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Andrea Reynolds, co-founder and chief executive, Swoop Funding, this year's Technology Fast 50 winner and members of the Swoop Funding team, pictured with James Toomey, partner at Deloitte and Technology Fast 50 programme leader

# Swooping into pole position

This year's Deloitte Technology Fast 50 winner has enjoyed stratospheric growth, by supporting businesses in their own paths to expansion, writes **Jason Walsh**

**'F**or us it's all about what comes next, and why is it that we think we will continue to grow". Confident words, but confidence that comes from a 7,000 per cent growth rate. Andrea Reynolds, chief executive and co-founder of Swoop Funding, said that winning the 2023 Deloitte Technology Fast 50 awards was much more than a case of being handed an industry gong.

"Obviously, we are absolutely delighted to win. What's nice about it is [that] when you are in growth mode, sometimes all you can see is obstacles that you have to overcome.

"You're in the weeds, you have your head down, yes you're overcoming the obstacles, but you never really look up and see what you've achieved," she said.

Unlike many other awards, Deloitte runs the Fast 50 on a purely quantitative basis, meaning companies rank and win purely on the basis of growth demonstrated over four years in their audited accounts. Ranking first as overall winner, then, is no small achievement, and it is one that will mean a lot to the 100-strong team, Reynolds said.

"What I like is it's based on your numbers. You have to submit your accounts to be checked by Deloitte. As a result, it's a huge boost, because when you're in the weeds every day and when you're dealing with growth this fast, it's not smooth and it's not pretty, so you need a team that has the grit and determination. What this will do is give them that boost, that fire in the belly," she said.

There is also a benefit in terms of the thorny issue of talent acquisition: "It will also help to attract more talent into Swoop who have that similar mindset," Reynolds said.

Interestingly, the company itself actually facilitates growth: Swoop Funding has

## Swoop Funding

Founded: 2018

Staff: 100

experienced its rocket-like growth as a global platform supporting businesses by bringing their data into one place to garner insights and be instantly matched to eligible finance, as well as assess their spend on cost categories such as energy, banking and FX.

The next step for Swoop suggests a lot more growth is yet to come: the company recently inked a deal with global accounting software giant Sage, which clearly sees an opportunity to provide added value to its roster of customers.

"It's a really big deal, and

will be our next growth lever," Reynolds said.

"They were interested in us because of the way our platform is built: we are relevant to all of their sectors because our Swoop platform covers the whole small to medium growth area".

Swoop's platform is deceptively simple even if, behind the scenes, the company has done a lot of heavy lifting, both in terms of development and deal-making. Companies right down to SMB-level can register and discover a world of financing options.

"Ultimately, we're a marketplace, and what we're trying to do is reduce the friction between a business owner who is thinking 'I want some finance but I don't know if I would qualify' and the lender who is seeking an investment.

"The lenders come onto our platform. They can do it via an API integration, which allows for instant decisioning, or they can do it via an application form.

"From the point of view of a business using Swoop, we pull all of the data points to give you a list of what you are eligible for today, and we provide that information in the way the lender wants," she said.

The inclusion of offerings for small businesses is one significant area of differentiation for Swoop: this is not just financing for the next Google, and it includes help on how to lower outgoings such as utility bills.

"Not every business is set up to be a unicorn. We're not just seeking out growth businesses," Reynolds said.

However, businesses that do have international or even global ambitions will find Swoop has tools for them, including around equity financing in the pre-seed and seed capital space.

"They can build a pitch deck on the platform, they can integrate their accounting software, and we build a base case when they input their numbers".

Seeking equity funding does not mean a company has to have plans for an initial

public offering, either.

"We [ourselves] took in angel investors at the beginning of our journey and a portion of them were able to exit as we had other investors who wanted to come in. There are always exits if you're a growth-oriented business," Reynolds said.

As chief executive of Swoop, Reynolds is the first ever female winner of Ireland's Technology Fast 50, and one of a growing number of women technology entrepreneurs. Speaking to the Business Post from Atlanta, where she was working on a project with black women entrepreneurs, Reynolds said that fintech in particular was seeing a growing female presence.

"I was at SaaSStock and I was asked this question and my genuine answer is: 'I am struggling to meet male founders of fintechs'. You'd think that would be a male-dominated industry, finance and technology, but on an everyday, anecdotal level I am seeing a huge amount of female-founded businesses.

"I also see it on our platform, where we have 130,000 businesses. The skew was 70/30 male to female before but now it is 60/40. What excites me the most is I am glad to see females and to wave the flag, not to say 'look at me', but to say to other female founders that it is possible".

The goal, she said, was for it to become a non-issue: "Success is when we never talk about it, and we're getting there: eventually it becomes the norm," she said.

Ultimately, Reynolds said, Swoop Funding's journey has been one of opening up an expanded world of financing to businesses that previously may have simply given up in the face of a rejection from a traditional bank.

"People think lending is a term loan over three to five years with a fixed amount going out every month, but the world has moved on.

"You have [for example] revenue-based finance, you have flexibility and things that were never even conceived five years ago," she said.

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# Deloitte Technology Fast 50

## How Fast 50s honour growth and innovation

The annual Deloitte Technology Fast 50 awards both recognise firms’ growth achievements and take a measure of the sector’s overall health

JASON WALSH

Every year Deloitte’s Technology Fast 50 awards do something very important for the Irish economy: they rank businesses in the technology sector, giving an important insight into the health of the domestic sector as well as a snapshot of the state of the country’s entrepreneurial spirit. Compiled according to revenue over four years, the Fast 50 process is a proudly quantitative one seeking to award business growth. And the numbers don’t lie: across the Fast 50, businesses saw an average growth rate of a staggering 721 per cent. Because the programme saw a number of larger businesses enter this year, the total revenue generated by the 50 qualifying businesses was over €3 billion. This shows the strong growth from both ends of the indigenous sector – both small and

large. Award lead James Toomey, a partner at Deloitte and member of its mergers and acquisitions (M&A) team, said this year’s awards demonstrated not only success but grit and determination. After all, he said, businesses that have thrived in recent years have done so in a difficult economic environment. “If you look at the overall winner, Swoop Funding, you’ll see they’ve had remarkable growth,” he said. Toomey singled out Swoop’s chief executive and co-founder Andrea Reynolds for praise and also noted that she represented the avant garde in a wave of growth in women technology entrepreneurs. “Andrea is our first female CEO winner, and we are seeing an uptick in that. The number of female CEOs in the rankings is still not where we’d like to see it, but if you go back you can see it has grown. This year we had six female CEOs,” he said.



Andrea Reynolds, co-founder and chief executive, Swoop Funding, pictured with James Toomey, partner at Deloitte and Technology Fast 50 programme leader

Toomey’s own background in technology consultancy and engineering gives him the knowledge required to understand the nuts and bolts of tech companies, while his work on Deloitte’s M&A team means he is familiar with the nitty gritty of business. “As a team we work across sectors, but I tend to focus on the technology and engineering side. My technology background is definitely an advantage that has helped me forge strong industry relation-

ships and fully understand the dynamics of businesses in this sector from their underlying technology architecture to their revenue model,” he said. One of the challenges that Toomey has seen entrants deal with is an uncertain macroeconomic environment. High inflation has seen central banks across the world raise interest rates, which has the knock-on effect of making finance a more difficult proposition for lenders and borrowers alike.

Toomey said that, despite this, Ireland was an attractive market for investors, and Irish businesses were proving themselves. “Everyone is wondering how the Irish economy is going to perform, but it has fared really well, particularly when you compare it to our closest neighbour, Britain. Investors across Britain, Europe and the US are looking to Ireland as a strong investment opportunity,” he said.

“Debt prices are on the increase and debt markets were a little harder to unlock for the last 12 months, though that is improving, and there remains high levels of corporate cash reserves and dry powder in investment vehicles such as private equity,” he said. Indeed, one knock-on effect of recent events has been an easing of the ongoing talent shortage. During the pandemic, many global tech giants took on enormous amounts of staff, likely concerned that competitors were snagging the best talent. In 2022 and early 2023, however, under pressure from markets, many performed a volte-face and started to let staff go. The upshot was that indigenous technology companies were able to make competitive offers. Despite facing headwinds including rising costs and supply chain crunches, Irish

businesses have thrived. The strongest single sector in this year’s Fast 50 is software, which represents 68 per cent of companies that ranked. However, other areas have demonstrated growth including environmental technology, represented by businesses such as Xoceen and decarbonisation technology providers Catagen. “We always see software as a strong performer as there’s a real culture of development in Ireland, but one sector that has significantly emerged is environmental tech with the likes of Xoceen who have a technology that’s mapping the seabed,” Toomey said.

Other sectors seeing growth include fintech and managed IT services. This growth is happening two ways: through rapid international expansion, and acquisitions. The two are linked, Toomey said, and demonstrate the ambition of Irish business:

unlike, for example, France or Britain, Ireland is home to a small domestic market, so internationalisation is on the agenda from day one. “With the size of the Irish market you need to go international if you want to super scale,” he said.

### Going international

2023 Fast 50 entrants on this path include Alchemy Global Solutions, which is a truly global business, ID-Pal, which has focused on the US, and Siren, who operate across multiple markets. Going international by acquisition, Toomey said, allows businesses to gain a foothold without starting from scratch. Of course, there are also acquisitions aimed at growing in the domestic market where it represents a significant opportunity. “Irish companies are doing a lot of acquiring. If you look at the IT managed services

sector, for example, it has seen a lot of consolidation. Ekco and Nostra have both done a large number of acquisitions,” he said. Acquisitions are not a simple case of buy and grow, though. Toomey said due diligence was absolutely crucial. “In terms of going international, it lowers set-up cost, but you have to consider culture and the question of how does it interface with your local operations,” he said. However, the fact that due diligence is growing in importance at the same time as acquisition numbers grow demonstrates a positive: Irish tech businesses are serious about growth. “There’s more and more focus on due diligence generally. You have everything from financial to technology diligence, and, from the point of view of the cultural fit, it’s about getting over there and getting under the skin of a company,” he said.

PROFILE

LEARNUPON

COMMERCIAL CONTENT

## LearnUpon's Remarkable Seven-Year Run in the Fast 50

It’s the seventh year running for the Dublin-based LMS organisation to be recognised in one of Ireland’s foremost technology award programmes. Since its founding in 2012, LearnUpon serves over 1,400 companies globally, including prominent names like PING, Twilio, and Adecco, as well as renowned Irish firms like Brown Thomas Arnotts, Easons, and Children’s Health Ireland, Temple Street. With offices in Dublin, Philadelphia, Salt Lake City, Sydney, New York, and Belgrade, the company’s consistent Fast 50 presence underscores its ambitious plans for global expansion, highlighting its significance for those seeking sustained market relevance and growth in the tech sector. “Our journey at LearnUpon has always been about more than just growth, our customers are at the heart of everything we do. It’s about creating value, driving innovation, and maintaining a relentless focus on customer success,” says Brendan Noud, chief executive, LearnUpon. “Being part of the Fast50 for seven years is a reflection of our team’s dedication and our commitment to delivering an exceptional learning experience.” LearnUpon’s inception was a response to a gap in the eLearning market – the need for a user-friendly, scalable learning management system (LMS). What started as a solution to a niche problem soon evolved into a platform that empowers global businesses to unlock the full potential of their learning programs.



Members of LearnUpon team, pictured with John Kehoe, partner, Deloitte, at the Deloitte Fast 50 Awards

“The secret to LearnUpon’s success lies in its ability to adapt swiftly to market needs while maintaining a steadfast focus on customer satisfaction,” says Des Anderson, chief technology officer, LearnUpon. “This customer-centric approach has not only fuelled our product innovation but has also fostered a loyal customer base.” Behind LearnUpon’s technological and business achievements is a team that believes in the company’s culture and is committed to its employees. The importance of a strong company culture cannot be overstated. LearnUpon’s emphasis on employee engagement and fostering a collaborative work environment has played a significant role in its sustained success. “Culture is the cornerstone of our success, and a key part of that is how we develop our leaders. It’s not just about guiding our team members; it’s about equipping them with

the skills and mindset to tackle challenges and innovate,” says Derek Cavanagh, chief financial officer, LearnUpon. “Our leaders help shape a culture where everyone is encouraged to grow and contribute. This approach isn’t just good for morale; it drives tangible results and sustainable growth.” As LearnUpon continues its upward trajectory, its strategies for future-proofing the business are noteworthy. Key to these strategies is diversifying its customer base and continuously enhancing its platform to ensure scalability. Significantly, LearnUpon is investing in a suite of automation and AI features that empower administrators, streamlining their workflows and enhancing the efficiency of learning management. These innovations are critical in maintaining LearnUpon’s competitive edge and driving forward its vision in the evolving online learning landscape.

LearnUpon’s seven-year streak in the Fast50 underscores the importance of customer-centric innovation, a strong company culture, and a relentless focus on customer success. As LearnUpon continues to grow and evolve, it remains a prime example of what it takes to not just survive but thrive in the ever-changing landscape of Learning Tech. **SEE WHAT LEARNUPON CAN DO FOR YOU** If you’re curious to see how LearnUpon can enhance your learning strategy, particularly if you’re looking to improve your employee, customer, and partner training programs. Talk to a member of LearnUpon’s sales team, at [www.learnupon.com](http://www.learnupon.com)



LearnUpon

PROFILE

CIRCI

COMMERCIAL CONTENT



Global asset verification platform Circit is proud to feature on the Technology Fast 50 awards list

## Bringing trust to every transaction

Circuit is proud to feature on the Technology Fast 50 Awards 2023 list. We’re an audit evidence collection platform for firms to verify the world’s assets at source. We help teams save time – on processes, tracking request statuses and collaboration with evidence providers. Firms using Circuit deliver higher-quality audits by elevating the client experience and streamlining direct from source collection.

The Circuit platform is a fully integrated suite covering a range of products to facilitate audit, forensics, tax and funds use cases. The platform offers confirmations, client collaboration, transaction-level third-party evidence and a general ledger-to-transactional data matching engine, all in one directly regulated platform to connect auditors, their clients and evidence providers seamlessly. As a PSD2 regulated platform, our security meets the highest

industry standards, including SOC 2 and ISO 270001 to create a comprehensive, secure and immutable audit trail between all parties with embedded time stamps, digital certificates and end-user information. All content is encrypted in transit and at rest.



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Firms that have thrived have done so despite a difficult economic environment



# Deloitte Technology Fast 50

## Unlocking tech talent with equity

Despite a talent shortage, fast-growing companies can compete with the global technology giants by taking an innovative approach to incentives

JASON WALSH



Shane Kerins, tax director at Deloitte, believes companies should look at alternative methods of attracting talent

Every business needs guidance. Whether it is navigating complex compliance requirements, attracting the right talent or international expansion, expert advice can go a long way to demystifying things – but it can also be an engine for growth in its own right.

Shane Kerins, tax director at Deloitte, said that tax was one of the most important areas where businesses needed help, but not simply in terms of tax returns.

Kerins, emerging technology tax lead for Deloitte, said the businesses he deals with, typically from scale-ups to unicorns, tend to require specific advice.

“If they’re scaling overseas, or looking to acquire top talent, or even looking for an exit, they all have tax considerations,” he said.

Interestingly, however, getting the right people tops the list of the most pressing issues for scaling companies.

“One of the key challenges this year’s Fast 50 companies reported was the retention and attraction of key talent,” Kerins said.

In the face of a highly competitive job market in technology, the traditional answer has been to hike salaries, but Kerins believes there is an alternative that is a good deal for employer and employee alike.

“If a company wants to hire a developer from a large tech company, they would likely have to pay a six-figure salary, but what they really should consider is alternative ways to incentivise people,” he said.

This can be done by offering an equity share in the business, but not simply through issuing traditional share options.

“The ecosystem of start-ups and scale-ups is attractive, it’s exciting – so if you can find a way to incentivise prospective employees, they will come,” he said.

Offering key hires a percentage of equity based on growth in the company is one way to differentiate from a traditional employee stock ownership plan (ESOP), where share options are issued to staff.

“I’m not ruling out options. ESOPs can be a good way to retain staff and a useful tool for all employee plans as they are tried and tested. But one problem is that, on exit, employees have an income tax rate of 52 per cent,” he said.

Against this, Kerins suggests issuing growth shares. This allows for incentives to become a central tenet of the offering as growth shares are a special class of ordinary shares that generally have a low value as they only participate if a set target or hurdle is reached by the business, at which point they become quite valuable to the employees.

“The gains on the sale of growth shares are taxed at the CGT rate, which is currently 33 per cent. This can be seen as more attractive by employees,” he said.

For Kerins, this creates a virtuous cycle as it aligns the interests of staff and the business.

“Ambitious, fast-scaling companies want employees who have the same mindset as the founders. An equity share incentivisation plan can help companies achieve this,” he said.

Shane Kerins, tax director at Deloitte, believes companies should look at alternative methods of attracting talent

### Additional award categories

Celebrating innovation and entrepreneurship in Ireland’s technology sector



**Impact Award in association with Meta**  
**Winner:** XOCEAN, pictured James Ives, chief executive. This award recognises a company that has made a significant impact within the current year.



**Rising Star Award in association with Enterprise Ireland**  
**Winner:** Green Rebel, pictured John Wallace, co-founder & technical director and James Toomey, partner, Deloitte. This award is given to a company who demonstrates a promising growth trajectory and the potential for inclusion in the Fast 50 rankings in years to come. Companies being considered for this award have operating revenues accounting for a minimum of two years and less than four years.



**Growing New Technology Award in association with Google**  
**Winner:** Brightflag, pictured Ian Nolan, chief executive. This award recognises a company that has created or introduced a new or innovative product or service to international markets, which helped grow their business over the last four years.



**Scale Up Award in association with Scale Ireland**  
**Winner:** Siren, pictured John Randles, chief executive. This award recognises a company that has demonstrated an impressive ability to scale up/expand overseas over the last four years.



**Financial Services Innovation Award in association with Financial Services Ireland**  
**Winner:** ID-Pal, pictured Robert O’Farrell, founder and chief technical officer ID-Pal. This award recognises a company with an innovative product or services that is having a disruptive impact within the financial services industry.

**Advocate for Women in Technology Award in association with NetSuite**  
**Winner:** Laura Haldane, co-founder and VP of sales and marketing, Scileads. This award recognises an individual who has demonstrated through their actions that they are an advocate for increasing participation by the promotion of women in the technology sector.



**Fast 50 Alumni Award**  
**Winner:** Fenargo, pictured: Conor Clinch, chief finance officer. This honorary award recognises a company that has played a major part in the Fast 50 Programme to date.

### PROFILE SMARTTECH247

## Smarttech247 secures excellence as it wins multiple awards and global recognition

Smarttech247, a leading cybersecurity company, was recognised as a Deloitte Technology Fast 50 company for the third year in a row earlier this week.

With offices all over the world, Smarttech247 has ambitious plans for global growth next year that include more investment in R&D, geographical expansion and potential acquisitions.

Smarttech247 was recently recognised as the 2023 Cybersecurity Company of the Year by Chambers Ireland which highlights their dedication to setting the highest standards in the cybersecurity landscape.

Smarttech247 continues to be an emerging market leader in the cyber security industry with a proven track record of success stories from large international organisations.

Its recent client case study with Fortune 150 automotive retailer leader AutoNation showcases the company’s success in securing large contracts and helping blue-chip organisations strengthen their security posture.

Moreover, Smarttech247 has experienced an average of 40 per cent revenue growth year-over-year in the past 3 years and headcount growth of over 70 per cent since its listing on the London Stock Exchange less than a year ago.

**PIONEERING THE FUTURE OF CYBERSECURITY THROUGH INNOVATION**

In the dynamic realm of cybersecurity, innovation is the key to staying ahead. Smarttech247 has invested heavily in its R&D and innovation efforts and with its proprietary platform VisionX, Smarttech247 offers cutting-edge managed detection and response solutions to its international client base.

In the recently released 2023 Cost of a Data Breach report by IBM, it was revealed that businesses typically take around 200 days to identify and report a data breach. With VisionX, Smarttech247 aims to help its client identify and respond to cyber breaches in less than 15 minutes – which is a core value proposition of the platform. Forrester has also noted that the platform delivers 319 per cent ROI to clients (in less than 6 months).



Pictured left to right: Gavan Egan, Ronan Murphy, Raluca Saceanu, Ken Sheehan and Robert Kehoe of Smarttech247

In the era of AI and automation, Smarttech247 strikes the perfect balance by recognizing the irreplaceable value of human expertise which sets the company apart.

As the company is constantly on the frontlines of cybersecurity, the team of analysts and incident responders at Smarttech247 possesses profound knowledge of the cyber landscape, enabling them to make critical decisions in crucial moments.

It’s the harmonious blend of human intelligence and machine efficiency that instils confidence in clients, allowing them to focus on their core business with peace of mind.

“When we support our clients in reducing their cyber risk, we approach this from a process, technology and people standpoint, because cybersecurity is not a tech problem, it is a business problem,” affirms Raluca Saceanu, chief executive of Smarttech247. “Our philosophy is to simplify security operations for our customers and to enable them to anticipate and mitigate threats faster and better.”

Setting itself apart from larger competitors, Smarttech247 positions itself not

merely as a supplier but as a dedicated partner to its clients. Acknowledging the significance of understanding security risks, Smarttech247 invests time in comprehending client objectives, and offering personalised and unique solutions.

“This tailored approach to cybersecurity packages and the commitment to a true partnership are differentiating factors that have led major new customers to choose Smarttech247.

**SMARTTECH247’S COMMITMENT TO ESG: ELEVATING CYBERSECURITY RESPONSIBLY**

In an era where digital responsibility is paramount, Smarttech247 has recognized the importance of Environmental, Social, and Governance (ESG) in its business growth.

The company is leading the charge with a robust ESG program and has made significant investments in sustainability and social governance. Moreover, recognizing the inherent strength in a diverse and inclusive workforce, Smarttech247 is continually

committed to its equality, diversity and inclusion initiatives.

The organisation has launched its second Women in Cybersecurity Academy this year, in an effort to tackle the industry’s massive skills shortage and diversity challenge. Lastly, Smarttech247 sets a pioneering standard in the industry with a remarkable 40 per cent female workforce, surpassing the industry norm of just 20 per cent representation for women.

Smarttech247 sees its current success as just the beginning. “We have ambitious plans for further growth and international expansion” said Saceanu.

“We’re excited to continue to drive cybersecurity innovation globally. We anticipate a trajectory of success in 2024 and beyond, as our cutting-edge security products redefine excellence and deliver unparalleled cybersecurity solutions to our valued customers.”

**Smarttech**  
YOUR 24/7 SECURITY PARTNER

### PROFILE MYCOMPLIANCEOFFICE



Keith Pyke, solutions director and Brian Fahey, chief executive, both of MCO, at the Deloitte Fast 50 Awards

## MyComplianceOffice secures 36<sup>th</sup> position in Deloitte Fast 50

At MyComplianceOffice (MCO), the world’s most talented product managers, developers, designers, and technology leaders are shaping the future of compliance by helping financial services firms with technology and digital transformation.

According to Sinead Egan, product manager, “MCO is a dynamic company that is leading the market with dedication and continuous innovation.”

As the largest Irish-owned regtech firm, MCO has grown from a small niche player to an enterprise leader in the financial services software market. Originally part of a technology development group within Fidelity Investments, MCO became a standalone firm in 2008. Today MCO services 1,500 leading financial services clients across 110+ countries. The company is headquartered in Dublin and has offices in New York, Chicago, Fort Worth, London, Singapore and Hyderabad.

“At MCO, we’ve created a company culture with a focus on achievement, personal development, job satisfaction, and recognition. We believe that the strength and success of our company is in our people,” notes Colette Lane, chief human resources officer at MCO.

With staff located across the globe, MCO supports flexible and hybrid working arrangements. Headcount has been rapidly growing over the past few years and MCO continues to seek energetic and passionate employees with knowledge



To learn more about the company and open roles, visit [mycomplianceoffice.com](https://mycomplianceoffice.com)

For details visit: [smarttech247.com](https://smarttech247.com)



# 50

Technology **Fast 50**  
2023 IRELAND

Congratulations to  
Ireland's fastest growing  
technology companies.



## Fast 50 Ranked Companies

1. Swoop
2. Moffett Automated Storage
3. Syndeo
4. Mail Metrics
5. Buymedia
6. ICS Medical Devices
7. Tines
8. XOCEAN
9. Siren
10. SciLeads
11. Alchemy Global Solutions
12. Circit
13. Fibrus
14. Ekco
15. CWSI
16. ID-Pal
17. Core Optimisation
18. CR Payroll Solutions
19. Reitigh Software
20. DigitalWell
21. Locate a Locum
22. Lifting365
23. EdgeTier
24. Lightyear
25. Brightflag
26. MediHive
27. PlotBox
28. Eppone
29. Keelvar
30. SynergySuite
31. TestReach
32. Nutritics
33. Cora Systems
34. TEKenable
35. Catagen
36. MyComplianceOffice
37. Axonista
38. OneTouch Health
39. Zenotec

40. LearnUpon
41. MetaCompliance
42. Playrix
43. Zartis
44. T-Pro
45. Xtremepush
46. Smarttech247
47. Totalmobile
48. Nostra
49. DreamTec Systems
50. Kneat

## Category Award winners

- **Brightflag** - Growing New Technology Award  
in association with Google
- **XOCEAN** - Impact Award  
in association with Meta
- **Laura Haldane, SciLeads** -  
Advocate for Women in Technology Award  
in association with NetSuite
- **Siren** - Scale Up Award  
in association with Scale Ireland
- **ID-Pal** - Financial Services Innovation Award  
in association with Financial Services Ireland
- **Green Rebel** - Rising Star Award  
in association with Enterprise Ireland

**Alumni Award winner**  
**Fenergo**

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