



INCREDIBLE TECH

Investors guide
to Ukrainian IT



Ministry
of Digital Transformation
of Ukraine



**IT Ukraine
Association**



Visual
content
solutions



UKRSIBBANK
BNP PARIBAS GROUP



Mykhailo Fedorov

Vice Prime Minister for Innovations,
Development of Education, Science
and Technologies – Minister of Digital
Transformation of Ukraine

Ukraine is a country of creative and talented people, of ideas that come to reality within days, and where the newest technologies are born today.

The IT sector has always been one of the key priorities for the Ministry of Digital Transformation. Now it's one of the key priorities for the entire country.

As it proved to be the most resilient during the full-scale russian invasion, today our country is already the best test ground for all the newest technologies. We are especially betting on developing defense tech solutions that will let our country win and defend our freedom and democracy.

Ukraine is proud to be a homeland for hundreds well-known IT companies and startups, which managed to develop & scale even in war time conditions, during blackouts and missile attacks. I encourage to support Ukrainian tech industry, by investing in our people & products they create — you invest in future of free democratic world.



Olena Samborska

President
IT Ukraine Association

The Information Technology (IT) industry stands as one of Ukraine's most youthful and thriving sectors, persistently advancing even amidst the challenging backdrop of wartime. With a proactive stance in adopting novel approaches and cutting-edge technologies, it plays a pivotal role in developing talents and moving forward groundbreaking products.

We take great pleasure in introducing a catalog showcasing Ukrainian IT companies and their innovative products. This catalog serves as compelling evidence that Ukraine's technology landscape has a profound impact on reshaping the global landscape, and influencing how the world works, communicates, and innovates.

This collaborative endeavor has been realized through the mutual efforts of the Ministry of Digital Transformation, the IT Ukraine Association and the TopLead Agency. The IT Ukraine Association stands as the foremost national association of IT companies, representing the interests of over 85,000 IT experts. It passionately advocates for the alignment of business, governmental, and international stakeholders in boosting the technological industry's growth within Ukraine.



Stanislav Shum

CEO
Top Lead

Tap.

Click.

The fact is that behind the millions of buttons and millions of customers who are clicking on smartphones worldwide today is a product or IT infrastructure created by Ukrainian engineers and entrepreneurs.

Which solutions exactly were built by the incredible minds of the Ukrainian people? Well, you can find them in this catalog.

Trust me, it is quite possible that the navigation software that guides you in your car was created or maintained by teams from Ukraine.

And many other technologies or applications are helping our army liberate the land right now.

Ukrainian IT is truly incredible. You can find it on your next tap or click right after reading this guide.

Enjoy!



Laurent Dupuch

Chairman of the Management Board
UKRSIBBANK BNP Paribas Group

Investing in new technologies is one of the strategic areas of UKRSIBBANK BNP Paribas Group activities.

Ukrainian IT is one of the world leaders in scale and development, and growth pace. We are firmly convinced that the support of Ukrainian IT significantly contributes to the development of the global IT market and the creation of modern products and tech solutions.

Ukraine is already well-known in the world as an IT hub where talented, dedicated and highly professional engineers work; they create unique projects supported by UKRSIBBANK BNP Paribas Group. In our digital world, where technological progress is rapidly evolving, cooperation with experienced IT companies is critical to success. They help to improve business processes, ensure data security, develop innovative solutions, and implement digital transformation strategies.

By investing in Ukraine now, you are investing in the future.

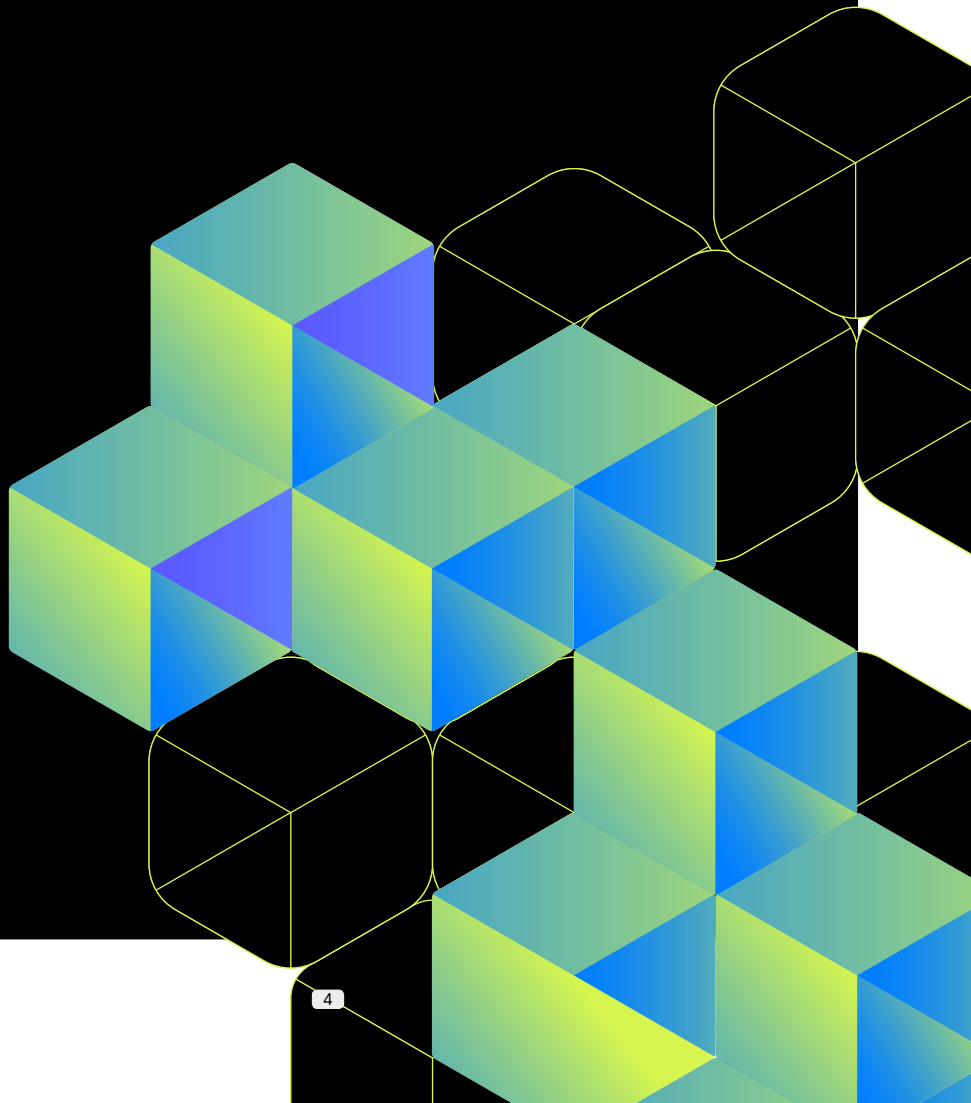
ABOUT THE PROJECT

Ukrainian IT has developed rapidly and has become Ukraine's second-largest export industry. Ukrainian products and companies can be found all over the world. Some of them have become so large and globally recognized. Yet, only a few people know where these companies are from or who the developers of these products are.

That's why we created **Incredible Tech**, an effective tool for promoting Ukraine's IT industry internationally.

It is a tool for raising awareness of Ukrainian IT capabilities, attracting investment to the industry, and helping existing IT businesses scale up.

Incredible Tech is a list of excellent and promising Ukrainian IT products and companies divided by industry verticals. You can find among them both small but up-and-coming companies and huge tech companies whose products are used by millions of people and businesses worldwide.





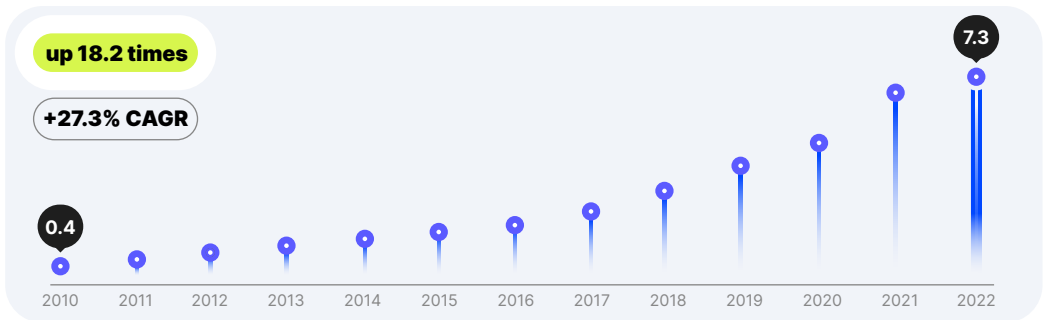
IT INDUSTRY IN UKRAINE

PLACE OF THE IT INDUSTRY IN UKRAINE'S ECONOMY

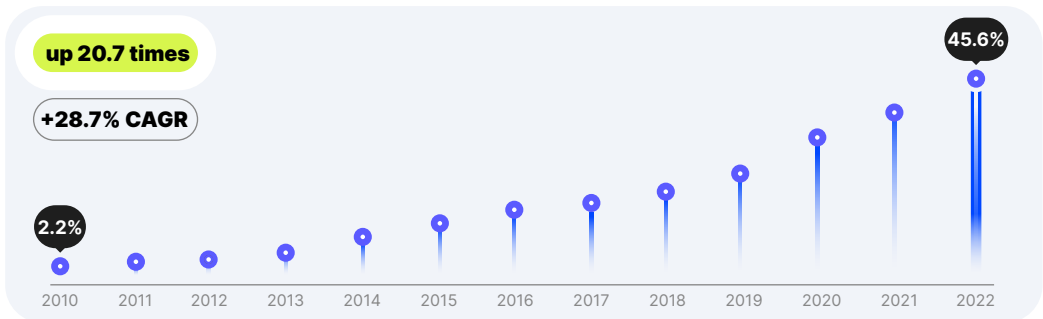
Ukraine's IT industry is rapidly developing. It is export-oriented and accounts for almost half of Ukraine's service exports and nearly 5% of GDP. The IT industry has grown 18.2 times since 2010 and ranks second among other export-oriented sectors.

The role of the IT industry in Ukraine's economy, 2010-2022

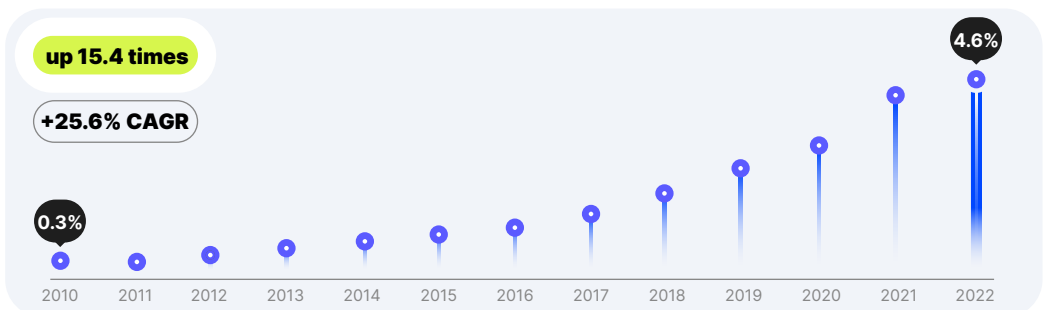
The volume of computer services exports, USD bln



Share of computer services exports in Ukraine's total services exports, %



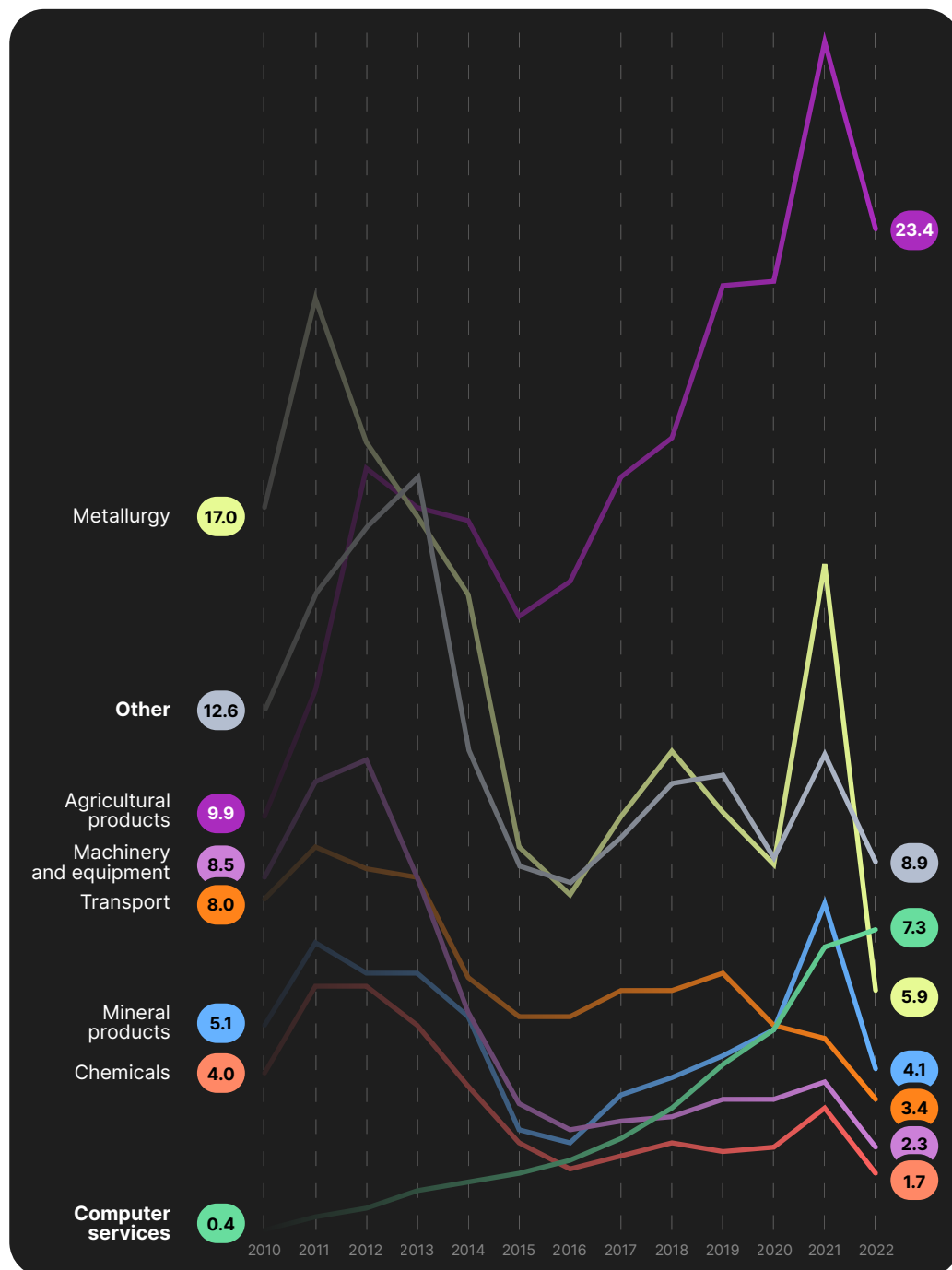
Share of computer services exports in Ukraine's GDP, %



IT industry in Ukraine

The IT industry has become Ukraine's second-largest export industry since 2010

The volume of exports by sectors, USD bln



PORTRAIT OF UKRAINE'S IT INDUSTRY

The Ukrainian IT industry comprises about 2,300 companies employing more than 360,000 IT professionals.

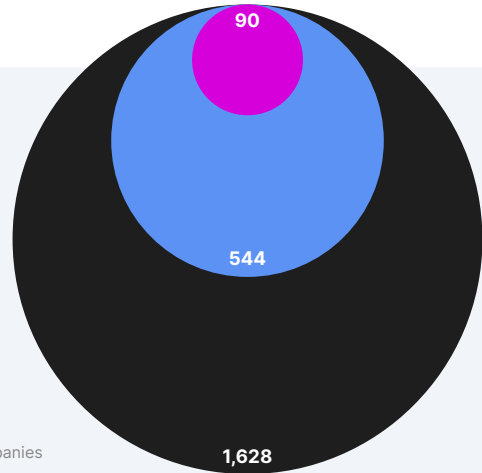
72% of Ukrainian IT companies make products

Ukrainian IT companies by type, estimated by Ukrainian Tech Ecosystem, September 2023

2,262

Ukrainian Tech Ecosystem is an online platform for business information about IT companies, people, investors, and the whole tech ecosystem of Ukraine in general.

■ R&D centres
 ■ Service companies
 ■ Product companies



Ukrainian IT companies by number of employees, estimated by Tech Ecosystem, September 2023, %

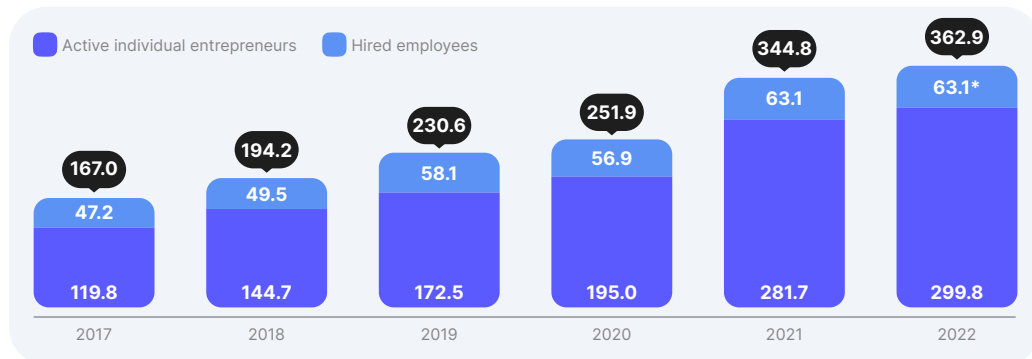


IT TALENTS AND IT SPECIALISTS

Interest in the industry is growing every year as the number of IT students is increasing.

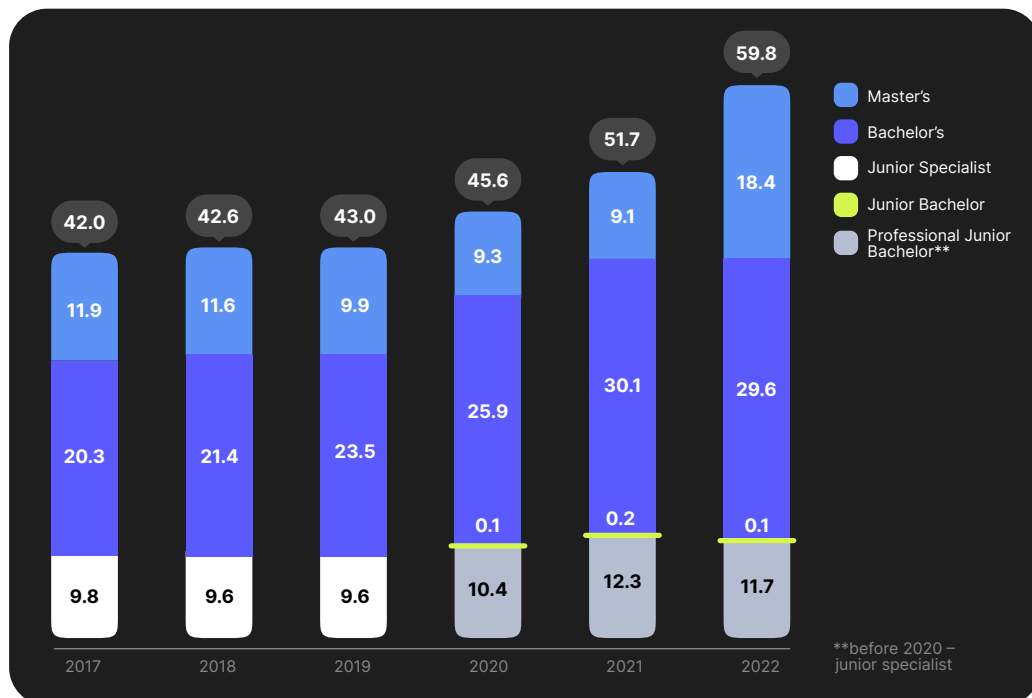
The number of IT specialists has doubled since 2017

The number of IT talents in Ukraine, thou. people



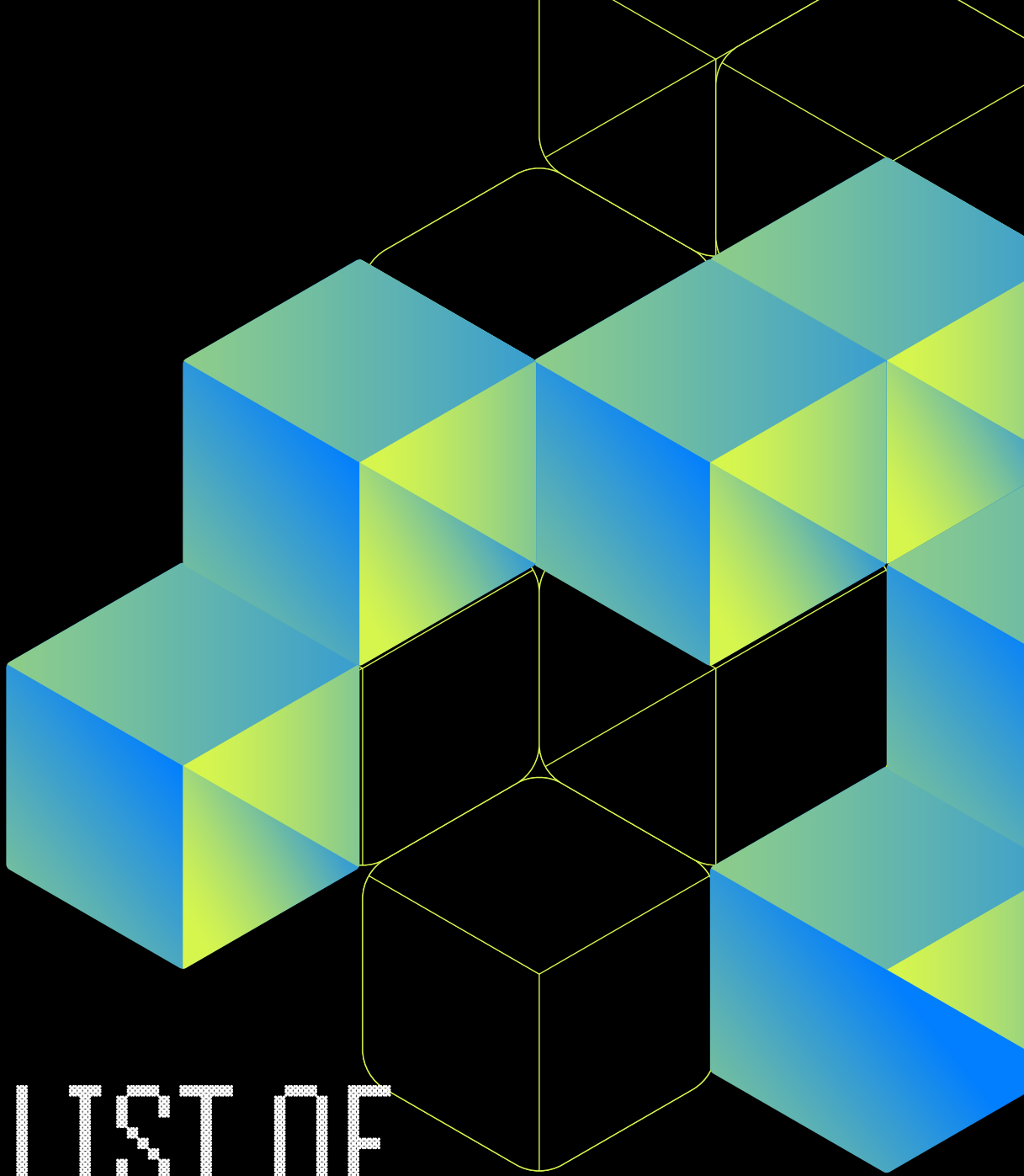
IT education will prepare up to 50 thousand IT specialist annually

The number of entrants to higher education institutions for IT specialists by educational degree, thou. people



Sources: State Statistics Service of Ukraine,
State Tax Service of Ukraine,
Ministry of Education and Science of Ukraine

*no new data on the
number of hired employees
in 2022



LIST OF INCREDIBLE TECH

METHODOLOGY

Incredible Tech is a list of excellent and promising Ukrainian IT products and IT companies by industry verticals. Ukrainian IT includes over 2,300 companies, and we have selected only the most remarkable and promising.

Which companies made it to the list?

1. The company is **Ukrainian and positions itself as Ukrainian**.

That is, it meets at least two criteria from the list:

- Ukrainian registration
- Ukrainian founder
- Ukrainian origin
- Head office or representative office in Ukraine

2. The company **belongs to the IT industry**, i.e., it engages in one or more of qualified activities:

- Cloud data centers
- Cybersecurity
- UAV design, production, maintenance and repair, and/or control training services
- Technological products in defense, industrial, or domestic sectors
- Developing, implementing, and/or supporting products for international card payment systems
- Digital marketing and ads using software developed by residents
- eSports
- Publishing and distributing software, in particular, SaaS
- R&D in IT and telecom
- Robotics
- Software development and testing, including GameDev
- Supplying services related to the circulation of virtual assets
- Training in computer literacy, programming, testing, and/or technical support of software

3. The company is **economically active**, i.e., continues to operate in Ukraine and/or abroad, and received revenue from selling products/services in 2023.

4. The company has a **landmark product or outstanding product development expertise**.

5. The company has **experience in exporting**.

6. The company is **recognizable to the audience**, active in communication, appears in the media, and promotes its brand.

7. The company has been reviewed and approved by an independent **Expert Council**. The Council was explicitly created to verify companies for this project. It included representatives from the Ministry of Digital Transformation of Ukraine, founders and CEOs of tech companies, and investors.

EXPERT COUNCIL



**Alex
Bornyakov**

Deputy Minister of Digital Transformation of Ukraine on IT industry development, Head of the Diia City project



**Valery
Krasovsky**

CEO & Co-Founder at Sigma Software Group, General Partner at Sigma Software Labs, General Partner at SID Venture Partners



**Konstantin
Magaletsky**

Vice President on International cooperation, ex-partner at The Horizon Capital, Co-founder of The Ukraine Recovery Fund, Angel Investor



Ruslan Furtas

Principal at Horizon Capital



Dmytro Gryn

CEO at Jooble, Job Aggregator



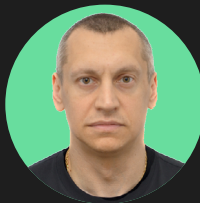
Sasha Yatsenko

Principal at SMOK Ventures, Chairman of the Board at Techosystem



**Oleksandr
Yaroshenko**

Head of Strategy & Investments at Headway



**Igor
Valenkevich**

CIO at Rozetka.UA



**Dmytro
Vartanian**

Managing General Partner at SID Venture Partners

LEGAL TIPS FOR INVESTORS IN UKRAINIAN IT COMPANIES



Rather international

A Ukrainian IT business typically operates with development centers in Ukraine, while registering front offices and holdings in the EU, USA, or other states.



No employees

Engaging independent contractors instead of employees is a common practice in the Ukrainian IT sector.

Such companies have fewer tax obligations and compliance requirements compared to the Soviet labor code. However, tax or labor authorities may classify these contractors as regular employees, leading to potentially high penalties.



IP paperwork

IT companies require IP assignment agreements and extensive paperwork to establish their IP rights for works-for-hire created before 2023.



NCA

Non-compete commitments by staff are generally unenforceable outside of Diia City.



Venture tools

Convertible loans, options, and SHA are legally recognized in Ukraine but often require unanimous consent from all shareholders and other preparatory measures. SAFE are applicable only to Ukrainian legal entities that are already established.



Currency control

Ukraine has imposed currency limitation during the periods of Martial Law, which encompass restrictions on loan repayments and dividend distribution abroad.

AEQUO law firm

We have proven expertise in all aspects of transactions. What sets us apart is our strong capability in English law and deep understanding of the tech industry.

On acquisitions of Ukrainian IT companies, Aequo has advised notable clients Apax Partners, BlaBlaCar, DEG (KfW Group), Dragon Capital, George Soros's Ukrainian Redevelopment Fund, Intel, Iron Mountain, Kayne Partners Fund, Onit, Naspers, NetApp and Virtuozzo.

What we do

- Legal due diligence
- Management buy-outs
- Merger clearance
- Private equity transactions
- M&A and business transfers
- Strategic partnership, joint venture, restructuring, and carve-out
- Establishing R&D offices

Need legal advice or assistance?



aequo.ua/en



welcome@aequo.ua

Partner Spotlight

HOW TO READ THE CATALOG?

In the catalog you can find examples of incredible Ukrainian IT products and IT companies divided by industry verticals.

IT product

Product name

Developer/product logo

B2C

B2B

Product description



More info
about the
product

Contacts of the developer company



Website



E-mail

**Product visualization,
its main functions and characteristics**



Top benefits of the product



Why is this product incredible?

IT company

Company logo



Website



E-mail



More info
about the
company

Company description

Years of experience

**Key figures about
the company**



Why is this company incredible?



Location of the
head office



**Number of
employees**

CONTENTS OF THE CATALOG

ADVANCED MANUFACTURING

AGTECH & FOODTECH

BUSINESS PRODUCTIVITY SOFTWARE

COMMUNICATION

CONSUMER PRODUCTS AND SERVICES

CYBERTECH

DEFENSE TECH

E-COMMERCE & RETAIL

EDTECH

FINTECH & INSURTECH

GAMING

GOVTECH

HEALTHTECH

HR TECH

LEGALTECH

MARTECH & MEDIA

PROPTech & CONSTRUCTION



ADVANCED MANUFACTURING

ADVANCED MANUFACTURING

IT-Enterprise ERP system



B2B

IT-Enterprise is a powerful tool for reengineering and business processes optimization. Our team has been working in the field of industrial automation for more than 35 years and has a unique expertise in this field. We helped to automate the largest companies in basic industries for Ukraine - from metal production and logistics to the implementation of ERP solutions for the largest postal operator Ukrposhta.

Company:
IT-Enterprise


it-enterprise.com

it@it.ua


A full-featured ERP, MRPII, MES, APS, EAM, SCM, CRM system that covers all aspects of an enterprise or group of businesses.

The IT-Enterprise team builds flexible business processes using Industry 4.0 technologies:

- Speeds up production of products with Smart Factory
- Increases the availability of work centers with Predictive Maintenance
- Monitors quality online with IIoT Connectivity
- Generates dynamic analytics of processes with Digital Twins



Top benefits of the product

1. Production growth by up to 60%.
2. Prevention of cash deficiency, and transparent analytics.
3. Increasing procurement efficiency by 20%.



Why is this product incredible?

IT-Enterprise helped to automate the largest companies in basic industries - from metal production and logistics to the largest postal operator Ukrposhta. They were the first to start implementing stable solutions for controlling production processes with the help of AI.

ADVANCED MANUFACTURING



A.D.A.M.

A.D.A.M. is a 3D bioprinting startup that develops a Point-of-Care Medical Device Production System for bone implants. Our ultimate vision is to build an on-demand personalized tissue manufacturing platform for bio-printed tissues and organs and to cut barriers to medical treatment for millions.



Why is this company incredible?

The only turnkey service solution for 3D printing bone implants for hospitals with innovative materials and patented technologies. Implants will be used for treating war-wounded Ukrainians.

adambioprinting.com

dgurak@adambioprinting.com



3 years of experience

\$1.5M collected

50%+ reduction of the hospitals' costs



USA, Stamford

0-20



ConcreteFlow
Construction Printing Solutions

CONCRETEFLOW produces 3D construction printers and develops printed wall constructions that have a number of advantages over traditional technologies. More than 50,000 m2 of printing has already been produced throughout Ukraine. This is the largest volume of construction printing in the world.



Why is this company incredible?

CONCRETEFLOW is the first in the world to develop a construction 3D printer with a double extruder for serial printing revolutionary wall structures of a design.

concreteflow.tech/en

concreteflow.tech@gmail.com



5 years of experience

100K blocks printed

13 factories used our walls



Ukraine, Dnipro

0-20



i3 Engineering

i3 Engineering is an innovative company in the fields of Smart Home and Automation solutions manufacturing. We make our equipment with the widest functionality for our partners and end users, with maximum convenience in use, reliability, and best value for money concept in mind.



Why is this company incredible?

i3 Engineering is an ecosystem in which you can integrate lots of "dumb" devices and engineering systems, and it is i3 Engineering that makes them smart.

i3engineering.com

sergiy@i3engineering.com



4 years of experience

450+ devices sold

+195% growth from 2022



Ukraine, Lviv

21-50

MERCEDES-BENZ

Partner Spotlight



Software architects: Mercedes-Benz previews its operating system MB.OS

Mercedes-Benz is developing its own operating system MB.OS, which will be introduced mid-decade with the new MMA platform (Mercedes Modular Architecture). MB.OS is designed and developed in-house with input from the world's top IT professionals to retain full control over the customer relationship, ensure data privacy, and to leverage the unique integration of all car functions.



This strategic approach allows the world's most valuable luxury automotive brand to offer its customers a differentiated, superior product experience.

Based on a purpose-built chip-to-cloud architecture, MB.OS benefits from full access to all vehicle domains:

- infotainment;
- automated driving;
- body & comfort;
- driving & charging.

The EQE SUV. This is for new levels

The "S" in SUV: with its sporty, progressive character, the EQE SUV is the perfect companion for all adventures big and small. Convincing driving dynamics, a captivating design and the superior all-electric drive characterise the all-rounder.

EQE 500 4MATIC SUV

464-552 KM

electric range

858 NM

max. torque (electric)

300 KW [408 HP]

rated output (electric)

- AC charging time 0%-100% SOC (net) Mode 3 (SA): 4.75h
- Electrical consumption, medium: 16.2 – 19.7 kWh/km



- Acceleration 0-100 km/h: 4.9 s
- Price starting from €75 083* (for EQE 350+ SUV, Ukraine)

*the price is valid on 07/09/2023, NBU EUR rate

PJSC "AUTOCAPITAL" is the official distributor of Mercedes-Benz Group AG in Ukraine.



mercedes-benz.ua



AGTECH &
FOODTECH


AGTECH & FOODTECH


FarmingOS

B2B

FarmingOS is a platform for managing the economy of an agricultural business. The program allows agricultural enterprises to be at the forefront of technological progress by providing them with access to powerful management and decision-making tools.

Company:
Studio of agricultural system (SAS)

 sasagro.com

 ua@sasagro.com



Top benefits of the product

1. Automated economic accounting.
2. Analytics and forecasting.
3. Centralised management.



Why is this product incredible?

FarmingOS is the world's first platform that combines analysis, forecasting, and visualization of an agricultural enterprise's economic performance.

AGTECH & FOODTECH




AgriChain LLC is a Ukrainian IT-tech vendor. We specialize in developing and implementing software in agro. We created a one-named multi-product platform AgriChain. Today AC Platform includes 8 cross-functional products, each one solving business and operational problems in different agrofirms.



Why is this company incredible?

AgriChain has a special product development approach. Each product is a start-up. AgriChain has hard skills and tech expertise to provide full-cycle automatization of business processes.

 agrichain.com.ua/title-en

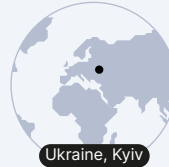
 sales@agrichain.ua

7 years of experience

550K+
hectares of land
bank managing

40+
users of the
AC platform


21-50




Choice

Choice offers a wide range of services, which covers all the channels that a restaurant needs to communicate with their guests: a digital menu, a website for pick up and delivery, table reservations, QR payments, table ordering, and much more.



Why is this company incredible?

Choice is a complete online restaurant solution that helps restaurants increase their online visibility, bring in direct orders without commission, and work with customer retention.

 choiceqr.com

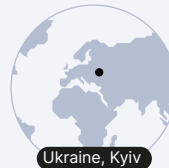
 sviat@choiceqr.com

3 years of experience

\$120K
recurring revenue
in July 2023

6K+
restaurants
in 7 countries


51-200



FieldBee
precision for every farmer

Fieldbee products enable growers to farm profitably and sustainably globally. Our solutions help agriculture machinery and robot developers with autonomous navigation. We provide accessible intelligence and machine automation for high-quality fieldwork on every farm and under all conditions.



Why is this company incredible?

FieldBee use machine learning, high precision, and software technology to make a more efficient, profitable, and sustainable future for all, not just for larger farms.

 fieldbee.com

 sales@fieldbee.com



9 years of experience

6K+
customers
worldwide

4 countries


51-200





BUSINESS
PRODUCTIVITY
SOFTWARE

BUSINESS PRODUCTIVITY SOFTWARE

Reply.io

B2B

Reply.io is an all-in-one sales engagement platform that leverages AI and B2B contact and company data to help businesses find leads, engage with them through multiple channels, and scale up opportunities. Reply.io optimises users' sales outreach process and enhances their productivity. One of the Top 50 Sales Products for 2023 on G2.

Company:
Reply.io



reply.io

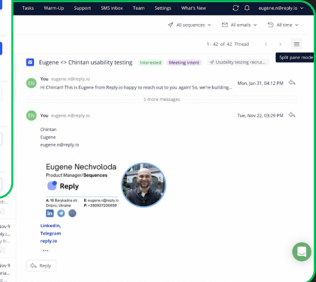
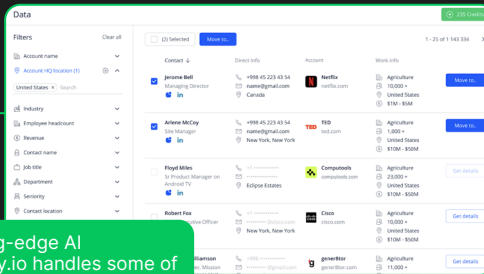


helen@reply.io

Powered by cutting-edge AI technologies, Reply.io handles some of the most time-consuming tasks:

- Generates unique email templates based on a prompt or from scratch
- Assesses and optimises the existing email template
- Crafts complex outreach sequences
- Categorises emails in user's inbox
- Responds to incoming emails on user's behalf

Its robust reporting system tracks all activities for every team member and automatically logs them to the CRM via native integrations, rich API with 40+ methods, or Zapier. Reply.io offers in-depth analytics dashboards for it.



Calls 1.2K 3:20 32 34 3.5

Member	Performance	# Calls	Total rate	Avg duration	Follow up	% Positive
John Doe	10	10	100%	10	10	100%
Michael Doe	11	11	100%	11	11	100%
Toby Carpenter	10	10	100%	10	10	100%
Michael	11	11	100%	11	11	100%



Top benefits of the product

1. Reply Data: free B2B database with 140M+ mln contacts.
2. Multichannel Sequences with in record number of communication channels.
3. Jason AI: a B2B conversational assistant.



Why is this product incredible?

Reply.io was one of the first in the market to believe in the potential of AI and added an AI qualifier for email quality and categorization of responses. The AI helped users improve their emails in real-time. Reply.io was also the first to integrate ChatGPT.

BUSINESS PRODUCTIVITY SOFTWARE

Uspacy

B2B

Uspacy is an online service and a single workspace with modern tools for managing the critical daily processes of small and medium-sized companies: modern team communication, collaborations, tasks, and CRM. Open API (Application Programming Interface) and modern technological approaches allows you to easily integrate the online service with other systems.



Company:
Uspacy


uspacy.com

info@uspacy.com

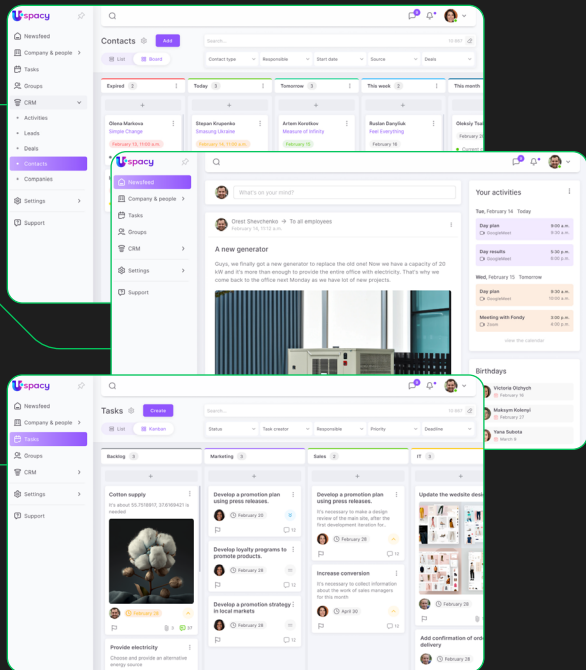
The convenient CRM system of Uspacy manages daily processes and controls client interaction. System contains:

- CRM to schedule activities
- CRM for work with a client base
- CRM to control the work of managers
- CRM for sales

We help organize lively communication between employees using newsfeeds, personal profiles, private and group chats.

Uspacy tasks help effectively distribute resources of all members of the work process and control compliance with deadlines. Create and manage tasks. Increase interaction by discussing stages of work and by specifying details directly in the task cards using comments and notes.

A complete platform for communication of employees is available in iOS and Android apps. Stay in touch with your colleagues wherever you are.



Top benefits of the product

1. Set of online tools in one service, not separate products.
2. Built on a modern API-based architecture.
3. Glocalization - adaptability of a global product to local markets.



Why is this product incredible?

Uspacy is an all-in-one online service with modern business management tools. For the first half year of operation 2,400 businesses have joined Uspacy. Present worldwide, available on domains .ua, .pl, .com.br, .com and .eu.

BUSINESS PRODUCTIVITY SOFTWARE

awesomic*

Awesomic democratizes top-notch design for any company. It operates to match your design task with the best-fit designers to deliver results in under 24 hours.



Why is this company incredible?

A startup that grew organically to a multi-million dollar recurring business in less than 18 months and became profitable.

awesomic.com
help@awesomic.io

4 years of experience

\$2.8M
of investments raised

1.5K+
clients

51-200



Bimp

Bimp is a Ukrainian complex ERP for managing business and financial results. It provides tools for management and financial accounting, and helps control key areas: production, warehouse, finance, interaction with counterparties, and sales funnel.



Why is this company incredible?

ERP systems are expensive, complex, and require additional support. Bimp has created an affordable ERP system not only for medium-sized businesses but also for small ones.

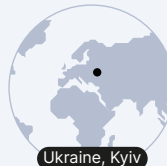
bimpsoft.com/en
d.obukhov@bimpsoft.com

3 years of experience

2.5K
users

\$1.3M
own funds invested

21-50



datrics

Datrics is an AI & analytics partner for tech companies. A no-code platform for analytics and machine learning empowers knowledge workers to do more experiments with data simply.



Why is this company incredible?

A startup that, in two years already had three hundred clients and a ticket to Y Combinator, one of the most famous startup incubators in the world.

datrics.ai
info@datrics.so

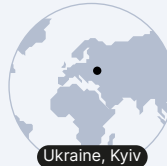


4 years of experience

\$700K+
revenue in 2022

1-2 new clients
per month

21-50



BUSINESS PRODUCTIVITY SOFTWARE



Datuum is an AI-powered no-code tool that brings and transforms data from various data sources into one place. Simplifies data integration and management for non-tech professionals, reducing manual work and saves up to 80% of the time and effort.



Why is this company incredible?

Datuum invented AI that understands the meaning of data in the same way as a human, defining data through context. Thanks to this technology, companies can save up to 80% of time and money.



datuum.ai



ask@datuum.ai

2 years of experience

\$200K
ARR in 2022

4 data areas
in which AI is
trained



0-20



USA, Corte Madera



INPUT SOFT is a provider of web-based aviation management solutions for airports and airlines: helps optimise resources, reduce costs, collect and analyse data from all ground handling processes.



Why is this company incredible?

A startup that has raised hundreds of thousands of dollars in 2 years. Software solutions have been developed by end users for end users. Intuitive design requires minimal time to master.



inputsoft.net



info@inputsoft.net



2 years of experience

\$470K
investments
and grants

5 pilot projects in
Ukraine, EU, South
and North America



0-20



USA, Lewes



Intetracy Deals simplifies electronic document management. Part of the Intetracy Group consortium, it offers a user-friendly solution for legally significant document signing, administration, storage, and delivery in electronic format.



Why is this company incredible?

The company offers a new generation of electronic document management services trusted by some of the largest companies in Ukraine and world-renowned companies.



dealssign.com



info@dealssign.com

6 years of experience

30K
companies
trust Deals

1M
documents
signed



0-20



Ukraine, Kyiv

BUSINESS PRODUCTIVITY SOFTWARE

WE/AR
STUDIO

WE/AR Studio is an AR/VR development company focused on immersive solutions for corporate innovation, product marketing, and professional training and education.



Why is this company incredible?

The company has early access to the latest software and hardware technologies, technical support, and unique offers thanks to strategic partners such as Intel, Qualcomm, and Meta.

wear-studio.com

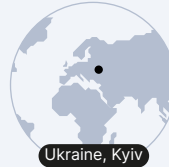
ceo@wear-studio.com

8 years of experience

100+ developed projects

20+ countries worked with

0-20



Ukraine, Kyiv

XME.digital
solutions shop

XME.digital is a low-code platform to build a business on top of an IoT devices network. AI compatible, enterprise-oriented, open-sourced, with a proven record in the USA market. With XME, medium and large enterprises can save 2,352 developer hours and \$470K IT budget annually.



Why is this company incredible?

With a turnover rate of less than 5%, the team has unique subject matter experts in security and post-quantum cryptography, which allows them to build secure and compliant solutions.

xme.digital

iryna.manukovska@xme.digital

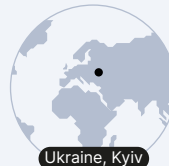


2 years of experience

\$1M turnover in 2022

10% growth in 2023

51-200



Ukraine, Kyiv

YOU
CONTROL

YouControl is an analytical system that, from more than 180 sources, forms a complete profile for each company and individual entrepreneur in Ukraine based on open data, tracks changes in state registers, and visualizes links between affiliated persons.



Why is this company incredible?

The company has been a market leader since 2014. All Ukrainian banks use the YouControl system in their operations.

youcontrol.com.ua/en

mail@youcontrol.com.ua

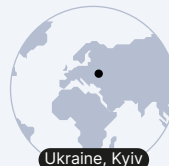


9 years of experience

60M+ system requests annually

€113M revenue in 2022

51-200



Ukraine, Kyiv

DEVLIGHT

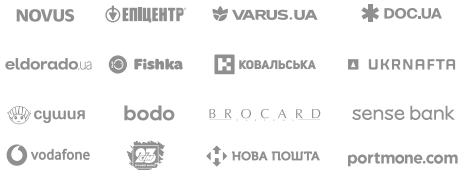
Partner Spotlight



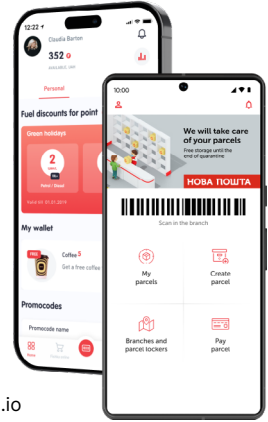
Creating apps that are valued

Expertise in Mobile App Development. Flexible, user-centric approach for startups and enterprises.

Trusted by



More about Devlight:



hello@devlight.io



+38 050 034 42 50

100

created products

7

years on market

35M

total app installs

450K

monthly active users



What we offer

Mobile App Development

Creating innovative mobile apps for startups to enterprises, fast-forwarding business growth.

UX/UI Design

Engage users with interactive, stunning UX/UI designs for exceptional mobile experiences.

Digital Product Development

Crafting scalable digital products with top talent, latest tech, and quality BA with UX.

Design Sprints

Sync teams, speed up the release and grasp business processes with our design sprint approach.

Dedicated Team Augmentation

Hire skilled experts for your IT project, seamlessly integrated and dedicated to your success.

Market & Customer Researches

Providing in-depth analysis and insights into current market trends for targeted business strategies.



COMMUNICATION

COMMUNICATION

Business Phone & Marketing Performance Platform



B2B

Ringostat helps optimise marketing (considering ROI), build effective communication with customers, and boost sales. Our products are AI-enhanced Business Phone System, easy-to-use softphone for calls and work with CRM, Callback widget, and Call tracking. Customers from 33 countries already trust us.



Company:
Ringostat

ringostat.com

a.kiselyov@ringostat.com

1. Communication Box.

Calls, message prospects, and customers in a single interface. Features:

- ☐ VoIP
- ☐ Application for calls and messages
- ☐ Messengers

2. Generation Box.

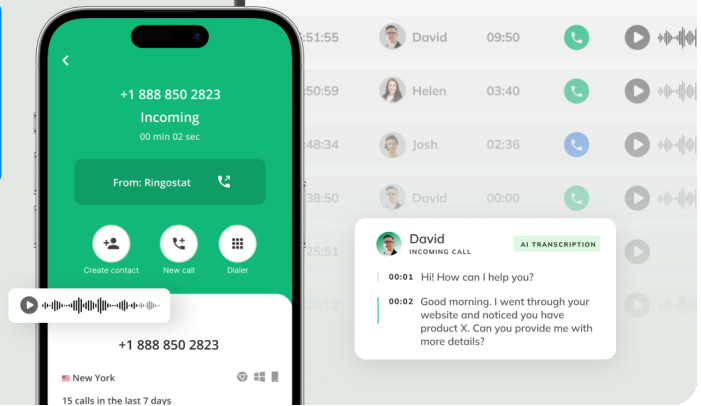
Up to 30% more calls with a single widget on a website. Features:

- ☐ Callback widget
- ☐ Sales acceleration
- ☐ Flexible design

3. Performance Box.

Understand which marketing campaigns make phone ring. Features:

- ☐ Call tracking
- ☐ Marketing Reporting
- ☐ ROI clarity



Top benefits of the product

1. Up to 10-30% more calls from websites.
2. 50% decrease in the number of missed calls.
3. Up to 30% increase in the performance of online and offline ads.



Why is this product incredible?

Ringostat provides clients with all communication and analytics, from inbound calls to closed deals. Ringostat is used worldwide and has been recognized as an industry-leader for several awards, such as G2, and Capterra.



CONSUMER PRODUCTS AND SERVICES

CONSUMER PRODUCTS & SERVICES

Avrora

B2C

Avrora is a sleep improvement app. Avrora is a perfect sleep solution for those who would like to fall asleep easily and wake up energized with the help of special breathing techniques, meditation sessions, sleep stories, calming sounds, and refreshing alarm melodies. The app is built around a well-designed Sleep Ritual that helps customers fall asleep quickly and wake up refreshed.

Company:
Boosters

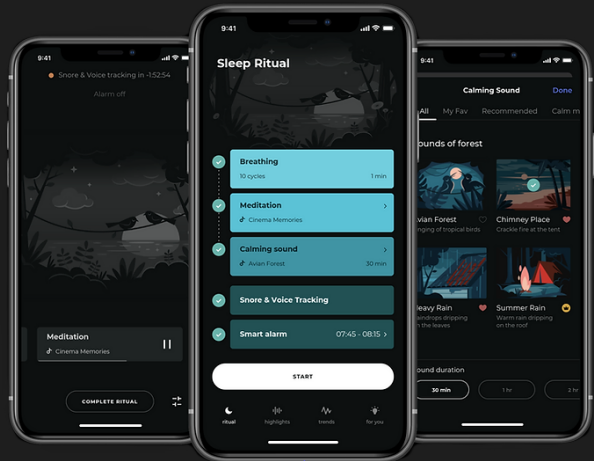

avrora.com

misha.galian@gen.tech

Avrora is based on the only extremely effective drug-free option for overcoming sleeping problems. Unlike sleeping pills, it helps to eliminate the underlying causes of sleeping problems and develop better sleep habits.

Key features of Avrora:

- 30+ sleep boosting sounds
- 30+ relaxing meditations for better sleep
- 10+ specially designed refreshing alarm melodies
- special breathing technique
- sleep quality assessment used for all-inclusive individual sleeping solutions
- fully integrated with Apple Health, exchanging sleep analysis, mindfulness minutes and heart rate
- adjusting sleeping schedule



Top benefits of the product

1. The all-inclusive product that covers the entire sleep cycle.
2. Uses ML to analyze sounds and sleep patterns.
3. All the content is unique and created in-house.



Why is this product incredible?

Avrora is a unique sleep improvement app that has the potential to be No. 1 in its niche and TOP 10 in the Health and Fitness category worldwide.

CONSUMER PRODUCTS & SERVICES



Ajax Systems is the largest European manufacturer of professional security systems. Currently, the company has 2 million users in 169 countries. Ajax has a wide range of devices for intrusion protection, fire detection, water leakage prevention, comfort, and productivity.



Why is this company incredible?

Ajax is a cloud-based security system that can be controlled via an app from anywhere in the world. Ajax product portfolio consists of over 70 wireless and wired devices.



ajax.systems



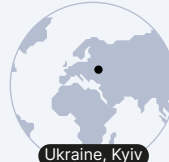
support@ajax.systems

12 years of experience

169 countries of distribution

2.5M users

500+



Ukraine, Kyiv



animal-id.net

Animal ID is a leading provider of innovative solutions to improve pet safety, health, and well-being. The company provides unique mobile apps to manage pets' digital passports, IDs, and daily routines, store documents on a pet, and get all needed services in one place.



Why is this company incredible?

The startup that raised the funds now operates in many countries. Their B2B2C business model attracts users through profitable B2B partnerships instead of spending money on marketing.



animal-id.net/en



vd@animal-id.net

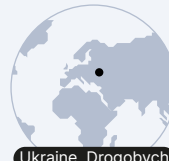


12 years of experience

\$1.5M raised funds

1M registered users

21-50



Ukraine, Drogobych



howly

Howly is a questions-and-answers marketplace where people can get high-quality, one-on-one online consultations from top professionals in different fields 24/7, providing fast, affordable, and personalized answers for people who have questions.



Why is this company incredible?

Company disrupting the multibillion-dollar professional services industry. To do this, Howly gathered the top talent from various industries.



howly.com



slava@howly.com

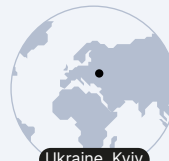


2 years of experience

300K+ customers helped worldwide

3 successful product launches

51-200



Ukraine, Kyiv

CONSUMER PRODUCTS & SERVICES



MacPaw is a software development company headquartered in Kyiv, Ukraine, that develops and distributes software for macOS and iOS. MacPaw is the maker behind CleanMyMac X, Setapp, ClearVPN, and other products.



Why is this company incredible?

MacPaw is one of the five Ukrainian tech companies that made it into the top 5K businesses in Europe. Every fifth Mac on the planet has at least one MacPaw app.

macpaw.com

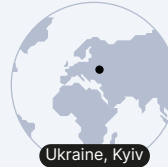
pr_team@macpaw.com

15 years of experience

30M users worldwide

180 countries' users

201-500



Ukraine, Kyiv



Petcube

Petcube designs tech products and services for modern pet parents. From interactive home cameras to insurance alternatives, the company enhances care with technology. Petcube's ultimate mission is to connect pets to the internet and give them a voice.



Why is this company incredible?

Petcube coined the Connected Pet product category and keeps leading the pack for over 11 years.

petcube.com

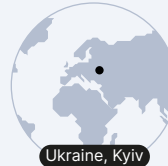
klen@petcube.com

11 years of experience

\$24M raised

100K+ pet families connected

51-200



Ukraine, Kyiv

Readdle

Readdle is a Ukrainian-founded software product company that develops productivity apps Documents, PDF Expert, Scanner Pro, Calendars, email client Spark, and B2B product Fluix. The company strives to improve people's lives through technology.



Why is this company incredible?

The first Readdle product, ReaddleDocs, was among the first 500 applications in the Apple Store in 2008.

readdle.com

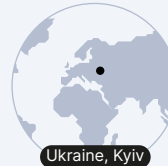
hr@readdle.com

16 years of experience

200M+ downloads worldwide

30 global locations

201-500



Ukraine, Kyiv

LOGITECH

Partner Spotlight

logitech®

 logitech.com/business

Interested
in Logitech's
solutions?



#1 Market Leader. Our formula for success:

- We focus on making meetings more equitable so that all employees' ideas are heard, everyone is included, and innovation can be unlocked.
- We address hybrid work scenarios holistically, whether work is done at home, in the meeting room, or at desks.
- We want to help IT to serve the needs of their employees to do their best work.

3M PRODUCTS

shipped per week

Sustainability

Committed to removing more carbon than we create by 2030.

**Certified
Carbon Neutral**
Across entire
portfolio and
value chain



1 IN 3

products use 2nd
life materials



NEXT LIFE PLASTICS

Product line

Personal Workspace



Flexible Workspace




Team Workspace




ISPACE

Partner Spotlight




iSpace



Premium Reseller

Our website:



iSpace is an official partner of Apple in Ukraine with the status of Apple Premium Reseller.

We help our partners to solve issues related to the purchase, exchange and support of Apple corporate devices.

Mykola Trotsenko
General Manager
iSpace

+38 068 182 6630

partner@ispace.ua

7

Countries

25+

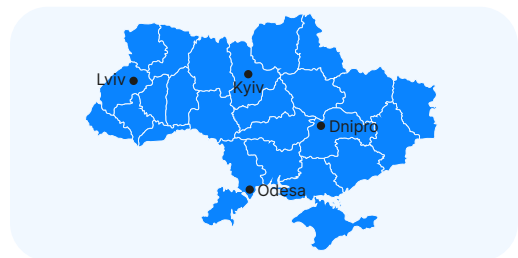
Years


10K+

B2B Clients


500+

Employees







The premium supplier of Apple products for IT business.



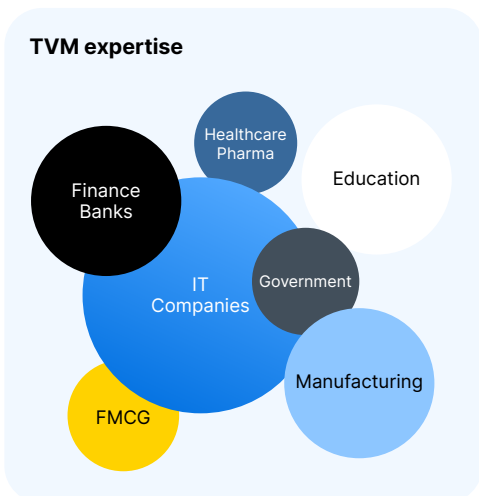
Authorized Apple Service Provider in Ukraine.



The retail network of iSpace stores complies with all Apple standards.



We provide a full range of official products and services.



Premium Reseller

- Trade-in
- BuyBack
- Extended warranty
- Storage
- Buffer stock

Authorised Service Provider

- Jamf
- Apple Business Manager
- CTO
- AATP
- Loyalty Program



CYBERTECH

CYBERTECH

SOC Prime Platform



B2B

B2C

SOC Prime equips every security professional with a collective cyber defense platform to act faster than attackers. SOC Prime's innovation, backed by the vendor-agnostic and zero-trust cybersecurity approach, and cutting-edge technology leveraging Sigma language and MITRE ATT&CK® as core pillars are recognized by independent research companies and credited by the leading SIEM, XDR & MDR vendors.

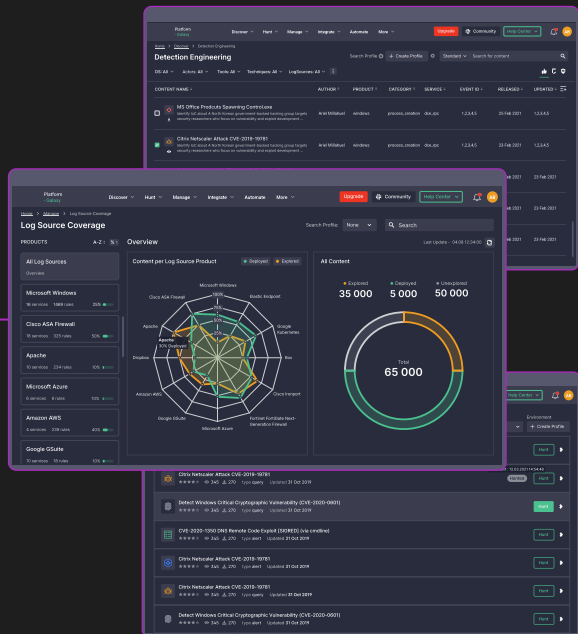
Company:
SOC Prime


socprime.com

d.olyniychuk@socprime.com

SaaS platform consists of 3 products:

- SOC Prime's Attack Detective connects real-time attack surface visibility and existing security data with prioritized detection content, MITRE ATT&CK, and CTI to enable dynamic data orchestration and risk-optimize the organization's cybersecurity posture.
- Uncoder AI is the dedicated IDE for Detection Engineering, which unlocks the power of augmented intelligence and collective industry expertise to enable SOC teams seamlessly code, validate, and share detection ideas using Sigma and MITRE ATT&CK as code assistants.
- SOC Prime's Threat Detection Marketplace (TDM) empowers cyber defenders with access to a global security newsfeed, tailored threat intelligence, and a curated Sigma rule repository continuously enriched with new detection ideas.



Top benefits of the product

1. Data audit performed in less than 300 seconds.
2. Industry-largest detection content library.
3. Industry-first IDE for detection engineering.



Why is this product incredible?

SOC Prime operates the world's largest and most advanced platform for collective cyber defense that cultivates collaboration from a global cybersecurity community and curates the most up-to-date Sigma rules compatible with over 27 SIEM, EDR, and XDR platforms.

CYBERTECH



Hacken is a trusted blockchain security auditor on a mission to make Web3 safer. Established in 2017 with a team of 60+ certified engineers, it provides solutions covering all aspects of blockchain security, such as Smart Contract Audit, Blockchain Protocol Audit, Penetration Testing, and more.



Why is this company incredible?

A leading auditor of crypto exchanges, Hacken launched an accelerator platform for innovative startups focusing on cybersecurity.



hacken.io



support@hacken.io



6

years of experience

1.3K+
protected clients

180+
ecosystem partners

51-200



Portugal, Lisbon



ISSP provides complete cycle cybersecurity services and serves the cybersecurity needs of private and public sector organizations. The services cover all aspects of the cybersecurity lifecycle, from initial assessment to solutions development, implementation, monitoring, and ongoing management.



Why is this company incredible?

ISSP acted as the first responder to and investigator of many of the most sophisticated cyberattacks in history and was named by WIRED as "the go-to firm for victims of Ukraine's cyberwar".



issp.com



info@issp.com



14

years of experience

1,200+
completed projects

100+
clients served annually

51-200



Ukraine, Kyiv



osavul

Osavul is an AI-powered protection against information threats. The company develops an AI-powered software platform to protect states, businesses, and society from disinformation and information operations.



Why is this company incredible?

Osavul developed a unique AI-powered technology to track and analyze narratives in the information environment.



osavul.cloud



d.bilash@osavul.cloud

2

years of experience

\$1M
in investments

1.5 years in the fight for Ukraine

0-20



Ukraine, Kyiv



DEFENSETECH

DEFENSE TECH

SHARK UAV

UKRSPEC
SYSTEMS

B2B

B2C

SHARK UAS is an advanced multifunctional unmanned aerial system designed to perform a wide range of tasks. SHARK UAS offers the capability for fully autonomous reconnaissance, surveillance, precise identification, and recognition from a significant distance at high altitudes.

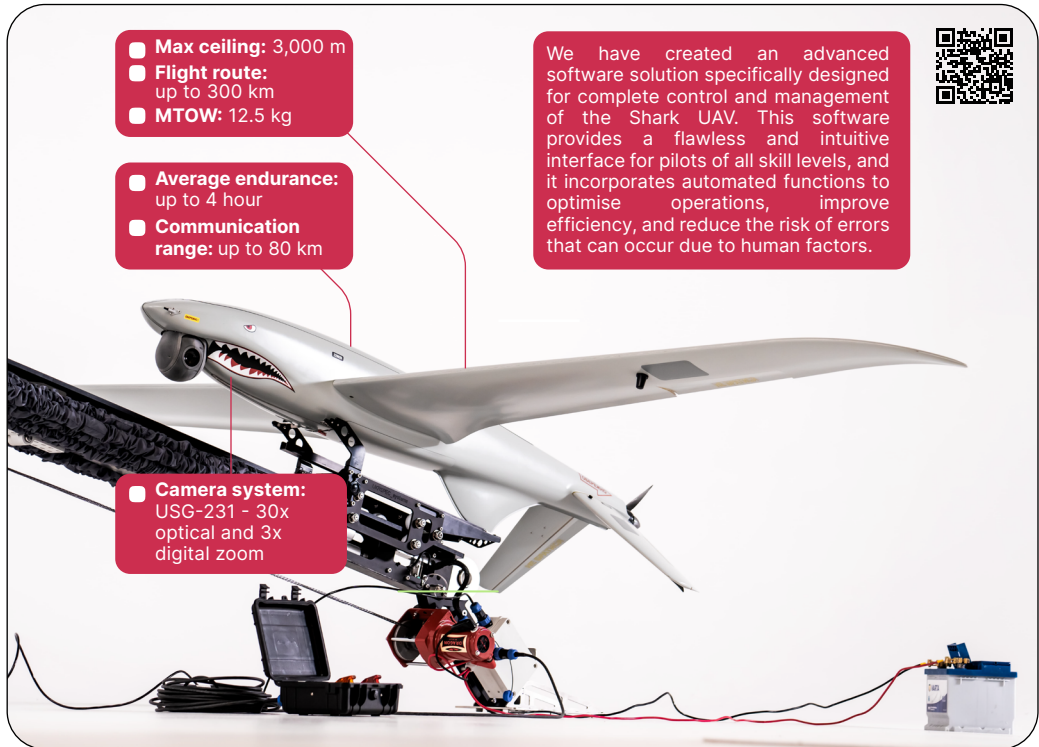
Company:
UKRSPECSYSTEMS



ukrspecsystems.com



info@ukrspecsystems.com



- **Max ceiling:** 3,000 m
- **Flight route:** up to 300 km
- **MTOW:** 12.5 kg

- **Average endurance:** up to 4 hour
- **Communication range:** up to 80 km

- **Camera system:** USC-231 - 30x optical and 3x digital zoom

We have created an advanced software solution specifically designed for complete control and management of the Shark UAV. This software provides a flawless and intuitive interface for pilots of all skill levels, and it incorporates automated functions to optimise operations, improve efficiency, and reduce the risk of errors that can occur due to human factors.



Top benefits of the product

1. Short lead time. Quick assembly - 2 person/30 min.
2. Resistance to EW.
3. Low operational cost.



Why is this product incredible?

Shark UAV is a comprehensive turnkey solution that addresses user needs from A to Z. SHARK-M UAS (military version) is currently on active service in the Ukrainian Army and has received positive feedback from Ukrainian Army officers, drone operators, and intelligence agents.

DEFENSE TECH

Acoustic sensors



B2B

B2C

Zvook is a network of acoustic sensors for detecting airborne objects. The network helps conventional air Defense systems to detect and repel the enemy's low-altitude cruise missiles and drone attacks, warning the civilian population. Our neural nets are created by a highly experienced team — the folks who make production-grade synthetic voices for Disney and others in Hollywood.

Company:
ZVOOK

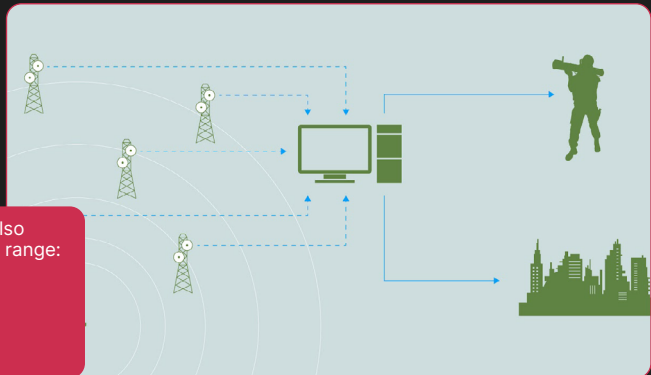

www.zvook.tech/en

contact@zvook.tech


Zvook is a weather protected parabolic antenna and a microcomputer that can run modern ML algorithms. Flexible and can be extended with additional sensors. We install these stations on cell towers for network access and power. All stations are connected into a secure network so that operators can monitor them overlaid on a map.

Our sensor not only discovers but also classifies various targets. Detection range:

- Jet/Cruise missile: up to 10 km
- Helicopter: up to 10 km
- Propeller plane: up to 10 km
- Drone: ~250 m



Top benefits of the product

1. Low false positive rate.
2. Passive work (not emitting) and low power consumption — up to 12w.
3. Can be trained to detect other types of targets.



Why is this product incredible?

Zvook technology is trained on a unique dataset of acoustic fingerprints for the most advanced Russian weaponry. During the last several Russian attacks, Zvook confirmed detections at distances of up to 10 km.

DEFENSE TECH



Athlon Avia is a Ukrainian R&D and production company working in the field of military unmanned solutions, such as loitering munitions, ISTAR, and unmanned artillery fire adjustments aerial systems.



Why is this company incredible?

Athlon Avia has produced the best UAVs since 2013 and is a leader in unmanned systems in Ukraine. Every single solution is being tested and developed on the battlefield.

athlonavia.com/en
info@athlonavia.com

10 years of experience

2K+ UAVs were manufactured since 2014

20+ state contracts

201-500



Ukraine, Kyiv



KVERTUS

Kvertus is a developer and manufacturer of electronic warfare and intelligence equipment that responds quickly and adapts its products to new market challenges.



Why is this company incredible?

The company's anti-drone guns shoot down 99% of drones, and their products have a more comprehensive range of frequencies than their competitors.

kvertus.com
olena.semenchuk@kvertus.com



6 years of experience

6 years of experience

1.5K+ drones for the Ukrainian army

21-50



Ukraine, Kyiv



MPS Development provides professional solutions for the drone industry (simulators and training, ground control stations and Command & Control centers, drone traffic management). The team has a lot of experience working with NASA, FAA, Ukrainian government, and Kazakhstan state companies.



Why is this company incredible?

MPS makes their UAV Simulators high-fidelity, creating realistic terrain, mission environments, detailed aerodynamics, board devices, and emergency case modeling on real UAV GCSs.

mpsdevelopment.com
vb@mpsdevelopment.com

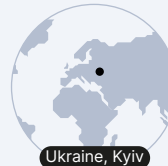


11 years of experience

10 professional simulators developed

3 countries: Ukraine, USA and Kazakhstan

21-50



Ukraine, Kyiv

DEFENSETECH



Piranha Tech has been developing and manufacturing electronic warfare, radio jamming, counter-drone, and UAV systems since 2014. Products are used to help Ukraine defeat the enemy.



Why is this company incredible?

The company has developed a portable electronic warfare system that is immersed in a vehicle's armored hull and capable of jamming radio communications and UAV satellite navigation.



piranha-tech.net



office@piranha-tech.com

9

years of experience

20 countries product coverage

15

projects in 2022



51-200



Ukraine, Drogobych



ROBONEERS

Roboneers is a combined effort of engineers, electronic engineers, ex-military, and IT specialists developing UAVs, remote control modules, software and situational awareness programs, and remotely controlled platforms since 2014.



Why is this company incredible?

One of the first companies in Ukraine whose products were approved by the military for use on the battlefield.



roboneers.net/en



info@roboneers.net



9

years of experience

150 users of one product

10

products



51-200



Ukraine, Lviv



SKIFTECH

Skiftech is a full-cycle manufacturer of tactical simulators based on laser technologies for military training. Since 2017, the company has provided simulation systems to the Armed Forces of Ukraine. Skiftech creates realistic simulators for training in conditions as close to actual combat.



Why is this company incredible?

Skiftech is the first manufacturer in the Ukrainian DefenseTech market that started producing tactical simulation systems for the military in Ukraine.



skif-tech.com



founder@milsim.skif.cc



5

years of experience

4K tactical simulators produced

30K

military personnel trained



51-200



Ukraine



E-COMMERCE & RETAIL

E-COMMERCE & RETAIL

Mobile Tailor
Mobile Tailor
B2B

Mobile Tailor is an AI-powered body measuring solution that instantly generates a precise 3D model of the body. The solution has been designed to help businesses maximize their revenue by reducing the time spent on manual measurements and alterations so companies can focus on providing exceptional customer service and growing business. 3DLOOK has 70+ long-term customers, including some of the world's largest fashion brands.

Company:
3DLOOK



3dlook.ai



vadim@3dlook.me

Mobile Tailor is an accurate digital body measuring solution designed to help businesses reduce the time and inconsistencies associated with manual measurements.

Mobile Tailor enables businesses to easily collect and manage body measurements through an intuitive platform by sending customers a scanning link via SMS or email. E-commerce businesses can also directly add the Mobile Tailor Measuring Widget to their website.

The technology is uniquely capable of serving a variety of industries, including uniform companies, made-to-measure men's and women's wear, bridal, rental, formalwear, and

Mobile Tailor instantly generates a precise 3D model and over 80 accurate body measurements from just two photos taken on a smartphone.



Top benefits of the product

1. Own in-house 3D scanning lab.
2. Decrease remake costs by 90% and alteration costs by up to 50%.
3. Increase leads and solve your customers' sizing problems.



Why is this product incredible?

Mobile Body Scanning technology by 3DLOOK is a result of seven years of development by world-class AI, computer vision, 3D, and apparel fitting experts. The in-house 3D scanning lab enables synthetic data generation for testing algorithms on various body shapes.

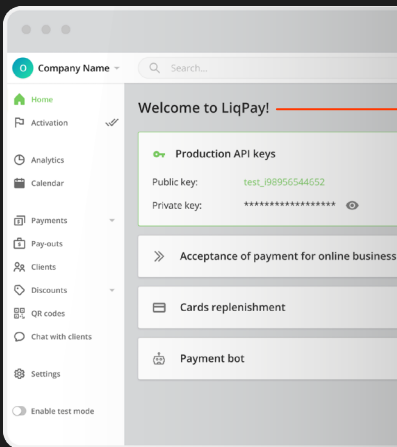
E-COMMERCE & RETAIL

Liqpay
LIQPAY
B2B

LiqPay is a payment service that provides Internet acquiring features: accepting payments on websites, in mobile applications connected to the Internet. Liqpay is a stable and reliable provider; every second merchant in Ukraine trusts and works with us. Best technology partner providing in Ukraine, extended support, value added services and individual approach to every client.

Company:
JSC CB PRIVATBANK

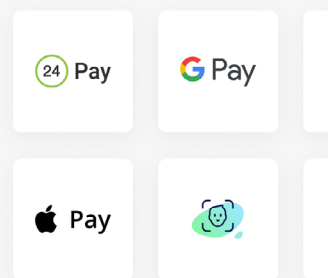
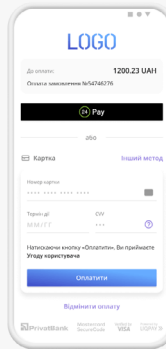

liqpay.ua

jurij.romanjuk@privatbank.ua


Different options for connecting payment channels:

- ☐ on the website and in the mobile application
- ☐ in Viber and Telegram messengers
- ☐ through QR code and invoices
- ☐ social networks Instagram, Facebook, etc.

ApplePay, GooglePay and Pay in installments without additional integrations.



Top benefits of the product

1. Accept payments from 120+ countries 24/7 via Visa, Mastercard, UnionPay, Prostrir.
2. Ease of connection and detailed documentation for each solutions.
3. More then 70 API's.



Why is this product incredible?

Liqpay is №1 in the Ukrainian market for the provision of services in the field of Internet acquiring. First payment method in the CISSEE region using FaceID. First launch of Google Pay and Apple Pay in Ukraine.

E-COMMERCE & RETAIL



Competera enables retailers to increase customer trust by setting and maintaining optimal price positions on a real-time basis by leveraging the power of AI.



Why is this company incredible?

AI generates optimal price positions by continuously calculating and recalculating billions of possible price combinations, returning an average of 6% gross profit.



competera.net



marketing@competera.net

9 years of experience

\$60B+ revenue

162M annual optimal price recommendations



USA, Los Angeles

51-200



Hotline is a ukrainian marketplace for goods and for online insurance. It contains the most extensive catalog of goods, which includes leading Ukrainian online and offline stores. It has a daughter company Hotline.Finance in online insurance.



Why is this company incredible?

No. 1 comparison shopping site in Ukraine and No. 25 in the world. Hotline created the first mobile application for an online insurance Hotline.Finance, which is No. 1 in Ukraine.



hotline.ua



golub@hotline.ua



31 years of experience

\$5M+ net revenue in 1st half of 2023

7M users monthly



Ukraine, Kyiv

51-200



ROZETKA

Rozetka is a leader in e-commerce in Ukraine, selling more than 12M products in more than 4,000 categories. Rozetka has its payment system and brands, a marketplace with vast advertising opportunities, and franchising of delivery points.



Why is this company incredible?

Rozetka is an undisputable leader in e-commerce in Ukraine: the biggest online retailer and the third most visited website in Ukraine.



rozetka.com.ua



partners@rozetka.ua



18 years of experience

12M+ products sold

10M unique users monthly



Ukraine, Kyiv

500+



EDTECH

EDTECH

Headway app



B2B

B2C

Headway app is a book summary app that provides fun and easy growth and helps busy adults achieve self-development goals. It gives key ideas and insights from the world's bestsellers. Headway app is featured in 140+ countries in categories like Popular Apps to Try, This Week's Favorite, Learn More Every Day, Read More, Achieve More, and New Apps We Love.

Company:
Headway

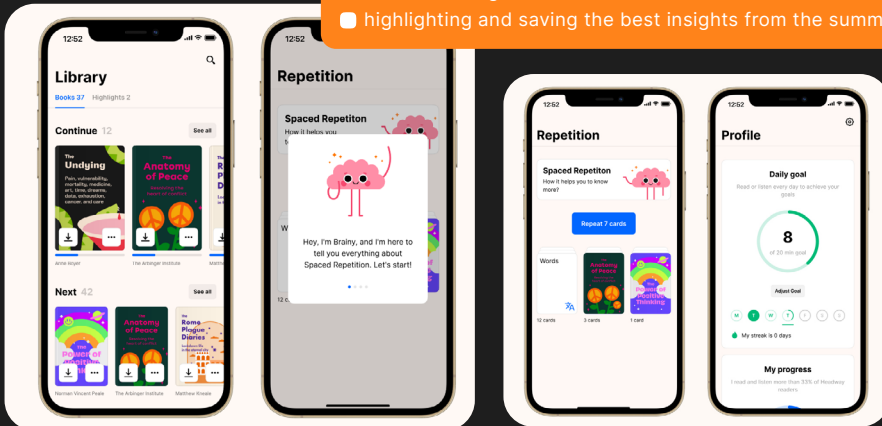

makeheadway.com

alena.lytvyn@makeheadway.com

The Headway app inspires people to get learning and entertains on such topics as productivity, happiness, self-growth, business & career, leadership, money & investments, negotiation, love & sex, health, home & environment, negotiation, etc.

Users can interact with the app by:

- reading & listening to 15-minute summaries from the best nonfiction books available as both text and audio performed by professional voice actors
- enjoying daily insights & widgets that motivate
- earning streaks to keep learning further
- receiving curated collections according to their preferences
- learning with spaced repetition feature to effectively memorize facts and insights
- highlighting and saving the best insights from the summaries



Top benefits of the product

1. A wide variety of topics for learning and entertainment.
2. User engagement in various ways: goal setting, achievement, repetition, progress tracking.
3. Can be used anywhere and anytime.



Why is this product incredible?

With over 25M+ downloads, the Headway app is the world's most downloaded book summary app. It is in the top 10 of the Free Education in App Store and Google Play across the USA, UK, Canada, and Australia.

EDTECH



BUKI is a global EdTech marketplace for local and online tutors connecting students with teachers in Ukraine, Poland, Spain, Mexico, the USA, and Nigeria.



Why is this company incredible?

The largest resource for finding tutors in Ukraine. In 2022, BUKI entered the list of the top 200 most promising educational companies in Europe, according to HolonIQ.

buki.com.ua/en

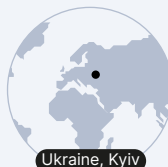
vadym.synzheretskyi@buki.com.ua



9 years of experience

1.2M processed orders worldwide

110K teachers



Ukraine, Kyiv

51-200



DAN-IT is a leading Ukrainian EdTech center offering innovative educational programs in IT, including programming, web development, design, and more.



Why is this company incredible?

The best experts from 5 countries developed a unique TELEM teaching methodology. Its advantage using teamwork on each student's strengths and to increase their motivation.

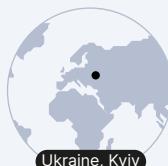
dan-it.com.ua

k.savchuk@dan-it.com.ua

6 years of experience

21.5K hours of training per year

1,250+ students annually



Ukraine, Kyiv

21-50



GIOS is an interactive TikTok-style Math platform and tutoring marketplace for K12 students and teachers. GIOS promises an engaging and fun learning experience for students, progress tracking for parents, a marketplace for STEM tutors, and digital tools for teachers to customize their courses.



Why is this company incredible?

GIOS is revolutionizing how math is taught and learned by making it fun while maintaining educational value. The company offers gamified learning with short animated video lectures and interactive tasks.

gioschool.com

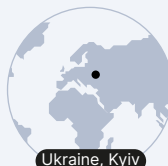
nataliya.limonova@gioschool.com



4 years of experience

147K registered users

135 partner schools



Ukraine, Kyiv

0-20

EDTECH



GoIT is an EdTech product company. The core product is a web-based LMS application that enables automatic validation of student code and gamifies the online learning process.



Why is this company incredible?

The leading CEE coding EdTech company with Ukrainian roots. A leader in the region, the company has grown more than five times in the last two years.

goit.global/ph
a.chorny@goit.ua



8 years of experience

16K+ alumni

7 countries covered



Ukraine, Kyiv

500+



Hillel IT School is one of Ukraine's largest educational platforms based on its unique LMS system. The platform has 10+ years of experience, 55,000 graduates, 300+ partner IT companies, an online real-time teaching format, and professional teaching practitioners.



Why is this company incredible?

The company has developed its own unique LMS system combined with an educational ERP system and live online communication with teachers.

ithillel.ua
online@ithillel.ua

10 years of experience

10K+ course graduates per year

1K+ professional practicing teachers



Ukraine, Odesa

51-200



Keiki is a company at the intersection of EdTech and GameDev that crafts educational apps for kids, helping parents raise happy and fulfilled children.



Why is this company incredible?

The app reached the Top 3 Free Apps for Kids ages five and under in the US App Store and the Top 7 Grossing in the same category.

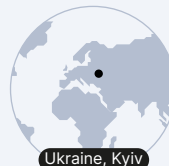
keiki.app
inna.maksymenko@keiki.app



4 years of experience

5M+ product downloads

\$200K+ MRR



Ukraine, Kyiv

21-50

EDTECH



Mate academy is an ed-tech startup on a mission to help 1M people worldwide build their careers in tech. The main product is a technological LMS platform where people learn coding. Since 2022, Mate academy has scaled operations globally.



Why is this company incredible?

The startup is based on the Income Share Agreement (ISA) business model. It is the only company that offers training under this model in Ukraine and Poland.

mate.academy/en-eu
roman@mate.academy

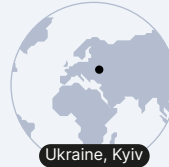


5 years of experience

\$3M
total investments

2.7K
employed graduates

51-200



Ukraine, Kyiv



mathema.me

Mathema.me is an effective and affordable online maths school for children. Our goal is to help children learn smarter, not harder, with 1:1 online maths lessons. The school has over 300 qualified math teachers and provides services in 2 countries.



Why is this company incredible?

Mathema.me is the biggest online math school in Ukraine and one of the biggest math schools in Eastern Europe.

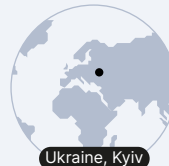
mathema.me/gb
pavlo.pedenko@mathema.me

3 years of experience

\$0.96M
annual recurring revenue

4K+
active clients

21-50



Ukraine, Kyiv

PROMETHEUS

Prometheus is Ukraine's largest online learning platform, serving 2.5M users and offering 350 online courses. With eight years of experience building online media, digital marketing, and with deep expertise in new product development, the company help partners create scalable learning solutions.



Why is this company incredible?

The Prometheus team launched the first MOOC in Eastern and Central Europe in 2013. Since then, the company has become the largest online learning platform in Ukraine.

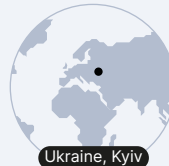
prometheus.org.ua/en
prymachenko@prometheus.org.ua

8 years of experience

1.2M
users enrolled in 2022

460K
certificates of completion in 2022

21-50



Ukraine, Kyiv



FINTECH & INSURTECH

FINTECH & INSURTECH

monobank

mono

B2B

B2C

monobank issues customer credit cards and provides depositing options and other services. The best mobile app will make controlling finances as convenient as possible. monobank work only on mobile devices. As of September 2023, there are more than 7.5 million customers in Ukraine.

Company:
monobank



monobank.ua

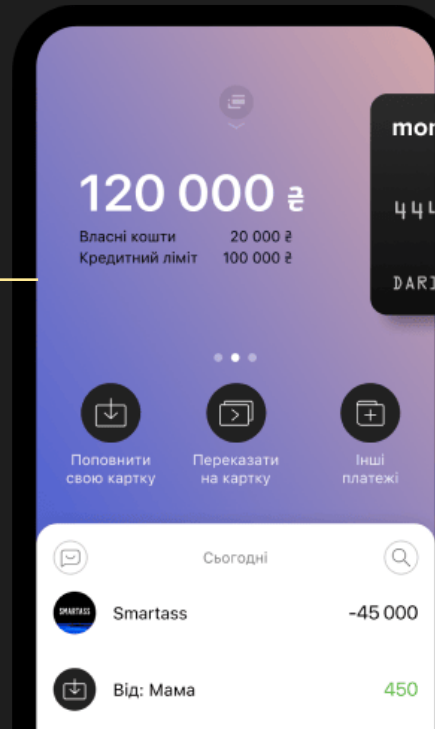


ar@monobank.ua

In the mobile app, created specially for monobank, there's a variety of services, including:

- a simple free money transfer, including transfers to people from a contact list
- a convenient way of paying utility bills free of any fees
- the ability to take part in the bank's special offers and receive a cash-back
- free purchase plans, allowing you to break a price into a convenient number
- savings service, a 'Banka' can be configured 7 different ways to replenish your savings account

Fast and professional customer service will answer all of your questions in a messenger of your choice (Viber, Facebook Messenger, Telegram) or on the phone.



Top benefits of the product

1. All bank services are now in your pocket.
2. Opening an account is possible at home in just a couple of minutes.
3. Convenient multifunctional app.



Why is this product incredible?

monobank is the first online bank in Ukraine without traditional branches. It became one of the leaders in the banking industry for only a few years thanks to its unique positioning, variety of services, and incredible marketing strategy.

FINTECH & INSURTECH

UAPAY

B2B

UAPAY is an acquiring platform for accepting payments. It is a national payment service provider of financial and technical solutions for any type of online business. We provide a universal payment API and ready-to-use modules for CMS-systems, which allows you to connect a payment system on the site quickly and easily.



Company:
UAPAY


uapay.ua/en

business@uapay.ua

Key features of UAPAY:

- Payment by Visa cards, Mastercard and PROSTIR
- ApplePay, GooglePay, UAPAY Wallet
- Invoicing for payment
- Payment via bot
- Recurring payments
- API and CMS integration
- Separate payments
- Holding for up to 30 days
- Personal account and role settings
- Accepting payments through a mobile phone as a POS terminal
- Acceptance of payments through a virtual QR cash register
- Direct debit. Payment initiation service

Ви виконуєте оплату на

Номер платіжного доручення: 319625

Сума	160,00₴
До сплати	163,20 ₴

Деталі платежу ▾

Платіжна карта

Номер картки

Термін дії

CVV

ОПЛАТИТИ

Повернутися на сайт



Top benefits of the product

1. Fraud alert: special filters on data processing levels.
2. 3d-secure: secure payment technologies approved by Visa and Mastercard SecureCode.
3. 93% passage of transactions.



Why is this product incredible?

In 2017, UAPAY was the first in Ukraine to implement Escrow technology. It was realized in the OLX Delivery project as a new solution for comfortable transactions, but it has also allowed to fight fraud. In 2022, 50K+ daily transactions were made via OLX Delivery.

FINTECH & INSURTECH

White Label Neobank



B2B

B2C

White Label Neobank by Kindgeek offers a comprehensive suite of financial services that can be fully customized and branded to meet your needs. With our platform, you can easily provide mobile banking, digital wallets, and online payments to your customers, all while ensuring a seamless and secure experience.

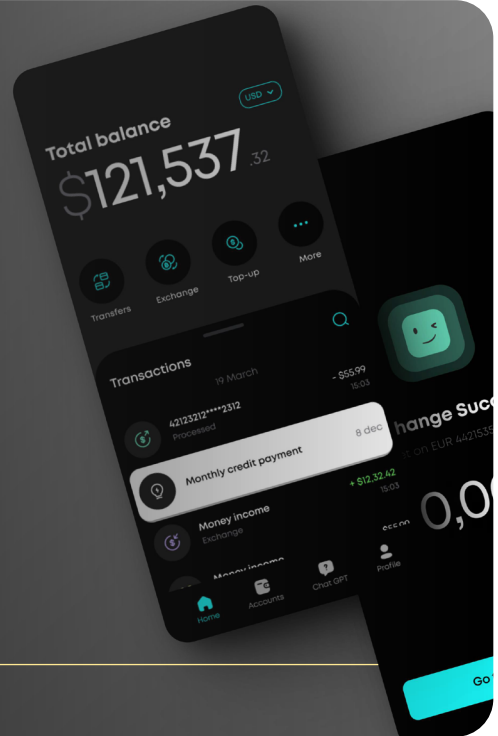


Company:
Kindgeek


kindgeek.com/white_label
info@kindgeek.com

We constructed a digital finance product with a wide range of features:

- Multi-currency accounts: let your customers keep their funds in the currencies of their choice
- Currency exchange: allow customers to operate in any currency they need
- Visualization: categorize your users' spendings and present them as charts and diagrams
- Visa/MasterCard issuing: offer a full set of cardholder services via issuing Visa/MasterCard cards linked to the customer's account (vendor integration required)
- Popular payments: integrate local vendors to enable utility bills and internet payments, cell phone top-ups, and payments for other popular services
- P2P money transfers: allow quick cash transfers to the client's friends and family, saving their time and helping split the bill



Top benefits of the product

1. Development cycle shortcut: product up and running faster.
2. High-level security: product hasn't any loopholes.
3. Diverse functionality: a wide range of features.



Why is this product incredible?

White Label Neobank is a robust foundation for various fintech products. The platform has been designed to be a reliable backbone for many digital payment products, from money transfers and payment acceptance to Neobank and eWallet.

FINTECH & INSURTECH

4bill

4bill is a payment system for websites, mobile applications, and online services. It provides all the payment tools necessary to increase your conversion.



Why is this company incredible?

The 4bill service is the first Ukrainian product that develops technical solutions for financial companies. The payment success rate with 4bill has reached up to 97%.

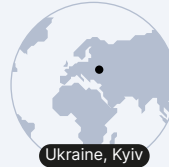
4bill.io

info@4bill.com

7 years of experience

4 developed financial products

18 new client companies



Ukraine, Kyiv

51-200

finmap

Finmap is a cash flow management tool that helps small and mid-sized businesses, like agencies, service companies, developers, and project-based companies, get real-time visibility on what's going on in their business regarding money, so they can avoid cash gaps and make the right decisions.



Why is this company incredible?

A startup that has raised millions of dollars. 2.8K+ integrations with banks, billing tools, digital wallets, and more to make it easy to access all your financial data in one place.

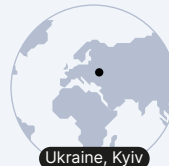
finmap.online/en

alex@finmap.online

5 years of experience

3K+ companies using Finmap daily

\$2.5M acquired VC investments



Ukraine, Kyiv

21-50

FUEL

Fuelfinance is a financial planning and analysis software that automates data collection and provides best-practice reports and dashboards tailored to a company's challenges. It allows management teams to make decisions based on reliable data.



Why is this company incredible?

Fuel provides customers not only with a robust product but also a team of financial experts who are always available to offer explanations, guidance, and assistance.

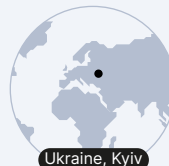
fuelfinance.me

go@fuelfinance.me

4 years of experience

\$250M managed for its customers

\$1M funding raised



Ukraine, Kyiv

21-50

FINTECH & INSURTECH



iPay.ua drives Ukrainian e-commerce with innovative payment tech. Boosts card-based online sales via Apple Pay, Google Pay, and Masterpass. Enables transactions through websites, chatbots, and IVR, enhancing partner sales and payment efficiency.



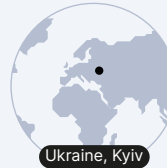
Why is this company incredible?

iPay.ua is the first PSP provider to launch a card-to-card money transfer service in Ukraine. This happened in 2011 thanks to a partnership with Sense Bank, Visa, and Mastercard.

ipay.ua/en

marketing@ipay.ua

14 years of experience



€23B
cash turnover
for 2022

\$40M
cash transactions
for 2022

51-200

KUNA

KUNA is a crypto banking platform that provides B2B businesses with digital banking solutions based on Web3 and blockchain technology.



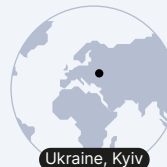
Why is this company incredible?

Kuna is a pioneer of the Ukrainian crypto market. It is currently the most famous cryptocurrency platform in the CIS and Eastern Europe.

business.kuna.io

s@kuna.family

10 years of experience



600K+
users

10
years expertise
in crypto

51-200



Moneyveo is a foremost entity in Ukraine's fintech sector, leading with its groundbreaking online loan services. It has transformed Ukraine's fintech scene and introduced an innovative multi-product strategy, setting new industry standards.



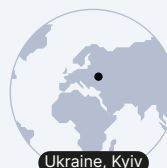
Why is this company incredible?

Moneyveo has innovative solutions that have set new paradigms in the fintech industry. They were the first to start lending to Ukrainians directly online.

moneyveo.com

pr@moneyveo.ua

10 years of experience



7M+
loans issued

1.3M
clients

51-200

FINTECH & INSURTECH



Portmone, easy, and safe since 2002, has made online payments for Ukrainians fast, easy, and safe. The company created a universal service that helps you buy goods and pay for services, pay bills and transfer funds, top up your mobile phone, and do any financial transactions online in minutes.



Why is this company incredible?

The first Ukrainian company that successfully passed an international security audit and annually confirms compliance with the Payment Card Industry Data Security Standard.



portmone.com.ua/en

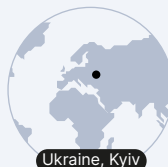


marketing@portmone.me

21 years of experience

100M+ transactions

7M bank cards



51-200



ProFIX

ProFIX is a company supplying IT solutions and services within the financial sector. Servicing 250+ banks and financial companies in 40+ countries, ProFIX operates in the following business areas: delivery of Swift solutions, MoneyGram connection and services, and FinTech services.



Why is this company incredible?

For over 20 years, it has successfully developed partnerships with Swift, has unique statuses, and can connect banks to the Swift system.



profix.com.ua

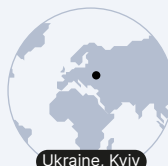


irina.krischenko@profix.com.ua

26 years of experience

10 countries served under the Swift BP

40 countries serviced via MoneyGram



51-200

RENOME SMART

RENOME SMART has acted as an expert for 30 years in self-servicing, developing and implementing solutions for payment receipt, handling cash flows, and rendering services in automatic mode.



Why is this company incredible?

Most RENOME SMART solutions are proprietary, and they all pass the stages of design, engineering, and manufacturing directly in Ukraine.



renomesmart.com/en



smart@renome.ua

33 years of experience

26 countries used company solutions

1 in 3 ATMs in Ukraine managed



201-500

FINTECH & INSURTECH



Saldo Apps

Saldo Apps is the fintech ecosystem for the self-employed, micro-businesses, and financial-savvy individuals worldwide. One product includes four available apps: Invoice Maker, Mileage Tracker, Receipt Scanner, and Saldo Finance.



Why is this company incredible?

The Saldo Apps ecosystem is unique because it offers interconnected applications that seamlessly share data through a single cloud database.

 saldoapps.com
 rad@saldoapps.com



4 years of experience

\$1M
ARR in 2022

10K+
active
subscriptions




21-50



solidgate

Solidgate is a payment processing platform enabling frictionless monetisation of online businesses worldwide. The ecosystem of fintech products ensures customers get a seamless purchasing experience; while merchants get paid smoothly and swiftly, meeting the highest security and compliance standards.



Why is this company incredible?

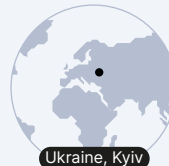
Solidgate is an early adopter of new products and services Visa and Mastercard offers. Thanks to their ecosystem, more than 200 companies have gone international.

 solidgate.com
 kt@solidgate.com

8 years of experience

200+
clients
worldwide

10M+
transactions
per month




51-200



TRANZZO

Tranzzo is an international payment platform running on the market since 2017. The company provides 50+ payment methods in one integration and offers White Label payment solutions. 200+ partner banks and PSPs enable business development in Europe, North America, Latin America, Africa, and Asia.



Why is this company incredible?

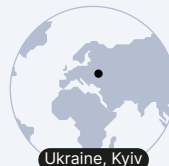
Tranzzo provides a comprehensive approach to payment services: internet acquiring, anti-fraud, recurring payments, and opening a bank and merchant account.

 tranzzo.com
 sales@tranzzo.com

6 years of experience

10M+
transactions
monthly

3K+
businesses
serve




51-200

UKRSIBBANK BNP PARIBAS GROUP



Andrii Kashperuk

Deputy Chairman of the Management Board on Retail Banking of UKRSIBBANK BNP Paribas Group

Partner Spotlight



UKRSIBBANK BNP Paribas Group is one of the largest banks in Ukraine



2M clients in Ukraine

The bank has received recognition and awards for its stability and reliability:

- **No. 1 Resilient Bank** by the FinAwards 2023.
- **No. 1 in the Ukrainian banks'** resilient rating by the Ukrainian media NV and investment company Dragon Capital.
- UKRSIBBANK is in the list of "**30 resilience private companies of Ukraine**" by Forbes Ukraine.

✉ info@ukrsibbank.com

💻 ukrsibbank.com

UKRSIBBANK is one of the leaders who provide services for the IT industry



30%
of the Ukrainian IT market
uses the bank's solutions

1,500+

companies

benefit from our service

100,000+

IT professionals

Maintaining strong local and multinational expertise, the bank delivers favourable service conditions for the tech industry:

- special package offer for IT individual entrepreneurs;
- expertise in servicing both IT companies and IT specialists;
- modern platform and mobile application UKRSIB business for account management, including management of individual entrepreneurs' groups;
- opening of personal accounts for individual entrepreneurs, salary accounts for full-time employees and GIG;
- internet banking UKRSIB online for personal needs;
- premium benefits: personal manager, Family Banking and concierge service 24/7.

UKRSIBBANK supports the professional IT community of Ukraine and is a partner of the IT Association and most IT clusters. We believe in the potential of our talented IT specialists, startups, and tech companies. The Bank supports the events and projects of IT partners and encourages qualified

specialists to create innovations and develop technologies. All this provides the impulse to develop the scientific potential and digital infrastructure of Ukraine, the sustainable development of the economy, and an increase of the country's competitiveness at the international global level.

UKRSIBBANK BNP PARIBAS GROUP



UKRSIBBANK
BNP PARIBAS GROUP

UKRSIBBANK, being an integral part of BNP Paribas, places a specific focus on services for multinational companies in Ukraine.

500+ multinational companies from almost 50 countries have chosen UKRSIBBANK as their banking partner in Ukraine.

A dedicated English speaking team based in Kyiv works hand-in-hand with colleagues from other countries of BNP Paribas presence to ensure the highest level of service delivered locally and relevant communication with client's HQ.

#1 PROVIDER

of financing for multinational companies in Ukraine

30%

UKRSIBBANK market share in Ukraine

Special attention is paid to digital solutions allowing HQs to monitor, control, and manage flows of a Ukrainian entity in a centralised and secured way via such tools as SwiftNet, EBICS, and Connexis.

UKRSIBBANK is one of the leaders of the FX market. The wide range of exporters and importers from different industries coupled with large market share allows UKRSIBBANK to offer attractive exchange rates to clients.

Local e-banking tool **UKRSIB Business** allows full integration with client's ERP system by API.



The range of daily banking products includes accounts for non-residents, corporate cards, payroll cards, FX derivatives, trade finance instruments and supply chain financing.

Regularly distributed macroeconomic outlook helps the clients to be well aware of the latest developments in Ukraine's financial market and to assess implications and opportunities for their business.

UKRSIBBANK fully complies with the **Code of Conduct of BNP Paribas** and follows all the compliance procedures and security protocols of BNP Paribas, which makes it the safest place in Ukraine to keep money with, both reputation and security wise.

Contact person for Multinational Companies



Yevhen Kulikov
Head of Multinational
Companies
Coverage



**UKRSIBBANK BNP
Paribas Group**
8 Illinska Street, Kyiv, 04070
Ukraine

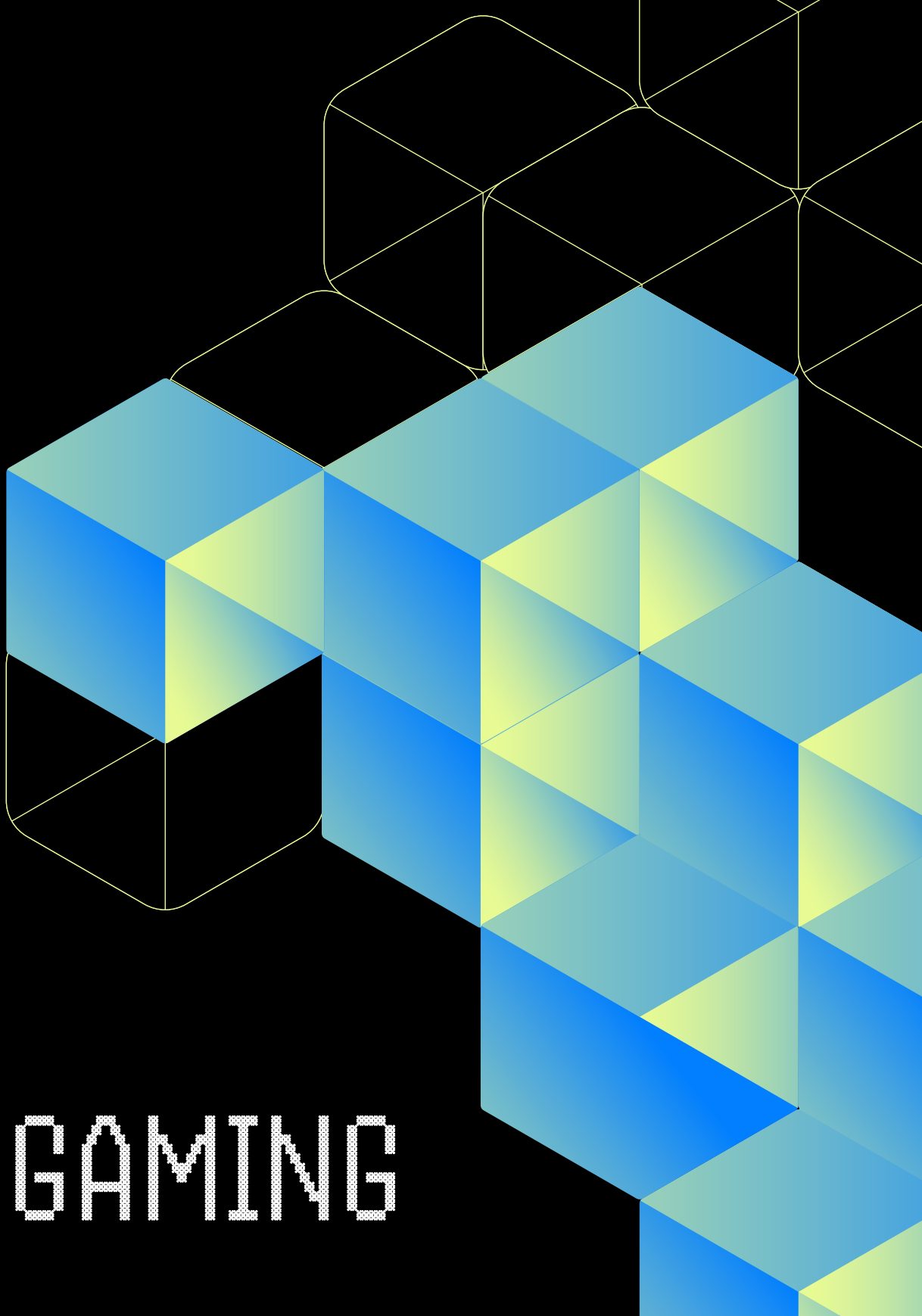


+38 067 569 08 64



ievgen.kulikov@ukrsibbank.com

Partner Spotlight



GAMING

GAMING



Esports Charts is an analytical agency collecting all information about esports and other events in the live-streaming industry, offering a data-driven approach to all aspects of esports.



Why is this company incredible?

Esports Charts is a pioneer and one of the leaders in the global esports analytics market. They are surpassing competitors with over three years of data lake-forming supremacy and a proprietary toolkit.

escharts.com

team@escharts.com

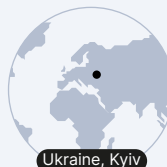


7 years of experience

\$2.6M
total investment before Series A

2.7M
number of platform users

21-50



Ukraine, Kyiv



Kevuru Games is a global game development partner that helps developers and publishers build games by providing custom engineering and game art services.



Why is this company incredible?

Kevuru Games is a leading European game art and development studio. They are dedicated to the creation of such world-famous projects as Fortnite, Star Wars, etc.

kevrugames.com

contact@kevrugames.com

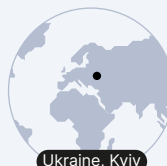


12 years of experience

100M+
active gamers

166%
yearly revenue growth

201-500



Ukraine, Kyiv

ZIBRA^{AI}

ZibraAI is a Ukrainian deep-tech company building a platform for creating AI-generated assets for any virtual world or experience. The platform focuses on solving two significant content challenges – creating interactive VFX and creating 3D assets and characters.



Why is this company incredible?

The company develops revolutionary technologies and products based on them. These include real-time simulations and Zibra Generation, which utilizes the power of generative AI.

effects.zibra.ai

digital@zibra.ai

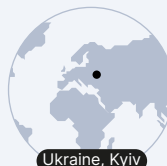


3 years of experience

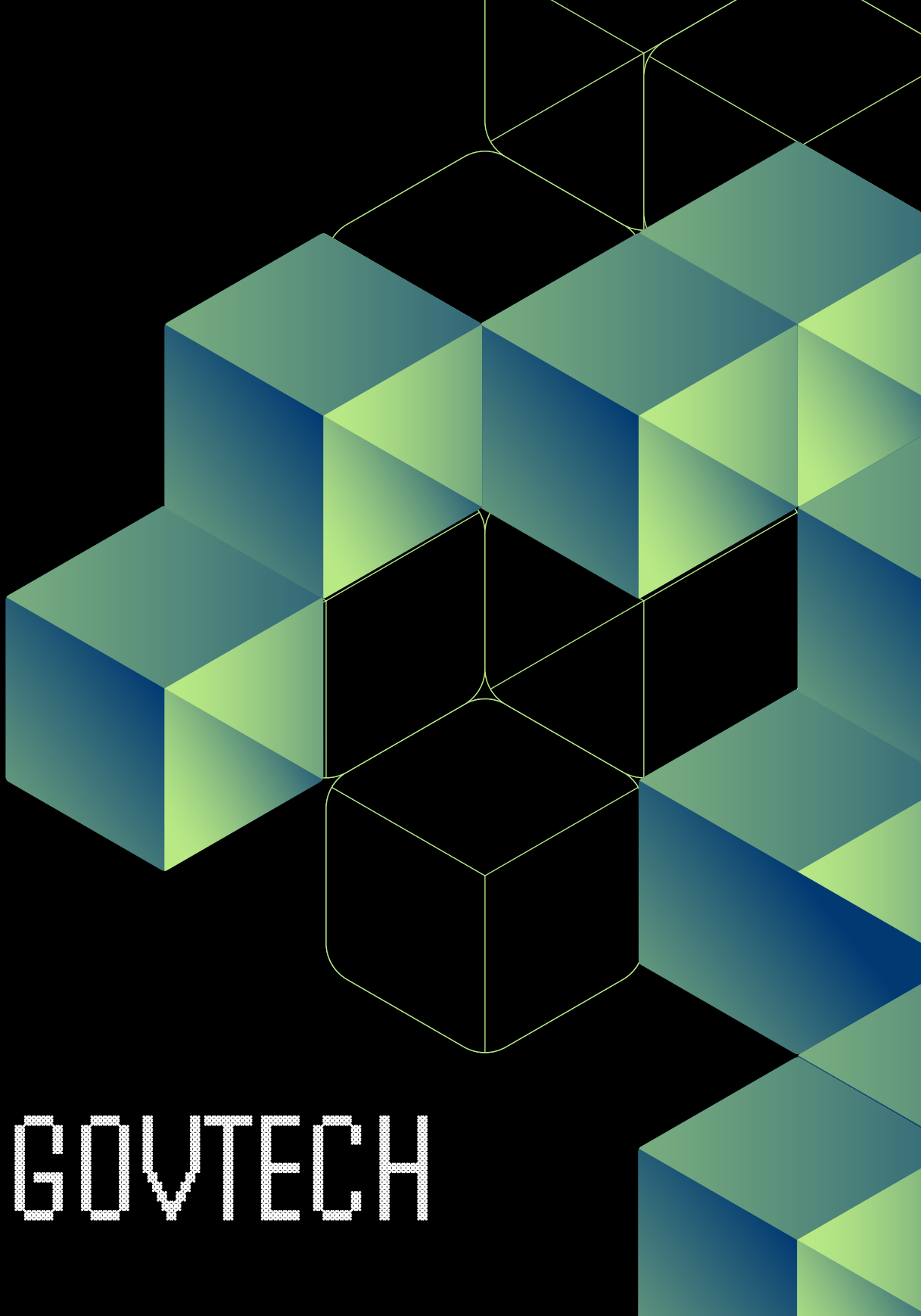
90K+
users worldwide

\$500K
investments received

21-50



Ukraine, Kyiv



GOVTECH

GOVTECH

Diia
Diia
B2B
B2C

Diia is an e-government app that allows citizens to use digital documents in their smartphones instead of physical ones for identification and sharing purposes. It also offers comprehensive access to public services such as tax payments, polls, social payments from state, proper user assignment. The app already has 19+ millions users.

Company:
Ministry of Digital Transformation, Diia Company

hello@thedigital.gov.ua



The Diia app is the state in a smartphone.

It offers 25 digital services that automate bureaucracy in Ukraine and 14 digital documents that are impossible to be forged or be forgotten. For example: ID-card, Foreign passport, Student Identity Card, Pension Certificate etc.

Among services available in Diia are:

- Convenient online polls that ensure digital democracy
- Transparent support for the government and Armed Forces
- Purchase of war bonds or donations via the UNITED24 platform
- Car sharing with friends or relatives
- Fine payments without the need to go to the bank



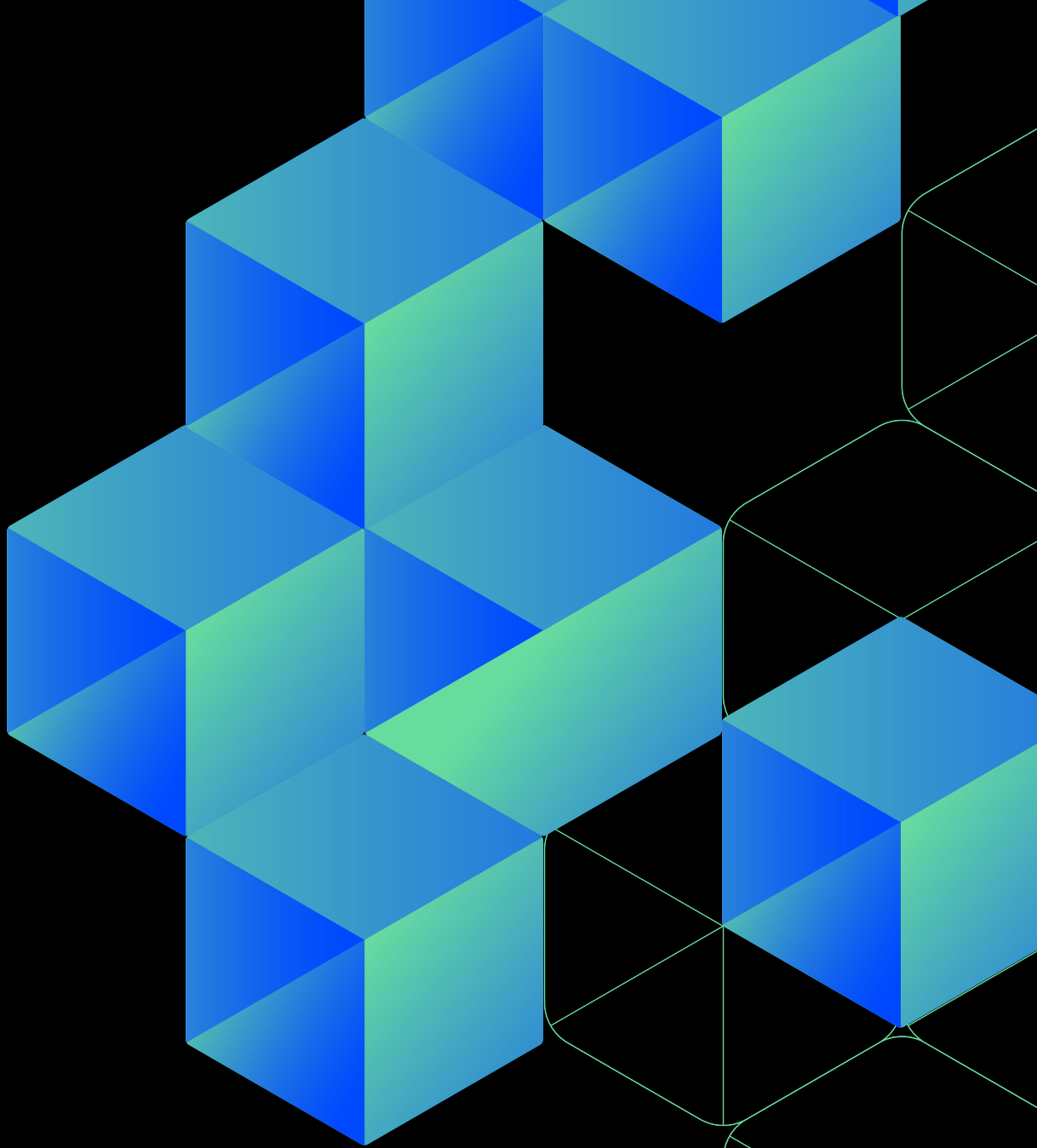
Top benefits of the product

1. Documents have the same legal force as paper documents.
2. Diia does not store data, so user data is securely protected.
3. 14 digital documents and 25 public services.



Why is this product incredible?

Diia is the first app in the world to offer an official digital passport. Diia started a trend of digitalization of public services in the world. Ukraine is now sharing its experience with other countries, for example, Estonia (mRiik).



HEALTHTECH

HEALTHTECH

DrugCard Literature Screening



B2B

DrugCard provides full-regulatory compliant SaaS to help pharmacovigilance teams in pharma companies and CROs by trimming literature screening time and generating deeper insights about drug safety using sophisticated parsers and AI-tech. Having secured €500K from venture capitalists and with Google's support, our trajectory is set towards 100 customers and a projected ARR of €1.0M by 2024.

Company:
DrugCards



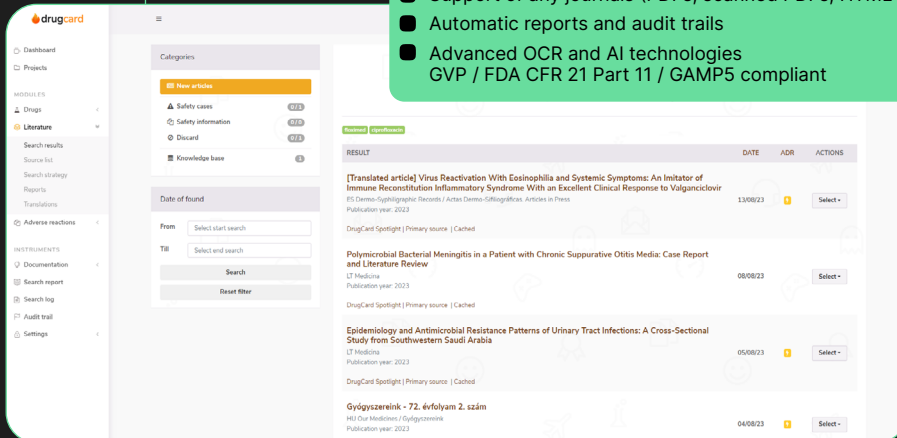
drug-card.io



dhorilyk@drug-card.io

Key features of DrugCard:

- Big database of medical and scientific literature, including more than 600 local journal sites and publications from EMA, WHO, FDA, MHRA, TGA, PMDA, Swissmedic, and local Health Authorities
- Automatic article translation
- Support of any journals (PDFs, scanned PDFs, HTML pages)
- Automatic reports and audit trails
- Advanced OCR and AI technologies
GVP / FDA CFR 21 Part 11 / GAMP5 compliant



Top benefits of the product

- Reduces up to 70% of time spent on literature screening.
- Accurate automatic article translations.
- Supports any type of journal.



Why is this product incredible?

Leveraging proprietary technology, DrugCard is one of the leaders in pharma regulation, drug safety, and software innovation. A platform supporting journals from 43+ countries and scanning medical literature across 100 languages.

HEALTHTECH



Altris AI develops software designed to improve the diagnostic process in ophthalmology. It creates a deep learning-trained algorithm for the automated detection of retina pathologies.



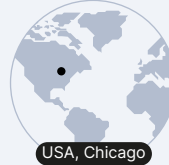
Why is this company incredible?

Altris AI is the first in the world in AI-powered detection of retina pathologies on OCT scans. The company detects the most significant number of retina pathologies globally.

altris.ai

oshyrykhalova@altris.ai

7 years of experience



USA, Chicago

100 eye care businesses use Altris AI

15 mentioned in eye care media



0-20



Aspichi as a VR-based psychology trauma treatment system that is based on photorealistic 360 video, evidence-based protocols, and psycho-education programs. It allows the scale of psychological services to be fast and controlled, with an already proven track record.



Why is this company incredible?

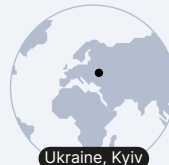
A revolutionary solution that helps millions cope with their problems. It works at the intersection of VR and spatial video, allowing patients to move to a safe place.

aspichi.com

viktor.samoilenko@aspichi.com



2 years of experience



Ukraine, Kyiv

15 rehabilitation centers

500+ patients



21-50

ComeBack[^] Mobility

ComeBack Mobility developed the Smart Crutch Tips IoT device that lets patients know how to apply the right amount of force to a recovering limb and provides remote therapy monitoring service for providers.



Why is this company incredible?

The medical startup raised the initial investment for the industry's first autonomous wireless device with a memory capacity that provides electronic communication with a doctor.

comebackmobility.com

ceo@comebackmobility.com



3 years of experience



USA, NYC

72 patients are the first buyers

7 US hospitals cooperate on pilots



0-20

HEALTHTECH

Elomia Health

Elomia is an AI-powered mental health chatbot. It is anonymous, available 24/7, and covers people with all kinds of problems, from having a bad day to dealing with symptoms of severe conditions. Unlike other chatbots, conversation with Elomia feels like talking to an actual human.



Why is this company incredible?

The company owns the world's most extensive commercial mental health dialogues, allowing it to implement generative AI.



elomia.com

ceo@elomia.com

4 years of experience

2.5M messages received

\$60K ARR



0-20



Ukraine, Kyiv

Esper

Esper Bionics is a pioneer engineering company focused on mechatronics, artificial intelligence, and IoT technologies for human augmentation. The first products are Esper Hand, a bionic self-learning hand prosthesis, and Esper Control, a non-invasive wearable BCI.



Why is this company incredible?

The first-of-its-kind robotic hand prosthesis with customizable training. It not only allows amputees to perform most everyday tasks with high skill but can also be tailored to the user's needs.



esperbionics.com

anna@esperbionics.com



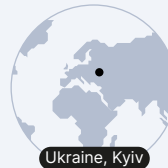
4 years of experience

20 users

2 countries - Ukraine and USA



21-50



Ukraine, Kyiv

LIKI

Liki24 is a marketplace for pharmaceuticals, lab tests, and personal care products with over 1.7M customers in Romania, Ukraine, and Italy, and 12K pharmacies, 100+ laboratories, and 30+ pharma producers.



Why is this company incredible?

A unique technical solution allows the company to make 50-60 deliveries daily per courier. By collecting products from different stores, Liki24 offers 100K products at 30% cheaper prices.



company.liki24.com

support@liki24.com

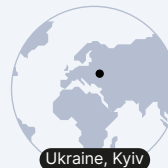
6 years of experience

1.7M customers in 3 countries

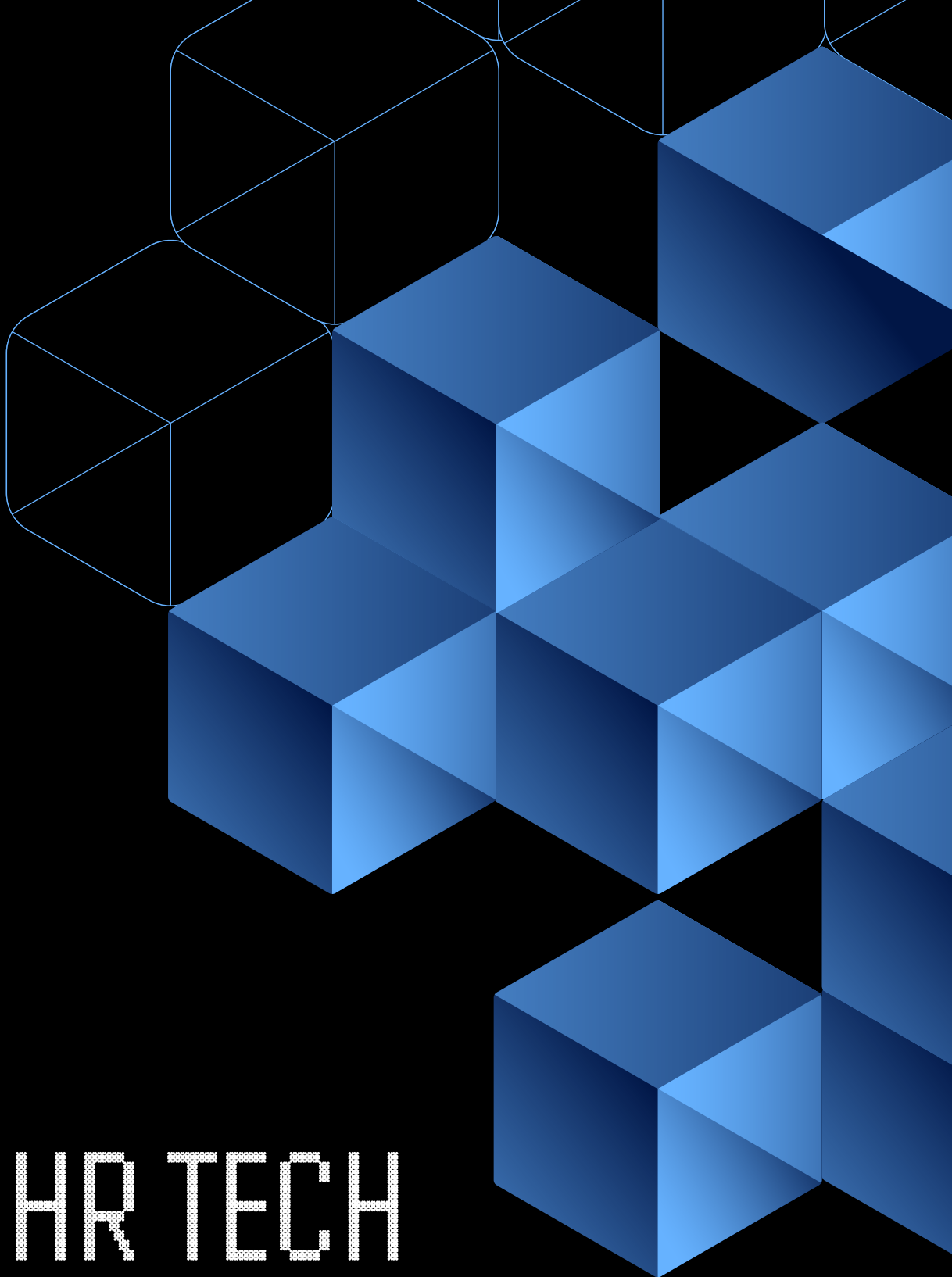
12K pharmacies



51-200



Ukraine, Kyiv



HR TECH

HR TECH

Effy AI

effy

B2B

Effy AI is an AI-powered 360 feedback and performance review software. It provides the fastest experience conducting employee reviews with ready-to-use templates and AI-generated reports. This HR tool fits best companies that are just starting to build review processes and those that conduct reviews occasionally. Thousands of employees appreciate the convenience of the system.

Company:
Effy



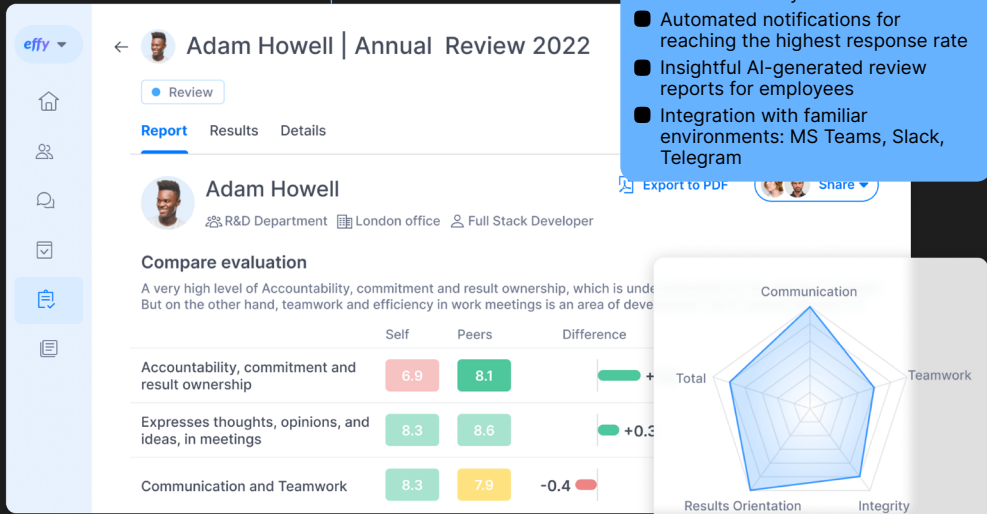
effy.ai



hello@effy.ai

Key features of Effy AI:

- Ready-to-use templates and a vast question bank
- Flexible reviewer nominations that ensure diversity
- Automated notifications for reaching the highest response rate
- Insightful AI-generated review reports for employees
- Integration with familiar environments: MS Teams, Slack, Telegram



Top benefits of the product

1. AI-generated reports.
2. Ready-to-use templates.
3. Usage-based pricing model.



Why is this product incredible?

Effy AI provides the fastest experience in conducting employee reviews. This HR platform is the most flexible in its class. Effy builds the best user experience for managers and teams.

HR TECH

HURMA System



B2B

HURMA is a professional and effective solution for automating recruiting, HR, and OKR, saving up to 43% of the time on routine and 18% of the recruiting budget. By choosing HURMA, you get a technological product with high data security, AI, and a convenient interface at a reasonable price.



Company:
HURMA System



hurma.work/en

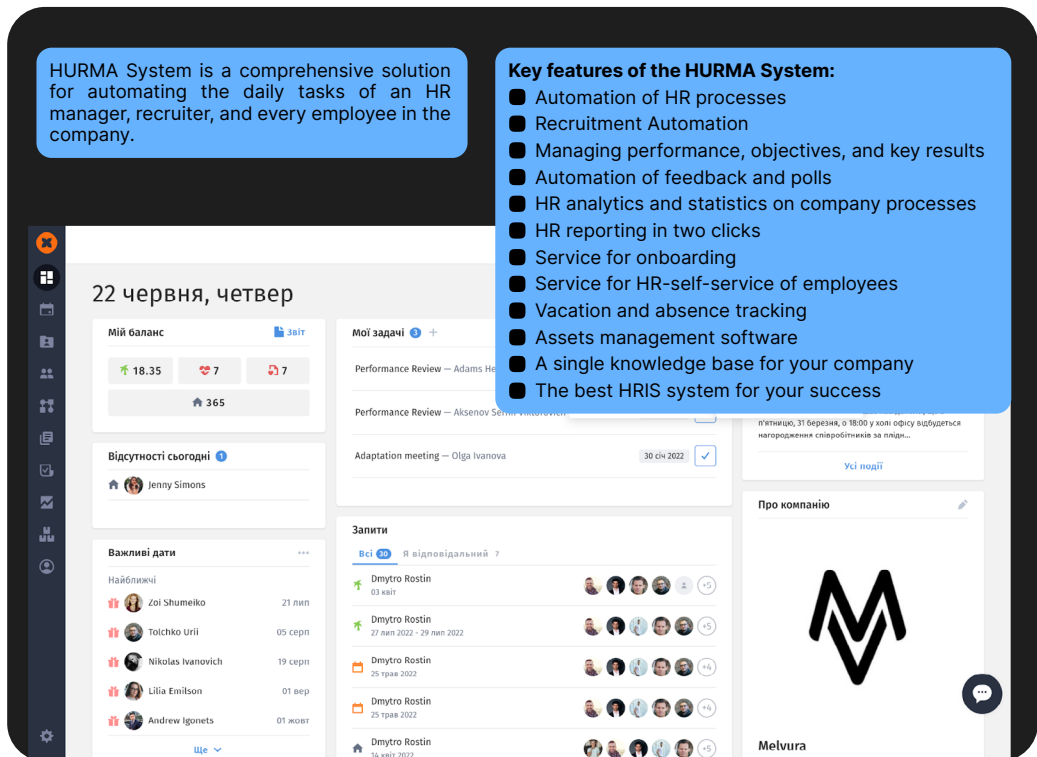


info@hurma.work

HURMA System is a comprehensive solution for automating the daily tasks of an HR manager, recruiter, and every employee in the company.

Key features of the HURMA System:

- Automation of HR processes
- Recruitment Automation
- Managing performance, objectives, and key results
- Automation of feedback and polls
- HR analytics and statistics on company processes
- HR reporting in two clicks
- Service for onboarding
- Service for HR-self-service of employees
- Vacation and absence tracking
- Assets management software
- A single knowledge base for your company
- The best HRIS system for your success



Top benefits of the product

1. Unprecedented data security.
2. Integration with all popular job portals.
3. AI that powerfully speeds up the work of HR managers and recruiters.



Why is this product incredible?

HURMA is the first Ukrainian HRIS/ATS system with self-developed artificial intelligence and highest security standards. The platform has already crossed the threshold of 1K companies, and geography of clients includes 15+ countries.

HR TECH



CleverStaff

CleverStaff automates all recruitment processes and reduces routine to a minimum. A built-in gamification system will speed up hiring processes by up to 42%. Tools and modules help to fill the most challenging IT vacancies. Fully GDPR compliant and guarantees 100% security.



Why is this company incredible?

CleverStaff became the first in the world to implement an innovative update — a built-in gamification system for the recruitment process.

cleverstaff.net

bizdev@cleverstaff.net

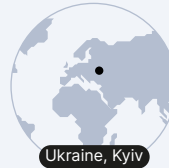


9 years of experience

1st gamified recruitment software

8K+ satisfied recruiters

21-50



Ukraine, Kyiv

djinni

Djinni.co is the largest tech talent marketplace in Eastern Europe, where tech companies from all over the world can connect directly with the top tech talent on the market.



Why is this company incredible?

The largest website in Ukraine for hiring tech talent and the most popular job search tool among Ukrainian developers. The company doesn't charge monthly fees or prepayments.

djinni.co

magic@djinni.co



11 years of experience

4K companies hiring on Djinni

90K candidates looking for jobs

0-20



Ukraine



Jooble is an international job search website millions of people in 67 countries use daily. Operating in the online recruitment market since 2006, Jooble is now among the top 10 global Jobs and Employment sites in terms of traffic, aggregating vacancies from over 140K+ resources in one place.



Why is this company incredible?

Jooble is among the most popular in job posting aggregation worldwide, and collects vacancies from more than 140,000 resources worldwide each day.

jooble.org

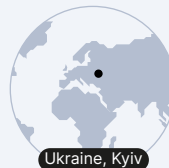
press@jooble.com

17 years of experience

1B visits annually

67 countries globally

201-500



Ukraine, Kyiv

HR TECH



PeopleForce is an all-in-one HR platform for the best employee experience. It is a centralized solution to streamline HR processes at every stage of the employee life cycle. Their mission is to help businesses to simplify HR processes and build a high-performance culture.



Why is this company incredible?

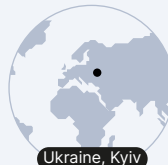
PeopleForce is a startup that attracted investment and created a universal cloud-based HRM/HRIS solution for optimizing HR, HR process management, and recruiting.

peopleforce.io

alina.astapenko@peopleforce.io

4 years of experience

650+ client companies



Ukraine, Kyiv

80K users



51-200



Skyworker is a Ukrainian tech recruitment marketplace with 35,000 users from Eastern Europe. Skyworker automates sourcing relevant talents, pre-screening, and introducing clients to the best talent. For talent, we offer an AI-trained job search app that finds the best-matching jobs.



Why is this company incredible?

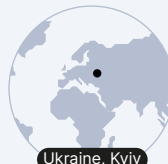
The first in Ukraine to apply the logic of dating apps in job search software led to an unprecedented level of candidate proactiveness with a 62% annual retention rate, unlike before.

skyworker.ai

lterpel@skyworker.io

3 years of experience

35K tech talents on board



Ukraine, Kyiv

\$275K raised investments



0-20



YouTeam is a first-of-its-kind network of 50,000+ vetted engineers from hundreds of development agencies across Europe and Latin America. It matches tech leaders to precisely the talent they need.



Why is this company incredible?

YouTeam is the first platform that gives customers control over the vetting, making it more accurate, transparent, and faster.

youteam.io

rita@youteam.io



6 years of experience

300+ tech companies as clients



USA, Mountain View

\$2M+ ARR in 2022



21-50

TALANDO

Partner Spotlight



IT recruitment and HR consultancy agency

Talando stems from the Ukrainian word Талан [talan] – with talent on one side and luck (and also fortune) on the other. We believe it takes knowledge and luck to gather professional teams. We craft solutions that fit your needs with human insight and AI precision.

Our company has a global reach with reps in 5 countries. We champion customer satisfaction powered by a vast network and credible referrals, in-house dedicated teams for market research, and cooperation with Wandify.io.

What Makes Us Stand Out?



AI-Driven Excellence:

Internal automatization.



Trust First:

Proven track record and vast networking.



Global Good:

Talando invests 10% of its profit into social projects related to defense, education, and humanitarian aid. We support and empower our employees' social initiatives, fostering proactive community engagement.

Our Expertise:

- Top-notch Executive Search
- Specialised IT Recruitment
- Tailored HR Guidance
- Employer Branding
- Market Research and Salary Surveys
- Opening R&D Offices (UK, Ukraine, Slovakia, Portugal, Poland)



Our Milestones:

50+

collaboration with long-term clients

180K+

talents pool, 16K+ C-level candidates

600+

closed roles including 80+ leadership positions

60+

countries reached by working with clients


Your challenge is our mission. At Talando, every partnership is a journey towards trust and success. **Contact us!**



talando.com



info@talando.com



LEGALTECH

LEGALTECH

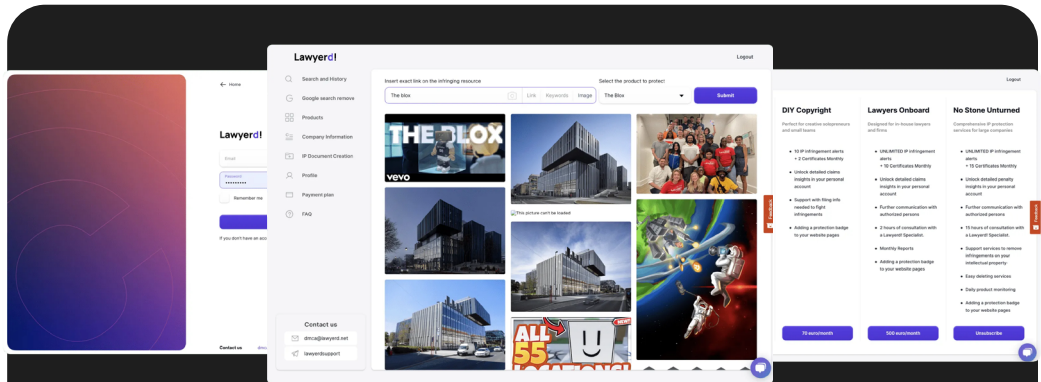
Lawyerd!
 **Lawyerd**
B2B

Lawyerd! is an end-to-end solution for brand protection in Web2/Web3 that provides automated copyright protection in 29 countries. We fully automated manual lawyer work in this process. The system automatically analyses the infringement, sends the completed complaint, and deletes the violation.



Company:
Lawyerd


lawyerd.net

dmca@lawyerd.net


Lawyerd! is a multi-tool for rights protection with three main parts:

1. Certify and store products

You can store your unique content, like Brand, NFT, source code, logo, etc., in our blockchain-connected platform on Terno protocol and certify rights on your products.

2. Detect violations

We connected our API with all big platforms like eBay, Opensea, and Rarible and provided you with the automated search of rights violations on the Internet worldwide.

3. Eliminate scammers

After detection, you can use our system to automatically send complaints to the hosting provider or platform that hosts infringing content.



Top benefits of the product

1. Provide a full circle of rights protection.
2. Provide protection 10 times faster and 15 times less expensive than manual lawyer work.
3. Automatic, super accessible, and easy-to-use.



Why is this product incredible?

Lawyerd! is the very first company that created a working full circle end-to-end rights protection solution and started Web3 market protection.

LEGALTECH

AXDRAFT

An Onit Company

AXDRAFT is a simple and scalable end-to-end CLM platform. It helps manage contracts 80% faster by automating contract drafting, redlining, approval, signing, storage, analytics, and obligations management.



Why is this company incredible?

AXDRAFT is the only solution in the industry that provides seamless and intuitive turn-key onboarding included in standard pricing.

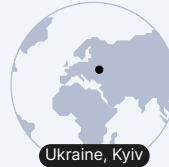
axdraft.com

info@axdraft.com

7 years of experience

\$12M users save

5 minutes time to draft a contract



Ukraine, Kyiv

21-50

legal nodes

Legal Nodes is a global legal platform for innovative tech businesses. We help founders and entrepreneurs building global businesses from day one to operate across borders.



Why is this company incredible?

The company is the only legal platform dedicated to default-global businesses that provide holistic, affordable support and global coverage.

legalnodes.com

margo@legalnodes.com

5 years of experience

80% YoY growth rate

20 countries covered



UK, London

21-50

V-ART

V-Art Protocol is a technology for licensing creative assets with IP rights. It helps to fully automate licensing, and to track and monetise IP for any innovative, tech, or luxury brand.



Why is this company incredible?

The first specialized online platform for displaying, collecting, and selling digital art. V-Art's team possesses a unique blend of IP law, blockchain technology, and AI expertise.

v-art.digital

protocol@v-art.digital



3 years of experience

\$1.4M investments raised

100+ projects completed



Portugal, Lisbon

0-20



MARTECH & MEDIA

MARTECH & MEDIA

YouScan

B2B

YouScan is an AI-powered social media listening platform. With its industry-leading text, image, and audience analysis capabilities, it helps marketers, researchers, CX experts, and PR pros understand consumer opinions, manage brand reputation, and gain valuable insights. We serve 400+ clients worldwide, including renowned brands such as L'Oreal, PepsiCo, Coca-Cola, Samsung, McDonald's, etc.



Company:
YouScan


youscan.io

leo@youscan.io

An AI-powered social media listening platform with three critical solutions:

- 1. Visual Insights:**
collect and analyze mentions based on their visual appearance using AI-powered image recognition technology.
- 2. Audience Insights:**
understand your target audience's demographics, interests, and occupations.
- 3. Insights Copilot:**
the first social media listening assistant powered by ChatGPT. It finds qualitative insights from millions of conversations.



Top benefits of the product

1. Leading visual and audio analytics.
2. Insights Copilot, the first conversational AI assistant for social listening.
3. Great data coverage, 500 billion+ historical conversations.



Why is this product incredible?

YouScan is the AI-first company that developed Insights Copilot – a ChatGpt-powered social media listening assistant. YouScan was named the "Visual Analysis" category winner and has won the "Best Performer" on G2 Crowd multiple times.

MARTECH & MEDIA

LD LETSDATA

LetsData acts like an AI-powered media space radar, safeguarding your communication landscape, intercepting 70% more risks and opportunities in real time, and ensuring your communication campaigns hit their mark with precision and resilience by providing measurable insights.



Why is this company incredible?

The company provides a unique AI-based solution that helps organizations and states outpace malign information risks.

letsdata.net

info@letsdata.net



2 years of experience

\$500K+ revenue

1K+ communication threats & openings anticipated



Ukraine, Lviv

0-20

LOOQME

LOOQME is a brand mention monitoring service. The tool collects, structures, and visualises mentions of the company and competitors in traditional media and social media. LOOQME monitoring and analytics allow digital specialists to understand the actions of competitors.



Why is this company incredible?

The product is the number 1 choice of media monitoring systems in Ukraine among all communications professionals.

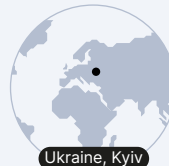
looqme.io

sales@looqme.io

6 years of experience

\$1.5M annual total turnover

300+ clients



Ukraine, Kyiv

21-50

P Promo Republic

PromoRepublic is an Enterprise MarTech SaaS. It empowers franchises with a data-driven platform that optimizes their local marketing efforts, leading to increased foot traffic, revenue, and brand visibility.



Why is this company incredible?

PromoRepublic is the leader in active use among local marketing platforms in the franchise space due to its franchisee activation program and intuitive user interface.

promorepublic.com

max@promorepublic.com

6 years of experience

\$8M raised

70+ franchise brands



Finland, Helsinki

21-50

MARTECH & MEDIA



Reface is a product company that develops AI tools to empower anyone to create unique content. Leveraging frontier ML technologies, Reface builds a portfolio of entertainment and content creation products for millions of users worldwide.



Why is this company incredible?

Reface pioneers its technology rather than relying on existing tools. Its innovative development of face swap technology five years ago has given it a technological edge over competitors.

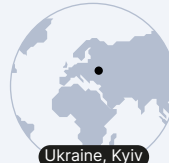
reface.ai

daria.kravets@reface.ai

5 years of experience

250M+ downloads

6B+ pieces of content created



Ukraine, Kyiv

51-200

respeecher

Respeecher is a Ukrainian AI startup that creates synthesized voices for Hollywood, including Darth Vader and Luke Skywalker AI voices for the Star Wars TV series. In 2021, the team won an Emmy Award.



Why is this company incredible?

Respeecher has the best AI voice cloning technology that delivers high-quality voice content for Hollywood and AAA games.

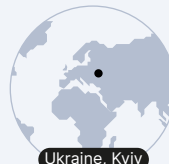
respeecher.com

info@respeecher.com

5 years of experience

\$3M+ investments

50+ projects in the portfolio as of 2022



Ukraine, Kyiv

51-200



Viseven is a global MarTech services provider. Viseven's eWizard is a content experience platform for pharma & life sciences that enables companies to optimize content production and create personalized experiences for their customers.



Why is this company incredible?

The company created an end-to-end foundational cloud-based platform, eWizard, which helps standardise workflow for global-local content cross-functional teams.

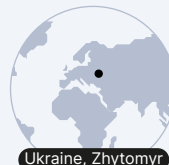
viseven.com

info@viseven.com

14 years of experience

30+ customers

9 offices



Ukraine, Zhytomyr

500+



PROPTech & CONSTRUCTION

PROPTech & CONSTRUCTION

birb

B2C

Birb is an AI rental agent developed by LUN, the biggest PropTech company in Ukraine. Birb is an AI rental agent that picks the best-matching properties from all properties on the 3D map. Subscription for newly listed properties.



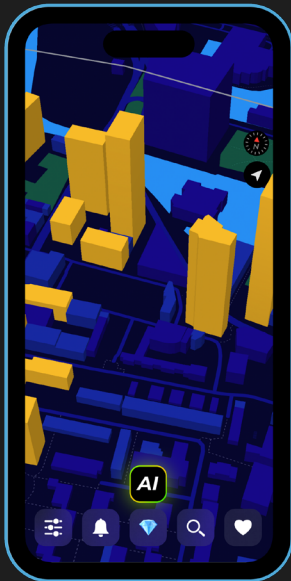
Company:
LUN



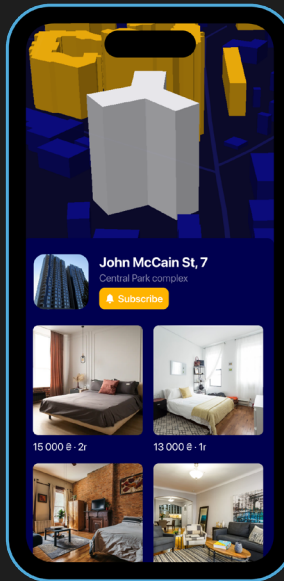
birb.rent



af@lun.ua



AI picks best-matching properties



3D map with all properties on the rental market



Select listings with high-quality video room-tours



Top benefits of the product

1. Aggregation: all properties on the market.
2. Mobility: fast fluent iOS app with 3D map.
3. Loved brand: 4.9/5 rating on the AppStore.



Why is this product incredible?

Birb is the revolutionary new way of renting: AI quickly finds the best-matching flat for customers.

PROPTech & CONSTRUCTION



Advisor SCADA has developed an all-in-one Building Management System to help property owners reduce energy expenses and efficiently manage a facility in one place.



Why is this company incredible?

The most significant competitive advantage is that Advisor's BMS system is Low-Code and Plug-And-Play and can be easily integrated with various engineering equipment.



advisorscada.com/en



az@advansys.ua

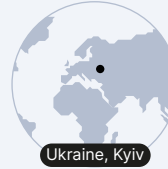


11 years of experience

\$150K
revenue in 2022

\$50K
revenue in
August 2023

0-20



Ukraine, Kyiv



LUN is a Ukrainian IT company driven by innovation. Their core expertise is crafting PropTech platforms that redefine how people discover homes online. Since 2008, they have been at the forefront of revolutionizing the real estate sector.



Why is this company incredible?

The first to integrate AI technologies into their products back in 2015, LUN embraces cutting-edge advancements like drones and 3D models to create a unique home-searching experience.



flatfy.com



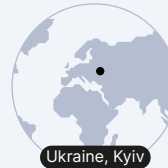
founders@lun.ua

15 years of experience

\$10M
revenue in 2021

10
countries

51-200



Ukraine, Kyiv



NewHomesMate is the marketplace for new construction homes, helping people find, compare, and buy new builds. It is a fast-growing startup that aims to revolutionize the process of buying new builds.



Why is this company incredible?

The first marketplace of newly built homes, while the \$350B new construction homes market is overlooked by incumbents focusing mainly on resale and rent homes.



newhomesmate.com



team@newhomesmate.com

3 years of experience

\$6.7M
raised investments

\$240M
of homes sold

51-200



USA, Austin



TOP SERVICE COMPANIES

SERVICE COMPANIES WITH EXCLUSIVE EXPERTISE

About a third of all IT companies in Ukraine are service companies. Among them are those which have long been global companies with thousands of employees and customers around the world. These companies have exceptional expertise and provide their services in various areas, from manufacturing to retail and entertainment.

Service company

Company logo

Website

E-mail



More info
about the
company

Company description

Years of experience

Key figures about
the company



Why is this company incredible?



Location of the
head office



Number of
employees
in Ukraine

Industries the company provides services to:



Aerospace & Aviation



Agriculture & Food



Automotive



Chemical & Pharma



Communication & Media



Construction & Real Estate



Defense



Energy



Entertainment



Finance & Banking



Healthcare



HoReCa



Logistics & Transport



Manufacturing



Metallurgy & Mining



Retail



Robotics



Software



Sport & Culture & Education



Textile

TOP SERVICE COMPANIES



Avenga is an experienced and reliable business partner with deep industry knowledge. Feasible, grounded in reality, and tied to the client's business goals, our services generate commercial value with custom-tailored digital transformation strategies.



One of the biggest Salesforce powerhouses in the world.



avenga.com

hello@avenga.com

20 years of experience

410+ happy clients



Germany, Cologne

60+ countries



1K - 3K

BRIGHTGROVE

Brightgrove, for over 12 years, has been offering managed IT services, specializing in video streaming, cloud transformation, hospitality, and real estate. We are flexible enough to find a bright solution - for small one-time projects to complex offshore operations with dozens of full-time talents.



Brightgrove is an industry-leading software company. One of the biggest IT companies in Ukraine.



brightgrove.com

ohubskyi@brightgrove.com

12 years of experience

300+ clients



Ukraine, Kharkiv

18 countries



0.5K - 1K

CT CUSTOMERTIMES

Customertimes is a global IT consulting company specialising in the development of cutting-edge tech solutions for businesses. Customertimes collaborates with major corporations in various industries. Clients include companies such as L'Oreal, Dyson, Philips, and Danone.



With over 15 years of experience in the Salesforce ecosystem, Customertimes is a seasoned leader. Partnerships with renowned companies highlight credibility and impact in the business world.



customertimes.com

info@customertimes.com

15 years of experience

4K+ completed projects



USA, New York City

65+ countries



0.5K - 1K

TOP SERVICE COMPANIES

eleks

ELEKS is a trusted partner for guaranteed software engineering excellence, quality, and transparency every step of the way. ELEKS finds innovative technological solutions for the most complex challenges, which is why 96% of clients recommend ELEKS to their partners. The company's NPS is 65.



From 2015 until now, we have been included in the Top Outsourcing 100 list. The Data Science Office is one of Ukraine's largest data science teams.



eleks.com

eleksinfo@eleks.com

32 years of experience

150+ active client accounts



Estonia, Tallinn

700+ end-to-end projects



1K - 3K

infopulse

Infopulse is a part of Tietoevry and a global vendor of end-to-end digital services and solutions. We align customers' business objectives with the most relevant and consistent technology strategy, helping them to innovate and achieve scalability, increased efficiency, and operational agility.



Infopulse is among the Top 100 Global Outsourcing Companies.



infopulse.com

info@infopulse.com



32 years of experience

70+ clients with us for over 5 years



Poland, Łódź

60% of specialists with 6+ years in IT



1K - 3K

INNOVECS

Innovecs is a global digital transformation tech company with a presence across Europe, the US, and Asia. We create digital solutions powered by innovative technologies and incorporate emerging trends to help businesses transform and grow.



For the fifth year in a row, Innovecs is included in the Inc. 5000, the list of the fastest-growing private companies in the U.S., and in Global Outsourcing 100®.



innovecs.com

prmedia@innovecs.com

12 years of experience

60+ projects in the portfolio



USA, Miami

127% business growth over the past 3 years



0.5K - 1K

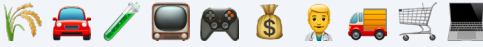
TOP SERVICE COMPANIES

intellias

Intellias is a trusted technology partner to top-tier organizations and digital natives helping them accelerate their pace of sustainable digitalisation. Combining engineering mastery and technology expertise, we create unique software solutions for more than 2 billion people around the world.



More than 2 billion people worldwide use software solutions developed by Intellias engineers.



intellias.com

info@intellias.com



21 years of experience

130+ clients



Ukraine, Lviv

30+ countries where Intellias operates



3K - 5K

ISD

Information Systems

ISD provides innovative and high-quality software development solutions to our clients with substantial, hands-on experience developing customised and integrated solutions for the healthcare industry. Our software is an officially recognised medical device certified by international authorities.



ISD provides a full range of services for the healthcare industry. ISD builds processes based on a Quality Management System developed per ISO standards.



isd.dp.ua

info@isd.dp.ua

30 years of experience

400 clients



Ukraine, Dnipro

3 ISD systems certified to ISO standards



0.5K - 1K

::: miratech

Miratech is a company that provides services to multinational organizations worldwide. Our Value Innovation Model is based upon delivering turn-key services where we manage the entire IT business function. Our success is tied to the company's success, not just our projects.



Listed in Global Outsourcing 100®, Global Services 100, Software 500®, EOA's Award, and NOA's Outsourcing Professional Awards.



miratechgroup.com

info@miratechgroup.com



33 years of experience

38 countries of operation



USA, New York City

99%+ success rate of the projects



0.5K - 1K

TOP SERVICE COMPANIES



N-iX is a global software solutions and engineering services company that helps the world's leading organizations turn challenges into lasting business value, operational efficiency, and revenue growth using advanced technology.



N-iX is recognized by numerous industry awards, such as CRN Solution Provider 500, Global Outsourcing 100 by IAOP, ISG Provider Lens™ and more.



n-ix.com

contact@n-ix.com



21 years of experience

160+ active clients



25 countries present



1K - 3K



Provectus is an AI solutions provider and professional services company with competencies in ML, Data & Analytics, DevOps, MLOps, and Cloud Migration. We are an active contributor into open-source ML and Data Infrastructure projects, enabling us to bring the latest and greatest innovations faster.



Provectus works on the hardest problems in the world, like simulating turbulence in a supernova explosion using Generative Deep Learning models and Applied AI solutions.



provectus.com

info@provectus.com



12 years of experience

\$41M revenue in 2022



100+ customer projects in 2022



0.5K - 1K



Sigma Software Group is a trusted IT partner that delivers turn-key IT solutions for businesses of all sizes, including startups and software product houses. They deliver the most innovative solutions to our customers in government, telecommunications, advertising, automotive, gaming, etc.



Sigma Software is a whole ecosystem that includes its own business incubator, educational platform, business association of companies, product line, and patented innovative solutions.



sigma.software

info@sigma.software

21 years of experience

40 offices in 19 countries



40+ value-added services



1K - 3K

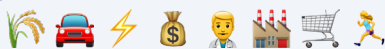
TOP SERVICE COMPANIES

softserve

SoftServe is a leading IT consulting and digital services provider specialising in digital engineering, data analytics, cloud, and AI/ML. We expand the horizon of new technologies to solve today's complex business challenges and achieve meaningful business outcomes across various industries.



SoftServe is one of the biggest Ukrainian IT companies with 12K+ employees worldwide and incredible expertise in various industries and technologies.



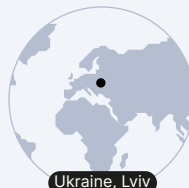
softserveinc.com/en-us

info@softserveinc.com



30 years of experience

20K+ customer projects



Ukraine, Lviv

14 countries



5K+

TECHIIA

TECHIIA Holding brings the best Ukrainian tech solutions to the global market. Many businesses in information technology and content creation develop harmoniously within the holding ecosystem and multiple manufacturing facilities, including UAVs, merchandise, and frameless glass facade structures.



TECHIIA Holding has cultivated an ecosystem of Ukrainian technological businesses that offer some of the best solutions in their respective industries to the global market.



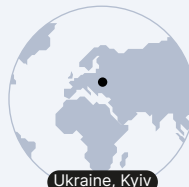
techii.com

info@techii.com



4 years of experience

6.5M users of products



Ukraine, Kyiv

88 countries product coverage



0.5K - 1K

VISEVEN

Viseven enables digital transformation for pharma & life sciences with an integrated digital ecosystem of services, including omnichannel, data analysis, AI, design, development, and more.



Vivesen created an end-to-end foundational cloud-based platform, eWizard, which helps to standardise workflow for global-local content cross-functional teams.

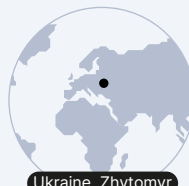


viseven.com

info@viseven.com

14 years of experience

30+ customers in Pharma & Life Science



Ukraine, Zhytomyr

9 offices



0.5K - 1K

AUTHORS



Ministry
of Digital Transformation
of Ukraine



thedigital.gov.ua



hello@thedigital.gov.ua

Ministry of Digital Transformation of Ukraine

The Ministry of Digital Transformation was established in 2019 kick-starting the country's active digital transformation. Its mission is to transform Ukraine into the most convenient state worldwide with 100% public services accessible online in a few clicks.



**IT Ukraine
Association**

IT Ukraine Association

The IT Ukraine Association is the largest national independent professional association of IT companies, which represents the interests of more than 140 service and product IT businesses and more than 85 thousand professionals in Ukraine.



itukraine.org.ua



hello@itukraine.org.ua



Visual
content
solutions

Top Lead

Top Lead is a content marketing agency focusing on analytics and data visualization. The company was responsible for project planning, data collection, processing, and visualization to make the catalog as correct, engaging, and attractive as possible.



toplead.eu



manager@toplead.com.ua

**GENERAL
PARTNER**



UKRSIBBANK
BNP PARIBAS GROUP

UKRSIBBANK



ukrsibbank.com/en



info@ukrsibbank.com

DISCLAIMER

This project was prepared exclusively to inform the users. We have made every effort to ensure that the information presented in this guide is accurate and up-to-date. Although experts have carefully prepared the research, it can only be used to get a general idea of the subject matter discussed. Do not use the information in the catalog as professional advice or to make investment decisions. The data was collected and prepared for publication in 2023.

All exclusive property and non-property rights to the study belong to the IT Ukraine Association and TOP LEAD LLC.

The use of the materials contained herein is only permitted if a link is provided to our website to download the report and on the condition that the authors of the report are mentioned. The hyperlink should not be closed from indexing the page so that it will not appear in search results.

© IT Ukraine Association
© TOP LEAD LLC
All rights reserved.

DOWNLOAD
REPORT

