

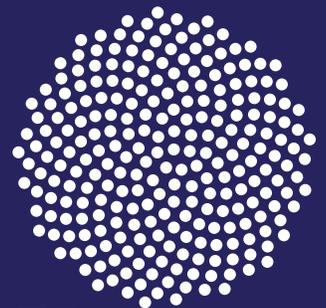
IRELAND INC US 250 INDEX 2022

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IRELAND INC CELEBRATES 10 YEARS OF IRELAND'S EXPANDING BUSINESS FOOTPRINT ACROSS THE UNITED STATES

We celebrated the welcome return to live, in-person events at the [Ireland INC](#) leadership breakfast in partnership with the [New York Stock Exchange](#) at the New York Stock Exchange in March. It was also the launch of a new strategic plan on the expansion of Irish jobs in the United States and also marked the 10th annual Ireland Day at the NYSE. I was joined by Congressman Richard Neal, Chair of the House and Ways Committee who co-chaired the meeting.

Despite the unprecedented challenges of the past two years, Irish businesses have not only survived but thrived, expanding their investment footprint across the United States.

The strategic plan - entitled the 30:50:30 initiative - focuses on achieving a 30% increase in the number of Irish jobs across all fifty states by the year 2030. Ibec is supporting Ireland INC on the initiative as Ireland's largest business lobby, with many of their members spread across the United States. Select USA - the federal government program housed within the U.S. Department of Commerce charged to promote and facilitate business investment into the United States - is also supporting the 30:50:30 initiative. The US is Ireland's second largest export market, with almost 800 Irish companies operating across the United States.

Now, more than ever, our respective business communities must champion the benefits of retaining our outward focus while ensuring that future growth is sustained and sustainable.

10TH ANNUAL IRELAND DAY

Business and political leaders met to discuss Irish US trade issues under the theme of 'New Era, No Limits'. Topics included how to further two-way investment between Ireland and the United States as well as factors and events that will help drive business growth for Irish and US companies. They also discussed furthering the collaboration and partnership between business and political stakeholders. Ireland Day, the only recognised Country day at the NYSE, was established as a C-Suite forum to promote Irish business interests globally.

As we celebrate the tenth anniversary of 'Ireland Day' at the New York Stock Exchange, we do so with excitement about the future of United States-Ireland relations.

I was honoured to host the Roundtable with Congressman Richard Neal, Chairman of the House Ways and Means Committee.



IAN HYLAND

FOUNDER & PRESIDENT
IRELAND INC

Despite the unprecedented challenges of the past two years, Irish businesses have not only survived but thrived, expanding their investment footprint across the United States. The 30:50:30 initiative is the next step in building on this progress and expanding the presence of Irish companies across all 50 states.

Speaking at the NYSE, **Danny McCoy, CEO Ibec**, said: "Ibec and the broader Irish business community is supportive of Ireland INC in their endeavours of the 30:50:30 initiative. It is a recognition that the economic relationship between Ireland and the US is a two-way story. Our two economies have embraced trade and internationalisation, to the benefit of the citizens of Ireland and the US. Now, more than ever, our respective business communities must champion the benefits of retaining our outward focus while ensuring that future growth is sustained and sustainable."

Speaking at the NYSE, **Congressman Richard Neal, Chair of the House Ways & Means Committee**, said: "As we celebrate the tenth anniversary of 'Ireland Day' at the New York Stock Exchange, we do so with excitement about the future of United States-Ireland relations," said Congressman Richard E. Neal, Chair of the House Committee on Ways and Means. "Ireland INC has been a champion of fostering business and

economic relationships between the two countries since its founding and this new strategic plan will ensure that it only strengthens our bond."

IAN HYLAND
Founder & President, Ireland INC

This is a land where opportunities flourish. A safe and stable environment where sustainable progress is at the heart of everything we do. It's in our pro-business philosophy. Our highly skilled, English-speaking workforce. Our commitment to the EU. And in our can-do attitude.

This is where collaboration grows, fostering lasting and productive business partnerships in world-leading technology, life sciences and financial services hubs.

This is Ireland. A natural place to put down roots.

See how we can help your business grow. Visit idaireland.com or email idaireland@ida.ie

OPPORTUNITY **GROWS** HERE



LEO VARADKAR

AN TÁNAISTE

The bonds that link Ireland and the US are deeper than just economic, they are the bonds of family. Our two countries are connected historically and culturally in a way that has developed over generations.

As we emerge from the pandemic, we want to strengthen these links further and face huge global challenges, such as climate change, together.

We have all been encouraged by the recent re-engagement with multilateralism by the US. While trade agendas are evolving, and the EU and US may have points of difference, there is a shared understanding of the value of a strong transatlantic relationship. Now more than ever, those countries with similar values need to stick together. Remarkably, last year was a record year of growth for Ireland's economy in a number of ways. We had record goods exports of 165.2bn. Ireland's trade with the United States has more than doubled in the last 10 years. We saw record levels of inward investment - 17,000 net jobs were created by multinationals in Ireland last year, the highest ever created in a single year. We also saw the highest annual increase in jobs created by our indigenous enterprises.

We never take FDI or trade for granted. We have built relationships, established over many years and we will continue to work hard to remain attractive in what is an increasingly competitive global environment in the years to come.

In the coming weeks, I will publish a new Trade and Investment Strategy which will look at what we can do as a country to maintain and enhance our competitiveness, grow Irish-owned business, attract FDI and create a higher standard of living for our citizens. We are aware our challenges and we are dealing with them head on. These include the need for more investment in infrastructure - housing,

energy, water services, roads, ports, airports and broadband. We have committed to a €165 billion National Development Plan, an almost €50bn increase in investment in public infrastructure than what was planned 5 years ago. This will bring public investment well above the EU average.

Childcare is another area we are acting on. Budget 2022 continued what will be a major programme of investment to reduce childcare fees for parents, to enable more parents, especially women, participate more fully in the workforce.

Over the course of this Government, we will reform personal taxation so that nobody pays the higher rate of income tax on any income below €40,000 a year, or up to €80,000 a year for a two-income couple. We know that we need to be more competitive with our peers on personal taxation.

Given this depth of connection that exists between Ireland and the United States, my Department and the Irish Embassy in Washington DC have recently mapped 'Ireland's economic footprint in the US'. At the National and Regional levels, and in 20 of the States where Ireland's deepest connections exist, we have produced factsheets that explain the levels of trade, investment, heritage, education, research and innovation that occurs between Ireland and the United States in each region. This will enable Ireland to strengthen existing relationships and develop new ones with future leaders. Growing the 'Irish footprint' has been of upmost importance to successive Irish Governments, and this recent project and other initiatives will help ensure that it remains a top priority into the future.

LEO VARADKAR
Tánaiste and Minister for Enterprise,
Trade and Employment

INTERVIEW



SEAN DAVIS

ENTERPRISE IRELAND

DM: The last few years have dramatically changed many plans and growth predictions. How did Enterprise Ireland accommodate the upheaval and what insights were gained?

SD: Brexit and COVID were real sort of double whammies. We quickly went into 'how do we maintain our core KPI, which is jobs and exporting, what are we doing?' We have, for a number of years, as part of our Brexit strategy, been looking to increase our market diversification, so maintain or grow our exports to the UK, which remains our largest market, but lower that overall percentage by increasing the exports into other markets. That remains sort of front and centre in terms of a revision.

From a US perspective, that was hugely important because we had just about nine hundred Irish exporters to the US in 2020. As we evolved through the COVID crisis it became about understanding what the new parameters were and then moving into the new normal, re-opening our offices, assessing what was acceptable in that new normal and sort of trying to get back to business as usual. We did have our first, I won't say 'post-pandemic', but trade mission in November. So Minister Troy led a mission to Toronto, Montreal, Boston and New York so that was a pretty aggressive and ambitious program, in terms of sort of stepping back into it.

We knew the size of the challenge, we had a COVID response hub that received inquiries from over eight thousand companies, so we knew the size of the challenge. In terms of the Sustain Enterprise fund and other financial supports we were able to push out into Irish industry, that totalled about €181 million and sustaining 27,500 jobs. I think we're all sort of measured in our successes and recently we'll have seen our end of year results. We had the highest net gain in jobs in 2021 in the history of the agency, just shy of 12,000 - 11,911 jobs. That was hugely important, that was Irish

companies adding almost 12,000 jobs in 2021. As kind of an indicator of that sort of sustained effort, that was a really strong data point given the particular challenges in the year. Importantly for us as well was that 68% of those jobs were created outside of Dublin, so that was important, for example, a 9% increase in jobs in the Northwest, 7% in the Southeast. So that sort of regional strategy really came to bear. We learnt a lot over the last couple of years and really helped to sort of shape our new strategy, which our CEO and the Tanáiste announced. "Leading a Changing World", I think the title says it all really, you know? We recognise the changes that have happened, we know it empirically, we know it anecdotally, we know it factually from companies, so being able to lean into that and create a new three year strategy that really sort of focused on exports, starting and scaling a business, digitalisation, sustainability and climate change and EI as an entity and type of service we provide was hugely important. The target for us over the next three years is 45,000 new jobs in our client companies, ambitious in its nature, but that's where we've brought ourselves to, and working hand-in-hand with our partners in our parent department obviously and with industry.

DM: What does the landscape look like for Irish businesses in the US in 2022?

SD: The Federal Reserve is projecting 4% GDP growth in the US in 2022, that's a lot for a developed and mature economy. The economy is really heated up here again so that is going to translate across the spectrum. In November, and outside of the trade mission, we had sixteen clients that visited the US, sixteen clients that we know of who were supported by EI, and in November alone Omicron got in the way of that and there was a period of readjusting. The point is that Irish companies were starting to revisit the market and that was hugely important.

SEAN DAVIS
Regional Director North America,
Enterprise Ireland

INTERVIEW

From a US perspective, there has been a focus on putting information out to help industry, to help individuals make the right decisions. There has not been a shutdown or a shutdown type policy in place here. So really, coast to coast, border to border, you've got this sort of open economy type ecosystem, and that is something that Irish companies, it's important that they know, that it is very much a system here where the information is passed on to corporations or individuals to decide on.

The economy itself and movement itself in the US has been quite robust over the last number of months. As 2022 progresses, following the natural evolution of the last couple of years, we're going to go into this summer period, spring and summer, we're going to see this natural sort of progression where COVID-19 concerns start to wane away. This we feel strongly, coupled with GDP growth, is going to be a very strong bounceback in terms of economic activity, in terms of market activity, in terms of visit activity and to complement that, in terms of trade mission activity by government ministers. So we see a very strong rebound in 2022.

DM: And is the approach and/or process very different for Irish companies who wish to expand there?

SD: It is, and it is for two main reasons. First, the very top thing to consider, economic migration in the US has been significant over the last couple of years. There has been movement out of the coasts and into the centre, from the big cities into more urban settings. Economic migration has definitely created, not created, but it has expanded emerging hubs such as Boise, Idaho for example now is a very strong emerging hub in terms of technology, Atlanta on e-payments. I wouldn't say it's borne out of the pandemic, but certainly accelerated, I think that's been a key feature. Really the two main differences here are, for an Irish company, how do you cover the market? Coast to coast, border to border, the geography is vast, the economy is vast as \$22 trillion, the number of companies of scale is vast. How to expand here is really matching your target market with your available resources. To think you can cover this country, coast to coast and border to border, is a fallacy and sometimes coming from Ireland, which is very manageable and navigable, kind of might lose perspective on what that means. It's not just about the human effort, it's about the impact on the balance sheet, trying to move. I think having a very clear sense, we saw that manifest itself very clearly in 2021 in the number of Irish companies that already have an operation here that expanded their footprint in the US. 27% of our new overseas presences in the US in 2021 were companies that were going from this state to another state. That's the highest we've ever seen that number, so that deeper cover of the country was certainly a feature and expanded the US footprint. The second thing is really

around localisation. Again, this is something that Irish companies think: "Oh we know the US! We know it because we're so familiar with US culture, we're so familiar with US products", but really those that understand the business culture, that it is typically more aggressive, typically more responsive, speedy and that can vary coast to coast and border to border, it's really important. In terms of understanding that, embracing that and localising off the back of that it's really important.

DM: What industries are thriving or what industries have grown or shrunk in this time?

SD: A few examples of industries that have really thrived in the last couple of years: cybersecurity. Not just because of the growth in cyber threat, but also because more and more people are working remotely from their corporate firewalls, from home locations. Linked to that, HR, talent head, managing human capital, the fact that teams are more disparate now so there's been a significant growth in interest in Irish technology that helps to manage the HR aspect of an organisation.

Retention, recruitment, progression, all of these aspects are more challenging in a decentralised environment. What's a consequence of buying more stuff online, which we've all done? It's an absolute growth in e-payments.

E-payments platforms have boomed, support technology to support the delivery of e-payments solutions have boomed, that whole sector has boomed.

Digital health has boomed, if you think of health systems that have been chronically overloaded with COVID cases over the last couple of years, how do you administer care in a remote environment? The solution is digital health. In Ireland there is a very strong cohort of companies in the digital health space.

The last thing again, I'd say relates to each and everyone one of us, with everything watched on Netflix, is the demand for content. The huge demand for content, particularly maybe on the animation side where kids need to be entertained, they've been fine areas of strong growth.

Areas that have shrunk and sectors that have shrunk, I think we can temper all of this by saying it is likely temporary, these are not sectors that have disappeared, these are sectors that have shrunk and it will be self-evident. International student flow, it's a consequence of travel. Travel gets locked down, international students can't travel, tens of thousands of American students go to Ireland to do either part or full degree programmes and they haven't been able to do that. That's a sector that will recover, students are students, they want the international experience. That will recover and we're likely to see a

SEAN DAVIS
Regional Director North America,
Enterprise Ireland

strong rebound in 2022. We've a large sector and cohort of companies in travel technology, but if airlines aren't being used, if hotels aren't being used, if theme parks aren't being used, then where is that demand? Will that recover? Absolutely, it's consequential to human demand and I think we're all waiting for the time when we can all freely and happily travel again. Travel tech is definitely a sector which has struggled. The third one I would say again, a strong one in Ireland, is machinery. If you think about forklifts, AgMachinery, bailors, the type of equipment that buyers want to touch, feel, kick the tires and jump up on them. Certain sectors virtual lends itself to, certain sectors virtual is a challenge, and I think we're referring to them as the 'in-person' sectors. Certainly some of those more traditional sectors will require the trade shows to come back, travel to come back and the ability to, as they say, kick the tires. That's three examples of sectors that have definitely struggled, but we expected them to rebound as well.

DM: Are there any unexpected new areas of industry that have grown in the last few years?

SD: I'm actually going to double down on the ones that have thrived. Really, cyber and human capital development, they haven't been borne out of the COVID pandemic, but they have been significantly accelerated, and they're really the two that I would highlight there. Again, from an Ireland perspective and from an EI perspective, we've really strong companies in that space. From a US perspective, there is a massive, massive demand for this. The last data point I saw on cyber was that there were 500,000 vacancies in the job market for cyber professionals in the US. This is a sector that is not just red hot, it is white hot right now, and for my money, the US is the key market for that. It's always been a market that's leaning heavily into 'if you're not innovating, if you're not going forward, you're standing still or going backwards', that's the US mentality so being able to deal with things in innovative ways is important. They'd be the two that have significantly accelerated over the last couple of years.

DM: What can companies do to prepare themselves for a stateside expansion? Are there particular traits in companies that bode well for success?

SD: You've got two questions there in one. In terms of preparing themselves for a stateside expansion, the first thing is to use the available resources. EI and, frankly, DFA, we all operate as part of Team Ireland, so using those available resources is really important. Market research, if you're an EI company you can use our market research centre, it's free to you and it is the least expensive market validation activity you can take. You can do it from home and you can do it online, it's available.

Reiterating a point from earlier but being forensic on your

customer, like really focusing and targeting. You're going to burn yourself out and you're going to burn your bank account out by thinking you can cover this geography, you can't. Linked to that is a business plan. Be realistic on what revenue you can generate in year one, two and three, be realistic about your costs in year one, two and three. Discontent starts where your actual and your reality start to separate, that's where discontent starts. Being realistic in your business plan allows you to manage cash flow, manage your balance sheet, manage your revenues and that's hugely important. In terms of traits then, the kind of companies that are successful here, I've been with EI fifteen years, I've been in the US 25 years so I speak from personal and professional experience. The first thing is the willingness to invest time, effort and money. It's as simple as that, you have to be able to put it down. Know your customer, know your target, know where you're going, it'll save you money. Be systematic on your follow up. Americans expect you to follow up aggressively. Culturally, we tend to be a bit more polite, that's not how it works. They expect you to hound them, so that's important. I'd call this next point 'market-led analysis' but I'll put it to you this way: you gotta sell them what they need, not what you have. It really is about that product market fit. The last thing which again is very American is that sort of 'can-do' attitude, it really is that winning mentality. Henry Ford said it years ago, whether you say you can or whether you say you can't, you're right. It is leaning into that sort of 'can-do' attitude that is important because it's very much part of the mentality here.

I think the one last thing I would add is that we've been very lucky on the Ireland/US transatlantic air corridor and that's been really important in terms of our ability to seamlessly travel back and forth. I think it's very encouraging to see the news from those airlines that are on that route, Aer Lingus, United, American, Delta, about their commitment to the route and expanding the routes in some cases in 2022. That recovery to where we were is going to be an important factor. I think it's really encouraging to see that that recovery is part of their planning and part of their future thinking, and in this year. I think that'll be hugely instrumental as an enabler in some of those points I talked about earlier. ■



DANNY MCCOY

IBEC

As business looks forward in 2022, we can do so with optimism for the development of our economies and societies. Last year was another challenging one for us all dealing with Covid19. However, vaccine effectiveness and uptake, particularly in Ireland, greatly reduced the impact of Covid on our hospitals and health care systems. This resulted in a lifting of restrictions in Ireland in January and a welcome return to more normal social engagements and business environment.

Despite the Covid challenges there has been significant progress in international relations, and this can be built on this year. The EU-US political summit in June 2021 marked the beginning of a renewed transatlantic partnership. It reflected a significant mood change and a welcome signal that the EU and US administrations are once again willing to work together even if they may not always share the same views. The inaugural meeting of the EU-US Trade and Technology Council (TTC) was held in Pittsburgh in September 2021. Ibec, along with strategic business partners in Europe and the US, called for such a high-level initiative to help build a positive agenda for EU-US relations. We should maximise the potential of the TTC to increase cooperation on trade, technology, digital, climate and supply chains - as well as working together to set international standards. All of this is important to build the already deep trade and investment links between Ireland and the US.

In 2021 the EU and US also addressed two long-standing trade disputes, the Airbus/Boeing dispute, and Section 232 Steel and Aluminium tariffs. The suspension of tariffs imposed under these disputes is important to business in Ireland and the US. It is vital that work continues now to quickly find permanent solutions, which will require further EU-US cooperation on issues such as overcapacity, subsidies, and sustainability.

Another important item this year will be implementation of the OECD global agreement on international tax frameworks signed by the USA, Ireland, and other countries. This will see a minimum effective corporate tax rate of 15% introduced globally. As part of the OECD process Ireland was a leading voice in ensuring that the agreement was not just sustainable and reputable but also provided certainty for business around key questions like future tax rates. This approach reflected both the needs of business and society whilst underlining Ireland's commitment to a competitive, stable, and certain tax regime.

Throughout all these developments Ireland's model of a business-friendly open economy within the EU has proved resilient. Ireland has arrived at a new level; the challenge is now to retain our place as a prosperous nation. Our business model is now at a crossroads. In previous decades our State and business community worked to help us catch the wave of globalisation, the defining trend of the last seventy years. We will need to show the same ambition and forethought to retain our position in the face of coming trends - climate change, digitalisation, population ageing, social and political polarisation, a new world of work, re-aligning to deal with the fallout from Brexit and re-inventing our business model to make it sustainable into the future.

DANNY MCCOY
CEO, Ibec



MICHAEL E. BURKE

ARNALL GOLDEN GREGORY, LLP

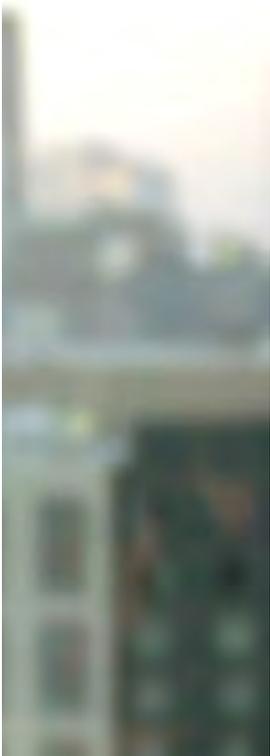
THE LONG JOURNEY HOME

Michael E. Burke [1]

In connection with 1998's Public Broadcasting System documentary series [The Irish in America: the Long Journey Home](#), Elvis Costello and The Chieftains released an anthem with the chorus:

But as you ascend the ladder
Look out below where you tread
For the colors bled as they overflowed
Red, white and blue
Green, white and gold

As it is in song, so it is in international business. Despite the devastating impact of COVID, the U.S. market remains one of limitless potential for Irish companies. With this The Ireland INC US 250 Index 2022, we recognize and celebrate the 250 largest Irish companies operating in the United States. Ireland is a significant player in the U.S. economy: Irish foreign direct investment in the United States was approximately \$343.5 billion in 2019 and it supported 336,400 U.S.-based jobs. The Irish knowledge-focused economy develops world-leading companies and technology important to key areas of the U.S. economy. Irish innovation impacts economic sectors like pharmaceuticals, food, medical devices, agricultural technology, and healthcare information technology.



We expect continued growth of Irish investment in the U.S, but such growth is not a given. Irish companies thinking of expanding to the U.S. should remember the following suggestions:

- There is no single way to succeed in the U.S. market. Some Irish companies sell directly to U.S. consumers, others appoint distributors, and still others have expanded into the U.S. market through a merger, acquisition or greenfield investment.
- A consistent presence in the U.S.--for market research, due diligence, meeting customers or for any similar reason-- is needed to ensure the success of the expansion. The less time spent in the U.S., the greater the possibility of failure to scale.
- A number of people in the U.S. claim expertise or high-level contacts that they don't have, and many of these target Irish companies. Do thorough due diligence on agents/helpers/fixers before engaging them, and then only engage them through a written contract.
- An Irish company's expansion team should include the company's relevant officers, U.S. and Irish legal counsel, and U.S. and

Irish tax accountants. Assembling such a team is crucial for U.S. operations to work seamlessly with Irish operations, and will foster coordination and collaboration across the Atlantic.

- An Irish company looking to expand to the U.S. should consider whether a U.S. subsidiary is needed. A U.S. subsidiary can help to ring-fence U.S. operational risk in the U.S., and away from the Irish parent and its officers, directors, and investors. Further, using a U.S. subsidiary can help with tax structuring and efficient treasury management.

Many Irish companies have excelled on the U.S. market, and there is room in the U.S. market for many more Irish business success stories. All it takes is a purposeful first step.

MICHAEL E. BURKE
Corporate Partner,
Arnall Golden Gregory, LLP

[1] The author is descended from a Roscommon dairy farmer and a Tipperary carrot farmer, and is a corporate partner in the Washington, DC office of Arnall Golden Gregory, LLP. He also serves as the administrative partner for that office and as co-chair of the firm's Pharmaceutical and Medical Device industry team. He has advised dozens of Irish companies in connection with their U.S. market expansion.

BERNARD CONDON

ORNUA



Ornuo's co-operative ethos is at the heart of who we are, and how we do business.

Ornuo's global success would not be possible without the strong partnerships we build all over the world. Nowhere is this approach more impactful for us than in the US.

Our ties with the US are deep-rooted - built on shared history, a rich heritage, mutual respect and long-lasting partnerships. Since our initial tentative entry into the market with Kerrygold cheese in the early 90's through to our first pallet of Kerrygold butter later that decade to our recent acquisition of Whitehall Specialties, the US has now established itself as one of our most important key strategic markets globally. Ornuo continues to invest heavily in expanding our US presence, focussing on long-term, sustainable growth.

Ornuo is uniquely positioned to deliver to a broad spectrum of US consumers. The needs of the "foodie" regarding provenance, sustainability and premium nutrition are met by the Kerrygold brand while the time pressed consumers need for convenience and practicality are met through our ingredient's business range of functional cheese supplied to key CPG brand owners.

We continue to see further opportunity in the functional cheese space through our Wisconsin based US Ingredients business, Ornuo Ingredients North America. As a leading provider of customised, functional cheese solutions for US food manufacturing and foodservice customers, we have been on a strong growth trajectory over the last ten years. We make it our business to grow our customers' businesses - and this strategy has resulted in long lasting reciprocal customer partnerships.

As a testament to our commitment to US, only last October, we acquired US cheese business Whitehall Specialties, doubling our footprint in the €3 billion US cheese ingredients market.

This acquisition will drive our next stage of growth in the market and deliver us our ambition of a \$500m business. The acquisition brings us additional capacity, new product

capabilities and a book of established blue-chip customers. We are also welcoming 450 new US colleagues into the Group. Critically, we now have a business of real scale, employing over 900 people and spanning six well-invested production facilities across Wisconsin, Minnesota, and Pennsylvania. And with that, comes plenty of growth opportunity!

Separately the Kerrygold brand continues to go from strength to strength in the market. Kerrygold Butter, our globally loved product and Ireland's first billion-euro food brand, has charted an impressive path to success across the Atlantic and has been embraced by US consumers. Nearly 25 years on from its entry into the US, Kerrygold holds the title of the US's No. 2 butter brand. That an Irish butter made from the milk of grass-fed cows from Irish farmers can become the No. 2 butter in the entire US market of 330 million consumers, captures the scale of the potential for our businesses in the US.

Decades of sustained in-market investment, market presence, and customer engagement has helped Ornuo build a profitable business in the US that returns significant value to the 14,000 dairy farmers we represent. And importantly, for our US partners, our investment has also benefited the US domestic dairy industry. Our success in the US has been built on long-term customer relationships, best-in-class technical expertise and innovation, and our much-loved and trusted products. But above all, the spirit of collaboration and our experienced, passionate teams have allowed us to pursue the limitless opportunities in the US market.

BERNARD CONDON
Global Managing Director, Ornuo Ingredients

IRISH INVESTMENT IN THE US FACTS AND FIGURES



\$240 BILLION

THE TOTAL IRISH
FDI VALUE INTO THE US



9TH

IN 2021, IRELAND WAS
THE 9TH LARGEST
CONTRIBUTOR OF FDI
TO THE US ECONOMY



INDUSTRIES

CONSTRUCTION,
FOOD, LIFE SCIENCES,
SOFTWARE, ICT,
BUSINESS SERVICES



100,000

US WORKERS
EMPLOYED
BY US AFFILIATES OF
IRISH-OWNED FIRMS



2,200

LOCATIONS WITH
IRISH-OWNED
COMPANIES ACROSS
ALL 50 STATES



900

ALMOST 900 IRISH
COMPANIES ARE
EXPORTING TO THE US



Ireland INC launch strategic plan for growth of Irish business across the US supported by Ibec and Select USA

Ireland INC celebrates 10 years of Ireland's expanding business footprint across the United States as Ibec and Select USA join in support of the 30:50:30 growth Initiative.

A new strategic plan on the expansion of Irish business footprint in the United States was launched at the [Ireland INC](#) leadership breakfast on 14th March in partnership with the [New York Stock Exchange](#). The meeting was co-chaired by Congressman Richard Neal, Chair of the House and Ways Committee and Ian Hyland, President of Ireland INC.

The strategic plan - entitled *the 30:50:30 initiative* - focuses on achieving a 30% increase in the number of jobs created by Irish businesses across all fifty states by the year 2030. Ibec is supporting Ireland INC on the initiative as Ireland's largest business representative group, with many of their members spread across the United States. Select USA - the US federal government program housed within the U.S. Department of Commerce charged to promote and facilitate business investment into the United States - is also supporting the 30:50:30 initiative. The US is Ireland's second largest export market, with almost 800 Irish companies operating across the United States.

The 30:50:30 initiative was launched at

the 10th annual Ireland Day at the New York Stock Exchange where business and political leaders gathered to discuss Irish US trade issues under the theme of 'New Era, No Limits'. Topics included how to further two-way investment between Ireland and the United States as well as factors and events that will help drive business growth for Irish and US companies. They also discussed furthering the collaboration and partnership between business and political stakeholders. Ireland Day, the only recognised Country day hosted by the NYSE, was established in 2010 as a C-Suite forum to promote Irish business interests globally.

The Roundtable was jointly Chaired by Ian Hyland, President of Ireland INC and Congressman Richard Neal, Chairman of the House Ways and Means Committee.

Speaking at the New York Stock Exchange, Ian Hyland, said: *"Despite the unprecedented challenges of the past two years, Irish businesses have not only survived but thrived, expanding their investment footprint across the United States. The 30:50:30 initiative is the next step in building on this progress and expanding the presence of Irish companies across all 50 states.*

Beyond Limits

We team with dynamic businesses from across the island of Ireland to open, expand, and operate businesses throughout the United States. As practical advisors in cross-border matters, growing companies scaling to the U.S. benefit from our deep knowledge of the legal nuances associated with the U.S. market. Clients appreciate our responsive, collaborative approach to turning opportunities into success stories. As a full-service firm, we provide strategic advice on corporate, life sciences, immigration, intellectual property, employment, dispute resolution, real estate, and tax law matters. With our experience and know-how, we don't ask *if*, we figure out *how*.

We are proud to partner with Ireland INC and the business community across the island of Ireland on working to achieve the goals of the 30:50:30 initiative.

For more information, please contact AGG partner Mike Burke at +1.202.677.4046 or mike.burke@agg.com.

Visit us at www.agg.com.



Congressman Richard Neal, Chair US House Ways and Means Committee



L-R: **Danny McCoy**, **Congressman Richard Neal**, **Frank Gleeson** and **Ian Hyland**



L-R: **Brian Conroy**, Director of North America, IDA and **Helena Nolan**, Consul General, New York



L-R: **Chris Taylor**, VP, Head of Listings & Services, NYSE, **Ian Hyland** and **Congressman Richard Neal**

I am delighted that Ibec are joining with us to partner on the initiative given their expansive base of members scaling in the United States"

Speaking at the NYSE, Danny McCoy, CEO Ibec, said: *"Ibec and the broader Irish business community is supportive of Ireland INC in their endeavours of the 30:50:30 initiative. It is a recognition that the economic relationship between Ireland and the US is a two-way story. Our two economies have embraced trade and internationalisation, to the benefit of the citizens of Ireland and the US. Now, more than ever, our respective business communities must champion the benefits of retaining our outward focus while ensuring that future growth is sustained and sustainable."*

Speaking at the NYSE, Congressman

Richard Neal, Chair of the House Ways & Means Committee, said:

"As we celebrate the tenth anniversary of 'Ireland Day' at the New York Stock Exchange, we do so with excitement about the future of United States-Ireland relations. Ireland INC has been a champion of fostering business and economic relationships between the two countries since its founding and this new strategic plan will ensure that it only strengthens our bond."

Participants at Ireland Day also included John Tuttle Deputy Chair NYSE, Martin Shanahan CEO IDA Ireland, Minister Roderic O'Gorman representing the Irish Government, Helena Nolan Consul General of Ireland New York, Frank Gleeson President Ibec, Chris Taylor NYSE, Brian Ruane, CEO BNY Mellon Government Securities Services Corp, James Lockhart Senior Fellow Bipartisan Policy Centre and Former Deputy Chair Wilbur Ross

& Company, Mike Burke Partner Arnall Golden Gregory LLP, Oisín Hanrahan CEO Angi, Caitriona Fottrell CEO The Ireland Funds, Sarah Clarke CEO Intuition US, Kevin Tulip President Primark USA, Michael Spellacy CEO Atlas Crest Plc, Alastair Blair Country Managing Director Accenture Ireland, Jackie King Executive Director International Business Ibec, Matthew Walsh Partner Hinshaw & Culbertson LLP, Eugene McCague Chair Ibec, Kieran McLoughlin Managing Partner VentureWave Capital amongst others.

IRELAND INC US 250 INDEX 2022

The Ireland INC US 250 Index 2022, supported by NYSE, Arnall Golden Gregory LLP, IDA Ireland, Select USA, Ibec and Enterprise Ireland recognises 250 Irish companies investing and operating in the US.

An event will take place in May, in association with Select USA, to launch the **Ireland INC**

US 250 Index 2022. For further information see irelandinc.com

The Ireland INC US 250 Index 2022 will offer a rare insight into Irish companies investing in the U.S with an Irish-US economic relationship overview and contributions from US and Irish political and business leaders.

Select USA will host the 2022 Select USA Summit in Washington DC on 26 - 29 June. For further information, please contact Conor.Kenny@trade.gov.

Ireland INC welcome suggestions of companies who should be considered for inclusion in the 2022 Ireland INC US 250 Index - Please contact Editor@businessandfinance.com. ■



L-R: **Ilan Hyland**, Ireland INC and **Tracey Carney**, Managing Director, Catalyst Media



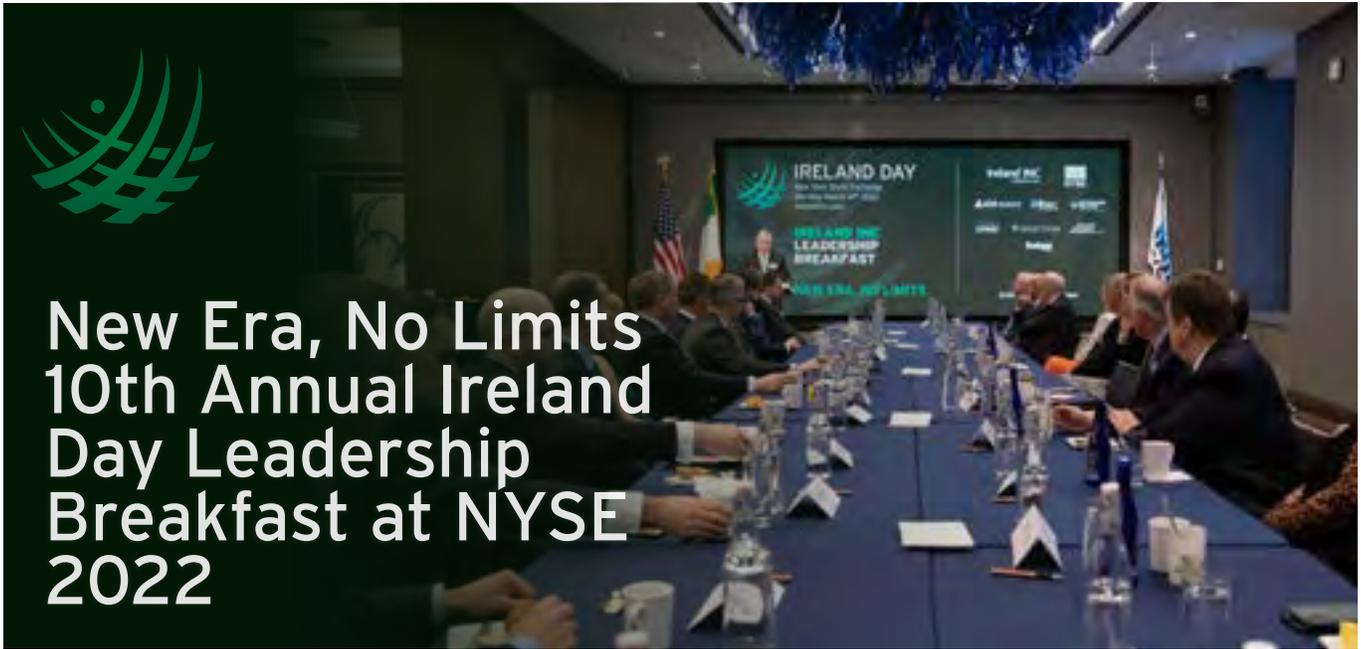
Ireland INC celebrates Ireland Day at the NYSE



Ireland INC on the NYSE trading floor



L-R: **Ilan Hyland**, President, Ireland INC, **Nancy Pelosi**, Speaker of the US House of Representatives and **Congressman Richard Neal**, Chair of the House Ways and Means Committee at The Ireland Funds Washington DC Gala Dinner



Congressman Richard Neal, Chairman House Ways and Means Committee



Mike Burke, Partner, Arnall Golden Gregory LLP



Sarah Clarke, CEO North America Intuition Publishing Group



L-R: **Martin Shanahan**, CEO, IDA Ireland and **Mike Burke**, Partner, Arnall Golden Gregory LLP



L-R: **Caitriona Fottrell**, President & CEO, The Ireland Funds and **Ian Hyland**, President, Ireland INC



L-R: **Danny McCoy**, CEO, Ibec, **Frank Gleeson**, President, Ibec and **Ian Hyland**, President, Ireland INC



L-R: **Kevin Tulip**, President, Primark US and **Matthew P. Walsh**, Partner, Hinshaw & Culbertson LLP



L-R: **Conor Twomey**, CEO, KX, First Derivatives PLC



L-R: **Mike Burke**, Partner, Arnall Golden Gregory LLP and **Jackie King**, Executive Director, International Business, Ibec



L-R: **Ilan Hyland**, President, Ireland INC, **Congressman Richard Neal**, Chairman House Ways and Means Committee and **Jackie King**, Executive Director, International Business, Ibec



L-R: **Eugene McCague**, Chairman, Ibec, **Congressman Richard Neal**, **Liam O'Donoghue**, Deputy CEO/COO, Ibec, **Frank Gleeson**, President, Ibec, **Danny McCoy**, CEO, Ibec, **Jackie King**, Executive Director, International Business, Ibec and **Fergal O'Brien**, Director of Influence & Lobbying, Ibec



L-R: **Minister Roderic O'Gorman**, Government of Ireland, **Frank Gleeson**, President, Ibec and **Kevin Tulip**, President, Primark US

IRELAND INC US 250 IRISH COMPANIES IN THE US

8 WEST CONSULTING

Operating since 1998, 8 West Consulting is a business consulting and software development company based in Cork, Ireland. They provide business and technology solutions to clients who require high quality, scalable and maintainable software. Notable clients include Levis, Avon, Bath and Body Works, Ralph Lauren, and a number of large US healthcare insurance carriers.

AALTO BIO REAGENTS LTD

Aalto Bio is one of the fastest growing, privately held biotech companies in the emerging diseases space. Based in Ireland, it is a leading developer of critical raw materials for the development of diagnostic tests for emerging and tropical diseases. During the COVID-19 pandemic, Aalto Bio has supported over 50 global companies to build tests for COVID-19, enabling front-line testing using multiples of millions of diagnostic tests.

AB PACKAGING

AB Group Packaging is a multinational high volume manufacturer of paper bags and flexible packaging for buyers across a broad range of market sectors including high street retailers, promotional companies, independent stores and online and express delivery retailers. The paper bag manufacturer founded by CEO Dermot Brady 30 years ago makes paper shopping bags and tissue for commercial retailers such as Primark, T.J. Maxx, Nike, Vodafone, and Tommy Hilfiger. The company owns and operates at three strategically located manufacturing plants in Ireland, Spain and the United Kingdom.

ACCELERATED PAYMENTS

Accelerated Payments enables SMEs to expand and grow by offering an innovative Individual Invoice Finance service to overcome cash flow hurdles that can arise. The company was created by entrepreneurs with many years' experience in financial services as well as starting and running their own businesses.

The service combines a technology platform with a simple user interface as well as immediate access to business intelligence to offer a simple and fast application, approval and payment process. AP operates in the UK, Ireland, Canada and the US providing much needed working capital to start-ups, high growth businesses and exporters.

ACCOUNTS IQ

Dublin startup, ACCOUNTSIQ, is a cloud-based accounting software system. It is designed for companies and organisations needing to manage multiple business units. ACCOUNTSIQ has offices in the UK, Ireland and Australia. The accounting platform is utilised in over 40 countries worldwide, including the United States.

ACTAVO

Actavo is a leading infrastructure company with over 6,000 employees in 100 locations worldwide, with their move into the Caribbean, laying fibre for Digicel, bringing the company closer to the US, and the US into their line of vision. Actavo USA has since worked with 6 million homes and businesses with over 60,000 miles of fibre optic cable installed coast to coast.

ADAPTIVE MOBILE SECURITY LTD

Adaptive Mobile Security Limited was founded in 2004 and is headquartered in Dublin, Ireland with offices worldwide. The company specialises in mobile security and is the only mobile security company to protect services on both fixed and mobile networks. They protect over two billion subscribers across the globe.

ADVANCED ENERGY

Excelsys, acquired by Advanced Energy, serves original equipment manufacturers globally from its base in Cork, where it employs about 30 staff. These include GE Healthcare and Siemens Medical. It also has a sales office in the United States, and has outsourced its electronics assembly to China. It has sales in 40 countries and annual revenue of \$15 million. A 2015 management buyout was led by chief executive Gary Duffy, who already owned about 20 per cent of the business.

AEROGEN

Headquartered in Galway, Aerogen is the world leader in acute care aerosol drug delivery. With a global team of over 430 people, the company has offices in the US, China, Germany, France, UAE and India. Since opening a regional office in Chicago in 2015 Aerogen has grown its US commercial team from 15 to over 70 and revenue from €15m to €48m.

AFILIAS MOBILE & WEB SERVICES

Afilias is a global provider of Internet infrastructure services. Its technology supports a wide range of applications including Internet domain registry services to over 15 million domain names, Managed DNS, and

services in the RFID and supply chain market with its Afilias Discovery Services. In 2010 it acquired mTLD Top Level Domain Ltd., the sponsoring organisation and registry operator for the .mobi top level domain.

AIB

Allied Irish Banks plc (AIB) has had a presence in the US since opening a representative office in New York in 1973. This became the AIB New York Branch in 1977. AIB's US businesses include Syndicated & International Finance, which participates in leverage finance and corporate lending; a full service Treasury operation and a dedicated team marketing AIB's Irish services to US corporates.

AIRTEL ATN

Airtel provides Air Traffic Management telecommunication software and test equipment to make aviation safer, greener and more efficient. Airtel is a global leader in Data Link systems. Airtel supplies operational and test Data Link solutions to Air Navigation Service Providers (ANSPs), Avionics Manufacturers, Communications Service Providers and aircraft Maintenance Repair and Overhaul organizations worldwide. Based in Dun Laoghaire, Ireland, Airtel began as a telecommunications company, moving to Aeronautical Telecommunications in 1998. Today Airtel's solutions enable over 6,000 aircraft to connect to the ATC network.

ALLERGY STANDARDS LIMITED

Allergy Standards Limited (ASL)'s mission is to improve lives by empowering people to create the healthiest possible indoor

environment through science (ASL Standards), education (ASL Academy) and innovation (ASL Institute). Established in 2000, by CEO, Dr. John McKeon, ASL educates manufacturers on product design to improve indoor air quality; and operates the asthma & allergy friendly® certification program - assessing the performance of consumer products for those with sensitive airways. Past winners of the AmCham/RIA Innovation Awards, the company applies design thinking and innovation to redress the impact of chronic respiratory disease, working with companies that believe in scientific excellence and ESG impact.

ALMAC GROUP

The Almac Group is an established contract development and manufacturing organisation providing an extensive range of integrated services across the drug development lifecycle to the pharmaceutical and biotech sectors globally. Our innovative services range from R&D, biomarker discovery, development and commercialisation, API manufacture, formulation development, clinical trial supply, IRT (IVRS/IWRS) through to commercial-scale manufacture. The international company is a privately owned organisation that has grown organically over the past five decades now employing over 6,000 highly skilled personnel across 18 facilities including Europe, the US and Asia.

AMCS

Limerick-based AMCS was founded by CEO Jimmy Martin. AMCS is the leading supplier of integrated software and vehicle technology for the waste, recycling and material resources industries. AMCS is headquartered in Ireland with offices in the UK, Denmark, the Netherlands and Pennsylvania in the US.

APA FACADE

APA Facade Systems are market leaders in the design and manufacturing of high performance, European fenestration systems. Established in 1975, they have a wide variety of eco-friendly, aluminum windows, doors, and curtain wall systems. Their profiles are designed to conform with industry environmental standards, helping to achieve LEED certification. Headquartered in Dublin, APA also have offices in the UK and Boston and have worked on prestigious developments across the Irish, UK and North American construction markets.

APPLEGREEN

Petrogas Group US INC T/A Applegreen is a 100% owned subsidiary of Applegreen plc, a publicly quoted company listed on the Irish

and UK stock markets. It currently operates four sites in the US, with retail concession stores at its US service stations on Long Island featuring a quality selection of food and beverage items, automotive accessories and supplies.

APTIV

Aptiv is a global technology leader, with more than 180,000 people across 124 manufacturing facilities and 12 major technical centers worldwide. With a presence in 44 countries, Aptiv innovates at the intersection of disruptive trends in the mobility industry through deep software and systems integration expertise. As a global technology leader, their growing portfolio of solutions makes vehicles safer, greener and more connected, enabling the future of mobility and a more sustainable world.

ARDAGH GROUP

Ardagh Group is a global supplier of sustainable, infinitely recyclable, metal and glass packaging for brand owners around the world with employing over 23,500 people in 22 countries.

ARDMORE SHIPPING

Founded in 2010, Ardmore Shipping owns and operates a fleet of mid-size product and chemical tankers, providing worldwide seaborne transportation of petroleum and chemical products. The Company listed on the NYSE in August 2013 and has offices in Cork, Bermuda, Singapore, Houston and Hong-Kong. Ardmore has a fully "eco" fleet and has been at the forefront of environmental and social progress for many years and it is the top ranked product tanker company of all US public shipping companies for corporate governance.

ASYSTEC

Established in 2011, Asystec is a Data Management Solution Provider with customers in Ireland, the UK and North America. The company has three offices in Dublin, Limerick and Cork and a US office in Minnesota.

ATLANTIA FOOD CLINICAL TRIALS LTD

Founded in 2011, Atlantia Food Clinical Trials is a world class company in delivering clinical studies. It is a full service contract research organisation (CRO) delivering end to end solutions for the functional food, beverages, ingredients and supplements markets. The company performs acute, observational and intervention studies to ICH GCP standards for the functional foods and beverages, supplements, pre and probiotics and microbiome based therapeutics sectors.

ATLAS FX

Founded in 2010, by Gavin O'Donoghue with two Californian co founders, Atlas FX is a cloud based risk management solution to manage FX and Commodity risk on a portfolio basis. The company has offices in California and Dublin.

AUTOENTRY

Founded in early 2016 by software developer Brendan Woods, AutoEntry automates manual data entry. The software utilises Artificial Intelligence (AI) and Optical Character Recognition (OCR) and every aspect of the software was designed to meet the needs of its users. As well as its HQ in Dublin, AutoEntry has offices in the UK, Melbourne and Arizona.

AVAIL

avail® is a task-based assistive technology tool that empowers individuals with intellectual and developmental disabilities by providing digital reassurance through repetition at home, work, school and in the community. Recognised for its life-changing impact, the interactive platform simplifies task analysis and provides remote support with step-by-step digital instruction and built-in assessment analytics, augmenting one-to-one skills training and arming organizations with the tools to effectively track progress, decrease waitlists, and enable individuals to achieve independence.

AVECTAS

Avectas is a cell engineering technology business headquartered in Dublin and with US offices in Cambridge, Massachusetts, focused on improving the cost, manufacturing and patient outcomes for the next generation of cellular therapies. Avectas is developing a unique cell engineering platform, SOLUPORE, to enable the ex-vivo manufacture of gene modified cell therapy products.

AVVIO

Founded in 2002, Avvio has been a pioneer in hotel and accommodation booking platforms. In 2017, the company launched the first AI powered booking engine allora.ai, the science of direct guest acquisition, which helps hundreds of hotels, hotel groups, and serviced apartment operators increase their direct bookings. Avvio is headquartered in Limerick, Ireland with offices in the UK and US.

AXONISTA

Axonista is an award-winning market leader in the provision of video commerce technology. Powering the interactive video and shopping experiences of global enterprises including QVC, HSN, WaterBear and Oxfam, Axonista was founded in 2010 by Claire McHugh and

Daragh Ward and has operations in Dublin and New York. Axonista technology is used by hundreds of thousands of people every day all over the world.

AYLIEN

AYLIEN, founded in 2012, leverages Artificial Intelligence to empower thousands of forward-thinking enterprises and developers to collect, analyze, and understand vast amounts of human-generated content.

BANK OF IRELAND

Bank of Ireland is one of Ireland's largest financial services groups with operations in Ireland, the UK, continental Europe and the US. In the US, the Group operates through its Branch in Stamford, CT and Representative Offices in New York, Chicago and Los Angeles. In the US, the focus is on its Corporate and Markets business, which incorporates the Group's corporate banking, wholesale financial markets, specialized acquisition finance and large transactions property lending business.

BFREE FOODS

Founded in 2011, BFree Foods introduced gluten and wheat free alternatives for everyday favourite baked goods. Lead by customers' needs, they make foods accessible to every dietary requirement. BFree is the only food brand in the US, Ireland or the UK that is free from all top allergens.

BHSL HYDRO

BHSL Hydro is an Irish agri-tech company that has developed a unique, patented system (Fluidised Bed Combustion) to convert untreated poultry manure into energy for heating, cooling and electricity generation to meet the energy needs of the farms.

BIG RED BARN

Mayo company Big Red Barn Ltd was established in 2014 to provide a sturdier alternative to marquees for events. Since then it has diversified into the design, manufacture and construction of 'A Rated' factory built homes (modular home solutions). Big Red Barn commenced a project with the City of Warwick Housing Authority, Rhode Island to supply alternative cost-effective housing.

BIMEDA

A global leader in animal health, Bimeda has established markets in more than 80 countries worldwide and has R&D, manufacturing and distribution capabilities across Europe, North America, South America, Africa, Asia and Australia.

Bimeda employs over 900 employees worldwide with its US headquarters based in Oakbrook Terrace, IL. Bimeda US offers a comprehensive range of veterinary pharmaceuticals and animal health products for livestock, equine, companion animals and aquatic animals. These include joint and cartilage support, anti-parasitics, anti-microbials, hormones, sedatives, anti-inflammatories, vaccines and aquaculture products.

BIO-MEDICAL RESEARCH

Founded in the early 1960s, Bio-Medical Research have been creating EMS (Electrical Muscle Stimulation) technology for over 50 years. Galway is home to Bio-Medical Research, with offices and employees located in the US, France, Hong Kong, UK and Singapore.

BOWSY

Bowsy is an Irish run business that is supported by Enterprise Ireland and was launched in Ireland in 2020 to create a new market place that connects third level students and businesses through remote study related project work and tasks. In the short time since Bowsy was launched, the business has received multiple recognitions which included being named as Tech Startup 2020 at the National Startup Awards in Ireland as well as being named as one of the top 30 early stage startups in Europe by EU-Startups.com.

BRIGHTWORK

Brightwork, Inc. formally known as Aimware, Inc. is a project management company specialising in Microsoft SharePoint platform solutions. These solutions make project and portfolio management simpler and more profitable for Brightwork customers. The company was founded in 1995 by Eamonn McGuinness and has offices in Europe and the United States.

BUILDING EYE

Buildingeye, Inc. works directly with US Local Governments bringing its latest innovation, AgencyCounter, a cloud-based application, together with turnkey services to transform the information flow and communication of actions taken by City and County Departments. The delivery and presentation of up-to-date authoritative information to Citizens, Professionals and Officials is what buildingeye does best, curating millions of records held in back office government systems, every day, making them instantly accessible. With a strong foothold on the West Coast from their San Francisco office, a new office is planned for the East later this year.

BUTLER MANUFACTURING SERVICES

Butler Manufacturing Services (BMS) Ltd is a family-owned company that was established in 1986. BMS is a specialist designer and manufacturer of products for the waste water and surface water treatment markets. BMS is Ireland's leading manufacturer of mid-range package sewage treatment plants and has products in over 38 countries worldwide.

CAINTHUS

Cainthus' vision is for a world of sustainable abundance. By providing meaningful measurement for food production and animal well-being on-farm, they believe this can lead to a better life for all. Cainthus are a computer vision and artificial intelligence company based in Dublin and California who combine unparalleled expertise and cutting-edge innovation, to passively monitor clients' cows 24/7 and analyze their well-being, productivity and performance, alerting clients when it matters most.

CAMERAMATICS

CameraMatics automate safety and performance for companies who operate vehicles and a mobile workforce. The company's proprietary market-leading driver-centric cloud platform is built on camera and vision systems, AI, smart workflows, machine learning and telematics technologies. The CameraMatics platform can be deployed to any vehicle type digitizing and automating manual paper-based processes such as driver coaching, road accident prevention and reporting, first notice of loss (FNOL), vehicle maintenance, and delivery tracking.

CARBERY

Carbery Group is a leading international manufacturer of nutritional ingredients, flavours, and award-winning cheeses, headquartered in Ballineen, West Cork. It is owned by four West Cork co-operatives and employs more than 900 people globally. Carbery supplies products to more than 50 countries and has 12 facilities worldwide, including Ireland, UK, Italy, USA, Brazil and Thailand. The company has been committed to a sustainable approach since its foundation more than 50 years ago, and today, as a global company they retain that commitment, considering a wider set of stakeholders, including their communities, customers, suppliers and the planet.

CAREWORKS

Founded in 1996, CareWorks provides an operational case management system for social workers. The company has since moved into personalisation and CRM and trades in the US as Care Director, providing human services

solutions that enable the public to fully participate in and direct their own support. Its social services software information systems are supporting the work of over 20,000 health and human services professionals, including the Department of Health and the Youth Justice Board in the USA; the Department for Children, Schools and Families in the UK; and the Health Service Executive in Ireland.

CARMA TECHNOLOGIES LTD

Carma (founded in Cork in 2007) is the leading provider of smartphone-based road pricing technology for U.S. government agencies. Used by more than 50,000 daily commuters in Dallas-Fort Worth, its GoCarma app is a fully automated solution for verifying and incentivizing high-occupancy vehicle (HOV) travel for any carpool lane or toll road. This cloud-based solution also enables agencies to apply dynamic road pricing or congestion pricing without requiring the use of toll tags.

CARNE GROUP

Carne is one of the leading providers of independent governance and distribution support for the asset management industry. The group was founded in 2004, and its CORR (compliance, oversight, risk and reporting) platform aims to help asset managers fulfil compliance, risk and operational requirements using automated data acquisition, analysis and real-time reporting.

CARTOON SALOON

Kilkenny-based Cartoon Saloon is a four-time Academy Award, Golden Globe, BAFTA and Emmy nominated animation studio formed by Paul Young, Tomm Moore and Nora Twomey. From award-winning shorts to feature films and TV series, Cartoon Saloon has carved a special place in the international Animation industry.

CATHX OCEAN

Cathx Ocean designs, manufactures and supplies advanced subsea imaging and measurement systems for underwater vehicles as well as software that interprets underwater images. The company was founded by CEO Adrian Boyle and CTO Michael O'Flynn in 2009 and has a design and manufacturing facility based in Kildare, with additional office locations in Aberdeen and Boston.

CEVA INC

CEVA was created in November 2002 through the combination of the DSP IP licensing division of DSP Group and Irish company, Parthus Technologies. The company develops semiconductor intellectual property core technologies for multimedia and wireless

communications technology. CEVA is headquartered in Mountain View, California, USA with offices across Ireland and EMEA.

CHANNEL MECHANICS

The world's leading vendors use the Channel Mechanics Platform, founded in 2010, to ensure ease of doing business for their partner community and channel teams, driving competitive advantage, accelerating revenue, and building partner loyalty. Channel Mechanics provide a cloud based Channel Enablement platform delivered as a low cost SaaS model, channel enablement as a service (CaaS).

CHIRISA INVESTMENTS

Chirisa is a global investor active across Digital Infrastructure, Communications and Real Estate in Europe and the Americas. The company seek situations where their capital, strategies, expertise and operational support help create substantial and sustainable value. Chirisa draws on the insights and experience of an extensive network of industry professionals to originate and execute high quality investments.

CITY OF BURNSIDE

Founded by Paddy Byrne and his brothers in 1974, Burnside Autocyl is a privately-owned, family run business. The company, based in Carlow, Ireland, specialises in manufacturing hydraulic cylinders for all types of mobile applications. More than 85% of their product is exported worldwide. The company has offices in France, Germany, the US and is headquartered in Ireland.

CLAIMVANTAGE CORPORATION

ClaimVantage is an Irish, internationally-focused technology provider of claims management software. The company is headquartered in Dublin, Ireland, with a second office in Portland, Maine, and several global operations. ClaimVantage provides cloud-based, automated claims processing solutions that drive efficiency, accuracy, and productivity to a wide-range of insurance companies, Third Party Administrators (TPAs), and employers around the world.

CLUNE TECH

CluneTech (formerly Taxback Group) is a Kilkenny-headquartered suite of software technology companies providing industry-leading solutions that simplify global business. Employing over 1,500 people with 35 offices worldwide and a significant US presence, CluneTech companies include TransferMate, the global payments technology firm powering international B2B

payments; Immedis, leader in consolidated global payroll solutions; and Taxback International, the world's leading technology and services company specializing in VAT compliance and reclaim.

CMC HYGEA LTD

CMC Hygea Ltd. is a Waterford based medical device company designing, developing and manufacturing unique healthcare products for use in clinical and community settings. Their mission is to develop and deliver unique, hygienic, and safe products which make a significant contribution to infection control and prevention throughout the global healthcare system.

COGS AND MARVEL

Headquartered in Dublin, with a US office in San Francisco and a UK office in London, Cogs & Marvel is a live and digital brand experience agency serving some of the world's most innovative thinkers. Formerly known as The Green Light Events, the business founded by Róisín Callaghan and Jane Gallagher in 2006, underwent a major rebrand to become Cogs & Marvel in 2017.

COMBILIFT

Founded in 1998, Combilift design and manufacture a range of innovative material handling solutions - ranging in capacity from 1 tonne to 150 tonnes. Combilift employs more than 700 people at their global headquarters in Monaghan, Ireland and have produced more than 65,000 units - with 97% of sales exported to 85 countries.

COMPLIANCE & RISKS

Compliance & Risks helps companies unlock market access by simplifying the world of product compliance. The company's software, regulatory content and team of subject matter experts provide the most comprehensive market access solutions in the world. Compliance & Risks was founded in 2002 with 125 people now on the team.

CONTENT LLAMA

Content Llama automates the collection, configuration and delivery of multi-source product content for eCommerce retailers. Through the use of their powerful Content Configuration Technology and world-class service from their experienced team, Content Llama delivers product descriptions and images directly to eCommerce retailers, all configured to their exact requirements and at scale. Their team and technology become an extension to a retailer's in-house and outsourced teams, working in partnership to deliver the product-related content retailers

need to be successful online in today's ever-changing retail landscape.

CORA SYSTEMS

Cora Systems, headquartered in Carrick-on-Shannon, is a worldwide leader in providing enterprise project and portfolio management solutions to global organisations and government agencies, including the NHS in the UK, the HSE in Ireland, Boston Scientific and Allergan. Founder and CEO Philip Martin started the company in 1999, and now employs around 60 staff in Ireland, and further staff in offices in the United States and the UK.

CORLYTICS

Founded in 2013 by John Byrne, Corlytics structures, rates and visualises regulation. To be able to action and provide assurance on never-ending regulatory change requires financial firms to know what's relevant, where to focus and what's emerging. Combining innovative technology with deep legal and industry expertise, Corlytics is helping compliance, risk, legal and audit teams globally to manage their regulatory change and obligations by taking a risk-based approach to prioritising developments and predicting what's ahead.

CPL

Cpl is headquartered in Dublin and is a global provider of talent solutions including specialist recruitment, managed services, outsourcing and strategic talent advisory services through Cpl's The Future of Work Institute. Cpl employs over 15,000 people who support their 4,000 customers globally. They have almost 50 office locations operating in 12 countries world-wide - Ireland, United Kingdom, Germany, Belgium, Poland, Czech Republic, Slovakia, Hungary, Bulgaria, Switzerland, Tunisia and the United States. Cpl is a wholly owned subsidiary of Outsourcing Inc, a large Tokyo headquartered listed company, who also have operations in the United States.

CREST SOLUTIONS

Founded in 1998 by Frank Madden, the Crest Solutions team has expanded to comprise over 200 staff across a European network of highly skilled professionals working in the fields of machine vision and industrial automation engineering, software development, quality and documentation and project management.

CUBIC TELECOM

Established in 2009, Cubic Telecom's connected software solutions give some of the world's leading brands the data analytics and connectivity platforms they need to ensure a premium mobility experience, extend lifecycle

value and drive competitive advantage. With offices across Ireland, USA, UAE, Germany and Japan, the Cubic Team offers a wealth of cross-industry expertise, with backgrounds including Automotive Design, Software Development, MNOs, Network Enablement and Data Analytics.

CYLON CONTROLS

Founded in 1985, Dublin-based Cylon Controls provides building energy control systems across all categories of buildings. Cylon's energy management solutions have been installed in Europe, North America, Asia, the Middle East and Africa and the company has offices in the US, UK, Germany and a HQ in Ireland,

D4H

D4H is the cloud platform for emergency response. The software platform was founded in 2008 by Robin Blandford, combining his background in the Coast Guard with an accomplished team of computer scientists, first responders, and crisis managers. Headquartered in Ireland and operating a distributed workforce across Europe and the United States, D4H has injected visibility into tens of thousands of emergency operations run by public safety, oil and gas, pharmaceutical, utilities, transportation, aviation, and manufacturing organizations in North America.

DAIRYMASTER

Operating since 1968, DairyMaster is one of the world's leading dairy and agri-tech firms, and has attained international acclaim for manufacturing superior, hi-tech dairy equipment. It exports to 40 countries and has direct operations in Ireland, UK and USA.

DAON

Daon is an international biometrics and identity assurance software company founded in 2000 by Irish entrepreneur, Dermot Desmond. The company's technologies are used frequently in the areas of mobile banking and mobile payments, among others. Daon is headquartered in Reston, Virginia with offices in Dublin, Ireland and Canberra, Australia.

DATALEX

Founded in 1985, Datalex specialises in digital commerce for airline travel retail. The company's platforms enable a travel marketplace of over one billion shoppers. Datalex has offices in Dublin, Manchester, Beijing, Amsterdam and Atlanta and employs approximately 500 people between staff and contractors.

DAVRA NETWORKS

IoT company Davra opened its second US base in 2018, adding a location in New Haven, Connecticut and operations in Rome, Italy to join its existing Dublin headquarters, California base and sales presence in Belfast. Davra founding executives were part of the team that sold Crannog Networks to US company Fluke Networks for a multimillion-euro sum in 2007. Davra was established in 2010 and began trading two years later.

DCC

DCC plc - the international sales, marketing and support services group - has built a business of substantial scale in North America. DCC's three sectors: Energy, Healthcare and Technology all have North American operations, employing approximately 3,000 people. DCC made its largest acquisition to date in December 2021 with a \$610m platform deal for Almo Corporation. In four years, the Group has deployed c.\$1.6bn on acquisitions in North America - accounting for over 30% of DCC's capital. Headquartered in Dublin, DCC employs over 15,400 worldwide and has operations in 21 countries.

DEPOSIFY

Founded in 2014, Dublin-based fintech start-up Deposify provides cash management services to property management companies in the US. The company, which was founded by Jon Bayle and Dave Brennan, has offices in Dublin and Dallas. Deposify was venture backed by Irish & US investors and was recently sold to a US private equity firm.

DIACEUTICS

Diaceutics, a Belfast-based diagnostic commercialisation company for precision testing, has gone from strength to strength after launching their DXRX platform. Revenue increased by 10 per cent to £13.9m in 2021, while gross profit rose by 13.4 per cent to £10.7m. The company works with 31 out of the top 35 pharmaceutical companies to integrate diagnostic testing into their treatment pathways. Diaceutics has offices in 17 jurisdictions including New Jersey in the US, currently employs 90 people globally, and was listed on the London junior market (AIM) in 2019.

DIGITAL MARKETING INSTITUTE

Digital Marketing Institute is the global authority on digital marketing certification. With over 130,000+ members worldwide, DMI offers courses, membership and corporate training to give marketers and their business the skills, confidence and industry know-how to stay relevant in an ever-changing

digital world. Informed by industry leaders and aligned with industry needs, DMI is a global learning and opportunity network, ever evolving and empowering members with the most current thinking available and is recognised by blue-chip employers, leading digital brands, tech's biggest players, universities and more.

DING

Founded by Chairman Mark Roden in 2006, Ding enables expats to send mobile phone credit top-ups to friends and family back home. The Dublin based firm has over 200 employees worldwide, with offices in New Jersey and Miami in the US, as well as Dubai, Dhaka, Paris and Bucharest. They work with over 850 mobile phone operators in over 150 countries, with 600,000 retail partners worldwide.

DIONA

Co-founded by John Polakowski, Anil Singaraju and Graham Stubbs in 2012, Diona focuses on the global Health & Human Services market, aiming to help governments help people by turning smartphones and tablets into tools that improve people's lives. Diona has offices in Ireland, India, Canada, the UK and Austin, Texas in the US.

DOLE PLC

Dole Plc is one of the world's largest and most accomplished fresh produce producers and providers. Local at heart, global by nature, Dole Plc operates out of 30 countries while serving many more. Its industry leading vertically integrated supply chain extends across the globe incorporating over 260 facilities including farms, vessels, manufacturing facilities, cold storage warehousing and packhouses. Growing, sourcing, importing, packaging, marketing and distributing over 300 lines of fresh produce, Dole Plc range extends from the more familiar to the truly exotic and includes extensive organic and value added fresh cut ranges.

DORTEK

Dortek are the global leading suppliers and pioneers of bespoke hygienic GRP door systems. Dortek have produced and installed more than 200,000 door sets for clients in over 40 countries. With over 150 years' experience of door specification between the team, their dedicated in-house project management team deliver complex, bespoke door packages from initial design to final commissioning.

DOUBLEINK PUBLISHING

DoubleInk helps publishers create educational content, providing new content and editorial services in both English and Spanish, as well as design and project management services across all K-12 disciplines. It operates from offices in Greystones Co Wicklow, and has 16 staff in the US with the main office in Cambridge MA, USA.

DPS ENGINEERING

DPS Engineering Formed in 1974, DPS (Design and Planning Services) serves a range of blue chip clients across a broad spectrum of industry - predominantly the pharmaceutical, life science, advanced technologies and oil and gas sectors. It has industry experts in key locations in Europe, the US, Asia and the Middle East, bringing world-class resources and the latest innovative technologies to every project.

DRINK COMMAND

Drink Command offers 'self pour' solutions to bars and restaurants worldwide. They sell a range of products and services that are second to none in terms of quality features, support structures and return on investment. With experience of hundreds of installations on 5 continents, they deliver profitable self serve beer systems. Their in house engineers develop hardware solutions and software platforms. They are based in Ireland, the UK, Australia, Mexico, and the United States.

DROMONE ENGINEERING LTD

Dromone Engineering designs, manufactures and markets agriculture tractor Pick-Up Hitch technology and construction excavator Quick Coupler technology. Established in 1978, with headquarters in Oldcastle, Co. Meath, it employs over 140 people across a range of functions including operations, engineering and marketing. Dromone exports almost 100% of its product to global markets and its portfolio of customers includes Blue Chip customers in the agriculture and construction industries. It has also developed worldwide distribution channels to service OEM customers, dealer networks and rental fleets and has distribution centres across the US.

DRUID SOFTWARE LIMITED

Wicklow-based Druid Software specialises in Private LTE which is standards-based Long Term Evolution networks designed to serve specific enterprise business, government or educational purposes. The company is using its intellectual and technical assets to grow its business in the US, particularly in the areas of hospitals and healthcare, industrial campus, maritime and ports and industrial IoT.

E+I ENGINEERING

E+I Engineering are a leading provider of electrical switchgear and power distribution systems, offering unique in-house integrated power solutions tailored specifically to client's requirements. With 32 years in operation, the company now trades with over 30 countries and has over 2000 employees globally. E+I Engineering Ltd. was founded in 1986 by Philip O'Doherty and has been headquartered in Co. Donegal, Ireland since 2004.

EAGLE ALPHA

Eagle Alpha was established in 2012 to provide alternative data solutions to buy-side firms. The company analyses social media for stockbrokers, hedge funds and other investors. It is backed by members of the Kilduff family, including former investment banker Emmet Kilduff and tech entrepreneur Tony Kilduff, via his Denmark-based Quay Investments vehicle. The company has offices in Ireland, the US and the UK.

EASYFIX

EasyFix designs, develops and markets a wide range of products for the agricultural, equine and construction industries. The company was established in 1996 and is located in Ballinasloe, Co. Galway, Ireland. The group is a recognised market leader with an excellent reputation for product quality and innovation. With over 20 years global experience in developing solution led systems for the dairy and beef industries, EasyFix improve animal comfort, welfare and performance.

EBLANA PHOTONICS LTD

Eblana Photonics Ltd. is a laser diode & optoelectronics supplier based in Dublin, Ireland. The company has developed technology for low complexity laser manufacturing using nanometer-precise topographies. Eblana designs, manufactures & sells laser diodes and optoelectronic components primarily for optical fibre communications, gas sensing, metrology, LiDAR and medical imaging industries and has multiple distribution centres across the US.

ECONIQ INC

Econiq uses its unique technology and understanding of the value of conversations to help organisations who offer clients regulated Financial Advice. Econiq's solution, the Conversation Hub, improves client and user experience, assists compliance and offers unparalleled executive visibility and insights. Headquartered in Galway, with offices in Boston and Toronto, Econiq's Conversation Hub technology was awarded European and US patents in 2019.

EDGESCAN

Edgescan simplifies Vulnerability Management (VM) by delivering a single full-stack solution (SaaS) integrated with world-class security professionals. Instead of managing a plethora of point scanning tools for each layer of the attack surface and squandering precious staff resources tasked with manually removing false positives, Edgescan offers automated and accurate contextualized alerts across the entire attack surface on one single dashboard of truth.

EFESO

EFESO, trading as BSM, is a management consulting firm known for providing Real Lean transformation services to life science companies. The company specialises in the implementation of Real Lean techniques specifically Levelling, Flow and Standard Work. BSM operates from Galway, Ireland and Georgia, USA.

EHA SOFT SOLUTIONS

With offices in Cork, Chicago, Saudi Arabia and Portugal, EHA Soft Solutions produces Environmental Health & Safety Management Software to manage quality, risk and safety for organisations in the Food, Energy or Environmental Health and Safety Industry Sectors. The company offers a Best In Class Environmental Health & Safety Management Software Suite.

EIDA SOFTWARE SOLUTIONS LTD

EIDA Software Solutions Ltd is a project management platform enabling all project personnel to work to a defined process using real time data which results in improved project productivity, transparency and control. Established in 2010, EIDA Solutions brings together a wealth of experience in the construction and technology industries. Servicing pharmaceutical, semi conductor and data center projects, EIDA eliminates documentation errors and saves countless hours by streamlining and compiling contractor documentation to client requirements.

EMPOWER THE USER

Empower The User is a provider of Software as a Service RolePlay Simulation technology for the training and assessment industries, which started in 2002 at Trinity College Dublin as a joint research partnership with Intel. Co-founders Dr. Declan Dagger and Professor Vincent Wade began researching and developing the first Adaptive eLearning systems in the world; shifting from one-size fits all didactic teaching to adapt the pace, content and style of teaching to the preferences of the individual learner.

ENTEKRA

Founded in 2016 and now operating from California, Entekra is a design, engineering and manufacturing company that provides a Fully Integrated Off-Site Solution - FIOSS - for both residential and commercial construction. A unique construction approach in the U.S. market, FIOSS by Entekra leverages the integration and application of software, engineering, technology and modern methods of construction (MMC).

EPS GLOBAL

EPS Global was established in 1999 and is a franchised distributor for specialised IT components and semiconductors used in data networking and storage, virtualisation, cloud, and the Internet of Things. It has locations in 28 cities in 16 countries so customers can access a global supply supported by a local team with local language and currency support in each region.

EQUILUME LTD

Equilume, headquartered at the heart of the Irish Equine Industry in County Kildare, is a world leader in the research and development of light therapy solutions to assist the global horse industry in maximizing reproductive efficiency and performance. Equilume Performance Lighting is a unique system that comprises fully automated, smart stable lights and mobile light masks designed to maximize health, performance and breeding efficiency. They serve the geographical markets of France, Belgium, Luxembourg, Germany, Ireland, Spain, Norway, Sweden, Turkey, the United States of America (USA), Canada, Brazil, Japan, Australia, New Zealand, and the United Kingdom (UK).

ESHOPWORLD (ESW)

ESW is the global direct to consumer partner to many of the world's best-loved brands. The company blends technology, infrastructure and human ingenuity to deliver local online shopping experiences in more than 200 markets, helping brands to sell seamlessly around the globe. With its 2022 acquisition of Scalefast, ESW now employs more than 1000 staff globally with locations in Dublin, Newry, New York, Los Angeles, Madrid, Paris, Milan, Tokyo and Singapore.

ESPATIAL INC

eSpatial provides mapping and territory management software that helps businesses increase sales, reduce costs and optimize resources. Visualizing data makes it easier to understand clients' business operations and customers, helping to get ahead of the competition. eSpatial has been helping businesses do just that since it launched in

1997, and now works with household names like FedEx, HP and CocaCola. The company continues to grow in the North American market, while its online mapping technology allows eSpatial to support customers worldwide.

EVERCAM

Established in 2013, Evercam increases construction productivity by improving project visibility and team communications. To do this, the company builds tools that capture the big picture, surface the relevant details and encourage collaboration relevant details and encourage collaboration.

EVERVAULT

Evervault is a data encryption company enabling developers to put security first without disrupting their existing workflows. Evervault provides the tools developers need to build encrypted apps, in which data stays encrypted at all times, yet can still be processed and shared. Evervault never stores data and developers never configure crypto algorithms or manage keys. Founded in 2019, the company is headquartered in Dublin, Ireland.

FARRAN TECHNOLOGY LTD

For over 40 years, Farran Technology in Cork, Ireland has been on the leading edge of millimetre wave development. They serve emerging and mature markets, cover radar and imaging, communications, research, test and measurement, and aerospace. Farran offers a wide range of test & measurement systems such as VNA extenders, noise figure analysers and frequency extension sources from 40 GHz to 500GHz. Farran also offers waveguide based components, which include amplifiers, detectors, frequency converters, mixers, multipliers and Gunn oscillator sources. They have a global network, with bases in Ireland, the UK, the USA, Italy, China, and more.

FENERGO

Dublin-based fintech Fenargo offers software solutions for financial institutions, transforming client lifecycle management processes to improve customer experience and streamline regulatory compliance. With a global workforce of 850 (480 in Dublin), Fenargo has offices in London, New York, Boston, Toronto, Madrid, Singapore, Dubai, Melbourne, Sydney, Tokyo, Cape Town and Hong Kong. In 2021, Fenargo was acquired by private equity firms Astorg and Bridgepoint affording the firm Unicorn status. As it enters its next phase of growth, Fenargo is focusing investment on its SaaS strategy and building its team globally while enabling financial institutions to achieve growth faster.

FEXCO

Founded in 1981 by Brian McCarthy, the international payments and FX company Fexco, headquartered in Killorglin, Co Kerry, has over 2,800 employees worldwide, across 30 markets in Europe, the Middle East, North America, Latin America and Australasia. Since inception in 1981, Fexco has grown to process upwards of €17bn in transactions per annum across FX, treasury, digital tax and government-backed financing sectors.

FIRST DERIVATIVES

First Derivatives (FD) is a global technology provider with more than 20 years of experience working with some of the world's largest finance, technology, automotive, manufacturing and energy institutions. The Group's KX technology, incorporating the kdb+ time-series database, is a leader in high-performance, in-memory computing, streaming analytics and operational intelligence. KX delivers the best possible performance and flexibility for high-volume, data-intensive analytics and applications across multiple industries. FD operates from 15 offices across Europe, North America and Asia Pacific, including its headquarters in Newry, and employs more than 2,400 people worldwide.

FLIPDISH LIMITED

Flipdish gives Quick Service Restaurants (QSRs), takeaways and cafes the technology to compete and win online with their digital ordering system. Many of their customers are multi location chains and franchises who have integrated the online ordering system into their technology stack as they've scaled and grown to multi-million dollar businesses. Flipdish also works with lots of smaller, independent restaurants and takeaways who need the digital ordering technology to build their brand, grow revenue and drive customer loyalty. With a branded website and app, powered by Flipdish, restaurant owners can directly accept online orders without having to list on food delivery marketplaces, at a lower cost and with more control over the customer experience.

FLUTTER ENTERTAINMENT

Flutter Entertainment is a global sports betting and gaming operator with a portfolio of leading international brands and operations, headquartered in Dublin. In the US, the group continues to deliver unparalleled scale and is the clear number one operator with 36% market share in Q1 2022. Flutter continues to make huge progress in the US where, following recent launches in Wyoming, Louisiana and New York, its FanDuel Sportsbook is now live in 15 states, reaching one third of the US population.

FREEFLOW

Specialising in excess inventory management, FreeFlow helps customers streamline re-marketing efforts and profit from retail, returned, obsolete or current excess stock through their secure online marketplace systems. Its headquarters are in Tralee, Co. Kerry, and its American operations are in San Jose, California.

GENESIS AUTOMATION

Formed in 2010, Genesis Automation is a Cork-based healthcare software company which was created by Noel O'Hanlon, to manage inventory in hospitals, capture procedure information and analyse the cost of procedures. It entered the US market in 2018, signing a \$1 million deal with Texas-based Driscoll Children's Hospital. Its software is also used in 27 hospitals in the UK. Genesis has Genesis 14 staff in the US, in sales and support roles and 30 people at its Cork base.

GLANBIA

One of the world's top nutrition companies, Glanbia plc was formed in 1997 out of the merger of Avonmore Foods plc and Waterford Foods plc, and today employs over 6,600 people across 32 countries. Glanbia entered into the US market with the acquisition of a number of small cheese plants in the 1980s and 1990s, which form the basis of its market leading business there. The United States now boasts the most Glanbia facilities of any country, with 12 manufacturing operations and corporate offices across 7 states (Idaho, New Mexico, Illinois, South Dakota, Florida, Missouri and California).

GLEN DIMPLEX

The Glen Dimplex Group commenced operations in North America in 1991 with the acquisition of several leading heating brands. Today, Glen Dimplex North America has grown substantially and dominates in the electric heating, stoves, fireplace and industrial cooling markets across the continent, offering a range of highly innovative products and solutions. Dimplex Thermal Solutions is a US manufacturer of industrial and medical process chillers.

Global Shares Inc Global Shares manages employee stock plans for some of the most exciting startups, tech unicorns and enterprise brands across the globe. This leading global fintech provider in the employee ownership space is headquartered in Clonakilty, Ireland, with offices in the US and 17 offices worldwide, 550+ staff, and exports to 100+ countries. Global Shares is a FINRA and MiFID regulated firm and was crowned Technology Ireland's 2021 'Technology Company Of the Year'.

GLOBAL SHARES INC

Global Shares assists companies to deliver shares to their global employees using share plan administration software, share dealing, global custody, financial reporting and global compliance services. Global Shares is a Winner of the Deloitte 'FinTech Company of the Year Award' 2017, and a Deloitte Fast 50 Company 2018. The company has two offices in Ireland as well as offices in the US, Portugal, China, Germany and the UK.

GLOFOX

Glofox is a Dublin-based start-up which provides business management software to fitness studios and gyms. The company was founded by Conor O'Loughlin, a former scrum-half with Connacht Rugby who was last year named Ireland's Best Young Entrepreneur, with co-founders Anthony Kelly and Finn Hegarty. Glofox employs 50 people in Dublin, and has recently opened in Los Angeles. It also has offices in New York, Sydney, Belfast and Galway.

GOPARKIT TECHNOLOGIES LTD

GoParkit is a parking payments, permitting, analytics and management platform which can be used by cities, campuses, or companies. It is cloud hosted and offers a pay by phone mobile app for drivers. Established in 1997, GoParkit Technologies is the most advanced mobile parking solution in the market with offices in Dublin, Ireland and Massachusetts, USA

GOVERNOR SOFTWARE

Founded in 2015 and based in Dublin, Ireland, Governor Software offers financial firms the ability to deconstruct regulations, frameworks and policies into visual maps that clearly communicate the obligations that require oversight and enables them to track the changes as they are made to the obligations.

GREEN ISLAND INTERACTIVE

Green Island Interactive is the company behind SiteCaddy, a professional internet solutions and consulting company serving all business sectors, and offering unique services to golf and country club, tourism and multinational organisations. SiteCaddy offers a complete content management system, full fledged ecommerce system, and contact management. It has offices in Dublin and New York.

GRID BEYOND

GridBeyond provides intelligent Energy As A Service to tackle the challenges businesses face as they move towards a Net Zero future. The company does this through the use of AI powered Energy Services, using Artificial Intelligence, machine learning, and advanced data modelling. The company was founded in 2007 and now has over 80 employees.

HANLEY ENERGY

Headquartered in Ireland, Hanley Energy have divisional offices and global operations in Germany, Sweden and Virginia, USA. Hanley energy's core capabilities cover the design, development, supply, installation and commission of turnkey critical power and energy management solutions - from the power grid all the way to the Data Centre IT rack.

HAVOK

Founded in 1998, Havok is a leading provider of games development technologies, which have been used in top franchises including Assassin's Creed and Call of Duty. Their products have also been used to drive special effects in movies including Harry Potter, James Bond and the Matrix series. Havok has offices in Dublin, San Francisco, Tokyo, and Germany.

HIBERGENE DIAGNOSTICS

HiberGene Diagnostics is a Dublin-based, private Irish company that develops, manufactures and markets molecular diagnostic tests for the direct detection of human infectious diseases, using the LAMP (Loop Mediated Isothermal Amplification) technology. With its expanding HG product line, HiberGene is committed to providing rapid and highly accurate testing solutions, which are cost effective and simple to use.

HORIZON PHARMA

Founded in 2008 as a startup, Horizon Pharma now has over 1,000 employees and 11 medicines that treat rare and rheumatic conditions. It is headquartered in Dublin with US locations in Washington, California and Illinois. It also has German operations.

HUB CONTROLS (HUB CONTROLLER)

Starting out in 2014 as Hub Controls, the vision of Hub Controller has been to reduce energy waste as a community, helping ordinary people save money and fight climate change. Hub Controller is an Automated Energy Manager that gives clients all the benefits from smart heating controls while it saves them money automatically.

ICON PLC

Since its foundation in Dublin in 1990, ICON has grown to become a global leader in clinical research and the provision of outsourced development services to the pharmaceutical, biotechnology and medical device industries. From a small team of 5 people, ICON has grown to employ approximately 39,300 people in 138 locations in 53 countries, through a mixture of organic growth and strategic acquisitions, including that of PRA Health Sciences in 2021, which created a world-leading healthcare intelligence organisation. ICON opened its first US office in Philadelphia in 1992, and began trading on the Nasdaq exchange in 1998. ICON now employs 13,900 people in the US.

IDIRO ANALYTICS

Idiro Analytics uses advanced analytics to help companies optimise their customers' experience while driving revenue growth and improving customer satisfaction and NPS. Headquartered in Dublin, its global client list ranges from North America and the Caribbean to Europe, Asia and the South Pacific. To date, Idiro has helped businesses in over 30 countries to engage better and more profitably with their customers.

IMEC TECHNOLOGIES

IMEC Technologies provides a suite of compliance software products which includes Safety Management Software and Waste Management Software that are used in a broad variety of organisations. IMEC is headquartered in Dublin, Ireland, and has a Sales & Support office in Champaign, Illinois, USA.

INTEGRITY 360

Integrity 360 is an industry-leading cyber security specialist operating in Ireland and the U.K. Since 2005, the group has earned the status of trusted security advisor for over 300 clients, including some of the largest businesses in Ireland. Its clients range across all industry verticals including financial services, insurance, telecoms, utilities, technology, retail, healthcare and public sector. It was founded by Eoin Goulding, who operates as the company's CEO.

ITERUM THERAPEUTICS

Founded in 2015, Iterum Therapeutics Limited is a Dublin headquartered clinical stage pharmaceutical company dedicated to developing differentiated anti-infectives. These products are aimed at combating the global crisis of multidrug resistant (MDR) pathogens to significantly improve the lives of people affected by serious and life-threatening diseases around the world. Its US bases are located in Connecticut and Chicago.

KAINOS

Founded in 1986, Kainos Group plc is headquartered in Belfast and develops software solutions for businesses and organisations, particularly in public, healthcare and financial services sectors. Kainos has offices in the UK, Poland, Ireland and the US, and serves markets in the EMEA region and North America.

KASTUS

Founded in Dublin, Ireland in 2013 by John Browne, Kastus' core technologies were perfected over a decade of intense Research and Development and in response to requests to help reduce the spread of antibiotic-resistant infections, specifically those caused by bacteria and fungus surviving on surfaces and indoor environments.

KEPAK GROUP

Kepak Group is the first Irish meat processing company to launch an Irish beef retail brand – Celtic Beef Company – in the USA. Kepak North America has been in operation for two years and launched the brand, Celtic Beef Company, in September 2017. A family-run business that began with a butcher's shop, Kepak has grown to an internationally operating, multi-faceted food innovator with 30,000 employees across 30 countries.

KERRY GROUP

Kerry Group is the world's leading taste and nutrition partner for the food, beverage and pharmaceutical markets. The company innovates with customers to create great tasting products with improved nutrition and functionality, while ensuring better impact for the planet. Its leading consumer insights, global RD&A team of 1,100+ food scientists and extensive global footprint enables the Kerry Group to solve its customers' complex challenges with differentiated solutions. Kerry Group has a vision of being their customers' most valued partner, creating a world of sustainable nutrition and aims to reach over two billion consumers with sustainable nutrition solutions by 2030.

KINEMATIK

For over 20 years, KineMatik has been developing leading edge software that improves efficiency and knowledge sharing for a range of industries. KineMatik is an OpenText Solution Extension Partner developing solutions for OpenText Content Suite/xECM in the area of Project Management, Quality Applications, Publishing, Electronic Lab Notebook and Form Builder for Content Suite. The company has bases in Cork, Ireland and in Naperville, Illinois in the United States.

KITMAN LABS

Kitman Labs is the Intelligence Platform provider for elite sports organisations. Founded in 2012 with the vision to fundamentally change how the performance industry uses data to power performance, health, development, and talent strategy, Kitman Labs has consistently set the standard for innovation, data integration, design, and analytics. With over 100 Performance Experts with backgrounds in coaching, medical, sports science, and data science, Kitman Labs provides unparalleled expertise and support. Over 700 elite teams across the NFL, NHL, MLB, NCAA, English Premier League, La Liga, Serie A Bundesliga, Pro14, Premiership Rugby, and Japan's Top League use the company's platform. The company has a presence in the United States, Ireland, United Kingdom, Central Europe, Australia and Japan.

KX

KX, the leading technology for real-time data analytics and decision intelligence, is part of FD Technologies plc, a group of data-driven businesses that unlock the value of insight, hindsight and foresight to drive organizations forward. Independently benchmarked as the world's fastest streaming analytics platform, the KX Insights Platform is an industry-leading high-performance, in-memory computing, streaming analytics and operational intelligence platform. It delivers the best possible performance and flexibility for high-volume, data-intensive analytics and applications across multiple industries. The Group operates from 15 offices across Europe, North America and Asia Pacific and employs more than 3000 people worldwide.

LAKELAND DAIRIES

Lakeland Dairies Co-Operative Society Limited is a dairy co-operative headquartered in Co Cavan. It operates within a nineteen county catchment area across the northern half of the island of Ireland. and is Ireland's second largest dairy processor (the largest in Northern Ireland), processing 1.85 billion litres of milk annually. Lakeland Dairies is a €1bn turnover business with eight processing sites on the island of Ireland as well as operations in Ireland, the UK and the United States. Lakeland Dairies exports dairy products to 70 countries across the globe.

LEARN UPON

Founded in early 2012, LearnUpon is a growing learning management system (LMS) vendor with over 1,000 customers worldwide and 10 million active users. Enterprises, software companies, and SMEs worldwide use LearnUpon to deliver training to their

employees, partners, and customers. It was named Company of the Year at the Technology Ireland awards in November 2018. The company has offices in Ireland and the United States, Serbia & Australia.

LEARNING POOL

Learning Pool was founded in 2006 to bring online learning into organisations in a collaborative way. Originally focused on sharing online learning content amongst government bodies, the company took that concept and built out the offer to enable performance improvement and modernisation. Learning Pool has over 1400 customers worldwide with 9 offices across Europe and the US.

LEARNOSITY LTD

Learnosity is the global leader in assessment solutions. Serving over 700 customers and more than 40 million learners, their mission is to advance education and learning worldwide with best-in-class technology. Learnosity APIs make it easy for modern learning platforms to quickly launch fully-featured products, scale on-demand, and always meet fast-evolving market needs. Questionmark, an end-to-end enterprise-grade assessment platform, works with corporations and governments to unlock their potential by delivering assessments which are valid, reliable, fair, and defensible.

LIFES2GOOD

Lifes2good is a global Nutraceutical business, based in Galway, with a portfolio of brands worldwide. Lifes2Good opened its US office in 2007, launching its flagship brand Viviscal into the US hair loss market and signing up direct distribution in the US. In 2017, the Viviscal brand was sold to Church & Dwight for €150 million and Lifes2Good launched the Berkeley Life supplements into 12,000 stores in the US. Lifes2good also has international offices in Chicago, London, Paris, Madrid, Lisbon, Toronto, Sao Paulo, Sydney and Mexico City.

LINCOR SOLUTIONS

Irish-founded medtech firm Lincor Solutions was established in 2003 and are the global leader in the development and delivery of point of care education, communication and entertainment technology to hospital patients. LINC Technology is used in over 130 hospitals around the world and the company has offices in the US, Canada, France, Austria and Ireland.

LINESIGHT

Operating since 1974, Linesight is a global team of highly-skilled, dedicated and collaborative construction professionals, delivering exceptional service, independent

advice, value for money and project success. The group specialises in tailoring services to a client's project, and enabling a project team to make informed and effective decisions.

LOCATIBLE

Locatible has created a patented cloud platform that can locate any asset or person indoors to an accuracy of sub one metre and could potentially save hospitals millions of dollars every year. Founder Ronan O'Cóigligh aims to be the market leader in the medical RTLS industry throughout Asia-Pacific and the Americas. The company has offices in Ireland and Boston, with clients worldwide.

LOTUSWORKS

LotusWorks has been strategically partnering with the world's leading manufacturers for the last three decades across multiple sectors. LotusWorks has a 100% client retention rate with existing clients. The company is recognised as a Great Place to Work consecutively since 2016 and has most recently been named Pharma Supplier of the Year at the Pharma Industry Awards, a Deloitte Best Managed company and a National Winner in the European Business Awards.

LUZERN

Luzern eCommerce helps Brands grow their eCommerce business and meet buyers where they like to shop such as Amazon & Other Marketplaces, D2C, and on Social platforms. Channel Optimizer, the company's managed eCommerce acceleration platform, optimizes sales, margins and inventory across channels and geographies for brands across the globe including Philips, Fossil, JDE coffee, Petsafe, HTC and Nestle.

MAAS AVIATION

MAAS Aviation is a world-renowned aircraft painting and exterior coatings specialist. It provides services for OEMs, airlines, leasing companies, MRO operators and private owners from eleven state-of-the-art paint shops for narrow-body, regional and private aircraft, capable of handling up to 490 aircraft per year. The Company's facilities - located in The Netherlands, Germany, Lithuania, and the USA - are certified to EN/AS9100 and ISO9001 quality standards and operate environmental management systems certified to ISO14001. Visit www.maasaviation.com

MAGROWTEC

Established in 2013, MagGrow is based in Dublin, Ireland and employs over 40 people in the USA, Canada, Australasia, and Europe who share the company's vision to develop a more sustainable approach to primary

food production. MagGrow's patented, proprietary technology delivers important plant protection products where they matter the most, significantly reducing waste associated with conventional pesticide spray applications. MagGrow provides growers with a toolkit that assists them in their vital efforts to meet their twin challenges of profitability and environmental sustainability. In 2021, MagGrow was awarded the Thrive Bayer Sustainability Award 2021 - Scaleup category for its commitment to supporting more sustainable food production.

MAINSTREAM RENEWABLE POWER

Founded in 2008 by Dr. Eddie O'Connor and Fintan Whelan following the sale of Airtricity, Mainstream Renewable Power (MRP) is an independent global developer of renewable energy and has offices in Dublin and New York as well as Vietnam, Mexico, Chile, South Africa and the Phillipines. Mainstream's business model involves the early identification of greenfield sites in high growth markets which are then developed, built and operated.

MALLAGHAN ENGINEERING

Originally established as a Civil Engineering Firm in the 1960's, Mallaghan Engineering was founded by Terry Mallaghan and has now become one of the leading aviation industry suppliers in the manufacture of Airport Ground Support Equipment, producing highly acclaimed GSE products to an ever expanding global network of customers. The company, located in Ireland, accredits its move towards the manufacture of high quality GSE following extensive research throughout Europe and the Middle Eastern regions. The company has offices in Ireland, London, Berlin, Dubai, Singapore, Shanghai and the USA.

MARCO BEVERAGE SYSTEMS

Founded in 1980 and headquartered in Dublin, Marco Beverage Systems Ltd designs and manufactures leading hot water delivery systems for the global food service market. Entering the US market in 2010, Marco Beverage Systems were exclusively distributed by La Marzocca USA. In 2015 they established their own US presence, with sales and customer support.

MEASURESOFT DEVELOPMENTS

Fergal Cassidy established Measuresoft in Dundalk in 1989. The business specialises in real-time information systems, acquiring information from sensors - i.e. temperature, pressure etc. - in a building or an oilfield rig. Measuresoft captures that information, records it and generates reports for the user. Its staff are split between Dundalk, Ireland and Houston, Texas, USA.

MEDITEC MEDICAL

Meditec Medical announced in November 2017 that it had successfully tendered for a contract with the international Boston Children's Hospital to manufacture and supply Mediflex pressure relief mattresses to its entire hospital, after a successful trade mission earlier that year.

MERGON

Mergon designs, develops and manufactures innovative, sustainable plastic components and systems for the automotive, industrial and healthcare sectors globally. Founded in Ireland in 1981, the company now also have operations in South Carolina, Czech Republic and China. Mergon has expanded from a handful of machines and employees to a leading international manufacturer employing 700 people across the globe.

MODULAR GLOBAL

Modular Global began in 1986 as a specialist tool and die provider for advanced electronics manufacturers who required precise, reliable tools. Today it delivers complete automation integration solutions to customers in Europe, North America and beyond. The team includes mechanical engineers, software engineers, integration specialists and more. With a team of over 150, the company has bases in Shannon in Ireland and Jacksonville, Florida in the US.

MONEX FINANCIAL SERVICES LTD

Monex is a global provider of real-time currency conversion and foreign exchange treasury solutions, generating revenue and transaction cost savings for its clients. Since its inception in the mid '90s by founder and CEO Frank Murphy, Monex has delivered an intelligent end-to-end approach, enhancing payment ecosystem revenue. Monex's commercially compelling cloud-based solutions generate processed client transactions valued at \$66 billion per annum from 50 countries and 4 continents. Client sectors include Banks and Processors, Merchant Retail, eCommerce, Airline, ATM and VAT refunds.

MSD ANIMAL HEALTH INTELLIGENCE

IdentiGEN is a provider of DNA-based solutions to the agri-food industry with operations in Ireland, UK, Europe, USA and Canada. It was the first company in the world to develop a successful DNA traceability system, pioneering its DNA-based technologies to identify and trace food products with greater precision and accuracy. Its HQ is now in the US although it still maintains an Irish presence and office.

MULTIHOG

Based on Ireland's East coast, Multihog designs and manufactures an innovative range of multi-purpose tractors and sweepers. Its vehicles are exported worldwide to the aviation, municipal and facilities contractor markets, where they are used for year-round maintenance tasks such as snow removal, mowing, street sanitation and road repair.

NEARFORM

Founded in 2011 in Tramore, Co. Waterford, NearForm is a fully remote software engineering company, specialising in combining the development of both digital products and skills to accelerate digital delivery for clients. NearForm's clients include Telus Digital, IBM, Conde Nast, EY, and the HSE - for which a COVID tracker app used across 9 jurisdictions was developed.

NEOSURGICAL LTD

NeoSurgical is an Irish medtech start-up, headquartered in Galway. The company's initial product, NeoClose, is based on advanced surgical wound-healing technology. It was approved for sale in the US and Europe, and designed to be the new standard for laparoscopic surgery port-site closure, a potential \$400m opportunity. The company raised \$5.5M in Series B Funding in 2017. Its US base is in Newton, Massachusetts.

NET FEASA

Net Feasa Ltd. is a licensed IoT Service Provider based in Ireland and The Silicon Valley and dedicated to Supply Chain 4.0. The company is presently deploying a global wireless network to; connect, track and monitor all assets that move. For over three decades the team has pioneered secure wireless communications solutions from Remote Territory to Aeronautical & Maritime communications.

NETWATCH

Netwatch is a world leader in proactive visual monitoring. Netwatch was the first company in Europe to combine specialist video processing technologies with satellite communications to provide preventative, immediate and cost-effective protection solutions for clients. The company have prevented thousands of security breaches worldwide and currently protect client locations across the globe.

NEURENT MEDICAL

Neurent Medical is pioneering innovative treatments for chronic inflammatory diseases of the nose and paranasal sinuses by targeting and safely disrupting hyperactive nerves that drive underlying inflammation. The Galway-

based company has developed NEUROMARK Rhinitis Neurolysis Therapy, an innovative in-office treatment option for chronic rhinitis.

NEWSWHIP

NewsWhip analyzes millions of social media engagements, and hundreds of thousands of news websites, all in real time. This allows their customers – including McDonald's, Ford, and Samsung – to identify the stories that matter, giving them the context they need to make proactive decisions about brand crises and opportunities faster than ever before. Founded in Dublin in 2011, the company has offices in Dublin and New York and has over 70 employees.

NORBROOK

Norbrook, one of the largest privately-owned veterinary pharmaceutical companies in the world was established in 1969 by Lord Ballyedmond. The company's position in the global animal health market is strengthened through new product development, substantial investment and increasing revenue in their main markets. In 2015 Liam Nagle was appointed CEO of the company, and with the Leadership Team and Board, has continued with the legacy of growth and expansion set by the late Lord Ballyedmond.

NOVA LEAH

Nova Leah is a world leader in the provision of cybersecurity solutions for medical device manufacturers and healthcare providers. Headquartered in Dundalk, Ireland and with a presence in Boston, Nova Leah's software helps connected medical device manufacturers meet cybersecurity compliance requirements throughout the entire product lifecycle. SelectEvidence, Nova Leah's flagship product, is an expert cybersecurity risk assessment platform that guides medical device manufacturers through the processes of identifying applicable threats to their products and implementing the right security controls to mitigate them. Since Nova Leah's inception, the company have secured a number of the global top ten medical device companies as first customers.

NOVAERUS

Novaerus is part of WellAir, an Irish company on a mission to reduce indoor airborne pollutants to create living, working, and healing spaces that foster rather than detract from human health, productivity, and wellbeing. WellAir and its brands, Novaerus and Plasma Air, can be found installed in hundreds of hospitals, senior living facilities, schools, casinos, railway stations, residences, and industrial facilities in more than 40 countries around the world. The WellAir US

headquarters are in Stamford, CT with its Irish base at the DCU Innovation Campus in Dublin.

NUTRITICS

Nutritics' software helps hospitality businesses unlock the hidden value of food data, to manage recipes, create labels, plan meals, order and publish menus to their customers. The business continues to scale and now employs over 100 people both locally in Swords, Dublin and internationally.

OCUCO LTD

Ocuco is an Irish-owned optical software company established in Dublin in 1993 by CEO Leo MacCanna. In 2008, Ocuco entered the Lab Software market with the acquisition of Innovations in the US. Today, over 8,000 sites across 77 countries use Ocuco products and services. Ocuco maintains its corporate headquarters in Dublin, accommodating 60 of the company's 200 plus staff. The rest of the team work across offices in the US, Canada, England, Wales, France, Italy, Sweden, Norway, Denmark, Spain, Australia, China and the Netherlands.

OMT GROUP

OMT Global is Ireland's leading Leadership Development consultancy with a global footprint, specialising in developing high-performance cultures. OMT Global is a trusted partner to many of the world's biggest brands and progressive organisations, delivering innovative and bespoke Leadership development solutions. The company operates with a network of consultants across Ireland, the Americas, EMEA and Asia, and has offices in Limerick, Dubai and New York.

ONEVIEW HEALTHCARE

With offices in Dublin, Sydney, Melbourne and Chicago, Oneview offers a software platform that improves the experience of care during hospital visits. Touchscreens and TVs at the bedside connect patients to remote care providers and family members, provide access to information and education about their care, enable them to order food, and even control the lights and room temperature.

OPENET

Openet, an Amdocs Company, is a world leading Digital BSS company that provides charging, policy and data management solutions. Since 1999, Openet has worked with many of the world's most innovative service providers to enable insight, monetisation & control of data services.

Openet work with partners and service providers to enable them to become 'digital service providers', sell new services, embrace new business models and capitalise on the opportunities presented by 5G. In an industry where the only constant is change, the company's open and innovative technology is built for change.

OPENMIND NETWORKS

Founded in 2003 by Alex Duncan, Brian Kelly and Billy Shekleton, Openmind Networks operates a mobile platform that offers messaging solutions to various market segments within the telecoms industry. Openmind is headquartered in Dublin with regional offices in the Czech Republic. The management completed an MBO in 2017 and assisted its VCs with support from Dunport Capital and Enterprise Ireland.

OPTILY

Optily is the only single-click ad spend optimizer for eCommerce businesses. When advertising across Facebook and Google platforms, including Instagram and YouTube, Optily provides live insights on the effectiveness of clients' ad campaigns they can act upon with a single click across the platforms, saving time and money. eCommerce brands that use Optily can, with one click, move budget from an underperforming campaign on Google, for example, to a campaign on Facebook that is currently driving more sales at a lower cost.

ORBIDAL

Orbital (previously TenderScout) has been operating for over 20 years providing complete bidding system bringing together the content, tools and strategies clients need to produce successful bid submissions time and again. It's built on insights and expertise from over 7,000 successful international proposals and uses machine learning to drive bid success further. To date, Orbital have completed 5000 tenders with a win rate of 85%.

ORDORITE SOFTWARE HOLDINGS LIMITED

Ordorite Software was founded in 2006 by CEO, Stephen Connolly. His goal was to provide furniture, bedding and related retailers an end to end management software solution that manages all aspects of business. Ordorite strives to be the market leader in retail management software, and is always innovating its solution to ensure its customers have the most up to date technology.

ORIGINA LIMITED

Origina is revolutionizing the software world by empowering companies to control their own destiny and free up capital for growth. The world's leading provider of independent, third-party IBM/HCL software support and maintenance, Origina stakes its name on cost-effective service, quick response times, flexible contracts, and the industry's most seasoned experts. Every client who signs up gets a dedicated IBM/HCL SME, allowing them to provide their customers with a viable, scalable software landscape. They are a global brand, with hubs in the US, EMEA and APAC region.

ORNUA

Ornua is Ireland's largest exporter of Irish dairy products, exporting to 110 countries worldwide. The Group is structured across two divisions: Ornua Foods and Ornua Ingredients which both operate in the US market. Ornua Foods North America is responsible for the sales and marketing of Irish dairy products under the Kerrygold brand in the US, Canada and LATAM markets. Kerrygold is currently the No.2 butter brand and No.1 specialty cheddar brand in the US market. Ornua employees over 400 people across four production facilities in Illinois, Minnesota, and Wisconsin.

ORRECO

With offices in LA, London and Galway, Irish company Orreco blends Data Science and Sports Science to generate customised indicators of injury, optimal training load and recovery strategies for elite athletes. Orreco works with top athletes worldwide including Olympians, PGA golfers, US pro franchises across the leagues as well as F1 drivers and UK Premier League teams.

PACEMETRICS LTD

PaceMetrics provides data quality control software, consultancy and training to businesses with regulatory concerns about missing data management. PaceMetrics was established in 1999 and has acquired customers such as Deutsche Bank, UniCredit HVB, ABN AMRO, Fidelity Investments and Morgan Stanley. With its headquarters in Dublin, other global offices are in New York, London and Singapore.

PAYTIENT PAYMENTS

Paytient Payments is an Irish Fintech Startup that enables clinics to offer customised Payment plans to their patients. Launched and live in the UK and Europe since 2018, they have securely processed millions of Euros for orthodontic and dental implant treatments. They set up an office in New York pre-pandemic and now that the world has reopened are looking to build on European

success in the USA. In addition to products built for payment plans, they are actively integrating with health insurers and practice management software to make the Paytient platform more integrated and accessible.

PCH

PCH focuses on the design and production of consumer electronic devices and appliances. Headquartered in Cork, with operational headquarters in Shenzhen, China and U.S. headquarters in San Francisco, California, PCH has additional offices in Cape Town, South Africa; Hong Kong; New York; Pune, and India. PCH acquired Lime Lab, a Silicon Valley-based product development consultancy, in 2012 to focus on R&D and prototyping.

PHARMAPOD

Pharmapod is the Global Learning Health System for reducing medication errors. Founded in 2012, it is built by pharmacists for pharmacists. The Pharmapod Solution is a smart, intuitive, and profession-specific platform that enables pharmacists to systematically record medication-related incidents and risks in practice and carry out effective root-cause analysis. The system analyses the collated data and disseminates the learning back to the profession and key stakeholders internationally, preventing recurrence of patient harm.

PHOREST

Phorest Salon Software has been supporting and empowering salon, spa and clinic owners since 2004 and now serves over 8,500 professional beauty businesses globally in 10 regions. The company continues to grow its team with almost 300 employees across its offices in Ireland, UK, Finland, Germany, Australia, Canada and the US. Phorest continues to launch into new regions with growth focused on building strategic alliances, acquisitions and further investment in an industry leading Product Team continually driving and adopting new emerging technologies to remain agile and flexible to meet customers' needs. It's software solution features a full suite of sophisticated marketing and reporting tools. The introduction of PhorestPay in 2018 provides a fully integrated payment solution offering a range of tools such as Booking Deposits, Cardless checkout, Online gift vouchers.

PIXALERT

PixAlert is a leading data software firm that allows organisations to index and search its entire network, enabling the detection of critical data, inappropriate behaviours such as engagement with offensive content and instances of corporate bullying. PixAlert has

been providing companies with information content security since 1999. PixAlert currently has a client base covering EMEA, AsiaPAC, and the US. The company is based in Dublin with sales offices in the UK, US, Australia, and New Zealand.

PLANET PAYMENT

Planet Payment helps merchants, acquirers and shoppers navigate the complex world of international payments. The company was founded with the aim to help international shoppers get their money back when they shopped overseas. After 35 years of operations, the company now has over 2,500 employees in 120+ markets spread across five continents. Partner brands include Gucci, Calvin Klein, and Hugo Boss.

PLUSVITAL LIMITED

Plusvital has been a leader in equine science since its formation in 1975, growing out of Ireland's world famous racing and sport horse tradition. In 2015, Plusvital acquired Equinome, a world leader in the research and development of state of the art genomic tools for the thoroughbred industry. Powered by Equinome's cutting edge genomic tools, Plusvital now provides tests which analyse the DNA of the horse to predict optimum race distance, optimum racetrack surface and performance potential. Plusvital's clients include leading trainers, owners and breeders in all of the major thoroughbred regions around the world. The company is headquartered in Dublin, Ireland and employs 15 people.

PM GROUP

PM Group is an employee owned, international project delivery company operating across Europe, the USA and Asia. With a 49 year track record, the company oversees the delivery of services in project management, process design, facility design and construction management for leading multinational companies. PM Group is a leader in the pharmaceutical, food, mission critical, medtech and advanced manufacturing sectors.

POPPULO

Cork-based company Poppulo is the global leader in employee communications technology. Founded in Bandon in 1996, it currently employs 163 people at its Cork city headquarters and 37 in Boston. In January 2019, the communications software company announced a €30 million funding round from US-based investors Susquehanna Growth Equity, which will fund R&D and expansion across Europe, the Middle East, Asia and North America.

PORTWEST

For over 118 years Portwest has possessed an unrelenting ambition to produce the world's most trusted and requested protective wear. Through the decades, the company has continuously proven its dedication to quality, producing world beating flame resistant and high visibility garments, foot protection, hand protection and PPE products, while pushing the boundaries in protection technologies.

From its roots in the West of Ireland, Portwest today has grown to employ a global workforce of over 5,100 people and now has an international presence in over 130 countries, eight international warehouses and four fully owned factories that produce 30,000 garments per day.

For more information on Portwest please visit www.portwest.com/markets

PPI ADHESIVE PRODUCTS LTD

PPI Adhesive Products Ltd produce a very extensive and sophisticated range of Technical Adhesive Tapes, Laminates and Die-Cuts for a wide range of applications; most notably in the Electrical, Electronic, Aerospace, Automotive and Medical sectors. The company was originally established in Ireland in 1970 with worldwide operations now spanning Europe, Russia, Middle East, India, Korea and China, with US operations in Pennsylvania.

PRIMARK

Founded in 1969 in Dublin, fashion retailer Primark launched its first US store in Boston in September 2015, and took the US market by storm with its bargain priced fast fashion, homewares and novelty goods. There are now stores in Philadelphia, New Jersey, Massachusetts, New York and Connecticut. Primark operates over 350 stores in 11 countries – the UK, the Republic of Ireland, Spain, Portugal, Germany, the Netherlands, Belgium, Austria, France, Italy and the US.

PROFITERO

Profitero is an eCommerce performance analytics platform for retailers and brands that tracks more than 450 million products across 5,000 online stores in more than 50 markets. Customers include brands like General Mills, L'Oreal, Adidas, Heineken, and Panasonic. With headquarters in Dún Laoghaire, the company has offices in San Diego, CA and Boston, MA.

PULSE LEARNING

Established in 1999, Pulse Learning designs, develops and delivers learning solutions to clients globally across all sectors including

technology, science, healthcare, pharma, finance, retail, hospitality, automotive, defence, and education. Its global headquarters are in Tralee in Ireland, with its global sales headquarters in New York, and the Asia Pacific business running out of Australia, a Global Development Centre in Canada, and EMEA Sales Headquarters in the UK.

QORVO INC

Decawave, now operating as Qorvo, develops semiconductor solutions, software, modules and reference designs that enable real-time, ultra-accurate, ultra-reliable local area micro-location services. Its UWB wireless technology enables an entirely new class of easy to implement, highly secure, intelligent location functionality and services for IoT and smart consumer products and applications. The group's headquarters are located in Ireland, with regional offices in California and China, and a presence in South Korea, France, and Japan.

QUATERNION

Quaternion is a capital markets consulting practice that advises on and implements quantitative risk management projects. It is a division of Acadia – a leading provider of integrated risk management services for the derivatives community. As well as its Dublin headquarters, it has offices in Boston, New York, London, Düsseldorf, Tokyo and Manila.

RAPT TOUCH INC

RAPT Touch Ltd is a provider of alternative multi-touch systems to Global Consumer OEMs (original equipment manufacturers) and Systems Integrators in the Consumer Electronics industry. Rapt was founded in 2011 and is headquartered in Dublin, Ireland with offices in the United States, Taiwan, and Switzerland.

REAGECON

Reagecon is the largest producer worldwide of Chemical & Physical Standards, Consumables & Equipment and Chemicals, which it started developing in 1990 and in the intervening years has developed an offering of more than 10,000 products, spread over 54 different product families. Based in Co.Clare, the products are sold in 175 countries worldwide.

REALIZEIT

Realizeit was founded in 2007 and is headquartered in Dublin with a US office in Chicago. Realizeit is the first-of-its-kind intelligent adaptive learning system, powered by AI and machine learning, that delivers personalization at scale. Realizeit's solutions are used globally by both large enterprises and

institutions of higher education to deliver more engaging, effective, efficient, and tailored learning to develop individuals and drive performance.

RELATECARE

RelateCare is a global healthcare communications organization that specializes in providing patient access and engagement solutions to leading healthcare organizations around the world. Through a range of innovative consultancy and outsourcing services RelateCare supports the patient journey both pre- and post-hospitalization. Working with 7 of the top 200 health systems in the world, RelateCare has a proven track record of supporting healthcare systems in optimizing their patient access, appointment scheduling, telehealth, revenue cycle, and contact center models. With state-of-the-art contact center locations in Ireland and the U.S., RelateCare also provides a range of telehealth solutions.

SALASO HEALTH SOLUTIONS

With offices in Kerry and New York, Salaso Health Solutions provides a platform which allows physiotherapy patients to use their smartphones or tablets to access and interact with high definition video exercises prescribed for them by their clinicians. The company has partnered with US health provider Northwell Health since 2016.

SCALE UP SYSTEMS (SUS)

Scale up Systems Ltd. (SuS) specialises in process development software for scientists and engineers in the pharmaceutical industry. Founded in 1994, the company offers their Scaleup Suite of software including Dynochem, Reaction Lab, and Numero Chem. Scale up Systems is based in Dublin, Ireland with additional offices in the United States, India, and Hong Kong.

SEABROOK TECHNOLOGY GROUP

Seabrook Technology Group was founded in Ireland in 1989. The company specialises in supplying end-to-end manufacturing solutions to the medical device manufacturing industry. Seabrook Technology Group enable operational excellence for the Life Sciences, including medical device manufacturers, biotech manufacturers, and pharmaceutical corporations where digital transformation is vital to the operational efficiency and success of their partners. The company is headquartered in Cork, Ireland with an additional office in the United States.

SHIMMER

Shimmer Research is a wearable technologies services and sensor manufacturing company based in Dublin, Ireland, established in 2008. In addition to standard products, Shimmer provides customized sensor development services, volume manufacturing, and complete wearable sensor solutions of any complexity. Shimmer's technology and services have been employed by thousands of researchers at more than 900 leading companies, universities, and research institutes in more than 75 countries. Shimmer's technology is incorporated in the products and services of more than 20 original equipment manufacturers with offices in Boston, Massachusetts, USA and Malaysia.

SHORLA ONCOLOGY

Founded in 2018, Shorla Oncology is a privately held, Ireland and US based specialty pharmaceutical company with an advanced pipeline of innovative oncology drugs for women's, orphan and pediatric cancers for the U.S. market. The company concentrates on indications where existing treatments are limited, in shortage or inadequate for the target population. Shorla's growing portfolio brings accessible, affordable and life-saving treatments to patients, delivering a major contribution to patient care.

SIA FLEXITANKS LTD

Headquartered in Donegal, Sia Flexitanks Ltd are the inventors of the Multilayer Flexitank and specialise in manufacturing flexitanks using the latest thermoplastic technology. The company has offices worldwide with new offices being opened in Africa and additional head offices in Malaysia and Houston, Texas, USA. The company serves clients in more than 60 countries.

SILVERCLOUD

SilverCloud Health provides a digital platform for evidence-based online mental health and behavioural healthcare routines. SilverCloud Health was created out of the Technology Enhanced Therapy project, a joint translational research project undertaken by the NDRC (National Digital Research Center), Trinity College Dublin's Computer department, and Parents Plus, Mater University Hospital Dublin. The company has offices in Dublin, London, and Boston.

SIREN

Siren became a product company in 2016; a spin off of the Data Intensive Infrastructure research group at NUIG led by Dr. Giovanni Tummarello, together with Dr. Renaud Delbru (cofounder). They use

a unique combination of search, business intelligence, big data, graph and knowledge representation to create what they define as Investigative Intelligence, which has the potential to strongly advance the way leading organizations address some of the world's most important problems.

SMURFIT KAPPA GROUP

A world leader in paper-based packaging with approximately \$11.9 billion in global sales, Smurfit Kappa employs over 48,000 people globally, across 36 countries in Europe and the Americas, and owns multiple paper, recycling and corrugated operations across the South-western United States. Jefferson Smurfit first entered the US market acquiring Time Industries in 1974, but had exited through a spin-off in 2002. The group became Smurfit Kappa after the 2005 merger with Kappa Packaging and re-entered the North American market from 2012 through a series of acquisitions.

SOFTCO

For over 30 years, SoftCo has delivered finance automation software that streamline processes, reduce costs, and ensure full financial control, compliance, and visibility. SoftCo is a global organization with offices in the USA, Ireland, the UK, and the Nordics. SoftCo is SOC1 & SOC 2 audited, ISO 27001 and SAHKE2 certified in addition to being a Microsoft Gold Partner and AWS Advanced Technology Partner. Over two million business users worldwide across all industry sectors use SoftCo solutions including SunnyD, the Finnish Government, Primark, Patagonia and PwC.

SOLGARI

Founded in Ireland in 2012, Solgari provides integrated communications through a cloud-based platform, simultaneously addressing any related regulatory compliance requirements like GDPR or MiFID II. Solgari is the Dynamics 365 All-Channel Communications Solution for companies with demanding, secure, multi-channel needs. The company currently has customers in 40 countries with offices in Ireland, Australia, the United States, and the United Kingdom.

SONITUS SYSTEMS LTD

Vision: Creating better environments for people to live and work. The mission at Sonitus Systems is to protect people and property in their living and working environments. Sonitus Systems enables customers to make better decisions through insightful analytics, deep understanding and trustworthy products. Sonitus Systems manufactures environmental measurement

instrumentation for automated monitoring of noise and air quality. The company is based in Dublin, Ireland with an international network of partners. All devices are connected to the Sonitus Cloud platform, helping customers to automate environmental compliance with online reporting tools. With expertise in construction monitoring, environmental compliance, smart cities, workplace monitoring and smart buildings, Sonitus Systems are trusted on major projects all over the world.

STATSOLS

Statsols (otherwise known as Statistical Solutions Ltd) began in 1984 as a subsidiary of a US software company called BMDP Statistical Software, Inc. The company is headquartered in Cork, Ireland with a US office in Boston, Massachusetts. Statsols is the producer and distributor of nQuery sample size software. With over 50,000 registered software users in over 100 countries, nQuery has been enabling researchers calculate sample size for regulatory approval for over 20 years.

STRONG ROOTS

Founded in Dublin in 2015 in the hopes of providing a more accessible sustainable food option, Strong Roots sells plant-based frozen root vegetables in the form of veggie burgers, and veggie snacks. Their lines include best-selling products such as Kale & Quinoa Burger, Cauliflower Hash Browns, Mixed Root Vegetable Fries and Broccoli & Purple Carrot Bites.

SUNTICO

Suntico is an Dublin-based software development company that specialises in Sage 50 and Power BI. They have created an account management system, Suntico BI, for companies that utilise Sage 50 accounting software. Suntico is headquartered in Dublin, Ireland with a US office in Georgia.

SURETANK

Suretank is a Co. Louth-based manufacturer of offshore tanks, offshore containers, cargo carrying units and cryogenic tanks for the oil and gas sector. The business was founded in 1995, supplying these products to the North Sea with a year 1 revenue of €1 million with 14 employees. By 2013, Suretank was employing over 600 people, with revenue of €68 million, translating as an average 20%+ per annum growth over 18 years. Suretank manufactures in 7 countries (Ireland, UK, Poland, Thailand, China, Brazil and USA), and has sales offices in many others such as Norway and Australia.

SYNCREON

Syncreon was formed in 2007 when Walsh Western International, headquartered in Dublin, acquired US-based TDS Logistics. Syncreon operates globally and provides supply chain services tailored to meet the specific needs of its customers in more than 100 locations worldwide. The company provides specialized logistics, operational excellence and value added solutions in: Fulfillment, eCommerce & Value-Add Solutions, Manufacturing Support & Assembly Services, Export Packing, Transportation Management and Reverse, Repair & Service Parts.

SYNERGY SUITE

Founded in 2011, SynergySuite is a software company providing back-office software to restaurants across the US, the UK, Canada, and Ireland. Their software covers all important restaurant business areas such as inventory, food safety, and human resources. Following substantial demand in the US market, SynergySuite now has headquarters in both Dublin, Ireland and Lehi, Utah.

SYSNET

Sysnet Global Solutions provides payment card industry, cyber security and compliance solutions that help businesses to improve security and acquiring organisations to reduce risk. A leading provider of cyber security and compliance solutions to the payments industry, Sysnet last year announced a \$2 million investment and the creation of 500 new jobs for a new contact center in DeKalb County, Atlanta. Founded in 1989, the Irish cybersecurity company has 3 million customers in 29 countries around the world.

TAOGLAS LTD

Taoglas provides a comprehensive range of IoT designs, solutions and services for some of the most complex IoT applications such as telematics, automotive, smart grid, metering, telemetry, home automation, remote monitoring and medical applications. Selling worldwide, with world-class design, consultancy and engineering expertise, along with support and test centers globally, Taoglas delivers complex IoT solutions to market quickly and cost effectively.

TAXAMO

Kerry company Taxamo, launched in 2010, offers an international VAT payment service for ecommerce companies that sell digital products. Having managed billions of transactions globally, Taxamo is revolutionizing tax management for businesses selling online across the globe. Their solutions cover VAT, GST, and US sales tax, and are tailored to individual business needs. Taxamo enables

sustainable growth of the global economy by enabling the efficient collection and remittance of tax.

TEAMWORK

Teamwork is a self funded SaaS company headquartered in Cork, Ireland. The company's mission is to make teams efficient, organized and happy. In order to create an end to end business operating platform that frees people to do their best work, there are five products in their suite: Teamwork, Teamwork Desk, Teamwork Chat, Teamwork Spaces and Teamwork CRM. Teamwork have 20,000 paying customers worldwide and employ 250 people in 18 countries with office locations in 6 of those. Noteable clients include Disney, Spotify and Netflix.

TECHNOPATH CLINICAL DIAGNOSTICS

Technopath Clinical Diagnostics was founded in Ireland in 2004 and is headquartered in Tipperary. The company specialises in developing and manufacturing quality control software and material for clinical laboratories. In 2017, New York based Northwell Health signed an agreement with Technopath bringing the two together as Technopath Northwell Health North America LLC. Together, they provide Technopath's quality control products and informatics platform to the US.

TECKRO

Teckro is a life sciences technology firm with a goal of improving and transforming clinical research. Teckro has created digital platform solutions that utilize machine learning and information retrieval technologies which increase the efficiency and speed of clinical trials. The company was founded in 2015 and now has more than 100 employees across Europe and the United States.

TERMINALFOUR

TerminalFour aim to empower higher education institutions across the world with smart, secure, and innovative digital marketing solutions to achieve their recruitment, advancement, and online performance goals. TerminalFour provides for over 28,000 higher education websites and a user community of over 35,000. The company was founded in 1997 in Dublin and now has offices worldwide including Boston, San Diego, Sydney, and Wrocław.

TEXTHELP

Texthelp, founded in 1996, is an Antrim-based firm which develops assistive software for reading and writing. Their tools are designed for students and adults who need help

with understanding and expressing their knowledge. Students with dyslexia and people working or learning in another language are typical users. Texthelp champion neurodiversity and are working to create a level playing field in education and the workplace. Their goal is to positively impact the literacy and understanding of one billion people by 2030.

THE NAKED COLLECTIVE

Powered by Plants, People and Purpose, The Naked Collective is a carbon neutral beverage company, founded in Ireland. They are committed to creating healthy, functional drinks to improve the health and wellbeing of the world's consumers, communities and the planet. From ingredients to process, the company is committed to showing clients what goes into every product made. The Naked Collective celebrate bravery and pushing boundaries with the aim to be the most transparent beverage company in the world.

TITANHQ

CopperFasten Technologies Limited was founded in 1999. Trading as TitanHQ, the company has bases in Galway and Tampa, Florida, and provides business email and web security solutions globally. The company produces two security solutions for the B2B market - SpamTitan anti spam and the WebTitan web filtering solution for business, education and government.

TITO

Tito is an independent company based in Dublin, Ireland operating since 2013. They have produced event software that aims to make the running of events a seamless process. Their software allows users to control their money, manage teams, and track sales, and caters to events of various kinds, including those organised by community groups, tech giants, and even cake festivals.

TQS INTEGRATION LTD

Founded in 1998, TQS Integration Ltd is a software consultancy team specialising in realtime data integration, advanced visualisation, project management, and data analysis of real-time and historical data. TQS Integration provides services to customers worldwide and has offices in Ireland, the United States, Switzerland, and Singapore.

TRANSFERMATE

TransferMate is a global B2B payments technology firm, enabling companies to send and receive cross-border payments faster and easier. TransferMate has built

one of the largest portfolios of payments licences worldwide, including 51 US states and territories to support trading in 162 countries. The TransferMate API solution allows partners to digitalise the payments flow within their software, enabling all businesses to achieving significant time and financial savings.

TRINITY BIOTECH

Trinity Biotech was founded in 1992 and specialises in the development, manufacture and marketing of diagnostic test kits. A combination of organic growth and an acquisition-led strategy has seen the company assemble a portfolio of over 400 products to date. Headquartered in Bray, Co Wicklow, it is quoted on the NASDAQ exchange, and has facilities spanning Europe and America.

TSM CONTROL SYSTEMS

TSM Control Services was founded in 1976 and supplies blending and control systems that enable companies precision in their production processes. TSM is headquartered in Ireland, with regional offices in the United States, Taiwan, and China. The company supplies customers in more than 70 countries with more than 10,000 blending and control systems.

UDG HEALTHCARE

UDG Healthcare plc, formerly United Drug, is a Dublin-based international company and partner to the healthcare industry, providing healthcare advisory, marketing, communications, strategic engagement, patient solutions and packaging services. The company was established in Ballina in County Mayo as The United Drug Chemical Company in 1948. The group operates in 29 countries with 9,000 employees globally. Both of the divisions, Ashfield and Sharp, operate across several sites in the United States including state-of-the-art commercial and clinical packaging facilities.

UNIFIED EDGE SOLUTIONS

Klas is an engineering and design company. The company specialises in integrating enterprise networking capabilities from global IT leaders with in-house hardware and software platforms designed to meet market demands and the most stringent environmental requirements. Klas operates in the public safety, transportation and U.S. and international government and defence markets. The company employs staff across four offices located in Washington, DC; Herndon, Virginia; Tampa, Florida; and Dublin, Ireland.

VEARSA LTD

Directbooks Ltd., formerly trading as ePubDirect, relaunched itself as Vearsa in 2015. Originally set up in Cork in Ireland, the company expanded into the US in 2014 by opening a dedicated office in New York. Vearsa's mission is to connect publishers and readers all around the world through smart technology. The company continues to grow with over 400 publishers, 500k books uploaded and 65k outlets.

VENNETIC

Founded in 2007, Vennetic specialises in Video on Demand (VoD) by combining many of the most popular VoD services. The company provides apps and platforms to the media and telecommunication industries. Vennetic is integrated with notable VoD names like US companies Netflix and Amazon Prime. The company has offices in Dundalk, Ireland and Belfast, UK.

VICLARITY

ViClarity is an award winning provider of Governance, Risk & Compliance management solutions to the Financial and Healthcare sectors. Founded in 2008, ViClarity is a global organisation headquartered in Kerry, Ireland. Their GRC management platform is a proven technology solution currently being utilised by more than 1000 organisations in the financial services and healthcare sectors. The solution is designed to provide a centralised platform for Audit, Risk and Compliance and enables organisations to have real time access to data at all times

VIDDYAD

Viddyad was created by a team of technical, marketing and video production professionals with years of experience in technology, TV and digital media. The team is passionate about video, advertising and helping businesses of all sizes around the world to promote their brands online. Named as one to watch by the Wall Street Journal, Viddyad launched at TechCrunch Disrupt in September 2013, then went on to win the Spark of Genius Award at the Web Summit and was an Innovative World Technologies finalist at SXSW 2014. Viddyad is based in Dublin, Ireland and San Francisco, California.

VIDEO ELEPHANT

VideoElephant aggregates video content from hundreds of top publishers and content providers, including Bloomberg, Fox, ITN, Endemol, Al Jazeera, Euronews and NowThis, and licenses this content to online publishers, mobile apps, streaming services and digital signage companies globally, all the while adding value to content providers every day.

VideoElephant was founded in Dublin in 2012 and has offices in New York and London.

VISION CONSULTING

Founded in 1984 in Dublin, Ireland, VISION is an international consulting firm with additional offices in Chile, Mexico, the United Kingdom, and the United States. VISION dedicates itself to helping its clients transform their customer propositions, strategies, operating models, organisational structure, and leadership practices. Some of their clients include Warner Music, Intelligent Finance, General Motors and CEMEX.

VISTATEC

Vistatec, established in 1997, offers global content release services. The company takes content and transforms it so that it will have the desired user experience and outcome based on location. Vistatec is headquartered in Dublin, Ireland with additional offices in Mountain View, California, USA.

VISUA

VISUA boasts best-in-class Visual-AI that powers the world's leading brand protection, authentication, cybersecurity and monitoring platforms. VISUA delivers technologies such as logo/mark detection, text detection, object & scene detection and visual search, that are used by world leading companies for applications as varied as counterfeit product detection, visual content moderation, product authentication, brand monitoring, trademark & copyright compliance, ad monitoring and phishing detection. Its Visual-AI technology is proven to deliver the highest precision with instant learning, at unlimited scale, and is adaptable for any use case. VISUA believes in People-First AI, they see a world where Visual-AI will lift humanity out of the mundane, empowering a society that focuses more on creativity and collaboration and less on binary tasks, and empowering services and solutions that humans alone simply can't deliver.

VITALOGRAPH

Vitalograph is a global leader in the provision of respiratory diagnostic products and clinical drug trial services. Vitalograph products and services are chosen by medical professionals in over 113 countries for healthcare, occupational health, and clinical trials. From their UK headquarters, Vitalograph serves global markets with operations in Ireland, Germany, Japan, and USA. Vitalograph empowers healthcare professionals to give the best possible care to their patients, by delivering respiratory diagnostic solutions that are accurate and reliable, wherever they are needed.

VU2VU NETWORKS LTD

Vu2Vu is the global customer service provider for Vidyo Inc., a personal telepresence video conferencing system. Vidyo pioneered the use of Scalable Video Coding (SVC) solutions for video conferencing in 2005 and supplies the technology that powers 40% of the major forces in unified communications solutions. The Vu2Vu Group has offices in Ireland, India, UAE, and the USA. Vu2Vu Holdings Ltd is the parent company of the Vu2Vu Group and is registered in the Republic of Ireland.

WARATEK LTD

Waratek is the Security-as-Code platform that allows security teams to automate the management of security behavior to reduce human error, remove false positives, and maintain lockstep with the rapid rate of code changes. The company is headquartered in Dublin, Ireland with Sales, Marketing in Chicago, IL.

WATERFORD TECHNOLOGIES

Data management solutions provider Waterford Technologies was established in 2001 and has a Head Office in Waterford with a US office in California. Waterford Technologies provide services in Email and File Compliance and Management and provide the toolset, expertise, and insight to bring clients' Unstructured Data (email and file) to light, make Data decisions based on fact and set policies to keep it compliant.

WATERWIPES (IRISH BREEZE)

Irish Breeze launched its flagship product, WaterWipes, in 2009. The company is headquartered in Ireland and has regional offices around the world, including the Americas, Europe, Middle East, and Asia Pacific regions. WaterWipes employs over 250 staff globally and markets its product in over 50 countries.

WBT SYSTEMS

WBT Systems is an award-winning, powerful learning platform, connecting learners to transformative education and certification programs. The company has been helping Associations, Extended Enterprise and Training Organizations to build and improve education and certification programs since 1995.

WEBSSELL

WebSell is the e-commerce platform with a difference. WebSell plugs into clients' Point of Sale, giving a complete e-commerce solution, including a responsive website. WebSell also delivers digital marketing services to retailers all over the world, covering areas like PPC,

SEO, and Email Marketing. WebSell integrates directly with a number of leading POS and ERP systems including Windward System Five, Retail Management Hero, and pcAmerica's Cash Register Express.

WISETEK

Wisetek is a leader in IT asset disposition (ITAD), secure data destruction, reuse and IT manufacturing services worldwide. With processing facilities throughout the USA, EMEA, APAC, Wisetek offers a true circular economy model approach to ensure clients of all sizes receive the full potential of their product portfolio and maximum return from these assets. The lean sigma methodologies embraced by Wisetek ensure that our customers quality, delivery and service value are consistently exceeded.

WORKHUMAN

Workhuman, previously Globoforce, is an Irish-American company which is headquartered in Park West in Dublin and Framingham, Massachusetts. The company pioneered the WorkHuman movement to help make work more human for millions of people and organisations worldwide. The company's human workplace solutions result in greater belonging, increased performance, improved retention, and deeper engagement.

WORKVIVO

Workvivo is a Cork-based technology company providing an internal communications platform designed to increase employee engagement. Workvivo clients around the world see increases in staff retention, productivity, culture amplification and customer experience through their employees' use of the platform. The company has grown to become the highest-rated employee app globally, with customers such as TELUS International, Amazon, and Mercedes Benz.

ZENITH TECHNOLOGIES

Zenith Technologies, a Cognizant Company, is a world leader in delivering digital transformation solutions to Life Sciences. Founded in Cork, Ireland in 1998, Zenith now has 16 offices worldwide with over 1000 skilled employees. The US headquarters in Pennsylvania opened in 2006, with additional offices North Carolina, Massachusetts, San Francisco, Glendale and San Diego.

2022

June 26-29

SELECTUSA INVESTMENT SUMMIT

The Select USA Investment Summit is the United States' premier annual event dedicated to promoting foreign direct investment (FDI). The convening power of the Investment Summit brings worldwide attention to the expansive investment potential the U.S. has to offer and creates opportunities to directly connect investors with U.S. economic development organizations (EDOs) to make it happen.

The annual event highlights the current U.S. investment environment and industry trends...

A few days at the SelectUSA Investment Summit provides your business with everything you need to **start your U.S. expansion plan...**

**Join the FDI
Conversation!**

- **Explore the Exhibition Hall** featuring EDOs, service providers, industry experts, and international tech startups.
- **Network and schedule meetings** online & on-site to create new business relations.
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- **Join the Select Global Women in Tech Mentorship Network.**
- **Participate in a SelectUSA Spinoff event**, connect your company with state and local government officials, business leaders, and local experts to find your next investment location.

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Please note: The Department of Commerce will continue to evaluate and expand our health safety protocols as medical recommendations evolve and will actively update our attendees leading up to the event. We want to ensure SelectUSA continues to promote FDI in the safest manner possible. Therefore, proof of COVID-19 vaccination or proof of negative test will be required to attend. We will follow state and local guidelines and recommendations by the CDC in regards to masks which are currently required in all spaces.

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For further details contact

BRIAN KEARNS
BRIAN.KEARNS@IRELANDINC.COM

