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COMMISSIONER JONATHAN HILL

FINANCIAL STABILITY, FINANCIAL SERVICES & CAPITAL MARKETS UNION
EUROPEAN COMMISSION

NURTURING GROWTH IN EUROPE



**“WE NEED DEEPER CAPITAL
MARKETS SO THAT MORE
BUSINESSES CAN GET THE
FUNDING THEY NEED”**

Welcome to London Stock Exchange Group's first *1000 Companies to Inspire Europe* report. The companies you will find in here are all remarkable examples of European hard work and entrepreneurship. They come from all 28 EU countries and from a wide range of business sectors. Taken as a whole, they are growing at 71% a year and over the past two years have increased their staff by 66%.

This report gives these companies the recognition they deserve. But I hope it will do more than that. I hope that by providing investors with a selection of companies with great potential, *1000 Companies to Inspire Europe* will make it easier for them to find opportunities and channel investment to SMEs that want to grow and compete in bigger markets.

Improving the funding conveyor belt for business is at the heart of the work I'm doing to build a single market for capital – what we are calling a Capital Markets Union (CMU). We want to increase funding choices for companies so that more businesses can get the financing they need at each stage of their development. And help money flow throughout the EU to where it's most productive.

If we're serious about supporting growth and jobs in Europe, we need deeper capital markets so that more businesses can get the funding they need. And if promising companies can't get financing in Europe, they will vote with their feet and look for it elsewhere,

taking all that potential with them.

To help tackle this problem, we have come forward with a range of measures as part of the CMU. To help companies in their start-up phase, we are making a push to strengthen the European venture capital markets to build up scale, diversity and choice. To free up bank lending for smaller companies, we have made a proposal to restart Europe's securitisation markets. For companies that are growing, we're overhauling the Prospectus Directive to create a simpler, faster and cheaper prospectus regime.

But I also want to knock down some longstanding barriers to cross border investment. This year we will bring forward proposals to try to reduce differences between national insolvency regimes. We will launch a consultation to improve the passporting system for investment funds so they can operate more easily right across the EU. And to inject more savings into capital markets, we are considering ideas for a European market for simple personal pensions.

We have got off to a good start with the CMU, but this is just the beginning. I am determined to keep up the pace. I want to see more private sector-led initiatives like the *1000 Companies to Inspire Europe* report as we go along. And I look forward to working with the LSEG and the rest of the financial sector to deliver the increased investment and growth that Europe needs.

INSIDE THE REPORT



“These companies are the engine – and the future – of the European economy”

Xavier Rolet KBE
CEO, London Stock Exchange Group

Welcome to the first edition of London Stock Exchange Group's *1000 Companies to Inspire Europe*: a unique report identifying, for the first time, Europe's most exciting and dynamic small and medium-sized businesses.

This project has been our ambition since we launched the first edition of the British version of the report in 2013. Its development and publication is born of our desire to shine a light on what we know to be true: *these companies are the engine – and the future – of the European economy*. Only they can tackle the chronic economic problems affecting Europe. Only they can drive high-quality job creation and economic growth. As Nassim Taleb said in “The Black Swan”, an SME economy is an “anti-fragile” economy.

Across the Euro area, SMEs are responsible for two-thirds of jobs and 60% of value added to the business economy. And many SMEs, if properly supported, can grow both employment and revenue at exceptional rates.

For example, the 1000 companies highlighted in our report have a compound annual growth rate of 71%, with the top 100 growing at more than 400% over the three-year period.

The companies listed in this report boast an impressive 66% job growth over the past two years. Even in countries tackling mass unemployment, these companies are delivering with 63% annual job growth in France, 47% in Greece and 41% and 77% in Italy and Spain respectively.

By their very nature, SMEs that have succeeded have done so through their significant ability to innovate and grow, either offering new services or reimagining the provision of existing business models.

66%

Growth in job creation over the last two years

And because their success tends to be based on innovation – our 1000 companies count over 4,000 patents and trademarks between them – rather than the strict cost control typical of large cap businesses, the jobs they create are usually higher skilled and higher paid. A small number of these types of companies, variously identified as ‘gazelles’ or ‘scale-ups’, can have a remarkably disproportionate impact on European economic output. Independent research has shown that just a 1% increase in the number of high-growth businesses would add 2% to GDP. It’s a huge multiplier.

By contrast, the traditional sources of job creation in Europe are in decline. Blue chip firms have created zero net new jobs since before the financial crisis, focusing on cost-cutting and emerging markets, rather than European expansion. Since 2009, the public sector too has dramatically cut its own workforce.

So the question is how do we give dynamic, innovative companies like the ones illustrated in this report the tools they need to grow and become the major European job providers of tomorrow? How do we equip them to go from Start-up to Stardom?

The right finance for growth

The answer lies in giving them access to the right form of growth finance. Europe has a mixed track record, however, at developing small and medium-sized innovative companies into the big job providers of tomorrow.

Over the past 40 years, just one of the most successful global start ups has come from Europe – while over 25% came from California alone.

One of the main reasons is Europe’s reliance on debt to try and finance growth. In Europe, 80% of financing for SMEs still comes from banks, with only 20% coming from equity. In the US, the opposite is true. No wonder their economy has recovered so much faster, with so many more new companies becoming big job providers.

Debt is a short-term fix that does not encourage long-term growth. It may be a suitable funding tool for established blue chip multinationals, but is not designed to help innovative companies who need capital to grow and invest.

Any small company in receipt of a bank loan must prioritise managing that debt or risk default, instead of using all its financial and human capital to invest, innovate and grow.

And, as has been made painfully clear all too often, too much debt always ultimately leads to disastrous consequences for the wider economy, with people subsequently suffering from fewer jobs and lower wages.

Now, post-crisis, we have an opportunity to fix this.

We must unleash the power of equity finance where people seek investment to grow their business, in return for a stake in that business.

This type of long-term finance allows companies the time and space to innovate, invest, grow and create jobs. There is a vast amount of equity finance potentially available throughout Europe, but for growing companies, there are too many barriers to accessing it.

“The economic potential of equity finance is clear”

This is why Commissioner Hill’s plan for a Capital Markets Union (CMU) throughout Europe is so important. This will break down barriers and simplify access to multiple sources of finance throughout the EU, including making it easier to access finance from countries both within and outside the EU, as well as making it less expensive and less burdensome for SMEs to raise capital.

I am delighted Lord Hill has endorsed this publication. The economic potential of equity finance is clear. Figures for the latest year available show companies who raised capital on the London Stock Exchange’s growth stock market, AIM, instead of borrowing from the banks, created 731,000 jobs, paid £2.3bn in tax and contributed £25bn alone to UK GDP.

And in continental Europe, one should look at the role of equity finance following the financial crisis. In the first six months of 2014 – when banks were struggling to lend and governments were undertaking massive cuts in public spending – 67 companies from Portugal, Ireland, Greece and Spain, countries that were hardest hit by the crisis, raised over

4,000

The number of patents and trademarks held by the 1000 companies in this book

€30bn in equity finance to help invest, grow, and create jobs.

So equity finance can work in Europe. And if Europe is to have a sustainable economic future – it has to support new companies, new ideas, new jobs and a new funding model. Only innovative companies can create the high quality, well paid jobs of tomorrow – but they need access to deep pools of finance to do it. And, of course, an economy less reliant on debt-financing is a much more resilient one.

Inside the report

In this new report, we highlight 1000 of the fastest growing SMEs across the 28 countries of the European Union. Our selection criteria (see page 115 for details) require companies to have shown not just growing revenue over the past three years, but also to have outperformed their sector peers. Our unique methodology, devised by Bureau van Dijk, reveals a community of European businesses richer and more varied than we believe ever identified in any other exercise of this type.

The consequence of their growth is apparent Europe-wide. Not just from more, higher-quality jobs but in higher tax receipts, helping to fund public services and infrastructure spending. The success of our high-growth businesses is tangibly and inextricably tied to the success of Europe.

In this, our first European report, we see some interesting trends emerging. For example, Europe remains a continent with a proud and successful manufacturing and engineering sector: with a quarter of the companies we identified coming from this one area.

Standout sectors for growth include construction with 138% annual revenue growth, IT & telecommunications with 89%, Retail with 78% and Pharma/Science with 68%. As already noted, job creation too is astounding.

Naturally, the constraints of time and space have meant we have not been able to tell 1000 stories. However, the full index is at the back of this book and a searchable database can be found online at www.1000companies.com.

Our supporters

I want to thank our sponsor AFME, whose support has made this publication possible. Their tireless and effective work

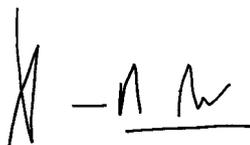
with SMEs at key stages of funding and development, and promotion of stable, competitive, and sustainable European financial markets has done so much to drive economic growth, jobs and investment.

“To have a sustainable economic future, Europe has to support new companies, new jobs and a new funding model”

Our thanks also goes to the who's who of expert contributors including Business Europe, European Issuers, EUROCHAMBRES, EUAPME and CEPS/ECMI for their insights and ongoing support of the SME community.

I would like to extend my personal gratitude to the Commissioners and senior policymakers who have given this report their support: European Commissioner Lord Hill, Markus Ferber MEP, Cora van Nieuwenhuizen MEP, Othmar Karas MEP, Alain Lamassoure MEP, Paul Tang MEP and Kay Swinburne MEP. Their tireless and important work is helping to build the foundations of a truly pan-European effort to support and champion the work of Europe's SMEs. Their contribution to this publication is testament to their deep understanding of the need to support, encourage and fight for the future of ambitious growth businesses.

I hope you enjoy the report and I encourage you to explore the database of inspiring companies we have identified. Europe is at its best when ambitious entrepreneurs and companies are given the space and support to thrive. These 1000 companies are the vanguard of a new European economy. We hope you are inspired.



Xavier Rolet
CEO, London Stock Exchange Group

COMMENTARY

MARKUS FERBER MEP

VICE-CHAIR, ECONOMIC & MONETARY AFFAIRS COMMITTEE
EUROPEAN PARLIAMENT, EPP

INSPIRING COMPANIES NEED FINANCING



**“THE REGULATORY ENVIRONMENT
NEEDS TO CHANGE TO SECURE
GOOD FINANCING CONDITIONS
FOR THE EUROPEAN ECONOMY”**

Small and medium-sized enterprises (SMEs) are truly the backbone of the European economy. In the years of the financial crisis, they were the companies that grew most dynamically and that created jobs, thereby supporting the economy when most needed. The LSEG's *1000 Companies to Inspire Europe* report gives an impressive overview of some of the most innovative and fast-growing companies in the EU. And it also proves how diverse and cutting-edge the European economy can be at its best.

However, in order to thrive, small companies need access to finance. The crisis has also shown that SMEs are among the most vulnerable parts of the European economy as they are the first to suffer when banks get into trouble and traditional ways of financing are no longer available. While increased exposure through initiatives such as the *1000 Companies to Inspire Europe* report can go a long way in helping some successful companies to obtain financing, the regulatory environment also needs to change in order to fully secure good financing conditions for the whole of the European economy.

Improving access to finance for SMEs therefore constitutes one of the key regulatory challenges in the months and years to come. The approach to do this should be threefold. First of all, the many pieces of financial markets legislation that have been passed over the past years need to be looked

at in their entirety in order to identify what is holding financing back. This stocktake then arguably needs to result in appropriate legislative action.

Second, traditional ways of financing, such as via banks, must be strengthened. This means on the one hand sensible capital requirements and on the other hand not overburdening banks with prudential requirements that just divert resources from the core business to compliance.

Third, apart from strengthening traditional financing channels, new ones should be tapped into and the Capital Markets Union project can constitute the legislative framework to do so. The key aim needs to be to lower the cost and administrative burdens for smaller companies to access capital markets. MiFID II has already paved the way by setting up a new type of trading venue dedicated to smaller entities. The next step should be to streamline the approval procedures for smaller entities and frequent issuers in the context of the revision of the prospectus directive.

The LSEG's *1000 Companies to Inspire Europe* proves how inspiring, innovative and dynamic European companies can be. In order to empower those inspiring companies and further encourage entrepreneurship, the regulatory framework will need to be set up in the right way: access to finance will have to be the guiding principle.

COMMENTARY

CORA VAN NIEUWENHUIZEN MEP

MEMBER, ECONOMIC & MONETARY AFFAIRS COMMITTEE
EUROPEAN PARLIAMENT, ALDE

WE MUST INVEST NOW TO SECURE EUROPE'S FUTURE



“WE NEED A EUROPEAN FRAMEWORK THAT PROMOTES INNOVATION, OPENS UP MARKETS AND ENABLES GROWTH”

I would like to congratulate London Stock Exchange Group on this exciting initiative. It is a celebration, not only of Europe's finest high-growth companies, but also of the ecosystems around them that enable them to grow.

The companies have been selected for their consistent growth over a number of years and their ambition to become the best in today's fast-changing global economy. The report provides important information on where growth and jobs are being created. The fact that these companies are widely spread means that they are important for job creation everywhere in Europe – not just in certain pockets.

As a politician from the Netherlands, I am particularly proud to see that, out of 1000 selected companies, 50 are Dutch, with a compounded annual growth rate of 11%. This means that the Netherlands has the ingredients, the skills, the mindset and the ecosystem required to build the future.

I am also pleased to see a healthy balance between traditional industry and technology. This means that we are capable both of creating innovative businesses from scratch, and of transforming legacy businesses into something new.

We must make sure innovative SMEs have access to risk capital markets throughout the funding escalator. Limited access to capital means limited access to opportunities. Without access to growth capital at the right time, companies will stay small or end up overseas – together with their

contribution to our economies. This is what Europe wants and needs to address. We need a European framework that promotes innovation, opens up markets and enables growth. The Capital Markets Union (CMU), Horizon 2020 and completing the single market are key elements of this framework.

CMU aims to create a deeper and wider single capital market in Europe, rather than the 28 fragmented markets we have today. The first element under CMU is the review of the Prospectus Directive, with the objective to make it easier for companies to attract capital on the European public market.

Horizon 2020 supports innovation by increasing investment in research and development. It is the largest public research and development fund with €80bn. It aims to better convert research into improved goods, services, or processes for the market.

Europe also understands that technology is a key driver of innovation. European regulation should therefore strengthen links with the industry and allow technology to do its magic. This 'partner approach' will allow innovation to flourish.

This report is an important reflection of the creative talent in Europe that we must continue to nurture and support. These companies are on an exciting journey and they can count on my full support as an MEP. It is clear to me that we must invest now in order to secure a return in Europe's future.

COMMENTARY

PAUL TANG MEP

MEMBER, ECONOMIC & MONETARY AFFAIRS COMMITTEE
EUROPEAN PARLIAMENT, S&D

SMALL IS BEAUTIFUL – AND VITAL TO OUR ECONOMY



“THIS REPORT PUTS SMES IN THE SPOTLIGHT. THEIR SIZE MAY BE SMALL OR MEDIUM, BUT THEIR IMPACT IS DEFINITELY NOT”

SMEs in the spotlight: that is what we need in Europe. The start-ups and family businesses of today are tomorrow's growth and job providers. Innovative, smart and viable, they are the backbone of our economy. I therefore wholeheartedly support this first edition of *1000 Companies to Inspire Europe* – all the women and men working in the SME sector can be very proud of their role in our economy.

This report vividly illustrates the diversity of the SME sector. From small coffee stores and clothing web shops run by only a small team of employees, to tech firms and breweries, SMEs are everywhere. This is Europe at its best. On this continent there are many ways to pursue grand or just simple ideas, to work together to realise ambition, to inspire others and to make success, but also to fail without falling into poverty.

Notwithstanding the differences, SMEs face a common challenge: how to turn a start-up into a grown-up. Lack of financing restricts some SMEs from fulfilling their potential. Capital is so greatly needed to invest in ideas, in jobs and in innovation.

First, we have to tackle the fragmentation of the financial markets in Europe. We have to stimulate and provide alternative facilities of credit, as for example crowd funding and venture capital. By realising the Capital Markets Union and the banking union we can ensure a stable and

harmonised financial sector. Next, Member States should exploit the European Fund for Strategic Investments (EFSI) to the maximum to support SMEs. Actively involving SMEs in EU co-funded public private partnerships is also welcome.

Besides this, capital for SMEs is relatively costly, because creditability assessment is a complex and time-consuming process. Standardisation often leads to the classification of an SME in a higher risk scale than is necessary. Investors and SMEs both miss opportunities this way. It would be valuable if a European budget could be set aside for the development of a European system of national rating agencies for SMEs. This provides investors and others with more insight into risks, so loans can be granted more easily and faster. Moreover, a rating system makes SMEs independent from banks, giving them the opportunity to attract funding in different ways.

But we can do even more. SMEs' interests should be properly reflected in EU policies. For example, SMEs are more and more internationally active. Their opinions and interests should be at the centre of negotiations for trade agreements. And in public procurement we should make it possible to split tenders in small sub contracts, so SMEs have more chance to get the bid. All in all, the European Union can play a major role in helping millions of SMEs to thrive. This report is a big help in putting SMEs in the spotlight. Because their size may be small or medium, but their impact is definitely not.

COMMENTARY

KAY SWINBURNE MEP

MEMBER, ECONOMIC & MONETARY AFFAIRS COMMITTEE
EUROPEAN PARLIAMENT, ECR

ENGINES OF THE FUTURE



“POLITICIANS ACROSS EUROPE SHOULD SEE INVESTORS AS THE LIFEFORCE THAT CAN DRIVE THEIR ECONOMIES FORWARD”

One of the most rewarding parts of my work as an MEP is supporting SMEs not only in my own constituency but also throughout the EU by ensuring that legislation facilitates the growth of businesses. Where barriers to innovation, expansion or financing are identified, we work across different disciplines to ensure that we have an environment which nurtures and encourages entrepreneurs.

I have huge pride that my constituency of Wales is home to a number of companies in this booklet. They may be little-known now, but there is no reason they couldn't be the big employers in Wales in the future. The companies featured throughout are shining examples of Europe's creativity and inventiveness and will hopefully be the future engines of the EU economy.

However, we also need to recognise that the conditions do not always facilitate growth and expansion, and that appropriate financing plays a key role. This is why the Capital Markets Union (CMU) project is needed now more than ever. We need to ensure that Europe's savers become Europe's core investors, and that Europe's SMEs have access to a more diverse array of funding options. Politicians across Europe should not see investors as suspicious, but as the life force that can drive their economies forward by providing the 'risk capital' required. Too many EU companies have had to leave their home countries in search of venture capital or

private equity funds. CMU should be about helping these new companies find that same funding within the EU.

While the overall goal is changing people's mindset across Europe, there are plenty of small ways in which politicians and regulators can work together to help foster this change. Our current tax rules across the EU unhelpfully favour debt over equity financing; they rarely reward investors for putting capital at risk in high-growth ventures, and innovative companies are given little incentive to remain. More can, and should, be done to identify schemes that work in one member state in order to identify best practice and export that across the whole of the EU28.

On the side of the issuers we can make it easier for small companies to issue prospectuses when they publically list, introduce minimum standards that are not gold-plated by lawyers and consultants, and reduce the burden to the lowest level possible when the target investors are truly local.

On the side of investors, we can reinforce the value of an EU passporting regime, removing local idiosyncrasies, so it is as easy to invest in a company in Romania when you are based in Berlin as when you are in Bucharest.

There is a lot more work for policymakers, but the companies featured in this report should inspire the next generation of SMEs across Europe to innovate and grow using all the financing tools available.

COMMENTARY

ALAIN LAMASSOURE MEP

MEMBER, ECONOMIC & MONETARY AFFAIRS COMMITTEE
EUROPEAN PARLIAMENT, EPP

POLICIES NEED TO SUPPORT OUR ENTREPRENEURS



“EUROPE’S STRENGTH IS ITS DIVERSITY... OUT OF THIS DIVERSITY CAN FLOW ENORMOUS INNOVATION AND PROGRESS”

It is a great honour to open the first European LSEG report on *1000 Companies to Inspire Europe*. The title could not be more accurate and à propos in such challenging times for Europe. In spite of the crises, this report blows a precious wind of optimism and puts a thousand faces to the outstanding believers and builders.

This may be because Europe still works for companies, especially for the 21 million SMEs quietly getting on with growing, together employing more than 33 million people – in a nutshell, the core engine of the European economy.

Who will be the next 1000? From Porto to Munich, our entrepreneurs do not lack ideas or money – wisely invested by equity funds and business angels based overseas – but they do lack solutions to obtain financing at an appropriate price, wherever in Europe they happen to be located.

Europe’s strengths are its diversity, the richness of its heritage, the mélange of approaches, perspectives and traditions it can draw upon. Out of this diversity can flow enormous innovation and progress. Yet, when it calcifies or is misdirected, this diversity becomes a significant weakness, leading to fragmentation. Diversity becomes division; polyphony becomes cacophony; richness becomes spoiled.

This is why our continent is in a crucial transition to bridge the investment gap and put an end to the paradox of having great ideas and great talents, yet a lack of ways and means to

support them, which would allow them to compete and lead the field in a global competition. In this transition, policy-makers have a role to play: to shape a stable environment which fosters risk-taking in the long term. How do we do it?

In 2014 the Commission, with the full support of the European Parliament, introduced the the EFSI or Juncker Plan, bringing together private and public partnerships. At the time of writing, it has worked for more than 165 SMEs and 57 infrastructure and innovation projects, with a total expected investment triggered of €82.1bn.

A second action addresses fragmentation: 28 differing sets of regulations cannot help to unlock 28 different markets, no matter how revolutionary the sectors operating online.

The third action opens a new chapter of economic integration with the Capital Markets Union in order to ensure that good ideas and good projects can find financial support wherever someone is willing to take the risk, be it in a bank, or on the market. Thirty years after the Single European Act a single finance market still does not exist in Europe. In a union that has a single currency, a single rulebook and a well advanced banking union, it remains an anomaly. In the long run, I believe that an alternative to debt bias would further strengthen the long-term commitment of our markets.

I hope you will let the policymakers help you to help all of us. Enjoy the read.



Scale up your business faster.

ELITE selects and prepares today's most ambitious companies for the next stage of growth. The bespoke programme offers businesses from all over Europe and beyond access to more sophisticated skill-sets, network and a diversified capital pool in order to accelerate growth opportunities. Joining ELITE may be the most significant thing you ever do to scale up your business.

More than 380 of Europe's most exciting companies have joined the ELITE programme. Here's why:

"We are excited to be selected into the ELITE programme and its world-class ecosystem of other growth companies, academia and other market operators. The challenges that an entrepreneur and organisation will meet in the course of its growth journey are multiple but with ELITE's network of advisors, tools and support they can be tackled face on. I am looking forward to Kiosked's ELITE journey and the learnings it will provide us."

Lars-Michaël Paqvalén
Co-founder and CEO, Kiosked, Finland

"It's a fantastic programme. Graze is a business competing on a world stage and the opportunity to utilise the experience and learnings of our contemporaries is invaluable."

Anthony Fletcher
CEO, Graze, UK

To see how ELITE can fast-track your growth, visit www.elite-growth.com or email us at elite@lseg.com

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COMMENTARY

OTHMAR KARAS MEP

SME INTERGROUP'S CHAIR
EUROPEAN PARLIAMENT, EPP

INSPIRATION FOR THE FUTURE



“IT IS VITAL THAT WE FURTHER ENHANCE THE FREE FLOW OF CAPITAL WITHIN THE SINGLE MARKET”

“Europe is our future, we do not have another,” as Hans-Dietrich Genscher once said. “The Europe of tomorrow will be created by the Europe of today,” as Claus M. Finkelstein once said. Those words show us the way. We need a Europe that believes in itself and in its commitment to a strong economy for everyone.

What better way is there to foster this self-belief than reading the stories of Europeans who have achieved success? I am therefore very glad that London Stock Exchange Group has collected these 1000 success stories. We need these inspiring examples to show us the possibilities and capabilities of European entrepreneurs. There are so many talented men and women in all regions and sectors, our challenge is to give them the necessary economic framework, so they can accomplish their visions by themselves.

Besides the reduction of red tape and regulatory arbitrage, we need to focus on making Europe more attractive for investors. The European Commission estimates that we need to invest up to €1tn in transport, energy and telecom infrastructure networks before 2020. While much progress has been made in many European countries, when it comes to economic governance and the labour market, we still see a gap in investments compared to pre-crisis times.

While the European Fund for Strategic Investments (EFSI) was a first big step, we also need a Capital Markets

Union (CMU) that sets the right framework for a better flow of capital within the Single Market. Through the CMU, the European Commission and the European Parliament recognise the need for more diversified funding sources and especially for a greater share of financing from capital markets. It is clear that the well-established role of banks will be crucial when it comes to SME financing, but we need more funding options, so we can add to this existing pillar and widen the economic tools of European entrepreneurs.

We also need to establish a more equities- and risk-sharing culture, which enhances additional support for high-growth companies. It is vital that we lower the barriers to SMEs accessing capital markets by improving the availability of financial information on them. The recent proposal for the revised Prospectus Directive is an important step because the EU IPO Task Force report clearly showed that a reduction of issuing costs would be the main incentive for companies to raise capital on public markets. It is vital that we further enhance the free flow of capital within the Single Market.

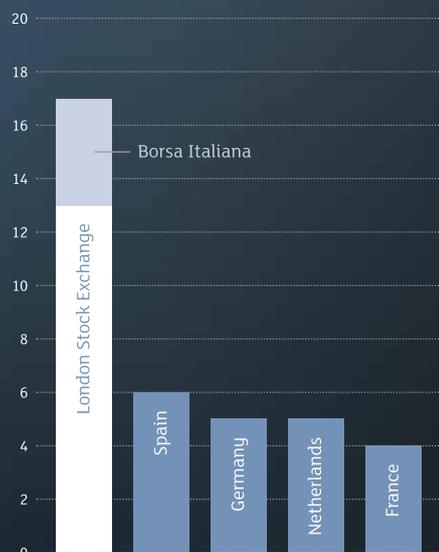
We need the political will to achieve this goal. Currently there are still too many national restrictions for the cross-border movement of capital, as well as a fragmentation of the capital markets. If we remove these national barriers we can attract more investments and hopefully add further chapters to the next edition of *1000 Companies to Inspire Europe*.

Europe's leading IPO market

In 2015, London Stock Exchange Group was the top ranking exchange in Europe by both money raised at IPO and number of IPOs.

93 IPOs
raising
£17.3bn

Money raised (£bn)



Source: Dealogic



London
Stock Exchange Group



“SMEs are the backbone of the European economy. Supporting Europe’s SMEs to grow and prosper is vital for restoring growth in Europe”

CREATING A CLIMATE FOR GROWTH

We are delighted to be sponsoring *1000 Companies to Inspire Europe*. Many of the success stories featured in these pages started as small enterprises that grew through a combination of innovation and the right type of funding. To encourage the next generation of inspirational companies, we need to ensure that Europe’s small and medium sized businesses (SMEs) have access to the funding they need to innovate, take risks and grow.

SMEs are the backbone of the European economy, accounting for 99% of all companies in the EU and two-thirds of private sector employment. Supporting Europe’s SMEs to grow and prosper is vital for restoring growth in Europe. Yet alternate sources of SME funding outside of bank loans remain undeveloped in Europe, particularly with regard to capital market investment.

Another barrier SMEs face is securing cross-border finance across the EU. Navigating the different rules in 28 member states can be a challenge, especially when there is inconsistency between states on key issues such as tax. Clearly, more needs to be done to encourage greater harmonisation.

To help, AFME published the first pan-European guide to SME finance in Europe last year. Our goal was to support aspiring SMEs to tap into the different funding options available to them, whether that’s equity investment, bonds or venture capital. This was supported by a series of workshops throughout Europe, which included contributors from the London Stock Exchange Group.

The overwhelmingly positive reaction the guide and workshops received have reinforced our belief that there is a real need for clear, easy-to-understand information for European SMEs wishing to look beyond traditional bank funding.

Thankfully, the tide is turning. We are now seeing more European companies take advantage of capital market finance. It is our hope that the companies listed here provide the inspiration for the next generation of innovative businesses to seek the funding they need to grow.

Simon Lewis
 Chief Executive, Association for Financial Markets in Europe

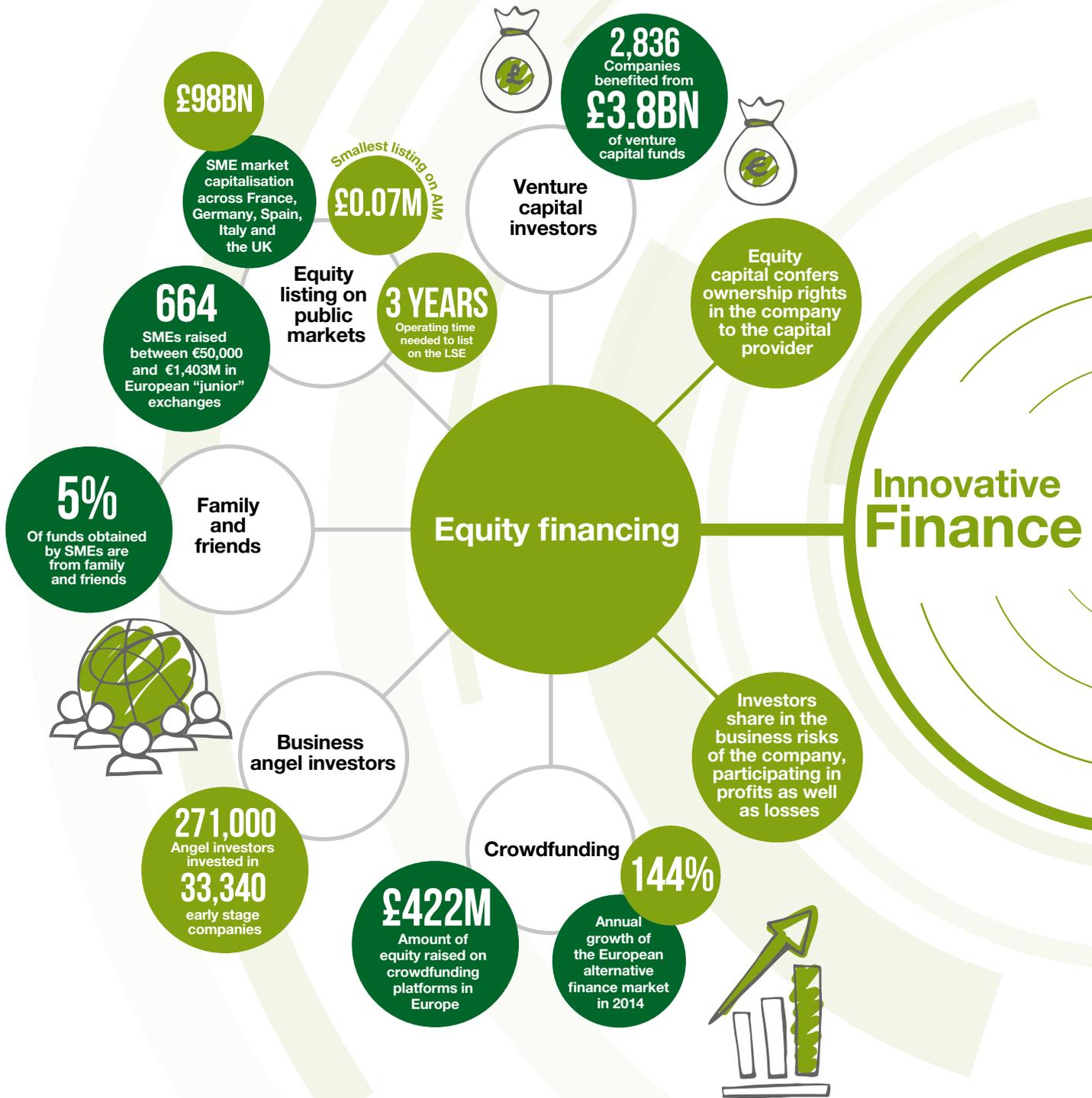
As the voice of Europe's wholesale financial markets, we understand the need to build constructive dialogue between our members and regulators. In our experience, an evidence-based approach brings the best results.

afme/
Finance for Europe

AFME advocates stable, competitive, sustainable European financial markets that support economic growth and benefit society.

Learn more about our work at www.afme.eu

There is more than just bank financing to help today's European small and medium-sized businesses become tomorrow's inspirational companies.



for Europe's SMEs



Broad and deep pool of capital

Lowest bond issuance

£4M

Bond financing

NO

Credit rating needed for LSE ORB

For mid-size companies with annual turnovers of €20-€400M



80% of small and mid-size company funding comes from bank finance, including bank loans

€9.8BN

Expected to mobilise

European Investment Fund (EIF) Angels Fund

£2.2BN

Equity to venture capital funds (2015)

€250K-€5M

Typical amount provided by the EIF together with business angels



National and pan-European support schemes

Spanish FOND-ICOpyme

€750K-€1.5M

Equity for innovative companies



Indirect equity support to companies

Tax incentives

Up to 50% tax relief

For investors in the UK's EIS and SEIS schemes

German ERP Start-up Fund

€5M

Co-invested in innovative companies





“We strive to offer accurate and unbiased pictures of the companies, industries and sectors our users are interested in”

A CLEAR VIEW OF COMPANY DATA

At Bureau van Dijk, we're proud to be the source of the company information in this report. We're renowned for products such as our flagship global database of 200 million private companies, Orbis, and our European companies database, Amadeus.

We source material from 140 information providers around the world and we add huge value to the raw data before we feed it into our products. Three key examples are standardisation, linking data sources, and our interface.

We aim to make comparisons between companies and across borders as simple as possible. So, when combining our disparate sources of private company data, we perform a number of 'treatments'. Crucially, we have created a standardised account format that best reflects the many accounting procedures. Once financials are standardised, they can be compared and facilitate cross-border searching.

We also apply consistency to our non-financial fields, such as cross-referencing industry codes and providing company names in a number of languages and alphabets. The calculations behind the financial strength indicators we offer are weighted for local variations, and our records contain a range of unique company identifiers.

We combine and link company data with other information, aiming to find the right balance between giving you an intelligent tool that can accommodate different data regulations, and not over-complicating the user experience. By linking and standardising information from so many sources, we strive to offer accurate and unbiased pictures of the companies, industries and sectors our users are interested in.

Our interface, built with the latest programming techniques, helps users create complex searches and analysis, while being easy to use.

We have a number of visualisation tools. Topical, but always crucial for compliance and M&A, are those that show corporate ownership structures. Our interface makes these complicated (and occasionally deliberately hidden) structures clear, so users can easily trace global ultimate owners, as well as beneficial owners according to their own percentage thresholds.

To see all of our many other benefits and find out about our free trial scheme, please visit www.bvdinfo.com or email bvd@bvdinfo.com.

Mark Schwerzel
Deputy CEO of Bureau van Dijk

AIM  **20**

Growing good ideas for more than 20 years.

AIM has been rewarding innovation since 1995. Now the world's most successful international growth market, companies admitted to AIM have raised over £95bn in the past two decades. AIM supports small and medium-sized businesses from across the globe, giving entrepreneurs the opportunity to break through, go further and dream bigger. These ambitious companies drive economic growth and AIM has been their home for more than 20 years.

Find out more about how AIM can help grow your business at www.lseg.com/aim

As of 31 December 2015



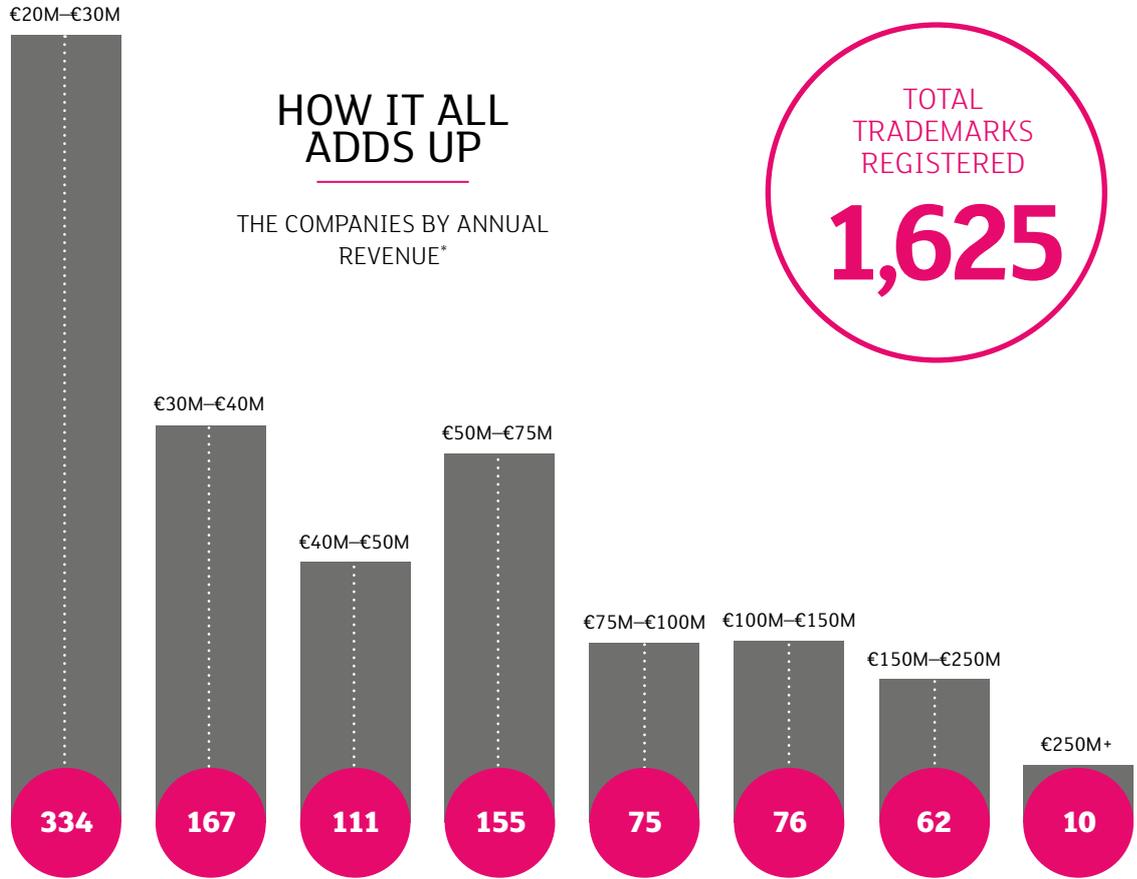
London
Stock Exchange Group

INSPIRING EUROPE IN NUMBERS

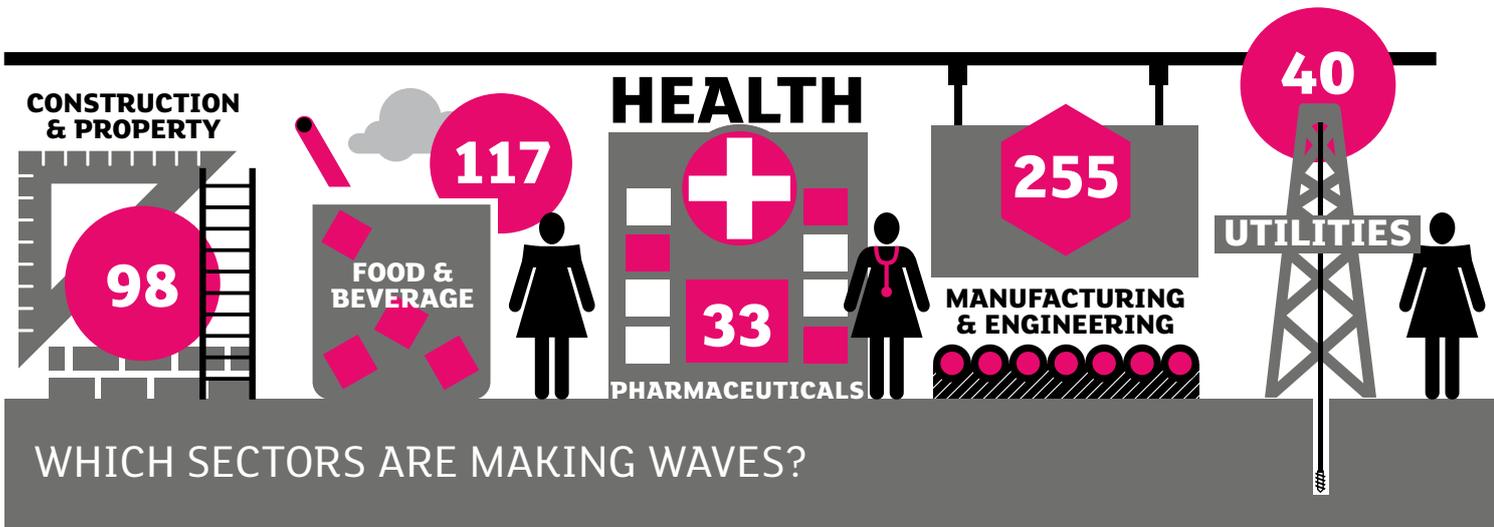
OUR RESEARCH DRILLED DOWN TO FIND THE FACTS AND INTERPRET THE DATA ABOUT THE EU'S MOST EXCITING ORGANISATIONS



KEY
10 = NUMBER OF COMPANIES

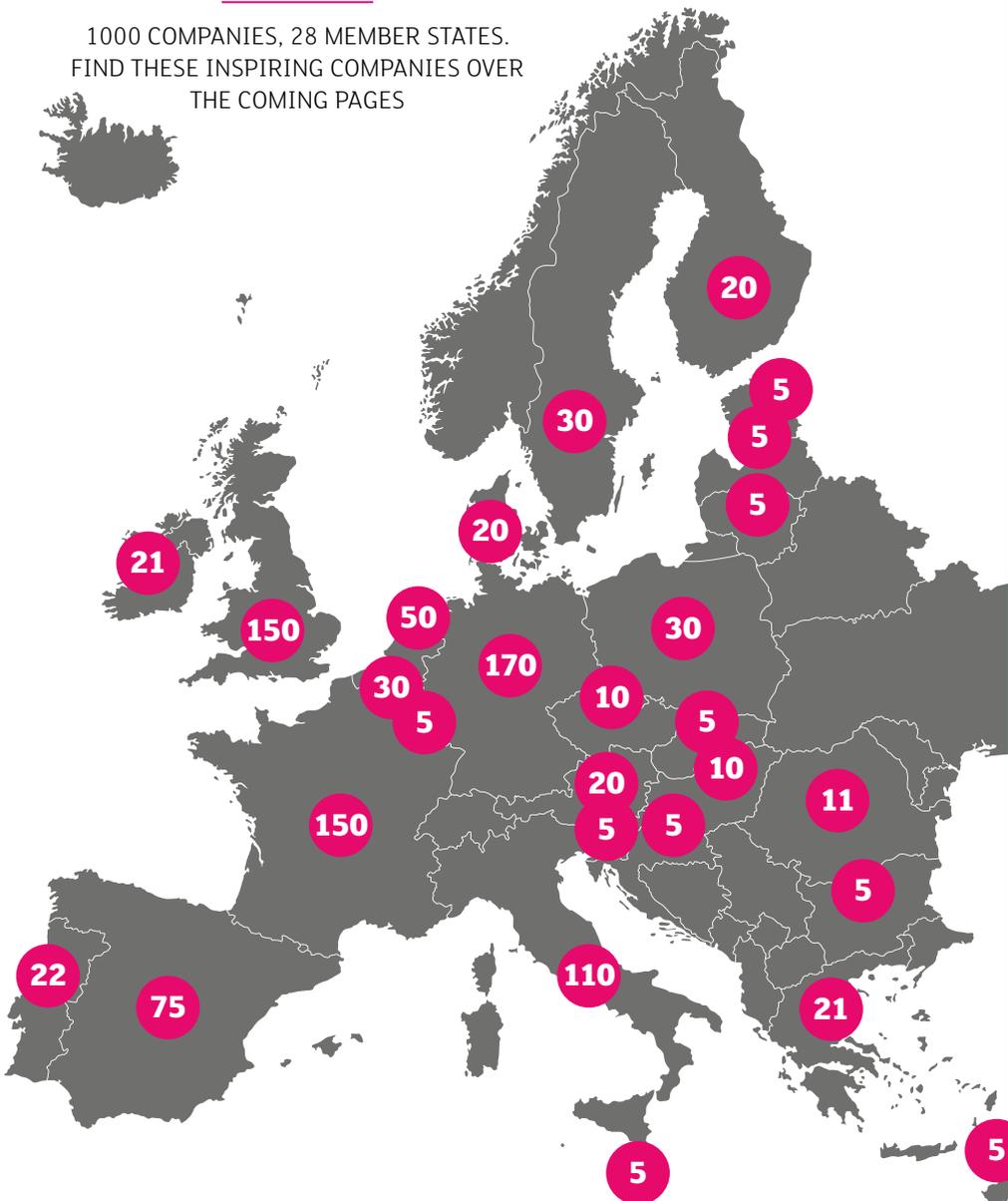


* FOR THE FULL METHODOLOGY, PLEASE SEE PAGE 115



WHERE TO FIND THEM

1000 COMPANIES, 28 MEMBER STATES.
FIND THESE INSPIRING COMPANIES OVER
THE COMING PAGES



MAKING EUROPE WORK

HOW THE 1000 COMPANIES
ARE CREATING JOBS



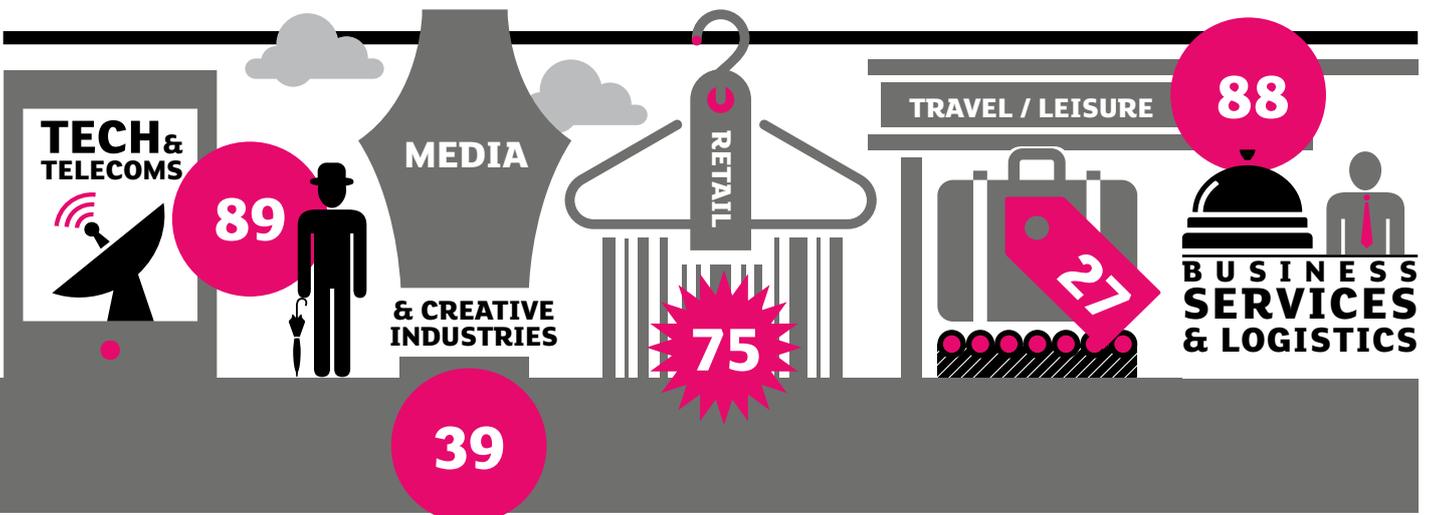
- TOTAL EMPLOYEES **218,000**
- 1-YEAR JOB CREATION **26.80%**
- 2-YEAR JOB CREATION **66%**
- AVERAGE NO. OF EMPLOYEES/
COMPANY **218**

MAKING EUROPE WEALTHY

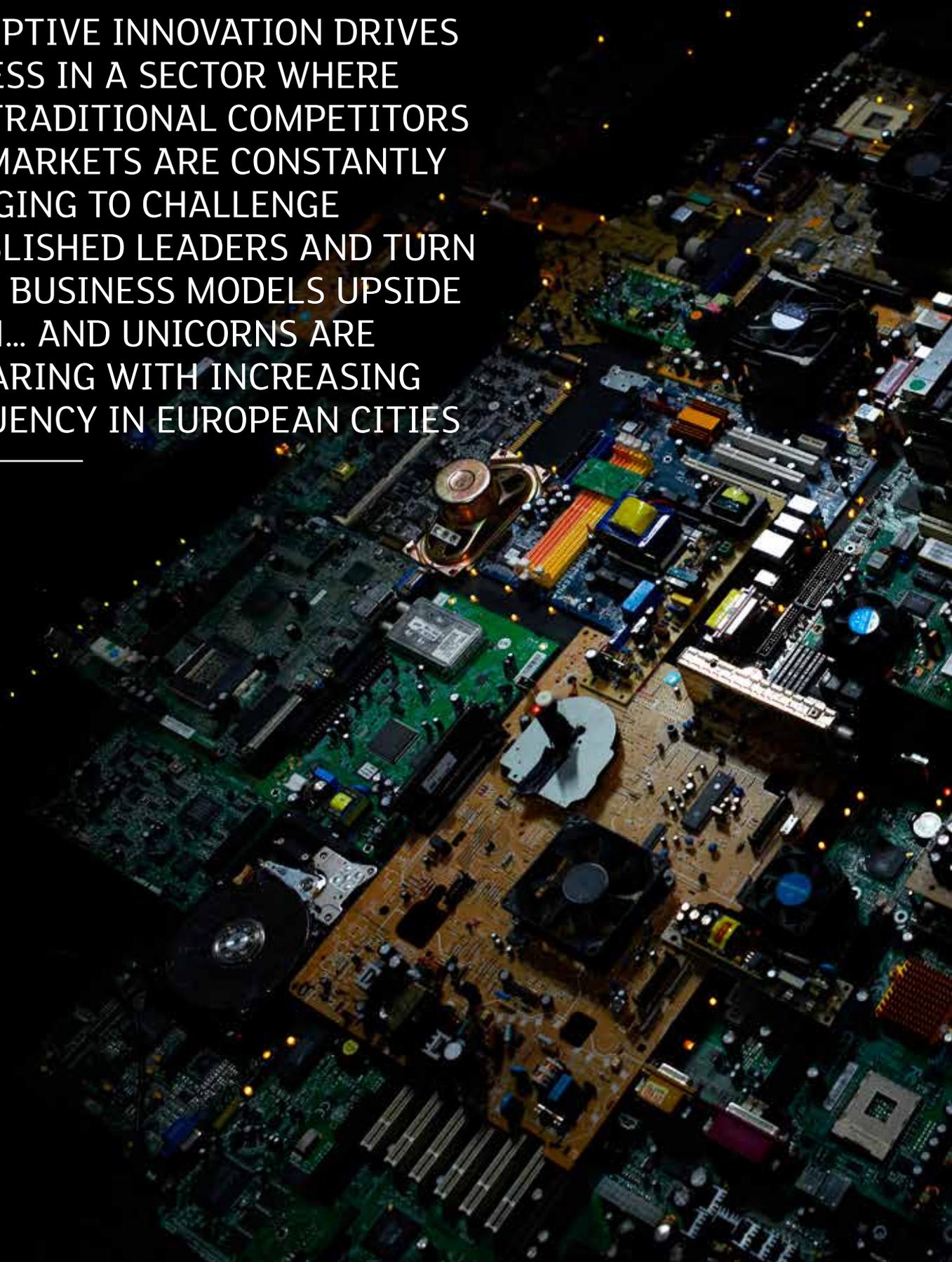
THE 1000 COMPANIES'
FINANCIAL PERFORMANCE
AT A GLANCE

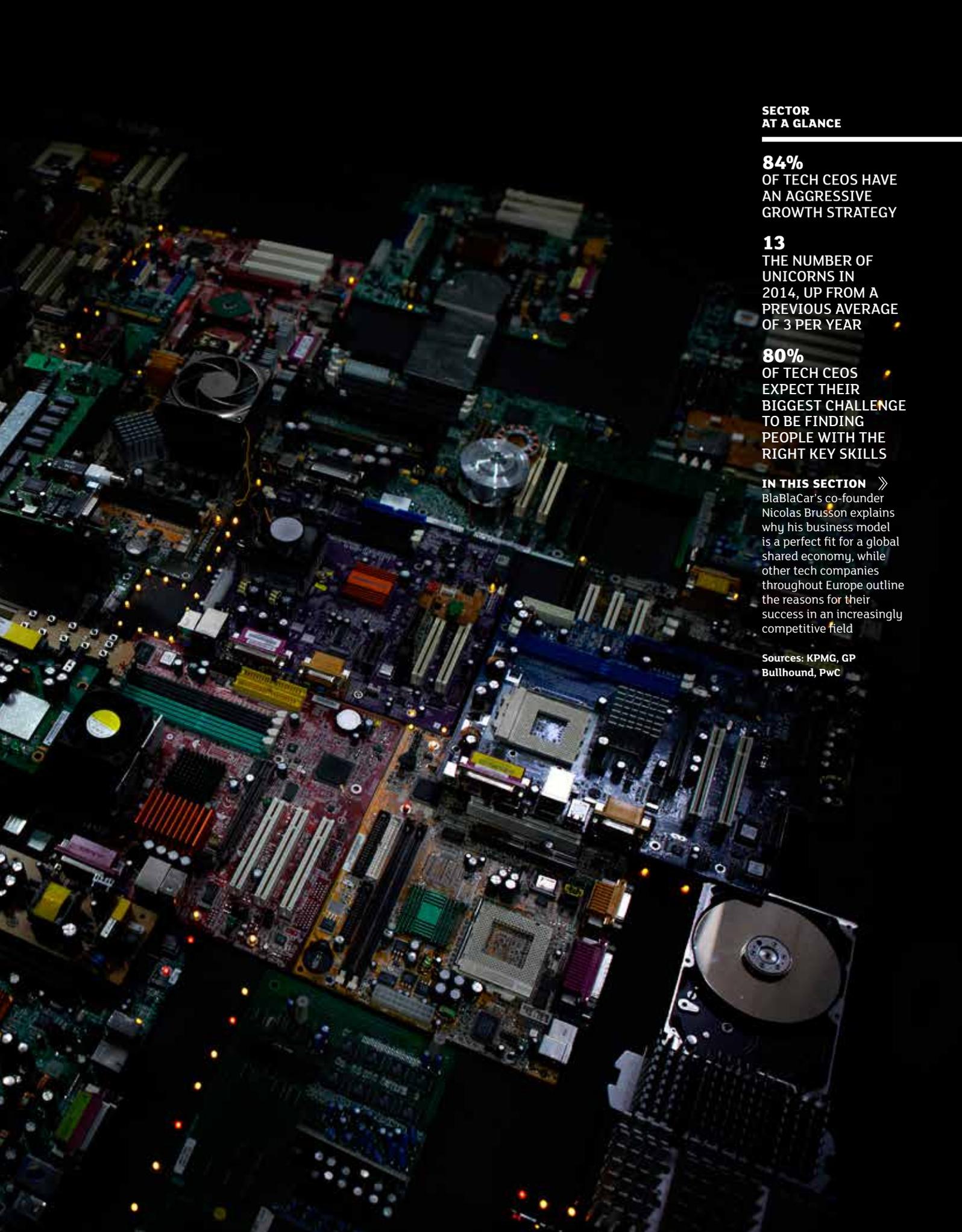


- AVERAGE REVENUE **€60.73M**
- 3-YEAR COMPOUND ANNUAL
GROWTH RATE (CAGR) **71%**
- AVERAGE EBITDA MARGIN **11%**
- TOP 100 COMPANIES'
AVERAGE 3-YEAR CAGR **411%**



DISRUPTIVE INNOVATION DRIVES SUCCESS IN A SECTOR WHERE NON-TRADITIONAL COMPETITORS AND MARKETS ARE CONSTANTLY EMERGING TO CHALLENGE ESTABLISHED LEADERS AND TURN THEIR BUSINESS MODELS UPSIDE DOWN... AND UNICORNS ARE APPEARING WITH INCREASING FREQUENCY IN EUROPEAN CITIES





**SECTOR
AT A GLANCE**

84%
OF TECH CEOS HAVE
AN AGGRESSIVE
GROWTH STRATEGY

13
THE NUMBER OF
UNICORNS IN
2014, UP FROM A
PREVIOUS AVERAGE
OF 3 PER YEAR

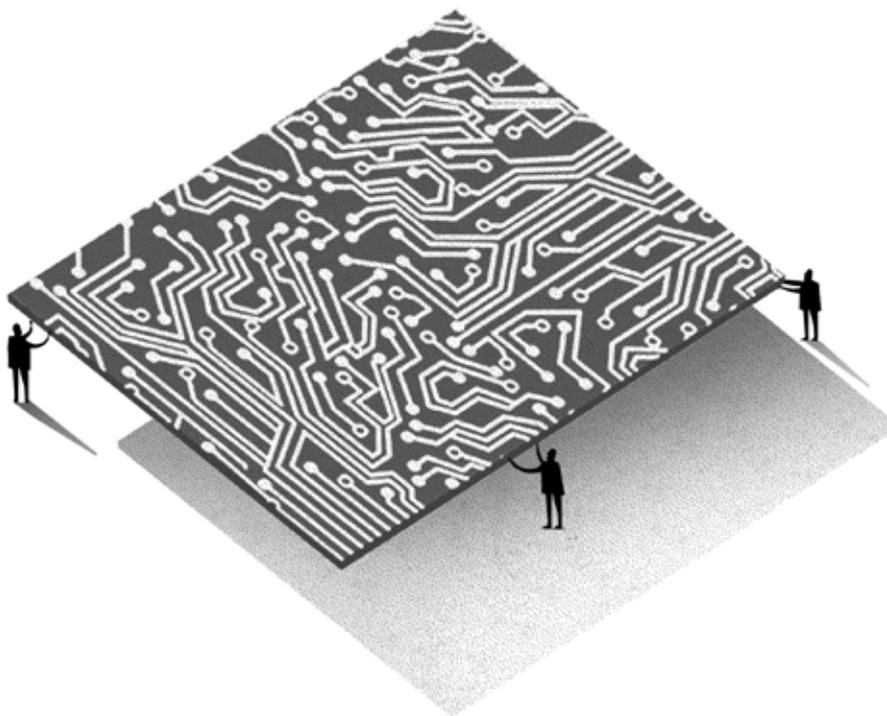
80%
OF TECH CEOS
EXPECT THEIR
BIGGEST CHALLENGE
TO BE FINDING
PEOPLE WITH THE
RIGHT KEY SKILLS

IN THIS SECTION »
BlaBlaCar's co-founder
Nicolas Brusson explains
why his business model
is a perfect fit for a global
shared economy, while
other tech companies
throughout Europe outline
the reasons for their
success in an increasingly
competitive field

Sources: KPMG, GP
Bullhound, PwC

DRIVEN TO INNOVATE

PERHAPS MORE THAN ANY OTHER SECTOR, TECHNOLOGY IS DRIVEN BY FAST GROWTH. IN ORDER TO GET ON THE GRID IN THE GLOBAL RACE FOR COMPETITIVENESS, COMPANIES MUST CONTINUALLY RESEARCH, CREATE AND EXPLOIT NEW TECHNOLOGIES, MAKING THE TECH SECTOR A KEY DRIVER FOR WIDER ECONOMIC GROWTH. EUROPE BOASTS INCREASING NUMBERS OF 'UNICORNS' – BILLION-DOLLAR TECH START-UPS – BUT ACROSS THE EU, THERE IS AN IMBALANCE IN SPENDING POWER, WITH SOME COUNTRIES ABLE TO BE MORE AGGRESSIVE IN THEIR TECH SPENDING WHILE OTHERS ARE CONSTRAINED BY THE NEED FOR CAUTION. YET THEY ALL HAVE ONE KEY CHALLENGE IN COMMON: THE SKILLS SHORTAGE THAT CONTINUES TO PLAGUE THE SECTOR



MORE TALK AND MORE ACTION

BlaBlaCar

www.blablacar.com

Sector: IT Technology

Country: France

In an age in which more people are travelling greater distances than ever before, there has been a growing emphasis on finding ways to lessen the burden of travel on both the individual and the environment. It's part of what Nicolas Brusson, COO and co-founder of BlaBlaCar, refers to as the shift towards a shared economy, and few recent developments epitomise this more than the rise of ridesharing, otherwise known as carpooling. Quite simply, this is the sharing of a car journey by a bunch of strangers. BlaBlaCar is the world's leading long-distance ridesharing platform, operating in 22 countries and boasting around 30 million users, and is driven by a desire to see greater collaboration among the world's citizens.

Through BlaBlaCar's website and mobile app, drivers can offer empty seats in their cars to passengers heading the same way. They travel together and split the costs of the journey. "Each passenger makes a fair contribution for their seat and drivers cover their fuel and toll costs without making a profit," Nicolas says. "The platform is engineered to create a secure, trust-based community with declared identities and full member profiles."

The move towards a shared global economy has been accompanied by a behavioural shift that, according to Nicolas, is seeing people beginning to favour usage over ownership, especially of costly goods. BlaBlaCar capitalises on this, enabling individuals to optimise their resources and lessen the increasing costs of long-distance travel.

And finally, it comes with a unique addition designed to alleviate any concern from the driver that the passenger they invite along will be an incessant chatterbox. "Members can even specify how chatty they are in their profile, from 'Bla' to 'BlaBlaBla', hence the name BlaBlaCar," he says. And in doing so, an otherwise arduous journey becomes much more pleasant for all.



Bla Bla Car

Ridesharing is more enjoyable if driver and passengers are well matched in terms of how much interaction they desire

Photography: ©Alexander Babic



“The platform is engineered to create a secure, trust-based community”

Nicolas Brusson, COO and co-founder, BlaBlaCar

22

The number of countries in which BlaBlaCar operates, servicing around 30 million users

GET BETTER CONNECTED

The market for connected devices is changing at a dizzying rate. New technologies demand ever more sophisticated connectivity, whether it be biometric contraptions, smartphones or health apparatuses used by hospitals to monitor patients. Spanish company Fractus helps them connect. It is a world leader in the research and design of optimised antennae for wireless devices, and has licensed its technology to manufacturers across the world – Europe, the US and Asia.

“We own a valuable and growing patent portfolio with broad licensing potential,” says Ruben Bonet, CEO of the company, which has signed licensing deals with a range of global brands, including Samsung, LG, Motorola, HTC, Sanyo and Blackberry. Key to its success, he says, is its understanding of the patent system, which has been helped along by its



www.fractus.com

Sector: Wireless antennae

Country: Spain



“Being able to defend our intellectual property and license our technology has been fundamental for us”



Fractus is based in Barcelona, but works with manufacturers all over the world

Licensing deals with major mobile brands have made it a market leader



specialist knowledge in intellectual property rights licensing. “Being able to defend our intellectual property and license our technology to help society evolve has been fundamental for us,” says Ruben.

Part of Fractus’s unique approach is its awareness of the changing demands of different wireless markets, whether they be already established and dominant, or still in the nascent stages of connectivity. Moreover, it has expanded its business model from initially only producing antennae to licensing its patents and technology to third parties.

“The wireless connectivity requirements of today’s connected world have been the biggest opportunities for our company,” says Ruben, under whose watch Fractus has pioneered the use of geometry-based antenna design and development.

The company has invested heavily in research and design and is home to a highly qualified employee base, among which are people who have spent decades in the field. In a sector where demand is set to grow and grow over the coming decades, manufacturers will want the innovation that companies with a proven track record like Fractus can offer. “The antenna technology can enable the ever-smarter and more connected tomorrow,” Ruben says.

50+

Number of inventions Fractus holds in its Intellectual Property Rights portfolio

1000 COMPANIES

FRANCE SNAPSHOT

FRANCE BOASTS 150 COMPANIES, INCLUDING 17 IN THE TECHNOLOGY & TELECOMS SECTOR, WITH A HUGE GEOGRAPHICAL SPREAD. FOR A FULL LIST OF COMPANIES FROM FRANCE, TURN TO PAGE 120

150

COMPANIES

COMPOUND
ANNUAL
GROWTH RATE

31%

4

PHARMACEUTICAL
& BIOTECH
COMPANIES

AVERAGE
REVENUE

€50^m

21

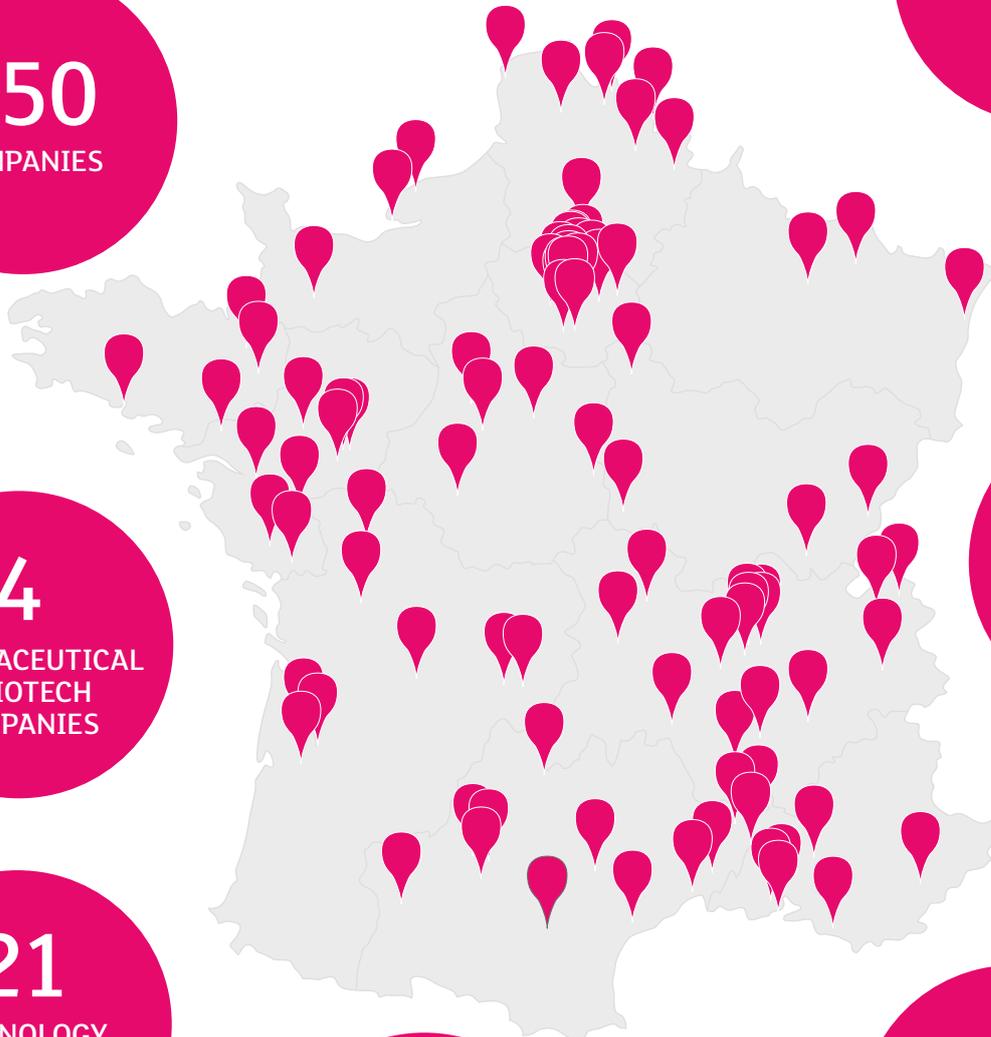
TECHNOLOGY
& TELECOMS
COMPANIES

63%

ANNUAL
JOB GROWTH

384

REGISTERED
TRADEMARKS AND
PATENTS



SCREEN SUCCESS

Both young and old are now spending unprecedented time in front of a screen, whether it be television, laptop or smartphone. Media companies are recognising the vast array of opportunities this presents them with, particularly with the mobile video revolution in full swing. And it didn't take long for Accedo, specialists in video user experience, to tap into that potential growth area.

"When we started the company in 2004, video on mobile was non-existent and the company's focus was solely on big-screen video," says Michael Lantz, CEO of the Swedish company, which handles the gamut of online video: movies on demand, pay-TV and catch-up TV.

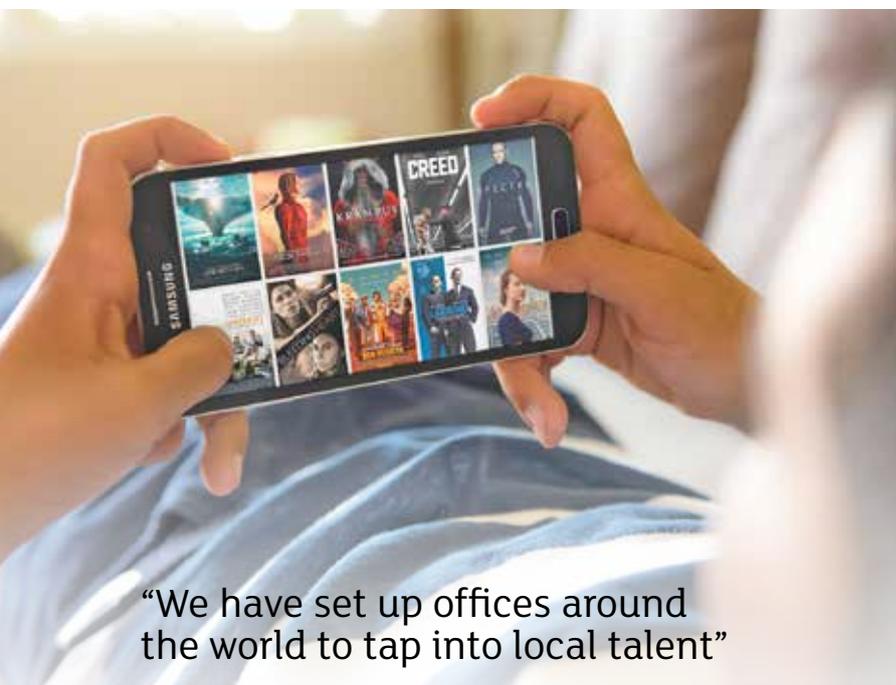
"Since 2012, we have successfully repurposed our company's skills to capitalise on the revolution," he says.

accedo 

www.accedo.tv

Sector: Video user experience

Country: Sweden



"We have set up offices around the world to tap into local talent"



Accedo are perfectly positioned to take full advantage of today's viewing revolution

Smartphones and tablets are increasingly being used for TV and film viewing



Accedo's success is reflected in the hard data. Despite a recession that brought many companies to their knees, it has recorded growth figures of around 50% year on year since 2012, and it expects to double its employee numbers by 2019. Yet the relative infancy of the industry has made recruitment of effective staff harder than expected. "Our industry is niche and the available talent is rare," Michael says. "We have opted to set up multiple offices around the world both to tap into local talent and to be closer to customers."

While the company knows that linear television will not go away – indeed 95% of television is still watched the 'old way' – it is now clear that more viewers are switching to an on-demand viewing experience. Habits are changing at a rapid pace, and with that, so are the demands of the market. The results of this are likely to be dramatic, and to the benefit of Accedo. "This effectively changes the entire TV value chain, which has been successful for 20–30 years," says Michael. "This value chain change will drive our business as more and more companies move to services where Accedo can deliver parts of the solution."

50%

Year-on-year growth figures posted by Accedo every year since 2012

GO WITH THE FLOW

Before the internet revolution brought us Skype, Google Voice and other online services, people communicated the old-fashioned way – by landline telephone. But because so much of our interaction with others is now taking place online, traditional telecoms companies have needed to adapt in order to survive, both in the social and professional spheres. For the latter in particular, telephone and public branch exchange, or PBX – the standard multi-line telecoms system used in offices – is being

muscled out of contention by its online competitors, and in the process becoming more of a curse than a boon.

“Generally, telephone and PBX services have a bad user experience in everything from pricing and purchasing to installing,” says Viktor Karlsson, founder and CEO of Telavox. Based in Sweden, it has been supplying telephone services to offices since 2002. “We want to change that with our communication solution Flow, by making the traditional telecom PBX and phone service

TELAVOX

www.telavox.com

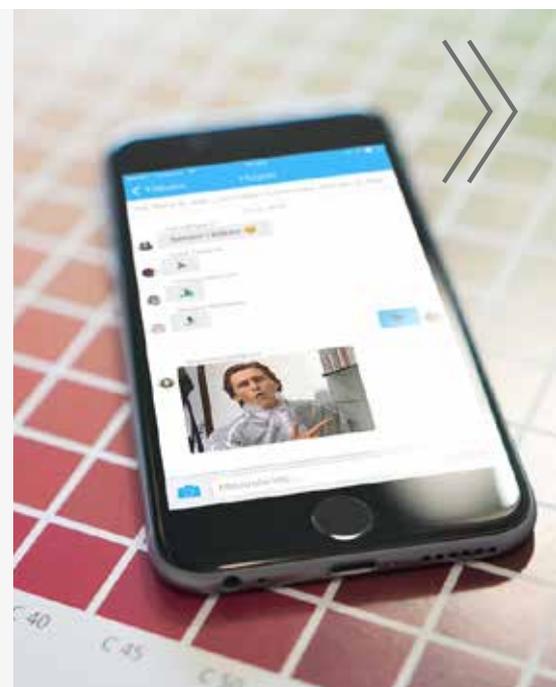
Sector: Telephone operator

Country: Sweden



Flow is Telavox's solution to bringing the traditional PBX service into the modern era

Shifting to a cloud-based service has enabled the company to compete



into a modern and digital online service.”

The biggest opportunity has been the shift in PBX from a physical product – the switching system between multiple central office lines – into a cloud service. “We went from having a 0% market share to around 20% of all the companies that shifted into a PBX cloud service,” he says.

“We see expansion into the most important markets in Europe and to do that we need at least five times the workforce that we have today.” And with that it will be able to do what any company in the telecoms sector now is required to do – shift from being a local provider to a global one. Viktor's guiding philosophy has kept Telavox moving forward: “Build up your visions, priorities and execute them. Learn and change fast.”

5x

The amount by which Telavox will need to increase its workforce to expand into Europe

TAKE IT TO THE MAX

Max Computers has been in the market for 18 years, and it just cannot stop growing. The Polish IT sales powerhouse is aiming to build still further on last year's record growth. It is the belief of the company's management that these figures testify to the value of the innovative approach it takes to its business. "We promote original solutions, redefine processes and technologies, and develop effective sales concepts," says CEO Daniel Drzewiński, who now oversees a company boasting double-digit annual growth. But Daniel says that the key to its success lies in its intimate relationship with each of its 600 suppliers. Rather than taking a blanket approach to all its clients, the company is attentive to the unique needs of each one.

"Regardless of the company size, we build unique relationships with



www.maxcomputers.pl
Sector: Computer sales
Country: Poland

"We play the role of an adviser, inspiring and recommending the most dynamic concepts"



^ The company's rate of growth has been notable – and shows no signs of slowing down

> Max Computers prides itself on its personal relationships with all 600 of its suppliers



each partner. In our everyday work with clients we play the role of an adviser, inspiring and recommending the most dynamic concepts that have a real impact on their business development," Daniel says. If its growth trend continues, by 2020 Max Computers will have doubled its current €150m annual turnover, thanks in large part to both the growing demand for IT in Poland and to its own marketing strategies. The company sees itself as an incubator of ideas across the gamut of its activity, whether it be logistics or tax-accounting services.

Daniel believes business is like sport and adds that those who are successful have adopted a team spirit and a drive to lead the competition in whichever sector they operate. "People who contribute to the company's success are full of ambition, hungry for knowledge and open to new experiences and development; they are honest and hard-working," he says. This last point is, Daniel believes, the most important. "It has been known for a long time that success consists of two components: 10% is talent and 90% is hard work. Let us not be afraid of these two key words."

300^m

Expected annual turnover by 2020 if current growth rates are maintained

1000 COMPANIES

POLAND SNAPSHOT

POLAND'S 30 LISTED COMPANIES CAN POINT TO A HIGHLY IMPRESSIVE COMPOUND ANNUAL GROWTH RATE OF 155%. FOR A FULL LIST OF COMPANIES FROM POLAND, TURN TO PAGE 140

30
COMPANIES

COMPOUND
ANNUAL
GROWTH RATE

155%



6

MANUFACTURING
& ENGINEERING
COMPANIES

24

REGISTERED
TRADEMARKS AND
PATENTS

AVERAGE
REVENUE

€42^m

SPEED IS OF THE ESSENCE

We live in the information age, in which inordinate amounts of data zip round the planet every second, from continent to continent, office to office. But it comes with risks – not least the potential for information to go missing or be stolen. That’s why companies that handle sensitive data, whether customer details or state secrets, require stringent protective barriers that keep out unwelcome eyes.

Fileminders has been Cyprus’ leading provider of data protection and information management solutions for some time, providing businesses with the capability to reduce risks and optimise business processes whilst ensuring profits continue to rise.

“We operate an unrivalled infrastructure comprising three state-of-the-art facilities, including two data processing centres, two mobile shredders



www.fileminders.com.cy
Sector: Data Protection and Information Management Solutions
Country: Cyprus



“Our key success factors are our people, our cutting edge infrastructure and our robust strategic business partnerships”



Fileminders’ success depends on quick but accurate service

The challenge for the future is to move into the digital age without sacrificing security



and a fleet of vehicles,” says Marios Xenophontos, CEO of the company. “Our key success factors, since our year of establishment, are our people, our cutting edge infrastructure and our robust strategic business partnerships.”

To this end, Fileminders has forged partnerships with some of the industry’s leading names, including M-Files and Intralinks, and Marios believes that market demand could provide opportunities for growth over the next five years, buoyed by gradual expansion outside of Cyprus.

It’s a bold vision, but it doesn’t stop there. “Our industry is gradually moving into the digital space, trying to cover the gap between physical and digital information management,” says Marios. “Anticipating this trend, Fileminders develops and promotes new solutions to help clients simplify their data management processes.”

Marios believes that speed in operation is a critical factor nowadays – unless you can keep pace with the developments in technology, then your business will quickly die. Fileminders feels equipped not only to maintain its current trajectory, but perhaps even outpace its rivals. “We are ideally placed to service this growing trend by leveraging our big client base and the trust we enjoy from our long-term relations.”

500+

The number of clients Fileminders have had over the 12 years they have been in business

1000 COMPANIES CYPRUS SNAPSHOT

CYPRUS'S LISTED COMPANIES ARE CLUSTERED AROUND NICOSIA AND LIMASSOL, BUT A VARIETY OF SECTORS ARE REPRESENTED. FOR A FULL LIST OF COMPANIES FROM CYPRUS, TURN TO PAGE 118



SUN SEEKERS

Headquartered in Bordeaux, France – but with a growing international scope – Exosun specialises in building reliable solar tracking devices for photovoltaic (PV) plants.

These motorised devices, which can increase the responsiveness of PV panels to the sun by up to 25%, were developed in response to a surging demand for renewables; a clean energy boom that's driven by rising concerns over the security of future energy reserves.

"We launched our solar trackers on the booming ground-mounted PV plant market," explains Exosun VP Strategy and co-founder, Jean-Noël de Charentenay. "Exosun is now considered as the go-to method for achieving a better energy harvest and a better return on investment."

The company initially met with success on home soil after it designed,



www.exosun.fr

Sector: Utilities

Country: France

"Exosun is considered the go-to method for achieving a better energy harvest"



Fields of solar panels may be the future in the ongoing search for clean energy

Exosun has equipped 22 PV plants in France with its solar tracking devices



developed and built the first PV plant in France, in 2008. It has since equipped 22 plants in France, becoming the market leader.

And with plans to add to the seven plants it has already established internationally, Exosun is showing no sign of slowing its growth. But how did the company manage to meet this demand so effectively and how will it continue to do so against the inevitable competition? "Our solar trackers are engineered in France with the objective of reducing overall costs," explains Jean-Noël. "This allows us to offer our clients a cost-effective, robust and high-quality product, adaptable to all environments."

Innovation extends far into the company culture, as Exosun maintains agility in its approach to client relationships, partnering beyond purchase to offer ongoing technical services. These range from plant design, to tracker commission, operation and maintenance. The company's greatest asset is its carefully nurtured, agile and efficient supply chain, which ensures the timely delivery of solar trackers on PV plants worldwide.

A third fund raised around €12m in 2012, consolidating a phase of rapid growth for Exosun. And with the proportion of large-scale PV plants equipped with solar trackers expected to increase from 20% to 50% in a matter of years, that success is set to continue.

25%

The amount by which tracking devices can increase responsiveness of solar panels to the sun

INNOVATE TO ACCUMULATE

With so many outfits pushing for dominance of a rapidly evolving global media industry, innovation is key to a company's success. Vetrya, based in Italy, has that in spades. It specialises in the development of services and solutions on communication channels and digital media, and functions across myriad platforms: broadband networks, media asset management, mobile entertainment, digital advertising, internet television and more.

"Vetrya makes technological innovation its

strong point," says Luca Tomassini, CEO of the company, which boasts in-depth knowledge of the telecommunications and media market.

Exponential demand for its services means the company is only likely to grow from here on out. A major area of expansion is in cloud technology, something the company is already invested in with its various cloud platforms and applications. "The group will continue to develop solutions, services and innovative cloud computing platforms by making a significant internationalisation

vetrya

www.vetrya.com

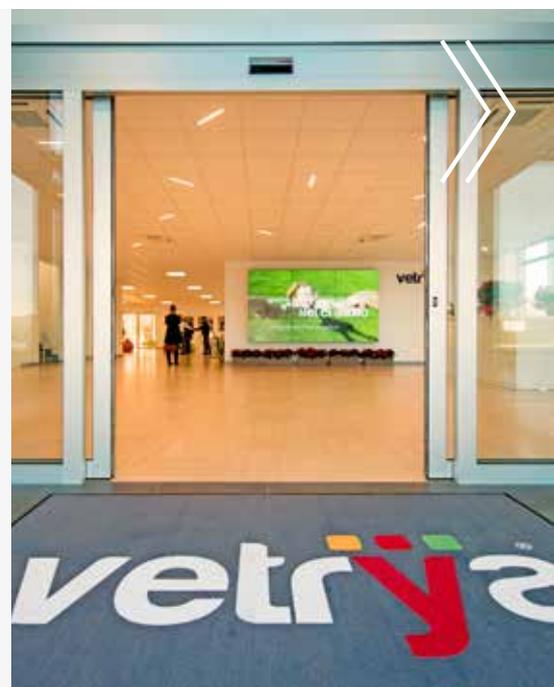
Sector: Technology and communications

Country: Italy



^
Vetrya is continually growing, with cloud technology a major area of expansion

<
The company, which is based in Orvieto, has been voted one of the best places to work



of the operation," Luca says. He thinks that manpower will need to increase by 30% in the next five years to support this growth.

Competition in the technology and communications sectors is fierce. "This has been overcome by dedicating significant investment to research and development, and to the innovation of solutions and services," says Luca.

With major growth opportunities ahead as the digital and internet worlds become more diverse and sophisticated, Vetrya's own expansion is likely to continue apace. The company will stay true to its original recipe for success, one that prides innovation and perseverance above all else.

"Since the beginning, we have always avoided thinking of exit strategies," says Luca.

30%

Amount by which CEO Luca Tomassini thinks the workforce needs to grow in next five years

A SHOWCASE FOR SUCCESS

FLORENCE BINDELLE

SECRETARY GENERAL OF EUROPEANISSUERS



EQUITY FINANCING IS VITAL IN ALLOWING COMPANIES TO OBTAIN CAPITAL AND THE EU MUST CONTINUE TO MAKE IT EASY FOR THEM TO FUND GROWTH OR NEW DEVELOPMENT

I offer my congratulations to all the companies chosen as *1000 Companies to Inspire Europe!* The success stories showcased in this report are truly inspiring and serve as reassurance that there is growth and job creation in Europe. I also congratulate London Stock Exchange Group for this initiative, which recognises dynamic, high-growth companies and acknowledges the importance of capital markets to finance growth.

Although the main direct stakeholders of capital markets are the companies being financed and the investors that support them, the indirect benefits of well-functioning capital markets accrue to the whole economy. As recently recognised by the EU policy makers, capital markets, especially for equity, play a crucial role in the economy by enhancing the shock-absorption capacity and allowing for more investment without correspondingly increasing levels of indebtedness.

What are the benefits of public offers and listing for companies? By providing access to equity finance, stock markets allow firms to realise growth options. Studies demonstrate the unique role of equity in providing permanent risk capital which cannot be financed in the same way by debt, requiring a guaranteed return. Thus, the risk capital financing enabled by public offers contributes to innovation, which is particularly relevant for growth in developed economies.

This is why EuropeanIssuers, which represents the interests of publicly quoted companies across Europe, promoted the creation of the European IPO Task Force. The Task Force, set up in 2014, included experts with direct knowledge and experience of initial public offerings and coming from different parts of the

capital markets' ecosystem. Supported jointly by EuropeanIssuers, InvestEurope and the Federation of European Securities Exchanges (FESE), the Task Force agreed recommendations on how to make the European IPO markets work better for the real economy. These included the creation of a more balanced and flexible regulatory environment for the Emerging Growth Companies, improving the market ecosystem to better serve companies at different stages of growth and different types of investors and the creation of an equity culture in Europe.

In accessing public equity markets, companies can obtain capital at a reasonable cost which they can use to finance organic growth or new ventures, without a fixed level of return. Compared

“EQUITY FINANCE IS THE ONLY ONE THAT CAN HANDLE ENTREPRENEURIAL RISK”

to other forms of financing, equity finance is the only one that can handle entrepreneurial risk. Public listing can also help to lower other financing costs, to strengthen brand recognition and to gain prestige. Finally, public equity markets play an important role in the ‘funding escalator’, with different modes of financing for companies at different stages of development.

Recognising the importance of public capital markets and encouraging the diversity of markets, in 2013 the European Commission initiated The European Small and Mid-Cap Awards Ceremony. Now an annual event, it's organised jointly by EuropeanIssuers and FESE and promotes the best practices and success stories of the most dynamic companies financed by European public capital markets.

“CAPITAL MARKETS PLAY A CRUCIAL ROLE IN THE ECONOMY BY ALLOWING FOR MORE INVESTMENT WITHOUT CORRESPONDINGLY INCREASING LEVELS OF INDEBTEDNESS”

1000 COMPANIES ITALY SNAPSHOT

ITALY'S 110 LISTED COMPANIES OFFER A HUGE GEOGRAPHICAL SPREAD AND AN AVERAGE REVENUE OF €55 MILLION.
FOR A FULL LIST OF COMPANIES FROM ITALY, TURN TO PAGE 133

COMPOUND
ANNUAL
GROWTH RATE

34%

110

COMPANIES

61

MANUFACTURING
& ENGINEERING
COMPANIES

41%

ANNUAL
JOB GROWTH

AVERAGE
REVENUE

€55^m

THE PLEASURES OF EATING AND DRINKING ARE NOT ONLY WOVEN INEXTRICABLY INTO EUROPE'S SOCIAL AND CULTURAL FABRIC – THEY'RE VITAL TO ITS ECONOMIC SUCCESS. THE SECTOR GENERATES A HUGE VARIETY OF PRODUCE TO FEED CONSUMERS' TASTE FOR TRADITION AND APPETITE FOR ADVENTURE, BOTH IN THE EU AND BEYOND



**SECTOR
AT A GLANCE**

33 MILLION
JOBS IN THE RETAIL
AND WHOLESALE
SERVICES SECTOR
WITHIN THE EU

€25.9 BILLION
THE VALUE OF
EXPORTS FROM THE
EU IN Q4 2015

<1%
OF ALL FOOD AND
DRINK ENTERPRISES
IN THE EU ARE
MULTINATIONALS...
BUT THEY PROVIDE
51% OF TURNOVER

IN THIS SECTION »
Toms Auškāps, Commercial
Director of Latvian egg
producer Balticovo, explains
how reacting swiftly to
trends has enabled the
company to stay ahead of
the competition. Also, how
Greek company Loux has
thrived in a difficult period
for the country

**Sources: European
Commission, Eurostat,
Trackfast**



HUNGRY FOR SUCCESS

FOOD AND DRINK IS THE EU'S LARGEST MANUFACTURING SECTOR, ITS LEADING EMPLOYER, AND ACCOUNTS FOR A HIGH PROPORTION OF CONSUMER SPENDING. THE INDUSTRY IS A DIVERSE ONE, WITH A VARIETY OF SECTORS RANGING FROM FRUIT AND VEGETABLE PROCESSING TO DAIRY PRODUCTION AND DRINKS, AND IT BENEFITS FROM EU FOOD LEGISLATION AND OPPORTUNITIES OFFERED BY THE SINGLE MARKET. MANUFACTURERS, MANY STILL NOT FULLY RECOVERED FROM THE RECESSION, ARE HAVING TO ADAPT TO MEET RAPIDLY EVOLVING CONSUMER TASTES AND DEMANDS. THE COMPANIES FEATURED HERE REPRESENT BOTH RECENT AND LONGER-STANDING EU MEMBERS, AND SHARE A GUT INSTINCT FOR EMERGING TRENDS AND AN INSATIABLE APPETITE FOR GROWTH

AN EGG-CELLENT IDEA

Balticovo

www.balticovo.lv

Sector: Food & Drink

Country: Latvia

Whether you're boiling, chopping or scrambling, JSC Balticovo has the eggs you need. As one of Northern Europe's largest egg producers, Balticovo exports 70% of its produce from its Latvian plant near the Iecava district to 18 countries around the world.

As well as hen eggs and hen egg products, Balticovo produces quail eggs, rapeseed oil and a range of mayonnaise for food service.

Balticovo's Commercial Director, Toms Auškāps, says: "With almost 45 years of experience in the egg industry, modern production facilities and an annual egg production of 600 million, we have become not only a leader within the field, but have market-leading expertise."

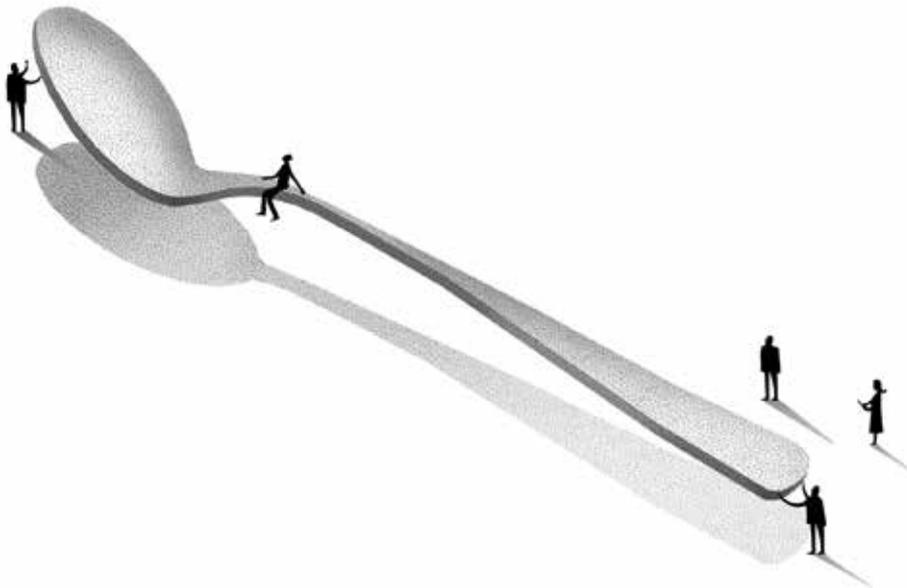
Toms puts Balticovo's success down to its agility and eagerness to constantly develop and diversify products. "Our business field is very dynamic and we must react fast to market changes all the time," he says. "During the last few years the biggest challenges have been increasing our free range and barn egg trend and the increased competitor activity from our home market, which is the Baltic State countries."

According to Toms, the road map for the next five years involves a continued following of food trends and demands, as well as a consideration for animal welfare and the environment.

"We cannot ignore the growing trends in barn and free range eggs across the European markets. Balticovo is ready to adjust the ratio of its bird flock and bring it in line with this farming trend," explains Toms.

"Additionally, as we make our positions in the markets stronger each year – by developing new products and improving existing ones – we will keep caring about the environment. So in cooperation with a bio gas station, we will be delivering hens faeces for energy production."

Toms believes the industry will become even more specific in the years to come, with concerns around animal welfare growing even stronger – providing not only challenges but also new opportunities.





Egg producers Balticovo of Latvia are a truly global business, exporting to 18 countries around the world



600m

The number of eggs produced annually by the company

“Our business field is very dynamic and we must react fast to market changes all the time”

Toms Auškāps, Commercial Director, Balticovo

THE DRINKS ARE ON LOUX

Over the last 65 years, Loux has established itself as the leading soft drinks brand in Greece, with three trademarked product ranges: Loux, Loux Mix and Loux Cola.

"We began as a local, family company in Achaia, believing in a core principle – respect our customers," explains Platon Marlafekas, Vice President at Loux. "Which is why we have always passionately promoted the delicious taste of Greek fruits and invested in raw materials of supreme quality. We use only 100% natural, Greek fruits so that our soft drinks offer consumers the most unique and refreshing experience they have learned to expect from the Loux brand."

Earlier this year, Loux launched a fourth range, Loux Plus & Light, which is low in calories and uses natural sweeteners only. "These drinks alter



www.loux.gr

Sector: Food & Drink

Country: Greece

"We began as a local, family company, believing in a core principle – respect our customers"



Loux is headquartered in Patras, whose port makes it a commercial hub for import/export

The company has four drinks ranges and is always looking for further opportunities



the concept of light soft drinks in the healthiest and most enjoyable way, while offering added value to the consumers," adds Platon.

Loux's commitment to its customers has helped it capture over a quarter of the market of 'refreshments with flavour' – no mean feat given the dominance of multinational soft drink brands across Europe. Today the brand is supported by 450 representatives across Greece, and is available in 20 countries worldwide.

All this against a very difficult economic backdrop. "During the last eight years, we've achieved remarkable progress despite the harsh economic circumstances in Greece," says Platon. "But the company's principle has always been 'focus on gradual progress, based on specific strategy and plans'." In that framework, Loux has invested over €20m in new production lines in Achaia and steadily tries to carry out significant synergies in order to expand its distribution network and diminish logistics costs and delay.

"At Loux, we try to materialise different and innovative ideas and practices in order to adapt to the continuously changing needs of our consumers, and we follow a specific communication and advertising strategy that covers the company's objectives," explains Platon.

30%

The amount by which Loux increased its sales between 2008 and 2013

1000 COMPANIES

LATVIA SNAPSHOT

LATVIA OFFERS A SMALL MARKET AT PRESENT, BUT IT IS A DYNAMIC ONE WITH GENUINE POTENTIAL FOR EXPANSION. FOR A FULL LIST OF COMPANIES FROM LATVIA, TURN TO PAGE 137

5
COMPANIES

COMPOUND
ANNUAL
GROWTH RATE

10%



16%
ANNUAL
JOB GROWTH

AVERAGE
REVENUE

€54^m

A FAMILY AFFAIR

For family-run fruit importer Marcel Grosbusch & Fils, it all began with passion. “Believe in yourself, stay focused and never give up, that’s my advice to any new business,” says the company’s Marketing Manager, Goy Grosbusch, who says passion and self-belief are central to the company’s success.

It appears to be working. Founded in 1917, Marcel Grosbusch & Fils now imports fruit and vegetables from all over the world and distributes across Luxembourg, France, Germany and Belgium. The Luxembourg-based business supplies supermarkets as well as the hotel, restaurant and catering sector. “We offer tailor-made solutions for all of our customers, ranging from specific products to different services,” explains Goy.

This flexible approach has helped the business become a leading fruit



www.grosbusch.lu
Sector: Food & Drink
Country: Luxembourg



“We are a family-run business that’s always true to its original values. Those values are dealing with products of great quality and great taste”



^
The site was expanded last year so that all its activities could be under one roof

>
Produce is stored at controlled temperatures in the 4,500m² warehouse



and vegetable specialist in Luxembourg, while still retaining its family values and family-run feel.

“We are a family business that’s always true to its original values. Those values are dealing with products of great quality and great taste, while providing a great service to our customers.”

Demand for this service has never been greater – in fact, the recent economic downturn brought new opportunities for the company, says Goy. “When there is a crisis, people generally relinquish buying expensive material goods, but on the other hand, like to spend money on pleasurable things such as food and drink,” he explains. “So we managed to grow while offering tasty and healthy fruits and vegetables, which helped people to better endure the crisis with all of its consequences.”

Recent challenges, meanwhile, have arisen more from internal structure organisation and business planning – where being a family-run business can pose its own challenges. “But we’ve managed to structure and plan the business to the smallest detail now,” says Goy.

By 2020, Marcel Grosbusch & Fils hopes to employ over 250 people. “The next few years will be an exciting time for us. We’ll be focusing even more on the German and French markets in order to develop.”

1917

The year the company was founded by the Grosbusch family

MARKET FORCES

KAREL LANNOO

CEO, CENTRE FOR EUROPEAN POLICY STUDIES (CEPS)



“IF A TRULY INNOVATIVE EUROPEAN FIRM GOES TO THE MARKET TODAY IN SEARCH OF CAPITAL, THERE IS A GOOD CHANCE IT WILL END UP IN THE HANDS OF A US CORPORATE”

AN INTEGRATED EUROPEAN MARKET IS THE ONLY WAY EUROPEAN FIRMS CAN TRULY SUPPORT INNOVATION AND GROWTH, AND COMPETE ON THE GLOBAL STAGE

A well-functioning, liquid and integrated capital market is a key pre-condition enabling European companies to emerge, prosper and become global players. It is well known that SMEs drive jobs and growth in the EU, but the extent to which capital markets are driving firms forward is less well known. I welcome this publication as it will do two things: first, feature concrete profiles of inspiring companies; enliven names of companies with persons, figures and cases; explain the origins and business models of successful firms; and demonstrate how an idea becomes a legend. Second, it indicates how crucial capital markets are to the growth of many of these firms.

As Europe is embarking on its Capital Markets Union programme, policy-makers should be aware that only a truly integrated market can make Europe and its firms competitive on a global scale. Today's fragmented markets hamper fundraising by European firms and limit their growth potential. For a European-wide IPO or rights issues, for example, a company's prospectus needs to be authorised by 28 different authorities in 28 different member states that have 28 different registers, none of which has a depth or breadth comparable to that found in the US capital market. Only an effective single market can do this.

Some simple figures express more than a long article: the EU currently has 11 companies with a market capitalisation exceeding \$100bn; the US has 41. Moreover, the average market capitalisation of these 11 EU firms is only about one-half that of US firms. Tesla, the US car manufacturer that was hardly known a few years ago, already has acquired a market capitalisation half the size of the centenarian Daimler. It has not

made a single euro in profit yet, but it is extremely innovative and expanding at an astonishing speed.

It is obvious that EU capital markets need to go a long way before they are in a position to support innovation and growth in a manner and magnitude that is comparable to that found in the US. Or to say it differently, if a truly innovative European firm goes to the market today in search of capital, there is a good chance that it will end up in the hands of a US corporate that will drive its growth forward.

11

EU COMPANIES HAVE A MARKET CAPITALISATION OVER €100BN

But it is not only the markets that need to become more European and deeper. We also need to stimulate entrepreneurialism and foster a risk-taking culture to support Europe's competitiveness. In too many European countries, the state is far too much at the centre of economic activity, with public spending levels accounting for about half of GDP, or higher, whereas it is 41% in the US. State spending is of course crucial to create the basic ingredients of a well-functioning market economy, such as governance, education and infrastructure. But if the reach of the state goes too far, when it becomes a major player in economic life, or regulates too many aspects of the market, it may stifle entrepreneurship and innovation. I hope this report also contributes to the discussion about the appropriate balance between what is the task of the state, and what is the task of the private sector, and the market. It certainly offers plenty of food for thought on what the market can do.

MANUFACTURING & ENGINEERING >>

IN A SECTOR STILL FEELING THE EFFECTS OF THE ECONOMIC CRISIS, THE COMPANIES THAT SUCCEED ARE THOSE THAT EMBRACE INNOVATION, INVEST IN NEW TECHNOLOGIES AND EXPLORE NEW MODELS FOR BUSINESS AND FUNDRAISING





**SECTOR
AT A GLANCE**

€8.4TN
THE AMOUNT
MANUFACTURING
CONTRIBUTES
TO THE GLOBAL
ECONOMY

24%
OF MANUFACTURING
AND ENGINEERING
COMPANIES USE IT
DATA TO HELP DRIVE
THE BUSINESS

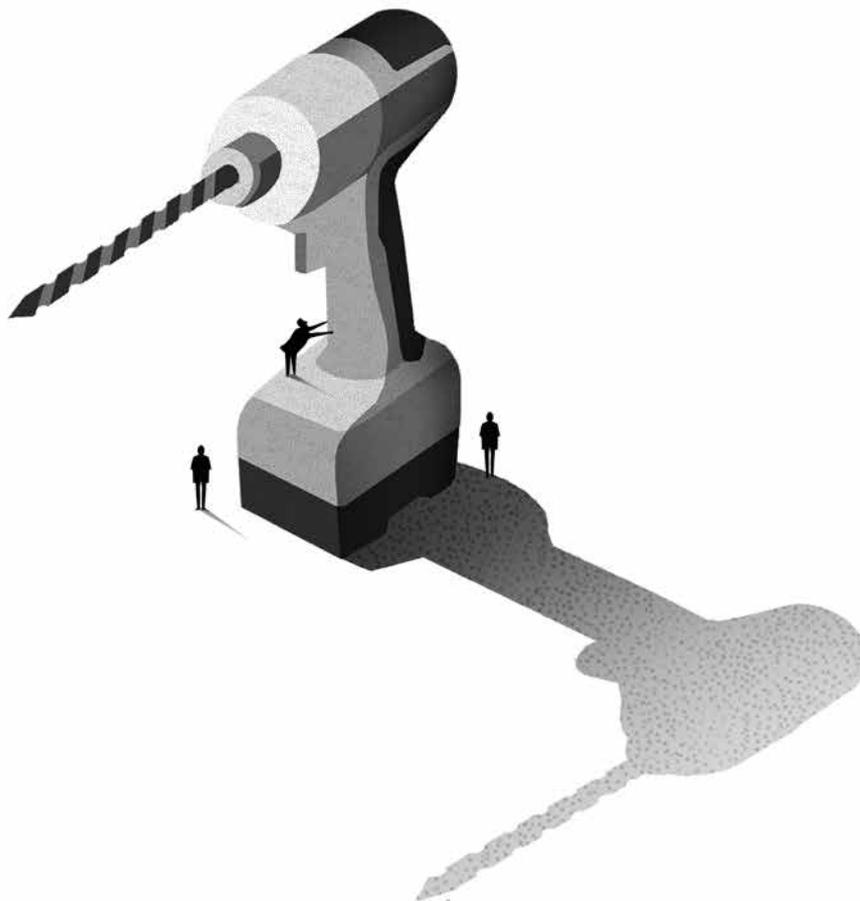
30 MILLION
THE NUMBER OF
PEOPLE WHO WORK
IN MANUFACTURING
IN THE EU

IN THIS SECTION >>
DESMI CEO Henrik
Sørensen explains how
an in-depth knowledge of
his customers' businesses
has helped his company
to succeed and Emma
Marcegaglia, president
of BUSINESSEUROPE,
comments on the need for
high-growth businesses to
be able to access all forms
of funding

Sources: The Manufacturer,
PwC and Iron Mountain,
European Commission

A FRAGMENTED PICTURE

THE LONG AND DEEP DOWNTURN IN CONSTRUCTION ACTIVITY WAS WIDESPREAD WITHIN THE EU, WITH ALMOST EVERY MEMBER STATE EXPERIENCING AT LEAST TWO YEARS OF CONTRACTION IN CONSTRUCTION OUTPUT FOLLOWING THE FINANCIAL CRISIS. WHILE SOME MEMBER STATES ARE NOW EXPERIENCING EXPANSION WITHIN THE SECTOR, THE MACROECONOMIC RECOVERY APPEARS TO BE DRIVEN BY EXTERNAL FACTORS RATHER THAN A MAJOR REBOUND OF PRIVATE INVESTMENT, AND THERE IS A WIDE VARIATION IN PERFORMANCE AMONG MEMBER STATES. SIMILARLY, THE MANUFACTURING SECTOR INCLUDES A VAST RANGE OF ACTIVITIES AND PRODUCTION TECHNIQUES, SO INDICATORS OF ITS PERFORMANCE ARE EFFECTIVELY AN AVERAGE ACROSS VERY DIFFERENT ACTIVITIES



ALL HANDS TO THE PUMPS

DESMI

www.desmi.com

Sector: Manufacturing

Country: Denmark

Based in Denmark, DESMI is a global manufacturer of pumps and systems for liquid handling, ballast water treatment and equipment for oil spill response. “Our sales focus is concentrated through our segment structure towards marine and offshore, industry, oil spill response, utility, and defence and fuel,” explains Henrik Sørensen, CEO at DESMI.

“We aim to strengthen our customers’ operations and to do so, we need to be close to our customers, understand their business and support them with the best suitable solution at the lowest lifecycle cost possible.”

Evidently, this sales focus is working. DESMI has enjoyed a compound annual growth rate of 11% in the past few years – despite the recent turbulent period. Henrik puts much of this success down to the firm’s decision, in 2005, to globalise the company. “We decided on a strategy for growth through globalisation and we also decided to establish a production facility in China, in order to increase competitiveness and to be close to the marine market in Asia,” he explains.

The firm now has 29 sales representations across 16 different countries and has progressed from a local supplier to a truly global one. DESMI’s basic product offering, however, remains “more or less the same” across all segments, though tailored to meet specific situations and customers’ needs.

“This is an opportunity to bring our products to another market segment by focusing on special needs within the segment and dedicated promotion,” says Henrik. “In this way, we have established a strong sale to the defence industry, while we are also building up our utility segment.”

The future looks very bright for DESMI. The firm remains on track to continue its success, and is targeting a 100% increase in its workforce by 2021. “We are updating our Next Level 2 strategy and hope it will continue to bring organic growth. We have also prepared our segment management structures to handle further development of the business,” concludes Henrik.

DESMI

DESMI's success has come about through both organic growth and increasing globalisation



“To strengthen our customers’ operations, we need to understand their business and support them”

Henrik Sørensen, Chief Executive Officer, DESMI

16

The number of countries in which DESMI operates

HIGH STREET FASHION

Once a small family-run outfit from Iasi in Romania, Eurotex has evolved from its humble beginnings in 1996 to carve out a name for itself today as one of Europe's largest ladies' garment manufacturers and exporters.

"Currently we produce up to 400,000 garments per month," says Marius Sandru, CEO at Eurotex. "This is a scale of production we're able to achieve reliably and at speed because we own all our machinery and control everything from concept design through to delivery of the finished product."

The company now works with many of the biggest high street brands, including the likes of Zara and Mango, to help design and deliver new lines of clothing where cheaper Asian production is too slow to meet the



www.eurotex.ro
Sector: Manufacturing
Country: Romania



Eurotex carries out every aspect of its business in house

Speed and economies of scale have enabled it to compete with cheaper Asian rivals



fashion industry's fast-moving demands.

Eurotex puts much of its success down to having made it a business priority to bring every service a client might need in-house. This approach has made it easier to impose agile business practices throughout the company, and to instil a certain flexibility in management thinking.

"The strategies we have put our faith in keep us flexible to changing markets: multi-channel distribution, a diversified customer base and a continuous development of design creativity. But it's all underpinned by maintaining our end-to-end manufacturing platform, which has given us a strong financial base to work from," explains Marius.

Looking to the future, despite recognising the vulnerabilities of an interconnected garment supply chain, the firm remains confident about its prospects. By continuing to meet customer expectations with consistency, and sticking to a lean, iterative style of production, Eurotex aims to continue to remain competitive.

Most importantly of all, Eurotex has prioritised listening to its customers. By engaging in a dialogue with them and anticipating their needs, it is well positioned to react quickly and continue to build its customer relationships.

400,000

The number of garments manufactured every month by Eurotex

1000 COMPANIES ROMANIA SNAPSHOT

THE COMPOUND ANNUAL GROWTH RATE ACROSS ROMANIA'S 11 COMPANIES IS 116% AND ANNUAL JOB GROWTH STANDS AT 37%. FOR A FULL LIST OF COMPANIES FROM ROMANIA, TURN TO PAGE 141

11
COMPANIES

COMPOUND
ANNUAL
GROWTH RATE
116%



37%
ANNUAL
JOB GROWTH

AVERAGE
REVENUE
€42m

GET INTO GEAR

Based in the famous city of Pilsen in the Czech Republic, Wikov is a medium-sized manufacturer with super-sized ambitions. From its innovative manufacturing plant, it produces state-of-the-art gearboxes for industrial use and railway vehicles all over the world.

“We supply customer-specific and application-specific industrial gearboxes, as well as precise mechanical components for automation, machine tool, automotive and construction machinery,” explains CEO Antonin Ruzicka. “We make both one-off products and larger series products too.”

It’s this adaptive approach to production that Antonin believes is key to Wikov’s success. “The most important feature has been our flexibility in engineering,” he says.



www.wikov.com
Sector: Manufacturing
Country: Czech Republic



“We make both one-off and larger series products. The most important feature has been our flexibility”



Wikov offers bespoke components for a wide range of industries

The company places a strong emphasis on providing value for all its customers



The team at Wikov prides itself on offering tailored components for industries as diverse as the wind turbine market in Asia and railways in Russia. Antonin points to a winning combination of flexibility, quality and speed as critical to the company’s growth in recent years: “We can prototype very specific gearboxes in very little time.”

Equally vital has been its focus on supplying the energy sector – both oil and gas applications such as jack-up systems, pumps, winches and hoists, and renewables. “We caught up with the booming wind turbine market in Asia and now supply a number of specific wind turbine gearboxes,” reveals Antonin. “These Asian contracts helped us to successfully bridge the weak years of financial crises in western markets.”

Antonin anticipates a greater demand for more efficient and quieter trains, as well as a wide use of condition-monitoring systems and self-protecting features of driverless trains. “Railway vehicles have a good future,” he says. “Especially in city transportation and commuting trains.”

Greater efficiency is at the heart of Wikov’s development too, and a plan to improve productivity and proficiency is well under way. “This will lead to the improvement of our territorial presence on all major markets,” Antonin believes.

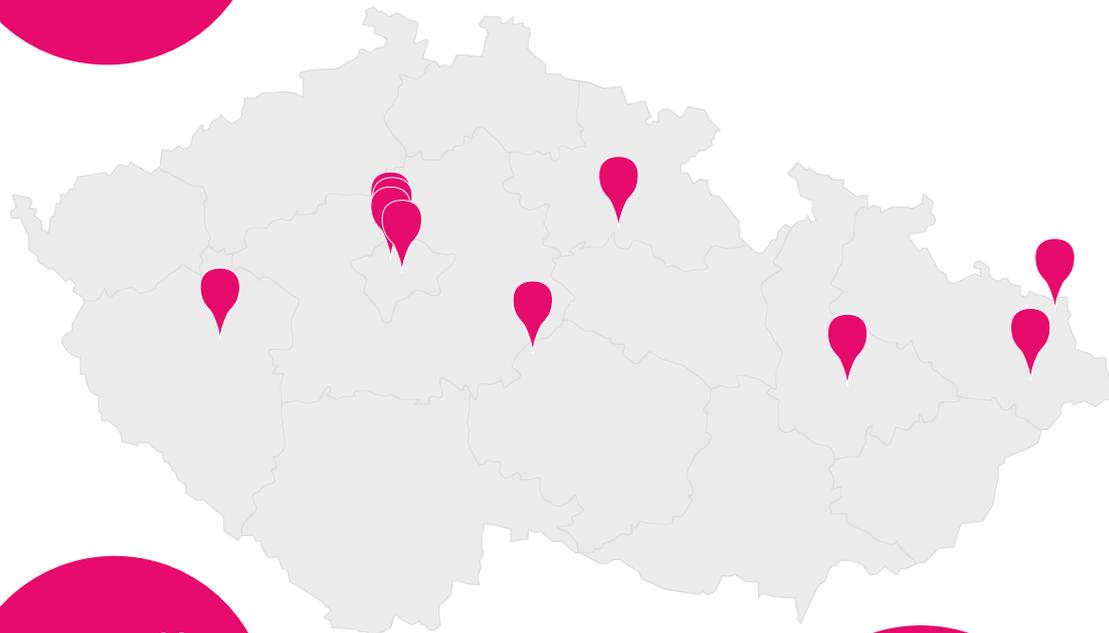
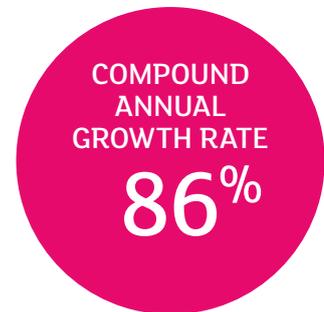
95

Number of years Wikov has been manufacturing gears and gearboxes

1000 COMPANIES

CZECH REPUBLIC SNAPSHOT

THE CZECH REPUBLIC'S 10 LISTED COMPANIES HAVE AN AVERAGE REVENUE OF €50.6M. FOR A FULL LIST OF COMPANIES FROM THE CZECH REPUBLIC, TURN TO PAGE 118



PLASTIC FANTASTIC

Companies producing plastic goods increasingly find themselves in the cross hairs of environmentalists who point out the damage the material does to the planet. As the trend towards conservation has gathered pace over the past two decades, businesses have had to rethink how they can continue their production lines while showcasing a commitment to sustainability. This has been a particular priority for Slovenian company Plastika Skaza, which has emphasised innovation in its two major fields of plastics processing and injection moulding for sectors as diverse as furniture and the automotive industries.

The company has experienced major growth since its inception in 1977, yet despite watching as competitors outsource to cheaper labour pools elsewhere in the world, the Plastika Skaza management opted to remain



www.skaza.si
Sector: Plastics production
Country: Slovenia

“We focused all our energy on keeping our development and production operations in our small Slovenian town”



The production floor area has increased 100-fold since Plastika Skaza began in 1977

The Cuisine range of equipment and utensils is environmentally friendly



true to their roots. “We wanted to continue to provide jobs in Slovenia,” says Ana Laura Rednak, the company’s Executive Director. “We focused all our energy on keeping our development and production operations in our small Slovenian town of some 25,000 people, even if that meant higher costs.” The company has not lost a single business partner in 38 years, an achievement that Ana says is in large part thanks to a driven employee base that constantly listens to the needs of its associates.

Plastika Skaza knows the future lies in sustainable development, and to that end is focusing on high-end plastics products made using recycled material. This is a vision its clients share too, and the resulting synergy is what drives the company forward.

“At the end of 2015, Plastika Skaza employed 255 people,” Ana says. “By 2020, our workforce will have grown to 350. With the help of our associates, our target is to grow the business.” The goal is to make Plastika Skaza a household name, its products ubiquitous across Slovenia and the rest of Europe. “We are already collaborating closely with young innovators, filling up our bank of ideas with all their creative ideas and working with them to turn those ideas into real products and launch them on the global market.”

2

Number of employees when the company began operations in 1977. It now has 255

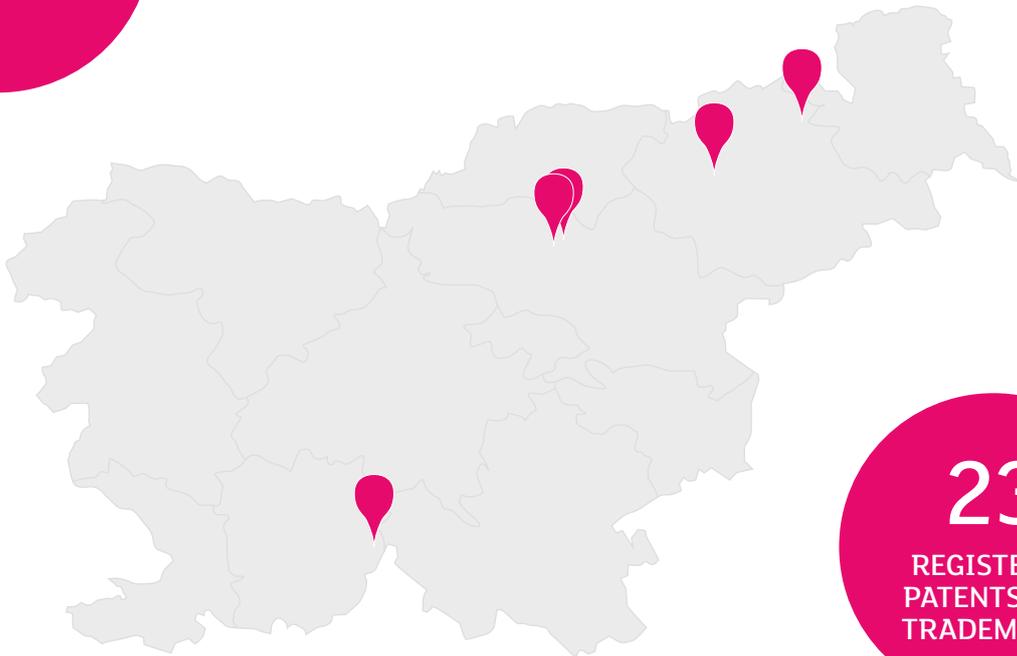
1000 COMPANIES

SLOVENIA SNAPSHOT

THE MANUFACTURING AND ENGINEERING SECTOR IS THE MOST NOTABLE SUCCESS IN SLOVENIA TO DATE. FOR A FULL LIST OF COMPANIES FROM SLOVENIA, TURN TO PAGE 142

5
COMPANIES

COMPOUND
ANNUAL
GROWTH RATE
10%



23
REGISTERED
PATENTS AND
TRADEMARKS

4
MANUFACTURING
& ENGINEERING
COMPANIES

19%
ANNUAL JOB
GROWTH

LET THERE BE LIGHT

Kvant has been making lasers for two decades. If, when watching a live on-screen music performance, you notice light beams dancing around on the screen, you may well be seeing one of their creations in action. Based in Bratislava, Slovakia, the company has become an industry leader, supplying lasers not only for television and movie sets, but dance clubs, both small and large, and even world-famous live music tours. Seen a Eurovision contest lately? It is quite likely that Kvant's products were in use.

How did the company achieve this? "Consistent work and trust in what you are doing is essential for your business, especially during hard times," says CEO Pavol Kubošek. The company was able to weather the storm that swept in with the financial crisis, and emerged from it in pole position.



www.kvantlasers.sk
Sector: Laser production
Country: Slovakia

"A single beam of light starts every show, regardless of scale. Getting that one beam right is an art and a science"



No matter how big or small your show, Kvant can supply the lasers you need

You can buy or hire from Kvant, whatever your requirements



"Those who stopped during the crisis left a free space in the market, and those of us who stayed took advantage of that."

Among the company's other clients are household names: Audi, BMW and Microsoft. But its input into the music and arts world is where it makes the most significant impression. "A single beam of light starts every show, regardless of scale," Kvant's website says. "And getting that one beam just right is an art and science."

The company has an in-house design and production department that caters for bespoke requests from every client. And the view from there into the future is a rosy one. "We have plans and we have plenty of new ideas," says Pavol. "If we manage to implement some of them, there is a high potential for growing the workforce, maybe even by 20%."

He says that the main goal is, and always has been, to keep things "in the family" – to recruit internally and keep consistency and motivation in the employee base. "This philosophy leads us to the constant growth we are experiencing," Pavol says.

1996

The year of Kvant's first show – it now has 20 years' experience in producing bespoke events

1000 COMPANIES

SLOVAKIA SNAPSHOT

SLOVAKIA'S FIVE LISTED COMPANIES BOAST A STAGGERING 231% COMPOUND ANNUAL GROWTH RATE AND AVERAGE REVENUE OF €36M. FOR A FULL LIST OF COMPANIES FROM SLOVAKIA, TURN TO PAGE 141

5

COMPANIES

COMPOUND
ANNUAL
GROWTH RATE

231%



AVERAGE
REVENUE

€36^m

41%

ANNUAL JOB
GROWTH

LOTUS FLOWERING

With more than 4,000 projects under its belt, LotusWorks is an international engineering consultancy specialising in leading the builds and managing the early efficiency of major industrial facilities.

“The majority of our success in recent years can be attributed to delivering on projects that rely on our core strengths: owning and managing projects on major industrial facility builds,” says CEO Fergal Broder. “However, increasingly, we are now securing work on major manufacturing sites once the facility is built.”

By specialising on builds while targeting clients in niche sectors, LotusWorks has shrewdly built a reliable backbone for business and given itself a huge potential for growth. This is a company which has grown steadily, incrementally and responsibly on the basis of merit – no mean

lotusworks[®]
powered by experience

www.lotusworks.com

Sector: Engineering

Country: Ireland

“Increasingly we are securing work on manufacturing sites once the facility is built”



Easily identifiable workstations show exactly what is going on where

LotusWorks has expanded from its core strengths to secure more post-build work



feat in today's market of inflammatory takeovers.

For more than 26 years, the company's team of some 500 specialist engineers has worked to drive organisational efficiencies and increase the productivity of industrial facilities. Founded in Sligo, Ireland, they've since grown their business operations abroad, first to the UK and then beyond to the US.

This proved to be a defining move, and in 2013 LotusWorks was acquired by the American catering services conglomerate Aramark, which led to a doubling of the staff headcount in the USA last year.

LotusWorks attributes this impressive acceleration to a leadership with an incisive awareness of strengths, and a deep understanding of client needs. This self-knowledge has led to attracting and retaining the right talent – an endeavour considered critical to company growth. In fact, Fergal goes so far as to say, “It surpasses price pressure and rising costs as a barrier to our growth.”

This particular barrier, however, doesn't seem to have dented internal confidence in LotusWorks' continued good fortune. In fact, the firm envisions a further workforce growth of 50% within the next five years – that would represent an impressive level of growth.

500

The number of specialist engineers employed by LotusWorks

ALFA APPROACH

For companies required to act fast and adapt to market changes, less is often more. Alfa Chemicals, distributor of specialty chemicals to the industrial, pharmaceutical and personal care markets, has understood this since its inception in 1976. “We are a relatively small organisation with a very short decision-making chain and this allows us to react quickly when opportunities arise,” says Mark Walker, CEO of the UK-based company. It ships a vast array of products, many of them household names, to stores across the UK and

Ireland and into the Nordic region.

It may be a small fish in an ocean of big competitors, but Mark sees this as an advantage. Convincing suppliers of the benefits of working with a smaller distributor was tough, but many have been won over. “We have demonstrated that in a company of our size our suppliers and customers remain our key focus. Our business has grown in difficult conditions because we recognise the desire of both our suppliers and customers to reduce the complexity of their supply chain.”



www.alfa-chemicals.co.uk
Sector: Wholesale of chemical products
Country: United Kingdom



^
The company prides itself on its long-term partnerships with chemical manufacturers

<
Alfa has shown that small can be beautiful if a company uses that to its advantage



“We have demonstrated that our suppliers and customers remain our key focus” >>

In addition, Alfa has stood strong in its refusal to follow some competitors in making dramatic cuts to their sales teams in order to fend off ever-present financial scares. The decision of Alfa’s management to maintain a small employee base has in fact allowed it to grow. Its operations in the Nordic region, although new, have ambitious growth targets, and the company expects to bolster staff numbers by 10% in the coming two years.

Mark says the secret to success is to focus on what a company knows it is good at and avoid becoming distracted. “In Europe there is a danger that the administrative burden can increase costs and slow a business down,” he says. “Our suppliers and customers are under pressure to reduce costs and simplify their supply chains. This is an opportunity for us.”

50%

More than half of Alfa’s employees work in sales, marketing or customer service

THE HERBAL LIFE

With exports to more than 50 countries around the globe, Germany-based Bionorica SE is the world's leading manufacturer of herbal medicines. "In Germany, we are market leaders in packaging units in the field of herbal medicines, with a particular focus on the area of respiratory tract infections," explains Professor Michael Popp, Chairman of the Executive Board of Bionorica SE.

What makes Bionorica different from many other herbal brands is its commitment to researching medicinal plants and herbal medicines. "We work together with leading institutions and universities all over the world, and at this level we are the benchmark for the global herbal medicine industry," adds Michael.

It's an industry that's enjoying something of a renaissance at present.



www.bionorica.de
Sector: Pharmaceutical
Country: Germany



^
Sinupret is a leading herbal treatment for colds and nasal inflammation



>
Professor Michael Popp has led Bionorica through some troubled waters

Michael talks of a movement away from the "tiny man-made molecule", back towards natural science and a search for complex plant compounds found in nature. But while the growing trend is greatly beneficial to Bionorica's success, ultimately it is the efficacy of its medicines and the satisfaction of doctors who prescribe them that is driving the firm forward.

"It's down to the high quality of our products. Starting with the development of our own seed stock and continuing right up to the patented proprietary medicinal product and its proven efficacy," explains Michael.

There have been some bumps along the way, however. In 2004, the move by Germany's statutory health insurance providers to stop reimbursing the cost of herbal medicines hit the company hard. The various financial crises around the world, including the collapse of the Russian Rouble in 1998 and currency problems in Asia, have also brought challenges to the firm.

Despite all this, Bionorica continues to grow and is gaining market share across all its markets – while also reaching into new markets. Products are currently being introduced to India, and Michael expects staff growth to increase by 20–30% over the next few years.

90%

Doctors in Germany who would recommend or take Bionorica products, according to a survey

1000 COMPANIES GERMANY SNAPSHOT

IN GERMANY, COMPANIES ARE SPREAD GEOGRAPHICALLY AND ARE RESPONSIBLE FOR 2,040 REGISTERED TRADEMARKS AND PATENTS. FOR A FULL LIST OF COMPANIES FROM GERMANY, TURN TO PAGE 125

COMPOUND
ANNUAL
GROWTH RATE

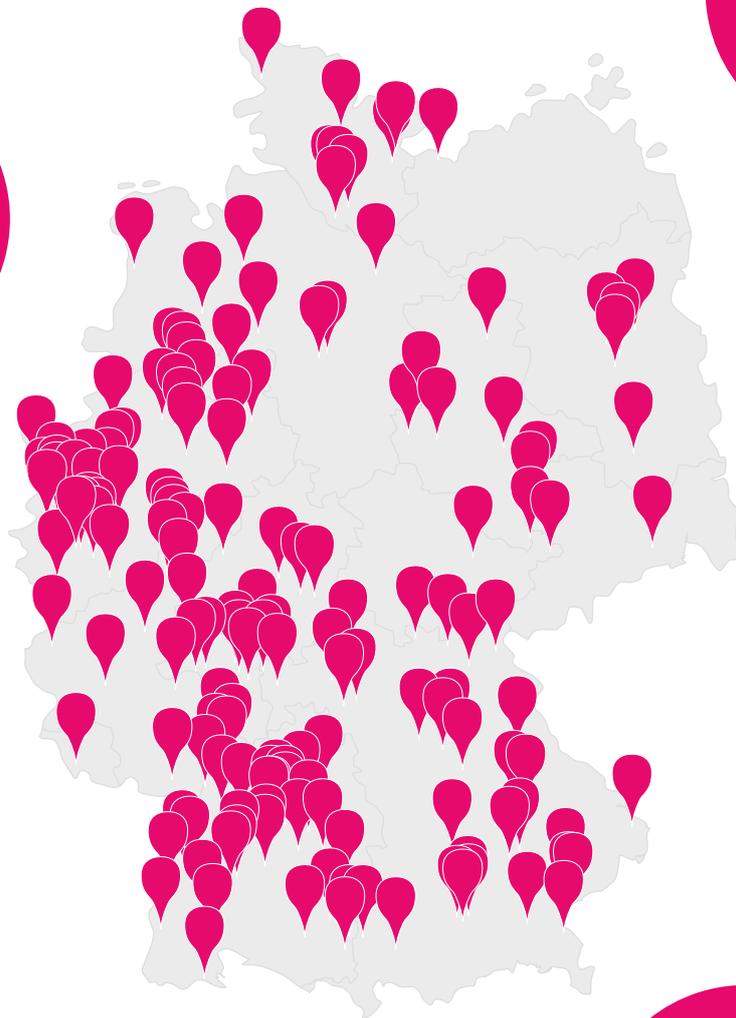
15.7%

170

COMPANIES

37

MANUFACTURING
& ENGINEERING
COMPANIES



AVERAGE
REVENUE

€83.4^m

11%

ANNUAL
JOB GROWTH

2,040

REGISTERED
TRADEMARKS AND
PATENTS

BOARD MEMBERS

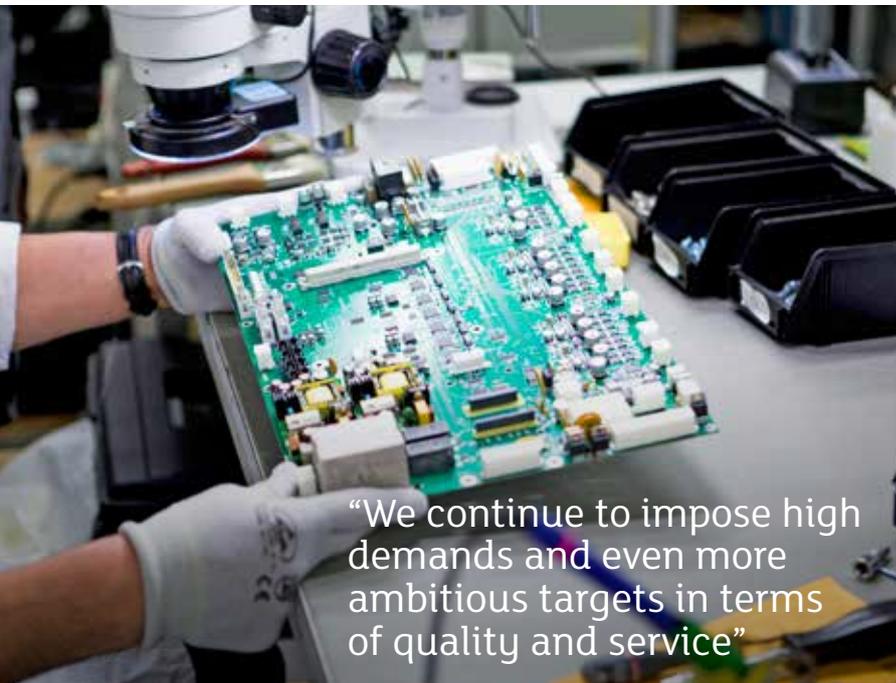
Founded in 1973, Seprolec is an electronics manufacturing services provider based in France, whose fields of activity extend across industry, aeronautics and defence. Seprolec works as a subcontractor, specialising in the manufacture of medium- and small-series electronic boards and assemblies.

“We provide high-mix, high-complexity PCB and sub system assemblies,” says Patrick Soghomonian, Seprolec’s President and CEO. “Our job is to support the designers of professional and industrial electronics in the development of high value-added products, with a range of services including industrialisation, prototyping, manufacturing, testing, assembly and logistics.”

Patrick attributes the firm’s success to its ability to satisfy three



www.seprolec.fr
Sector: Manufacturing
Country: France

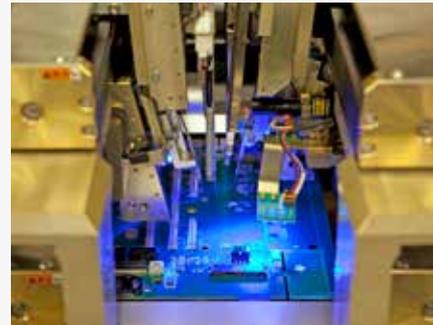


“We continue to impose high demands and even more ambitious targets in terms of quality and service”



The company is based in Vire in northern France but has a worldwide reach

Seprolec specialises in the manufacture of boards and assemblies



criteria: “Worldwide outlet products, increasing investment in order to produce high quality and high technical content in the products.”

The company has grown considerably in recent years, from a workforce of 77 people in 2010 to 118 people by the end of 2015 – a growth that Patrick hopes will continue in 2016.

A favourable climate for borrowing has helped fuel this growth, enabling the team at Seprolec to invest heavily in industry, while an overall increase in business confidence has helped too.

But there have been some challenges along the way, of course. The increased diversification of the customer base led to the company restructuring the commercial department recently, with members of senior management giving increased support to commercial initiatives.

Today, customer satisfaction remains at the heart of the values of Seprolec. Its team of over 100 experts is committed to servicing clients every day, regardless of what stage they’re at with their Seprolec product.

“We continue to impose high demands and even more ambitious targets in terms of quality and service,” says Patrick. “Including the deepening of our consulting process for industrialisation and our commitment to gaining certifications in advanced sectors.”

118

The number of employees at Seprolec as of the end of 2015

KEEPING THE ELDERLY INDEPENDENT

Four years ago, French product design firm Indépendance Royale launched a series of pioneering products to successfully address a universal social problem: independent living for elderly people.

“In 2012, we launched a walk-in shower system designed for elderly dependents,” explains CEO Dominique Boulbès. “Our product hit a sweet spot, and perfectly met nascent demand from an under-served market. This provided us with a stable platform for the rapid growth we’ve enjoyed since.”

The firm moved swiftly to establish business practices to maximise this early success. Dominique elaborates: “Our most significant challenge has been finding and exploiting effective marketing sources. We needed to be very open-minded about determining which lead generation strategies to commit to, but we succeeded through a lean approach – testing and iterating until we found an approach which worked.”

In fact, it is precisely this willingness to experiment that seems to have underpinned



www.independance-royale.com
Sector: Retail
Country: France



CEO Dominique Boulbès says the firm has been quick to capitalise on its success

A walk-in shower system was the catalyst for Indépendance Royale

“We needed to be very open-minded about which lead generation strategies to commit to” >>



much of Indépendance Royale’s success. By looking intelligently at existing products serving the so-called Silver Economy, the company has rediscovered neglected opportunities ripe for updated solutions.

These openings have led to the products which complete the company portfolio: a massage mattress warmed by infrared and a range of ergonomic chair-lifts, among others.

Based on their powers of astute market analysis so far, Indépendance Royale is bullish about its prospects. Within five years it aims to grow its workforce by 60%. With a target of becoming the leading company in Europe creating solutions for elderly dependents wanting to remain at home in old age, an independent future suddenly seems much more secure.

60%

Amount by which the company is aiming to grow its workforce over the next five years

IMPROVING THE WORKSPACE

A bleak workspace will do nothing for productivity. Companies are now investing more in their offices – their look, their feel and their mood – in the realisation that a positive working environment yields results that far outweigh the costs of an office refit. Ardmac, based in Ireland, was preaching that message long before it worked its way into mainstream thinking. Founded in 1977, it has been delivering high quality working environments for global brands across the commercial, retail, education, health and industrial sectors.

“This involves turnkey design and build from inception to completion, interior fit out and cleanroom construction,” says Ronan Quinn, CEO of the company, which has become a leading player in the industry in Europe.

The interiors it develops are inviting. Ardmac’s designers know the



www.ardmac.com

Sector: Interior construction

Country: Ireland



“We developed within the lines of business that we are experts in”



Ardmac has done work for Hostelworld, a leading hostel-booking platform

The presence of light and space has an impact on companies across many sectors



importance of light and of space; of how layout and infrastructure impacts on company results. And their success is reflected in the numbers: for 2016 it has a target to further grow the business and employ 281 staff. And it operates across Europe in a variety of challenging market segments. “We developed within the lines of business that we are experts in and knew not to deviate into other sectors,” Ronan says. Instead they sought to continually push into new markets. “We expanded business into other countries in Europe like Belgium, Netherlands and Luxembourg, looking at larger projects over a longer period.”

The construction industry in the UK is going through a digital revolution that utilises building information modelling (BIM) to generate digital representations of physical and functional features of buildings. “Ardmac is uniquely positioned as an early adopter of this technology and computer animation simulation,” he says, adding that the method ticks all the necessary boxes – it optimises communication, improves quality, minimises risk and ensures high levels of efficiency.

“Ardmac have always sought to employ the best people and strive, through our processes and market intelligence, to deliver the best result for our customers,” Ronan says. “That is what we continue to do today.”

281

Number of staff Ardmac is aiming to employ by the end of 2016

OUT OF THE WOOD

The wooden boards that make up your patio decking or your hallway flooring – or, if you are lucky, your sauna – don’t come straight from the tree. They go through a complex and specialised treatment process that is easy to do badly, and difficult to do well. And if it’s done badly, it can prove to be ruinous for your home. Brenstol LLC, based in Estonia, does it well and has done so for 15 years. “Good results come mainly thanks to our own enthusiastic and professional staff, many of whom have been with us since the

beginning,” says CEO Urmo Ilves. The company buys up timber from producers across Europe, Scandinavia and North America and converts it into a range of products – interior wall panelling, doors, window frames and more. It is in its treatment of the wood, specifically the process of thermally modifying the product, that Brenstol stands apart from its competitors. “Thermal modification itself is a computer-controlled process, which is carried out at high temperatures using the most modern and



www.thermory.com
Sector: Manufacturing and production of wood products
Country: Estonia



^ Brenstol has increased its production capacity to keep pace with demand

< An example of the Thermory ash decking produced by Brenstol



“Thermal modification is computer-controlled. Only steam and heat are used, no chemicals”

advanced thermo kilns in the world,” Urmo explains. “Only steam and heat are used, with no chemicals added.”

The raw material comes from sustainably managed forests and only obtains its flagship Thermory seal once the modification has been successfully carried out. And demand is growing: “Our production capacity has to keep abreast of the increasing number of new markets and growing sales. Brenstol LLC has invested continuously in the production unit to keep up with the growing need,” says Urmo

In addition, the company has developed a loyal network of distributors and partners whose long-term cooperation plays a key role in the expansion of Brenstol’s products, which are today on the market in more than 50 countries worldwide.

50

The number of countries to which Brenstol exports its range of wood products

FIXING THE FUNDING LADDER

EMMA MARCEGAGLIA
PRESIDENT OF BUSINESSEUROPE

THE IMPORTANCE OF HIGH-GROWTH BUSINESSES TO EUROPE, IN TERMS OF BOTH THE ECONOMY AND JOB CREATION, MAKES IT VITAL THAT ALL FORMS OF FUNDING ARE AVAILABLE TO THEM



“THE DEVELOPMENT OF HGFs DEPENDS ON POLICIES FACILITATING ACCESS TO FINANCE, DEVELOPING SKILLS AND PROMOTING VIBRANT ENTREPRENEURIAL ECOSYSTEMS”

High-growth firms (HGFs) play a vital role in economic growth and job creation. Fixing the ‘funding ladder’ for these firms is therefore of crucial importance for prosperity in Europe.

The OECD defines HGFs as companies with an average annual growth of 20% per year over a three-year period. For example, the fastest growing mid-size businesses (around 3,000 companies) contributed an additional £59bn to the UK economy over 2010–2013. During this period, the UK economy only grew by £40bn. Without the contribution of these firms, therefore, the country would have been pulled back into recession.

Furthermore, while HGFs represent between 3 and 5% of companies in most continental EU countries, their share of job creation is around 40%.

Opening new markets is important for HGFs to thrive. That’s why improving the European single market is essential, as is pursuing ambitious international trade negotiations between the EU and key trading partners.

At the same time, the development of HGFs also depends on policies facilitating access to finance, developing skills, and promoting vibrant entrepreneurial ecosystems.

HGFs will naturally turn initially to banks for debt financing. So prudential rules for banks should properly reflect the riskiness of assets, with governments, including the EU through the European Investment Bank, having a role to play in guaranteeing part of the banks’ lending. Still, bank lending will be under pressure in the coming years, so it is important to develop alternative financing routes.

A significant barrier to firms accessing capital markets is culture and awareness. Equity, for example, is under-utilised as a

source of financing due to a lack of equity culture and misperceptions as to how equity can work for businesses. Education on the options available is key.

In many European countries, HGFs encounter great difficulties in getting access to equity finance. We see missing steps in the funding ladder – typically between €5m and €15m for equity finance. Ad hoc national solutions are needed to overcome access to finance bottlenecks. Equity-financed investment

40%

THE SHARE OF JOB CREATION CREDITED TO HGFs ACROSS MOST EU COMPANIES

decisions may also be hampered by a corporate income tax system that presents a bias towards debt over equity.

Putting in place a genuine Capital Markets Union is of crucial importance. EU rules, particularly in relation to longer-term investors such as insurance companies, must not unduly discourage investment in assets that are essential for the growth of SMEs. Further action is required to create an integrated EU venture capital market, including further support from the EIB. And we also need to streamline the EU Prospectus Directive, in order to lower the cost of public offerings.

A proactive agenda at national and EU level is needed to unleash the growth and job creation potential of HGFs and mid-size businesses. I congratulate the London Stock Exchange Group for its *1000 Companies to Inspire Europe* report. BUSINESSEUROPE fully shares the aim it pursues: to help direct more attention to this strategic issue.

1000 COMPANIES

IRELAND SNAPSHOT

IRELAND'S 21 COMPANIES ARE SPREAD THROUGHOUT THE COUNTRY AND BOAST AN IMPRESSIVE AVERAGE REVENUE OF €57M.
FOR A FULL LIST OF COMPANIES FROM IRELAND, TURN TO PAGE 132

21
COMPANIES

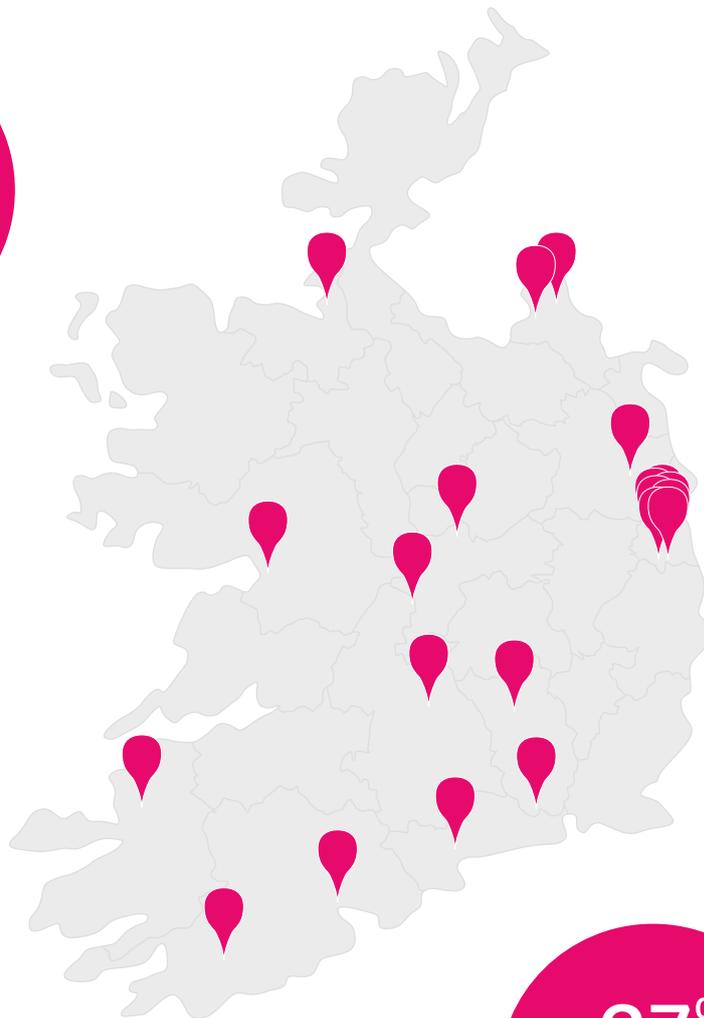
COMPOUND
ANNUAL
GROWTH RATE

18%

6

MANUFACTURING
& ENGINEERING
COMPANIES

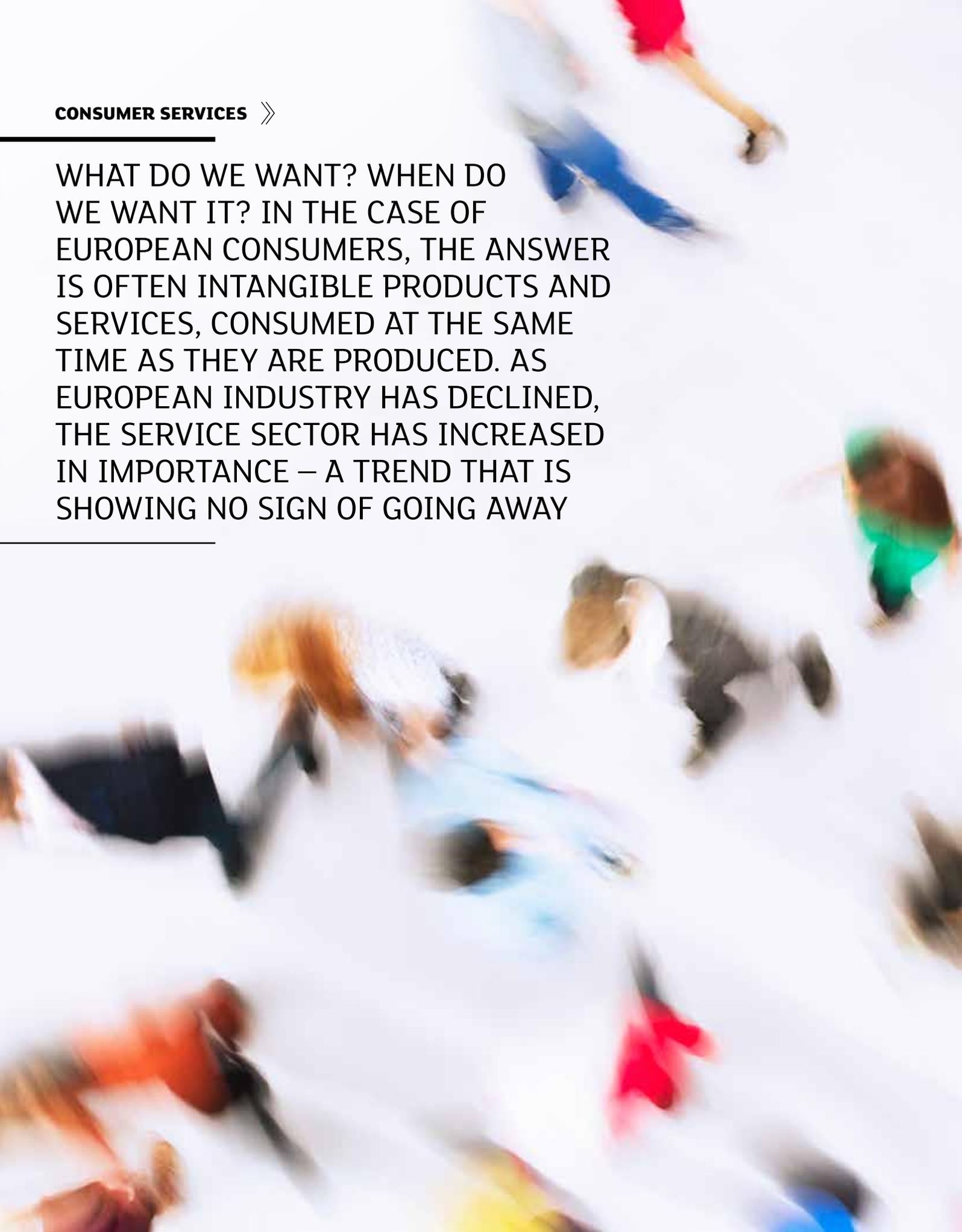
AVERAGE
REVENUE
€57m



27%
ANNUAL
JOB GROWTH

CONSUMER SERVICES »

WHAT DO WE WANT? WHEN DO WE WANT IT? IN THE CASE OF EUROPEAN CONSUMERS, THE ANSWER IS OFTEN INTANGIBLE PRODUCTS AND SERVICES, CONSUMED AT THE SAME TIME AS THEY ARE PRODUCED. AS EUROPEAN INDUSTRY HAS DECLINED, THE SERVICE SECTOR HAS INCREASED IN IMPORTANCE – A TREND THAT IS SHOWING NO SIGN OF GOING AWAY





**SECTOR
AT A GLANCE**

7.9 MILLION
TOURISTS VISITED
BARCELONA IN 2014

43%
OF SPAIN'S
POPULATION
VISITED A DENTIST
IN THE PAST 12
MONTHS

13.7%
OF THE UK
POPULATION
ARE REGISTERED
MEMBERS OF A
HEALTH CLUB

IN THIS SECTION »
Juliana Delaney, CEO of
Continuum Attractions,
explains how the company
is cashing in on the trend
for 'staycations', and
Arnaldo Abruzzini, CEO of
Eurochambres, comments
on why a single market
is an essential element
in allowing ambitious
companies to scale up

Sources: Turisme de
Barcelona, Better Oral
Health European Platform,
the Leisure Database
Company

SOFT SKILLS

RISING STANDARDS OF LIVING ACROSS MUCH OF THE EU HAVE SEEN AN INCREASE IN DEMAND FOR CONSUMER SERVICES AND A CONSEQUENT MOVEMENT OF LABOUR INTO THE SECTOR. THE SECTOR'S SHARE OF THE ECONOMY IS FURTHER INCREASED WHEN EUROPEAN COMPANIES OUTSOURCE THEIR MANUFACTURING FUNCTIONS OUTSIDE THE EU WHILE CARRYING OUT THE REST OF THEIR ACTIVITIES (SUCH AS ADVERTISING, DESIGN, TECHNICAL ASSESSMENT AND CUSTOMER SERVICE) WITHIN THEIR COUNTRIES OF ORIGIN. WHILE LEVELS OF SERVICE SECTOR EMPLOYMENT IN SOUTHERN EUROPE NOW MATCH THAT OF THE NORTH, MORE RECENT MEMBER STATES STILL HAVE SOME WAY TO GO IN THE PROCESS OF 'TERTIARISATION' OF THEIR ECONOMIES

ATTRACTING UK HOLIDAYMAKERS

Continuum Attractions

www.continuumattractions.com

Sector: Visitor attractions

Country: United Kingdom

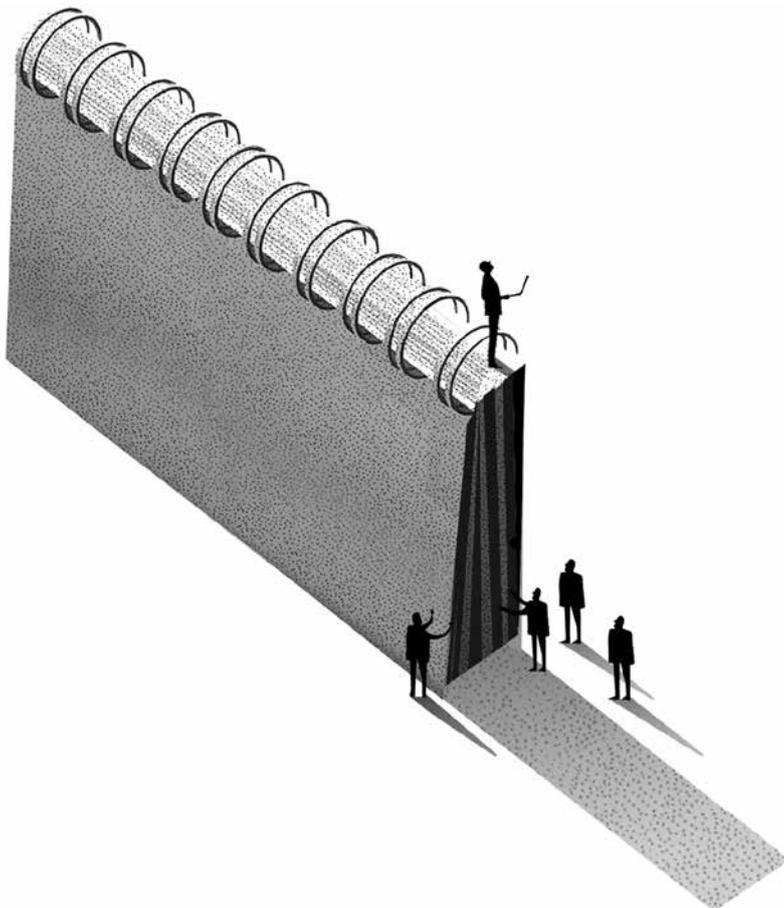
Continuum Attractions does something few companies dare to do: it puts its employees first, and customers second. And given that it is in the business of making fun – literally, through its operations of theme parks and museums across the United Kingdom – this becomes even more intriguing.

"This approach makes our front-line team the most important people in the business, and their roles as easy and effective as possible," says Chief Executive Juliana Delaney. She believes that a company whose frontline staff are unhappy will manifestly fail to provide its customers with the one thing it seeks to offer: fun.

More than three decades old, Continuum Attractions is at the forefront of a growing movement in the UK to raise awareness of the benefits of holidaying at home, otherwise known as a 'staycation'. "We're working to make Brits appreciate just why so many overseas visitors love holidaying in this country," Juliana says. "And we're tapping into the desire of many tourists to visit memorable places and hear the real stories attached to them."

Rather than buckle under the strain of the recession, the company expanded. It was amid the tightening of belts that the concept of the 'staycation' came to the fore in the UK. To meet the demands of this emerging trend, Juliana sought to attract longer-term employees to the company rather than the transient seasonal workers that the tourism and leisure sector traditionally attracted. In addition, it moved to capitalise on entertainment and television brands by bringing them onto visitor attraction platforms.

To continue that success, Juliana is adamant that the company must maintain a unique point of difference, to set it apart from others in the business. "An important test is: can you describe your idea and its difference in less than a minute and get a reaction?" she asks. The mission of Continuum Attractions can be summed up in a matter of seconds, Juliana says: "Having fun and making money."





continuum
attractions

The company opened York's Chocolate Story in 2012, to celebrate the city's 300-year association with one of the UK's favourite products



“We’re tapping into the desire of many overseas visitors to visit memorable places and hear the real stories attached to them”

Juliana Delaney, Chief Executive, Continuum Attractions

2m

The number of people who visit one of Continuum Attractions' UK sites every year

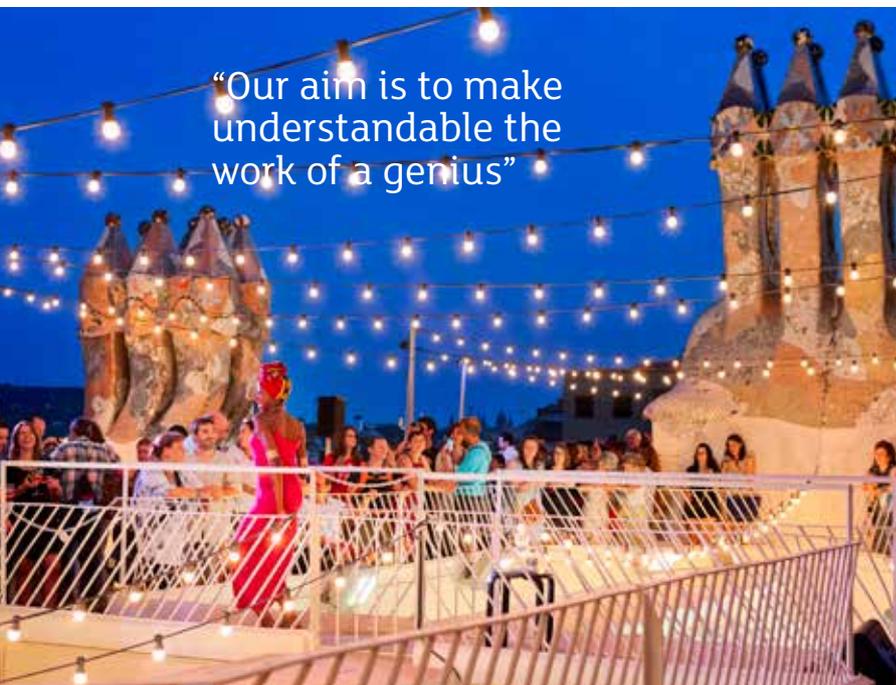
A GAUDI WORK OF ART

If you're walking down the street in Barcelona, you may happen to glance up and notice that the roof above you is not as it seems. Its colours may be fantastical, and it may bend into shapes that roofs are not meant to. If that happens, it is highly likely that you're staring at the work of one of Spain's most cherished sons: Antoni Gaudí.

The architect left an indelible mark on the city and nearly a century after his death he still draws tens of thousands of tourists from across the world to admire his work. Most of the buildings to which he added his touch have been protected as heritage sites. One of the most famous of these is the Casa Batlló, whose technicoloured exterior, with its twisted iron balconies and fairytale castle-like rooftop, is unlike anything you'll have seen before.



www.casabatllo.es
Sector: Heritage
Country: Spain



“Our aim is to make understandable the work of a genius”



^ The Noble Floor is a perfect example of Gaudí's desire for light and space

> Gaudí reshaped Casa Batlló's facade to give it an unusual wavy shape



“Antoni Gaudí had a vision, a dream about a dialogue between light, colour and freedom,” says Gary Gautier, Managing Director of Casa Batlló, the company dedicated to the preservation of the site. He describes the building as the “perfect combination of art, functionality and architecture,” and says the mission of his staff is to disseminate this enthusiasm for Gaudí's work as far and wide as possible. “Our aim is to make understandable the work of a genius, what Gaudí wanted to express through his architecture, and to support this valuable part of our heritage and to bring his vision closer to the people.”

In 2014 the company launched a video guide that gave viewers an augmented reality experience of the house's interior, offering a more dynamic, captivating and, of course, surprising cultural experience.

Such investments in areas of innovation have allowed the company to continue its business through difficult economic periods in which tourist numbers dropped and the queues outside the iconic site thinned. Gary says the secret to its success has been perseverance despite setbacks, and to think in a way that others might not. “Challenges always start out of your comfort zone,” he says. It's a sentiment which Gaudí himself would have wholeheartedly endorsed.

2002

The year Casa Batlló was opened to the public. It became a Unesco World Heritage site in 2005

1000 COMPANIES UK SNAPSHOT

THE UK'S HIGHLY SUCCESSFUL COMPANIES ARE SHOWING ANNUAL GROWTH RATES AND ANNUAL JOB GROWTH IN EXCESS OF 80%.
FOR A FULL LIST OF COMPANIES FROM THE UK, TURN TO PAGE 145

150
COMPANIES

13
CREATIVE
INDUSTRIES
COMPANIES

23
MANUFACTURING
COMPANIES

COMPOUND
ANNUAL
GROWTH RATE

83%

AVERAGE
REVENUE
€51^m

161
REGISTERED
TRADEMARKS AND
PATENTS

81%
ANNUAL
JOB GROWTH



HEALTH BENEFITS

Urban living can be stressful, with high rents and exorbitant commuter fees making life less than comfortable. And it can be unhealthy too. Often bookending each office day are a morning and evening spent wedged inside a train carriage or a bus. The management at Pure Gym knew how toxic this combination could be, and so made it their quest to provide even frugal city spenders with an affordable way to stay healthy. “Pure Gym was one of the early pioneers of the low-cost gym segment,” says CEO Humphrey Cobbold. “Our business model disrupted the gym industry by providing members with a product they actually want, and making gym membership a more affordable lifestyle choice.”

Pure Gym is now the fastest growing company in the sector, offering membership for typically less than half that of traditional operators.



www.puregym.com
Sector: Health and fitness
Country: United Kingdom



Pure Gym is aimed at getting people off the work treadmill and onto an actual one

One notable aspect of Pure Gym facilities is that most of them are open 24 hours a day



It keeps the doors of its gyms open round the clock and, with people becoming more health conscious and receptive to government efforts to encourage healthier lifestyles, business is booming. “Whether it’s in retail, airlines or taxis, the stigma attached to using low cost brands no longer exists,” Humphrey says. “Consumers are focused on price and service – two things we excel in.”

Founded in 2009, Pure Gym runs facilities across the UK. In 2015 it bought LA Fitness, thereby expanding its presence in London and Southeast England. This is set to grow in the coming years as the trend for gym use gathers pace. “Compared to the US and continental Europe, the UK is under-penetrated when it comes to gym membership,” he says. In particular it finds itself increasingly catering to people short on time but big on intention, with services like its Pure Ride spin studio tailored toward the busy but health conscious city worker.

Its rapid growth has caused some unexpected pains for the company, but Humphrey says there is always a solution, and it tends to be in the men and woman behind the idea. “The best remedy has been to hire highly talented people and to stay focused on our members, and our core mission,” he says.

150+

The number of Pure Gym facilities in the UK, making it the fastest-growing company in the sector

LIGHTING THE WAY

Holaluz.com began with a clear mission: to ease the normally strained relationship between electricity supplier and customer, whether that be small-to-medium-sized businesses or households. The first electricity utility in Spain to conduct all of its business online, Holaluz.com saw early on what many other companies are only now beginning to realise: that clear channels of communication are key to acquiring and retaining a loyal customer base. "One of our key features is our daily effort to speak the same language

as our customers," says Oriol Vila, CEO of Holaluz.com. "Historically, the relationship between electricity utilities and their clients in Spain has been rather cold and opaque. We have tried to change this reality and to solve their problems in a simple way."

A 2013 campaign by the Organisation of Consumers and Users (OCU) to attract users interested in changing their electricity supplier saw Holaluz.com placed number one in a survey. Before long its customer base multiplied tenfold. "We knew we were



www.holaluz.com
Sector: Electricity utility
Country: Spain



^ Holaluz.com is the first electricity company in Spain to conduct all of its business online

< The company provides electricity to homes as well as to a number of SMEs



a breath of fresh air in the electricity market and it was up to us to seize the opportunities we had," Oriol says. Although it operates in a semi-regulated sector that limits exactly how innovative companies can be, it has still managed to set itself apart from competitors.

Oriol says: "Our main challenge from the beginning was to change the paradigm of the relationship between customers and the electricity company, and I really think we're on the way to doing that." Its commitment to renewable energy makes Holaluz.com a key player in what Oriol calls the "green transformation" already under way in Spain. "We bet on renewable energy since the very beginning, and it will continue to be like this because we want to be an active part of the deep transformation that our planet needs."

1st

Where Holaluz.com was placed in a 2013 survey of people looking to change their supplier

THE WHOLE TOOTH

In 2011, Dentix launched with just seven clinics in Madrid. The company then went big – very big. By the close of 2015, it had dentistry clinics not just in Spain, but in Italy, Colombia and Mexico. Revenue soared from just €3m in its first year to €270m last year, an increase of 9,000%.

That level of growth is nothing short of astonishing, and came about in large part because the company taps into a service that is in high demand all over the world. “We have made dentistry available worldwide through an international network of clinics that provide patients anywhere with services and materials of the highest quality at the lowest possible cost,” says Ángel Lorenzo, CEO of the company, which bills itself as ‘the new dentistry’.

Key to its rapid rise has been an emphasis on intensive marketing of



www.dentix.com
Sector: Healthcare
Country: Spain



“Our clinics provide services and materials of the highest quality at the lowest possible cost”



Aggressive advertising and marketing have enabled Dentix to grow at a phenomenal rate

First-rate treatment at affordable costs is the key to the company's success



its brand. In the first semester of 2015 Dentix spent more on advertising than any other company in Spain. The resulting exposure has ensured a high frequency of new customers, who in turn report a high satisfaction rate – 8.2 out of 10, according to a recent independent audit.

Soon the company will add Chile, Peru and the United Kingdom to the list of countries where it operates. For the latter, five clinics will be set up in 2016, and 40 the following year. Germany and Canada may follow.

The future for Dentix looks rosy. By 2019 it aims to have continued its growth and to be present in major countries around the world. It prides itself on dedication to its customer base above all else, with each clinic employing up to 20 staff, way above the average in the dentistry world. It appears set to take on the world, and the figures alone testify to this.

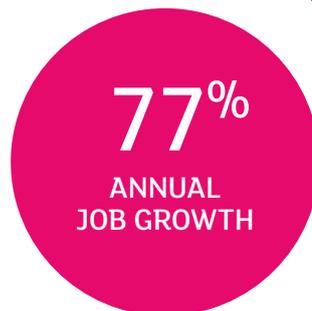
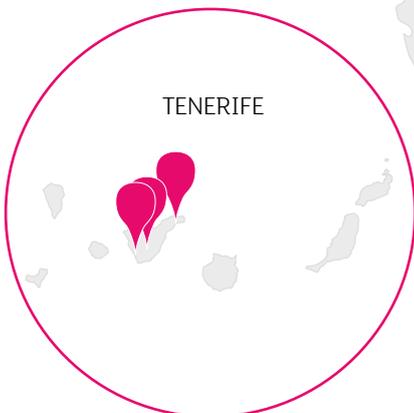
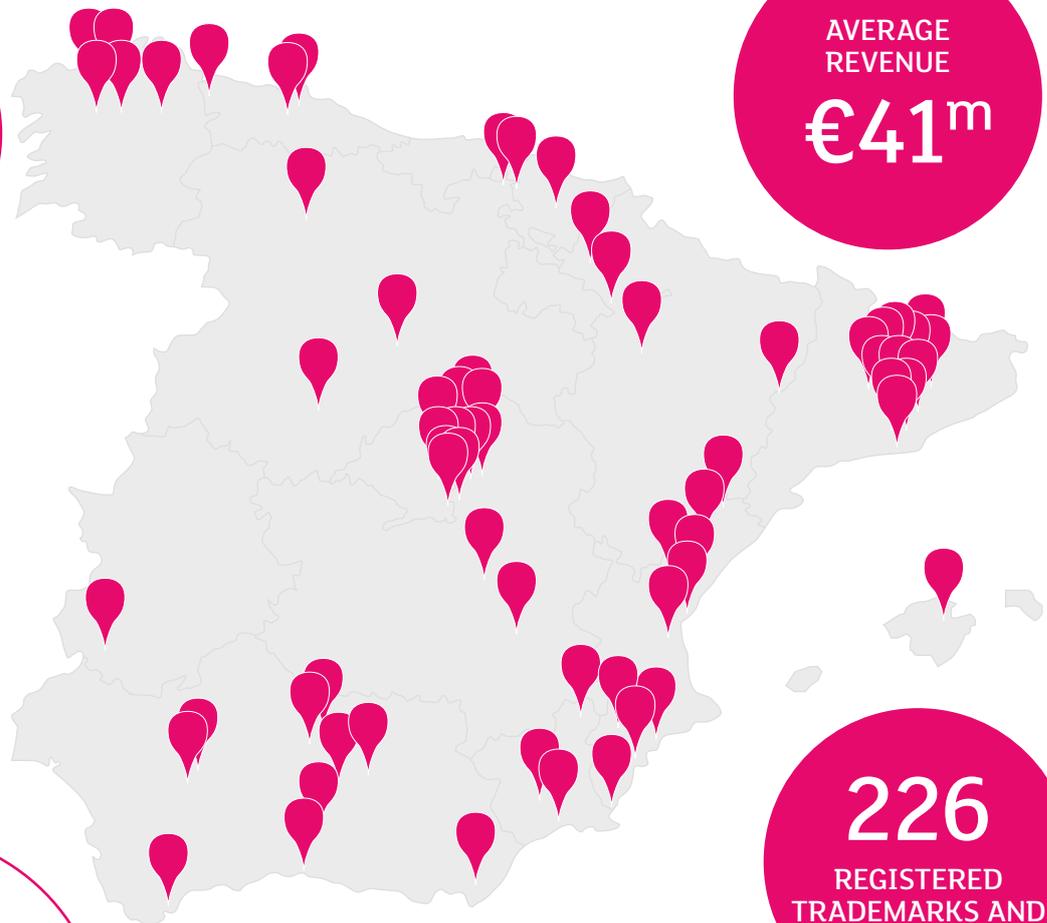
“At the end of 2015 the company had more than 3,500 employees,” says Ángel. This is set to rise dramatically. “The forecast for 2019 is more than 15,000 worldwide.”

9,000%

Growth in Dentix's revenue over the four years between its launch in 2011 and last year

1000 COMPANIES SPAIN SNAPSHOT

SPAIN'S 75 LISTED COMPANIES ARE RESPONSIBLE FOR AN IMPRESSIVE 226 REGISTERED TRADEMARKS AND PATENTS. FOR A FULL LIST OF COMPANIES FROM SPAIN, TURN TO PAGE 142



SCALE UP POLICIES TO SCALE UP BUSINESSES

ARNALDO ABRUZZINI
CEO, EUROCHAMBRES

IF WE ARE TO ENCOURAGE BUSINESSES TO SUCCEED AND EXPAND, WE NEED TO ADOPT POLICIES WHICH WILL MAKE IT EASIER FOR THEM TO FULFIL THEIR POTENTIAL



“GENUINE PROGRESS TOWARDS A SINGLE MARKET IS A SINE QUA NON TO A SCALE-UP-FRIENDLY EUROPE”

Linking fast-growing companies with suitable investors is essential to EU competitiveness. It was ever thus, but it has become a particularly pressing challenge in the last seven or eight years. In this context, the *1000 Companies to Inspire Europe* deserve our warm congratulations and our gratitude.

But these 1000 companies, as well as potential future members of this exclusive group, need much more than congratulations and gratitude. To fulfil their potential, it is vital that we put in place policy measures that will facilitate their progress. At the moment, business success and rapid growth of the type described in this report are too often achieved despite, rather than because of, the conditions encountered.

To help European companies to scale up, policy measures across the EU28 also need to be scaled up. Whatever the optimal policy level, key elements in enhancing EU competitiveness need to be developed in a more complementary manner across Europe if they are to have a wide-scale positive impact.

This is the rationale behind the single market, the holy grail of competitiveness at EU level. Market access is critical to the scalability of companies and investments alike, so genuine progress towards a single market – for people, for capital, for products, for services, for online and for offline – is a sine qua non to a scale-up friendly Europe.

What is needed for the completion of the single market is well documented. In the last 12 months alone, we have seen the adoption by the European Commission of the Digital Single Market, the Capital Markets Union and the Single Market Strategy. Few policy-makers disagree on what is needed, but regrettably many fail

to deliver. Member States, in particular, must commit themselves to ensuring the execution of what they endorse at EU Summits and Council meetings when they return to their capitals.

The single market must be real to the business community. A scale-up from Latvia should be able to attract investors from Rome as easily as from Riga. A game developer from the Netherlands should be able to sell its new creation as easily to a client in Annecy as to one in Arnhem. A shoemaker from Ireland should be able to distribute its new models as easily via shops in Düsseldorf as in Dublin. Yet many non-tariff barriers remain in place to such companies. They must be broken down.

A fully functioning single market will address both sides of the scale-up financing equation. It will provide companies with improved access to markets and thus facilitate growth, while at the same time allowing the cross-border flow of capital and thus a wider range of investment opportunities and solutions. It will also, in turn, allow the EU to strengthen its position on the global stage and facilitate companies' access to third country markets.

EUROCHAMBRES thanks London Stock Exchange Group for showcasing Europe's fastest-growing companies, an important tool in demonstrating to policy-makers why Europe needs to become not just start-up friendly, but also scale-up friendly. Chambers are working at all levels to ensure that the rhetoric of the single market becomes the reality for businesses.

EUROCHAMBRES is The Association of European Chambers of Commerce and Industry and represents over 20 million enterprises in Europe – 98% of which are SMEs. www.eurochambres.eu

1000 COMPANIES

PORTUGAL SNAPSHOT

PORTUGAL CONTINUES TO PUNCH ABOVE ITS WEIGHT, WITH ITS 22 LISTED COMPANIES BOASTING AN AVERAGE REVENUE OF €45 MILLION. FOR A FULL LIST OF COMPANIES FROM PORTUGAL, TURN TO PAGE 141

22
COMPANIES

COMPOUND
ANNUAL
GROWTH RATE

41%

AVERAGE
REVENUE

€45^m

PONTA DELGADA



FUNCHAL



5
MANUFACTURING
& ENGINEERING
COMPANIES

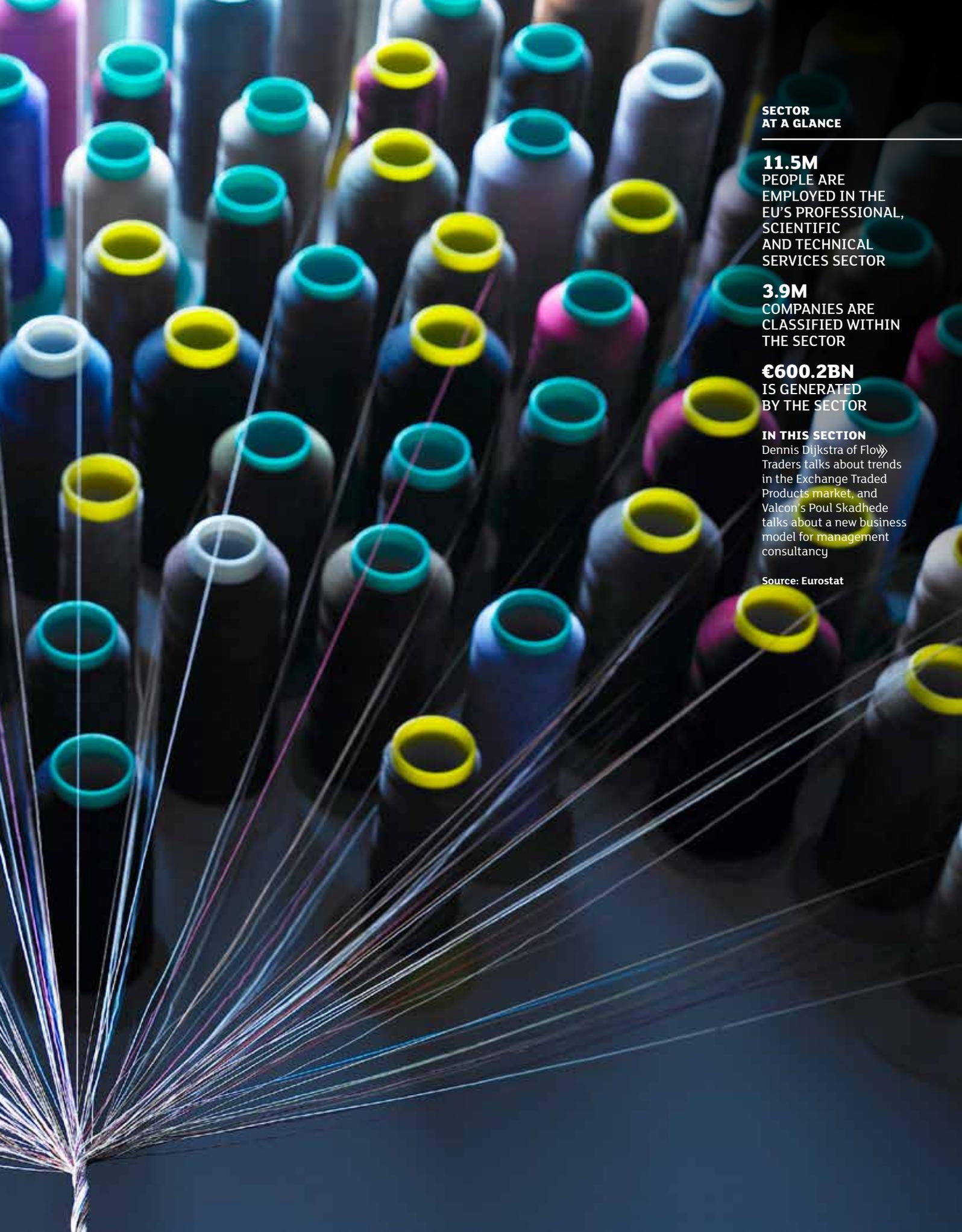
65%
ANNUAL
JOB GROWTH





PROFESSIONAL SERVICES >>

PROFESSIONAL SERVICES COMPANIES FACE THE CHALLENGES OF PRICING PRESSURES, REGULATORY CHANGES AND INCREASING COMPETITION. BUT THOSE THAT ALLOW THEIR BUSINESS MODELS TO EVOLVE WHILE MAINTAINING AN UNWAVERING FOCUS ON COST MANAGEMENT AND ENTHUSIASM FOR INNOVATION HAVE FOUND A WINNING FORMULA



**SECTOR
AT A GLANCE**

11.5M
PEOPLE ARE
EMPLOYED IN THE
EU'S PROFESSIONAL,
SCIENTIFIC
AND TECHNICAL
SERVICES SECTOR

3.9M
COMPANIES ARE
CLASSIFIED WITHIN
THE SECTOR

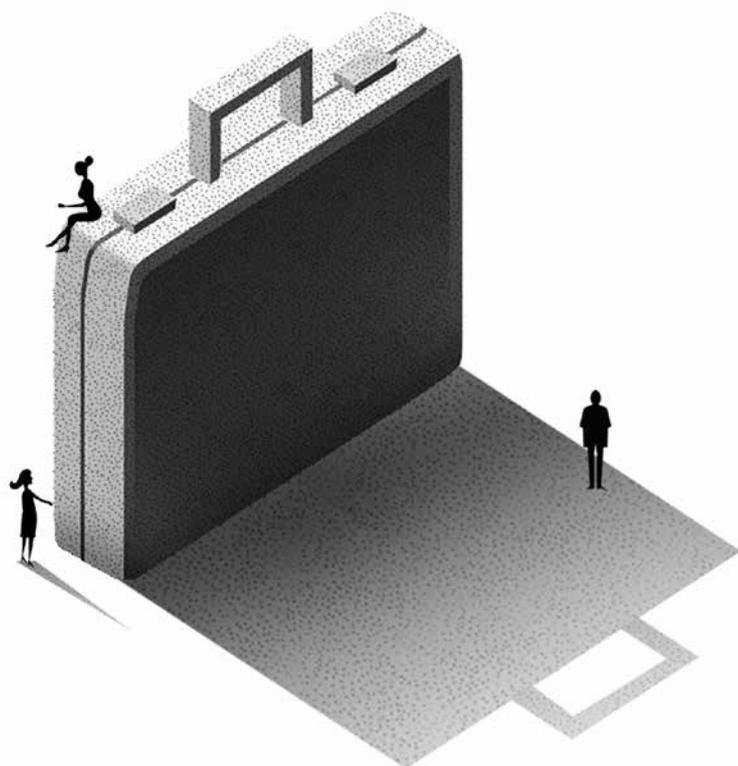
€600.2BN
IS GENERATED
BY THE SECTOR

IN THIS SECTION
Dennis Dijkstra of Flo»
Traders talks about trends
in the Exchange Traded
Products market, and
Valcon's Poul Skadhede
talks about a new business
model for management
consultancy

Source: Eurostat

THE WHEELS OF COMMERCE

FINANCIAL AND RELATED PROFESSIONAL SERVICES ARE INTEGRAL TO THE EUROPEAN ECONOMY AND THE LINKS BETWEEN FINANCIAL MARKETS ACROSS THE REGION REMAIN KEY TO ITS PROSPERITY. BUSINESS SERVICES ARE ALSO ESSENTIAL RESOURCES FOR MANUFACTURING AND OTHER SERVICE SECTORS, AND PLAY A CENTRAL ROLE IN THE 'SERVITISATION' OF THE EUROPEAN ECONOMY. THE EU IS THE WORLD'S LEADING EXPORTER OF FINANCIAL SERVICES, WITH EXTRA-EU EXPORTS OF €78BN ACCOUNTING FOR ABOUT A QUARTER OF GLOBAL FINANCIAL SERVICES EXPORTS. SIGNIFICANT OPPORTUNITIES EXIST WITHIN THE SECTOR, BUT IN ORDER TO PROFIT FROM THEM, BUSINESSES NEED TO HAVE ROBUST RISK-MANAGEMENT STRATEGIES IN PLACE



A 24/7 TRADING TEAM

Flow Traders

www.flowtraders.com

Sector: Financial technology

Country: Netherlands

To operate effectively in the global financial markets, companies must be responsive to client enquiries round the clock. Flow Traders, one of Europe's leading technology-enabled liquidity providers, functions in all time zones, offering bid and ask prices on its specialist area, Exchange Traded Products (ETP), at every waking hour, anywhere in the world.

"We focus strongly on our team-driven culture," says Dennis Dijkstra, CEO of the company. "We build on three components, namely excellence in pricing ETPs, developing cutting edge proprietary technology and a strong risk management focus."

Flow Traders has been around since 2004, quickly accumulating clients across the world and expanding its employee base to support the company's 24-hour operations. By the end of 2015 it employed 268 staff and holds a position at the forefront of the global ETP ecosystem. "The growth of the ETP market over the past decade has offered Flow Traders a chance to grow faster than anticipated," Dennis says. "The pace with which new ETP products were being issued provided ample opportunities for Flow Traders to showcase our unique ETP pricing capabilities, so we could grow our trading universe very rapidly."

Such a rapid expansion can be fraught with risks, however, particularly when it comes to finding the right mix of staff to power the company. "Since we work in a highly competitive environment, human capital is of huge importance to us," Dennis continues. "One of our biggest challenges is attracting the best employees and getting them operational as soon as possible, so Flow Traders can stay at the forefront of the market development."

But in the hunger for growth, companies must emphasise the importance of responsible behaviour and fealty to clients. "Becoming a public company [July 2015] has given us greater exposure, and we believe that transparency about what we do is vital in creating greater market understanding," Dennis says. "We want to continue to be proactive in this area."



268

The number of staff employed at Flow Traders



Flow Traders has a focus on developing proprietary technology



“We focus strongly on our team-driven culture”

Dennis Dijkstra (left) and Sjoerd Rietberg, co-CEOs, Flow Traders

A CLEAN SWEEP

For the folks at OzoGroup, no two jobs are alike. Established in 1996, OzoGroup is Malta's market-leading outsourcing firm for qualified personnel – a position it takes very seriously.

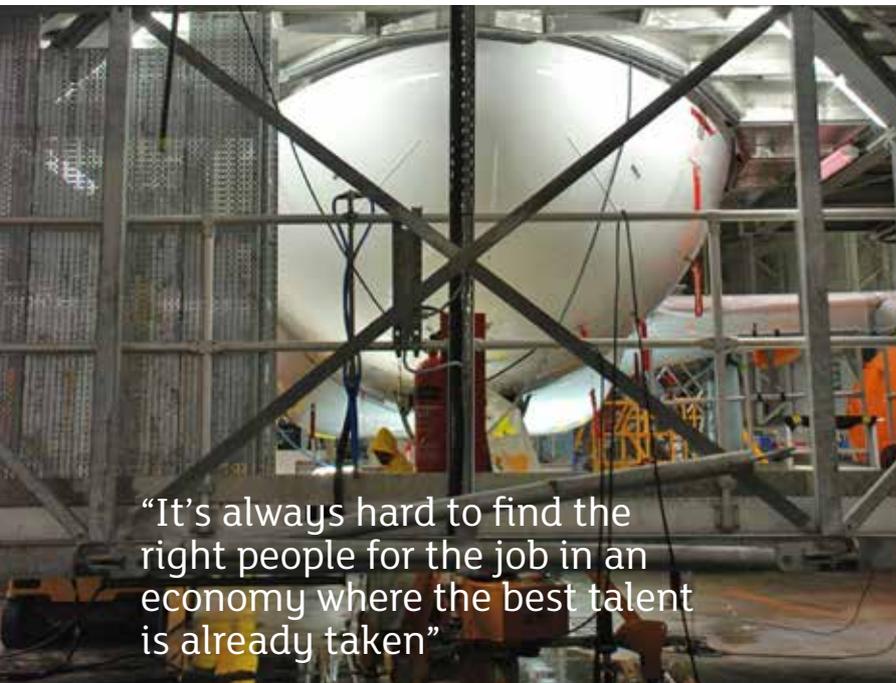
"We specialise in the provision of talent in sectors like cleaning, hospitality, security and healthcare services," explains Mario Muscat, Managing Director at OzoGroup. "We pride ourselves on listening to our clients' requirements and establishing a way forward at the briefing."

This commitment to customer service means OzoGroup enjoys constant repeat business and an established relationship with the hotel, restaurant and catering trade, as well as residential markets.

This enabled the group to grow and diversify: "We've built an excellent reputation with clients, so whenever we introduce a new service within the



www.ozomalta.com
Sector: Business Services
Country: Malta



"It's always hard to find the right people for the job in an economy where the best talent is already taken"



OzoGroup specialises in recruiting outsourced staff in various sectors

MD Mario Muscat is proud of the company's track record of growth, even during the recession



group it's easier for us to offer it to our existing clientele – thus entering the market because of the trust we've managed to build," says Mario.

Like any business, OzoGroup has faced its fair share of challenges along the way. But whereas most European businesses have just emerged – or are still emerging – from the jaws of recession, OzoGroup's challenges have been of a very different kind.

"While other European countries were suffering from recession, we had a steady growth," says Mario Muscat. "Instead, manpower has always been our biggest obstacle. With Malta having the lowest unemployment rate in Europe, it's always hard to find the right people for the job in an economy where the best talent is already taken."

This hasn't stopped the company from diversifying into manufacturing, however. OzoGroup is currently working with a local manufacturer of detergents with the view to help it start exporting to Europe and North Africa.

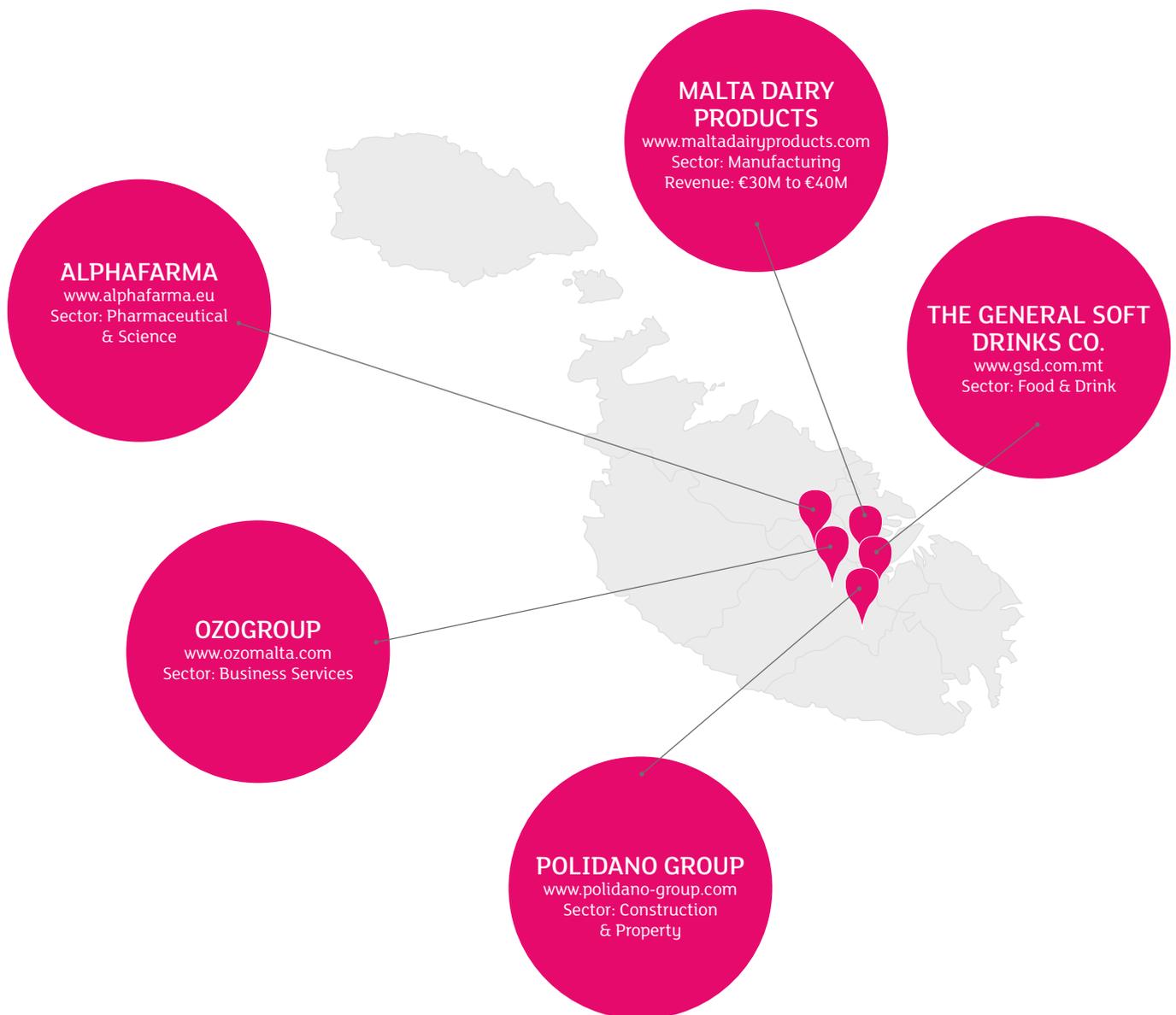
"We want to invest in foreign markets by taking this new company to another level as an established franchise. We would be creating another 300–500 jobs in the next three years within our group, helping us solidify our position as market leader," says Mario.

300+

The number of jobs OzoGroup hopes to create in the next three years

1000 COMPANIES MALTA SNAPSHOT

WITH THE HIGHEST EMPLOYMENT RATE IN EUROPE, THE CHALLENGES MALTA FACES DIFFER FROM THOSE OF ITS NEIGHBOURS. FOR A FULL LIST OF COMPANIES FROM MALTA, TURN TO PAGE 137



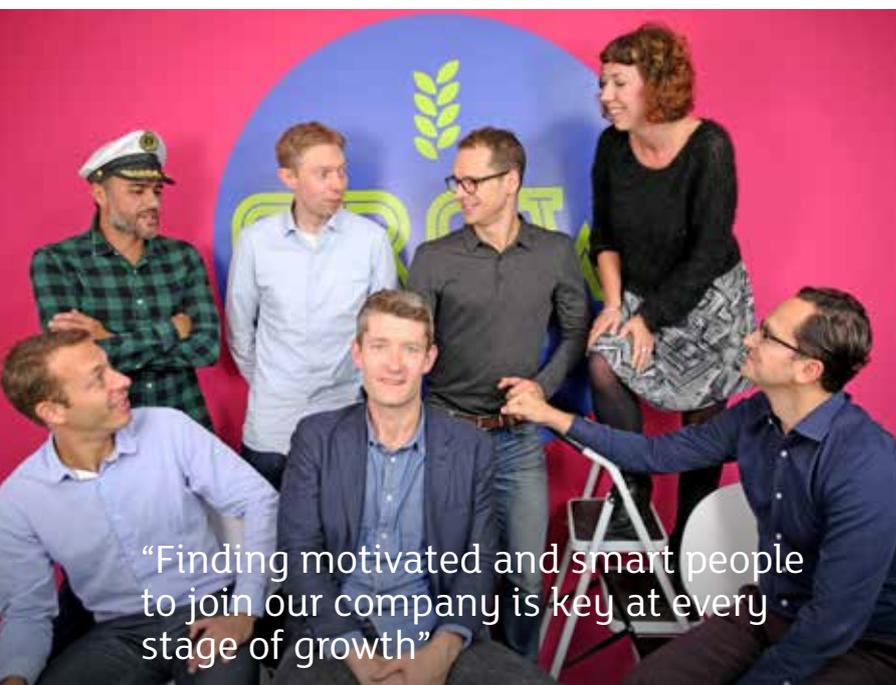
CAPTURING CUSTOMERS

Global brands require maximum exposure in order for their products to stay relevant. Yet in a world in which market competition is heightening as new mediums for advertising take off, even the leading brands struggle to go it alone. Instead, many are looking to an emerging crop of tech companies engaged in customer acquisition and lead generation. One of these is MVF, and its ascendance has been staggering. Founded in 2009 as a small start-up based in London, it has quickly become the go-to place for some of the world's leading brands seeking high volumes of new customers.

At the helm is Titus Sharpe, who took the risk of launching the company at the height of the global recession. "From the get-go we were extremely cost conscious," he says. "We built a great product that could



www.mvfglobal.com
Sector: Customer acquisition
Country: United Kingdom



“Finding motivated and smart people to join our company is key at every stage of growth”



Like many tech start-ups, MVF is based in London's Shoreditch

The team sees opportunity in the growing complexity of digital marketing



be used in many different geographies and sectors.”

The growing complexity of digital marketing that has resulted from new and more sophisticated advertising and technology platforms has heightened competition. But Titus sees this as an opportunity. “We aim to take this complexity away from the sales organisations we help. In addition our proprietary technology stack means that we can enter new sectors and new locations rapidly with little cost.”

The results have been impressive, driving huge performance gains for the company's clients. In turn, MVF boasts the highest client retention rate in the market, at 96%. New offices have been opened in the US and investors have poured capital into the company. Expansion appears to be the order of the day. “In the next year I would like to see us grow staff numbers by at least 50%,” Titus says.

In five years' time he envisions MVF having offices all over the world, with an energised workforce driving it forward. “Finding motivated and smart people to join your company is key at every stage of growth. These are the people who go the extra mile and hold themselves to a high standard, so they are likely to do the same for your business.”

96%

The company's client retention rate – unsurprisingly the highest in the market

SUCCESS FROM FAILURE

Headquartered in Copenhagen, Denmark, Valcon is a management consultancy with a difference. “We developed a new company with a new business model based on the failure of an old one,” explains Valcon’s CEO, Poul Skadhede. “We took the R&D branch from a major shipyard that was closing down and transformed it into a consulting organisation – designing superior vessels to ship-owners, but building them in low-cost countries like China.”

Poul counts focus, clear value propositions and Valcon’s ability to “align offerings and fee

models with a new reality” as central to the company’s success, along with a “gung-ho” culture that helps attract and retain talent.

Underlying all this is a no-nonsense approach: “Reading the market right and articulating a sound, simple strategy.”

But Poul admits it hasn’t always been easy: “Our biggest challenge has been increasing profitability. We met this challenge by changing our workforce composition and moving parts of the business away from projects and towards products instead.”

Valcon

www.valcon.dk

Sector: Business Services

Country: Denmark



^ The firm works with both public and private sector clients

< Valcon took over the R&D facility of a former shipyard

“Europe must get China to enforce IP rights” >>



Valcon is targeting further growth for next year and has representatives dotted around the world. It works across the public sector, industry, finance, private equity, media, pharma, services, telecomms, transport, retail, climate and energy, and maritime and trade.

Poul expects digitisation to continue having a major impact. “It can be a threat or an opportunity, depending on how you react,” he says. However, he believes that one of the biggest impacts and potential threats continues to come from China. “Europe must get China to respect and enforce intellectual property rights. Many of our challenges stem from cheap copying of IPR developed in Europe.”

Poul’s advice for a start-up? “Get the strategy right, focus and execute like hell – and put everything you have into it.”

200

The number of staff employed at Valcon

IT'S GREEN, THEY SAY

Quality, originality and hard work – these are the keys to success for Green, the market-leading electrical energy company founded in 2009 in Piraeus, Greece.

“We launched the business in order to become an exemplary energy trading organisation that stands out in a competitive market,” explains Byron Vassiliades, Chairman at Green.

“From that moment on, we’ve provided high quality services by international standards and achieved positions of financial prosperity and market leadership.”

Despite being just seven years old, Green is one of the first companies to provide energy from renewable sources in Greece – a feat achieved thanks to the experience and know-how of its management team.



www.green.com.gr

Sector: Trade and supply of electricity

Country: Greece



Green was one of the first Greek companies to provide energy from renewable sources

Byron Vassiliades founded the company in 2009



“By working hard and by investing in our network and system, we’ve managed to be well informed and deal with every piece of information that affects prices in the market,” says Byron. “We can now offer very low prices and expand our business all over Europe.”

Today Green is the parent company to Green Energy Trading Doo Beograd in Serbia, Green Energy Trading Doel in Macedonia and Green Energy Trading in Albania. Together the firms supply and trade electrical energy across Greece and southeastern Europe and work with more than 50 active partners, utilities and exchanges.

“We’re also active in the Greek retail electricity market,” adds Byron. “We provide electricity to households and have established ourselves as an excellent business partner to commercial and industrial consumers.”

Over the next five years, Byron hopes to increase this market share, and points to Green’s forecasted growth in trading quantities and trading activity in general – as well as further geographical expansion.

A major priority for the firm is of course further investment in renewables. “We’re planning to invest in renewable energy sources and new technology, so that’s investments in our systems, energy storage, energy saving, energy management and smart meters,” says Byron.

50+

Green has more than 50 active partners in Europe

1000 COMPANIES

GREECE SNAPSHOT

GREECE'S ECONOMY PERFORMED BETTER THAN EXPECTED IN 2015, SUGGESTING A RETURN TO GROWTH MAY BE ON THE CARDS. FOR A FULL LIST OF COMPANIES FROM GREECE, TURN TO PAGE 130



FADING CARBON FOOTPRINTS

In the face of irrefutable proof that the world's temperatures are rising at a hazardous rate, companies are increasingly looking for ways to mitigate the environmental cost of their operations. This is particularly the case for industries known to be heavy polluters – energy and airlines in particular.

As Saga Commodities, one of Europe's leading carbon trading companies, notes on its homepage, a return flight across the Atlantic from London to New York generates the same amount of carbon dioxide emissions as an average EU household using central heating for a year. The dramatic rise in carbon dioxide in the earth's atmosphere resulting from these changes to human behaviour – more travel, more energy consumed – is altering the carbon cycle at a time when nature's means



www.sagacommodities.com
Sector: Carbon Trading
Country: Bulgaria



Deforestation is destroying nature's means of producing oxygen

Saga Commodities brokers carbon credit exchange deals between companies



of converting it to oxygen is being destroyed through deforestation.

How then to ease the burden on the planet? The Bulgarian company brokers deals between companies around the world that allows them to trade emissions for so-called carbon credits, by passing the remainder of their unused emissions quota on to other companies. "Today we have 350 corporations as clients," says CEO Stéphane Colin. Operating across the coal, electricity and biomass industries, it must be able to respond quickly to whichever company comes calling. "We are very reactive to our clients needs and are able to propose custom solutions."

There is a business that can only grow as increased emissions fuel fears over the longevity of our planet as we know it. Scientists have warned that by 2050, up to five billion people, or two-thirds of the world's population, will face an entirely new climate. Companies like Saga Commodities will be forced to expand to meet new demands, and new markets. We would like to double in size in the next five years," says Stéphane. "We think that Central Asia, in particular Kazakhstan and Iran, will be very important for our activities."

5bn

The number of people who could be living in an entirely new climate by 2050

TIMBER!

Wood-trading company Sherif Export-Import was founded as recently as 1990, but trade has been in the blood of this family-run business for the last three generations, says Director Amor Barakovic.

Today, these results are easily visible thanks to the growing number of hardwood products Sherif exports to worldwide markets every year. As well as these niche market products, Sherif recently expanded into renewable energy production – electric and thermal – from wood biomass.

“Expanding our business to complementary areas, such as electricity and heat energy production from renewables, is one of the biggest opportunities the company has seen in recent years,” says Amor.

Other opportunities include the Far East – a market that, in recent years, Sherif has increasingly explored as an alternative to the sluggish European market. “Our biggest challenge is keeping up exports to regular markets, while increasing exports to new markets with high populations,” says Amor.

SHERIFGROUP
WOOD PROCESSING INDUSTRY
CROATIA www.sherif.hr

www.sherif.hr
Sector: Manufacturing
Country: Croatia



Sherif Export-Import is a family-run business based in Zagreb, Croatia

The company plans to become a regional leader within five years

But now the company is looking towards both export growth and alternative energy production: “The plan is that in five years time, we’ll be a regional leader of exporting wood products, as well as a leader of producing energy from wood biomass,” says Amor.

Amor believes that the coming years will see a shift in the market, with smaller trading companies gradually disappearing while the big players capture more of the market. “They’ll become even more competitive in the global marketplace.”

To encourage that competitiveness, the team at Sherif want to see Europe ban the export of logs and raw material (biomass), believing this would encourage greater clean energy usage and create new jobs in green and eco friendly businesses.

1990

The year Sherif Export-Import was founded

TRADING IN TASTE

People in Portugal take food seriously – which is why countries all over the world import their goods. And thanks to Iguarivarius, it's never been easier for Portuguese companies to export their delicious wares.

"We're known as the biggest trader in the food market," explains Alexandre Cavalleri, CEO at Iguarivarius – or IGV as it's also known. "We are responsible for the export and internationalisation of dozens of companies."

Iguarivarius works with 36 different countries in total – including Venezuela, Israel, France, Ireland, Poland and Hong Kong. Its mission, Alexandre says, is: "To enable Portuguese companies to put their products anywhere in the world in the most efficient way."

As well as helping firms export food and drink products, IGV provides

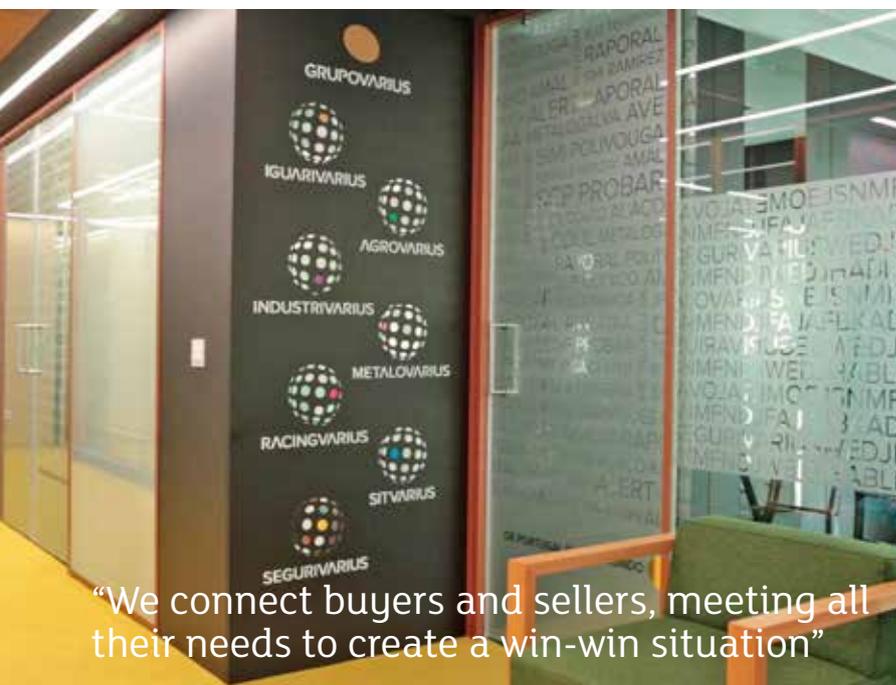


IGUARIVARIUS

www.iguarivarius.pt

Sector: Food & Drink

Country: Portugal



As the EU enters economic recovery, the coming years will be about growth for IGV

The company aims to double the size of its workforce by 2050



services in metallurgy and metal-mechanics, information systems and technologies, export consulting, paint manufacturing and even events.

"It's simple: we connect buyers and sellers, meeting all their needs in order to create a win-win situation," says Alexandre. "We consider our success to be attributable to the transparent way we conduct business."

Alexandre believes this approach has helped the business survive the deep crises in Portugal, but concedes that developing IGV during the recent economic hard times has been very challenging.

"The creation and development of a new company in this tough period of international economic and financial crises, which has been affecting the EU and specifically Portugal was, and still is, a big challenge," he says.

As the EU recovers, the next five years are all about growth for IGV. Alexandre expects the business to not just develop, but to diversify even further: "We must diversify in order to increase shareholders' value."

To do so, plans are in place to consolidate IGV's internal structure by hiring several new workers, with a view to doubling the workforce by 2050.

"The first two years of Iguarivarius were difficult," recalls Alexandre. "Nevertheless, the persistence in following a certain business model has the given us the results and success we enjoy today."

36

The number of countries around the world to which IGV exports Portuguese food

BUILDING A REPUTATION

WilkinsonEyre is a leading architectural practice with headquarters in London and Hong Kong. Founded in 1983 by Chris Wilkinson and propelled forward when partner Jim Ayre joined the firm four years later, their work exemplifies the ideal of architecture as a fusion between art and science.

Over the last decade, the company has developed an award-winning portfolio, including international projects such as the Guangzhou International Finance Center in China and the Cooled Conservatories at

Gardens by the Bay in Singapore. In the UK, they have focused on smaller projects including the complex specialist requirements of The Mary Rose Museum in Portsmouth and the Weston Library, part of the University of Oxford's world famous Bodleian Library. These successes have earned some impressive awards, including the prestigious RIBA Lubetkin Prize and two RIBA Stirling Prizes.

Founder Chris Wilkinson explains their strategy: "When the UK market remained fragile, we put more emphasis on work abroad

WilkinsonEyre

www.wilkinsoneyre.com
Sector: Architecture
Country: United Kingdom



^
The Weston Library,
part of Oxford's famous
Bodleian Library

<
The Cooled
Conservatories at
Singapore's Gardens
by the Bay



"We recognised
the importance of
staff retention"

and showed courage in resisting a conservative urge to specialise in specific sectors."

The rest of their success, says Chris, is due to focusing on the basics: holding on to established talent. "While cautious of market conditions, we also recognised the importance of staff retention and concentrated on retaining a strong skill base."

The praise and reputation garnered from working on high-profile projects has opened up further invitations to some highly competitive design competitions. To that end, WilkinsonEyre is currently working on the restoration and conversion of Battersea Power Station in London, a new R&D building for the Dyson HQ in Malmesbury and new high-rise towers in Toronto, Sydney, Melbourne and the City of London.

103

The height in storeys
of the Guangzhou
International Finance
Center

ALL CHANGE

According to its president and CEO Mikko Puttonen, the secret to Hanlog's huge success is quite simple: it is based on the company's understanding of its customers' needs – which is better than its competitors' understanding.

Centered on that principle, the supply-change management service company has “created and modified its services” to suit its clients. “We create innovative ways of working and product concepts to fulfil our customer needs in new ways,” explains Mikko.

To do so, the company has exploited the opportunities thrown up by the revolution in machine manufacturing. “This has been our biggest opportunity in recent years,” says Mikko.

“Not everyone in our sector has understood the change or used

HANLOG

www.hanlog.com

Sector: Logistics

Country: Finland



^
The revolution in machine manufacturing created opportunities for Hanlog

>
Finding the right finance partners has been a challenge for Mikko Puttonen



“Not everyone in our sector has understood the change or used the opportunities”

the opportunities. Our concept has been simple and very obvious too: by understanding the customer needs and then innovating our own services, we can fulfil customers changed needs a little bit better than our competitors can.”

Not everyone sees it so clearly, however. The president says a major challenge in recent years has been getting other stakeholders, such as government authorities and European Union officers, to understand and keep up with the changed business environment.

Finance has been a challenge too. Finding the right finance partners for the working capital in the supply chain network has been difficult. “They need to understand, in the right way, the changed business environment and the customer needs, and be interested in benefiting from the opportunities,” says Mikko.

These challenges have done little to dampen Hanlog's impressive growth, however, and the team remains confident that there is still huge potential to grow – that the opportunities in the market are ‘obvious’ still.

“We want to grow strongly in the future too, we don't even see a ceiling! Our target is to continue to develop and to grow our workforce over the next five years.”

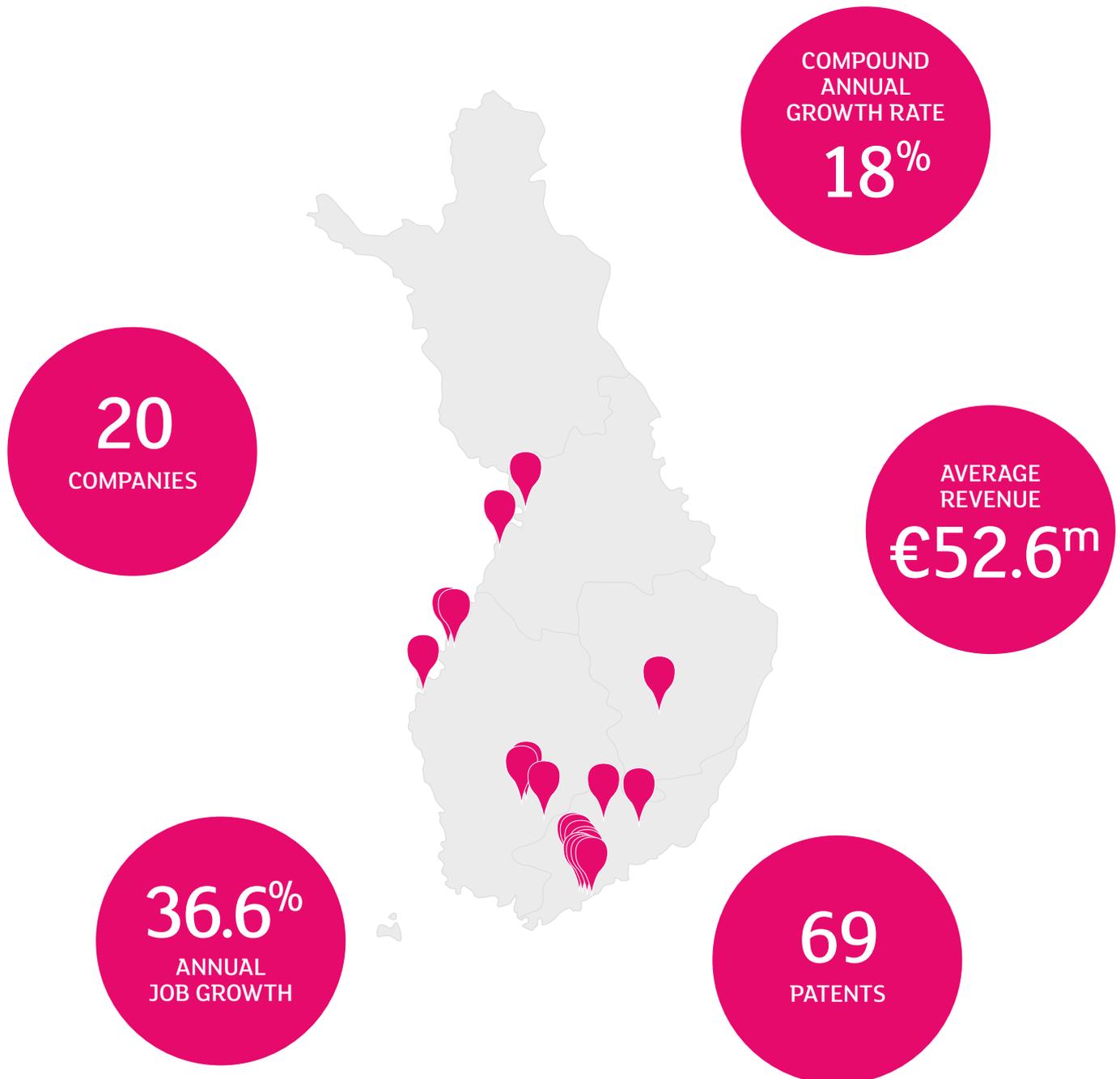
5

Hanlog has a five-year plan to develop and grow its workforce

1000 COMPANIES

FINLAND SNAPSHOT

FINLAND'S PER CAPITA ECONOMIC OUTPUT IS EQUIVALENT TO THAT OF FRANCE, GERMANY, SWEDEN OR THE UNITED KINGDOM. FOR A FULL LIST OF COMPANIES FROM FINLAND, TURN TO PAGE 119



TAKING A TOLL

Across Europe, the number of tollbooths on major roads has grown exponentially in recent years. Goods are being transported across the continent, from town to town and country to country, at an ever-increasing rate, benefiting from heightened interconnectivity and the incorporation of new markets into the European Community.

As a result, every truck carrying freight from one destination to another must be equipped with a unique device for paying different toll fees in different locations, and the wherewithal to do so. Toll payment now accounts for the second-highest expenditure for transport companies and Spain's Vatservices both finances the costs of tolls and allows companies to have a greater degree of control over how they pay the fee.

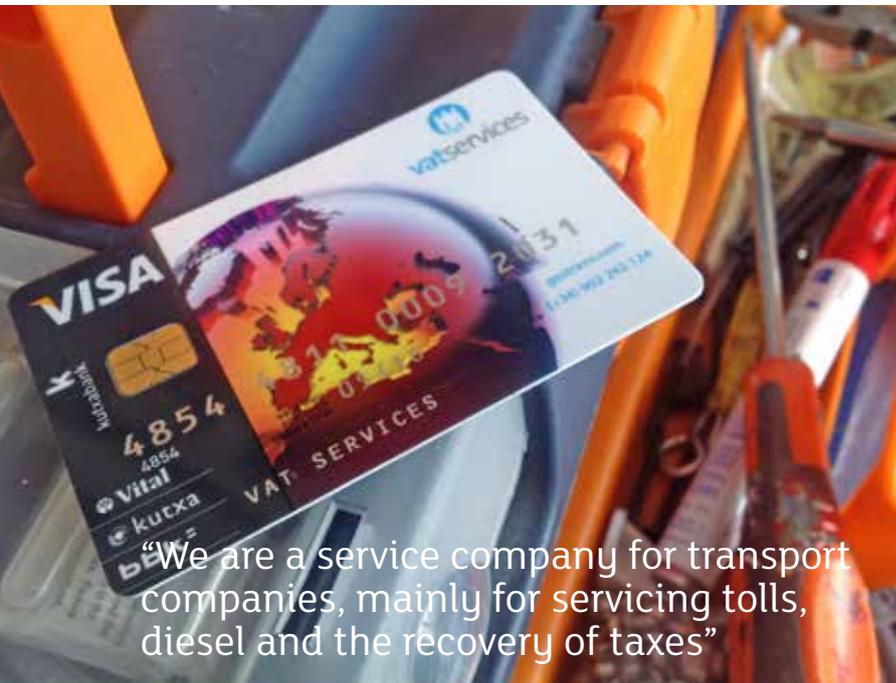
"We are a service company for transport companies, mainly for



www.vatservices.es

Sector: Transport Services

Country: Spain



"We are a service company for transport companies, mainly for servicing tolls, diesel and the recovery of taxes"



^ The number of tollbooths on European roads has grown exponentially

> The cost of exporting agricultural goods from Spain is particularly high



servicing tolls, diesel and the recovery of taxes in Europe," Vatservice's CEO, Carlos Alfaro, explains. "We have a high awareness of the requirements of large Spanish transport companies and that allows us to help our clients in all their needs."

The company's importance to the industry in Spain is of great significance, given that Spain has high, and difficult to control, transport costs for agricultural exports in particular.

The company has invested heavily in human capital and software development. As a result, all staff working for Vatservices hold expertise in the transport sector and have helped to develop a computing system to monitor the complex and expansive toll system in Europe. "This combination of employee specialism and the high computing component has enabled us to design products tailored to our clients that generate a high degree of satisfaction among them," Carlos says, adding that it has an information service that monitors everything that happens in the world of transport throughout Europe. "We are not just a company that finances the costs of tolls. We allow transport companies to have greater control over what has become the second most important cost for them."

2nd

Toll payment accounts for transport companies' second-highest expenditure

1000 COMPANIES

SWEDEN SNAPSHOT

DESPITE NEGATIVE INTEREST RATES AND A GROWING HOUSING SHORTAGE, SWEDEN'S ECONOMY REMAINS STRONG AND SET TO GROW. FOR A FULL LIST OF COMPANIES FROM SWEDEN, TURN TO PAGE 144

30
COMPANIES

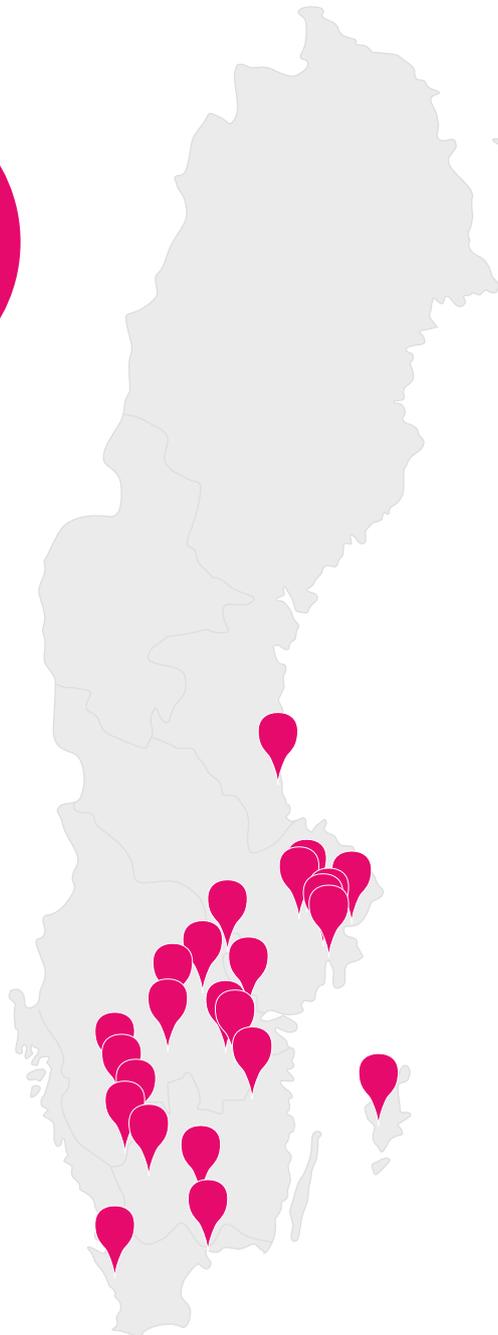
7
MANUFACTURING
& ENGINEERING
COMPANIES

67%
ANNUAL
JOB GROWTH

COMPOUND
ANNUAL
GROWTH RATE
105%

AVERAGE
REVENUE
€57m

56
REGISTERED
PATENTS AND
TRADEMARKS



THE LIFE-BLOOD OF OUR ECONOMY

ULRIKE RABMER-KOLLER
PRESIDENT, UEAPME

EUROPE'S HIGH-GROWTH SMES ARE VITAL TO OUR ECONOMIC FUTURE. WE NEED TO FIND A WAY FOR OUR CAPITAL MARKETS TO SUPPORT THEM, OR THEY WILL SEEK FINANCE ELSEWHERE



There is no doubt that capital markets within the European Union are heavily underdeveloped and very fragmented along national borders. Without a true single market for capital, the European Single Market cannot be seen as completed. Therefore, it is more than consequent that the European Commission tries to improve capital markets within the European Union with the aim to create a Capital Market Union. UEAPME, the European Association of Crafts and SMEs, which represents about 12 million small and medium-sized enterprises at European level, welcomes the Capital Market Action Plan and supports the main objectives of this policy programme.

Non-functioning capital markets and difficulty accessing equity finance is a specific problem for those SMEs, which have a high potential to grow. Politicians all over Europe realise more and more that one of the main barriers to competitiveness, innovation and growth is the lack of finance during the scaling-up phase. While more traditional small enterprises can focus on debt finance and large companies have access

of London Stock Exchange Group to bring *1000 Companies to Inspire Europe* on stage and present them to potential investors.

As President of UEAPME, I would like to congratulate all selected companies for their nomination. I am convinced that this report will improve public awareness of those companies, which are the most important engine for future growth, jobs and welfare in Europe. I am sure this report is useful for investors ready to

“UEAPME IS SUPPORTING THE WORK OF THE EUROPEAN INSTITUTIONS TO STRENGTHEN THE INVESTOR MARKET IN EUROPE”

invest in real economy and to contribute to the competitiveness of Europe.

UEAPME, together with many other stakeholders, is supporting the work of the European Institutions to strengthen the investor market in Europe and to make investing in Europe more attractive and profitable. However, we have to be aware that access to equity is not the only barrier to growth within the European Single Market. Other issues to be tackled are different tax regimens and differences in consumer protection laws and technical standards as well as insolvency and accounting rules. All of them make it more difficult for our target companies to grow as fast in Europe as they can in other parts of the world.

Our common aim must be keep companies like those listed in this report in Europe. In order to achieve this, we have to remove these barriers and allow them to develop, to grow, to create jobs and to prosper, like in other parts.

12m
SMALL AND MEDIUM-SIZED ENTERPRISES ARE REPRESENTED BY UEAPME

to corporate bonds and to stock markets, fast-growing, high-tech companies often leave Europe for other regions of the world, where they can grow faster and more successfully.

This is the reason why I am more than pleased to support the initiative

“OUR COMMON AIM MUST BE TO KEEP COMPANIES LIKE THE ONES LISTED IN THIS BOOK IN EUROPE”

1000 COMPANIES BULGARIA SNAPSHOT

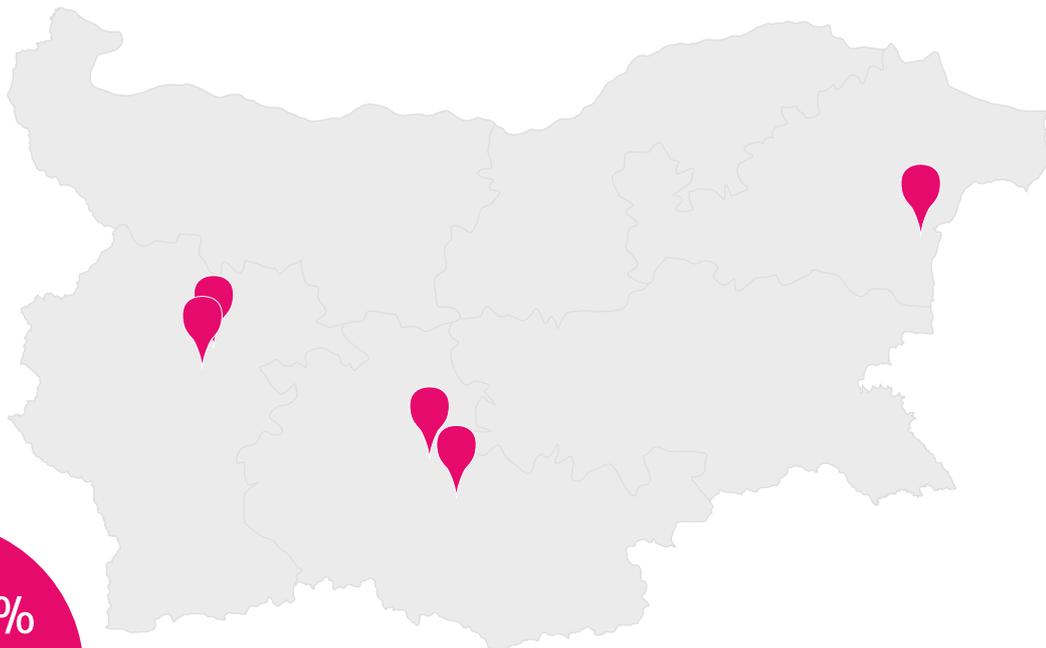
BULGARIA'S ECONOMY EXPANDED AT THE FASTEST PACE IN FIVE YEARS IN THE LAST QUARTER OF 2015, SETTING THE TONE FOR FURTHER GROWTH. FOR A FULL LIST OF COMPANIES FROM BULGARIA, TURN TO PAGE 118

5

COMPANIES

80%

OF COMPANIES MORE
THAN DOUBLED
REVENUES YOY



158%

ANNUAL
JOB GROWTH

AVERAGE
REVENUE

€62.6^m



THESE PROMISING COMPANIES ARE
ALREADY ON THE FAST TRACK TO
SUCCESS – AND THEY’RE GEARING
UP FOR FURTHER GROWTH.

LSEG’S TRANSFORMATIVE ELITE
PROGRAMME OFFERS MENTORING,
ADVICE AND ACCESS TO FINANCE
TO HELP THEM ON THEIR WAY





**SECTOR
AT A GLANCE**

400+

FIRMS ARE, OR HAVE BEEN, SUPPORTED BY ELITE SINCE ITS 2012 LAUNCH

24 MONTHS

LENGTH OF THE ELITE PROGRAMME

25

COMPANIES WERE INCLUDED IN THE FIRST EUROPEAN INTAKE, APRIL 2015

IN THIS SECTION »

Craft beer company BrewDog, engineering contractor Van Elle, traceability manufacturer Antares Vision and organic food producer Damiano are all part of LSEG's highly successful pan-European Elite programme

Source: LSEG

ONES TO WATCH

BY IDENTIFYING COMPANIES ON A STEEP TRAJECTORY TO SUCCESS, FACILITATING ACCESS TO FUNDING AND INCREASING VISIBILITY, LSEG'S ELITE BUSINESS SUPPORT PROGRAMME HELPS FUTURE MARKET LEADERS THROUGH THE NEXT STAGE OF THEIR GROWTH. THE PROGRAMME HAS SUPPORTED MORE THAN 350 AMBITIOUS FIRMS SINCE ITS LAUNCH IN 2012, AND IN 2015 IT WELCOMED ITS FIRST 25 EUROPEAN MEMBERS. INSPIRING, HIGH-GROWTH COMPANIES FROM GERMANY, SPAIN, FRANCE, ITALY, UK, FINLAND, GREECE AND ROMANIA ARE AMONG THOSE TO BECOME PART OF THE PROGRAMME, WHICH PROMOTES RELATIONSHIPS AND CREATES OPPORTUNITIES WITH POTENTIAL INVESTORS, AS WELL AS SUPPORTING MANAGEMENT BEST PRACTICE AND ENTREPRENEURSHIP

THE ART OF CRAFT

BrewDog

www.brewdog.com

Sector: Food & Drink

Country: United Kingdom

BrewDog is a craft beer brewery that is at the vanguard of the brewery revival around the world. It also sells its craft beer in its own bars and bottle shops.

"We were bored of the industrially brewed lagers and stuffy ales that dominated the UK market, so we decided to fix the predicament and brew our own, hard-core craft beers," says Co-Founder James Watt.

It is a typically single-minded approach, which also dictated the way in which the company raised finance.

"We really made the most of the thirst (pun fully intended) for crowdfunding – the public wanting to come forward, stick it to the man and own a part of something they are passionate about. In 2010, we launched Equity for Punks and now, through four rounds, we have raised over £20m – that's more than any other company."

While the business is flourishing, James says he still keeps a close eye on the fine details.

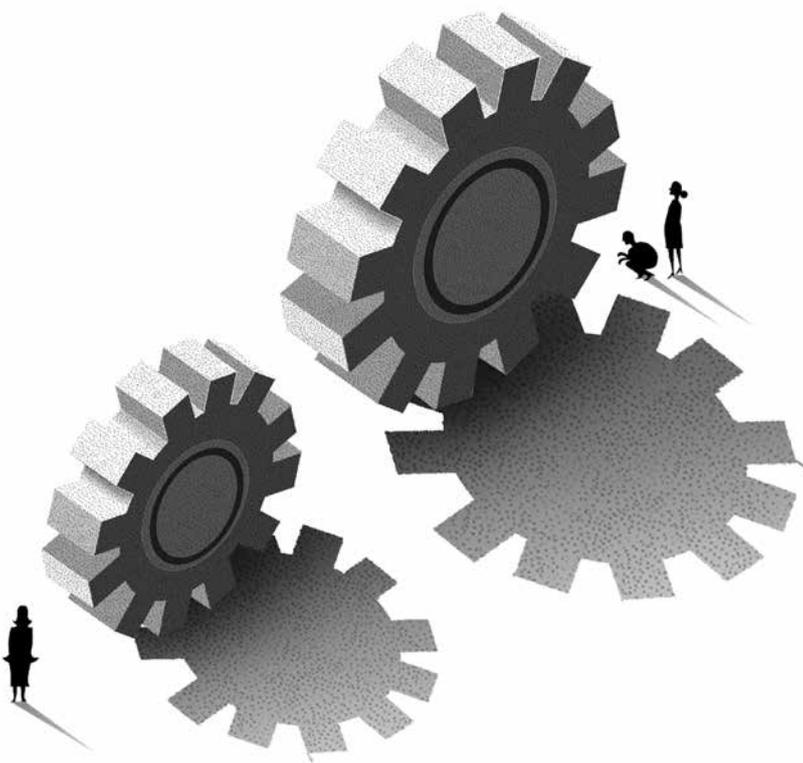
"Finances are the lifeblood of any business. If you get it wrong, the team just become busy fools," he explains.

But that has been the least of his challenges, it seems: "It's a first world problem, but we were too popular," says James.

"We had to learn fast how to scale the business without relying on the suits. Equity for Punks was the answer: allowing the people who love our beer to finance the growth, and be rewarded in the process."

"In the past seven years, we have grown from two employees (James and Co-Founder Martin Dickie) and one dog, to a team of over 400 people worldwide, and we see no sign of that slowing down any time soon. We will be launching our US brewing operation in summer 2016, and then who knows where that will take us!"

As for advice for other start-ups, James says: "My advice, to those seeking advice, is don't bother and by default that covers this advice."





The crafty duo will be launching their brewing operation in the US this summer



“We were bored of the industrially brewed lagers and stuffy ales that dominated the UK market”

James Watt, Co-Founder, BrewDog (pictured right with Co-Founder Martin Dickie)

65

The number of different beers brewed by the company in 2015

BUILDING FOR THE FUTURE

Based in the UK, Van Elle is an award-winning ground engineering contractor with more than 30 years' experience operating across multiple sectors. The firm specialises in ground investigation, piling, ground anchors and soil nails, as well as bulk drilling and grouting, pre-cast modular ground beams and on-track rail projects.

"Regardless of a client's requirements, we have the experience, plant, personnel and innovative thinking to deliver the appropriate solution safely, efficiently and in a cost effective manner," says Jon Fenton, CEO.

Jon attributes the company's success to the "extraordinary" people who work for the company. "Their dedication, professionalism and desire to work for a leader in our sector has kept the company at the top of its game," he says.



www.van-elle.co.uk

Sector: Engineering

Country: United Kingdom

"We have the experience, plant, personnel and innovative thinking to deliver the appropriate solution"



Van Elle is the UK's largest independent specialist ground engineering contractor

The Nottinghamshire-based company has expertise in all forms of piling and stabilisation



And it's thanks to this committed workforce that Van Elle was able to move into the on-track rail market in 2013. Jon explains how, after working on rail platform extension projects, bridges, step-free access schemes and new station car parks for many years, moving into the new market of on-track has proved a game changer for the contractor, and "it hasn't looked back since."

All this against a tough economic backdrop of course. "Our diversity and versatility has played a large part in ensuring that we have been able to carry out entire projects in challenging environments," says Jon. "Others may have only been able to undertake a small element of the works."

Looking forward, Van Elle's focus will remain on innovation in design and installation while providing clients with "value engineered solutions" that reduce material usage and improve sustainability. "We expect the company to continue to be one of the leading industry players, with a focus on innovation and service diversification. Growth in the workforce is a key facet of this plan too," concludes Jon.

7.2m

Amount of profit in 2015, double the previous year

TRACING OUT THE FUTURE

Last year was a very, very good year for Antares Vision, a world-leading producer of traceability solutions for the pharmaceutical industry headquartered in Brescia, Italy.

“Investments in terms of growth and internationalisation have borne fruit and in 2015 group revenue reached the €50m goal, which means an outstanding increase of 100% on the previous year,” explains CEO Emidio Zorzella. “Since the end of 2012, Antares Vision has grown exponentially in terms of national and international territorial

expansion and economic growth.”

Emidio puts the group’s phenomenal rise down to innovation. “It is the first asset and the main driver for our success,” he says. Driving this innovation is a close cooperation with major international pharmaceutical companies and leading machine builders to develop and integrate pioneering products and services in the field of inspection and track and trace systems, so as to provide greater value and security to final customers.

Emidio counts “a rising global demand



www.antaresvision.com
Sector: Manufacturing
Country: Italy



^
New headquarters
in Travagliato, in the
Brescia region of
northern Italy



<
Innovative products
are pushing Antares
Vision to the forefront
of the industry

“The world market
is looking at us as
a reference point”



for security solutions for pharmaceutical industries with a growing internationalisation process” as the biggest opportunity for growth in recent years.

“We’ve taken care of the local service in order to provide rapid and flexible support in that country’s language, giving a real business value at a reduced cost,” adds Emidio. “So the acquisition of new markets has grown hand in hand with the local presence of services given by new Antares Vision subsidiaries or by agreements with certified partner companies.”

As for the future, the group is confident that it will continue to develop over the next five years. “Today, the world market is looking at us as a reference point, and we are responding with an increase not only in numbers but also in terms of our quality of service.”

100%

Year-on-year revenue
growth at Antares
Vision, 2015 on 2014

POINTING THE WAY

The digital world is in a perpetual state of evolution. In an age in which innovation is everything, those who possess a keen eye for seeing trends before they become mainstream are the true pioneers. onepoint knew this early on. The French company understood not only that businesses needed to have their fingers firmly on the pulse, but that they would often need help in keeping them there.

“The business of onepoint is to both foresee change and lead it, using the right tools for our private and public sector clients,” says David Layani, founder and CEO of the company, which began life in 2002.

It refers to its work as ‘digital transformation’, and proposes tailored solutions that allow clients to develop their digital architecture, hone their networks and boost efficiency. In just 14 years, it has gone from servicing

onepoint.

www.groupeonepoint.com

Sector: Technology

Country: France



onepoint is headquartered in Paris but has a presence in seven other countries

It assists companies which are adaptable and able to stay ahead of the industry curve



“The business of onepoint is to both foresee change and lead it, using the right tools”

French clients to carving out an international presence, with offices across Northwestern Europe, China, Canada, Tunisia and the United States. This expansion has had myriad impacts, says David. “Not only is onepoint a growing group fuelled by the needs of its digital consulting and service clients, but it is also a growth accelerator for the entire economy.”

In 2015, the company completed the acquisition of Vision IT Group, which is present in eight countries. It is the latest marker of the steady growth it has enjoyed since its inception, buoyed by rising employee numbers. It now boasts 1,800 staff, with an average duration in the job of five years – impressive in a sector known for its transient employee base. More growth is forecast. The companies that onepoint assists – from the energy sector to retail and telecoms – know they function in an environment that demands adaptation and rewards those who stay ahead of the times. And this can only be good news for the French outfit.

David expects continued growth to come about through a combination of aggressive organic growth, expansion into new countries and reinforcement by acquisitions in existing geographies. “Our objective is to be positioned among the top 10 companies in our industry in Europe.”

5

The average number of years that employees stay at onepoint. The company has 1,800 employees

GOING NUTS ABOUT ORGANIC

As consumers become more attuned to the benefits of organic food, more and more companies are sprouting up across Europe which are seeking to capitalise on this growing trend. Yet for a handful, the emphasis on the merits of organic eating is nothing new. Damiano introduced its first range of organic almonds way back in 1976, little over a decade after its inception. It was a bold move at a time when the use of chemicals in agriculture was the norm among mainstream producers, and deviation from that would

bring less profit in the short term.

“We were a pioneer in our market and we understood that working to the highest standard would create a benchmark for the industry as a whole,” says Riccardo Damiano, CEO of the Italian outfit.

Fast-forward 40 years since its first dalliance with organic produce and the company now boasts more than 40 products, which are sold across the world – not just almonds, but hazelnuts, pine nuts, peanuts and pistachios. And since 2000, everything is

THINK ORGANIC

www.damianorganic.it

Sector: Organic foods

Country: Italy



^ Damiano has produced almonds since 1976 but now has many other nuts in its range

< The company was founded in 1964 and has been totally organic since 2000



organic. It has been able to match its growing popularity with expansion of the company itself, recording on average 30% growth each year, even through the tough financial crisis. The demand for good, healthy food, was not, it appears, altogether diminished by spiralling economies and unemployment levels.

As well as the direct human benefits of healthy eating, Riccardo is quick to point out the greater common good that develops on from changes to individual habits. “Organic food also has a sustainable impact on the environment: everybody should aim for that,” he says. Riccardo says love and respect for the rhythms of nature lie at the core of company beliefs. “Damiano’s philosophy matches these concepts with the realisation that good food and a cleaner planet go hand in hand.”

16

Years since Damiano went totally organic

SCALABILITY IS KEY

French digital advertising group Kwanko counts scalability as key to the phenomenal success it has enjoyed in recent years. And with a presence in 20 countries – where it operates as an intermediary between advertisers wishing to promote their brands and publishers looking to monetise their advertising spaces – it’s clearly doing something right.

“Kwanko’s platforms – NetAffiliation, Swelen and Emailbidding – are scalable and can be easily implemented in other countries,” explains François Bieber, founder and CEO. “That is why we’ve focused on international growth to boost our expansion. Our tactic consists of identifying potential markets and clients, and then duplicating our model, while taking into account local specificities.”

François makes it sound so simple, but the group uses a mix of



www.kwanko.com
Sector: IT Technology
Country: France



Kwanko has used strategic partnerships to enable it to expand its capabilities

The company’s expertise allows its clients to monetise their advertising space



advanced campaign management tools and consulting services in order to deliver its standard of service.

“Our extensive publishers’ network includes over 170,000 websites worldwide,” adds François. “We are focused on return on investment, with a 100% performance-based model. We allow our customers to boost their sales, enrich their database and drive traffic to their websites, mobile apps and stores.”

As well as expanding geographically, the group believes in expanding its capabilities through partnerships, which is why it partnered with Swelen, a pioneer in mobile advertising. “Cross-channel advertising is a strong growth leverage. That’s why we decided to go mobile in 2010 by partnering with Swelen.”

Its next partnership came about three years later, in 2013, when it joined forces with EmailBidding, an emailing platform that allows advertisers to launch campaigns in five clicks.

As for the future of digital advertising, François believes it is “undergoing a revolution” with the rise of new automated buying methods focused on user-centric advertising and big data. Whatever happens in the years from now, one thing’s for sure: Kwanko will be one step ahead.

20

The number of countries where Kwanko has a digital presence

GOING WHERE OTHERS FEAR TO TREAD

EOLO is a fixed wireless broadband operator like no other. “We developed our own wireless network and are independent from other operators, so we have full control over the performance of our services,” explains CEO and President, Luca Spada. “This makes us unique in the market and enables us to provide high-speed internet in areas where other operators are not present.”

As a result, EOLO provides internet connectivity to 13 regions of northern and central Italy for more than 5,100

municipalities, with services up to 30mbps for the home/consumer market and up to 1gbps for its enterprise customers.

“We’ve been growing steadily year on year since our foundation,” says Luca. “Growth in revenue over the past three years has been between 25% and 30% every year, maintaining a healthy 30% EBITDA.”

This success has largely stemmed from EOLO’s strategy to connect areas of Italy hitherto not connected. The operator targets areas excluded by the mainstream broadband



www.eolo.it
Sector: IT Technology
Country: Italy



EOLO’s success is based on supplying broadband to areas not previously connected

CEO Luca Spada has big plans for expansion over the next five years



networks known as ‘digital divides’. “We built our own wireless broadband network delivering high-speed internet connection to these places,” explains Luca.

“We invest a lot in research and intellectual property and have developed proprietary technologies and network solutions for the best performance. Right now we are in the process of patenting our own hardware devices. Most of the recently hired staff are employed in technical departments.”

EOLO’s five-year plan is to become a major telecoms player with a national standing. This will require a larger workforce and an even greater focus on research and development.

“New technologies are changing our life everyday. More activities are becoming digital. These are huge opportunities!” says Luca.

5,100

The number of municipalities in Italy for which EOLO provides internet connectivity

TURBO-CHARGING SUCCESS

LUCA PEYRANO

HEAD OF CONTINENTAL EUROPE PRIMARY MARKETS,
LONDON STOCK EXCHANGE GROUP



“BEING PART OF ELITE’S COMMUNITY HAS HELPED BUSINESSES ATTRACT TALENT, DEVELOP EXPERTISE, BROADEN THEIR CONTACTS AND GROW IN CONFIDENCE”

ELITE IS A PIONEERING INITIATIVE GIVING COMPANIES WHICH ARE AMBITIOUS FOR GROWTH ACCESS TO INVESTMENT AND THE BEST ADVICE – AND NOW IT’S TRULY PAN-EUROPEAN

1000 Companies to Inspire Europe is a celebration of some of Europe’s most exciting and dynamic fast-growing businesses. But London Stock Exchange Group also runs another successful initiative, backing innovative, high-growth companies across Europe and beyond, known as ELITE.

ELITE is our pioneering international business support programme, which helps ambitious companies prepare and structure for the next stage of growth. Launched by Borsa Italiana in 2012, it was rolled out across the UK in 2014 and across the rest of Europe in 2015.

ELITE introduces the leaders of ambitious companies to business school resources and gives them access to a community of leading advisers and investors. Through the programme, ELITE company leaders gain access to knowledge and sources of funding, be that venture capital, private or public equity, to help them grow.

Speaking to the ELITE company founders and CEOs, feedback on the programme has confirmed that being part of ELITE’s vibrant and extensive community has helped them attract talent, develop expertise, deepen and broaden their contacts and grow in confidence as a business. Not least, there have been 120 M&A/Joint Venture deals completed by ELITE companies, 21 that have issued bonds and 15 that have announced their intention to list on the public markets.

The ELITE community now totals more than 400 companies, 150 partners and 100 long-term investors. Partners include Europe’s leading banks, brokers, law, PR and accountancy firms, all of whom have the resources and knowledge to help support ELITE’s fast-growing businesses.

What is evident from our *1000 Companies to Inspire Europe* report and all the work that we do on ELITE is that Europe is home to hundreds of diverse and growing businesses from across numerous sectors. But we know that financing remains a hurdle for many who are looking to expand, alongside factors such as hiring, training and retaining talent.

ELITE is delivered in partnership with local business schools across all the ELITE company countries, many of whom

250+

THE NUMBER OF ADVISERS AND INVESTORS INVOLVED IN ELITE

help shape the design and facilitate the delivery of the 24-month programme. Companies also have access to a unique online learning portal, where they can receive their tailored education training and engage with the entire ELITE network.

Access to business education, entrepreneurs, investors and advisers, all help stimulate company review. The companies take part in a series of modules and workshops designed to encourage and embed organisational change and support development. What’s more, participants have the opportunity to build invaluable business relationships with their peers enabling them to challenge each other as well as themselves.

ELITE is not just a training programme or accelerator scheme, but the opportunity for companies and their leaders to become part of a vibrant community, in which fast-growing firms can thrive long after the structured engagement is over.

Visit www.elite-growth.com to find out more about the programme.

1000 COMPANIES

NETHERLANDS SNAPSHOT

THE NETHERLANDS HAS 50 COMPANIES LISTED WHICH HAVE AN AVERAGE REVENUE OF €65M. FOR A FULL LIST OF COMPANIES FROM THE NETHERLANDS, TURN TO PAGE 138

COMPOUND
ANNUAL
GROWTH RATE

10.9%

50
COMPANIES

7

MANUFACTURING
& ENGINEERING
COMPANIES

AVERAGE
REVENUE

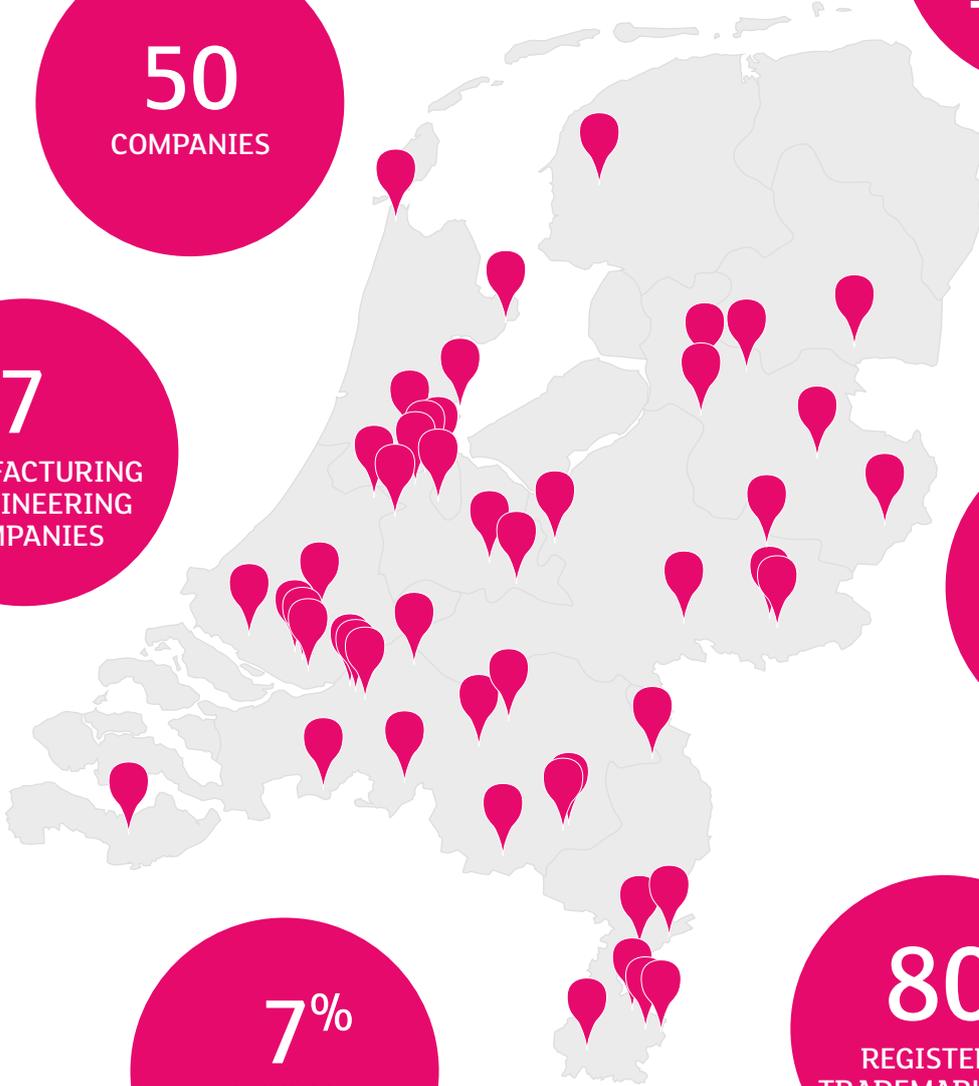
€65^m

7%

ANNUAL
JOB GROWTH

80

REGISTERED
TRADEMARKS AND
PATENTS





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GETTING TO 1000 THE METHODOLOGY

TO BUILD THIS LIST, BUREAU VAN DIJK, WHICH IS A PROVIDER OF AMADEUS, A DATABASE OF COMPARABLE FINANCIAL INFORMATION FOR PUBLIC AND PRIVATE COMPANIES ACROSS EUROPE, COMBINED KEY FINANCIAL PERFORMANCE INDICATORS OF EUROPEAN COMPANIES

Company status

Companies must be active, private and registered in the European Union (EU 28 – as of 2015). Companies whose parent is incorporated in a foreign country are excluded, except for specific tax shelters. Public limited companies, Private limited companies and Partnerships entities are all considered. Investment vehicles and funds are excluded, as are charities and non-profit organisations. Companies whose global ultimate owner is a public authority, state or government are excluded.

Size and age

Independent company or consolidated group revenues must be between €20m and €300m, based on latest filings. Companies that have been incorporated within the past four years (after 1 January 2012) are excluded.

Financial performance

Each company's compounded annual growth rate of turnover is calculated over a three-year period (based on three sets of accounts for years 2012, 2013 and 2014). Any company with over 20% deterioration in net assets over the three-year period is excluded.

Country weighting

Having identified the long-list, the eligible companies are then separated into their country of incorporation. Within each country, the companies are ranked by their individual revenues' compounded annual growth rate; and those that have most outperformed within their country are identified. The long-list is split among the EU 28 countries according to every country's contribution to the EU GDP.

Austria

AVCON JET

www.avconjet.at
Sector: Logistics
Revenue: €100M to €150M

BECOM

www.becom.at
Sector: IT Technology
Revenue: €50M to €75M

BERNDORF METALL- UND BÄDERBAU

www.berndorf-baederbau.com
Sector: Manufacturing
Revenue: €30M to €40M

COOLIBREE

www.coolibree.com
Sector: Manufacturing
Revenue: €20M to €30M

ESCORA

www.diamor.at
Sector: Retail
Revenue: €30M to €40M

FERTGAS

www.fertgas.eu
Sector: Utilities
Revenue: €75M to €100M

FUNSTAGE

www.funstage.com
Sector: IT Technology
Revenue: €75M to €100M

GETZNER TEXTIL AKTIENGESELLSCHAFT

www.getzner.at
Sector: Design
Revenue: €150M to €250M

HAIDER

www.haiderbaut.at
Sector: Construction & Property
Revenue: €20M to €30M

HEROLD DRUCK

www.herold.cc
Sector: Media
Revenue: €20M to €30M

HIRSCHMANN AUTOMOTIVE

www.hirschmann-automotive.com
Sector: Manufacturing
Revenue: €250M+

IBS PAPER PERFORMANCE

www.ibs-ppg.com
Sector: Manufacturing
Revenue: €40M to €50M

LAGERHAUS THERMENLAND

www.lagerhaus-thermenland.at
Sector: Agriculture & Farming & Forestry
Revenue: €30M to €40M

SECA

www.seca.at
Sector: Retail
Revenue: €20M to €30M

STAR AGRO

www.staragro.at
Sector: Utilities
Revenue: €20M to €30M

TEKPOINT

www.tekpoint.at
Sector: Telecommunications
Revenue: €150M to €250M

TRANSDANUBIA

www.transdanubia.com
Sector: Logistics
Revenue: €150M to €250M

TSC

www.tsc.at
Sector: Food & Drink
Revenue: €40M to €50M

TTTECH

www.tttech.com
Sector: IT Technology
Revenue: €30M to €40M

UNITCARGO

www.unitcargo.at
Sector: Logistics
Revenue: €20M to €30M

Belgium

A&C SYSTEMS

www.ac-systems.be
Sector: Retail
Revenue: €150M to €250M

ADIAM

www.adiamnv.com
Sector: Retail
Revenue: €75M to €100M

ANTWERP CUT

www.antwerpcut.be
Sector: Retail
Revenue: €30M to €40M

ARPADIS BENELUX

www.arpadis.com
Sector: Retail
Revenue: €50M to €75M

BÜLLINGER BUTTEREI

www.bullinger-butterei.be
Sector: Food & Drink
Revenue: €100M to €150M

CIT BLATON

www.citblaton.be
Sector: Construction & Property
Revenue: €250M+

DHERTE

www.dherte.be
Sector: Construction & Property
Revenue: €75M to €100M

DHV

www.dhv.be
Sector: Retail
Revenue: €50M to €75M

ENGINE DECK REPAIR

www.edr-antwerp.eu
Sector: Engineering
Revenue: €20M to €30M

ERVE GROUP

www.erve.com
Sector: Retail
Revenue: €50M to €75M

EURO FOOD

www.eurofoodbelgium.com
Sector: Manufacturing
Revenue: €40M to €50M

EUROPEAN STEEL DISTRIBUTION

www.esd-steel.com
Sector: Retail
Revenue: €20M to €30M

FEEDWAY

www.feedway-europe.com
Sector: Agriculture & Farming & Forestry
Revenue: €40M to €50M

ITINERIS

www.itineris.net
Sector: IT Technology
Revenue: €20M to €30M

JOVITEX

www.jovitex.be
Sector: Retail
Revenue: €30M to €40M

J.R. DIAM GROUP

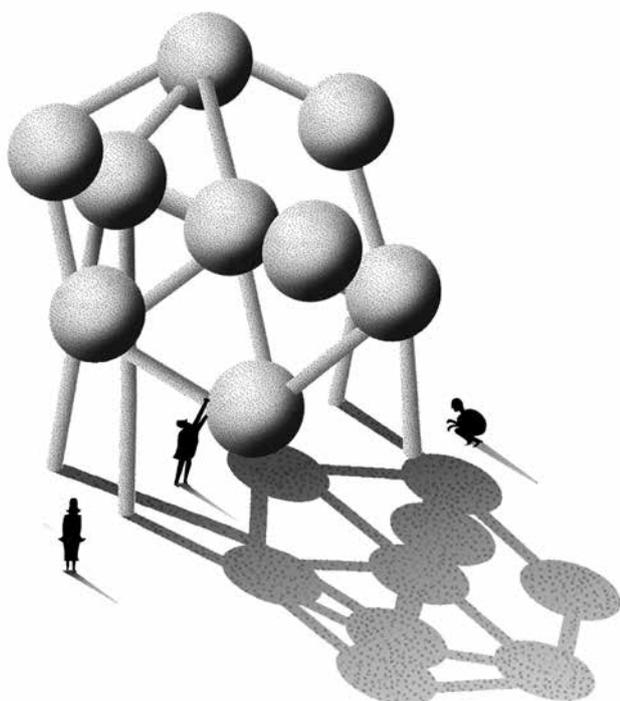
www.jrdiamgroup.com
Sector: Retail
Revenue: €50M to €75M

MAGETRA INTERNATIONAL

www.magetra.com
Sector: Logistics
Revenue: €50M to €75M

MARMO GROUP

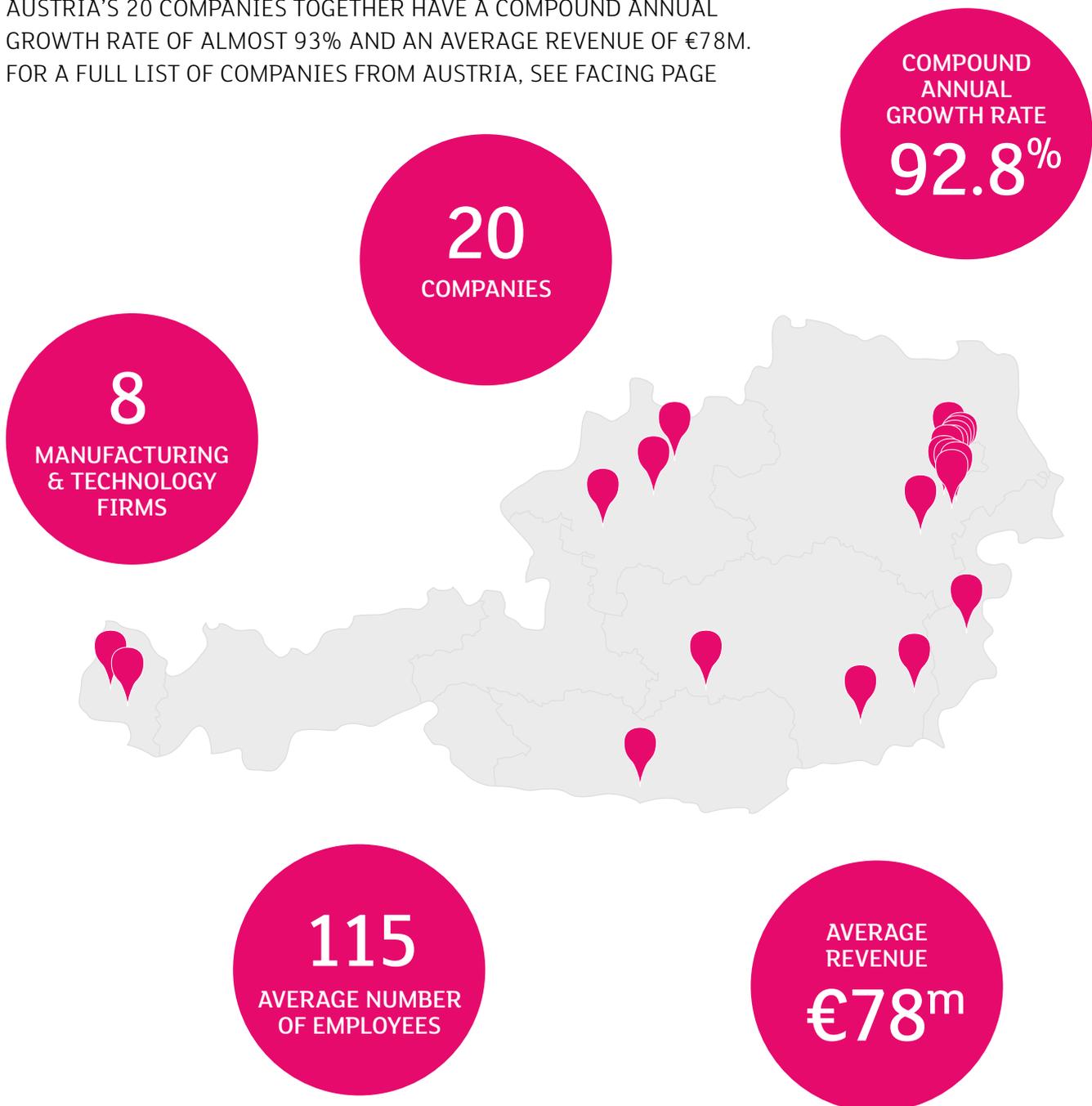
www.marmogroup.eu
Sector: Food & Drink
Revenue: €50M to €75M



1000 COMPANIES

AUSTRIA SNAPSHOT

AUSTRIA'S 20 COMPANIES TOGETHER HAVE A COMPOUND ANNUAL GROWTH RATE OF ALMOST 93% AND AN AVERAGE REVENUE OF €78M. FOR A FULL LIST OF COMPANIES FROM AUSTRIA, SEE FACING PAGE



OM PARTNERS

www.ompartners.com
Sector: IT Technology
Revenue: €40M to €50M

PHYSIOL

www.physiol.eu
Sector: Health
Revenue: €20M to €30M

PMF PRODUCTIONS

www.pmf-productions.com
Sector: Food & Drink
Revenue: €20M to €30M

PM GROUP

www.pmgroupp-global.com
Sector: Construction & Property
Revenue: €100M to €150M

THE HERFURTH GROUP

www.herfurth-group.com
Sector: Travel & Leisure
Revenue: €20M to €30M

TORMANS

www.tormansgroup.be
Sector: Employment Services
Revenue: €20M to €30M

TOURING

www.touring.be
Sector: Financial Services
Revenue: €100M to €150M

TRANSPORTS FOCKEDEY

www.fockedey.be
Sector: Logistics
Revenue: €50M to €75M

UNITED PETFOOD

www.unitedpetfood.eu
Sector: Food & Drink
Revenue: €20M to €30M

V.O.C

www.voc-district.be
Sector: Food & Drink
Revenue: €30M to €40M

VERSO FOOD

www.versofood.be
Sector: Food & Drink
Revenue: €30M to €40M

ZORG & FARMA

www.zorgfarma.be
Sector: Pharmaceutical & Science
Revenue: €100M to €150M

Bulgaria

AGRORESERVE

www.agroreserve.bg
Sector: Wholesale
Revenue: €50M to €75M

KRISTALNA VODA

www.kristalnavoda.com
Sector: Construction & Property
Revenue: €20M to €30M

MILCO BG

www.milco.bg
Sector: Trading Services
Revenue: €30M to €40M

SAGA COMMODITIES PG 92

www.sagacommodities.com
Sector: Trading Services
Revenue: €150M to €200M

V-TAC EUROPE

www.v-tac.eu
Sector: Wholesale
Revenue: €30M to €40M

Croatia

DIV

www.divgroup.eu
Sector: Retail
Revenue: €50M to €75M

GRADATIN

www.gradatin.hr
Sector: Retail
Revenue: €20M to €30M

LOGISTA

www.logista.hr
Sector: Retail
Revenue: €30M to €40M

PET-PROM

www.petprom.hr
Sector: Architecture
Revenue: €20M to €30M

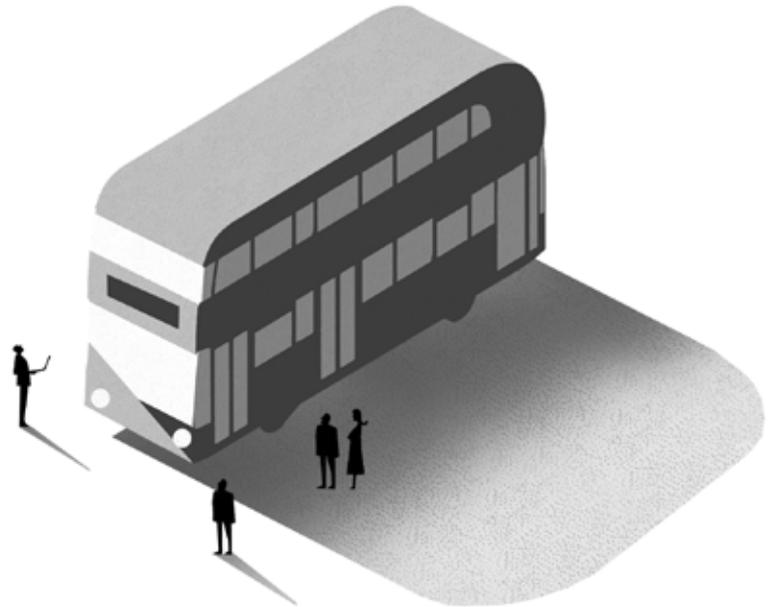
SHERIF EXPORT-IMPORT PG 93

www.sherif.hr
Sector: Manufacturing
Revenue: €30M to €40M

Cyprus

A. JACOVIDES

www.ajacovides.com
Sector: Wholesale



DEMETRIADES GROUP

www.demetriadesgroup.com
Sector: Logistics

FILEMINDERS PG 34

www.fileminders.com.cy
Sector: IT Technology

GREEN DOT

www.greendot.com.cy
Sector: Environmental Services

MEDOCHEMIE

www.medochemie.com
Sector: Pharmaceutical & Science

Czech Republic

AQUACOMP HARD

www.aquahard.cz
Sector: Utilities
Revenue: €40M to €50M

AUTOCENTRUM OLOMOUC

www.vw-seat-olomouc.cz
Sector: Retail
Revenue: €20M to €30M

CZECHPAK MANUFACTURING

www.merisant.com
Sector: Food & Drink
Revenue: €40M to €50M

DIO HRADEC KRÁLOVÉ

www.dio.cz
Sector: Retail
Revenue: €20M to €30M

EXASOFT

www.exasoft.cz
Sector: Logistics
Revenue: €40M to €50M

INTERNET SHOP

www.parfums.cz
Sector: Retail
Revenue: €100M to €150M

LESY BESKYDY

www.lesy-beskydy.cz
Sector: Logistics
Revenue: €20M to €30M

TOLLNET

www.tollnet.cz
Sector: Utilities
Revenue: €20M to €30M

VICTORIA-TIP

www.victoriatip.cz
Sector: Travel & Leisure
Revenue: €100M to €150M

WIKOV PG 54

www.wikov.cz
Sector: Manufacturing
Revenue: €40M to €50M

Denmark

A. ENNGAARD KRANER

www.enggaard.dk
Sector: Construction & Property
Revenue: €100M to €150M

ABACUS MEDICINE
www.abacusmedicine.com
Sector: Health
Revenue: €75M to €100M

AURA EL-NET
www.aura.dk
Sector: Utilities
Revenue: €40M to €50M

AVANTI WIND SYSTEMS
www.avanti-online.com
Sector: Manufacturing
Revenue: €75M to €100M

BILLETEN
www.billetten.dk
Sector: Travel & Leisure
Revenue: €50M to €75M

DESMI PG 50
www.desmi.com
Sector: Manufacturing
Revenue: €50M to €75M

EINAR KORNERUP
www.einarkornerup.dk
Sector: Construction & Property
Revenue: €75M to €100M

ENERGI FYN
www.energifyn.dk
Sector: Utilities
Revenue: €100M to €150M

EUROPEAN ENERGY
www.europeanenergy.dk
Sector: Energy
Revenue: €50M to €75M

KPC
www.kpc.dk
Sector: Construction & Property
Revenue: €150M to €250M

LEKI AVIATION
www.lekiaviation.com
Sector: Retail
Revenue: €50M to €75M

**NETCOMPANY IT AND
BUSINESS CONSULTING**
www.netcompany.com
Sector: IT Technology
Revenue: €75M to €100M

NIANET
www.nianet.dk
Sector: Telecommunications
Revenue: €30M to €40M

NORDEX FOOD
www.nordexfood.dk
Sector: Food & Drink
Revenue: €75M to €100M

PARANOVA GROUP
www.paranova.dk
Sector: Retail
Revenue: €100M to €150M

PWT BRANDS
www.pwtbrands.com
Sector: Retail
Revenue: €100M to €150M

SKANDINAVISK LOGISTIK
www.skanlog.com
Sector: Logistics
Revenue: €40M to €50M

THOMSEN FOOD LINE
www.thomsen-foodline.dk
Sector: Food & Drink
Revenue: €75M to €100M

T.K.B. SHIPPING
www.tkb.dk
Sector: Logistics
Revenue: €75M to €100M

VALCON PG 89
www.valcon.dk
Sector: Business Services
Revenue: €50M to €75M

Estonia

ADCASH
www.adcash.com
Sector: IT Technology
Revenue: €40M to €50M

BRENSTOL PG 67
www.thermory.com
Sector: Manufacturing
Revenue: €20M to €30M

GRAANUL INVEST
www.graanulinvest.ee
Sector: Manufacturing
Revenue: €75M to €100M

METAPRINT
www.metaprint.com
Sector: Manufacturing
Revenue: €40M to €50M

VILJANDI AKEN JA UKS
www.vau.ee
Sector: Manufacturing
Revenue: €50M to €75M

Finland

BROMAN GROUP
www.bromangroup.fi
Sector: Retail
Revenue: €50M to €75M

CORONARIA
http://home.coronaria.fi
Sector: Health
Revenue: €50M to €75M

ESPERI CARE
www.esperi.fi
Sector: Health
Revenue: €100M to €150M

FAMIFARM
www.jarvikyla.fi
Sector: Food & Drink
Revenue: €20M to €30M

FIMLAB LABORATORIOT
www.fimlab.fi
Sector: Research & Development
Revenue: €75M to €100M

FIRA
www.fira.fi
Sector: Construction & Property
Revenue: €75M to €100M

FRESH SERVANT
www.fresh.fi
Sector: Food & Drink
Revenue: €30M to €40M

GRANIITTIRAKENNUS KALLIO
www.grk.fi
Sector: Construction & Property
Revenue: €100M to €150M

HANLOG PG 96
www.hanlog.com
Sector: Logistics
Revenue: €30M to €40M

KASLINK FOODS
www.kaslink.fi
Sector: Food & Drink
Revenue: €50M to €75M

KATTERNÖ
www.katterno.fi
Sector: Utilities
Revenue: €150M to €250M

KOJA-YHTIÖT
www.koja.fi
Sector: Manufacturing
Revenue: €50M to €75M



LOGSET

www.logset.com
Sector: Manufacturing
Revenue: €20M to €30M

MIILUKANGAS

www.miilukangas.fi
Sector: Energy
Revenue: €40M to €50M

POHJOLA RAKENNUS

www.pohjolarakennus.fi
Sector: Construction & Property
Revenue: €75M to €100M

QVANTEL

www.qvantel.com
Sector: IT Technology
Revenue: €20M to €30M

REAKTOR INNOVATIONS

www.reaktor.fi
Sector: IT Technology
Revenue: €30M to €40M

SOFIGATE GROUP

www.softigate.com
Sector: IT Technology
Revenue: €20M to €30M

TEKNOWARE

www.teknoaware.com
Sector: Manufacturing
Revenue: €40M to €50M

TRANSVAL GROUP

www.transval.fi
Sector: Logistics
Revenue: €75M to €100M

France

ACORUS

www.groupe-acorus.fr
Sector: Construction & Property
Revenue: €50M to €75M

ACRELEC

www.acrelec.com
Sector: Business Services
Revenue: €40M to €50M

AGAP'PROFESSIONNEL

www.agap-pro.com
Sector: Business Services
Revenue: €20M to €30M

ALCYANE

www.alcyane.com
Sector: IT Technology
Revenue: €20M to €30M

ALPEN'TECH

www.alpen-tech.com
Sector: Manufacturing
Revenue: €50M to €75M

ALTYOR

www.altyor.fr
Sector: IT Technology
Revenue: €30M to €40M

ANTEMETA

www.antemeta.com
Sector: IT Technology
Revenue: €50M to €75M

APAVE

www.apave.com
Sector: Business Services
Revenue: €50M to €75M

ARISMORE

www.arismore.fr
Sector: IT Technology
Revenue: €20M to €30M

ARKOLIA ENERGIES

www.arkolia-energies.com
Sector: Energy
Revenue: €30M to €40M

AUBRUN-TARTARIN

www.aubrun-tartarin.fr
Sector: Agriculture & Farming
Revenue: €30M to €40M

AU FORUM DU BATIMENT

www.afdb.fr
Sector: Retail
Revenue: €75M to €100M

BA&SH

www.ba-sh.com
Sector: Retail
Revenue: €30M to €40M

BABILOU

www.babilou.com
Sector: Education
Revenue: €100M to €150M

BIOTONE TECHNOLOGIE SA

www.biotone.fr
Sector: Pharmaceutical & Science
Revenue: €20M to €30M

BK CONSULTING FRANCE

www.bk-consulting.com
Sector: IT Technology
Revenue: €20M to €30M

**BLABLACAR PG 26**

www.blablacar.com
Sector: IT Technology

BOS EQUIPEMENT HOTELIER

www.bos-equipement.com
Sector: Business Services
Revenue: €50M to €75M

BT CONCEPT-ECO

www.btconcepteco.com
Sector: Construction & Property
Revenue: €20M to €30M

CANADELL

www.canadell.com
Sector: Agriculture & Farming & Forestry
Revenue: €20M to €30M

CARLIER PLASTIQUES & COMPOSITES

www.carlier-plastiques.com
Sector: Manufacturing
Revenue: €20M to €30M

CARRIESCOPIC

www.carriescopic.fr
Sector: Business Services
Revenue: €20M to €30M

CAT-AMANIA

Sector: Retail
www.cat-amania.com
Revenue: €20M to €30M

CATRYBAYART

www.catrybayart.com
Sector: Construction & Property
Revenue: €20M to €30M

CEREALIS

www.cerealis.com
Sector: Retail
Revenue: €150M to €250M

CHEVAL SAS

www.cheval-sa.com
Sector: Agriculture & Farming & Forestry
Revenue: €40M to €50M

CIEE INTERCONNECT

www.cieeinterconnect.com
Sector: Manufacturing
Revenue: €20M to €30M

CIRCET

www.circet.fr
Sector: Telecommunications
Revenue: €150M to €250M

CLAUGER

www.clauger.fr
Sector: Manufacturing
Revenue: €100M to €150M

COMPAGNIE IMMOBILIERE DE RESTAURATION

www.groupecir.com
Sector: Construction & Property
Revenue: €50M to €75M

COMPAGNIE INTERNATIONALE DE MAINTENANCE

www.cimgroupe.com
Sector: Utilities
Revenue: €50M to €75M

COMPETENCE CUISINE COLLECTIVE

www.cuisine3c.com
Sector: Business Services
Revenue: €20M to €30M

COMPOSITE INDUSTRIE
www.composite-industrie.com
Sector: Manufacturing
Revenue: €50M to €75M

CONTINENTALE PROTECTIONS SERVICES
www.cps-securite.fr
Sector: Security
Revenue: €20M to €30M

COOPERATIVE LAITIÈRE DE LA RÉGION LOCHOISE
www.laiterie-de-verneuil.com
Sector: Food & Drink
Revenue: €50M to €75M

DELANE SI
www.delanesi.com
Sector: IT Technology
Revenue: €20M to €30M

DELEPLANQUE ET COMPAGNIE
www.deleplanque.fr
Sector: Agriculture & Farming
Revenue: €40M to €50M

DELTA DORE
www.deltadore.com
Sector: Manufacturing
Revenue: €100M to €150M

DENTELLE SOPHIE HALLETTE
www.sophiehallette.com
Sector: Manufacturing
Revenue: €20M to €30M

DIADÉIS MK
www.diadeis.com
Sector: Media
Revenue: €20M to €30M

DIADÉMYS
www.diademys.com
Sector: IT Technology
Revenue: €20M to €30M

DIPTYQUE
www.diptyqueparis.fr
Sector: Retail
Revenue: €30M to €40M

DIRECT OCEAN
www.directocean.com
Sector: Food & Drink
Revenue: €75M to €100M

DUTEL
www.dutelsa.com
Sector: Manufacturing
Revenue: €20M to €30M

ENTREPOTS ET TRANSPORTS BARBE
www.efbs-seafrigo.fr
Sector: Logistics
Revenue: €100M to €150M

ESPACE 4
www.espace4.fr
Sector: Architecture
Revenue: €40M to €50M

ESPACEBIO
www.espacebio.fr
Sector: Health
Revenue: €30M to €40M

ESSE INTERNATIONAL
www.esse-international.fr
Sector: Retail
Revenue: €20M to €30M

ESSI
www.essi-net.com
Sector: Business Services
Revenue: €40M to €50M

ETABLISSEMENTS DUGAS
www.dugas.fr
Sector: Food & Drink
Revenue: €30M to €40M

ETS ALABEURTHE FRERES
www.alabeurthe.fr
Sector: Agriculture & Farming & Forestry
Revenue: €20M to €30M

ETS PERIN ET CIE
www.perinetcie.fr
Sector: Manufacturing
Revenue: €20M to €30M

EUROPEAN HOMES FRANCE
www.e-h.fr
Sector: Retail
Revenue: €75M to €100M

EUROSIT
www.eurosit.fr
Sector: Manufacturing
Revenue: €20M to €30M

EUROTOLE FRANCE
www.eurotole.net
Sector: Retail
Revenue: €20M to €30M

EXALAB
www.laboratoire.exalab.fr
Sector: Health
Revenue: €50M to €75M

EXCENT FRANCE
www.excent.fr
Sector: Business Services
Revenue: €40M to €50M

EXOFARM
www.exofarm.com
Sector: Food & Drink
Revenue: €20M to €30M

EXOSUN PG 36
www.exosun.fr
Sector: Energy
Revenue: €20M to €30M

FINSECUR
www.finsecur.com
Sector: Manufacturing
Revenue: €20M to €30M

FRANCE COLLECTIVITES
www.france-collectivites.fr
Sector: Business Services
Revenue: €20M to €30M

FROMAGERIES MARCEL PETITE
www.comte-petite.com
Sector: Food & Drink
Revenue: €75M to €100M

GAGNE
www.gagne.fr
Sector: Manufacturing
Revenue: €30M to €40M

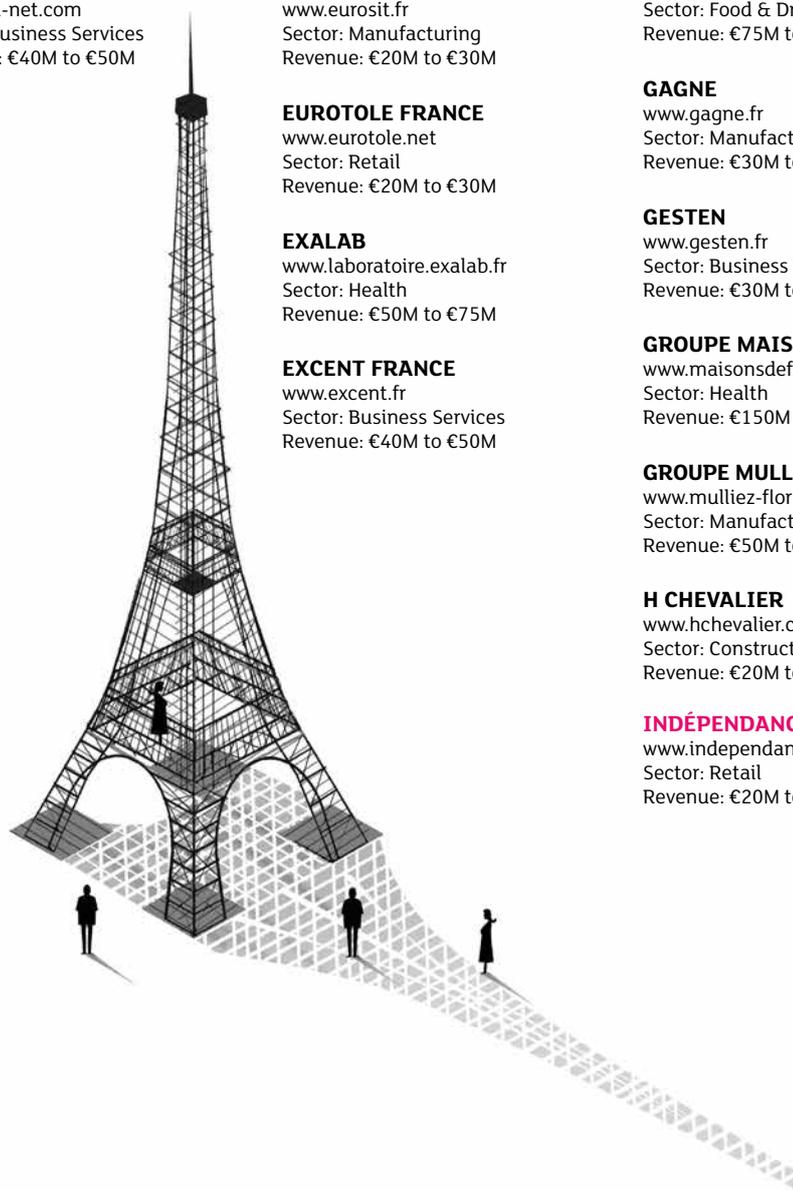
GESTEN
www.gesten.fr
Sector: Business Services
Revenue: €30M to €40M

GRUPE MAISONS DE FAMILLE
www.maisonsdefamille.com
Sector: Health
Revenue: €150M to €250M

GRUPE MULLIEZ-FLORY - GMF
www.mulliez-flory.fr
Sector: Manufacturing
Revenue: €50M to €75M

H CHEVALIER
www.hchevalier.com
Sector: Construction & Property
Revenue: €20M to €30M

INDÉPENDANCE ROYALE PG 65
www.independance-royale.com
Sector: Retail
Revenue: €20M to €30M



INGENIERIE DEVELOPT ENVIRON CONSTRUCTION
www.groupeidec.com
 Sector: Construction & Property
 Revenue: €100M to €150M

INTERPRAL - ULYSSE
www.interpral-ulyse.com
 Sector: Food & Drink
 Revenue: €50M to €75M

INTERWAY
www.groupe-interway.fr
 Sector: IT Technology
 Revenue: €20M to €30M

ITESA
www.itesa.eu
 Sector: Security
 Revenue: €20M to €30M

JAGUAR NETWORK
www.jaguar-network.com
 Sector: Telecommunications
 Revenue: €20M to €30M

K2 PROPRETE
www.k2proprete.com
 Sector: Business Services
 Revenue: €20M to €30M

KEP TECHNOLOGIES INTEGRATED SYSTEMS
www.kep-technologies.fr
 Sector: IT Technology
 Revenue: €30M to €40M

KLB GROUP
www.klbgroup.com
 Sector: Business Services
 Revenues: €40m to €50m

KS CONSTRUCTION
www.ks-construction.fr
 Sector: Construction & Property
 Revenue: €50M to €75M

LA FEE
www.lafeemaraboutee.fr
 Sector: Retail
 Revenue: €40M to €50M

LA VIE CLAIRE
www.lavieclaire.com
 Sector: Retail
 Revenue: €100M to €150M

LABORATOIRE NUTERGIA
www.nutergia.com
 Sector: Pharmaceutical & Science
 Revenue: €30M to €40M

LACOSTE
www.papeterie-lacoste.com
 Sector: Media
 Revenue: €30M to €40M

LAITNAA
www.laitnaa.fr
 Sector: Food & Drink
 Revenue: €75M to €100M

LDGF
www.despi-le-boucher.com
 Sector: Food & Drink
 Revenue: €50M to €75M

LIBAUD NEGOCE MATERIAUX
www.groupe-libaud.fr
 Sector: Manufacturing
 Revenue: €75M to €100M

LOUIS GENTILIN S.A.
www.gentilin.com
 Sector: Manufacturing
 Revenue: €20M to €30M

LPCR GROUPE
www.lpcr.fr
 Sector: Education
 Revenue: €50M to €75M

MARCK
www.groupermarck.com
 Sector: Manufacturing
 Revenue: €20M to €30M

MATERNE
www.materne.fr
 Sector: Food & Drink
 Revenue: €250M+

MECANIC SUD INDUSTRIE
www.mecanicsud.fr
 Sector: Manufacturing
 Revenue: €40M to €50M

MIKROS - IMAGE
www.mikrosimage.eu
 Sector: Media
 Revenue: €20M to €30M

MULTI RESTAURATION SERVICES
www.mrs.fr
 Sector: Utilities
 Revenue: €20M to €30M

NEO SOFT SERVICES
www.neo-soft.fr
 Sector: IT Technology
 Revenue: €40M to €50M

NOMIOS
www.nomios.fr
 Sector: IT Technology
 Revenue: €20M to €30M

OCCAMAT
www.occamat.net
 Sector: Engineering
 Revenue: €30M to €40M

ORIENTIS GOURMET
www.orientis-gourmet.com
 Sector: Food & Drink
 Revenue: €50M to €75M

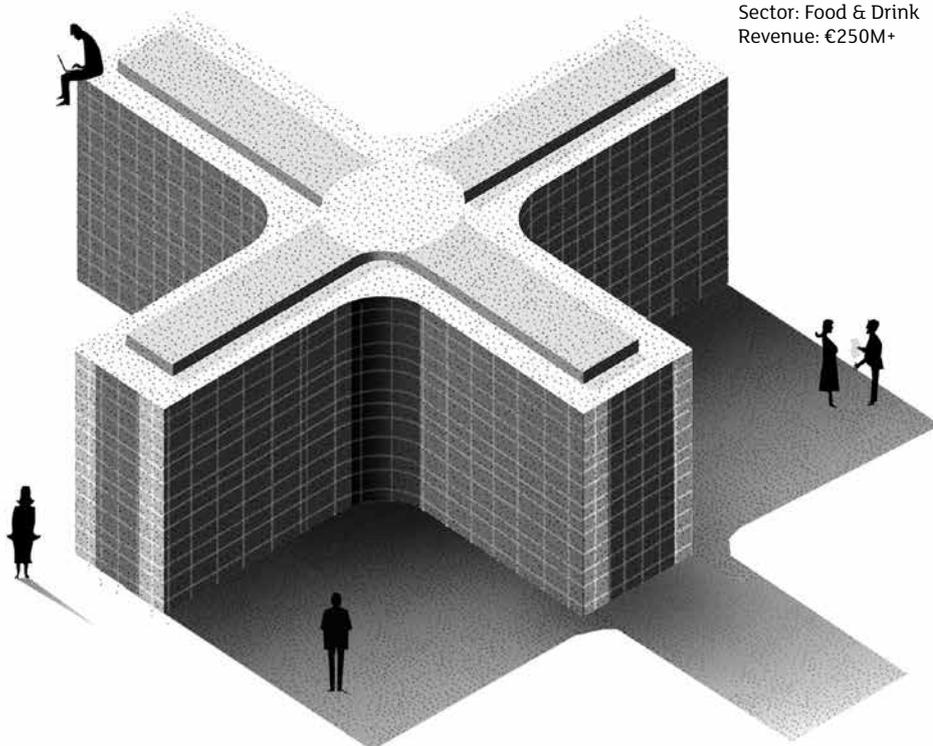
PATRIARCA ENTREPRISE
www.patriarca-batiment.com
 Sector: Construction & Property
 Revenue: €20M to €30M

PEOPLE NETWORK
www.people-network.net
 Sector: IT Technology
 Revenue: €20M to €30M

PERRIN ET FILS
www.familleperrin.com
 Sector: Food & Drink
 Revenue: €50M to €75M

PESCHAUD ET CIE INTERNATIONAL
www.peschaud-international.com
 Sector: Logistics
 Revenue: €30M to €40M

PHARMATIS
www.pharmatis.fr
 Sector: Pharmaceutical & Science
 Revenue: €30M to €40M



1000 COMPANIES

BELGIUM SNAPSHOT

BELGIUM HAS 30 COMPANIES LISTED, MOSTLY IN THE NORTH OF THE COUNTRY, WITH 44% ANNUAL JOB GROWTH. FOR A FULL LIST OF COMPANIES FROM BELGIUM, TURN TO PAGE 116

30
COMPANIES

COMPOUND
ANNUAL
GROWTH RATE

48%

9
RETAIL
COMPANIES

44%
ANNUAL
JOB GROWTH

AVERAGE
REVENUE
€67.6^m





PIERSON EXPORT

www.pierson-export.fr
Sector: Retail
Revenue: €30M to €40M

PILEJE

www.pileje-micronutrition.fr
Sector: Pharmaceutical & Science
Revenue: €50M to €75M

POM'EVASION

www.pomevasion.fr
Sector: Food & Drink
Revenue: €30M to €40M

PROMAN GESTION

www.proman-interim.com
Sector: Employment Services
Revenue: €20M to €30M

PROTECTIM SECURITY SERVICES SAS

www.protectim.fr
Sector: Security
Revenue: €20M to €30M

RAMPA TRAVAUX PUBLICS

www.rampa-tp.com
Sector: Construction & Property
Revenue: €40M to €50M

REALEASE CAPITAL

www.release-capital.fr
Sector: Financial Services
Revenue: €50M to €75M

RESTORIA

www.restoria.fr
Sector: Business Services
Revenue: €30M to €40M

ROSSI AERO EQUIPEMENTS

www.rossi-aero.com
Sector: Manufacturing
Revenue: €20M to €30M

S3M SECURITE

www.s3msecurite.fr
Sector: Security
Revenue: €20M to €30M

SCIENTIPOLE AMENAGEMENT

www.scientipoleamenagement.fr
Sector: Architecture
Revenue: €20M to €30M

SCIERIE ARCHIMBAUD ET FILS

www.scierie-archimbaud.com
Sector: Manufacturing
Revenue: €50M to €75M

SELP

www.selp.fr
Sector: Manufacturing
Revenue: €30M to €40M

SEPRO ROBOTIQUE

www.sepro-group.com
Sector: Manufacturing
Revenue: €50M to €75M

SEPROLEC FRANCE PG 64

www.seprolec.fr
Sector: Manufacturing
Revenue: €20M to €30M

SEPUR

www.sepur.com
Sector: Utilities
Revenue: €150M to €250M

SETAF SAGET

www.setaf-saget.fr
Sector: Logistics
Revenue: €150M to €250M

SHERCO

www.sherco.com
Sector: Manufacturing
Revenue: €20M to €30M

SIEUR D'ARQUES

www.sieurdarques.com
Sector: Food & Drink
Revenue: €40M to €50M

SIIM - SOCIETE INTERNATIONALE D'IMPORTATION

www.siim.net
Sector: Food & Drink
Revenue: €40M to €50M

SIRAIL

www.sirail.fr
Sector: Manufacturing
Revenue: €20M to €30M

SOC DE REVETEMENTS DE SOLS

www.srs.fr
Sector: Construction & Property
Revenue: €20M to €30M

SOCIETE DE DEVELOPPEMENT ET DE GESTION D'IMMOBILIER SOCIAL

www.sodegis.re
Sector: Construction & Property
Revenue: €30M to €40M

SOCIETE DES EAUX DE MONT ROUCOUS

www.mont-roucou.com
Sector: Food & Drink
Revenue: €20M to €30M

SOCIETE D'EXPLOITATION DES REMONTEES MECANIQUES DE MORZINE AVORIAZ

www.skipass-avoriaz.com
Sector: Manufacturing
Revenue: €30M to €40M

SOCIETE FECAMPOISE D'ENTREPRISES ELECTRIQUES

www.sfee.eu
Sector: Construction & Property
Revenue: €20M to €30M

SOCIETE LE TRIANGLE

www.le-triangle.fr
Sector: Construction & Property
Revenue: €40M to €50M

SOCIETE VAL D'EURRE

www.valdeurre.fr
Sector: Food & Drink
Revenue: €20M to €30M

SOFTEAM MANAGEMENT

www.softeam.com
Sector: Business Services
Revenue: €50M to €75M

SOS OXYGENE PARTICIPATIONS

www.sosoxylene.com
Sector: Health
Revenue: €150M to €250M

SYLEPS

www.syleps.com
Sector: Manufacturing
Revenue: €20M to €30M

SYNCHROME TECHNOLOGIES

www.synchrone-technologies.com
Sector: IT Technology
Revenue: €75M to €100M

TARVEL

www.tarvel.fr
Sector: Architecture
Revenue: €40M to €50M

TELENCO NETWORKS

www.telenco-networks.com
Sector: Telecommunications
Revenue: €20M to €30M

THEBAULT INGENIERIE

www.thebault-ingenierie.com
Sector: Business Services
Revenue: €40M to €50M

TIBCO TELECOMS

www.tibco.fr
Sector: IT Technology
Revenue: €40M to €50M

TIPPAGRAL

www.tippagral.com
Sector: Food & Drink
Revenue: €50M to €75M

TITAN AVIATION

www.titan-aviation.com
Sector: Manufacturing
Revenue: €20M to €30M

TORANN-FRANCE

www.torann-france.fr
Sector: Security
Revenue: €40M to €50M

TRATO INDUSTRIES

www.trato.fr
Sector: Manufacturing
Revenue: €20M to €30M

UNIWARE GLOBAL SERVICES

www.uniware.fr
Sector: IT Technology
Revenue: €20M to €30M

VAL DE GASCOGNE

www.valdegascogne.coop
Sector: Retail
Revenue: €150M to €250M

VALLOIS

www.vallois.eu
Sector: Architecture
Revenue: €20M to €30M

VALOREM

www.valorem-energie.com
Sector: Energy
Revenue: €50M to €75M

VAN ROBAEYS FRERES

www.vanrobaeys.fr
Sector: Agriculture & Farming
Revenue: €20M to €30M

**VIGNERONS DE RASTEAU
TAIN L'HERMITAGE**

www.rasteau.com
Sector: Food & Drink
Revenue: €20M to €30M

WISEO

www.viseo.com
Sector: IT Technology
Revenue: €100M to €150M

WIG FRANCE ENTREPRISES

www.wigfrance.fr
Sector: Utilities
Revenue: €20M to €30M

Germany

ADN DISTRIBUTION

www.adn.de
Sector: IT Technology
Revenue: €250M+

AGROPA

www.agropa.de
Sector: Food & Drink
Revenue: €20M to €30M

ALBERTO

www.alberto-pants.com
Sector: Manufacturing
Revenue: €40M to €50M

ALBRECHT & DILL

www.albrecht-dill.de
Sector: Food & Drink
Revenue: €150M to €250M

ALBRECHT BÄUMER

www.baeumer.com
Sector: Manufacturing
Revenue: €50M to €75M

ALLGAIER

www.allgaier-gruppe.de
Sector: Logistics
Revenue: €30M to €40M

ALTUS BAU

www.altus-bau.de
Sector: Construction & Property
Revenue: €20M to €30M

AMK

www.amk-group.com
Sector: Manufacturing
Revenue: €150M to €250M

ARRIVA

www.arriva-service.de
Sector: Logistics
Revenue: €30M to €40M

ATECH ANTRIEBSTECHNIK

www.atech-antriebstechnik.de
Sector: Construction & Property
Revenue: €30M to €40M

AUER PACKAGING

www.auer-packaging.de
Sector: Manufacturing
Revenue: €75M to €100M

AUTOMATIC-SYSTEME DREHER

www.dreher.de
Sector: Manufacturing
Revenue: €30M to €40M

AVIAREPS

www.aviareps.com
Sector: Travel & Leisure
Revenue: €100M to €150M

AVODAQ

www.avodaq.com
Sector: IT Technology
Revenue: €20M to €30M

B. STRAUTMANN & SÖHNE

www.strautmann.de
Sector: Agriculture & Farming
& Forestry
Revenue: €75M to €100M

B+T UMWELT

www.bt-umwelt.de
Sector: Utilities
Revenue: €20M to €30M

**B·A·D GESUNDHEITSVORSORGE
UND SICHERHEITSTECHNIK**

www.bad-gmbh.de
Sector: Health
Revenue: €150M to €250M

BÄKO HANSA

www.baeko-hansa.de
Sector: Utilities
Revenue: €150M to €250M

BAM SPORTS

www.bam-sports.de
Sector: Construction & Property
Revenue: €20M to €30M

BAYERNLAND

www.bayernland.de
Sector: Food & Drink
Revenue: €100M to €150M

BECO

www.beco-gmbh.de
Sector: Manufacturing
Revenue: €50M to €75M

BEITEN BURKHARDT

www.beiten-burkhardt.com
Sector: Legal
Revenue: €75M to €100M

BELLMER GAPCON

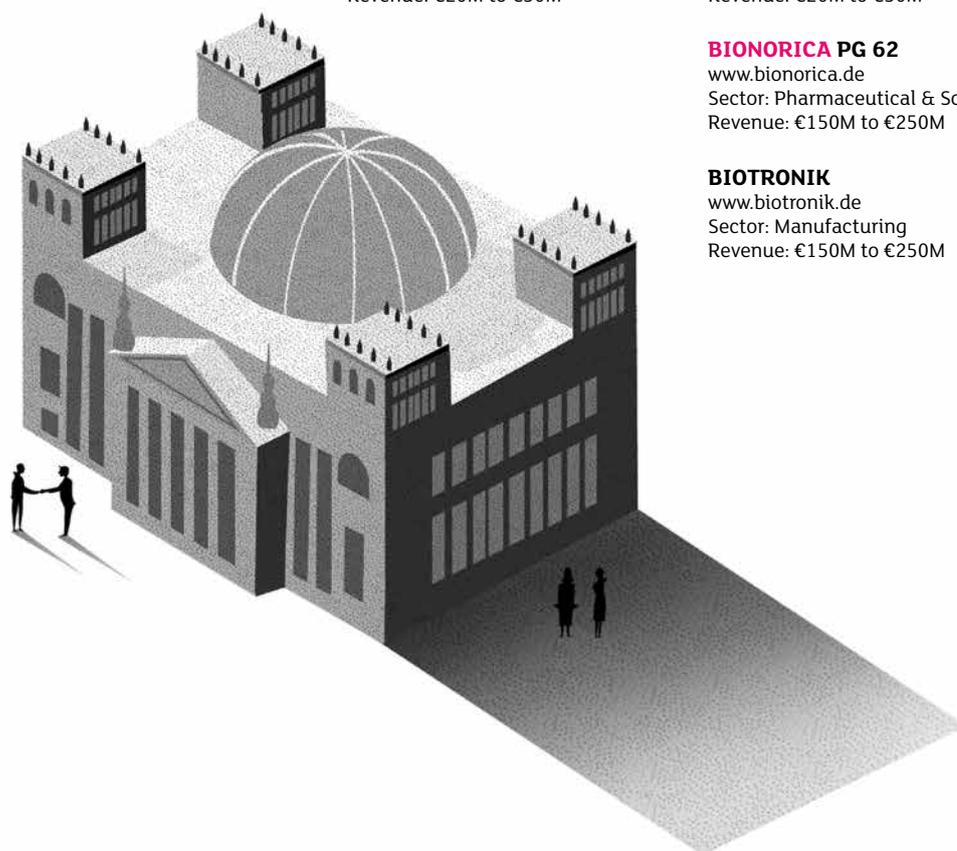
www.bellmer-gapcon.de
Sector: Manufacturing
Revenue: €20M to €30M

BIONORICA PG 62

www.bionorica.de
Sector: Pharmaceutical & Science
Revenue: €150M to €250M

BIOTRONIK

www.biotronik.de
Sector: Manufacturing
Revenue: €150M to €250M



BLS LABELING & LOGISTIK

www.b-ls.eu
Sector: Logistics
Revenue: €20M to €30M

BLUECHIP COMPUTER

www.bluechip.de
Sector: Manufacturing
Revenue: €150M to €250M

BLUMENBECKER

www.blumenbecker.com
Sector: Manufacturing
Revenue: €150M to €250M

BMF

www.bmf.de
Sector: Manufacturing
Revenue: €100M to €150M

BREKOM

www.brekom.de
Sector: Business Services
Revenue: €20M to €30M

BRUNNER NE-METALLE

www.brunner-ne-metalle.de
Sector: Utilities
Revenue: €50M to €75M

BÜCHEL

www.buechel-online.com
Sector: Manufacturing
Revenue: €40M to €50M

BÜHLER TECHNOLOGIES

www.buehler-technologies.com
Sector: Manufacturing
Revenue: €20M to €30M

BUSCHER-OIL

www.buscher-oil.de
Sector: Utilities
Revenue: €20M to €30M

CANYON BICYCLES

www.canyon.com
Sector: Retail
Revenue: €100M to €150M

CHRISTOPEIT-SPORT

www.christopeit-sport.com
Sector: Manufacturing
Revenue: €20M to €30M

**CLEMENS SINGER
MASCHINENTECHNIK**

www.singer-landtechnik.de
Sector: Agriculture & Farming
& Forestry
Revenue: €20M to €30M

**CTEAM CONSULTING
& ANLAGENBAU**

www.cteam.de
Sector: Construction & Property
Revenue: €75M to €100M

DBK DAVID + BAADER

www.dbk-group.com
Sector: Manufacturing
Revenue: €50M to €75M

DFL DEUTSCHE FUßBALL LIGA

www.bundesliga.de
Sector: Travel & Leisure
Revenue: €75M to €100M

DIGEL

www.digel.de
Sector: Manufacturing
Revenue: €75M to €100M

DOROTHEE SCHUMACHER

www.dorothee-schumacher.com
Sector: Retail
Revenue: €30M to €40M

DÖRRENHAUS

www.doerrenhaus.com
Sector: Logistics
Revenue: €30M to €40M

**DUESMANN & HENSEL
RECYCLING**

www.duerec.com
Sector: Utilities
Revenue: €250M+

EBL-NATURKOST

www.ebl-naturkost.de
Sector: Food & Drink
Revenue: €50M to €75M

ECO SYSTEM HAUS

www.eco-haus.de
Sector: Construction & Property
Revenue: €20M to €30M

EDF

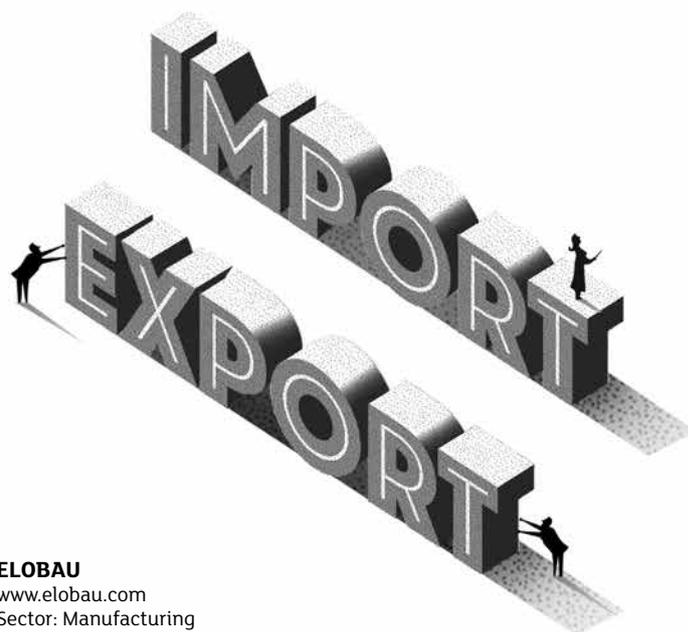
www.edf.de
Sector: Construction & Property
Revenue: €20M to €30M

ELEKTRO KREUTZPOINTNER

www.kreutzpointner.de
Sector: Manufacturing
Revenue: €50M to €75M

**ELKAMET
KUNSTSTOFFTECHNIK**

www.elkamet.com
Sector: Manufacturing
Revenue: €50M to €75M



ELOBAU

www.elobau.com
Sector: Manufacturing
Revenue: €75M to €100M

EMIL FREI

www.freilacke.de
Sector: Utilities
Revenue: €100M to €150M

EMOD MOTOREN

www.emod-motoren.de
Sector: Manufacturing
Revenue: €50M to €75M

EMZ - HANAUER

www.emz-hanauer.de
Sector: Manufacturing
Revenue: €75M to €100M

ENERCO SYSTEMS

www.enercosystems.de
Sector: Utilities
Revenue: €75M to €100M

ENERGY2DAY

www.energy2day.de
Sector: Business Services
Revenue: €100M to €150M

**ENGEMANN U. CO.
INTERNATIONALE SPEDITION**

www.enco-spedition.de
Sector: Logistics
Revenue: €20M to €30M

EOS

www.eos.info
Sector: Manufacturing
Revenue: €150M to €250M

EPS

www.eps-gmbh.com
Sector: Agriculture & Farming
& Forestry
Revenue: €20M to €30M

ERNI ELECTRONIC

www.erni.com
Sector: Manufacturing
Revenue: €100M to €150M

**EUROIMMUN MEDIZINISCHE
LABORDIAGNOSTIKA**

www.euroimmun.de
Sector: Pharmaceutical & Science
Revenue: €150M to €250M

FAHRZEUGBAU KEMPF

www.kempf.ag
Sector: Manufacturing
Revenue: €50M to €75M

FARMSAAT

www.farmsaat.de
Sector: Agriculture & Farming
& Forestry
Revenue: €20M to €30M

FECHTELKORD & EGGERSMANN

www.f-e.de
Sector: Manufacturing
Revenue: €100M to €150M

1000 COMPANIES CROATIA SNAPSHOT

CROATIA'S FIVE LISTED COMPANIES HAVE AN AVERAGE REVENUE OF €37M AND AN ANNUAL JOB GROWTH OF 38%. FOR A FULL LIST OF COMPANIES FROM CROATIA, TURN TO PAGE 118

5
COMPANIES

COMPOUND
ANNUAL
GROWTH RATE

23%



38%
ANNUAL
JOB GROWTH

AVERAGE
REVENUE

€37m

FEINWERKTECHNIK HAGO

www.hago-ft.de
Sector: Manufacturing
Revenue: €100M to €150M

FENTHOL & SANDTMANN

www.fenthols.de
Sector: Logistics
Revenue: €100M to €150M

FIRMENGRUPPE LEITL

www.leitl.de
Sector: Utilities
Revenue: €20M to €30M

FISCHER+ENTWICKLUNGEN

www.fischer-seats.com
Sector: Manufacturing
Revenue: €30M to €40M

FORMAPLAN

www.formaplan.de
Sector: Design
Revenue: €75M to €100M

**FRANZ ECKENFELS
FRUCHTHANDEL**

www.eckenfels.info
Sector: Food & Drink
Revenue: €20M to €30M

FRANZ WILLENBRINK

www.willenbrink-landhandel.de
Sector: Agriculture & Farming
& Forestry
Revenue: €30M to €40M

GARMO

www.garmo.de
Sector: Food & Drink
Revenue: €100M to €150M

GUGGENBERGER

www.guggenberger-bau.de
Sector: Construction & Property
Revenue: €75M to €100M

HANDELSHOF STENDAL

www.pft-stendal.de
Sector: Retail
Revenue: €20M to €30M

**HANS WEBER
MASCHINENFABRIK**

www.extrudertechnologie.de
Sector: Manufacturing
Revenue: €50M to €75M

HANSANO

www.hansano.de
Sector: Food & Drink
Revenue: €150M to €250M

HEBERGER SYSTEM-BAU

www.heberger-systembau.de
Sector: Construction & Property
Revenue: €30M to €40M

HECKLER

www.heckler.de
Sector: Manufacturing
Revenue: €40M to €50M

HEINRICH HUHN

www.heinrich-huhn.de
Sector: Manufacturing
Revenue: €50M to €75M

HERMANN ERKERT

www.erkert.de
Sector: Manufacturing
Revenue: €150M to €250M

**HEUSSEN
RECHTSANWALTSGESELL-
SCHAFT**

www.heussen-law.de
Sector: Legal
Revenue: €20M to €30M

HOHENLOHER MOLKEREI

www.hohenloher-molkerei.de
Sector: Food & Drink
Revenue: €150M to €250M

HONOLD LOGISTIK GRUPPE

www.honold.net
Sector: Logistics
Revenue: €50M to €75M

HORST SCHOLZ

www.scholz-htik.de
Sector: Manufacturing
Revenue: €20M to €30M

IATI

www.iati.de
Sector: IT Technology
Revenue: €20M to €30M

IGEFA

www.igefa.de
Sector: Business Services
Revenue: €100M to €150M

ILLE PAPIER-SERVICE

www.ille.de
Sector: Manufacturing
Revenue: €50M to €75M

IN TIME EXPRESS LOGISTIK

www.intime.de
Sector: Logistics
Revenue: €100M to €150M

IN. SILVA

www.insilva.de
Sector: Agriculture & Farming
& Forestry
Revenue: €20M to €30M

INDAG

www.wild-indag.de
Sector: Manufacturing
Revenue: €50M to €75M

INDUSTRIA OBERLÄNDER

www.industria.de
Sector: Manufacturing
Revenue: €100M to €150M

INEXIO

www.inexio.net
Sector: Telecommunications
Revenue: €40M to €50M

INTENSO

www.intenso.de
Sector: IT Technology
Revenue: €100M to €150M

**INTERFER - STEEL AND
COMMODITIES**

www.interfer-steel.com
Sector: Manufacturing
Revenue: €150M to €250M

IQ 4 YOU

www.iq4you.de
Sector: Food & Drink
Revenue: €20M to €30M

IT2U

www.it2u.de
Sector: Telecommunications
Revenue: €100M to €150M

ITSERVICES24

www.itservices24.com
Sector: IT Technology
Revenue: €30M to €40M

J.G. WEISSER SÖHNE

www.weisser-web.com
Sector: Manufacturing
Revenue: €100M to €150M

KLAMBT-VERLAG

www.klambt.de
Sector: Media
Revenue: €100M to €150M

KLAUS MULTIPARKING

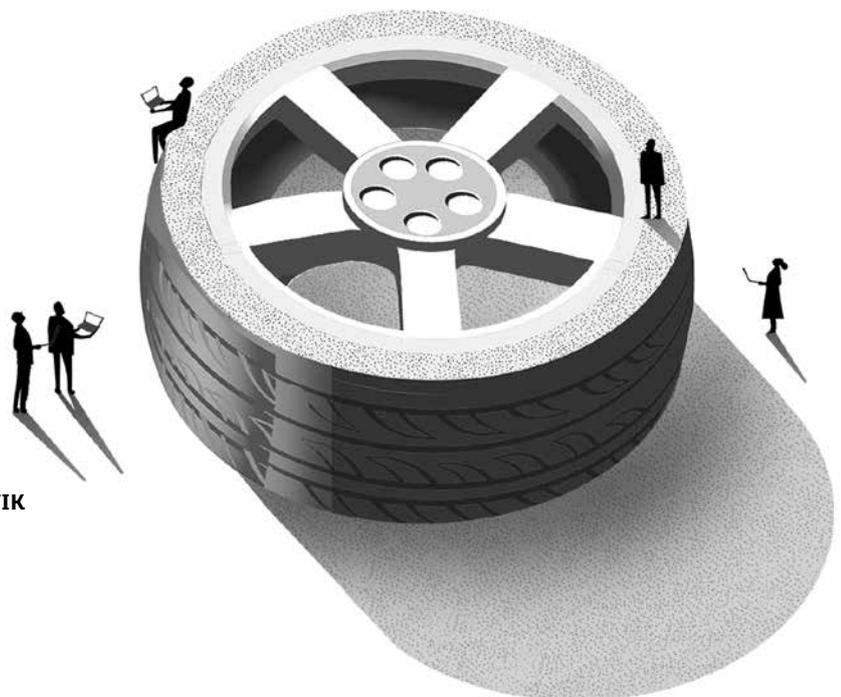
www.multiparking.com
Sector: Manufacturing
Revenue: €40M to €50M

KLINGEL

www.klingel-gmbh.de
Sector: Manufacturing
Revenue: €50M to €75M

KLINIK BAVARIA

www.klinik-bavaria.com
Sector: Construction & Property
Revenue: €20M to €30M



KNETTENBRECH + GURDULIC

www.knettenbrech-gurdulic.de
Sector: Logistics
Revenue: €20M to €30M

KUHN ELEKTRO-TECHNIK

www.kuhn-elektro.de
Sector: Business Services
Revenue: €20M to €30M

LEITERMANN

www.leitermann.de
Sector: Retail
Revenue: €40M to €50M

LOHMANN SYSTEMTECHNIK

www.lohmann-system.de
Sector: Manufacturing
Revenue: €20M to €30M

**L.T.G. LANGENLONSHEIMER
TRANSPORT**

www.ltg-transporte.de
Sector: Logistics
Revenue: €75M to €100M

**LUTHER
RECHTSANWALTSGESELL
SCHAFT**

www.luther-lawfirm.com
Sector: Legal
Revenue: €100M to €150M

MAAß INDUSTRIEBAU

www.maass-industriebau.de
Sector: Construction & Property
Revenue: €20M to €30M

MAIREC

www.mairec.com
Sector: Utilities
Revenue: €150M to €250M

MALER-EINKAUF WEST

www.meg-west.de
Sector: Manufacturing
Revenue: €50M to €75M

MENÜ 2000

www.menue2000.de
Sector: Food & Drink
Revenue: €30M to €40M

MERCATEO

www.mercateo.com
Sector: Retail
Revenue: €150M to €250M

**MILCHWERKE OBERFRANKEN
WEST**

www.milchwerke-oberfranken.com
Sector: Food & Drink
Revenue: €150M to €250M

MIWE

www.miwe.de
Sector: Manufacturing
Revenue: €100M to €150M

MONOLITH

www.monolith-gruppe.eu
Sector: Food & Drink
Revenue: €20M to €30M

MULAG

www.mulag.de
Sector: Agriculture & Farming
& Forestry
Revenue: €50M to €75M

NASS MAGNET

www.nassmagnet.de
Sector: Manufacturing
Revenue: €30M to €40M

NIBLER

www.nibler.de
Sector: Manufacturing
Revenue: €50M to €75M

OBI

www.obi.de
Sector: Retail
Revenue: €20M to €30M

OSIANDER

www.osiander.de
Sector: Travel & Leisure
Revenue: €50M to €75M

**OSTERHUSUMER MEIEREI
WITZWORT**

www.osterhusumer.de
Sector: Food & Drink
Revenue: €100M to €150M

OXXYNOVA

www.oxxynova.de
Sector: Utilities
Revenue: €100M to €150M

**PAPIERFABRIK NIEDERAUER
MÜHLE**

www.niederauer-muehle.de
Sector: Manufacturing
Revenue: €100M to €150M

PARTNER BAU

www.pbau.dev.ideengeist.de
Sector: Construction & Property
Revenue: €20M to €30M

PESTER PAC AUTOMATION

www.pesther.com
Sector: Retail
Revenue: €50M to €75M

PETER MERTES

www.mertes.de
Sector: Food & Drink
Revenue: €250M+

PRORZ

www.prorz.de
Sector: Business Services
Revenue: €20M to €30M

PTC

www.ptc-product-trade.de
Sector: Food & Drink
Revenue: €50M to €75M

REHASAN

www.rehasan.de
Sector: Health
Revenue: €40M to €50M

REICH KUPPLUNGEN

www.reich-kupplungen.com
Sector: Manufacturing
Revenue: €20M to €30M

REINHARD STRAUSS

www.strauss-faser.de
Sector: Utilities
Revenue: €20M to €30M

ROMMELAG

www.rommelag.com
Sector: Manufacturing
Revenue: €50M to €75M

RÖSCH FASHION SHOP

www.roesch-fashion.com
Sector: Design
Revenue: €50M to €75M

RÜBEZahl SCHOKOLADEN

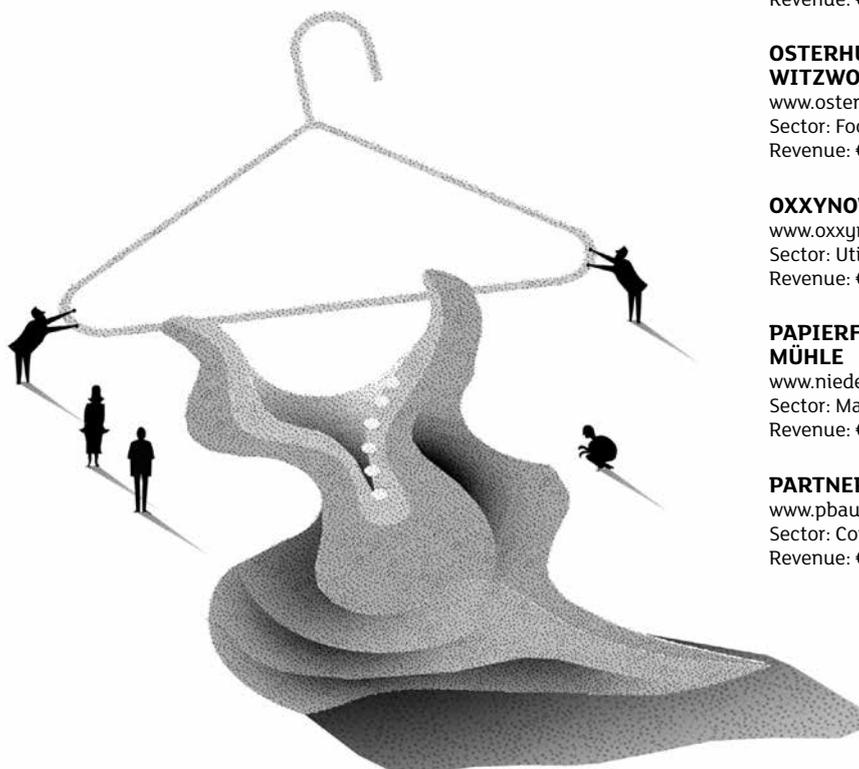
www.rk-schoko.de
Sector: Food & Drink
Revenue: €150M to €250M

SACS

www.sacs.aero
Sector: Manufacturing
Revenue: €20M to €30M

SANDLER

www.sandler.de
Sector: Manufacturing
Revenue: €250M+



SBS BÜHNENTECHNIK
www.sbs-buehnentechnik.de
Sector: Manufacturing
Revenue: €20M to €30M

SCHÄFER DEIN BÄCKER
www.schaefer-dein-baecker.de
Sector: Food & Drink
Revenue: €20M to €30M

SCHLIEPER FÜR LANDMASCHINEN
www.schlieper-agrarservice.de
Sector: Agriculture & Farming & Forestry
Revenue: €30M to €40M

SCHMOLL MASCHINEN
www.schmoll-maschinen.de
Sector: Manufacturing
Revenue: €75M to €100M

SCHOEPE DISPLAY
www.schoepe-display.com
Sector: Media
Revenue: €20M to €30M

SCHUM EUROSHOP
www.schum-euroshop.de
Sector: Retail
Revenue: €75M to €100M

SENACOR
www.senacor.com
Sector: Construction & Property
Revenue: €75M to €100M

SIEVERS-GROUP
www.sievers-group.com
Sector: IT Technology
Revenue: €30M to €40M

SILOKING
www.siloking.com
Sector: Manufacturing
Revenue: €50M to €75M

SOMMER ANLAGENTECHNIK
www.sommer-landshut.de
Sector: Manufacturing
Revenue: €20M to €30M

STADLER
www.w-stadler.de
Sector: Manufacturing
Revenue: €50M to €75M

STARKE
www.starke-autos.de
Sector: Construction & Property
Revenue: €100M to €150M

STREIF HAUS
www.streif.de
Sector: Business Services
Revenue: €50M to €75M

STRUBE
www.strube.net
Sector: Agriculture & Farming & Forestry
Revenue: €100M to €150M

SVÄ
www.sva.de
Sector: IT Technology
Revenue: €150M to €250M

TEAMTECHNIK
www.teamtechnik.com
Sector: Manufacturing
Revenue: €150M to €250M

TIM
www.tim.de
Sector: IT Technology
Revenue: €250M+

TOHA
www.autotoha.de
Sector: Manufacturing
Revenue: €50M to €75M

TOPTICA PHOTONICS
www.toptica.com
Sector: Manufacturing
Revenue: €30M to €40M

VAN LAACK
www.vanlaack.com
Sector: Design
Revenue: €75M to €100M

VELOX
www.velox.com
Sector: Utilities
Revenue: €100M to €150M

VEREINIGTE SAATZUCHTEN EBSTORF-ROSCHE
www.vse-info.de
Sector: Agriculture & Farming & Forestry
Revenue: €100M to €150M

VOGEL-BAU
www.vogel-bau.de
Sector: Construction & Property
Revenue: €150M to €250M

WVS VERKEHRSBETRIEBE WESTFALEN-SÜD
www.wvs-siegen.de
Sector: Logistics
Revenue: €30M to €40M

WALDLÄUFER LUGINA SCHUHFABRIK
www.lugina.de
Sector: Design
Revenue: €75M to €100M

WALTER DE GRUYTER
www.degruyter.com
Sector: Media
Revenue: €50M to €75M

WBS IT-SERVICE
www.wbs-it.de
Sector: IT Technology
Revenue: €20M to €30M

WELP
www.welp-group.com
Sector: Manufacturing
Revenue: €50M to €75M

WENKO-WENSELAAR
www.wenko.de
Sector: Manufacturing
Revenue: €50M to €75M

WERGONA SCHOKOLADEN
www.wergona.com
Sector: Food & Drink
Revenue: €75M to €100M

WICOPLAST
www.wicoplast.de
Sector: Utilities
Revenue: €20M to €30M

WILHELM KNEITZ
www.kneitz.de
Sector: Manufacturing
Revenue: €40M to €50M

WILHELM KRAMPE
www.muehle-krampe.de
Sector: Agriculture & Farming & Forestry
Revenue: €20M to €30M

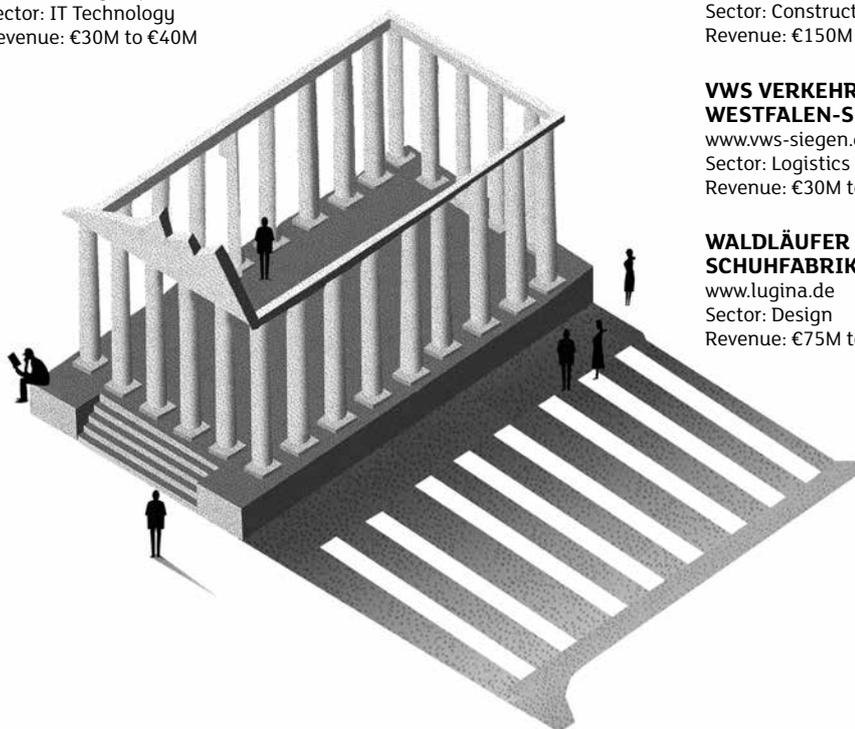
ZENTRALE EURO-FRIWA
www.eurofriwa.de
Sector: Pharmaceutical & Science
Revenue: €40M to €50M

Greece

A.KAOUSSIS SA
www.kaoussis.gr
Sector: Manufacturing
Revenue: €20M to €30M

DIM. C. SPYRIDIS
http://spyrides.gr
Sector: Wholesale
Revenue: €20M to €30M

FARMA KOUKAKI
www.koukakisfarm.gr
Sector: Food & Drink
Revenue: €20M to €30M



1000 COMPANIES

LUXEMBOURG SNAPSHOT

BUSINESS SERVICES COMPANY JOST GROUP LEADS THE WAY IN TERMS OF REVENUE IN LUXEMBOURG, BUT OTHER FIRMS ARE GROWING FAST. FOR A FULL LIST OF COMPANIES FROM LUXEMBOURG, TURN TO PAGE 137



FARMASERVIS

www.pharmaservice.gr
Sector: Pharmaceutical & Science
Revenue: €100M to €150M

GEROLYMATOS INTERNATIONAL

www.gerolymatos-international.com
Sector: Pharmaceutical & Science
Revenue: €30M to €40M

GOLDAIR HANDLING

www.goldair-handling.gr
Sector: Logistics
Revenue: €50M to €75M

GREEK ENVIRONMENTAL & ENERGY NETWORK PG 90

www.green.com.gr
Sector: Utilities
Revenue: €50M to €75M

KARVELAS & SIA

www.karvelas-agr.gr
Sector: Food & Drink
Revenue: €20M to €30M

LION PHARMA SA

www.lelosgroup.gr
Sector: Pharmaceutical & Science
Revenue: €40M to €50M

LOUX MARLAFEKAS PG 44

www.loux.gr
Sector: Food & Drink
Revenue: €20M to €30M

MEGARA RESINS

www.megararesins.com
Sector: Manufacturing
Revenue: €40M to €50M

METRON S.A.

www.metronco.gr
Sector: Energy
Revenue: €30M to €40M

MOUZENIDIS TRAVEL

www.mouzenidis.gr
Sector: Travel & Leisure
Revenue: €150M to €250M

NITSIAKOS

www.nitsiakos.gr
Sector: Food & Drink
Revenue: €150M to €250M

OMEGA

www.omega.com.gr
Sector: Food & Drink
Revenue: €20M to €30M

PAPAGEORGIU FOOD SERVICE

www.pfs.com.gr
Sector: Food & Drink
Revenue: €30M to €40M

PAPAIOANNOU

www.papaioannou-group.gr
Sector: Construction & Property
Revenue: €40M to €50M

VENETIS SA

www.fornosveneti.gr
Sector: Food & Drink
Revenue: €30M to €40M

VIKOT

www.biokot.gr
Sector: Food & Drink
Revenue: €75M to €100M

VIOLAR

www.markoubros.com
Sector: Textiles
Revenue: €100M to €150M

WATT & VOLT

www.watt-volt.gr
Sector: Utilities
Revenue: €20M to €30M

Hungary

CARBOFERR ZRT

www.carboferr.hu
Sector: Wholesale
Revenue: €20M to €30M

COLAS HUNGÁRIA

www.colas.hu
Sector: Construction & Property
Revenue: €100M to €150M

EURO ONE SZÁMÍTÁSTECHNIKAI

www.euroone.hu
Sector: Retail
Revenue: €40M to €50M

FERROÉP ZRT.

www.ferroep.hu
Sector: Construction & Property
Revenue: €20M to €30M

GEOHIDROTERV

www.geohidroterv.hu
Sector: Environmental Services
Revenue: €30M to €40M

HUNLAND HONGARIJE

www.hunland.com
Sector: Agriculture & Farming & Forestry
Revenue: €50M to €75M

INNOCORE VISION

www.innocore.hu
Sector: Wholesale
Revenue: €20M to €30M

KEVIÉP

www.keviep.hu
Sector: Construction & Property
Revenue: €40M to €50M

MPF INDUSTRY GROUP

www.mpfholding.com
Sector: Manufacturing
Revenue: €20M to €30M

NISZ

www.nisz.hu
Sector: IT Technology
Revenue: €100M to €150M

Ireland

AGRI HEALTH

www.agrihealth.ie
Sector: Health
Revenue: €40M to €50M

AMERICK MARCHMONT

www.americkpackaging.com/marchmont
Sector: Manufacturing
Revenue: €20M to €30M

ARDMAC PG 66

www.ardmac.com
Sector: Construction & Property
Revenue: €40M to €50M

ARVUM GROUP

www.arvumgroup.ie
Sector: Agriculture & Farming & Forestry
Revenue: €20M to €30M

ATLANTIC PROJECTS COMPANY

www.atlanticprojects.com
Sector: Manufacturing
Revenue: €20M to €30M



CORE MEDIA GROUP
www.coremedia.ie
Sector: Marketing
Revenue: €150M to €250M

DIXON INTERNATIONAL GROUP
www.dixontransport.com
Sector: Logistics
Revenue: €20M to €30M

DRINAGH
www.drinagh.com
Sector: Wholesale
Revenue: €40M to €50M

DUGGAN STEEL GROUP
www.steel.ie
Sector: Manufacturing
Revenue: €30M to €40M

FOOD-BRIDGE
www.foodbridge.ie
Sector: Food & Drink
Revenue: €50M to €75M

JENKINSON LOGISTICS
www.jenkinson.ie
Sector: Logistics
Revenue: €20M to €30M

LOTUSWORKS PG 60
www.lotusworks.com
Sector: Engineering
Revenue: €50M to €75M

RADLEY ENGINEERING
www.radleyeng.ie
Sector: Manufacturing
Revenue: €20M to €30M

READY EGG PRODUCTS
www.readyeggproducts.com
Sector: Food & Drink
Revenue: €40M to €50M

STAFFORD LYNCH
www.staffordlynch.ie
Sector: Business Services
Revenue: €30M to €40M

STERIPACK
www.steripackgroup.com
Sector: Health
Revenue: €20M to €30M

SUNWAY TRAVEL
www.sunway.ie
Sector: Travel & Leisure
Revenue: €30M to €40M

TARGET FERTILISERS
www.targetfertilisers.com
Sector: Wholesale
Revenue: €75M to €100M

TEMPLETUOHY FARM MACHINERY
www.templetuohy.jd-dealer.co.uk
Sector: Motor vehicle retail
Revenue: €20M to €30M

TLI GROUP
www.tli.ie
Sector: Utilities
Revenue: €20M to €30M

WARD & BURKE CONSTRUCTION
www.wardandburke.com
Sector: Construction & Property
Revenue: €100M to €150M

Italy

A.ABETE
www.abete.net
Sector: Machining
Revenue: €20M to €30M

ACQUALATINA
www.acqualatina.it
Sector: Food & Drink
Revenue: €100M to €150M

ADS ASSEMBLY DATA SYSTEM
www.assembly.it
Sector: Telecommunications
Revenue: €50M to €75M

AEC - ILLUMINAZIONE
www.aecilluminazione.com
Sector: Manufacturing
Revenue: €40M to €50M

AESSE PROJECTS
www.aesseprojects.com
Sector: Clothing (Manufacturing)
Revenue: €30M to €40M

ALEA
www.aleaoffice.com
Sector: Manufacturing
Revenue: €20M to €30M

ANTICA CERAMICA RUBIERA
www.anticaceramica.it
Sector: Manufacturing
Revenue: €20M to €30M

ANTICA VALSERCHIO
www.artesonline.it
Sector: Design
Revenue: €20M to €30M

AUGUSTA OFFSHORE
www.augusta-offshore.cafima.it
Sector: Logistics
Revenue: €50M to €75M

BISIACH&CARRÙ
www.bisiachcarru.it
Sector: Manufacturing
Revenue: €20M to €30M

BOSELLO HIGH TECHNOLOGY
www.bosello.eu
Sector: Manufacturing
Revenue: €30M to €40M

BMR
www.bmr.it
Sector: Manufacturing
Revenue: €30M to €40M

CAFFO
www.caffo.com
Sector: Food & Drink
Revenue: €30M to €40M

CANTIERI ITALIANI
www.carlomaresca.com
Sector: Construction & Property
Revenue: €20M to €30M

CANTINE SAN MARZANO
www.cantinesanmarzano.com
Sector: Food & Drink
Revenue: €20M to €30M

CAPRI.COM
www.capri.com
Sector: Travel & Leisure
Revenue: €150M to €250M

CAR
www.car.com
Sector: Manufacturing
Revenue: €40M to €50M

CARIMALI
www.carimali.com
Sector: Manufacturing
Revenue: €40M to €50M

C.B.S.
www.cbscompositi.com
Sector: Manufacturing
Revenue: €20M to €30M

CELLULOSE CONVERTING SOLUTIONS
www.ccsol.it
Sector: Manufacturing
Revenue: €30M to €40M

CERVOTESILLE
www.cervotesille.it
Sector: Tiles
Revenue: €50M to €75M





CESARE REGNOLI & FIGLIO

www.regnoli.it
Sector: Food & Drink
Revenue: €30M to €40M

CIEM

www.ciemgroup.com
Sector: Manufacturing
Revenue: €40M to €50M

COLMAR

www.colmar.it
Sector: Retail
Revenue: €75M to €100M

COLOSIO

www.colosiopresse.it
Sector: Manufacturing
Revenue: €20M to €30M

COLUSSI ERMES

www.colussiermes.com
Sector: Manufacturing
Revenue: €30M to €40M

COSMOPOL

www.cosmopol.it
Sector: Security
Revenue: €30M to €40M

COTTON&SILK

www.cottonsilk.it
Sector: Retail
Revenue: €40M to €50M

CPC GROUP

www.cpcgroup.it
Sector: Manufacturing
Revenue: €30M to €40M

DIGIMAX

www.digimax.it
Sector: Wholesale
Revenue: €20M to €30M

DMT

www.dmtcycling.com
Sector: Clothing
Revenue: €75M to €100M

ELITE

www.elite-it.com
Sector: Manufacturing
Revenue: €30M to €40M

ELMEC INFORMATICA

www.elmec.com
Sector: Leasing
Revenue: €100M to €150M

ENERGIASPA

www.energiaspa.net
Sector: Energy
Revenue: €50M to €75M

ENI GROUP

www.eni.com
Sector: Utilities
Revenue: €150M to €250M

ESSEMODA

www.essemoda.eu
Sector: Retail
Revenue: €30M to €40M

FERTITECNICA COLFIORITO

www.fertitecnicacolfiorito.it
Sector: Food & Drink
Revenue: €20M to €30M

F.LLI RIGHINI

www.righiniravenna.it
Sector: Manufacturing
Revenue: €40M to €50M

FLUID-O-TECH

www.fluidotech.it
Sector: Manufacturing
Revenue: €40M to €50M

GALBA

www.galba.it
Sector: Machining
Revenue: €50M to €75M

GALILEO

www.galileospa.com
Sector: Wholesale
Revenue: €50M to €75M

GE.MA.TA.

www.gemata.it
Sector: Manufacturing
Revenue: €30M to €40M

GEVEN

www.geven.com
Sector: Manufacturing
Revenue: €75M to €100M

GGR

www.gianvitorossi.com
Sector: Clothing
Revenue: €40M to €50M

GIMET BRASS

www.gimetbrass.it
Sector: Manufacturing
Revenue: €20M to €30M

GIUGLIANO COSTRUZIONI METALLICHE

www.giuglianocostruzionimetalliche.com
Sector: Manufacturing
Revenue: €40M to €50M

GP TECNICA

www.gptecnica.it
Sector: Manufacturing
Revenue: €20M to €30M

GRUPPO BERTOLASO

www.bertolaso.com
Sector: Manufacturing
Revenue: €50M to €75M

GSE INDUSTRIA AERONAUTICA

www.g-s-e.it
Sector: Wholesale
Revenue: €40M to €50M

HERNO

www.herno.it
Sector: Manufacturing
Revenue: €50M to €75M

HINOWA

www.hinowa.com
Sector: Manufacturing
Revenue: €30M to €40M

ICO

www.ico.it
Sector: Manufacturing
Revenue: €75M to €100M

IDROFOGLIA

www.idrofoglia.it
Sector: Manufacturing
Revenue: €50M to €75M

IMPERIAL

www.imperialfashion.com
Sector: Clothing
Revenue: €150M to €250M

INDUSTRIE SALERI ITALO

www.saleri.com
Sector: Manufacturing
Revenue: €150M to €250M

INDUSTRY AUTOMATION MANUFACTURING SERVICES

www.ams.com
Sector: Electronics
Revenue: €20M to €30M

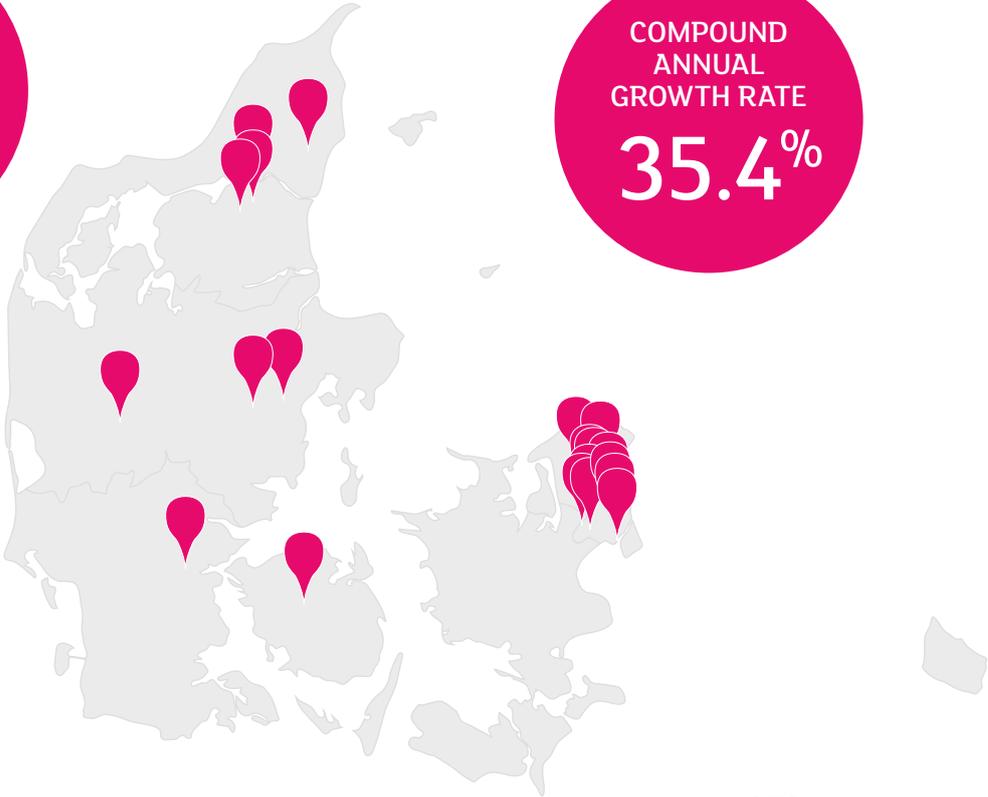
INGEGNERIA & SOFTWARE INDUSTRIALE

www.isisw.com
Sector: IT Technology
Revenue: €30M to €40M

1000 COMPANIES

DENMARK SNAPSHOT

DENMARK HAS 20 LISTED COMPANIES, HALF OF WHICH ARE LOCATED AROUND COPENHAGEN, AND HAVE 14 REGISTERED TRADEMARKS AND PATENTS. FOR A FULL LIST OF COMPANIES FROM DENMARK, TURN TO PAGE 118



INTERPORT

www.intergroup.it
Sector: Logistics
Revenue: €30M to €40M

ITALCHIMICA

www.italchimica.it
Sector: Manufacturing
Revenue: €30M to €40M

LA MARZOCCO

www.global.lamarzocco.com
Sector: Manufacturing
Revenue: €40M to €50M

LA NEF

www.lanef.it
Sector: Food & Drink
Revenue: €30M to €40M

L'AROMATIKA

www.caffeborbone.it
Sector: Food & Drink
Revenue: €30M to €40M

LE CONTESSE

www.lecontesse.it
Sector: Food & Drink
Revenue: €20M to €30M

LINEAPIÙ ITALIA

www.lineapiu.com
Sector: Textiles
Revenue: €40M to €50M

LOMOPRESS

www.lomopress.it
Sector: Electronics
Revenue: €20M to €30M

LPM

www.lpm-it.com
Sector: Manufacturing
Revenue: €20M to €30M

LUISAVIAROMA

www.luisaviaroma.com
Sector: Retail
Revenue: €75M to €100M

LUMSON

www.lumson.com
Sector: Manufacturing
Revenue: €50M to €75M

MACA

www.maca.it
Sector: Cleaning Services
Revenue: €50M to €75M

MANTECO

www.manteco.com
Sector: Textiles
Revenue: €40M to €50M

MARINELLI COMPONENTS

www.marinellicomponents.it
Sector: Manufacturing
Revenue: €50M to €75M

MARINI IMPIANTI INDUSTRIALI

www.mariniimpianti.it
Sector: Electronics
Revenue: €20M to €30M

MARINO AUTOLINEE

www.marinobus.it
Sector: Transportation
Revenue: €30M to €40M

MARIO LEVI

www.mariolevi.com
Sector: Textiles
Revenue: €50M to €75M

MARMI CARRARA

www.marmicarrara.it
Sector: Manufacturing
Revenue: €20M to €30M

MARSAN

www.marsan.it
Sector: Manufacturing
Revenue: €50M to €75M

MARVAL

www.marval.itengindex.html
Sector: Manufacturing
Revenue: €20M to €30M

MASSUCCO INDUSTRIE

www.massucco.it
Sector: Machining
Revenue: €50M to €75M

ME.CAS

www.settorealimentarimecasholding.it
Sector: Food & Drink
Revenue: €50M to €75M

MOLINO ANDRIANI

www.molinoandriani.com
Sector: Food & Drink
Revenue: €30M to €40M

MONTI ANTONIO

www.montiantonio.com
Sector: Manufacturing
Revenue: €20M to €30M

NARDI SPA

www.nardigarden.it
Sector: Manufacturing
Revenue: €30M to €40M

OBJECTWAY

www.objectway.com
Sector: IT Technology
Revenue: €50M to €75M

OFFICINA MECCANICA ROSELLI

www.meccanicaroselli.com
Sector: Manufacturing
Revenue: €20M to €30M

OLSA

www.olsagroup.com
Sector: Electronics
Revenue: €150M to €250M

PAIMA MARABINI

www.marabini.it
Sector: Clothing (Manufacturing)
Revenue: €30M to €40M

PERONI POMPE

www.peronipompe.com
Sector: Manufacturing
Revenue: €50M to €75M

PRIMADONNA

www.primadonnacollection.com
Sector: Retail
Revenue: €75M to €100M

PROGRESS PROFILES

www.progressprofiles.com
Sector: Manufacturing
Revenue: €20M to €30M

RAM POWER

www.ram-power.it
Sector: Engineering
Revenue: €75M to €100M

RGI

www.rgigroup.com
Sector: Wholesale
Revenue: €50M to €75M

RODOLFO COMERIO

www.comerio.it
Sector: Manufacturing
Revenue: €20M to €30M

ROMEO GESTIONI

www.romeogestioni.com
Sector: Business Services
Revenue: €150M to €250M

SCATOLIFICIO SALERNITANO DI ALBANO ANTONIO & C.

www.scatolificiosalernitano.it
Sector: Warehousing & storage
Revenue: €20M to €30M

SCOUT

www.scout.it
Sector: Clothing
Revenue: €40M to €50M

SENSI VIGNE E VINI

www.sensivini.com
Sector: Food & Drink
Revenue: €40M to €50M



SICCIR

www.saccir.it
Sector: Business Services
Revenue: €40M to €50M

SIIRTEC NIGI

www.sini.it
Sector: Manufacturing
Revenue: €150M to €250M

SMET

www.smet.it
Sector: Logistics
Revenue: €75M to €100M

SPEA

www.spea.com
Sector: Manufacturing
Revenue: €75M to €100M

SPOSATO COSTRUZIONI

www.sposatocostruzioni.it
Sector: Construction & Property
Revenue: €30M to €40M

STEFANO RICCI

www.stefanoricci.com
Sector: Manufacturing
Revenue: €150M to €250M

STILCURVI

www.stilcurvi.it
Sector: Manufacturing
Revenue: €20M to €30M

SUSTA

www.susta-stampi.com
Sector: Manufacturing
Revenue: €20M to €30M

TERMISOL TERMICA

www.termisol.com
Sector: Manufacturing
Revenue: €20M to €30M

TOMASINI FRANCIA

www.tomasinifranzia.it
Sector: Retail
Revenue: €20M to €30M

TRANS ISOLE

www.transisole.com
Sector: Logistics
Revenue: €30M to €40M

TRERÈ INNOVATION

www.trereinovation.it
Sector: Manufacturing
Revenue: €75M to €100M

UNITEC

www.en.unitec-group.com
Sector: Manufacturing
Revenue: €50M to €75M

UNIVERSAL PACK

www.universalpack.it
Sector: Packaging Facilities
Revenue: €20M to €30M

VENDORAFA LOMBARDI

www.vendorafa.net
Sector: Manufacturing
Revenue: €30M to €40M

VETRYA PG 37

www.vetrya.com
Sector: IT Technology
Revenue: €30M to €40M

Latvia

AKZ

www.akz.lv
Sector: Manufacturing
Revenue: €50M to €75M

BALTICOVO PG 42

www.balticovo.lv
Sector: Food & Drink
Revenue: €40M to €50M

DPA

www.squalio.com
Sector: IT Technology
Revenue: €20M to €30M

FOREVERS

www.forevers.lv
Sector: Food & Drink
Revenue: €20M to €30M

UPB

www.upb.lv
Sector: Construction & Property
Revenue: €100M to €150M

Lithuania

AUTOKAUSTA

www.autokausta.lt
Sector: Construction & Property
Revenue: €20M to €30M

CONRESTA

www.conresta.lt
Sector: Construction & Property
Revenue: €20M to €30M

ETC

www.etc.lt
Sector: Construction & Property
Revenue: €20M to €30M

THE KG GROUP

www.kgc.lt
Sector: Manufacturing
Revenue: €20M to €30M

VICIUNAI GROUP

www.viciunai.com
Sector: Food & Drink
Revenue: €100M to €150M

Luxembourg

ALCUILUX DESOX

www.alcuilux.lu
Sector: Manufacturing
Revenue: €100M to €150M

GROSBUSCH MARCEL & FILS PG 46

www.grosbusch.lu
Sector: Food & Drink
Revenue: €40M to €50M

JOST GROUP

www.jostgroup.com
Sector: Business Services
Revenue: €250M+

NFM TRADING

www.nfm.lu
Sector: Wholesale
Revenue: €150M to €250M

PREFALUX

www.prefalux.lu
Sector: Construction & Property
Revenue: €30M to €40M

Malta

ALPHAFARMA

www.alphafarma.eu
Sector: Pharmaceutical & Science

MALTA DAIRY PRODUCTS

www.maltdairyproducts.com
Sector: Manufacturing
Revenue: €30M to €40M

OZOGROUP PG 86

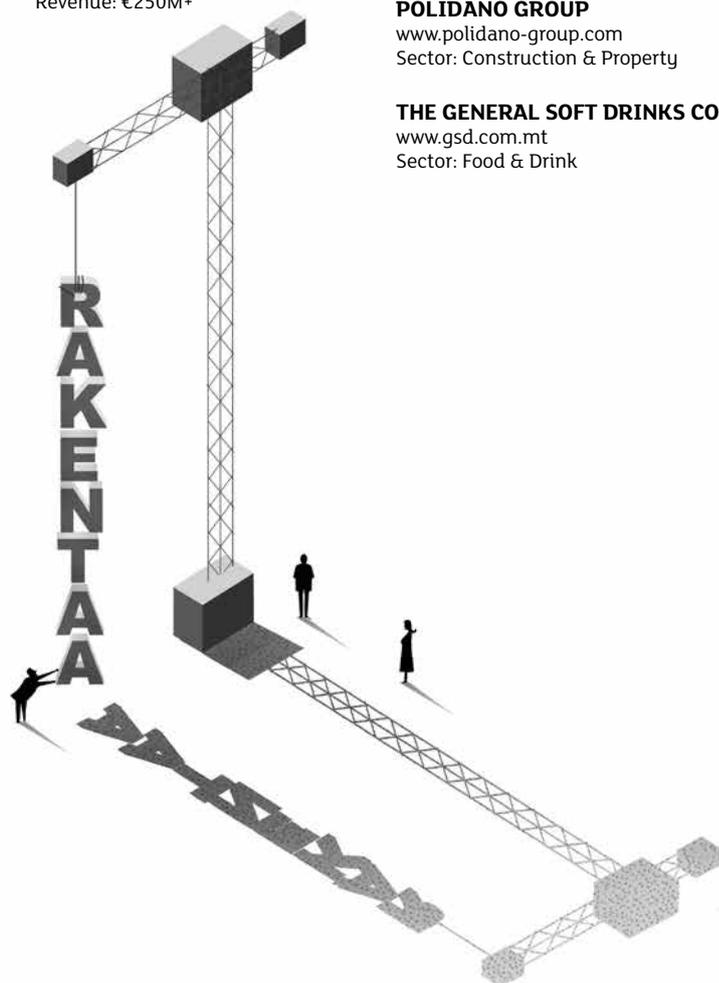
www.ozomalta.com
Sector: Business Services

POLIDANO GROUP

www.polidano-group.com
Sector: Construction & Property

THE GENERAL SOFT DRINKS CO.

www.gsd.com.mt
Sector: Food & Drink



Netherlands

BIESHEUVEL

www.biesheuveltechniek.nl
Sector: Utilities
Revenue: €75M to €100M

BRB INTERNATIONAL

www.brb-international.com
Sector: Utilities
Revenue: €100M to €150M

BURO SCANBRIT

www.buroscanbrit.nl
Sector: Travel & Leisure
Revenue: €20M to €30M

DAMEN SHIPYARDS GROUP

www.damendehelder.nl
Sector: Business Services
Revenue: €20M to €30M

DEN HARTOG

www.denhartogbv.com
Sector: Utilities
Revenue: €150M to €250M

DEN HARTOGH LOGISTICS

www.denhartogh.com
Sector: Logistics
Revenue: €150M to €250M

DESEIZOENEN

www.deseizoenen.org
Sector: Health
Revenue: €40M to €50M

DIRKZWAGER

www.dirkzwager.nl
Sector: Legal
Revenue: €20M to €30M

DUNEA

www.dunea.nl
Sector: Utilities
Revenue: €100M to €150M

DYNAFIX

www.web.dynafix.com
Sector: Business Services
Revenue: €20M to €30M

ENRAF-NONIUS

www.enraf-nonus.com
Sector: Health
Revenue: €40M to €50M

ENZA ZADEN

www.enzazaden.com
Sector: Agriculture & Farming & Forestry
Revenue: €100M to €150M

EUROL

www.eurol.com
Sector: Utilities
Revenue: €50M to €75M

EW FACILITY SERVICES

www.ew.nl
Sector: Business Services
Revenue: €50M to €75M

FLOW TRADERS PG 84

www.flowtraders.com
Sector: Financial Services
Revenue: €100M to €150M

GLOE & ZEITZ

www.gloe-zeitz.com
Sector: Agriculture & Farming & Forestry
Revenue: €75M to €100M

HABUFA

www.habufa.nl
Sector: Design
Revenue: €100M to €150M

HIGHLITE

www.highlite.nl
Sector: Media
Revenue: €40M to €50M

HOBRE

www.hobre.com
Sector: Manufacturing
Revenue: €20M to €30M

HOTEL OKURA AMSTERDAM

www.okura.nl
Sector: Travel & Leisure
Revenue: €30M to €40M

HOTEL SCHIPHOL

www.hotelschiphol.nl
Sector: Travel & Leisure
Revenue: €20M to €30M

HZ TRANSPORT

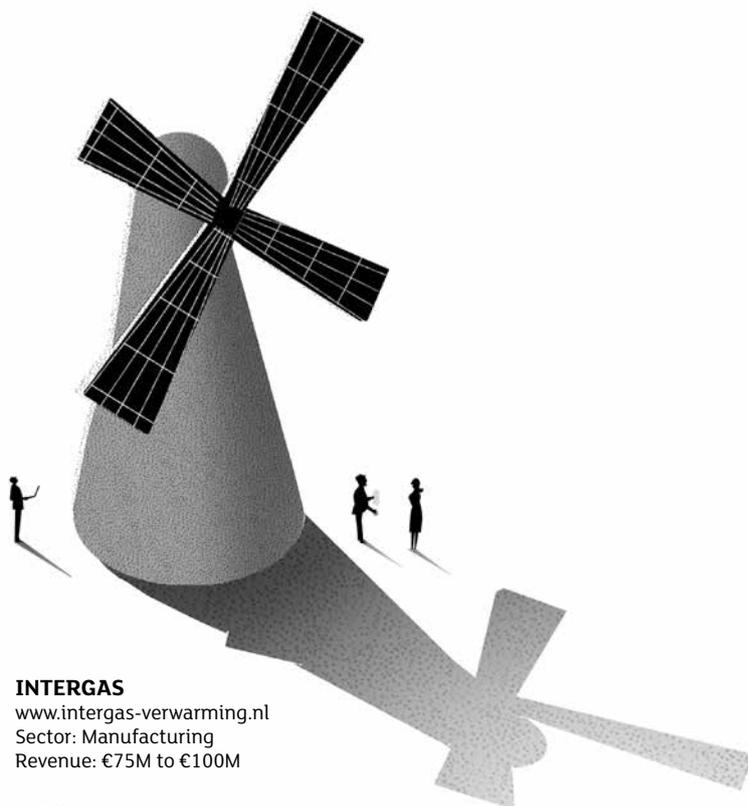
www.hztransport.com
Sector: Logistics
Revenue: €30M to €40M

IHC HYDROHAMMER

www.ihchydrohammer.com
Sector: Manufacturing
Revenue: €50M to €75M

IJSSEL TECHNOLOGY

www.ijssestechnologie.nl
Sector: Business Services
Revenue: €30M to €40M



INTERGAS

www.intergas-verwarming.nl
Sector: Manufacturing
Revenue: €75M to €100M

INTRATUIN

www.intratuin.nl
Sector: Agriculture & Farming & Forestry
Revenue: €50M to €75M

JAMIN

www.jamin.nl
Sector: Food & Drink
Revenue: €20M to €30M

JEANS CENTRE

www.jeanscentre.nl
Sector: Retail
Revenue: €50M to €75M

JORRITSMABOUW

www.jorritsmabouw.nl
Sector: Construction & Property
Revenue: €100M to €150M

KOBOUT

www.kobout.com
Sector: IT Technology
Revenue: €20M to €30M

LEASEWEB

www.leaseweb.com
Sector: IT Technology
Revenue: €50M to €75M

PAPIERFABRIEK DOETINCHEM

www.papierfabriekdoetinchem.nl
Sector: Manufacturing
Revenue: €50M to €75M

PLOEGER

www.ploeger.com
Sector: Manufacturing
Revenue: €20M to €30M

ROUVEEN KAASSPECIALITEITEN

www.rouveen-kaasspecialiteiten.nl
Sector: Food & Drink
Revenue: €20M to €30M

ROYAL VIV BUISMAN

www.vivbuisman.nl
Sector: Food & Drink
Revenue: €100M to €150M

SAMSKIP MULTIMODAL

www.samskipmultimodal.com
Sector: Logistics
Revenue: €100M to €150M

SOLINA GROUP

www.jadico.nl
Sector: Food & Drink
Revenue: €40M to €50M

SYNCASSO

www.syncasso.nl
Sector: Financial Services
Revenue: €20M to €30M

1000 COMPANIES

ESTONIA SNAPSHOT

ESTONIA'S 5 COMPANIES BOAST AN IMPRESSIVE 107% ANNUAL JOB GROWTH AND 18 REGISTERED TRADEMARKS AND PATENTS. FOR A FULL LIST OF COMPANIES FROM ESTONIA, TURN TO PAGE 119

5
COMPANIES

COMPOUND
ANNUAL
GROWTH RATE
30.8%



18
REGISTERED
TRADEMARKS
AND PATENTS

107%
ANNUAL
JOB GROWTH

AVERAGE
REVENUE
€52.6^m

TECHACCESS

www.techaccess.nl
Sector: IT Technology
Revenue: €40M to €50M

TNO TRISKELION

www.tnotriskelion.com
Sector: Pharmaceutical & Science
Revenue: €20M to €30M

TRIFERTO

www.triferto.eu
Sector: Agriculture & Farming
& Forestry
Revenue: €100M to €150M

TWENTE MILIEU

www.twentemilieu.nl
Sector: Utilities
Revenue: €30M to €40M

VAN DOORNE

www.vandoorne.com
Sector: Legal
Revenue: €40M to €50M

VAN HOUTUM

www.vanhoutum.nl
Sector: Manufacturing
Revenue: €50M to €75M

VAN UDEN

www.vanuden.com
Sector: Logistics
Revenue: €20M to €30M

VERMEER

www2.vermeer.com
Sector: Agriculture & Farming
& Forestry
Revenue: €40M to €50M

WILCO

www.wilco.nl
Sector: Media
Revenue: €40M to €50M

WITTEVEEN+BOS

www.witteveenbos.nl
Sector: Construction & Property
Revenue: €100M to €150M

WML

www.wml.nl
Sector: Utilities
Revenue: €100M to €150M

ZUYDERLAND

www.zuyderland.nl
Sector: Construction & Property
Revenue: €20M to €30M

Poland**APOLLO ELECTRONICS**

www.apollo.eu
Sector: Telecommunications
Revenue: €50M to €75M

ARLEN TEXTILE GROUP

www.arlen.com.pl
Sector: Manufacturing
Revenue: €20M to €30M

ATENEUM

www.ateneum.net.pl
Sector: Retail
Revenue: €30M to €40M

BTH IMPORT STAL

www.bth.pl
Sector: Retail
Revenue: €50M to €75M

BTS – OIL

www.btsoil.pl
Sector: Retail
Revenue: €20M to €30M

CHEMEKO-SYSTEM

www.chemekosystem.pl
Sector: Utilities
Revenue: €20M to €30M

CORRENTE

www.corrente.pl
Sector: Utilities
Revenue: €40M to €50M

DECCO

www.decco.eu
Sector: Manufacturing
Revenue: €20M to €30M

FAYMONVILLE POLSKA

www.faymonville.com
Sector: Manufacturing
Revenue: €20M to €30M

GADUS

www.gadus.pl
Sector: Food & Drink
Revenue: €20M to €30M

GALAIT POLSKA

www.galait.pl
Sector: IT Technology
Revenue: €50M to €75M

GAZ PETROL

www.gazpetrol.pl
Sector: Retail
Revenue: €20M to €30M

GRECOS HOLIDAY

www.grecos.pl
Sector: Travel & Leisure
Revenue: €75M to €100M

HELIX

www.helixpolska.pl
Sector: Food & Drink
Revenue: €20M to €30M

IZOLBET

www.izolbet.pl
Sector: Manufacturing
Revenue: €20M to €30M

MARTES SPORT

www.martessport.com.pl
Sector: Retail
Revenue: €75M to €100M

MASTERMEDIA

www.mastermediauk.com
Sector: Food & Drink
Revenue: €30M to €40M

MAX COMPUTERS PG 32

www.maxcomputers.pl
Sector: Retail
Revenue: €75M to €100M

NOVAGO

www.novago.pl
Sector: Utilities
Revenue: €30M to €40M

OPTIMA

www.optimalg.com
Sector: Logistics
Revenue: €20M to €30M

OZON GROUP

www.ozongroup.pl
Sector: Security
Revenue: €20M to €30M

PBT ZACHÓD SA

www.pbtzachod.pl
Sector: Telecommunications
Revenue: €50M to €75M

POLMOR

www.polmor.pl
Sector: Manufacturing
Revenue: €20M to €30M

POLSKA MEAT

www.polskameat.pl
Sector: Food & Drink
Revenue: €40M to €50M

ROTEX-TRADE

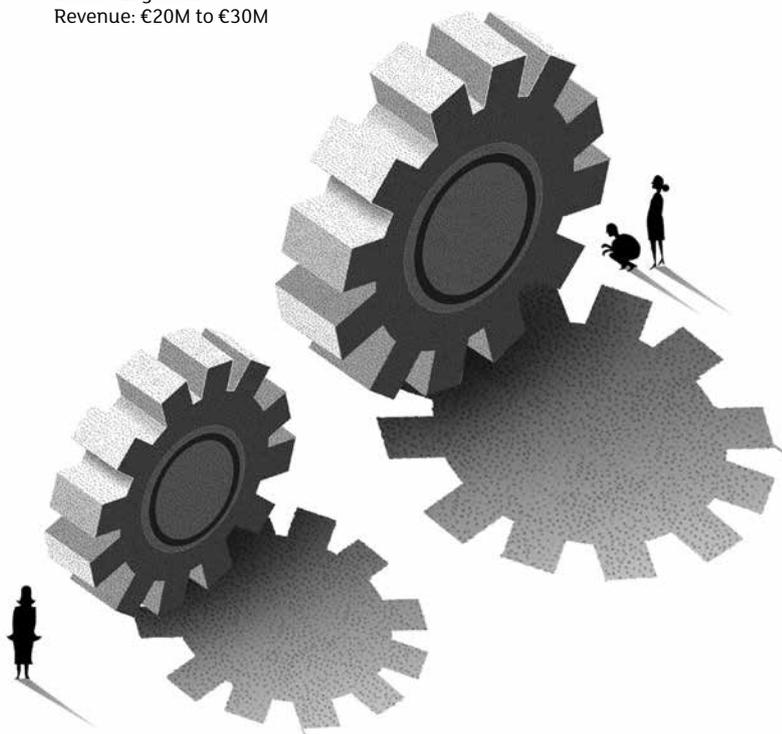
www.rotex-trade.pl
Sector: Retail
Revenue: €20M to €30M

TELMEX

www.telmex.com.pl
Sector: Logistics
Revenue: €30M to €40M

TESLA

www.teslafuels.com
Sector: Retail
Revenue: €100M to €150M



TRANSLOT
www.translot.com.pl
Sector: Logistics
Revenue: €30M to €40M

WNS POMORZE
www.wnspomorze.pl
Sector: Engineering
Revenue: €20M to €30M

ZL NAŁĘCZÓW ZDRÓJ
www.cisowianka.pl
Sector: Food & Drink
Revenue: €30M to €40M

Portugal

ASCENDI
www.ascendi.pt
Sector: Engineering
Revenue: €20M to €30M

BUYALL TRADE
www.buyalltrade.pt
Sector: Food & Drink
Revenue: €20M to €30M

BYSTEEL
www.bysteel.pt
Sector: Construction & Property
Revenue: €20M to €30M

CENTRAUTO
www.centrauto.pt
Sector: Retail
Revenue: €20M to €30M

COINDU
www.coindu.pt
Sector: Manufacturing
Revenue: €150M to €250M

COURO AZUL
www.couroazul.pt
Sector: Clothing (Manufacturing)
Revenue: €50M to €75M

DEPRADO
www.deprado.eu
Sector: Food & Drink
Revenue: €40M to €50M

DIGIDELTA
www.digidelta.pt
Sector: Wholesale
Revenue: €30M to €40M

EDA RENOVÁVEIS
www.eda.pt
Sector: Energy
Revenue: €20M to €30M

EUROESTE
www.euroeste.pt
Sector: Food & Drink
Revenue: €50M to €75M

GALMOR
www.galmor.pt
Sector: Energy
Revenue: €40M to €50M

IGUARIVARIUS PG 94
www.iguarivarius.pt
Sector: Food & Drink
Revenue: €50M to €75M

MANUEL SERRA
www.serrata.pt
Sector: Food & Drink
Revenue: €20M to €30M

MBIT
www.mbit.pt
Sector: Retail
Revenue: €20M to €30M

PARFOIS
www.parfois.com
Sector: Retail
Revenue: €75M to €100M

PLASTEUROPA
www.plasteuropa.pt
Sector: Manufacturing
Revenue: €30M to €40M

POLIVERSAL
www.poliversal.pt
Sector: Manufacturing
Revenue: €20M to €30M

SAUDAÇOR
www.saudacor.pt
Sector: Business Services
Revenue: €40M to €50M

SP TELEVISAO
www.sptelevisao.pt
Sector: Media
Revenue: €20M to €30M

TECNOVIA
www.tecnovia.pt
Sector: Construction & Property
Revenue: €30M to €40M

VISION-BOX
www.vision-box.com
Sector: Business Services
Revenue: €20M to €30M

WHITE AIRWAYS
www.flywhite.com
Sector: Transportation
Revenue: €50M to €75M

Romania

ASTRA RAIL INDUSTRIES
www.astrarail.com
Sector: Manufacturing
Revenue: €100M to €150M

BRISE AGRICULTURA
www.brisegroup.ro
Sector: Agriculture & Farming & Forestry
Revenue: €30M to €40M

ENERGY DISTRIBUTION SERVICES
www.energydistribution.ro
Sector: Utilities
Revenue: €20M to €30M

EUROTEX COMPANY PG 52
www.eurotex.ro
Sector: Manufacturing
Revenue: €20M to €30M

EXPERT ONE RESEARCH
www.xor.ro
Sector: IT Technology
Revenue: €50M to €75M

G&A FRUIT BUSINESS
www.bananaimporter.com
Sector: Retail
Revenue: €20M to €30M

INFOTREAT
www.infotreat.ro
Sector: IT Technology
Revenue: €20M to €30M

NUTRIROM
www.nutrirom.ro
Sector: Agriculture & Farming & Forestry
Revenue: €20M to €30M

PHARMNET PLUS
www.pharmnet.ro
Sector: Pharmaceutical & Science
Revenue: €20M to €30M

RODBUN GRUP
www.rodbun.ro
Sector: Agriculture & Farming & Forestry
Revenue: €75M to €100M

TREND ENERGY
www.trendenergy.ro
Sector: Retail
Revenue: €50M to €75M

Slovakia

DOXTON
www.doxtton.eu
Sector: Telecommunications
Revenue: €20M to €30M

ISTROENERGO GROUP
www.ieg.sk
Sector: Engineering
Revenue: €50M to €75M





KVANT PG 58

www.kvant.sk
Sector: Laser production
Revenue: €20M to €30M

RETIA

www.retia.sk
Sector: Pharmaceutical & Science
Revenue: €40M to €50M

TENDER MEDIA

www.tenderadvertising.sk
Sector: Marketing
Revenue: €20M to €30M

Slovenia

ESOTECH

www.esotech.si
Sector: Engineering
Revenue: €30M to €40M

KOVINOPLASTIKA

www.kovinoplastika.si
Sector: Manufacturing
Revenue: €50M to €75M

PANVITA

www.panvita.si
Sector: Food & Drink
Revenue: €50M to €75M

PLASTIKA SKAZA PG 56

www.skaza.si
Sector: Manufacturing
Revenue: €20M to €30M

SMM PROIZVODNI SISTEMI

www.smm.si
Sector: Engineering
Revenue: €20M to €30M

Spain

A.M. CARGO LOGISTIC

www.amcargo.es
Sector: Logistics
Revenue: €30M to €40M

ACEITES VALLEJO

www.aceitesvallejo.com
Sector: Food & Drink
Revenue: €20M to €30M

AEE POWER

www.aeepower.com
Sector: Wholesale
Revenue: €30M to €40M

ALMENDRAS DE LA MANCHA

www.almendrasdelamancha.com
Sector: Food & Drink
Revenue: €50M to €75M

ARGENTA CERÁMICA

www.argentaceramica.com
Sector: Manufacturing
Revenue: €40M to €50M

ASTILLEROS GONDAN

www.gondan.com
Sector: Engineering
Revenue: €50M to €75M

ASTURFEITO

www.asturfeito.com
Sector: Manufacturing
Revenue: €40M to €50M

CALCONUT

www.calconut.com
Sector: Food & Drink
Revenue: €50M to €75M

CASA BATLLÓ PG 74

www.casabatllo.es
Sector: Travel & Leisure
Revenue: €20M to €30M

DECA

www.congeladosdeca.com
Sector: Food & Drink
Revenue: €30M to €40M

DELTECO

www.delteco.com
Sector: Wholesale
Revenue: €20M to €30M

DENTIX PG 78

www.dentix.com
Sector: Health
Revenue: €100M to €150M

ELECTROSON

www.electrosonteleco.com
Sector: Telecommunications
Revenue: €30M to €40M

ENERGÍA PLUS

www.energiaplus.es
Sector: Energy
Revenue: €40M to €50M

ERHARDT

www.erhardt.es
Sector: Logistics
Revenue: €100M to €150M

FADENTE

www.fadente.es
Sector: Pharmaceutical & Science
Revenue: €20M to €30M

FRACTUS PG 28

www.fractus.com
Sector: Telecommunications
Revenue: €20M to €30M

FRUSEMA

www.frusema.com
Sector: Food & Drink
Revenue: €20M to €30M

GRUPO CAMPEZO

www.grupocampezo.com
Sector: Construction & Property
Revenue: €50M to €75M

GRUPO CATALÁ

www.grupocatala.com
Sector: Food & Drink
Revenue: €30M to €40M

GRUPO HOSPITEN

www.hospiten.com
Sector: Fitness & Health
Revenue: €20M to €30M

GRUPO MALASA

www.grupomalasa.com
Sector: Construction & Property
Revenue: €30M to €40M

GRUPO MAZO

www.grupomazo.com
Sector: Logistics
Revenue: €75M to €100M

GRUPO TEJERA

www.grupotejera.com
Sector: Construction & Property
Revenue: €20M to €30M

HOLALUZ.COM PG 77

www.holaluz.com
Sector: Energy
Revenue: €20M to €30M

HONEYGREEN

www.honeygreen.es
Sector: Food & Drink
Revenue: €20M to €30M

HOTEL SUITE VILLA MARÍA

www.hotelsuitevillamaria.es
Sector: Travel & Leisure
Revenue: €20M to €30M

IBAIZABAL

www.ibaizabal.com
Sector: Business Services
Revenue: €20M to €30M

IBERFRASA

www.iberfrasa.com
Sector: Manufacturing
Revenue: €20M to €30M

IBERIAN PARTNERS

www.cocacolaiberianpartners.com
Sector: Manufacturing
Revenue: €30M to €40M

IDOM

www.idom.com
Sector: Engineering
Revenue: €150M to €250M

INASUS

www.inasus.com
Sector: Manufacturing
Revenue: €30M to €40M

ISOTRON

www.grupoisastur.com
Sector: Electronics
Revenue: €50M to €75M

JARQUIL

www.jarquil.com
Sector: Construction & Property
Revenue: €20M to €30M

JIMBOFRESH

www.jimbofresh.com
Sector: Food & Drink
Revenue: €40M to €50M

KEYTEL

www.keytel.es
Sector: Travel & Leisure
Revenue: €75M to €100M

KPSPORT

www.kpsport.com
Sector: Retail
Revenue: €30M to €40M

LABORATORIOS LARRASA

www.laboratorioslarrasa.com
Sector: Veterinary Services
Revenue: €20M to €30M

LABORATORIOS VIR

www.vir.es
Sector: Pharmaceutical & Science
Revenue: €30M to €40M

LIQUATS VEGETALS

www.liquats.com
Sector: Food & Drink
Revenue: €30M to €40M

MAGTEL

www.magtel.es
Sector: Electronics
Revenue: €30M to €40M

MAPATOURS

www.mapatours.com
Sector: Travel & Leisure
Revenue: €30M to €40M

MATEOS S.L.

www.mateossl.es
Sector: Chemicals
Revenue: €20M to €30M

MEINS

www.meins.es
Sector: Electronics
Revenue: €20M to €30M

MERCALUZ

www.mercaluz.es
Sector: Wholesale
Revenue: €20M to €30M

MOLECOR

www.molecor.com
Sector: Manufacturing
Revenue: €20M to €30M

MOLINO DEL GENIL

www.molinodelgenil.com
Sector: Food & Drink
Revenue: €30M to €40M

MONBUS

www.monbus.es
Sector: Transportation
Revenue: €20M to €30M

MOYSEAFood

www.moyseafood.com
Sector: Food & Drink
Revenue: €20M to €30M

MRA, MÓDULOS RIBERA ALTA

www.cefa.es
Sector: Manufacturing
Revenue: €20M to €30M

NORTE-EUROCAO

www.norte-eurocao.com
Sector: Food & Drink
Revenue: €30M to €40M

OLEUM HISPANIA

www.molinovirgendefatima
Sector: Food & Drink
Revenue: €30M to €40M

PARCITANK

www.parcitank.com
Sector: Manufacturing
Revenue: €20M to €30M

PATATAS HIJOLUSA

www.hijolusa.es
Sector: Food & Drink
Revenue: €20M to €30M

PEGASUS PEGATUR

www.pegatur.com
Sector: Travel & Leisure
Revenue: €20M to €30M

PLANASA

www.planasa.com
Sector: Food & Drink
Revenue: €30M to €40M

PLEXUS

www.tecnologiasplexus.com
Sector: Engineering
Revenue: €20M to €30M

PRIMAFLOR

www.primaflor.com
Sector: Food & Drink
Revenue: €40M to €50M

PRODIEL

www.prodiel.com
Sector: Telecommunications
Revenue: €50M to €75M

QUIRÓNSALUD

www.quironsalud.es
Sector: Health & Fitness (Hospitality)
Revenue: €100M to €150M

RUSSULA

www.russula.com
Sector: Engineering
Revenue: €40M to €50M

SAM MANIPULADOS

www.sam-manipulados.com
Sector: Wholesale
Revenue: €20M to €30M

SATLINK

www.satlink.es
Sector: Telecommunications
Revenue: €30M to €40M

SCHWARTZ HAUTMONT

www.shcm.es
Sector: Engineering
Revenue: €30M to €40M

SOLTEC

www.soltec.com
Sector: Electronics
Revenue: €20M to €30M

SUMCAB SPECIALCABLE GROUP

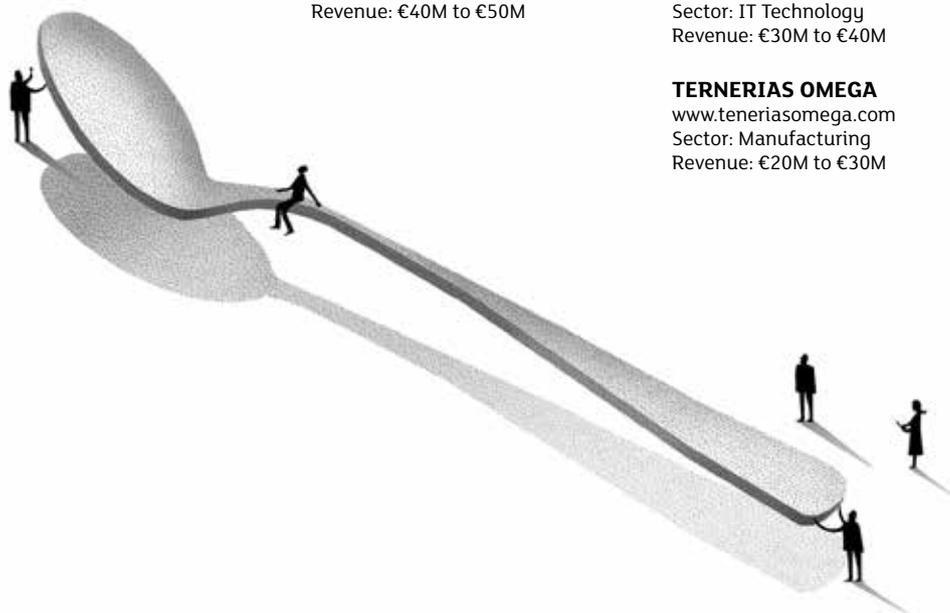
www.sumcab.com
Sector: Telecommunications
Revenue: €20M to €30M

TELECOMING

www.virtualcenter360.es
Sector: IT Technology
Revenue: €30M to €40M

TERNERIAS OMEGA

www.teneriasomega.com
Sector: Manufacturing
Revenue: €20M to €30M





TRAVELGENIO

www.travelgenio.es
Sector: Travel & Leisure
Revenue: €20M to €30M

TVITEC

www.tvitec.com
Sector: Construction & Property
Revenue: €50M to €75M

TWENTY FOUR SEVEN

www.twentyfour-seven.tv
Sector: Media
Revenue: €20M to €30M

URO VEHÍCULOS ESPECIALES

www.urovesa.com
Sector: Manufacturing
Revenue: €30M to €40M

VATSERVICES PG 98

www.vatservices.es
Sector: Transportation
Revenue: €50M to €75M

VETURIS

www.veturis.com
Sector: Travel & Leisure
Revenue: €40M to €50M

VIVA HOTELS & RESORTS

www.hotelsviva.com
Sector: Travel & Leisure
Revenue: €20M to €30M

Sweden

ACCEDO PG 30

www.accedo.tv
Sector: IT Technology
Revenue: €20M to €30M

AUDIO PRO

www.audiopro.se
Sector: Retail
Revenue: €20M to €30M

B3IT MANAGEMEN

www.b3it.se
Sector: Business Services
Revenue: €30M to €40M

BONVER VIDEODATA

www.bonver.com
Sector: Logistics
Revenue: €100M to €150M

BROBY SPÅR

www.brobyspar.se
Sector: Construction & Property
Revenue: €30M to €40M

BYGG AKTIEBOLAGET BERNHARDSSON & CARLSSON

www.hansson-soner.se
Sector: Construction & Property
Revenue: €20M to €30M

COBAB SVERIGE

www.cobab.se
Sector: Construction & Property
Revenue: €40M to €50M

DANIEL WELLINGTON

www.danielwellington.com
Sector: Retail
Revenue: €50M to €75M

DMJ BYGG

www.dmjbygg.se
Sector: Construction & Property
Revenue: €20M to €30M

ECOBÄRNSLE

www.ecobransle.se
Sector: Manufacturing
Revenue: €30M to €40M

ETON GROUP

www.etonshirts.com
Sector: Retail
Revenue: €50M to €75M

FLYGSTOLEN NORDIC

www.flygstolen.se
Sector: Travel & Leisure
Revenue: €150M to €250M

FORMBETONG ANLÄGGNING

www.formbetonganlaggning.se
Sector: Construction & Property
Revenue: €20M to €30M

GIERTZ VINIMPORT

www.giertz.se
Sector: Retail
Revenue: €150M to €250M

HLL HYRESLANDSLAGET

www.hyreslandslaget.se
Sector: Leasing
Revenue: €20M to €30M

IMTECH NORDIC

www.imtech.se
Sector: Manufacturing
Revenue: €75M to €100M

INFRONT IT-PARTNER

www.infrontitpartner.se
Sector: IT Technology
Revenue: €20M to €30M

JEEVES INFORMATION SYSTEMS

www.jeeves.se
Sector: IT Technology
Revenue: €30M to €40M

KVÄNUM KÖK

www.kvanum.com
Sector: Manufacturing
Revenue: €20M to €30M

LW SVERIGE

www.lwab.se
Sector: Manufacturing
Revenue: €40M to €50M

MICRODATA TELECOM INNOVATION

www.microdata.se
Sector: Manufacturing
Revenue: €20M to €30M

MICROPOWER GROUP

www.micropower-group.se
Sector: Manufacturing
Revenue: €30M to €40M

OX2 GROUP

www.ox2.com
Sector: Utilities
Revenue: €150M to €250M

PS ONLINEAUKTIONER

www.psonlineauctions.com
Sector: IT Technology
Revenue: €20M to €30M

PUTS & TEGEL HANS AXELSSON

www.putsotegel.se
Sector: Construction & Property
Revenue: €20M to €30M

SANDBÄCKENS RÖR

www.sandbackens.se
Sector: Retail
Revenue: €20M to €30M

SEMANTIX TOLKJOURN

www.semantix.se
Sector: Business Services
Revenue: €30M to €40M

TELAVOX PG 31

www.telavox.se
Sector: Telecommunications
Revenue: €20M to €30M

TORPHEIMERGRUPPEN

www.torpheimer.se
Sector: Business Services
Revenue: €50M to €75M

**VUAB
VENTILATIONSUTVECKLING**

www.vuab.se
Sector: Manufacturing
Revenue: €150M to €250M

UK

A & H CONSTRUCTION

www.ahconstruction.com
Sector: Engineering
Revenue: €75M to €100M

A & J STEPHEN

www.stephen.co.uk
Sector: Construction & Property
Revenue: €20M to €30M

ADVANCED INSULATION

www.aisplc.com
Sector: Manufacturing
Revenue: €50M to €75M

AGRIVERT

www.agrivert.co.uk
Sector: Environmental Services
Revenue: €30M to €40M

ALFA CHEMICALS PG 61

www.alfa-chemicals.co.uk
Sector: Chemicals
Revenue: €20M to €30M

ALKANE

www.alkane.co.uk
Sector: Energy
Revenue: €30M to €40M

AMCO

www.amco.com
Sector: Pharmaceutical & Science
Revenue: €40M to €50M

ARTHUR M GRIFFITHS & SON

www.amgriffiths.co.uk
Sector: Construction & Property
Revenue: €20M to €30M

ASK4

www.ask4.com
Sector: Telecommunications
Revenue: €20M to €30M

ATPI GRIFFINSTONE

www.atpi.com
Sector: Travel & Leisure
Revenue: €100M to €150M

AVM IMPACT

www.avmi.com
Sector: Media
Revenue: €50M to €75M

AVON GROUP

www.avon-group.co.uk
Sector: Manufacturing
Revenue: €20M to €30M

BATH ASU

www.bathasu.com
Sector: Pharmaceutical & Science
Revenue: €50M to €75M

BE AT ONE

www.beatone.co.uk
Sector: Food & Drink
Revenue: €30M to €40M

BELGRADE INSULATIONS

www.belgradeinsulations.com
Sector: Manufacturing
Revenue: €30M to €40M

BI WORLDWIDE

www.biworldwide.co.uk
Sector: Marketing
Revenue: €50M to €75M

BLU-3

www.blu-3.co.uk
Sector: Engineering
Revenue: €50M to €75M

BRISKO

www.brisko.co.uk
Sector: Construction & Property
Revenue: €50M to €75M

BRITCON

www.britcon.co.uk
Sector: Construction & Property
Revenue: €40M to €50M

BROADLAND WINERIES

www.broadland-wineries.com
Sector: Food & Drink
Revenue: €50M to €75M

BUGLER DEVELOPMENTS

www.bugler.co.uk
Sector: Construction & Property
Revenue: €75M to €100M

BULLITT

www.bullitt-group.com
Sector: Telecommunications
Revenue: €75M to €100M

C & G PLASTERING

www.candgplastering.co.uk
Sector: Construction & Property
Revenue: €20M to €30M

CARNELL

www.carnellgroup.co.uk
Sector: Engineering
Revenue: €30M to €40M

CEPAC

www.cepacandme.com
Sector: Packaging Facilities
Revenue: €100M to €150M

CHEVRON

www.chevrontm.com
Sector: Traffic Management
Revenue: €50M to €75M

CHILDRENSALON

www.childrensalon.com
Sector: Retail
Revenue: €30M to €40M

CMF

www.cmf.co.uk
Sector: Construction & Property
Revenue: €30M to €40M

CMS DISTRIBUTION

www.cmsdistribution.com
Sector: Electronics
Revenue: €150M to €250M

COLLINGWOOD LIGHTING

www.collingwoodlighting.com
Sector: Manufacturing
Revenue: €30M to €40M

COMPLETE MANAGEMENT SOLUTIONS

www.cmsnetwork.co.uk
Sector: Business Services
Revenue: €20M to €30M

CONSERVATORY OUTLET

www.conservatoryoutlet.co.uk
Sector: Manufacturing
Revenue: €20M to €30M

CONTINUUM GROUP PG 72

www.continuumattractions.com
Sector: Travel & Leisure
Revenue: €20M to €30M

COX LONG

www.walkertimbergroup.com
Sector: Manufacturing
Revenue: €20M to €30M

CREST PLUS

www.crestplus.co.uk
Sector: Business Services
Revenue: €75M to €100M

CULINA GROUP

www.culina.uk.com
Sector: Packaging Facilities
Revenue: €20M to €30M

DALEPAK

www.dalepak.uk
Sector: Packaging Facilities
Revenue: €30M to €40M



DANE
www.danearchitectural.co.uk
 Sector: Construction & Property
 Revenue: €30M to €40M

DANIELS
www.daniels.co.uk
 Sector: Fitness & Health
 Revenue: €20M to €30M

DENNISON TRAILERS
www.dennisontrailers.com
 Sector: Manufacturing
 Revenue: €40M to €50M

DERWENT FM
www.derwent.fm
 Sector: Facilities Services
 Revenue: €20M to €30M

DOMINO
www.dominorecordco.com
 Sector: Media
 Revenue: €20M to €30M

DOUBLEDAY GROUP
www.doubledaygroup.co.uk
 Sector: Engineering
 Revenue: €40M to €50M

ECOTRICITY
www.ecotricity.co.uk
 Sector: Environmental Services
 Revenue: €150M to €250M

EDENHALL
www.edenhall.co.uk
 Sector: Manufacturing
 Revenue: €30M to €40M

EDENHOUSE
www.edenhousesolutions.co.uk
 Sector: IT Technology
 Revenue: €30M to €40M

EVILLE & JONES
www.eandj.co.uk
 Sector: Veterinary Services
 Revenue: €20M to €30M

EXPRESS ENGINEERING
www.express-engineering.co.uk
 Sector: Engineering
 Revenue: €50M to €75M

EXPRO
www.exprogroup.com
 Sector: Leasing
 Revenue: €75M to €100M

FALCON TOWER CRANE
www.falcon-crane-sales-hire-uk.com
 Sector: Construction & Property
 Revenue: €20M to €30M

GAEL FORCE MARINE EQUIPMENT
www.gaelforcemarine.co.uk
 Sector: Manufacturing
 Revenue: €20M to €30M

GLIDE
www.glide.co.uk
 Sector: Telecommunications
 Revenue: €20M to €30M

HARDSCAPE
www.hardscape.co.uk
 Sector: Construction & Property
 Revenue: €20M to €30M

HOWARD KENNEDY
www.howardkennedy.com
 Sector: Business Services
 Revenue: €20M to €30M

HW MARTIN
www.hwmartin.com
 Sector: Construction & Property
 Revenue: €50M to €75M

IWJS GROUP
www.iwjs.co.uk
 Sector: Facilities Services
 Revenue: €20M to €30M

J S WRIGHT & CO
www.jswright.co.uk
 Sector: Manufacturing
 Revenue: €40M to €50M

JENKINS
www.jenkins-shipping.com
 Sector: Logistics
 Revenue: €20M to €30M

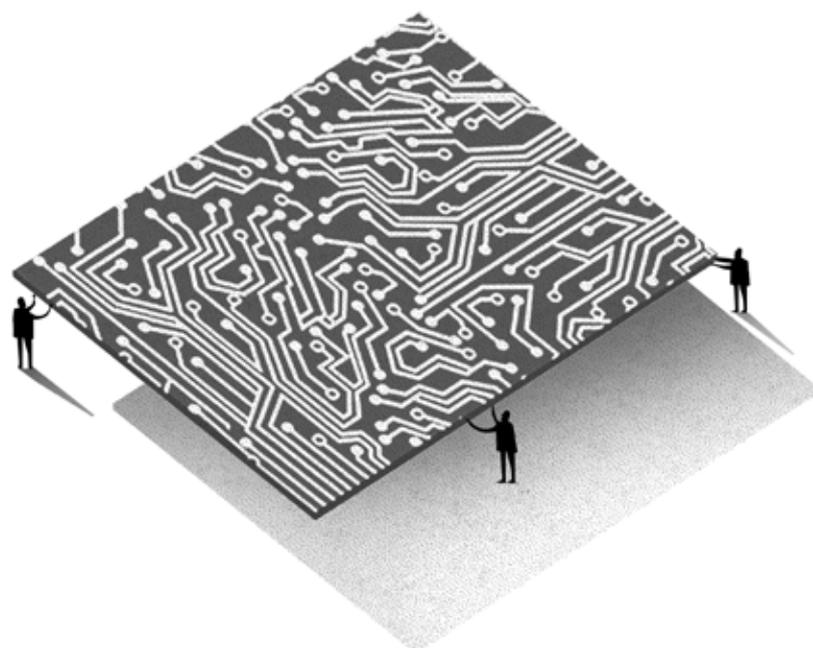
JESSUP
www.jessupbrothers.co.uk
 Sector: Construction & Property
 Revenue: €40M to €50M

KENKKO
www.kenkko.com
 Sector: Food & Drink
 Revenue: €40M to €50M

KEYLITE
www.keyliteroofwindows.com
 Sector: Manufacturing
 Revenue: €20M to €30M

KN GROUP
www.knnetworkservices.com
 Sector: Telecommunications
 Revenue: €50M to €75M

KURA
www.wearekura.com
 Sector: Marketing
 Revenue: €40M to €50M



LAGAN CEMENT PRODUCTS
www.lagancementproducts.co.uk
 Sector: Manufacturing
 Revenue: €20M to €30M

LANE RENTAL
www.lanental.co.uk
 Sector: Construction & Property
 Revenue: €20M to €30M

LANWAY
www.lanway.co.uk
 Sector: IT Technology
 Revenue: €20M to €30M

LB BENTLEY
www.lb-bentley.com
 Sector: Manufacturing
 Revenue: €30M to €40M

LIGNACITE
www.lignacite.co.uk
 Sector: Manufacturing
 Revenue: €20M to €30M

LOCH LOMOND
www.lochlomondgroup.com
 Sector: Food & Drink
 Revenue: €150M to €250M

LORD AND MIDGLEY
www.lordandmidgley.co.uk
 Sector: Wholesale
 Revenue: €40M to €50M

LOWERY
www.lowery.co.uk
 Sector: Engineering
 Revenue: €20M to €30M

LYNCH SOUTH WEST
www.l-lynch.com
 Sector: Leasing
 Revenue: €75M to €100M

M&J EVANS CONSTRUCTION
www.mjevansconstruction.co.uk
 Sector: Engineering
 Revenue: €50M to €75M

MARBANK
www.marbank.co.uk
 Sector: Construction & Property
 Revenue: €40M to €50M

MDF ENGINEERING
www.mdfengineering.com
 Sector: Manufacturing
 Revenue: €20M to €30M

MECH-TOOL ENGINEERING
www.mechtool.co.uk
 Sector: Manufacturing
 Revenue: €40M to €50M

MILLER DEVELOPMENTS
www.developments.miller.co.uk
 Sector: Construction & Property
 Revenue: €30M to €40M

MJL
www.mjl-com
 Sector: Engineering
 Revenue: €30M to €40M

MODUS
www.modusgroup.com
 Sector: Construction & Property
 Revenue: €40M to €50M

1000 COMPANIES

HUNGARY SNAPSHOT

HUNGARY HAS 10 LISTED COMPANIES, WITH A COMPOUND ANNUAL GROWTH RATE OF 92% AND ANNUAL JOB GROWTH OF 49%.
FOR A FULL LIST OF COMPANIES FROM HUNGARY, TURN TO PAGE 132

10
COMPANIES

COMPOUND
ANNUAL
GROWTH RATE
92%

49%
ANNUAL
JOB GROWTH

AVERAGE
REVENUE
€57.4^m

MORGANSTONE

www.morganstone.co.uk
Sector: Construction & Property
Revenue: €20M to €30M

MORTONS DAIRIES

www.mortonsdairies.co.uk
Sector: Food & Drink
Revenue: €20M to €30M

MORTONS OF HORNCASTLE

www.mortons.co.uk
Sector: Media
Revenue: €30M to €40M

MVF PG 88

www.mvfglobal.com
Sector: Media
Revenue: €30M to €40M

NEWPORT INDUSTRIES

www.newport-industries.com
Sector: Chemicals
Revenue: €30M to €40M

NURTURE LANDSCAPES

www.nurturelandscapes.co.uk
Sector: Landscape Services
Revenue: €20M to €30M

O'BRIEN CONTRACTORS

www.obriencontractors.co.uk
Sector: Engineering
Revenue: €30M to €40M

O'HARE & MCGOVERN

www.ohmg.com
Sector: Construction & Property
Revenue: €75M to €100M

OCEAN

www.ocean360.co.uk
Sector: Cleaning Services
Revenue: €20M to €30M

OFFSITE SOLUTIONS

www.offsitesolutions.com
Sector: Manufacturing
Revenue: €30M to €40M

OMAR

www.omar.co.uk
Sector: Manufacturing
Revenue: €30M to €40M

ONECOM

www.onecom.co.uk
Sector: Telecommunications
Revenue: €50M to €75M

OPENVIEW SECURITY SOLUTIONS

www.openviewgroup.com
Sector: Electronics
Revenue: €30M to €40M

OPERA GALLERY

www.operagallery.com
Sector: Art Dealers
Revenue: €20M to €30M

ORNUA INGREDIENTS UK

www.ornuaingredientsuk.com
Sector: Food & Drink
Revenue: €50M to €75M

PACIFIC PRODUCE

www.pacificproduce.co.uk
Sector: Food & Drink
Revenue: €30M to €40M

PERVASIVE NETWORKS

www.pervasive.co.uk
Sector: Telecommunications
Revenue: €20M to €30M

PIPELINE TECHNIQUE

www.pipelinewelders.com
Sector: Construction & Property
Revenue: €50M to €75M

POLLARD

www.pollardbuilders.co.uk
Sector: Construction & Property
Revenue: €30M to €40M

POLLOCK LIFTS

www.pollocklifts.co.uk
Sector: Manufacturing
Revenue: €20M to €30M

PORTSMOUTH AVIATION

www.portav.com
Sector: Engineering
Revenue: €30M to €40M

POWERFORCE

www.powerforcegb.com
Sector: Marketing
Revenue: €40M to €50M

PROMAC

www.promacsolutions.co.uk
Sector: Wholesale
Revenue: €30M to €40M

PROPERTY CONSORTIUM

www.propertyconsortium.co.uk
Sector: Business Services
Revenue: €20M to €30M

PSCO

www.pscoco.uk
Sector: Electronics
Revenue: €20M to €30M

PULSE FILMS

www.pulsefilms.com
Sector: Media
Revenue: €30M to €40M



PURE GYM PG 76

www.puregym.com
Sector: Fitness & Health
Revenue: €75M to €100M

RAMSTEEL

www.ramsteel.co.uk
Sector: Manufacturing
Revenue: €40M to €50M

RAYMOND BROWN

www.raymondbrownsgroup.co.uk
Sector: Engineering
Revenue: €75M to €100M

RED STACK TECH

www.redstk.com
Sector: Business Services
Revenue: €20M to €30M

RICHMOND MARKETING

www.richmondmarketing.co.uk
Sector: Food & Drink
Revenue: €30M to €40M

RP2

www.rp2-global.com
Sector: Marketing
Revenue: €40M to €50M

SCS GROUP

www.scs-group-uk.com
Sector: Construction & Property
Revenue: €20M to €30M

SDC TRAILERS

www.sdctrailers.com
Sector: Manufacturing
Revenue: €150M to €250M

SEASALT

www.seasaltcornwall.co.uk
Sector: Retail
Revenue: €30M to €40M

SHIELD CONTRACT SERVICES

www.shieldcontractservices.co.uk
Sector: Administrative Services
Revenue: €100M to €150M

SILVERSEA CRUISES

www.silversea.com
Sector: Travel & Leisure
Revenue: €50M to €75M

SIMMS

www.simms.co.uk
Sector: Retail
Revenue: €40M to €50M

SMITHFIELD MURRAY

www.smithfieldmurray.com
Sector: Food & Drink
Revenue: €30M to €40M

SOUTH QUAY TRAVEL & LEISURE

www.southquaytravel.com
Sector: Travel & Leisure
Revenue: €50M to €75M

SPECIALIST AVIATION SERVICES

www.specialist-aviation.co.uk
Sector: Aviation Services
Revenue: €20M to €30M

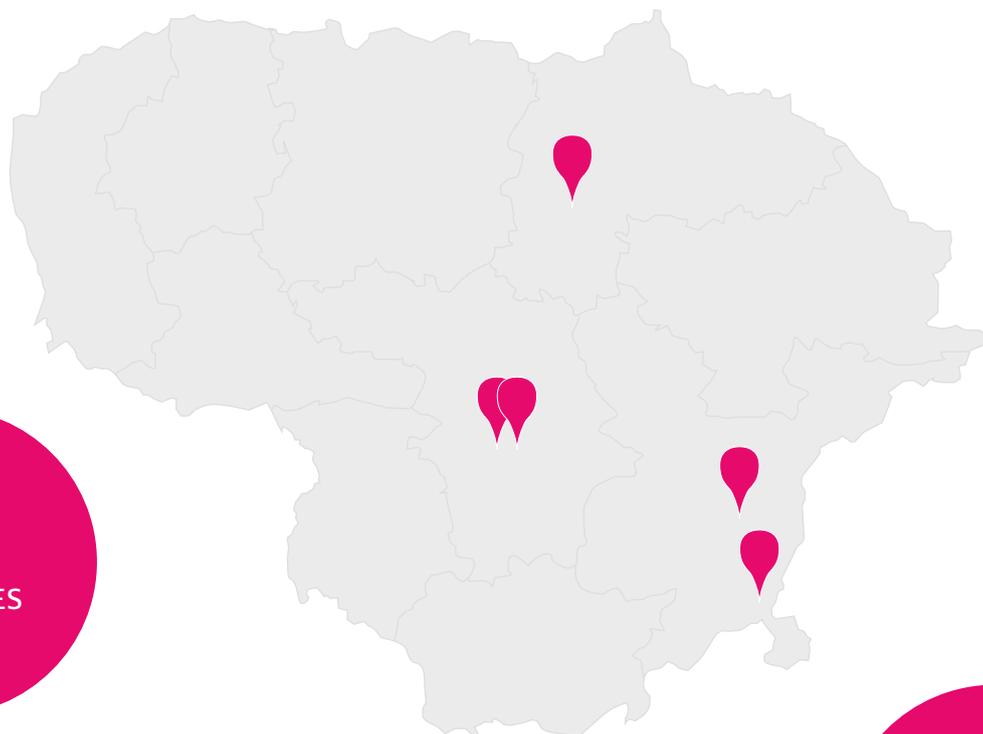
SPI APPLETON

www.aeyates.co.uk
Sector: Construction & Property
Revenue: €20M to €30M

1000 COMPANIES LITHUANIA SNAPSHOT

LITHUANIA HAS FIVE COMPANIES LISTED, WITH AN ANNUAL JOB GROWTH OF 60% AND AN AVERAGE REVENUE OF €42M. FOR A FULL LIST OF COMPANIES FROM LITHUANIA, TURN TO PAGE 137

COMPOUND ANNUAL GROWTH RATE
73%



5
COMPANIES

60%
ANNUAL JOB GROWTH

AVERAGE REVENUE
€42^m

STANMORE

www.stanmoreltd.co.uk
Sector: Construction & Property
Revenue: €150M to €250M

STATESMAN GROUP

www.statesmantravel.com
Sector: Travel & Leisure
Revenue: €100M to €150M

SUNSET+VINE

www.sunsetvine.co.uk
Sector: Media
Revenue: €50M to €75M

SWEATY BETTY

www.sweatybetty.com
Sector: Retail
Revenue: €30M to €40M

SYMBOLIC & CHASE

www.symbolicchase.com
Sector: Retail
Revenue: €20M to €30M

TAYLOR MAXWELL

www.taylormaxwell.co.uk
Sector: Construction & Property
Revenue: €250M+

THE FOODFELLAS

www.thefoodfellas.co.uk
Sector: Food & Drink
Revenue: €40M to €50M

THE KNIGHT GROUP

www.jlknightroadworks.co.uk
Sector: Engineering
Revenue: €50M to €75M

THE LOUNGES

www.thelounges.co.uk
Sector: Food & Drink
Revenue: €40M to €50M

THE OFFICE GROUP

www.esselco.co.uk
Sector: Business Services
Revenue: €50M to €75M

THOMPSON AERO SEATING

www.thompsonaero.com
Sector: Manufacturing
Revenue: €50M to €75M

TINOPOLIS GROUP

www.tinopolis.com
Sector: Media
Revenue: €150M to €250M

TOUGH CONSTRUCTION

www.tough-construction.co.uk
Sector: Construction & Property
Revenue: €30M to €40M

TRIPOD CREST

www.tripodcrest.co.uk
Sector: Construction & Property
Revenue: €40M to €50M

TRITON

www.tritonconstruction.co.uk
Sector: Construction & Property
Revenue: €40M to €50M

TSL PROJECTS

www.tsprojects.com
Sector: Construction & Property
Revenue: €75M to €100M

UTILITA ENERGY

www.utilita.co.uk
Sector: Energy
Revenue: €20M to €30M

VERMONT CONSTRUCTION

www.vermontcl.com
Sector: Construction & Property
Revenue: €20M to €30M

VGROUP INTERNATIONAL

www.vgroupinternational.com
Sector: Retail
Revenue: €20M to €30M

VICTORIA + ALBERT BATHS

www.vandabaths.com
Sector: Import & Export
Revenue: €20M to €30M

WESSEX GROUP

www.wessex.org
Sector: Electronics
Revenue: €20M to €30M

WEST POINT

www.westpoint-construction.co.uk
Sector: Construction & Property
Revenue: €30M to €40M

W H DAVIS

www.whdavis.co.uk
Sector: Engineering
Revenue: €50M to €75M

WHS PLASTICS

www.whs-plastics.com
Sector: Manufacturing
Revenue: €30M to €40M

WIDGET

www.widget.co.uk
Sector: Retail
Revenue: €75M to €100M

WILKINSONEYRE PG 95

www.wilkinsoneyre.com
Sector: Architecture
Revenue: €30M to €40M

WILKINSON HELSBY PROJECTS

www.wilkinson-helsby.co.uk
Sector: Business Services
Revenue: €20M to €30M

WOODWAY

www.woodwayuk.com
Sector: Packaging Facilities
Revenue: €20M to €30M

WORLDWIDE ENERGY LOGISTICS

www.well.uk.com
Sector: Logistics
Revenue: €30M to €40M

Elite companies

BREWDOG PLC PG 104

www.brewdog.com
Sector: Food & Drink
Country: United Kingdom
Revenue: €30M to €40M

VAN ELLE PG 106

www.van-elle.co.uk
Sector: Engineering
Country: United Kingdom
Revenue: €100M to €150M

ANTARES VISION PG 107

www.antareshvision.com
Sector: Manufacturing
Country: Italy
Revenue: €20M to €30M

ONEPOINT PG 108

www.groupeonepoint.com
Sector: Technology
Country: France
Revenue: €150m to €200m

DAMIANO PG 109

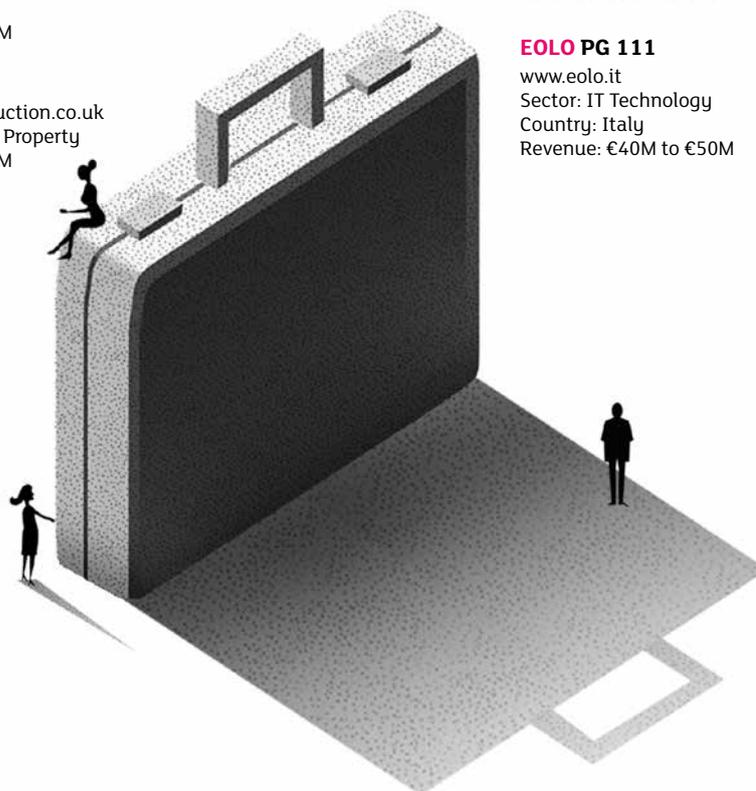
www.damianorganic.it
Sector: Organic foods
Country: Italy
Revenue: €30M to €40M

KWANKO PG 110

www.kwanko.com
Sector: IT Technology
Country: France
Revenue: €50M to €75M

EOLO PG 111

www.eolo.it
Sector: IT Technology
Country: Italy
Revenue: €40M to €50M



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The Group operates a broad range of international equity, ETF, bond and derivatives markets, including London Stock Exchange; Borsa Italiana; MTS (Europe's leading fixed income market); and Turquoise (a pan-European equities MTF). Through its platforms, LSEG offers market participants, including retail investors, institutions and SMEs unrivalled access to Europe's capital markets. The Group also plays a vital economic and social role, enabling companies to access funds for growth and development.

Through FTSE Russell, the Group is a global leader in financial indexing, benchmarking and analytic services with approximately \$10 tn benchmarked to its indexes. The Group also provides customers with an extensive range of real time and reference data products, including SEDOL, UnaVista, and RNS.

Post trade and risk management services are a significant part of the Group's business operations. In addition to majority ownership of LCH, a multi-asset global CCP operator, LSEG owns CC&G, the Italian clearing house; Monte Titoli, a leading European custody and settlement business; and globeSettle, the Group's CSD based in Luxembourg.

LSEG is a leading developer and operator of high performance technology solutions, including trading, market surveillance and post trade systems for over 40 organisations and exchanges, including the Group's own markets. Additional services include network connectivity, hosting and quality assurance testing. MillenniumIT, GATElab and Exactpro are among the Group's technology companies.

Headquartered in the United Kingdom, with significant operations in North America, Italy, France and Sri Lanka, the Group employs approximately 5,500 people.

Further information on London Stock Exchange Group can be found at www.lseg.com

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