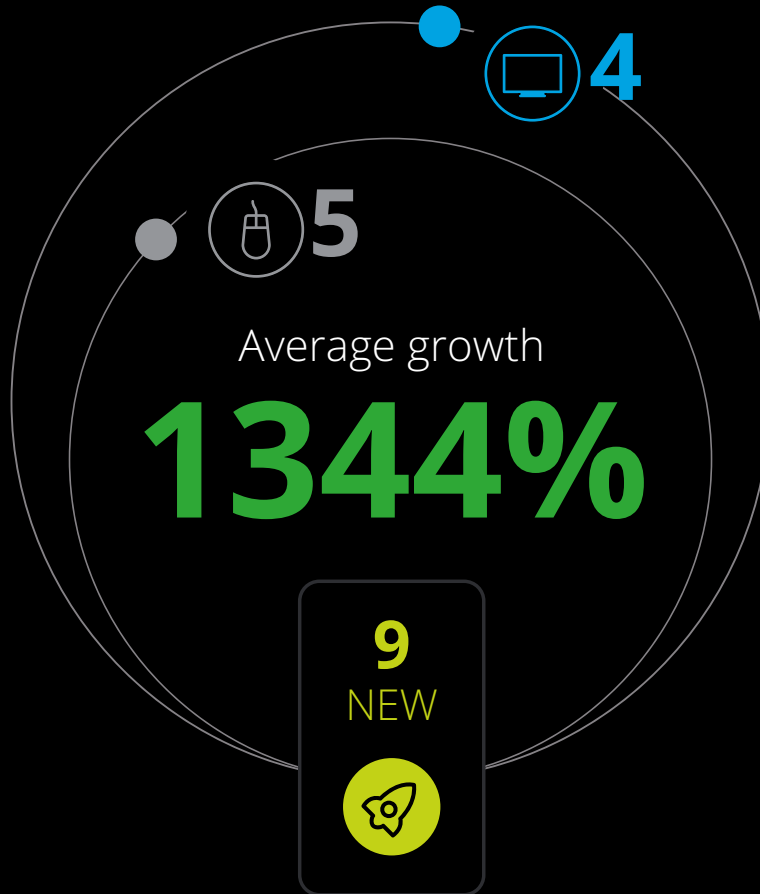
4

5

Average growth

1344%

9
NEW

Companies broken down by countries

Clean Tech & Energy

IT & Digital Solutions

Internet, Media & Telecom

Lithuania: 1

Poland: 3

Czech Republic: 1

Hungary: 2

Croatia: 2
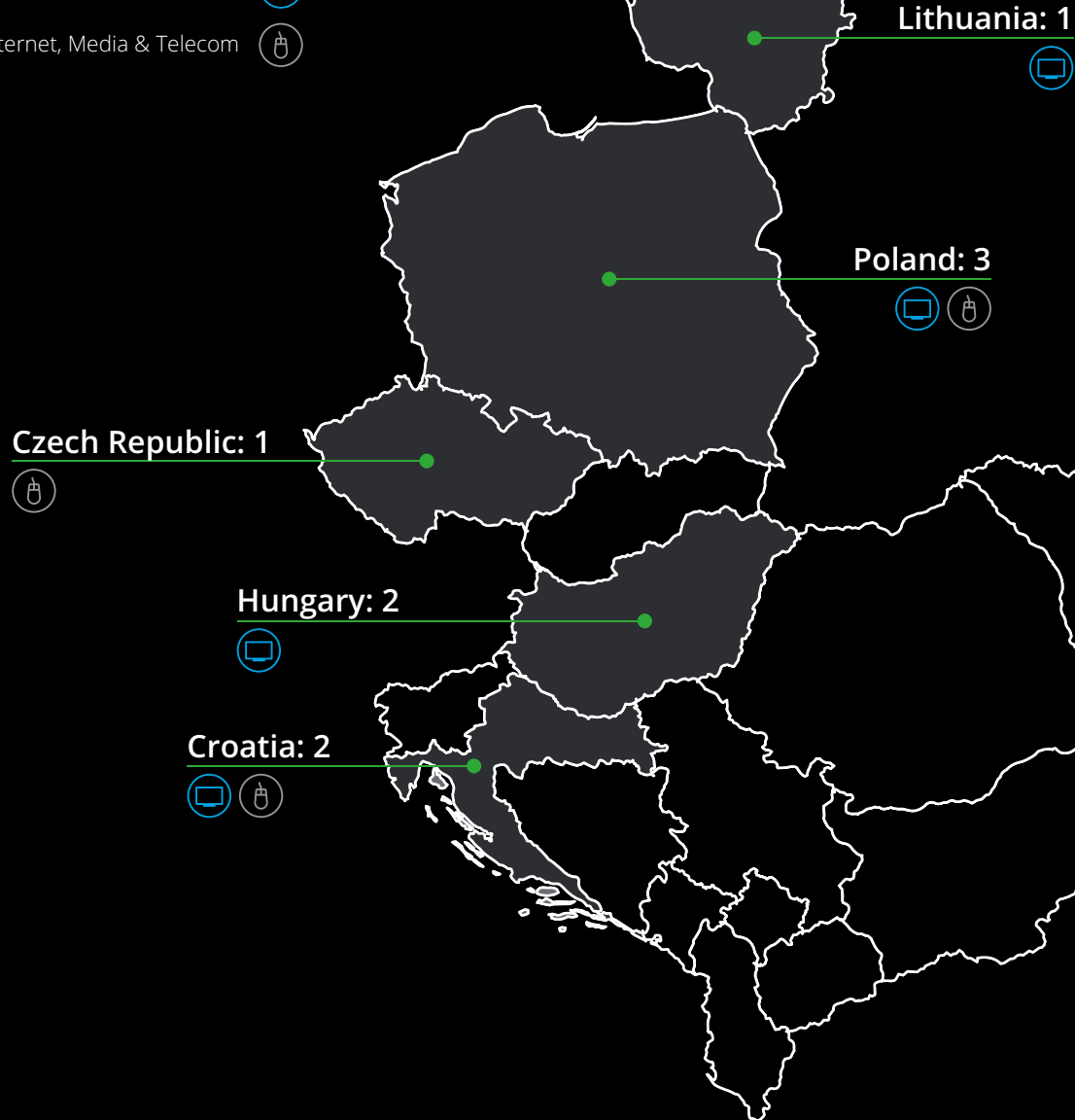
1 CGTrader, UAB
IT & Digital Solutions

3 329%

Lithuania

Dalia Lašaite

www.cgtrader.com

Founded: 2012

Last Year's Rank: -

cgtrader

CGTrader is one of the world's leading 3D-model marketplaces, with over 1,000,000 users and featuring 560,000 models for computer graphics, VR/AR and gaming. 3D artists, design studios and businesses use CGTrader to share and sell their models. Business customers can choose from a library of high-quality 3D models to use in their projects, shortening project-development time and saving resources. CGTrader gives talented 3D designers the opportunity to showcase their work, get valuable feedback from the community and interact in a designer-friendly environment. The platform allows designers to communicate directly with their customers and earn the market's highest royalties.

2 Q
IT & Digital Solutions

2 446%

Croatia

Filip Ljubić

www.q-software.com

Founded: 2013

Last Year's Rank: -

software

Q is a digital solutions provider operating through five global offices – in Los Angeles, Belfast, Paris, Oslo and its Zagreb HQ. Using a fresh approach and senior talent, it creates exceptional, cutting-edge digital solutions for clients in 19 countries worldwide, from Alaska to Dubai. Its unique methodology integrates creativity, strategy and technology in every project, while the expertise and experience of its people can provide answers to even the toughest questions. Its services are equally relevant, whether you're developing a new product, running an online business, building a start-up from scratch or simply looking to expand your development team.

3 dogadamycie.pl Sp. z o.o.
Internet, Media & Telecom

1 532%

Poland

Agnieszka Chmielewska

www.dogadamycie.pl

Founded: 2012

Last Year's Rank: -

dogadamycie.pl

dogadamycie.pl has changed how we think about translation as a service. It provides online language services to corporate and individual clients all over the world, adjusting its approach to the specific needs of each project. Having translated over 75 million words, it brings together more than 700 translators. Its user-friendly portal for clients, responsive 24/7 customer service and constant focus on quality have earned it a growing circle of loyal clients. The company's proprietary system and the technology it uses to integrate different translation tools are both innovative and unique to its websites.

4 Tresorit Kft.

IT & Digital Solutions

968%

- Hungary
- Istvan Lam
- *www.tresorit.com*
- Founded: 2011
- Last Year's Rank: -

tresorit

Tresorit is a cloud encryption company that provides secure, user-friendly file sync and sharing and collaboration services for business. Tresorit's end-to-end encryption protects user files from data breaches and government surveillance alike, helping business teams collaborate securely. Founded in 2011 by Istvan Lam, Szilveszter Szebeni and Gyorgy Szilagyi, Tresorit is now used by more than 10,000 businesses and over 100,000 individuals globally, including teams from the German Red Cross, Erste Bank and IT Services – a T-Systems company.

5 VoicePIN.com Sp. z o.o.

IT & Digital Solutions

875%

- Poland
- Łukasz Dyląg
- *www.voicepin.com*
- Founded: 2011
- Last Year's Rank: -

voicepin
voice biometrics

VoicePIN.com is a voice biometrics producer with a record of successful international implementation in the Fintech, banking, insurance, telco and public sectors. Its voice recognition solution is used for authentication, login, personalisation, fraud detection, emotion detection and behavioural modelling in call centres, mobile apps and helplines. It provides the company's clients with consumer experience functionality, security and cost-effectiveness.

6 Salelifter Sp. z o.o.

Internet, Media & Telecom

786%

- Poland
- Roman Grygierek
- *www.salelifter.com/pl*
- Founded: 2013
- Last Year's Rank: -

salelifter
WE GIVE YOUR SALE A LIFT

While Salelifter's activities focus on supporting sales processes through digital marketing, they also enrich, extend and monetise client databases. Its original technological solutions enable the precise identification of a target group, on the basis of geographical and behavioural data as well as users' current online activities. The company creates its own standards for data profiling based on verified data and its own newest technologies. It has created several special tools, including Expectus (for database and contact form verification) and Cyklop Data, which collects and aggregates data for the precise targeting of advertising.

7 Pilulka Distribuce s.r.o.

Internet, Media & Telecom

736%

- Czech Republic
- Petr Kasa
- *www.pilulka-lekarny.cz*
- Founded: 2013
- Last Year's Rank: -

+Pilulka.cz
LÉKÁRNA

Pilulka is a customer-centric new retail project in the pharmacy. Pilulka.cz and Pilulka.sk offer customers the opportunity to buy pharmaceuticals and other products through a wide network of partner pharmacies throughout the Czech Republic and Slovakia in a pleasant online environment. It was co-founded by experienced pharmacists with many years of professional experience. Stringent parameters are used in the careful selection of participating pharmacies. The company's sub-brands, CoPharm and TopFarma, are an association of independent pharmacies including over 200 fully qualified pharmacies across the Czech Republic.

8 OptoForce Kft.

IT & Digital Solutions

715%

- Hungary
- Ákos Dömötör
- *www.optoforce.com*
- Founded: 2012
- Last Year's Rank: -

OPTOFORCE
SENSE FOR AUTOMATION

OptoForce is a Budapest/Hungary based hi-tech company founded in 2012. The company works to bring force control to the masses in industrial automation, by producing multi-axial force/torque sensors with a revolutionary, optical technology. OptoForce equips industrial robots with a sense of touch so that more tasks can be automated and time can be saved. The company has global presence, the main markets are the US, Asia and Europe.

9 Merit Media Int

Internet, Media & Telecom

712%

- Croatia
- Marin Ante Dugandžić & Mladen Banović
- *www.merit-media.com*
- Founded: 2013
- Last Year's Rank: -

MERIT MEDIA

Merit Media Int is a Croatian company that has rapidly established itself as a leader in the global publishing and consulting markets for the worldwide transformer industry. Given its strict specialisation, the founders decided to focus the company on the global market, which is large enough to support business concepts of this type. The company also issues an industry-specific professional magazine, "Transformers Magazine" in English, which targets transformer manufacturers.

KERRIS is a full-service digital agency with a high-end development team and deep understanding of online business. It allows us to deliver and execute digital marketing strategies for big brands but also design and deliver outstanding web and mobile products for startups. As a result of the fast growth and building broad competencies internally, our biggest challenges became the recruitment and team development. Having 'A' players on board has always been our priority. I am happy that we somehow managed to have them with us from the very first days. We are doing our best to keep up the recruitment on the same level. We owe it to both KERRIS and our clients.

Ignacy Bochiński, Partner, Kerris Group Sp. z o.o.

A few years ago, BetGames.TV was a start-up with big ambitions – a pioneer in the gambling industry that combined traditional betting with popular lotteries and table games. The company's success is based on our talented team, which has a great mix of experienced industry professionals and highly creative millennials. We appreciate our shareholders as their trust in the past is what is enabling us now to provide high-quality product. We're happy to solve new challenges every day. I would like to take this opportunity to thank everybody for all the good vibes and our ongoing forward momentum.

Mindaugas Stanelis, CEO, TV Žaidimai, UAB

Hangar18 has successfully maintained the high quality of its products and services by using a method that brings the collaboration of small, highly specialised teams together with a set of long-term development processes. The growth of our NOA brand has proved to be the ultimate test of Hangar18 as a company that can succeed on an international level and pass every test standing in its way.

Mario Kralj, CEO, Hangar 18 d.o.o.

CGTrader was born with the notion that the market lacks a democratic place for 3D artists to sell their digital artwork. We are certain that rewarding the artists fairly is the key factor that has enabled CGTrader to attract so many designers and quality 3D models to the platform in such a short time. As stock 3D models cost only a fraction of what is normally spent on creating 3D content, CGTrader's value proposition has strongly resonated with the market and fueled the company's growth. With the development of technologies such as spatial computing, augmented and virtual reality and WebGL, it is becoming essential to make 3D content creation more efficient. CGTrader has a significant role to play and huge potential to grow further. Adhering to the market needs is a challenge, but we have an ambitious team that is not afraid of ambiguity, and we have already achieved some "impossible" goals.

Dalia Lašaitė, CEO, CGTrader, UAB

Technology delivers the power behind modern marketing. At INIS, as well as creating the technology, we go a step further by adding a second factor that's also essential in creating marketing processes for our customers: an expert team. It's thanks to our qualified people that we can run effective marketing campaigns that deliver one of the crucial keys to our customers' financial success.

Roman Grygierek, CEO, INIS Sp. z o.o.

"Whatever you are be a Good one" – a famous quote from Abraham Lincoln, which we adopted as our own on day one. Either you do it right, or you don't do it at all. This motto is at the core of our company and at the core of each and every one of our team – a team of experts who work hard to be the best in their fields. That's what has kept us growing nine years in a row, and is sure to keep us growing in future.

Tomas Varnas, CEO, Good one, UAB

We are building long-term relationships with our customers. We care about people, our partners and employees alike, while working together to create new mobile applications.

Martin Adámek, CEO, Inloop, s.r.o.

Most Disruptive Innovation: winner

This is a special award for the 'Most Disruptive Innovation' whose inventiveness and deep technological know-how is enabling it to develop solutions with the potential to significantly disrupt established markets and value networks.

Breathing new life into urban buildings across the world

This year's Most Disruptive Innovation (MDI) award celebrates a company that's poised to revolutionise the energy-efficiency of our cities. It's all about pumps, pipes and progress.

It was more than 20 years ago, and far away in Australia, that the first steps were taken towards the creation of DADANCO Europe, the Belgrade-based heating, ventilation and air-con (HVAC) technology company that's the recipient of this year's Deloitte 'Most Disruptive Innovation' (MDI) award.

This was when company CEO and founder Vladimir Petrović (the 'M' differentiates him from the Serbian football player and manager of the same name) and Professor Russell (Sam) Luxton of Adelaide University started working together on finding a solution to an age-old HVAC challenge.

How to increase the energy-efficiency of large-scale commercial HVAC systems

The solution the two men developed was an ingenious nozzle design so successful that it's now used in more than 2,500 buildings across the world. This was merely the first of a series of innovations that drew on their thorough understanding of the principles of thermo-fluid sciences to bring building occupiers a more comfortable and sustainable living environment.

And it delivered the basis for the creation of Mr Petrović's first company, DADANCO Pty Ltd.

Fast forward to 2017, and Mr Petrović now holds four international patents. He is widely recognised as a world expert on green building, with a roster of awards including Entrepreneur of the Year. Recognition for the company includes a series of NASDAQ technology awards, as well as market-leading positions in the US and Australia.

But the story doesn't end there – for, two years ago, Mr Petrović founded DADANCO Europe to manufacture and commercialise a growing range of revolutionary products across the continent.

The ethos remains the same as in those earliest days in Adelaide. "Staying at the forefront of scientific development through research, technical know-how and product-enhancement is an absolute necessity," he says. "The combination of core values we developed in the earliest days – teamwork, excellence and integrity – means we don't aim just to supply a component.

Rather, we work with the building's designer and whole development team in applying the optimum technology that best meets the end-user's needs."

Now, DADANCO Europe has embarked upon a new project – the 10xHydro turbine – which Mr Petrović calls "the most disruptive technology we have ever been involved with".

"Essentially, we have found a way to regenerate energy within a building's piping systems," he says. "This means that we can turn every building into a hydro power plant."

The most important issue for renewable energies relates to their use in urban environments and the utilisation of 'microgrids' – a small network of electricity users sharing a single source of supply. As Mr Petrović says, "There is not enough real estate in cities to place solar panels on rooftops, nor is there an environmentally acceptable way of using wind turbines."

"The 10xHydro solution uses microgrid technology to recover some of the pumping energy already used and return it to the building. Interestingly, it's based on an original design by Nicola Tesla, the great Serbian-American inventor and electrical engineer who died in 1943. But this is a thoroughly modern solution, which is patent-protected worldwide."

It's also proving in testing to be highly effective, regenerating almost half of the energy of the fluid available in a building's pipe network for return to the building or storage in batteries.

The scope of potential applications for the technology is highly diverse, ranging from hot, cold and drinking water systems in buildings to district-wide heating and cooling networks, municipal water supplies and, above all, natural gas and refrigeration applications.

As Mr Petrović says, "Essentially, if there is a closed piping system through which a fluid is distributed, then the chances are that the 10xHydro turbine can regenerate a significant amount of pumping energy."

To date, the team behind the solution has invested several million euros and three years of their lives in developing the technology. And now the project is beginning to get really exciting: performance research is complete and beta sites have been identified.

"We're seeking partners to bring this technology to market and commercialise it across the world within the next 12 months," Mr Petrović explains.

It's not hard to see why the independent MDI jury selected DADANCO Europe as this year's winner. And it's just as easy to foresee a future in which its positive power of disruption has radically reduced the scale of power consumption in buildings and cities across the world.

The combination of core values we developed in the earliest days – teamwork, excellence and integrity – means we don't aim just to supply a component. Rather, we work with the building's designer and whole development team in applying the optimum technology that best meets the end-user's needs.

Vladimir M. Petrović, CEO and Founder of DADANCO Europe

The times when decisions were based on the individual opinion of the company owner have long gone. At Salelifter we know the importance of using data to draw conclusions and make decisions. Therefore, every day we analyse data, process it and draw conclusions which enable us to make targeting recommendations that maximise the effectiveness of our customers' campaigns.

Roman Grygierek, CEO, Salelifter Sp. z o.o.

Great people and great software share a common denominator. Great people change the world for the better. Exceptional software is what helps them do so. This is what we at Gauss are trying to do – to use this powerful synthesis to change the world for the better.

Simply put, there is much more to our industry than just fantastic software. Passion and enthusiasm are necessary for the exceptional execution of ideas. This precise delivery and execution are what drives our success.

Ivan Lozančić, CEO, Gauss LTD

Within few years and without any external investments, we have evolved into one of the most innovative and growing companies in the 3D industry. Currently we are manufacturing over 6,000 3D printers monthly.

Josef Průša, CEO, Prusa Research s.r.o.

We believe that for state-of-the-art online solutions to succeed, it takes a combination of sophisticated strategy, analytics, online-media usage, focus on performance, state-of-the-art technologies and, in particular, a human being. We keep this in mind when structuring our team. This is how we address challenges, and it's why we are successful.

Vladimír Vanek, CEO, Riešenia, spol. s r.o.

We live at a time when the development of tools used to process and analyse data is very dynamic. We need to learn to extract from a wide range of data those which allow us most effectively to achieve our business goals. And we have at our disposal more and more advanced and sophisticated tools designed specifically to work with various categories of information (such as spatial data, for example). Cenatorium delivers unique data from across the highly diverse real estate industry, which can provide the foundations for developing solutions tailored to many different sectors of the economy. Thanks to us, entrepreneurs, public organisations and individuals can make the best possible business or life decisions.

Adam Sobczak, Board member, Cenatorium Sp. z o.o.
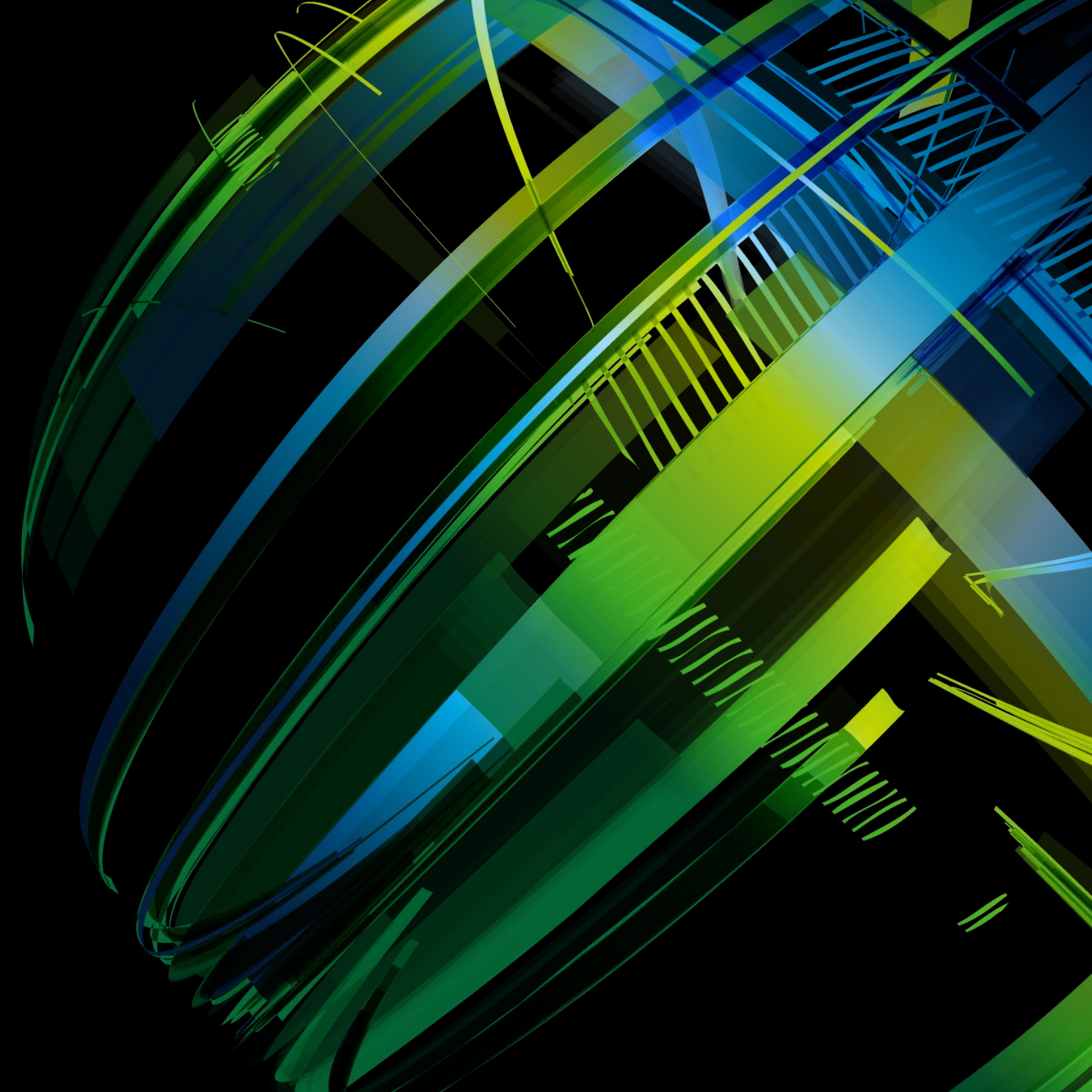
Most Disruptive Innovation: special recognition

Company on a mission to put an end to 'boring' work

It's a boom-time for bots – and Romania's UiPath is riding the crest of a wave as an acknowledged global leader in the fast-moving world of robotic process automation.

Whenever there is a discussion of the most potentially disruptive technologies on the planet, robotics is never far from the top of the list.

So it shouldn't be too surprising to learn that Bucharest-based UiPath – the fastest-growing of the world's leading robotic process automation (RPA) vendors – has been awarded a special distinction in this year's Most Disruptive Innovation (MDI) award scheme.

But it is somewhat surprising to find that the company's mission is not so much to help businesses save costs by automating laborious, repetitive, rules-based tasks.

Rather, in the words of UiPath's CEO and Co-Founder Daniel Dines, "Our mission is informed by the belief that work should be creative and inspiring for everyone. There are millions of people doing dreary, boring tasks like data entry and application processing at their workstations every day. Non-invasively integrating intelligent automation into client systems means employees can be redeployed to more

meaningful, satisfying and important roles that truly require the human touch."

"And the ability of our software bots to mimic the actions performed at their computers by employees has placed us right at the forefront of the so-called 'Fourth Industrial Revolution'."

UiPath was only incorporated in 2015, but this attitude has already seen it rack up widespread recognition from leading independent analyst firms including Everest Group (global leader and star performer in RPA) and Forrester (RPA industry leader, based on the company's superior technology).

Even more important, 2017 has been the company's most dramatic year to date, with an explosion in demand for RPA coming from key global markets like North America, Western Europe, India, Japan and South East Asia. To meet this burgeoning interest, UiPath raised $30 million in funding in April, underpinning its developing global network of more than 200 employees based in offices across four continents.

Today, the company's clients include organisations from over 20 countries in industries ranging from business process outsourcing, shared services, banking and telecoms to insurance, healthcare, manufacturing and more.

According to Chief Robotics Officer Boris Krumrey, UiPath is continuously seeking to extend its technology lead. As he says, "We're constantly enhancing our RPA solution through ongoing research and by using advanced models of intelligent automation, such as computer vision, machine learning capabilities and natural language processing."

This resulted in two further awards during the summer – those marking Outstanding Achievement in the Enterprise Use of AI and the Use of AI in Enterprise, presented at June's CogX AI Innovation Awards in London.

When receiving the awards, Daniel Dines was not shy of emphasising the disruptive impact of his company's work. "When adding computer vision and cognitive functions into the mix, we see our software robots achieving a human-level capability to process data and interact with applications," he said. "Intelligent automation is definitely what will transform the future of business and workforce management."

It's precisely this sort of vision that's behind our unique award to UiPath of a distinction in Deloitte's 2017 MDI programme.

Clearly, further dramatic expansion – and many more awards – lie ahead for this outstanding Central European business.

Our mission is informed by the belief that work should be creative and inspiring for everyone. There are millions of people doing dreary, boring tasks like data entry and application processing at their workstations every day. Non-invasively integrating intelligent automation into client systems means employees can be redeployed to more meaningful, satisfying and important roles that truly require the human touch.

Daniel Dines, CEO and Co-Founder of S.C. UIPATH S.R.L.

At Yieldbird, we help digital publishers increase their revenues through yield optimisation and programmatic advertising. It's a business like no other. It's about adapting disruptive technologies that completely reshape the playing field every couple of months. Applying global solutions to local requirements – sometimes very specific and non-standard – is what we do day-in, day-out. To maintain the pace and continue our growth, we need passionate professionals who can see the bigger picture. Now, thanks to our people, we're developing technologically advanced instruments to meet the demands of tomorrow for digital publishers worldwide. And this is what I see as the greatest success of our entire team.

Bartlomiej Chmiel, CEO, Yieldbird Sp. z.o.o

We aim to be a leading IT solutions company, in which technology experts are inspired to innovate. This is why we make significant investments in developing talent and aim constantly to nurture a friendly and open environment where everyone can share ideas, excel their potential and feel appreciated.

Desislava Kozhuharova, HR Manager, Accedia JSC

The rocketing growth of the Pilulka group is primarily based on our well thought-out planning of all the individual steps and phases of our development. At each of these stages, most firms tend to have difficulty co-ordinating the recruitment of high-quality people with maintaining efficiency and securing sufficient funding. We've performed very well in all these areas so far.

Petr Kasa, CEO, Pilulka Distribuce s.r.o.

Data is the key component of a successful marketing campaign. The key challenges that companies will face are around how to collect and monetise as much of their own data as possible, then combine it with third party data and use it to make rapid decisions on a large scale. Telum is here to help companies overcome those challenges.

Mario Ivić, CEO, Telum d.o.o.

Further expansion? Nothing is certain as yet, but we definitely want to grow and become a leader across Central and Eastern Europe.

Ladislav Trpák, CEO, ZOOT a.s.

The Japanese proverb "Shobai-wa ushii-o shidare" means that every job, like foam from the mouth of an ox, is the result of patience and toil. Being one of the companies in the Deloitte Technology Fast 50 ranking for Central Europe is proof that we are doing our job well. That said, we're not resting on our laurels – we're looking ahead to future challenges, which require hard work and the full involvement of our great team.

We have always seen our business as more than just a business. So, ever since the launch of our company, we have provided support for orphaned children and homeless animals. We remember that great deeds are not always needed to do good. Sometimes small gestures are enough.

Michał Żelażewski, CEO, Sarigato Sp. z o.o.

We're seeing a lot of new software solutions trying to solve future problems. AI and machine learning are set to completely reshape the way we work, but the underlying structure and processes of most companies are far from being ready for that. That's exactly what we're aiming to solve - provide this structure for our customers and thus become a crucial building block for these next generation work management applications.

Fred Krieger, CEO, Scoro Software OÜ

We have a motto at Deeper: "Dream Big". It's not just about having great ideas, it's also about pushing yourself to take those ideas further. And our success comes from having a strong team that buys into this approach. Our R&D team is constantly working to add new functions and improve performance, while our logistics guys are always finding new ways to optimise performance. In terms of marketing, we aim to push ourselves creatively both with our content and our strategy. And our sales guys never rest – they're always fighting to conquer new markets. Being recognised as a fast-growing company means a lot to us – it reaffirms our commitment to our ambitious approach, and it gives new impetus to our ongoing vision: to invent new experiences for our customers around the world.

Aurelijus Liubinas, CEO, Deeper, UAB

It was easy to say "We focus on high quality" when we were a team of just 15 people. However, we believe that maintaining high quality standards while scaling a people-based service business is vital for sustainable growth. We achieve this by creating a calm, respectful and inclusive workplace that attracts the right kind of people – and lets them grow.

Bartosz Pietrzak, Szymon Boniecki, CEOs, Monterail Sp. z o.o.

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GERMANY

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