

Technology Fast 50  
Powerful connections





# Welcome to the Deloitte Technology Fast 50 Central Europe 2012

The Deloitte Technology Fast 50 in Central Europe is a program that recognises and profiles fast growing technology companies in the region. The program, which is now in its 13th year, ranks the 50 fastest growing public or private technology companies. Technology Fast 50 award winners for 2012 are determined based on percentage fiscal year revenue growth over five years (2007 to 2011).

Revenue growth is calculated in local currency. Companies must meet a minimum revenue threshold (in Euros) in order to qualify. Exchange rates are based on annual average given by the central bank of the company's respective national currency.

The program includes the following related industry sectors:

- Software
- Internet
- Computers and peripherals.
- Telecommunications/Networking
- Media and Entertainment

The Deloitte Technology Fast 50 Program in Central Europe recognises technology companies that have achieved the fastest rates of annual revenue growth in the region during the past five years (2007 to 2011). It is part of the global Fast 500 programme.

Technology companies are invited to self-nominate for the program via our website.

Financial data about the companies is 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.

For further information regarding the Deloitte Technology Fast 50 Central Europe program, please visit our website: [www.deloitte.com/Fast 50ce](http://www.deloitte.com/Fast50ce).

# Contents

Introduction	5
2012 Technology Fast 50	6
Big 5 awards	14
Rising star awards	16
CEO Survey highlights	19
Thought leadership	28
Contacts	29



# Introduction

## Powerful connections

Each year our Technology Fast 50 recognises companies in Central Europe that live and breathe innovation. These firms based in Warsaw, Prague, Budapest, Bucharest and beyond are serving clients from all around the world in the interconnected global technology marketplace.

The companies on this year's ranking all exhibit the qualities that the Fast 50 has come to embody: embracing change and flexibility; delivering innovative solutions and products; and leading the way in Central European innovation.

Inside this report you will learn about each of the companies on our Fast 50, Rising Stars, and Big 5 rankings. You will also find the results of our annual CEO survey which charts the responses of chief executives from fast-growing technology companies on the issues of confidence, growth scenarios, talent, performance management, and new technologies.

We have had the honour of recognising some of Central Europe's most prestigious and exciting technology companies over the years. I look forward to following the journeys of the companies on this year's ranking.

A handwritten signature in black ink, appearing to read 'Marek Metrycki'.

**Marek Metrycki**  
*Fast 50 Programme Leader*  
Deloitte Central Europe

# 2012 Technology Fast 50

**Rank: 1****Vola.ro SRL****Growth: 17323%**

Romania



CEO: Daniel Marcel Truica  
Sector: Internet  
Website: www.vola.ro

Founded: 2004  
Years in Fast 50: 2  
Last Year Rank: 1

Founded as a student travel business. Currently, the main focus is on selling air-tickets and other services for travellers over the internet.

**Rank: 2****LiveSport s.r.o.****Growth: 2441%**

Czech Republic



CEO: Martin Hajek  
Sector: Internet  
Website: www.livesport.eu

Founded: 2006  
Years in Fast 50: 2  
Last Year Rank: 2

One of Europe's largest providers of sports content on the internet, generating revenue by selling advertising space on its websites.

**Rank: 3****i3D S.A.****Growth: 2254%**

Poland



CEO: Jacek Jędrzejowski  
Sector: Software  
Website: www.i3d.pl

Founded: 2006  
Years in Fast 50: 2  
Last Year Rank: 7

Offers computer graphics, 3D presentations, simulations, interactive Web pages, and configurators for clients in sales, training, marketing, and industrial design areas. It engages in developing and implementing virtual universe technology solutions in interactive, three-dimensional visualizations, and virtual reality fields in Poland.

**Rank: 4****Inwestycje.pl S.A.****Growth: 1677%**

Poland



CEO: Anna Sołowska-Labaz  
Sector: Internet  
Website: spolka.inwestycje.pl

Founded: 2004  
Years in Fast 50: 2  
Last Year Rank: 5

Owner and publisher of the Inwestycje.pl Media Group, one of the largest independent financial portals in Poland focusing on business professionals.

**Rank: 5****NORIL s.c.****Growth: 1322%**

Poland



CEO: I. Majewska, N. Majewski  
Sector: Internet  
Website: www.noril.pl

Founded: 2004  
Years in Fast 50: 1  
Last Year Rank: -

One of the largest companies in the search engine optimization (SEO) industry in Poland, specialising in website positioning.

**Rank: 6****LGBS Polska Sp. z o.o.****Growth: 1251%**

Poland



CEO: Wojciech Wolny  
Sector: Software  
Website: www.lgbs.pl

Founded: 2004  
Years in Fast 50: 1  
Last Year Rank: -

Provides customised business-dedicated IT project solutions. Main area of expertise is software creation services based on Microsoft technologies. The company is also proficient in the Java environment and other software frameworks.

**Rank: 7****Internet Shop s.r.o.****Growth: 1210%**

Czech Republic



CEO: Michal Zamec  
Sector: Internet  
Website: www.parfums.cz

Founded: 2004  
Years in Fast 50: 2  
Last Year Rank: 3

Online perfume and cosmetics shop operating the most extensive network of perfume shops in Central Europe.

**Rank: 8****SMT Software S.A.****Growth: 1115%**

Poland



CEO: Sebastian Łęka  
Sector: Software  
Website: www.smtsoftware.com

Founded: 2002  
Years in Fast 50: 1  
Last Year Rank: -

Innovative software house providing full-scale programming and outsourcing services by combining creativity with mathematical accuracy.

**Rank: 9****Domenomania.pl S.A.****Growth: 1029%**

Poland



CEO: Mateusz Szuściak  
Sector: Internet  
Website: www.domenomania.pl

Founded: 2004  
Years in Fast 50: 1  
Last Year Rank: -

One of the largest hosting providers and domain registrants in Poland, offering a broad hosting services, domain names, and services such as search engine optimization and web creation.

**Rank: 10****Capture Informatikai és Tanácsadó Zrt.****Growth: 1029%**

Hungary



CEO: Peter Dobozi  
Sector: Software  
Website: www.capture.hu

Founded: 2004  
Years in Fast 50: 1  
Last Year Rank: -

Offers software development, system integration, testing and business consulting services for large corporates in Central Europe.

**Rank: 11****Technitel Polska S.J.****Growth: 1006%**

Poland



CEO: Rafał Rodziewicz  
Sector: Telco/Networking  
Website: www.technitel.pl

Founded: 2005  
Years in Fast 50: 2  
Last Year Rank: 9

One of the largest companies in the telecommunications and information technology sector in Poland providing fibre and wireless networks.

**Rank: 12****Datera S.A.****Growth: 958%**

Poland



CEO: Marek Matulewicz  
Sector: Telco/Networking  
Website: www.datera.pl

Founded: 2003  
Years in Fast 50: 2  
Last Year Rank: 7

Technology company specialising in creating telecommunication and IT solutions. It produces next-generation carrier-class telecommunications platforms based on IP, the IP telephone PBX for enterprises, as well as tailored solutions.

**Rank: 13****GEM System a.s.****Growth: 900%**

Czech Republic



CEO: Zdenek Vlcek  
Sector: Software  
Website: www.gemsystem.cz

Founded: 2004  
Years in Fast 50: 2  
Last Year Rank: 12

Player on the systems and integration solutions market and specialising in Data Warehousing, Business Intelligence, Identity Management and B2B communications systems.

**Rank: 14****SmartTel SA****Growth: 894%**

Romania



CEO: Rodica Pavaloaia  
Sector: Software  
Website: www.smarttel.ro

Founded: 2000  
Years in Fast 50: 1  
Last Year Rank: -

The company is a mobile banking service in Romania which allows clients to visualize all necessary information regarding their bank accounts directly on their mobile phone. It also offers SMS messaging services for mobile marketing.



**Rank: 15****Sunrise System Sp. z o.o.****Growth: 870%**

Poland



CEO: Paweł Rybak

Founded: 2003

One of the leading interactive agencies in Central and Eastern Europe specialising in internet marketing and web analytics, as well as comprehensive consulting for commercial use of the Web.

Sector: Internet

Years in Fast 50: 4

Website: www.sunrisesystem.pl

Last Year Rank: 18

**Rank: 16****TeamNet International SA****Growth: 870%**

Romania



CEO: Bogdan Padiu

Founded: 2001

One of the largest IT system integrators in Romania, focusing on the development and implementation of software applications based on the latest technologies.

Sector: Software

Years in Fast 50: 5

Website: www.teamnet.ro

Last Year Rank: 6

**Rank: 17****iData Műszaki Informatikai Mérnöki Iroda Kft.****Growth: 845%**

Hungary



CEO: Lajos Szabó

Founded: 2005

Company involved in the development, production, operation and selling of satellite tracking, route recording and theft protection systems. With its iTrack2 system, users can easily access the data of their vehicles on the internet.

Sector: Software

Years in Fast 50: 1

Website: www.itrack.hu

Last Year Rank: -

**Rank: 18****LIVECHAT Software S.A.****Growth: 830%**

Poland



CEO: Mariusz Cieply

Founded: 2002

The company provides live chat software helping clients speak directly to their website's visitors.

Sector: Internet

Years in Fast 50: 2

Website: www.livechatinc.com

Last Year Rank: 26

**Rank: 19****Future Processing Sp. z o.o.****Growth: 729%**

Poland



CEO: Jarosław Czaja

Founded: 2000

Software development company with a strong background in Microsoft .NET and Java technologies, including mobile and web application development.

Sector: Software

Years in Fast 50: 2

Website: www.future-processing.com

Last Year Rank: 22

**Rank: 20****CONCEPTO S.A.****Growth: 700%**

Poland



CEO: Dariusz Kowalski

Founded: 2005

Agency that help clients achieve their marketing objectives. They focus on new media (mobile, internet) and cover developing applications, graphic design, and offering advice on technology.

Sector: Internet

Years in Fast 50: 2

Website: www.concepto.pl

Last Year Rank: -

**Rank: 21****Grupa eholiday.pl Sp. z o.o.****Growth: 681%**

Poland



CEO: Mariusz Wojciechowski

Founded: 2004

Consists of four portals of tourist destinations. Leader in accommodation services on the Polish internet market, offering a wide range of products related to tourism and recreation.

Sector: Internet

Years in Fast 50: 1

Website: www.eholiday.pl

Last Year Rank: -

**Rank: 22****Grupa Nokaut S.A.****Growth: 678%**

Poland



CEO: Wojciech Czernecki  
Sector: Internet  
Website: www.grupanokaut.pl

Founded: 2006  
Years in Fast 50: 1  
Last Year Rank: -

One of the leading Polish Internet price comparison sites, visited by 2.5 million users every month. Includes price comparison, comparison of hotels, and also offers mobile price comparison.

**Rank: 23****Kilgray Fordítástechnológiai Kft.****Growth: 655%**

Hungary



CEO: Balazs Kis  
Sector: Software  
Website: www.kilgray.com/

Founded: 2005  
Years in Fast 50: 1  
Last Year Rank: -

Offers clean and innovative translation technology to enhance productivity and quality for translators, service providers and enterprises.

**Rank: 24****Kishonti Kft.****Growth: 604%**

Hungary



CEO: László Kishonti  
Sector: Software  
Website: www.kishontiinformatics.com

Founded: 2003  
Years in Fast 50: 1  
Last Year Rank: -

Provider of CPU and GPU performance and benchmarking software tools. The company offers industry-standard benchmarking toolsets and databases which deliver realistic and reliable comparisons of products. It also focuses on high performance mapping and navigation.

**Rank: 25****Crys Computers SRL****Growth: 597%**

Romania



CEO: Gheorghe Pasc  
Sector: Software  
Website: www.incris.ro/en

Founded: 2000  
Years in Fast 50: 3  
Last Year Rank: 28

One of the leading IT outsourcing companies in Central and Eastern Europe providing complete consulting and IT services.

**Rank: 26****E-bola Média Kft.****Growth: 575%**

Hungary



CEO: Domonkos Bence  
Sector: Internet  
Website: www.ebolamedia.com

Founded: 2006  
Years in Fast 50: 1  
Last Year Rank: -

Online video content production and seeding company consisting of an international team specialising in online video campaigns. Developed the proprietary Ebola Play platform.

**Rank: 27****Sygić a. s.****Growth: 526%**

Slovakia



CEO: Michal Štencl  
Sector: Software  
Website: www.sygić.com

Founded: 2004  
Years in Fast 50: 3  
Last Year Rank: 15

Develops and sells turn-by-turn voice guided GPS navigation for a wide range of mobile devices.

**Rank: 28****Accesa****Growth: 501%**

Romania



CEO: Iulian Iuga  
Sector: Software  
Website: www.accesa.eu

Founded: 2004  
Years in Fast 50: 1  
Last Year Rank: -

Formerly known as Misoft Systems. Dynamic software development and consulting company providing business solutions, industrial applications and financial software.

**Rank: 29****Softhis Sp. z o.o.****Growth: 498%**

Poland



CEO: Łukasz Rzepecki  
Sector: Software  
Website: www.softhis.com

Founded: 2005  
Years in Fast 50: 1  
Last Year Rank: -

Provides advanced IT solutions which support business plans, strategies, and professional implementation of projects.

**Rank: 30****eSKY.pl S.A.****Growth: 476%**

Poland



CEO: Piotr Stępniewski  
Sector: Internet  
Website: www.esky.pl

Founded: 2004  
Years in Fast 50: 1  
Last Year Rank: -

Online travel agency through which customers can book a number of travel products and services, get information and gain inspiration to travel, and providing broader travel assistance.

**Rank: 31****Idamas, UAB****Growth: 473%**

Lithuania



CEO: Justas Urbonas  
Sector: Software  
Website: www.idamas.lt

Founded: 2002  
Years in Fast 50: 1  
Last Year Rank: -

Founded to offer IT solutions and consultations for the public and private sector. Since 2009 the company has focused on implementing "One-stop shop" and "E-Democracy" solutions for local government and public organisations in Lithuania.

**Rank: 32****CD Projekt RED S.A.****Growth: 444%**

Poland



CEO: Adam Kiciński  
Sector: Media and Entertainment  
Website: www.cdprojektred.com

Founded: 2001  
Years in Fast 50: 1  
Last Year Rank: -

Company involved in the development of video games; one of the most respected game developers in the role-playing game (RPG) genre.

**Rank: 33****IAI S.A.****Growth: 442%**

Poland



CEO: Paweł Fornalski  
Sector: Internet  
Website: www.iai-sa.com

Founded: 2002  
Years in Fast 50: 2  
Last Year Rank: 14

Creator and provider of the IdoSell.com platform (SaaS), a comprehensive solution for companies selling online in Poland.

**Rank: 34****7bulls.com Sp. z o.o.****Growth: 397%**

Poland



CEO: Konrad Wawruch  
Sector: Software  
Website: www.7bulls.com

Founded: 2002  
Years in Fast 50: 1  
Last Year Rank: -

Provides innovative IT solutions, software tailored to individual customer needs and professional IT consulting and advanced technical support.

**Rank: 35****INSIA a.s.****Growth: 375%**

Czech Republic



CEO: Ivan Špirakus  
Sector: Internet  
Website: www.insia.cz

Founded: 7  
Years in Fast 50: 7  
Last Year Rank: 32

Insurance broker offering professional services in all areas of commercial and personal insurance. Members of the INSIA network are using the proprietary YETI system which allows them to share the knowledge, processes, planning and communication across the network.

**Rank: 36****Advatech Sp. z o.o.****Growth: 366%**

Poland



CEO: Jacek Szubert  
Sector: Computers/Peripherals  
Website: www.advatech.pl

Founded: 1998  
Years in Fast 50: 6  
Last Year Rank: -

IT solution integrator offering data backup systems, IT security and information management systems and IT infrastructure design and support.

**Rank: 37****SARE S.A.****Growth: 332%**

Poland



CEO: Tomasz Pruszczyński  
Sector: Software  
Website: www.sare.pl

Founded: 2005  
Years in Fast 50: 3  
Last Year Rank: 29

Focusing on creating new opportunities associated with the use of e-mail, working to make it one of the most effective communications tools in the market.

**Rank: 38****Ideo Sp. z o.o.****Growth: 331%**

Poland



CEO: Arkadiusz Michno  
Sector: Internet  
Website: www.ideo.pl

Founded: 1999  
Years in Fast 50: 2  
Last Year Rank: 10

Providing solutions in the area of e-marketing, e-business, e-government and e-consulting.

**Rank: 39****Comutel d.o.o.****Growth: 315%**

Serbia



CEO: Miodrag Radulovic  
Sector: Telco/Networking  
Website: www.comutel.co.rs

Founded: 1990  
Years in Fast 50: 1  
Last Year Rank: -

Deals with computer networks engineering, applying best of breed solutions for communication and technology.

**Rank: 40****Integer.pl S.A., GK****Growth: 301%**

Poland



CEO: Rafał Brzoska  
Sector: Other  
Website: www.integer.pl

Founded: 1999  
Years in Fast 50: 2  
Last Year Rank: 35

Developing solutions in on-line mail tracking, GPS receivers used by postmen and postwomen, and mail insurance. The latest solutions include Paczkomaty 24/7, a service directed at the e-commerce sector.

**Rank: 41****Melog.com Sp. z o.o.****Growth: 291%**

Poland



CEO: Jarosław Świąćicki  
Sector: Internet  
Website: www.melog.com

Founded: 2000  
Years in Fast 50: 1  
Last Year Rank: -

Publisher in Poland specialized in the real estate industry, managing well-known real estate internet portals.

**Rank: 42****eo Networks S.A.****Growth: 269%**

Poland



CEO: Stefan Batory  
Sector: Software  
Website: www.eo.pl

Founded: 2001  
Years in Fast 50: 7  
Last Year Rank: 39

Polish software house focusing on the design and construction of innovative software based mainly on open source solutions for the financial, technology, media and telecommunications industries.

**Rank: 43****Ingenio Software SA****Growth: 264%**

Romania



CEO: Rodica Pavaloaia  
Sector: Software  
Website: www.ingenio.ro

Founded: 2004  
Years in Fast 50: 1  
Last Year Rank: -

Partnering with financial institutions to offer consultancy, and to develop and implement tailor-made products. Their most important product is a proprietary application that automates the retail lending workflow.

**Rank: 44****Factory Creative Studio Kft.****Growth: 251%**

Hungary

CEO: Zsolt Fábián  
Sector: Software  
Website: www.factory.co.hu

Founded: 2000  
Years in Fast 50: 1  
Last Year Rank: -

Integrated communication agency providing services of a classic creative agency as well as software and new platform development.

**Rank: 45****Billennium Sp. z o.o.****Growth: 242%**

Poland

CEO: Bartosz Gawel Łopiński  
Sector: Software  
Website: www.billennium.pl

Founded: 2003  
Years in Fast 50: 1  
Last Year Rank: -

Company that designs and implements modern IT systems and offers IT nearshoring for European market companies. Established its own BPM Platform that claims to be one of the most advanced systems of its type in Poland.

**Rank: 46****Dolphio Consulting Kft.****Growth: 240%**

Hungary

CEO: Janos Rovnyai  
Sector: Software  
Website: www.dolphio.hu

Founded: 2004  
Years in Fast 50: 2  
Last Year Rank: 37

Engaged in R&D and related topics of information technology. R&D projects including GPGPU technologies, 3D motion capture and visualization, text and data mining, artificial intelligence, multidimensional data processing and social network analysis.

**Rank: 47****BalaBit IT Biztonságtechnikai Kft.****Growth: 239%**

Hungary

CEO: Balázs Scheidler  
Sector: Software  
Website: www.balabit.com

Founded: 2000  
Years in Fast 50: 3  
Last Year Rank: -

An innovative information security company, focusing on the development of privileged activity monitoring, trusted logging and proxy-based gateway technologies to help protect customers from internal and external threats.

**Rank: 48****BTC Sp. z o.o.****Growth: 237%**

Poland

CEO: Maciej Kaczyński  
Sector: Software  
Website: www.btc.com.pl

Founded: 2002  
Years in Fast 50: 3  
Last Year Rank: 24

IT company specialising in the auditing of equipment, software, and security, providing consulting services in the field of security and IT infrastructure management.

**Rank: 49****ZOOM INTERNATIONAL s.r.o.****Growth: 234%**

Czech Republic

CEO: Šimon Vostrý  
Sector: Software  
Website: www.zoomint.com

Founded: 1999  
Years in Fast 50: 5  
Last Year Rank: 30

Provides interaction recording and quality management solutions for Contact Centres and Unified Communications environments.

**Rank: 50****CompuGroup Medical Polska Sp. z o.o.****Growth: 232%**

Poland

CEO: Waldemar Grudzień  
Sector: Software  
Website: www.cgmpolska.pl

Founded: 1995  
Years in Fast 50: 1  
Last Year Rank: -

Manufacturer of software for the healthcare sector, including multimedia electronic patient record and innovative solutions based on web technologies.

**Rank: 51****AS Nortal****Growth: 232%**

Estonia

CEO: Priit Alamae  
Sector: Software  
Website: www.nortal.com

Founded: 2000  
Years in Fast 50: 4  
Last Year Rank: -

Software development solutions provider in public and private sector. Formerly Webmedia Group (until 2012).



**Rank: 1****Internet Shop s.r.o.****Growth: 1210%**

Czech Republic



CEO: Michal Zamec  
Sector: Internet  
Website: www.parfums.cz

Founded: 2004  
Years in Fast 50: 2  
Last Year Rank: 3

Online perfume and cosmetics shop operating the most extensive network of perfume shops in Central Europe.

**Rank: 2****TeamNet International SA****Growth: 870%**

Romania



CEO: Bogdan Padiu  
Sector: Internet  
Website: www.teamnet.ro

Founded: 2001  
Years in Fast 50: 5  
Last Year Rank: 6

One of the largest IT system integrators in Romania, focusing on the development and implementation of software applications based on the latest technologies.

**Rank: 3****eSKY.pl S.A.****Growth: 476%**

Poland



CEO: Piotr Stępniewski  
Sector: Internet  
Website: www.esky.pl

Founded: 2004  
Years in Fast 50: 1  
Last Year Rank: -

Online travel agency through which customers can book a number of travel products and services, get information and gain inspiration to travel, and providing broader travel assistance.

**Rank: 4****Advatech Sp. z o.o.****Growth: 366%**

Poland



CEO: Jacek Szubert  
Sector: Computers/Peripherals  
Website: www.advatech.pl

Founded: 1998  
Years in Fast 50: 6  
Last Year Rank: -

IT solution integrator offering data backup systems, IT security and information management systems and IT infrastructure design and support.

**Rank: 5****Integer.pl S.A., GK****Growth: 301%**

Poland



CEO: Rafał Brzoska  
Sector: Other  
Website: www.integer.pl

Founded: 1999  
Years in Fast 50: 2  
Last Year Rank: 35

Developing solutions in on-line mail tracking, GPS receivers used by postmen and postwomen, and mail insurance. The latest solutions include Paczkomaty 24/7, a service directed at the e-commerce sector.

# Rising Star awards

The Rising Star awards recognise high-growth nominating companies who are too young to the Technology Fast 50, but already growing rapidly.

Congratulations to Netwise S.A. from Poland for topping the Rising Star award category this year.

In order to qualify for the Rising Star award category companies must meet the following key criteria:

1. Operating revenues at least €30,000 in each year.  
Exchange rates are based on annual average given by the central bank of the company's respective national currency.
2. Must be in business for a minimum of three years but less than five.
3. Must be headquartered within Central Europe.  
Subsidiaries or divisions are not eligible unless they have some public ownership and are separately traded.



**Rank: 1****Netwise S.A.****Growth: 641%**

Poland



CEO: Jakub Skalbania  
Sector: Software  
Website: [www.netwise.pl](http://www.netwise.pl)

Founded: 2008  
Years in Fast 50:  
Last Year Rank: -

Specializing in providing CRM / CEM and business support systems solutions in accordance with the concept of xRM, with a full range of services from consulting support for the implementation of CRM systems to web hosting and IT infrastructure support.

**Rank: 2****Focus Telecom Polska Sp. z o.o.****Growth: 551%**

Poland



CEO: Cezary Małuj  
Sector: Internet  
Website: [www.focustelecom.pl](http://www.focustelecom.pl)

Founded: 2008  
Years in Fast 50:  
Last Year Rank: 4

Providing solutions based on the cloud model, guaranteeing remote access to services delivered in a uniform, technologically advanced IT&T infrastructure.

**Rank: 3****Meble.pl S.A.****Growth: 432%**

Poland



CEO: Jarosław Czarnik  
Sector: Internet  
Website: [www.meble.pl](http://www.meble.pl)

Founded: 2008  
Years in Fast 50:  
Last Year Rank: -

Portal which facilitates the optimal use of the Internet in order to establish business and cooperation contacts for the furniture industry in Poland.

**Rank: 4****Arboreus Online Oktatási Szolgáltató Kft.****Growth: 295%**

Hungary



CEO: Gabor Mikes  
Sector: Internet  
Website: [www.arboreus.eu](http://www.arboreus.eu)

Founded: 2008  
Years in Fast 50:  
Last Year Rank: -

Offers professional online training materials for major selection exams, EPSO, UKCAT and other SHL, Kenexa or TalentQ-based recruitment exams.

**Rank: 5****FRU.PL S.A.****Growth: 285%**

Poland



CEO: Michał Wrodarczyk  
Sector: Internet  
Website: [www.fru.pl](http://www.fru.pl)

Founded: 2008  
Years in Fast 50:  
Last Year Rank: 6

Portal that enables customers to book airline tickets, hotels and car rental via the Internet using proprietary technology.

**Rank: 6****eOpen Sp. z o.o.****Growth: 277%**

Poland



CEO: Artur Kozłowski      Founded: 2009  
 Sector: Telecommunications/Networking      Years in Fast 50:  
 Website: www.cloudpower.pl      Last Year Rank: -

Provides advanced IT services for corporate and institutional customers from a number of sectors. The company also offers state-of-the-art IT solutions aimed at increasing business effectiveness.

**Rank: 7****Creotech Instruments S.A.****Growth: 269%**

Poland



CEO: Grzegorz Kasprowicz      Founded: 2008  
 Sector: Computers/Peripherals      Years in Fast 50:  
 Website: www.creotech.pl      Last Year Rank: -

Creating multiple technologies and their applications. Offers the White Rabbit time synchronisation systems, m2m systems, IP cameras, and measurement systems along with other technologies.

**Rank: 8****ITMAGINATION Sp. z o.o.****Growth: 212%**

Poland



CEO: Łukasz Kieloch      Founded: 2006  
 Sector: Software      Years in Fast 50:  
 Website: www.itmagination.pl      Last Year Rank: -

Leading provider of innovative services and IT solutions in Poland, focusing on business intelligence, consulting and business process integration.

**Rank: 9****MDPL Sp. z o.o.****Growth: 165%**

Poland



CEO: Marcin Beme      Founded: 2008  
 Sector: Media and Entertainment      Years in Fast 50:  
 Website: www.audioteka.pl      Last Year Rank: -

Owner of audioteka.pl website that distributes audiobooks for direct download to the PC, mobile phone or other media.

**Rank: 10****Fabryka e-biznesu Sp. z o.o.****Growth: 149%**

Poland



CEO: Mateusz Zych      Founded: 2008  
 Sector: Software      Years in Fast 50:  
 Website: feb.net.pl      Last Year Rank: -

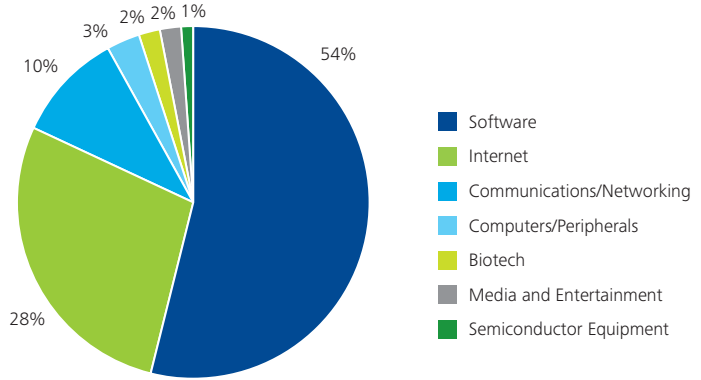
Modern agency specialized in branding and providing innovative solutions in the field of marketing, e-marketing, system analysis, programming, computer graphics and database integration.



**Survey respondents**

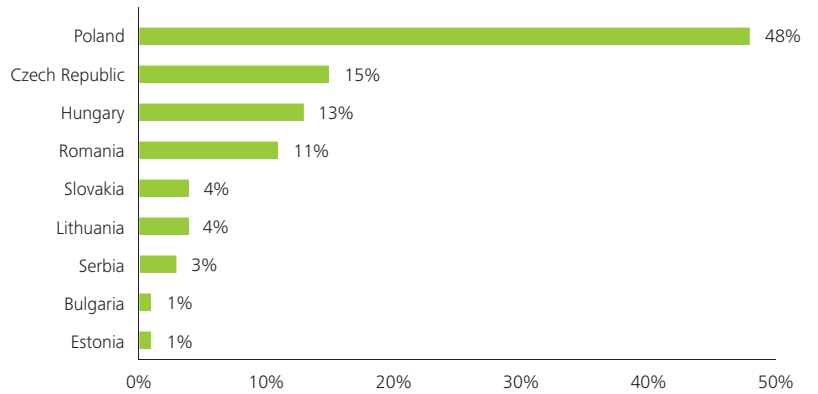
Most of the respondents were from the Software sector (54%), followed by Internet (28%) and Telecoms/Networking (10%).

**Survey respondents breakdown by business sector 2012**



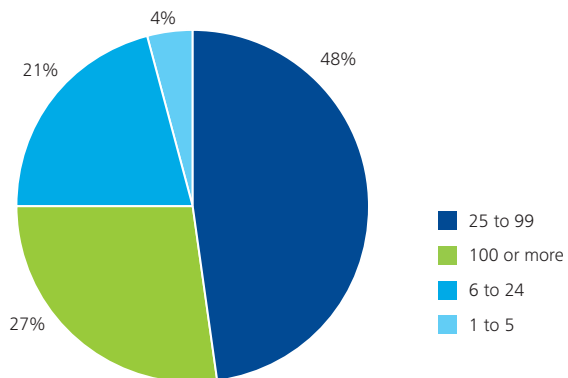
Nearly half of the CEOs (48%) were located in Poland, followed by the Czech Republic (15%) and Hungary (13%).

**Survey respondents breakdown by country**



Looking at company size, 48% were CEOs from a company with between 25 and 99 employees and 27% from a company with more than 100 employees.

**Survey respondents breakdown by company size**

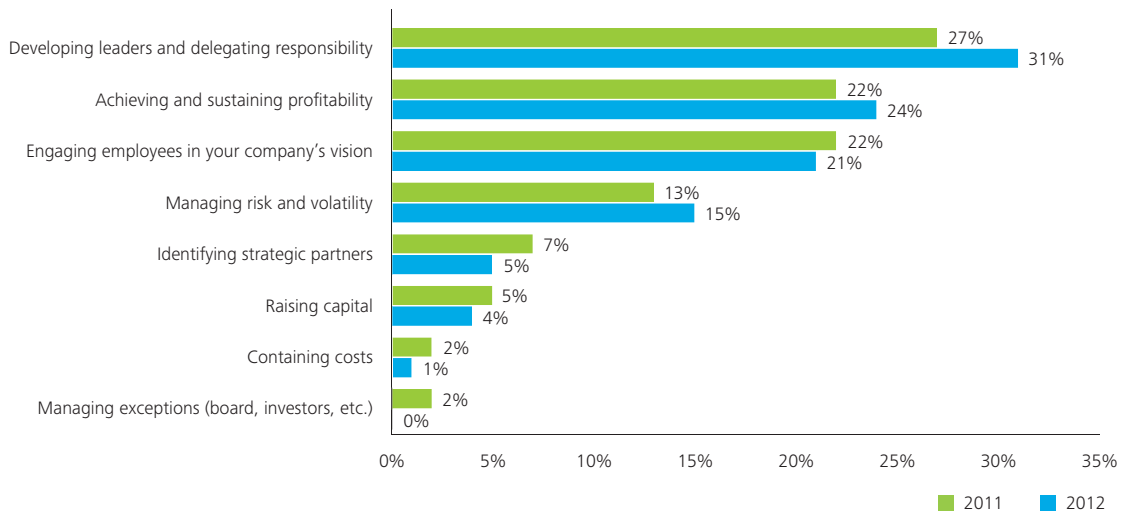


### Personal challenge

The biggest personal challenge for 31% of CEOs is developing leaders and delegating responsibility, up from 27% last year. For 24% of them it is achieving and

sustaining profitability and 21% responded that it is engaging employees in the company's vision.

#### Biggest personal challenge as a CEO

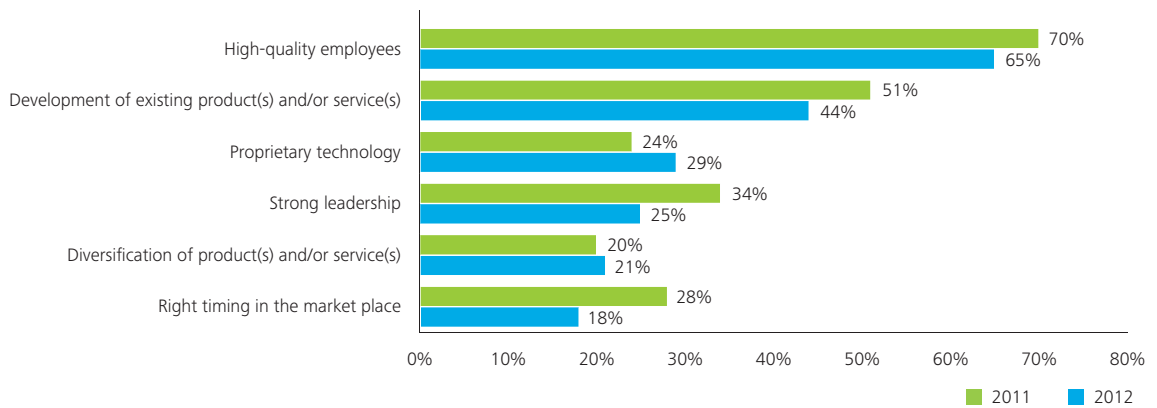


### Growth factors and threats

65% of CEOs felt that high-quality employees contributed the most to their growth this year, down from 70% in 2011. Meanwhile 44% attributed part of

their growth to developing existing products or services, down from 51% last year.

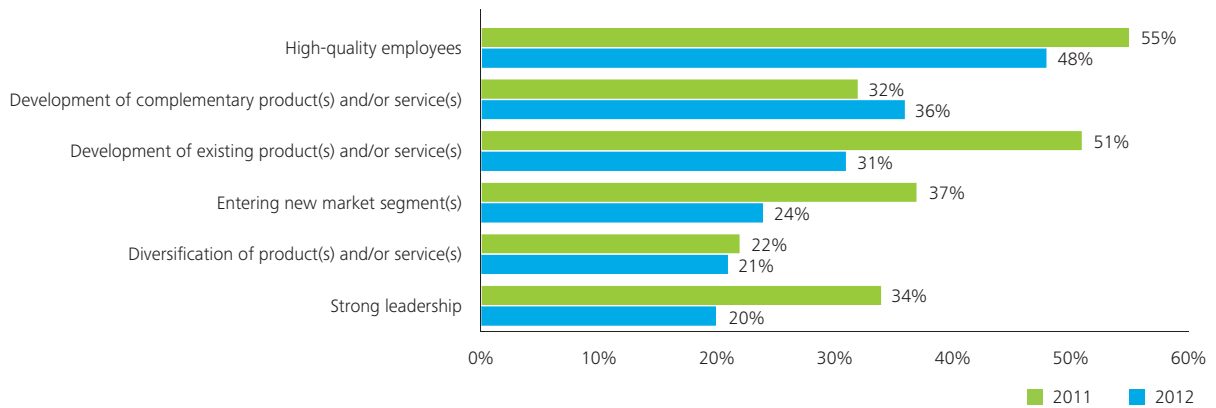
#### Factors contributing to growth in the previous 12 months



CEOs reported that the most important contributing factor to growth over the next 12 months is high-quality employees, down to 48% from 55% last year.

Fewer CEOs reported that developing existing products or services is a critical growth factor, with only 31% feeling this way compared to 51% in 2011.

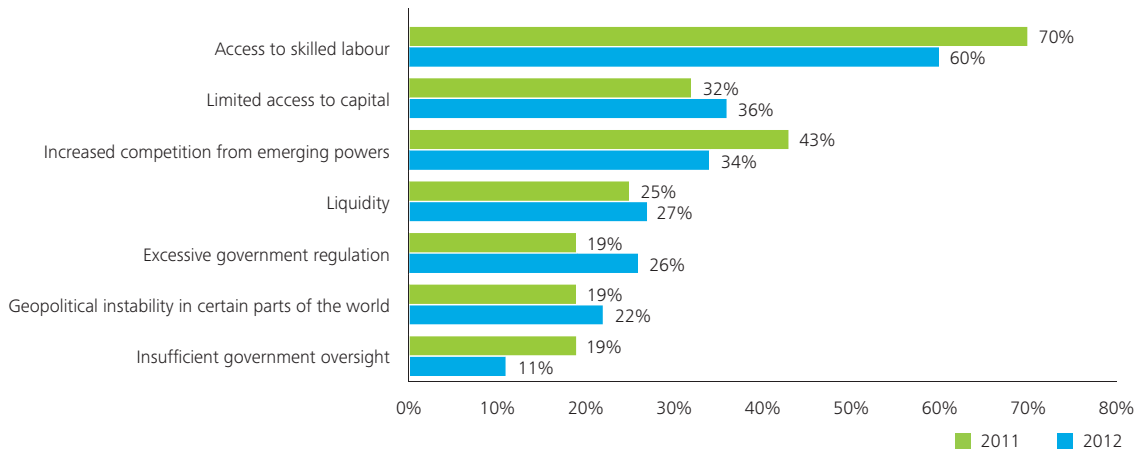
**Factors contributing to growth over the next 12 months**



The biggest threat to growth remains access to skilled labour according to 60% of CEOs. 36% of CEOs see a threat in limited access to capital, while 34% are wary

of increased competition from emerging powers, down from the 43% who felt this way in 2011.

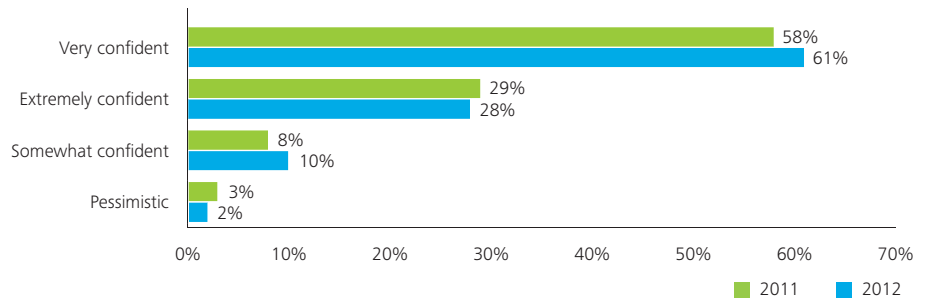
**Threats to growth in technology sector over the next 12 months**



**Confidence level of growth**

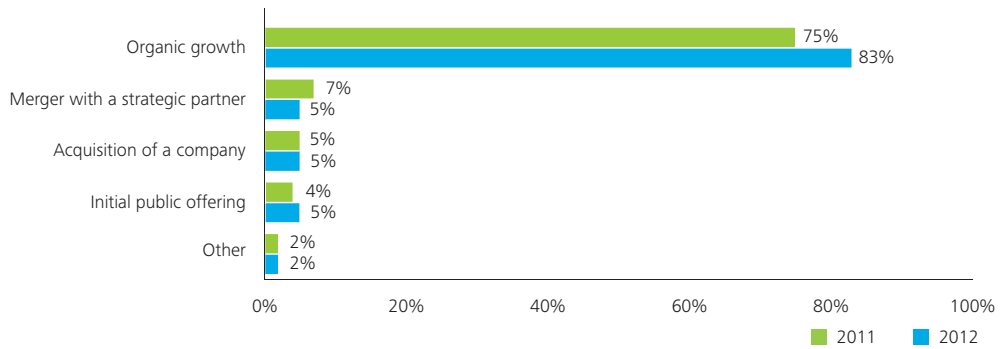
89% of CEOs are either very or extremely confident of growth over the next 12 months: 61% are very confident while 28% are extremely confident.

**Confidence level of growth over the next 12 months**



Organic growth is the most likely scenario for the company within the next 12 months for 83% of CEOs.

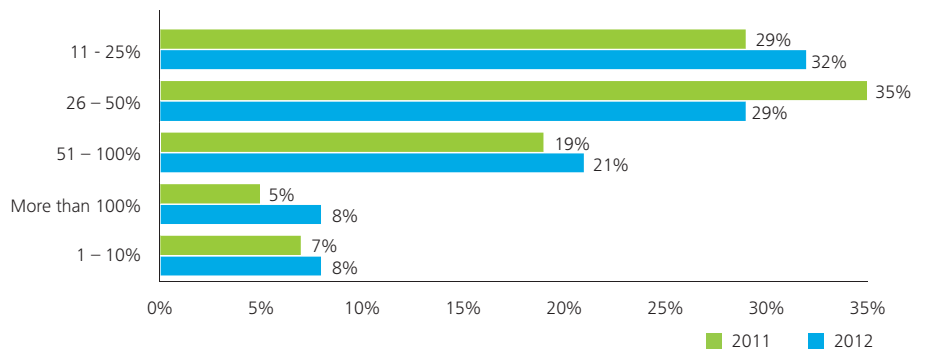
**Confidence level of growth over the next 12 months**



**Expected revenue growth**

32% of CEOs expect revenue growth of between 11% and 25%, 29% expect growth between 26% and 50%.

**Expected revenue growth over the next 12 months**

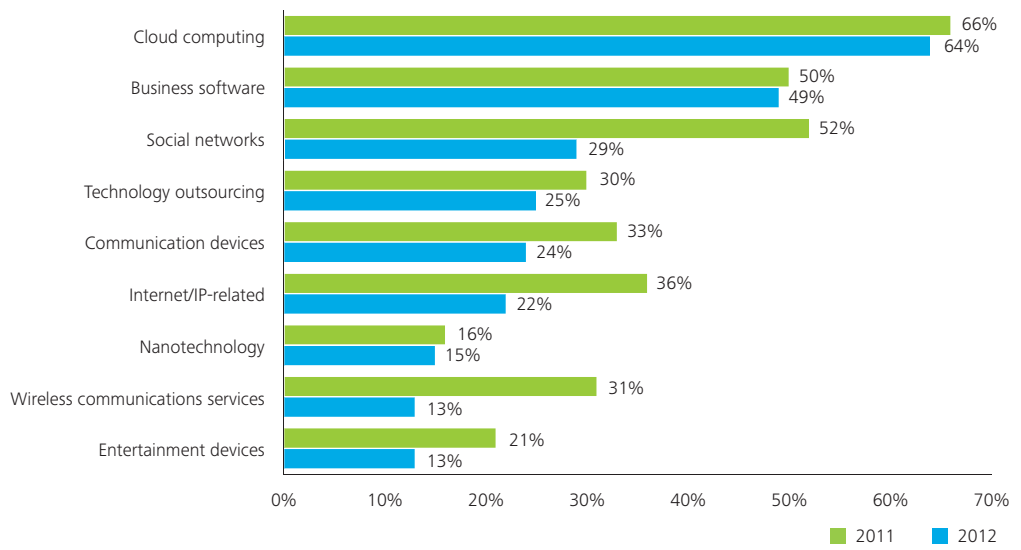


### Growth potential

CEOs still expect the greatest growth potential to come from cloud computing, with 64% expressing

this opinion. Only 29% of CEOs see potential in social networks, down from 52% in 2011.

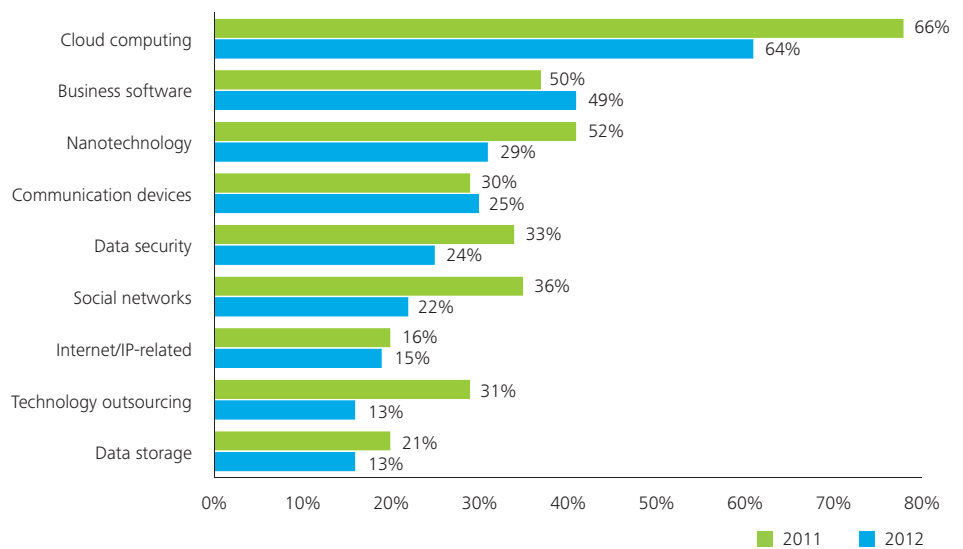
#### Growth potential of technology sub-segments over the next year



Cloud computing is still viewed by CEOs as having the most potential over the next 1-3 years, though only 61% chose it compared to 78% in 2011. More CEOs are seeing medium-term potential in business software,

which grew by 4 points to 41%. Nanotechnology, meanwhile, is viewed by CEOs as less attractive (31% compared to 41% in 2011).

#### Growth potential of technology sub-segments over the next 1-3 years



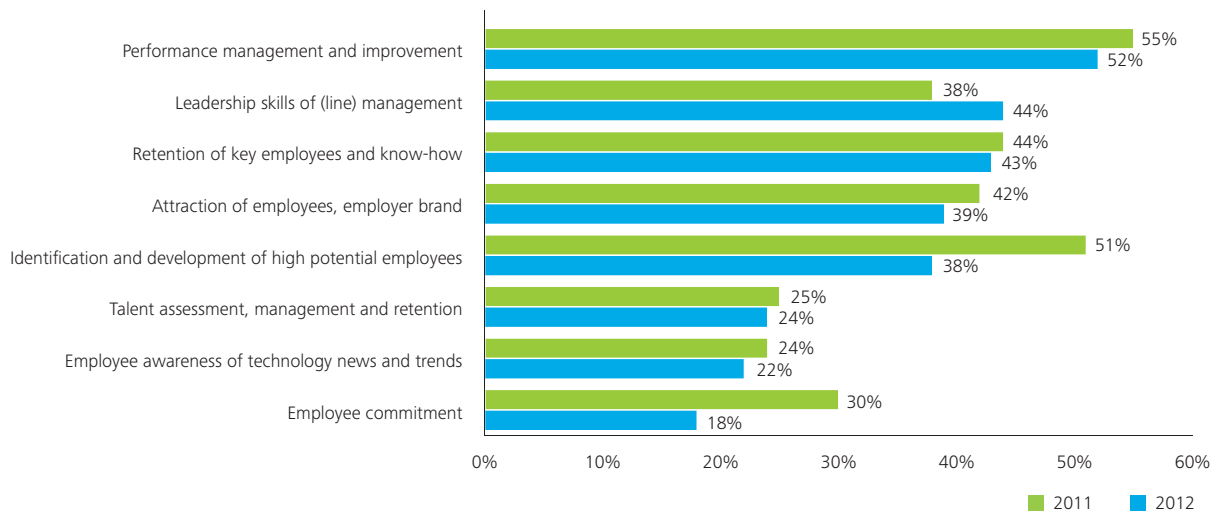


### Talent and performance management

The biggest HR challenge for CEOs remains performance management and improvement. More CEOs reported finding leadership skills of managers a challenge.

The identification and development of high potential employees, one of the biggest challenges in 2011 with 51% of respondents, was only selected by 38% of CEOs this year.

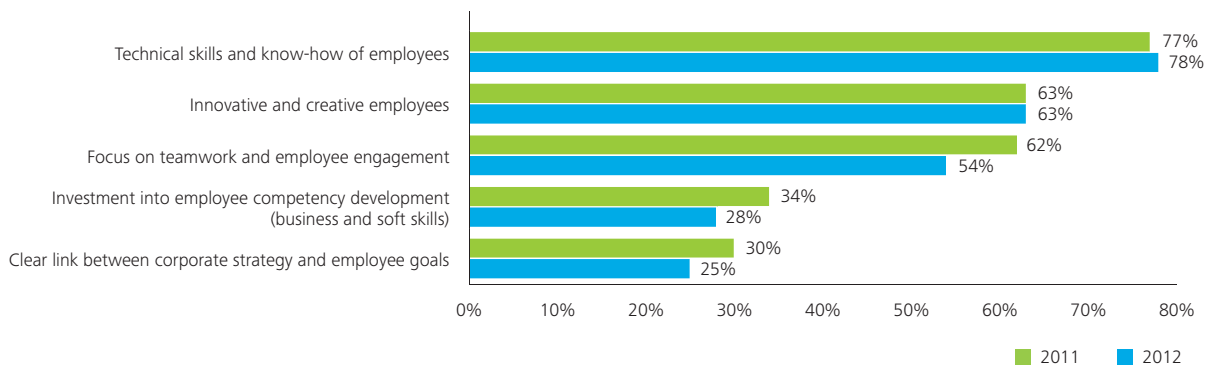
#### HR challenges as CEO



The top three people-related factors contributing to growth remain the same as last year. Similar to last year, most CEOs (78%) selected technical skills and

know-how of employees as the people-related factor most contributing to growth.

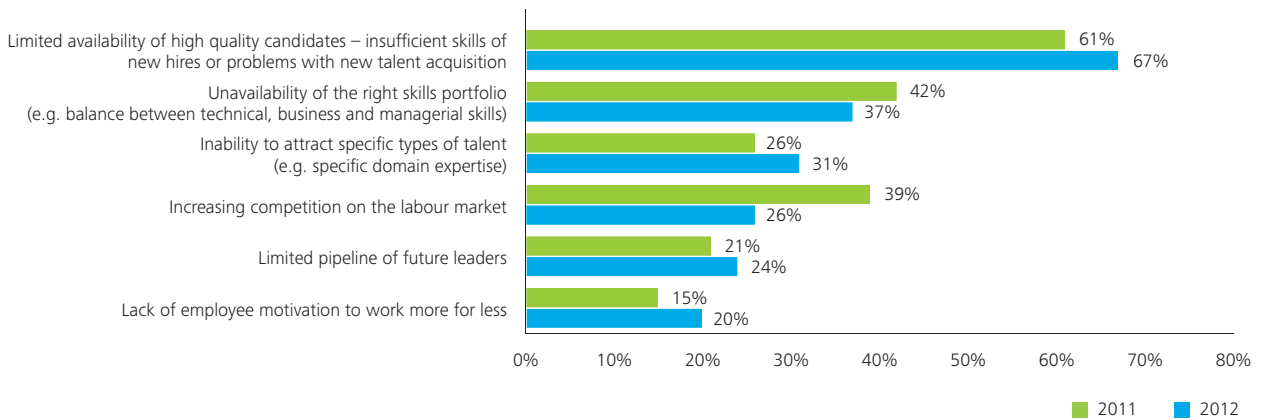
#### People related factors contributing to growth over previous 12 months



CEOs reported that the biggest people-related threats to growth over the next 12 months will be limited availability of high quality candidates, with

67% expressing this view. Some CEOs see a threat in an unavailability of the right skills portfolio (37%) or in an inability to attract specific types of talent (31%).

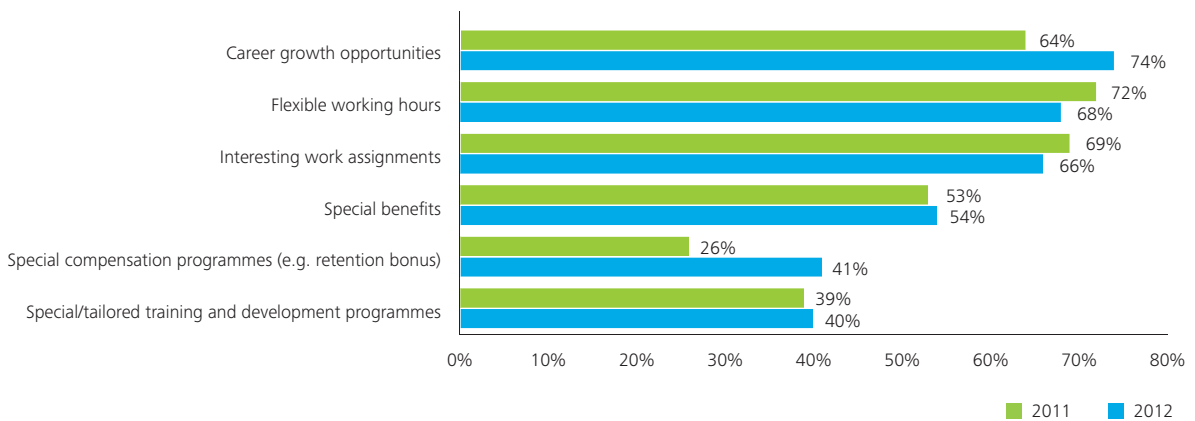
**Expected people related threats over the next 12 months**



CEOs reported that they attract and retain employees through career growth opportunities (74%), flexible

working hours (68%) and interesting work assignments (66%).

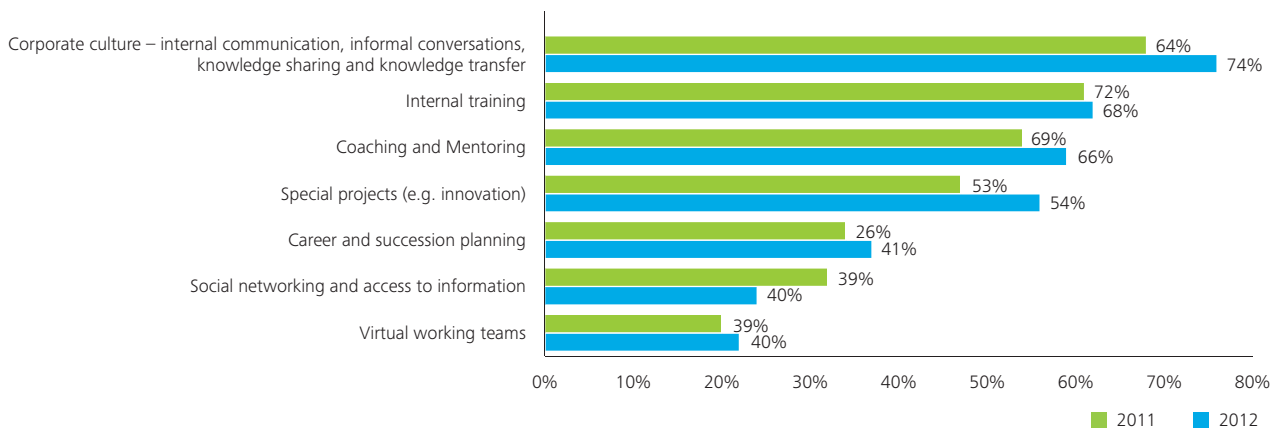
**Ways of attracting & retaining employees**



The most common activity identified by CEOs to develop their talent was corporate culture, with 76% of respondents expressing this view compared to 68% in 2011. Internal trainings are nearly as common as they

were last year, while more CEOs chose coaching and mentoring (59% over 54% in 2011) and special projects for employees (56% versus 47% last year) as talent-development activities being run in their companies.

**Activities for developing talent**



# Thought leadership



## Central Europe Top 500

[www.deloitte.com/cetop500](http://www.deloitte.com/cetop500)

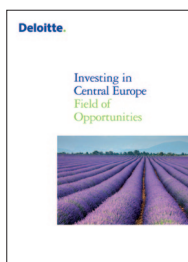
The CE Top 500 report ranks the 500 largest companies in the region and provides commentary and insights on regional trends from Deloitte's professionals and leading executives from some of the most prominent businesses across the region. The major themes in this year's Deloitte CE Top 500 report were growth, performance and innovation.



## CFO Survey Central Europe, 2nd edition

[www.deloitte.com/cecfo](http://www.deloitte.com/cecfo)

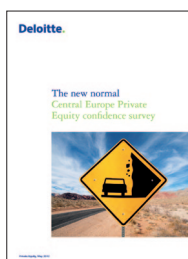
The Deloitte Central Europe CFO Survey provides the Central European business community with an objective overview of the most crucial factors at play in driving the region's businesses' forward. The second edition of this bi-annual survey addresses the issues of greatest concerns of 265 CFOs from the six largest economies of the region (Poland, Czech Republic, Hungary, Romania, Slovakia and Croatia).



## Investing in Central Europe

[www.deloitte.com/investince](http://www.deloitte.com/investince)

The key drivers for investors making cross-border direct investments are usually either to gain access to new and growing markets, or to reduce costs. The countries of Central Europe ("CE") score highly on both. The countries of the CE region comprised in this publication include Bulgaria, Czech Republic, Hungary, Poland, Romania and Slovakia.



## CE Private Equity Confidence Survey

[www.deloitte.com/cepe](http://www.deloitte.com/cepe)

Deloitte's Central European Private Equity Confidence Survey reflects the expectations of private equity professionals focusing on Central Europe. The survey has been conducted twice a year since March 2003 and the results are based on questionnaires sent to professionals in private equity firms active in the following Central European countries: Estonia, Lithuania, Latvia, Poland, Czech Republic, Slovakia, Hungary, Romania, Moldova, Bulgaria, Macedonia, Slovenia, Croatia, Bosnia & Herzegovina, Serbia, Montenegro, and Albania.



## Global Economic Outlook - 3rd quarter 2012

[www.deloitte.com/globaleconomicoutlook](http://www.deloitte.com/globaleconomicoutlook)

Deloitte Research's Global Economic Outlook offers timely insights from Deloitte Research's team of economists about the trends and events that are shaping the marketplace. This edition offers economic outlooks for the Eurozone, the United States, China, the United Kingdom, Japan, India, Russia, and Brazil.

More information on our recent publications can be found on [www.deloitte.com](http://www.deloitte.com)

# Contacts

## Business contacts

**Marek Metrycki**  
*Technology Fast 50 CE  
Program Leader*  
Poland  
mmetrycki@deloitteCE.com

**Dariusz Nachyla**  
*TMT Industry Expert*  
Poland  
dnachyla@deloitteCE.com

**András Fülöp**  
*Partner in Charge, FAS*  
Hungary  
afulop@deloittece.com

**Zoltán Verbó**  
*Manager, FAS*  
Hungary  
zverbo@deloittece.com

**Alina Mirea**  
*Partner, Audit*  
Romania  
amirea@deloittece.com

**Zdeněk Křížek**  
*Partner, ICT Consulting  
and Risk Services*  
Czech Republic  
zkrizek@deloittece.com

**Ladislav Šauer**  
*Director, Audit*  
Czech Republic  
lsauer@deloittece.com

**Ivan Lužica**  
*Partner, Consulting*  
Slovakia  
iluzica@deloittece.com

**Adham Hafoudh**  
*Partner, Tax*  
Slovakia  
ahafoudh@deloittece.com

**Nada Sudjic**  
*BAS Partner*  
Serbia  
nsudjic@deloittece.com

**Jelena Galic**  
*BAS Director*  
Serbia  
jgalic@deloittece.com

**Aleksandar Andrejin**  
*Senior Manager*  
Serbia  
aandrejin@deloittece.com

**Assen Dimov**  
*Partner, TMT Industry Leader*  
Bulgaria  
adimov@deloittece.com

**Saulius Bakas**  
*Office Managing Partner  
Partner in Charge of Audit, TMT*  
Lithuania  
sbakas@deloittece.com

**Linas Galvelė**  
*Director, Head of Financial  
Advisory Departments*  
Lithuania  
lgalvele@deloittece.com

**Veiko Hintsov**  
*Partner, Audit*  
Estonia  
vhintsov@deloittece.com

## Marketing contacts

**Ewa Rzczkowska**  
Poland  
erzczkowska@deloitteCE.com

**Anna Bracik**  
Poland  
abracik@deloittece.com

**Aleksandra Gregovic**  
Serbia  
agregovic@deloittece.com

**Ana-Maria Gavrilă**  
Romania  
angavrila@deloittece.com

**Kinga Tihanyi**  
Hungary  
ktihanyi@deloittece.com

**Dessislava Kirkova**  
Bulgaria  
dkirkova@deloittece.com

**Lukáš Kropík**  
Czech Republic  
lkropik@deloittece.com

**Diana Karaffová**  
Slovakia  
dkaraffova@deloittece.com

**Gisela Toomesoo**  
Estonia  
gtoomesoo@deloittece.com

**Pirkko Kuusik**  
Estonia  
pkuusik@deloittece.com

**Vilma Parciauskaite**  
Lithuania  
vparciauskaite@deloittece.com

## CE Technology Fast 50 project team

**Igor Bachinsky**  
*Regional Manager,  
CE Clients & Markets*  
Czech Republic  
ibachinsky@deloittece.com

**Soňa Furmánková**  
*Project Manager,  
CE Clients & Markets*  
Czech Republic  
sfurmankova@deloittece.com

**Piotr Świętochowski**  
*Director, Audit*  
Poland  
pswietochoowski@deloitteCE.com

**Krzysztof Sowada**  
*Senior Manager, Audit*  
Poland  
ksowada@deloitteCE.com

# Partners

## Honorary Partners



Minister Gospodarki RP

## Partners



## Media Partners

Forbes

Komputer  
Swiat

Newsweek  
POLSKA

iT! IT ASOCIACIA  
SLOVENSKA

gazeta  
WYBORCZA.PL

wyborecza.biz

Money.pl



This publication contains general information only, and none of Deloitte Touche Tohmatsu Limited, its member firms, or its and their affiliates are, by means of this publication, rendering accounting, business, financial, investment, legal, tax, or other professional advice or services. This publication is not a substitute for such professional advice or services, nor should it be used as a basis for any decision or action that may affect your finances or your business. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser.

None of Deloitte Touche Tohmatsu Limited, its member firms, or its and their respective affiliates shall be responsible for any loss whatsoever sustained by any person who relies on this publication.

\*\*\*

"Deloitte" is the brand under which tens of thousands of dedicated professionals in independent firms throughout the world collaborate to provide audit, consulting, financial advisory, risk management, and tax services to selected clients. These firms are members of Deloitte Touche Tohmatsu Limited (DTTL), a UK private company limited by guarantee. Each member firm provides services in a particular geographic area and is subject to the laws and professional regulations of the particular country or countries in which it operates. DTTL does not itself provide services to clients. DTTL and DTTL member firm are separate and distinct legal entities, which cannot obligate the other entities. DTTL and each DTTL member firm are only liable for their own acts or omissions, and not those of each other. Each of the member firms operates under the names "Deloitte", "Deloitte & Touche", "Deloitte Touche Tohmatsu", or other related names. Each DTTL member firm is structured differently in accordance with national laws, regulations, customary practice, and other factors, and may secure the provision of professional services in their territories through subsidiaries, affiliates, and/or other entities.

Deloitte Central Europe is a regional organization of entities organized under the umbrella of Deloitte Central Europe Holdings Limited, the member firm in Central Europe of Deloitte Touche Tohmatsu Limited. Services are provided by the subsidiaries and affiliates of Deloitte Central Europe Holdings Limited, which are separate and independent legal entities. The subsidiaries and affiliates of Deloitte Central Europe Holdings Limited are among the region's leading professional services firms, providing services through more than 3,400 people in more than 30 offices in 17 countries.

Deloitte provides audit, tax, consulting, and financial advisory services to public and private clients spanning multiple industries. With a globally connected network of member firms in more than 150 countries, Deloitte brings world-class capabilities and deep local expertise to help clients succeed wherever they operate. Deloitte's approximately 195,000 professionals are committed to becoming the standard of excellence.

© 2012 Deloitte Central Europe

