

SUCCESS STORIES OF FAMILY-OWNED BUSINESSES

in Central and Eastern Europe



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The [Center for International Private Enterprise \(CIPE\)](#) and [AmCham Slovenia](#) present Success Stories of Family-Owned Businesses, part of a larger effort by CIPE to strengthen trust in business and market institutions around the globe.

Family businesses, which range from small and mid-sized companies to large international enterprises, account for the majority of employment worldwide, which makes them key stakeholders in building democracies that deliver. In Europe, family businesses make up [more than 60%](#) of all companies, and thus are crucial components of supply chains and innovation in the region. Business publication Inc. [defines](#) family business as “any business in which two or more family members are involved and the majority of ownership or control lies within a family.” Given the prevalence of family businesses globally, promoting trust in these businesses also contributes to shoring up trust in democracy and market economies. Data also indicates that family businesses have the distinctive position of being most trusted compared to other types of businesses. [The 2023 Edelman Trust Barometer](#), an annual survey that sampled more than 32,000 respondents across 28 countries, reveals that 67% of respondents trust family-owned businesses “to do what is right,” compared to 58% for privately-held companies, 55% for publicly-traded companies, and only 50% for state-owned companies.

This brochure contains eight case studies of family businesses in Central and Eastern Europe describing how some of these companies implemented changes in their operations and launched strategic programs to help improve trust in their local communities. These examples include projects that companies implemented around sustainability, voluntary standards they adopted to build trust with local stakeholders, ways they enhanced the standards of partners and suppliers, or ways they strengthened local market institutions.

AmCham Slovenia, which also currently holds the Secretariat of AmChams in Europe, solicited submissions from AmChams in Europe members based in Central and Eastern Europe. The call for examples received an enthusiastic response from both large and small family enterprises. CIPE and AmCham Slovenia shortlisted the top eight submissions from Bosnia and Herzegovina, Romania, Slovenia, Ukraine, Serbia, Croatia, and Hungary, and worked directly with selected companies to develop their example into a longer case study that described the company's trajectory, the local context, challenges, impact, and lessons learned.

These case studies go beyond traditional stories of corporate social responsibility (CSR) or philanthropy. The selected examples are linked to each company's core operations and relationships with its local supply chains and communities, with an emphasis on how the company has contributed to strengthening local trust in business.

CIPE and AmCham Slovenia hope that by providing comprehensive case studies of successful family businesses, other companies will be inspired to replicate some of these initiatives. By showcasing these examples and best practices, our goal is to provide useful information and practical solutions that will foster dialogue, spark ideas, and encourage bold thinking about ways in which family businesses – and the private sector more broadly – are uniquely positioned to enhance trust.

Acknowledgements

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Disclaimer

The views expressed in this publication do not necessarily reflect the opinions or analysis of CIPE or AmCham Slovenia. While reasonable due diligence was conducted to select stories from family businesses committed to ethical business conduct, the cases included in this publication represent the accounts provided by the companies themselves. The content of this report is provided “as is”; no representations are made that the content is error-free.

AS HOLDING GROUP

About the Company



AS Holding Group was founded in 2016. By strengthening its brands and developing new businesses, products, and services, it aims to be the generator and catalyst for the development of the domestic economy and one of the largest business systems in the region. AS Holding Group creates its path to success by providing and sharing knowledge, ideas, and services in all areas of its business. There are 19 Bosnian companies under AS Holding Group, whose brands are well known not only to customers in Bosnia and Herzegovina but also to Europe and the rest of the world – Zlata džezva, Oaza, Zlati poder, and Tuzlanska sol are just a few of the company's more than 2,000 food products. The Group employs more than 3,000 people. Most of the Group's companies have implemented ISO standards, such as ISO 9001 and ISO 14001 – Environmental and Sustainability Management.

Roots in the Community

AS Holding's business significantly impacts the local economy and labor market, contributing to sustainable economic growth and stability. It employs the local population, which helps maintain stability in the labor market. The Group's companies are scattered all over Bosnia and Herzegovina, and by employing more than 3,000 people, AS Holding contributes to the decrease of the country's unemployment rate.

Furthermore, the company has long-term plans for development and growth, meaning it can provide secure employment opportunities.

The company has deep roots in the community and is actively involved in local initiatives and organizations. It sponsors local events, donates to local charities, and supports local projects, contributing to sustainable economic growth.

One of the projects that AS Holding supports is [SOS Children's Villages](#), "the world's largest organization focused on ensuring that children and young people without parental care or at risk of losing it grow up with the care, relationships and support they need to become their strongest selves." The company also organizes an "Innovation Day" for its employees and higher education students. This year, AS Holding held the project "Stay with AS," aiming to give opportunities to young people to find jobs in the country and, consequently, stay in Bosnia and Herzegovina.



Turning Points

- Establishing a small business as a family business.
- Acquisition of the Kent company as the first company in the corporate family.
- Purchase of the company Vispak, which is part of a joint-stock company.
- Establishing AS Holding as a parent company that includes more than 19 companies.
- The restructuring from a small family business into a corporation in 2017 that continues today.

Value-Laden Practices

AS Holding incorporates strong social values and ethics into its business practices in several ways. Firstly, it prioritizes the impact of its business on the environment. It implements sustainable practices to reduce its carbon footprint, which includes using renewable energy sources, reducing greenhouse gas emissions, recycling, and minimizing waste. Additionally, AS Holding is committed to social responsibility. The company improves the well-being of its employees by providing them with a safe and healthy work environment, development opportunities, and fair working conditions. AS Holding also supports local communities through donations, volunteering, and social initiatives. Its goal is to make a positive impact on the society in which it operates.

AS Holding focuses not only on financial results, but also on the company's impact on the environment, society, and governance. The company's business practices align with its principles, enabling it to achieve sustainable growth and long-term value for its stakeholders.

Through the company's commitment to sustainability, AS Holding builds trust among its clients, investors, and the community in which it operates. Its business practices are transparent, responsible, and sustainability-oriented.

The Importance of Adaptability and Relationships

To support healthy lifestyles of its customers, AS Holding has developed food items that have lower sugar content compared to other competitive products. One of these is the company's famous Maza cream spread. Additionally, acknowledging today's hectic lifestyles, the company has introduced meals that are ready more quickly. An example of this is Vispak risotto that takes less time to prepare than other risottos, allowing families to save time in meal preparation and gain more free time for other activities while still enjoying a tasty and satisfying meal.

During the COVID-19 pandemic, AS Holding organized a virtual fair to showcase its innovative products and stay in touch with its customers. The company understands the importance of adapting to new circumstances and providing its customers with the opportunity to explore its new products and stay informed about its latest innovations, even when traditional fairs or events were not possible. In the first two days of the fair, there were over 200,000 online participants.

Social Responsibility

AS Holding engages in social initiatives by:

- Donating to local organizations that focus on social issues, education, healthcare, or environmental protection.
- Partnering with local businesses by purchasing raw materials and services from local suppliers and collaborating with local entrepreneurs.
- Educating and mentoring through workshops and lectures to help young individuals develop skills and gain knowledge that is necessary for success in their careers.
- Taking part in environmental initiatives that promote sustainability and environmental protection, such as organizing clean-up drives, supporting renewable energy sources, or backing local nature conservation projects.

Fostering Local Business Environment

The company aims to build a good business environment for young people, and, consequently, encourage them to stay in Bosnia and Herzegovina.

Through its success and growth, AS Holding creates new job opportunities and contributes to reducing unemployment in the country. Additionally, it supports local suppliers and service providers, which contributes to strengthening the domestic economy and ensures that its procurement is locally focused. AS Holding also collaborates with local organizations, such as local chambers of commerce or associations, to identify local suppliers and service providers. Through its marketing activities, AS Holding promotes them, aiming to increase their visibility and support their growth.

This may include participating in local fairs and featuring their stories or products on the company's platforms.

Through its long-term vision and commitment to business success, the company aims to be an example for other entrepreneurs in Bosnia and Herzegovina. It strives to inspire others to follow their path and develop innovative ideas, create new jobs, and contribute to the country's overall development. In this way, AS Holding contributes to the continuity of the entrepreneurial landscape in Bosnia and Herzegovina, creating positive changes and opening new opportunities for future generations of entrepreneurs.



Building Trust and Success

AS Holding regularly communicates with its employees through internal meetings as open communication allows for exchanging ideas, opinions, and information, strengthening the sense of belonging and inclusion. It organizes team projects, workshops, and team-building activities to build trust, improve communication, foster collective success, and provide opportunities for career development and mentoring to their employees. AS Holding supports its employees' professional growth and development through training, education, and mentorship and regularly rewards outstanding performance.



Driving Positive Change

AS Holding will continue implementing sustainable practices to reduce its environmental footprint. This includes further reducing greenhouse gas emissions, increasing the use of renewable energy sources, improving waste management, and promoting recycling.

Additionally, the company will keep supporting local communities and initiatives through donations and volunteering. It will focus on helping with education, social issues, and healthcare needs within the community, and collaborating with local organizations and the government to address social challenges and contribute to community well-being.

AS Holding will also continue investing in research and development of innovative technologies and solutions that positively impact society and the environment. This may include the development of sustainable products, energy-efficient technologies, or technologies that address social issues.

AS Holding will aim to establish partnerships with other organizations, government, academia, and the non-profit sector to address social and environmental challenges. Collaboration makes broad scale positive change and significant impact more likely to achieve. Furthermore, the company will continue integrating sustainability principles into all aspects of its business. Sustainability will be a crucial part of AS Holding's strategy and decision-making.

// Our goal is to achieve sustainable growth and long-term value for all our stakeholders, taking into account the needs of the community and the environment."



The company is run by:
Rusmir Hrvić

The company's values:

- Responsibility
- Openness
- Innovativeness
- People
- Team spirit

Three biggest challenges in the upcoming years:

- Bureaucratic administration
- Energy regulations not being aligned with company needs
- The lack of employees

BRAIN SOURCE INTERNATIONAL

About the Company



Brain Source International is the leading executive search group of companies in Emerging Europe (countries of the Commonwealth of Independent States and South East of Europe), providing a wide range of HR and support services for established multinational companies and startup businesses. Locations of its offices allow the company to accomplish search assignments in the United Kingdom, Belarus, Moldova, Ukraine, Georgia, Armenia, Cyprus, Azerbaijan, and Kazakhstan. Following the results of an independent survey among job seekers who were asked to name the best recruitment agencies in Ukraine, Brain Source is among the market leaders.

Turning Points

- In 2000, Brain Source International was founded by Andrii Kryvokorytov and his college friend.
- In 2007, the company introduced another brand for leasing line of service.
- In 2011, there was a change in ownership of Brain Source International group of companies. The current CEO, Andrii Kryvokorytov, swapped shares with a former Brain Source International brand co-owner and became a 100% owner.
- In 2017, Brain Source International won a tender for Employer of Record services.
- Between 2019 and 2021, Brain Source International faced two challenges: disputes with regulatory bodies over the legitimacy of Employer of Record's services and the COVID-19 crisis. The company came out on the other side and is now more resilient than ever.
- 2022 marked the start of the war against Ukraine. Despite the struggle, Brain Source International Corporation is prepared to make a new quantum leap into the future.



Enduring Hardships

Through the years and the struggles, the business co-owners have stood by each other's side. As a family company, they are cost-sensitive and can therefore offer their clients a fair price for whatever they do for them. The owners highlight the importance of supporting the Ukrainian army, and have decided to make regular donations to fulfill the needs of the armed forces.

Even though the war with Russia is not over yet, Brain Source International is looking positively into the future and planning the rebuilding and renovation. When the time comes, the company will support private and institutional investors in their efforts to turn Ukraine into a prospering country with a flourishing economy.

Ethical Approaches

The company believes being ethical is not a marketing strategy, but rather comes from a genuine interest in the well-being of the employees. The owners state that when a company is family-owned, there is no pressure to downsize to retain key people or temporarily boost performance at the expense of an equilibrated performance in the long run. The focus is not on quarterly gain, which means that decisions are made not with years but decades in mind. Successful planning and creating an adaptable company are the answers to passing the test of time. The company cannot hope to exist long-term if business is done unethically.

Inspiring Young Minds

Brain Source International believes that globally, small- and middle-sized companies are the backbone of the local economies. Since the company has been in business for decades, it wishes to inspire and motivate generations of younger entrepreneurs. The owners highlight the importance of entrepreneurs for society: the more present, the more democratic and liberal the country.

Being a Pioneer

Brain Source International has always been a pioneer: it was the first in the region among recruitment companies to have opened representative offices abroad and the first to improve recruitment business with the help of new services. Now, the company will be the first to launch these services globally.

Compassion & Innovative Ideas

The owners are highly attuned to the struggles that Ukraine has had to endure in the last year and a half. At the beginning of the Russian aggression against Ukraine, they donated their family vehicle to the army and contributed to various funds.

In 2022, Brain Source International relaunched its "Tempwork in the pocket" mobile application, where employers post advertisements for temporary work. The app is the result of a non-commercial initiative aimed at providing opportunities for side jobs to those who need an additional source of income. The application is fully autonomous – employers publish their job vacancies and job-seekers can communicate with employers directly when spotting a role they may be interested in. "Tempwork in the pocket," which has been downloaded more than 10,000 times, works especially well for some more niche job positions. The owners believe finding true strengths and matching them with a challenging job is crucial for realizing everyone's potential.



Familial Relationships

Brain Source International believes that in family-owned companies, the employees – as this is their (second) family – feel all the ups and downs of the company. The owners believe in a sustainable work-life balance as they value the personal lives of their employees and thus never ask them to work on weekends or holidays. The company's offices are equipped with board games that help people take breaks from work and return with a clear head.

In the future, Brain Source International will do its best to successfully tackle new challenges and share knowledge with younger generations.

// We believe in a sustainable work-life balance because we value the personal lives of our employees."



The founder of the company:

Andrii Kryvokorytov and Olena Kryvokorytova

The company is run by:

Andrii Kryvokorytov

The company's values:

- Cost effectiveness
- Respect of employees' personal life
- Unleashing potential

Three biggest challenges in the upcoming years:

Three biggest challenges in the upcoming years: in light of the unrests in Europe and the Middle East, both global corporations and family-owned companies should emphasize the value of human life, tolerance and inclusion, self-respect and respect toward others on all levels.

About the Company



Dedeman, founded in 1992, operates in retail, specifically in the home improvement and do-it-yourself (DIY) market. It is Romania's largest construction materials and home improvement products retailer and operates a chain of large-format stores that offer a wide range of products, including building materials, electronic and plumbing supplies, tools, paint, flooring, furniture, and more. The company focuses on customer satisfaction, a wide range of products, and accessible pricing.

Dedeman marks the inception of the entrepreneurial journey for the Paval brothers. Over the years, Dedeman has grown into a prominent business in its own right.

In 2018, recognizing the need for a structured family investment vehicle, the Paval brothers established Paval Holding. Today, Dedeman is part of Paval Holding, representing the family's commitment to investing and fostering sustainable growth within its diverse business portfolio.

Turning Points

Some of the moments that have defined the company's trajectory are:

- Dedeman was founded in 1992, shortly after the Romanian Revolution of 1989.
- The strategic decision to cultivate a network of small stores at the outset, subsequently evolving into a chain of larger establishments.
- The strategic shift to regional expansion followed by a gradual nationwide presence. This period marked a significant milestone as Dedeman secured its leadership position in Romania's DIY market shortly thereafter.
- Embracing the digital era, the company embarked on its online expansion journey, characterized by its website and e-commerce platform launch.
- While nurturing the core business, the company also ventured into investments within various sectors, diversifying its portfolio without compromising the strength of its primary enterprise.

Dedication to the Community

By establishing 60 stores and 5 logistics centers across the country, Dedeman has not only created a widespread presence but also provided over 13,000 job opportunities in Romania. This employment contribution upholds the job market and contributes to the country's sustainable economic growth and stability.

Furthermore, Dedeman's strong ties with national suppliers and collaborators reflect its dedication to the local economy. With over 80% of its partners being homegrown Romanian companies, Dedeman contributes to the thriving local business ecosystem.

DEDEMAN

Responsible Business Conduct

The company's core values include ambition, diligence, integrity, honesty, and perseverance, which serve as guiding principles in every aspect of its activities. Central to Dedeman's approach is a focus on people – whether they be customers, employees, or partners. This people-centric philosophy underscores its commitment to developing robust relationships, cultivating trust, and fostering a culture of mutual respect.

Dedeman fosters open and honest communication at all levels of its organization, encouraging its employees to express their ideas and concerns and give feedback. This creates an environment where every voice is heard and valued.

The company's commitment to transparency and fairness extends to its relationship with its customers, suppliers, and business partners. It is not always easy to implement these principles in practice in a highly competitive sector such as retail, but Dedeman strives for constant improvement, learning from challenges.

These guiding principles align with the company's belief in its integral role in society and the environment. The company strives to forge a lasting impact through active engagement in educational initiatives, environmental causes, community development projects, and cultural and sports endeavors. Ultimately, Dedeman's embrace of strong social values, ethics, and the principles of sustainability encapsulates its dedication to conducting business responsibly.

Bringing Prosperity

Paval Holding aims to create a robust, well-diversified portfolio of competencies that nurture healthy enterprises within industries. Thus, the company meticulously selects its investments:

- Its focus extends to promising sectors that anticipate future needs and trends.
- It supports large-scale initiatives that positively transform urban landscapes.
- It actively promotes entrepreneurial growth through private equity funds. Among others, Paval Holding has invested in various funds dedicated to supporting promising new businesses and bold innovations, empowering entrepreneurs, and catalyzing economic growth.
- It invests in companies that care about the communities in which they operate.
- It contributes to enhancing people's quality of life and community development.
- It invests in sports, culture, and education to support the development of young minds.

Paval Holding strategically invests in key sectors crucial for Romania's progress and sustainability. Notably, investments have been made in:

- Renewable energy:
 - Grunman Energy, founded by the Paval family and part of Paval Holding, focuses on the production of green electricity through photovoltaic systems installed on the rooftops of Dedeman's stores and logistics centers. This initiative not only powers the company's operations but also contributes to reducing its carbon footprint.
 - Simtel Team is the leader in the construction and maintenance of photovoltaic power plants in Romania. It plays a crucial role in the development of clear and sustainable energy sources, contributing to environmental protection and energy security.
- Recycling and sustainable manufacturing:
 - Vrancart collects paper and wastepaper to be used in the production of cardboard, paper, and packaging materials. This closed-loop approach reduces waste, conserves resources and aligns with Dedeman's commitment to environmental responsibility.
 - Promateris is a company that manufactures bio-based, biodegradable, and compostable packaging materials. Its innovative products contribute to a more sustainable approach to packaging, which is essential for a greener future.

Thriving in an Ever-Changing Business Environment

Innovation has always been Dedeman's guiding principle. The company invests in modernizing its stores and operational processes, staying at the forefront of industry trends. This commitment extends to the training and development of the company's employees, ensuring they possess the skills needed to meet its customers' expectations.

Dedeman monitors industry trends, market dynamics, and competitors' strategies to anticipate changes and adapt the business model accordingly. Furthermore, the company has adeptly responded to favorable and challenging circumstances, leveraging opportunities in times of crisis. This resilience has enabled the company to weather storms and uncover avenues for growth.

Innovation and Tech-Driven Approach

Dedeman invests in cutting-edge technologies as a fundamental part of its business operations. The company has consistently leveraged the latest technologies to enhance its efficiency, customer experience, and supply chain optimization, and to adapt to customer preferences.

Dedeman is committed to providing the best user experience possible. Dedeman e-commerce platform and the launch of the new Dedeman mobile app are two of the company's most significant projects this year. Once these two projects are finalized and implemented, Dedeman will offer an ever more comfortable and unified experience between browsing the company's website, using the mobile app, and visiting its physical stores.

Social Responsibility

Social responsibility is paramount to the company. This awareness drives investments in sports, culture, education, and environmental and community initiatives, all encompassed within the company's CSR project "Planuri de Bine" (Plans for Good). The project aims to support a variety of initiatives and projects across different domains, including sports, education, culture, community development, and environmental conservation.

Under the aforementioned CSR project, Dedeman supports the Romanian Tennis Federation, the Romanian Olympic and Sports Committee, and local sports tournaments. The company also provides scholarships and supports educational programs for children in need, finances an initiative that involves installing 3D printers in high schools across Romania to enhance learning opportunities, and funds a program designed to spotlight outstanding teachers in Romania, aiming to establish a network of education professionals. Dedeman also sponsors the International Book Salon, a fair for book enthusiasts, the Boovie festival, which serves as an opportunity for young filmmakers to showcase their talents, and the First Tech Challenge, a robotics competition for students, which hopes to foster innovation. Furthermore, the company supports different environmental initiatives, such as encouraging the collection of electronic and electrical waste, and community development, by sponsoring projects that hope to improve living conditions for vulnerable communities in Romania.

In September 2022, as Dedeman celebrated 30 years on the market, it introduced a distinctive CSR project named "Foundation for Education: Book by Book." Through this initiative, it donated over 6,000 books to 30 schools in disadvantaged regions across Romania.



Shaping a Better Tomorrow

Anticipating the years ahead, Dedeman and Paval Holding hope to be a source of positive change. Remaining grounded in its values, it will persist in driving change beyond profit margins. The company's ongoing commitment to social responsibility, sustainable business practices, and community engagement will remain at the forefront of its initiatives.

// **As we actively engage in social initiatives, we are driven by a commitment to give back to the community and champion causes that harmonize with our foundational principles."**



The founder of the company:

Dragoş Pavăl and Adrian Pavăl

The company is run by:

Dragoş Pavăl, President, and Adrian Pavăl, CEO

The company's values:

- Customer-centric approach
- Family business legacy
- Commitment to quality

Three biggest challenges in the upcoming years:

- Environmental stability
- Social impact and community engagement
- Corporate governance and ethical principles

JANKOVITS ENGINEERING

About the Company



Jankovits Engineering Ltd. is a leading manufacturing, servicing, and distribution company founded in 1992. The company's main activity is planning, producing, maintaining, and repairing special-purpose machinery and production lines. Over the past three decades, the company, which believes in creativity, sustainability, and quality, has completed nearly 500 individual projects.

Turning Points

- In 1995, Jankovits Engineering purchased a plot of land close to industrial infrastructure and several other companies in the Győr Industrial Park. The purchase of the land laid the foundation for the later development of Jankovits Engineering.
- In 1997, the company moved into its first factory hall and office building. Instead of the initial business model of working out of several small sites and offices, Jankovits Engineering began working in a modern corporate setting.
- From the early 2000s, the commercial and service activities that had dominated until then were supplemented by custom and special-purpose machine manufacturing. This further increased the added value of the company.
- In 2012, Jankovits Engineering created the first complex automated production cell in the company's history. With this, automation has gained even more ground.
- Soon after, the company's workforce exceeded 50 people, which made new organizational development and management methods necessary.

New Generations of Professionals

Since engineering expertise and creating added value are priorities in Jankovits Engineering, the company has helped dozens of professionals gain unique skills and knowledge. In the 30 years of its existence, the company has provided livelihood and growth opportunities for almost 100 employees and their families.



Caring About People and the Environment

Jankovits Engineering is fully committed to a corruption-free operation per the founder's principles. Additionally, the company provides its employees with free specialist medical care and medical diagnostics.

Hydraulics, which uses a lot of oil, is crucial in Jankovits Engineering's activities. This is dangerous for the environment, so the company is doing its best to protect the Earth by manufacturing, servicing, and selling high-quality hydraulic products and ensuring quality. Furthermore, Jankovits Engineering will obtain ISO 14001 certification in the upcoming year, which is also a step toward long-term sustainable operations.

Supporting Local Initiatives

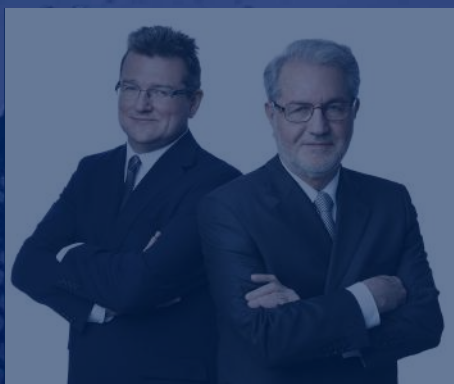
Jankovits Engineering continuously supports local secondary and tertiary educational institutions by, for example, sponsoring competitions of different kinds. One of the initiatives the company stands behind is a prestigious Carpathian Basin competition for mechanical engineering students, which has been hosted for a decade by the Széchenyi University of Győr. Jankovits Engineering also helps local art institutions and foundations with financial grants. To support youth on their future paths, the company regularly provides groups of secondary school students with career guidance.

Continuous Advancements

Jankovits Engineering pays attention to reinvesting a large part of its generated profits into its operations, ensuring the necessary investments for future development. The focus on investment has always been held to the highest standards, both in terms of the equipment used and the working environment.

As Jankovits Engineering not only manufactures machines but also trades and provides services, it has plenty of opportunities for continuous expansion. The company often faces new challenges in custom machine manufacturing and automation, but its advanced training program, which consists of vocational and training, provides the necessary competencies. One of Jankovits Engineering's most knowledgeable and experienced colleagues offers specialized training courses on the subject of hydraulics several times a week, focusing on different topics for different employee groups.

The company also provides one-on-one language lessons to those employees who may benefit from them through an external language teacher. Furthermore, Jankovits Engineering offers dual training for electrical and mechanical engineers and technicians and work placements and thesis support for university students.



Employee Development

Jankovits Engineering organizes several events and activities for its employees annually. The company's priorities include human resources, organizational development, and leadership training. Its short-term plan is to provide sports and recreational facilities for the employees on site. Jankovits Engineering also emphasizes internal training, helping improve both the hard and soft skills of its employees, which contributes to the development of society.

Every six months, Jankovits Engineering holds a team-building day, which is an opportunity for employees to get to know each other better over meals and recreational activities. In some instances, these events take the form of a family day, meaning that employees can also bring along their families.

// We provide our employees with free specialist medical care and medical diagnostics."



- **Founders of the company:** Mr. István Jankovits, Mrs. István Jankovits, Richárd Jankovits, Krisztina Jankovits
- **The company is run by:** Mr. István Jankovits, Mrs. István Jankovits, Richárd Jankovits, Krisztina Jankovits. Managing directors are István Jankovits and Richárd Jankovits
- **The company's values:** fairness, commitment, and innovation
- **Three biggest challenges in the upcoming years:** workforce training, developing managers, and improving corporate culture

About the Company



Medis is an international company that commercializes innovative therapies in Central and Eastern Europe. Founded in 1989, Medis today represents more than 60 global pharmaceutical companies, acting as their partner in the region's complex and fragmented markets, eliminating the need to establish local offices, even as a multinational company. Medis handles everything needed for full-service distribution – from regulatory affairs, market access, marketing and sales, medical support, quality assurance, pharmacovigilance and distribution.

Turning Points

- In 1989, Medis, a medical marketing company, was founded, its business idea being "to market medicines through information to medical professionals." The name reflects the vision: Medical Information Services.
- In 1991, the former Yugoslavia disintegrated. The once-unified Yugoslavian market collapsed overnight, and with all ties cut and supply routes interrupted, new paths and products had to be found. Medis proved to be able to adapt to the new geopolitical reality, and many international producers quickly recognized it for its integrity, expertise, and willingness to start supplying new markets.
- In 1993, the company signed its first major partnership with an internationally recognized German company, B. Braun.
- The first major successful partnership was followed by an agreement with Zyma of Switzerland (later Novartis) for prescription and non-prescription medicine.
- In 1995, the internationalization and diversification of Medis started. The company now operates in 18 Central and Eastern European countries, covering the region between the Baltic Sea and Bulgaria.



MEDIS



Great Employee Experience

Medis strives to ensure constant healthy growth of the business to create high-quality jobs that provide a stable income for 400 employees and a secure livelihood for their families. Additionally, the company aims to provide the best possible work environment for its employees by allowing a hybrid way of working and providing financial and psychosocial support.

In the race for the best employees on the market, Medis is aware of the importance of retaining key employees and talents. Reinforcing their commitment to the company is crucial, which is why Medis works with managers to recognize exceptional individuals. Medis also believes that solid succession plans contribute to the company's longevity, providing economic stability and job opportunities for generations to come.

Medis relies on local suppliers and service providers for various needs, which creates a network of interdependent local businesses that support each other and stimulate economic activity.

Offering Internships

Medis offers an internship program to graduate students that lasts several months, during which students rotate through various departments – be it regulatory affairs, market access, medical and quality assurance, or marketing – with experienced managers and experts by their side. This approach equips them with invaluable hands-on experience in the pharmaceutical and biotech industry, helping them to discover the field that best suits their interests and strengths. Students in the final years of their studies can also apply for a Medis scholarship.

Responsible Business

Medis wishes to create value for its stakeholders while striving for business excellence with a positive and sustainable impact. Employees play a key role in this, and the company promotes a sustainability mindset that is becoming ever more embedded in its daily work. The company's strength is its long-term, patient-oriented mindset.

As part of its commitment to environmental responsibility, Medis has implemented sustainable practices within its operations. This includes reducing its carbon footprint from energy consumption, minimizing and collecting different types of waste, and sourcing eco-friendly materials whenever possible.

Philanthropy

Since its establishment 34 years ago, Medis has actively fostered innovation, supporting startups and established companies seeking advice. As a member of Business Angels, a club of investors, it has backed several startups, some of which have achieved notable success.

The company's founder, Tone Strnad, is a philanthropist and an active supporter or creator of several social, cultural, or professional organizations, such as choirs, folk dance groups, and theaters. He has received the Ravnihar Award from the Association of Cultural Societies of Slovenia for his outstanding support of amateur culture and local community social life. He was also appointed as an honorary Academic Folklore Group France Marlot member.

Medis donates some of its profits to local non-profit organizations, including the Slovenian Red Cross, Slovenian Karitas, RED NOSES – Clown Doctors, and the Slovenian Association of Friends of Youth. As its standard practice, the company sponsors local cultural and sports events, such as Medis Choir, France Marlot Student Folk Dance Group, Folk Dance Group Cof, The Ljubljana City Theater, and many others. Additionally, Medis has donated several sculptures by the renowned Slovenian sculptor Jakov Brdar to Ljubljana.

Medis is committed to transparency in its social initiatives. It regularly showcases its contributions and impacts of its efforts on the company's website, social media, or in person, allowing its stakeholders to track the company's progress and hold it accountable.

Encouraging Innovation

In 1994, Medis established the Association of Representatives of the Pharmaceutical Industry of Slovenia. In 2021, the founder of the company, Tone Strnad, was awarded the Minařik Award, the most prestigious award for pharmacists in Slovenia, as a significant contributor to the science and organization of the Slovenian Pharmaceutical Society. The company's research team has developed two new non-prescription herbal medicines approved by the European Medicines Agency (EMA). Both products are distributed in several European countries.

Culture of Continuous Learning

Medis has created a culture of sharing ideas, concerns, and giving feedback. The company has implemented several communication paths and rewarded improvements and inventions on several levels of the organization. Medis also supports cross-functional collaboration and continuous learning. Therefore, the company invests in employee development and training programs to build their business skills and contribute to their personal development. 95% of the company's employees participate in at least one external educational program – an average of 50 hours of overall training per employee per year. Additionally, employees are awarded and recognized for their innovative contributions, achievements, and adaptability. This can include financial incentives, promotions, or acknowledgments in company-wide communications.

Supporting Breakthrough Research

Medis initiated the International Medis Award for Medical Research (IMA) to recognize the exceptional medical research conducted by doctors and pharmacists. The company's goal is to acknowledge their research efforts, given that these professionals often conduct research on top of their everyday clinical practice and patient care. To be eligible to enter the competition, participants must have published an original research article from a selected medical field in a highly ranked scientific publication. This annual contest – entering its tenth year in 2024 – is held in nine countries in Central and Eastern Europe, covering nine medical fields. An independent international scientific committee evaluates the entries.



Maja Strnad Cestar, CEO

Employee-Centric Culture

Medis prioritizes open and transparent communication. Every employee's voice is heard, and the company encourages feedback, suggestions, and concerns, leading to original ideas and perspectives. To foster these values, the company conducts regular check-ins with its employees to understand their needs and concerns. Comments, proposals, and complaints can be submitted to the platform "Idejnica", and questions can be asked on the "Ask Anonymously" platform.

To strengthen employee relationships, Medis organizes regular team-building activities, picnics, and sports events for its employees. These promote collaboration, trust, and camaraderie among the team members.

Additionally, the company acknowledges its employees' achievements and milestones. This includes recognition programs, performance-based bonuses, and other incentives. Those who have worked for the company for a decade, two, or three, are financially rewarded, and are also given a painting or a sculpture by a well-known Slovenian artist.

// **We want to create value for our stakeholders while striving for business excellence with a positive and sustainable impact."**



Tone Strnad, founder and owner of Medis

- **The founder of the company:** Tone Strnad
- **The company is run by:**
 - Medis: Maja Strnad
 - Medis Group: Tone Strnad
- **The company's values:** knowledge, responsibility, teamwork
- **Three biggest challenges in the upcoming years:**
 - Environment: reducing CO₂ footprint, lower energy consumption
 - Society: building trust with patients and customers, giving back to society, fostering the potential of the company's employees
 - Governance: ethical and responsible decision-making, sustainable growth, creating high-quality jobs

About the Company



MK Group is the leading company in three areas of business: the agriculture and food industry, the tourism and real estate sector, and renewable energy sources. Over the past 40 years, MK Group has become one of the largest investment companies in Southeast Europe, expanding its business primarily in the Adria region with a focus on Serbia, Slovenia, Croatia, and Montenegro. In the year of the jubilee (four decades on the market), the company announced a new three-year investment cycle worth 16 billion EUR, with about a million allocated for social responsibility and 750,000 EUR to kindergartens in the Adria region.

Turning Points

- Introducing corporate governance, which marked the start of the transition from a small family business to a large corporation.
- Business expansion from agriculture to tourism, which started with the Hotel Grand Kopaonik acquisition and continued with cooperation with renowned world brands such as Kempinski and Sheraton.
- Renewable energy, which the MK Group invests in, is one of the most important business fields today.

So far, MK Group has three operating wind farms in Vojvodina and three more wind parks are being constructed. The annual production amounts to 210 GW of green energy, equivalent to supplying 50,000 households. The total planned investment level in all wind farms is 1,000,000,000 EUR.

- Entering the real estate field with the primary goal of developing and promoting tourist destinations.
- In 2018, Aleksandar Kostić succeeded his father, Miodrag Kostić, in leading the company.



MK GROUP



MK GROUP
One vision. Smart decisions.

Social Responsibility

Today, the company has more than 4,000 employees and collaborates with around 10,000 local subcontractors and suppliers, positively impacting the local economy and job market. Simultaneously, MK Group supports local communities through different kinds of donations and CSR projects. The company dedicates 1,000,000 EUR to socially responsible causes every year. So far this year, MK Group has donated 750,000 EUR to kindergartens in the Adria region alone, and in 2022, the company allocated 700,000 EUR for medical equipment for maternity hospitals in the Adria region, aiming to support future mothers and increase the birth rate in Serbia and the region.

MK Group rests on the belief that employees are the foundation of business success and that the family is the foundation of society. The company has founded the so-called "Family Support" project, which financially rewards all employees who become parents. MK Group has supported more than 790 families in the past six years.

In the last five years, the company has implemented more than 500 socially responsible actions worth more than 5,000,000 EUR, intending to improve living conditions in its local communities. MK Group is especially dedicated to the development of society as a whole, and its actions aim to support children and youth, families, and education.

Rapport with Employees

MK Group pays great attention to internal communications and corporate culture. All business plans, company strategies, CSR activities, and projects are communicated with its employees so they can better understand the business process, feel onboard, and sense their contribution.

The company is trying to grow and evolve by creating an environment where personal and team potential is realized, with optimal management and responsible behavior.

Driving Progress

One of MK Group's central corporate values is constant development. The company encourages innovation among employees, as seen in the "Lunch Your Idea" project, where every employee can present an idea or a proposal to improve business processes or business in any segment. Every year, the company awards the best and most valuable ideas. In 2022, for example, an employee from MK Agriculture received an award for an idea regarding the digitalization of the irrigation process, which is about to be implemented. The idea implies an irrigation system that will be based on a scientific analysis of the soil condition, which will then show when it is necessary to start an irrigation system. Using this system, MK Group hopes to achieve the optimization of the irrigation process without wasting water.

MK Group is the leader of Serbian agriculture, and the country's biggest producer of green energy. The company also drives regional investment and is a pioneer in collaborating with higher education institutions, such as the Faculty of Electrical Engineering of the University of Belgrade, a top educational and scientific institution in electrical and software engineering and computer science in the country and the region. MK Group has partnered with the aforementioned faculty. This important non-commercial partnership will contribute to the educational, scientific, and technological progress of Serbia.

The main goal of the cooperation is to provide teachers and students with better conditions for their work and scientific research. This includes financial support for the the construction of the Palace of Science, a building with 19 research centers that the staff of the Faculty of Electrical Engineering will manage. Research from various scientific fields will be conducted on over 1,500 m² of exclusively laboratory space.



// In the last five years, we have implemented more than 500 socially responsible actions worth more than 5,000,000 EUR, intending to improve living conditions in our local communities."



Mihailo Janković, CEO

The founder of the company:

Miodrag Kostić, set up the vision of the company in 1983.

The company is run by:

- Aleksandar Kostić, vice president
- Board of Directors:
- Mihailo Janković, CEO
- Verica Teofilović, CFO
- Jovan Purar, Chief Legal Officer
- Aleksandra Stojanović, Corporate Affairs Director
- Dejan Cupać, Chief Technology Officer

The company's values:

- Excellence
- Empowered People
- Ongoing Development
- Synergy

Three biggest challenges in the upcoming years:

- Securing qualified workforce
- Straightening predictive capabilities in a fast-changing environment
- Standardization of non-financial reporting due to lack of clear regulation



ORBICO

ORBICO

About the Company



Orbico is the leading distributor for many globally-known brands, ranging from beauty care products to food, technical, and electrical appliances, pharmaceuticals, toys, textiles, cigarettes, and motor oil products. The company was founded in 1987, and offers complete and comprehensive business solutions for sales and distribution, logistics services, marketing, and brand management. Orbico believes that people are power, and lists teamwork and strong, supportive people relations among its strengths and advantages. The company is currently present in 20 different countries between the Baltic Sea and the Black Sea, employing around 8,000 people.

Transforming the Future

Orbico constantly strives for growth and development, following the Group's strategy in all the countries it operates in. The company lists mergers and acquisitions as its first turning point since continuing to grow and acquire new businesses is one of its development objectives.

The digitalization, creation, and launch of successful electronic business-to-business platforms is a process that has already begun in some bigger countries where Orbico operates and will continue to evolve over the following years. The company aims to build new logistics and modern, large-scale centers. It has already established such bases, which are among the largest in Eastern Europe, and its current project in Croatia aims to become the largest distribution center in the Group.

Automation, an integral part of the company's transition, has already been successfully implemented in some countries. Automation is the company's future, and thus, Orbico aims to become the distributor of the future.

Besides mergers and acquisitions, digitalization, and automation, the Group also focuses on human resources. In parallel with its expansion and business development, Orbico is building robust HR programs and strategies to offer more jobs, provide safe working conditions, development opportunities for the staff, top-level training, and better benefits.



Impact on the Local Economy

Orbico keeps investing in its development, particularly the individual operations in its markets. By building new logistics centers, creating new jobs, and investing in the local economy, Orbico partners with local service providers, which forms a circle of long-term sustainable business relationships. This provides stability and a secure future for the company's employees, supporting and contributing to sustainable economic growth.

Long-Term vision

The family behind the company has always been actively involved in the business, which sets an example for its employees and shows them that they are supported. Such practices motivate staff members and ensure they work in a peaceful and healthy work environment. The owner has recently written a book in which he shares his extensive life experiences and reveals the story behind Orbico and its establishment. In the book, he recounts inspiring stories about meeting different people and partners over the years, his family's history, and his hobbies. It has been translated into Croatian and Bulgarian, and will be translated into Romanian next year.

The company always strives to keep up with innovation and the changing reality, developing new technologies and programs that follow the highest quality and security standards. This ensures that the company is adaptable and not afraid of change but in step with it. All supply departments in Orbico's core countries operate warehousing and transportation with advanced technology – pick-to-light, transportation management system, pick-by-voice, pick-to-cart, supply business intelligence (BI), vertical lift machines, and autonomous mobile robots, just to name a few.

Commitment to Social Responsibility

As a family-owned company, people are its greatest asset. Orbico is based on values that drive its work, such as We have a passion for success, We believe in people, and We are attuned to change. To remind themselves of their principles, Orbico holds a "Value Day," whose purpose is to foster relationships. The company also holds an annual "Best Idea" competition, where all its employees from all countries share their business suggestions to encourage best business practices.

Orbico is developing business solutions to improve its footprint, building a robust ESG strategy for the upcoming decades, and creating supporting initiatives that protect the environment, such as planting trees, annual clean-ups of polluted cities, keeping endangered bees, as well as using biodegradable bags, made of potato consistency. Orbico has recently purchased a business that produces eco-friendly promotional materials that follow green standards. In 2024, the company will undertake a project in all its markets aimed at planting trees.

Giving Back to the Community

In recent years, Orbico has taken steps towards social responsibility and environmental protection. It has implemented dozens of internal and external successful campaigns that aim to continue developing and growing in all countries. Orbico's internal initiatives focus on developing employees with the company's internal educational programs.

Additionally, the company has supported the local community with donations to the areas affected by the recent earthquakes in Croatia and Turkey and has donated – materially and with product donations – to homes for children deprived of parental care. In line with its green strategy, the company has launched a recycling initiative that is mindful of the environment.

With these socially responsible practices, Orbico wishes to set an example for other big companies.

Setting Personal Example

Orbico maintains a harmonious work environment, fosters strong relationships among employees, and creates a sense of belonging and purpose through the personal example the family sets. Employees are given the opportunity to develop new skills, gain experience, and grow within the company, both locally and at the Group level. As an international company, the continuous exchange of information and the sharing of the best practices and experiences between countries is an advantage and a benefit.

The company will continue to drive positive change and contribute to improving society and the environment in years to come by following its business strategy and the sustainable green strategy that has been set for the next decade for the entire Group. The company will also continue to grow and open new businesses, markets, and logistics bases that will positively impact its human resources by creating new jobs and partnerships with new suppliers. Orbico believes it has many more internal and external good causes and initiatives ahead of them that will set an example for all of us.

“ Our values remind us daily what they are and what they aspire to. This is in the DNA of the Orbico Group.”



The founder of the company:

Branko Roglic

The company is run by:

Supervisory board:

- Supervisory board: Branko Roglic, President; Stjepan Roglic, VP; Josip Roglic, VP; Vjekica Roglic, member; Maja Roglic, member

- Management Board: Jurij Trsan, CEO; Alexandrina Marinova, CBO FMCG & Special categories; Eddy Malky, CBO BSS; Romina Oreskovic, CFO; Ivanka Ivanova, COO

The company's values:

- We trust in people
- We have passion for winning
- We encourage ownership approach
- We act with honesty and integrity
- We show respect for all individuals
- We highly esteem personal mastery
- We are attuned to changes

Three biggest challenges in the upcoming years:

- To build and pursue a sustainable ESG strategy
- To minimize carbon emissions
- To implement green processes in the company's operations

About the Company



Jure Remškar, CEO (left side)

Smart Com is a leading company in information and communications technology (ICT) solutions. With a team of highly trained professionals, state-of-the-art information technology, and more than 30 years of experience, it develops solutions and services to address technological and business requirements in the ICT field. The company is committed to business excellence, professionalism, continuous learning, and creating a better future and positive impact on the broader social and natural environment in which it operates. The company was founded by Filip Remškar, Sr. in 1990, and the story of a successful family company further continues.

Turning Points

- Zdenka Remškar, Filip Remškar's wife, joined the company, adding her expertise in project management and process planning. This enduring tradition has been carried forward by their sons, Jure and Filip Jr., each shouldering responsibilities aligned with their distinct competencies.
- The decision to invest in market awareness of the benefits of a connected world, thus engaging with decision-makers and teaching system administrators about communication networks.
- The move from legacy networks to IP-MPLS (Internet Protocol Multi-Protocol Label Switching) technology stands out as a pivotal step in the product portfolio development.
- The choice to invest in network security and, subsequently, cyber security expertise.
- The decision to shift toward a service-centric organization, offering a suite of managed services.



Zdenka Remškar and Filip Remškar, Sr.

SMART COM

SMART
COM

Sparking Entrepreneurship & Inspiring Others

Driven by the founder's principles and market demands, Smart Com has greatly emphasized nurturing employees' education and continually enhancing their skills and professional knowledge. The company's educational program has contributed to the elevation of expertise in the network and cyber security field in Slovenia.

Smart Com's value of building an entrepreneurial environment led to the establishment of Slovenia's first in-house business incubator in 2004. Its objective was to cultivate in-house entrepreneurship, resulting in three spin-off companies operating in the IT sector, each with its own vision. Two of these include:

- Beenius, which was a technology leader in the field of interactive TV, serving as a media system interrogator and the developer of an innovative interactive TV platform. It was among the first companies to use Android as a base for its platform and set trends in the industry. This year, Beenius has sold its assets – its interactive TV platform – and now operates as an advisor company in the field of interactive TV.
- Optisis, which specializes in the field of fiber-to-the-home (FTTx) networks and positions itself as a system interrogator in this domain. Through its subsidiary in Austria, which was established more than 10 years ago, it also manages one of the first open broadband access networks built in Austria.

Another Smart Com notable project has been translating Simon Sinek's books about business leadership in Slovene. This endeavor reflects the company's dedication to championing the ideas put forth by each book. So far, Smart Com has orchestrated the translations of Sinek's *Start with Why: How Great Leaders Inspire Everyone to Take Action*, *The Infinite Game*, *Leaders Eat Last*, and *Together Is Better: A Little Book of Inspiration*, with "Together is Better" even adopted as the company's slogan.



Jure Remškar, CEO

Commitment to Responsible Business Conduct

Smart Com recognizes the obligation to contribute back what has been learned and earned. From the outset, sustainable development has been the company's core value. Like most family businesses, Smart Com embraces a perspective of longevity.

At the company's core there are three unwavering values that serve as guiding beacons for all its pursuits:

- Sustainable development transcends mere conceptualization. Instead, it is an unwavering commitment as the company strives to create a harmonious equilibrium between growth and environmental stewardship, ensuring a legacy for forthcoming generations.
- Having a positive workplace attitude and fueling it with energy and innovation. Smart Com believes in the power of optimism to propel it onward, fostering collaboration and igniting inventive solutions.
- Integrity is the cornerstone of all interactions within the company. Transparency and ethical conduct define ethos and operational practices. "Together is Better" is not just a slogan but serves as a testament to the achievements stemming from the unification of these guiding principles.

Smart Com identifies pressing sustainability challenges. As the company provides solutions that enable digitalization, it also recognizes its impact on the world. Thus, it partners with companies that assist in fulfilling its legal obligations and minimizing its environmental footprint.

Managing electronic waste generated by rapid technological advancements presents a pressing concern, as does nurturing a highly skilled workforce amidst a competitive landscape in a specialized field. Lastly, ensuring robust governance practices to comply with evolving data and cyber security regulations and maintaining transparency in a close-knit industry demands constant attention. Smart Com understands that it should lead by example, as there is still insufficient awareness in boardrooms about the importance of information security and resilience. Last year, the company decided to use the ISO 22301 framework for business continuity management, and it aims to obtain said certification in the first quarter of the next year. The company also addresses this issue through different channels as it disseminates its findings and industry best practices to individuals responsible for managing risks within organizations.

As the company tackles these challenges head-on, it remains dedicated to its vision while upholding its sustainability commitments.

Communication and Autonomy

There are two fundamental strategies that Smart Com pursues to attain continuous improvement:

- Effective communication is paramount. There is no threshold for over-communicating the company's vision and how it sees its employees' contribution to a common objective.
- Empowering its employees and granting them autonomy to act. This includes fostering a culture that accepts and learns from mistakes. This ongoing process not only facilitates organizational adaptation but also augments employee satisfaction.

Community Engagement

As a family-owned company rooted in its community, Smart Com upholds its values through social initiatives. Maintaining integrity, it supports local activities for fostering youth growth and skills. Embracing positivity, it hosts events that promote well-being and unity, while its sustainable development in-house projects exemplify the company's commitment to a greener future.

Positive Workplace Culture

Smart Com's foremost emphasis lies in nurturing its core values. Notably, it champions strong interpersonal relationships within the company, and this sentiment persists even among the company's former employees. Smart Com fosters such an environment through exemplary leadership and ensuring every voice is heard.

Embracing Change

The landscape that Smart Com operates in is becoming increasingly complex and rapidly changing. Regulatory bodies keep pace with these changes and implement legal norms and standards to mitigate business risks. Smart Com envisions evolution into a company that assists its customers in aligning with regulatory objectives by using IT to seamlessly achieve compliance with the ever-changing legal framework. The company believes that, in a modern organization, IT is the foundation for delivering value to its stakeholders. The IT infrastructure and its managers are the first line of defense, ensuring the business continuity of such an organization. Regulators are aware of the risks associated with information breaches, affecting not only the organization but also the stakeholders. Therefore, Smart Com is trying to regulate this field, beginning with critical infrastructure and also adding the ever-expanding list of organizations that are subject to these regulations. This complexity adds an extra challenge for management. With its services, Smart Com would like to assist companies and IT teams to address these challenges more easily and shift attention to its customers and their needs. Therefore, Smart Com offers services for organizational and process transition to adapt to the new reality created by regulators, and it also provides managed services that can ease the workload of IT teams.



Jure Remškar (left), Zdenka Remškar, Filip Remškar, Jr. (right)

// Companies guided by a long-term vision contribute and play a pivotal role in societal progress by setting an example of how business goals can be achieved by considering sustainable thinking."



Jure Remškar, CEO at Technology Conference Smart Com

The founder of the company:

Filip Remškar, Sr.

The company's values:

- Sustainable development
- Positive attitude
- Integrity

The company is run by:

Jure Remškar

Three biggest challenges in the upcoming years:

- Managing electronic waste
- Fostering a skilled workforce
- Ensuring governance practices to comply with the evolving data and cyber security regulations



About CIPE

The Center for International Private Enterprise (CIPE) is a non-profit international affiliate of the United States Chamber of Commerce and a core institute of the National Endowment for Democracy. Founded in 1983, CIPE's mission is to strengthen democracy around the globe through private enterprise and market-oriented reform, fulfilling our vision of a world where democracy delivers the freedom and opportunity for all to prosper. CIPE does this by partnering with local business associations, chambers of commerce, universities, think tanks, and advocacy groups to advance democratic and economic reforms worldwide. CIPE is headquartered in Washington, D.C. and currently has regional offices and representatives in more than a dozen countries, as well as a vast network of partners past and present. A wide range of donors directly support CIPE's work, and CIPE regularly collaborates with other international development and democracy organizations to carry out joint projects.



About AmCham Slovenia

AmCham Slovenia is one of Slovenia's largest and most active international business communities, uniting more than 400 Slovenian and international companies and striving to create a better business and living environment in Slovenia. The organization holds over 100 events yearly, connects more than 400 experts from various fields in seven committees, provides a platform to connect young and active individuals, and presents an entry point for Slovenian companies wanting to enter the US market. In 2019, it became the Secretariat of the AmChams in Europe, the umbrella organization linking the network of 49 AmChams in 47 countries across Europe and Eurasia.