

Deloitte.

50TM | **Technology Fast 50**
2016 CENTRAL EUROPE



Deloitte Technology
Fast 50 Central Europe 2016
Powerful Connections

Welcome to the Deloitte Technology Fast 50 Central Europe 2016

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 17th year, ranks the 50 fastest growing public or private technology companies.

The Technology Fast 50 award winners for 2016 are determined based on the revenue growth over four years (2012 to 2015). 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,
- Media & Telecommunications,
- Biotech, Nanotech, Medtech,
- Clean Tech & Energy.

Technology companies are invited to self-nominate for the programme via our website. Financial data about 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**.





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It was particularly encouraging to see that the majority of those featured in the ranking are first-time entrants to the competition, enabling us to bring a significant new tranche of vibrant and innovative young companies to wider attention.



Thoughts from the Programme Leader

It gives me great pleasure to introduce this, the 17th annual edition of the Deloitte Technology Fast 50 in Central Europe.

The 2016 ranking of our region's most innovative and fast-growing companies is a true landmark in the increasing recognition and importance of the "Fast 50" brand among the business community of Central Europe. While the number of companies putting themselves forward as candidates for the listing has grown consistently over the years, this time the number jumped upwards by a remarkable 40 per cent.

Alongside such a tremendous increase, it was also particularly encouraging to see that the majority of those featured in the ranking are first-time entrants to the competition, enabling us to bring a significant new tranche of vibrant and innovative young companies to wider attention.

The ranking has also widened its scope this year. Although the majority of featured companies are as ever from the IT & Digital Solutions sector, we have for the first time also included representatives from two new markets: Clean Tech & Biotech and Nanotech & Medtech. This step both extends the reach of our report and reflects the tremendous progress such companies are making at the forefront of innovation.

In another major change, we have also introduced a new award this year: one that marks and rewards the "Most Disruptive Innovation" (MDI). This is particularly exciting for us, as we believe it will identify the regional leaders

of the future and highlight those companies with the greatest potential to revolutionise their markets, industries and business sectors. We believe that it is important to pinpoint who they are now, for two main reasons. First, they are the businesses with the best chance of evolving into the technology leaders of tomorrow. And second, with their cutting-edge know-how, fresh approach to business, proven experience and proprietary technologies, they can make excellent partners for today's market leaders.

I would also like to acknowledge the valuable role of our partners - Orange, Intel, Salesforce, Adamed and KIC Innoenergy, in selecting the winner of the MDI award. They added greatly to the rigour of the selection process, complementing our own experience and professionalism with their immense depth of knowledge and deep understanding of innovation.

Finally, as ever we found developing this report an exciting and enjoyable experience, as it gives us the opportunity to bring to your attention some of the most dynamic and inspiring young companies in Central Europe. I hope you enjoy reading it as much as we did compiling it.



Magdalena Burnat-Mikosz

Partner, Central European Fast 50 Programme Leader, Innovation Consulting, R&D and Government Incentives at Deloitte Poland

This year's edition also saw the launch of a new award for the "Most Disruptive Innovation" (MDI), which enables us to single out one business that might not have made the ranking, but is pioneering new ideas or technologies. The Polish company, HiProMine, which is using insect-based technologies in areas including waste management and the production of food, feed and fertiliser won our first ever MDI.



CEO's insight

Excitement and inspiration

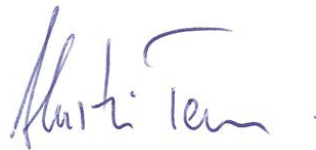
For 17 editions now, the Deloitte Central Europe Technology Fast 50 ranking has identified and promoted many of the most exciting companies in our region.

As always, this year's publication showcases an impressive line-up of innovative and mostly young businesses, many of which have the potential to make a significant impact on our markets. With an average annual growth rate of 1,057%, their performance is once again remarkable – although no one else comes close to the 13,052% recorded by Polish tech marketing hub, Codewise, which leads not only the Fast 50 ranking itself but also the “Big Five” listing of larger companies.

Special mention also goes to the Lithuanian smart device company, Deeper, which won our “Rising Stars” award reserved for companies founded in the last five years.

This year's edition also saw the launch of a new award for the “Most Disruptive Innovation” (MDI), which enables us to single out one business that might not have made the ranking, but is pioneering new ideas or technologies. The Polish company, HiProMine, which is using insect-based technologies in areas including waste management and the production of food, feed and fertiliser won our first ever MDI.

Congratulations to all the winners and to every company in this year's ranking. Your innovation and ambition continue to inspire us all across Central Europe.



Alastair Teare
Chief Executive Officer
Deloitte Central Europe

2016 Technology Fast 50 ranking

Criteria for 2016 Technology Fast 50

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

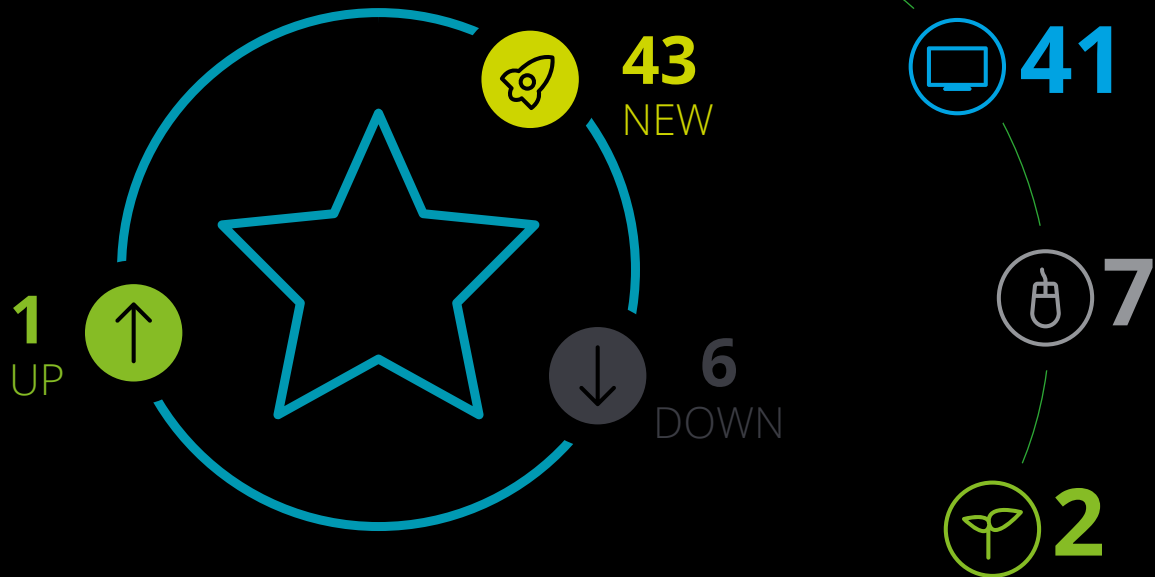
- Annual revenues of at least €50,000 in each year between 2012 and 2015.
- Develop or manufacture proprietary technologies or spend a significant amount of capital on R&D.
- Have an ownership structure that excludes majority-owned subsidiaries of strategic entities.
- Headquarters in a Central European country (Albania, Bulgaria, Bosnia & Herzegovina, Croatia, the Czech Republic, Estonia, Hungary, 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 2012 to 2015.

Fast 50 overview

1057%


Average growth


Area




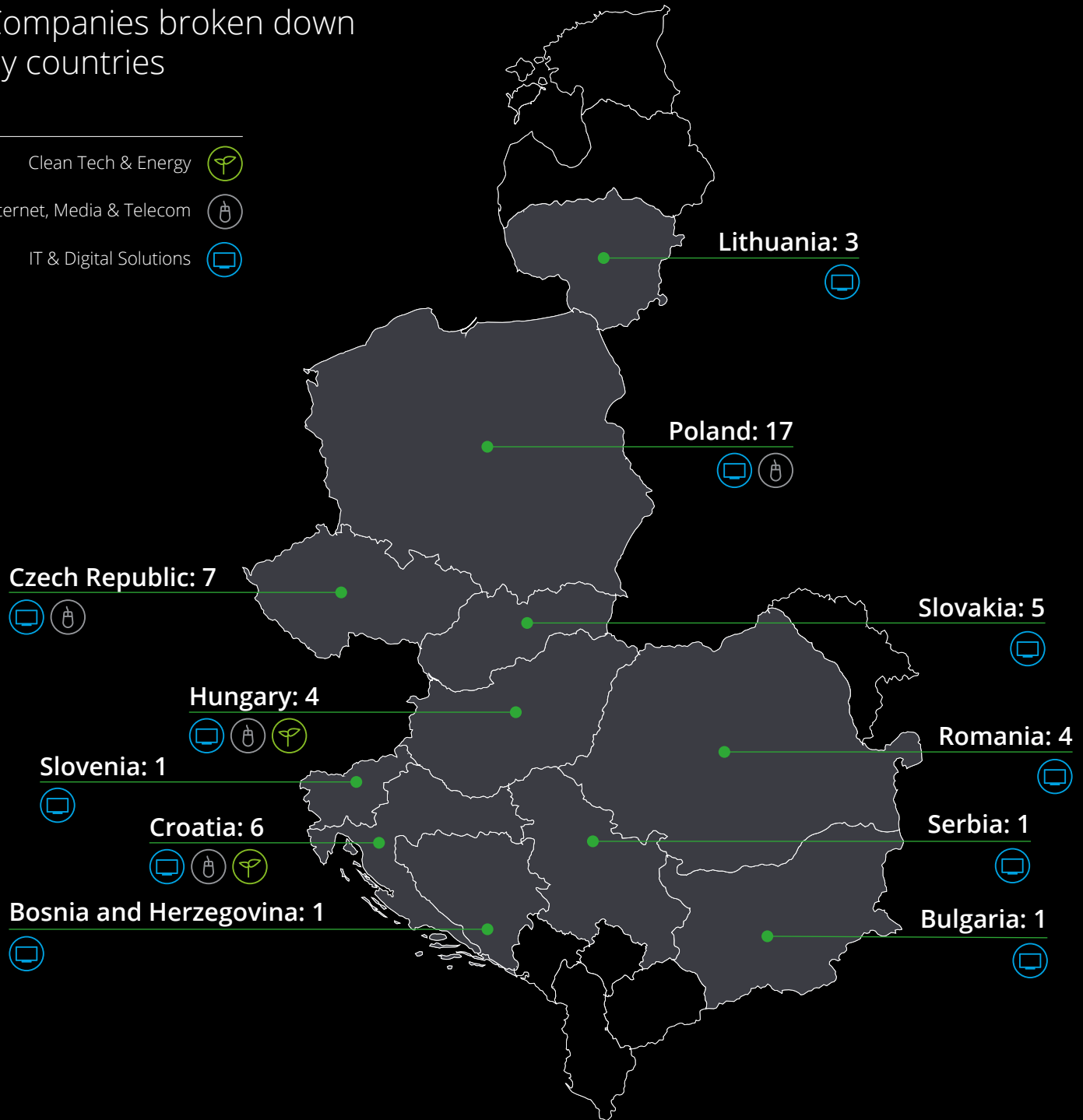
Most companies founded
in **2011**

Companies broken down by countries

Clean Tech & Energy 

Internet, Media & Telecom 

IT & Digital Solutions 



Gryn, growth and geeks

Limitless technology, thinking big and enjoyment at work... Three key factors that Codewise CEO Robert Gryn believes are fuelling his young company to the peak of the Fast 50 and onward to the upper reaches of the global ad-tech sector.

Every now and again, a company comes along that is so completely exceptional that the observer can do little more than stare in amazement at its performance. One such is Krakow-based advertising technology business Codewise, whose astonishing three-year growth rate of more than 13,000% makes it the unchallenged leader of this year's Technology Fast 50.

The story gets more impressive the more you look at it. Codewise was 2015's recipient of the Rising Star award, designed for companies that are too young to make the main ranking. Just a year later, however, it not only stood at the top of the Fast 50. It also led the Big Five listing, which exists to reward those companies that are supposedly too large and established to be still achieving growth rates as rapid as their nimbler competitors.

Disrupting and redefining industries

So, headed by its charismatic 30-year-old CEO and owner Robert Gryn, the company is breaking rules – and not just those of the Fast 50. Founded in 2011, it has already opened a London office and is planning to set up in the US very soon, something that few if any five-year-old Polish companies have ever achieved. So it's hardly surprising that the company's own website calls itself "Poland's fastest-growing and sexiest start-up", going on to highlight how its "amalgamation of geeks, scientists, creative wizards and digital marketers" enjoy "disrupting and redefining industries with serious technology."

That theme of enjoyment is one that Robert Gryn believes in passionately, stating publicly that to perform well people must look forward to coming to work. He lists his business priorities as "people, products, profits – in that order". And he firmly believes that young Polish businesses should set out with greater ambition. "There's so much talent in Poland. However, people are generally risk-averse and often don't think on a global scale. I would love to see this change."

He certainly had that ambition himself, turning Codewise from a business that took on outsourced projects into a "venture-building" company – a business that builds companies and brands using its own internal resources. Currently, Codewise already has two globally recognised products in the shape of the Zeropark performance traffic exchange and Voluum, a highly sophisticated tracking and analytics platform used by thousands of internet marketers across the world.

"Our third and most ambitious product is under development," Gryn says, signalling that further substantial growth is ahead of the company.

A secret weapon

And he clearly believes in the immense power of aligning the right people with the right technology. As he says, "We do things many large companies struggle with. One of our secret weapons is our proprietary database technology, VoluumDB, which allows us to scale indefinitely and cost-effectively – all too often a serious bottleneck for many companies. When you put my extensive experience of the industry alongside limitless technology that allows me to think big, it puts us in a strong position to bring truly novel products to market."

While clearly looking ahead, however, Robert Gryn isn't one to dwell too much on the future. "I don't like to plan too far ahead because part of the key to our success is being nimble." That said, the glimpse of the future that he does have is highly encouraging. "We're moving into a state-of-the-art 3,000 sq m office right above none other than Uber. This will be a game-changer for us, because we'll be able to recruit and hire even more rapidly and thrive in a beautiful environment tailored to our very own needs."

Music and massage

He's confident that this will support yet more of that all-important enjoyment for his people. "Our company culture is our biggest success, and we've managed to sustain it even as we move towards a team of 100 people," he says, emphasising that the new offices include a gym as well as a separate music room and masseuse service.

But when he comes to define his own biggest success, he returns to a more classically business-oriented approach. "What makes me proudest is that even at this scale we continue to be an entirely self-funded company," he says.

That strongly implies that Gryn himself remains very much in charge, with no pressures from external shareholders. Given what he has driven Codewise to achieve in the first five years of its life, you have to assume that the company's growth rate and impact on its markets will continue to be highly impressive over the next half decade.

I have a very basic rule when it comes to running and managing the business and that is that people come first. Put simply, I treat them the way I'd want to be treated myself. This resulted in a naturally open and autonomous organization where the culture is relaxed yet everyone feels a good degree of responsibility and ownership over the challenging tasks at hand. This allowed our team just shy of 100 people to bring in \$50m+ revenue in 2016. People, product, profits, in that order.

Robert Gryn, CEO, Codewise Sp. z o.o. Sp. k.

1 Codewise Sp. z o.o. Sp. k.

IT & Digital Solutions



13 052%



- Poland
- Robert Gryn
- www.codewise.com
- Founded: 2011
- Years in Fast 50: 1
- Last Year's Rank: -



Codewise is a place where talent thrives. Since 2011 it has provided a collaborative environment that fosters creative solutions and growth, enabling it to build its flagship marketing technology platforms, Zeropark, the leading performance traffic exchange, and Voluum, which provides a powerful suite of campaign management and analytics products across mobile and desktop. Headquartered in a new 35,000 sq ft office in Krakow, Poland, with a second office in London, England, Codewise employs 90+ talented individuals from six different countries and supports customers in over 190 countries.

2 CodiLime Sp. z o.o.

IT & Digital Solutions



5 038%



- Poland
- Tomasz Kutakowski
- www.codilime.com
- Founded: 2011
- Years in Fast 50: 1
- Last Year's Rank: -



CodiLime provides professional IT consulting and software engineering services for global clients in three core areas: Networks, Security and Big Data Science & Deep Learning (through its deepsense.io subsidiary). The company was established in 2011 by a group of Polish computer scientists and mathematicians with outstanding technical backgrounds and professional experience gained at leading global IT companies in Silicon Valley. Currently, CodiLime is made up of approximately 200 carefully chosen team members (mostly software engineers and data scientists). CodiLime clients such as NTT, Intel, NVIDIA, IBM, Nielsen, AT&T, Hitachi and Juniper Networks have come to rely on our team to provide them with the highest quality in services and products.

3 DataSpring s.r.o.

IT & Digital Solutions



3 129%



- Czech Republic
- Jiri Skopovy
- www.dataspring.cz
- Founded: 2010
- Years in Fast 50: 1
- Last Year's Rank: -









We are a dynamically growing technology company operating in the ICT services area in the Czech Republic. Together with our 90 colleagues we provide wide range of cloud services, such as IaaS, PaaS, BaaS, SQLaaS, VAaaS, we realize various projects in the area of Business Intelligence, process optimizing and measurement, SW and tailor-made application development.

4 JUMP soft a.s.

IT & Digital Solutions 

1 965%



-  Slovakia
-  Chairman of the Board: Juraj Ondriš
-  jump-soft.com
-  Founded: 2011
-  Years in Fast 50: 1
-  Last Year's Rank: -

jumpsoft







JUMP soft is a modern software house, focused on database and business intelligence systems. Company has developed its own proprietary technology, which enables fast prototyping and quick delivery of complex software solutions. With true agile approach and unique techniques, JUMP soft successfully accomplished several large scale projects in B2B sector.

5 NSoft d.o.o. Mostar

IT & Digital Solutions 

1 760%



-  Bosnia and Herzegovina
-  Stjepko Čordaš
-  www.nsoft.com
-  Founded: 2008
-  Years in Fast 50: 1
-  Last Year's Rank: -

NSoft







NSoft provides top quality software solutions for gaming and betting industry, including platform, virtual games, sportsbook, and lotteries. Our unique approach to customers and creative software solutions positioned us as one of the top providers of innovative products for gaming industry. A combination of great products, great people, and great culture played a key role in our growth. We understand that strong and long-term partnerships are essential for further development, so we joined forces with world's leading sport data provider - Sportradar.

6 ZOOT a.s.

Internet, Media & Telecom 

1 557%



-  Czech Republic
-  Ladislav Trpák
-  www.zoot.cz
-  Founded: 2012
-  Years in Fast 50: 1
-  Last Year's Rank: -

ZOOT.

ZOOT's not just a simple online shop. We are building (Fashion) Retail 3.0 - revolutionary way to bridge e-commerce and brick & mortar world with strong focus on: Customer experience, Technologies and Having fun. We sell more then 300 brands and set up a physical network of TRY BEFORE YOU BUY pick up points. We've 5 own labels designed in Prague and we also cooperate with non-profit organizations. ZOOT is based in Prague, Czech Republic, but servicing CEE region (Slovakia, Romania) and soon expanding around.

7 MUSOFT.CZ s.r.o

IT & Digital Solutions



1 352%



- Czech Republic
- Pavel Mlcoch
- www.musoft.cz
- Founded: 2011
- Years in Fast 50: 1
- Last Year's Rank: -

MUSOFT

MUSOFT.CZ, Czech IT company, specializing in developing of large IT systems for museums, galleries and heritage institutions - Collection management system MUSEION, Active depository, Virtual tours, Ticket, reservation and presentation system, Central data archive. Cloud, central or local solutions for the large or the small institutions and the founders and the operators.

8 Miquido

IT & Digital Solutions



1 214%



- Poland
- Krzysztof Kogutkiewicz
- www.miquido.com
- Founded: 2011
- Years in Fast 50: 1
- Last Year's Rank: -



Miquido is mobile-first technology consultancy company which since 2011 is focusing on mobile design & software development for cutting-edge businesses. We are proud to increase sales, customer engagement, and productivity of unicorn startups, growing companies, and global enterprises. Post-PC era is a fact so by building mobile apps, wearable and smart home solutions we want to prepare our clients' businesses to get most benefits from the connected world dominated by mobile technologies. 9/10 our projects come from referrals so with 90+ delivered solutions for international clients, we have grown from 3 to over 70 people in just 5 years! That made us an award-winning, leading Polish mobile-first solutions provider.

9 High Tech Engineering Center

IT & Digital Solutions



1 109%



- Serbia
- Aleksandar Čabrilo
- www.htecgroup.com
- Founded: 2008
- Years in Fast 50: 3
- Last Year's Rank: 7









HTEC is an engineering services company that provides complete technology solutions based on advanced software and custom electronics development. Company has three development centers in Serbia alongside offices in Sweden and San Francisco, and employs carefully chosen teams of the best engineers in the industry.

10 INNOVATIX Kft.

IT & Digital Solutions 

1 070%



-  Hungary
-  Peter Vizsy
-  www.innovatixmedia.com
-  Founded: 2005
-  Years in Fast 50: 1
-  Last Year's Rank: -









At INNOVATIX we have been developing state-of-the-art visual technology and forward thinking digital and new media solutions for the last 12 years. We find innovative and creative ways to satisfy the needs of our clients. As we constantly monitor worldwide trends, we create unique (3D, holographic, AR, VR, interactive) products and services. Attention to detail, innovation, uniqueness and flexibility enable us to meet the challenges of a constantly changing environment and technology, as well as the highest expectations of our customers. Our mission is to build the future with our innovative solutions.

11 Benhauer Sp. z o.o.

IT & Digital Solutions 

976%



-  Poland
-  Grzegorz Błażewicz
-  www.salesmanago.pl
-  Founded: 2011
-  Years in Fast 50: 1
-  Last Year's Rank: -







SALESmanago is a cloud-based online Marketing Automation platform used by over 5,000 companies all over the world, mostly B2C and Online Stores, that manage databases of over 200 million customers. Using the power of real-time website and mobile application behavior analysis, SALESmanago enables clients to fully personalize email marketing, dynamic website content, social media and mobile marketing, creating a new approach to marketing strategy - Customer Value Marketing.

12 STRV s.r.o.

IT & Digital Solutions 

897%



-  Czech Republic
-  David Semerad
-  www.strv.com
-  Founded: 2009
-  Years in Fast 50: 1
-  Last Year's Rank: -



STRV is one of the Czech Republic's leading tech companies that develops mobile and web apps for US companies. The main office is currently in Los Angeles, with additional locations in San Francisco and New York. The company's development teams are in Prague and Brno, where more than 130 developers and designers develop, administer and update apps for top US startups. STRV's strategic plan is to continue to expand on the US market while keeping its rapidly growing development center in the Czech Republic.

Over 80 percent of CodiLime employees have a strong technical background. Our engineers graduated from some of the best universities in Poland and abroad. Many of them have also achieved outstanding successes in international programming, mathematical and algorithm contests and gained professional experience at global IT leaders around the world. Of course, our technical teams work with and are supported by some of the best business and administration specialists around.

Our recipe for success? A simple one: hire the best people for each and every role.

That's why we're continuously expanding our teams to create increased value for clients and grow our company. This solidifies our market position and attracts new partners.

Tomasz Kułakowski, CEO, CodiLime Sp. z o.o.

The Ubie Digital team is focused on delivering online products on budget and on time while maintaining client satisfaction. Despite the fact we work hard on our clients' satisfaction - we put much more effort toward engaging their customers by creating cost effective & smooth working online tools. Our team has the latest thinking, global experience and an immense passion for what we do. We have a wide range of technology experts in Lithuania, Ukraine, Belarus and the UK, so we are able to deliver low cost products with high added value.

Šarūnas Straševičius, CEO, Media Inovacijos, UAB, "Ubie Digital"

The fast growth and expansion of Hangar 18 is a result of several factors. If I would have to single out one of those factors, it would be the quality of the personnel, the understanding of the market and the product, the success and quality of which is beyond any doubt.

Zoran Bogdanović, Chief Sales Officer, Hangar 18 d.o.o.

13 Endeavour team Kft.

Internet, Media & Telecom



868%



- Hungary
- Barnabas Szöke
- [www.endeavourteam.com](#)
- Founded: 2009
- Years in Fast 50: 1
- Last Year's Rank: -

14 INIS Sp. z o.o.

Internet, Media & Telecom



855%



- Poland
- Roman Grygierek
- [www.inis.pl](#)
- Founded: 2010
- Years in Fast 50: 1
- Last Year's Rank: -



E-mail advertising network - provides complex online advertising campaigns' service. We generate high quality contact leads and sales, charged per effect. We create and use technology that enables us to propose strategies for effective advertisement campaigns. Our tools allows for automatic emission, analysis and campaign optimization in real time. In our resources there are: e-mail marketing network, affiliate network, tracking, e-mailing system and RTB. We are not one of many proxies. We create and use systems allowing realization of the most elaborate advertising campaigns.

15 STUDIO 727, s.r.o.

IT & Digital Solutions



841%



- Slovakia
- Ladislav Dedik
- [www.727.sk](#)
- Founded: 2011
- Years in Fast 50: 1
- Last Year's Rank: -









Studio 727, founded in 2001, helps clients fulfil their ideas and dreams in the world of film and advertising. We specialize in VFX and 3D and offer a complete production workflow, from production planning to the final product. In 2012, we implemented "Digital Museum" - the Digitalization of cultural heritage for the Museum of Slovak National Uprising in Banska Bystrica, Slovakia. In this project we digitized more than 120,000 cultural objects and created millions of photos and dozens more 3D digital replicas. In 2016, we expanded our services. We are now offering full production and postproduction workflow as well as three fully equipped film stages that are ready to carry out even the most complex requirements in the field of film and VFX.

16 XEVOS Solutions s.r.o.

IT & Digital Solutions 

801%



-  Czech Republic
-  Adam Koudela
-  www.xevos.cz
-  Founded: 2008
-  Years in Fast 50: 1
-  Last Year's Rank: -









XEVOS Solutions is a company providing a full range of IT solutions from end users to large corporate clients. We are specialized in On-Site Servicing and Business Critical Support. Both these services are essential in keeping businesses running smoothly. By gaining valuable experiences we have become a great partner for cyber security solutions as well.

17 Bold Brand Commerce Sp z o.o.

IT & Digital Solutions 

766%



-  Poland
-  Borys Skraba
-  www.bold.net.pl
-  Founded: 2007
-  Years in Fast 50: 1
-  Last Year's Rank: -








Bold Brand Commerce implements complex e-commerce solutions based on the Magento® platform. We implement some of the most demanding e-commerce and Omnichannel projects in Central and Eastern Europe. We are an agile organisation and with more than 50 members we are one of the largest Magento®-certified development teams in Poland, we also pride ourselves to be official Magento® Professional Partner. We strongly believe in the culture of quality and responsibility-driven work ethics.

18 Attrecto Zrt.

IT & Digital Solutions 

764%



-  Hungary
-  Gergely Kiss
-  www.attrecto.com
-  Founded: 2010
-  Years in Fast 50: 1
-  Last Year's Rank: -



Attrecto is a fast growing software development and digital strategy company. We define and build digital experiences for our clients in the telecommunication, healthcare, and automotive industries. Our team of seasoned senior developers employs its own software libraries and specific agile development processes to create industrial level end-to-end digital solutions, mostly web- and mobile apps. We also work with innovative cutting edge technologies such as augmented reality, VR, IoT solutions, and chatbots, among others, creating real business value from the latest technology trends.

19 Gauss LTD

IT & Digital Solutions



736%



- Croatia
- Ivan Lozančić
- gauss-development.com
- Founded: 2012
- Years in Fast 50: 1
- Last Year's Rank: -



gauss development

Gauss Development is a software development agency with offices in Osijek and Vukovar (Croatia). Great potential for growth led company to double in size and revenue in each year so far. Team currently counts 75 experts with extensive technical knowledge and great industry experience. The main company goal is to deliver powerful and intuitive digital products that inspire clients in achieving better business results.

20 Rimac Automobili

Clean Tech & Energy



702%



- Croatia
- Mate Rimac
- www.rimac-automobili.com
- Founded: 2011
- Years in Fast 50: 1
- Last Year's Rank: -



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 bring transportation to the new level. Rimac also manufactures one of the world's fastest electric cars - also considered one of the fastest accelerating cars in production - regardless if electric or petrol-powered. The company grew out of a small garage in Croatia to a 200+ people strong, globally recognised technology provider and industry leader in just 6 years.

21 Cloud Technologies S.A.

IT & Digital Solutions



694%



- Poland
- Piotr Prajsnar
- www.cloudtechnologies.pl
- Founded: 2011
- Years in Fast 50: 1
- Last Year's Rank: -









CloudTechnologies

Cloud Technologies focuses on Big Data marketing and data monetization. It is the creator and owner of the biggest data warehouse and Data Management Platform in Europe (OnAudience.com), processing around 3 bln cookies files, as well as the fastest-growing company on the NewConnect market of the Warsaw Stock Exchange. The main product company offers is data. Cloud Technologies has unique competencies in optimising advertising campaigns based on Programmatic Buying. The company pursues an innovation strategy based on tools that make effective use of the potential of online media to carry out advertising campaigns. The company has developed innovative analytical tools that cover virtually all Polish internet users. Cloud Technologies' data allow marketers to personalize online advertising campaigns and expand BI class solutions in companies. Company also developed the technology called UnBlock: the new tool allows publishers to unblock advertising and redisplay it any format.

22 Axilis d.o.o.

IT & Digital Solutions 613% 






-  Croatia
-  Bruno Kovačić
-  www.axilis.com
-  Founded: 2011
-  Years in Fast 50: 1
-  Last Year's Rank: -



Established in 2011 in Zagreb, Croatia, Axilis is a fast growing software design and development company. Our team is dedicated to crafting great web and mobile products. We work with well-funded startups and enterprise clients, primarily in the U.S. In 2016, we opened our second office, in New York City.

23 Telum d.o.o.

Internet, Media & Telecom 607% 







-  Croatia
-  Mario Ivić
-  www.telum-marketing.com
-  Founded: 2008
-  Years in Fast 50: 1
-  Last Year's Rank: -



Telum is a data-driven performance agency specialising in Web Analytics and PPC platforms. Telum is a Google Premier Partner. Besides the PPC campaigns management, the company is also developing its own technology for managing ad campaigns, as well as its own content discovery network.

24 Bulpros Consulting JSC

IT & Digital Solutions 560% 

-  Bulgaria
-  Ivaylo Slavov
-  bulpros.com
-  Founded: 2010
-  Years in Fast 50: 2
-  Last Year's Rank: 12



BULPROS is a leading IT Services & Solutions provider in SEE, specialized in Cloud, Security and Digital Transformation with focus on Technology and Telecommunications, Financial Services and Insurance, Healthcare. BULPROS is providing the whole spectrum of IT lifecycle services – consulting, software development in all core technologies, design and development of web and mobile solutions and applications, infrastructure and cloud services and BPO services.

Our success is based on our ability to innovate. To do this, we need both open minds and passionate hearts. With fresh thinking we uncover new possibilities, and with our enthusiasm and drive we make those possibilities a reality. We've worked hard to build a dynamic international team at Deeper. Everyone brings their expertise and their own point of view, creating a working culture that's open, playful and honest. Above all, everything is based on partnership. And this culture helps us to continue innovating, whether it's improving and refining our existing products or creating completely new ones.

Vytautas Dobilas, COO, Deeper, UAB

Our key strategy is to develop and implement new, unique technologies and methods for visual effects creation. Thanks to this development, we are able to continuously provide better services for local and worldwide clients.

Ladislav Dedík, CEO, STUDIO 727, s.r.o.

Our focus is to increase our Client's competitiveness through technology. Sometimes we are achieving this by simplifying specific business processes, other times by developing new tools or by reshaping the ones that are not matching their real potential. We are putting a lot of passion and effort in our work and we take our Client's businesses personally. Our success is based on all the team members' competencies-engagement correlation and we are making constant efforts in growing these indicators in order to succeed on delivering the best technology-creativity-innovation blend.

Ciprian Salceanu, Managing Partner, WebVenture Interactive SRL

Our people, their courage to be creative and our systems are the key elements of our success. We make a real effort to understand our customers' challenges and in the spirit of the Latin word, Aliter, we develop technologies that are truly different.







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

25 Monerail.com Sp. z o.o.

IT & Digital Solutions 

556%



-  Poland
-  Bartosz Pietrzak , Szymon Boniecki
-  www.monerail.com
-  Founded: 2010
-  Years in Fast 50: 1
-  Last Year's Rank: -



Monerail is an agile web development and design agency based in Wrocław, Poland, that helps to guide startups and businesses on their ambitious missions. Our rapid growth to a 60 people organization was driven by two things: the thrill of having extremely talented people join our team and the desire to deliver great service to customers from all over the world - from Australia, through Kenya, Germany, Switzerland, United Kingdom to Atlanta and San Francisco. We take great pride in the span of our expertise covering UX and UI and design through web and mobile development to IoT ventures.

26 manGoweb, s.r.o.

Internet, Media & Telecom 

547%



-  Czech Republic
-  Pavel Fuchs
-  www.mangoweb.cz
-  Founded: 2010
-  Years in Fast 50: 2
-  Last Year's Rank: 28









We are manGoweb, design and technology studio. For 10 years we have been making top websites and mobile apps, we have experience with IoT and VR. A team of 30 developers, analysts and designers. We do what makes sense. From stylish websites to huge all-in-one projects. You can meet us in Prague or London.

27 Creotech Instruments S.A.

IT & Digital Solutions 

546%



-  Poland
-  Grzegorz Brona
-  www.creotech.pl
-  Founded: 2012
-  Years in Fast 50: 1
-  Last Year's Rank: -









Creotech Instruments S.A. – established by three scientists as a start-up for scientific instrumentation. Now, a fast growing SME, with a strategic shareholder the Industrial Development Agency, champion in the Polish space sector, executing projects for ESA (e.g. PROBA 3 mission, ExoMars TGO mission, EO data repository – EO Cloud), CERN (field of time synchronisation) and national stakeholders. Located in the Warsaw suburbs, Creotech offers high standard electronics production and space qualified assembly in two dedicated cleanrooms.

28 Hangar 18 d.o.o.

IT & Digital Solutions 

527%



-  Croatia
-  Mario Kralj
-  www.megastore.hr
-  Founded: 2005
-  Years in Fast 50: 1
-  Last Year's Rank: -

HANGAR18







Hangar 18 is a retailer of IT equipment and a manufacturer of smartphones. Its strong suit is the open mobile market, but it also cooperates with various telecom companies and performs ODM and OEM services for key customers. Hangar 18's flagship brand is NOA, a line of smartphones aimed at the affordable premium market, at price range 100-250 euro. NOA already has a market share of 10% in SE Europe, with an upward growth trend. The stated goal for the NOA brand is to attract the teenager/young adult audience with feature rich and finely designed smartphones. Hangar18 is currently looking to expand into Western and Central European markets.

29 Motivation Direct Sp. z o.o.

IT & Digital Solutions 

504%



-  Poland
-  Przemysław Wenka
-  motivationdirect.pl
-  Founded: 2010
-  Years in Fast 50: 1
-  Last Year's Rank: -

motivationdirect







Motivation Direct is one of the leaders on the loyalty and incentive solutions. We specialize in providing innovative Internet technologies for loyalty programs, incentive programs, consumer promotions and sales support. The scope of our offer is very wide. We always assure client satisfaction by comprehensive service such as business concept, consulting, legal advisory, innovative IT platform, program management, communication module with participants, reporting of results, e-learning, gamification and reward catalogue management. Due to young, creative team and very flexible solutions we can meet needs of different clients both foreign corporations and local, small companies.

30 Aliter Technologies, a.s.

IT & Digital Solutions 

484%



-  Slovakia
-  Peter Dostal
-  www.aliter.com
-  Founded: 2007
-  Years in Fast 50: 1
-  Last Year's Rank: -

ALITER TECHNOLOGIES







Aliter Technologies delivers sophisticated and unique solutions tailored to the needs of its clients. The company operates within three divisions. The ICT Systems Division specializes in the integration of secure and highly available ICT systems like datacenters, communication systems and networks. The Software Development Division provides the clients with innovative, customised solutions and develops our software product portfolio in the area of cloud automation, service orchestration and operations of contact centers. The Special Systems Division provides design, development and integration of products and solutions intended for armed forces, rescue and law enforcement agencies and use in tactical environment.

31 JCQ Hungary Kft.

Clean Tech & Energy 

480%



-  Hungary
-  Bence Szoradi
-  www.ledleet.hu
-  Founded: 2009
-  Years in Fast 50: 1
-  Last Year's Rank: -








LED LEET provides professional lighting solutions for companies and private buyers. Along side LED products we offer services like lighting design, economical calculations and consultation to help our customers' decision. Our company deals with IoT-based and environment friendly LED technologies. LED LEET has a country-wide consultant network and together with our office located in Győr and our warehouse in Budapest we offer full lighting solutions service all over Hungary. Besides our service division our webshop is operating in the UK, in Germany and in Italy as well.

32 Neoteric Sp. z o.o.

IT & Digital Solutions 

458%



-  Poland
-  Mateusz Kurleto
-  www.neoteric.eu
-  Founded: 2005
-  Years in Fast 50: 1
-  Last Year's Rank: -









Neoteric delivers highly scalable cloud applications for startups and enterprises. Having experience in developing software for dozens of businesses, they provide services that meet the highest requirements of their clients. Neoteric helps companies to take advantage of the digital transformation, moving services to the cloud, where the vision has no limits for scaling.

33 Pizza SEO s.r.o.

IT & Digital Solutions 

452%



-  Slovakia
-  Andrej Salner
-  pizzaseo.com
-  Founded: 2006
-  Years in Fast 50: 1
-  Last Year's Rank: -



Pizza SEO is an experienced online marketing consultancy based in Bratislava, Slovakia. Pizza SEO delivers complex online visibility and performance marketing services for ambitious clients, providing data-driven search engine optimization (SEO) services, online advertising, UX consulting and communication in social networks. Pizza SEO also creates new websites, user-friendly and optimized from scratch for the search engines.

34 Grupa TENSE Sp. z o.o. Sp. k.

Internet, Media & Telecom

448%

-  Poland
-  Michał Więclaw
-  www.grupa-tense.pl
-  Founded: 2011
-  Years in Fast 50: 1
-  Last Year's Rank: -









position matters

Grupa TENSE is an interactive digital agency from Poznań composed of a team of 70 specialists. The main offer contains of: SEO, promotion in Social Media, campaigns in Google AdWords and Facebook Ads, content publishing, WoMM, project and execution of mobile and web applications, web analytics and implementation of complex advertising strategy for brands. The company bases on pay-for-performance model of cooperation which guarantees its customers maximum efficiency of advertising services.

35 Better Software Group

IT & Digital Solutions

411%

-  Poland
-  Bartłomiej Lozia
-  bsgroup.eu
-  Founded: 2011
-  Years in Fast 50: 1
-  Last Year's Rank: -









Better Software Group is one of the most dynamic software solution providers in Europe with more than 6 years of presence on the market. The company has strong technical expertise in custom application development, UX/UI implementation, system and software integration delivering all on multiply platforms and all types of devices. The portfolio consists of PlayBetter: platform that helps create and manage multi-screen TV/VOD applications without any coding; ReadBetter: Next Generation Newsstand Management System that helps to personalize, manage and monetize on top of your mobile press kiosk; WorkBetter: a mobile platform for Enterprise companies, which helps to create, integrate and manage all processes.

36 Exacaster, UAB

IT & Digital Solutions

408%

-  Lithuania
-  Sarunas Chomentauskas
-  www.exacaster.com
-  Founded: 2011
-  Years in Fast 50: 1
-  Last Year's Rank: -

Exacaster

Exacaster is a big data predictive analytics technology company. We offer advanced Big Data software platforms, tools and machine-learning algorithms for customer churn prediction, up-sell targeting, product recommendations, segmentation and real time dynamic pricing. The Exacaster Smart Consumer Marketing Suite, our flagship offering, helps Telecoms and Retailers visualize data, do usage and churn prediction with propensity models, execute model-driven or event-triggered multi-channel campaigns, personalize product recommendations and measure campaign impact in one integrated Hadoop application. Our Exacaster Data Lake solution unifies enterprise data and makes it easier to work with large volumes of data in Hadoop. Exacaster software is deployed in nine countries, three continents and crunches data on more than 20 million consumers.

When I started everybody said that it was impossible to make a car in Croatia. I still decided to do it and to remain in Croatia, despite the huge challenges that we have faced. We not only created one of the world's fastest electric cars, but also a strong technology company that is now supplying next-generation technologies to big players in the industry, making Zagreb a sought-after location for CEOs of global companies. We think global but act local.

Mate Rimac, CEO, Rimac Automobili

Our secret to success is patience, a long-term view and customer value orientation. The field of predictive Big Data analytics is going through hype cycles right now, however, we have been in this business for 5 years and we can sense where it will go in the next 5 years. Analytics is fundamental to companies' financial success. When the Big Data hype ends, analytics will still be in high demand. We're here to make such analytics more efficient and effective in a sustainable way.

The biggest challenge we face is to accelerate the growth of our employees' talents and productivity. Fast growth means everyone must learn very quickly so that we can do more every quarter with the same team.

Šarūnas Chomentauskas, CEO, Exacaster, UAB

Our vision is to become the region's leading IT firm, focused on the execution of complex enterprise application development projects. The secret of our success lies in our reliability, quality and flexibility, which are key for attaining long-term partnerships with market leaders as our target market. The greatest challenges we face are structuring and efficiently managing complex projects carried out simultaneously at several distant locations and involving a large number of engineers. Our key advantage is the unique model of cooperation in which we lead our users towards establishing a remote R&D center on a step-by-step basis.

Goran Kalanj, CFO, Serengeti d.o.o.







When negotiating with new clients and planning new projects, it is not enough to make decisions by looking at the financial part of the arrangement only. It is essential to take into account the knowledge and experience those arrangements will bring to our employees. That way, by having a long-term strategy, we control the direction and development of our company.

Mario Ivić, CEO, Telum d.o.o.

37 Tremend Software Consulting SRL

IT & Digital Solutions 

399% 

-  Romania
-  Marius Hanganu
-  www.tremend.com
-  Founded: 2005
-  Years in Fast 50: 1
-  Last Year's Rank: -









Tremend Software Consulting is a company specializing in software solutions and consultancy with more than 11 years in the business. Over 60 million users use platforms built by Tremend for startups, SMEs or Fortune 500 companies from 15 countries, over 3 continents

38 TenderHut S.A.

IT & Digital Solutions 

389% 

-  Poland
-  Birk Waldemar
-  www.tenderhut.com
-  Founded: 2010
-  Years in Fast 50: 1
-  Last Year's Rank: -



TenderHut Group includes 3 cooperating companies of the IT industry. SoftwareHut specializes in designing, adapting and developing IT systems (internet portals, mobile applications, dedicated systems and many others). The company also offers services of widely understood IT outsourcing. Solution4Labs offers implementation and customization of LIMS class systems to fulfill individual needs of laboratories. LegalHut offers legal advice and substantial public procurement and tender procedures in the area of IT services and products.

39 Serengeti d.o.o.

IT & Digital Solutions 

385% 

-  Croatia
-  Goran Kalanj
-  www.serengeti.hr
-  Founded: 2007
-  Years in Fast 50: 2
-  Last Year's Rank: 9









Serengeti is a software development company based in Zagreb, Croatia. The company is focused on enterprise applications development and technology consulting. Our way of working is to always promise what we can provide and to provide more than we promised. Today, the turbulent market is developing at a high speed and our goal is to tailor our customized services to help companies become and stay more competitive and agile. By using our unique Extended R&D Workbench engagement model for any project size and complexity, our clients complement their existing engineering capabilities with: additional capacity, flexibility and technology skills. We help industry leading companies like: Daimler, Swissphone, Knapp, I-New and others to innovate and execute at rapid pace.

40 S.C. TRENCADIS CORP S.R.L.

IT & Digital Solutions 

383%



-  Romania
-  Dragan Ioan Alexandru
-  www.trencadis.ro
-  Founded: 2007
-  Years in Fast 50: 1
-  Last Year's Rank: -









Trencadis is a systems integration company whose main goal is to optimize and innovate institutions' and companies' work processes in relation to citizens and customers. By 2020 we aim to become a top 5 systems integration company in Romania. We carry out projects from scratch and provide services for all stages of development of the product: management, design, development, testing and implementation. Our team gathers experts performing in different fields of activity. A talented set of developers, testers and graphic designers comprise our energetic team.

41 BSP Applications, spol. s r. o.

IT & Digital Solutions 

381%



-  Slovakia
-  Marián Skalický
-  www.bsp.sk
-  Founded: 1996
-  Years in Fast 50: 2
-  Last Year's Rank: 4



BSP Applications, spol. s r. o. operates in the market since the establishment in 1996. Since then we have brought together services that cover entire segment of IT industry. Nowadays our company specialises in custom applications development; IT courses and certifications; IT infrastructure deployment, management and development; custom document management system and document digitizing. Our advantage is that we can provide quality services in the particular areas of IT but also complex IT solutions and services.

42 OSI sistemske integracije d.o.o.

IT & Digital Solutions 

380%



-  Slovenia
-  Marko Pust
-  www.osi.si
-  Founded: 2008
-  Years in Fast 50: 1
-  Last Year's Rank: -



OSI.SI is a customer-centric company providing flexible, standards-based solutions in the area of IT security and system integration area. Since the company's inception in 2008, OSI.SI has been involved in IT related projects for almost all major corporations in Slovenia, expanding its sales and services to other countries in south eastern Europe as well as Africa and Asia. Based on expertise and experience of local resources, OSI.SI is able to provide full IT management solutions in shortest possible time.

43 i-systems Sp. z o.o. Sp. k.

IT & Digital Solutions



373%



- Poland
- Paweł Jaczewski
- www.i-systems.net
- Founded: 2009
- Years in Fast 50: 2
- Last Year's Rank: 39

i-systems

The i-systems company creates dedicated eCommerce trade and distribution software. It deals with projects, including omnichannel retailing solutions, cloud hosting, and B2B systems. All solutions are based on original software, developed by the team of over 80 persons. Among the clients of i-systems there are brands, such as: 5.10.15., Bielenda, Big Star, Dalia, Golden Rose, HENDI, FASHION HOUSE Group, Interptyk, Monnari, New Balance, NICI, Polskie Fabryki Porcelany "Ćmielów" i "Chodzież" S.A., R-GOL, RunColors, and Sugarfree. In the last edition of Deloitte Technology Fast 500, i-systems was placed among the technologically innovative companies in Europe of the fastest grow rate.

44 INVENTI, UAB

IT & Digital Solutions



367%



- Lithuania
- Asta Meškerevičiūtė
- www.inventi.lt
- Founded: 2011
- Years in Fast 50: 1
- Last Year's Rank: -



Software development company helping businesses to expand their capabilities with innovative technology solutions. Inventi are experts in integrations, cloud solutions and FinTech.

45 Media Inovacijos, UAB

IT & Digital Solutions



363%



- Lithuania
- Šarunas Straševičius
- www.ubie.io
- Founded: 2008
- Years in Fast 50: 1
- Last Year's Rank: -

ubie

Ubie is web design and development agency based in Kaunas. Experienced and motivated team focuses on providing high quality in every detail, every day, each step of the way. We are leaders, not followers and a pioneering spirit of quality has been with us from the beginning. We have been in business since 2008. Our experienced team consists of 25 professional IT technology specialists including mid level enterprise and solution architects, senior developers and project managers, and web designers. We are international, located in Eastern Europe we have sales representatives in Great Britain and USA. We have served the customers from over 20 countries, from Australia and Asia, to Europe and North America.

46 WebVenture Interactive SRL

IT & Digital Solutions 

348%



-  Romania
-  Ciprian Salceanu
-  www.webventure.ro
-  Founded: 2011
-  Years in Fast 50: 1
-  Last Year's Rank: -



WebVenture works with leading companies in industries such as: Media, Financial Services and others. The company develops software, web and mobile solutions for improving, redefining or disrupting business processes throughout technology. As companies are facing new and rapidly changing challenges Webventure is finding innovative answers and ideas within the latest technologies and transforms them into problem-solving products for their Clients and Partners. WebVenture mission statement is: increasing competitiveness through technology.

47 INVENTI Development s. r. o.

IT & Digital Solutions 

347%



-  Czech Republic
-  Jan Kaštura
-  www.inventi.cz
-  Founded: 2011
-  Years in Fast 50: 1
-  Last Year's Rank: -






The main areas of expertise of INVENTI are software development and analysis, quality assurance, mobile applications and support of startups. Examples of delivered products are customer portals, integration software, outsourcing of whole testing process or mobile applications for tourism. The key to our success lays in our motto "it's about the people" that we apply towards our customers as well as our employees.

48 Predica Sp. z o.o.

IT & Digital Solutions 

343%



-  Poland
-  Grzegorz Chuchra
-  www.predica.pl
-  Founded: 2009
-  Years in Fast 50: 1
-  Last Year's Rank: -



Predica is solving customer problems with latest technologies in productivity, security and xRM areas. Delivering strategic IT consulting and specialized services across three continents in 18 countries with a dedicated team of SMEs and technical consultants in the fields of Cloud Computing and services, Productivity, Security and Access Management, CRM and Mobile applications. Providing a full range of services with business consulting, IT services planning, delivery and professional support.

49 Accessa IT Consulting SRL

IT & Digital Solutions 

330% 

-  Romania
-  Iulian Iuga
-  www.accessa.eu
-  Founded: 2004
-  Years in Fast 50: 1
-  Last Year's Rank: -









We assist C-level executives in their digital initiatives by powering digital experiences through cloud, mobile & connected devices (IoT). We help organizations thrive in the new digital business era by combining our service capabilities with a strong drive for co-innovation. From application development and maintenance to transformational projects and digital exploration programs which facilitate innovation, we support our client's goals for business renewal. Empowered also by an agile mindset and driven by entrepreneurial spirit, we can help you get a more competitive business now than ever before.

50 Traffic Trends Sp. z o.o.

Internet, Media & Telecom 

324% 

-  Poland
-  Paweł Józwik
-  traffictrends.pl
-  Founded: 2010
-  Years in Fast 50: 2
-  Last Year's Rank: 10



Traffic Trends is the one and only Polish digital marketing agency dedicated for e-commerce. By bringing together various Internet services it becomes more available to develop hundreds of online shops in both, sales and brand image fields. Aside from performing best marketing practices, the company rolled out into digital analytics and professional marketing training courses. Traffic Trends has become a selected member of Google Partners Premium which associates only top agencies. The company gathers nearly 40 professionals!

At BSP Applications, we have a strong, professional team with great skills, which is important for our success. However, to be successful for a long period, more than great skills are needed: you also need an excellent understanding of your customer's business problems to be able to solve them. And that is what BSP Applications excels at.

Marián Skalický, CEO, BSP Applications, spol. s r. o.

In such a risky business as Game Development, success is too difficult to find and cannot be left unused. Anytime we find something successful - we make sure to get the most out of it. To reach this you must have a complete team with skilled and motivated heroes. Also – I do not believe that it is a big problem when we do something that is not successful profit- wise, a worse problem would be if we ran out of ideas. This strategy helps to keep us to maintain constant growth rates while not missing any opportunities.

Jonas Abromaitis, CEO, Invenis, UAB

Big 5 awards

Criteria for Big 5

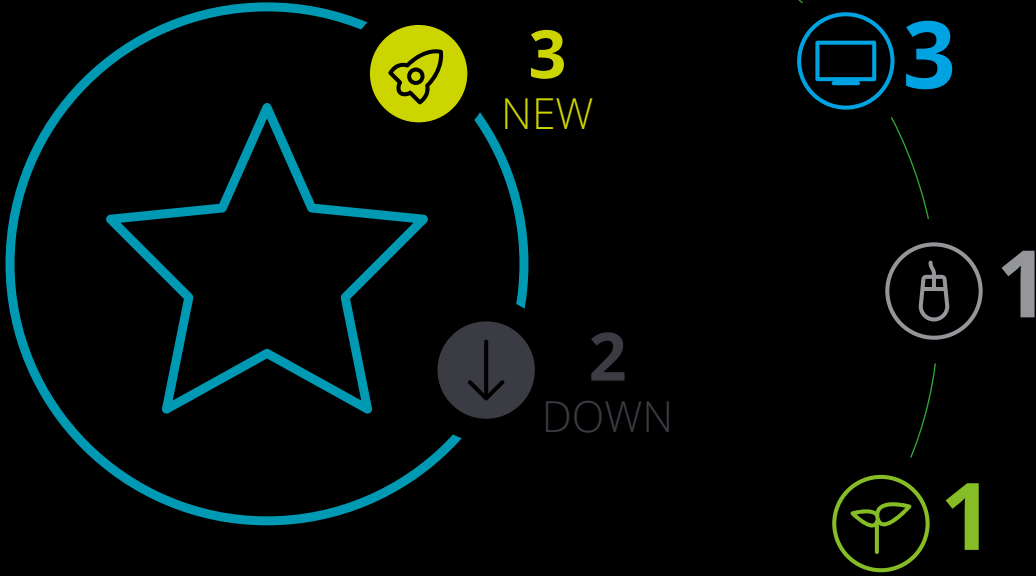
This ranks large companies that have achieved extraordinary growth over the last five years. Eligible companies must meet the same criteria as the main Fast 50 ranking, with the exception that annual revenue in the final measured year (2015) must exceed €25 million.

Big 5 awards

2790%

Average growth

Area



Companies broken down by countries

Clean Tech & Energy



Internet, Media & Telecom



IT & Digital Solutions



1 Codewise Sp. z o.o. Sp. k.

IT & Digital Solutions



13 052%



- Poland
- Robert Gryn
- www.codewise.com
- Founded: 2011
- Years in BIG 5: 1
- Last Year's Rank: -



Codewise is a place where talent thrives. Since 2011 it has provided a collaborative environment that fosters creative solutions and growth, enabling it to build its flagship marketing technology platforms, Zeropark, the leading performance traffic exchange, and Voluum, which provides a powerful suite of campaign management and analytics products across mobile and desktop. Headquartered in a new 35,000 sq ft office in Krakow, Poland, with a second office in London, England, Codewise employs 90+ talented individuals from six different countries and supports customers in over 190 countries.

2 Aliter Technologies, a.s.

IT & Digital Solutions



484%



- Slovakia
- Peter Dostal
- www.aliter.com
- Founded: 2007
- Years in BIG 5: 1
- Last Year's Rank: -



Aliter Technologies delivers sophisticated and unique solutions tailored to the needs of its clients. The company operates within three divisions. The ICT Systems Division specializes in the integration of secure and highly available ICT systems like datacenters, communication systems and networks. The Software Development Division provides the clients with innovative, customised solutions and develops our software product portfolio in the area of cloud automation, service orchestration and operations of contact centers. The Special Systems Division provides design, development and integration of products and solutions intended for armed forces, rescue and law enforcement agencies and use in tactical environment.

3 Pigu, UAB

Internet, Media & Telecom



171%



- Lithuania
- Dainius Liulys
- www.pigu.lt
- Founded: 2007
- Years in BIG 5: 2
- Last Year's Rank: 2









Pigu, UAB is biggest online retailer in Lithuania and through the subsidiaries in the Baltics maintaining a wide range of product categories: household appliances and electronics, beauty and fashion, computers and hardware, sport, leisure & tourism, camera / video, GPS, GSM, MP3, furniture, interior and home repair, etc. Pigu.lt seeks to save people's time and money by encouraging them to make daily online purchases.

4 ENERSTENA, UAB

Clean Tech & Energy 

126%



-  Lithuania
-  Virginijus Ramanauskas
-  www.enerstena.eu
-  Founded: 2002
-  Years in BIG 5: 1
-  Last Year's Rank: -









Enerstena, UAB belongs to the “Enerstena” Group, which consists of seven companies in Lithuania, as well as branches in Finland, Latvia, Estonia and Ukraine. The group provides energy generation solutions available on the market, including designing and producing: biomass boilers, flue gas condensers, furnaces and other technological equipment for biomass boiler-plants and gas-liquid fuel boiler-plants. The Group employs nearly 340 people. Apart from its activities in Lithuania, the “Enerstena” Group has implemented projects in Belarus, Ukraine, Latvia, Poland, France and Denmark.

5 INSOFTECH Development & Consulting

IT & Digital Solutions 

115%



-  Romania
-  Cristian Aciubotăriței
-  www.insoft-dc.ro
-  Founded: 2008
-  Years in BIG 5: 2
-  Last Year's Rank: 1



Established in 2008, INSOFTECH is one of the main Romanian software houses that integrates complete IT&C systems, offering advanced solutions, on both a national and an international scale, in the following fields: government, education, health, emergency situations, labor market, research-development-innovation and business. Presently, the company owns an innovative and professional range of software products. INSOFTECH has received numerous international distinctions, the company being appreciated for innovation, growth potential and a successful business strategy.

Rising Star awards

Criteria for Rising Star

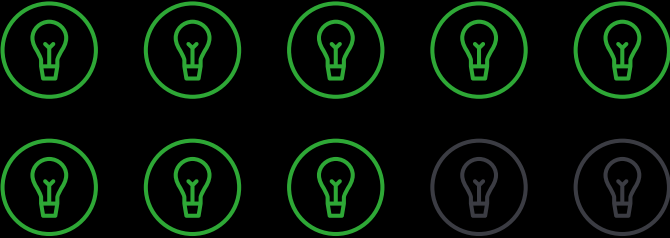
Deloitte ranks companies that show great potential but are too new to meet the minimum of four years in operation criterion for the main Fast 50 category. Companies must have exceeded €30,000 in each of the last three years (2013 – 2015).

Rising Star awards

1487%


Average growth


Area



8 out of 10 companies founded **in 2012**

Companies broken down by countries

Biotech, Nanotech & Medtech 

IT & Digital Solutions 

Lithuania: 2



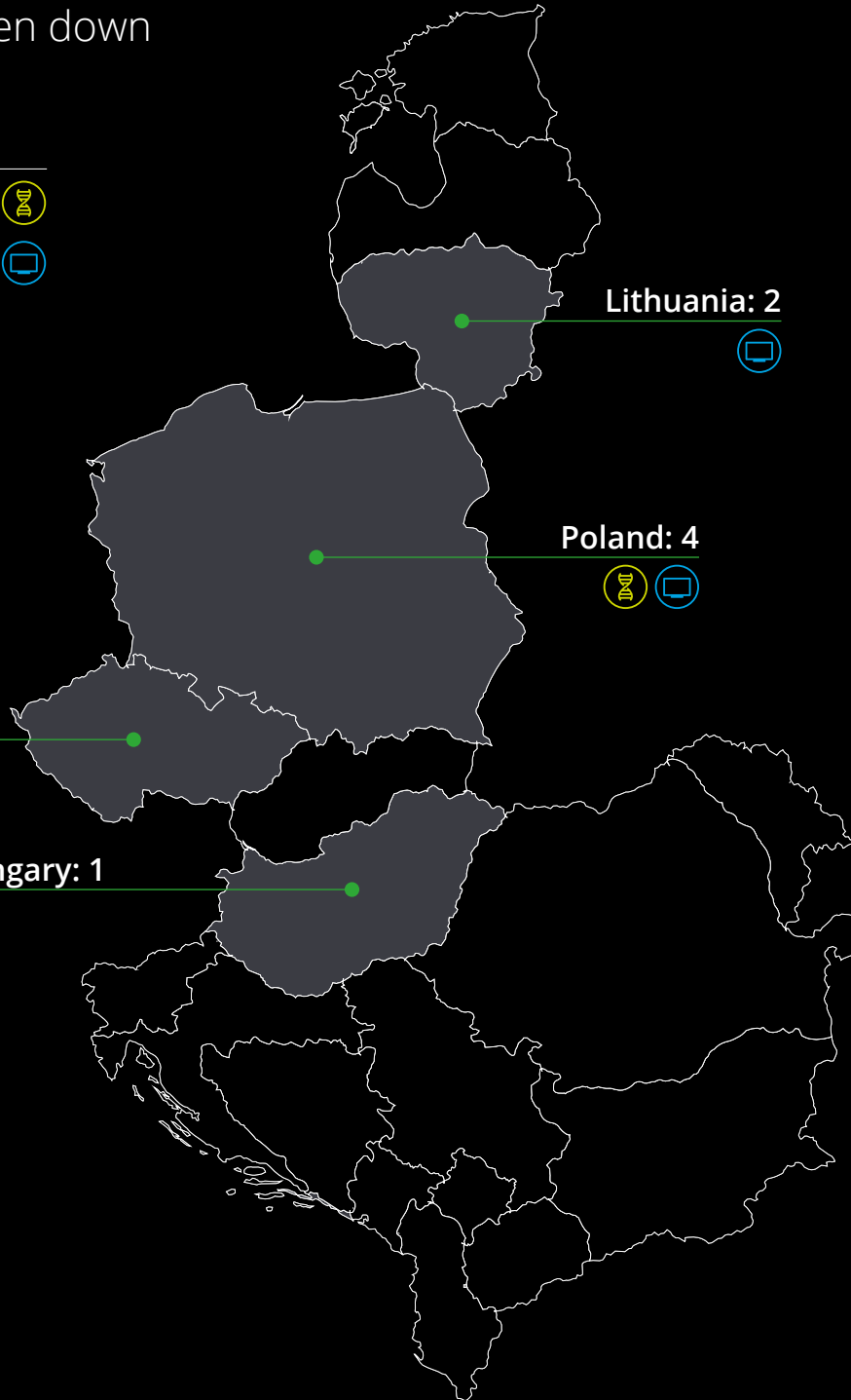
Poland: 4



Czech Republic: 3



Hungary: 1



1 Deeper, UAB

IT & Digital Solutions



3 631%

- Lithuania
- Aurelijus Liubinas
- www.buydeeper.com,
www.deeper.eu
- Founded: 2012

deeper

Deeper, UAB – is an aspiring award-winning high-tech Lithuanian company successfully running high European standards and proudly stating “Made in Lithuania” on its Amazon best-selling product package. Its first invention – wireless castable sonar “Deeper” is successfully picking up significant international awards and is gaining ground among world’s most popular echo sounder producers. Deeper, UAB is continuing its innovative business creating new smart devices and is picturing itself as the global market-leader of consumer electronics with a special focus on sports and outdoor gear.

2 Phenicoptere Sp. z o.o.

Biotech, Nanotech & Medtech



2 370%

- Poland
- Monika Żochowska
- www.glov.co
- Founded: 2012

PHÉNICOPTÈRE

Phenicoptere Ltd. is a producer and distributor of innovative makeup removal products, that take of even the strongest makeup and cleanse skin only with water. The company was established by two young Poles – Monika Żochowska and Ewa Dudzic in 2012 and already has received many prestigious, international awards and nominations. GLOV is being produced in Poland and distributed to over 40 countries. The most important markets outside Poland are Middle East, US and France, where GLOV is a bestseller. Last year the companys income grew by 650%. Currently, the company is working on new product lines and is planning to enter new markets in the nearest future.

3 IncQuery Labs Ltd.

IT & Digital Solutions



1 700%

- Hungary
- Ákos Horváth
- www.incquerylabs.com
- Founded: 2012







IncQuery Labs is a tool provider B2B company with interdisciplinary research and development experience and high innovation potential. Focusing on smart&safe systems, we provide tailored and state-of-the-art solutions in the Internet of Things, avionics, telecommunication and automotive domains. IncQuery Labs was founded in 2012 by a group of software technology experts with a strong academic research background. Since its establishment, the company has successfully managed several high-risk R&D projects for large companies such as Embraer, Thales, BSH, Ericsson, as well as startups like Teqball.

4 Absolvent.pl Sp. z o.o.

IT & Digital Solutions 

1 581%

-  Poland
-  Dominik Wiegand
-  www.absolvent.pl
-  Founded: 2013





Absolvent.pl Group is the leader in recruitment of Young Talent in Poland focused on developing advanced candidate/employer intelligence supported with cutting-edge technology and effective, high quality business solutions. Reaching over 1 000 000 Young Professionals and working closely with more than 500 companies in Poland (the majority of them listed on TOP 500 list) provides the Group with an excellent know-how that allows it to meet the needs of both, candidates and employers, during disruptive modern labour market changes.

5 Skypicker.com s.r.o.

IT & Digital Solutions 

1 534%

-  Czech Republic
-  Oliver Dlouhý
-  www.kiwi.com
-  Founded: 2012







Kiwi.com is the online tool for booking flights. Its technology called Virtual Interlining is based on data collection and a complex, proprietary algorithm that integrates low-cost flights with major airlines to create new unique routes cheaper than published fares. Kiwi.com allows travellers to create itineraries from nearly limitless flight combinations, as Kiwi.com algorithm finds connecting flights in the database and creates completely new routes.

6 Statscore Sp. z o.o.

IT & Digital Solutions 

997%

-  Poland
-  Tomasz Myalski
-  softnetsport.com
-  Founded: 2013







STATSCORE is one of the leading providers of high quality, user friendly sports data and IT solutions. We track, capture, compile, store and distribute information in various forms. Our solutions allow us to deliver data directly from the stadium to the client in both XML or JSON format. We take pride in meeting the needs of the widest possible range of corporate and individual clients operating in the sports media and betting markets. STATSCORE achieve this by offering the highest quality products using the latest technology and effective methods of software development (Agile).

7 Tooploox Sp. z o.o.

IT & Digital Solutions 

867%

-  Poland
-  Paweł Sotyga
-  www.tooploox.com
-  Founded: 2012



Tooploox is a software house based in Poland focusing on helping startups and larger firms develop great products. The team behind the company consists of over sixty passionate, T-shaped people from across the country, each being an expert in their respective domain, while – at the same time – being able to wear multiple hats as needed. This allows Tooploox to build beautiful, yet sophisticated solutions that cross disciplines, all done in a fully transparent, interactive and agile way. The company can boast expertise and experience in the fields of mobile, front-end and back-end engineering, as well as Data Science, Big Data, Internet of Things solutions and product design.

8 Argutec, s.r.o.

IT & Digital Solutions 

829%

-  Czech Republic
-  Martin Plaček
-  www.argutec.eu
-  Founded: 2012



Argutec, s.r.o. specializes in the development of machine vision systems, close circuit camera systems, thermal imaging and measuring the product shape deviations from its ideal shape. We always adapt the offered products to customer requirements and integrate them into the workflow. With our experience we are able to develop any industrial solution in this area according to your requirements.

9 Prusa Research s.r.o.

IT & Digital Solutions 

688%

-  Czech Republic
-  Josef Prusa
-  www.prusa3d.com
-  Founded: 2012




Prusa Research was established by Josef Prusa, one of the core developers of the Open Source project RepRap. His Prusa i3 is according to 3DHubs the most used 3D printer in the world. Having 60 employees, more than a thousand of Original Prusa i3 MK2 printers are shipped to 90 countries in the world each month.

10 Invenis, UAB

IT & Digital Solutions 

670%

-  Lithuania
-  Jonas Abromaitis
-  www.tinylabproductions.com
-  Founded: 2012



Tiny Lab is a publisher and developer of casual and free-to-play mobile games for Kids and toddlers. Company is famous for its leading kids racing games series Fun Kid Racing. There are more than 30 Fun Kid Racing game series versions which varies on different game characters and environments. Recently Fun Kid Racing games has reached more than 35M games downloads worldwide.

We aim to become an agile and innovative IT services provider that supports our partners in their transformational journey towards becoming a Digital Business.

Success for us and our partners in this journey is connected with the existence of a truly agile culture and joint exploration of endless opportunities.

Iulian Iuga, CEO, Accesa IT Consulting SRL

As a technology company, we're fortunate to be at the edge of innovation which is something we believe in and thrive on. We got there by building the right team which has the passion and commitment to deliver the best solutions to our clients by using the latest advancements in technologies, processes and tools.

Marius Hanganu, Managing Partner, Tremend Software Consulting SRL

Since 2011, when Inventi was established, we have been demonstrating a steady growth and profitability. Customers value our competence, quality and how we use that to align innovative technology solutions with their business needs. Our vision is to become the global software development company by solving problems that matter and spreading passion for what we do.

Asta Meškerevičiūtė, CEO and co-founder, Inventi, UAB

Being one of Central Europe's fastest growing companies 3 times in a row is a great testament to all the hard work of previous years.

It is also a promise to our future. So, with the recent global expansion we are determined to deliver an even bigger impact to the world of high tech, and bring more prosperity to our current and future partners.

Aleksandar Čabrilo, CEO, High Tech Engineering Center

Most Disruptive Innovation award

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.

Introduction

Achieving innovation through disruption

The rate of change in technology, in the economy and in society as a whole has never been faster than it is today. Information Technology (IT) is the single key factor driving this change, driven in turn by three powerful trends. First, high-performance computing; second, the ultra-high memory storage that is now possible; and third, the very fast data-transmission speeds that are increasingly available to all.

These forces are gathering greater pace and power with every day that passes, and their exponential growth is sparking a revolution across all industries. Traditional enterprises and business models no longer work. As result, it is not their current rivals that industry leaders need to fear as much as young, small and nimble entities like the businesses featured in the Fast 50.

The American scholar Clayton M. Christensen first identified what he termed “disruptive innovation” more than two decades ago. A truly disruptive innovation gives an entire new population of previously disadvantaged consumers access to a product or service that historically was accessible only by a wealthy or highly skilled elite.

Further characteristics of disruptive businesses – at least during their early stages – can include lower gross margins, tighter target markets and simpler products and services. To date, most disruptive new businesses aiming to enter a new market focus on the bottom end (which is often disregarded by the leaders), effectively democratising access to products and services by providing a cheaper or less sophisticated offer.

But this is not always the case. To understand the success of Uber and other similar innovators, a wider perspective needs to be applied. In our opinion, exponential technologies (where efficiency doubles at the same cost roughly every 12 or 18 months) provide a perfect point of comparison and definition of the power of innovation. In fact, growth of this sort confirms or even exceeds the growth defined in Moore’s Law¹, reaffirming the ability we have today to grow businesses faster than ever before. Such opportunities are grasped by “exponential” companies, a new kind of business that builds competitive advantage around the acquisition, processing and use of IT resources. These are usually highly agile organisations, with very little in the way of structures or assets. Instead they maximise the use of external resources, networking, crowdsourcing and processes that enable algorithm-based decision making.

¹ This law is based on the observation by Intel co-founder Gordon Moore that the number of transistors in a dense integrated circuit doubles approximately every 18-24 months. The law was adopted and extended to embrace exponential change in many areas of technological progress by American computer scientist and author Ray Kurzweil in his *Law of Accelerating Returns*.

With their low fixed costs (including almost no marginal costs), young exponential companies are becoming serious competitors to leading traditional organisations. This is causing large enterprises to face up to an extraordinary new challenge – that of reconciling the security of being a traditional business with the need to react to or even anticipate the revolution being brought about by disruptive innovators.

We hope that the impressive performance of the winner of our inaugural “Most Disruptive Innovation” award will inspire others to consider how they can develop technologies, products or services that genuinely break new ground.

Magdalena Burnat-Mikosz

Partner, Central European Fast 50
Programme Leader, Innovation Consulting,
R&D and Government Incentives at Deloitte
Poland

Jakub Weber

Senior Manager
Innovation Consulting

The American scholar Clayton M. Christensen first identified what he termed “disruptive innovation” more than two decades ago. A truly disruptive innovation gives an entire new population of previously disadvantaged consumers access to a product or service that historically was accessible only by a wealthy or highly skilled elite.

HiProMine - winner of the “Most Disruptive Innovation” award



Insight, innovation – and insects

Meet Prof. Damian Józefiak, CEO of HiProMine, which has claimed a place in history as the first recipient of the Deloitte “Most Disruptive Innovation” award. It’s a story of bugs and brilliance...

When the history of business innovation in Central Europe comes to be written, Prof. Damian Józefiak is a name that might well feature strongly. As the CEO of HiProMine, he is at the head of a company that’s combining the power of cutting-edge industrial technologies with over 250 million years of evolution to revolutionise the future of waste management and food production.

Even the location of the company’s R&D centre in the Robakowo near Poznań in Poland is fortuitous. The village’s name literally means “place of the bugs” – and bugs certainly feature highly in any list of the company’s assets.

Prof. Józefiak explains: “Our technology uses various species of insect, including hermetia ilucens, mealworms, superworms and roaches, and leverages their natural capability to process biomass and residual organic matter. Our main products are insect meals (a source of protein and fat for feed, food, pharmaceuticals as well

as fuels) and organic fertilisers. That means we have two main income streams – commercial bio-waste services and the sale of the biomass and fertiliser products that result from them.”

Addressing global deficiencies

He is confident that his company has an important role to play in addressing some of the societal challenges we face today and into the future. As he says, “Our concept provides answers to many issues, far beyond the pressing need for environmentally friendly waste management. We also can help address global deficiencies in protein, food and resources, not to mention the requirement for eco-friendly fertilisers. Our approach is based on merit and scientific evidence, enabling us to provide sustainable, low-emission technologies to help solve such problems on both a local and a global scale.”

So, is he surprised that his company has won the first Deloitte Most Disruptive Innovation award? “Our approach is certainly disruptive, because it enables us to harness the power of nature in a fully controlled manner, using modern industrial technologies, the Internet of Things and big-data processing,” he says. “Importantly, when you compare our approach with

established state-of-the-art technologies for feed, fertiliser and food production, our approach stands out for its high efficiency, matched with low costs and minimal environmental impacts.”

He is also quick to explain that such advantages do not come at a cost to the insects themselves. “Unlike other areas of livestock production, rearing insects on an industrial scale does not require large areas of pasture or extensive and expensive farm buildings,” he continues. “Rather, it is carried out in 3D systems that have no risk of overcrowding and no adverse effects on animal welfare.”

When he makes such statements, you had better pay attention to what he says. For, as well as being CEO of HiProMine, Prof. Józefiak is also one of Europe’s leading animal nutrition experts and R&D Director at a major Polish feed mill: Piast Group. Naturally, this gives him a rich source of contacts and collaborative opportunities with feed mills and scientific establishments across the world.

Credibility and authority

It also lends him considerable credibility and authority when he makes predictions for his company and its future impact on its markets. “As our technology overcomes the huge challenges involved with bio-waste management – with low emissions and minimal usage of energy, water and space – it will have a very positive impact on the environment and society as a whole. In addition, using composting to process bio-waste takes at least 20 times longer than using insects. Composting also produces low-quality fertilisers, unlike the highly nutritious, NPK-rich organic fertiliser produced by insects. So I firmly believe the wide application of our technology will both reduce global pollution and solve the problems associated with the local production of feed and food.”

Naturally, such predictions have powerful implications for the company’s growth potential. As Prof. Józefiak says, “With our unique technology and high market demand, we are planning within 10 years to be world-leader in insect-based technologies and insect products, including food supplements, other dietary products and raw oils for cosmetics. In fact, we believe we can be one of the most recognisable Polish brands in the global market place.”

So Damian Józefiak is as ambitious as he is visionary. Something enormously powerful is developing in the Place of the Bugs – and we at Deloitte Central Europe and our partners at Orange, Intel, Salesforce, Adamed and KIC Innoenergy had little hesitation in making HiProMine the first recipient of our Most Disruptive Innovation award.

Our approach is certainly disruptive, because it enables us to harness the power of nature in a fully controlled manner, using modern industrial technologies, the Internet of Things and big-data processing.

Prof. Damian Józefiak, CEO, HiProMine

I greatly appreciate the award and also see it as important feedback attesting that DataSpring is taking the right path thanks to its investments in innovative technologies. I would also like to thank all of my colleagues who were instrumental in achieving our success.

Over the relatively short period of our operation on the Czech market, we have become a credible partner for a wide range of customers who are the strictest measure of success and to whom we are genuinely grateful.

Jiří Skopový, CEO, DataSpring s.r.o.

Bulpros is focused on providing digital transformation solutions for customer development, people enablement and product innovation. BULPROS core strengths are in Cloud services, Security solutions and Business digitalization. Our mission is to enable companies to take important part in the fourth industrial revolution and to succeed in their industries and markets.

Ivaylo Slavov, CEO, Bulpros Consulting JSC

Along the way, JUMP soft met two challenges. Our first challenge was the road to the market with our cutting-edge technology. Initially, it was too revolutionary to be accepted. Our second challenge was finding the right people to implement it and deliver results.

Juraj Ondriš, Chairman of the Board, JUMP soft a.s.

We are well-known manufacturer and developer of biomass combustion technologies operating in the Baltic region. We have developed our own technologies, a Research and Development Centre and a team of the best professionals – all with the purpose of reaching a common goal, which is to follow the pollution reduction policy and create solutions for efficient heat generation while protecting the surrounding environment. We are proud of the projects we have realised, as well as our clients' satisfaction with a competitive energy source.

Virginijus Ramanauskas, CEO, Enerstena, UAB

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