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Welcome to the 2023 edition of the Bulgarian-Swiss Chamber of Commerce’ brochure. On behalf of the Managing Board of BSCC and the Secretariat of the Chamber and on behalf of BSCC’ valuable community of members, I would like to present our heartfelt thanks to H.E. Ambassador Raymund Furrer and the Deputy Chief of mission Mr. Rolf Ott for their support. Our sincere thanks, as well, to H.E. Radi Naidenov, Ambassador of Bulgaria in Bern, for the excellent cooperation throughout the years.

2023 is a year, during which business and society at large will need to navigate in stormy seas as a consequence of the war in Ukraine, which led to a humanitarian tragedy. The war created severe tensions in the global energy and food supply, as well as inflationary pressures and overall supply chain disruptions that influence negatively the day to day performance of the enterprises. These negative factors, put together, lead to the conclusion that a global recession crisis may be showing up on the horizon. Climate change is and will remain The Planet Issue and concrete collective action is long overdue in this direction.

Considering that human nature mobilizes itself in difficult times and not when everything is going well, one can conclude that the current complicated situation will trigger positive actions on all levels of science, government and business in the fields of innovation, transition towards clean energy economy, collective strengthening of the supply chains, complete isolation of current monopolies and swift achievement of Net 0 emissions. This is how a problem turns into an opportunity and it looks like we are heading towards a new industrial revolution.

Bulgaria is not an isolated island and will need to adapt to the global trends. BSCC will do its best to assist its valuable community of members to resist the negative effects of the current crisis and take advantage of the opportunities that will arise. On a different level, BSCC will continue its efforts, together with partner chambers in Bulgaria, to support all endeavors of the Bulgarian authorities in strengthening the rule of law and modernizing the healthcare system of the country.

Being socially responsible, in 2023 BSCC looks forward to be even more active in pursuing socially oriented activities, such as the successful introduction of the dual-track principles following the Swiss model in the Bulgarian vocational education system, the support of Roma minority integration, the promotion of the UN Global Compact and its cooperation with Transparency International on subjects such as business integrity, rule of law and fight against corruption.
ADDRESS BY THE SWISS AMBASSADOR TO BULGARIA

Dear Members of BSCC, dear Reader,

The World, and Europe in particular, face challenges in areas that are unacceptable or thought to been overcome. The last few years have been characterised by framework conditions that are in principle unfavourable for economic and business development. The COVID-19 and then the war in Ukraine with their negative effects as well as high inflation and rising energy costs have plunged us into stress, uncertainty and instability, a situation that the business community dislikes. Yet despite these adverse conditions, the Bulgarian economy has shown quite some resilience which is to its credit. For the year 2023 I would hope that a stable government can tackle both the very short term and the medium to long term challenges. In this regard, the adoption in June 2022 of a roadmap for Bulgaria’s accession process to the OECD is to be welcomed. Through this process, Bulgaria has to meet the organisation’s standards, best policies and best practices. On this path it can count on the expertise of the institution and its members, thus leading to the adoption of long-lasting reforms for the benefit of the economy and Bulgarians in general.

The Swiss Embassy in Bulgaria has been working throughout the last twelve months to strengthen bilateral relations, which are very good as the political consultations between the two countries, held in February 2023 in Sofia, attest. The consultations provided an opportunity to take stock of various bilateral, regional and international issues. The ratification by the Bulgarian Parliament of the Framework Agreement on the implementation of the Second Swiss Contribution for Bulgaria in December 2022 stands out. So does the successful development of INSAIT which started its first academic year with outstanding faculty and students. Switzerland and Bulgaria are thus committed to a partnership in various areas, including promoting economic growth, scientific excellence, social dialogue and reducing (youth) unemployment. In this context, the contribution to the strengthening of the development of the Dual Vocational Education and Training, as a continuation of the well-known DOMINO program, should be noted, as it addresses the challenge – the lack of qualified workforce – which also the companies I had the pleasure to visit regularly mentioned.

In this regard, I would like to thank my interlocutors of the companies for the time they devoted to me and my colleagues. I will continue to learn more about the activities of the firms in Bulgaria and the challenges they face and I will take the liberty to contact some of you. For my part, I confirm that the Embassy remains at your disposal to directly engage, e.g. organise a visit, hear and share views or implement joint projects. Of course, the Embassy and BSCC are fully aligned and complementary in serving the interests of the business community. I would like to thank the BSCC board and its members for their active, open and productive exchange and activities.

I close with an optimistic note. The challenges are numerous and multidimensional. However, I am convinced that the Bulgarian society – including the private companies – has the capacity and the skills to face them adequately. The Embassy will continue to contribute as much as it can.

H.E. Raymund Furrer
Ambassador of Switzerland in Bulgaria
Ladies and Gentlemen,

After the pandemic associated with CoVid-19, we expected a return to normal life socially and economically. In this moment of optimism, Europe and the world were confronted with Russia’s imperial invasion of Ukraine, carried out in complete violation of the norms of international law. Although climate change remains the number one challenge of this century, there has been a certain shift in the focus of efforts towards solving the many crises in the short term – energy, raw materials, etc.

Free trade and open markets are key factors of economic development, which is now, especially in Europe, suffering from war and sanctions. Added to the disrupted supply chains, the sharp rise in energy and commodity prices has caused rising inflation. The resulting crises have demonstrated, on the one hand, the close interdependence of the countries of Europe and, on the other, confirmed the urgent need for diversification in the supply of energy and raw materials and in the choice of production locations. The war in Ukraine has affected the security of the continent and living standards, but at the same time it has strengthened the solidarity and unity of our liberal democratic community.

In the past year, the Embassy in Bern, along with maintaining an active political dialogue, continued to support projects in the economic sphere, aimed at the future – cooperation in science, new technologies, digitalization, green economy. One of the important results of the bilateral cooperation is undoubtedly the Institute for Computer Science, Artificial Intelligence and Technology (INSAIT) opened last April at Sofia University in cooperation with ETH in Zurich and EPFL in Lausanne. Our efforts to establish an Institute of Innovative Medicine on the Swiss model are also continuing.

Following the signing and ratification of the Agreement on the Second Enlargement Contribution of Switzerland with our country, this year our efforts will be focused on specifying the projects in the Second Bulgarian-Swiss Cooperation Program, which I believe will contribute to the sustainability of the results achieved in the first program.

I would like to express my satisfaction with the cooperation of the Embassy with the Bulgarian-Swiss Chamber of Commerce (BSCC) in a number of joint initiatives to stimulate the development of the economic partnership between the two countries.

I am convinced that the liberal democracy established in Europe, our values and peace will overcome the imperialist aspirations to return the continent to the periods of hot and cold wars. I believe that 2023 will give us new opportunities to implement good projects for the benefit of the citizens and I would like to assure you again that the Embassy and BSCC will continue to be your good partners in this regard.

H.E. Mr. Radi Naidenov
Ambassador Extraordinary and Plenipotentiary of the Republic of Bulgaria to the Swiss Confederation and the Principality of Liechtenstein
Today’s medical knowledge, technology and data science offer an enormous promise: the right treatment for the right patient at the right time. If we work together, we can make this a reality for patients worldwide.

Personalised healthcare is possible.

www.roche.bg
BSCC strives to develop the economic relations between Bulgaria and the Swiss Confederation on a win-win basis by improving the level of skills and knowledge in Bulgaria using Swiss experience and know-how and increasing Bulgarian and Swiss companies’ competitiveness on the international markets.

BSCC promotes Swiss values in business relationships such as precision, quality, innovation and integrity.

BSCC maintains socially responsible business conduct and believes that in such a way the chamber contributes to a better society as a whole.

BSCC supports members, government, NGOs and other partner organizations in all initiatives striving to improve the investment climate and quality of life in Bulgaria and in the region.

The Chamber organizes regular events for its members, meetings with high ranking officials and maintains contacts with public institutions, similar organisations and private companies in both countries. The Secretariat of BSCC is always ready to provide information about the economies of Bulgaria and Switzerland in general or to produce any specific data upon requested.

As of 2016 BSCC is a participant in the UN Global Compact initiative /www.unglobalcompact.org/. Since 2020, BSCC is part of the Advisory Council on Business and Results for Children of UNICEF Bulgaria /www.unicef.org/ and since February 2022 a member of the Business Integrity Club of Transparency International Bulgaria /www.transparency.org/.

### BSCC Managing Board

- **Boni Bonev**  
  Chairman

- **Theodor Bojinov**  
  Vice-Chairman

- **Verka Alexieva**

- **Hannes Rosenmund**

- **Marcel Staub**

- **Reto Seiler**
<table>
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<tr>
<th>Services</th>
</tr>
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<tbody>
<tr>
<td><strong>Partner search</strong></td>
</tr>
<tr>
<td>Assistance in establishing contacts with potential business partners; identifying of specialists from specific fields of expertise. Accompanying at meetings and visits.</td>
</tr>
<tr>
<td><strong>Contacts with institutions and organisations</strong></td>
</tr>
<tr>
<td>Arrangement of meetings with central and local authorities, public institutions, etc.</td>
</tr>
<tr>
<td><strong>Market information</strong></td>
</tr>
<tr>
<td>Collection of general data about a certain product, trends, competition, distribution; assistance in performing market research.</td>
</tr>
<tr>
<td><strong>Visits to fairs, exhibitions, companies</strong></td>
</tr>
<tr>
<td>Assistance in the organisation of visits and business delegations to Bulgaria for Swiss companies and vice versa.</td>
</tr>
<tr>
<td><strong>Company research</strong></td>
</tr>
<tr>
<td>Collection of company information from company registers, public sources, partners, customers, etc.</td>
</tr>
<tr>
<td><strong>Legal and financial advice</strong></td>
</tr>
<tr>
<td>Assistance with company registration in Bulgaria and Switzerland, financial and fiscal consulting</td>
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<tr>
<td><strong>Support for entering market</strong></td>
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<tr>
<td>“Temporary Office” – partial fulfillment of organizational tasks during first-time visits to Bulgaria for potential Swiss investors.</td>
</tr>
<tr>
<td><strong>Advocacy</strong></td>
</tr>
<tr>
<td>Assistance in protecting the legal interests of Chamber members in front of state institutions or other organizations in Bulgaria.</td>
</tr>
<tr>
<td><strong>Support in the Investment Certification in Bulgaria</strong></td>
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<tr>
<td>Support in the preparation of the certification documents (application, investment project etc.), contacts with the respective institutions.</td>
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<tr>
<td><strong>Evaluation of the Export Capacity</strong></td>
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<tr>
<td>Evaluation of the readiness of Bulgarian enterprises for successful export of production and services to Switzerland.</td>
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<tr>
<td><strong>Other administrative services</strong></td>
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<tr>
<td>Translation and legalisation; accompanying at meetings and business visits with interpretation. Other services not included above may be provided upon agreement.</td>
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</tbody>
</table>
Invest Bulgaria Agency considers the Bulgarian-Swiss Chamber of Commerce a reliable partner in promoting and attracting Swiss investment to the Bulgarian economy. Thanks to the joint efforts of both countries, several large Swiss companies with leading positions are operating on the Bulgarian market, having made significant investments in our country. This is a proof that our partnership can be successful if we have a common goal – to make Bulgaria a preferred investment destination.

www.investbg.government.bg

Digital Health and Innovations Cluster Bulgaria was created in November 2018 by 9 companies and 2 non-for-profit organizations and now the Cluster has already 50 members – IT, pharmaceutical companies and medical universities. DHI Cluster Bulgaria supports companies and organizations in the field of digital health and innovative healthcare solutions to build an expert digital health community in the sector and boost sustainability and efficiency in the system for patients, HCPs, entrepreneurs, society, institutions. Through the exchange of innovative practices and ideas among stakeholders (entrepreneurs, institutions, society), the community will provide the best technological solutions to improve the effectiveness of health services and socio-economic life in the country.

www.dhicluster.bg

Chamber of Commerce and Industry – Stara Zagora is a non-governmental organization of the regional businesses which aim is to support the economic development and to defend the employers’ interests in Stara Zagora region. The good partnership with BSCC is based on a multilateral cooperation during the past years. In such cooperation a business forum Promoting Business Partnerships with Switzerland was organized in Stara Zagora as a successful partnership platform for presenting useful practices, sharing experience and establishing contacts. The partnership during the Festival of Wine and Cultural Heritage Avgustiada and implementing the dual education under the project DOMINO was very successful too.

www.chambersz.com
Switzerland Global Enterprise has been commissioned by the Swiss government to gather export, location and import promotion under one roof. Switzerland Global Enterprise provides support to Swiss SMEs interested in exporting and links companies, experts and organisations around the world.

Since 2013, BSCC has been our Partner in Bulgaria. They provide on our behalf relevant market news to Swiss companies and help them to export successfully into Bulgaria. We believe that this fruitful cooperation will continue in the future.

KATALIN DREHER-HAJNAL
Senior Consultant Central Eastern Europe

The Swiss-Bulgarian Business Club was founded in May, 2015. Located in Zurich, the Club has three main objectives: to create networking opportunities between business people who have a particular interest in business relations between Switzerland and Bulgaria, to promote Bulgaria as a business location and to draw attention to the potential for economic relations between both countries. The Club is politically neutral and independent.

BSCC supported the idea of establishing the Swiss-Bulgarian Business Club in Zurich from the very beginning. Over the last years, our relationship to BSCC has developed into a solid partnership defined by a high level of mutual trust and by the ambition to realize joint business projects in the future.

ZHENI LUKS
Co-founder

The Chamber of Commerce Switzerland – Central Europe (SEC) is an independent, non-profit association that is focusing on improving the relationships between Switzerland and the 17 CEE countries in regards to business, science and society. Since 2004, the chamber from Zürich has had a long tradition of collaborating with BSCC to offer practical, tailor-made solutions for Swiss companies interested to do business in Bulgaria, and vice versa.

OLIVER BERTSCHINGER
President and Managing Director

www.s-ge.com

www.ch-bg.ch

www.cee.swiss
BSCC EVENTS

BSCC event “Meet the New Members”, Grand Hotel Sofia, January 2022

Joint event of Lufthansa Group and BSCC, Grand Hotel Millennium Sofia, March 2022

BSCC event to present the INSAIT Institute, Grand Hotel Sofia, April 2022

Twenty-second Regular Annual General Assembly of BSCC, Grand Hotel Sofia, May 2022

BSCC Annual Partnership Forum, LEM Bulgaria, Sofia, June 2022
BSCC Extraordinary GA and presentations of new members, Grand Hotel Millennium Sofia, October 2022

Late Summer Wine & Dine joint event of BSCC and the German-Bulgarian Chamber of Industry and Commerce, Sofia, September 2022

BSCC Special event with guest of honor Mr. Lasse Melgaard-World Bank, Grand Hotel Sofia, November 2022

BSCC Traditional Christmas Charity Party, Carussel Club, Sofia, December 2022
In 2022 BSCC focused on maintaining its own activities and seeking all innovative opportunities to promote and support trade and economic relations between Switzerland and Bulgaria and also to represent and protect the economic interests of its members. Under conditions of pandemic restrictions and compromised supply chains, the Chamber continued its work to improve the quality of the workforce in the country and the conditions for doing business and in the same time to present Bulgaria as an excellent opportunity for Swiss companies to find new suppliers or production sites in Europe.

BSCC offers a wide range of services where members can benefit from preferential conditions. The BSCC Partnership platform, which now contains a database of about 100 Bulgarian companies from different branches, reliable for cooperation with Swiss companies, is regularly updated and expanded.

In June 2022, the traditional Annual Partnership Forum of the Bulgarian-Swiss Chamber of Commerce (BSCC) was held at LEM Bulgaria (a BSCC member). The Forum aims to stimulate the establishment and development of business relations between Bulgarian and Swiss companies. The Forum has become a traditional annual meeting of members and partners of BSCC for the presentation of useful practices, exchange of experience, building partnerships and establishing contacts.

The Forum brought together, along with BSCC members, companies that are included in the BSCC Partnership Platform and companies participating in the dual education in Bulgaria based on the Swiss model (DOMINO project). A new edition of the BSCC Annual Partnership Forum will be held in June 2023.

In 2019 BSCC has been officially mandated by the Ministry of Education and Science to support the work of the Consultative Council on Vocational Education and Training (CCVET) to the Minister. Thanks to its work, the Chamber has been recognized as an important facilitator and partner in the process of introduction of the dual education in Bulgaria based on the Swiss model. BSCC’ support to the Ministry of Education and Science will continue in 2023 and will hopefully expand under the Second Swiss-Bulgarian Cooperation Program, expected to start soon.

The Chamber maintains regular contacts with leading bilateral chambers of commerce in Bulgaria and participates in different joint initiatives in support of the business ecosystem in the country. Since 2021 BSCC joined efforts with two other bilateral chambers – AmCham and AHK, in support of its members from the Pharma and MedTech industries in a joint initiative for improving the Healthcare System in Bulgaria. The intention is this initiative to be further developed in 2023.

In its activity BSCC receives constant support from the Embassy of the Swiss Confederation in Sofia. BSCC successfully cooperates with the Bulgarian Embassy in Bern, as well.
125 COUNTRIES
22 000 LAWYERS

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MERGERS & ACQUISITIONS
ADMINISTRATIVE LAW & PUBLIC PROCUREMENT
TAXATION & LABOR
IT, MEDIA & TELECOMMUNICATIONS
GDPR

COMPETITION & ANTITRUST
ENERGY & RENEWABLES
LITIGATION & ARBITRATION
BANKING & FINANCE
TRADEMARDS, PATENTS & LICENSING
AML & CYBERSECURITY

Legal 500:
“Excellent knowledge of the law and local situation, hard-working, always accessible”
“We can always refer to their diverse and competent range of partners and associates for many different matters”

Chambers Europe:
“More western than others”
“One of the best in Bulgaria”
“Excellent - prompt, efficient and extremely knowledgeable of the local environment”

Chambers Global:
“Innovative and practical, entirely client & business oriented”

IFLR 1000:
“They are the best when it comes to advising investors, they know how the law works...”

e-mail: lawyers@penkov-markov.eu
www.penkov-markov.eu
telephone: (+359 2) 971 3935
INSAIT - Institute for Computer Science, Artificial Intelligence and Technology (INSAIT), located in Sofia, Bulgaria, is the first institute of its kind in Eastern Europe to offer world-class research conditions. INSAIT’s sole focus is on scientific excellence: conducting world-class research, attracting outstanding scientists, and training the next-generation of students and technology leaders.

INSAIT is created in partnership with Switzerland’s ETH Zurich and EPFL, two of the world’s best technical universities, and is closely advised and supervised by top academics from some of the most elite U.S. and European universities and research labs. It is financed by the Bulgarian government with an amount of 88 million USD over 10 years and is supported with over 15 million USD by Amazon Web Services, Google, DeepMind, SiteGround, and VMware.

INSAIT was launched on April 11, 2022, in Sofia, Bulgaria, and soon after INSAIT announced its world-class international graduate program. Following the academic model of top Western institutions, the program will take up to 5 years, with accepted students receiving a fellowship of 36,000 EUR per year, and work under the supervision of top professors from leading U.S. and Swiss universities such as CMU, EPFL, ETH Zurich, MIT, and Yale. The first PhDs starting at INSAIT come from some of world’s best universities (CMU, Oxford, Edinburgh, and others). The ambitious ten-year plan for INSAIT includes expanding its research groups to 250 active researchers in pursuit of world-class Ph.D. and Postdoctoral programs while hiring world-renowned professors and scientists in the field of computer science, artificial intelligence, robotics and other areas as faculty members.

Importantly, in August 2022, INSAIT announced that Prof. Luc Van Gool, a world-leading professor in machine learning and computer vision is joining INSAIT as a faculty member. His arrival will help INSAIT establish itself as a world-class AI destination.

In late September and early October, INSAIT welcomed world-renowned scientists in the field of computing and artificial intelligence at a two-day conference in the John Atanasov Hall, Sofia Tech Park, Sofia, Bulgaria. The conference theme was on Emerging Trends in AI and Computing Research, and its aim was to present the latest and most exciting research advances. Speakers included top researchers from Google, Waymo, AWS, MIT, ETH Zurich, EPFL, Max-Planck, and Yale who are also PhD advisers in the INSAIT doctoral program.

The Bulgarian Swiss Chamber of Commerce (BSCC), together with the Embassy of the Swiss Confederation in Sofia assists INSAIT in presenting this project of highest importance for Bulgaria and the region before the Swiss community and high-quality business organizations and NGOs in Bulgaria and abroad.

More on INSAIT at: https://insait.ai/
Each Step We Care
The Business Integrity Club, established by Transparency International-Bulgaria 2 years ago, with BSCC being one of the founders, continues its work towards spreading the ideas of modern-thinking organizations that see the benefits of transparent and fair business led by the principles of integrity. The Club is proud to have BSCC onboard, having in mind the values and ethics that define the chamber and its participation in it is a natural continuation of a long-standing trend. The club attracted new members last year striving to work for achieving its goals. In addition to regular meetings, recently the club hosted an Open Doors event which attracted representatives of companies, financial institutions, public administration, and consultants. During the event were presented good practices of integrity applied in companies in the UK and the negative consequences (both financial and reputational) that their absence would lead to. This has been part of TI’s work both on national and international level – being in a constructive dialogue with institutions, business and political formats.

The two organizations have been closely following up the implementation of the EU Directive for protection of whistleblowers into the national legislation, taking part in the discussions and appealing for simple yet effective approach in order to lighten the administrative burden for businesses and especially for local medium enterprises having no experience in the field. The benefits of whistleblowers protection are not really clear to all stakeholders which turned into a major difficulty in the process. Even though in the beginning of this year the Bulgarian Parliament accepted the Whistleblowers Law the process continues as there’s still a lot of work to be done before it goes into practice.

This is only the beginning, and the two organizations will continue their efforts for improving business climate in Bulgaria spreading the principles of fair competition and ethics.

Mr. Boni Bonev, Chairman, BSCC Managing Board receiving certificate for membership of the Bulgarian – Swiss Chamber of Commerce in the Business Integrity Club from Mr. Kalin Slavov, Executive Director, Transparency International – Bulgaria, February 2022, Sofia, Bulgaria
BULGARIA FACTS AND FIGURES

- Area: 110,997 sq. km
- Population: 6,519,789 (as of 07.09.2021)
- University degrees: 29.6% of population aged 25-64
- Native language: Bulgarian
- Foreign languages: 49.5% of population aged 25 and over use at least one foreign language; most common are English, German, French, Russian
- Religion: 64.7% are Eastern Orthodox (as of official census data from 2021)
- Government: Parliamentary democracy
- Currency: BGN pegged to the EUR at 1.95583:1
- Affiliations: EU, NATO, WTO

2022 Snapshot

- GDP (EUR bn): 84.4 flash estimates
- GDP growth (%): 3.8 flash estimates
- Economy (Value added by activity as a share of Total Value Added) Services = 63.0%; Industry = 27.9%; Construction = 3.4%; Agriculture = 5.7%
- Current Account (% of GDP): -0.3
- Net FDI (% of GDP): -2.2
- Unemployment (%): 4.3
- Inflation (%): 15.3

*Source: NSI, BNB, Eurostat

Long-term credit ratings:
- S&P: BBB Stable
- Moody’s: Baa1 Stable
- Fitch: BBB Positive

Doing business 2019 ranking (out of 190): 61

*Source: NSI, BNB, MF, World Bank

With the support of UniCredit Bulbank
### The lowest taxes in EU country comparison (%)

<table>
<thead>
<tr>
<th>Country</th>
<th>Corporate tax</th>
<th>Individual tax</th>
<th>Employer</th>
<th>Employee</th>
<th>VAT (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bulgaria</td>
<td>10</td>
<td>10</td>
<td>19.6</td>
<td>13.8</td>
<td>20</td>
</tr>
<tr>
<td>Serbia</td>
<td>15</td>
<td>10</td>
<td>16.7</td>
<td>19.9</td>
<td>20</td>
</tr>
<tr>
<td>Romania</td>
<td>16</td>
<td>10</td>
<td>2.3</td>
<td>35.0</td>
<td>19</td>
</tr>
<tr>
<td>Hungary</td>
<td>9</td>
<td>15</td>
<td>21.0</td>
<td>18.5</td>
<td>27</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>19</td>
<td>22</td>
<td>33.8</td>
<td>11.0</td>
<td>21</td>
</tr>
<tr>
<td>Poland</td>
<td>19</td>
<td>32</td>
<td>22.1</td>
<td>13.7</td>
<td>23</td>
</tr>
<tr>
<td>Turkey</td>
<td>23</td>
<td>40</td>
<td>20.5</td>
<td>14.0</td>
<td>18</td>
</tr>
<tr>
<td>Slovakia</td>
<td>21</td>
<td>25</td>
<td>35.2</td>
<td>13.4</td>
<td>20</td>
</tr>
<tr>
<td>UK</td>
<td>19</td>
<td>45</td>
<td>13.8</td>
<td>14.0</td>
<td>20</td>
</tr>
<tr>
<td>Italy</td>
<td>24</td>
<td>43</td>
<td>30.0</td>
<td>9.5</td>
<td>22</td>
</tr>
</tbody>
</table>

*Source: KPMG*

### Top major European cities of the future 2023 – FDI strategy

<table>
<thead>
<tr>
<th>Rank</th>
<th>City</th>
<th>Country</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Barcelona</td>
<td>Spain</td>
</tr>
<tr>
<td>2</td>
<td>Dublin</td>
<td>Ireland</td>
</tr>
<tr>
<td>3</td>
<td>Berlin</td>
<td>Germany</td>
</tr>
<tr>
<td>4</td>
<td>Munich</td>
<td>Germany</td>
</tr>
<tr>
<td>5</td>
<td>Milan</td>
<td>Italy</td>
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<tr>
<td>6</td>
<td>London</td>
<td>UK</td>
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<tr>
<td>7</td>
<td>Sofia</td>
<td>Bulgaria</td>
</tr>
<tr>
<td>8</td>
<td>Ankara</td>
<td>Turkey</td>
</tr>
</tbody>
</table>

*Source: www.fdiintelligence.com*
Enrolled students in Bulgaria by narrow field of education in AY 2021/2022 (number)

- Business and Administration: 36,383
- Engineering and Engineering Trades: 25,941
- Health: 30,161
- Social and Behavioural Sciences: 16,719
- Education: 26,352
- Information and Communication Technologies (ICTs): 12,441
- Humanities: 9,654
- Law: 8,058
- Architecture and Construction: 4,653
- Manufacturing and Processing: 3,052
- Journalism and Information: 2,226
- Biological and Related Sciences: 2,302
- Mathematics and Statistics: 754
- Other: 43,155

About 80,000 students are enrolled at universities in foreign countries, mostly Europe and the USA.

Source: National Statistical Institute

Average Government Debt (as % of GDP) 2022

Average Budget Deficit/Surplus (as % of GDP) 2022

*Source: NSI, MF

With the support of UniCredit Bulbank
Industrial production
(Index 2015=100)

Monthly unemployment rate
(% of labour force aged 15–74)
Annual inflation rate
(annual rate of change)

Registrations of new businesses
(Index 2015=100)

*Source: https://ec.europa.eu/eurostat/cache/recovery-dashboard/
LEM is a leading company in electrical measurements, engineering the best solutions for energy and mobility. Our team of 1,500 people in over 15 countries is passionate about transforming technology potential into powerful solutions. We develop and recruit the best talents globally, working at the forefront of megatrends such as renewable energy, mobility, automation and digitalization. With a Swiss heritage of precision, LEM delivers electronic components chosen by industry leaders to enable sustainable innovations that transform our world.

LEM Bulgaria: A Decade of Growth and Sustainability

LEM Bulgaria is a 100% subsidiary of LEM Holding SA. It was established in 2013 in Sofia with an aim to diversify and increase LEM’s production capacity in proximity to its European customers.

LEM Bulgaria is proud to celebrate its 10th anniversary with record annual results. Over the past decade, the company has achieved significant development in several key areas.

LEM Bulgaria has evolved from 0 to 440 employees in just 10 years. This growth and the dedication to helping society accelerate the transition to a sustainable future, resulted in 30 product families, and 18% of global LEM sales attributed to LEM Bulgaria products.

The company has achieved an impressive production output of 1 million pieces per month. This is a testament to the LEM Bulgaria’s commitment to quality and efficiency, and its ability to meet the needs of its customers around the world. And the company is further expanding its product applications, by launching the first production line for the Automotive business in Sofia in 2023.

This exciting new milestone represents a significant investment in the company’s capabilities and expertise in this important sector.

During the past years, LEM Bulgaria has been an incubator for young talents, a strong supporter of the dual education in Bulgaria, investing in training and development of students from the technical schools and Universities.

For some of them, the evolving R&D team of the company has become a cornerstone of their professional career.

Since 2022, the R&D function of LEM Bulgaria has been enlarging its scope of competencies by adding embedded software expertise. The team is situated in the brand-new office of the company, located in a modern administrative building downtown Sofia.

The company has further developed by establishing and providing Shared Services in several important functions: Finance, Information Systems & HR.

LEM Bulgaria is proud of its achievements over the last 10 years, and is excited about the future. With a dedicated team of professionals, a commitment to innovation, and a passion for excellence, LEM Bulgaria is well-positioned to continue its growth and success in the years to come.
Leading the world in electrical measurement, LEM engineers the best solutions for energy and mobility, ensuring that our customers’ systems are optimized, reliable and safe.
Nestle Bulgaria has been operating in Bulgaria since 1994. The factory and the administrative office in Nestlé Bulgaria has more than 1000 employees, 60% of whom are employed in the factory. 8% of the team is under 29 years of age, and the average length of service is more than 14 years.

Nestle Bulgaria is responsible for the sales and export of 791 products of the Nestlé brands, and is the market leader in 5 of the 7 product categories in the food and beverages sector, including – Soluble Coffee, Culinary Products, Dairy Products, Pet Food and Cereals.

At the Nestlé factory in Sofia, over 18,000 tons of chocolate products are produced annually, of which more than 94% are exported to 35+ countries around the world. Factory Sofia is one of the 5 competence centers for KitKat production at the continent. In 2021, the new production of Smarties® in Bulgaria was officially launched and this is the second international brand of the company that is produced at the Sofia Chocolate Factory. Now 87% of the factory’s production capacity is for KitKat and 15% for Smarties.

Over BGN 62 million are the investments of Nestlé Bulgaria in production on local level for the last 4 years, in expansions of molding lines, modernization and robotization of production, use of 100% recyclable packaging in Sofia Factory.

In 2022 we celebrate the 20th anniversary of “Made in Bulgaria KitKat”, the N1 brand on the Bulgarian chocolate dessert market with a 16% market share. Sustainable practices in KitKat production continue to be upgraded and for KitKat production Nestle Bulgaria use only 100% certified sustainable cocoa, 100% flour of Bulgarian origin for baking the crispy wafer crusts, 100% recyclable packaging, 100% green electricity, saving 188 liters of water every minute and reducing paper by over 200 tonnes over the past 6 years.

Nestlé Bulgaria follows its policy of corporate social responsibility dedicated to balanced and active lifestyle, youth employment and sustainable business development. In 2022 Nestle Bulgaria starts new socially responsible campaign Plant Actively, as part of Nestle global commitment to plant 200 mio trees by 2030 in the areas from which it sources raw materials. The company continues to expand the scope of Nestlé for Live Actively, as 75% of Bulgarians are familiar with the initiative. More than 70,000 children are reached by Nestlé’s educational program Healthier Kids.

In 2022, Nestlé Bulgaria won two awards in the prestigious contest for Corporate Donor of the Bulgarian Donor Forum. Nestle Bulgaria is biggest corporate donor in categories of the largest volume of non-financial donations with over BGN 513 000 and in most generous donor with donations of over BGN 550 000.
Nestlé Bulgaria celebrates 20 years of Made in Bulgaria KitKat. The experience and professionalism of more than 600 employees are behind the production of over 16 million tons or over 500 million bars of Bulgarian KitKat per year for 35 countries around the globe.

Nestlé is the largest food and beverage company in the world. The company is operating in 191 countries around the world.

Nestlé Bulgaria with donations over BGN 500 000 won two awards from the Bulgarian Donor Forum for Most Generous Donor and Donor with the Largest Volume of Non-Financial Donations.
Consulting services (legal, financial, management, HR, control, translation etc. (25)
ADECCO BULGARIA EOOD; ALPHA SELECT; BERATUNGS-UND ORGA-CONTROL (BG) EOOD; BODMERFISCHER LTD.; ATTORNEYS AT LAW; CHABRIER AVOCATS SA; CNW CREATIVE NEW WORLD GMBH/SARL; CTEAM LTD.; DJINGOV, GOUGINSKI, KYUCHUKOV AND VELICHKOV; DIMITROV & PARTNERS LAW FIRM; DIMITROV, PETROV & CO.; Ebury Bulgaria; ERNST & YOUNG BULGARIA EOOD; GEORGIEV, TODOROV AND CO.; GI GROUP; INDUSTRIECONSULT LTD.; IRON MOUNTAIN BULGARIA; MATTIG-LEVERCOM MANAGEMENT PARTNERS LTD.; NATIONAL IMPRESARIO NETWORK BULGARE; NRETIA HEALTH LTD.; PENEV LLP; PENOVO, MARKOV & PARTNERS INTERNATIONAL LAW FIRM; RUSKOVA AND PARTNERS LAW FIRM; SGS BULGARIA; SIMENSO LTD.; STANKOV, Todorov, Hinkov & Spasov ATTORNEYS-AT-LAW; UZUNOV CONSULTING SARL

Banks and insurance (2)
UNICREDIT BULBANK; ZBK BALKAN

Hotels and travel (3)
GRAND HOTEL SOFIA; GRAND HOTEL MULLENNIUM SOFIA; SOFIA HOTEL BALKAN

Food and beverage (2)
1 WEIN.CH (C.P.I. SWITZERLAND LTD); NESTLÉ BULGARIA

Machine building, metal working and plastics, electro engineering, electronics, biobased raw materials (21)
ABB BULGARIA EOOD; ALBA-KRAPF AG; ATE PLAST LTD.; ATM ELECTRONICS; BIB BIOBASED INDUSTRIES BULGARIA OOD; EMKA JSC; EWELLIX BULGARIA LTD.; HÄNY AG; HOVAL EOOD; HOWAG LTD.; LEM BULGARIA EOOD; METAL IN LTD.; MICRO VIEW ENDOSCOPIE OPTIK J.S.C.; MULTIVAC BULGARIA EOOD; NEW ENERGY CORPORATION LTD.; OSKAR RÜEGG BULGARIA EOOD; PALEMONTECH; REICHLE & DE-MASSARI BULGARIA PRODUCTION EOOD; TRELLEBORG SEALING SOLUTIONS BULGARIA EOOD; UNITED ORTHOPEDIC CORP. (EUROPE) LTD.; VAPTECH
Clothing and textiles (2)
BALKANTEX LTD.; TEXAID BULGARIA EOOD

Construction, architecture, real estate, facility management (6)
HOLCIM (BULGARIA) AD; GEOTECHMIN, MAI-GROUP LTD.; NEEMIA LTD.; SOFIA RENTAL LTD.; STROITELEN STANDART

Logistics and transportation (4)
GEBRÜDER WEISS; M&M MILITZER & MUECH BG CO. LTD.; NEOLOGISTICS LTD.; SWISS INTERNATIONAL AIR LINES

Trade and trade representation (15)
AXPO BULGARIA EAD; CAPPELEN BULGARIA GROUP; COPIMEX LTD.; GALIKA; MEDICAL TECHNICS ENGINEERING OOD; MET ENERGY TRADING BULGARIA; NOVARTIS BULGRIA EOOD.; PIFER LTD.; ROCHE BULGARIA; SIBEL LTD.; SIKA BULGARIA EOOD; SYCO-PHARMA LTD.; TEXIMP; TRISA LTD; WORKSPACE

IT, Business Process Outsourcing (BPO) & Creative Industries (17)
ACRONIS; ASEBO LTD.; BGO SOFTWARE; DREAMIX; E-GLOBE SOLUTIONS AG/SA; GARAIO BULGARIA OOD; GATEWAY ENGINEERING LTD.; GRAFIXOFT LTD.; MOVE DIGITAL SOFIA LTD.; MY SYNERGY LTD.; NAVTECH GROUP LTD.; NOSER BULGARIA; SAT HEALTH JSC; SKILLO; SQILLLINE BUSINESS SOLUTIONS OOD; SOFTGROUP; THEOREMUS

Culture, education, social activities (8)
ANGLO – AMERICAN SCHOOL OF SOFIA; BULGARIAN CURLING FEDERATION; JUNIOR ACHIEVEMENT BULGARIA; LEAN INSTITUTE BULGARIA; SOMMET EDUCATION SARL; SWISS EDUCATION GROUP; CEDAR FOUNDATION

Individuals (12)
BONI BONEV; DINKO HRISTOV; GENADI DISHEV; HANNES ROSENMUND; KRASIMIRA KADIEVA; MIGLENA MICHEVA; STANCHO STANCHEV; THEODOR BOJINOV; TSvetko STOIMENOV; VESSELKA VATCHeva; YVAN KOJOUHAROV; ZHENI LUKS
1WEIN.CH (C.P.I. SWITZERLAND LTD)

Established 2019, 1wein.ch has the main vision to put the Bulgarian Wine on the World Wine Map. We are focused on presenting the Top Boutique Wines of Bulgaria in Switzerland and further on the Asian Market.

For B2B clients, we operate in Switzerland and in Bulgaria:

We create outstanding Corporate Gifts for Companies and Entrepreneurs, who treasure their Employees, Partners and Clients. We can design and make your customized Label with Your LOGO and Message on it. We deliver great Wine for your Event and make it feels exceptional! We make your Teambuilding different, providing Wine Education and great Wine Tasting Experience for your Team. Thank you for choosing us! We are happy to bring you forward and grow together!

Zurich, Switzerland

Rumyana Genova  
sales@1wein.com  
www.1wein.ch

ABB BULGARIA EOOD

ABB offers a wide range of low and medium voltage products, charging stations, UPS, controllers, frequency drives, electric motors, robots and automation and process control products. ABB Bulgaria successfully participates in electrification projects in various market segments such as industry, buildings, electricity distribution network and infrastructure, as well as in specific projects related to automation and building functions. ABB is a leader in the production of AC and DC charging stations, with an established over 85% market share in Bulgaria for DC fast charging stations. ABB offers a growing range of products with digital communication capability, a prerequisite for building smart and connected electrical networks. The ABB Ability™ digital platform brings together ABB’s full portfolio of digital solutions in one place, consolidating ABB’s position as a leader in the digital transformation.

89 B Vitosha Blvd., Building A, Fl. 17  
1408 Sofia, Bulgaria

Maurizio Riva  
Country Holding Officer  
office@bg.abb.com  
www.abb.bg
ACRONIS BULGARIA

Acronis unifies data protection and cybersecurity to deliver integrated, automated cyber protection that solves the safety, accessibility, privacy, authenticity, and security (SAPAS) challenges of the modern digital world. With flexible deployment models that fit the demands of service providers and IT professionals, Acronis provides superior cyber protection for data, applications, and systems with innovative next-generation antivirus, backup, disaster recovery, and endpoint protection management solutions powered by AI. With advanced anti-malware powered by cutting-edge machine intelligence and blockchain based data authentication technologies, Acronis protects any environment – from cloud to hybrid to on premises – at a low and predictable cost.

Founded in Singapore in 2003 and incorporated in Switzerland in 2008, Acronis now has more than 2,000 employees and offices in 34 locations worldwide. Its solutions are trusted by more than 5.5 million home users and 500,000 companies, and top-tier professional sports teams. Acronis products are available through over 50,000 partners and service providers in over 150 countries and 26 languages.

G. M. Dimitrov Blvd., NV Tower  
1700 Sofia, Bulgaria

Silviya Petrova  
silviya.petrova@acronis.com  
www.acronis.com

ADECCO BULGARIA EOOD

Adecco Bulgaria is a leading workforce solutions company, offering temporary staffing, permanent placement and outsourcing across all sectors. The company is part of the global family of The Adecco Group and operates in Bulgaria since 2005. Every day, Adecco provides work to hundreds of people in our country and ensures the company partners have the talents and HR services they need to be successful and competitive. Adecco’s work has a direct positive impact on the lives of dozens of people and their families. From staffing to outsourcing to upskilling and workforce transformation, Adecco is making the future work for everyone.

1 Business Park Sofia Str., Building 4, Ground floor and 3rd floor, 1766 Sofia, Bulgaria

Konstantinos Milonas,  
Cluster Head Adecco Group Greece, Bulgaria & Romania

Sales.Bulgaria@adecco.com  
www.adeccobulgaria.com
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CH-9536 Schwarzenbach, Switzerland
+41 71 370 04 05

Irina Krapf  office@alba-krapf.ch  www.alba-krapf.ch

ALPHA SELECT

Alpha Select is an HR consulting company, specialized in Executive Search, tailor-made Management Selection and Business advisory services.

Our customers are leading international and domestic companies in various business segments. We execute challenging and exclusive recruitment mandates, searching for professionals, who have the capacity to ensure sustainable success for our clients.

Some of our strengths: 17+ years of local, regional and international experience; in-depth industry knowledge; widespread network of contacts to top candidates; compensation level information; multilingual service – English, German, French, Russian, Greek, Italian and Bulgarian.

1 A Banat Str., Fl. 4
1407 Sofia, Bulgaria
+359 2 422 55 55

Evgeniy Vassilev  e.vassilev@a-select.eu  www.a-select.eu
ANGLO – AMERICAN SCHOOL OF SOFIA

The Anglo-American School of Sofia is a Pre-K-12 international school, serving the educational needs of the Sofia community. Our mission is to engage, support, and prepare each student for today and tomorrow. Our core values are commitment, respect, and excellence. AAS is an International Baccalaureate (IB) World School, is accredited by the Council of International Schools (CIS), as well as the New England Association of Schools and Colleges (NEASC). Our graduates are accepted to, and attend, excellent universities around the world, including Cambridge, MIT, and Harvard. Beyond academics, AAS values and celebrates the arts, athletics, and service – offering over 50 extra-curricular activities and building an inclusive environment based on the principles of global citizenship. Each year AAS offers full scholarships to talented Bulgarian students.

1 Siyanie Str., Pancharevo
1137 Sofia, Bulgaria
+359 2 923 88 10, 11, 12

Asya Alexandrova
Maria Mihailova
frontdesk@aas-sofia.org
admissions@aas-sofia.org
www.aas-sofia.org

ASEBO LTD.

Asebo Ltd. was established in 2015, has an excellent team of IT specialists who work together in the field of software development and implementation of projects for government, financial sector, utilities and business for more than 10 years in Bulgaria and the region. The company employs 30 experts currently.

Asebo provides solutions and expertise in:

- Banking – ETL/DWH development, Cards and Payment, Loan origination, etc.;
- Logistics – Logistics process planning, Carrier integration, Process control and data analysis;
- Mobile Apps;
- Offshore development.

19, Yanko Sakazov Blvd., Office 1
1527 Sofia, Bulgaria
+359 888 799 191

Asen Boradjiev
aboradjiev@asebo.bg
www.asebo.bg
ATE PLAST LTD.
Ate Plast OOD is a leading Bulgarian manufacturer of flexible polyethylene films and packaging materials for the industry. We are 100% family-owned company, sell in 26 countries and serve more than 2000 customers yearly. For more than 25 years we are following the packaging leading trends and have developed innovative products, which guarantee efficiency, time and money saving solutions for your business. Our wide production range includes films and packaging materials for the food and beverage, construction, furniture, hygiene industry etc. We have monolayer and multilayer blown film extrusion lines, a wide variety of converting machines, flexo-printing up to 8 colours and lamination machines. As a responsible company it is important for us to offer to our customers different sustainable solutions making flexible packaging part of the circular economy.

14 B Kv. Industrialen 6000 Stara Zagora, Bulgaria  
+359 887 303 892

Teodora Zhelyazkova  
teodora@ateplast.eu  
www.ateplast.eu

AXPO BULGARIA EAD
Axpo Bulgaria was founded in October 2006 as a subsidiary of the Swiss AXPO Group, present in 28 countries and active on 38 European energy markets. Axpo Bulgaria holds licenses for power and gas trading in Bulgaria and countries in South East Europe. As of 2011 Axpo Bulgaria became the main Energy operations office of Axpo Solutions.

51 Cherni Vrah Blvd., Business Garden Office X, Build.1, Fl. 5 Lozenets, 1407 Sofia, Bulgaria  
+359 2 943 42 99  
+359 885 080 084

Milena Videnova,  
Managing Director  
milena.videnova@axpo.com  
www.axpo.com
ATM ELECTRONICS

ATM Electronics specializes in the manufacturing of PCB assemblies, electronic units, racks and “boxbuilding”. For over 15 years we have been supplying global leaders with high-quality goods in numerous sectors including industrial automation, transportation, healthcare and many more. Our focus is on medium to large orders, but our flexibility and production control allow us to realize orders of sizes anywhere from 5 pcs to 100,000 pcs.

We value each customer’s input greatly and constantly work with them in order to perfect the production process and provide them with a top-quality product.

89 Trayan Tanev Str.
1362 Sofia, Bulgaria

+359 2 9555 803
+359 888 510 810

Sergej Shardin
Managing Director

sergej.shardin@atm-el.bg
www.atm-el.com
BALKANTEX EAD
From fashion to workwear – since 1995 Balkantex is offering impeccable garments at attractive prices and short lead times to large customers. Our production department plans, leads, and supervises the manufacturing of all samples and goods. Prototypes are made in our atelier where constructors and sewers realize the design-ideas of our clients. Our own technicians draw patterns and cut plannings for production. Balkantex’ quality inspectors or, if required, independent auditors control the running and finished production in our network of more than 40 production sites on the Balkans for men’s and women’s wear, professional and functional clothing, and uniforms. Long-standing and reliable partnerships are an asset that helps us meet our customers’ high standards about prices, short-term delivery, fashion design and workmanship.

112 Charles Champeau Str. 1404 Sofia, Bulgaria  +359 2 861 14 00  +359 2 861 15 00
Marcel Staub  marcel.staub@balkantex.com  www.balkantex.com

BERATUNGS-UND ORGA-CONTROL (BG) EOOD
Founded in 1979 in Zug (Switzerland) the fiduciary office manages different international projects:

• Setting up companies and all fiduciary services;
• Private banking, gold and money exchange transactions network;
• Moving to Switzerland;
• Representation/ assignments abroad;
• International trading platform “Star Trade”.

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From fashion to workwear – we offer impeccable garments at attractive prices and short lead times to large customers.

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Manastirski Livadi
Charles Champeau Str. 112
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Phone: +359 (0) 2 861 14 00
welcome@balkantex.com
www.balkantex.com
BGO SOFTWARE LTD.

BGO Software – the digital health lab

BGO Software is one of few IT companies globally with total focus and commitment to healthcare software development that specializes in creating digital health solutions through premium IT services. With a team of experienced technical leaders, we are committed to delivering cutting-edge solutions that are tailored to meet the unique needs of each customer.

BGO’s mission is to speed up the global transition from analogue to digital health, and we can only achieve at the right scale, by helping our customers turn their ideas into reality. We have earned the privilege to be trusted partner for many of the world’s leading healthcare organizations & institutions.

BODMERFISCHER LTD. – ATTORNEYS AT LAW

BodmerFischer Ltd. (BFA) is a law firm located in Zurich, Switzerland. BFA covers all the areas of law of a general practice in national and international matters, such as corporate law, contracts, mergers & acquisitions, labour law, litigation and arbitration, torts, estate planning and estate law, construction law, criminal law etc.

BONI BONEV

Chairman, Managing Board of the Bulgarian-Swiss Chamber of Commerce. Member, Board of Directors of Nestle Bulgaria. Chairman of the Supervisory Board of VAPTECH. Voluntary work: Member, Board of Directors of The Anglo-American School in Sofia; Member, Honorary Board of Directors of New Symphony Orchestra; Chairman, Board of Directors of Junior Achievement – Bulgaria, among others.
North-Northwest Innovation Course –
BIB Bio-Based Industries also participates

It is wrong to define Northwestern Bulgaria as the poorest region in Europe. It would be better to describe it as the area with the greatest potential for development. We at BIB Bio-Based Industries Bulgaria OOD, with registered office located in the city of Vidin, want to be an engine of innovation. The core of our products is our Miscanthus plantation, covering an area of 110 hectares (the largest in Bulgaria). Elephant grass or Chinese reed is a fibrous plant suitable for an unlimited number of products: construction and insulation material, active carbon, chipboard and many others. BIB is currently producing pellets for both industry and households. We hope that in a period of two years we will be able to manufacture from this renewable raw material polypropylene granules made of natural fibers. In our facility in Rakovitsa, Vidin Region we also wish to accommodate companies producing plastic products reinforced with natural fibers from this environmentally valuable material. The injection molding of Polypropylene Natural Fibers (PP–NF) and Wood–Plastic Composites (WPC) are attractive alternatives to previously mass–produced petroleum–based plastics. New revenues are generated for regional farms through the cultivation of fibrous plants, including Miscanthus, Sylphia and industrial hemp. Our work is in line with the EU policy aimed at achieving climate neutrality and zero greenhouse gases by the year 2050.

BIB BIOBASED INDUSTRIES BULGARIA OOD
Production and trade with biobased raw materials.

3 Panonia Blvd.
3700 Vidin, Bulgaria
+359 883 337 355
www.bib-bg.eu

Juergen Eisele
eiselejuergen@gmx.de
BULGARIAN CURLING FEDERATION

The BCF was established in 2012 and has a licence from the Ministry of youth and sport. The BCF is recognised from Bulgarian Olympic Committee and from the World Curling Federation. Currently, 9 clubs are licensed by the BCF.

8 A Hristo Belchev Str.
1000 Sofia, Bulgaria

Reto Seiler
General Secretary
bulcurfed@gmail.com
www.curling.bg

+41 79 44 77 555
+359 89 44 77 555

CAPPELEN BULGARIA

From its establishment Cappelen Bulgaria has operated in Security Document Management, Technical support and Logistics services and has successfully developed into these three business areas:

Cappelen Bulgaria is a proven supplier of security documents, materials, machines and components for them, subsequently in high-tech equipment for identification and verification, as well as complete solutions for increasing data protection and security levels in the state, public and corporate sectors.

Technical Department provides hardware and software support of specialized equipment in the government and corporate sectors.

Furthermore Cappelen Bulgaria has his own logistics department, which offers a full range of logistics services in the field of warehousing and transport, including pharmaceutical, cosmetic and food products and e-Commerce goods, fulfilment with complete logistics solutions and has its own railway station.

Full company name: Cappelen Bulgaria Ltd.

2 Prof. Tsvetan Lazarov Blvd.
1574 Sofia, Bulgaria

Dr. Milko Mihov, Chairman of the Supervisory Board
Ralitza Mihova – Managing Director, Mariana Minkova – Managing Director

office.bg@cappelen-group.com
www.cappelen-group.com

+359 2 970 78 65
+359 2 970 78 61
CHABRIER AVOCATS SA

CHABRIER AVOCATS SA is a Geneva-based law firm and your go-to partners for legal matters in Switzerland. Since 2001, CHABRIER AVOCATS SA has built an enduring reputation for helping multinational and private clients overcome complex domestic and cross-jurisdictional issues. Our practice areas include international trading commodities and corporate matters, financial and commercial disputes and arbitration, employment and immigration. You shall be assisted by our team’s far-ranging capabilities, expertise and straightforward approach to examine your area of concern and recommend actionable solutions in French, English, German, Spanish, Italian, Arabic, Bulgarian and Thai. Members of our team have also basic knowledge of Russian.

40 Rue du Rhône PO Box 1363
1211 Geneva 1, Switzerland

+41 22 702 07 01
+41 22 702 07 00

Darina Herden
herden@chabrier.ch
www.chabrier.ch

CEDAR FOUNDATION

Changing lives

Cedar Foundation is a Bulgarian NGO established in 2005. Our mission is to provide better care for disadvantaged children and adults and support their integration into the community so that they can live a fair, full and dignified life. Our team consists of over 90 professionals who provide individual care for children deprived of parental care, children with intellectual and physical disabilities, young adults with disabilities, and families of people with disabilities. We support them, respect them and work to expand their access to quality education, social integration and professional realization. We strive to create a safe environment and home where they can learn, develop, play and care for each other. We encourage them to be independent, to explore their strengths and to actively participate in the life of the community.

We collaborate with the institutions and the communities to improve policies and attitudes towards disadvantaged people. We promote volunteering and we partner with corporate donors to develop a strong social responsibility culture in Bulgaria. Our belief is that true change is a result from the shared efforts of non-profit organizations, local governments and the private sector. We welcome companies who would partner with us to successfully implement their CSR activities and make a real change in the lives of the unprivileged.

69 Bulgaria Blvd., Infinity Tower
Fl. 4 1404 Sofia, Bulgaria

+359 2 441 43 45

Alexandrina Dimitrova
Executive Director
alexandrina@cedarfoundation.org
www.cedarfoundation.org
CNW CREATIVE NEW WORLD GMBH/SARL

CNW GmbH is a Swiss company which, within the framework of Switzerland’s cooperation with the European Union and the agreements with other partner countries, aimed at promoting professional and cultural exchanges, assists Swiss and foreign individuals and legal persons by offering them the following services:

- Education in Switzerland/Consultancy and assistance to young foreigners for their education and additional training in Switzerland
- Au-pair placement in Switzerland
- Employment services /Placement of Swiss and foreign professionals according to the needs of the Swiss labour market
- Placement of young professionals in compliance with the “Trainee agreements”
- Accompaniment of mobility projects supported by the “Swiss Programme for Erasmus+”
- Immigration services

Birchlistrasse 13
CH-8737 Gommiswald/St. Gallen, Switzerland

66 B Cherni Vrah Blvd.
1407 Sofia, Bulgaria

Ekaterina Frick
Managing Director

office@cnw-switzerland.ch
www.cnw-switzerland.ch

CONSULTING

+359 877 977 545
Birchlistrasse 13
CH-8737 Gommiswald/St. Gallen, Switzerland

+359 898 384 411
22 Pop Hariton Str.
5000 Veliko Tarnovo, Bulgaria

Bernard Becherraz
info@copimex.ch
www.copimex.ch

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We CTeam are a leading regional HR company with offices in Bulgaria and Romania. Our activities are: recruitment, leasing, payroll, background checking, trainings, we are representatives of Extended DISC.

CTeam is a partner in the project of Ivan and Andrey, Bulgaria Wants You, and we are a member of BNI PRO.

99 Evlogi and Hristo Georgiev Blvd., Fl. 4
1142 Sofia, Bulgaria

Atanas Pilatov Business Development Manager
atas.pilatov@cteam.bg
cteambulgaria.com

+359 888 040 988

DIMITROV & PARTNERS LAW FIRM

Since its foundation in 1993, Dimitrov and Partners Law Firm has been constantly developing and expanding its legal activities, to deserve the reputation of a trusted partner to every business.

DP Law Firm services cover the entire range of practice areas, with a focus on Commercial Law, Banking & Finance, Customs Law, Tax Law, Employment Law, and Criminal Law. Litigation regarded as a cornerstone brings excellence to the counselling services of the Law Firm.

Our lawyers have solid background in public procurement, restructuring, M&A, Project financing, Competition Law, Project Investments in the Real Estate, Construction and Energy sectors, GDPR compliance. DP Law Firm has counselled some of the biggest deals and investments in the country, as well as the implementation of projects funded by the EU funds.

We are dedicated to providing competent, accurate and timely services to our clients. Moreover, we always try to predict potential problems and offer upfront solutions.

DP Law Firm team of lawyers will bring to your business their solid experience, enthusiasm, attention to detail, and personal commitment. Thus we create our success story in developing long-lasting business relationships.

65 Evlogi Georgiev Blvd. Fl. 3
Apt. 7, 1142 Sofia, Bulgaria

Slavi Dimitrov
Managing Partner
office@dp-lawfirm.com
www.dp.lawfirm.com

+359 2 987 61 51
+359 888 215 160
DIMITROV, PETROV & CO.

Dimitrov, Petrov & Co. is a full-service law firm with more than 20 years of experience in the key areas of business law – corporate and commercial, M&A, banking and finance, capital markets, information, communication and technologies law, privacy and data protection, intellectual property, telecommunications & media, competition, pharmaceutical, real estate & construction, tax, energy, public procurement, employment and social security. Established in 1997, the firm employs more than 50 people and has offices in Sofia and Varna. It is consistently ranked as top tier law firm by the world’s most prestigious legal guides – Legal 500, Chambers Europe, IFLR 1000.

28 Todor Alexandrov Blvd., Fl. 7
1303 Sofia, Bulgaria

+359 2 421 42 01
+359 2 421 42 02

Prof. Dr. George Dimitrov
Co-founder and Managing Partner

info@dpc.bg
www.dpc.bg

DINKO HRISTOV

Marketing and logistics director of Eurotim Ltd. – exclusive representatives and distributors of Stobi winery for Bulgaria and Russia, trade and distribution of quality wines, stock commodities trade, management of companies in Bulgaria with foreign owned capital, among others.

11 Andrei Germanov Str.
1336 Sofia, Bulgaria

+359 888 567 107

dinko5@mail.bg
DGKOV, GOGINSKI, KYUTCHUKOV & VELICHKOV

DGKV is one of the largest, oldest, and most prominent law firms in Bulgaria and provides full range legal services. Founded in 1994, the firm currently employs over 50 lawyers, including 15 partners with extensive expertise. The law firm maintains offices in Sofia and Berlin. DGKV’s major asset is its unique combination of profound legal knowledge, experience in complex international transactions and ability to handle large-scale transactions requiring simultaneous multidisciplinary approach. The most respected international legal editions as Legal 500, Chambers and Partners, IFLR 1000 and Who’s Who Legal recognize DGKV as a leading Bulgarian law firm.

10 Tsar Osvooboditel Blvd.
1000 Sofia, Bulgaria

+359 2 932 11 00
+359 2 980 35 86

29 Schlegelstrasse
10115 Berlin (Mitte), Germany

+49 30 2758 1561
+49 30 2758 1562

Assen Djingov
Managing Partner, Admitted to the Bar, 1993
dgkv@dgkv.com
www.dgkv.com

DREAMIX

Dreamix is a leading product development company with 14 years of experience. They specialize in developing innovative scaling products for several industries, including banking, insurance, transportation, healthcare and media.

With a team of 80+ engineers, retention rate of 97% and extensive technical experience Dreamix is working and constantly expanding their portfolio of Swiss partners.

15-17 Tintyava Str.
1113 Sofia, Bulgaria

+359 884 871 370

Valeriya Kozareva
valeriya.kozareva@dreamix.eu
www.dreamix.eu
EBURY BULGARIA

Ebury is a payment institution regulated by the FCA (in the UK), by the National Bank of Belgium (in Belgium) and by Bulgarian National Bank (in Bulgaria). The company has a global presence, operating in more than 25 countries and Banco Santander is the majority shareholder. Ebury’s primary goal as a fintech is the reduction of costs related to foreign exchange and cross border payments for its importing and exporting clients, through a combination of risk management, and a reduction in commissions and costs. The company products include a wide range of transactional banking instruments, such as foreign exchange for above 150 currencies, individual accounts (local IBAN accounts and international personal accounts), fast international payments (SWIFT, SEPA, local payment systems) and FX risk management products. At group level we hold a portfolio of over 35,000 clients, and in Bulgaria and Romania, over 1,000 companies, with an overall global volume of over 21 billion EUR exchanged annually and over 145 currencies available.

96 Tsarigradsko shose Blvd., Fl. 3
1784 Sofia, Bulgaria

Svetoslav Georgiev
vetoslav.georgiev@ebury.com
www.ebury.com

+359 897 220 440

E-GLOBE SOLUTIONS AG/SA

We have vast experience in building FTTH/FTTx-networks for network providers. We offer full OSS/BSS solutions for FTTH-network providers integrated with network design tools, active equipment management and CRM-systems etc. We integrate with wholesale platforms (open access approach) and our OSS/BSS is multi-network capable.

Our product godoo is a market independent work process automation & digitalisation software and an integration platform with a very powerful BPMN platform. godoo provides fully synchronised field force and back office processes (WebApp & MobileApp).

Schwarztorstrasse 11
CH-3007 Bern, Switzerland

Felix Merz
(CEO)

+41 31 372 04 14
+41 79 223 71 75

felix.merz@e-globe-solutions.com
www.e-globe-solutions.com
www.godoo.ch
EMKA JSC – BULGARIA

EMKA JSC was established in 1936 in Sevlievo town and it is a part of the group of Holding INDUSTRIAL CAPITAL JSC.

The production range includes: insulated wires and cables with PVC insulation, cables with special insulation (halogen-free, polyurethane), especially flexible cables, special purpose cables; bare copper and aluminum, round and rectangular conductors; enameled copper wires; winding wires; PVC compounds.

30, Nikola Petkov Str.  
5400 Sevlievo, Bulgaria

Teodor Tatev – Procurator  
emka@nat.bg  
pokupki@emka-bg.com  
www.emka-bg.com

+359 675 3 28 68

ERNST & YOUNG BULGARIA EOOD

EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders. In so doing, we play a critical role in building a better team up working world for our people, for our clients and for our communities.

Poligraphia Office Center, 47 A Tsarigradsko Shosse Blvd., Fl. 4  
1124 Sofia, Bulgaria

Nikolay Garnev, Country Managing Partner  
office.sofia@bg.ey.com  
www.ey.com

+359 2 817 71 00
EWELLIX BULGARIA LTD.

Ewellix is a global innovator and manufacturer of linear motion and actuation solutions used in assembly automation, medical applications and mobile machinery. Ewellix has 16 sales units and six factories. External net sales are approximately 250 EUR million and we employ around 1250 people. Ewellix is headquartered in Gothenburg, Sweden and is owned by the Schaeffler Group. Ewellix opened its newest and most modern manufacturing facility in Sofia, Bulgaria in 2020. In Sofia our main products are lifting columns and actuators for industries within medical, automation, material handling and mobile machinery. With 200 employees, we are thrilled to develop an outstanding team of professionals in Bulgaria as a part of our multinational family.

3 Iliyansko chose Str., Nadezhda district
1220 Sofia, Bulgaria

Panayot Paskov
panayot.paskov@ewellix.com
www.ewellix.com

+359 88 260 20 07

GALIKAGALIKA

Supplier of machine tools from various machine tool manufacturers, being exclusive representative of:

ONA (Spain), MIKRON Agno (Switzerland), UNITED GRINDING (Switzerland), INDEX TRAUB (Germany), DVS GRUPPE (Germany), HERKULESGROUP (Germany), REIDEN (Switzerland), MILLUTENSIL (Italy), TECHNICA (Switzerland), FORPLAN (Switzerland), SCHUSTER (Deutschland), LITZ (Taiwan), THERMOCOMPACT (France), MICROWATERJET (Switzerland), OGP (USA), CODERE (Switzerland), CAMTEK (Germany).

6B 6-th September Str.
1000 Sofia, Bulgaria

Maria Tzvetkova
m.zvetkowa@galika.bg
www.galika.bg

+359 2 980 53 17

+359 2 980 53 17
GARAIO BULGARIA EOOD

GARAIO is a high-profile Swiss company. Since its foundation in 1994, the company has developed into a leading software house. Long before digitization took a dominant place in the agendas of business leaders, GARAIO was allowed to digitize processes for business customers. The benefits of working with GARAIO can be seen in the simplification and increased efficiency of demanding business processes, but above all in measurable added value for the customers.

We employ 95 people in four locations – Bern, Zürich, Chiasso & Sofia.

To serve our customers in the best possible way, we rely on our world-class team.

With highly trained employees, we do what we do best: implement complex software solutions.

18 Aksakov Str.
1000 Sofia, Bulgaria

Elena Ruseva
elena.ruseva@garaio.com
www.garaio.com

GATEWAY ENGINEERING LTD.

Software development, software engineering.

Adrian Krebs
adrian.krebs@multicheck.org

GEBRÜDER WEISS

Gebrüder Weiss has already 27 years success story in Bulgaria and continues its growth. In 2015 the company invested over 10 million euro in new logistics center in Musachevo, which has been developed as central hub for the Balkans and Central Asia. The new terminal responds to the highest technical standards and includes ca 11 200 sqm storage area, incl. dangerous goods area and bonded warehouse. Bulgarian branch, as part of the seamless GW worldwide network, offers full range of transport and logistics solutions.

Gebrüder Weiss is the oldest known transport company in the world with over 500-year history and nowadays has about 7,100 employees, 150 company-owned locations, an annual turnover (net sales) of 1.67* billion euros (2018 *provisional).

Elin Pelin District, BG-2139 Musachevo
Bulgaria

Ivailo Ruikov, Sales and Marketing Manager
ivailo.ruikov@gw-world.com
www.gw-world.bg
GENADI DISHEV
Attorney-at-law, Member of Varna Bar since 1991, over 20 years of providing professional services in corporate, civil, labour and tax law, litigation and arbitration.

19 Vitosha Blvd., Fl. 1
1000 Sofia, Bulgaria

+359 888 712 427

Genadi Dishev
gdishev@bstlawyers.com

GEOTECHMIN OOD
Geotechmin OOD is a private company with over 32-year history, which has implemented some of the most successful and significant projects in mining industry, industrial construction, road infrastructure and environmental protection in Bulgaria.

Geotechmin OOD is the parent company of GEOTECHMIN GROUP. It is committed to enhancing the long-term viability, business development and key strategies of the Group. The company controls and coordinates the activities of all Group companies in various business sectors.

Geotechmin OOD renders integrated consultancy services in the mining sector, including development of business strategies, design of business plans, viability studies, innovative solutions and financial optimisation. This in-depth experience is offered to companies and investors at all stages of project development for both underground and open-pit operations.

Among the company’s major advantages are its proven track record of implementing successful projects in partnership with Bulgarian and foreign companies, specialised expertise, considerable resources and impeccable reputation.

9 Lyulin Planina Str.
1606 Sofia, Bulgaria

+ 359 2 965 02 21
+359 2 952 60 80

Tzolo Voutov,
Prof. DSc. Eng., President
office@geotechmin.com
www.geotechmin.com
GEORIEV, TODOROV & CO.

Established 30 years ago, Georgiev, Todorov & Co. is a leading Bulgarian law firm, providing full scope of legal services for domestic and foreign clients.

Georgiev, Todorov & Co. is recognized in international independent legal guides, such as Legal 500 and Chambers and Partners, as one of the best law firms in Bulgaria. Key areas of expertise are Dispute Resolution, Corporate and Commercial Law, Energy and Natural Resources, Real Estate and Construction, Healthcare and Telecommunications.

Georgiev, Todorov & Co. is the only Bulgarian representative in the international organization Lawyers Associated Worldwide (LAW). The law firm is also a member of the international network Vogel Global Competition Network.

27 Parchevich Str.
1000 Sofia, Bulgaria
+359 2 937 65 38

Nikolay Lazarov
office@georg-tod.com
www.georg-tod.com

GI GROUP HOLDING

Gi Group Gi Group Holding is one of the world’s leading companies providing services for the development of the labor market. To achieve that, our four brands work in synergy, following companies and their employees on the upward spiral of career growth.

GI GROUP caters to companies’ flexibility needs by providing temporary, service outsourcing and recruitment solutions. The Gi brand recruitment, employment and administration of workers and specialists.

WYSER specializes in Executive Search, Senior and Middle Management Recruitment. We partner with forward-looking Companies to discover and engage talented Managers. We develop tailor-made solutions based on clients’ needs.

GRAFTON combines over 20 years’ specialist IT recruitment experience with its proven track record and ongoing commitment to continually exceed customer and candidate expectations.

Tack TMI supports management and stakeholders on the strategy, planning and implementation of the company’s development and training programs.

88 Kniaz Aleksandar Dondukov Blvd.
Fl. 1 & 2, 1527 Sofia, Bulgaria
+359 2 951 56 95
+359 885 550 470

Dimo Popov, Temp & Perm Manager Gi Group
Ivelina Petkova, Business Manager Wyser
Ivan Aleksiev, IT Practice Manager Grafton
Antoniya Parapanova, Executive Director Tack TMI
office.bg@gigroup.com
www.gigroupholding.com
GRAFIXOFT LTD.

Established in 1998, GRAFIXOFT is a reliable custom software development partner for clients worldwide, that provides complex engineering solutions and services covering the full project lifecycle. Currently there are more than a 100 professional software engineers, including software architects, developers, QAs and ITSM consultants working for our partners in the UK, Canada, Germany and Switzerland.

The expertise that we have is in the development of: complex business solutions – custom web applications; distributed real-time data processing systems; integration between different third-party systems, custom innovative engineering solutions – architectural and textile CAD/CAM systems; USB 3D web cameras, electronic smart fabrics printing, etc.

Our intention is to focus the engineering team in the research and development of a more complex and challenging projects in the area of data structures, artificial intelligence, CAD, complex embedded development. Thus, adding exclusive know-how to both our partners and Grafixoft.

6 Yerusalim Str.
1750 Sofia, Bulgaria

Maria Pencheva
maria.pencheva@grafixoft.com
www.grafixoft.com

+359 885 340 470

GRAND HOTEL MULLENNIUM SOFIA

Grand Hotel Millennium Sofia embodies an elegant combination of gilded brilliance, innovation, and service at the highest heights. The striking 30-story building includes 400 bright, spacious, and gracefully furnished rooms. Surrounding the spectacular 6-storey atrium, the Millennium Milestone Convention Centre encompasses memorable private gatherings and thought-provoking conferences in its 14 fully equipped multifunctional rooms capable to accommodate 2,000 people. The 3,200 sq.m. Millennium Spa and Wellness centre welcomes you with a complete range of treatments, therapies, and a 1,500 sq.m. cutting-edge Fitness Centre. The hotel presents 5 restaurants and lounges which are remarkable for their location, view, interior, and the various culinary experiences they offer. Among the various dining outlets are conceptual Mediterranean restaurant, a moon kissed rooftop bar with opening roofs and a lounge on the 30th floor with a 360º view. The hotel’s modern design combined with the utmost technology will definitely make it a preferred spot to serve contemporary nomads’ lifestyle.

89 B Vitosha Blvd.
1463 Sofia Bulgaria

Blagoy Stoykov
Sales Manager
b.stoykov@ghms.bg
www.ghms.bg

+359 886 039 750
**GRAND HOTEL SOFIA**

Dominating the heart of the city Grand Hotel Sofia is a deluxe five-star hotel that has been home for international business travelers, high-profile events and cosmopolitan society since 2004.

The Hotel is a stylish residence in a prime location with a welcoming and dedicated staff that will ensure your stay will exceed your expectations.

Art-lovers and food connoisseurs alike will appreciate the hotel gallery and its fine-dining Shades of Red restaurant.

+359 2 811 08 11

1 Gurko Str.
1000 Sofia, Bulgaria

Nikolay Rusev
General Manager

n.rusev@grandhotelsofia.bg

www.grandhotelsofia.bg

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**HÄNY AG**

Häny is an expert system provider of advanced, innovative and reliable pump solutions. The field of expertise comprises the whole “water cycle” – from drinking water supply to wastewater disposal. Häny AG offers enhanced solutions in the area of municipal and industrial water treatment with branches in Graz – Häny Austria GmbH as well as in Irondale, USA – Haeny Inc. and Haeny Bulgaria EOOD in Elin Pelin. In 2018 Häny AG opened the new production facility in Elin Pelin for their Ecoline products and mixing and injection plants.

In an effort to respond effectively to a wide variety of requirements from customers and business partners alike – private contractors, architects, engineers, planners, sanitary installation engineers as well as local authorities – Häny AG operates four divisions: Building services, Municipal/Industrial, Mixing and Injection Technology and Customer Service. Häny maximizes the benefit it delivers to its customers. On the one hand, it supplies systems designed to provide operating reliability. On the other hand, Häny customers can count on an expert partner for prompt assistance if needed.

“Häny strives to meet and exceed customer expectations for the ultimate in customer satisfaction.”

+359 72 16 10 60

4 Novoselci Blvd.
2100 Elin Pelin, Bulgaria

Mark Naegeli
mark.naegeli@haeny.com

www.haeny.com
HANNES ROSENMUND

Member of the Managing Board of the Bulgarian Swiss Chamber of Commerce. Lived and worked in Bulgaria in the airline and tourism industry for more than 20 years. Dislocated back to Switzerland with his family in 2016.

5 Einsiedlerstrasse, CH – 8942 Oberrieden

+41 79 543 77 24

Hannes Rosenmund

hannes.rosenmund@gmail.com

HOLCIM (BULGARIA) AD

Holcim (Bulgaria) AD is a member of the Holcim Group – a global leader in innovative and sustainable building solutions, committed to building progress for people and the planet through four business segments: Cement, Ready-Mix Concrete, Aggregates and Solutions & Products.

In Bulgaria the company operates the cement plant in Beli Izvor (Northwestern Bulgaria), seven aggregates sites near Sofia and Plovdiv and three RMX plants in Sofia and Plovdiv.

Holcim (Bulgaria) AD is committed to providing solutions for more sustainable, low-carbon construction and promoting circular economy through the use of alternative fuels and recycled materials.

3040 Beli Izvor
Vratza, Bulgaria

+359 92 67 94 48

+359 885 538 338

Rossen Papazov, CEO

51B Cherni Vruh Blvd.
1407 Sofia, Bulgaria

+359 2 451 82 22

Milena Ivanova
Communication Responsible

milena.ivanova@holcim.com

www.holcim.bg
HOVAL EOOD

Hoval EOOD (Bulgaria) is a 100% subsidiary of Hoval AG – Liechtenstein.

Hoval company has long-standing experience in the field of integrated solutions for heating, air conditioning and recovery. After over 75 years with the motto of “Responsible for energy and environment”, Hoval has established itself as a pioneer in the development of condensing boilers – the high-tech segment, holding a number of patents. In the field of air conditioning equipment, the company focuses its efforts on the development of autonomous decentralized systems for heating, ventilation and heat recovery for commercial, public and industrial buildings. By combining the heating and air conditioning in a single system, Hoval offers its customers solutions with short return of investment and savings on perennial energy consumption.

36 Boris Rumenov Str., Building 6, Amaya Residence
1407 Sofia, Bulgaria

Kostadin Djampalski
General Manager

office.bg@hoval.com

www.hoval.bg

HOWAG LTD.

“Always one step ahead” this was the motto for HOWAG as early as 1936, the year of its formation in Wohlen (in Canton Aargau). Since then, the Swiss company has been a reliable and innovative partner for cable assembly for its customers. The subsidiary in Bulgaria HOWAG LTD was born in Targovishte on 18.11.2014.

3 Nikola Marinov Str.
7700 Targovishte, Bulgaria

Radka Boneva

radka.boneva@howag.bg

www.howag.ch

INDUSTRIECONSULT LTD.

We have more than 30 years of experience in providing management consulting services. We rely on our Swiss roots and know-how. We match the business culture of the West and the East. We inspire partnership.

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Vassil Radoynovski

vradoynovski@ic-bg.com

www.ic-bg.com
IRON MOUNTAIN BULGARIA
Iron Mountain Incorporated (NYSE: IRM), founded in 1951, is the global leader for storage and information management services. Trusted by more than 225,000 organizations around the world, and with a real estate network of more than 85 million square feet across more than 1,400 facilities in over 50 countries, Iron Mountain stores and protects billions of valued assets, including critical business information, highly sensitive data, and cultural and historical artifacts.

Iron Mountain Bulgaria EOOD is providing solutions that include secure storage, management, digitization and defensible disposition of legacy paper records, digital transformation and workflow automation solutions which enable our customers’ transition to paper-free, paper-light or hybrid operational model, while also helping them to lower cost and risk, comply with regulations and meet their ESG objectives.

East Ring Logistic Park, Building 5
2110 Novi Han, Sofia district, Bulgaria

Hinko Hinev  hinko.hinev@ironmountain.com  www.ironmountain.com

JUNIOR ACHIEVEMENT BULGARIA
JA Bulgaria inspires young people to value free enterprise, business, and entrepreneurship and improves their quality of life. For over 25 years, JA Bulgaria has been a leading educational organization with an established reputation for providing 21stcentury education to students from kindergarten to university. Through its spin-off company “The Edge: R&BD” it runs the Beyond pre-accelerator (www.beyondaccelerate.com). Over the years it has impacted the lives of almost half a million young people with its activities and programs. JA Bulgaria is a member of JA Europe and JA Worldwide, nominated for the Nobel Peace Prize in 2022 and 2023 due to the prominent work of the whole network to economically empower youth on all continents.

Milena Stoycheva  ja.bulgaria@jabulgaria.org  www.jabulgaria.org

+359 882 809 584

+359 2 989 36 60

www.ironmountain.com
Krasimira Kadieva
Attorney at Law

Providing comprehensive legal services in the field of intellectual property, privacy and data protection, internet law and e-Commerce as well as commercial law.

Comprehensive legal services for your business in the area of corporate and financial law, real estate and construction, as well as litigation and ADR.

28 Hristo Botev Blvd., Fl. 6
Office 10, 1000 Sofia, Bulgaria

+359 2 851 03 24
+359 882 308 670

Krasimira Kadieva
k.kadieva@kadievaip.com
www.kadievaip.com

Lean Institute Bulgaria supports organizations from the manufacturing, service and IT industries in Bulgaria and the region to successfully embark on their continuous improvement journey through application of best-in-class methods for adoption of lean thinking with intense focus on developing human resources and transforming knowledge into real results. The trainers and consultants have vast experience in change management and process transformation and have worked on large variety of business challenges in different disciplines.

In 2016 Lean Institute Bulgaria joined Lean Global Network (LGN) in their quest to support businesses to fulfil their vision and objectives in the challenging and complex globalized world. LGN was founded back in 2001 by J. Womack and D. Jones (both first coined the term “lean” in 1990) and is a network of 30+ countries spread across all continents. The membership provides additional access to resources and knowledge that the company leverages with its clients.

Company Slogan: “We do Lean in a Lean way – with a tailormade approach and by developing capabilities within your organization

Vitosha Business Center, Cherni Vrah Blvd.
1407 Sofia, Bulgaria

+359 888 253 535

Vasil Petrov
vasil.petrov@leaninstitute.bg
www.leaninstitute.bg
**LEM BULGARIA EOOD**

LEM Bulgaria is a 100% subsidiary of LEM Holding SA.

LEM (Life, Energy, Motion) is a leading company in electrical measurement. LEM engineers the solutions for Energy and Mobility, ensuring that our customers’ systems are optimized, reliable and safe.

8 Iliensko Shosse Str.  
1220 Sofia, Bulgaria  

<table>
<thead>
<tr>
<th>Miroslav Iliev</th>
<th><a href="mailto:mai_group@abv.bg">mai_group@abv.bg</a></th>
<th><a href="http://www.mai-group.net">www.mai-group.net</a></th>
</tr>
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<tr>
<td>Verka Alexieva</td>
<td><a href="mailto:VAL@lem.com">VAL@lem.com</a></td>
<td></td>
</tr>
<tr>
<td>Denko Yamboliev</td>
<td><a href="mailto:LBG@lem.com">LBG@lem.com</a></td>
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**MAI-GROUP LTD.**

The core activities of MAI-Group Ltd. feature the full degree of building engineering circuit, starting projects off the ground with the blueprints in the pipeline, seeing through both design and construction all along the line and finally making a definite success of them on the customer market.

126 6th September Blvd.  
4002 Plovdiv, Bulgaria  

<table>
<thead>
<tr>
<th>Miroslav Iliev</th>
<th><a href="mailto:mai_group@abv.bg">mai_group@abv.bg</a></th>
<th><a href="http://www.mai-group.net">www.mai-group.net</a></th>
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**MATTIG-LEVERCOM MANAGEMENT PARTNERS LTD.**

Mattig-Levercom MP – Bulgarian subsidiary of the Swiss Consulting Group Mattig.  

62 B Patriarh Evtimiy Blvd.  
1000 Sofia, Bulgaria  

<table>
<thead>
<tr>
<th>Zoya Vasileva</th>
<th><a href="mailto:zoya.vasileva@mattig-management.bg">zoya.vasileva@mattig-management.bg</a></th>
<th><a href="http://www.mattig-management.ch">www.mattig-management.ch</a></th>
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**MET ENERGY TRADING BULGARIA**

MET Group is a multi-commodity company headquartered in Zug, Switzerland, active in European energy trading, present in the following countries: Switzerland, Hungary, Croatia, Slovakia, Austria, Germany, Turkey, England, Romania, Serbia, Ukraine, Lithuania, Russia and Spain. MET Group’s mission is to become a leading market player by implementing innovation in the traditional European energy markets.

MET ENERGY TRADING BULGARIA EAD (MET BG) was established in 2017 to represent MET Group in South Eastern European natural gas and energy markets. MET BG focuses on the purchase and sale of electricity and natural gas to retails and wholesale customers in South Eastern Europe through cross-border transactions and close corporation with other MET subsidiaries in the region.

109 Bulgaria Blvd., Vertigo Business Center, Office 23
1404 Sofia, Bulgaria

Kamen Ivchev  metbginfo@met.com  www.met.com

+359 2 850 40 39

**MEDICAL TECHNICS ENGINEERING OOD**

Medical Technics Engineering OOD is a private Bulgarian company dealing with import of and trade in professional medical and laboratory equipment, instruments and consumables. The company supplies medical products to leading medical institutions and universities in Bulgaria.

28 B Dimitar Mollov Str., Mladost 1
Residential Area, 1750 Sofia, Bulgaria

Ionka Guetova  info@mte-bg.com  www.mte-bg.com

+359 2 971 20 61  +359 2 870 10 60  +359 2 462 71 28
METAL IN LTD.

METAL IN Ltd. was founded in 2000 with main activity manufacture of metal products from sheet metal, tube furniture, frames and constructions, turning parts, milling parts and machined large constructions for automotive, heavy machines and machine building industry. We working like a subcontractor according drawings from our customer. We have ISO9001 from TUV NORD. At present, 80% of our production are delivered to companies from France, the Netherlands, Italy, Germany and Austria. Our clients are ABB, Atlas Copco, Grammer, Hapa, Hamm, Hudson-Sharp, Wafios, Lord.

1 Asenovgradsko shosse Str.
4023 Plovdiv, Bulgaria

Yuriy Yordanov  
office@metalin.bg  
www.metalin.com

MICRO VIEW ENDOSCOPIE OPTIK J.S.C.

MICRO VIEW ENDOSCOPIE OPTIK J.S.C. has been established in 2002 as a 100% private Bulgarian–German company. The company is specialized in production of optical components for endoscopic equipment with applications in medicine and technology. MICRO VIEW ENDOSCOPIE OPTIK J.S.C. focuses almost exclusively to Western Europe – Germany, Switzerland, Finland, the Netherlands, France and also – United States, Canada, Russia, Turkey and South Africa.

2 A Tsar Osvoboditel Str.
4500 Panagyurishte, Bulgaria

Marin Filin  
office@micro-view.bg  
www.micro-view.bg

MIGLENA MICHEVA

Legal services.

17 Belasitsa Str. Ground floor, Office 2
1233 Sofia, Bulgaria

Miglena Micheva  
megi_micheva@abv.bg
Move Digital is a Swiss-based fintech firm that accompanies financial institutions on their path to digitalization. With a team of over 50 professionals from more than 16 countries, we collaborate with partners across EMEA and Asia. Move offers a non-hierarchical, inclusive international working environment with many opportunities to take ownership in crafting a new definition of private banking. Founded in 2013 in Zurich, we have an engineering office in Sofia, Bulgaria since December 2019. Our team combines experts in economics, finance, investment products, systematic trading and risk management, with deep know-how in current digital technologies. We have a proprietary system but partner closely with professional wealth managers, regulators, and data and premium content providers in our quest to redefine the wealth management space.

7-9 Uzundzhovska Str., Fl. 3
1000 Sofia, Bulgaria

+359 884 805 888

text@movedigital.ch

www.movedigital.ch
**MULTIVAC BULGARIA EOOD**

MULTIVAC Bulgaria EOOD offers and supports the Bulgarian industry with the packaging solutions MULTIVAC Group – vacuum, thermoforming, traysealing machines, portioning and slicing systems, marking, labelling and weighing machines, integrated packaging solutions, HPP equipment as well as sous vide equipment and original spare parts. To the so-called MULTIVAC Technology Network belong companies specially selected by MULTIVAC, which offer high quality flow-pack machines, multi-head weighers, pressing machines, consumables such as films, trays, pouches etc. MULTIVAC delivers also consulting services on R&D of design of packages, after-sale services, additional technical services and business consulting.

**Multivac Bulgaria Production Plant, 12th Str.**
Industrial Zone-Bozhurishte, 2227 Bozhurishte, Bulgaria

+359 2 988 55 00
+359 2 988 55 88

Trifon Filipov
Managing Director

trifon.filipov@bg.multivac.com

www.multivac.bg

**MY SYNERGY LTD.**

MY Synergy is a health-tech consultancy dedicated to improving healthcare through digitalization. We trust the potential of technology to dramatically improve patient well-being and enhance the work of medical professionals. Our vision is simple and clear – to digitalize, enhance & enable healthcare for all. Next, we boarded on a mission to analyze, optimize, and automate processes in healthcare with digital products & solutions. We strive to improve patient outcomes and experience by empowering value-based healthcare initiatives. We draw experience from decades of work in leading hospitals, where we spearheaded their digital transformation efforts. That, along with our shared experience in numerous other pharma and health management projects, enables us to deliver in-depth solutions to the many complex challenges facing the health industry. Since 2022 we’ve been part of Future4Care – a health-tech accelerator ecosystem in Paris, France. MY Synergy is certified with ISO 9001:2015, ISO/IEC 20000-1:2018, and ISO/IEC 27001.

251 G Okolovrasten pat Str., MM Business Center, Fl. 6
Office 602, 1766 Sofia, Bulgaria

+359 879 166 767

Yordan Iliev

Yordan.Iliev@MYSynergy.bg

www.mysynergy.bg
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Studenstki grad, 1700 Sofia, Bulgaria

+359 888 565 900

Tsveti Shopova
Manager
tsvetishopova@gmail.com
bgnimreja@abv.bg

www.impresariobg.com

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+359 884 000 209

Petar Dimov
peter.dimov@navtech.net

www.navtech.net
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Neemia Ltd. is a construction and investment holding company established in 1992, with activity: design, engineering, construction, reconstruction, consulting, real estate, trade, construction and sale of residential, office and retail space.

Its subsidiaries E-LOGISTICS Ltd. and E-SPED Ltd provide whole range of logistics services.

Group manage 25000.00 m² covered warehouses, part of them certified for pharmaceuticals, foods and excise goods, and 50000.00 m² open areas.

7 Vidritsa Str.
1532 Kazichane, Sofia, Bulgaria

Dimitar Ratchev
Borislav Hristov

d.ratchev@swissdcorp.com
info@neemia.bg

www.e-logistics.bg
www.e-sped.bg

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Neologistics Ltd. was established in Sofia and has been developing in the field of transport and logistics for 17 years. The team of proven professionals and the established network of transport lines and partnerships guarantee the high quality of the offered service.

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In the last 5 years we have developed a complete system of transport services to and from Switzerland. The complex service includes transport, logistics, customs representation and warehousing. Our local stable partnerships guarantee trouble-free and timely fixed delivery of goods in both directions. Our impeccable reputation is based both on the gratitude and loyalty of our long-term partners and on the desire for continued cooperation of our new partners.

201 A, Tsar Boris III Blvd.
1618 Sofia, Bulgaria

Emil Tsolov

office@neologistics.info

www.neologistics.info
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For more than 25 years, Nestle Bulgaria is the leading company in balanced nutrition and active lifestyle which cares for protecting the environment for future generations and for promoting youth employment and development.

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The company offers wide expertise and innovative solutions in different fields of healthcare: cardiology, oncology, haematology, neurology, pulmonology, endocrinology, rheumatology, dermatology, ophthalmology, rare diseases, generics, OTC and biosimilars.

55 Nikola Vaptsarov Blvd., Expo 2000
Office Park, Building 4, Fl. 4
1407 Sofia, Bulgaria

+359 2 489 98 28
+359 2 489 98 29

Mariya Vladova  mariya.vladova@novartis.com  www.novartis.bg

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8 Tsar Osvoboditel Blvd., Fl. 3
1000 Sofia, Bulgaria

+359 887 248 677

Rosen Dimitrov  rosen.dimitrov@nretia.com  www.nretia.com
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20 Aksakov Str.
1000 Sofia, Bulgaria
+359 2 930 09 70

Zdravka Traykova
info@penev.eu
www.penev.eu

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Industrial Zone, TPZ Izgrev 2292
6000 Stara Zagora, Bulgaria
+359 42 61 11 18

Tsvetomira Hristova
tsvetomira.hristova@oskar-ruegg.com
www.oskar-ruegg.com

PALEMONTECH

Established in 2002 in the town of Montana (Northwestern Bulgaria), PalemonTech is engaged in the manufacturing of metal pallet boxes and grid boxes. The firm is Swiss owned by Max Urech AG Lager- und Fördertechnik since the 1st of June, 2013. All the products are ISO 9001:2008 certified and CE mark registered.

Tech Park – Montana
3400 Montana, Bulgaria
evgeni@palemontech.eu
mariya@palemontech.eu

Evgeni Krastev, General Manager
Maria Djurdjina
www.palemontech.eu
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13 B Tintyava Str., Fl. 6
1113 Sofia, Bulgaria

Vladimir Penkov
Chairman and Senior Partner

Nikolay Cvetanov
Managing Partner

+359 2 971 39 35

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JK Bokar Nr. 21, Fl. 2
1404 Sofia, Bulgaria

Maria Jankova – Piffer
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+359 2 954 98 82

+359 2 954 94 91

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1E Rezbarska Str.
1510 Sofia, Bulgaria

Radoslav Radev
Managing Director

+359 2 902 17 99
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2 Racho Petkov Kazandzhiyata Str., Res. Complex Sofia Park
1756 Sofia, Bulgaria

Aleksandra Garbeva
Communication Manager

+359 2 818 44 44

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23 Tvardishki prohod Str., Fl. 8, Office 30
1404 Sofia, Bulgaria

Kamelia Ruskova
Managing Partner

+359 2 858 35 12

[www.ruskovapartners.com](http://www.ruskovapartners.com)

[lawoffice@ruskovapartners.com](mailto:lawoffice@ruskovapartners.com)
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6 Racho Petkov-Kazandzhiyata Str.
1766 Sofia, Bulgaria

+359 888 718 392

Alexander Alexiev
alexander.alexiev@sathealth.com
sathealth.com

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115 G Tsarigradsko Shosse Blvd., MEGAPARK, Office C, Fl. 6
1784 Sofia, Bulgaria

+359 2 910 15

Dimitar Marikin
Managing Director
sgs.bulgaria@sgs.com
www.sgs.bg
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1505 Sofia, Bulgaria

Ivo Russev
info@sibel.bg
www.sibel.bg

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247 Botevgradsko shousse Blvd.
1517 Sofia, Bulgaria

Damyan Badev
General Manager
badev.damyan@bg.sika.com
www.sika.bg

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Silvia Koumanova

silvia.koumanova@simenso.com
www.simenso.com
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Sofia, Bulgaria

Hyusein Tyurkmen, Co-founder  hyusein.tyurkmen@skillo.bg  +359 898 235 253
Vyara Konakchieva, HR Manager  vyara.konakchieva@skillo.bg  +359 884 911 322

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Yannis Vamvoukakis  General Manager  reservation@sofiabalkan.net  www.sofiabalkan.com
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8 Tsar Shishman Str.  
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Liliyana Petkova  rental@sofiare.com  www.sofiare.com

+359 2 988 81 03


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Business Park Sofia, Building 8B, Fl. 7  
1766 Sofia, Bulgaria

Venelin Dimitrov  Venelin.Dimitrov@softgroup.eu  www.softgroup.eu

+359 887 212 429
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Goran Yordanov  
Regional Director of Admission, Central Europe  
+359 896 888 191  
goran.yordanov@int.sommet-education.com  
www.glion.edu  
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11 B, Panorama Sofia Street, Office 7  
1756 Sofia Park, Sofia, Bulgaria  
+359 885 030 868  
nadia.mesika@sqilline.com  
www.sqilline.com

**STANCHO STANCHEV**

Chairman of the Controlling Commission of BSCC. Working as consultant for electro energy projects, lately focused on utility size renewable projects. With extensive experience as manager of ABB Bulgaria responsible for the transmission & distribution business, as well as Hitachi Energy Bulgaria.

89 B Vitosha Blvd., Building A Fl. 17  
1463 Sofia, Bulgaria  
+359 888 452 041  
stancho.stanchev@icloud.com
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5 Tsar Shishman Str., Entr. A, Fl. 1
1000 Sofia, Bulgaria

Hristo Hinkov
Attorney-at-law – Partner

office@sths-law.com
www.sths-law.com

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30 Stefan Stambolov Blvd., Fl. 2
1000 Sofia, Bulgaria

Dipl. Eng. Emil Todorov

strstand@tradel.net
strstand@abv.bg

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Kristina Kirilova, Regional Manager
kkirilova@swissseducation.com

+359 894 725 335
www.swissseducation.com

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43 Bregalnitza Str.
1303 Sofia, Bulgaria

Viktor Raykov
syco@mail.orbitel.bg
www.syco-pharma.com

+359 885 584 052
TEXAID BULGARIA EOOD
Texaid Bulgaria is a subsidiary company of TEXAID AG – Switzerland, which is one of the leaders in the second-hand clothing collecting, sorting, recycling and trade in Europe.

1 Chervilyak area
2230 Kostinbrod Bulgaria
+41 763 630 472
+359 887 238 083

Victor Zarev
Manager
v.zarev@texaid.com
v.zarev@texaid.bg
www.texaid.bg

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8700 Küsnacht, Switzerland
+41 44 914 40 00

info@teximp.com
www.teximp.com
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1A Vassil Levski Blvd., 1st Floor  
1142 Sofia, Bulgaria  
+359 888 219 314

<table>
<thead>
<tr>
<th>Theodor Bojinov, LL.M. Attorney at law</th>
<th><a href="mailto:tb@bojinov.eu">tb@bojinov.eu</a></th>
<th><a href="http://www.bojinov.eu">www.bojinov.eu</a></th>
</tr>
</thead>
</table>

## THEOREMUS

Theoremus is a data science company, focused on providing advanced analytics solutions for smart urban mobility and smart waste management. The company has experience designing and building complex, event-driven business systems for mobility and waste collection operations planning and management. Theoremus has worked on innovative projects that incorporate digital payments solutions like EMV Pay-as-you-go with best fare capping, 3rd party merchant gateways for mobile wallets, QR apps and Top-up solutions, etc. The data science team at Theoremus is one of the most advanced professional groups in the CEE region exploring urban challenges from the perspective of geospatial analytics, MLOps and Machine Learning and Continuous optimization.

San Stefano Plaza, 22 San Stefano Street, Bld. 1  
Bl. 4, Fl. 7, Office 7, 1504 Sofia, Bulgaria  
+359 888 951 495

<table>
<thead>
<tr>
<th>Hristo Popov, CBDO</th>
<th><a href="mailto:hpopov@theoremus.com">hpopov@theoremus.com</a></th>
<th><a href="http://www.theoremus.com">www.theoremus.com</a></th>
</tr>
</thead>
</table>

## TRELLEBORG SEALING SOLUTIONS BULGARIA EOOD

TRELLEBORG SEALING SOLUTIONS BULGARIA EOOD is a full service provider and contract manufacturer for technical Liquid silicone based and 2-component solutions, ranging from first prototype development and mold design and manufacturing through to serial production.

4 Montana Str., Moshino  
2303 Pernik, Bulgaria  
+359 76 68 64 78  
+359 879 233 237

| Alexander Kolev General Manager | alexander.kolev@trelleborg.com | www.trelleborg.com  
www.tss.trelleborg.com |
|----------------------------------|-------------------------------|----------------------|

4 Montana Str., Moshino  
2303 Pernik, Bulgaria  
+359 76 68 64 78  
+359 879 233 237

| Alexander Kolev General Manager | alexander.kolev@trelleborg.com | www.trelleborg.com  
www.tss.trelleborg.com |
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2109, Gara Elin Pelin
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+359 2 963 46 91

Evgeni Krastev
trisa@trisa.bg
www.trisa.ch
www.victorinox.com

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173 Evlogi Georgiev Blvd.
1504 Sofia, Bulgaria

+359 888 222 881

Tsvetko Stoimenov
fial.geo@trading.bg

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Tzvetanka Mintcheva, CEO

7 Sveta Nedelya Sq.
1000 Sofia, Bulgaria

+359 700 1 84 84

Dilyana Stoyanova
PR@UniCreditGroup.Bg
www.unicreditbulbank.bg
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17 Racho Petkov Kanzandzhiyata, Sofia Park Villas 7
1766 Sofia, Bulgaria

Avenue General Guisan 60 A
1009 Pully, Switzerland

Francois Bopp
President Europe
francois.bopp@unitedorthopedic.com
eu.unitedorthopedic.com

+41 79 774 89 33

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Uzunov Consulting SARL is an accounting and tax consulting company with offices in Geneva, Switzerland and Sofia, Bulgaria. The entity serves businesses and individuals operating on the Swiss or the Bulgarian market by offering them full range of administrative support including domiciliation, insurance, tax and accounting consulting services.

4 Rue des Marbriers, 1204 Genève, Switzerland
1 Kishinev Str., 1407 Sofia, Bulgaria

Gueorgui Uzunov
info@uzunov.ch
www.uzunov.ch

+41 22 736 39 74
+359 2 961 76 06
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51 B Bulgaria Blvd., Office building Block B, 1404 Sofia, Bulgaria
+359 2 984 16 01
+359 2 984 16 00
+359 885 335 466

Alek Bonev   alek.bonev@vaptech.bg   www.vaptech.bg

VESSELKA VACHEVA
Lawyer. Development and lead of projects for public and private entities according international agreements.

Vesselka Vacheva
vatcheva.v@gmail.com   +359 888 415 135   www.vaptech.bg

WORKSPACE
Workspace represents in Bulgaria world leading companies for office design. For us, the most important thing in every office is people to be healthy and feel good. Since 2008, our mission is to support companies to create ergonomic and functional work environment that supports different types of work and encourages people to communicate and fully develop their potential. We provide space planing and organization, interior design, project management, full design and ergonomic furniture solutions.

Megapark, Ground floor 115 G Tzarigradsko Shose Blvd. 1784 Sofia, Bulgaria
+359 2 434 32 00
+359 898 428 478

Denislav Stefanov   info@workspace.bg   www.workspace.bg
Balkan team has a profound experience in both Corporate and Retail business: General Insurance (including Industrial Risks), Employee Benefits (including Health insurance and Pension insurance) and Reinsurance. Balkan Insurance Brokers JSC provides insurance and risk consulting services (insurance contracts negotiation, placement and advisory) to pure local companies and international and global companies subsidiaries. In 2015 Balkan has established its Branch in Romania.

Balkan has the capacity and expertise for the following territories: Bulgaria, Macedonia, Albania and Romania.
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