



**SCALE YOUR IT,  
SOURCE  
NEW MARKETS!**

# ABOUT THE INTERNATIONAL DIGITAL DIALOGUES

The International Digital Dialogues promote internationally aligned digital policies through close cooperation between Germany and its partner countries. This creates reliable conditions for innovation, market access and cross-border digital business.

Germany conducts bilateral Digital Dialogues with strategic partner countries worldwide, including Brazil, Canada, Ghana, India, Indonesia, Israel, Japan, Kenya, Mexico, the Republic of Korea, Singapore and the United Kingdom. The dialogues bring together policy makers, businesses and academia to jointly address digital policy issues such as data governance, emerging technologies, digital government and the digital economy.

In practical collaboration formats, the International Digital Dialogues turn dialogue into concrete outcomes, such as policy recommendations and joint pilot projects. Participants also benefit from early insights into digital policy developments and direct exchange with public institutions.

On behalf of the German Federal Ministry for Digital Transformation and Government Modernisation (BMDS), GIZ supports cooperation activities by coordinating meetings and working groups, and serving as a central contact point for engagement. Further information is available at <https://digital-dialogues.net/en/>

# ABOUT THE DIGITAL TRANSFORMATION CENTER

The Digital Transformation Centre (DTC) Kenya has the overall objective to contribute to a more inclusive and greener Kenya by (i) expanding the Digital Economy, and (ii) Digital governance for a human-centred and sustainable digital transformation strengthened. It is commissioned by the European Union and the Federal Ministry for Economic Cooperation and Development (BMZ) under a Multi-Party Cooperation Agreement between GIZ, Estonian Centre for International Development (ESTDEV) and Expertise France (EF).

# ABOUT PARTNERS IN TRANSFORMATION

The Partners in Transformation Desks are regional hubs of the Agency for Business and Economic Development (AWE). They support companies that want to invest in emerging markets while creating a lasting positive impact.

From East Africa to Southeast Asia to the Western Balkans – the Partners in Transformation Desks connect German and European businesses with the right partners in politics, industry, and development cooperation on the ground. They offer tailored advice, access to funding and financing instruments of the Federal Ministry for Economic Cooperation and Development (BMZ), and direct links to local stakeholders.

With their strong regional presence and close ties to Germany's development cooperation structures, the Partners in Transformation Desks provide the foundation for innovative partnerships. They empower companies to build sustainable business models, strengthen local value chains, and unlock the markets of tomorrow.

# ABOUT THE DEVELOPPP PROJECT

With its develoPPP program, the German Federal Ministry for Economic Cooperation and Development (BMZ) promotes private-sector activities where entrepreneurial opportunities and development policy meet. Its core purpose is to foster public-private partnerships that deliver sustainable development outcomes while creating economic opportunities in developing and emerging markets. The programme supports diverse sectors by matching private sector investment with public funding and development expertise, with the aim of producing both business success and measurable development impact.

# ABOUT INVEST FOR JOBS

Under the Invest for Jobs brand, the German Federal Ministry for Economic Cooperation and Development (BMZ) has put together a package of measures to support German, European and African companies in investment activities that have a high impact on employment in Africa. The Special Initiative "Decent Work for a Just Transition" – the official title – offers comprehensive advice, contacts and financial support to overcome investment barriers. The development objective is to team up with companies to create good jobs and improve working conditions and social protection in the eight African partner countries (Côte d'Ivoire, Egypt, Ethiopia, Ghana, Morocco, Rwanda, Senegal and Tunisia). The Special Initiative is implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH among others. Further information is available at [www.invest-for-jobs.com](http://www.invest-for-jobs.com).

## **4th IR**

4th-IR is an international AI innovation company helping organisations build their virtual workforce – human teams working alongside AI agents. Through our enterprise platform Twynity (an AI-agent builder and marketplace) and our advisory expertise, we take clients from idea to deployment: spotting high-value use cases, building tailored solutions and ensuring regulatory alignment. Headquartered in Switzerland with a delivery hub in Accra, Ghana, we pair senior European strategy and architecture leads with top African tech talent through impact sourcing – delivering scalable, cost-effective AI, with proven results for banks, financial institutions and healthcare organisations across Europe. Our vision: Building the Virtual Workforce of the Future.

**Website:** [www.4th-ir.com](http://www.4th-ir.com)

**Country:** Switzerland (Luzern & Zug). Germany (Frankfurt), UK (London); delivery hub in Accra, Ghana.

**Service languages:** German and English (client-facing leads based in Switzerland and Germany), plus French. Delivery teams operate in English.

**Headcount (FTEs):** 50+ professionals globally.

### **Overview of our services:**

AI strategy & advisory (AI-readiness assessment, opportunity mapping, operating-model & governance design, roadmap & business case); design and build of AI agents and virtual assistants; enterprise AI platform (Twynity); RPA / intelligent automation; bespoke software, web and mobile development; nearshore / offshore delivery through impact sourcing.

### **Software solutions:**

Enterprise AI agents and virtual assistants, AI-agent builder and marketplace (Twynity), web and mobile applications, cloud solutions, data ingestion / analysis / visualisation, automation workflows, and KYC & compliance automation.

**Software technologies used:**

Python, machine learning, NLP and computer vision; large language models and generative AI; cloud (Azure/AWS); UiPath (RPA); modern web and mobile stacks (JavaScript/React); relational and vector databases.

**Certifications:**

GDPR-compliant delivery with a formal Information Security Policy in place.

**Years in business:**

AI-focused since 2016 (~10 years driving AI and digital transformation); reinforced in 2024 through the merger with Inngen and TrestleGroup.

**Track record:**

A decade of delivery for European clients across finance and healthcare – including an ticket analysis for a financial institution in Germany, a regulatory compliance chatbot for a German public-health organisation, and a healthcare-data platform for a hospital chain in the Netherlands. Offices in Germany, Switzerland and the UK; partners include UiPath and the LAC AI Hub.

**Contact:**

**Bernhard Janischowsky**, Chief Commercial Officer (CCO)

[b.janischowsky@4th-ir.com](mailto:b.janischowsky@4th-ir.com)

## Datamax

DataMax GmbH is an AI and Data Engineering consultancy headquartered in Munich, with a delivery center in Tirana. Founded simultaneously in Germany and Albania, the company serves clients in financial services, energy, and manufacturing helping them build end-to-end data and AI capabilities, from engineering foundations to production-grade Generative AI solutions. As an AWS Advanced Tier Partner with competencies in AI, GenAI and Data, DataMax brings both technical depth and business competency. DataMax has a team of under 15 experts across both locations.

**Website:** [www.datamax.ai](http://www.datamax.ai)

**Country:** Albania/Germany

**Service languages:** English, German

**Headcount (FTEs):** 10

**Years of in business:** 5 years

### **Overview of our services:**

AI custom development, Data Platform/Warehouse development

**Software solutions:** AI, Data, Cloud

**Software technologies used:** AI, GenAI, Python,

**Certifications:** ISO 27001:2025

### **Contact:**

**Bujar Bakiu**, Managing Director

[bujar@datamax.ai](mailto:bujar@datamax.ai)

## SSTM Egypt

Short description of the company: SSTM Egypt is an IoT and AIoT engineering company delivering customized connected-device solutions for industrial, healthcare, cold-chain, smart-infrastructure and environmental-monitoring applications. We design embedded hardware, firmware, wireless networks, cloud dashboards and data-driven services, taking projects from concept and rapid prototyping through pilot deployment and production. Our platforms support LoRa/LoRaWAN, BLE, Wi-Fi, cellular and Ethernet connectivity, with secure remote monitoring and over-the-air update capabilities.

**Website:** <https://sstm-eg.com>

**Service languages:** English, Arabic, German

**Headcount (FTEs):** 7

### **Overview of our services:**

IoT/AIoT consulting; embedded-system and PCB design; firmware development; wireless and edge-network integration; cloud/dashboard development; rapid prototyping; field deployment; testing

### **Software technologies used:**

Embedded C/C++, Python, MQTT, HTTP/REST, BLE, Wi-Fi, LoRa/LoRaWAN, NB-IoT/LTE/4G/5G, Ethernet, Linux, cloud APIs, OTA update and secure-device provisioning

**Certifications:** ISO 9001:2015ces

### **Track record:**

Experience serving multinational and regional organizations, including telecom, pharmaceutical, construction and industrial clients.

**Featured technology – IOTPi multi-radio IoT platform:** A modular platform combining BLE, Wi-Fi, LoRa, cellular and Ethernet connectivity for smart waste, cold-chain, environmental monitoring, asset tracking, access control and smart-campus applications. It supports remote dashboards, secure OTA updates, local storage and battery/solar operation.

### **Contact:**

**Dr. Amr T. Abdel-Hamid**, Founder & Managing Director

[amrtalaat@sstm-eg.com](mailto:amrtalaat@sstm-eg.com)

# Fruitful Solutions

Fruitful Solutions empowers manufacturers with AI-powered quality inspection and end-to-end traceability solutions. Leveraging advanced computer vision, machine learning, and real-time analytics, Fruitful automates defect detection, grading, sorting, and production monitoring with high accuracy and speed. Our platform enables manufacturers to reduce waste, improve product quality, enhance operational efficiency, and achieve full visibility across the production lifecycle. By transforming visual data into actionable insights, Fruitful helps businesses optimize processes, ensure compliance, and build smarter, more sustainable manufacturing operations.

**Website:** <https://fruitful.solutions/>

**Country:** Egypt, UAE, Qatar, Saudi Arabia

**Service languages:** Arabic, English, we can deliver German upon request

**Headcount (FTEs):** 10

## Overview of Our Services:

Fruitful Solutions provides AI-powered quality inspection, traceability, and industrial automation solutions for manufacturers. We specialize in Computer Vision, Artificial Intelligence, machine learning, industrial digitalization, smart manufacturing, and custom software development. Our services include intelligent quality control systems, production monitoring, defect detection, traceability platforms, predictive analytics, IoT integration, and end-to-end deployment of Industry 4.0 solutions tailored to manufacturing environments.

## Software Solutions:

- AI-powered Quality Inspection Systems
- Product Traceability & Supply Chain Visibility Platforms
- Manufacturing Execution & Production Monitoring Systems
- Computer Vision Applications
- Industrial IoT Solutions
- Web-Based Enterprise Applications
- Cloud-Based Manufacturing Platforms
- Real-Time Analytics & Dashboards
- Data Management & Reporting Systems
- Inventory & Asset Tracking Solutions
- Custom Mobile Applications
- Predictive Maintenance Solutions
- Digital Twin & Smart Factory Applications



**Software Technologies Used:**

- Artificial Intelligence (AI)
- Computer Vision
- Machine Learning & Deep Learning
- Generative AI & Vision–Language Models (VLMs)
- Edge AI Computing
- Industrial IoT (IIoT)
- Cloud Computing (AWS, Microsoft Azure, Google Cloud)
- Python
- C++
- JavaScript / TypeScript
- React & Next.js
- Node.js
- FastAPI
- TensorFlow
- PyTorch
- OpenCV
- PostgreSQL, MySQL & MongoDB
- Docker & Kubernetes
- REST APIs & Microservices
- Real-Time Data Processing & Analytics
- MLOps & AI Model Deployment
- RFID, Barcode & QR Code Traceability Technologies

**Years in Business:**

10 years building solutions in Artificial Intelligence, Computer Vision, software engineering, digital transformation, and industrial technology solutions.

**Track Record:** Our team has successfully delivered projects and technology solutions for over 30 clients across 10 countries spanning Europe, Asia, North America, Africa, and the Middle East. This international exposure has enabled us to understand diverse market requirements, industry standards, and operational challenges while delivering scalable, high-quality solutions to global organizations.

**Contact:**

**Rim Ghazal**, CGO

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## Jadeed Climate Tech (JADEED)

Jadeed is a Climate Tech/Green Tech startup that designs and manufactures innovative solutions aimed at reducing fuel consumption and CO<sub>2</sub> emissions. Its technologies include hydrogen cells that convert water into hydrogen/hydroxy gas and carbon-cleaning solutions. The company also provides consulting services to help businesses transition to more sustainable practices through customized sustainability solutions.

**Website:** [www.jadeedct.com](http://www.jadeedct.com)

**Service languages:** Arabic and English

**Headcount (FTEs):** Direct FTE (at Jadeed): 48 employees. Indirect (agents and suppliers employees): 500

### **Overview of our services:**

- Design and manufacture of climate-tech and green-tech products
- Hydrogen cell technology (Green Turbo)
- Fuel management and tracking systems (Wakood)
- Sustainability consulting services
- Customized solutions for reducing fuel consumption and emissions

### **Software solutions:**

- IoT-enabled monitoring and tracking application for Green Turbo devices
- Fuel management and tracking dashboard (Wakood)

### **Software technologies used:**

- IoT technologies
- AI technologies

### **Certifications:**

- ISO 9001
- ISO 14001
- ISO 45001
- NIS electricity safety certification
- NRC tests
- Ain Shams University testing/validation referenced in profile

**Years in business:**

Jadeed developed the first smart hydrogen cell worldwide Green Turbo. Which has been improved through 8 years of R&D.

**Track record:**

Exported to around 30 countries worldwide.

**International activities mentioned include:**

- Represented Egypt at COP28 UAE
- Joined KGAP+ accelerator (Japan)
- Joined Catalyst accelerator (UAE)
- Partnership in KSA

**Successful project/technology example:****Green Turbo hydrogen cell technology:**

- Reduces fuel consumption by up to 40%
- Reduces carbon emissions by up to 75%
- IoT-enabled monitoring and analytics
- Previous pilot achievements reported on 6,000 vehicles

**Contact:**

**Mohamed Amr, CMO**

[Mohamed.amr@jadeedct.com](mailto:Mohamed.amr@jadeedct.com)

# Makkook. AI

Makkook.AI develops optimization-native Decision Intelligence platforms that automatically optimize complex enterprise operations in real time. Its flagship platform, DIOS (Decision Intelligence Operating System), transforms enterprise data into executable operational decisions across manufacturing, supply chain, logistics and retail operations using mathematical optimization and AI-driven decision intelligence.

**Website:** [makkook.ai](https://makkook.ai)

**Service languages:** English, Arabic. German available via certified European delivery partners on request.

**Headcount (FTEs):** 20+ team members

## **Overview of our services:**

- Decision Intelligence platforms
- Mathematical optimization solutions
- Production optimization
- Supply chain optimization
- Logistics optimization
- Retail optimization
- Enterprise decision support systems
- Scenario simulation and optimization services

## **Software solutions:**

### **DIOS (Decision Intelligence Operating System) featuring:**

- Production planning
- Crew allocation
- Maintenance scheduling
- Inventory replenishment
- Route dispatch
- Procurement allocation
- Energy-aware operating plans
- Cash-flow-aware prioritization



### **Software technologies used:**

Explicitly mentioned:

- Optimization algorithms
- AI/Machine Learning
- Mathematical Optimization
- Python
- Pyomo
- Gurobi
- CPLEX
- ERP integration
- MES integration
- WMS integration
- TMS integration
- IoT integration
- SCADA integration

**Years in business:** 1 year for this company. 15 years before

**Track record:** Makkook AI is entering the European market through GITEX Europe 2026. Existing track record is regional with international stakeholders. Proven enterprise delivery, ready for European deployment.

**Successful project:** DIOS platform case studies include:

#### **Cement Manufacturing Optimization**

- Validated impact: USD 542K over 4 months
- Reduced energy cost by 8.8%
- Increased mill utilization by 11.2 points
- Reduced workforce overtime by 32%

#### **Glass Manufacturing Optimization**

- Validated impact: USD 620K over 4 months
- Planning cycle reduced from 8 hours to 3 minutes
- Increased on-time delivery from 85% to 94%

#### **Hypermarket Retail Optimization**

- Validated impact: USD 7.7M over 4 months
- Inventory cycle reduced by 39%
- Inventory turnover increased by 70%

### **Contact:**

**Mohamed Tobar**, Co-founder & COO

[toabr@makkook.ai](mailto:toabr@makkook.ai)



## Sky Express

Sky Express Montenegro is a specialized IT security company dedicated to delivering advanced cybersecurity solutions and protecting companies from digital threats. With a strong focus on reliability, innovation and long-term partnerships, the company supports businesses across various industries in safeguarding critical data. Their team of certified experts works closely with clients to identify risks, implement tailored protection strategies and ensure compliance with relevant industry standards and regulations.

**Website:** [www.sky-express.me](http://www.sky-express.me)

**Country:** Montenegro

**Service languages:** Montenegrin, English

**Headcount (FTEs):** 3

### Overview of our services:

Cyber security services, managed detection and response, dynamic application security testing, third party risk management, compliance services, OT security services

**Software solutions:** (cyber security software)

**Software technologies used:** SentinelOne Singularity, Halcyon, Phosphorus, ArticWolf, Onapsis

**Years of in business:** 6 years

### Track record:

Cybersecurity services provided to US Fund. We delivered a comprehensive Zscaler security transformation project for a U.S.-based fund, providing end-to-end services from initial assessment and solution design through deployment, integration, and ongoing support. Our team was responsible for planning the target security architecture, implementing and integrating Zscaler solutions within the client's existing IT environment, and ensuring a seamless transition to a cloud-based security model. Following deployment, we continued to provide operational support, optimization, and maintenance services to ensure the security platform remained effective, scalable, and aligned with the client's evolving business requirements.

### Contact:

**Andrej Nikitin**, Business Development Manager  
[andrej.nikitin@sky-express.me](mailto:andrej.nikitin@sky-express.me)

## Yelbridges

Yelbridges is a cybersecurity service provider whose mission is to build a secure digital future and create an economic bridge between Kenya and Europe by upscaling the security standards of institutions in the region. Founded in Nairobi with African and European roots, Yelbridges supports digitisation by enhancing digital trust, ensuring compliance, and securing systems – so you focus on doing your business, while we secure it. We offer tailored, high-quality services including Penetration Testing, Managed Security Services, Compliance as a service, and cybersecurity training.

**Website:** <http://www.yelbridges.com>

**Service languages:** English

**Headcount:** 15 Years in business: 7 years

### **Overview of services:**

Remote Penetration Testing, Managed Security Services, Information Security Management Standard (ISMS) as a service, Data Privacy Compliance Solution, Cybersecurity capacity building

**Software solution:** Data Privacy Manager and GRCHub

**Software technologies used:** Python, React Js

**Certifications:** IEC/ISO 27001

**Track record:** To date 3 international companies

### **Success story:**

We conducted a web and API penetration test for an insurance client that had previously been hit by ransomware. Using internally developed scripts to simulate attacker behavior, we identified critical issues such as exposed endpoints, broken authentication, and improper access controls. These findings helped the client close key security gaps, enforce stronger authentication, and better segment their environment – significantly reducing their risk of future compromise.

### **Contact:**

**Steve Mambo**, CEO

[steve.mambo@yelbridges.com](mailto:steve.mambo@yelbridges.com)

# SOFTWARE DEVELOPMENT SECTOR

## AmaliTech

AmaliTech is a global consulting and technology services provider, enabling businesses to scale their digital capabilities, accelerate innovation, and bridge critical tech talent gaps. With a team of over 500 professionals operating across Germany, the US, Ghana, and Rwanda, we blend the strategic insight of tier-one consulting expertise with the technical excellence of certified software engineers and data scientists to deliver digital solutions at globally competitive rates. Our services—spanning consulting, AI, data analytics, cloud transformation, cybersecurity, web & app development, and managed services—are tailored to meet the unique needs of our clients while ensuring smooth, real-time collaboration across global teams. As a social business, we reinvest our surplus into initiatives that advance skill-building and inclusion in the tech space in sub-Saharan Africa.

**Website:** <https://amalitech.com/>

**Country:** Ghana, Germany, Rwanda and United States

**Service languages:** English (German-speaking staff available)

**Headcount (FTEs):** 500+

### **Overview of our services:**

Our Global Tech Services Delivery take three forms: Consulting, Team Enhancement and End-to-End Product Delivery

### **Software solutions:**

Cloud Transformation, Web & App Development, Data Analytics, Artificial Intelligence, Cybersecurity, Managed Services

### **Software technologies used:**

Next.js, React, Angular, NestJS, Storyblok, Kotlin, Swift, Jetpack Compose, SwiftUI, Python, Apache Kafka, PostgreSQL, FME (Feature Manipulation Engine), AWS, Azure, CI/CD pipelines, Git.

### **Certifications:**

ISO 9001 – Quality Management System; ISO 27001 – Information Security Management; TISAX – Trusted Information Security Assessment Exchange (automotive industry standard)

**Years of business:** 2019

**Track record:**

We have been serving numerous clients across various industries including Telecommunications, Automotive, and Manufacturing since 2020.

**Success story:****• PROJECT 1:**

**Client:** Global telecommunications company, headquartered in Germany

**Project:** Automated Geospatial Data Pipeline & Fibre Rollout Planning System

**What we did:** AmaliTech designed and implemented a fully automated geospatial pipeline to replace a highly manual fibre rollout planning and cadastral data import process spanning all 16 German states.

**Results:** Reduced operational costs by the equivalent of 20 full-time employees; cut data import processing time from several months to a matter of days; eliminated manual errors across all deployment environments. The project's architecture was later showcased at an international geospatial conference in the US.

**• PROJECT 2:**

**Client:** Global German engineering and manufacturing company

**Project:** Global E-Commerce Platform & Product Configurator

**What we did:** AmaliTech rebuilt the client's industrial e-commerce platform, migrating content across 20+ international locales from a legacy CMS to a modern stack – while developing a self-service product configurator and instant cost calculation tool.

**Results:** Streamlined multilingual content management across 20+ global markets; transformed a manual sales configuration process into a seamless digital self-service experience. A reusable component library built by AmaliTech is now used across multiple client digital products.

**Contact:**

**Matthew Darkwa**, VP, Operations

[matthew.darkwa@amalitech.com](mailto:matthew.darkwa@amalitech.com)

# DigitSapiens

DigitSapiens is a dedicated software delivery center and product engineering partner, serving enterprise customers and startups in regulated sectors such as HealthTech, FinTech and GovTech. The company boasts a team of 70+ experts, 50+ projects, 30+ launched products, and delivery across 10+ countries. Core services cover managed delivery, custom product development, integration/migration, managed services, AI/ML, cloud-native software, system integration and CTO advisory.

**Website:** <https://digitsapiens.com/>

**Service languages:** English, German, Italian, French

**Headcount (FTEs):** 75

**Years in business:** Since April 2020

## Overview of our services:

Managed Delivery, Digital Transformation Services, ERP Solution Services, Security Operation Service, Farm Development & Project Implementation & AMS, Digital Workplace Service Desk L1-L2+L3, International Rollout Support, Application Operation Maintenance 24h, Infrastructure & Network Operation H24.

## Software solutions:

ERP, CRM, Web and Mobile Platforms, Agentic Frameworks, Data and AI, ML\LLM, BrainLearning, Cloud Infrastructure.



**Software technologies used:**

Full Stack (Java, .Net, Javascript, Python, PHP, Node.js, Nest.js, React)

**Certifications:** ISO27001

**Track record:**

More than 6 years' operating, with an international track record of customers served across Italy, The Netherlands, The UK, United States, Canada, Saudi Arabia, Israel and Germany.

• **Successful Testimonial Projects:**

AI-Powered Partner Discovery Platform

**Client:** German healthcare networking platform – Data & AI product line

**Challenge:** Needed to automate discovery and onboarding of compatible healthcare partners across the web. Manual research was slow and unscalable. Required intelligent search, data classification, CRM synchronization, and automated outreach.

**Solution:** Built a multi-agent AI system with web scraping and intelligent search  
Developed summarization and Business Model Canvas agents for profiling  
Integrated event-driven sync with client DB and HubSpot via message broker  
Created automated email outreach agent for partner onboarding  
Deployed containerized microservices with configurable AI model selection

**Contact:**

**Rubin Haxhiymeri**, Head of Growth and Products

[rubin@digitsapiens.com](mailto:rubin@digitsapiens.com)

# Elewa

Elewa is a ten-year-old IT agency, incorporated in Kenya and Belgium, on a mission to make Kenya one of the world's leading software hubs tackling complex problems for clients across the world. We deliver custom software development, Odoo ERP, and AI implementation- and adoption services to European startups and SMEs, effectively acting as a one-stop technical partner. We take the time to understand your business, your clients, and the challenges you face, then define, design, implement, and scale the right solution.

**Website:** <https://elewa.ke>

**Service languages:** English, French, Dutch

**Headcount (FTEs):** 22

**Years in business:** 10 years

## Overview of services:

### • Custom Software Solutions:

- Solution Design + Technical Architecture - EUR 9,000
- Fixed Scope MVP & Project Implementations - EUR 20,000 - 100,000
- Long-term IT staffing solutions from helpdesk to fully-fledged teams

### • Odoo ERP integration and customization

- 100h-200h support packs
- Large project implementation

### • AI

- Workflow development
- Skills/capabilities training
- AI adoption coaching
- AI orchestration, Prompt design, Vector Database, Data Engineering
- Odoo ERP systems
- OpenClaw, Hermes, Claude Cowork

## Software solution:

- Odoo Service Management Module
- Odoo MCP server
- Open-source Organizational AI harness <https://github.com/italanta/opencrane/>

## Software technologies used:

- Node, Typescript, .NET, Python, PHP,
- Kubernetes, Docker, Crossplane, Google Cloud, AWS,
- Technical Architecture, Product Design, Product Management, Startup technical bailouts

**Certifications:**

- Pursuing ISO 27001
- Odoo ERP Certification: 202

**Track record:**

- Goodless – Reusable cup technology using RFID technology. 100,000's of cups recycled and deposits refunded at major festivals in Belgium, Spain, Portugal, Hungary and more.
- SyndicYourself – Full-suite accounting & management suite for amateur property managers in Belgium who want to manage their own buildings rather than relying on expensive and hard-to-find managers. Over 1,000 apartment blocks under management.
- FirstHour – Automation of communication workflows during a crisis, allowing corporates to respond to a crisis in under one hour compared to 12 hours+.

**Success story:**

**Client/Context:** Single-use plastic cups generate hundreds of thousands of units of waste per festival weekend. Reusable cups cut per-use carbon threefold and lifecycle waste sixtyfold, and from January 2030, EU Regulation 2025/40 mandates the switch across all 27 Member States. Belgian cleantech company Goodless had the hardware and the commercial traction, but needed a technical partner capable of building a robust, real-time cloud platform to make the system work at scale. They chose Elewa.

**Solution:** Elewa designed and built the Good less platform end-to-end from Nairobi. RFID tags on each cup are scanned on eight different types of smart-mats on purchase and smart bins on return; Elewa's platform reconciles transactions in real time, automates refunds across seven open- or closed-loop payment platforms, and delivers live operator dash boards over cup flow, stock, and financials, meeting the reliability and compliance demands of large-scale European events of up to 150,000 visitors.

**Outcome:** The platform has been running commercially at football stadiums, large events and theme parks for over twelve months. Our client is currently scaling the solution rapidly across Belgium's large festivals, the Netherlands, Germany, Austria, Hungary, and Spain.

**Contact:**

**Lily Kisenga**, Head of Operations

[Lily@elewa.ke](mailto:Lily@elewa.ke)

General inbox: [contact@elewa.ke](mailto:contact@elewa.ke)

## hyretech shpk

Hyretech is a German-Albanian software development company specialized in near-shore software engineering services for European businesses. Since 2018, we have been helping companies accelerate their digital transformation through dedicated development teams, custom software solutions, mobile applications, cloud platforms, IoT systems, and e-commerce solutions. Combining German project management standards with Albania's highly skilled engineering talent, we provide cost-efficient, scalable, and long-term development partnerships for enterprises and SMEs across Europe.

Website: [www.hyretech.io](http://www.hyretech.io)

Service languages: German, English, Albanian

Headcount (FTEs): 40+

### **Overview of our services:**

- Nearshore Software Development
- Dedicated Development Teams
- Web & Mobile App Development
- Cloud Solutions
- IoT Platforms
- E-Commerce Solutions
- Software Maintenance & Support
- IT Consulting & Digital Transformation

### **Software solutions:**

Web Applications, Mobile Applications, Cloud Platforms, Databases, E-Commerce Systems, IoT Platforms, Enterprise Software, APIs & Integrations

### **Software technologies used:**

Microsoft Technologies (.NET, Azure), Java, PHP, Python, JavaScript/TypeScript, React, Angular, Vue.js, Flutter, Adobe Experience Manager, AWS, Docker, Kubernetes and modern cloud-native technologies

**Certifications:** ISO-certified processes

**Years in business:** 7+ years

**Track record/International experience:** Successful delivery of projects for leading European companies with cumulative project volumes exceeding EUR 5 million.

**Selected references:**

- Euronics International – 5 years
- Contenance GmbH – 5 years
- Malibu GmbH – 3 years
- MMS Telekom – 1 year
- Accelleron – 1 year

**Success story: example project**

Development and operation of large-scale e-commerce and digital platform solutions for international retail organizations, including integrations with ERP, CRM, logistics, payment, and customer engagement systems, serving thousands of end users across multiple countries.

**Contact:**

**Christian Dölker**, CoFounder & Managing Partner

[doelker@hyretech.io](mailto:doelker@hyretech.io)

## Nakama Tech

Nakama Tech Limited is a Nairobi-head quartered IT outsourcing operator providing European enterprise clients with access to a certified, cloud-native Kenyan technology workforce at 60–75% margin improvement on equivalent German resourcing. Clients carry no recruitment risk, no attrition burden, and are typically live within weeks (project dependent). Operating at GMT+3, Nakama Tech runs live across all European core hours with no async lag. European-based account management ensures no distance between client and delivery team. The compliance model is built for German and EU buyers: where data remains hosted on client infrastructure in Germany, no third-country transfer occurs and no additional contractual mechanism is required. Nakama Tech holds itself to a higher proof standard, and the results are documented. Active GDPR-compliant engagements live with two brands in the global SaaS, mobility technology, and intelligent transport systems sector.

**Website:** <https://www.nakama-tech.com>

**Service languages:** English, German, and French service delivery and documentation

**Headcount (FTEs):** ITO Delivery: 25 technical staff (10 senior, 10 mid-level, 5 junior)

**Years in business:** 4 years

### Overview of services:

- **ITO/Digital Services:**

Custom software development (end-to-end product delivery in Python, JavaScript, Node.js, React, Java, SQL), data engineering and analytics, DevOps and cloud services (AWS, Azure, GCP), QA and testing, IT support and managed services (Jira, Zendesk, ServiceNow-integrated), staff augmentation for European enterprise clients across software development, DevOps, Data & AI, and cybersecurity

- **Complementary BPO Capability:**

Where ITO engagements require integrated customer-facing or operational support including omnichannel technical helpdesk, shared services, and document management, Nakama Tech's BPO infrastructure provides a fully managed, certified extension of the same delivery environment.

### Software solution:

- Jira (incident and project management)
- GitHub (version control and CI/CD)
- ServiceNow (ITSM)
- Zendesk (technical support ticketing)
- Zoho CRM (account management)
- Hostcomm omnichannel platform available where integrated technical helpdesk delivery is required

**Software technologies used:**

Python, JavaScript/Node.js/React, SQL, Java, AWS/GCP/Azure, Linux/Docker/CI/CD, Data & AI/ML, Cybersecurity tooling

**Certifications:**

- ISO 9001:2015 – Certificate No. AMER15426. Valid to 05/01/2027
- ISO/IEC 27001:2022 – Certificate No. AMER15427. Valid to 05/01/2027
- GDPR (EU 2016/679) – Article 28 compliant. DPA in place with EU clients
- Kenya Data Protection Act 2019 – Registered with the Office of the Data Protection Commissioner (ODPC)
- HIPAA – Compliant for applicable healthcare sector engagements

**Track record:**

- Sectors: Automotive technology, SaaS, mobility technology, intelligent transport systems, telecommunications
- Delivery Footprint: Active ITO delivery into Germany
- KPIs: Zero critical vulnerabilities across independent penetration testing (February 2026). Zero data incidents recorded across active German enterprise engagements

**Success story:**

**Client / Context:** CarMediaLab GmbH is a Germany-based technology company delivering intelligent software solutions for electro mobility, charging management, and real-time vehicle telematics across European markets. Part of the init Group – a global leader in intelligent transport systems and public mobility technology – CarMediaLab required a scalable, GDPR-compliant delivery partner as growing operational demands began pulling engineering teams away from core R&D.

**Solution:** Nakama Tech embedded a dedicated managed services and software development team from Nairobi, integrated directly into CarMediaLab's existing technical infrastructure and tooling. Incident management, SLA-governed support operations, and software development resource ran in parallel enabling continuous improvement to internal systems while maintaining operational stability. GDPR Article 28 compliance maintained throughout. Languages: English, German, French. Coverage: 24/7.

**Outcome:** 40% reduction in operational costs within six months. 30% improvement in core engineering team availability – internal resource returned to full product and R&D focus. Zero downtime during client-critical operations.

**Contact:**

**Chris Hague**, Director of Partnerships and Marketing  
[chris.hague@nakama-tech.com](mailto:chris.hague@nakama-tech.com)

## Spectra

Spectra is a multidisciplinary company specializing in Sustainable Architecture, Engineering, Information Technology, Circular Economy, Education, and Professional Consultancy. Through innovative and energy-efficient solutions, we promote sustainable development, digitalization, and environmentally responsible practices. Our mission is to support the transition toward a greener and more competitive economy by empowering consumers, investors, businesses, and public institutions to adopt sustainable standards, reduce environmental impact, and contribute to long-term social and economic development.

**Website:** [www.spectra-ks.com](http://www.spectra-ks.com)

**Service languages:** Albanian, Turkish, English, German

**Headcount (FTEs):** 2 (Expert Pool: 20, Partners: 2)

### **Overview of our services:**

Software and web application development, digitalization solutions, IT consulting, BIM, engineering services, energy efficiency and sustainability consulting, environmental and circular economy projects, professional training/capacity building, research & development, project management, technical advisory services for public/private sector clients.

### **Software solutions:**

Tailored digital solutions including web/mobile applications, and project management systems designed to improve efficiency, transparency, and operational performance.

### **Software technologies used:**

Personalized Project Management Software, Microsoft

**Years in business:** 5 years

### **Contact:**

**Premisa Arapi**, Executive Director

[premisa.arapi@spectra-ks.com](mailto:premisa.arapi@spectra-ks.com) / [info@spectra-ks.com](mailto:info@spectra-ks.com)



# Turntabl

Turntabl is a leading software development consultancy based in Accra, Ghana. Guided by our core values of Teaching & Learning and Technical Excellence, we are committed to nurturing young talent, strengthening the local tech workforce, and creating secure, equitable job opportunities for software developers. All our technical employees undergo a rigorous 12-week training programme designed to equip them with the skills needed to thrive in the global fintech industry. Upon completion, they are fully prepared for deployment. At Turntabl, we provide global businesses with top-tier nearshore and offshore software engineering talent from Ghana. We specialise in delivering high-quality tech services to financial institutions and tech-driven companies worldwide. Turntabl's Offshore Development Center (ODC) has been ranked #1 in WestAfrica. As proud members of the global opensource community and the only FinOS partner in the region, contributing to FinOS Open Source projects and have won several prestigious FinOS hackathons, further solidifying our position as a leader in the tech industry.

**Website:** <https://turntabl.io>

**Service languages:** English

**Headcount (FTEs):** ITO Delivery: 77 Technical Staff (27 Junior, 20 Mid-Level, 21 Senior, 7 Eng. Team Leads, 2 Heads of Eng.)

**Years in business:** 6 years

## Overview of our services:

- Turnkey Software Engineering (End-to-End Product Delivery)
- Nearshore Software Development (Staff Augmentation and product delivery in UK/US/EU)
- Offshore Software Development (Staff Augmentation and product delivery in Ghana)
- DevOps and Cloud Engineering
- Quality Assurance
- Enterprise Data Engineering
- Generative AI and Machine Learning Solutions
- Research & Design

## Software technologies used:

Python, Javascript/TypeScript/Node, Java/Kotlin/Scala (SpringBoot), C#/.Net Core, Go, React/Angular,React Native, Dart/Flutter, PostgreSQL/SQL Server/Redis/Kafka/RabbitMq, Linux/Docker/Kubernetes, CI/CD, Gitlab/Github, AWS/Azure/RackSpace, AI/ML, Microsoft 365, Cisco Meraki

### **Track record:**

21 Clients (5 Africa, 16 Outside Africa)

- Sectors: Tier-1 Financial Services, Investment Banking/Management, Payments, social media, Retail Banking, Crypto, Construction, Entertainment, Sport
- Delivery Footprint: Active ITO Delivery in UK, US, EU, Canada, India, UAE, Ghana, Kenya, Uganda

### **Success Stories**

**Client/Context:** LP Dance is a dance-focused organization building a dedicated digital space for dancers, choreographers, instructors, crews, and dance enthusiasts. Mainstream social platforms were too broad for the specific needs of the dance community, where creators need better ways to showcase movement, build showreels, discover talent, connect with collaborators, and engage around dance-specific content. LP Dance required a niche mobile application that could support video-first discovery, creator profiles, social interaction, direct messaging, and future monetization while giving dancers a platform designed around their craft rather than general entertainment feeds

**Solution:** Turntabl designed and developed Leap Mobile, a video-first social dance application for iOS and Android. The platform combines a Flutter mobile app with a robust backend supporting authentication, user profiles, personalized feeds, chat, notifications, interactions, video uploads, showreels, admin moderation, and media processing. The app was built to support high-quality video playback, real-time communication, push notifications, secure authentication, scalable media storage, and multimodal user interactions across video, voice, image, and text

**Outcome:** Leap Mobile delivered LP Dance a dedicated platform for the dance community capable of supporting a user base of over a 1,000,000 users, enabling users to upload and watch high-quality 1080p dance videos, build showreels, discover creators, follow profiles, like, comment, share, and chat in real time and created a smooth discovery experience for dance content. Multimodal messaging allows users to communicate through multiple modes giving dancers and collaborators richer ways to connect around their work.

### **Contact:**

**Inusa Ibrahim**, Head of Business Operations & Engagements

[ibrahim@turntabl.io](mailto:ibrahim@turntabl.io)

# TECH SUPPORT SECTOR

## The Badger

The Badger is a wearable smart badge platform purpose-built for conferences, trade fairs, and corporate events. Combining BLE 5.1, Wi-Fi, a TFT color display, and one-touch contact exchange, it replaces paper name badges with intelligent networked hardware. The platform delivers real-time attendee analytics, synchronized sponsor advertising on wearable screens, and seamless digital networking. Organizers gain live engagement data; attendees exchange contacts instantly; sponsors reach audiences on-device. Protected by US Patent No. 10,198,034 (EU filing in progress) and recognized as the most-awarded event-tech startup in the Western Balkans, The Badger redefines the professional event experience.

**Website:** [thebadger.me](http://thebadger.me)

**Country:** Montenegro

**Years in business:** 5 years (founded 2021)

**Service languages:** English, Serbian/Montenegrin/Bosnian/Croatian

**Headcount (FTEs):** 3

**Ownership (nationality):** Montenegrin (100%)

### Overview of our services:

Smart wearable badge hardware & software platform; Event technology and digital identification; Real-time sponsor advertising via synchronized wearable screens; Digital contact exchange and attendee engagement; Live event analytics and post-event reporting dashboard

### Software solutions:

iOS and Android companion app; Cloud-based event management and analytics platform; OTA firmware management system; Real-time data processing dashboard; BLE-based proximity and contact-exchange engine

### Software technologies used:

BLE 5.1, Wi-Fi 802.11 (ESP32 embedded); Embedded C/C++ firmware; iOS/Android mobile development; Cloud backend (REST API); OTA firmware delivery; Real-time analytics



**Certifications:**

US Patent No. 10,198,034 (Wearable Smart Badge – granted); European Patent Application in progress; Winner of 5+ international innovation awards incl. Belgrade Venture Forum

**Track record:**

5+ paid commercial activations across Western Balkans and Southeast Europe, incl. RYCO Western Balkan Youth Forum 2026 (193 devices, Budva); Strategic international partnerships: CLDP (USA), Reinventage (Germany/UK); KPMG strategic advisory validated; WHU/confluentes independent market study

**Success story:**

RYCO Western Balkan Youth Forum 2026 – The Badger deployed 193 active smart badges (+50 reserve) at Hotel Avala, Budva, over 4 days for youth delegates from 6 Western Balkan countries. Devices provided real-time digital identity, one-touch networking, and post-event engagement analytics for organizers and sponsors.

**Contact:**

**Stefan Kaluđerović**, Business Development Manager  
[stefan@thebadger.me](mailto:stefan@thebadger.me)



## Clear Line LLC

We are a BPO company based in Kosovo. We serve mainly the German speaking and the European market. We deliver premium Call Center Services, scalable operations, and technical expertise. We grew from 5 to 50 people in 18 months and will double by the End of 2026.

**Website:** [www.clearline-cc.de](http://www.clearline-cc.de)

**Service languages:** German, English, Albanian, Serbian, Turkish

**Headcount (FTEs):** 45

### **Overview of our services:**

BPO (Business Process Outsourcing), Tech & Call Center Services

### **Software solutions:**

web & mobile applications, website development, software development, data management, logistics, hospitality & social adaptability platforms

### **Software technologies used:**

Microsoft, Jira, Hubspot, Vercel, Apify, Google Services ect.

### **Certifications:**

We are in certification process of ISO9011 & ISO27001, Google Certified Start-Up

**Years of in business:** 2 Years in business

### **Track record:**

We have +5000 SME Clients in Germany, we generated +650.000€ revenue in 2025.

### **Contact:**

**Xhevdet Dushica**, Chief Executive Officer

[Xhevdet.dushica@clearline-cc.de](mailto:Xhevdet.dushica@clearline-cc.de)



# MARKET INSIGHT SECTOR

## Global Careers Africa

Global Careers Africa (GCA) is a Pan-African workforce development company connecting Africa's tertiary-qualified skilled talent to international employment. We operate Worknation, a Pan-African talent assessment and management platform, delivering end-to-end services from candidate assessment and skills verification through to workforce readiness training and international Employer of Record placement. Our mission is to make African talent verified, employment-ready, and visible, to global employers – reducing the skills gap on both sides of the corridor.

**Website:** [www.globalcareers.africa](http://www.globalcareers.africa)

**Service languages:** English, Kiswahili

**Headcount (FTEs):** Kenya operations: 10–49 FT, GCA Group (all entities): 50–99 FT  
Years in business: Kenya entity registered: October 2024, GCA Group operating since: 2021

### Overview of services:

Digital talent assessment & skills verification (Kryterion proctored assessment network) • Candidate identity verification & NQF qualification confirmation • CareerBox 4-week workforce readiness training programme – BPO, digital, professional services • International Employer of Record (EOR) – cross-border employment and payroll • Pan-African recruitment & talent pipeline management • TVET & university Talent Acquisition Partner (TAP) programme • World Employment Confederation Talent Partner – 49 national recruitment federations globally • BPO workforce supply – Kenya, South Africa, Ethiopia, Rwanda, Ghana, Botswana, Egypt, Nigeria

### Software solution:

Worknation ([www.worknation.africa](http://www.worknation.africa)) – Pan-African talent marketplace; candidate assessment, training, and placement • Kryterion – proctored assessment and test centre network across East and Southern Africa

### Software technologies used:

- AWS cloud infrastructure (Nairobi region) – all candidate data hosted in-country
- Core stack: Python, Node.js, REST APIs, PostgreSQL

### Certifications:

**GCA credentials & compliance:** • GIZ DeveloPPP Certified Cooperation Partner (2026) • World Employment Confederation (WEC) Talent Partner • APSO/WEC ethical recruitment code compliance • POPIA & Kenya Data Protection Act 2019 – data residency Kenya & South Africa



**Service delivery infrastructure:** • ISO 9001 (Quality) • ISO 27001 (Information Security) • ISO 27701 (Privacy Information Management) • ISO 22301 (Business Continuity) • ISO 14001 (Environmental) • ISO 45001 (Occupational Health & Safety) • ISO 18295 (Customer Contact Centre Standard) • SOC 2 Type II attested • PCI DSS compliant & attested • HIPAA compliant

### **Track record:**

Notable Clients: United Airlines • Marriott Hotels and Resorts • AT&T • American Airlines • Netflix • Comcast

### **Success story:**

**Client/Context:** Flamingo Group International, a UK-headquartered global fresh-produce and horticulture business, set out to relocate its European back-office shared-services function to a single Kenya-based Centre of Excellence of approximately 250 roles. The objective was to consolidate finance, people, technical, commercial, ESG and IT support into a lower-cost, high-calibre Nairobi operation while protecting service quality and continuity for UK stakeholders.

**Solution Delivered:** GCA was engaged as Employer of Record to recruit, build, staff and run the foundation team for the Kenya Centre of Excellence, operating from CCI Global's Tatu City facility in Nairobi. GCA managed end-to-end recruitment and assessment, CareerBox workforce-readiness training, cross-border employment contracts, payroll, HR and on-site support across six workstreams – People, Finance, Technical, Commercial, ESG and IT. A weekly Flamingo-GCA governance cadence and a quarterly KPI review framework were established to manage performance, coaching and continuous improvement.

**Outcome:** Roles delivered across six work streams, with the team reaching in excess of 90% operational independence (“solo running”) within 6 weeks. HR and payroll ran with no salary delays or contracting issues; IT and help desk resolution stayed within SLA with no staff downtime; and no grievances or disciplinary cases were recorded. On the strength of this foundation, the partnership re-baselined its roadmap (February 2026) to scale the Kenya operation through 2027 toward a full Centre of Excellence covering the wider ~250-role back-office migration, with a Six Sigma process-optimisation pilot and higher-complexity role expansion as the next phases. Since then, Flamingo have hired Group Finance Director, Group Treasury and Head of Talent Development from Kenya – roles previously located at Flamingo's head office in London.

### **Contact:**

**Ross Stewart**, Founder & CEO

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and Development



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for Digital Transformation and  
Government Modernisation



**INTERNATIONAL  
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