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Wardour, Drury House, 34–43 Russell Street, London, WC2B 5HA, United Kingdom

+44 (0)20 7010 0999 www.wardour.co.uk

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COMMENTARY

VALDIS DOMBROVSKIS

VICE-PRESIDENT FOR THE EURO AND SOCIAL DIALOGUE, ALSO IN CHARGE OF FINANCIAL STABILITY, FINANCIAL SERVICES AND CAPITAL MARKETS UNION, EUROPEAN COMMISSION

BUILDING THE CAPITAL MARKETS UNION FOR THE FUTURE OF EUROPE’S ECONOMY



“OUR GOAL IS CLEAR: WE WANT MORE INNOVATIVE COMPANIES TO START IN EUROPE, SCALEUP IN EUROPE, AND COMPETE GLOBALLY FROM EUROPE”

Small and innovative companies represent the future of economic activity and employment in Europe. As startups, they are among Europe’s top job creators, accounting for only 17% of employment, but creating more than 42% of new jobs. And as innovators, they will be the ones delivering the products and services on which our future prosperity will depend.

I am delighted that London Stock Exchange Group (LSEG) and its partners have once again put together a report with 1,000 inspiring small and medium-sized European companies. The report itself provides these businesses with a well-deserved showcase to a wider audience of investors, and fills me with optimism about the future of Europe’s entrepreneurs. But it also highlights the challenges we face to ensure these companies can grow and realise their full potential.

Through the Capital Markets Union, the Commission is working to ensure that enough funding can flow from savers and investors to entrepreneurs and small business owners across Europe. With the European Parliament, member states, the business sector, and civil society we are building and improving the ecosystems that smaller and innovative companies need to grow and prosper. Our goal is clear: we want more innovative companies to start in Europe, scaleup in Europe, and compete globally from Europe.

We have already achieved a lot in this regard, in particular to boost early stage funding. As of this year, new rules entered into application for the EU label for Venture Capital funds –

EuVECA. They will make it easier for fund managers of all sizes to run these funds, and for a greater range of companies to benefit from their investments. In parallel, we have launched VentureEU, a pan-European Venture Capital Fund of Funds programme, which is expected to trigger up to €6.5bn of new investment in startups and scaleups across Europe.

In March, we presented a proposal to enable the growth of EU crowdfunding platforms, by allowing them to operate across the EU based on a single authorisation. If adopted by the European Parliament and member states, this would help platforms scaleup and offer more choice for investors, and more opportunities for entrepreneurs to attract funding.

Equity finance holds particular promise for firms seeking long-term investment to sustain innovation, value creation and growth. Out of 20 million small and medium-sized enterprises (SMEs) in Europe, only about 3,000 are listed on stock exchanges. To begin to remedy this situation, we have adopted new rules to simplify and reduce the cost of issuing a prospectus. In May, the Commission proposed simplifying rules for SMEs listed on SME Growth Markets, a specific category of trading venue dedicated to small issuers.

This is just a snapshot of our efforts to build a single market for capital in the EU. I call for support to help make a success of this important project, and ensure that we will have many more thousands of companies to inspire Europe in the future.

INSIDE THE REPORT



“The firms in this report can lay claim to almost 10,000 trademarks and patents between them”

Nikhil Rathi
CEO, London Stock Exchange plc and Director of International Development, LSEG

Welcome to the third annual *1000 Companies to Inspire Europe* report. In this pioneering report, London Stock Exchange Group (LSEG) is proud to identify the most dynamic and fastest-growing, high-growth potential firms throughout Europe. We offer our congratulations to them all.

With an exceptional 24% three-year average compound annual growth rate (with the top 10% growing at an amazing 102% on average), it is no surprise they boast average two-year job creation rates of 37%. The largest sector featured is Manufacturing & Engineering, followed by Food & Drink, painting a diverse and encouraging picture of the potential of the future EU economy.

Romania and Hungary lay claim to the fastest-growing companies on average, while German firms hold the most patents and trademarks, unsurprising perhaps given Germany tops the G7 productivity league. In fact, the firms in this report can lay claim to almost 10,000 trademarks and patents between them, meaning the jobs which they create are usually higher skilled and higher paid, thus aiding productivity.

With youth unemployment currently running at over 15% across the EU as a whole, the potential of companies like these to help transform the European economy and give the next generation of young people the future they deserve is clear. The question is: will we realise that potential?

Despite their obvious high-growth potential, the majority of firms in this report have annual revenues of under €75m.

£150^m

The amount raised on LSEG markets by leading peer-to-peer lender Funding Circle to support SMEs in 2017

Supporting SME growth

A decade after the financial crisis, a new policy prescription is needed to give dynamic, innovative small and medium-sized enterprises (SMEs), like the ones we identify today, access to the patient capital they need to grow and become the major European job providers of tomorrow.

While there are more SMEs in Europe than unemployed youth, Europe’s track record at developing them into the global corporations of tomorrow is comparatively weak. Of the 500 biggest companies in the world, the biggest proportion are in the US while the European cohort is shrinking.

There is a vast amount of patient capital, like equity, available throughout Europe but, for growing companies,

there are too many barriers to access it. Even though Europe invests more capital in its SMEs than the US, 80% of it is via debt.

Debt, however, is not the most efficient mechanism to help innovative companies which need all their capital to innovate and grow, instead of servicing a conditional loan every month. It is designed to deliver a guaranteed rate of return rather than giving companies the space to scaleup.

Studies show over-reliance on debt means entrepreneurs are having to scale back their ambition instead of scaling up their business as too many of these businesses either run into onerous collateral requirements or are unable to obtain funding for the duration they require. Debt bias persists because it is tax-deductible, while equity finance in Europe is taxed up to four times.

A new type of funding system

We must recalibrate away from this fiscal bias and unleash the power of long-term patient capital. This includes capital markets, crowdfunding and peer-to-peer platforms. Because if the growth potential of SMEs is clear, the potential of patient capital is even clearer.

At LSEG, we work in partnership with our customers to make long-term patient capital more readily available. We are proud that last year Funding Circle – the leading peer-to-peer lender – raised £150m on our markets to support SMEs, while Crowdcube, the leading UK crowdfunding site, is part of ELITE – our global business support and capital raising programme for high-growth companies.

Earlier this year ASA International – a Dutch microfinance company that lends to low-income, financially under-served, predominantly female micro-entrepreneurs, as well as small business owners throughout Asia and Africa – listed on our markets.

Our global capital market for high-growth companies, AIM, has raised €114bn for nearly 4,000 companies in two decades.

2%

The percentage increase in gross domestic product that could result from a 1% increase in the number of high-growth businesses

A thank you

I would like to thank our sponsor, Association for Financial Markets in Europe (AFME), whose support has made this report possible. Their unflinching work for, and with, SMEs to develop sustainable, effective European financial markets is crucial to jobs and growth.

“We must build an economic model that supports the companies of tomorrow, which in turn provide jobs and support economic growth”

Our thanks go to expert contributors the European Banking Federation, Centre for European Policy Studies and EuropeanIssuers for their invaluable insight.

Finally, I would like to extend my personal gratitude to the commissioners, senior policy-makers and MEPs who have supported this report: Valdis Dombrovskis, Markus Ferber MEP, Jonás Fernández MEP, Anne Sander MEP, Ramon Tremosa MEP, Brian Hayes MEP, Eva Kaili MEP and Danuta Hübner MEP. Their unflinching efforts to design and implement a policy framework to support high-growth companies are absolutely fundamental to a prosperous future for the European economy.

Nikhil Rath

Nikhil Rath
CEO, London Stock Exchange plc and Director of International Development, LSEG

“Nearly €5bn extra capital flowed into AIM companies, helping them to invest, innovate and grow. Innovative firms listed on AIM are five times more likely to export than the national average”

COMMENTARY

MARKUS FERBER MEP

EPP COORDINATOR, VICE-CHAIR, ECONOMIC AND MONETARY AFFAIRS COMMITTEE, EUROPEAN PARLIAMENT

FINANCE TO FOSTER INNOVATION



“THE EUROPEAN PARLIAMENT IS PROUD TO SUPPORT SME FINANCING THROUGH DEDICATED SME GROWTH MARKETS”

Small and medium-sized enterprises (SMEs) lie at the heart of Europe's economy, and they are the key to economic growth, innovation and job creation. London Stock Exchange Group's third annual edition of *1000 Companies to Inspire Europe* profiles inspirational examples of all the EU member states, including Germany. These risk-taking innovative companies are growing dynamically and supporting the economy, demonstrating European entrepreneurial spirit at its best.

With the proper support, the companies you read about in this report will grow to help assist the European economy and become world leaders in industry. But they will only be able to fulfil their potential if they have access to the necessary financing sources. Indeed, whether or not SMEs are able to access investment, and how they are capitalised, influences if they succeed or fail. Equity is a suitable form of finance for high-growth firms with significant expansion plans, but venture capital and private equity tools, for example, are vastly underdeveloped in Europe compared to the US.

Encouraging these potential alternative investors is therefore key, and the European Parliament is proud to support SME financing through dedicated SME growth markets; a new category of financial markets introduced by Markets in Financial Instruments Directive II. This new sub-category of markets is specifically designed to facilitate greater access to

capital for SMEs. Through this development and, in addition, a common regulatory standard for these markets, we hope to see further development of specialist markets that cater for the specific needs of smaller and medium-sized issuers.

The journey to greater SME financing does not stop here, however. This is part of a bigger Capital Markets Union project. Currently, financing in Europe remains heavily reliant on banks, and there are significant differences in financing conditions between EU countries. This means shareholders and buyers of corporate debt rarely go beyond their national borders when they invest, starving SMEs of crucial financing opportunities. Once completed, the Capital Markets Union will complement bank financing with deep and developed capital markets, unlocking capital around Europe to give SMEs the funding they require to grow. However, so far the Capital Markets Union, which has been one of the flagship projects of the current Commission, has not reached its full potential and more ambitious proposals are needed to really get this project off the ground.

The seminal *1000 Companies to Inspire Europe* report proves how diverse, innovative and dynamic European companies are. What is also clear is that the regulatory environment must have SME financing at the heart of its objectives, and the European Parliament is delighted to support that objective.

COMMENTARY

EVA KAILI MEP

MEMBER, INDUSTRY, RESEARCH AND ENERGY COMMITTEE, EUROPEAN PARLIAMENT, S&D

ACCELERATING FUNDING FOR INNOVATIVE EUROPEAN SMEs



“THE SMEs WINDOW PERFORMED BETTER THAN THE INFRASTRUCTURE WINDOW, INDICATING THAT SMEs WERE MORE READY TO LEAD ECONOMIC RECOVERY”

Small and medium-sized enterprises (SMEs) are traditionally the backbone of the European economy. They generate 90% of jobs and the vital wealth that guarantees economic stability and the quality of life for European citizens.

Significant EU initiatives focus on the provision of enough affordable and high-quality capital for SMEs. The Capital Markets Union (CMU) strategy, as well as the changes in International Financial Reporting Standards, aim to achieve further harmonisation and deepening of the European SME ecosystem of financing and financial reporting. We can already see the first results of this policy. In the case of the European Fund of Strategic Investments for example, we observed that the SMEs Window performed better than the Infrastructure Window, indicating that SMEs were more ready than other sectors to lead economic recovery.

It is important, though, to stress that just a monolithic approach that aims to maximise the flow of capital to SMEs is not necessarily adequate in the long run. It also matters what types of SMEs receive funding. A recent statistic from Eurostat shows that of the funding directed to SMEs, only 6% is allocated to projects and ventures related to advanced technologies that can create both growth and global competitive advantage in the long run for the EU in the new economic era, often described as the 'Fourth Industrial

Revolution' or the 'Second Machine Age'. To keep the EU economically competitive and growth-orientated in the long run, we must increase this figure from 6% to 15%.

Consequently, it is of paramount economic importance to channel funding to these Second Machine Age SMEs. However, investing in them is difficult because ventures of this type have particularly uncertain future cash flows, and hard to determine hurdle rates. As a result, both the traditional financial channels of banking and the weak VC structures of Europe cannot be easily engaged. To deal with these structural and cultural issues we must be creative. Emerging models of financial disintermediation could be very efficient in bridging the funding gap for high-tech SMEs.

An instrumental element of the CMU's FinTech Action Plan is the creation of a framework that will allow the channelling of funding to high-tech ventures through crowd funding and initial coin offerings. The European Parliament is at the front line of this initiative and is determined to provide a legally certain environment that will allow for the better allocation of capital and better distribution of risk, taking into account the long-term growth and competitive needs of the EU in the global markets. Starting with the Crowdfunding Regulation, 2018 will be a year of strong and clear political signals indicating the ideas and determination of the EU regulators to assist cutting-edge technology-orientated SMEs and startups.



COMMENTARY

RAMON TREMOSA I BALCELLS MEP

ALDE COORDINATOR, ECONOMIC AND MONETARY AFFAIRS
COMMITTEE, EUROPEAN PARLIAMENT

THE IMPORTANT TASK AHEAD



London Stock Exchange Group's *1000 Companies to Inspire Europe* report is excellent at mapping out high-growth companies throughout the EU. From my native Catalonia to Finland, and from Ireland to Cyprus, highly innovative and successful companies are creating the new jobs that Europe needs. As Members of the European Parliament's Economic and Monetary Affairs Committee, our duty is to support companies to grow as much, and as fast, as possible. This is why we are creating the framework for a Capital Markets Union, an ambitious initiative to widen access to finance, so that companies can accelerate their growth and create new and higher-paid jobs across the EU.

Working alongside the European Commission, the European Council, industries and regulators, we have already managed to make important progress. However, more needs to be done to overcome some of the key remaining challenges, including an existing lack of knowledge by most European entrepreneurs on the different funding options available to them to support their long-term growth strategies. This lack of knowledge reduces the efficiency by which capital is allocated to growing firms, meaning that high-growth potential firms sometimes struggle to obtain the right finance that they need to scale up.

“TO CONNECT COMPANIES WITH CAPITAL, WE NEED TO FILL THE EXISTING GAPS IN THE FUNDING LADDER”

Another key challenge is an existing overdependency on banking finance, as European business culture is far more familiar with debt finance than equity. Many high-growth companies are skilled in accounting but not in finance management or attracting investment.

There is an urgent need to make it easier and cheaper for companies to access patient capital, therefore enabling smaller businesses to grow into large businesses, impacting EU productivity positively through the diffusion of innovation into the economy. By not seizing this opportunity to connect patient capital with entrepreneurs, EU growth prospects and job creation will be limited.

To connect companies with capital, we need to fill the existing gaps in the funding ladder. To do this, companies, investors, markets, legislators and regulators must keep pulling in the same direction and create the connected funding ecosystem able to support high-growth businesses from early stage through to listing on a public market.

A world-leading IPO market

100+ IPOs

We saw over 100 IPOs on London Stock Exchange in 2017, an increase of 54% by number of IPOs compared to 2016, and more than anywhere else in Europe

£40.4bn+

More than £40.4bn was raised in London through IPOs and follow on capital combined this year, 34% higher than in 2016

£14.8bn+

More than £14.8bn was raised through IPOs, nearly 4 times higher than the next European competitor

9/10

London's IPOs became even more international in 2017, with 9/10 of the top IPOs by size coming from outside of the UK

20

North American companies chose London for their listing in 2017

44

In 2017, 44 companies floated on AIM, the world's leading international growth market, raising nearly £2bn

£5bn+

Over £5bn has been raised on AIM in follow-on fundraising from existing issuers in 2017, +27% compared to 2016

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

Learn more about our work at www.afme.eu

Image: ECB headquarters in Frankfurt



“The signs are positive for Europe's economic growth, with EU GDP growing at the fastest rate for a decade in 2017”

OPENING THE BARRIERS TO CAPITAL

We are delighted to once again lend our support to *1000 Companies to Inspire Europe*, an invaluable initiative for showcasing some of Europe's brightest business success stories.

The signs are positive for Europe's economic growth, with EU GDP growing at the fastest rate for a decade in 2017, as well as employment levels in the EU reaching a record high. Such uplifting statistics are in large part thanks to Europe's bold and ambitious small businesses, the likes of which are highlighted in these pages.

Small and medium-sized enterprises (SMEs) are the engine of Europe's economic growth, and, over the past five years, have created around 85% of new jobs and provided about two thirds of total private sector employment in the EU. But barriers to accessing the capital they need in order to grow mean they are being held back from developing.

Improving SME's access to finance, both in terms of volume and providing access to a wider range of financial products, is a key element of the European Commission's Capital Markets Union (CMU) initiative, a project which the Association for Financial Markets in Europe has supported since its inception. It is already seeing some positive results, for example total annual funding from venture capital, business angels and equity crowdfunding for European SMEs has increased 65% from €7bn in 2013 to almost €12bn in 2017.

We hope to see continued progress, and were encouraged by the European Commission's proposals in May this year to make it easier for SMEs to become listed on public markets. Out of the 20 million SMEs in Europe, only 3,000 are listed on stock exchanges, so there is plenty of room for improvement. It is also well known that many small businesses struggle to reach the size required in order to attract larger institutional investors on the public markets. This is why we believe the overarching goal of CMU – that Europe's capital markets become deeper, better integrated and more diversified – remains so important, so that promising small firms can raise risk capital at all development stages. With Brexit on the horizon, minimising fragmentation of Europe's capital markets is more important than ever.

While there are clearly still many obstacles ahead in order for Europe's small businesses to be able to realise their full potential, we know that they are up to the challenge. We hope that the companies listed here will inspire the next generation of entrepreneurs to push for the funding they need to be tomorrow's creators of jobs and growth.

Simon Lewis
Chief Executive, Association for Financial Markets in Europe

The world's leading growth market

€121bn

AIM reached €121bn capital raised in 2017

49

There were 49 IPOs and 435 further fundraisings in 2017 on AIM

€8bn

raised on AIM in 2017 alone through IPOs and further fundraisings

Global

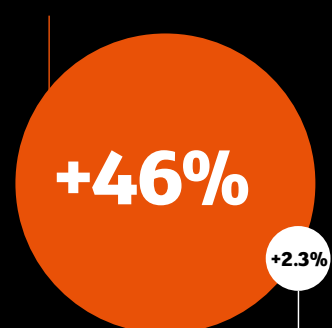
AIM IS AN INTERNATIONAL MARKET

>2/3rds

of all European growth market capital was raised on AIM in London and Milan in 2017

Performance

AVERAGE PERFORMANCE OF NEW AIM COMPANIES IN THE LAST THREE YEARS



FTSE 100 OVER THE SAME PERIOD

+11%

Average performance of new UK AIM companies in 2017

27%

Average performance of large new AIM companies 2015-17

londonstockexchange.com/AIMforgrowth



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“We combine information on people, ownership structures, financial strength and entity data, to reveal important relationships”

INFORMATION IS POWER

At Bureau van Dijk we're proud to be the source of the company information in this year's *1000 Companies to Inspire Europe* report. Leaders in informing business decisions, we are committed to capturing, treating and standardising the right data to deliver the richest, most reliable private company information on the market. In fact, we capture and treat data from 160 separate providers, and hundreds of our own sources, to create Orbis.

Our Orbis database helps businesses to understand the companies in their ecosystem with information on around 300 million companies across all countries, 175 million people in 315 million roles and 43 million beneficial owners.

Orbis gives you information on what companies do, their business activities, detailed company overviews and industry codes, standardised and detailed financial reports, and projected financials that make it easy to compare companies globally. It also provides financial strength metrics even for companies without detailed financial information and extensive corporate structures and ownership data, with beneficial ownership information.

We combine information on people, ownership structures, financial strength and entity data, to reveal important relationships that enhance your knowledge of the companies, industries and sectors you're interested in.

You can use Orbis as a standalone database or combine it with purpose-built platforms, called catalysts, to help you with specific business functions like: anti-corruption, anti-money-laundering, third-party due diligence, tax and transfer pricing, credit risk assessment, mergers and acquisitions and business development.

You get graphs, dynamic company structures, pivot analyses, heat maps and other types of visualisation and analyses to help you understand your results in seconds. For example, our corporate ownership structures simplify complex ownership pictures and let you rapidly identify global ultimate owners and beneficial owners, according to your own pre-defined percentage thresholds.

And you can get as clever with data as you like: customise alerts, do time-series searching, drill down into the financials to see how they're calculated, create your own variables and classifications, add in your own data, and much more.

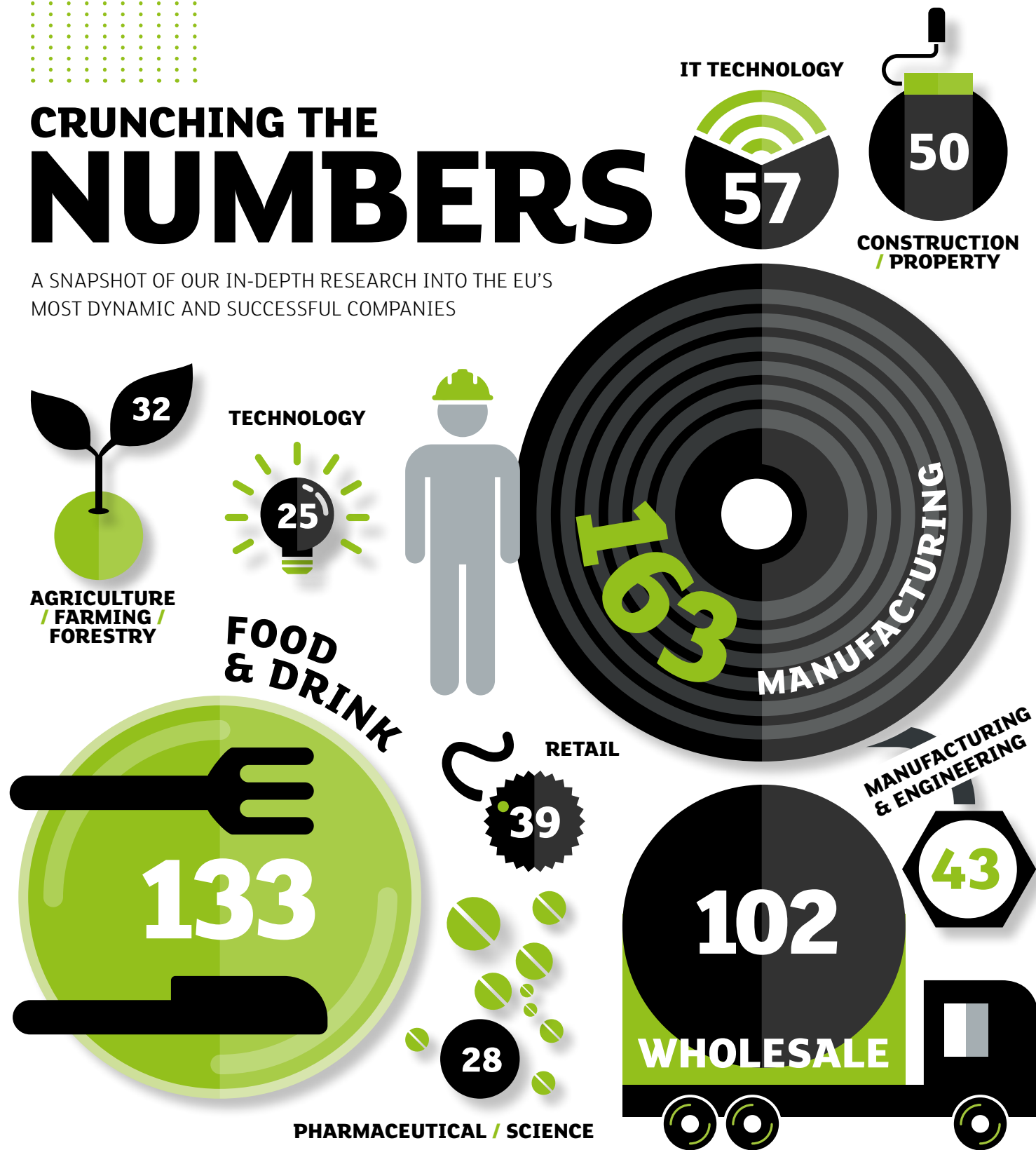
Bureau van Dijk is a Moody's Analytics company with more than 30 offices worldwide.

To find out about our free trial scheme, visit www.bvdinfo.com or email bvd@bvdinfo.com.

Mark Schwerzel
Deputy CEO, Bureau van Dijk

CRUNCHING THE NUMBERS

A SNAPSHOT OF OUR IN-DEPTH RESEARCH INTO THE EU'S MOST DYNAMIC AND SUCCESSFUL COMPANIES



325,800

TOTAL NUMBER OF EMPLOYEES

326

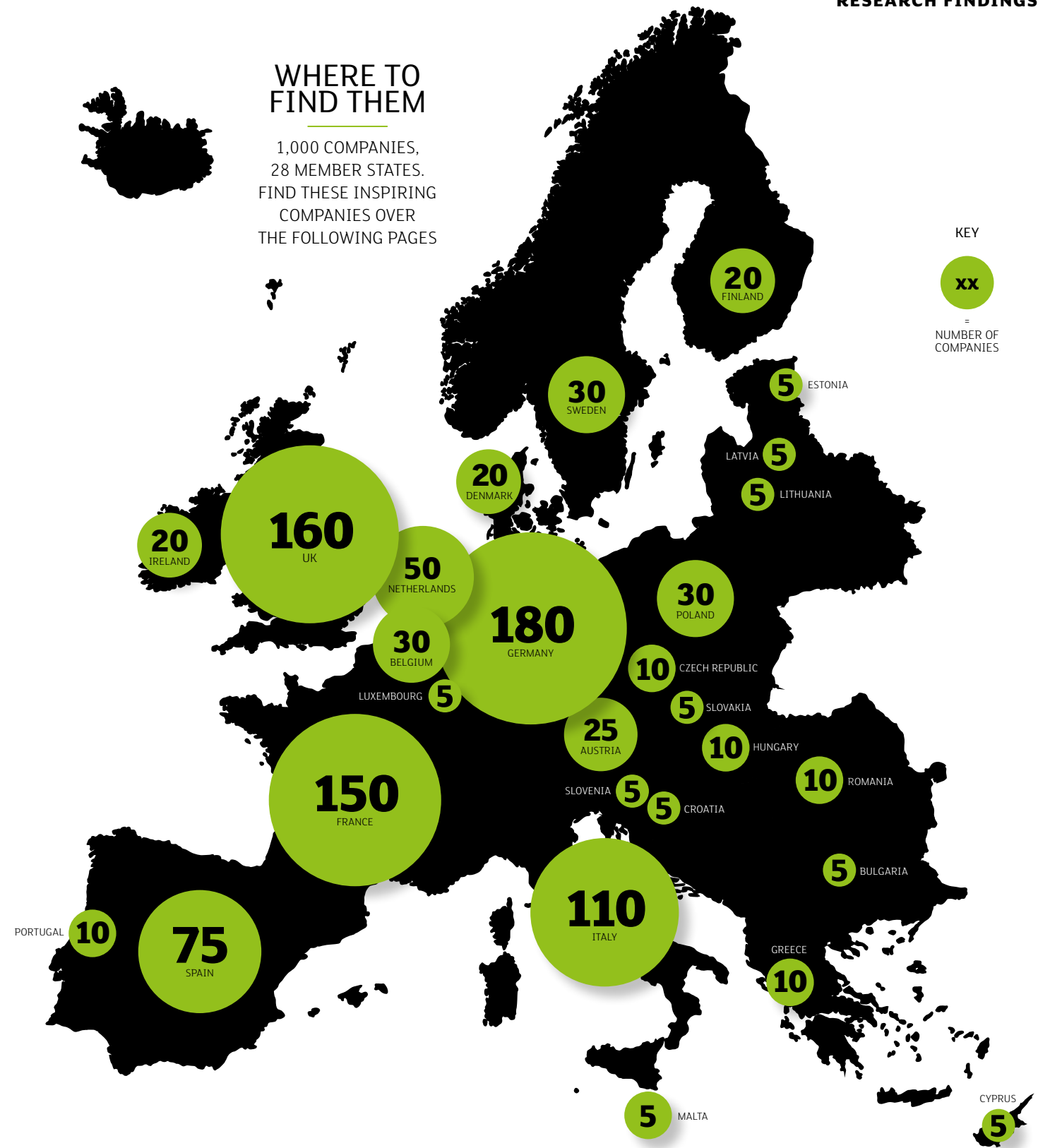
AVERAGE NUMBER OF EMPLOYEES

24%

3-YEAR COMPOUND ANNUAL GROWTH RATE (CAGR)

102%

TOP 100 COMPANIES AVERAGE 3-YEAR CAGR



10%

AVERAGE EBITDA* MARGIN

3,727

REGISTERED TRADEMARKS

6,254

PATENTS

€75,463,352

AVERAGE REVENUE

* Earnings before interest, taxes, depreciation and amortisation

TECHNOLOGY »

TECHNOLOGY IS CHANGING AND TRANSFORMING BUSINESSES FASTER THAN EVER. DIGITAL DISRUPTION HAS A NEW DIRECTION – AND IT’S PERSONAL. WE ARE NOW USING TECHNOLOGY TO TAKE CONTROL AND FIT OUR NEEDS, WITH BIG DATA, CYBER SECURITY AND AI TAKING CENTRE STAGE

SECTOR AT A GLANCE

4.7 MILLION
THE NUMBER OF PROFESSIONAL DEVELOPERS IN EUROPE

3
THE FACTOR BY WHICH INVESTMENT IN EUROPEAN TECH STARTUPS HAS INCREASED OVER THE PAST FIVE YEARS

€1.5BN
THE EU COMMISSION’S PREDICTED SPEND ON AI BY 2020

IN THIS SECTION »
Uroš Rosa, CEO of exhaust systems manufacturer Akrapović, says that continual R&D of new products plus the commitment of its staff are the reasons behind the firm’s success. Other companies in this sector emphasise how vital it is to have a content and committed workforce, and always be aware of environmental issues

Sources: The European Commission, *The State of European Tech* report by Atomico

REALITY TECH

OUR WORLD CONTINUES TO BE TRANSFORMED BY TECHNOLOGY, WITH BOTH THE WORKPLACE, OUR HOMES AND LEISURE TIME FACING A REVOLUTION IN THE INTERFACE BETWEEN CONSUMERS AND BUSINESSES. INTERNET ACCESS ACROSS THE EU NOW STANDS AT 87%, AND THE PROPORTION OF 16–74–YEAR–OLDS WHO BOUGHT GOODS OR SERVICES OVER THE INTERNET OVER THE PAST YEAR IS UP TO 57%, SO IT'S LITTLE SURPRISE THAT ONLINE STARTUPS ARE FLOURISHING. EVERYWHERE, SPECIALIST AND NICHE COMPANIES ARE THRIVING BY FOCUSING ON THEIR PRODUCT OR SERVICE, THEIR MARKET AND CUSTOMERS, AND, ABOVE ALL, THEIR COMPETITORS



BUILT FOR SPEED

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Sector: Manufacturing & Engineering
Country: Slovenia

Founded by motorbike racer Igor Akrapovič in the early nineties, Akrapovič produces high-performance exhaust systems and lightweight solutions made from titanium and carbon fibre. The Slovenian manufacturer has become synonymous with world-class performance over the last 27 years, with more than 100 world champion racers using its innovative exhaust systems.

Akrapovič's CEO, Uroš Rosa, attributes the company's success to dedicated staff and an unwavering commitment to research and development. "Akrapovič continually invests in new technologies and R&D. It always strives to create the best possible products, and it also has motivated employees," says Uroš.

This and the recent boom in accessories for performance vehicles has enabled the firm to expand its products portfolio. "In addition, we've expanded our operations in regions where Akrapovič is present. We've also established new partnerships," adds Uroš.

Changes in legislation have been challenging, with more challenges and opportunities set to hit the industry. "The legislation for type approval of vehicle exhaust systems has been changing quite a lot," explains Uroš.

"New norms are being enforced for motorcycles and they will be even stricter for cars in the future. Meeting all of these requirements while still developing products that appeal to customers is currently the greatest challenge, and this will remain so in the future."

As for the question of mobility, Uroš predicts the industry will change more in the next 15 to 20 years than it has in the previous 60 to 80.

"What will the propulsion system be for future generations of vehicles? Will it go fully electric, will there be a transition period, or will there be another form of propulsion that enters the mass market? There are various issues, but it's an exciting time to be in the automotive industry right now," says Uroš.

100

The number of world
champion racers
using Akrapovič's
exhaust systems



Akrapovič began in 1990 in the motorcycle exhausts market, and expanded into automobile exhausts in 2010



"Akrapovič continually invests in new technologies and R&D. It always strives to create the best possible products"

Uroš Rosa, CEO, Akrapovič



HELP WITH HEARING

GAES occupies a unique position in Spain as the country's only manufacturer of hearing aids. It is therefore something of a lifeline for people with audiology problems. Its products are at the forefront of technology, and its CEO and General Manager, Antonio Gassó, emphasises how vital the continual development of new ideas has been for the company.

"We have never stopped investing in new product research and we never forget the importance of innovation in offering the best services," he says, adding that the company controls the entire supply chain, thereby guaranteeing excellence at every stage.

GAES now boasts more than 600 hearing centres spread across nine countries: Spain, Andorra, Portugal, Chile, Argentina, Ecuador, Panama,



www.gaes.es
Sector: Technology
Country: Spain

"We have never stopped investing in new product research and we never forget the importance of innovation in offering the best services"



GAES has hearing centres across South America and Mexico as well as Spain

Technology requires continual updating for the firm to improve its products and services



Colombia and Mexico. Antonio speaks of the vast GAES "family", with the company consisting of 1,840 employees, the vast majority of whom are close to home in Spain.

But its international reach is growing. Its first centre in Latin America was opened in 1998 in Chile. Now it has 76 hearing centres in the region, with Latin America taking the lion's share of exports, 30% of which go to more than 25 countries spread across four continents. It was in Latin America that GAES grew by an impressive 28% in the first half of 2017.

Innovation has been key to the company's success, and an ability to keep ahead of the trend will help determine its trajectory going forward. Antonio acknowledges that risks need to be taken so GAES continues along the path it has blazed in recent years.

"The hearing aids are already 100% digital, even rechargeable without using batteries, and they have connectivity with smartphones," he says. "Technology constantly innovates and we must remain updated to improve our products and offer the best service to our customers."

76

The number of hearing centres GAES has in Latin America

KING OF THE ROAD

With 550 employees across eight production plants worldwide, Kartesis Industries is a group of family businesses specialising in the manufacturing of precision parts for the automotive industry.

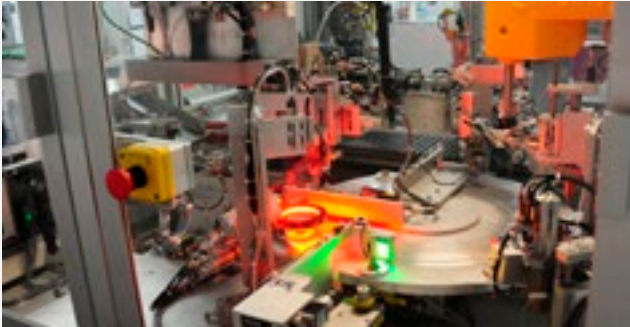
"We have a 30,000m² footprint, across three continents, producing 220 billion parts per year," explains Pierre Zavarise, the CEO. "We export 84% of our sales to North America, Europe and Asia."

Pierre attributes the firm's successes to its industrial and strategic approach, which

includes the development of highly specialised facilities running 317 production machines as well as the manufacture of specialised machines and dedicated tools.

Today, the group remains true to its values, which include commitment, social responsibility and innovation, and has developed a philanthropic partnership with biomedical research institute Clinatec.

"We set aside a significant amount for Clinatec, which focuses on inventing the



Automotive precision parts made by Kartesis are exported all over the world

The company has 317 production machines at its highly specialised facilities



www.kartesis-industries.com
Sector: Manufacturing
Country: France



220^{bn}

The number of parts produced every year by French automotive specialists Kartesis

medicines of tomorrow that can change the lives of millions," explains Pierre. "We support their efforts to innovate in the fields of neurodegenerative diseases, cancer and motor disabilities."

In April 2018, the group joined forces with another major industrial company, and has taken over significant portions of other automotive technology manufacturers.

To stay on course the group must prove it can adapt to market changes. "We must adapt our manufacturing and processes to be able to meet the challenges of the vehicle of the future," Pierre says.

"This means improved performance and weight, safety and reliability, but also the consideration of ecological and environmental issues."

HIGH-TECH HAPPINESS

Located in the industrial zone of Rousse, in North Bulgaria, TM Technology is a metalworking and construction company producing medium and large-scale metal products.

Victor Petrov, TM Technology's Trade Director, believes it's the firm's 230-strong committed workforce that is the key to its success. "People in the company care enough to put extra effort in the projects they work on, and this is something you cannot force. In 90% of cases this is earned over time.

"Luckily we employ people who are ambitious and love what they do. These are the most important and intangible qualities to have. It is these people that make the company successful."

As a result, Victor and his colleagues have invested heavily in improving workplace conditions and skills training. "The goal is to create



TM TECHNOLOGY JSC

www.tm-technology.bg
Sector: Manufacturing & Engineering
Country: Bulgaria



"We employ people who love what they do. It is these people who make the company successful"



TM Technology goes to great lengths to ensure its staff are happy and committed

The company exports its metalworking products to several European countries



an atmosphere where people work well together and stress levels are at a minimum. We think investing in our workforce shows the best results because it shows that you care," he says.

Today, TM Technology manufactures and exports products to countries such as Germany, the UK, Belgium and Austria, and hopes to keep expanding the business, while always keeping employee welfare central to the organisation. "The main challenge we see is establishing ethical rules in such a way that an employee would follow his or her duties for their own sake and not because of pressure from a direct manager," adds Victor.

As for new businesses starting out, Victor advises managers to be just as committed to their employees.

"Find loyal employees who believe in the value of the business, this is universal advice," he says. "If people are willing to follow you and they see the potential in the business, then you have a very firm base for a new venture."

230

The size of workforce at TM Technology

LET THERE BE LIGHT

Founded in 2010 and headquartered in Sofia, Bulgaria, V-TAC Europe designs, develops and delivers affordable, high-quality LED lighting to 70 countries worldwide.

The brand's affordability has always been its point of difference, particularly in the beginning, as CEO Rumen Folev explains: "In the early days of our business, we were probably the only company that strived to make LED lighting as affordable as possible for everybody.

"We had the ambition to make LED lighting global, as we firmly believed

then, as we do now, that LED is the only sustainable lighting for the future."

Now the market is completely different, says Rumen, with the main challenges coming from low-quality products that don't comply with European legislation – a challenge V-TAC faces head-on by educating consumers and ensuring its products remain of the highest quality.

"Our drive is always to make the most responsible choices in our strategy, this is what sets us apart from the rest and what



www.v-tac.eu
Sector: Electronics
Country: Bulgaria



V-TAC has thrived by focusing on quality LED lighting at affordable prices

A partnership with Samsung has further enhanced the quality of its products

makes us successful," adds Rumen.

Another key factor behind the brand's success is its strategic partnerships: in 2017 V-TAC partnered with the tech giant Samsung.

"Samsung is providing LED chips for our V-TAC Pro series," adds Tihomir Ivanov, Director at V-TAC Europe. "This will allow us to offer a five-year warranty for our products, due to the chips' impeccable quality. With this partnership, we plan to achieve the position of European market leader in the near future.

"Remember that the internet is the new king of location," he continues. "It used to be necessary to have a shop with lots of traffic passing; nowadays you create your own traffic online – use that tool as much as you can."



70

The number of countries worldwide to which V-TAC exports its LED lighting products

COMMENTARY

DANUTA HÜBNER MEP
CHAIR, CONSTITUTIONAL AFFAIRS COMMITTEE,
EUROPEAN PARLIAMENT, EPP

FOSTERING THE
FUTURE OF SMEs



“THE REVIEW OF THE EUROPEAN
VENTURE CAPITAL FUNDS
REGULATION SHOULD MAKE
INVESTMENT IN STARTUPS EASIER”

Small and medium-sized enterprises (SMEs) are the segment where growth potential, and in particular potential for job creation, is the highest. A broad fabric of SMEs is necessary for an economy to be resilient and to combine competitiveness with creating new jobs.

Therefore, there is first a need to eliminate barriers to the creation of SMEs. Innovative projects cannot be held up by lack of access to financing. Then, there is also a need to provide incentives to the creation and development of SMEs.

Those are objectives that are widely shared within the European Parliament, and in Union institutions in general. With them in mind, good initiatives have been taken in order to facilitate the access of SMEs to finance and also to make it easier for them to grow and climb the funding escalator. For instance, the review of the European Venture Capital Funds regulation should make investment in startups easier, the review of the prospectus regulation should lighten the administrative constraints on SME issuances and there is now a new package of proposals on crowdfunding presented by the Commission.

However, we also have to look at other aspects in order to encourage the growth of SMEs, and regulation cannot address them all.

Some of the most important elements hindering the development of SMEs are cultural and also financial.

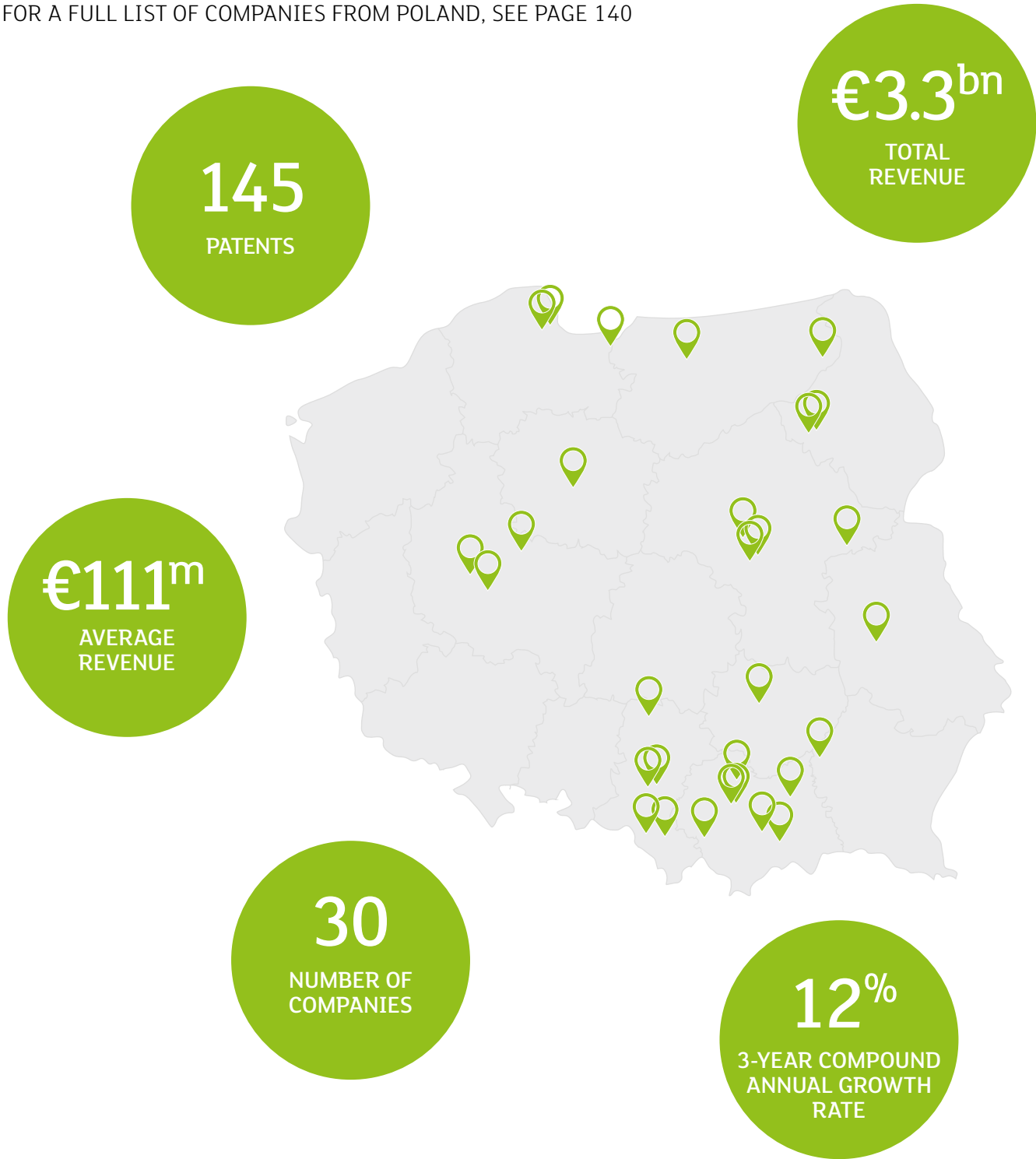
Starting a business, or, for savers, investing in capital markets that will support SMEs, is not perceived in the same way and not seen as equally attractive in all countries of the Union. This situation needs to change, and for this change to happen, improving financial education and promoting entrepreneurship will be crucial. However, we need to be mindful that this process will take time.

In bringing about this change, successful SMEs, those that have grown and become prosperous, have a pivotal role. They could, and should, share their success stories in order to, through their example, provide incentives to the creation of new companies. They could, and should, use their experience in order to provide advice to incumbent SMEs and to would-be entrepreneurs, who very often will stand in great need of such advice. Networks of entrepreneurs, business angels and industry-led initiatives aiming at guiding and advising new entrants are key elements to the development and success of newly established SMEs.

Therefore, both regulators and industry have to play their part in supporting SMEs. Public and private action should complement each other. A long-term perspective will also be crucial in order to consistently and progressively create a true European SME culture.

1000 COMPANIES
POLAND SNAPSHOT

POLAND HAS 30 COMPANIES AND 288 REGISTERED TRADEMARKS.
FOR A FULL LIST OF COMPANIES FROM POLAND, SEE PAGE 140



A REFLECTION ON REGULATIONS

FLORENCE BINDELLE
SECRETARY GENERAL, EUROPEANISSUERS

THE REGULATORY CLIMATE IS IN FLUX, WITH NEW STRATEGIES AND INITIATIVES BEING INTRODUCED TO THE CAPITAL MARKETS. BUT DO WE NEED ALL OF THEM?



“WE HAVE SEEN A CHANGE IN THE REGULATORY AMBIANCE AND MORE REFLECTION ON WHETHER THE RULES THAT HAVE BEEN ENACTED ARE FIT FOR PURPOSE”

Congratulations to all the companies chosen to feature in *1000 Companies to Inspire Europe*. The success stories showcased in this report are truly inspiring and promising regarding growth and job creation in Europe. I also congratulate London Stock Exchange Group for this initiative, recognising dynamic high-growth companies and acknowledging the importance of capital markets.

EuropeanIssuers represents the interests of publicly listed companies in Europe. Our mission is to ensure that EU policy creates an environment in which companies can raise capital through the public markets and can deliver growth over the longer term.

Following the 2008 financial crisis, capital markets have been faced with a tsunami of new rules, which aimed to prevent another crisis. While the rules were directed primarily at the financial industry, many spilled over to cover non-financial companies. It is felt that we have ended up in an overly regulated environment.

Since 2014, we have seen a change in the regulatory ambiance and more reflection on whether the rules that have been enacted are fit for purpose. But as EU legislative process takes time, many rules passed in the aftermath of the crisis have only recently become effective, e.g. Market Abuse Regulation, Non-Financial Information Directive and Markets in Financial Instruments Directive II. Hence, the impact on the markets has been visible only recently or is still to be observed. Some rules are yet to become effective; for instance, the revised Shareholder Rights Directive. While granting companies the long-awaited right to identify their shareholders,

will also result in specific disclosure obligations on remuneration of directors and related party transactions, and more powers for shareholders.

In view of the EU elections next year, we would like to encourage policymakers to take a step back and reflect whether the EU capital markets legislation in force is fit for purpose and whether it is delivering the desired outcomes. We would also welcome a proper analysis of any regulatory inconsistencies and overlaps, and whether the intended benefits of rules outweigh the burdens and costs on

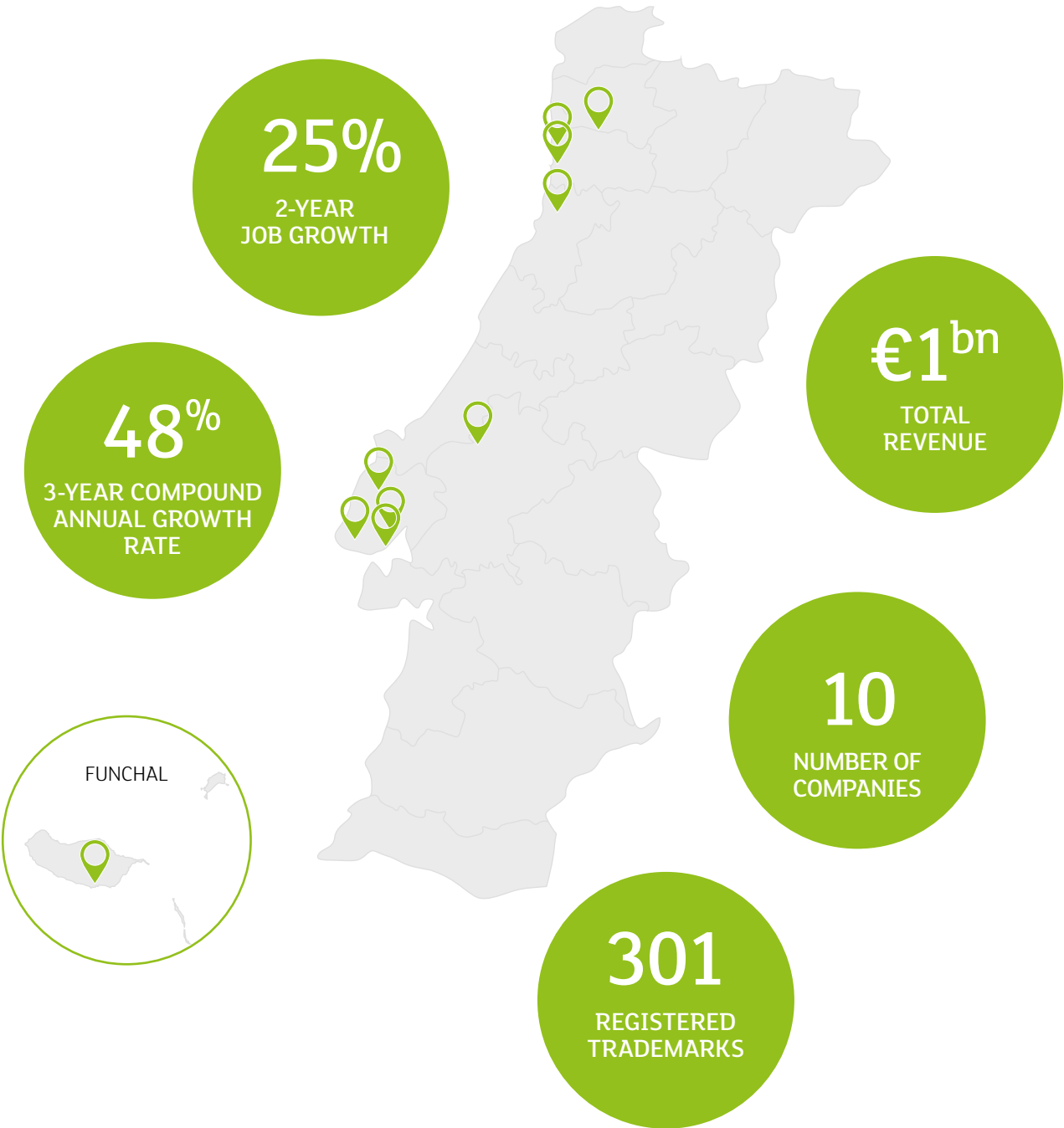
“FOLLOWING THE 2008 FINANCIAL CRISIS, CAPITAL MARKETS HAVE BEEN FACED WITH A TSUNAMI OF NEW RULES”

the market participant. Before proposing any new legislation, we would also suggest to properly reflect whether the new rules are necessary.

Ending on a positive note, we very much welcomed the EU Commission's intention to introduce a more proportionate regulatory approach to support listing smaller companies. We applaud the aim to boost the number of initial public offerings, to reduce the administrative burdens and the high compliance costs faced by smaller issuers. Nevertheless, we fear that more needs to be done to achieve a fully proportional environment for smaller companies and healthy and thriving European capital markets. To enable focused and proportionate regulation, we believe that a definition of a small and mid-cap company, differentiating such companies from small to medium-sized enterprises as well as from large companies, is essential.

1000 COMPANIES PORTUGAL SNAPSHOT

THE COMPANIES FROM PORTUGAL HAVE 301 REGISTERED TRADEMARKS. FOR A FULL LIST OF COMPANIES FROM PORTUGAL, SEE PAGE 141



CONSUMERS ARE DRIVING INNOVATION IN THE FOOD & DRINK SECTOR BY DEMANDING MORE FROM PRODUCTS. COMPANIES THAT CAN DEMONSTRATE AUTHENTICITY, ECO-FRIENDLY PACKAGING AND HEALTHIER INGREDIENTS ARE SHAPING THE FUTURE FOR EUROPEAN CITIZENS

SECTOR AT A GLANCE

€102BN
THE VALUE OF EU FOOD EXPORTS

285,000
THE NUMBER OF SMEs IN THE EUROPEAN FOOD AND DRINK INDUSTRY

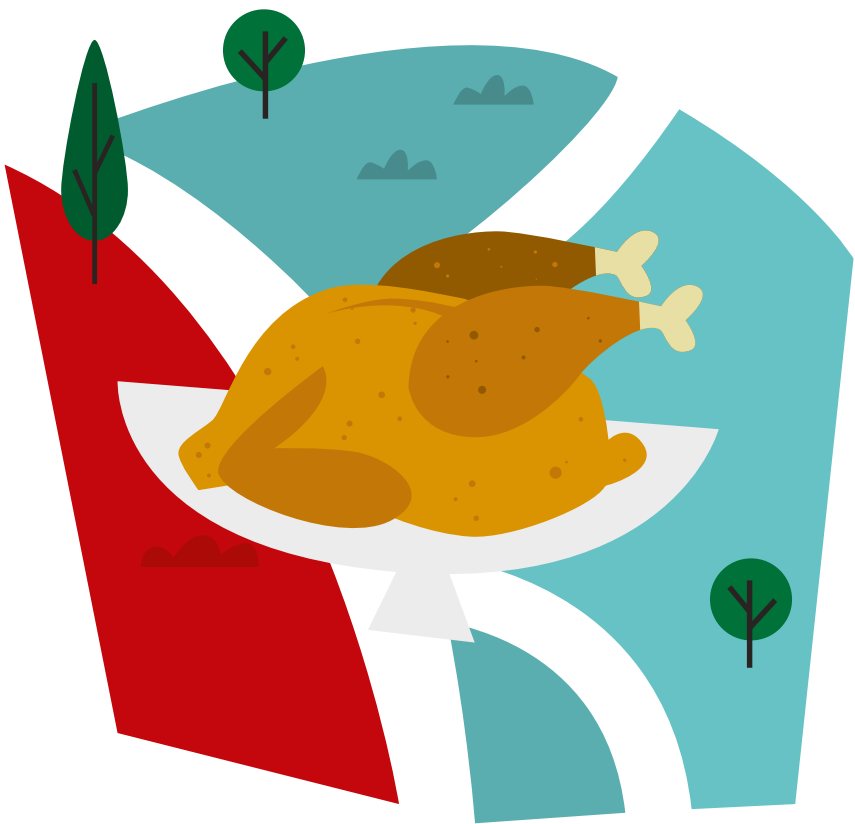
54%
THE PROPORTION OF FOOD MANUFACTURERS IN EUROPE THAT ARE BAKERIES

IN THIS SECTION »
Giuseppe Ferro, Chief Executive of La Molisana, on the fine art of pasta making. Plus Charlie Bigham's, Colfiorito and Bradburys Cheese on innovation and growth being the keys to success in the sector, and MAX Burgers and Angus Soft Fruits on why quality is king

Sources: FoodDrinkEurope, Eurostat, Statista

FOOD, GLORIOUS FOOD

HOW WE EAT, WHAT WE EAT, WHEN WE EAT AND WHERE WE EAT IS IN A STATE OF CONSTANT FLUX THAT IS ONLY LIKELY TO INCREASE AS YOUNGER GENERATIONS INCREASINGLY VIEW FOOD AND DRINK AS A TRULY GLOBAL MARKETPLACE. FORTUNATELY, THE FOOD AND DRINK MARKET IS BOTH FLEXIBLE AND RESPONSIVE, AND SUCCESSFUL FIRMS ARE ABLE TO ADAPT TO THEIR CUSTOMERS’ DESIRE FOR MORE ORGANIC AND NATURAL FOODS, LESS PACKAGING – IN PARTICULAR PLASTIC – AND GREATER AWARENESS OF THE IMPACT ON OUR ENVIRONMENT. SMES THROUGHOUT EUROPE ARE OFTEN BETTER POSITIONED TO RESPOND SWIFTLY AND EFFECTIVELY TO AN EVER-CHANGING MARKET THAN SUPERMARKETS AND OTHER LARGE-SCALE PRODUCERS, MEANING THERE WILL CONTINUE TO BE OPPORTUNITIES FOR THEM AS THE SECTOR GROWS AND DEVELOPS FURTHER



THE ART OF PASTA

La Molisana
www.lamolisana.it
Sector: Food & Drink
Country: Italy

Founded in 1912 in Campobasso, in southern Italy, La Molisana has been producing pasta for more than 100 years, inspiring generations of pasta makers in the process.

“Our four generations of milling experience, and the fact that we control the entire supply chain, has allowed us to perfect the art of pasta making,” explains Chief Executive Giuseppe Ferro who took over the historic firm in 2011, rescuing it from bankruptcy.

“Our product is made with the finest durum wheat, gently purified in our mill through the stone debranning process, and with Molise-certified pure water, which we use to knead our semolina.”

It’s this “natural paradise”, combined with state-of-the-art technologies, that offers the ideal conditions for the production of pasta, according to Giuseppe. “The result is a distinguished pasta – tasty, firm and bronze-drawn, considered amongst the highest quality in the world and 100% made in Italy.”

Since acquiring the business seven years ago, Giuseppe and the team have worked hard to improve the products’ quality-to-price ratio by focusing on the raw ingredients. That, and investments in technology, innovation and motivated employees, have resulted in significant growth.

“When we acquired the historical pasta factory in 2011, we were aware of the important responsibility of redeeming and recovering a traditional company like La Molisana,” he says.

Now Giuseppe and the team predict staff numbers to grow by 50% in the next five years.

“We accepted the challenge to acquire La Molisana because, in a wounded and suffering Italy, we dreamed of representing a virtuous example; one where determination, an ethical approach and an ambition to succeed, could overcome any negative scenarios.

So far, it’s working.”

100%

The percentage of La Molisana’s pasta that is made in Italy



A traditional pasta maker now benefiting from new technologies, La Molisana has weathered some hard years and come out the other side



“Our four generations of milling experience, and the fact that we control the entire supply chain, has allowed us to perfect the art of pasta making”

Giuseppe Ferro, Chief Executive, La Molisana

READY FOR SUCCESS

Ready meals were once the object of some derision. Supermarket shelves were once lined with flavourless pastas and watery curries that were, for many, an option to be used only when cooking wasn't feasible. But then in the mid-1990s, that began to change. A new range of meals began to appear on the shelves, their flavours robust and ingredients well-sourced. Charlie Bigham was only 28 years old when he set up his eponymous food brand. By 2012, it was worth £14m in retail sales. Today, the brand is worth £70m in retail sales.

"We make delicious food and show that convenience doesn't mean that you have to compromise," says Patrick Cairns, CEO of Bigham's. The company maintains a sharp focus on product quality, sourcing the freshest ingredients that are turned into meals, such as fish pies and lasagnes, in

Charlie Bigham's

www.bighams.com
Sector: Food & Drink
Country: UK



^ The company makes a wide range of ready meals, but the focus is always on quality

> CEO Patrick Cairns is proud of how far the Charlie Bigham's brand has come



"We make delicious food and show that convenience doesn't mean that you have to compromise"

kitchens that amount to scaled up versions of what one is used to at home. Patrick says customers keep returning: "Consumers are more discerning about their choice of food. They appreciate genuine quality and are prepared to pay for it. Grocery retailers have responded to this by providing a greater variety of high-quality offerings. And we have significantly improved the distribution of our recipes."

The goal now, for the company, is to double its business by 2023. "We still have a relatively small household market penetration, so our mission is to get more people to try our food," says Patrick.

But there are risks in doing so. Part of Bigham's core philosophy is a refusal to compromise on its produce. It's this attention to quality that means consumers are still willing to pay an extra pound to eat well-made food.

"Our greatest challenge is how to scale our business without losing our unique and differentiating quality," Patrick says. "We have overcome this through a purpose-built kitchen in a beautiful disused quarry in Somerset. We have been able to build from scratch the ideal environment and capability to grow."

£70^m

The value of the Charlie Bigham's brand today, up from £14m in retail sales in 2012

TERRA FIRMA

Founded in 1984 and named after the local town, family firm Colfiorito is a market leader in Italy for dry pulses, cereals and seeds – and far more besides.

"We offer products of recognised nutritional importance that are ideal for a balanced diet, and we suggest new and innovative ways to consume them," explains Colfiorito's General Manager, Alessio Miliani. "We want to empower consumers by building their awareness of benefits, recipes and food matchings, so that we're positioned as their nutrition coach."

Run by father-and-son team Ivano and Luca Mattioni, President and Vice President respectively, the company's strong attachment to the family and to the earth have driven its success, Alessio believes.

"Our roots as a family company are in the earth; we are producers, with our own agricultural estate. It is in that very estate we also receive raw materials from all over the world, to be checked and selected according to our top-notch standards, with over 100,000 controls a year. From

Colfiorito

www.colfiorito.it
Sector: Food & Drink
Country: Italy



> The company's products include dry pulses such as lentils, seeds and cereals

< The senior management team behind the success of family firm Colfiorito



these roots, we have built a story of recognised competence and expertise within the products, allowing us to innovate in a meaningful way," Alessio says.

Today, growth remains top of the agenda for the business as it looks to increase exports, consolidate its position as a market leader, and continue its involvement with the Food and Agriculture Organization of the United Nations (FAO).

"We are the first Italian company of our size to have signed an agreement with FAO, which is a great honour for us," adds Ivano. "Our cooperation will focus on expanding research on pulses and promoting their benefits, while continuing to share knowledge in order to help small producers around the world."

100,000

The number of controls employed to ensure raw materials are of sufficient quality

BRINGING HOME THE BURGER

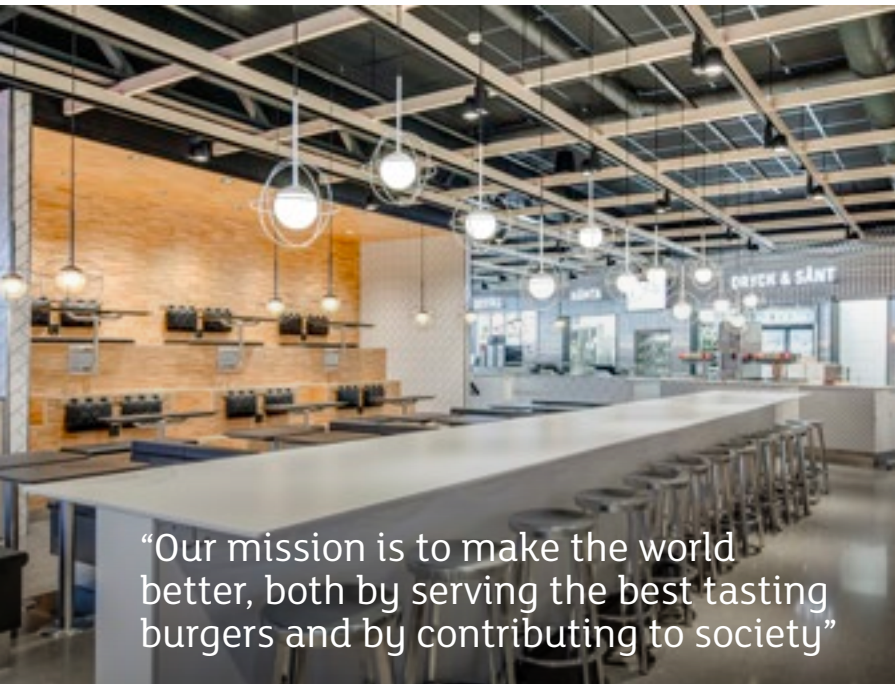
MAX Burgers enjoys a particularly special distinction. It's Europe's oldest burger chain, having first opened its doors to the Swedish public in 1968. Ever since, the company has been turning out burgers known both for their taste, and for the sustainability of the produce they cook with – so much so that it has become something of a torchbearer for the industry. It regularly ranks in customer surveys as the most sustainable company in the fast food segment.

"We are truly passionate burger lovers and we don't cut corners when it comes to quality," says Richard Bergfors, CEO of MAX Burgers. "Our mission is to make the world a little better, both by serving the best tasting burgers, and by contributing to a great society."

The company has seen rapid expansion in the past 16 years, recording



www.maxburgers.com
Sector: Food & Drink
Country: Sweden



"Our mission is to make the world better, both by serving the best tasting burgers and by contributing to society"



The Green Family meals, made from grains, vegetables and dairy

Richard Bergfors, CEO, MAX Burgers, says they use the highest quality ingredients



year-on-year growth of 20%. Annual profit is reinvested back into the company, and the business model it follows has achieved astronomical success. MAX Burgers is now Sweden's most profitable restaurant chain.

Part of its emphasis on sustainable produce is the creation of a Green Family of meals, both vegan and lacto-ovo, made from grains, vegetables and dairy. Any products that contain meat, fish or poultry do not make it into the family. As a result, this line of burgers has a much smaller carbon footprint than your average beef burger.

The Green Family has been the company's most successful brand launch ever, outcompeting other fast food brands, and it keeps on growing, says Richard. "In 2016, we increased fivefold the range of Green Family burgers, and the sales of green meals have increased by 900% since then."

The results have been dramatic. MAX's total climate impact has reduced by 13% for every year since 2016. By 2022, it aims to ensure that one in every two meals sold is a non-red meat option – in other words, no beef.

"We'll continuing making green burgers taste as good as, or better, than meat burgers," says Richard. "That's definitely a commitment for our product development in the coming years."

900%

The amount the sales of MAX Burgers' Green Family meals have increased since 2016

DAIRY DREAM

Founded more than 130 years ago in Derbyshire, Bradburys Cheese manufactures, sources, cuts, supplies and exports a range of British and European cheeses for retail and food services around the world.

"We've been around since 1884 so we really know our cheese and the industry," explains Chris Chisnall, Marketing Director at Bradburys Cheese. "That said, it's our ability to adapt to the changing demands of the market and customer that's driven growth for us."

Spotting the growing demand for British

cheeses, Bradburys entered the export sector for the first time four years ago and now exports to more than 30 countries worldwide. The firm's "relentless pace" and ability to supply a bespoke range has helped the business quickly gain traction in a competitive market.

"We've had to have a distinct advantage against our competitors," Chris says. "We drive innovation with pace, and we've diversified into new growth areas such as foodservice, travel, airlines and export."



www.bradburyscheese.co.uk
Sector: Food & Drink
Country: UK



Bradburys Cheese has a varied range of products, including Cricketer Farm cheddar

The company also provides a first-class working environment for staff



Chris believes this evolutionary approach will continue over the next five years, with Bradburys diversifying even further – "our business will constantly change" – beyond traditional sectors like retail and beyond the UK.

Driving this change will be a more flexible workforce. "Our team should grow as the business grows, but we will need to become more flexible as our customers change – we'll see less of the nine to five, Monday to Friday," explains Chris.

"The major challenge facing our industry, and many others, is Brexit. The unknown is proving challenging on a currency front as well as for trade deals with country partners, both in buying and selling.

"As a result, we may well be ripping up the rule book in the next few years."



1884

The year Bradburys Cheese was founded

FRUITS OF LABOUR

For the best part of 25 years, Angus Soft Fruits has been refining the art of growing flavoursome berries. Established in 1994 by the Porter and Gray families, its mission has been to sell the fruit they grow directly to the retailer, and to ensure that fruit is always of the highest quality.

The work the family has put in is substantial, but so are the results. The company now has procurement and sales offices in the Netherlands, Spain and Poland, meaning that it can supply European retailers and grow a loyal following on the continent. But rapid expansion is matched by the growth in turnover. In 2015, revenue was at £70m; now it is £120m.

“We now grow berries in Morocco, Spain, Portugal and Zimbabwe to satisfy our Scottish consumers’ increasing year-round demand for berries,” says John Gray, Commercial Director for Angus Soft Fruits.



www.angussoftfruits.co.uk
Sector: Food & Drink
Country: UK



“We now grow berries in Morocco, Spain, Portugal and Zimbabwe to satisfy our Scottish consumers’ increasing year-round demand for berries”



The Angus Soft Fruits team members, who have a wealth of different expertise



Angus Soft Fruits specialises in producing berries, including strawberries

“We have also successfully extended the Scottish fruit season, resulting in more Scottish produce and year-round employment.”

At the company’s R&D site, new varieties of strawberries, raspberries and blackberries are being bred on a continuous basis, thereby bringing a wider variety of fruit to the market, whose flavour, appearance, shelf life and yield is of greater quality.

“The aim of our breeding programme is to raise the standard and quality of the fruit available,” John says. “We also want to make sure that the fruit we breed is better economically for the grower, both in terms of yield and ease of picking.”

The company is now looking to improve the disease resistance of new varieties. This will not only boost the quality of the berries, but also reduce the company’s usage and dependence on pesticides.

Long ago, the company had set out to achieve a more reliable variety than farmers were previously growing, focusing on extending the seasons, reducing picking costs and, ultimately, producing consistently better tasting fruit. All this combined has meant Angus Soft Fruits, like the berries it produces, just keeps on growing.

£120^m

Angus Soft Fruits’ revenue in 2018, up from £70m in 2015



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MANUFACTURING & ENGINEERING »

‘INDUSTRY 4.0’ IS THE FOURTH INDUSTRIAL REVOLUTION, SHAPING MANUFACTURING AND ENGINEERING IN EUROPE. NEW ‘SMART FACTORIES’ MUST EMBRACE TECHNOLOGICAL DEVELOPMENTS SUCH AS 3D PRINTING, ROBOTICS, NEW MATERIALS, SMART COMMUNICATION SYSTEMS AND BIG DATA MANAGEMENT

SECTOR AT A GLANCE

13.3 MILLION
THE NUMBER OF EMPLOYEES IN THE AUTOMOTIVE SECTOR, 6.1% OF THE EMPLOYED EU POPULATION

36%
THE PROPORTION OF THE GLOBAL MACHINERY MARKET PRODUCED AND EXPORTED IN THE EU

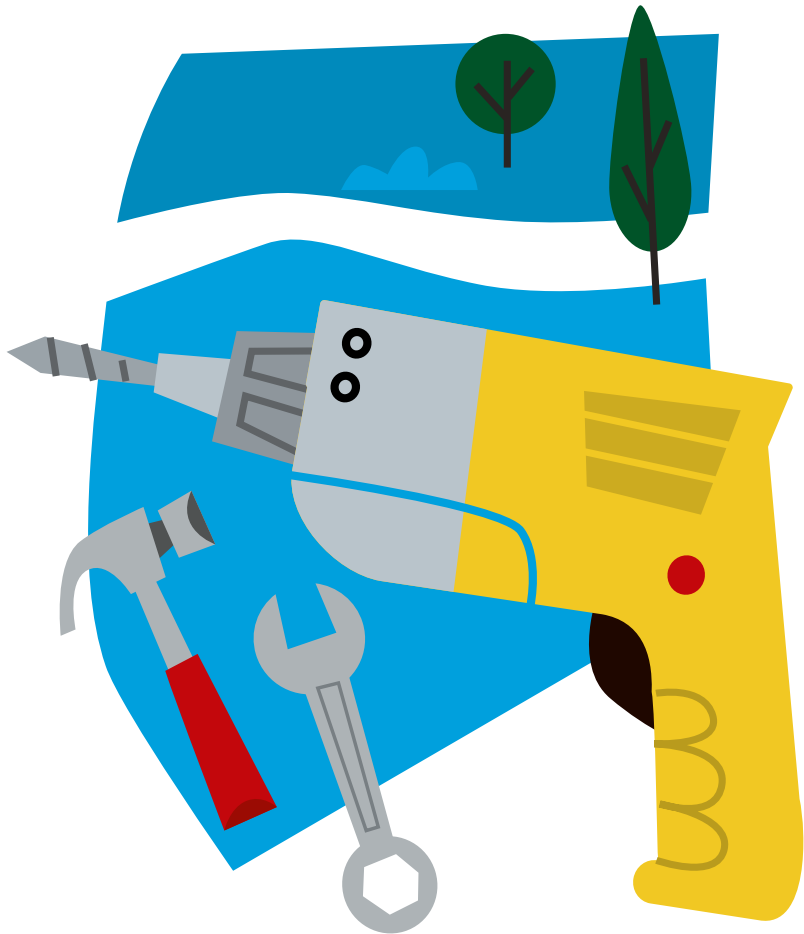
8%
THE RISE IN EUROPEAN USE OF ROBOTICS BY 2020

IN THIS SECTION »
Harry Hughes, CEO of Portwest, tells budding entrepreneurs to “do it now”. Plus furniture designers Boss Design and Meble Wójcik agree that innovation is the key to success in their sector, while pallet manufacturer Juodeliai says building loyalty, with both employees and customers, is the way to gain competitive advantage

Sources: ACEA, European Commission, International Federation of Robotics

INDUSTRIAL STRENGTH

MANUFACTURING AND ENGINEERING HAS ALWAYS BEEN A BROAD CHURCH, AND THIS YEAR WE HAVE ROOM FOR MAKERS OF EVERYTHING FROM FURNITURE TO WORKWEAR AND SAFETYWEAR, PLUS HERBAL MEDICINES, MATTRESSES AND WOODEN PALLETS. ONE THING ALL SUCCESSFUL MANUFACTURERS HAVE TO HAVE IN COMMON THESE DAYS IS A WILLINGNESS TO ADAPT – TO NEW TECHNOLOGY, NEW MARKETS AND A MORE KNOWLEDGEABLE CUSTOMER BASE. THE EU’S 2020 INITIATIVE CONCENTRATES ON INNOVATION AND R&D, TOGETHER WITH THE MORE EFFICIENT USE OF ENERGY AND CLEANER TECHNOLOGIES, WHICH MEANS THAT THE OPPORTUNITIES ARE THERE FOR COMPANIES WILLING TO INVEST AND COMPETE



WEAR AND CARE

Portwest
www.portwest.com
Sector: Manufacturing
Country: Ireland

Established in 1904, Portwest is a global manufacturer and distributor of workwear and safetywear. With over 3,000 employees worldwide, its team of award-winning designers specialise in flame-resistant and high-visibility workwear, hand and foot protection, personal protective equipment (PPE) and wearable technology.

“We are one of the fastest growing workwear companies in Europe, with an international distribution network and customer service staff in over 130 countries,” says CEO Harry Hughes. “We are a family business. Portwest is owned and managed by the third generation of the Hughes family.”

Harry believes that a clearly defined and ambitious strategy is behind Portwest’s success, a strategy that’s seen it grow 700 fold since Harry and his brothers, Cathal and Owen, joined the family business in 1978.

Supporting this continuous growth is a tight-knit, highly-experienced management team and a culture of life-long learning. “Many team members have progressed up the ranks in the company and now hold management roles, thanks to education and the chance to learn from experience,” says Harry, who was given EY’s Entrepreneur of the Year 2017 award.

The business has experienced major changes in recent years, including the ambitious decision to move production from China to Bangladesh and Myanmar. The risk paid off: Portwest has already opened to open two more factories.

Today, the team is set on continuing this pace of growth. “The entire team is committed to the company’s plan for growth,” adds Harry.

“A mission to sell the best product at the best prices, delivered with passion, belief and a smile is the common philosophy at Portwest.”

As for new entrepreneurs starting out, Harry’s advice is straight to the point: “Keep it simple and do it now.”



3,000

The number of employees worldwide working at Portwest



The Hughes brothers own and manage Portwest



“We are one of the fastest growing workwear companies in Europe, with an international distribution network and customer service staff in over 130 countries”

Harry Hughes, CEO, Portwest

HEALING HERBS

Founded in 1933 by Josef Popp, Bionorica is a world-leading manufacturer of evidence-based herbal medicines headquartered in Neumarkt, which is close to Nuremberg. With more than 1,600 employees and growing, the company operates sites in 20 locations worldwide, including Russia, Ukraine, Poland, Austria, Brazil and Spain.

Professor Michael A Popp, owner and CEO of Bionorica, attributes the company's success to its innovative "phytoneering philosophy" and commitment to research. "Phytoneering is the bridge between alternative medicine and modern pharmaceutical and medical science, with the aim of producing highly effective preparations," explains Michael. "Through our phytoneering philosophy, we decode the great potential of the active ingredients in plants – phytos – using innovative technologies."



www.bionorica.de
Sector: Pharmaceutical
Country: Germany



“Phytoneering is the bridge between alternative medicine and modern pharmaceutical and medical science”



Professor Michael A Popp, owner and CEO, Bionorica



The production facility in Neumarkt

The past six years have been a period of growth for Michael and the team, with Bionorica investing more than €120m into its headquarters in Neumarkt alone, creating one of the most modern, digital and environmentally compatible production facilities for herbal medicines worldwide.

“Our cultivation, extraction and production processes set international standards,” adds Michael. “This makes us the market leader in the segment of scientifically substantiated phytomedicine, which is expanding globally.”

As a result, Bionorica has established research collaborations with more than 500 leading institutes, hospitals and universities worldwide.

“Due to our R&D activities in 2017, we achieved great success,” explains Michael. “We examined more than 100 plants, characterising over 1,000 active substances in the process. This is the basis for new herbal remedies and our R&D ratio amounted to 14.6% in 2017.

By using only the latest analysis technologies in its cultivation processes, including a hand-held device and a sensor, the quality of the ingredients of a medicinal plant can be measured directly on the field and the harvesting time optimised. “Now, our cultivation is digital, too,” says Michael. “We have developed a process to determine the species and subspecies of plants.”

€120^m

The amount Bionorica has invested into its headquarters

DESIGNS FOR LIFE

Founded in 1983, in the West Midlands, Boss Design creates transformative furniture for workplaces, learning environments and the hospitality, retail and leisure sectors.

“Our product solutions shape some of the world's most respected organisations, businesses and brands – giving them room to grow, share, create and inspire,” explains Mark Barrell, Design Director. “Our products help transform a space from the ordinary to extraordinary.”

Boss Design operates across five continents, with four strategic production facilities located in

the UK, North America, the Middle East and the Far East, offering more than 150 product ranges.

Mark puts this success down to sound investments made in the businesses: “Boss Design is an uncompromising business, which has invested heavily and continuously in the key factors that determine success in our industry: product design, brand establishment and positioning, together with a strong sales and marketing infrastructure.”

By investing in these areas the business has been able to withstand changes in economic



The West Midlands-based business creates furniture for workspaces

Boss Design's Trinetic Task Chair



www.bossdesign.com
Sector: Manufacturing
Country: UK



cycles and emerge as a market driver instead, “establishing new and imaginative products later adopted by others across the whole market sector”.

Today the business is poised for more growth, with Boss Design set to offer even larger and more global solutions to international companies over the next five years.

“Innovators never rest on their laurels, they're always looking to rethink, to improve and to make things better, and this has always been our philosophy. We combine our passion with great design to exceed all expectations and change spaces for the better.

“Taking into account our investment in products, people and the brand, we consider ourselves well-positioned for the future.”

150⁺

The number of product lines Boss Design creates

BLISSFUL SLUMBER

Founded in 1840 and run from a 300-acre farm in Yorkshire, manufacturer Harrison Spinks produces luxury mattresses under the Harrison, Somnus, Hybed and Spink & Edgar brands.

“We’re one of the most vertically integrated bed manufacturers in the world,” explains Simon Spinks, Managing Director of Harrison Spinks. “We draw our own wire for our unique spring technology and grow natural fillings on our farm in Yorkshire. We are one of the most established and innovative bed makers in the UK.”

Simon believes this vertical integration is what sets Harrison Spinks apart. By owning and managing the entire supply chain, Simon and the team have total control of the production process, right down to component level, ensuring quality is maintained throughout.



www.harrisonspinks.co.uk
Sector: Manufacturing
Country: UK



“We have started to weave our own fabric that is naturally fire retardant compliant without chemicals”

This level of control enables the nearly 200-year old business to keep innovating, seeing it through tough economic times and helping it react to market pressures and trends. “Our ethos is to constantly reinvest to innovate,” says Simon.

Recent innovations include the firm’s HerdySleep collection – a high-end natural bed-in-a-box – designed to compete in the growing online compact bed market. “We developed the HerdySleep collection to enter this market, but we continue to work closely with quality independent retailers who can provide customers with a ‘bed fitting’ to ensure that the mattress they choose is right for them,” adds Simon.

Now the team is working towards building a bed that can be recycled entirely once no longer needed – a complex challenge that involves removing all foam and chemicals from the product and replacing it with eco-friendly, natural alternatives.

“Currently about 90% of the mattress can be recycled. We have started to weave our own fabric that is naturally fire retardant compliant without chemicals, and we have developed pockets for our springs that are welded together, removing the need for glue,” explains Simon.



Harrison Spinks uses 100% natural fillings in its mattresses



Farmers Gary and Liam on the 300-acre farm

1840

The year Harrison Spinks was founded

PART OF THE FURNITURE

Founded by Leszek Wójcik in 1986, Meble Wójcik has been producing quality furniture for more than 30 years. The family-run firm employs more than 1,400 people across its three factories in Elbląg, Poland, which specialise in producing affordable cabinet furniture for self-assembly.

“The aim of our enterprise is to produce top-quality furniture at reasonable prices, which enable every client to create an elegant and cosy space to live,” explains CEO Piotr Wójcik.

“Our company slogan is ‘the joy of furnishing’, so we use our best efforts to make sure every person who chooses our furniture is satisfied with using it on a daily basis.”

Meble Wójcik’s furniture is now sold in over 20 markets – including Poland, Germany, Austria, the UK, Switzerland, the Czech Republic, Slovakia, Belarus and Ukraine – and Piotr puts the company’s longstanding success down to its unwavering commitment to quality, customer service, hard work and staff development.



www.meblewójcik.com.pl
Sector: Manufacturing & Engineering
Country: Poland



The Lyon Light product range includes elegant tableware in white and oak

The Cortina collection is made of high-quality MDF in the colour of ‘Grandson Oak’

Recently the manufacturer has focused particularly on product development and logistics. “It is creative and complex solutions that clients expect from companies in the furniture industry,” explains Piotr. “It is not enough to produce furniture, the collections must be outstanding, interesting, functional, work for the client’s needs and be delivered in accordance with their requirements.

“That is why we made the decision to expand these two aspects and build our competitive advantage on them.”

Today the team is focused on keeping and improving its competitive advantage by increasing efficiency and product automation and by looking to new markets. Logistics remains the greatest challenge for the firm, however.



50,000

The number of pieces of furniture that leaves Meble Wójcik production lines every week

THE FABRIC FAMILY

Established in 1943 by Enzo Mantellassi, Manteco has been making high-quality fabrics from virgin and recycled materials for more than 70 years, and now exports to more than 30 countries worldwide. Running the business is the founder's son, Franco, and grandsons, Marco and Matteo Mantellassi, who have worked hard to keep the family firm thriving in a turbulent period for Italy's economy. "We still make everything here in Italy and operate from the famous Prato textile district, and the daily challenge of the fabric sector is to help the textile district of Prato stay alive," explains Marco, CEO. "As a result we invest heavily in the processes of our entire supply chain, because every single company contributes in a fundamental way to the production of the fabric."



www.manteco.com
Sector: Manufacturing & Engineering
Country: Italy



"We still make everything here in Italy and operate from the famous Prato textile district"



Manteco is based in Tuscany, Italy



Marco and Matteo Mantellassi run the business with their father

The investment is clearly working: Manteco's production capacity currently runs at over seven million metres of fabric per year, and the firm's "unique know-how" is now on display via a public archive of more than 40,000 pieces produced by the firm. Marco attributes this success to an integrated supply chain and an unwavering commitment to R&D. "Thanks to very deep R&D activity, the company is able to make products balanced between classic and contemporary, with innovative finishing that enhances virgin and regenerated wool," says Marco. This novel combination of classic and contemporary has won the firm clients around the world, including international and sustainable fashion brands. "European governments must recognise that the value of the fabric produced in the Prato district is unmatched. These fabrics are produced from old, used garments brought back to life through age-old processes, skilled workmanship and pioneering technology. These raw materials provide a much-needed sustainable option – one that governments should be enhancing and supporting," Marco says.

30+
The number of countries Manteco exports to

1000 COMPANIES
NETHERLANDS SNAPSHOT

THE NETHERLANDS' FEATURED COMPANIES HAVE A TOTAL REVENUE OF €4BN. FOR A FULL LIST OF COMPANIES FROM THE NETHERLANDS, SEE PAGE 138



REFINED PALLETS

Established in 1994, UAB Juodeliai is one of eastern Europe's leading producers of high-quality wooden pallets of European standard, pallets for the chemical industry (CP pallets) and non-standard pallet blanks.

"We assemble single-use non-certified pallets that meet the requirements of clients, as well as separate components of conifer and leaf-bearing wood," explains CEO Andrius Zimnickas.

"During the manufacturing process, other by-products like firewood and sawdust are also produced. All our production is FSC® certified."

Around 90% of all production is exported to foreign markets and the Lithuanian company currently employs more than 400 people across its administrative hub and three production units based in Akmenynai, Jūrė and Radviliškis.



JUODELIAI

www.juodeliai.com
Sector: Manufacturing & Engineering
Country: Lithuania



"During the manufacturing process, other by-products like firewood and sawdust are also produced"



^ All UAB Juodeliai's products are FSC® certified



> The firm has three production units in Akmenynai, Jūrė and Radviliškis

400+

The number of UAB Juodeliai employees

"By following the strict requirements of the European standards, being responsible for our employees and clients, and by implementing innovations without fear, we have achieved excellent results in Lithuania as well as in foreign countries," adds Andrius.

Responsibility, quality and innovation lie at the heart of the business, as do its long-held business principles – staff appreciation, close communication with clients, keeping agreements and transparency – which help drive the company's success.

It's these values that helped UAB Juodeliai overcome recent challenges to expand production and enter new markets, as Andrius explains: "We recently opened in Radviliškis, which was a green land investment and this enabled us to more than double our production capacities. We also recently entered into the Far East, a market we've been looking to enter for some time."

Andrius and the team looked to new opportunities in Germany, and appointed a resident representative in the city of Cologne. Additionally the team is focusing on the new generation entering the labour market. "It's a very exciting time for the business," adds Andrius.

1000 COMPANIES
CROATIA SNAPSHOT

CROATIA'S FIVE COMPANIES HAVE A TOTAL REVENUE OF €186M. FOR A FULL LIST OF COMPANIES FROM CROATIA, SEE PAGE 118



HEALTH AND WELLNESS

The Cypriot pharmaceutical manufacturer occupies a niche position in the market, specialising in categories like oncology products and antiretrovirals.

“The triangle of success of our company is the affordability of the products we sell, security of supply in what we buy and sell and sustainability in what we do,” says Michael Neoptolemu, Managing Director of Remedica. “We have invested heavily in this regard and it is now paying back in a sustainable way.”

Remedica emphasises the importance of maintaining strong relationships with both customers and suppliers. Even in times of economic crisis, it has been able to evolve in the right direction. “Sustainable and strong in-bound and out-bound activities and



www.remédica.eu
Sector: Manufacturing & Engineering
Country: Cyprus



Remedica has been based in Cyprus since 1960



Remedica's modern production facilities

relationships, as well as operational efficiency, made Remedica a stable player even in crisis,” says Michael .

But rather than solely looking at the figures, the company is quick to point out the need to examine the quality of its workforce. Instead of constantly seeking to expand this, Remedica looks to develop what’s already there. Workforce number growth, Michael says, should be linked with productivity and further needs.

“Remedica aims to become an empowering place that will attract, retain and develop talented people with competencies,” he says. “Access to skills is a difficult challenge in our industry.”

There are various, increasingly daunting hurdles being placed in the way of pharmaceutical companies, such as tighter regulations surrounding the registration of products and their distribution. Access to skilful personnel that can navigate these obstacles while generating innovation and adding value to the company is therefore doubly important. This, Michael says, will help Remedica to continue its remarkable development.

2018

The year Remedica was a national winner in the European Business Awards

1000 COMPANIES
ITALY SNAPSHOT

ITALY’S COMPANIES HAVE HAD AN 85% 2-YEAR JOB GROWTH. FOR A FULL LIST OF COMPANIES FROM ITALY SEE PAGE 133



WHY IS EUROPE STILL AVERSE TO EQUITY?

KAREL LANNOO
CHIEF EXECUTIVE OFFICER, CENTRE FOR EUROPEAN
POLICY STUDIES (CEPS)

THE CEO OF CEPS CALLS FOR AN INCREASE IN MORE DIVERSE
FORMS OF FINANCING AND A MORE HARMONISED APPROACH
TO PAN-EUROPEAN TAX AND LISTINGS STANDARDS



**“BANKS LIKE COLLATERAL. THEY ARE NOT
KEEN TO PROVIDE DEBT FINANCING FOR THE
ACQUISITION OF THE INTANGIBLE ASSETS
THAT ARE SO IMPORTANT TO INNOVATION”**

With the end of quantitative easing approaching and a likely rise in interest rates, firms need to prepare for a considerable increase in the cost of financing. The low interest rates of the last four years, since the establishment of the Capital Markets Union (CMU), no doubt explain why capital markets financing has remained so underdeveloped in Europe, but there is more. Even if markets are up across different segments – IPOs, private equity and venture capital – overall they are still at low levels given the position in the cycle, and bank financing remains dominant. In addition, Europe continues to struggle with how to leverage its scale, as demonstrated by the Spotify IPO, which listed in the US. The increasingly likely advent of a chaotic Brexit in Europe’s largest capital market will not make Europe more attractive.

Latest data from the European Investment Bank’s Investment Survey indicates that firms broadly continue to prefer bank finance over any other means. In an experiment using a sample of almost 1,000 cases, firms were willing to pay an extra 8.8% interest over the cost of equity in order to avoid having to offer shares. Even with a lending option requiring 100% collateral, firms were willing to pay some 5% more for a loan. This demonstrates that deeper issues are at stake, which require a more radical approach if Europe wants to create a more balanced financial system.

5%
**THE EXTRA AMOUNT FIRMS ARE
WILLING TO PAY FOR A LOAN**

The need to rebalance our financial system is even more urgent if one considers that much growth today is coming from intangibles. Banks like collateral. They are not keen to provide debt financing for the acquisition of the intangible assets that are so important to innovation. The European Investment Bank’s analysis shows that firms with more diversified financing (e.g. trade credit, bank financing, grants and

**“TAX REMAINS A
PREDOMINANTLY NATIONAL
MATTER IN EUROPE, MAKING
IT DIFFICULT FOR EUROPE
TO EXPLOIT ITS SCALE”**

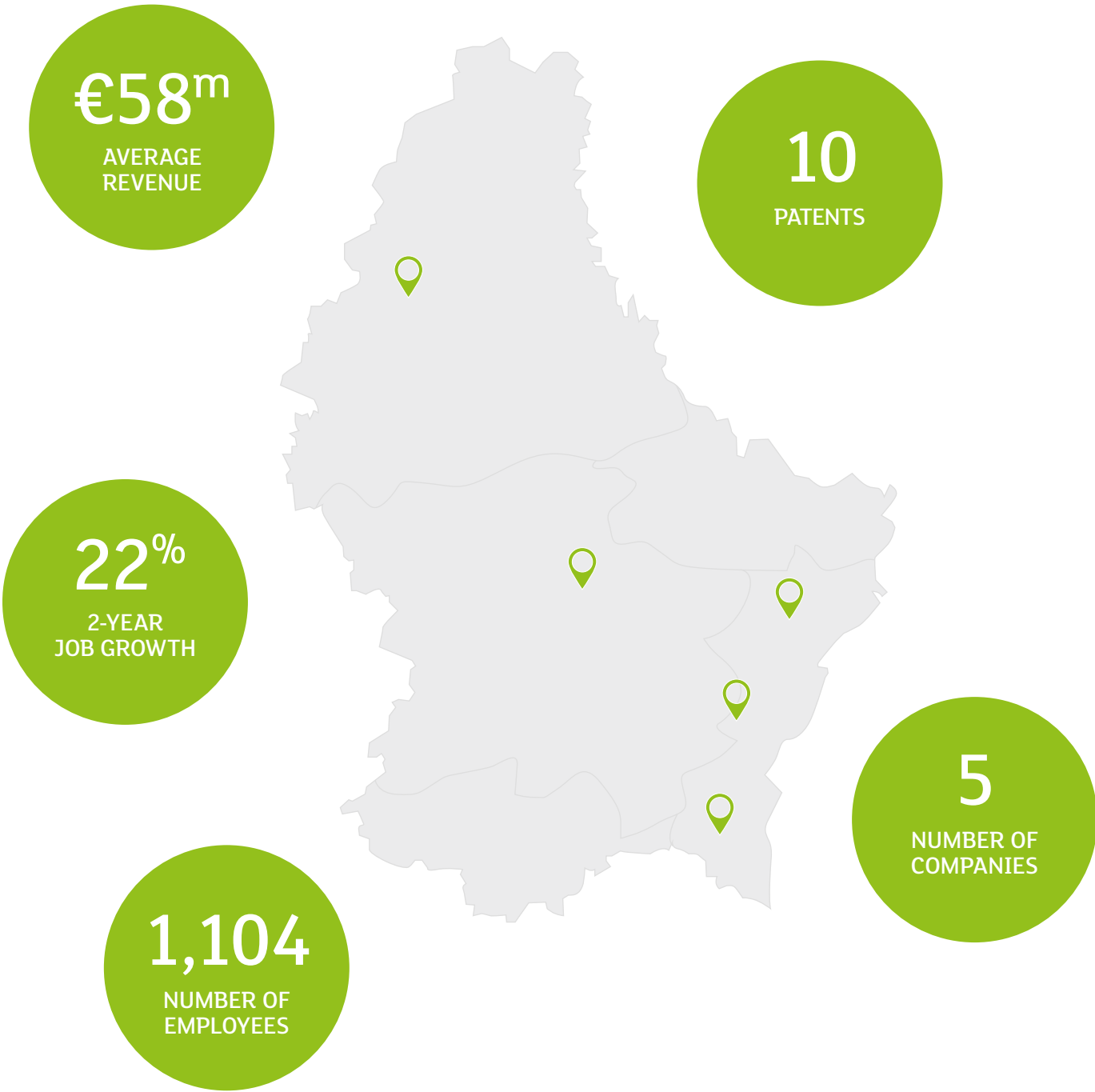
equity financing) invest more in intangibles and innovation.

However, the importance of intangibles requires a change in tax systems that are largely based on fixed assets and debt finance. Interest payments on debt finance are tax deductible, but profits are taxed, as are dividends on equity. Dividends of foreign companies are taxed twice, once at in their home country, and once in the country of the recipient.

Tax remains a predominantly national matter in Europe, making it difficult for Europe to exploit its scale. The same applies to listing standards, notwithstanding four rounds of EU harmonisation in 1989, 2003, 2010 and 2017. Unlike the US, the EU still does not have a single authority that could vet an appeal to a pan-European investor base. Under current rules, a listing must be authorised in the company’s home country, then notified to 27 or more authorities, to obtain permission to call upon local investors – another reason that Spotify chose the US market.

1000 COMPANIES LUXEMBOURG SNAPSHOT

LUXEMBOURG’S COMPANIES HAVE AN AVERAGE REVENUE OF €58M. FOR A FULL
LIST OF COMPANIES FROM LUXEMBOURG, SEE PAGE 138



TODAY’S CONSUMERS
FACE KEY WORLD
CHALLENGES —
ENVIRONMENTAL,
POLITICAL, TECHNOLOGICAL
AND PSYCHOLOGICAL.
SUCCESSFUL CONSUMER-
FACING COMPANIES
ARE DEMONSTRATING
THAT THEY CAN BE
TRUSTED TO ADDRESS
THESE CONCERNS,
WITH ‘RADICAL
TRANSPARENCY’ THE
WATCHWORD FOR 2018

€1.4BN
THE EU CONSUMER
SPEND IN Q1 2018,
AN ALL-TIME-HIGH

58%
THE PROPORTION
OF EU E-COMMERCE
MARKET
PENETRATION

1.2 BILLION
THE NUMBER OF
HOLIDAYS TAKEN
BY EU RESIDENTS
PER YEAR

IN THIS SECTION »
Małgorzata Adamkiewicz,
CEO of pharmaceutical/
biotech company
Adamed, explains why
investment in innovative
R&D has been the route to
success for the company.
Plus KON-RAD President
Pavol Konštiak and
Jollyroom CEO Ole Sauar
agree that recruiting
the right people to their
businesses is the key to
progress and expansion

Sources: Eurostat,
Tradingeconomics.com,
Statista

OPEN DOOR POLICY

WE ARE LIVING LONGER, HAVING FAMILIES LATER, ARE MORE CONCERNED ABOUT THE STATE OF OUR PLANET THAN EVER BEFORE, AND THE LEGACY WE WILL LEAVE OUR CHILDREN'S GENERATION. AS A RESULT, WE ARE DEMANDING GREATER OPENNESS FROM COMPANIES WE DO BUSINESS WITH, WHETHER THAT'S TO DO WITH ACCOUNTABILITY, SUSTAINABILITY OR MERELY GOOD PRACTICE. COMPANIES THAT FAIL TO ADAPT, OR ADDRESS CONSUMERS' CONCERNS, ARE IN DANGER OF FALLING BY THE WAYSIDE. FOR THOSE THAT DO, HOWEVER, THE FUTURE IS BRIGHT



MEDICINE ON A MISSION

Adamed

www.adamed.com.pl
Sector: Pharmaceutical
Country: Poland

Established by Dr Marian Adamkiewicz PhD, in 1986, pharmaceutical and biotechnological company Adamed is centred on scientific thought and the development of its own patents.

"We manufacture nearly 580 new-generation products that are distributed in 65 countries across the globe," explains Dr Małgorzata Adamkiewicz PhD, CEO of Adamed. "We establish scientific and industrial groups together with leading universities and scientific institutes, both in Poland and abroad."

As a result, Adamed's intellectual property is protected by more than 180 patents, in markets around the world, while the company has offices in Russia, Spain, Kazakhstan, the Czech Republic, Vietnam, Uzbekistan, Slovakia and Ukraine. It employs more than 2,000 people.

Driving this success is the firm's powerful commitment to innovation, research and development, as Małgorzata explains: "The company was created and developed by Polish medical doctors with a focus on innovation in R&D activities."

"In 2016, we opened a new 3,000m² state-of-the-art research and development centre, fully equipped with the latest research infrastructure. The department is currently working on advanced medical products used, among other things, in the treatment of oncological and central nervous system diseases. These are entirely innovative solutions."

In 2017, Adamed signed a \$50m investment agreement with Davi Pharm, one of the fastest-growing Vietnamese pharmaceutical companies. Signed in Hanoi in the presence of Polish President Andrzej Duda, and Vietnamese President Trần Đại Quang, the deal provided a firm footing for further dynamic development in the Asia-Pacific region.

"It is part of Adamed's internationalisation strategy, and we have further acquisitions planned in the near future," adds Małgorzata.



180⁺

The number of patents protecting Adamed's Intellectual Property



A dynamic company, Adamed is at the cutting edge of research into innovative new products and is also looking towards global expansion



"In 2016, we opened a new 3,000m² state-of-the-art research and development centre, fully equipped with the latest research infrastructure"

Małgorzata Adamkiewicz, CEO, Adamed

KEEPING IT IN THE FAMILY

KON-RAD began at an unusual time in Europe's recent history. It was 1990, the year after the Velvet Revolution toppled the Communist leadership in Czechoslovakia, and the country had split into two: the Czech Republic and Slovakia.

"During this period all the people were in the same starting position," says Pavol Konštiak, President of the Slovakian food distribution company. "It was a free country, and there was free business. That was the main theme of the period after the revolution in 1989."

Pavol knew that the political and economic uncertainty that followed the revolution provided both dangers and opportunities for new businesses. If navigated correctly and carefully, a company could not only take advantage of the new economic landscape, but prosper in it.



www.kon-rad.eu
Sector: Wholesale
Country: Slovakia

"Choosing the right employees is essential – it's the most important element in my business"



KON-RAD President Pavol Konštiak with wife Viera and daughters Veronika and Zuzana

Food distribution company KON-RAD took advantage of the country's upheaval



"KON-RAD maintains a 100% commitment to its customers," Pavol says. "Choosing the right employees is essential to achieving this – it's the most important element in my business."

The figures help to illuminate just how successful its growth has been: 200 employees, 400 suppliers, 2,000 customers, and an annual turnover of €60m. The global economic crisis that began in 2008 didn't narrow its horizons; instead, the company built a 15,000m² logistics centre, benefiting from the cheap loans being offered and the fact that, amid the crisis, construction companies were lacking the opportunities for work they had previously enjoyed. This drove prices down, and as a result, KON-RAD began to expand.

Pavol says that the company's employees see KON-RAD as a second home, and their deep interest in its development and continued growth shines through in their work.

"At the beginning, I was alone with my dreams and hopes about the business, but I didn't have any money," he says. "I wanted to build a successful business. And I was successful. That success is only realised when it comes from the heart."

€60^m

The value of the current annual turnover of food distribution company KON-RAD

START YOUR ENGINES

Founded in 1993 and headquartered in Chorzów, southern Poland, Moto-Profil imports, stores, delivers and fits spare parts to cars throughout Poland and much of Europe.

"We used to say that Moto-Profil is a distributor of spare parts for cars," explains Piotr Tochowicz, President of Moto-Profil. "However, over the last few years we've noticed that our activity has changed. We realised that selling a part is only half the service: the part must be delivered to the right place, at the right time, fitted, and then the car must

be checked and the bill paid across the entire supply chain. That's what we organise."

This holistic approach is clearly working – Moto-Profil has grown steadily by 20–25% yearly and now employs around 850 people. Piotr attributes the company's success to its firmly held values, which include partnership and loyalty, and its commitment to working fairly with like-minded businesses.

"We do not want to be a 'big' company," says the Piotr. "We operate a light-touch management structure and have fast



www.moto-profil.pl
Sector: Automotive
Country: Poland



President Piotr Tochowicz has seen a radical change in the nature of the business

Moto-Profil has grown impressively since becoming involved in the entire supply chain

decision-making processes. We are flexible in how we work and have no heavy investments in outlets, stocks or properties."

Piotr believes this agile nature will stand the firm in good stead as the car industry changes. "The way people use cars is changing from ownership to leasing, hiring and sharing. As a result, an increasing number of cars are in the hands of fleet operators and lease companies, which require different approaches when it comes to servicing," he says.

"For fleet managers, a complete service must be delivered – that includes a car monitoring system and monthly bill. Parts, tyres, inspections, notifications, maintenance, repairs – this is what the manager expects and that's what we offer. Our vision is to supply the necessary tools to help our customers grow."



850

The number of staff employed by Moto-Profil

JOLLY GOOD

Jollyroom is the largest online store for baby and child products operating in Scandinavia, Finland and Germany. CEO Ole Sauar attributes the retailer's success to several efficiencies, which includes reducing the number of physical shops.

"We have a high internet sales growth in general and have built an online store where parents can find everything they need," says Ole. "This cuts out the middle man, makes logistics more efficient and keeps us more cost effective."

Jollyroom has expanded into sports equipment, toys and interiors as a result, and plans to launch in more European countries soon. "At the beginning we only had baby products, but now we have a much wider assortment and products for older children, too," Ole says.



www.jollyroom.se
Sector: Retail
Country: Sweden



Being a one-stop shop for parents has enabled Jollyroom to benefit from economies of scale

CEO Ole Sauar says the plan is to launch into other European countries in the future



"We recently opened up in Germany and will launch in more European countries in the future. The biggest opportunities for us come from increasing our range, and expanding into new markets."

Jollyroom now hopes to become a leading European retailer, and the team is on the lookout for the right people to help it achieve this aim.

"Our goal is to become the number one children's retailer in Europe, so we are constantly looking for talent and are hiring new staff every week," says Ole.

Ole expects the baby and child sector to consolidate too – while online will continue to grow. "Today there are a lot of small and medium-sized enterprises involved in baby and children products. We expect there will be fewer players in the future, but there will be larger companies."

"The number of physical stores in Europe will be reduced heavily and we expect 50% of all turnover to be online within five to 10 years' time."

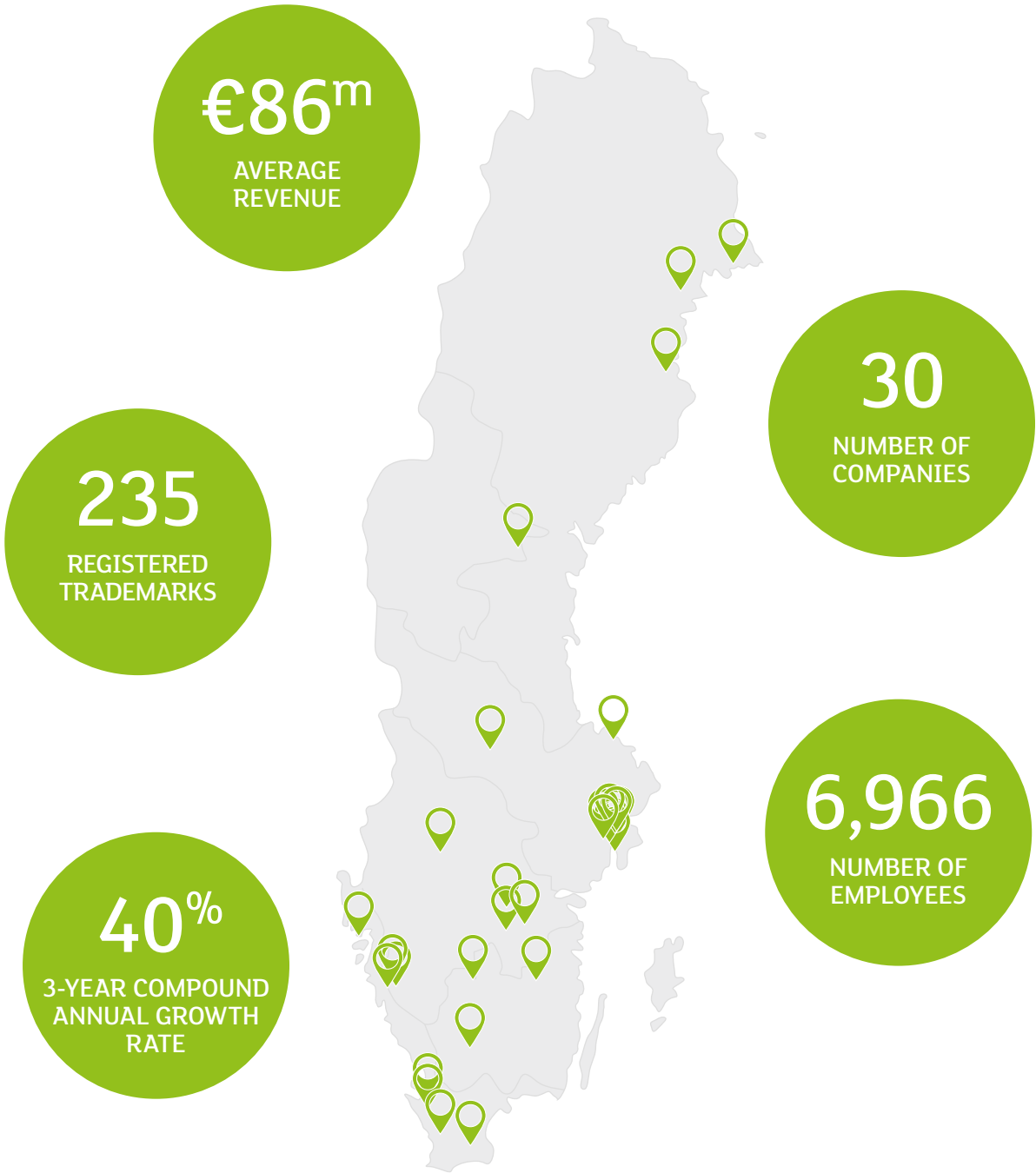
As for advice from Ole for new businesses starting out: "Focus on finding the right people for your organisation and expect to work hard for many years."

50%

The percentage of turnover Jollyroom expects will be online within ten years

1000 COMPANIES
SWEDEN SNAPSHOT

SWEDEN'S 30 COMPANIES EMPLOY NEARLY 7,000 PEOPLE. FOR A FULL LIST OF COMPANIES FROM SWEDEN, TURN TO PAGE 144



MOVE ON UP

One of Ireland's largest hauliers, Dixon Transport began life in the late 1970s. Despite soon becoming a major player in the continental goods transport industry, the company has stayed true to its family roots. Following the passing of his father in 1988, Michael Dixon re-established the business in 1998, and within six years, grew a fleet of 50 trucks and a lauded reputation.

Today, that figure has tripled, and its trucks can be seen across the continent, from Ireland to Germany, Austria to Portugal. It specialises in the transportation and storage of temperature-controlled items, and from its modest beginnings, it now boasts 250 employees, ranging from truck drivers to planning, administration and accounts staff. "Our trucks are all our own assets and we do not subcontract," says Logistics Manager Colum



www.dixontransport.com
Sector: Transport
Country: Ireland



“We have embraced new technologies, including GPS software for trucks and trailers, and temperatures of clients’ shipments”



^ Dixon Transport's Dublin storage facility is continually expanding to meet demands



> The company has 150 trucks with state-of-the-art onboard temperature controls

Aungier. "We pride ourselves on putting our customer's needs first and we were the first company in our industry to have 24/7 monitoring for sensitive shipments. In addition, we have embraced new technologies, including GPS software for trucks and trailers, and temperatures of clients' shipments."

Its operations were boosted in 2015 by the construction of a large temperature-controlled facility in Dublin with capacity for 4,000 pallets. Three years later, demand for the company's services has grown so much that it has begun work on a 5,000 pallet extension.

Colum says the biggest challenge in recent years has been remaining competitive and controlling costs in a climate of increasing fuel prices. But initiatives have been developed to combat this, including reducing the maximum speed of its fleet, and educating drivers on efficient driving techniques.

Dixon Transport knew early on what its customers required. Its continued success is testament to its willingness to listen and act on the demands of those who have depended on it for more than two decades and continue to do so.

250

The number of employees at Dixon Transport

1000 COMPANIES
GREECE SNAPSHOT

THE COMPANIES INCLUDED IN THIS REPORT FROM GREECE HAVE A €43M AVERAGE REVENUE.
FOR A FULL LIST OF COMPANIES FROM GREECE, SEE PAGE 132



NATURAL SCIENCE

The success of Laboratoire Science et Nature can be boiled down to a simple commitment: respect for the world we live in. The French company, which produces cosmetics and cleaning products, draws its inspiration directly from the earth.

"Our mission has remained unchanged since we started in 1972," says Olivier Guilbaud, President of Laboratoire Science et Nature. "It is to preserve nature, understand its ecosystems and bring its benefits to man and society."

The company began life on a 25-hectare farm owned by Olivier's father, back when the trend for natural, organic products was in its infancy. Success was by no means guaranteed, but Olivier's commitment to developing a culture within the cosmetics industry that pays respect to the natural world, soon gained admirers.



www.body-nature.fr
Sector: Consumer Services
Country: France



"Our mission is to preserve nature, understand its ecosystems and bring benefits to man and society"



Laboratoire Science et Nature's skincare products are all natural and plant-based

The company started life on a small farm and has stayed true to its origins



Today, the movement for sustainable living is strong. Laboratoire Science et Nature manufactures a range of products including Centifolia, a skin product that is based on a deep understanding of the intelligence of plants, and Prosens, which is the company's own range of eco-certified products directed at the cleaning industry.

The company's ability to stay true to its central vision is helped by the fact that it remains family-owned. It has been able to expand despite the tough economic conditions of the past decade and more. In 2006, it had a revenue of €4m, and an employee base at the company headquarters of 35. Now, it turns over €32m each year and boasts 200 core staff.

Olivier sees both challenges and opportunities up ahead. "Worldwide companies with huge financial means are investing in the organic market," he says. "That's why we need to strengthen our know-how and move quickly to take advantage, not only of the industry in France, but also in Europe, Asia and America."

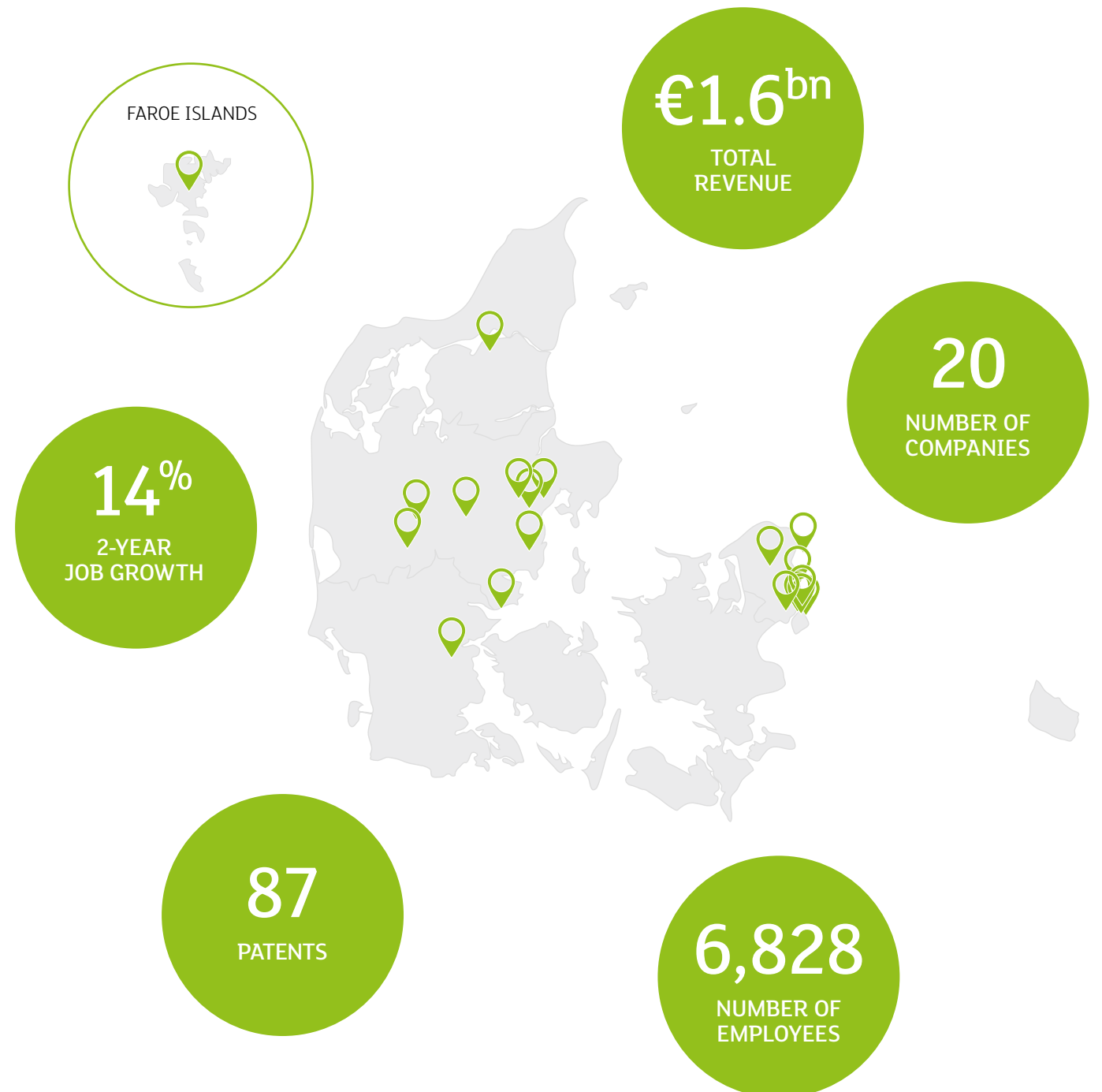
€32^m

The annual revenue of Laboratoire Science et Nature – up from €4m in 2006

1000 COMPANIES

DENMARK SNAPSHOT

DENMARK'S FEATURED COMPANIES REPORT AN AVERAGE REVENUE OF €79M. FOR A FULL LIST OF COMPANIES FROM DENMARK, SEE PAGE 119



COMMENTARY

BRIAN HAYES MEP

VICE-CHAIR, ECONOMIC AND MONETARY AFFAIRS
COMMITTEE, EPP

TURNING THE CAPITAL MARKETS
UNION INTO A REALITY



Small and medium-sized businesses (SMEs) are the driving force behind the European economy. As economic conditions start to improve in Europe, policymakers must nevertheless still face the reality that SMEs continue to struggle to get access to their necessary financing needs. London Stock Exchange Group's *1000 Companies to Inspire Europe* report demonstrates the great benefits that SME businesses bring to the European economic ecosystem. It also shows the challenges and barriers that they face in ensuring their high-growth potential.

In 2014, European policymakers from the Parliament, Commission and Council set out on a task to deliver a functioning Capital Markets Union (CMU) for Europe that would harness the needs of SMEs and address Europe's investment gap.

Four years later and with an improving economy, European capital markets have not made the enormous leap that we would have hoped for.

There is still an over-reliance on bank financing for European companies, which means that they are vulnerable to the tightening of bank lending. Clearly, bank financing can never be replaced, but we must continue to broaden the range of financing instruments that are available to SMEs and entrepreneurs, in order to address their diverse financing needs.

“WE MUST CONTINUE TO BROADEN
THE RANGE OF FINANCING
INSTRUMENTS THAT
ARE AVAILABLE TO SMEs
AND ENTREPRENEURS”

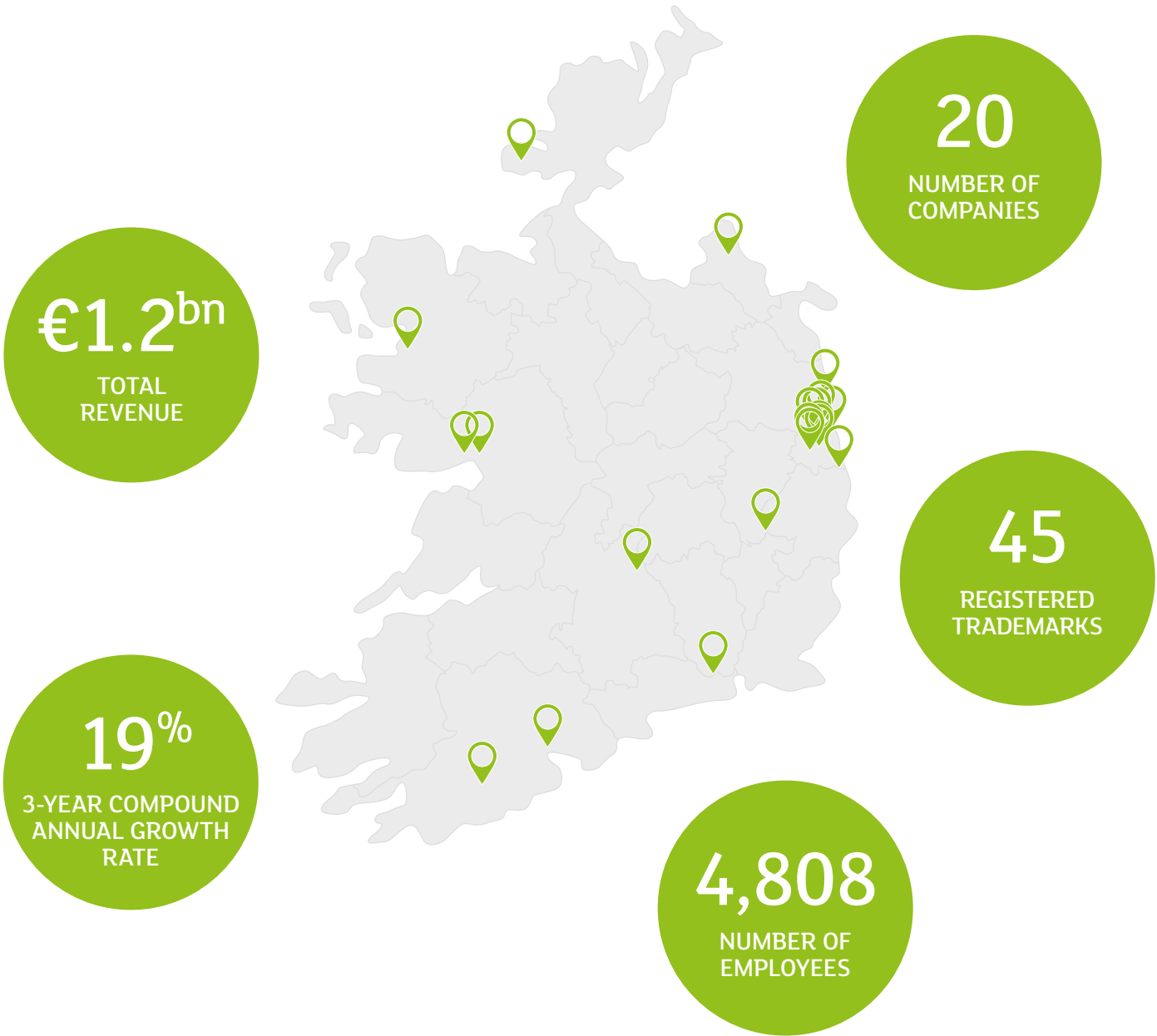
Alternative forms of financing must become a key part of our toolkit to help European companies to flourish. We must recognise that things like equity finance, venture capital, peer-to-peer platforms and crowdfunding can all provide valuable sources of funding for growing businesses.

In Ireland, over half of SMEs say that access to finance is a growing problem. If we had a truly functioning CMU, SMEs would have the means to source the funds needed to propel their business forward.

The EU has delivered on many of the goals it has set itself on the CMU project and has taken some radical regulatory action, but change on the ground is slow in coming. There needs to be dedicated follow up to the policies that have been put in place and to ensure that they are implemented adequately. In the next mandate of the Commission and Parliament, there must be a clear commitment to turn CMU into a reality for businesses.

1000 COMPANIES
IRELAND SNAPSHOT

IRELAND'S 20 COMPANIES EMPLOY 4,808 EMPLOYEES. FOR A
FULL LIST OF COMPANIES FROM IRELAND, SEE PAGE 133



COMMENTARY

ANNE SANDER MEP
MEMBER, ECONOMIC AND MONETARY AFFAIRS COMMITTEE,
EUROPEAN PARLIAMENT

DIVERSITY IS KEY
TO THE EU ECONOMY



“THE DIVERSITY OF SMEs MEANS
THAT THEY DON’T ALL HAVE
THE SAME FUNDING NEEDS
AND MULTIPLE SOLUTIONS
NEED TO BE PUT IN PLACE”

The diversity of the EU economy is one of its strengths. Comprised of big international companies that lead their sectors, there are also mid-caps and small and medium-sized enterprises (SMEs) that create growth and jobs. These companies are not always on the radar of EU institutions and even if they are, sometimes we are not ambitious enough in making EU rules adequate for them.

As Christine Lagarde said, when she was Minister for the Economy in France, “we have to think small first”. Since the launch of the Capital Markets Union (CMU) initiative, we have not been focusing much on SMEs. Despite some provisions which specifically target SMEs, such as the SME Supporting Factor in the Banking Package, we have not given much consideration to SMEs in the area of financial regulation.

This initiative of the Commission towards the SME growth market is supposed to ease the access to financial markets for these types of companies, in order to raise capital. It is a valuable first step. Not all SMEs will be willing to go public, but those that do should be encouraged. We have a duty to help them by adapting the rules.

The diversity of SMEs means that they don’t all have the same funding needs and therefore multiple solutions need to be put in place. Fast-growing tech startups do not have the same needs as mid-caps or SMEs evolving

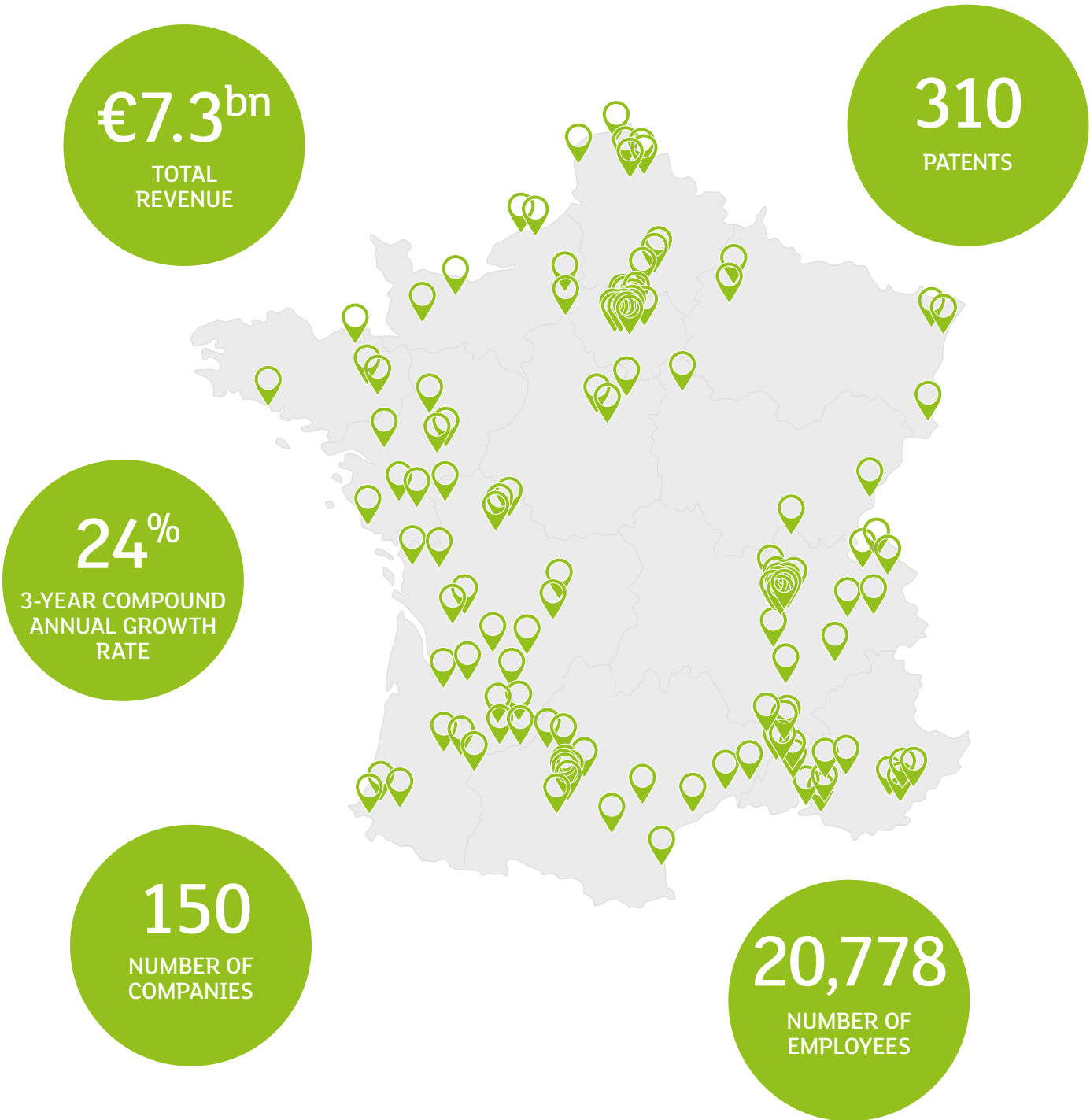
in traditional sectors. It is an ecosystem that we have to develop and strengthen. This ecosystem is composed of banks and business angels, but also venture capital funds and investors in financial markets. Therefore, in order to be able to diversify the sources of funding and help these companies to remain and grow in Europe, it is crucial to offer them multiple forms of funding.

In addition to these financing opportunities, it is also the role of stock markets to chaperone SMEs when they want to access financial markets, as often they don't have the knowledge to overcome and understand the steps and obstacles ahead. If this initiative on SME growth market is a starting point, I would encourage the Commission to have a comprehensive approach towards SMEs by also looking at the investor side, for whom it is often too expensive to finance SMEs.

Finally, I would say that in the context of Brexit, the EU has to devote particular attention to the CMU initiative, which is even more important given that the UK is set to depart in 2019. We have to make our capital markets stronger and more resilient. This requires developing appropriate frameworks, adequate supervisory bodies and a positive narrative from policy makers to encourage these companies to take risks, grow and perform to their full potential in Europe.

1000 COMPANIES
FRANCE SNAPSHOT

FRANCE’S 150 COMPANIES HAVE A TOTAL REVENUE OF €7.3BN. FOR A FULL LIST OF COMPANIES FROM FRANCE, SEE PAGE 120



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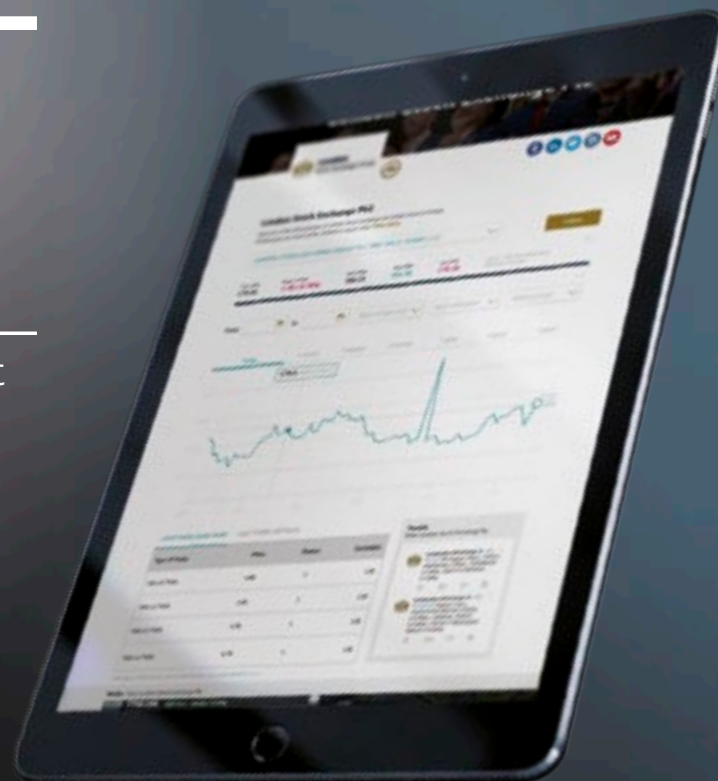
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SECTOR AT A GLANCE

74%
THE PROPORTION OF EU EMPLOYEES WORKING IN THE SERVICES SECTOR

€83BN
THE SIZE OF THE EUROPEAN CONSULTING SERVICES MARKET

490%
THE GROWTH IN CONSULTING REVENUE OVER THE PAST THREE YEARS

IN THIS SECTION »
Leslie Morgan, CEO of pharmaceutical and medical equipment suppliers Durbin, explains how the company succeeded by identifying a gap in the market, and proceeded to fill it. Comping, AlfaPeople and Voyages Emile Weber are all looking to new technologies to sustain their impressive growth

Sources: Eurostat, Consultancy.uk, Statista

PEOPLE POWER

THE EVER-INCREASING USE OF AUTOMATION AND THE ADVENT OF ROBOTISATION HAVE HUGELY AFFECTED A NUMBER OF PROCESS-DRIVEN SECTORS, BUT PEOPLE-ORIENTATED PROFESSIONAL SERVICES COMPANIES CONTINUE TO BE A GROWTH AREA ACROSS EU TERRITORIES. WHETHER A HIGH-TECH CLIENT RELATIONSHIP MANAGEMENT TOOL OR TOURISM IS THEIR PRIMARY BUSINESS, THE KEY FOR SUCCESSFUL COMPANIES IS TO INVEST IN THEIR WORKFORCE, BE FLEXIBLE AS THEY EVOLVE AND DEVELOP, AND FOCUS ON OFFERING VALUE TO NEW AND EXISTING CUSTOMERS TO KEEP THEMSELVES AHEAD OF THE COMPETITION



A PICTURE OF HEALTH

Durbin

www.durbinglobal.com
Sector: Professional Services
Country: UK

Healthcare may well be a universal right, but it's not something that is universally delivered. Treatments for rare diseases may only be available in certain countries due to the time taken to approve a drug or the number of patients being too low to make it commercially viable for the manufacturer to produce.

UK-based Durbin has been supplying pharmaceuticals and medical equipment since 1963. It understood early on that the increase in specialist therapies for rare diseases was producing a need that was not being met in all corners of the globe, so it began to use its expertise to supply these to patients who otherwise would not get them.

"We build long-term relationships with our customers, whether that is an NHS hospital, a pharmaceutical manufacturer or a major relief organisation," says Leslie Morgan, CEO of Durbin. The company focuses on five foundations: quality of service, regulatory expertise, being ethical and cost effective, global distribution, and global sourcing.

The emphasis on propelling the development of niche areas of the health supply chain has won it a vast client base – it supplies products to more than 180 countries from its centres in the UK, US and Singapore.

"We have grown the business by geographical expansion but mostly by focusing on our core competencies and taking this to new business streams," Leslie says. It's this philosophy that has seen it grow from just 60 employees crammed in one office, to hundreds of staff across multiple countries.

So where does it go from here? "I think the pharmaceutical industry will continue to develop more personalised and specialist therapies," Leslie says. "This, in turn, will increase the demand for specialist companies like Durbin. We are on an ambitious growth path and we certainly see our workforce increasing in the coming years."



180

The number of countries that Durbin supplies with pharmaceuticals and medical equipment



Durbin has been a hugely successful specialist supplier for more than 50 years, and now looks set to benefit from the increase in personalised medicine



"We have grown the business by geographical expansion but mostly by focusing on our core competencies and taking this to new business streams"

Leslie Morgan, CEO, Durbin

SYSTEM SOLUTIONS

Founded in 1988 and headquartered in Zagreb, Comping is a leading IT company that focuses on system integration and IT solutions for large enterprises.

“We have highly-developed skills in the domain of enterprise infrastructure, covering servers, storage, networking, cloud and hybrids, in addition to expertise in the domain of business analytics, data warehousing, big data and business intelligence,” explains Alojzije Jukić, Comping’s President of the Board.

It’s this skill, expertise and commitment to customer relationships that Alojzije believes has made Comping the successful business it is today – along with the application of business analytics. “We have implemented business analytics and profitability tools for our own needs,”



www.comping.hr
Sector: IT
Country: Croatia



Comping uses a data-driven approach to select its customers and ensure growth

The planned next step for the company is for it to become more service-orientated



says Alojzije. “We are data-driven in all our planning and execution, and such an approach has helped us select the right customers and enabled us to achieve profitable growth.”

The next five years promise to be significant for Comping as it looks to expand its operations in Croatia and internationally, while embracing new technologies such as connected devices and the Internet of Things (IoT).

“I expect Comping to continue to be one of the most important players in the Croatian market, but also to expand the solution business in other markets,” adds Alojzije. “We have plans to move the company to become more of a service-orientated business. To implement these plans, we are building other capabilities and new revenue streams such as IoT solutions and services.

“We are also open to strategic partnerships, especially in order to enter new markets,” says Alojzije.

He believes that investments in new technologies and new markets will cause the headcount to double at Comping over the next five years.

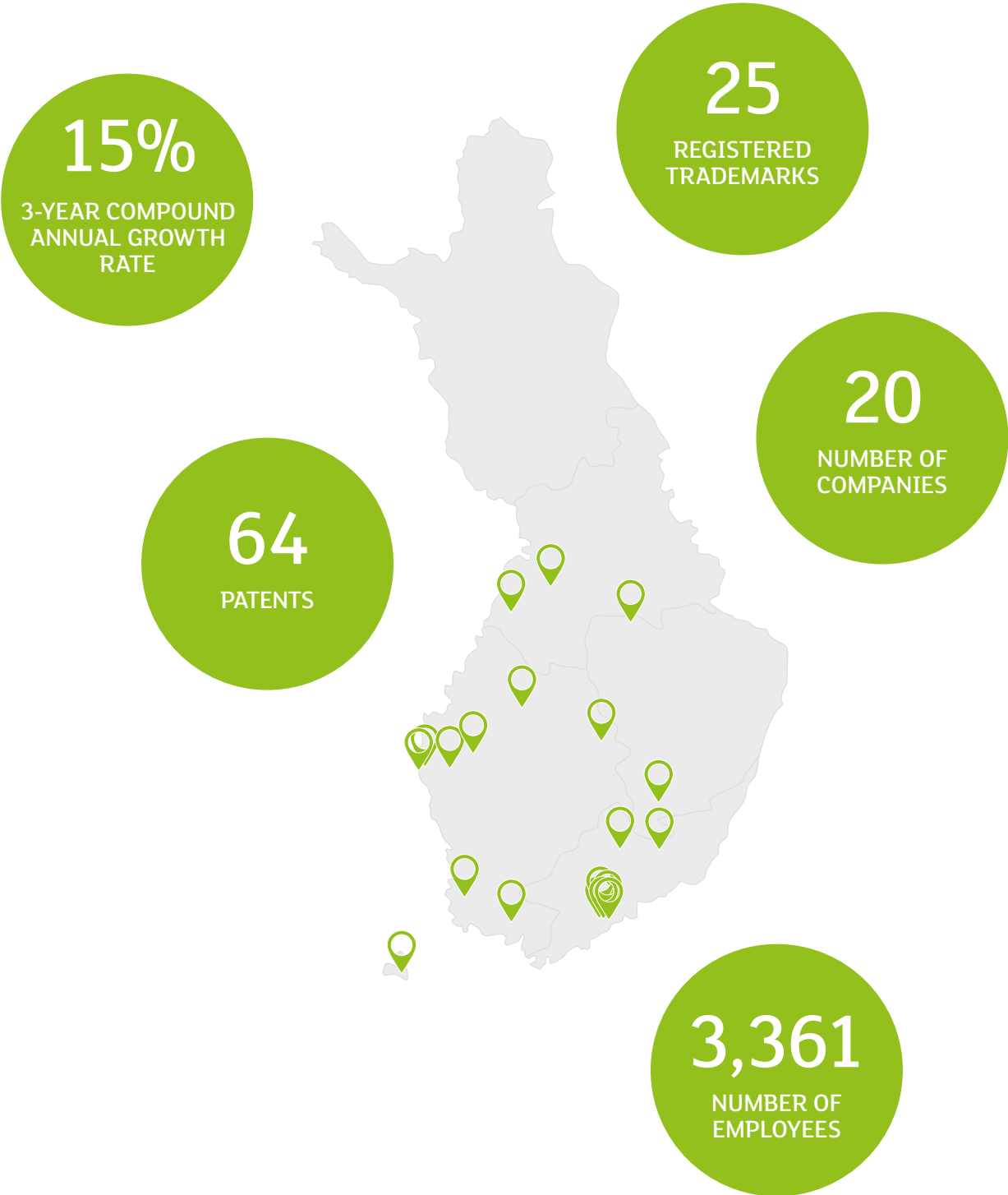
“We are a company of around 100 people with an annual revenue of €28m. In five years’ time I hope we have over 250 employees.”

€28^m

The company’s current annual revenue

1000 COMPANIES
FINLAND SNAPSHOT

FINLAND’S 20 COMPANIES HAVE AN AVERAGE REVENUE OF €45M. FOR A FULL LIST OF COMPANIES FROM FINLAND, SEE PAGE 120



FUTURE SOLUTIONS

With over 550 employees operating from 14 countries worldwide, AlfaPeople delivers cloud-based and artificial intelligence (AI) supported, client relationship management (CRM) solutions based on Microsoft technology.

“Our solutions facilitate the processes and functions required for organisations to engage directly with their customers, clients or citizens,” explains Michael Gaardboe, CEO. “Our clients are mainly large, enterprise-sized international organisations, or public sector.

“Our clients often have a diverse international organisation and have chosen to go to an international market with varied offerings to optimise market share,” says the CEO. “Instead of standardising and simplifying their organisations, processes and offerings, we offer them a standardised



www.alfapeople.com
Sector: Professional Services
Country: Denmark



AlfaPeople can help a company rationalise and simplify its processes and functions



and simplified global, cloud-based CRM solution designed to prioritise flexibility and diversity.”

Michael believes that a growing willingness on the part of businesses to “think global but act local” has helped drive AlfaPeople’s growth, as clients choose to migrate and consolidate their legacy local systems into single company-wide solutions. As a result, CRM cloud-based solutions are now available and cost-efficient in 90% of all countries.

Now the team are looking even more to AI, machine learning and big data – all of which the CEO believes will control the buying and service processes of the future. “Artificial intelligence will change systems from being programmed to always learning,” he says. “Machine learning will automate a significant part of the work IT users do today, and external data will be as important as internal data. The challenge will be how lawmakers act and protect – or don’t – data-owners in each market.”

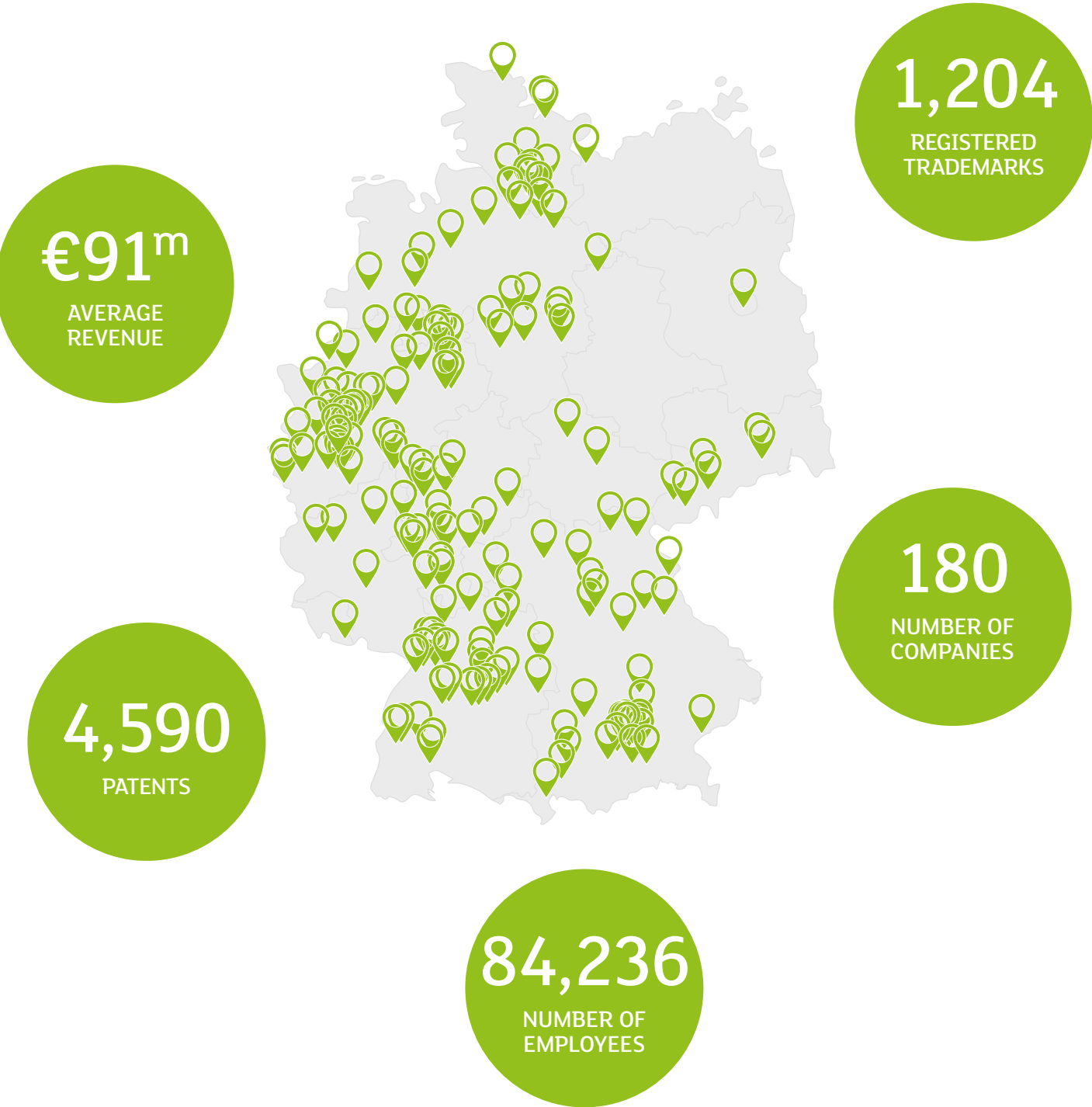
And as for budding entrepreneurs, Michael has the following advice: “Don’t do it alone and don’t think too small. Design your business so it is aligned with how you think the market will be in three years’ time and how your company should be in three years.”

90%

The proportion of countries that can access cloud-based CRM solutions

1000 COMPANIES
GERMANY SNAPSHOT

GERMANY’S 180 COMPANIES EMPLOY OVER 84,000 PEOPLE. FOR A FULL LIST OF COMPANIES FROM GERMANY, SEE PAGE 125



TRAVEL FAR AND WIDE

Founded in 1875, Voyages Emile Weber is one of the largest tourism and passenger transport companies operating in Luxembourg and the Greater Region.

“We employ more than 1,000 people, over 450 vehicles, 22 travel agencies and five tour operators – but we are still a real family business,” explains Fernand Heinisch, CEO at Voyages Emile Weber. “We are currently managed by the fifth generation of the founding family.”

For Fernand, being a family-run business is key to the firm’s longstanding success. Preserving family values while still remaining progressive and forward-looking is central to everything Voyages Emile Weber does.

“Innovation and ecology are an integral part of our company’s philosophy,” says the Fernand. “And this is reflected, among



voyages
emile weber

www.emile-weber.lu
Sector: Mobility & Travel
Country: Luxembourg

“We employ more than 1,000 people, over 450 vehicles, 22 travel agencies and five tour operators – but we are still a real family business”



Family-run Voyages Emile Weber operates over 450 vehicles, including tour buses

The Urevo project is a fleet of electric hybrid articulated buses run by the company



other ways, in our purchase of new generation vehicles such as hybrid and electric buses. Our employees’ working conditions are also of paramount importance.”

Diversification is also a factor for success, and Voyages Emile Weber offers taxi service with its “Webtaxi” to complement the firm’s pre-existing bus services, making the business even better placed to meet the customers’ transport needs.

With diversification and growth come challenges, however. “The great challenges are electrification of transport, digital technology, and more specifically for our company, the rapid growth that comes with our increased number of new products and services,” says Fernand.

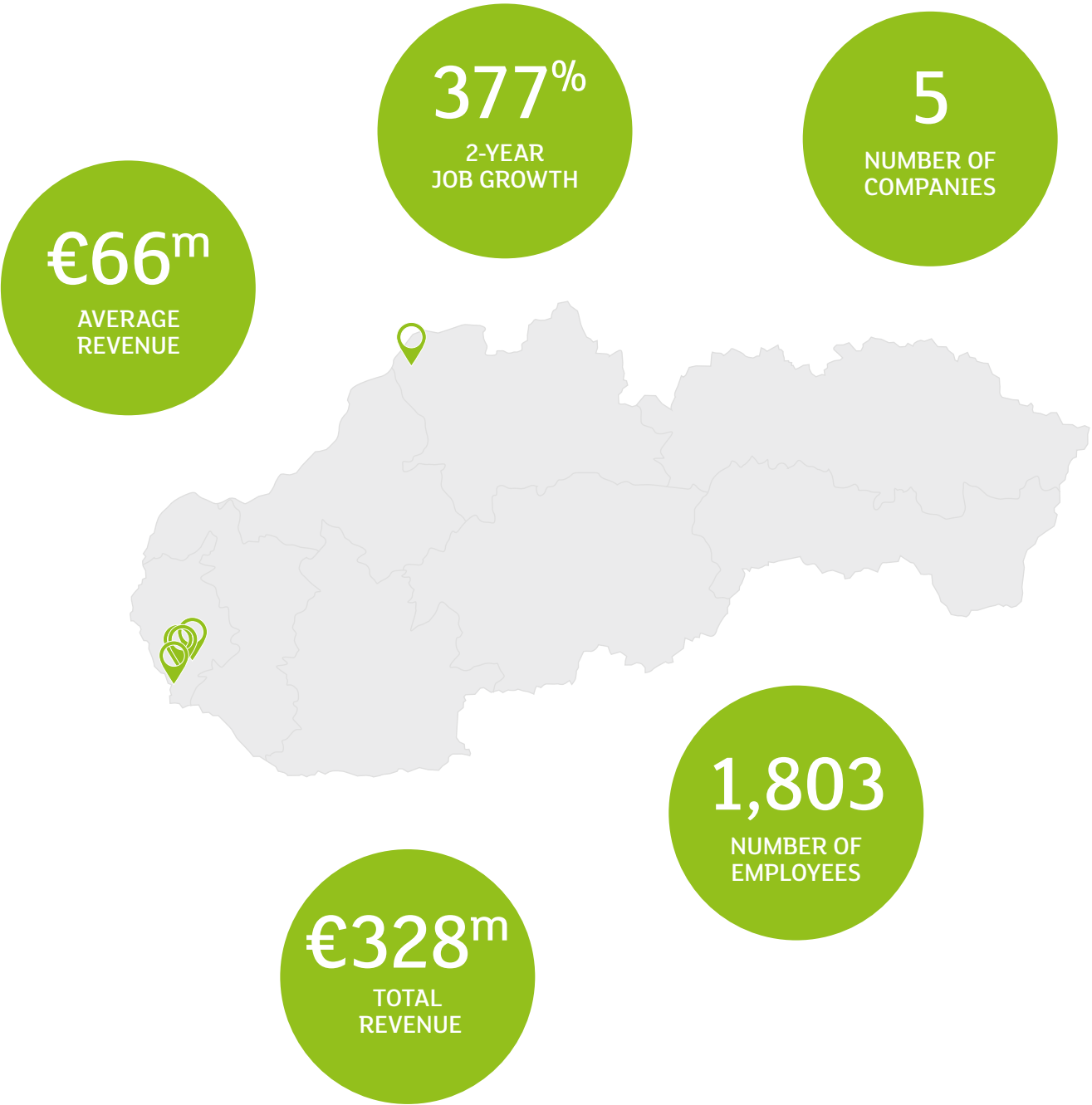
In order to successfully meet these challenges the team has embraced new ideas and kept abreast of market trends, while nurturing an agile and flexible workplace where decision-making processes are kept short and efficient. “The fact that we’ve always remained true to our values and have built up a competent and highly motivated workforce has also enabled us to cope with these many different challenges,” adds Fernand.

27

The combined number of travel agencies and tour operators run by Voyages Emile Weber

1000 COMPANIES
SLOVAKIA SNAPSHOT

SLOVAKIA’S FIVE COMPANIES EMPLOY 1,803 WORKERS. FOR A FULL LIST OF COMPANIES FROM SLOVAKIA, TURN TO PAGE 142



COME AND JOIN ELITE'S GLOBAL NETWORK

LUCA PEYRANO
CEO, ELITE

BEING PART OF THE ELITE COMMUNITY HAS BROUGHT, ON AVERAGE, AN UPLIFT IN REVENUE, EMPLOYMENT AND PROFIT MARGINS, NOT TO MENTION ACCESS TO THE BEST FUNDING



“ELITE GIVES COMPANY LEADERS ACCESS TO A COMMUNITY OF LIKE-MINDED ENTREPRENEURS, ADVISERS AND INVESTORS”

Europe's innovative, diverse and ambitious businesses are driving growth and potential opportunities for us all. It is these companies that are scaling-up and making a significant contribution to economic development across the countries in which they operate. But access to appropriate funding is critical to their success.

London Stock Exchange Group and Valdis Dombrovskis, Vice-President for the Euro and Social Dialogue, also in charge of Financial Stability, Financial Services and Capital Markets Union, share a common purpose: a commitment to mobilising capital across Europe to allow more than 23 million SMEs to connect with growth funding.

The *1000 Companies to Inspire Europe* report sits alongside our unique growth markets in the UK and Italy, AIM and AIM Italia, and our pioneering international business support and capital-raising programme, ELITE.

ELITE helps ambitious, high-quality private companies prepare and structure for the next stage of growth. It introduces company leaders to business school resources and gives them access to a community of like-minded entrepreneurs, advisers and investors.

In 2018 alone, 224 companies from 18 different countries have joined ELITE and we are constantly seeking to enhance our services, with a strong focus on innovation. ELITE has collaborated with the European Space Agency and in the UK, we have joined forces with Sage, the market leader in cloud business management solutions. ELITE has launched in Saudi Arabia and West Africa, and we have welcomed the first Brazilian and Kenyan companies.

Today over 900 companies from

across 33 countries and 34 sectors make up the growing international ELITE community. Together they are generating €67bn in combined revenues and employ over 400,000 people. Companies that joined the ELITE programme on average have grown their revenues by 25%, increased their employment rates by 24% and have seen margin growth rates of 23%

Through ELITE, businesses receive practical knowledge on different sources of financing, be that venture

“ELITE IS FUNDING AGNOSTIC, ENCOURAGING COMPANIES TO ACCESS THE MOST APPROPRIATE FINANCING FOR THEIR NEEDS”

capital, private or public equity, to help them scaleup. But importantly ELITE is funding agnostic, encouraging companies to access the most appropriate financing for their needs.

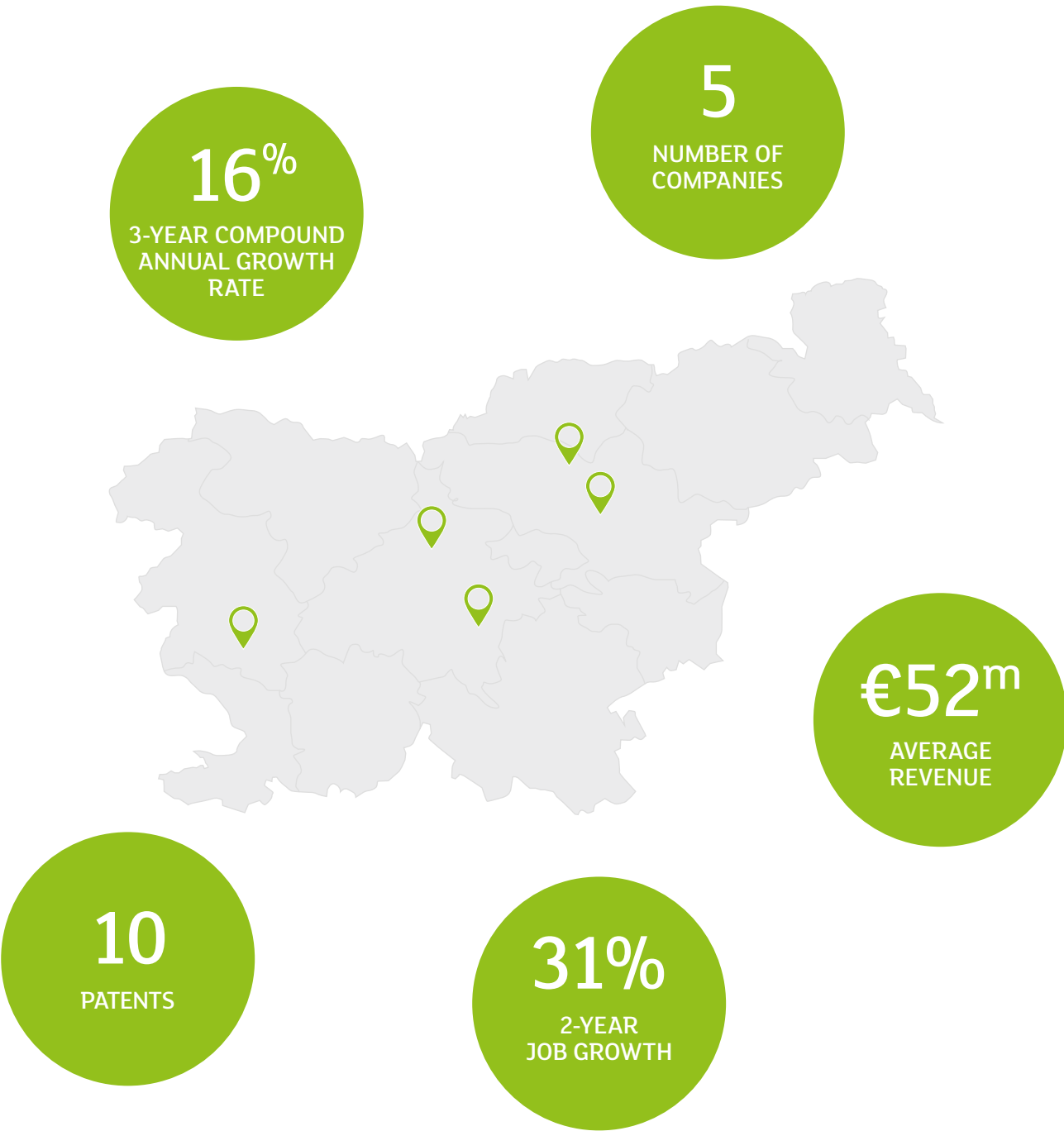
ELITE's private placement platform helps to bridge a funding gap and further streamline the capital raising process for ELITE companies, through both debt and equity. It is an integral part of the funding ladder for SMEs, allowing companies to access capital at every stage of their growth lifecycles.

Together, the *1000 Companies to Inspire Europe* report and ELITE showcase the EU's entrepreneurial spirit. They have an integral role to play in championing the best of Europe's businesses and directing growth capital to the innovators, job creators and unicorns of tomorrow.

Europe's inspiring companies should look towards the ELITE global network, to help in the next stage of their journey.

1000 COMPANIES SLOVENIA SNAPSHOT

SLOVENIA'S COMPANIES HAVE AN AVERAGE REVENUE OF €52M. FOR A FULL LIST OF COMPANIES FROM SLOVENIA, TURN TO PAGE 142



ELITE CONNECTS THE MOST INNOVATIVE AND EXCITING BUSINESSES WITH CAPITAL. ELITE IS AN ECOSYSTEM THAT BRINGS TOGETHER COMPANIES WITH INVESTORS AND PROFESSIONAL SERVICE PROVIDERS



ELITE
AT A GLANCE

33
NUMBER OF
COUNTRIES THAT
ELITE COVERS

400,000
THE TOTAL NUMBER
OF EMPLOYEES
WHO WORK FOR
COMPANIES IN THE
ELITE PROGRAMME

€67BN
AGGREGATE
REVENUE
GENERATED BY THE
900+ COMPANIES
THAT ARE PART
OF THE ELITE
COMMUNITY

IN THIS SECTION »
Chris Walsh of NiceLabel
lauds his company's
digital approach, while
fruit producer Kuminiano
Fruit, food supplement
experts SIIT, pig farmers
Pork & Co and foam
application producer
Finproject all talk about
the importance of their
staff and how crucial
investing in cutting-edge
technology is

Source: LSEG

THE BEST OF THE BEST

THE ELITE PROGRAMME ENCOMPASSES COMPANIES FROM A SIGNIFICANT NUMBER OF DIFFERENT COUNTRIES AROUND THE WORLD. IN 2018 ALONE, SOME 224 SMEs FROM 18 DIFFERENT COUNTRIES HAVE JOINED THE ELITE PROGRAMME. THE ONE THING THEY ALL HAVE IN COMMON IS THAT THEY ARE ALREADY HUGE SUCCESSFUL WITHIN THEIR INDUSTRY AND ARE NOW LOOKING TO PUSH ONWARDS TO THE NEXT STAGES OF THEIR DEVELOPMENT. ELITE HELPS PRIVATE COMPANIES TO CAPITALISE ON THAT DEVELOPMENT, IN TERMS OF SEEKING FUNDING FROM A VARIETY OF POTENTIAL SOURCES, BUT ALSO IN OFFERING MENTORING AND PROFESSIONAL ADVICE. THESE DYNAMIC, AMBITIOUS COMPANIES ARE NOT ONLY GENERATING WEALTH FOR THEMSELVES, THEY ARE ALSO EXCELLENT ROLE MODELS FOR OTHER PRIVATE ENTERPRISES LOOKING TO SCALEUP TO ENSURE AN EVEN BRIGHTER FUTURE



LABELLED WITH LOVE

NiceLabel
www.nicelabel.com
Sector: ELITE
Country: Slovenia

Established in 1993, NiceLabel helps companies become more successful by digitally transforming their entire label printing and production process. Where traditionally companies relied on label or form design software, NiceLabel's label management system reduces the hidden costs associated with this legacy approach to labelling. This enables companies to benefit from a leaner, more agile operation, respond faster to changing market conditions and get products to market more quickly.

"Digital transformation presents an enormous opportunity," says CEO Chris Walsh, "and NiceLabel is in a great position to capitalise on that. We expect to double our workforce over the next five years."

Finding the right people is both key to the company's success and its biggest challenge, explains Chris: "While common drivers of success like market opportunity, a clear strategy and our leading technology platform have contributed to NiceLabel's rapid growth, our diverse team is our most valuable asset."

"At the same time, one of the biggest challenges for any rapidly growing SME is talent acquisition. There is significant competition from larger enterprises, so we aim to create a stimulating, global environment where hard work is rewarded, innovation is valued and collaboration thrives."

"In addition, we strive to excel in offering our employees the best opportunities in career development, team building and work-life balance," he says. With 135 people of 14 nationalities working in 11 countries, NiceLabel is clearly getting this right.

As for the future, Chris sees the labelling industry shifting from design software to label management systems. "It is important to be at the forefront of industry change when it happens," he says.

Above all, Chris adds, the key to success is to "focus on creating value for your customers".



5

The number of years over which NiceLabel plans to double its workforce



A digital approach has transformed NiceLabel's business by reducing customers' costs and enabling the company to provide a quicker, more flexible service



"One of the biggest challenges for any rapidly growing SME is talent acquisition. We aim to create an environment where hard work is rewarded, innovation is valued and collaboration thrives"

Chris Walsh, CEO, NiceLabel

CHERRY ON TOP

Kuminiano Fruit is a family-owned company specialising in the production of fruit products for the food industry. Founded in 1995 in Bulgaria by Pietro Santorelli, it originally focused on processing cherries in brine for confectionery companies.

It has since grown into a major global company with three separate business segments: cherry products, including cherries in brine, in alcohol, fruit cocktail cherries and glacé cherries; frozen fruits; and dried plums. The company processes about 28,000 tonnes of raw materials per year, selling its products in more than 30 countries and generating a turnover of €23m. Kuminiano Fruit now employs more than 200 people.

Roberto Santorelli, one of Pietro's sons, is the current CEO and he says that despite the company's continued growth, it retains its original family



SANTORELLI

THE FRUIT COLLECTION

www.kuminianofruit.com
Sector: ELITE
Country: Bulgaria



“Our vision is for a vertical integrated business model, creating social, environmental and economic value”



Kuminiano Fruit's workforce will grow in light of the success of the Santorelli brand

Best practice is promoted right across the supply chain and product quality is key



traditions and values of “honesty, respect, simplicity and teamwork”.

“Our determination to support our growers with our know-how and our financial resources is a key factor in our success,” Roberto explains. “As are diversification, economies of scale and our direct and long-term relationship with our customers around the world.”

Roberto also points to the sustainable growth of the business and its ongoing commitment to social issues and to promoting best practice right across the supply chain. “Product quality has allowed us to increase sales not only in Europe but also in the Americas and Asia,” he says.

“Our vision is for a vertical integrated business model following the food supply chain from farm to table, creating social, environmental and economic value. We have developed our own-brand products under the Santorelli name, and this will enable us to increase our workforce by about 10%.”

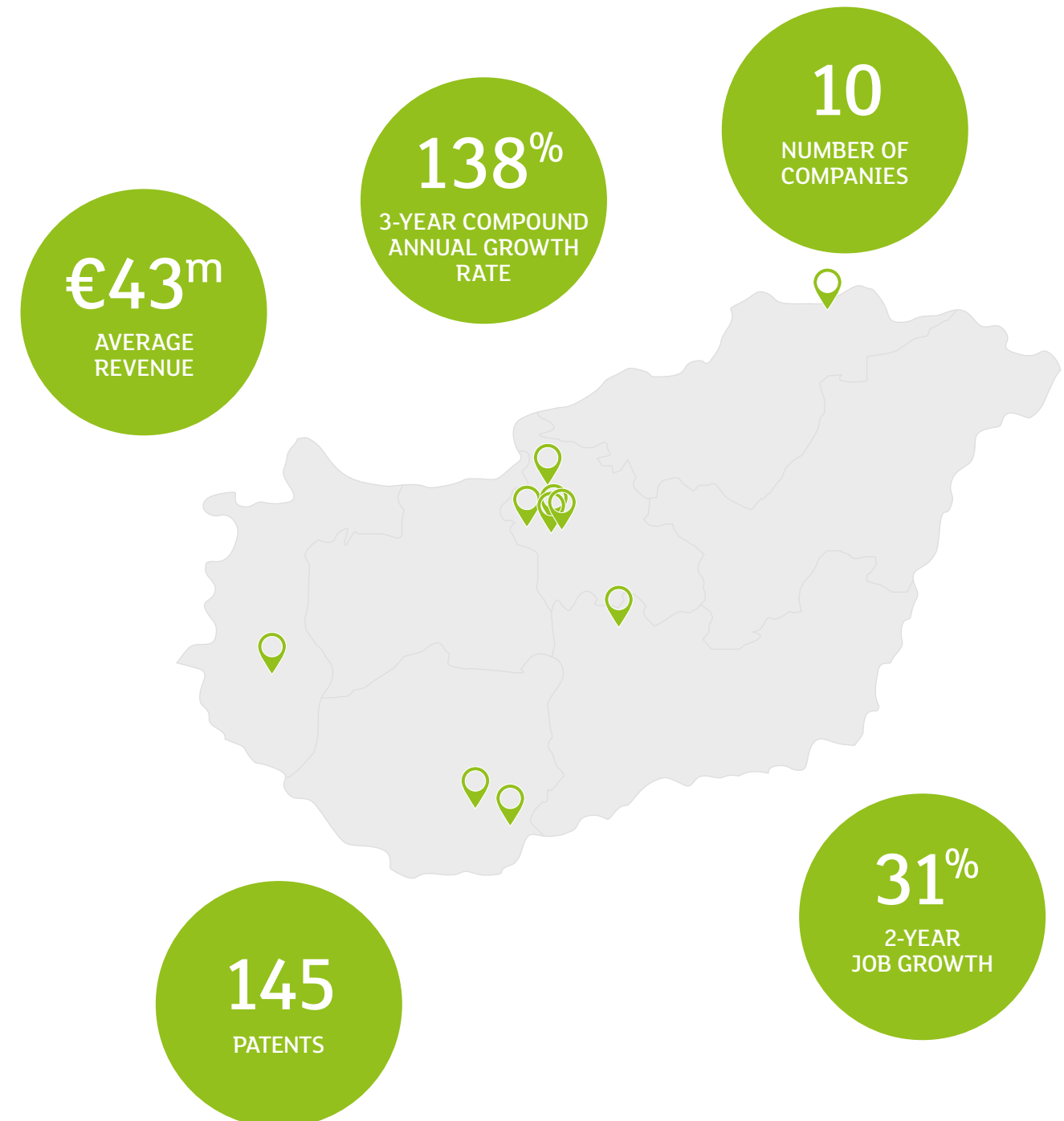
As for advice to other budding entrepreneurs, Roberto says: “SMEs need to develop a successful business model, invest in their key success factors and expand collaborative partnerships to grow locally and internationally.”

28,000

The amount, in tonnes, of raw materials processed by Kuminiano Fruit each year

1000 COMPANIES HUNGARY SNAPSHOT

THERE ARE 145 PATENTS REGISTERED ACROSS HUNGARY'S FEATURED COMPANIES. FOR A FULL LIST OF COMPANIES FROM HUNGARY, SEE PAGE 133



NO STANDING STILL FOR SIIT

Founded in 1951 as a contract packager of pharmaceutical products, SIIT evolved its business model during the late 1980s. Its core business now consists of: the development of technologies for improving performances of customer products; the development of innovative healthcare products to license out where SIIT retains the IP rights; and the development and manufacture of health food supplements, medical devices and OTC products in solid and liquid dosage forms.

"Italy is the largest European market for food supplements," says CEO Andrea Costa. "Pharma and nutrition industries have evolved widely over the past few years to overlap and nutraceutical success going forward depends on the shift from treatment to prevention, which has encouraged both clinicians and patients to think differently about health and disease."



www.siiitgroup.com
Sector: ELITE
Country: Italy



"Nutraceutical success depends on the shift from treatment to prevention, which has encouraged both clinicians and patients to think differently about health"



Health food supplements, both solid and liquid, are big business these days

SIIT's product development has set it apart from its competitors



The company attributes its success to leveraging its "know-how and product development capabilities to develop attractive new healthcare products and new technologies," says Andrea, thus strengthening its proposition as a strategic supplier and increasing its competitive advantage over pure service providers.

"The rising cost of healthcare is a relevant consumer trend, leading to increased sales of health products. Food supplements are deemed to be viable alternatives to conventional drugs," continues Andrea.

SIIT has capitalised on the growing demand for lifestyle over-the-counter products from foreign countries.

Despite the tough economic conditions of the past few years, the company's strong commercial activity – aimed at increasing market share of the existing customer base, coupled with acquiring new clients – has enabled it to thrive, and it now has 350 employees.

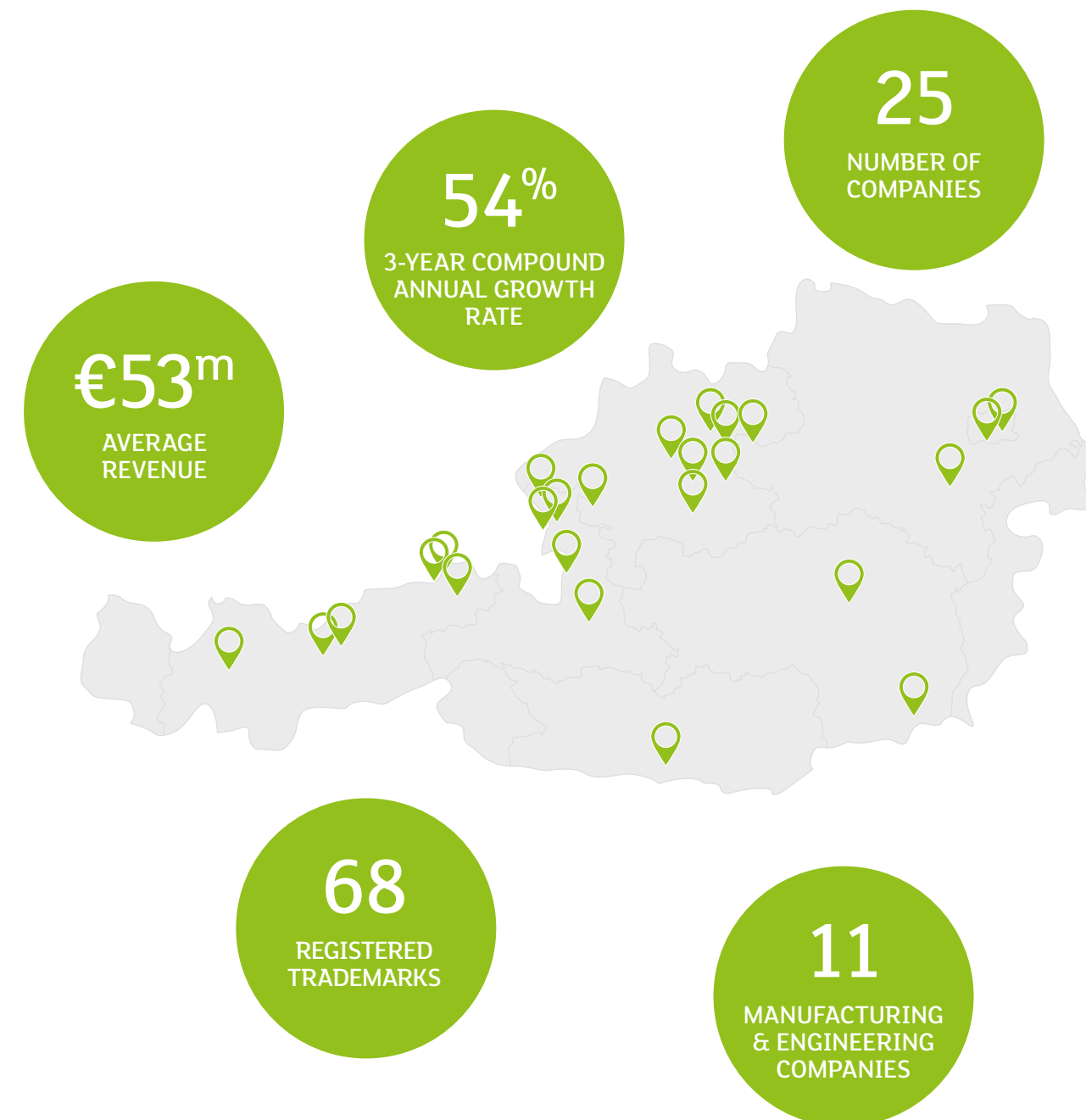
"In the past five years, the company's innovation group has concentrated on changing it from a contract manufacturer to a provider of solutions through innovative ideas and technologies. As of 2017, 30% of SIIT turnover has come from these activities," says Andrea.

30%

The proportion of company turnover that comes from providing solutions, not contract packaging

1000 COMPANIES AUSTRIA SNAPSHOT

AUSTRIA'S 25 COMPANIES TOGETHER HAVE 39 PATENTS, AND AN AVERAGE REVENUE OF €53M. FOR A FULL LIST OF COMPANIES FROM AUSTRIA, SEE PAGE 116



PORK STORIES

Fatrom is a Romanian company that rears pigs and produces feed for livestock. Forming a cooperative called Pork & Co – consisting of nine farms and a feed mill – the company has been able to expand production to 9,000 pigs, a piglet rearing farm with the capacity for up to 20,000 piglets and 40 boars, and an artificial insemination laboratory. The feed mill produces 60,000 tonnes of feed per year.

“We have focused on the most difficult part of swine production – genetics and reproduction,” says Fatrom CEO Andrei Soare. “But done well this is also the most lucrative part of the production chain and we have managed to achieve excellent levels of productivity, which has translated into a strong position in our domestic market, as well as very high margins.”

FATROM
feed additives

www.porkandcompany.com

Sector: ELITE

Country: Romania

“We have focused on the most difficult part of swine production – genetics and reproduction. But done well, it is the most lucrative part”



Up to 20,000 piglets can be accommodated at Pork & Co's specialist rearing farm

New production facilities house the latest reproduction and genetics technology



Andrei says new production facilities incorporate the latest scientific developments in both technology and genetics, enabling Fatrom to develop a very scalable production chain, leading the company to achieve fast growth while maintaining a predictable level of productivity.

“Our people are our greatest strength,” says Andrei. “I know it's a cliché but the people who founded the business and the team they created around them are behind the company's success. It's a young, dynamic team of people who share the same values and work ethic. They cover a large number of specialisations and have managed to bring a modern, technology-based approach into an industry that was considered quite traditional and rigid.”

The Pork & Co cooperative has given the company the critical mass necessary to become a major player in the Romanian domestic market and invest in marketing and product development.

As for the future, Andrei says the company has “a strong and realistic five-year plan, including an 80% increase in the workforce and continued expansion of the business.”

80%

The expected increase in workforce from Fatrom's five-year plan

1000 COMPANIES UK SNAPSHOT

THE UK'S COMPANIES HAVE AN AVERAGE REVENUE OF €92M. FOR A FULL LIST OF COMPANIES FROM THE UK, SEE PAGE 145

€92^m

AVERAGE
REVENUE

28%

2-YEAR
JOB GROWTH

160

NUMBER OF
COMPANIES

482

REGISTERED
TRADEMARKS

69,885

NUMBER OF
EMPLOYEES



PLASTIC FANTASTIC

The Finproject Industrial Group (FPJ) is a producer of foam applications for use in durable plastic products in sectors such as footwear, and the spa, automotive and safety industries.

FPJ is a fully integrated company, taking the process from the study of a tailored raw material, usually a special compound, through an internal chemical engineering department, to the finished injection-moulded product for delivery to its customers.

Maurizio Vecchiola, CEO, attributes the company's success to its ability to specialise while maintaining a high level of quality. "We can, for example, buy resins in whatever currency, transform them into compounds, then sell either the material or the finished injected products on the market. This is a very sensitive topic in the plastics market and it

FINPROJECT.

www.finproject.com
Sector: ELITE
Country: Italy

"The biggest challenge in the coming years will be to make reusable plastic"



Finproject provides foam applications for a wide range of industries

The company is aware of the need to consider the environmental impact of its products



gives us an advantage over our rivals who produce in the EU but try to sell their products worldwide."

Maurizio says the next challenge for the company lies in addressing the growing environmental concerns regarding plastics. "In the plastics business, the biggest challenge in the coming years will be to make reusable plastic," he says. "The Circular Economy Model will inspire all concerned companies in the plastics field to minimise the environmental impact of their products. Wherever it is possible, and allowed within customer specifications, we use recyclable products."

FPJ now boasts offices in India, China, Mexico, Canada and Romania and is planning further growth, both organic and via acquisitions should the right opportunities arise.

"Our workforce is growing year on year," says Maurizio. "Today we have 1,100 employees and while any increase will depend on the requirements of each of our sites, I think 5% annual workforce growth is credible."

The other future plan is take the company public. "I think that is important to gain market confidence and continue our bid to be a major player in our field," says Maurizio.

1,100

The number of employees at FPJ

1000 COMPANIES ROMANIA SNAPSHOT

ROMANIA'S FEATURED COMPANIES HAVE A THREE-YEAR COMPOUND ANNUAL GROWTH RATE OF 350%. FOR A FULL LIST OF COMPANIES FROM ROMANIA, SEE PAGE 141

€81^m
AVERAGE REVENUE

10
NUMBER OF COMPANIES



350%
3-YEAR COMPOUND ANNUAL GROWTH RATE

24%
2-YEAR JOB GROWTH

9,489
EMPLOYEES

ELITE SNAPSHOT

PRIVATE COMPANIES CAN ACCELERATE LONG-TERM GROWTH AND FUTURE-PROOF THEIR BUSINESSES THROUGH A DIVERSE INTERNATIONAL NETWORK AND A RANGE OF FUNDING OPTIONS. VISIT WWW.ELITE-NETWORK.COM FOR FURTHER INFORMATION.



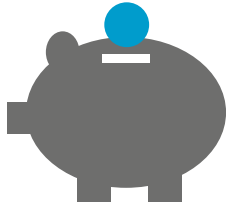
DIVERSE COMPANY NETWORK



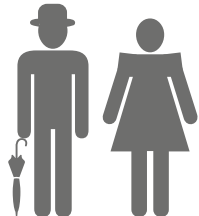
915
COMPANIES



33
COUNTRIES



€67^{bn}
AGGREGATE REVENUE



400,000
EMPLOYEES



34
SECTORS

ACCESSING CAPITAL



28%

OF ELITE COMPANIES COMPLETED
A CORPORATE TRANSACTION*



587

CORPORATE TRANSACTIONS
INVOLVING 251
ELITE COMPANIES

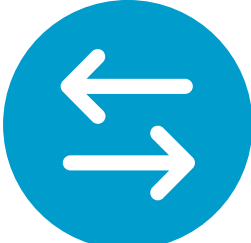


€7.8^{bn}
RAISED BY COMPANIES**



302

M&A AND JV DEALS
INVOLVING 158 ELITE
COMPANIES



145

PE/VC TRANSACTIONS
INVOLVING 94 ELITE
COMPANIES



44

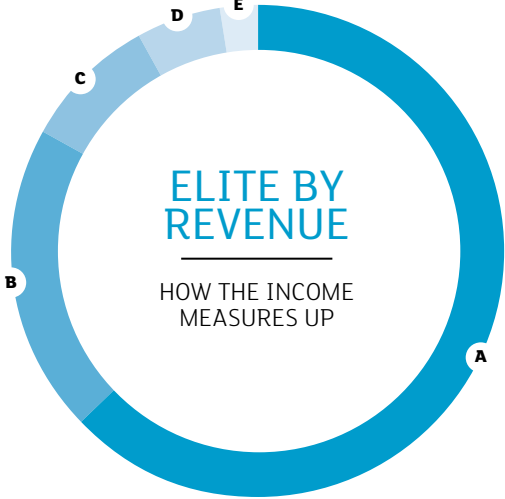
ELITE COMPANIES
ISSUED A BOND
RAISING AGGREGATE
€930^M



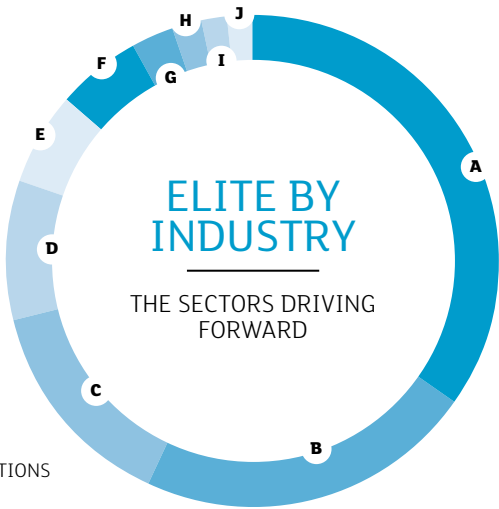
18

ELITE COMPANIES
LISTED ON A PUBLIC
MARKET, RAISING
€800^M

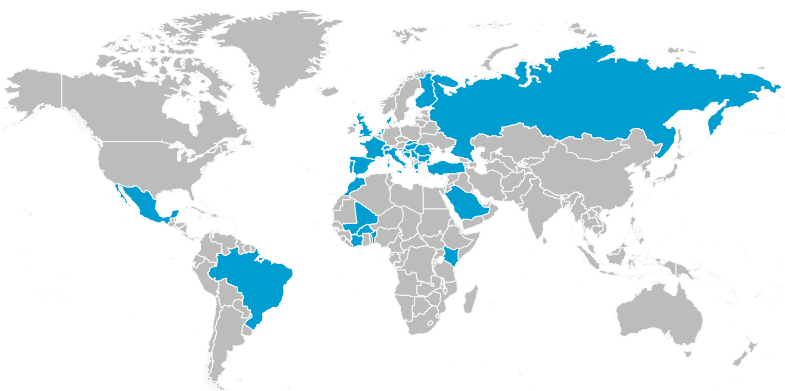
- A. <€50M / 576
- B. €50-100M / 186
- C. €100-200M / 81
- D. €200-500M / 50
- E. >€500M / 22



- A. INDUSTRIAL / 319
- B. CONSUMER GOODS / 203
- C. TECHNOLOGY / 131
- D. CONSUMER SERVICES / 83
- E. HEALTHCARE / 56
- F. BASIC MATERIALS / 51
- G. FINANCIALS / 26
- H. UTILITIES / 17
- I. TELECOMMUNICATIONS / 15
- J. OIL & GAS / 14

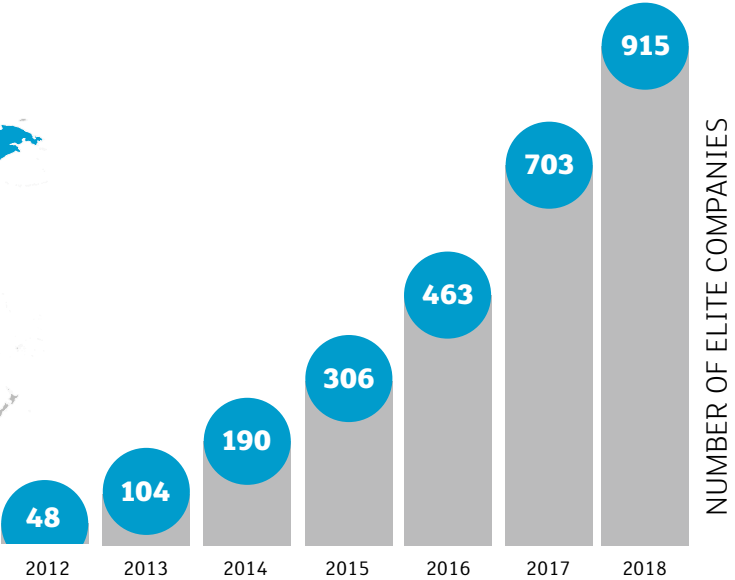


INTERNATIONAL GROWTH



LAUNCHED IN 2012, ELITE HAS OVER 900 COMPANIES ENROLLED AND IS GROWING RAPIDLY

BASED ON 915 COMPANIES IN 33 COUNTRIES



COMMENTARY

JONÁS FERNÁNDEZ MEP

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

SUPPORTING SMEs WITH
ALTERNATIVE FUNDING



I am delighted to, once again, be associated with London Stock Exchange Group's *1000 Companies to Inspire Europe* report. This annual report accurately illustrates the importance of small and medium-enterprises (SMEs) for economic growth and high-quality job creation through entrepreneurial spirit and innovation. Remarkably, this innovative, impactful growth is spread across the EU, across industrial sectors, and across business models and ownership structures.

Representing Asturias, a region of Spain where small businesses are thriving, I am always proud to highlight the significance of SMEs in Europe – the sector makes up 99% of all EU businesses, is responsible for 90 million jobs, and collectively adds 60% in value to the Spanish economy.

However, we must not forget that SMEs are far from homogenous and therefore we have to ensure that the macroeconomic and sectoral policies take this diversity into consideration. Given the variety of business models and ownership structures throughout SMEs in Europe, it is imperative that we establish the mechanisms that enable those businesses to understand which alternative funding opportunities are available and how to reach them.

This is a central aim of the Capital Markets Union project and the recent InvestEU programme, launched by

**“WE WANT TO ENCOURAGE
SMEs TO USE A WIDER RANGE OF
FUNDING SOURCES BY
REDUCING OR ELIMINATING
OBSTACLES TO CROSS-BORDER
INVESTMENT AND STREAMLINING
INVESTMENT SUPPORT”**

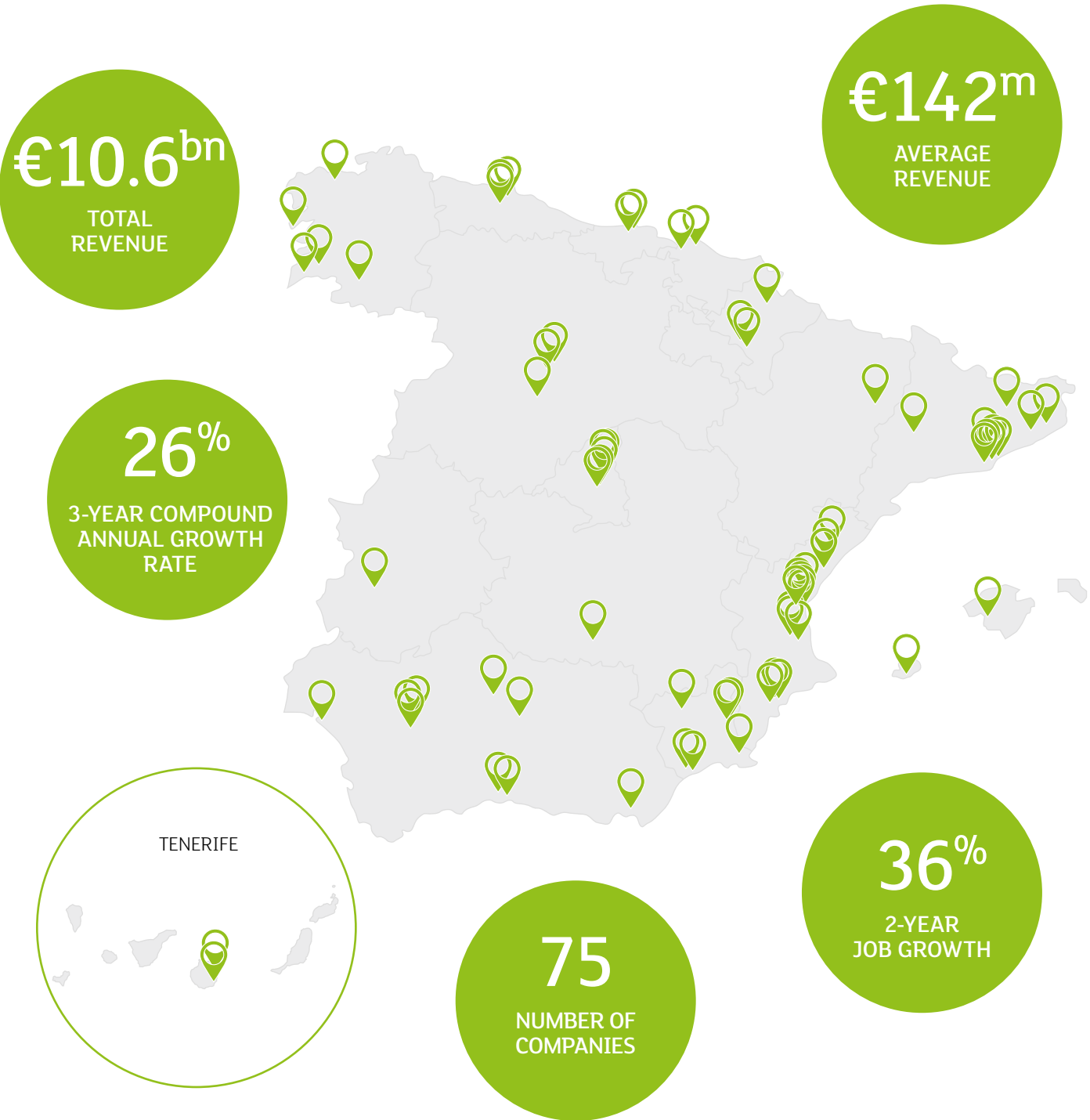
the European Commission. To address concerns that Europe remains overly reliant on bank finance, we want to encourage SMEs to use a wider range of funding sources by reducing or eliminating obstacles to cross-border investment and by simplifying and streamlining investment support.

The capacity for innovation, growth and job creation of SMEs knows no bounds, and if we fulfil our goals, and manage to implement our ideas across the whole of the EU, the real economy in Europe will flourish by unleashing growth, improving the level of employment and, therefore, the wellbeing of all Europeans.

There are no doubts in my mind that we, MEPs, have the utmost responsibility for making this happen.

1000 COMPANIES
SPAIN SNAPSHOT

SPAIN HAS 75 COMPANIES IN THE LIST, AND HAS A 36% TWO-YEAR JOB GROWTH RATE. FOR A FULL LIST OF COMPANIES FROM SPAIN, SEE PAGE 142



A THIRD OF CONSUMERS NOW PRIORITISE BRANDS THAT DO SOCIAL OR ENVIRONMENTAL GOOD, WHILE CLIMATE CHANGE IS A TOP CONCERN OF MILLENNIALS. AGILE AND INNOVATIVE COMPANIES ARE SHOWING THEY CARE ABOUT BOTH THEIR ENVIRONMENT AND THEIR CUSTOMERS

SECTOR AT A GLANCE

87%
THE PROPORTION OF EUROPEANS WHO WORRY ABOUT THE ENVIRONMENTAL IMPACT OF PLASTIC

90%
THE PROPORTION OF NEW POWER IN EUROPE THAT IS FROM RENEWABLE SOURCES

2020
THE EU YEAR FOR STRATEGY TARGETS OF A 20% INCREASE IN ENERGY EFFICIENCY

IN THIS SECTION »
Maria Hauser-Lederer, Marketing and PR Director of Austrian eco-resort Stanglwirt, on why the family-run business is growing in popularity. Plus renewable electricity from Spain, organic foods and cosmetics from France and renewable energy products from Italy

Sources: European Commission, WindEurope

GREEN IS GOOD

FROM OUR ENERGY TO OUR FOOD AND HEALTH PRODUCTS TO OUR HOLIDAYS, WE ARE INCREASINGLY AWARE OF THE IMPORTANCE OF CHOOSING BRANDS THAT ARE GOOD FOR BOTH SOCIETY AND THE ENVIRONMENT. THE HUGE INCREASE IN WILDFIRES ACROSS EUROPE THIS SUMMER HAS BROUGHT HOME THE SERIOUSNESS OF CLIMATE CHANGE, A KEY CONCERN AMONG MILLENNIALS AND GENERATION Z. OLDER GENERATIONS ARE CAMPAIGNING OVER ENVIRONMENTAL ISSUES SUCH AS THE OVERUSE OF PLASTIC AND WANT COMPANIES TO BE MORE AWARE OF THEIR IMPACT. IN THE FACE OF AN EXPANDING WORLD POPULATION, GREEN BRANDS WILL BECOME MORE POPULAR



THE GRASS IS GREENER

Stanglwirt
www.stanglwirt.com
Sector: Travel & Leisure
Country: Austria

If you happened to be walking through the foothills of western Austria, you might come across an expansive eco-resort surrounded by tree-lined mountains and dotted with swimming pools. Stanglwirt was developed on a 400-year-old organic farm and traditional inn, and the ethos that underpinned the farm helps guide the spirit of the resort.

“Stanglwirt lives up to authentic, honest traditional and green values and harmoniously combines trend with tradition,” says Maria Hauser-Lederer, Marketing and PR Director of Stanglwirt, and a member of its owner family.

The five-star resort began in the 1970s, back when the trend for organic farming – and living – was much less popular than it is today. Now it boasts 171 chalet-style rooms and suites as well as a children’s farm and extensive wellness and sporting attractions, while its furniture is made from local wood and fabrics.

Its emphasis on organic living may have raised eyebrows when it opened, but today Stanglwirt receives glowing reviews. Despite the economic crisis causing people to forego their holidays, the resort has continued to grow.

“This might be due to the fact that people yearn for stability in unstable times, meaning that they tend to trust in products and services they have known and had positive experiences of for many years,” Maria says.

Stanglwirt is now concentrating on building up its reputation as a unique and fulfilling workplace. This will enable it to attract high-level staff, who in turn help to make the experience of staying at the resort all the more rewarding for its loyal customer base.

Although it employs 300 people, Stanglwirt remains a family-run business. The importance of staying true to its roots, whether it be the business model or its emphasis on green and organic living, is a core philosophy, one that keeps people returning to the Austrian foothills time and time again.



300

The number of staff employed at the family-run eco-resort



A novel concept when it opened in the 1970s, the popular eco-resort of Stanglwirt is now an idea that is right on trend



“People tend to trust in products and services they have known and had positive experiences of for many years”

Maria Hauser-Lederer, Marketing and PR Director, Stanglwirt

ALTERNATIVE ENERGY

Holaluz supplies electricity from renewable sources to more than 145,000 customers across Spain, leading the transformation of Spain's energy sector in the process. Founded in Barcelona in 2010, the team behind Holaluz share the desire to change the world, putting customers at the centre of their decision-making and building long-term relationships based on trust.

"The challenge is to create a mainstream system that becomes a new standard for people's lives based on the levers of rational use of energy, storage and self-production," says Carlota Pi Amorós, Co-Founder and Executive President of Holaluz.

"We want to accompany our customers on the journey to a new sustainable model where they will manage and own their green energy."

holaluz

www.holaluz.com
Sector: Energy
Country: Spain



^ The Holaluz offices are light and airy, and the onsite nursery makes it parent-friendly, too



> One of the maxims the Spanish company lives by, along with a positive attitude

145,000

The number of customers in Spain who receive their electricity from Holaluz

Thanks to this progressive strategy, Holaluz has become the first European electricity company to receive the prestigious B Corp certification, which is awarded to businesses that meet the highest standards of verified social and environmental performance.

"Receiving the B Corp certificate shows that we go beyond just generating profit: we innovate to maximise our positive impact on employees, the communities we serve and the environment," explains Carlota.

"We offer a long-term relationship with our customers that's based on trust. This can be seen in the way in which we connect with customers, in the service we offer and how we work. And, above all, it provides peace of mind for our customers, knowing that we take care of everything."

Thanks to this pioneering and customer-centric approach, Holaluz and its co-founders have picked up several awards and accolades, including The Innovation and Entrepreneurship Award of FEDEPE (Spanish Federation of Women Directors, Executives, Professionals and Businesswomen) and Manager of the Year 2018 from the Association of Businessmen and Executives.

Carlota adds: "Ambition and enthusiasm are fundamental when it comes to having a positive attitude, it's what enables us to change our surroundings."

GIVING THE GREEN LIGHT

Founded in 1993 by CEO Charles Kloboukoff, Léa Compagnie Biodiversité makes and distributes 4,000 organic and natural products within the food, cosmetics, eco-cleaning and health sectors.

With 17 production units in France – plus units in Spain, Belgium and Bolivia – Charles attributes the company's success to the quality of the products and their affordability.

"We provide products that are good for health and the environment, at affordable prices, both in organic stores and for the mass

market. Our success confirms that economy and respect for ecology are compatible, and have been for 25 years."

Challenges facing the company today include increased competition from multinationals attracted to the boom in organic goods – a challenge the team is determined to face by launching an "industrial strategy" and investing €100m into organic production.

"We have planned an industrial strategy since 2017," explains Charles. "Léa Compagnie

LÉA COMPAGNIE BIODIVERSITÉ
Fabricants bio régionaux
French organic manufacturers

www.leanature.com
Sector: Wholesale
Country: France



> Founder Charles Kloboukoff is passionate about his company's natural and organic products

< Jardin Bio is Léa Nature's brand of organic foods, including teas and infusions



Biodiversité, the holding company I set up in 2009 that owns the Léa Nature brand, has become the most important investor in France's organic production units by investing €100m over four years until 2020."

Buoyed by the investment, Léa Nature will continue to offer a wide range of organic products, while always innovating and expanding its range.

"New organic products are launched by conventional companies, attracted by a market in constant evolution, so we maintain our position through innovation and our manufacturing tools."

Charles is determined to keep providing local jobs too: "We must create jobs near the fields, to reduce our climate footprint and to develop local economies."

4,000

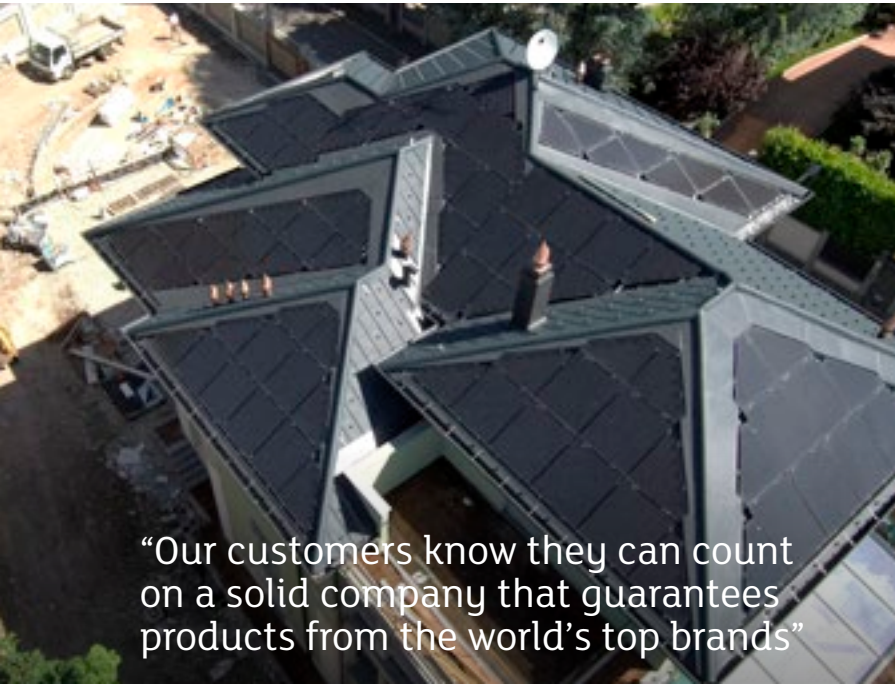
The number of organic and natural products made by Léa Compagnie Biodiversité

REIGNING RENEWABLES

Coenergia is a B2B distributor of renewable energy products based in Italy, specialising in photovoltaics (PV) and solar systems. “We believe in ecologically sustainable buildings, where renewable technologies work in synergy and energy isn’t wasted,” explains Giulio Arletti, AD of Coenergia. “We don’t think this is an impossible utopia, we know that it’s possible in the near future because we already have the technologies to make it so.” Giulio and the team support Coenergia’s customers in areas that span technical consulting, planning consulting, after-sales service and training. It’s partly this integrated and comprehensive approach that’s driven the company’s success, believes Giulio. That, and a can-do attitude. “We have the capability to offer more than one solution to our customers and to consider



www.coenergia.com
Sector: Renewable Energy
Country: Italy





Coenergia believes in ecologically sustainable buildings with renewable energy



The unique Trienergia brand is the first solar-powered system able to cover triangular roofs

new products for the business. We also have the competence to handle and control the market by finding opportunities – especially when others see only difficulties. “This is a positive feeling for our customers, who know they can count on a solid company that guarantees a constant availability of products from a wide range of the world’s top brands,” says Giulio. It hasn’t all been plain sailing: the end to Italy’s energy feed tariffs in 2013 proved to be a difficult time for Coenergia, but the firm remained resilient and positive. “We overcame this challenge by believing strongly in the market, and by informing our customers of the benefits of PV systems and the extent to which they could reduce their carbon footprints.” Two years later, Coenergia took the bold decision to start manufacturing all products within its Trienergia brand, which now makes all of its modules entirely in Italy, including its renowned Trienergia System. “It is a decision that still makes us very proud,” says Giulio. “We decided to invest in Italy and in a project that we’ve believed in since the very beginning – one that allows us to offer a unique product made with an extraordinary technology.”

2015

The year in which Coenergia started to manufacture all of its Trienergia brand products in Italy

1000 COMPANIES
LATVIA SNAPSHOT

THE AVERAGE REVENUE OF THE FIVE COMPANIES IN LATVIA IS €72M.
FOR A FULL LIST OF COMPANIES FROM LATVIA, SEE PAGE 137



1000 COMPANIES ESTONIA SNAPSHOT

OUT OF ESTONIA'S FIVE COMPANIES, THREE ARE IN THE MANUFACTURING & ENGINEERING SECTOR.
FOR A FULL LIST OF COMPANIES FROM ESTONIA, SEE PAGE 119



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HELPING COMPANIES ADAPT AND THRIVE
REQUIRES INNOVATIVE FINANCE SOLUTIONS



“AS BANKS, WE ARE COMMITTED TO IMPROVING THE CONDITIONS FOR MARKET-BASED FINANCING, IN WHICH BANKS PLAY A KEY ROLE AS INTERMEDIARIES”

During the 10 years since the financial crisis, Europe has undergone many changes and many reforms which have allowed its economies to get back on track. Still, this picture is tainted by the different challenges Europe faces, together with the global challenges of digitalisation and climate change which put its economic and political well-being at risk. Creating the conditions for dynamic, sustainable and inclusive economic growth in Europe has never been more important.

The financial sector has a unique role and responsibility for creating these conditions. Finance exists to enable growth, and to fund companies that will inspire Europe and beyond. It is not merely a bundle of risks that must be regulated and supervised appropriately.

Banks in their key role as the main financiers of the real economy have long-standing experience of serving the needs of companies of all sizes and sectors, it is a role that will remain important even as they adapt to changes in technology, global company needs and market and business structures.

Against this backdrop, the 3,500 European banks the European Banking Federation represents in 32 countries are more committed than ever to the Banking Union and the Capital Markets Union, and specifically to the goal of bridging the investment gap in Europe, estimated to be €700bn per year. The European Investment Bank is tackling it, but the rest must come from the private sector through a large-scale, efficient and dynamic mobilisation of resources across Europe. As banks, we are particularly committed to improving the conditions for market-based financing, in which banks play a key role as intermediaries.

Bank lending accounts for 56% of European firms' external investment – 75% if we take into account all other forms of bank financing. Banks remain committed to meeting diverse company needs, but they can only achieve their funding potential if the regulatory framework is conducive and poses no undue burdens.

Bank loans remain the most relevant form of external financing for 48% of the European small and medium-sized enterprises (SMEs). We are reassured to see that access to finance is currently not cited as a concern for European SMEs,

€700^{bn}
THE ESTIMATED AMOUNT OF THE INVESTMENT GAP IN EUROPE

which now increasingly face the challenge of hiring people with the right skills.

However, we cannot be complacent. Together with representatives of SME associations, we aim to improve the structural conditions that determine SMEs' access to bank lending as well as other forms of finance. In that spirit, we just celebrated the first anniversary of the agreement to provide feedback to SMEs whose loans have been declined by banks. Fostering this initiative while also supporting others in areas like financial education is, and will remain, our focus.

European banks are ready to take on these challenges, providing innovative and imaginative solutions that will help companies to adapt and to thrive. We all owe it to future generations to be creative and proactive in finding new solutions to meet the needs of our societies today and tomorrow.



BUREAU VAN DIJK

A Moody's Analytics Company



BUREAU VAN DIJK

A Moody's Analytics Company

To some this is just a company

To us it is an entity with 2
beneficial owners, 3 indirect
subsidiaries in a sanctioned
jurisdiction, linked to 5 PEPs



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GETTING TO 1000 THE METHODOLOGY

TO BUILD THIS LIST, BUREAU VAN DIJK, A PROVIDER OF
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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). Companies whose parent is incorporated in a foreign country are excluded. 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 €10m and €300m, based on latest filings. Companies that have been incorporated within the past four years are excluded (i.e. after 1 January 2014).

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 2014, 2015 and 2016). 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 revenue's 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

AGRU
www.agru.at
Sector: Manufacturing
Revenue: €150M to €250M

BÄKO
www.baeko.at
Sector: Wholesale
Revenue: €75M to €100M

BESKO INTERIEUR
www.besko.com
Sector: Retail
Revenue: €40M to €50M

BMD SYSTEMHAUS
www.bmd.com
Sector: IT Technology
Revenue: €40M to €50M

EUROGAST GRISSEMANN
www.grissemann.at
Sector: Wholesale
Revenue: €50M to €75M

FN NEUHOFFER HOLZ
www.fnprofile.com
Sector: Manufacturing
Revenue: €40M to €50M

FRIEDRICH DEUTSCH METALLWERK
www.metalldeutsch.com
Sector: Manufacturing
Revenue: €75M to €100M

GASPERLMAIR
www.glas-gasperlmair.at
Sector: Manufacturing
Revenue: €50M to €75M

GKI
www.gki.at
Sector: Manufacturing
Revenue: €20M to €30M

GMT WINTERSTELLER
www.gmt-stahlbau.at
Sector: Manufacturing
Revenue: €30M to €40M

INNOFREIGHT
www.innofreight.com
Sector: Transportation
Revenue: €20M to €30M

MACHLAND
www.machland.at
Sector: Food & Drink
Revenue: €30M to €40M

MAUTHNER
www.mauthner.at
Sector: Agriculture, Farming & Forestry
Revenue: €50M to €75M

OCHSNER WÄRMEPUMPEN
www.ochsner.com
Sector: Manufacturing
Revenue: €20M to €30M

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

PMG HOLZHANDELS
www.pmg-holz.at
Sector: Wholesale
Revenue: €20M to €30M

POLYTECHNIK
www.biomass.polytechnik.com
Sector: Manufacturing
Revenue: €50M to €75M

PORO
www.poro.eu
Sector: Chemicals
Revenue: €40M to €50M

PRILLINGER
www.prillinger.at
Sector: Wholesale
Revenue: €50M to €75M

PROLICHT
www.prolicht.at
Sector: Manufacturing
Revenue: €20M to €30M

RIKA
www.rika.at
Sector: Manufacturing
Revenue: €30M to €40M

SCHEUCHER
www.scheucherparkett.at
Sector: Retail
Revenue: €40M to €50M

SIGMATEK
www.sigmatek-automation.com
Sector: Electronics
Revenue: €50M to €75M

STANGLWIRT PG 104
www.stanglwirt.com
Sector: Travel & Leisure
Revenue: €30M to €40M

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

Belgium

APROJECTS
www.aprojects.be
Sector: Transportation
Revenue: €20M to €30M

BELGIAN PORK GROUP
www.belgianporkgroup.com
Sector: Food & Drink
Revenue: €75M to €100M

BUZZISPACE
www.buzzi.space
Sector: Design
Revenue: €30M to €40M

CARRO-BEL
www.carobel.be
Sector: Construction & Property
Revenue: €20M to €30M

CINOCO
www.cinoco.com
Sector: Food & Drink
Revenue: €30M to €40M

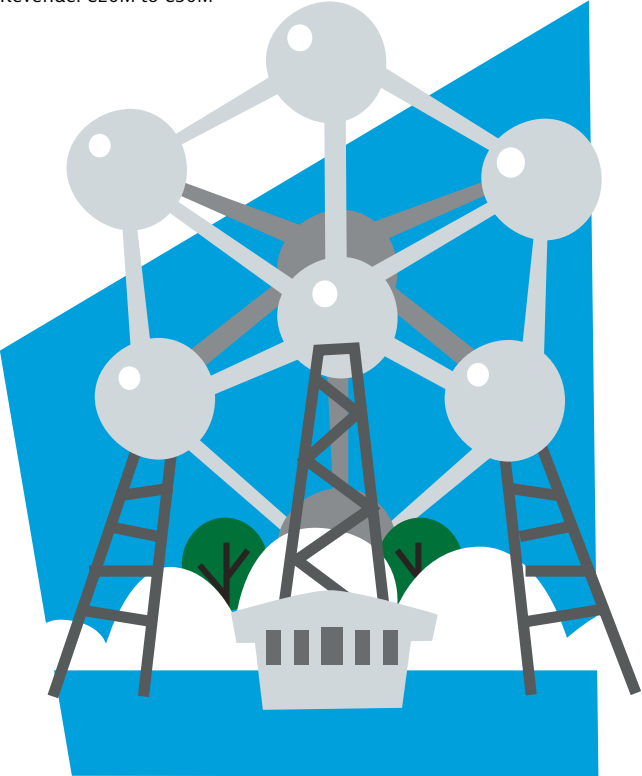
COFFEE TEAM
www.coffeeteam.be
Sector: Wholesale
Revenue: €50M to €75M

DEMENSEN
www.demensen.be
Sector: Media
Revenue: €40M to €50M

DEN BERK
www.denberk-delice.be
Sector: Food & Drink
Revenue: €20M to €30M

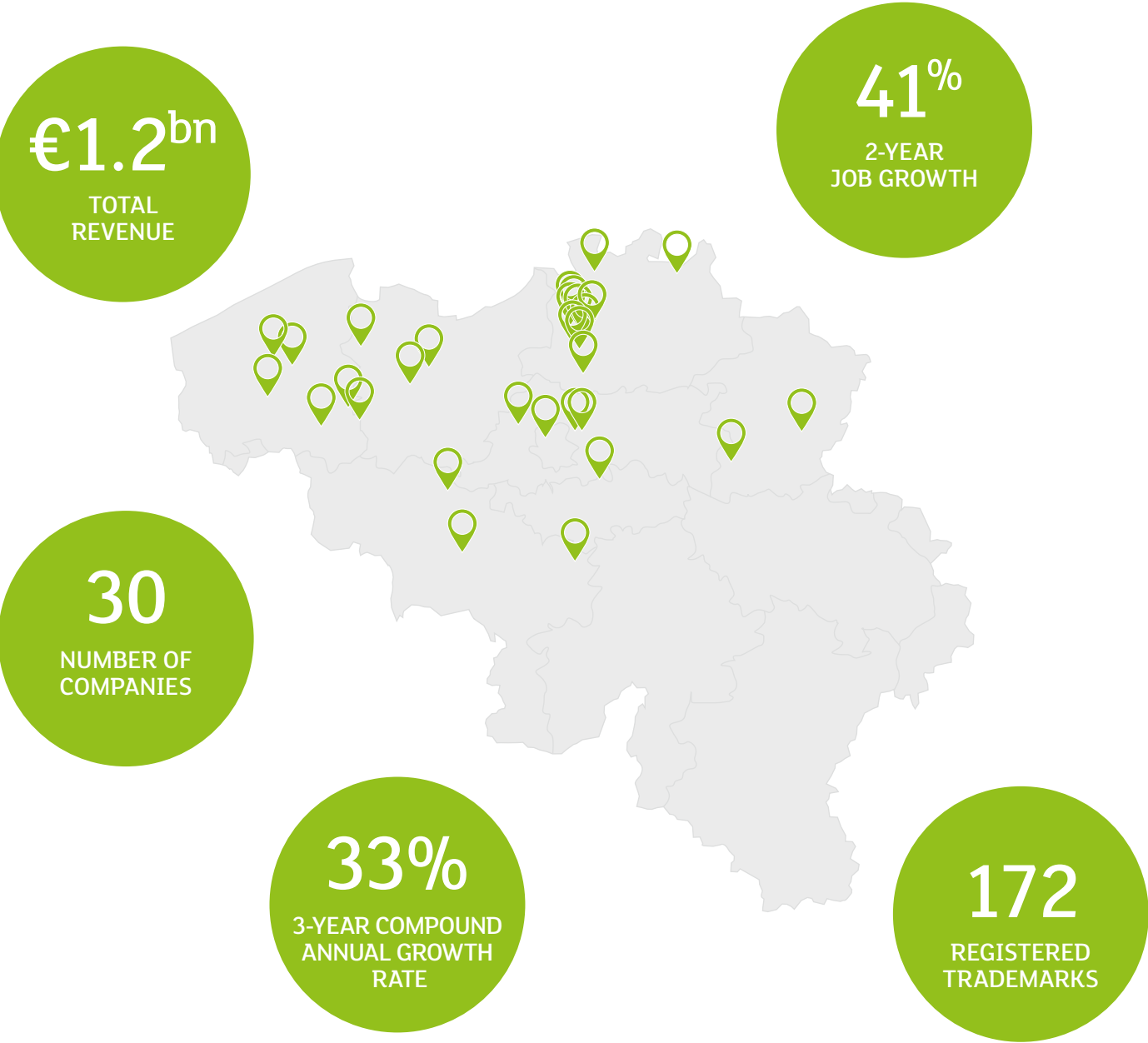
DIAMOND HOUSE
www.diamondhouse.be
Sector: Retail
Revenue: €30M to €40M

ELEXYS
www.elexys.be
Sector: Utilities
Revenue: €50M to €75M



1000 COMPANIES
BELGIUM SNAPSHOT

THE 30 BELGIAN COMPANIES ON OUR LIST HAVE 172 REGISTERED TRADEMARKS BETWEEN THEM. FOR A FULL LIST OF COMPANIES FROM BELGIUM, SEE PAGE 116



EUROCIRCUITS
www.eurocircuits.com
Sector: Electronics
Revenue: €20M to €30M

FAM
www.fam.be
Sector: Machining
Revenue: €20M to €30M

GLOBACHEM
www.globachem.com
Sector: Chemicals
Revenue: €100M to €150M

HIMA
www.hima.be
Sector: Manufacturing
Revenue: €20M to €30M

KAPPA DATA
www.kappadata.be
Sector: IT Technology
Revenue: €20M to €30M

LAVA
www.lavatextiles.com
Sector: Textiles
Revenue: €20M to €30M

LEBRUN
www.lebrun-nimy.be
Sector: Manufacturing
Revenue: €20M to €30M

NEXTEL
www.nextel.be
Sector: Telecommunications
Revenue: €40M to €50M

PPD
www.ppd.com
Sector: Pharmaceutical & Science
Revenue: €50M to €75M

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

RENSON
www.renson.be
Sector: Manufacturing & Engineering
Revenue: €50M to €75M

RHEA GROUP
www.rheagroup.com
Sector: IT Technology
Revenue: €20M to €30M

SANTENS GROEP
www.santens.be
Sector: Wholesale
Revenue: €40M to €50M

SCE
www.sce.be
Sector: Manufacturing
Revenue: €20M to €30M

SIMPLY SPARKLING
www.simplysparkling.be
Sector: Manufacturing
Revenue: €50M to €75M

SMET
www.smet.be
Sector: Food & Drink
Revenue: €20M to €30M

T & T DESIGN
www.ttdesign.be
Sector: Retail
Revenue: €20M to €30M

T’HOOF
DRUKPROJECTEN
www.thoof.be
Sector: Manufacturing
Revenue: €20M to €30M

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

WORLD TRADE
www.world-trade.be
Sector: Food & Drink
Revenue: €30M to €40M

Bulgaria

MAGIC FLAME
www.magicflame.eu
Sector: Import & Export
Revenue: €50M to €75M

SK-PSD GROUP
www.p-sdco.com
Sector: Wholesale
Revenue: €30M to €40M

TITAN GATE JSC
www.titangate.com
Sector: Technology
Revenue: €20M to €30M

TM TECHNOLOGY AD PG 24
www.tm-technology.bg
Sector: Manufacturing
Revenue: €20M to €30M

V-TAC EUROPE LTD PG 25
www.v-tac.bg
Sector: Wholesale
Revenue: €75M to €100M

Croatia

COMPING PG 78
www.comping.hr
Sector: IT Technology
Revenue: €20M to €30M

INVEST SEDLIC DOO
www.invest-sedlic.hr
Sector: Wholesale
Revenue: €20M to €30M

MILNAR DD
www.mlinar.hr
Sector: Food & Drink
Revenue: €50M to €75M

SOLVIS DOO
www.solvis.hr
Sector: Energy
Revenue: €30M to €40M

VALIPILE DOO
www.valipile.hr
Sector: Agriculture, Farming & Forestry
Revenue: €20M to €30M

Cyprus

A MINTIKKIS FARM
www.mintikkis.com
Sector: Wholesale
Revenue: €30M to €40M

IPH
www.iph.com.cy
Sector: Wholesale
Revenue: €40M to €50M

MAS SUPERMARKETS
www.mas.com.cy
Sector: Retail
Revenue: €30M to €40M

MSJ GROUP
www.msjacovidesgroup.com
Sector: Wholesale
Revenue: €20M to €30M

REMEDICA LTD PG 52
www.remedica.eu
Sector: Pharmaceutical & Science
Revenue: €50M to €75M

Czech Republic

4EVER, SRO
www.4ever.cz
Sector: Manufacturing
Revenue: €40M to €50M

ADLER CZECH, AS
www.adler.info
Sector: Textiles
Revenue: €20M to €30M

CONTIPRO
www.contipro.com
Sector: Pharmaceutical & Science
Revenue: €20M to €30M

CRYSTALITE BOHEMIA
www.crystalite.org
Sector: Manufacturing
Revenue: €40M to €50M

LOGIK, SRO
www.log.cz
Sector: Marketing
Revenue: €20M to €30M

NUTREND DS, AS
www.nutrend.cz
Sector: Health
Revenue: €20M to €30M

SKD
www.skd-bojkovice.cz
Sector: Manufacturing & Engineering
Revenue: €30M to €40M

SSI GROUP
www.ssi.cz
Sector: Professional Services
Revenue: €20M to €30M

VCHD CARGO AS
www.vchd.cz
Sector: Transportation
Revenue: €20M to €30M

Z+M GROUP
www.zmgroun.cz
Sector: Technology
Revenue: €40M to €50M

Denmark

7N AS
www.7n.com
Sector: IT Technology
Revenue: €75M to €100M

AARSTIDERNE AS
www.aarstiderne.com
Sector: Consumer Services
Revenue: €75M to €100M

ALFAPEOPLE PG 80
www.alfapeople.com
Sector: IT Technology
Revenue: €30M to €40M

AURA ENERGY
www.aura.dk
Sector: Energy
Revenue: €30M to €40M

BENT BRANDT AS
www.bentbrandt.dk
Sector: Wholesale
Revenue: €50M to €75M

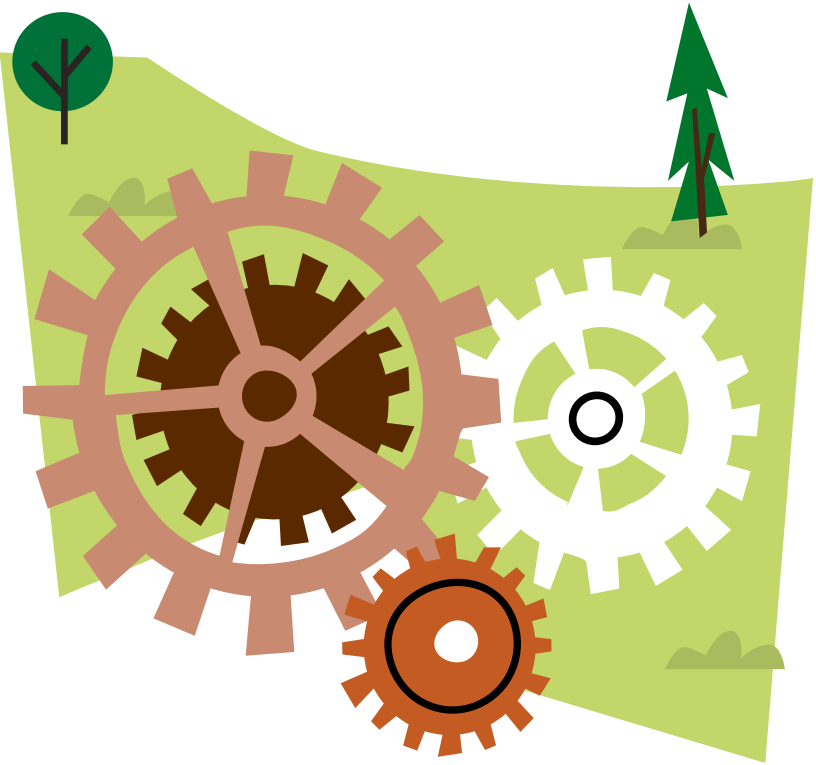
BILLETEN AS
www.billetten.dk
Sector: Consumer Services
Revenue: €50M to €75M

CHR OLESEN AS
www.chr-olesen.dk
Sector: Pharmaceutical & Science
Revenue: €150M to €250M

COOL GRAY AS
www.coolgray.dk
Sector: Marketing
Revenue: €20M to €30M

DOT AS
www.dot-nordic.com
Sector: Engineering
Revenue: €50M to €75M

ELBEK & VEJRUP AS
www.elbek-vejrup.dk
Sector: IT Technology
Revenue: €10M to €20M



FAYARD AS
www.fayard.dk
Sector: Manufacturing & Engineering
Revenue: €100M to €150M

FOSS
www.fossanalytics.com
Sector: Engineering
Revenue: €150M to €250M

HIDDENFJORD
www.hiddenfjord.com
Sector: Agriculture, Farming & Forestry
Revenue: €75M to €100M

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

KEFLICO AS
www.keflico.com
Sector: Wholesale
Revenue: €30M to €40M

KUNDE & CO
www.kunde.dk
Sector: Marketing
Revenue: €30M to €40M

LTP GROUP
www.l-t-p.com
Sector: Textiles
Revenue: €50M to €75M

MASCOT INTERNATIONAL AS
www.mascot.dk
Sector: Textiles
Revenue: €100M to €150M

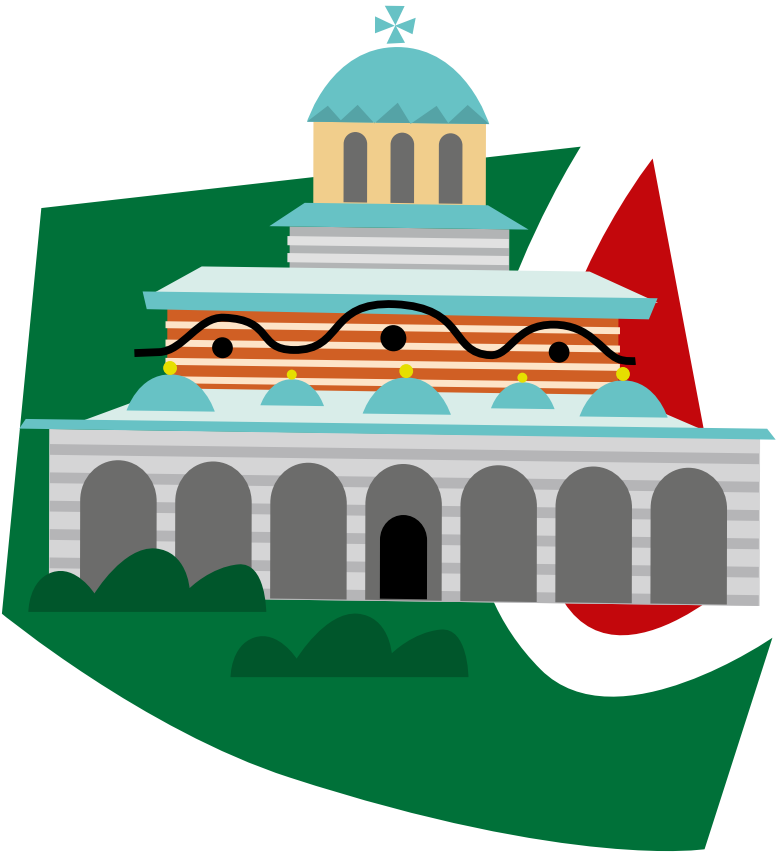
PLANTORAMA
www.plantorama.dk
Sector: Retail
Revenue: €40M to €50M

STICKS ‘N’ SUSHI
www.sushi.dk
Sector: Food & Drink
Revenue: €40M to €50M

Estonia

FAVOR AS
www.favor.ee
Sector: Manufacturing
Revenue: €20M to €30M

METAPRINT
www.metaprint.com
Sector: Manufacturing
Revenue: €50M to €75M



SAAREMAA PIIMATÖÖSTUS

www.saarejuust.ee
Sector: Food & Drink
Revenue: €20M to €30M

SANDMAN GROUP

www.sandman.ee
Sector: Wholesale
Revenue: €75M to €100M

VILJANDI

www.vau.ee
Sector: Manufacturing
Revenue: €50M to €75M

Finland

AMITEC OY

www.amitec.fi
Sector: Technology
Revenue: €20M to €30M

ANDELSLAGET NÄRPES GRÖNSAKER

www.narpesgronsaker.fi
Sector: Agriculture, Farming & Forestry
Revenue: €40M to €50M

ANSION SEMENTTIVALIMO OY

www.asv.fi
Sector: Construction & Property
Revenue: €10M to €20M

DAREKON

www.darekon.fi
Sector: Manufacturing
Revenue: €30M to €40M

ISKU INTERIOR OY

www.isku.com
Sector: Manufacturing
Revenue: €75M to €100M

JAN-ERIK SIGG AB

www.siggpac.fi
Sector: Agriculture, Farming & Forestry
Revenue: €20M to €30M

JUUSTOPORTTI OY

www.juustoportti.fi
Sector: Food & Drink
Revenue: €40M to €50M

KOHIWOOD

www.kohiwood.fi
Sector: Manufacturing
Revenue: €20M to €30M

LSK GROUP OY

www.lsk.fi
Sector: Electronics
Revenue: €50M to €75M

LUMON

www.lumon.com
Sector: Construction & Property
Revenue: €50M to €75M

MELTEX OY PLASTICS

www.meltex.fi
Sector: Wholesale
Revenue: €50M to €75M

NORDIC TROUT AB

www.nordictrout.com
Sector: Agriculture, Farming & Forestry
Revenue: €30M to €40M

NORMET

www.normet.com
Sector: Technology
Revenue: €50M to €75M

PESMEL OY

www.pesmel.com
Sector: Engineering
Revenue: €40M to €50M

QVANTEL OY

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

REAKTOR

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

SIEVIN JALKINE OY

www.sievi.com
Sector: Manufacturing
Revenue: €50M to €75M

SILVASTI

www.silvasti.com
Sector: Transportation
Revenue: €20M to €30M

VEISTO OY

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

VIZEUM

www.vizeum.fi
Sector: Marketing
Revenue: €40M to €50M

France

ACORUS

www.groupe-acorus.fr
Sector: Construction & Property
Revenue: €100M to €150M

AGRO SOURCING

www.agrosourcing.com
Sector: Wholesale
Revenue: €20M to €30M

AGROBIOTHERS

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

AGUETTANT SANTE

www.aguettant.fr
Sector: Pharmaceutical & Science
Revenue: €100M to €150M

ALLAND ET ROBERT

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

ALTECA

www.alteca.fr
Sector: IT Technology
Revenue: €30M to €40M

ALTILIS NUTRITION ANIMALE

www.altilis.fr
Sector: Manufacturing
Revenue: €20M to €30M

AMÉRIGO

www.amerigo.fr
Sector: Travel & Leisure
Revenue: €20M to €30M

APPALETTE TOURTELLIER SYSTEMES

www.ats-group.com
Sector: Manufacturing
Revenue: €20M to €30M

AROMATECH

www.aromatech.fr
Sector: Manufacturing
Revenue: €20M to €30M

AROMA-ZONE

www.aroma-zone.com
Sector: Consumer Services
Revenue: €40M to €50M

ASTIER DEMAREST SA

www.astierdemarest.com
Sector: Chemicals
Revenue: €20M to €30M

AUSTRALIE

www.australie.com
Sector: Marketing
Revenue: €30M to €40M

AUZOU

www.auzou.fr
Sector: Media
Revenue: €20M to €30M

BALLANDE ET MENERET

www.ballande-meneret.com
Sector: Wholesale
Revenue: €75M to €100M

BIOCOMBUSTIBLES

www.biocombustibles.fr
Sector: Environmental Services
Revenue: €20M to €30M

BIOLAIT

www.biolait.eu
Sector: Food & Drink
Revenue: €75M to €100M

BIOLANDES SA

www.biolandes.com
Sector: Manufacturing
Revenue: €50M to €75M

BIONDINI PARIS

www.biondiniparis.com
Sector: Retail
Revenue: €20M to €30M

BIOTONE TECHNOLOGIE

www.biotone.fr
Sector: Technology
Revenue: €20M to €30M

BLUE WHALE

www.blue-whale.com
Sector: Wholesale
Revenue: €250M+

BOVAGNE FRÈRES

www.bovagne-freres.com
Sector: Construction & Property
Revenue: €20M to €30M

BOWDEN GROUP

www.bowden-group.fr
Sector: Machining
Revenue: €20M to €30M

BRIOCHE PASQUIER

www.briohepasquier-pro.com
Sector: Food & Drink
Revenue: €50M to €75M

BRIO'GEL

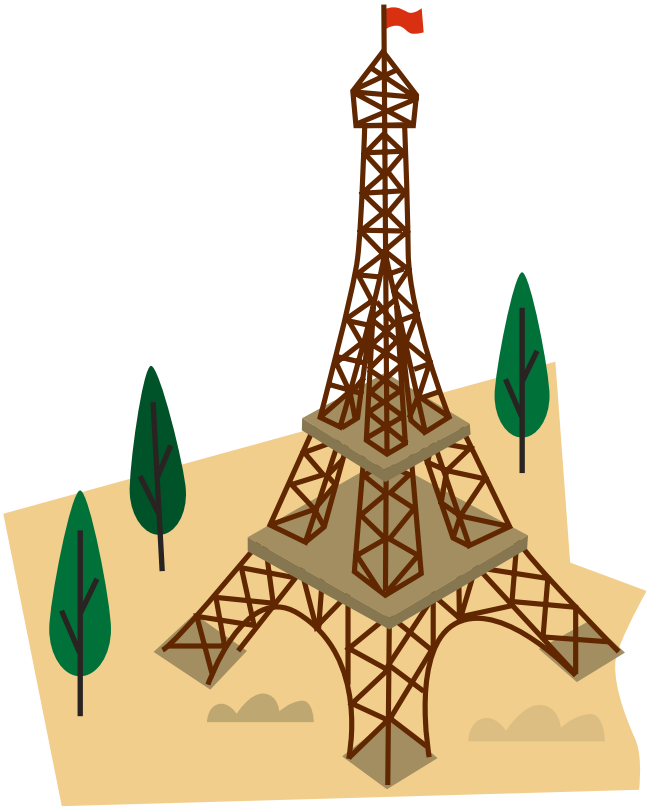
www.briogel.com
Sector: Food & Drink
Revenue: €20M to €30M

BRONZE ALU

www.bronze-alu.com
Sector: Manufacturing & Engineering
Revenue: €40M to €50M

CAVE COOPÉRATIVE DE VINIFICATION DU RAZES

www.cavedurazes.com
Sector: Food & Drink
Revenue: €10M to €20M



CCI EUROLAM

www.ccieurolam.com
Sector: Wholesale
Revenue: €20M to €30M

CESI

www.cesi.fr
Sector: Education
Revenue: €30M to €40M

CHAMPAGNE BILLECART-SALMON

www.champagne-billecart.fr
Sector: Food & Drink
Revenue: €50M to €75M

CHATEAU D'ESCLANS

www.esclans.com
Sector: Food & Drink
Revenue: €30M to €40M

CIACAM

www.ciacam.com
Sector: Wholesale
Revenue: €40M to €50M

CLAUGER

www.clauger.fr
Sector: Manufacturing & Engineering
Revenue: €100M to €150M

CLUB OPTICLIBRE

www.opticlibre.com
Sector: Wholesale
Revenue: €100M to €150M

DIADEIS MK

www.diadeis.com
Sector: Marketing
Revenue: €20M to €30M

DIADOM

www.diadom.com
Sector: Consumer Services
Revenue: €20M to €30M

DIMO SOFTWARE

www.dimosoftware.fr
Sector: IT Technology
Revenue: €20M to €30M

DISTRIBOISSONS

www.distriboissons.com
Sector: Wholesale
Revenue: €50M to €75M

DISTRIWAN

www.distriwan.fr
Sector: IT Technology
Revenue: €20M to €30M

DOMAINE DES COTEAUX

www.domaine-coteaux.com
Sector: Wholesale
Revenue: €20M to €30M

DOUMEN

www.doumen.fr
Sector: Logistics
Revenue: €50M to €75M

DPSA

www.dpsa-securite.fr
Sector: Security
Revenue: €20M to €30M

DYNAMI GROUP

www.dynami-aviation.com
Sector: Aviation Services
Revenue: €20M to €30M

EKIBO GROUP

www.ekibio.fr
Sector: Wholesale
Revenue: €75M to €100M

ESPACE 4 RETAIL

www.espace4.fr
Sector: Construction & Property
Revenue: €50M to €75M

FACTORY SYSTEMES

www.factorysystemes.fr
Sector: IT Technology
Revenue: €30M to €40M



FAURE TECHNOLOGIES
www.faure-technologies.com
Sector: Wholesale
Revenue: €20M to €30M

FOLIATEAM
www.foliateam.com
Sector: IT Technology
Revenue: €20M to €30M

FORCE SUD
www.forcesud.fr
Sector: Agriculture, Farming & Forestry
Revenue: €20M to €30M

FORSK
www.forsk.com
Sector: IT Technology
Revenue: €20M to €30M

FOSELEV
www.foselev.com
Sector: Energy
Revenue: €20M to €30M

FRAIS EMBAL
www.frais-embal.fr
Sector: Food & Drink
Revenue: €75M to €100M

FRAYSSINET
www.groupe-frayssinet.fr
Sector: Chemicals
Revenue: €20M to €30M

FROMAGERIE BADOZ
www.fromagerie-badoz.com
Sector: Food & Drink
Revenue: €30M to €40M

FUSEAU
www.fuseau-sas.com
Sector: Food & Drink
Revenue: €40M to €50M

GALLIER
www.gallier-orleans.fr
Sector: Facilities Services
Revenue: €20M to €30M

GIFFARD
www.giffard.com
Sector: Food & Drink
Revenue: €20M to €30M

GROUPE CHALVIGNAC
www.groupe-chalvignac.fr
Sector: Wholesale
Revenue: €20M to €30M

GROUPAUTO INTERNATIONAL
www.grouputointernational.com
Sector: Motor Vehicle Retail
Revenue: €40M to €50M

GROUPE ADF
www.groupeadf.com
Sector: Engineering
Revenue: €30M to €40M

GROUPE AQUALANDE
www.groupeaqualande.com
Sector: Food & Drink
Revenue: €75M to €100M

GROUPE COLIN
www.colin-ingredients.com
Sector: Food & Drink
Revenue: €30M to €40M

GROUPE CONVIVIO
www.convivio.fr
Sector: Food & Drink
Revenue: €50M to €75M

GROUPE FED
www.groupefed.fr
Sector: Employment Services
Revenue: €50M to €75M

GROUPE FINDIS
www.groupefindis.fr
Sector: Wholesale
Revenue: €150M to €250M

GROUPE LAUAK
www.groupe-lauak.com
Sector: Manufacturing
Revenue: €75M to €100M

GROUPE MERICQ
www.mericq.com
Sector: Wholesale
Revenue: €150M to €250M

GROUPE OPTIM
www.groupeoptim.fr
Sector: Professional Services
Revenue: €20M to €30M

GROUPE OZITEM
www.groupeozitem.com
Sector: IT Technology
Revenue: €20M to €30M

GROUPE SEDA
www.groupeseda.com
Sector: Wholesale
Revenue: €20M to €30M

GROUPE SWEETCOM
www.sweetcom.fr
Sector: Energy
Revenue: €20M to €30M

GROUPE TSF
www.tsf.fr
Sector: Media
Revenue: €30M to €40M

GROUPE VITAMINE T
www.groupevitaminet.com
Sector: Employment Services
Revenue: €50M to €75M

GSF
www.gsf.fr
Sector: Cleaning Services
Revenue: €20M to €30M

GUINAULT
www.guinault-lebrun.com
Sector: Manufacturing & Engineering
Revenue: €40M to €50M

HARMONIE
www.harmonie-fruit.com
Sector: Food & Drink
Revenue: €20M to €30M

HAWKINS DISTRIBUTION
www.hawkinsdistribution.com
Sector: Food & Drink
Revenue: €30M to €40M

HPS ENVIRONNEMENT
www.hps-environnement.fr
Sector: Construction & Property
Revenue: €20M to €30M

HR TEAM
www.hr-team.net
Sector: Professional Services
Revenue: €20M to €30M

HUILERIE EMILE NOËL
www.huilerieemilenol.com
Sector: Food & Drink
Revenue: €30M to €40M

INTITEK GROUP
www.intitek.fr
Sector: IT Technology
Revenue: €30M to €40M

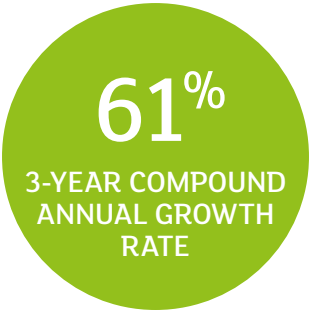
IRRIJARDIN
www.irrijardin.fr
Sector: Retail
Revenue: €40M to €50M

JEAN NIEL
www.jeannel.com
Sector: Chemicals
Revenue: €20M to €30M

JOUFFRUIT
www.jouffruit.wordpress.com
Sector: Wholesale
Revenue: €50M to €75M

1000 COMPANIES BULGARIA SNAPSHOT

BULGARIA'S COMPANIES INCLUDED IN THE REPORT HAVE OVER 5,800 EMPLOYEES.
FOR A FULL LIST OF COMPANIES FROM BULGARIA, TURN TO PAGE 118





JULES BROCHENIN

www.brochenin.com
Sector: Food & Drink
Revenue: €75M to €100M

KARTESIS INDUSTRIES GROUP PG 23

www.kartesis-industries.com
Sector: Manufacturing & Engineering
Revenue: €20M to €30M

KLEE GROUP

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

LÉA COMPAGNIE BIODIVERSITÉ PG 107

www.leanature.com
Sector: Wholesale
Revenue: €30M to €40M

LES CELLIERS ASSOCIES (VAL DE RANCE)

www.valderance.com
Sector: Food & Drink
Revenue: €30M to €40M

LES NOUVEAUX ROBINSON

www.lesnouveauxrobinson.coop
Sector: Retail
Revenue: €40M to €50M

LES VIGNERONS DU GERLAND

www.vignerons-gerland.fr
Sector: Agriculture, Farming & Forestry
Revenue: €20M to €30M

LSN - BODY NATURE PG 66

www.body-nature.fr
Sector: Chemicals
Revenue: €20M to €30M

L'UNIVERS DE L'EMBALLAGE

www.univers-emballage.fr
Sector: Packaging Facilities
Revenue: €75M to €100M

LUSTRAL

www.lustral.fr
Sector: Cleaning Services
Revenue: €20M to €30M

MAÎTRE PRUNILLE

www.maitreprunille.com
Sector: Wholesale
Revenue: €150M to €250M

MANUCO

www.manuco-nc.com
Sector: Chemicals
Revenue: €20M to €30M

MARQUISES FR

www.stores-marquises.fr
Sector: Manufacturing
Revenue: €40M to €50M

MATERNA

www.materna-france.com
Sector: Food & Drink
Revenue: €50M to €75M

MEDIPATH

www.medipath.fr
Sector: Health
Revenue: €20M to €30M

METI

www.meti.fr
Sector: IT Technology
Revenue: €20M to €30M

MODERN RESTAURATION GESTION

modern-restauration-gestion.com
Sector: Construction & Property
Revenue: €30M to €40M

MOULINS DUMÉE

www.moulins-dumee.com
Sector: Agriculture, Farming & Forestry
Revenue: €20M to €30M

NESTLE HOME CARE

www.nhc.info
Sector: Fitness & Health
Revenue: €50M to €75M

NEXEYA

www.nexeya.com
Sector: Electronics
Revenue: €75M to €100M

NICOMATIC

www.nicomatic.com
Sector: Manufacturing & Engineering
Revenue: €20M to €30M

NORSYS

www.norsys.fr
Sector: IT Technology
Revenue: €30M to €40M

PARTENOR GROUP

www.partenorgroup.com
Sector: Professional Services
Revenue: €20M to €30M

PAUL BOYÉ TECHNOLOGIES

www.paul-boye.fr
Sector: Clothing (Manufacturing)
Revenue: €50M to €75M

PELLENC

www.pellenc.com
Sector: Agriculture, Farming & Forestry
Revenue: €150M to €250M

PERRIN ET FILS

www.familleperrin.com
Sector: Wholesale
Revenue: €50M to €75M

PIERRE GUERIN TECHNOLOGIES

www.pierreguerin.fr
Sector: Manufacturing & Engineering
Revenue: €75M to €100M

PIMENT INTÉRIM

www.pimentinterim.fr
Sector: Employment services
Revenue: €30M to €40M

PONANT

en.ponant.com
Sector: Travel & Leisure
Revenue: €150M to €250M

PRADIER GROUPE

www.pradiergroupe.fr
Sector: Manufacturing
Revenue: €40M to €50M

PRIM'ALBRET

www.paysans-de-garonne.fr
Sector: Wholesale
Revenue: €20M to €30M

PROFORM

www.proform.net
Sector: Manufacturing
Revenue: €20M to €30M

PROMAN SATI

www.proman-emploi.fr
Sector: Employment Services
Revenue: €30M to €40M

PROXELIA

www.proxelia.fr
Sector: Energy
Revenue: €40M to €50M

QUADRIA

www.quadria.fr
Sector: IT Technology
Revenue: €75M to €100M

RAFAUT

www.rafaut.fr
Sector: Aviation Services
Revenue: €40M to €50M

RETIS SOLUTIONS

www.retis-solutions.com
Sector: Facilities Services
Revenue: €20M to €30M

RIGHINI INDUSTRIE

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

SAFILIN

www.safilin.com
Sector: Textiles
Revenue: €20M to €30M

SAMARO

www.samaro.fr
Sector: Chemicals
Revenue: €20M to €30M

SATORIZ

www.satoriz.fr
Sector: Food & Drink
Revenue: €30M to €40M

SCA LIMDOR

www.limdor.eu
Sector: Agriculture, Farming & Forestry
Revenue: €20M to €30M

SEFI

www.sefitransmission.fr
Sector: Wholesale
Revenue: €100M to €150M

SEPROLEC

www.seprolec.fr
Sector: Electronics
Revenue: €30M to €40M

SIC MARKING

www.sic-marking.fr
Sector: Manufacturing & Engineering
Revenue: €20M to €30M

SIIM - SOCIÉTÉ INTERNATIONALE D'IMPORTATION

www.siim.net
Sector: Wholesale
Revenue: €75M to €100M

SOCARENAM

www.socarenam.fr
Sector: Manufacturing
Revenue: €50M to €75M

SOKOA

www.sokoa.com
Sector: Manufacturing
Revenue: €75M to €100M

SOLIPAC

www.solipac.fr
Sector: Wholesale
Revenue: €20M to €30M

SOLUTEC

www.solutec.fr
Sector: IT Technology
Revenue: €50M to €75M

STEAM'O

www.steamo.fr
Sector: Facilities Services
Revenue: €20M to €30M

TEAMWORK

www.teamwork.net
Sector: Business Services
Revenue: €20M to €30M

TECOFI

www.tecofi.fr
Sector: Manufacturing
Revenue: €30M to €40M

TERRE DE LIN

www.terredelin.com
Sector: Textiles
Revenue: €100M to €150M

TRAITEUR DE PARIS

www.traiteurdeparis.fr
Sector: Food & Drink
Revenue: €30M to €40M

TRANSPORTS DÉPLACEMENTS SERVICES

www.groupe-tds.com
Sector: Transportation
Revenue: €30M to €40M

TRANSPORTS DE SAVOIE

www.transportsdesavoie.fr
Sector: Logistics
Revenue: €30M to €40M

VOLATYS

www.volatys.com
Sector: Food & Drink
Revenue: €20M to €30M

YOU

www.you.fr
Sector: Manufacturing
Revenue: €20M to €30M

ZENIKA GROUP

www.zenika.com
Sector: IT Technology
Revenue: €20M to €30M

Germany

ABLETON

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

ACT

www.act.de
Sector: Wholesale
Revenue: €100M to €150M

ADAM HALL

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

AISCI IDENT

www.aisci.de
Sector: Electronics
Revenue: €20M to €30M

ALBRECHT BÄUMER

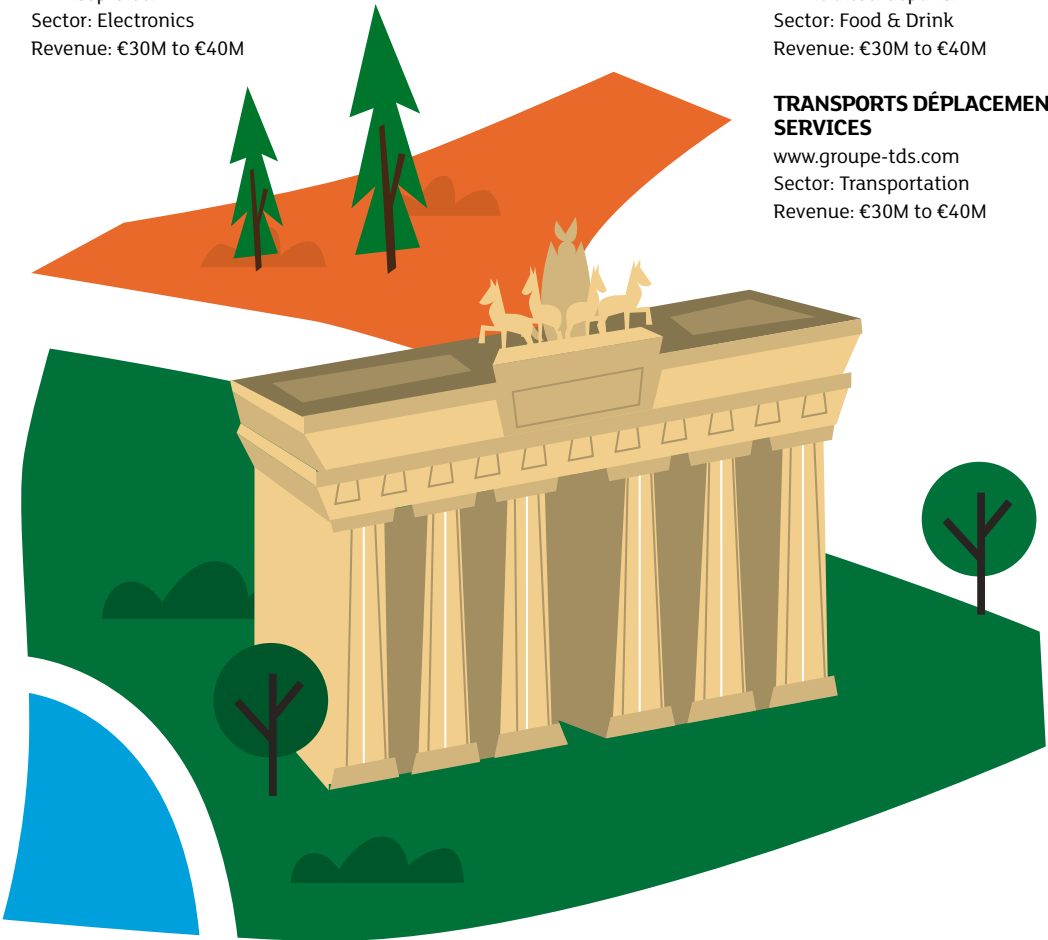
www.baeumer.com
Sector: Manufacturing & Engineering
Revenue: €50M to €75M

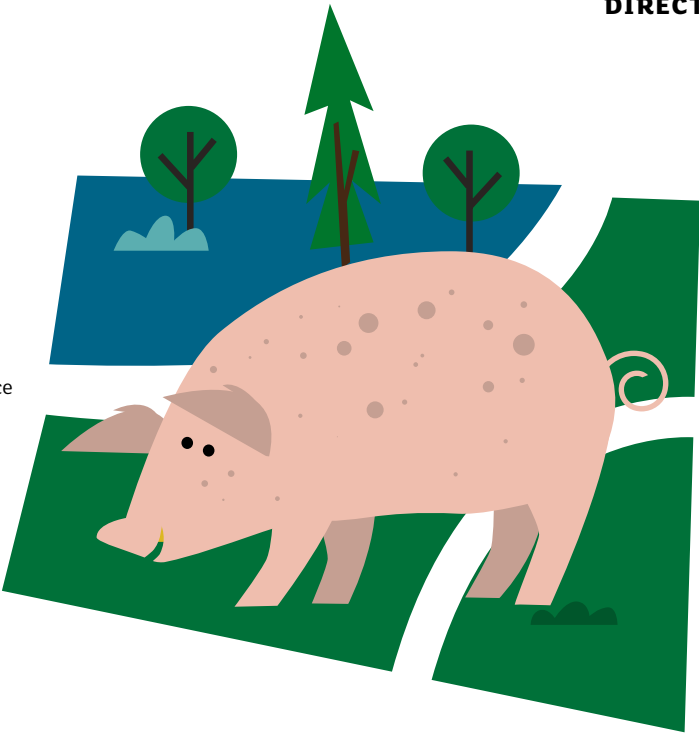
ALDINGER

www.aldinger-gmbh.de
Sector: Manufacturing
Revenue: €40M to €50M

ALEGRI

www.alegri.eu
Sector: IT Technology
Revenue: €30M to €40M





APRA-GRUPPE
www.apra.de
Sector: Electronics
Revenue: €40M to €50M

ARCLITE
www.arclite.de
Sector: Wholesale
Revenue: €30M to €40M

ASSMANN BÜROMÖBEL
www.assmann.de
Sector: Manufacturing
Revenue: €100M to €150M

AUGUST FRIEDBERG
www.august-friedberg.com
Sector: Manufacturing
Revenue: €50M to €75M

AVANTGARDE
www.avantgarde.net
Sector: Marketing
Revenue: €150M to €250M

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

BADER
www.bader-leather.com
Sector: Textiles
Revenue: €75M to €100M

BAUMANN
www.baumann-automation.com
Sector: Machining
Revenue: €50M to €75M

BECKER
www.becker-antriebe.com
Sector: Electronics
Revenue: €50M to €75M

BFE
www.bfe.tv
Sector: Media
Revenue: €40M to €50M

BHS-SONTHOFEN
www.bhs-sonthofen.de
Sector: Manufacturing & Engineering
Revenue: €75M to €100M

BIA KUNSTSTOFF
www.bia-kunststoff.de
Sector: Manufacturing
Revenue: €100M to €150M

BIG ARBEITSSCHUTZ
www.big-arbeitsschutz.de
Sector: Clothing
Revenue: €50M to €75M

BIONORICA PG 44
www.bionorica.de
Sector: Pharmaceutical & Science
Revenue: €250M+

BOGE
www.boge.com
Sector: Manufacturing
Revenue: €100M to €150M

BRAINLOOP
www.brainloop.com
Sector: IT Technology
Revenue: €20M to €30M

BUCHHOLZ HYDRAULIK
www.buchholz-hydraulik.de
Sector: Manufacturing
Revenue: €50M to €75M

BÜRSTENMANN
www.buerstenmann.com
Sector: Manufacturing
Revenue: €30M to €40M

C. H. MÜLLER
www.chmueller.com
Sector: Manufacturing
Revenue: €50M to €75M

CANYON
www.canyon.com
Sector: Manufacturing
Revenue: €150M to €250M

CARITAS LEBENSWELTEN
www.caritas-lebenswelten.de
Sector: Professional Services
Revenue: €20M to €30M

CARL POLZIN
www.c-polzin.de
Sector: Logistics
Revenue: €20M to €30M

CARPET CONCEPT
www.carpet-concept.de
Sector: Textiles
Revenue: €20M to €30M

CBS CORPORATE BUSINESS SOLUTIONS
www.cbs-consulting.com
Sector: IT Technology
Revenue: €50M to €75M

CLAUS REFORMWAREN SERVICE TEAM
www.claus-gmbh.de
Sector: Wholesale
Revenue: €100M to €150M

COBA
www.coba-osnabrueck.de
Sector: Wholesale
Revenue: €100M to €150M

COBANA
www.cobana-fruchtring.com
Sector: Wholesale
Revenue: €250M+

COILINTER
www.coilinter.de
Sector: Wholesale
Revenue: €100M to €150M

CONDITESS
www.conditess.de
Sector: Food & Drink
Revenue: €100M to €150M

CRAMER
www.cramer-edeka.de
Sector: Wholesale
Revenue: €100M to €150M

DAS ENVIROMENTAL EXPERTS
www.das-ee.com
Sector: Environmental Services
Revenue: €75M to €100M

DEMETER-FELDERZEUGNISSE
www.felderzeugnisse.de
Sector: Wholesale
Revenue: €30M to €40M

DFV MEDIENGRUPPE
www.dfv.de
Sector: Media
Revenue: €100M to €150M

DORFNER GRUPPE
www.dorfner-gruppe.de
Sector: Facilities Services
Revenue: €100M to €150M

DR FROHN
www.dr-frohn.com
Sector: Manufacturing
Revenue: €20M to €30M

DÜLLBERG KONZENTRA
www.duellberg-konzentra.de
Sector: Chemicals
Revenue: €40M to €50M

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

EK/SERVICEGROUP
www.ek-servicegroup.de
Sector: Wholesale
Revenue: €150M to €250M

ELEKTRO RÖSLER
www.elektro-roesler.de
Sector: Technology
Revenue: €20M to €30M

EMZ
www.emz-hanauer.de
Sector: Electronics
Revenue: €75M to €100M

1000 COMPANIES CYPRUS SNAPSHOT

CYPRUS'S FIVE LISTED COMPANIES HAVE A COMBINED REVENUE OF ALMOST €208M. FOR A FULL LIST OF COMPANIES FROM CYPRUS, SEE PAGE 118





ERHARDT+LEIMER
www.erhardt-leimer.com
Sector: Technology
Revenue: €75M to €100M

ESBAND
www.esband.de
Sector: Manufacturing
Revenue: €40M to €50M

EUROPLANT
www.europlant.biz
Sector: Food & Drink
Revenue: €100M to €150M

FECKEN-KIRFEL
www.fecken-kirfel.de
Sector: Engineering
Revenue: €30M to €40M

FELUWA
www.feluwa.de
Sector: Manufacturing & Engineering
Revenue: €20M to €30M

**FINKE DAS ERLEBNIS-
EINRICHTEN**
www.finke.de
Sector: Retail
Revenue: €150M to €250M

FREILACKE
www.freilacke.com
Sector: Chemicals
Revenue: €100M to €150M

FRIELING
www.frieling24.de
Sector: Wholesale
Revenue: €100M to €150M

FRISTAM PUMPEN
www.fristam.de
Sector: Manufacturing
Revenue: €75M to €100M

FRS
www.frs.de
Sector: Transportation
Revenue: €150M to €250M

GARMO
www.garmo.de
Sector: Food & Drink
Revenue: €100M to €150M

GELSENKRAFT
www.gelsenkraft.de
Sector: Energy
Revenue: €40M to €50M

GERL BAUART
www.gerl-dental.de
Sector: Wholesale
Revenue: €100M to €150M

GEVA
www.geva.com
Sector: Business Services
Revenue: €50M to €75M

GISSLER & PASS
www.gissler-pass.de
Sector: Packaging Facilities
Revenue: €100M to €150M

GOM
www.gom.com
Sector: Technology
Revenue: €150M to €250M

GROUP7
www.group-7.de
Sector: Logistics
Revenue: €75M to €100M

GUTBROD
www.gutbrod-ptfe.de
Sector: Manufacturing
Revenue: €75M to €100M

HADRA
www.hadra-zaun.de
Sector: Manufacturing
Revenue: €50M to €75M

HAINBUCH
www.hainbuch.com
Sector: Manufacturing & Engineering
Revenue: €50M to €75M

HAIX GROUP
www.haix.com
Sector: Clothing (Manufacturing)
Revenue: €100M to €150M

HÄLSSSEN & LYON
www.haelssen-lyon.com
Sector: Food & Drink
Revenue: €100M to €150M

HECKERT SOLAR
www.heckertsolar.com
Sector: Manufacturing
Revenue: €75M to €100M

HEINEN LEDERFABRIK
www.heinen-leather.de
Sector: Textiles
Revenue: €30M to €40M

HEINRICH HUHN
www.heinrich-huhn.de
Sector: Manufacturing & Engineering
Revenue: €75M to €100M

HEITEC
www.heitec.de
Sector: Technology
Revenue: €75M to €100M

HERMES ARZNEIMITTEL
www.hermes-arzneimittel.com
Sector: Pharmaceutical & Science
Revenue: €150M to €250M

HKS
www.hks-partner.com
Sector: Manufacturing
Revenue: €20M to €30M

HOFPISTEREI
www.hofpisterei.de
Sector: Food & Drink
Revenue: €75M to €100M

HUBER PACKAGING
www.huber-packaging.com
Sector: Manufacturing
Revenue: €150M to €250M

IBAK
www.ibak.de
Sector: Manufacturing
Revenue: €50M to €75M

IBYKUS
www.ibykus.de
Sector: IT Technology
Revenue: €20M to €30M

IGEFA
www.igefa.de
Sector: Cleaning Services
Revenue: €100M to €150M

IMGRUND SILOGISTIC
www.imgrund.de
Sector: Transportation
Revenue: €20M to €30M

IMPLANTCAST
www.implantcast.de
Sector: Pharmaceutical & Science
Revenue: €75M to €100M

ISABELLENHÜTTE
www.isabellenhuette.de
Sector: Manufacturing
Revenue: €100M to €150M

ISARIA
www.isaria.com
Sector: Marketing
Revenue: €50M to €75M

JOB AG
www.job-ag.com
Sector: Employment Services
Revenue: €150M to €250M

KÄHLIG ANTRIEBSTECHNIK
www.kag-hannover.com
Sector: Manufacturing & Engineering
Revenue: €20M to €30M

KAIMANN
www.kaimann.com
Sector: Manufacturing
Revenue: €50M to €75M

KAUTEX MASCHINENBAU
www.kautex-group.com
Sector: Manufacturing
Revenue: €100M to €150M

KOSATEC COMPUTER
www.kosatec.de
Sector: Wholesale
Revenue: €150M to €250M

KRANKIKOM
www.krankikom.de
Sector: IT Technology
Revenue: €30M to €40M

KRONE
www.krone-gmbh.com
Sector: Food & Drink
Revenue: €100M to €150M

KSG
www.ksg.de
Sector: Electronics
Revenue: €75M to €100M

KUTTERER MAUER AG
www.kutterermauer.com
Sector: Manufacturing
Revenue: €75M to €100M

LAUDA
www.lauda.de
Sector: Manufacturing & Engineering
Revenue: €50M to €75M

LAUDERT
www.laudert.com
Sector: Media
Revenue: €20M to €30M

LB BOHLE
www.lbbohle.com
Sector: Manufacturing & Engineering
Revenue: €40M to €50M

LIEBENSTEINER KARTONAGEN
www.liebensteiner.de
Sector: Packaging Facilities
Revenue: €50M to €75M

LISEGA
www.lisega.de
Sector: Manufacturing
Revenue: €150M to €250M

LÖDIGE
www.loedige.de
Sector: Manufacturing & Engineering
Revenue: €50M to €75M

MACK RIDES
www.mack-rides.com
Sector: Manufacturing & Engineering
Revenue: €50M to €75M

MAIREC
www.mairec.com
Sector: Environmental Services
Revenue: €150M to €250M

MATERNA
www.materna.de
Sector: IT Technology
Revenue: €150M to €250M

MED 360°
www.med360grad.de
Sector: Professional Services
Revenue: €100M to €150M

MEILLER
www.meiller.com
Sector: Manufacturing & Engineering
Revenue: €250M+

MELEGHY INTERNATIONAL
www.meleghyautomotive.de
Sector: Manufacturing & Engineering
Revenue: €150M to €250M

MEN
www.men.de
Sector: Electronics
Revenue: €50M to €75M

MKN
www.mkn.de
Sector: Manufacturing
Revenue: €75M to €100M

MOBA MOBILE AUTOMATION
www.moba.de
Sector: Manufacturing
Revenue: €40M to €50M

MOSCA
www.mosca.com
Sector: Packaging Facilities
Revenue: €150M to €250M

MÜLLER & SOHN
www.aluminiumonline.de
Sector: Environmental services
Revenue: €75M to €100M

MULTIMON
www.multimon.info
Sector: Manufacturing
Revenue: €50M to €75M

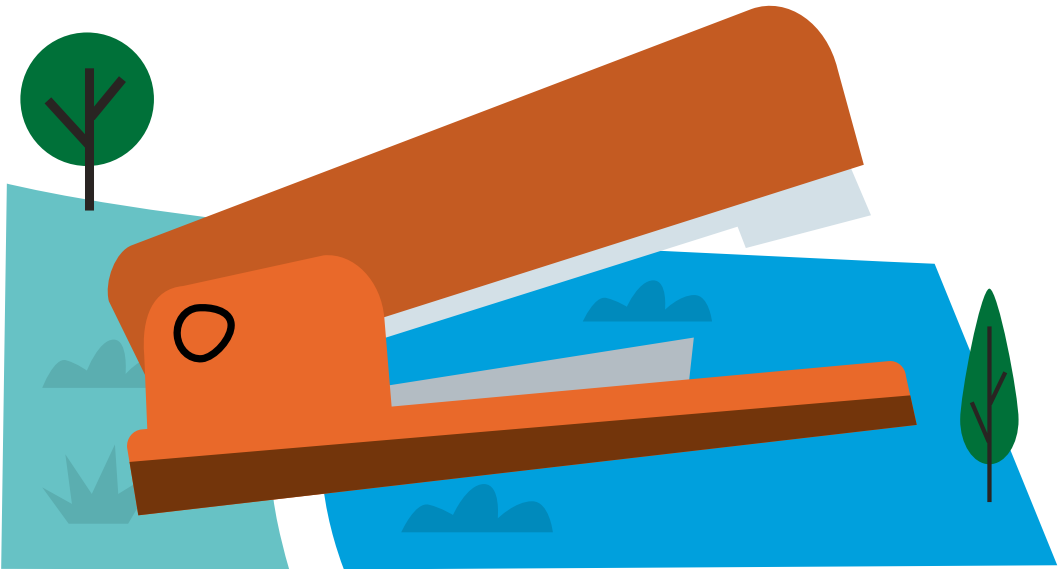
MUSIK MEYER
www.musik-meyer.de
Sector: Retail
Revenue: €50M to €75M

NIBLER
www.nibler.de
Sector: Engineering
Revenue: €50M to €75M

NORDMARK
www.nordmark-pharma.de
Sector: Pharmaceutical & Science
Revenue: €75M to €100M

OTTO-VERTRIEB
www.otto-vertrieb.de
Sector: Manufacturing
Revenue: €20M to €30M

PABST TRANSPORT
www.pabst-transport.de
Sector: Logistics
Revenue: €50M to €75M



PALMBERG
www.palmberg.de
Sector: Manufacturing
Revenue: €75M to €100M

PARADISE FRUITS BY JAHNCKE
www.paradise-fruits.de
Sector: Food & Drink
Revenue: €50M to €75M

PAUL HORN
www.phorn.de
Sector: Machining
Revenue: €150M to €250M

PFM MEDICAL
www.pfmmedical.com
Sector: Pharmaceutical & Science
Revenue: €100M to €150M

PHARMATECHNIK
www.pharmatechnik.de
Sector: IT Technology
Revenue: €50M to €75M

PI
www.physikinstrumente.com
Sector: Technology
Revenue: €100M to €150M

POLYTEC
www.polytec.com
Sector: Technology
Revenue: €50M to €75M

PROLICHT
www.prolicht.com
Sector: Electronics
Revenue: €75M to €100M

PÜTZ SECURITY AG
www.puetz-security.de
Sector: Security
Revenue: €20M to €30M

PVS
www.pvs-plastics.net
Sector: Manufacturing
Revenue: €50M to €75M

RATSCHILLER'S
www.ratschillers.de
Sector: Food & Drink
Revenue: €20M to €30M

RAUMEDIC
www.raumedic.com
Sector: Pharmaceutical & Science
Revenue: €100M to €150M

RIECKERMANN
www.riekermann.com
Sector: Engineering
Revenue: €150M to €250M

RIEDEL
www.riedel.net
Sector: Technology
Revenue: €75M to €100M

ROWE
www.rowe-mineraloel.com
Sector: Manufacturing
Revenue: €100M to €150M

RZB
www.rzb.de
Sector: Manufacturing
Revenue: €100M to €150M

SALUS
www.salus.de
Sector: Health
Revenue: €100M to €150M

SANNER
www.sanner-group.com
Sector: Packaging Facilities
Revenue: €50M to €75M

SCHADE + SOHN
www.schadeundsohn.de
Sector: Construction & Property
Revenue: €30M to €40M

SCHELL
www.schell.eu
Sector: Manufacturing
Revenue: €75M to €100M

SCHLEIFENBAUM
www.ladenbau-schleifenbaum.com
Sector: Design
Revenue: €20M to €30M

SCHMITT + SOHN AUFZÜGE
www.schmitt-aufzuege.de
Sector: Manufacturing & Engineering
Revenue: €40M to €50M

SCHNEIDER
www.schneider-om.com
Sector: Manufacturing
Revenue: €100M to €150M

SCHÖLLY
www.schoelly.de
Sector: Pharmaceutical & Science
Revenue: €100M to €150M

SCHOLZ
www.scholz-htik.de
Sector: Manufacturing
Revenue: €30M to €40M

SCHULZ SYSTEMTECHNIK
www.schulz.st
Sector: Manufacturing
Revenue: €50M to €75M

SCHUON
www.schuon.com
Sector: Logistics
Revenue: €40M to €50M

SCHÜTTE
www.schuette.de
Sector: Manufacturing
Revenue: €100M to €150M

SCOTTISH IMPORT FINEFOOD
www.scottish-import.de
Sector: Wholesale
Revenue: €30M to €40M

SEEPEX
www.seepex.com
Sector: Manufacturing
Revenue: €100M to €150M

SENSOR-TECHNIK WIEDEMANN
www.stw-mobile-machines.com
Sector: Electronics
Revenue: €50M to €75M

SHD SYSTEM-HOUSE-DRESDEN
www.shd-online.de
Sector: IT Technology
Revenue: €30M to €40M

SOCURA
www.socura.de
Sector: Business Services
Revenue: €20M to €30M

SOMMER
www.sommer.eu
Sector: Electronics
Revenue: €75M to €100M

STANDARD-METALLWERKE
www.standard-metall.de
Sector: Manufacturing
Revenue: €50M to €75M

STEINEL
www.steinel-professional.de
Sector: Electronics
Revenue: €150M to €250M

STENGEL
www.stengel-gmbh.de
Sector: Manufacturing
Revenue: €50M to €75M

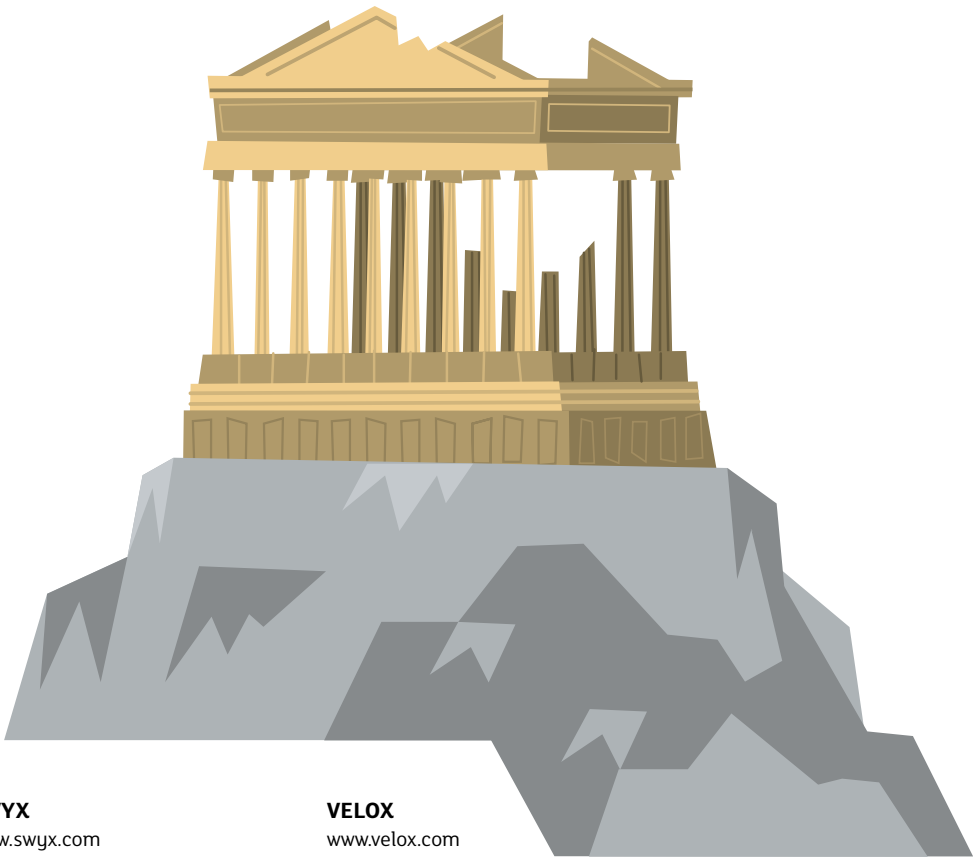
STÖBER
www.stoeber.de
Sector: Manufacturing
Revenue: €100M to €150M

STRAUB VERPACKUGEN
www.straub-verpackungen.de
Sector: Packaging Facilities
Revenue: €100M to €150M

1000 COMPANIES LITHUANIA SNAPSHOT

LITHUANIA'S FEATURED COMPANIES HAVE A 92% THREE-YEAR COMPOUND ANNUAL GROWTH RATE.
FOR A FULL LIST OF COMPANIES FROM LITHUANIA, SEE PAGE 138





SWYX

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

TECE

www.tece.com
Sector: Manufacturing & Engineering
Revenue: €150M to €250M

TELEMAXX

www.telemaxx.de
Sector: IT Technology
Revenue: €30M to €40M

TRAVELTREX

www.traveltrex.com
Sector: Travel & Leisure
Revenue: €40M to €50M

TRICOR

www.tricor-verpackungen.de
Sector: Packaging Facilities
Revenue: €150M to €250M

TÜNKERS

www.tuenkers.de
Sector: Engineering
Revenue: €150M to €250M

UNIPLAN

www.uniplan.com
Sector: Professional Services
Revenue: €100M to €150M

URSAPHARM

www.ursapharm.de
Sector: Pharmaceutical & Science
Revenue: €100M to €150M

VELOX

www.velox.com
Sector: Chemicals
Revenue: €150M to €250M

VERLA-PHARM

www.verla.de
Sector: Pharmaceutical & Science
Revenue: €50M to €75M

VITRONI

www.vitronic.de
Sector: Technology
Revenue: €150M to €250M

VOGEL-BAUER

www.vogel-bauer.de
Sector: Manufacturing
Revenue: €50M to €75M

VSF GROUP

www.vsb.energy
Sector: Energy
Revenue: €50M to €75M

WACHTEL

www.wachtel.de
Sector: Manufacturing & Engineering
Revenue: €30M to €40M

WAFIOS

www.wafios.com
Sector: Manufacturing & Engineering
Revenue: €150M to €250M

WAYAND

www.wayand.de
Sector: Manufacturing
Revenue: €50M to €75M

WEIHELE-HOLZ

www.weihele-holz.de
Sector: Wholesale
Revenue: €20M to €30M

WEINRICH

www.weinrich-chocolates.com
Sector: Food & Drink
Revenue: €100M to €150M

WICKE

www.wicke.com
Sector: Manufacturing
Revenue: €100M to €150M

WIEGAND

www.wiegand-tec.de
Sector: Manufacturing & Engineering
Revenue: €50M to €75M

WIHA

www.wiha.com
Sector: Manufacturing
Revenue: €75M to €100M

WILKHANN

www.wilkhahn.com
Sector: Manufacturing
Revenue: €75M to €100M

WINI

www.wini.de
Sector: Manufacturing
Revenue: €30M to €40M

ZIMMERMANN

www.f-zimmermann.com
Sector: Machining
Revenue: €40M to €50M

ZIPPE

www.zippe.de
Sector: Manufacturing & Engineering
Revenue: €40M to €50M

Greece

AGRIFREDA SA

www.agrifreda.gr
Sector: Food & Drink
Revenue: €20M to €30M

AGROVIM

www.agrovim.gr
Sector: Food & Drink
Revenue: €40M to €50M

COSMOS SPORT

www.cosmossport.gr
Sector: Retail
Revenue: €20M to €30M

ELVIAL

www.elvial.gr
Sector: Manufacturing
Revenue: €50M to €75M

GEFSINUS

www.gefsinus.gr
Sector: Food & Drink
Revenue: €20M to €30M

GREEK AIR CARGO

www.gac.gr
Sector: Logistics
Revenue: €20M to €30M

INTERMED

www.intermed.com.gr
Sector: Pharmaceutical & Science
Revenue: €20M to €30M

MEGA SA

www.megadis.gr
Sector: Manufacturing
Revenue: €100M to €150M

MEGAS YEEROS

www.megasyeeros.gr
Sector: Food & Drink
Revenue: €30M to €40M

SOURSOS SA

www.soursos.gr
Sector: Food & Drink
Revenue: €20M to €30M

Hungary

77 ELEKTORNIKA KFT

www.en.e77.hu
Sector: Manufacturing
Revenue: €75M to €100M

ANDA PRESENT GROUP

www.andapresent.hu
Sector: Retail
Revenue: €20M to €30M

AVILAND 2001 KFT

www.aviland.hu
Sector: Wholesale
Revenue: €20M to €30M

CYEB

www.cyeb.hu
Sector: Energy
Revenue: €75M to €100M

NEXT UNIO MAGYARORSZÁG KFT

www.nextunio.hu
Sector: Wholesale
Revenue: €50M to €75M

PANNONPOWER

www.pannonpower.hu
Sector: Energy
Revenue: €50M to €75M

SEMILAB

www.semilab.hu
Sector: Manufacturing & Engineering
Revenue: €40M to €50M

TERRÁN TETŐCSERÉP GYÁRTÓ KFT

www.terranteto.hu
Sector: Construction & Property
Revenue: €20M to €30M

UTT EUROPE KFT

www.utteam.com
Sector: Retail
Revenue: €30M to €40M

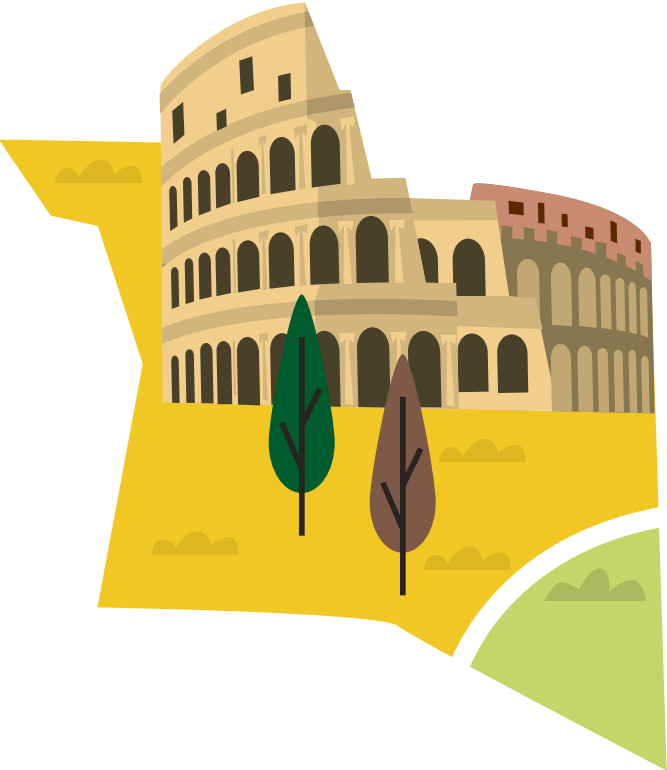
ZALACO

www.zalaco.hu
Sector: Food & Drink
Revenue: €10M to €20M

Ireland

AEROGEN

www.aerogen.com
Sector: Pharmaceutical & Science
Revenue: €40M to €50M



ARCHITECTURAL ALUMINIUM

www.arc-al.com
Sector: Construction & Property
Revenue: €40M to €50M

CLUB TRAVEL

www.clubtravel.ie
Sector: Travel & Leisure
Revenue: €100M to €150M

CORBY ROCK MILL

www.corbyrock.ie
Sector: Agriculture, Farming & Forestry
Revenue: €50M to €75M

DERRYCOURT CLEANING SPECIALISTS

www.derrycourt.ie
Sector: Cleaning Services
Revenue: €20M to €30M

DIXON TRANSPORT PG 64

www.dixontransport.com
Sector: Transportation
Revenue: €20M to €30M

EPS GLOBAL

www.epsglobal.com
Sector: Electronics
Revenue: €30M to €40M

ERRIGAL BAY

www.errigalbay.com
Sector: Wholesale
Revenue: €20M to €30M

EVROS

www.evros.ie
Sector: IT Technology
Revenue: €50M to €75M

FOOD-BRIDGE

www.foodbridge.ie
Sector: Import & Export
Revenue: €75M to €100M

GP WOOD

www.gpwood.ie
Sector: Agriculture, Farming & Forestry
Revenue: €40M to €50M

MICROWAREHOUSE

www.mwh.ie
Sector: IT Technology
Revenue: €75M to €100M

NPP

www.npp.ie
Sector: Manufacturing
Revenue: €20M to €30M

PORTWEST PG 42

www.portwest.com
Sector: Clothing (Manufacturing)
Revenue: €100M to €150M

QUINNS OF BALTINGLASS

www.quinns.ie
Sector: Agriculture, Farming & Forestry
Revenue: €100M to €150M

ROCKABILL

www.rockabill.ie
Sector: Wholesale
Revenue: €20M to €30M

SEEDTECH

www.arvumgroup.ie
Sector: Agriculture, Farming & Forestry
Revenue: €20M to €30M

SUPERMAC'S

www.supermacs.ie
Sector: Food & Drink
Revenue: €100M to €150M

TEMPLETUOHY FARM MACHINERY

www.tfm ltd.com
Sector: Retail
Revenue: €30M to €40M

VISTATEC

www.vistatec.com
Sector: Business Services
Revenue: €20M to €30M

Italy

ABSOLUTE

www.absoluteyachts.com
Sector: Manufacturing & Engineering
Revenue: €40M to €50M

ACMI

www.acmispa.it
Sector: Manufacturing & Engineering
Revenue: €75M to €100M

ACONE ASSOCIATI

www.aconeassociati.it
Sector: Marketing
Revenue: €40M to €50M

AGRO FRUIT

www.agrofruitsrl.it
Sector: Agriculture, Farming & Forestry
Revenue: €20M to €30M

ANTONIO RUGGIERO
www.antonioruggiero.com
Sector: Agriculture, Farming & Forestry
Revenue: €40M to €50M

AURIGA
www.aurigaspa.com
Sector: IT Technology
Revenue: €20M to €30M

AUTOCARROZZERIA IMPERIALE
www.imperialegroup.it
Sector: Motor Vehicle Retail
Revenue: €20M to €30M

B METERS
www.bmeters.com
Sector: Utilities
Revenue: €20M to €30M

BAKERY
www.bakery-spa.it
Sector: Food & Drink
Revenue: €20M to €30M

BETAMOTOR
www.betamotor.com
Sector: Motor Vehicle Retail
Revenue: €75M to €100M

BMR
www.bmr.it
Sector: Manufacturing
Revenue: €50M to €75M

BRW FILMLAND
www.brwfilmland.it
Sector: Media
Revenue: €20M to €30M

CPC Group
www.cpcgroup.it
Sector: Manufacturing
Revenue: €40M to €50M

CAFFÈ BORBONE
www.caffeborbone.it
Sector: Food & Drink
Revenue: €50M to €75M

CAFFO
www.caffo.com
Sector: Food & Drink
Revenue: €50M to €75M

CAREDIO GROUP
www.carediogroup.com
Sector: Transportation
Revenue: €20M to €30M

CASTIGLIA
www.castigliasrl.it
Sector: Environmental Services
Revenue: €30M to €40M

CIAR
www.ciar.it
Sector: Manufacturing
Revenue: €30M to €40M

CO CA MA
www.cocama.it
Sector: Retail
Revenue: €40M to €50M

COENERGIA PG 108
www.coenergia.com
Sector: Energy
Revenue: €30M to €40M

COLFIORITO PG 35
www.colfiorito.it
Sector: Food & Drink
Revenue: €30M to €40M

COLINES
www.colines.it
Sector: Manufacturing & Engineering
Revenue: €40M to €50M

COMACCHIO
www.comacchio.com
Sector: Manufacturing & Engineering
Revenue: €50M to €75M

COMINI
www.comini.eu
Sector: Wholesale
Revenue: €40M to €50M

COMPAGNIA ALIMENTARE ITALIANA
www.alimentareitaliana.it
Sector: Food & drink
Revenue: €20M to €30M

CONNECT SRL
www.connectsrl.biz
Sector: Wholesale
Revenue: €20M to €30M

CRISTALTEC
www.cristaltec.it
Sector: Electronics
Revenue: €30M to €40M

DIGICOM
www.b810group.it
Sector: Technology
Revenue: €20M to €30M

ELECTRONICA
www.mbelettronica.com
Sector: Electronics
Revenue: €30M to €40M

ELETTROSUD
www.elettrosud-group.com
Sector: Manufacturing
Revenue: €30M to €40M

EP SPA
www.epspa.it
Sector: Food & Drink
Revenue: €100M to €150M

FILIPPETTI
www.filipetti.it
Sector: IT Technology
Revenue: €20M to €30M

FOLLI FOLLIE
www.follifollie.it
Sector: Retail
Revenue: €20M to €30M

FOSSATI PVC
www.fossatiserramenti.it
Sector: Manufacturing
Revenue: €20M to €30M

FURRER
www.furrer.it
Sector: Construction & Property
Revenue: €20M to €30M

GALI GROUP
www.galigroup.com
Sector: Transportation
Revenue: €20M to €30M

GALLI & CASSINA
www.gallicassina.com
Sector: Manufacturing
Revenue: €30M to €40M

GLOBALFER
www.globalferspa.it
Sector: Engineering
Revenue: €40M to €50M

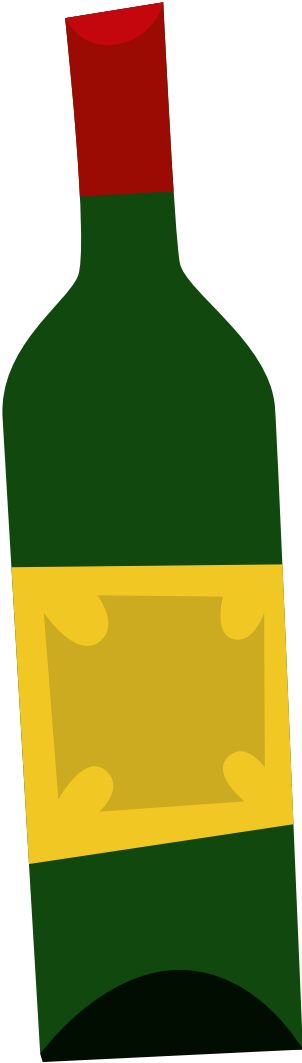
GNOSIS BIORESEARCH
www.gnosis-bio.com
Sector: Chemicals
Revenue: €30M to €40M

GOMA ELETTRONICA
www.gomaelettronica.it
Sector: Technology
Revenue: €30M to €40M

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

1000 COMPANIES MALTA SNAPSHOT

MALTA'S FIVE COMPANIES HAVE AN AVERAGE REVENUE OF €35M.
FOR A FULL LIST OF COMPANIES FROM MALTA, SEE PAGE 138



IDEA

www.ideaspacomo.it
Sector: Textiles
Revenue: €20M to €30M

IDIR

www.idir.it
Sector: Motor Vehicle Retail
Revenue: €75M to €100M

INDIANA PRODUCTION

www.indianaproduction.com
Sector: Media
Revenue: €30M to €40M

INDUSTRIA LAMINAZIONI OTTONE

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

INNOVA GROUP

www.innovagroup.it
Sector: Packaging facilities
Revenue: €50M to €75M

INPLAF

www.inplaf.it
Sector: Manufacturing
Revenue: €20M to €30M

ISCOM

www.riverclack.com
Sector: Construction & Property
Revenue: €30M to €40M

KAIVOS

www.kairospu.it
Sector: Manufacturing
Revenue: €20M to €30M

KASK

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

LA CART

www.lacart.it
Sector: Environmental Services
Revenue: €20M to €30M

LA MOLISANA PG 32

www.lamolisana.it
Sector: Food & Drink
Revenue: €100M to €150M

LANCIO ENTERTAINMENT

www.lancio-e.com
Sector: Telecommunications
Revenue: €20M to €30M

LEO SHOES

www.leoshoes.it
Sector: Clothing (Manufacturing)
Revenue: €50M to €75M

LIBERTY LINES

www.libertylines.it
Sector: Transportation
Revenue: €100M to €150M

LODOVICHİ DOMENICO

www.lodovichi.it
Sector: Manufacturing
Revenue: €20M to €30M

MA PR I COM

www.mapricom.com
Sector: Wholesale
Revenue: €40M to €50M

MANIFATTURA TESSILE RISALITI

www.mtrisaliti.it
Sector: Textiles
Revenue: €20M to €30M

MANTECO PG 48

www.manteco.com
Sector: Textiles
Revenue: €50M to €75M

MARIM

www.marim.it
Sector: Electronics
Revenue: €75M to €100M

MARIO LEVI

www.mariolevi.com
Sector: Textiles
Revenue: €100M to €150M

MONDIAL PET DISTRIBUTION

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

MOOD

www.moodnet.it
Sector: Textiles
Revenue: €20M to €30M

MOTRIDAL

www.motridal.com
Sector: Machining
Revenue: €30M to €40M

MULTITEL PAGLIERO

www.pagliero.com
Sector: Manufacturing
Revenue: €50M to €75M

MUSIC & LIGHTS

www.musiclightsitaly.com
Sector: Technology
Revenue: €20M to €30M

NAHRIN SWISSCARE

www.swisscare.it
Sector: Pharmaceutical & Science
Revenue: €20M to €30M

NAZIONALE ELETTRONICA

www.nazionaleelettronica.it
Sector: Electronics
Revenue: €20M to €30M

NOVA FRUTTA

www.novafrutta.it
Sector: Food & Drink
Revenue: €30M to €40M

NUOVA ERREPLAST

www.nuovaerreplast.it
Sector: Packaging facilities
Revenue: €20M to €30M

OCTAVIAN

www.octaviangaming.com
Sector: Technology
Revenue: €20M to €30M

OMER

www.omerspа.com
Sector: Design
Revenue: €30M to €40M

OMNICOS GROUP

www.omnicos.it
Sector: Manufacturing
Revenue: €20M to €30M

ORION

www.orion-veicolispeciali.info
Sector: Motor Vehicle Retail
Revenue: €20M to €30M

OVERMACH

www.overmach.it
Sector: Wholesale
Revenue: €150M to €250M

PAGANI

www.pagani.com
Sector: Manufacturing & Engineering
Revenue: €50M to €75M

PEIMAR

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

PHSHOP

www.phshop.it
Sector: Wholesale
Revenue: €75M to €100M

POLETTO

www.polettoleathers.com
Sector: Textiles
Revenue: €20M to €30M

POLLI

www.polli.it
Sector: Food & Drink
Revenue: €50M to €75M

PQE

www.pqegroup.com
Sector: Technology
Revenue: €20M to €30M

PREMIATA

www.premiata.it
Sector: Clothing (Manufacturing)
Revenue: €30M to €40M

PRIANO MARCHELLI

www.prianomarchelli.it
Sector: Logistics
Revenue: €20M to €30M

PRIMICERI

www.primiceri.it
Sector: Manufacturing & Engineering
Revenue: €20M to €30M

PROGRESS PROFILES

www.progressprofiles.com
Sector: Manufacturing
Revenue: €30M to €40M

RAMPONI

www.ramponisas.net
Sector: Manufacturing
Revenue: €20M to €30M

RAYTEC VISION

www.raytecvision.com
Sector: Machining
Revenue: €20M to €30M

RICCI ALIMENTARI

www.riccialimentari.com
Sector: Food & Drink
Revenue: €20M to €30M

RIDA AMBIENTE

www.ridambiente.it
Sector: Environmental Services
Revenue: €50M to €75M

SAMOA

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

SLAM JAM

www.slamjam.com
Sector: Clothing
Revenue: €40M to €50M

SOCRATE

www.socrateonline.it
Sector: Wholesale
Revenue: €20M to €30M

SOCREP

www.socrep.it
Sector: Wholesale
Revenue: €20M to €30M

SPAZIO MALTEMPI

www.spaziomaltempi.com
Sector: Clothing
Revenue: €30M to €40M

TAI SOLUTIONS

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

TECNO-GAZ

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

TECNO-GRU

www.tecno-gru.it
Sector: Engineering
Revenue: €30M to €40M

TECNOMATIC

www.tecnomatic.it
Sector: Machining
Revenue: €20M to €30M

TERRANOVA

www.terranovasoftware.eu
Sector: IT Technology
Revenue: €20M to €30M

THE BRIDGE

www.thebridgebio.com
Sector: Food & Drink
Revenue: €30M to €40M

TOZZI GREEN

www.tozzigreen.com
Sector: Green Energy
Revenue: €30M to €40M

TRATTER ENGINEERING

www.trattereng.com
Sector: Manufacturing
Revenue: €30M to €40M

TRAVAGLINI

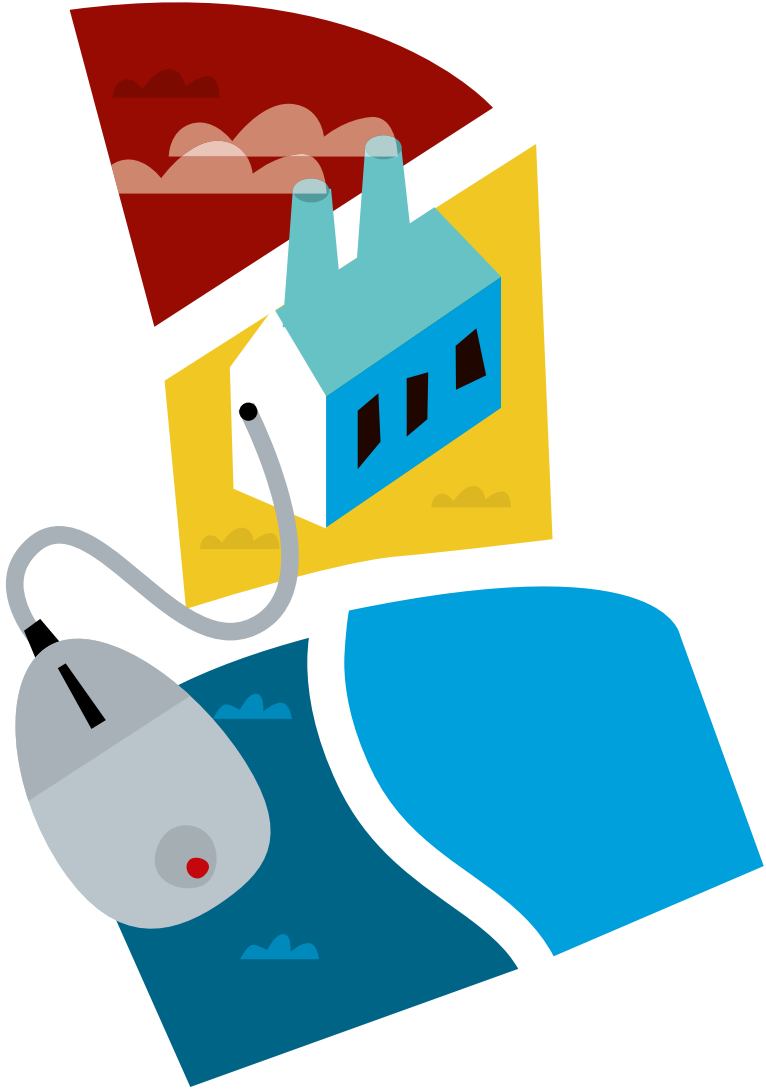
www.travaglini.it
Sector: Manufacturing
Revenue: €40M to €50M

UNICAR

www.unicar-yale.it
Sector: Wholesale
Revenue: €20M to €30M

VAPA

www.vapasrl.com
Sector: Wholesale
Revenue: €30M to €40M



Latvia

BERLAT GRUPA SIA

www.berlat.lv
Sector: Food & Drink
Revenue: €20M to €30M

ELVIM SIA

www.elvim.lv
Sector: Health
Revenue: €30M to €40M

MIKROTĪKLS SIA

www.mikrotik.com
Sector: IT Technology
Revenue: €150M to €250M

POLIPAKS SIA

www.polipaks.com
Sector: Manufacturing
Revenue: €30M to €40M

VELIER

www.velier.it
Sector: Food & Drink
Revenue: €50M to €75M

VINICOLA MAURI

www.vinicolamauri.it
Sector: Food & Drink
Revenue: €30M to €40M

VR46 RACING APPAREL

www.vr46racing.it
Sector: Retail
Revenue: €20M to €30M

WALDNER TECHNOLOGIE MEDICALI

www.waldner.co
Sector: Professional Services
Revenue: €30M to €40M

ZECCHETTI

www.zecchetti.it
Sector: Manufacturing
Revenue: €50M to €75M

VELVE SIA
www.velve.lv
Sector: Engineering
Revenue: €30M to €40M

Lithuania

GRANMAX
www.granmax.lt
Sector: Pharmaceutical & Science
Revenue: €30M to €40M

HEGELMANN TRANSPORTE
www.hegelmann.lt
Sector: Logistics
Revenue: €100M to €150M

INTEGRE TRANS
www.integretrans.com
Sector: Logistics
Revenue: €20M to €30M

JUODELIAI PG 50
www.juodeliai.com
Sector: Manufacturing
Revenue: €30M to €40M

NAFMERA
www.nafmera.lt
Sector: Wholesale
Revenue: €40M to €50M

Luxembourg

GROSBUSCH SARL
www.grosbusch.lu
Sector: Food & Drink
Revenue: €40M to €50M

KÖHL GROUP
www.koehl.eu
Sector: Engineering
Revenue: €30M to €40M

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

UNITED CAPS
www.unitedcaps.com
Sector: Packaging Facilities
Revenue: €30M to €40M

VOYAGES EMILE WEBER SARL PG 82
www.voyages-weber.lu
Sector: Services
Revenue: €100M to €150M

Malta

CAREMALTA LTD
www.caremalta.com
Sector: Consumer Services
Revenue: €20M to €30M

MELITA LTD
www.melita.com
Sector: Telecommunications
Revenue: €50M to €75M

PAVI SUPERMARKETS LTD
www.pavi.com.mt
Sector: Retail
Revenue: €30M to €40M

SALVO GRIMA GROUP
www.salvogrima.com
Sector: Wholesale
Revenue: €20M to €30M

VASSALLO BUILDERS LTD
www.vbgl.com
Sector: Construction & Property
Revenue: €20M to €30M

Netherlands

AMELS
www.amels-holland.com
Sector: Manufacturing & Engineering
Revenue: €150M to €250M

AWETA G&P BV
www.aweta.nl
Sector: Machining
Revenue: €40M to €50M

BE | ALLBRASS INDUSTRIAL
www.be-allbrassindustrial.com
Sector: Engineering
Revenue: €40M to €50M

BRIBUS BV
www.bribus.nl
Sector: Manufacturing
Revenue: €50M to €75M

CM BV
www.cm.com
Sector: Telecommunications
Revenue: €40M to €50M

CONCLUSION FIT
www.conclusionfit.nl
Sector: IT Technology
Revenue: €50M to €75M



DE JONG VERPAKKING BV
www.dejongverpakking.com
Sector: Packaging facilities
Revenue: €150M to €250M

DE JONG ZUURMOND INFRABEHEER, ONDERHOUD & SERVICES BV
www.dejongzuurmond.nl
Sector: Manufacturing
Revenue: €50M to €75M

DELICIA
www.delicia.nl
Sector: Food & Drink
Revenue: €50M to €75M

DUNEA
www.dunea.nl
Sector: Utilities
Revenue: €100M to €150M

ENZA ZADEN BEHEER BV
www.enzazaden.com
Sector: Consumer Services
Revenue: €150M to €250M

EUROL BV
www.eurol.com
Sector: Chemicals
Revenue: €50M to €75M

FERDINAND ZANDBERGEN BV
www.fzandbergen.nl
Sector: Consumer Services
Revenue: €150M to €250M

FLORENSIS INTERNATIONAL
www.florensis.com
Sector: Agriculture, Farming & Forestry
Revenue: €50M to €75M

FOPPEN
www.foppenpalingenzalm.nl
Sector: Food & Drink
Revenue: €100M to €150M

GEURTS JANSSEN BV
www.geurts-janssen.nl
Sector: Manufacturing
Revenue: €50M to €75M

GRONINGEN SEAPORTS NV
www.groningen-seaports.com
Sector: Logistics
Revenue: €50M to €75M

HANSEN DRANKEN
www.hansendranken.nl
Sector: Wholesale
Revenue: €75M to €100M

HEUVELMAN STAALHANDEL BV
www.heuvelman.com
Sector: Manufacturing
Revenue: €30M to €40M

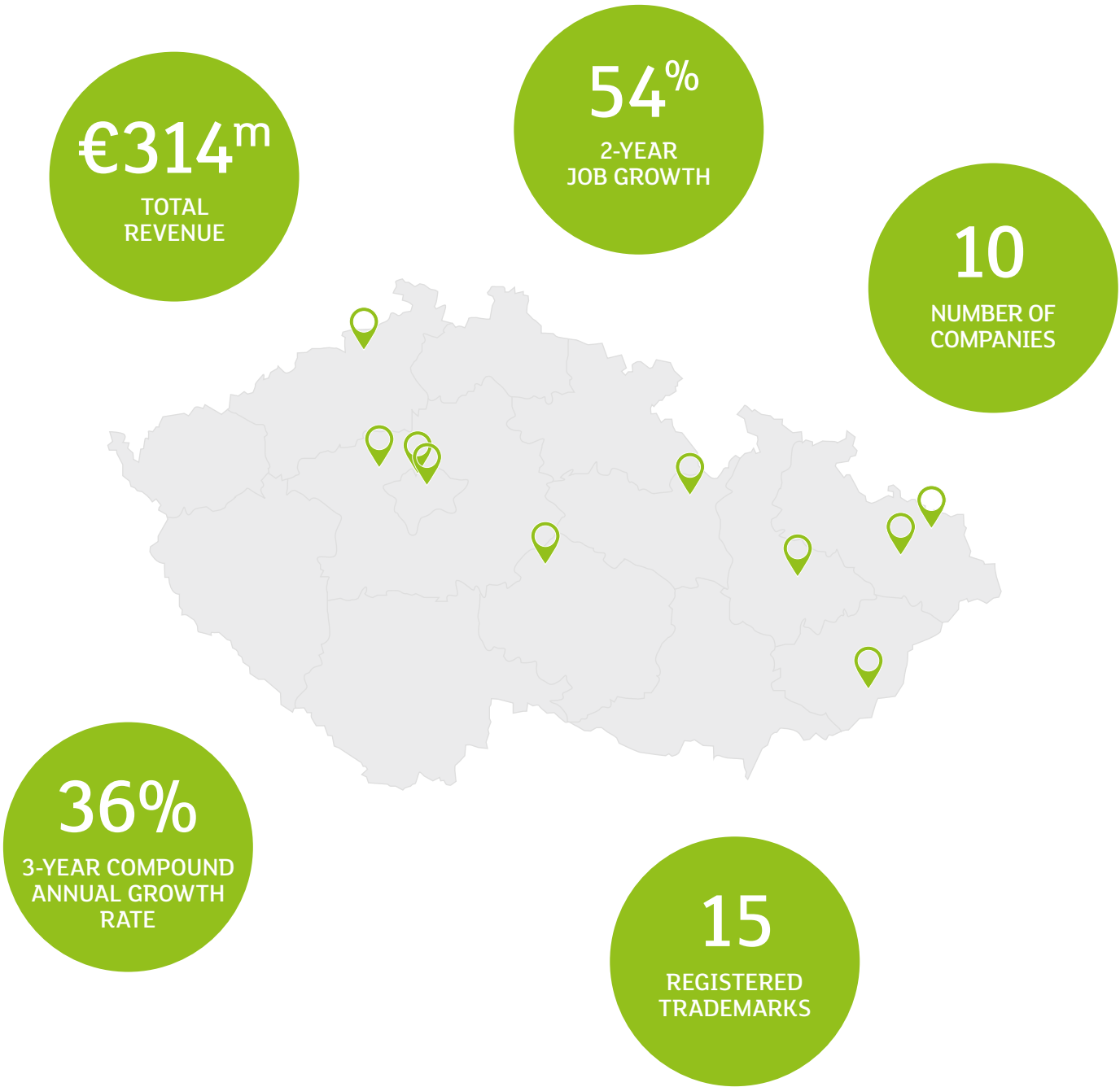
HIGHLITE INTERNATIONAL BV
www.highlite.nl
Sector: Wholesale
Revenue: €40M to €50M

HOTEL OKURA
www.okura.nl
Sector: Travel & Leisure
Revenue: €40M to €50M

HOTEL SCHIPHOL
www.hotelschiphol.nl
Sector: Travel & Leisure
Revenue: €20M to €30M

1000 COMPANIES
CZECH REPUBLIC SNAPSHOT

THE CZECH REPUBLIC'S TEN COMPANIES HAVE 17 PATENTS AND 15 REGISTERED TRADEMARKS.
FOR A FULL LIST OF COMPANIES FROM THE CZECH REPUBLIC, TURN TO PAGE 119



HUUSKES BV
www.huusk.es.nl
Sector: Import & Export
Revenue: €100M to €150M

HZ LOGISTICS
www.hzlogistics.eu
Sector: Logistics
Revenue: €50M to €75M

INTERGAS VERWARMING BV
www.intergas-verwarming.nl
Sector: Energy
Revenue: €100M to €150M

INTRATUIN
www.intratuin.nl
Sector: Retail
Revenue: €20M to €30M

JEANS CENTRE
www.jeanscentre.nl
Sector: Retail
Revenue: €50M to €75M

KMWE PRECISION BV
www.kmwe.com
Sector: Manufacturing & Engineering
Revenue: €50M to €75M

KOBOUT BV
www.kobout.com
Sector: Wholesale
Revenue: €20M to €30M

KOPPERT BV
www.koppert.nl
Sector: Agriculture, Farming & Forestry
Revenue: €75M to €100M

KOUDIJS ANIMAL NUTRITION BV
www.koudijs.com
Sector: Agriculture, Farming & Forestry
Revenue: €50M to €75M

NV SLIBVERWERKING NOORD-BRABANT (SNB)
www.snb.nl
Sector: Environmental Services
Revenue: €30M to €40M

NOOTEBOOM TRAILERS BV
www.nooteboom.com
Sector: Manufacturing
Revenue: €75M to €100M

OPERATOR GROEP DELFT BV
www.ogd.nl
Sector: IT Technology
Revenue: €40M to €50M

ORTEC BV
www.ortec.com
Sector: IT Technology
Revenue: €50M to €75M

PAPIERFABRIEK DOETINCHEM BV
www.papierfabriekdoetinchem.nl
Sector: Wholesale
Revenue: €50M to €75M

PLIEGER BV
www.plieger.nl
Sector: Wholesale
Revenue: €150M to €250M

PRODRIVE TECHNOLOGIES
www.prodrive-technologies.com
Sector: Technology
Revenue: €150M to €250M

RADEMAKER BV
www.rademaker.com
Sector: Manufacturing & Engineering
Revenue: €100M to €150M

RHUMVELD WINTER & KONIJN BV
www.rhumveld.com
Sector: Wholesale
Revenue: €75M to €100M

RIWAL HOLDING GROUP BV
www.rival.com
Sector: Machining
Revenue: €250M to €300M

ROUVEEN KAASSPECIALITEITEN
www.rouveen-kaasspecialiteiten.nl
Sector: Food & Drink
Revenue: €20M to €30M

SCHENK TANKTRANSPORT
www.schenk-tanktransport.com
Sector: Logistics
Revenue: €75M to €100M

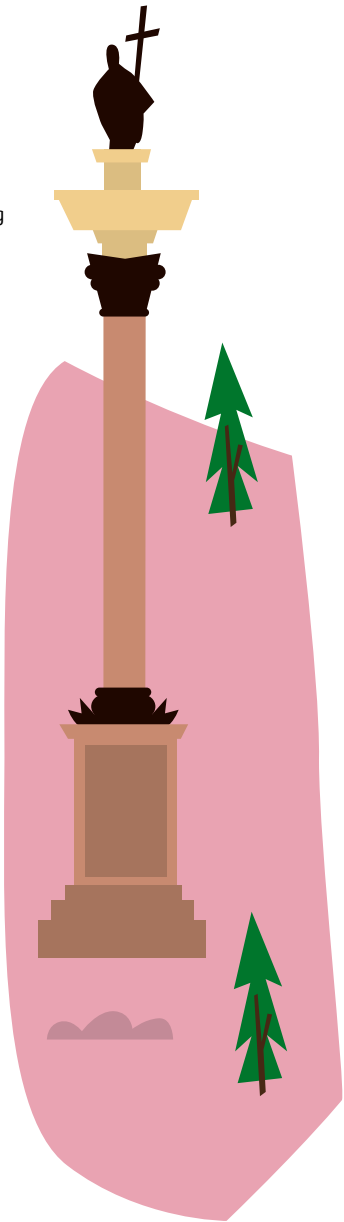
SIoux BV
www.siox.eu
Sector: IT Technology
Revenue: €20M to €30M

SNACK CONNECTION BV
www.snack-connection.nl
Sector: Wholesale
Revenue: €75M to €100M

TERSTAL
www.terstal.nl
Sector: Retail
Revenue: €50M to €75M

TRUCKLAND BV
www.truckland.nl
Sector: Motor Vehicle Retail
Revenue: €75M to €100M

VEGRO
www.vegro.nl
Sector: Health
Revenue: €30M to €40M



WATERDRINKER AALSMEER BV
www.waterdrinker.nl
Sector: Consumer Services
Revenue: €150M to €250M

WILCO BV
www.wilco.nl
Sector: Business Services
Revenue: €40M to €50M

Poland

ADAMED SP ZOO PG 58
www.adamed.com.pl
Sector: Pharmaceutical & Science
Revenue: €100M to €150M

AMPLUS SP ZOO
www.amplusfoods.com
Sector: Wholesale
Revenue: €100M to €150M

AMS METAL
www.amsmetal.pl
Sector: Manufacturing
Revenue: €50M to €75M

AUTOPART SP ZOO
www.autopart.pl
Sector: Manufacturing & Engineering
Revenue: €50M to €75M

BARLINEK SA
www.barlinek.com
Sector: Manufacturing
Revenue: €150M to €250M

DFM SP ZOO
www.dfm.pl
Sector: Manufacturing
Revenue: €75M to €100M

FAKRO SP ZOO
www.fakro.pl
Sector: Manufacturing
Revenue: €100M to €150M

FIDELTRONIK POLAND SP ZOO
fideltronik.com
Sector: Manufacturing & Engineering
Revenue: €150M to €250M

GRECOS HOLIDAYS SP ZOO
www.grecos.pl
Sector: Travel & Leisure
Revenue: €100M to €150M

GRUPA TOPEX SP ZOO SK
www.grupatopex.com
Sector: Manufacturing
Revenue: €50M to €75M

KLIMAS WKRET-MET SP ZOO
www.wkret-met.com
Sector: Manufacturing
Revenue: €50M to €75M

MARMA POLSKIE FOLIE
www.marma.com.pl
Sector: Manufacturing
Revenue: €75M to €100M

MASTERMEDIA
www.mastermediauk.com
Sector: Wholesale
Revenue: €75M to €100M

MEBLEWOJCik SP ZOO PG 47
www.mebelowcik.com
Sector: Manufacturing
Revenue: €50M to €75M

MOTO-PROFIL SP ZOO PG 61
moto-profil.pl
Sector: Motor Vehicle Retail
Revenue: €150M to €250M

MULTIPHARME SA
www.multiphar.me.pl
Sector: Pharmaceutical & Science
Revenue: €50M to €75M

NOVA TRADING SA
www.nova-trading.com
Sector: Wholesale
Revenue: €150M to €250M

OKEGOWA SPOLDZIELNIA MLECZARSKA W PIATNICY
www.piatnica.com.pl
Sector: Food & Drink
Revenue: €150M to €250M

OKNOPLAST SP ZOO
oknoplast.com
Sector: Manufacturing
Revenue: €100M to €150M

OTCF SA
www.otcf.pl
Sector: Clothing (Manufacturing)
Revenue: €100M to €150M

PHUP GNIEZNO ZOO
www.phupgniezno.pl
Sector: Wholesale
Revenue: €150M to €250M

PMIW LUKOSZ SP ZOO
www.lukosz.pl
Sector: Food & Drink
Revenue: €50M to €75M

PPL KORAL
www.koral.com.pl
Sector: Food & Drink
Revenue: €75M to €100M

PPT PKS GDANSK-OLIWA SA
pks-sa.com
Sector: Transportation
Revenue: €50M to €75M

REAL SA
www.realsa.com.pl
Sector: Food & Drink
Revenue: €50M to €75M

ROLESKI SP J
www.republikaroleski.pl
Sector: Food & Drink
Revenue: €50M to €75M

SERWISTAL SP ZOO
www.serwistal.pl
Sector: Manufacturing
Revenue: €100M to €150M

TFP SP ZOO
www.tfp.com.pl
Sector: Manufacturing
Revenue: €100M to €150M

ZIAJA LTD ZAKLAD PRODUKCJI LEKOW SP ZOO
ziaja.com
Sector: Pharmaceutical & Science
Revenue: €50M to €75M

ZT BIELMAR SP ZOO
www.bielmar.pl
Sector: Food & Drink
Revenue: €50M to €75M

Portugal

CEREALIS
www.cerealis.pt
Sector: Agriculture, Farming & Forestry
Revenue: €100M to €150M

COURO AZUL
www.couroazul.pt
Sector: Motor Vehicle Retail
Revenue: €50M to €75M

EGEO
www.egeo.pt
Sector: Environmental Services
Revenue: €50M to €75M

NABEIRO GROUP
www.grupo-nabeiro.pt
Sector: Food & Drink
Revenue: €100M to €150M

PERFUMES & COMPANHIA
www.perfumescompanhia.pt
Sector: Retail
Revenue: €100M to €150M

PESANTA HOTEL GROUP
www.pestana.com
Sector: Travel & Leisure
Revenue: €50M to €75M

POLOPIQUE
www.polopique.pt
Sector: Clothing (Manufacturing)
Revenue: €75M to €100M

RIBERALVES
www.riberalves.pt
Sector: Food & Drink
Revenue: €100M to €150M

SIMOLDES PLÁSTICOS
www.simoldes.com
Sector: Motor Vehicle Retail
Revenue: €75M to €100M



SOGRAPE VINHOS, SA
www.sograpevinhos.com
Sector: Food & Drink
Revenue: €100M to €150M

Romania

ANNABELLA
www.annabella.ro
Sector: Retail
Revenue: €10M to €20M

ARAMIS GROUP
www.aramisgroup.ro
Sector: Consumer Services
Revenue: €150M to €250M

B&B COLLECTION
www.bbcollection.ro
Sector: Retail
Revenue: €50M to €75M

DOBROGEA GRUP
www.dobrogeagrup.ro
Sector: Food & Drink
Revenue: €30M to €40M

FOX COM SERV
www.foxcom.ro
Sector: Food & Drink
Revenue: €50M to €75M



GRUP SERBAN
www.grup-serban.ro
Sector: Agriculture, Farming & Forestry
Revenue: €40M to €50M

INTERTRANSCOM SRL
www.intertranscom.ro
Sector: Wholesale
Revenue: €50M to €75M

PROMAT COMIMPEX SRL
www.promatagro.ro
Sector: Agriculture, Farming & Forestry
Revenue: €75M to €100M

ROMAQUA GROUP BORSEC
www.romaqua-group.ro
Sector: Food & Drink
Revenue: €150M to €250M

SC DIANA SRL
www.diana.com.ro
Sector: Food & Drink
Revenue: €50M to €75M

Slovakia

ARIMEX BRATISLAVA SPOL SRO
www.arimex.sk
Sector: Agriculture, Farming & Forestry
Revenue: €50M to €75M

EVOPHARM SRO
www.evopharm.eu
Sector: Pharmaceutical & Science
Revenue: €40M to €50M

KINEX BEARINGS
www.kinex.sk
Sector: Machining
Revenue: €50M to €75M

KON–RAD SPOL SRO PG 60
www.kon-rad.eu
Sector: Wholesale
Revenue: €50M to €75M

ST NICOLAUS
www.stn-trade.sk
Sector: Food & Drink
Revenue: €75M to €100M

Slovenia

AKRAPOVIČ DD PG 20
www.akrapovic.com
Sector: Manufacturing
Revenue: €75M to €100M

INCOM DOO
www.leone.si
Sector: Food & Drink
Revenue: €40M to €50M

MASS DOO
www.mass.si
Sector: Retail
Revenue: €40M to €50M

SKAZA DOO
www.skaza.si
Sector: Manufacturing
Revenue: €30M to €40M

ZLATARNA CELJE DOO
www.zlatarnacelje.si
Sector: Retail
Revenue: €40M to €50M

Spain

ACEITES ABRIL SL
www.aceitesabril.com
Sector: Food & Drink
Revenue: €150M to €250M

ACEITUNAS CAZORLA
www.aceitunascazorla.com
Sector: Food & Drink
Revenue: €100M to €150M

ACTEMSA
www.actemsa.com
Sector: Food & Drink
Revenue: €100M to €150M

ALUDEC
www.aludec.com
Sector: Manufacturing & Engineering
Revenue: €75M to €100M

ARGENTA CERÁMICA SL
www.argentaceramica.com
Sector: Manufacturing
Revenue: €150M to €250M

ATUNSA
www.atunsa.com
Sector: Agriculture, Farming & Forestry
Revenue: €75M to €100M

AUXILIAR CONSERVERA SA
www.auxiliarconservera.es
Sector: Packaging Facilities
Revenue: €150M to €250M

BOLLO INTERNATIONAL FRUITS
www.frutasbollo.es
Sector: Food & Drink
Revenue: €100M to €150M

CALCONUT
www.calconut.com
Sector: Import & Export
Revenue: €100M to €150M

CANOLIVA
www.canoliva.com
Sector: Food & Drink
Revenue: €50M to €75M

CANTABRIA LABS
www.cantabrialabs.com
Sector: Pharmaceutical & Science
Revenue: €100M to €150M

CENFARTE
www.cenfarte.es
Sector: Consumer Services
Revenue: €100M to €150M

COFARCA – COOPERATIVA FARMACÉUTICA CANARIA
www.cofarca.es
Sector: Pharmaceutical & Science
Revenue: €150M to €250M

CONESA GROUP
www.conesagroup.com
Sector: Food & Drink
Revenue: €100M to €150M

CONGELADOS DE NAVARRA, SAU
www.congeladosnavarra.com
Sector: Food & Drink
Revenue: €100M to €150M

EMICELA, SA
www.emicela.es
Sector: Food & Drink
Revenue: €100M to €150M

ERNESTO VENTÓS SA
www.ventos.com
Sector: Chemicals
Revenue: €100M to €150M

EUROFIRMS
www.eurofirms.es
Sector: Professional Services
Revenue: €150M to €250M

FAMADESA
www.famadesa.es
Sector: Food & Drink
Revenue: €150M to €250M

FELIX SOLIS AVANTIS SA
www.felixsolisavantis.com
Sector: Wholesale
Revenue: €250M+

FLORETTE
www.florette.es
Sector: Food & Drink
Revenue: €150M to €250M

FONTESTAD SA
www.fontestad.com
Sector: Wholesale
Revenue: €100M to €150M

FRIBIN
www.fribin.es
Sector: Food & Drink
Revenue: €150M to €250M

FRUTINTER SL
www.frutinter.com
Sector: Wholesale
Revenue: €75M to €100M

GAES PG 22
www.gaes.es
Sector: Health
Revenue: €150M to €250M

GEDESCO
www.maheso.com
Sector: Food & Drink
Revenue: €75M to €100M

GIRÓ
www.giro.es
Sector: Packaging Facilities
Revenue: €100M to €150M

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

GRANSOLAR GROUP
www.grs.energy
Sector: Energy
Revenue: €100M to €150M

GRESPANIA CERÁMICA
www.grespania.com
Sector: Manufacturing
Revenue: €75M to €100M

GRUP BATALLÉ
www.batalle.com
Sector: Food & Drink
Revenue: €150M to €250M

GRUPO IBERSNACKS
www.grupoibersnacks.com
Sector: Food & Drink
Revenue: €75M to €100M

GRUPO MAZO
www.grupomazo.com
Sector: Transportation
Revenue: €75M to €100M

GRUPO SEGURA
www.fsegura.com
Sector: Manufacturing
Revenue: €75M to €100M

GUZMAN GLOBAL
www.guzmanglobal.com
Sector: Consumer Services
Revenue: €150M to €250M

HELIOS
www.heliosesvida.es
Sector: Food & Drink
Revenue: €150M to €250M

HOLALUZ PG 106
www.holaluz.com
Sector: Energy
Revenue: €75M to €100M

ICE CREAM FACTORY COMAKER
www.icfc.es
Sector: Food & Drink
Revenue: €75M to €100M

ICONA COFFEE
www.iconacafe.com
Sector: Wholesale
Revenue: €150M to €250M

IE BUSINESS SCHOOL
www.ie.edu
Sector: Education
Revenue: €100M to €150M

INDCRESA
www.indcresa.com
Sector: Food & Drink
Revenue: €75M to €100M

INSOTEL HOTEL GROUP
www.insotelhotelgroup.com
Sector: Consumer Services
Revenue: €100M to €150M

LA MASÍA
www.lamasia.es
Sector: Food & Drink
Revenue: €75M to €100M

LA UNION CORP
www.launioncorp.com
Sector: Wholesale
Revenue: €250M+

LABORATORIOS LETI
www.leti.com
Sector: Pharmaceutical & Science
Revenue: €75M to €100M

LOGIFRUIT
www.logifruit.es
Sector: Logistics
Revenue: €75M to €100M

M.TORRES DISEÑOS INDUSTRIALES, SAU
www.mtorres.es
Sector: Machining
Revenue: €100M to €150M

MAFRIGES, SA
www.mafriges.com
Sector: Food & Drink
Revenue: €100M to €150M

MAS NATURALMENTE BUENO
www.supermercadosmas.com
Sector: Consumer Services
Revenue: €150M to €250M



MASCATO SA
www.mascato.com
Sector: Wholesale
Revenue: €150M to €250M

MASYMAS SUPERMERCADOS
www.supermasymas.com
Sector: Food & Drink
Revenue: €150M to €250M

NORMON LABORATORIES
www.normon.es
Sector: Pharmaceutical & Science
Revenue: €150M to €250M

NORTEMPO
www.nortempo.com
Sector: Business Services
Revenue: €100M to €150M

NUFRI GROUP
www.nufri.com
Sector: Food & Drink
Revenue: €150M to €250M

ÓPTICA DEL PENEDES
www.opticauniversitaria.es
Sector: Retail
Revenue: €75M to €100M

ORMAZABAL VELATIA
www.ormazabal.com
Sector: Technology
Revenue: €150M to €250M

PESCAPUERTA
www.pescapuerta.es
Sector: Food & Drink
Revenue: €150M to €250M

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

POSTRES REINA SL
www.postresreina.com
Sector: Food & Drink
Revenue: €100M to €150M

POWER ELECTRONICS
www.power-electronics.com
Sector: Electronics
Revenue: €100M to €150M

PRIMAFLOR
www.primaflor.com
Sector: Wholesale
Revenue: €150M to €250M

PROLONGO-FACCSA
www.faccsa.com
Sector: Food & Drink
Revenue: €150M to €250M

QUESERÍAS ENTREPINARES
www.entrepinares.es
Sector: Food & Drink
Revenue: €250M+

ROYAL
www.royal.es
Sector: Agriculture, Farming & Forestry
Revenue: €100M to €150M

SAMPOL
www.sampol.com
Sector: Engineering
Revenue: €75M to €100M

SATEC GROUP
www.satec.es
Sector: IT Technology
Revenue: €75M to €100M

SEVILLA FÚTBOL CLUB SAD
www.sevillafc.es
Sector: Consumer Services
Revenue: €100M to €150M

SUPERMERCADOS EL JÁMON
www.supermercadoseljamon.com
Sector: Food & Drink
Revenue: €150M to €250M

UNIELÉCTRICA ENERGÍA, SA
www.unielectrica.com
Sector: Energy
Revenue: €75M to €100M

VICHY CATALAN
www.vichycatalan.com
Sector: Food & Drink
Revenue: €100M to €150M

VIDAL
www.vidal.es
Sector: Food & Drink
Revenue: €75M to €100M

VIRTO GROUP
www.virto.es
Sector: Food & Drink
Revenue: €250M+

VOPI-4, SA
www.vopi4.com
Sector: Construction & Property
Revenue: €75M to €100M

ZAMORA COMPANY
www.zamoracompany.com
Sector: Food & Drink
Revenue: €100M to €150M

ZENER
www.zener.es
Sector: Telecommunications
Revenue: €100M to €150M

Sweden

AB ÅBRO BRYGGERI
www.abro.se
Sector: Food & Drink
Revenue: €100M to €150M

ACNE STUDIOS AB
www.acnestudios.com
Sector: Manufacturing
Revenue: €100M to €150M

ÅHLIN & EKEROTH BYGGNADS AB
www.ahlin-ekeroth.se
Sector: Construction & Property
Revenue: €20M to €30M

BENDERS
www.benders.se
Sector: Manufacturing
Revenue: €100M to €150M

BERGKVIST-INSJON AB
www.bergkvist-insjon.se
Sector: Agriculture, Farming & Forestry
Revenue: €100M to €150M

BONA AB
www.bona.com
Sector: Chemicals
Revenue: €150M to €250M

BONLIVA
www.bonliva.se
Sector: Employment Services
Revenue: €40M to €50M

DANIEL WELLINGTON
www.danielwellington.com
Sector: Retail
Revenue: €150M to €250M

ENERGIFABRIKEN
www.energifabriken.se
Sector: Energy
Revenue: €20M to €30M

FASTEC
www.fastec.se
Sector: Construction & Property
Revenue: €75M to €100M

FELDTS FISK & SKALDJUR AB
www.fisk.se
Sector: Food & Drink
Revenue: €100M to €150M

FRAMTIDEN AB
www.framtiden.com
Sector: Employment Services
Revenue: €30M to €40M

GRUPPO DI LUCA
www.diluca.se
Sector: Food & Drink
Revenue: €100M to €150M

JOLLYROOM PG 62
www.jollyroom.se
Sector: Retail
Revenue: €50M to €75M

JR MARTEKNIK AB
www.jrmarkteknik.se
Sector: Construction & Property
Revenue: €30M to €40M

LÖFBERGS COFFEE GROUP
www.abanderslofberg.com
Sector: Food & Drink
Revenue: €150M to €250M

MAX BURGERS PG 36
www.max.se
Sector: Food & Drink
Revenue: €250M+

NJIE FOODS AB
www.njie.se
Sector: Food & Drink
Revenue: €20M to €30M

NORRVIDINGE
www.norrvidinge.se
Sector: Transportation
Revenue: €10M to €20M

OCCASION BRAND EXPERIENCE
www.occasion.se
Sector: Media
Revenue: €20M to €30M

OCTOWOOD AB
www.octowood.se
Sector: Manufacturing
Revenue: €20M to €30M

PCB DISTRIBUTION AB
www.pcb.se
Sector: Retail
Revenue: €20M to €30M

POLYKEMI GROUP
www.polykemi.se
Sector: Manufacturing
Revenue: €100M to €150M

RÖRVIKSHUS SWEDEN AB
www.rorvikshus.se
Sector: Construction & Property
Revenue: €20M to €30M

SILVERSTONE AB
www.silverstone.se
Sector: Import & Export
Revenue: €20M to €30M



STENVALLS TRÄ AB
www.stenvalls.se
Sector: Manufacturing
Revenue: €100M to €150M

TEXLA INDUSTRI AB
www.texla.se
Sector: Manufacturing
Revenue: €10M to €20M

VITAMIN WELL AB
www.vitaminwell.se
Sector: Food & Drink
Revenue: €40M to €50M

WINCRANTZ BYGGNADS AB
www.wincrantzbygg.se
Sector: Construction & Property
Revenue: €20M to €30M

YMER TECHNOLOGY AB
www.ymer.com
Sector: Manufacturing & Engineering
Revenue: €50M to €75M

United Kingdom

ANGUS SOFT FRUITS LTD PG 38
www.angussoftfruits.co.uk
Sector: Food & Drink
Revenue: €100M to €150M

ANS GROUP
www.ans.co.uk
Sector: Technology
Revenue: €50M to €75M

ARMITAGE PET CARE
www.armitages.co.uk
Sector: Manufacturing
Revenue: €40M to €50M

AXIS SECURITY SERVICES LTD
www.axis-security.co.uk
Sector: Security
Revenue: €50M to €75M

BARFOOTS
www.barfoots.com
Sector: Agriculture, Farming & Forestry
Revenue: €150M to €250M

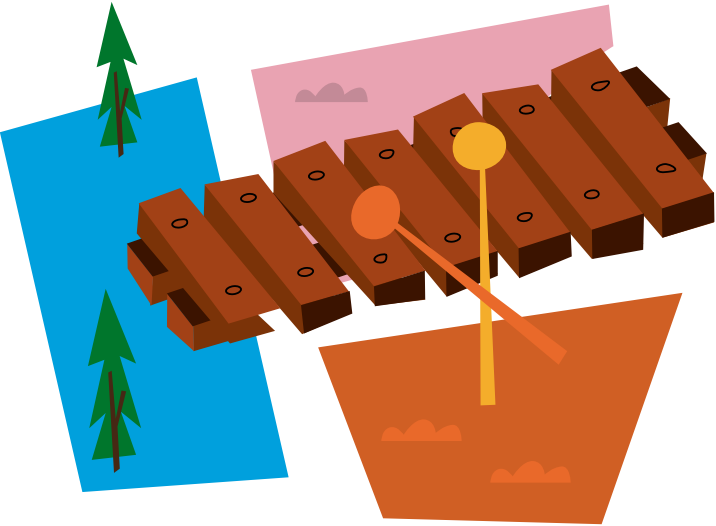
BARHALE LTD
www.barhale.co.uk
Sector: Construction & Property
Revenue: €75M to €100M

BES UTILITIES
www.besutilities.co.uk
Sector: Utilities
Revenue: €75M to €100M

BOSS DESIGN PG 45
www.bossdesign.com
Sector: Design & Manufacturing
Revenue: €40M to €50M

BOX TECHNOLOGIES LTD
www.boxtechnologies.com
Sector: IT Technology
Revenue: €40M to €50M

BRADBURY & SON (BUXTON) LTD PG 37
www.bradburyscheese.co.uk
Sector: Food & Drink
Revenue: €75M to €100M



BRADFORDS BUILDING SUPPLIES

www.bradfords.co.uk
Sector: Construction & Property
Revenue: €100M to €150M

BRIDGE OF WEIR LEATHER COMPANY

www.bowleather.com
Sector: Manufacturing
Revenue: €100M to €150M

BRIGGS & FORRESTER

www.briggsandforrester.co.uk
Sector: Construction & Property
Revenue: €100M to €150M

BUSY BEES DAY NUSERIES LTD

www.busybeeschildcare.co.uk
Sector: Consumer Services
Revenue: €50M to €75M

BUXTON BUILDING CONTRACTORS LTD

www.buxtonbuilding.co.uk
Sector: Construction & Property
Revenue: €50M to €75M

CAPPAGH CONTRACTORS CONSTRUCTION LTD

www.cappagh.co.uk
Sector: Construction & Property
Revenue: €50M to €75M

CARE UNBOUND LTD

www.hereweare.org.uk
Sector: Pharmaceutical & Science
Revenue: €50M to €75M

CCS MEDIA LTD

www.ccsmedia.com
Sector: IT Technology
Revenue: €150M to €250M

CDE GLOBAL LTD

www.cdeglobal.com
Sector: Manufacturing
Revenue: €50M to €75M

CHARLIE BIGHAM'S PG 34

www.bighams.com
Sector: Food & Drink
Revenue: €50M to €75M

CHILDRENSALON

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

CHINATOOL UK LTD

www.ct-automotive.net
Sector: Manufacturing
Revenue: €40M to €50M

CISILION LTD

www.cisilion.com
Sector: IT Technology
Revenue: €50M to €75M

CLARK CONTRACTS

www.clarkcontracts.com
Sector: Construction & Property
Revenue: €50M to €75M

CLC GROUP

www.clcgroup.com
Sector: Construction & Property
Revenue: €100M to €150M

CLICK TRAVEL LTD

www.clicktravel.com
Sector: Travel & Leisure
Revenue: €150M to €250M

CMB ENGINEERING LTD

www.cmbengineering.co.uk
Sector: Engineering
Revenue: €50M to €75M

CRISP MALTING GROUP

www.crispmalt.co
Sector: Food & Drink
Revenue: €150M to €250M

DAVID WOOD BAKING LTD

www.davidwoodfoods.com
Sector: Food & Drink
Revenue: €75M to €100M

DBFOODS LTD

www.dbfoods.co.uk
Sector: Wholesale
Revenue: €100M to €150M

DECORA

www.decora.co.uk
Sector: Manufacturing
Revenue: €50M to €75M

DEEP SEA ELECTRONICS

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

DURBIN PLC PG 76

www.durbinglobal.com
Sector: Health
Revenue: €75M to €100M

EE SMITH CONTRACTS LTD

www.eesmith.co.uk
Sector: Design
Revenue: €40M to €50M

EDENHOUSE SOLUTIONS LTD

www.edenhousesolutions.co.uk
Sector: IT Technology
Revenue: €40M to €50M

ENDAVA LTD

www.endava.com
Sector: IT Technology
Revenue: €100M to €150M

EQUIP OUTDOOR TECHNOLOGIES UK LTD

www.equipuk.com
Sector: Clothing (Manufacturing)
Revenue: €40M to €50M

EVERYONE ACTIVE

www.everyoneactive.com
Sector: Fitness & Health
Revenue: €150M to €250M

EVOLUTION FOODS

www.evolutionfoods.co.uk
Sector: Food & Drink
Revenue: €50M to €75M

FELIX O'HARE & CO LTD

www.felixohare.co.uk
Sector: Construction & Property
Revenue: €50M to €75M

FES SUPPORT SERVICES LTD

www.fes-group.co.uk
Sector: Construction & Property
Revenue: €50M to €75M

FINNEBROGUE ARTISAN

www.finnebrogue.com
Sector: Food & Drink
Revenue: €50M to €75M

FLAMINGO HORTICULTURE

www.flamingo.net
Sector: Wholesale
Revenue: €150M to €250M

FRESHTIME

www.freshtime.co.uk
Sector: Wholesale
Revenue: €75M to €100M

GAPUMA (UK) LTD

www.gapuma.com
Sector: Chemicals
Revenue: €75M to €100M

GCI

www.gcichannelsolutions.com
Sector: IT Technology
Revenue: €50M to €75M

GRAINGER & WORRALL LTD

www.gwcast.com
Sector: Machining
Revenue: €50M to €75M

GREENTECH DISTRIBUTION PLC

www.greentechplc.co.uk
Sector: Technology
Revenue: €150M to €250M

GROUND CONTROL HOLDINGS LTD

www.ground-control.co.uk
Sector: Landscape Services
Revenue: €100M to €150M

H RIPLEY & CO

www.hripley.co.uk
Sector: Utilities
Revenue: €75M to €100M

HADLEY GROUP

www.hadleygroup.com
Sector: Engineering
Revenue: €100M to €150M

Welcome to ORB

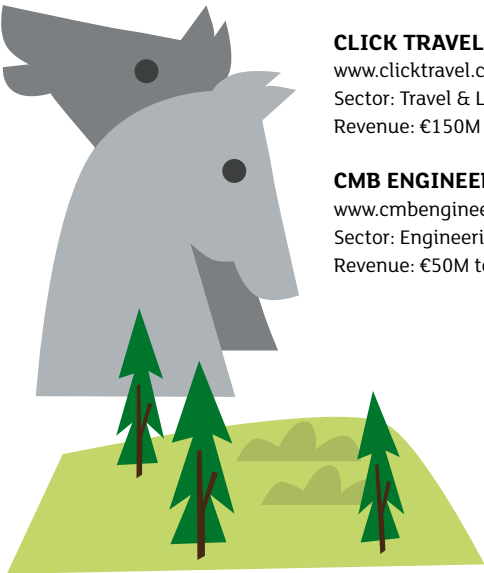
ORB, the Order book for Retail Bonds from London Stock Exchange, gives companies – from ambitious SMEs to large multinationals – access to the capital they need for growth. As the UK's only regulated retail bond platform, it enables businesses to access additional investors and an entirely new source of funding. With ORB, you can take the direct route to a high profile liquid market – and a wider investment audience.

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londonstockexchange.com/orbguide



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HALSION LTD

www.halsion.online
Sector: Engineering
Revenue: €40M to €50M

**HARRISON SPINKS BEDS LTD
PG 46**

www.harrisonbeds.co.uk
Sector: Manufacturing
Revenue: €50M to €75M

HAVWOODS INTERNATIONAL

www.havwoods.co.uk
Sector: Manufacturing
Revenue: €40M to €50M

HEYROD CONSTRUCTION LTD

www.heyrod.co.uk
Sector: Construction & Property
Revenue: €50M to €75M

**HORIZON INTERNATIONAL
CARGO**

www.hicargo.com
Sector: Logistics
Revenue: €40M to €50M

HOWARD TENENS LTD

www.tenens.com
Sector: Logistics
Revenue: €75M to €100M

HSL CHAIRS

www.hslchairs.com
Sector: Design & Manufacturing
Revenue: €50M to €75M

HUNTS

www.huntsfoodservice.co.uk
Sector: Wholesale
Revenue: €75M to €100M

HUWS GRAY LTD

www.huwsgray.co.uk
Sector: Construction & Property
Revenue: €150M to €250M

IGLU.COM LTD

www.iglu.com
Sector: Travel & Leisure
Revenue: €100M to €150M

INTEC MICROSYSTEMS LTD

www.intecmicros.co.uk
Sector: Wholesale
Revenue: €50M to €75M

INTERNATIONAL PLYWOOD

www.plywooduk.com
Sector: Import & Export
Revenue: €150M to €250M

J SYKES & SONS

www.sykesseafoods.co.uk
Sector: Food & Drink
Revenue: €100M to €150M

J T ATKINSON & SONS LTD

www.jtatkinson.co.uk
Sector: Construction & Property
Revenue: €75M to €100M

J TOMLINSON LTD

www.jtomlinson.co.uk
Sector: Construction & Property
Revenue: €75M to €100M

JACK RICHARDS & SON LTD

www.jackrichards.co.uk
Sector: Logistics
Revenue: €50M to €75M

JDM FOODGROUP

www.jdmfoodgroup.co.uk
Sector: Food & Drink
Revenue: €40M to €50M

JOHN GUEST LTD

www.johnguest.com
Sector: Manufacturing & Engineering
Revenue: €150M to €250M

JOSEPH HOLT LTD

www.joseph-holt.com
Sector: Food & Drink
Revenue: €50M to €75M

JW MORRIS

www.jwmorris.co.uk
Sector: Engineering
Revenue: €40M to €50M

KARNDAN DESIGNFLOORING

www.karndean.com
Sector: Wholesale
Revenue: €75M to €100M

KIMAL

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

**KINGDOM SERVICES GROUP
LTD**

www.kingdom.co.uk
Sector: Services
Revenue: €100M to €150M

KINGSLAND DRINKS

www.kingsland-wines.com
Sector: Wholesale
Revenue: €150M to €250M

KINAXIA LOGISTICS

www.kinaxia.co.uk
Sector: Import & Export
Revenue: €50M to €75M

KN GROUP

www.kngroup.com
Sector: Engineering
Revenue: €75M to €100M

**LAWCRIS PANEL PRODUCTS
LTD**

www.lawcris.co.uk
Sector: Manufacturing
Revenue: €75M to €100M

LEATHAMS

www.leathams.com
Sector: Wholesale
Revenue: €100M to €150M

LEDWOOD

www.ledwood.co.uk
Sector: Engineering
Revenue: €75M to €100M

LUDDON CONSTRUCTION LTD

www.luddon.co.uk
Sector: Engineering
Revenue: €75M to €100M

MARITIME

www.maritimetransport.com
Sector: Transportation
Revenue: €250M+

MARKETING VF LTD

www.mvfglobal.com
Sector: IT Technology
Revenue: €50M to €75M

MCCRATH

www.mcgrathgroup.co.uk
Sector: Environmental Services
Revenue: €40M to €50M

MEDINA DAIRY

www.medinadairy.co.uk
Sector: Agriculture, Farming & Forestry
Revenue: €150M to €250M

MICK GEORGE LTD

www.mickgeorge.co.uk
Sector: Wholesale
Revenue: €100M to €150M

MILLBROOK HEALTHCARE LTD

www.millbrook-healthcare.co.uk
Sector: Health
Revenue: €100M to €150M

Green bonds.

London Stock Exchange, a partner of the United Nations Sustainable Stock Exchanges (SSE) initiative, aims to support the further development of the green bond market. As the leading international financial centre for green finance, we offer dedicated segments for environmentally-friendly debt instruments with the purpose to provide greater transparency around pricing and features of green bonds for both issuers and investors.

For more information, please visit
www.lseg.com/greenbonds
or contact us at bonds@lseg.com



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MODUS

www.modus.space
Sector: Business Services
Revenue: €50M to €75M

MOORTOWN GROUP

www.moortowngroup.com
Sector: Engineering
Revenue: €50M to €75M

MPI

www.mpi.ltd.uk
Sector: Employment Services
Revenue: €50M to €75M

MUNNELLY SUPPORT SERVICES LTD

www.munnellys.com
Sector: Logistics
Revenue: €40M to €50M

NEILCOTT CONSTRUCTION GROUP

www.neilcott.co.uk
Sector: Construction & Property
Revenue: €100M to €150M

NORTHWOOD HYGIENE PRODUCTS LTD

www.northwood.co.uk
Sector: Manufacturing
Revenue: €50M to €75M

NSC GLOBAL

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

O'HALLORAN & O'BRIEN LTD

www.ohob.com
Sector: Construction & Property
Revenue: €250M+

OKTRA

www.oktra.co.uk
Sector: Design
Revenue: €50M to €75M

OMD GROUP LTD

www.omb.com
Sector: Marketing
Revenue: €100M to €150M

ONE GROUP CONSTRUCTION

www.onegroupconstruction.com
Sector: Construction & Property
Revenue: €150M to €250M

OPTIMA CONTRACTING LTD

www.optimasystems.com
Sector: Manufacturing
Revenue: €50M to €75M

PALLET FORCE LTD

www.palletforce.com
Sector: Import & Export
Revenue: €100M to €150M

PAXTON ACCESS LTD

www.paxton-access.co.uk
Sector: IT Technology
Revenue: €40M to €50M

PETS CORNER

www.petscorner.co.uk
Sector: Retail
Revenue: €40M to €50M

PREMIER FOREST PRODUCTS

www.premierforest.co.uk
Sector: Wholesale
Revenue: €100M to €150M

PREMIER PAPER GROUP LTD

www.paper.co.uk
Sector: Wholesale
Revenue: €250M+

PRINCIPLES HOLDINGS LTD

www.principleglobal.com
Sector: Professional Services
Revenue: €150M to €250M

PROFILE SECURITY SERVICES LTD

www.profilesecurityservices.co.uk
Sector: Security
Revenue: €40M to €50M

QUANTA CONSULTANCY SERVICES

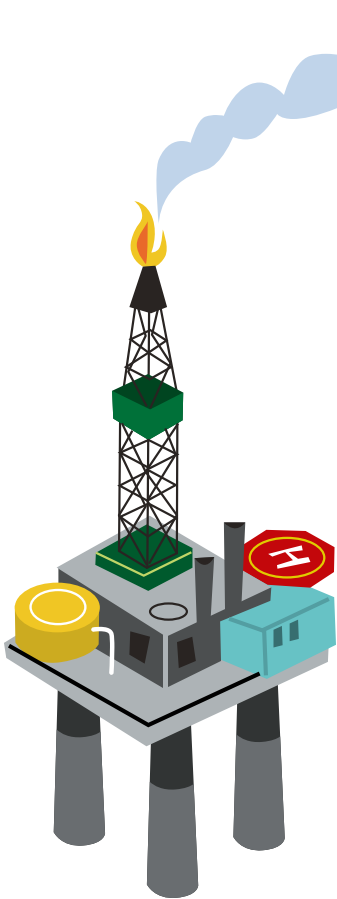
www.quanta-cs.com
Sector: Employment Services
Revenue: €50M to €75M

RAILSTON

www.railston.com
Sector: Design
Revenue: €40M to €50M

REGATTA LTD

www.regatta.com
Sector: Clothing
Revenue: €150M to €250M



S&A GROUP

www.sagroup.global
Sector: Agriculture, Farming & Forestry
Revenue: €75M to €100M

SAHARA AV SOLUTIONS

www.saharaav.com
Sector: Manufacturing
Revenue: €50M to €75M

SAS INTERNATIONAL

www.sasint.co.uk
Sector: Manufacturing
Revenue: €100M to €150M

SCAN

www.scan.co.uk
Sector: Retail
Revenue: €100M to €150M

SCIENTIFIC LABORATORY SUPPLIES LTD

www.scientificlabs.co.uk
Sector: Pharmaceutical & Science
Revenue: €40M to €50M

SCOLMORE INTERNATIONAL LTD

www.scolmore.com
Sector: Design & Manufacturing
Revenue: €50M to €75M

SDC BUILDERS LTD

www.sdc.co.uk
Sector: Construction & Property
Revenue: €150M to €250M

SEASALT LTD

www.seasaltcornwall.co.uk
Sector: Clothing (manufacturing)
Revenue: €40M to €50M

SELICK PARTNERSHIP

www.sellickpartnership.co.uk
Sector: Employment Services
Revenue: €40M to €50M

SGS

www.sgs.co.uk
Sector: Logistics
Revenue: €50M to €75M

SHINER

www.shiner.co.uk
Sector: Clothing (Manufacturing)
Revenue: €40M to €50M

SIMPLICITY MARKETING LTD

www.simplicity-marketing.co.uk
Sector: Marketing
Revenue: €40M to €50M

SPACE & TIME MEDIA LTD

www.spaceandtime.co.uk
Sector: Professional Services
Revenue: €75m to €100m

SQS GROUP LTD

www.sqsltd.co.uk
Sector: IT Technology
Revenue: €50M to €75M

STORY HOMES

www.storyhomes.co.uk
Sector: Construction & Property
Revenue: €150M to €250M

SUNRISE MEDICAL LTD

www.sunrisemedical.co.uk
Sector: Manufacturing
Revenue: €40M to €50M

T&K GALLAGHER LTD

www.gallagherltd.co.uk
Sector: Utilities
Revenue: €50M to €75M

TECHNETIX

www.technetix.com
Sector: Technology
Revenue: €100M to €150M

THE GOODWOOD ESTATE

www.goodwood.com
Sector: Consumer Services
Revenue: €50M to €75M

THE MORRISROE GROUP

www.morrisroe.co.uk
Sector: Construction & Property
Revenue: €150M to €250M

THOMAS JOHNSTONE LTD

www.tjl.com
Sector: Construction & Property
Revenue: €50M to €75M

TIMPSON

www.timpson.co.uk
Sector: Consumer Services
Revenue: €150M to €250M

TITHEBARN LTD

www.tithebarn.co.uk
Sector: Food & Drink
Revenue: €40M to €50M

TOMLINSON

www.gftomlinson.co.uk
Sector: Construction & Property
Revenue: €100M to €150M

TOUREEN GROUP LTD

www.toureengroup.co.uk
Sector: Construction & Property
Revenue: €75M to €100M

TRAVEL COUNSELLORS LTD

www.travelcounsellors.co.uk
Sector: Travel & Leisure
Revenue: €150M to €250M

VETS NOW

www.vets-now.com
Sector: Veterinary Services
Revenue: €40M to €50M

VISION SUPPORT SERVICES

www.visionsupportservices.com
Sector: Wholesale
Revenue: €40M to €50M

VITABIOTICS

www.vitabiotics.com
Sector: Health
Revenue: €100M to €150M

WALTERS

www.walters-uk.co.uk
Sector: Construction & Property
Revenue: €50M to €75M

WASABI SUSHI & BENTO

www.wasabi.uk.com
Sector: Food & Drink
Revenue: €100M to €150M

WASTECARE

www.wastecare.co.uk
Sector: Environmental Services
Revenue: €40M to €50M

WE ARE SOCIAL

www.wearesocial.com
Sector: Media
Revenue: €50M to €75M

WEDGE GROUP GALVANIZING LTD

www.wedge-galv.co.uk
Sector: Construction & Property
Revenue: €150M to €250M

WEST POINT CONSTRUCTION LTD

www.westpoint-construction.co.uk
Sector: Construction & Property
Revenue: €40M to €50M

WESTERN BUILDING SYSTEMS LTD

www.westernbuild.com
Sector: Construction & Property
Revenue: €50M to €75M

WHAT MORE UK LTD

www.whatmoreuk.com
Sector: Manufacturing
Revenue: €50M to €75M

WHITEMEADOW FURNITURE

www.whitemeadow.com
Sector: Design & Manufacturing
Revenue: €50M to €75M

WILLIAMS TRADE SUPPLIES LTD

www.williams.uk.com
Sector: Wholesale
Revenue: €75M to €100M

WINDMILL ORGANICS LTD

www.windmillorganics.com
Sector: Food & Drink
Revenue: €50M to €75M

WINNING MOVES

www.winningmoves.co.uk
Sector: Consumer Services
Revenue: €40M to €50M

WJ GROUP LTD

www.wj.uk
Sector: Facilities Services
Revenue: €50M to €75M

XERETEC

www.xeretec.co.uk
Sector: Business Services
Revenue: €50M to €75M

YOUR WORLD RECRUITMENT GROUP

www.yourworldrecruitmentgroup.com
Sector: Employment Services
Revenue: €100M to €150M

BANHAM POULTRY LTD

www.banhampoultryuk.com
Sector: Agriculture, Farming & Forestry
Revenue: €150M to €250M

ELITE companies

FATROM PG 94

www.porkandcompany.com
Sector: Food & Drink
Country: Romania
Revenue: €50 to €100M

FINPROJECT PG 96

www.finproject.com
Sector: Chemicals
Country: Italy
Revenue: €50 to €100M

KUMINIANO FRUIT PG 90

www.kuminianofruit.com
Sector: Food & Drink
Country: Bulgaria
Revenue: <€50M

NICELABEL PG 88

www.europlus.si
Sector: Software & Computer Services
Country: Slovenia
Revenue: <€50M

SIIT PG 92

www.siitgroup.com
Sector: Food & Drink
Country: Italy
Revenue: €50M to €100M



London Stock Exchange Group

About London Stock Exchange Group

London Stock Exchange Group (LSE.L) is an international markets infrastructure business. Its diversified global business focuses on capital formation, intellectual property and risk and balance sheet management. LSEG operates an open access model, offering choice and partnership to customers across all of its businesses. The Group can trace its history back to 1698.

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Through FTSE Russell, the Group is a global leader in financial indexing, benchmarking and analytic services with approximately \$15 trillion benchmarked to its indexes. The Group also provides customers with an extensive range of data services, research and analytics through The Yield Book, Mergent, SEDOL, UnaVista, XTF 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 and Monte Titoli, a leading European custody and settlement business.

LSEG Technology develops and operates high performance technology solutions, including trading, market surveillance and post trade systems for over 40 organisations and exchanges, including the Group's own markets.

Headquartered in the United Kingdom, with significant operations in North America, Italy, France and Sri Lanka, the Group employs approximately 4,500 people.

Further information on London Stock Exchange Group can be found at www.lseg.com. The Group's ticker symbol in LSE.L

Contact details

ELITE enquiries

Tel: +39 02 7242 6066

Email: elite@lseg.com

Primary markets

Tel: +44 (0)20 7797 3429

Email: equityprimarymarkets@lseg.com

Primary markets – French companies

Delphine Brès, Group Manager for France

Email: DBres@lseg.com

Media enquiries

Tel: +44 (0)20 7797 1222

Email: newsroom@lseg.com