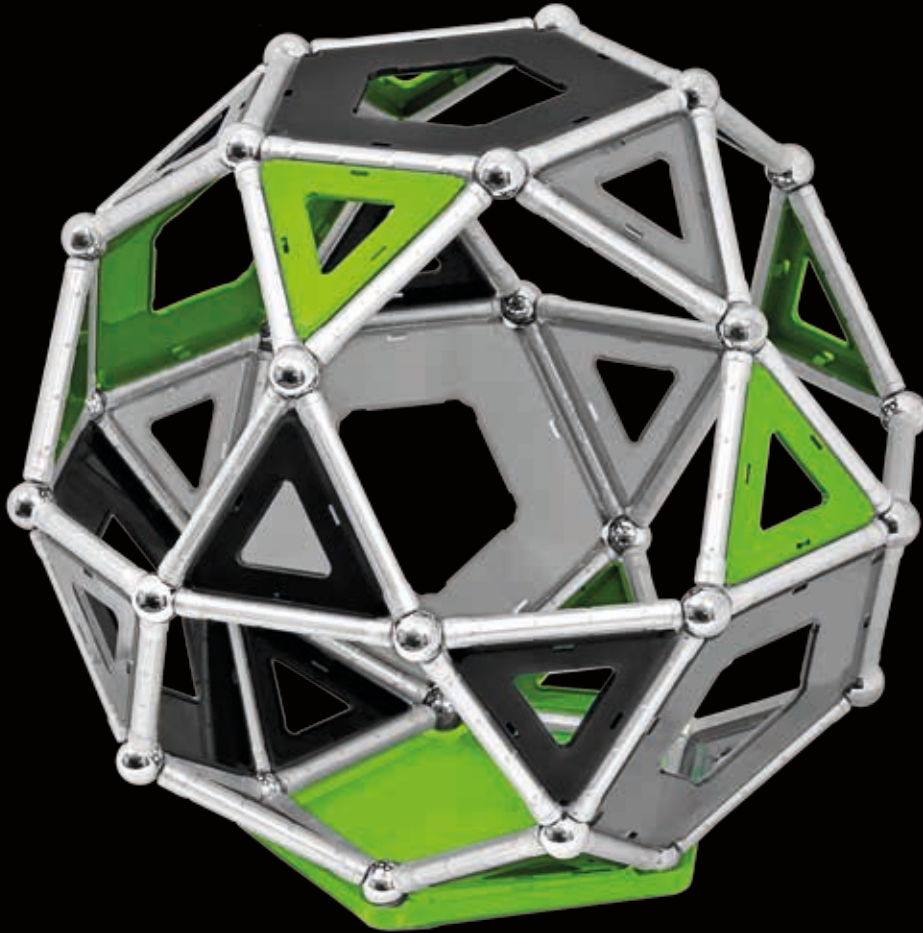


Deloitte.

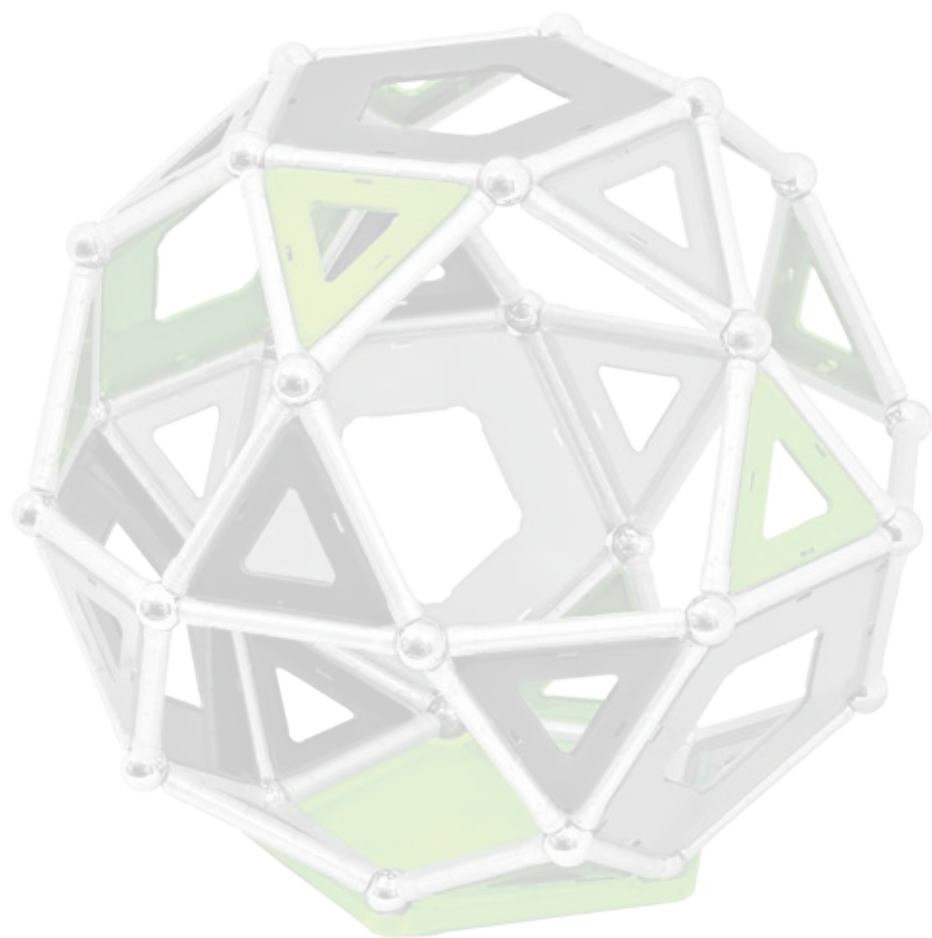
500

Technology **Fast 500**™
2016 EMEA











KKR







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Welcome

Ariane BUCAILLE

France Technology, Media and Telecommunications Leader
Global Technology, Media and Telecommunications Audit Leader
Deloitte & Associés

We are delighted to welcome the 16th EMEA Deloitte Technology Fast 500 to Paris. For about six years now, France has been the strongest contributor to these awards. This year alone, more than 500 companies registered for the French edition of Fast50 and 94 of them placed in the Fast500 ranking. Over the life of the program, more than 2500 fast growing companies have participated in the French Fast50.

We welcome this celebration of hyper growth in Europe, Mid-East and Africa, and the energy of these thousands of entrepreneurs who have decided to participate, and are now joining the Fast50 and Fast500 communities. Growth is difficult to achieve, there are multiple factors that can inhibit it, and I won't elaborate on them since they are covered extensively elsewhere.

I'd rather take a look at these leaders who have managed to escape from "gravity", to deliver impressive and sustained growth rates. We call them the "growth makers" because they actually did it, better than most, and no one can dispute their achievement.



They have had the same basic “four elements of growth” as anyone, although sometimes in scarce quantities: capital, labor, creativity/ knowledge, and then energy and resources. And yet, they are making growth happen. They created a unique combination of value, finding explosive growth models that spun across nations. Their leadership is the fifth element, putting this combination into exponential motion.

One of the most exciting parts of these awards is the ability to meet and talk to the participants: they are full of energy and vision, and they have overcome some amazing situations. Their growth path has rarely been linear and predictable, they are rather bumpy and hectic, with many critical moments.

Over the years, at Deloitte we believe that we should all work with and learn from these leaders. This is our responsibility as members of the ecosystem in which they can grow and thrive. The quality of their environment is a key success factor: they have partners providing talents, expertise, revenue, research, capital, and knowledge. The ability to leverage their ecosystem is a common trait of many of the winners over the years. Those who have become European or world leaders in their category all share this trait.

We have to be realists: Europe has a growth challenge. Many distinguished economists have

explained all the reasons why it is facing some deflationary conditions. It is also the largest market available with 428 million solvent consumers, interested and able to spend. Although large, it is still fragmented: raising large capital amounts without having US funds in is difficult, and national champions are actually competing with each other, which is a good thing. But many are hitting a limit because they can't develop beyond their national boundaries, and are not considering options on how to break out of their home countries. We need to help them do better at that.

It is now the time to think, as a community, how we can work across borders to create new European champions, funded by many sources of capital, and foremost by public offerings.

We can also help the “growth makers” community by encouraging exchanges and partnerships between large European corporations, and these Fast500 champions.

I encourage you to explore and understand the success of these companies; find out what makes them so special, and help get more fast-growing companies to join this unique community, which, at Deloitte, we are proud to be a part of and help develop further. ●



ONE OF THE MOST EXCITING PARTS OF THESE AWARDS IS THE ABILITY TO MEET AND TALK TO THE PARTICIPANTS: THEY ARE FULL OF ENERGY AND VISION, AND THEY HAVE OVERCOME SOME AMAZING SITUATIONS. THEIR GROWTH PATH HAS RARELY BEEN LINEAR AND PREDICTABLE, THEY ARE RATHER BUMPY AND HECTIC, WITH MANY CRITICAL MOMENTS.





Specialist

Think piece

Paul SALLOMI

Global Technology, Media and Telecommunications Leader
Global and U.S. Technology Sector Leader
Deloitte LLP

Innovation along with rapid developments across technology, media and telecommunications is creating the foundation to transform the way we work and live. The falling cost of computing power and data storage, the rise of broadband, ubiquitous connectivity and mobility have combined to create the dawn of a digital era filled with exponential technologies. The emerging ecosystems around cognitive technologies, blockchain and the Internet of Things (IoT), among others, have quickly moved from cutting-edge to being on the verge of mainstream.

Digital changes everything. New business models that once were not possible or practicable are emerging in almost every sector and industry. “Digital native” companies are leveraging these foundational tools to disrupt established enterprises and are scaling at an increasingly astounding pace.

At the same time, existing businesses are rapidly working to understand how these emerging tools can deliver value in new and exciting ways as they embark on a transformational journey to participate in the new economy. Resting on established laurels is no longer a competitive option; innovation is essential to survival and growth. Companies are challenged to deliver in the “here and now” and to develop new business models at the same time. Although this places significant demands on capital and resources, the efforts are showing measurable results as exciting new products and services are emerging worldwide with unprecedented speed.



New strategic approaches are being deployed to adjust to the new paradigm, in which agility, speed to market, “failing fast” and reinvention are increasingly important aspects of corporate planning. Current innovation in technology is also causing a historic wave of collaboration across industries. For example, automotive and technology companies have entered into joint ventures aimed at equipping cars with self-driving and self-correcting features. At the same time, traditional competitors are entering into “co-opetition” partnerships to drive the growth of technologies such as artificial intelligence.

Innovation is driving change and growth across the enterprise as well. For instance, tech sector companies are now offering products and services through a “pay-for-use,” or flexible-consumption-based, model. Such models are germane to cloud and software as a service (SAAS) providers and they are becoming increasingly common for hardware, networking and printing as a wide range of technology organizations move to adopt these delivery models. Moving to a consumption-based model can have a profound and positive effect on operations across all aspects of a business, including branding, marketing, sales-force training and compensation, revenue recognition, IT systems and taxation. As another example of how innovation is transforming

the business landscape, companies are increasingly embracing the “gig” economy that is, leveraging resource pools beyond their individual organizations—to help win the global war for talent. And the list goes on: we see growth across connectivity and connected devices that are foundational to the success of IoT, which in turn creates the need for continued innovation in security, privacy and data sovereignty.

The foundation being laid now will drive innovation for the foreseeable future, but we have a long way ahead of us to truly fulfill the promise of the digital era. Keep your eyes on technologies that are being increasingly integrated into mainstream business, including blockchain which offers an entirely new way of securely tracking transfers of assets and cognitive technologies, including speech recognition, natural language processing, pattern recognition, machine learning, robotics and computer vision.

Innovation is more than technology; it’s also a state of mind. The winners of the Deloitte EMEA Technology Fast 500 program, and our winners around the world, recognize that this new type of thinking is essential for business success, and we support and applaud your leadership. ●



**INNOVATION
IS DRIVING
CHANGE AND
GROWTH
ACROSS THE
ENTERPRISE
AS WELL.** 



Specialist

Think piece

Duncan STEWART

Global Technology,
Media and Telecommunications Director of Research
Deloitte Canada

« LE CREUX ENTRE DEUX VAGUES »

The Fast 500 companies of 2016 matter more than ever. The tech industry is based upon growth - and in 2016 and the next few years - growth will be harder than ever to achieve. We will therefore rely on the Fast 500, or “the superstars of tomorrow” to provide that growth, just when it is needed. As an industry, technology surfs upon a wave of platform devices that sell in the hundreds of millions of units to consumers and enterprises. The most recent wave was composed of laptops and desktops, flat-screen TVs, gaming consoles, smartphones and tablets.

Combined, these five categories represent nearly 2 billion devices and almost a trillion dollars in sales in 2016: that's a big wave! But sales of TV sets are flat, despite the introduction of 4K technology. Sales of game consoles are basically flat. Sales of PCs were down 4% in the last year, sales of tablets were down 15% , and although smartphone units did grow by 1% compared to 2015, lower average selling price means that the dollar value of smartphone sales is actually declining.

Our trillion dollar wave isn't growing fast; in fact, it isn't even growing at all, and will likely decline.

Meanwhile, there are new technologies that could be “next big things.” Gartner has identified the stages that emerging technologies go through as part of what they call the “Hype



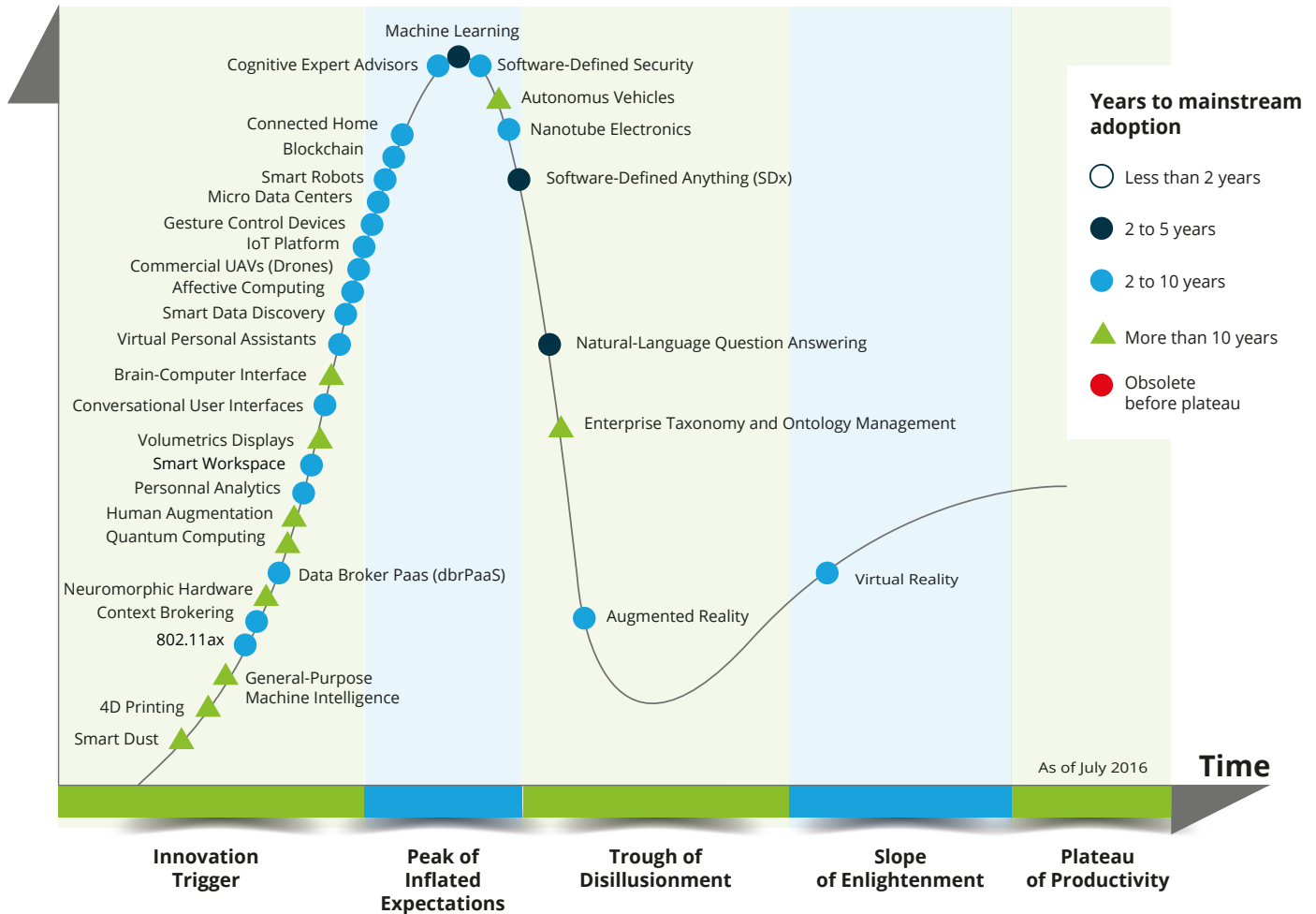
Cycle.” The Innovation Trigger is followed by a Peak of Inflated Expectations, a plunge into the Trough of Disillusionment (which, if I recall correctly, was also the name of a restaurant I once ate at in Clermont-Ferrand!), then up the Slope of Enlightenment and finally mainstream adoption at the Plateau of Productivity.

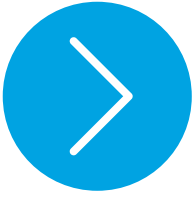
The Gartner Hype Cycle for 2016 confirms something that I have noticed for the last few years: there are MANY

promising technologies out there... but almost all of the potential Next Big Things are still too early, too small, and not yet able to provide the kind of market moving growth that the tech sector needs as the first wave loses its power.

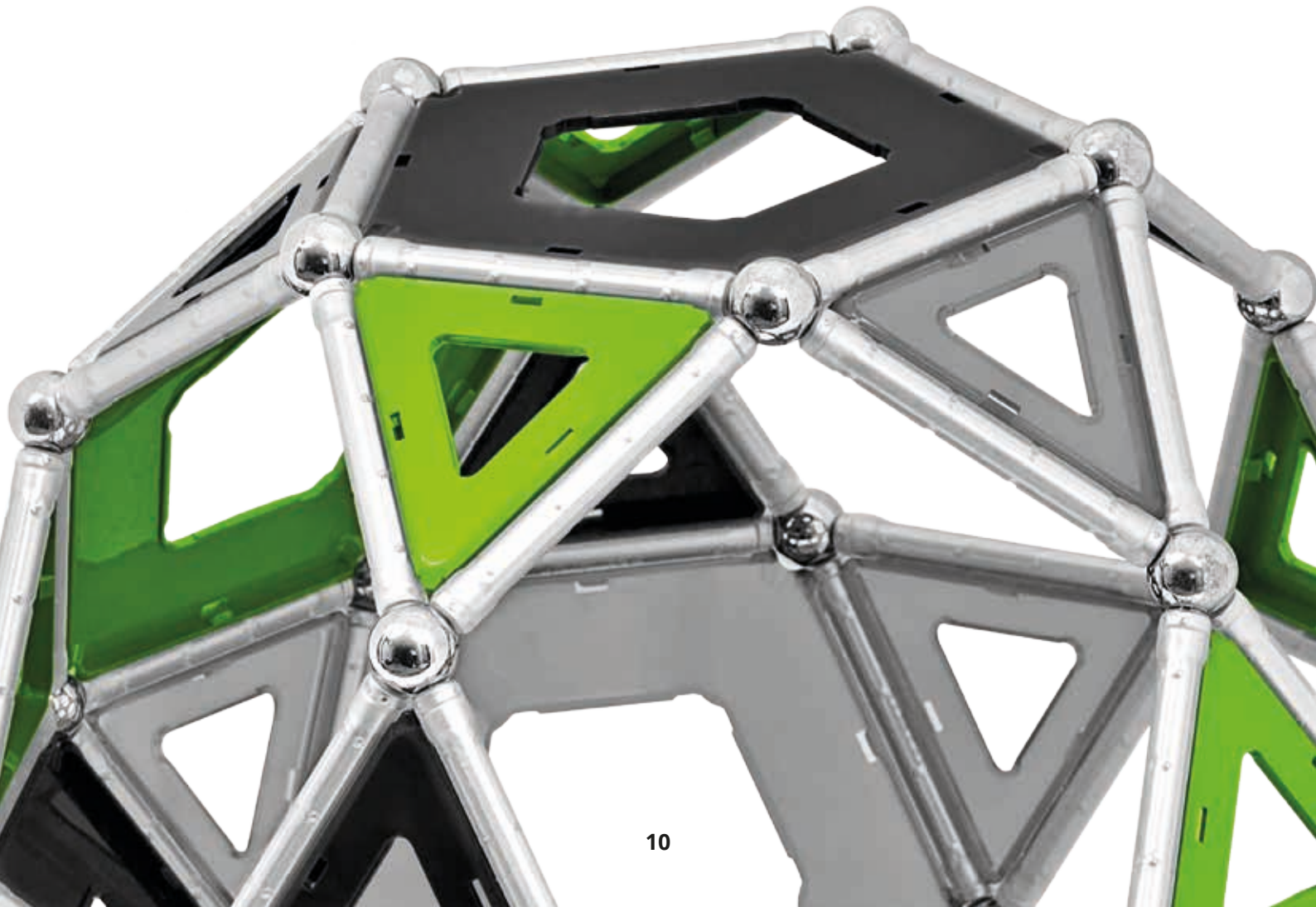
So bring on the Fast 500, the next generation of companies. The hardest part of surfing is not riding the big wave... it is getting in position to catch that wave before it arrives. ●

Expectations





About Deloitte's Technology Fast 500





The Technology Fast 500
a leading technology awards
program in EMEA. Combining
technological innovation,
entrepreneurship and rapid
growth, Technology Fast 500
companies - large, small,
public, and private - span a
variety of industry sectors,
and are transforming the way
business is done today.

The Deloitte Technology Fast 500™ EMEA program is an objective industry ranking focused on the technology ecosystem. It recognizes technology companies that have achieved the fastest rates of revenue growth in Europe, the Middle East, and Africa (EMEA) during the past four years. The program is supported by the Deloitte Technology Fast 50 initiatives, which rank high-growth technology companies by location or specifically defined geographic area, and are run by the Deloitte Touche Tohmatsu Limited's Technology, Media & Telecommunications (TMT) global industry group. More information on the program and prior year winners is available on www.deloitte.com/fast500emea.

Now in its sixteenth year, the Deloitte Technology Fast 500 EMEA program in 2016 includes over 20 countries, including Belgium, France, Finland, Germany, Italy, the Netherlands, Turkey and the UK. It provides a ranking of the fastest growing technology, media, telecommunications, life sciences and energy tech companies across EMEA. Technology Fast 500 award winners for 2016 were selected on percentage fiscal-year revenue growth from 2012 to 2015. These companies are on the cutting edge and are transforming the way we do business. The entrepreneurs who founded and/or lead these companies are truly today's growth-makers. ●

In order to be eligible for Technology Fast 500 recognition, companies must:

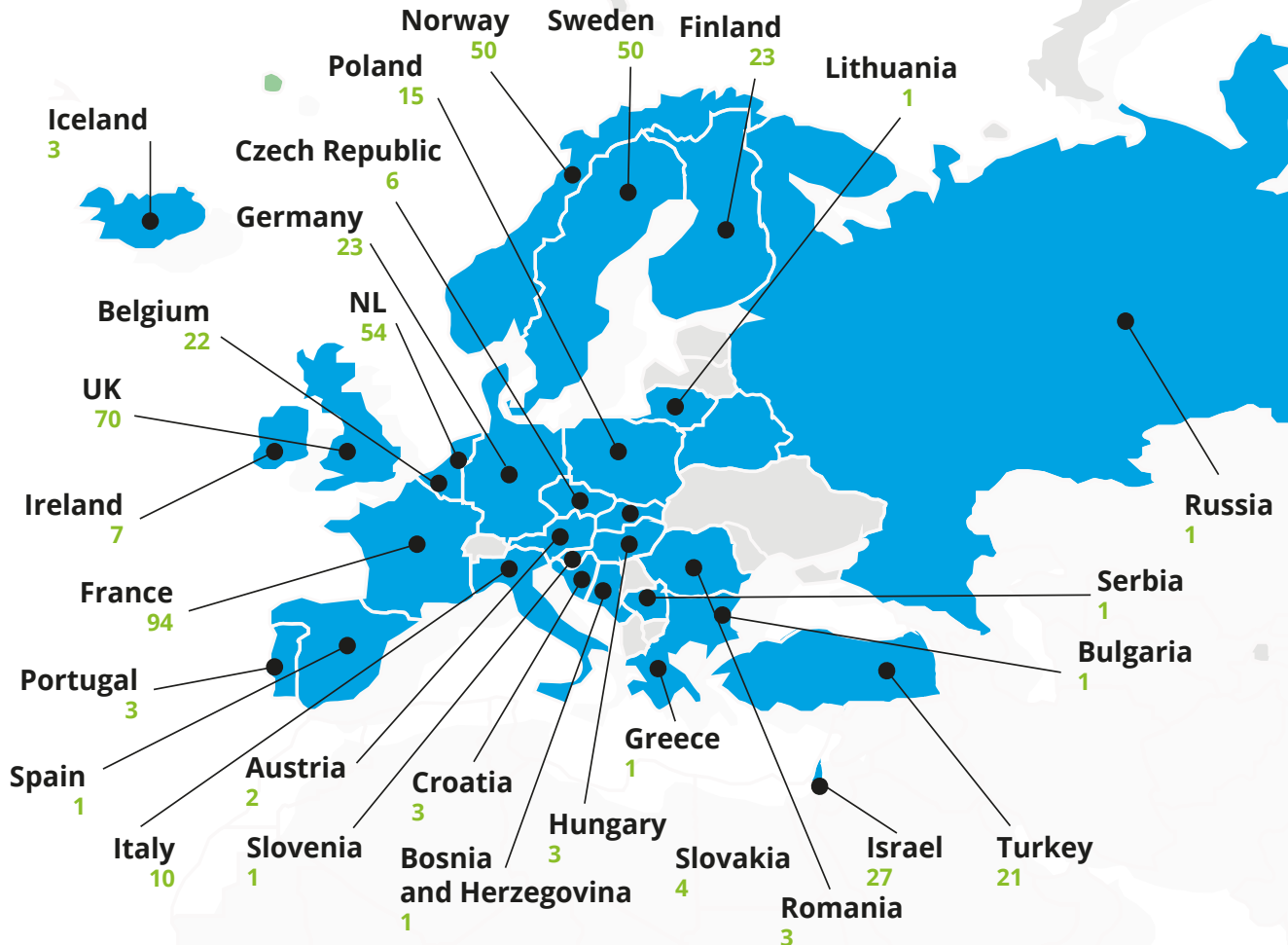
- Own proprietary intellectual property or technology that is sold to customers in products that contribute to a majority of the company's operating revenues
- Have base year (2012) operating revenue of at least 50 000 € and have current year (2015) operating revenues of at least 800 000 €
- Be in business for a minimum of four years
- Be headquartered in a country within EMEA



What does the 2016 edition tell us about EMEA growth-makers?

2016 Technology Fast 500 EMEA companies
by company headquarters

29 countries are represented



Key performance figures

Average growth rate

967 %



Cumulative revenue growth

445 %



Four-year growth ranged from

212% to 28,126%

By growth rate

272



**BELOW
500%**

127



**BETWEEN 500%
AND 1,000%**

86



**BETWEEN 1,000%
AND 5,000%**

15



> 5,000%

By industry segment



Hardware

**COMPANIES
49**

962%



Software

**COMPANIES
271**

362%



Communication

**COMPANIES
61**

345%



Media

**COMPANIES
70**

644%



Life
sciences

**COMPANIES
29**

347%



Clean
Technology

**COMPANIES
20**

471%



The Top 10



FINGERPRINTS



**Christian
Fredriksson**

#1 FINGERPRINT CARDS

Fingerprint Cards AB is a publicly traded, globally active, high-tech company which develops, produces and markets biometric technology that through the analysis and matching of an individual's unique FINGERPRINT verify the person's identity. A secure and convenient user experience is thus made possible, beyond keys and pins. The company offers a world class combination of highly processed hardware and software that creates market-differentiating opportunities for the customer and a high degree of user-friendliness and integrity protection for the end user. FINGERPRINT CARDS pursues the significant parts of the value chain on a proprietary basis: technological development and global marketing and sales. The hardware is produced externally. The main markets are smartphone/ tablet and other vertical markets in which the company's products can be integrated. Prioritized markets are smartcards, PC, the automotive industry and the Internet of Things i.e. online equipment.

KEY SUCCESS FACTORS

When it comes to the key factors behind our success, there are of course several that we could point out. However, the main reasons are our strong technology know-how in combination with our highly scalable business model, the industry's strongest product portfolio and our proven ability to execute well on our strategy.



FINGERPRINTS is the world leading biometric technology company. We believe in a secure and seamless universe, where you are the key to everything. Our solutions are found in millions of devices and applications and are used billions of times every day, providing safe and convenient identification and authentication with a human touch.





The Top 10



**Umut İsmail
Yeşilirmak**

#2 BİLGİKENT

BİLGİKENT is the company undertaking system integration projects concerning information and communication technologies of the technology group that includes Natek and Bor software companies.

It combines its newer services and young and dynamic staff with the qualified engineering force.

Since BİLGİKENT was founded in 2009 in Ankara Hacettepe Teknokent, it has provided its customers with world-class information technology (IT) and turnkey solutions.

The company adopts a customer and employee satisfaction policy with a first-class quality approach, and is also quickly progressing towards becoming a reputable and reliable integrator not only within the national IT market but also in the global market.

KEY SUCCESS FACTORS

Hard work and dedication is a major key factor.

In order to achieve this success we used a proactive approach and analyzed our end-users needs and wants. We developed new ideas based for them to be able to achieve their goals and increase their efficiency.

A second key factor is sustainable long term relationship based on trust and knowhow.



In order to create sustainable long term relationship with our customers and business partners, we have always kept our promises, increased our technical knowhow so that we become their trusted advisor and as a result we created many success stories together as a team.





The Top 10



Robert Gryn

#3 CODEWISE

CODEWISE is a place where talent thrives. Since 2011 it has provided a collaborative environment that fosters creative solutions and growth, enabling it to build its flagship marketing technology platforms, Zeropark, the leading performance traffic exchange, and Voluum, which provides a powerful suite of campaign management and analytics products across mobile and desktop. CODEWISE is an entirely self-funded, venture-building company, headquartered in a new 3,000 sqm office in Krakow, Poland, with a second office in London, England. The company employs 90+ talented individuals from six different countries and supports customers in over 190 countries worldwide.

KEY SUCCESS FACTORS

People come first : this resulted in a naturally open and autonomous organization where the culture is relaxed yet everyone feels a good degree of responsibility and ownership over the challenging tasks at hand. This allowed our team just shy of 100 people to bring in \$50m+ revenue in 2016. People, product, profits, in that order.



I have a very basic rule when it comes to running and managing the business and that is that people come first. Put simply, I treat them the way I'd want to be treated myself.





The Top 10

AUKA



**Daniel Riisager
Døderlein**

#4 AUKA

Daniel Døderlein founded MCash, the first fully regulated financial services company to operate entirely from Google's Cloud platform. At the time (2010) he saw this as an invaluable change-enabler for retail banks, beginning discussions with several of the region's largest banks. Initially dismissed due to lack of belief in the offering's necessity, the company went to market alone, quickly amassing more than 200,000 users. When Norway's largest bank, DNB, brought their own mobile payments to market, the country's second largest bank, SpareBank 1, re-engaged. At the end of 2015, SpareBank 1 took over the exclusive naming/use rights for mCash in Norway.

Daniel and his team subsequently founded AUKA. AUKA can work with any retail bank to advise how they can best prepare for digital transformation and inevitable third-party disruption. They can also go on to create and integrate a fully regulated, PSD2-ready and cloud-hosted white-labeled full payments stack within a matter of months.

KEY SUCCESS FACTORS

The key factors which led AUKA to success were: early identification and swift action, research, deep knowledge about banks, payments and innovative technology, integration, an effective new product development process, anticipation, a great team and strong partnerships.



A key factor for AUKA's success has been the ability to build new and clever tech on top of older banking infrastructure - enabling banks to enter a market quickly without concerns over legacy.





The Top 10



Hervé Yahi

#5 HORIZONTAL SOFTWARE

Incorporated in 2010, the HORIZONTAL SOFTWARE group has created an innovative SaaS and app-based software suite that responds to three key human capital management challenges:

- new business requirements
- new consumers with little software experience
- new ultra-connected user classes.

KEY SUCCESS FACTORS



Disruptive innovation, a comprehensive HCM offering, and the acceleration of a highly recurring revenue business model.



The Top 10



#6 BRAINLABS DIGITAL Daniel Gilbert

 BRAINLABS DIGITAL works as an agency partner, running wildly successful programmatic, paid social, and paid search campaigns, with a unique blend of data, automation, and analytics. The company works also as a technology partner, automating processes for marketing teams. 





#7 MAGISTO Oren Boiman

 MAGISTO is leading the industrial revolution of video marketing, using Artificial Intelligence technology that provides unprecedented ease and quality. Over 80 million users and 10 thousand businesses use MAGISTO to tell their stories with video. 



#8 CHAUFFEUR PRIVÉ Yan Hascoet


 CHAUFFEUR PRIVÉ is a mobile application which allows you to order a ride in just a few taps! Available in Paris, Lyon, and on the Côte d'Azur, CHAUFFEUR PRIVÉ has 13,000 drivers connected to its platform and nearly a million clients. 



The Top 10





#9 WIKIFOLIO
Andreas Kern

 WIKIFOLIO traders publish their trading ideas in wikifolios, create a solid track record and can build the basis for an exchange traded product, which investors can directly profit from by investing via their existing brokerage account. 



#10 GOCARDLESS
Hiroki Takeuchi

 GOCARDLESS is taking Direct Debit into the digital age making it easy for all business to take recurring payments across Europe. 

List of Winners



Hardware



Software



Communi-
cations



Media



Life sciences














































































Clean
Technology








































List of Winners






































Rank	Company Name	Industry sector	Country	Website	Company Leaders
1	FINGERPRINT CARD		Sweden	www.fingerprints.com	Christian Fredrikson
2	BILGİKENT BİLİŞİM		Turkey	www.bilgikent.com.tr	Umut İsmail Yeşilirmak
3	CODEWISE		Poland	www.codewise.com	Robert Gryn
4	AUKA		Norway	www.auka.io	Daniel Riisager Døderlein
5	HORIZONTAL SOFTWARE		France	www.horizontalsoftware.com	Hervé Yahi
6	BRAIN LABS DIGITAL		United Kingdom	www.brainlabsdigital.com	Daniel Gilbert
7	MAGISTO		Israel	www.magisto.com	Oren Boiman
8	CHAUFFEUR-PRIVE		France	www.chauffeur-prive.com	Yan Hascoet
9	WIKIFOLIO FINANCIAL TECHNOLOGIES		Austria	www.wikifolio.com	Andreas Kern
10	GOCARDLESS		United Kingdom	www.gocardless.com	Hiroki Takeuchi
11	NORDWEST-BOX GMBH & CO		Germany	www.nowebo.com	Agnes Bendig
12	SNI TEKNOLOJİ HİZMETLERİ		Turkey	www.sni.net.tr	Cem Yurdakul
13	AFFINITY		Portugal	www.affinity.pt	Carlos Correia
14	ANYCLIP		Israel	www.anyclip.com	Gil Becker
15	CODILIME SP. Z O.O.		Poland	www.codilime.com	Tomasz Kułakowski
16	NORBIT SUBSEA		Norway	www.norbit.com	Per Jørgen Weisethaunet
17	HYPE		Turkey	hypeistanbul.com	Sarper Daniş
18	TABOOOLA		Israel	www.taboola.com	Adam Singolda
19	EXSEL I.T. AND COMMUNICATIONS		United Kingdom	www.exselgroup.com	Tom McDonald
20	ARD GRUP BİLİŞİM MEDİKAL DANIŞMANLIK TİC. LTD. ŞTİ.		Turkey	www.ardgrup.com.tr	Arda ÖDEMİŞ
21	CATAWIKI		The Netherlands	www.catawiki.com	René Schoenmakers
22	CROSSRIDER		Israel	www.crossrider.com	Koby Menachemi
23	STAR STABLE ENTERTAINMENT		Sweden	www.starstable.com	Fredric Gunnarson
24	NORDCLOUD		FiThe Netherlandsand	www.nordcloud.com	Esa Kinnunen
25	TRAX		Israel	www.traxretail.com	
26	DATASPRING		Czech Republic	www.dataspring.cz	Jiri Skopovy
27	DISPOSABLE LAB		France	www.disposable-lab.com	Jacques Decoeur
28	IZETTLE		Sweden	www.izettle.com	Jacob de Geer
29	FEO MEDIA		Sweden	www.feomedia.com	Johan Tengå
30	INSTANTOR		Sweden	www.instantor.com	Simon Edström
































Rank	Company Name	Industry sector	Country	Website	Company Leaders
31	SMARKETS		United Kingdom	www.smarkets.com	Jason Trost
32	QONIAAC		Germany	www.qoniac.com	Adwin Timmer
33	NERVECENTRE SOFTWARE		United Kingdom	www.nervecentresoftware.com	Paul Volkaerts
34	ESHOPWORLD		Ireland	www.eshopworld.com	Tommy Kelly
35	ZENS		The Netherlands	www.makezens.com	Erik Plasmans
36	Q-CHANNEL		Sweden	www.q-channel.se	Bo Stintzing
37	ZERTO		Israel	www.zerto.com	Ziv Kedem
38	CITY DIGITAL		FiThe Netherlandsand	www.city.fi	Ilkka Lavas
39	KANTOX		United Kingdom	www.kantox.com	Philippe Gelis
40	PEPPERMINT TECHNOLOGY		United Kingdom	www.pepperminttechnology.co.uk	Arlene Adams
41	RESTORE		Belgium	www.restore.eu	Jan-Willem Rombouts
42	HELIOSPECTRA AB		Sweden	www.heliospectra.com	Staffan Hillberg
43	VALNEVA		France	www.valneva.com	Franck Grimaud Thomas Lingelbach
44	WORLDREMIT		United Kingdom	www.worldremit.com	Ismail Ahmed
45	BEINTOO		Italy	www.beintoo.com	Andrea Campana
46	SONETEL AKTIEBOLAG		Sweden	www.sonetel.com	Henrik Thomé
47	CROSSCALL		France	www.crosscall.com	Cyril Vidal
48	ADYOULIKE		France	www.adyoulike.com	Julien Verdier
49	JUMP SOFT		Slovakia	www.jump-soft.com	Juraj Ondriš
50	OSE IMMUNOTHERAPEUTICS		France	www.ose-immuno.com	Dominique Costantini
51	STARLEAF LIMITED		United Kingdom	www.starleaf.com	Mark Loney
52	INTERACTIV-GROUP		France	www.consistent.com	Boris Mallie
53	ADXPERIENCE		France	www.adxperience.com	Stephane Pitoun
54	FANDUEL LTD		United Kingdom	www.fanduel.com	Nigel Eccles
55	NSOFT D.O.O. MOSTAR		Bosnia and Herzegovina	www.nsoft.com	Stjepko Čordaš
56	ANT YAZILIM VE BİLGİSAYAR SAN.TİC.LTD.ŞTİ.		Turkey	www.anttech.com.tr	Tamer Adali
57	PM CONNECT		United Kingdom	www.pmconnect.co.uk	James Macfarlane
58	COLLIBRA		Belgium	www.collibra.com	Felix Van de Maele
59	MIPS AB		Sweden	www.mipsprotection.com	Johan Thiel
60	ZOOT		Czech Republic	www.zoot.cz	Ladislav Trpák
61	SYNC SOLUTIONS		Belgium	www.nl.sync-solutions.be	Maxime Pourre
62	SLIMPAY		France	www.slimpay.com	Jérôme Traisnel
63	MUSOFT.CZ		Czech Republic	www.musoft.cz	Pavel Mlcoch
64	AQUILA INSIGHT		United Kingdom	www.aquilainsight.com	Warwick Beresford-Jones
65	GROUPE ALLIANCE		France	www.groupealliance.eu	Michael Malka
66	SHOWPAD		Belgium	www.showpad.com	Pieterjan Bouten
67	ONPAGE.ORG		Germany	www.onpage.org	Marcus Tandler
68	FAIRSAIL		United Kingdom	www.fairsail.com	Adam Hale

Rank	Company Name	Industry sector	Country	Website	Company Leaders
69	RADARSERVICES SMART IT-SECURITY		Austria	www.radarservices.com	Harald Reisinger
70	LEMON WAY		France	www.lemonway.com	Sébastien Burlet
71	MADGIC		France	www.madgic.com	Olivier Chouraki
72	OPESUS AG		Germany	www.opesus.com	Alexander Wegener
73	MIQUIDO		Poland	www.miquido.com	Krzysztof Kogutkiewicz
74	CORDINA		Norway	www.cordina.no	Roger Hansen
75	ROUTETRADER		United Kingdom	www.routetrader.com	Albert Mackey
76	MYELEFANT		France	www.pro.myelefant.com	Cyril Puget
77	UPCLOUD		FiThe Netherlandsand	www.upcloud.com	Antti Vilpponen
78	NEW YORK MEDIA GROUP		The Netherlands	www.newyork.nl	Eric Lang
79	ROBOTISTAN ELEKTRONIK TICARET		Turkey	www.robotistan.com	Ahmet Sait Borlak
80	RETAIL MONEY MARKET		United Kingdom	www.ratesetter.com	Rhydian Lewis
81	ULTIMAKER		The Netherlands	www.ultimaker.com	Jos Burger
82	MOBPRO		The Netherlands	www.mobpro.com	Diederick Ubels
83	JALT		The Netherlands	www.jalt.nl	Sjoerd Reijnen
84	FUNDING CIRCLE		United Kingdom	www.fundingcircle.com	James Meekings
85	ECREBO		United Kingdom	www.ecrebo.com	Hassan Hajji
86	HIGH TECH ENGINEERING CENTER		Serbia	www.htecgroup.com	Aleksandar Čabrilo
87	DIGILOR		France	www.digilor.fr	Florent Gundermann
88	ADGORITHMS		Israel	www.adgorithms.com	Or Shani
89	WISEED		France	www.wiseed.com	Stéphanie Savel
90	MARKETING ARENA		Italy	www.marketingarena.it	Giorgio Soffiato
91	SQUADATA		France	www.squadata.net	Philippe Pélissier
92	CAFFEINA.		Italy	www.caffeina.it	Henry Sichel
93	INNOVATIX		Hungary	www.innovatixmedia.com	Peter Vizsy
94	MICRODATA TELECOM INNOVATION STOCKHOLM AKTIEBOLAG		Sweden	www.microdata.se	Mats Gustavsson
95	INVENTY		France	www.inventy.com	David Houssemand
96	ELEANOR		The Netherlands	www.eleanor-wine.com	Kristian Nootgedagt
97	SISENSE		Israel	www.sisense.com	Amir Orad
98	GRACIOUS STUDIOS		The Netherlands	www.graciousstudios.nl	Zakaria Amlal
99	PACIFA DECISION		France	www.pacifa-decision.com	Julien Piwowar
100	AFINNA ONE		Italy	www.afinnaone.it	Massimo Lucera
101	CONTENT SQUARE		France	www.contentsquare.com	Jonathan Cherki
102	MIKRODUST AB		Sweden	www.mikrodust.com	Mats Iderup
103	FILOBLU		Italy	www.filoblu.com	Christian Nucibella
104	BENHAUER SP		Poland	www.salesmanago.pl	Grzegorz Błażewicz
105	ASTON ITRADE FINANCE		France	www.astonitf.com	Amaury De La Lance
























Rank	Company Name	Industry sector	Country	Website	Company Leaders
106	FLY VICTOR		United Kingdom	www.flyvictor.com	Clive Jackson
107	AB TASTY		France	www.abtasty.com	Alix Le Monies De Sagazan
108	MODERNE VARME		Norway	www.modernevarme.no	Bernt Ragnar Festøy
109	BIMOBJECT		Sweden	www.info.bimobject.com	Stefan Larsson
110	STRV S.R.O.		Czech Republic	www.strv.com	David Semerad
111	SKIMMER TECHNOLOGY		Norway	www.oil-skimmer.no/english/	Terje Øydne Pettersen
112	BUBEN & MÄDCHEN		Germany	www.bumg.de	Holger J. Bub
113	FOOTBALLADDICTS AB		Sweden	www.footballaddicts.com	Patrik Arnesson
114	ELEVEN LABS		France	www.eleven-labs.com	Franck Marty - Mickaël Laloum
115	VOIPGRID		The Netherlands	www.voipgrid.nl	Mark Vletter
116	FIRST COLO		Germany	www.first-colo.net	Martin Verges
117	MOTORK ITALIA		Italy	www.driveit.it	Marco Marlia
118	SCALE PROTECTION		Norway	www.scaleprotection.com	Ole Magnar Drønen
119	INIS		Poland	www.inis.pl	Roman Grygierek
120	BURT		Sweden	www.burtcorp.com	Gustav Von Sydow
121	HEXAGON COMPOSITES		Norway	www.hexagon.no	Jon Erik Ytreeide Engeset
122	INTELEON		Sweden	www.smspark.se	Sebastian Wallin
123	MACFARLANE MEDIA		United Kingdom	www.the-media-image.com	Grant Macfarlane
124	STUDIO 727		Slovakia	www.727.sk	Ladislav Dedik
125	TRADELAB		France	www.tradelab.com	Yohann Dupasquier
126	EBURY		United Kingdom	www.ebury.com	Juan Lobato
127	ADOCIA		France	www.adocia.com	Gérard Soula
128	ECOTONE		Norway	www.ecotone.com	Ivar Erdal Erdal
129	SCATEC SOLAR		Norway	www.scatecsolar.com	Raymond Carlsen
130	ASI INNOVATION		France	www.asi-innovation.fr	Jean-Pierre Kohn
131	XEVOS SOLUTIONS		Czech Republic	www.xevos.cz	Adam Koudela
132	FRAMERY		FiThe Netherlandsand	www.frameryacoustics.com	Ossi Pajja
133	ENCAP		Norway	www.encapsecurity.com	Thomas Bostrøm Jørgensen
134	SACEO		France	www.saceo.fr	Johan Branca
135	TA TRUST AGENTS INTERNET		Germany	www.trustagents.de	Dominik Wojcik
136	XPOSE360		Germany	www.xpose360.de	Markus Kellermann
137	WIKO		France	www.wikomobile.com	Laurent Dahan
138	ATTRECTO		Hungary	www.attrecto.com	Gergely Kiss
139	SCALITY		France	www.scality.com	Jérôme Lecat
140	SECRET ESCAPES		United Kingdom	www.secretescapes.com	Alex Saint
141	NOVACYT		France	www.novacyt.com	Graham Muuis
142	INNITEL		Israel	www.innitel.com/	Elie Rubin
143	DODREAMS FAIRYTALE COMPANY		FiThe Netherlandsand	www.dodreams.com	Erik Pöntiskoski






































Rank	Company Name	Industry sector	Country	Website	Company Leaders
144	MARKET MAKING		United Kingdom	www.socialinsightengine.com	joel davis
145	EAGLE EYE SOLUTIONS		United Kingdom	www.eagleeye.com	Phill Blundell
146	TRUSTLY GROUP		Sweden	www.trustly.com	Oscar Berglund
147	SIPHON NETWORKS		United Kingdom	www.siphonnetworks.com	Steve Harris
148	JFROG		Israel	www.jfrog.com	Shlomi Ben-Haim
149	GADERO		The Netherlands	www.gadero.nl	Henk Jan Bijmolt
150	FARFETCH UK		United Kingdom	www.farfetch.com	José Neves
151	RIMAC AUTOMOBILI		Croatia	www.rimac-automobili.com	Mate Rimac
152	CLOUD TECHNOLOGIES		Poland	www.cloudtechnologies.pl	Piotr Prajsnar
153	MAG INTERACTIVE		Sweden	www.maginteractive.com	Daniel Hasselberg
154	INPOWER		Norway	www.inpower.no	Geir Larsen
155	MOBILE STRATEGY		The Netherlands	www.mobilestrategy.nl	Nishant Dogra
156	LINK MOBILITY GROUP		Norway	www.linkmobility.com	Arild hustad
157	BOOKINGBUG		United Kingdom	www.bookingbug.com	Glenn Shoosmith
158	WSC SPORTS		Israel	www.scouting.com	Daniel Shichman
159	SHIFTER		The Netherlands	www.shifter.nl	Gijs Jan van het Kaar
160	CLIMATEWELL AB/SALTSTECHNOLOGY		Sweden	www.saltstechnology.com	Karl Bohman
161	WIDESPAC		Sweden	www.widespac.com	Patrik Fagerlund
162	HÖVDING SVERIGE		Sweden	www.hovding.se	Fredrik Carling
163	AMETIX		France	www.ametix.com	Vincent Klingbeil
164	VACANCY FILLER		United Kingdom	www.vacancy-filler.co	Alex Khakbiz
165	BONESUPPORT HOLDING		Sweden	www.bonesupport.com	Richard Davies
166	EMBRACE		The Netherlands	www.embracesbs.com	Erik Dokter
167	MONIZZE		Belgium	www.monizze.be/nl/	Jean-Louis Van Houwe
168	SENSEGRAPHICS		Sweden	www.sensegraphics.com	Tommy Forsell
169	SALEDUCK		The Netherlands	www.saleduck.com	Domingo Karsten
170	SEEDING ALLIANCE		Germany	www.seeding-alliance.de	Coskun Tuna
171	AVITO		Russia	www.avito.ru	Vladimir Pravdiviy
172	THEODO		France	www.theodo.fr	Benoît Charles Lavauzelle
173	TRANSLATION KINGS		The Netherlands	www.translationkings.nl	Julian Wagenhuis
174	VIZOR LTD		Ireland	www.vizorsoftware.com/	Ross Kelly & Conor Crowley
175	DOLMEN TECHNOLOGIES		France	www.dolmen-tech.com	David Godest
176	SYMBIOSE INFORMATIQUE		France	www.symbiose.fr	Laurent Congard
177	PERFORMANCE HORIZON GROUP		United Kingdom	www.performancehorizon.com	Malcolm Cowley
178	AZZURE IT		United Kingdom	www.azure-it.com	Craig Such
179	EPOS NOW		United Kingdom	www.epos now	Jacyn Heavens
180	ZOPA		United Kingdom	www.zopa.com	Jaidev Janardana






































Rank	Company Name	Industry sector	Country	Website	Company Leaders
181	QUICKSPIN		Sweden	www.quickspin.com	Daniel Lindberg
182	LILLYBELLE		France	www.lillybelle.eu	Georges-Edouard Thorin
183	CXENSE		Norway	www.cxense.com	Ståle Bjørnstad
184	ALNARP CLEANWATER TECHNOLOGY		Sweden	www.alnarpcleanwater.se	Yngve Svensson
185	STADT		Norway	www.stadt.no	Hallvard L Slettevoll
186	GREENBYTE		Sweden	www.greenbyte.se	Jonas Corné
187	HAPPYORNOT		FiThe Netherlands	www.happy-or-not.com	Heikki Vaananen
188	BRANDFIELD		The Netherlands	www.brandfield.nl	Sebastian Monteban
189	SONNEN		Germany	www.sonnenbatterie.de	Christoph Ostermann
190	INTENT TECHNOLOGIES		France	www.intent-technologies.eu	Benjamin Ulrich
191	GALLEON EMBEDDED COMPUTING		Norway	www.galleonembedded.no	Espen Bøch
192	KIMBLE APPLICATIONS		United Kingdom	www.kimbleapps.com	Sean Hoban
193	TARGETEVERYONE		Sweden	www.targeteveryone.com	Jan Benjaminson
194	AGORIZE		France	www.business.agorize.com	Charles Thou
195	MERCUR MARITIME		Norway	www.mercur-maritime.com	
196	SPERMATECH		Norway	www.spermatech.com	Ken Roger Rosendal
197	FIEBER		The Netherlands	www.fieber.nl	Marc Visser
198	12BUILD		The Netherlands	www.12build.com	Erik Nieuwenhuis
199	BULPROS CONSULTING		Bulgaria	www.bulpros.com	Ivaylo Slavov
200	TRANSFLUENT		FiThe Netherlands	www.transfluent.com	Jani Penttinen
201	MONTERAIL.COM		Poland	www.monterail.com	Bartosz Pietrzak
202	FISHBONES		Norway	www.fishbones.as	Eirik Renli
203	SOLAREEDGE		Israel	www.solareedge.com	Guy Sella
204	PITCHUP.COM		United Kingdom	www.pitchup.com	Daniel Yates
205	THIN FILM ELECTRONICS		Norway	www.thinfilm.no	Davor Peter Sutija
206	CREOTECH INSTRUMENTS		Poland	www.creotech.pl	Grzegorz Brona
207	INGATE SYSTEMS		Sweden	www.ingate.com	Karl Ståhl
208	BIOSYNEX		France	www.biosynex.com	Larry Abensur
209	FIRALIS		France	www.firalis.com	Hueseyin Firat
210	KARTNET BİLGİSAYAR SAN. VE TİC		Turkey	www.cardtek.com	AYŞE NİL SARIGÖLLÜ
211	DEALFLO		United Kingdom	www.dealflo.com	Abe Smith
212	VERENDUS SYSTEM		Sweden	www.verendus.se	Dick Darelid
213	EVERYTHING UNLOCKED		United Kingdom	www.healthunlocked.com	Jorge Armanet
214	TECH DAMPER		Norway	www.techdamper.com	Roger Bugge Olsen
215	A-VOLUTE		France	www.a-volute.com	Tuyen Pham
216	HANGAR 18		Croatia	www.megastore.hr	Mario Kralj
217	EURAFIBRE		France	www.eurafibre.fr	Maxence Rousseau

Rank	Company Name	Industry sector	Country	Website	Company Leaders
218	MEETINGSELECT		The Netherlands	www.meetingselect.com	Judith Huisman Anouk Roohé
219	MEDIMATIC		Norway	www.medimatic.com	Karl Arild Berg
220	DIADES MARINE		France	www.diadesmarine.com	Olivier Lacrouts
221	COMIZZO		Belgium	www.comizzo.com/	Vincent Parisis
222	PING COMMUNICATION		Norway	www.pingcom.net	
223	NÉOSPHÈRES		France	www.neospheres.eu	Philippe Bloquet
224	EROWZ		Belgium	www.erowz.com	Bart Verschueren
225	CANTAB RESEARCH		United Kingdom	www.speechmatics.com	Benedikt von Thuengen
226	HITECH & DEVELOPMENT WIRELESS SWEDEN		Sweden	www.hdwireless.se	Pär Bergsten
227	MOTIVATION DIRECT		Poland	www.motivationdirect.pl	Przemyslaw Wenka
228	APPS		Norway	www.apps.no	Kjell Rune Monsø
229	GAPPS		FiThe Netherlandsand	www.gapps.fi	Vesa Sironen
230	WEBCODE		Norway	www.webcode.no	Eirik Leirgulen
231	MOBILEYE		Israel	www.mobileye.com	Ziv Aviram
232	TEAMWORK.COM		Ireland	www.teamwork.com	Peter Coppinger
233	IN AUDITO MEDIA, RECRUITING UND SERVICE		Germany	www.inaudito.de	Marco Erbe
234	YUBICO		Sweden	www.yubico.com	Stina Ehrensvärd
235	IMPROVE DIGITAL		The Netherlands	www.improvedigital.com	Joelle Frijters Janneke Niessen
236	ALITER TECHNOLOGIES		Slovakia	www.aliter.com	Peter Dostal
237	EUROFIBER		Belgium	www.eurofiber.be	Hans Witdouck
238	FONIX MOBILE		United Kingdom	www.fonix.com	Rob Weisz
239	JCQ HUNGARY		Hungary	www.ledleet.hu	Bence Szoradi
240	RELAY42		The Netherlands	www.relay42.com	Tomas Salfischberger
241	DEVISUBOX		France	www.devisubox.com	Ivan Lorne
242	SGM SOLUTIONS & GLOBAL MEDIA		Germany	www.sgm-berlin.com	Boris Groth
243	KAUSTIK		Sweden	www.kaustik.com	Oskar Svarfvar
244	PPAM.SE SWEDEN		Sweden	www.ppamsolkraft.se	Andreas Molin
245	APPDYNAMIC		Iceland	www.appdynamic.com	Pratik Kumar
246	CIRRUSEO		France	www.cirrusseo.com	Romain Hervé
246	AQURANCE		Greece	www.aqurance.com	Dionissis Nikolopoulos
247	EV-BOX		The Netherlands	www.ev-box.com	Kristof Vereenoghe
248	ARCCORE		Sweden	www.arccore.com	Michael Svenstam
249	P.I. WORKS TR BİLİŞİM HİZMETLERİ SANAYİ VE TICARET		Turkey	www.piworks.net	Mehmet Basar Akpınar
250	AVANCA INTERNATIONAL		The Netherlands	www.avancaproducts.com	Tim Haaksma
251	PINKCUBE		The Netherlands	www.pinkcube.nl	Edwin Kats

Rank	Company Name	Industry sector	Country	Website	Company Leaders
252	LAGERWEY GROUP		The Netherlands	www.lagerwey.com	Huib Morelisse
253	EVISION INDUSTRY SOFTWARE		The Netherlands	www.evision-software.com	Peter Kortenhorst
254	WEPAYPEOPLE		The Netherlands	www.wepaypeople.nl	Julius Kousbroek
255	NEOTERIC		Poland	www.neoteric.eu	Mateusz Kurlito
256	LMAX		United Kingdom	www.lmax.com	David Mercer
257	SATMISSION		Sweden	www.satmission.com	Arto Brushane
258	EQUINOX FINANCIAL SEARCH & SELECTION		United Kingdom	www.intouchnetworks.com	Matthew Roberts
259	MANAGED 24/7		United Kingdom	www.managed.co.uk	John Pepper
260	MAILJET		France	www.mailjet.com	Alexis Renard
261	GRUPA TENSE		Poland	www.grupa-tense.pl	Michał Więclaw
262	EVANEOS		France	www.evaneos.com	Eric La Bonnardiere
263	CHECKMARX		Israel	www.checkmarx.com	Emmanuel Benzaquen
264	IPROTEGO		France	www.iprotego.com	Ludovic Broyer
265	INVISIO COMMUNICATIONS		Sweden	www.invisio.com	Lars Højgård Hansen
266	SEWAN		France	www.sewan.fr	Alexis Goriaïnoff
267	CEMENTYS		France	www.cementys.com	Vincent Lamour
268	BNTPRO BİLGİ VE İLETİŞİM HİZMETLERİ		Turkey	www.bntro.com	Bülent Morten
269	ETRIAS		The Netherlands	www.etrias.nl	Stan Verhoeven
270	OPTIMOVE		Israel	www.optimove.com	
271	SOCIAL DEAL		The Netherlands	www.socialdeal.nl	Bart Oosterholt Rens Van Den Berg
272	HORIZON DISCOVERY GROUP PLC		United Kingdom	www.horizondiscovery.com	Darrin Disley
273	SHIPLOG		Norway	www.shiplog.no	Vidar Fagerheim
274	CLOUD TECHNOLOGY SOLUTIONS		United Kingdom	www.cloudsolutions.co.uk	James Doggart
275	BETTER SOFTWARE GROUP		Poland	www.bsgroup.eu	Bartłomiej Lozia
276	ARIASE GROUP		France	www.ariasegroup.com	Bertrand Jermann
277	KOMPOZURE		FiThe Netherlandsand	www.kompozure.com	Sakari Nahi
278	QUILL CONTENT		United Kingdom	www.quillcontent.com	Ed Bussey
279	VEXIM		France	www.vexim.com	Vincent Gardes
280	STEINSVIK		Norway	www.steinsvik.no/en/	Bjørnar Apeland
281	ADSERVIO		France	www.adservio.fr	Anis Zouaoui
282	RUNTIME COLLECTIVE		United Kingdom	www.brandwatch.com	Giles Palmer
283	LEADDESK		FiThe Netherlandsand	www.leaddesk.com	Olli Nokso-Koivisto
284	COMMAGILITY		United Kingdom	www.commagility.com	Edward Young
285	TREMEND SOFTWARE CONSULTING		Romania	www.tremend.com	Marius Hanganu
286	CEDOVISION TECHNOLOGY		Sweden	www.cedovision.se	Anders Törnqvist
287	SPEARLINE LABS		Ireland	www.spearline.com	Kevin Buckley
288	LIME NETWORKS		Norway	www.limenetworks.no	Lei Wang





Rank	Company Name	Industry sector	Country	Website	Company Leaders
289	CKL SOFTWARE		Germany	www.ckl-kore.de	Thorsten Behrens
290	RESCOP		The Netherlands	www.rescop.com	Piet Vervoort
291	FEATURESPACE		United Kingdom	www.featurespace.co.uk	Martina King
292	INITIAL FORCE		Norway	www.initialforce.com	Kristian Rathe
293	TENDERHUT		Poland	www.tenderhut.com	Birk Waldemar
294	SPRINT BIOSCIENCE		Sweden	www.sprintbioscience.se	Anders Åberg
295	ASTREE SOFTWARE		France	www.astree-software.fr	Nicolas Stori
296	SERENGETI		Croatia	www.serengeti.hr	Goran Kalanj
297	UPSTREAM COMMERCE		Israel	www.upstreamcommerce.com	Amos Peleg
298	LOGSIGN		Turkey	www.logsign.com	Veysel Ataytür
299	CERAMIC POWDER TECHNOLOGY		Norway	www.cerpotech.com	Tor Grande, Mari-Ann Einarsrud, Kjell Wiik
300	O2FEEL		France	www.o2feel.com	Grégoire Brunet
301	S.C. TRENCADIS CORP		Romania	www.trencadis.ro	Dragan Ioan Alexandru
302	INFOMOTIV		France	www.smsfactor.com	Sébastien Magliolo
303	BSP APPLICATIONS, SPOL		Slovakia	www.bsp.sk	Marián Skalický
304	OSI SISTEMSKE INTEGRACIJE		Slovenia	www.osi.si	Marko Pust
305	WWW.724TIKLA.COM		Turkey	www.724tikla.com	Selim Tahtali
306	FRETHEIM BRUK		Norway		Carl Erik Arnesen
307	SKYSCANNER		United Kingdom	www.skyscanner.net	Gareth Williams
308	CROBOCOM		Norway	www.crobocom.com	Fredd Causevic
309	G5 ENTERTAINMENT		Sweden	www.g5e.com	Vladislav Suglovov
310	I-SYSTEMS		Poland	www.i-systems.net	Paweł Jaczewski
311	BYGGLET		Sweden	www.bygglet.com	Jonas Wånggren
312	FASTMAG		France	www.fastmag.fr	Serge Chelli
313	SIGNAVIO GMBH		Germany	www.signavio.com	Gero Decker
314	INVENTI, UAB		Lithuania	www.inventi.lt	Asta Meškerevičiūtė
315	PREPAID FINANCIAL SERVICES		United Kingdom	www.prepaidfinancialservices.com	Noel Moran
316	KARBİL YAZILIM VE BİLİŞİM TEKN.TIC		Turkey	www.cardtek.com	Ayşe Nil Sarigöllü
317	WIX		Israel	www.wix.com	Avishai Abrahami
318	CANTEMO		Sweden	www.cantemo.com	Parham Azimi
319	INNERACTIVE		Israel	www.inner-active.com	Ziv Elul
320	G-TEC		Belgium	www.g-tec.eu	François Renardy
321	GLOBAL ECOPOWER		France	www.global-ecopower.com	Jean-Marie Santander
322	MEDIATECH		France	www.mediatech-solutions.com	Hervé Cebula
323	TURBORILLA		Sweden	www.turborilla.com	Tobias Andersson
324	FSGROEP		The Netherlands	www.fsgroep.nl	Nardo Lambregts
325	ATTENSI		Norway	www.attensi.com	Anne Lise Waal

Rank	Company Name	Industry sector	Country	Website	Company Leaders
326	VINCIT GROUP		FiThe Netherlandsand	www.vincit.fi	Tommi Pienimäki
327	DONE İLETİSİM BİLGİ SİSTEMLERİ VE YAYINCILIK SAN. VE		Turkey	www.donetr.com	Ozgur Zan
328	QUALIFIO		Belgium	www.qualifio.com/	Olivier Simonis
329	ELLYCRACK		Norway	www.tarblaster.com	Olav Ellingsen
330	INVENTI DEVELOPMENT		Czech Republic	www.inventi.cz	Jan Kaštura
331	MEDDV		Germany	www.meddv.de	Gunter Ernst
332	OBIZ CONCEPT		France	www.obiz.fr	Brice Chambard
333	CHECKWARE		Norway	www.checkware.com	Heidi I Blengsli Aabel
334	JOTTA		Norway	www.jotta.no	Roland Rabben
335	PREDICA		Poland	www.predica.pl	Grzegorz Chuchra
336	SSC NETWORKS NORGE		Norway	www.ssc.no	Tom Richard Utengen
337	JECHANGE.FR		France	www.jechange.fr	Gaël Duval
338	ARTEC AQUA		Norway	www.artec-aqua.com	Bjørn Finnøy
339	ANKAREF BİLİŞİM TEKNOLOJİLERİ		Turkey	www.ankaref.com	Erhan Binici
340	SECURE-IC		France	www.secure-ic.com	Hassan Triqui
341	TRUE POTENTIAL LLP		United Kingdom	www.tpllp.com	David Harrison
342	EXCO INTOUCH LTD		United Kingdom	www.excointouch.com	Tim Davis
343	PHONERO		Norway	www.phonero.no	Thore Berthelsen
344	EXPERIUS		The Netherlands	www.experius.nl	Peter Van Der Reijden
345	SUBSEA CHOKES INTERNATIONAL		Norway	www.subseachokes.com	Nils Arne Bråten
346	LOOKING FOR BOOKING		The Netherlands	www.lookingforbooking.com	Ben Woldring - Gerlof Bos
347	DONOVAN NORDIC		Norway	www.donovannordic.com	Olav Lauvdal
348	ITYCOM		France	www.itycom.com	Yann Teyssier
349	SARDEX		Italy	www.sardex.net	Carlo Mancosu
350	VALKA		Iceland	www.valka.is	Soffia Larusdottir
351	LEADEO		France	www.leadeo.fr	Laurent Ehrhart
352	I-QUBED SOLUTIONS		United Kingdom	www.practice-labs.com	Ricky Doyle
353	ACCESA IT CONSULTING		Romania	www.accesa.eu	Iulian Iuga
354	ADLOOX		France	www.adloox.com	Anthony Dufoi
355	PARADOX INTERACTIVE		Sweden	www.paradoxinteractive.com	Fredrik Wester
356	JUMP		France	www.jump-informatique.com	Emmanuel Fougères
357	B-SESSIONS		Norway	www.b-sessions.no	Carl Edward Semb
358	GREEN MAN GAMING		United Kingdom	www.greenmangaming.com	Paul Sulyok
359	ICAPPS		Belgium	www.icapps.com/	Philip Verschueren
360	ME LEARNING		United Kingdom	www.melearning.co.uk	Nick Richards
361	BORIT		Belgium	www.borit.be	Luc Wanten
362	MONEYBIRD		The Netherlands	www.moneybird.nl	Joost Diepenmaat - Edwin Vlieg Laurent Delaby

Rank	Company Name	Industry sector	Country	Website	Company Leaders
363	TAGEOS		France	www.tageos.com	Mathieu Picon Nicolas Jacquemin
364	GEOPLAYGROUND		Norway	www.geoplayground.com	Flemmin Kjeilen-Eilertsen
365	ONCOINVENT		Norway	www.oncoinvent.com	Jan Alan Alfheim
366	LIGHT STRUCTURES		Norway	www.lightstructures.no	Inge Cecil Paulsen
367	BANNERFLOW		Sweden	www.bannerflow.com	Nicholas Högberg
368	PROMON		Norway	www.promon.no	Bo Gustaf Andreas Sahlman
369	SKY LABS		Norway	www.skylabs.no	Håkon Klæbo
370	GLOBALWAYS		Germany	www.globalways.net	Markus Binder
371	BANDENCONCURRENT		The Netherlands	www.bandenconcurrent.nl	Neal Oddens
372	HR2DAY		The Netherlands	www.hr2day.com	Andy Verstelle
373	ORBİTAL TEKNOLOJİ BİLİŞİM SAN DİŞ		Turkey	www.buldumbuldum.com	Güçlü Gökozan
374	CLARIANCE		France	www.clariance-spine.com	Alain Tornier
375	ARCAM AKTIEBOLAG		Sweden	www.arcam.com	Magnus René
376	JUST EAT PLC		United Kingdom	www.just-eat.com	David Buttress
377	TEAM NIJHUIS		The Netherlands	www.teamnijhuis.nl	Gerben Lievers
378	TILAA		The Netherlands	www.tilaa.com	Gerben van de Ven
379	ISURVEY GROUP		Norway	www.isurvey.no	Øivind Mikal Røegh
380	IADVIZE		France	www.iadvize.com	Julien Hervouet
381	EXPERTY		The Netherlands	www.experty.com	Reinier De Jonge
382	ADTRACTION MARKETING		Sweden	www.adtraction.com	Simon Gustafson
383	GRØNN GJØDSEL		Norway	www.gronngjodsel.no	Lars Riiser Evju
384	EPASSI PAYMENTS		FiThe Netherlandsand	www.epassi.fi	Risto Virkkala
385	FINDMORE		Portugal	www.findmore.pt	Rui Machado
386	MULTI PUMP INNOVATION		Norway	www.mpi-norway.com	Trond Sivertsen
387	PRORESULT		Norway	www.proresult.no	Andreas Haug
388	COMITEO		France	www.comiteo.fr	Cédric Leblanc
389	INSIDED		The Netherlands	www.insided.com	Robin Van Lieshout
390	PRODIGEST		Belgium	www.prodigest.eu	Sam Possemiers
391	NEWVOICEMEDIA		United Kingdom	www.newvoicemedia.com	Jonathan Gale
392	İNNOVA BİLİŞİM ÇÖZÜMLERİ		Turkey	www.innova.com.tr	Aydın Ersöz
393	YMAGIS		France	www.ymagis.com	Jean Mizrahi
394	ECOMETRICA		United Kingdom	www.ecometrica.com	Gary Davis
395	FYNDIQ		Sweden	www.fyndiq.se	Dinesh Nayar
396	GLOBALORANGE		The Netherlands	www.globalorange.nl	Yvo Gortemaker
397	VOICEBOOKING.COM		The Netherlands	www.voicebooking.com	Jente Kater
398	EIS		Italy	www.eisworld.eu	Danilo Fornasieri
399	NEXT DECISION		France	www.next-decision.fr	Régis Boudaud

Rank	Company Name	Industry sector	Country	Website	Company Leaders
400	ECOLACTEO		France	www.ecolacteo.com	Laurent Decaestecker
401	ANYLINQ		The Netherlands	www.anylinq.com	Dennis Kuipers
402	ARTIALIS		Belgium	www.artialis.com	Yves Henrotin
403	AFFECTV		United Kingdom	www.affectv.com	Glen Calvert
404	SMG MUSIC FOR BUSINESS		Turkey	www.smg.com.tr	Moris Alhale
405	MEDIVIR AKTIEBOLAG		Sweden	www.medivir.se	Niklas Prager
406	REWALK ROBOTICS		Israel	www.rewalk.com	Larry Jasinski
407	TEKTROSOFT YAZLIM, BİLİŞİM VE TİCARET LİS. ŞTİ		Turkey	www.tektrosoft.com	Hakan Yavuz
408	UNIVERSEM		Belgium	www.universem.be/nl/	Simon-Pierre Breuls
409	OPTOMED		FiThe Netherlandsand	www.optomed.com	Seppo Kopsala
410	APICA		Sweden	www.apicasystem.com	Sven Hammar
411	INSITEO		France	www.insiteo.com	Arnaud Masson
412	VERSUSMIND		France	www.versusmind.eu	Benoît Koch
413	ADCORE		Israel	www.adcore.com	Omri Brill
414	AVENIR DÉVELOPPEMENT DURABLE		France	www.alertgasoil.com	Eric Elkaim
415	BT EĞİTİM / MORTEN		Turkey	www.bteditim.com	Bülent Morten
416	NICE PEOPLE AT WORK		Spain	www.nicepeopleatwork.com	Ferran Gutiérrez
417	MODELL AACHEN		Germany	www.modell-aachen.de	Carsten Behrens
418	ONLINE PREPAID SERVICES		The Netherlands	www.startselect.com	Max Gudden
419	EXCELIUM		France	www.excelium.fr	Servan Lepine
420	SIGNALS ANALYTICS		Israel	www.signalsgroup.com/	Gil Sadeh
421	CAELESTE		Belgium	www.caeleste.com/	Patrick Henckes
422	HIGHSIDE TELECOM		The Netherlands	www.highside-telecom.net	Martin Savelsberg
423	LS RETAIL		Iceland	www.lsretail.com	Magnus Norddahl
424	TIMELINE TELEVISION		United Kingdom	www.timeline.tv	Daniel McDonnell
425	SCANCLOUD		Sweden	www.scancloud.se	Peter Persson
426	SQULA		The Netherlands	www.squla.nl	André Haardt
427	GENIEM		FiThe Netherlandsand	www.geniem.com	Tuomas Kumpula
428	ENJOY DIGITAL COMMUNICATIONS		United Kingdom	www.enjoy-digital.co.uk	Jonathan Filewood
429	CHARGEMASTER		United Kingdom	www.chargemasterplc.com	David Martell
430	SPARKLANE		France	www.sparklane-group.com	Frédéric Pichard
431	LANSWEEPER		Belgium	www.lansweeper.com	Geert Moernout
432	ITRUST		France	www.itrust.fr	Jean-Nicolas Piotrowski
433	TICKETS.IE		Ireland	www.tickets.ie	John O'Neill
434	NUMERON		FiThe Netherlandsand	www.numeron.com	Seppo Varpukari
435	EGRESS SOFTWARE TECHNOLOGIES		United Kingdom	www.egress.com	Tony Pepper
436	SHOPWARE		Germany	www.de.shopware.com	Stefan Hamann
437	ACCEDO BROADBAND		Sweden	www.accedo.tv	Michael Lantz

Rank	Company Name	Industry sector	Country	Website	Company Leaders
438	PACWAN		France	www.pacwan.net	Sébastien Lecomte
439	POLE STAR		France	www.polestar.eu	Christian Carle
440	WIPPLE		France	www.wipple.fr	Sébastien Mari
441	TOSIBOX		FiThe Netherlands	www.tosibox.com	Tero Lepistö
442	VENUS BUSINESS COMMUNICATIONS		United Kingdom	www.venus.co.uk	Justin Keery
443	SHINKA IT		Belgium	www.shinka.be	Steve Pezzani
444	INMATIX TECHNOLOGY GROUP		The Netherlands	www.inmatix.com	Ronald Van Tiel
445	BMI SYSTEM		France	www.bmi-system.com	Brigitte Geysmans
446	MECHSOFT BILGI VE İLETİŞİM TEKNOLOJİLERİ		Turkey	www.mechsoft.com.tr	Gurkan Erdogan
447	IN4MO		FiThe Netherlands	www.in4mo.com	Kursat Inandik
448	LDEX GROUP		United Kingdom	www.ldexgroup.co.uk	Rob Garbutt
449	YELLOWSTAR SOLUTIONS		The Netherlands	www.yellowstar.com	Frank Erfteimeijer
450	SCIREUM		Germany	www.scireum.de	Michael Haufler
451	INFRADATA		Belgium	www.infradata.be/	Nico Van Buitenen
452	WEAREREASONABLEPEOPLE		The Netherlands	www.wearereasonablepeople.com	Auke Ferwerda
453	C-RADAR		France	www.c-radar.com	François Banchilon
454	PREISBÖRSE FULDA		Germany	www.preisboerse24.de	Ahmet Gülay
455	01S		Italy	www.01s.it	Alessandro Del Bene
456	MOZOO		France	www.mozoo.com	Jules Minvielle
457	CYBERARK		Israel	www.cyber-ark.com	Udi Mokady
458	24I		The Netherlands	www.24i.com	Martijn Van Horssen
459	VISMA SOLUTIONS		FiThe Netherlands	www.visma.fi	Ari-Pekka Salovaara
460	M-FILES		FiThe Netherlands	www.m-files.com	Miika Mäkitalo
461	EBLANA PHOTONICS		Ireland	www.eblanaphotonics.com	Jim Somers
462	ZETICON		Belgium	www.mediahaven.com	Bruno Van Den Bossche
463	GOFORE		FiThe Netherlands	www.gofore.com	Timur Kärki
464	COMATE		Belgium	www.comate.be/	Wouter Foulon
465	BOLD INTERNATIONAL		Portugal	www.boldint.com	Hugo Fonseca
466	EQUANTEC		France	www.groupe-equantec.fr	Jean -Frédéric Guiffant
467	PAYTR ÖDEME HİZMETLERİ		Turkey	www.paytr.com	Yiğit Cengiz
468	MEDTECH		France	www.medtech.fr	Bertin Nahum
469	INVEST ONLINE DIENSTEN		The Netherlands	www.investonline.nl	Bram Versteegh
470	CONVERSION FACTORY		United Kingdom	www.conversion.com	Stephen Pavlovich
471	V3D		France	www.v3d.fr	Philippe Vial-Grelier
472	TANDEMG		Israel	www.tandemg.com/	Gil Mizrahi
473	FLINT STUDIOS		Ireland	www.flintstudios.co.uk	Jeremy Biggerstaff
474	EXPAND ONLINE		The Netherlands	www.expandonline.nl	Willem Blom
475	WIFINITY		United Kingdom	www.wifinity.co.uk	Aubone Tennant

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476	LEX PERSONA		France	www.lex-persona.com	Alexandre Alquier François Dussurget
477	CRESTOPTICS		Italy	www.crestopt.com	Andrea Latini
478	RESOLVING		France	www.resolving.com	Cyriaque Rios
479	MYSTES		FiThe Netherlandsand	www.mystes.fi	Pauli Mattila
480	TUXERA INC.		FiThe Netherlandsand	www.tuxera.com	Mikko Välimäki
481	ACMEO GMBH & CO. KG		Germany	www.acmeo.eu	Henning Meyer
482	SAFECHARGE		Israel	www.safecharge.com	David (Dudi) Avgi
483	WEBHELP		France	www.webhelp.com/fr-fr	Olivier Duha
484	GB & SMITH		France	www.gbandsmith.com	Sébastien Goiffon
485	INNOVATTIC		The Netherlands	www.innovattic.com	Lauwerens Metz
486	STRATASYS		Israel	www.stratasys.com	David Reis
487	BCB MEDICAL		FiThe Netherlandsand	www.bcbmedical.com	Petteri Viljanen
488	PEAK ACE AG		Germany	www.peakace.de	Bastian Grimm
489	TAPTICA INTERNATIONAL		Israel	www.taptica.com/	Hagai Tal
490	IAM CLOUD		United Kingdom	www.iamcloud.com	Adam Cosby
491	VIASTAK		United Kingdom	www.viastak.com	Simon Osman
492	SONGO		Israel	www.songo.com	Ariel Soudak
493	AVIOVISION		Belgium	www.aviobook.aero	Kris Van den Bergh
494	TOUCHNOTE		United Kingdom	www.touchnote.com	Oded Ran
495	POD POINT		United Kingdom	www.pod-point.com	Erik Fairbairn
496	VOICEWORKS		The Netherlands	www.voiceworks.com	Koen van Geffen
497	CATEXEL		United Kingdom	www.catexel.com	Paul Smith
498	K-NET		France	www.k-net.fr	Frank Bisetti
499	IT SURE		Germany	www.it-sure.de	Manuel Staiger
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The Orange Digital Ventures internal fund is the Group's investment vehicle; created in 2015, it is endowed with €100 million. Orange Digital Ventures' investment themes are connected with the priorities of the Essentials2020 strategic plan (new connectivity, Internet of Things, Fintech, etc.).

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