

# IRELAND INC US 250 INDEX 2023 SPECIAL REPORT

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## IAN HYLAND PRESIDENT & FOUNDER IRELAND INC

# IRISH BUSINESS CONTINUES TO OUTPACE BY AGGRESSIVELY EXPANDING ITS INVESTMENT FOOTPRINT ACROSS THE UNITED STATES

With Ireland's business footprint continuing to expand rapidly across the United States, the 2023 Ireland INC US 250 Index tracks the upward trend of Irish business and its expansion as the ninth largest source of Foreign Direct Investment in the United States employing over 200,000 employees in the US. The total value of Irish FDI into the US is estimated as \$240 billion across industries including food, life sciences, software, ICT, construction and business services.

As a direct correlation, Ireland INC has expanded its activities and platforms in the United States engaging, convening, amplifying and advising Irish businesses, CEO's and their leadership teams along their growth trajectory.

In the context of Ireland INC's expanding platforms, this was evident at the 11th annual Ireland Day Leadership breakfast, hosted in partnership with the [New York Stock Exchange](#), at the New York Stock Exchange in March where senior leadership discussions centred around the substantial growth of Irish business across all fifty States. The meeting was co-chaired by myself along with Congressman Richard Neal, former Chair of the House Ways & Means Committee. Delegates were joined by Joe Kennedy, Special Economic Envoy to Northern Ireland, along with representatives from the Irish and US Government and the CEO's of some of Ireland's largest corporations in the US.



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Participants at Ireland Day also included John Tuttle, Deputy Chair NYSE; Mary Buckley, Interim CEO IDA; Irial Finan, Chair Smurfit Kappa; Imelda Hurley, President Ibec; Minister Norma Foley; Helena Nolan, Consul General to New York; John Jordan, former CEO Ornuu; Caitriona Fottrell, CEO The Ireland Funds; Michael Spellacy, Atlas Crest PLC along with CEO's representing some of Ireland's largest employers across the United States including Primark, Intuition and First Derivatives/KX.

In April, Ireland INC participated in the 2023 Select USA Summit in Washington D.C. along with fifty Irish corporations, representing the largest Irish business delegation to attend the summit hosted by Secretary of Commerce Gina Raimondo, celebrating Global Foreign Direct Investment into the US.

The United States offers significant opportunities to Irish business and in working with our strategic partners including Select USA, Enterprise Ireland, Ibec, KPMG and AGG among others, Ireland INC provides vitally important platforms to Irish business investing in the US convening and engaging business and political stakeholders in the US and Ireland.

I am therefore delighted to launch the 2023 Ireland INC US 250 Index at events in Dublin and Washington DC and, in so doing, promote the United States as a natural expansion route to globalise Irish business.

To conclude, in the words of WB Yeats, 'Do not wait to strike till the iron is hot; but make it hot by striking'.

**IAN HYLAND**  
President & Founder, Ireland INC

## MICHAEL MCGRATH

### MINISTER FOR FINANCE



The US is one of Ireland's most steadfast economic partners. Beyond this strong and mutually beneficial economic relationship, we also enjoy deep historical and cultural ties, most recently evident during the historic visit of President Biden to Ireland earlier this year. I was honoured to meet with him and his delegation in my capacity as Minister for Finance.

Today, the United States is woven into the very fabric of Irish enterprise, where it is estimated that at least 900 American companies with operations based in Ireland employ over 190,000 people directly and over 152,000 people indirectly. Of course, the benefits of our economic relationship flow in both directions. Ireland is the 9th largest source of Foreign Direct Investment into the US. Latest reports show that 700 Irish-owned companies operate across all 50 states, employing over 110,000 people. The companies cross a broad range of industries, including construction, education, energy, environmental, medical devices and software.

I had the opportunity to engage with representatives from the Irish business community operating in the US earlier this year during my St. Patrick's Day engagements in Chicago, where I met with Enterprise Ireland supported companies in the agri-food, technology, manufacturing and healthcare sectors.

So far this year, Enterprise Ireland client companies have added 46 new US presences, already ahead of previous years where 60-65 is their average full-year total. There is also increasing data around Irish companies expanding across multiple state locations.

There is a Team Ireland approach to identifying opportunities to help Irish companies access new markets and increase the levels of foreign direct investment into Ireland. Enterprise Ireland and IDA Ireland work closely with the Department of Enterprise, Trade and Employment, as well as colleagues from the Department of Foreign Affairs, led by our Embassy in Washington and supported by Ireland's eight US

Consulates. Each year, a programme of trade missions and events support the goal of securing market access for Irish companies, as well as reinforcing the importance of the Ireland/US relationship.

It's important too to acknowledge the work of Tourism Ireland in optimizing the flight connectivity between Ireland and the US; this is a key influencer for Irish companies looking to overseas markets.

Ireland provides US firms with a welcoming, competitive gateway into the EU single market, one of the largest markets in the world. Client company strengths in key growth sectors such as Cyber Security, HR and Talent Technology, Healthcare, Financial Services, Animation and increasingly our provenance and story has added to traction in the consumer retail industry.

We look forward to the Aer Lingus College Football Classic this August between Notre Dame and Navy. Occasions such as this are great keystone events to facilitate a whole range of engagement in culture, tourism and trade between Ireland and the US.

Sporting occasions such as the 2027 Ryder Cup in Limerick and the 2024 college football game featuring Georgia Tech and Florida State will present further opportunities to celebrate the unique relationship between the two countries.

Overall, the success of our modern partnership is the result of decades of mutual trust, cooperation and respect.

Michael McGrath is a TD for Cork South Central and is currently the Minister for Finance in the Government of Ireland. He previously served as Minister for Public Expenditure and Reform from 2020 to 2022.

**MICHAEL MCGRATH**  
Minister for Finance in the Government of Ireland

# 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.

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.

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*.

**Michael E. Burke**  
PARTNER

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LEO CLANCY  
ENTERPRISE IRELAND

## STRENGTHENING BONDS IRELAND-US TRADE MISSION SPURS €15 MILLION IN PARTNERSHIPS

With 31.5 million people in America claiming Irish heritage, it is no wonder that Ireland and the US have long enjoyed a special relationship. But this goes way beyond personal and familial bonds as the two nations also share a very important trading partnership.

The US is a key market for over 870 Enterprise Ireland client companies - one of which is connected bedside technology company, Oneview Healthcare who recently signed a multi-year deal with Baxter International, the largest hospital bed supplier in the US, during Enterprise Ireland's trade mission to the US, led by Minister for Enterprise, Trade and Employment, Simon Coveney T.D.

Through the partnership, Oneview Healthcare will deliver their connected bedside technology to Baxter's US customer base, connecting patients to nurses, meal services, medical records and in-room systems. As a result of the collaboration, Oneview Healthcare has created 20 new jobs across their Dublin, Chicago and St. Louis offices.

Oneview Healthcare was one of a number of Irish companies who announced deals and partnerships with US companies valued at over €15 million during the three day-missions which visited Illinois, Indianapolis and Michigan and focused on strengthening collaboration and partnerships between Irish and US companies, delivering benefit to the economies of both nations.

Indeed, despite its size, Ireland is the ninth largest foreign direct investor in the United States, and according to the US Bureau of Economic Analysis, has invested \$269 billion into the country to date. Additionally, over 100,000 people are employed by Irish companies across the US - a figure, no doubt driven by an unprecedented demand for products and services from innovative Irish businesses. Enterprise Ireland client companies in the US employ 85% of this total and span a diverse range of sectors from cybersecurity and high-tech construction to healthcare and technology. And with six offices across America, Enterprise Ireland USA supports the addition of around 60 new US presences by its client companies

each year and the expansion and investment by Irish companies in the US is a core focus for the Enterprise Ireland team.

Some of the many Irish companies with significant US investment and employment include, Kerry Group, Icon PLC, Glanbia, Kingspan, CRH and Applegreen. Also, among these exceptional firms is the tech unicorn, Workhuman, renowned for providing cutting-edge employee recognition and performance management solutions to blue-chip customers such as LinkedIn, Cisco, and Procter & Gamble. Another prime example is Daon, a leading Irish biometrics firm which verifies user identities for Mastercard and has partnered with US Customs and Border Protection to develop the innovative Simplified Arrival Program for passengers entering the US.

Other forward-thinking companies include Dublin-based CliniShift, which has created software to streamline hospital staff rostering and has recently entered into a major partnership with Northwell Health, New York State's biggest health care provider. Meanwhile, over in Boston, Nova Leah, whose cybersecurity solutions protect medical devices from hacking risks, is also targeting the US market.

Fintech is another area in which Irish companies are thriving Stateside - and Fenargo, which provides software solutions to banks, is now firmly established in the US and counts some of the world's biggest financial institutions among its clients.

According to Leo Clancy, CEO of Enterprise Ireland, in 2022, US exports from Enterprise Ireland clients exports to North America reached a record €5.5bn, a 14% increase over 2021.

"In a momentous milestone, Enterprise Ireland client exports to the US surpassed \$5 billion for the first time ever in 2022, accounting for nearly a fifth of our total exports," he said. "Moreover, Irish companies generate billions of dollars through local sales within the US. This exceptional performance is driven by our homegrown innovators, the strength of our indigenous industrial base, our world-class research and development ecosystem."

"The extensive fleet of Irish companies exporting to the US includes prominent, fintech firm Swoop

Funding, which recently established a partnership with Sage, as well as security tech providers Evercam, a valued partner of American Foods Group, and ID Pal, a strategic collaborator of Salesforce, Corporate One, and other esteemed entities."

But, as Minister Simon Coveney pointed out, the trading relationship between the two nations goes both ways and has long been mutually beneficial.

Leading the recent Enterprise Ireland trade mission, Minister Coveney said "I'm incredibly proud of the strong economic ties between the US and Ireland and the contribution that Irish companies are delivering to the US economy, employing 100,000 people across all 50 states, including 6,500 in Chicago alone. This trade mission serves as a testament to our commitment to nurturing and strengthening this significant relationship and building economic prosperity for both nations."

On strengthening the economic ties between Ireland and the US, Leo Clancy said "In Ireland, we highly value our networks and long-standing relationships and given our closely intertwined history and the strong links we share today, Irish companies possess a profound understanding of American business culture. We understand the nuances of how business is conducted in the US, forging relationships based on an immediate cultural connection and a true commitment to technological excellence.

"At Enterprise Ireland, we take immense pride in supporting exceptional Irish companies that are forging partnerships and investment opportunities, driving commerce and prosperity on both sides of the Atlantic."

**LEO CLANCY**  
CEO, Enterprise Ireland

# IRISH INVESTMENT IN THE US FACTS AND FIGURES



**\$240 BILLION**

THE TOTAL IRISH  
FDI VALUE INTO THE US



**INDUSTRIES**

FINANCIAL SOFTWARE, LIFE SCIENCES,  
TELECOMMUNICATIONS, TECH  
SOLUTIONS, DIGITAL MEDIA, OIL AND GAS,  
INTERNATIONAL EDUCATION, CLEANTECH,  
CONSUMER GOODS, FOOD FDI



**200,000+**

US WORKERS EMPLOYED  
BY US AFFILIATES OF  
IRISH-OWNED FIRMS



**900**

ALMOST 900 IRISH  
COMPANIES ARE  
EXPORTING TO THE US



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PEOs have become a growing solution for small- and mid-sized employers looking to streamline their administrative processes. However, the number of PEOs has risen dramatically, leaving employers with many options and confusion about where to start.

## What is a PEO?

If you are unfamiliar with the term PEO, it is a business entity that helps service other businesses in the areas of payroll administration, human resources, risk management, and employee benefits.

## The Advantages of a PEO

1. Consolidate Administrative Processes
2. Reduce Employment Risk & Labor Costs
3. Allows You to Focus on Your Business

## How We Can Help

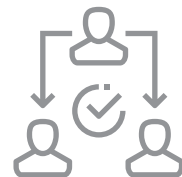
BenXchange can help you find the right PEO in a complex market and select the best fit for your company. We can quote PEO services from throughout the marketplace with one form and provide a customized analysis report to help you make the final decision. From there we work with you and the PEO to make sure your services are implemented correctly.



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Report**



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For more information about our PEO solution, contact us today at:

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## LORNA CONN CPL



## EXPLORING THE GROWTH OF IRISH BUSINESS IN THE US

When we think of Ireland and the US in business terms we can often focus on the investment flow from the US to Ireland but the US is one of the largest markets for Irish investment. We punch well above our weight in the US and according to Enterprise Ireland there is Irish investment in every single state there. US tax reform in recent years, the impact of Brexit and other contributory factors have meant that Irish companies are looking to the US to expand and grow. Companies such as Stripe and Qualtrics are choosing to headquarter in the States to access larger markets. The thriving tech and medtech industries there are really attractive to start ups who can access symbiotic partnerships and relationships that can fast track their growth exponentially. This is a trend that is, in my opinion, set to continue.

Indigenous Irish companies, spread across 800 locations throughout every US State and employing more than 110,000 people, have helped to make Ireland the ninth largest source of foreign direct investment in the US. A remarkable position to be in for a country of our size.

In truth I think that there is more to it than just economics, there is a very strong affinity between the US and Ireland. We have shared history and common ancestral links as well as strong political relations. The

diaspora, of course, play such an important role in building and maintaining relationships between the two nations. It is not unique to the business world - when you look at education, philanthropy, scientific research and culture you can see the strong transatlantic bond that exists.

Over 30 million Americans identified themselves as Irish American in the US census. Recent research commissioned by Glucksman Ireland House NYU and the Council for American Irish Relations found that Irish Americans, despite being many generations removed from Ireland, continue to be attracted to their Irish heritage because of Irish history and culture, and the positive perceptions of Irish identity in the US.

Along with this strong bond you have a market conducive to good business. Americans have a very pro-business philosophy and the US has worked on its regulatory environment to reduce some of the red tape that might previously have been insurmountable for companies. This along with a more favourable corporate tax rate, ready access to capital, inexpensive and plentiful energy, and vast natural resources make it a very attractive market for the Irish. With over 300 million potential consumers for products and services you can see why Irish companies continue to invest and grow their businesses in the United States. It is

our largest trading partner with €255 billion in trade between the two countries in 2021 alone - 30% of Ireland's total global trade.

My business is in talent solutions and I think that the impact of our current skills shortage means that companies look to the US and its potential pool of talent to fill roles. According to IBEC Irish companies employ almost as many people in the US as US companies employ in Ireland. Another remarkable statistic and one that drives home the real impact of the Irish. The battle for talent is now global - our new working environment and working methods mean that employees can move and work from anywhere. Talent attraction and skills shortages are among the greatest challenges for companies meaning that some might look overseas to fill roles and access the calibre of staff that they need.

Having worked extensively in the US myself, and with a view to Cpl investing there in the future, I can see the appeal for Irish companies. It is a dynamic and fast paced market - much more aggressive than here. If you are hungry to succeed and are keen to grow then the appeal of the US is undeniable. I feel there is still such untapped potential in the US market - an innovative, future focused and vibrant environment in which to do business. The sheer scale of the US brings opportunity but also the diversity of markets - from West to East coast, North to South you have differences in the areas of speciality and ways of doing business so companies can find the right fit based simply on location alone. We are now of course the only English speaking country in the EU which makes us an attractive option for the

US due to the ease of doing business and our perceived ease of access to other European jurisdictions. An American diplomat who wrote in one of our national newspapers some years back spoke about the bond between the two countries and the mutually beneficial 'two-way street' of investment. "Once a country lane, US-Irish commercial activity is now a super-highway valued at over \$590bn (€452bn). The titans of Irish enterprise tell us the business climate in the States has never been better." Reece Smyth wrote. This still seems to be continuing to bear true today.

It is heartening to see the great success of the Irish in the US. That affinity and strong bond continues to pay dividends and open doors for the Irish who want to experience that "American dream". There are many supports in place both here and in the US so that when the opportunities arise the Irish are ready and able to avail of them.

**LORNA CONN**  
Chief Executive Office, Cpl

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## DAVID CASS

### SIA PARTNERS

For decades, Ireland, with its proximity to Europe and young, educated workforce has been a global hub for attracting multinational interest and foreign direct investment. A diverse range of industries spanning from industrial to pharmaceutical and then technology sectors have set up significant and long-lasting operations on this island. These operations began as location, tax driven & lower cost production facilities but they landed on fertile ground and over time, through growth and development, have evolved into important value creation centres for global corporations.

The influx of capital, expertise and innovative organisations did more than create employment here, it changed the mindset of a generation of young, ambitious, Irish people and has created something bigger and more transformative to our society than could ever have been imagined or dreamt of. We were now at the forefront of innovative thinking and ways of working and far from believing we must accept the roles defined for us, we can co-create and bring our convictions and expertise to a bigger stage. We now understood that we don't have to migrate to America, Europe or beyond to create a career, or business, that can challenge and compete on a global stage. We can do it here, ourselves, in our way and have an impact that reflects our unique view of the world.

This belief led to a growth in confidence in long established Irish industry to innovate, invest, take risks, grow, and develop new products, services, and markets. It has also inspired a new generation of entrepreneurs to dream big and start new Irish businesses with ambition to take on the world. Irish businesses continue to draw inspiration from American entrepreneurial

culture, with many companies seeking to replicate the success of Silicon Valley and other innovation hubs here.

The importance of the US in this transformation cannot be overstated. The relationship between Ireland and the US has been long-standing, with millions of Irish migrating to the US over the centuries creating a unique two-way bond between our countries and cultures. The success of our ancestors in building a valuable community and contributing to the growth and success of America has a direct impact on our transformation here many years afterwards.

In more recent years, the country's entrepreneurial spirit has expanded far beyond its borders, with Irish businesses increasingly looking towards the United States as a destination for growth and expansion. There are a number of factors driving this expansion such as:

- The significant Irish American population in the US and a positive attitude to Ireland, especially in senior political and business figures, provides a supportive and welcoming environment for Irish businesses to operate.
- Ireland's membership in the European Union has enabled Irish businesses to access the American market more easily through trade agreements and other initiatives. The EU's trade agreement with the US, known as the Transatlantic Trade and Investment Partnership (TTIP), has created new opportunities for Irish companies to expand their operations and access the American market.

- Irish businesses benefit from favourable tax policies in the US, which provide incentives for foreign companies to invest and operate within the country. The US corporate tax rate was reduced from 35% to 21% in 2018, making it one of the most competitive tax regimes in the world. This has encouraged many Irish companies to establish a presence in the US, either through partnerships or by setting up subsidiary companies.
- The US is home to some of the world's most advanced research and development facilities, innovative technologies, and a highly skilled workforce. This has made it an attractive destination for Irish businesses looking to tap into the latest trends and technologies, particularly in the fields of biotechnology, pharmaceuticals, and software development.
- The growth of Irish business in the US has been particularly noticeable in the technology sector, with Irish companies such as Stripe, Intercom, and Workhuman making significant inroads in the US market. These companies have been able to leverage their Irish heritage and global reputation to create a unique brand identity and carve out a niche in the highly competitive US market.
- In the Agribusiness, Dairy and Food sectors established Irish players such as Kerry, Tirlán and Ornu are now investing in production facilities in the US - bringing innovation, expertise, and the quality of their operations & products to a scale market.

Despite the opportunities Irish businesses also face significant challenges in their inroads to the US. The prohibitive cost of doing business, particularly in cities like New York and San Francisco has led many Irish businesses to explore alternative locations, such as Austin, Texas, or Nashville, Tennessee, which offer lower costs of living and a more affordable business environment.

Another key challenge facing Irish businesses in the US is the sheer scale and competitive nature of the market. The US is home to some of the world's most successful companies, with fierce competition in almost every industry. To succeed, Irish businesses need to have a clear understanding of the local market and be able to adapt to the unique challenges and opportunities it presents.

So, what does the future hold? If the trend in recent years continues there is a bright future ahead. Irish businesses bring a unique perspective and innovative spirit to the US market, while the US provides access to a vast and diverse customer base - if done right it can be a match made in heaven delivering huge dividends to both sides of the Atlantic. The scale and ambition

of the companies in the Ireland Inc US 250 Index is a testament to the global vision of Irish business leaders who with right strategy and approach show that Irish businesses can continue to thrive, innovate, and grow in the US market.

At Sia Partners we are committed to developing strong business relationships and a bridge across the Atlantic to service our key Irish clients in their growth journey in the US and also to work with our US clients as they operate in Ireland & Europe.

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**DAVID CASS**  
Partner, UK & Ireland  
Sia Partners



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## MICHAEL E. BURKE ARNALL GOLDEN GREGORY, LLP



## CREATING IRELAND'S FUTURE ECONOMY

Michael E. Burke [1]

The twenty-fifth anniversary of the Good Friday Agreement is the right time to imagine what the Island of Ireland's economy could look like twenty-five years from now. Most of the companies listed in The Ireland INC US 250 Index will lead the way into that future, but not exclusively. It's probable that an Irish company that has not yet been formed could be the largest Irish business in the United States in 2048. The U.S. market should not be the sole growth target for Irish businesses over the next twenty-five years; companies across the Island of Ireland must become more comfortable with, and confident of, the fact that many of them are, or will be, globally competitive (if not dominant) businesses.

The future Irish economy will be knowledge-based. With outstanding universities, dynamic entrepreneurial hubs, and a supportive ecosystem, innovation across the Island of Ireland will impact sectors like pharmaceuticals, food, medical devices, agricultural technology, healthcare information technology, and others. However, to maximize this opportunity, real business links must be forged between Northern Ireland and the Republic. Businesses should be incentivized or encouraged to operate in both jurisdictions, leveraging a larger talent pool among other benefits.

Businesses on the island face a challenging investment landscape. While Irish venture capitalists are making excellent investments, there needs to be more money in the system—especially money to deploy between a seed round and a formal Series A round. Based on experience, it seems too many Irish businesses fail in that interregnum. One suggestion would be for Ireland to modify its capital gains rates and structure so that they are no longer an impediment to U.S. investors.

The United States will be a primary market for businesses across the Island of Ireland: Irish foreign direct investment in the United States was approximately \$343.5 billion in 2019 and supported 336,400 U.S.-based jobs. Both numbers will increase dramatically over the next twenty-five years.

In fact, Irish businesses, emerging and established, should look to the U.S. as their first export market. Brexit, coupled with related political and economic instability, make the United Kingdom a challenging market. More stringent regulation, higher taxes, and differing legal systems in other E.U. member states can be difficult to navigate.



The U.S. is a relatively simple and easy market for Irish business expansion. The U.S.-Ireland Tax Treaty injects predictability into treasury management. A similar legal system based on the common law--that includes concepts shielding company shareholders from company debts and obligations--reduces operational risk. Effective state regulators who can form a corporation or other business entity in as little as one hour creates efficiency.

In order to succeed in the U.S., however, businesses across the Island of Ireland must invest in a consistent presence in the U.S.--for market research, due diligence, meeting customers or for any similar reason. That can mean detailing someone from the home office to work in the U.S. or the hiring of a U.S. person. The lower the time investment in the U.S., the greater the risk of failure,

Irish businesses should exercise caution when it comes to 'helpers.' Some in the U.S. claim expertise or high-level contacts that they don't have, and these 'helpers' try to forge a relationship (sometimes based on common heritage) with Irish companies. Every company should conduct thorough due diligence on 'helpers' before engaging them, and then only engage them through a written contract. A thoroughly vetted 'helper' can be a tremendous benefit; a poorly chosen 'helper' can cost more than just the lost money and time investment.

Businesses across the Island of Ireland have to start U.S. expansion with a mindset that they will be wildly successful, not one where they think that they might be successful. Companies should think about the best-case scenario for what their U.S. presence and market would look like in twenty-five years, and then make a deliberate and intentional plan to realize such scenario. To paraphrase the opening of the U.S. TV franchise *Star Trek*, Irish businesses should go boldly in the direction of their dreams.

Over the next twenty-five years, more and more Irish companies will excel on the U.S. market, and there will be many more Irish business success stories. All it takes is a purposeful first step.

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

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[ 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.



## EXPLORING THE GROWTH OF THE US-IRELAND BUSINESS RELATIONSHIP

This year, as Ibec celebrates its 30th anniversary, we have been reflecting on Ireland's astonishing transformation since 1993. Ireland's global mindset has played a pivotal role in its journey to economic prosperity. A prime example of this is the enduring trade relationship between Ireland and the US.

Our strategic position has been key in attracting investment from the US for many decades, helping to transform the Irish economy into a modern hub of global commerce. From Henry Ford a century ago to the establishment of the Europe Middle East and Africa (EMEA) headquarters of today's global leaders in technology, bio-pharma, and med-tech, Ireland offers a familiar environment for US businesses to grow their global footprint from. While US investments in Ireland have fostered job creation, spurred economic growth, and established a foundation for the strong trade relationship- It is very much a two-way street.

Irish firms in the US almost mirror the employment contribution of American companies in Ireland. Furthermore, Ireland proudly stands as the 9th largest source of Foreign Direct Investment (FDI) into the US with Irish investment in the US valued at over \$240bn. The US market remains a cornerstone for many Irish companies seeking expansion. Over 600 Irish firms operate across diverse sectors in the US, from agri-food manufacturing to construction and services, bringing substantial investments and high-quality jobs.

Companies like Glanbia, CRH and Kerry Group represent great Irish success stories, but a new chapter is now being written by a generation of young entrepreneurs from Ireland who have begun years to set up new businesses in the US, emphasising the mobile nature of talent between the two countries and cultural compatibility.

Accessing the European market remains profoundly important for global US businesses. Ireland's membership in the EU has positioned it as a hub for global trade in both goods and services. This was evident in Ireland's critical role in global supply chains during the pandemic. As a strategic gateway, Ireland offers US companies access to over 500 million customers in the EU. Ireland assures US investors of both certainty and access to world-class talent. With a commitment to continuous upskilling and a culture of innovation, Ireland stands at the forefront of emerging technologies. AI, robotics, and advanced manufacturing are just a few examples of this.

Ireland's economy thrives, in part, because of the human capital enriched by immigration, making Ireland a vital gateway to the wider EU talent pool. The non-national workforce in Ireland comprises a significant portion: double the EU average. In today's globally connected business landscape where collaborative innovation is paramount, Ireland's leading-edge sectors and its rich talent pool become invaluable assets to



trading relationships. The globalized nature of Ireland's economy is evident by the fact that 60% of its final exports integrate into global supply chains, either as fully or partially processed goods. This is the highest ratio globally.

Currently, Ireland hosts all top 10 global technology companies, 18 of the world's top 25 medical technology firms, and 18 of the top 20 pharmaceutical corporations. Remarkably, six of the world's best-selling pharmaceutical products are produced exclusively in Ireland. The melding of expertise from these sectors fosters greater research collaboration, access to diverse skill sets, connections to specialized local suppliers, and simplifies the management of global supply chains.

The Russian invasion of Ukraine has been devastating, serving as a stark reminder of the immense value of peace. In the face of growing global political instability, Ireland's reputation as a stable democracy—where political rights and civil liberties are upheld—becomes even more vital to our society, economy, and role on the international stage. In 2023, Ibec had the honor of commemorating the 25th anniversary of the Belfast/ Good Friday Agreement through our 'For Peace + Prosperity' campaign. This highlighted the business community's role in promoting peace in Ireland by strengthening entrepreneurial and economic connections. We are deeply grateful for the US's ongoing support in preserving peace on our island.

Both our economies have thrived on trade and internationalization, benefiting citizens of Ireland and the US. However, recent years have posed challenges to the open-border approach that has been the bedrock of our shared prosperity. Now, it's crucial that our business communities advocate for maintaining our global outlook. At Ibec, we uphold the Irish business model, which stands on firm foundations and has immensely profited from the reciprocal relationship between Ireland and the US. In a post Brexit era, Ireland plays an even greater role for US companies seeking an EU presence, fostering closer collaboration between US and Irish businesses.

**DANNY MCCOY**  
CEO, Ibec



## DIGITAL HEALTH BENXCHANGE

The use of digital health tools and technology in general is redefining how many individuals and their families treat their personal health care needs. As a result, many insurance carriers and employers have incorporated digital health tools in their benefit portfolios as a way for individuals not just to monitor their general physical fitness but also to address concrete health needs and improve health outcomes.

By utilising technology to provide sports, fitness and wellness solutions, individuals are empowered to take greater control over their well-being. Specifically, these tools allow individuals to better track, manage and improve their health. Digital health tools also increase the efficiencies of healthcare by improving access, reducing costs, increasing quality of care and making medicine more personalised and precise. By combining the variety of technology tools available today with our rapidly evolving understanding of the impact of genomics on health, individuals can better manage and improve their personal health and care environment, increasing well-being and longevity.

Digital health is in reality comprised of a variety of methods all pooled together and directed toward a single objective...to make the digital health revolution a reality. Specifically, these methods include:

- Health Information Technology - managing the exchange of health information between patients and medical personnel in a secure, computerised environment.
- Mobile Health - allowing medicine and care delivery through the use of mobile phones, tablets and other wireless technology.

- Telehealth - providing the remote exchange of data and care between a patient and their medical advisor.
- Telemedicine
- Wearables - clothing and accessories that integrate advanced electronic technologies to assist in providing more personalised health data.

For more information on the Digital Health services and how they can fit into your company's employee benefit program, please contact BenXchange.

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Begin

# Welcome to your NYC Hub

As a Bank of Ireland business customer, we'd love to welcome you to our flexible workspace in the heart of Manhattan. The Bank of Ireland NYC Hub, located at 2 Grand Central Tower, is also available to host conferences and events.

Whether you're looking to expand into the United States or already have established US operations, contact us before your next trip to NYC.

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Ireland**

Bank of Ireland Group plc is incorporated in Ireland with limited liability. Bank of Ireland is regulated by the Central Bank of Ireland. In the United States, the US Branch of the Bank of Ireland is primarily regulated by the Federal Reserve Bank of NY and is licensed by the CT State Department of Banking, with Representative Offices in CA, IL and NY. NOT FDIC INSURED.

# IRELAND DAY NYSE 2023

## PHOTO GALLERY



**Pictured:** Joe Kennedy III , Special Envoy to Northern Ireland for Economic Affairs, Ian Hyland, President of Ireland INC, Norma Foley, Minister for Education, Congressman Richie Neal, U.S. Representative Photo Credit: NYSE



**Pictured:** Pictured from Ireland Day Mary Buckley, Interim CEO, IDA Ireland being interviewed on Ireland Day at NYSE. Photo Credit: NYSE



**Pictured:** The New York Stock Exchange welcomed executives and guests of Ireland INC on Monday, March 13, 2023, in celebration of the 11th annual Ireland Day. To honour the occasion, Ian Hyland, President, joined by Lynn Martin, NYSE President, Tracey Carney, Managing director, Ireland INC, Deb Mangone, Vice President & Country Manager Pfizer Ireland, Caitriona Fottrell, President & CEO, The Ireland Funds, Terence O'Rourke, Chairman of Enterprise Ireland, Liam O'Donoghue, Deputy CEO/COO, Ibec, Mike Burke Partner Arnall Golden Gregory LLP, Joe Kennedy III, Special Envoy to Northern Ireland for Economic Affairs, Helena Nolan - Consulate General New York, Imelda Hurley, President of Ibec, Congressman Richie Neal U.S. Representative, Norma Foley, Minister for Education, Mary Buckley, Interim CEO, IDA Ireland and Ben English, Co-Founder & Executive Director - US-Ireland Partnership for Growth rings The Opening Bell®. Photo Credit: NYSE



**Pictured:** The New York Stock Exchange welcomed executives and guests of Ireland INC in celebration of the 11th annual Ireland Day. To honor the occasion, Ian Hyland, President, joined by Lynn Martin, NYSE President, rings The Opening Bell®. Photo Credit: NYSE



**Pictured:** Joe Kennedy III, Special Envoy to Northern Ireland for Economic Affairs, addresses business leaders at the roundtable discussion on the theme, 'The Power of Together'. The Roundtable was chaired by Ian Hyland, President of Ireland INC, who was joined by Congressman Richard Neal, Chairman of the House Ways and Means Committee, Joe Kennedy, Special Economic Envoy to Northern Ireland along with US and Irish Business & Political Leaders. Photo Credit: NYSE



**Pictured:** Pictured at the New York Stock Exchange, Ireland INC, ringing the Opening Bell. The event took place at the 11th annual Ireland Day at the New York Stock Exchange where business and political leaders gathered to discuss Irish-US trade issues. Photo Credit: NYSE



**Pictured:** Caitriona Fottrell, President & CEO, The Ireland Funds, Congressman Richie Neal U.S. Representative Photo Credit: NYSE



**Pictured:** Photo Credit: NYSE

# IRELAND INC US 250 IRISH COMPANIES IN THE US

## **AALTO BIO REAGENTS**

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. Its 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.

### AER LINGUS

Founded by the Irish Government in April, 1936, Aer Lingus is Ireland's premiere airline. Today, Aer Lingus flies to over 80 destinations and is a part of the International Airlines Group (IAG).

### 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 it's 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.

#### **ARTHUR COX**

Arthur Cox LLP is one of Ireland's leading law firms. Operating on an "all-island" basis, the firm has offices in Dublin and Belfast. The group also has offices in London, New York, and San Francisco. Arthur Cox's practice encompasses all aspects of corporate and business law, with over 530 legal staff and a total headcount of over 740.

#### **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® by CentralReach 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 and patented technology 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.

#### **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

# From Ireland to the World, Your Connection to Global Talent

**Nurtured on Irish soil, flourishing worldwide. Cpl has been the cornerstone of providing talent solutions for Irish and global organisations for over three decades. As you venture into new horizons, we remain your steadfast ally. Experience the trust and familiarity of home, no matter where your business takes you.**



**Stephen Mullin**  
**Director - Cpl Business Development**  
[stephen.mullin@cpl.ie](mailto:stephen.mullin@cpl.ie)

and aquatic animals. These include joint and cartilage support, anti-parasitics, anti-microbials, hormones, sedatives, anti-inflammatories, vaccines and aquaculture products.

### **BINARII LABS**

Binarii Labs provide SaaS data security and privacy solutions that focus on uniquely protecting their Enterprise users documentation and/or data, piece by piece in the users own multi cloud environment, such that Binarii Labs are never required to hold the user's data. Through their US and UK patent granted solution, Binarii Labs protects each piece of their user's precious data uniquely such that even in the event of a user's own cloud storage location being breached, the enterprise maintains business continuity through uninterrupted access to their data without any elaborate, costly, or time-consuming disaster recovery actions and also renders the attack as harmless. In line with a growing number of industries regulatory requirement, the Binarii Labs suite of solutions provide the enterprise with an automated cloud contingency solution, but uniquely whilst never storing any of the data on the enterprise's behalf. Operating across 26 different countries and having established a physical presence in the USA, Ireland, UK and Singapore, Binarii Labs has had both a USA and a UK patent granted in 2023. In 2023, Binarii Labs were both a KPMG Ireland Global Tech Innovator 2023 finalist; and a European Innovation Fund investment recipient through the EIT Digital Open Innovation Factory 2023, as 1 of only 8 selected.

### **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 Building Eye 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.

#### **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**

Founded in Galway in 2010, Channel Mechanics developed an intuitive SaaS Partner Relationship Management (PRM) Platform. Utilized by the world's leading vendors, the platform ensures ease of doing business for their partner community and channel teams, while simultaneously driving competitive advantage, accelerating revenue, and building partner loyalty. With its headquarters in Ireland, the company also operates in the United States and the United Kingdom to serve its diverse international customer base.

#### **CHIPRIGHT**

Chipright is a specialist technology consultancy firm providing design services that facilitate the development of hardware and software solutions within the semiconductor industry.

#### **CHIRISA INVESTMENTS**

Chirisa is a global investor active across Digital Infrastructure, Communications and Real Estate in Europe and the Americas. The company seeks 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.

**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.

**COREFX INGREDIENTS**

CoreFX Ingredients was founded in 2016 as a strategic partnership with Ornu. The group operates independently. Its corporate office and state-of-the-art innovation center is located in Evanston, Illinois.

**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.

#### **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, Canada, 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**

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 Gloucester in Britain. 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. In five 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 16,000 worldwide and has operations in 22 countries.

#### **DECHERT**

Dechert has built a global platform across 21 locations with a singular focus - delivering high-quality advice that is actionable, commercial and delivered efficiently. Dechert's Dublin office provides asset managers with full scope support in the operation of their investment products and investment management activities.

#### **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



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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.

#### **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**

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 is an industry-leader in private cellular network technology. Druid's Raemis™ platform is an enterprise-grade core network, with features and functionality built specifically to enable simplified private network management. For over 20 years, customers and partners worldwide have chosen Druid's Raemis™ platform to connect applications, devices and radios benefiting from enhanced security,

performance, and cost-effectiveness. The Raemis™ platform is a mature, 3GPP compliant 5G & 4G core network, with unique features designed specifically for business and mission-critical use across all industries.

### **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.

### **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.

### **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.

### **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).

#### **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.

#### **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 (approx. 480 in Dublin), Fenargo has offices in London, New York, Boston, Toronto, Madrid, Miami, Athens, 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**

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.

#### **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.

### **FUTURE PROOF INSIGHTS**

Future Proof Insights is an award-winning applied Neuroscience research service, we combine the worlds of Consumer Research and Neuroscience to help clients quantify and explain the subconscious processes that drive human behaviour. Through Neuroscience, Future Proof quantifies the physiological changes that happen within the brain and body, providing objective measures of impact and effectiveness, ultimately eliminating the subjectivity from consumer research.

We all know people's opinions are poor predictors for behaviour, yet business decisions rely on the outcomes of surveys & focus groups every day. To understand human decision making, we can't simply ask people why they bought X, or why they did Y. Because more than likely, they can't tell you the truth, we construct a reason that fits our worldview.

The market research industry is fundamentally flawed, by using Neuroscience, we help our clients move beyond the presumption that consumers are rational decision makers. Putting specific numbers against brain processes like Engagement, Emotion, Cognitive Load, Desire & Memorisation, the brain processes that underpin behaviour and decision making.

### **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.

### **GETVISIBILITY**

Getvisibility uses state-of-the-art AI to classify and secure documents and emails in real-time. Getvisibility's dual approach to data classification allows staff to manually

classify documents as they are created with suggestions and automated checking, while the machine learning algorithms scan, categorise and classify legacy data. The Getvisibility solution also provides organisations with risk assessments regarding compliance, permission management, data quality and user activity.

### **GLANBIA**

Glanbia is a better nutrition company, home to consumer brands and ingredients that help people around the world to live full, healthy lives. Headquartered in Kilkenny, Ireland with 6,000 employees around the world, our team uses insight-and science-led innovation to create healthier, smarter products that meet the ever-evolving needs of our consumers and partners. Glanbia is the no. 1 sports nutrition brand family in the world and our ingredients business is partner of choice to customers in the global food, beverage and clinical nutrition industry. For more information visit [www.glanbia.com](http://www.glanbia.com)

### **GLEN DIMPLEX**

The Glen Dimplex group commenced operations in North America in 1991 with the acquisition of several leading heating brands. Today, Glen Dimplex Americas has grown substantially and holds market share in the electric heating and fireplace categories across the continent, offering a wide range of highly innovative products and technologies. Formed in 2006, Dimplex Thermal Solutions is a leading US manufacturer of industrial and medical process chillers providing innovative cooling solutions.

### **GLOBAL SHARES INC**

Global Shares, a J.P. Morgan company, is a comprehensive equity compensation management solution for public and private companies worldwide. We help companies to unlock the power of employee ownership and bring their equity awards to life. We are a FINRA and MiFID regulated firm, with headquarters in Clonakilty, Ireland, 20 offices worldwide, 800+ staff, and exports to 100+ countries. We were crowned Technology Ireland's 'Technology Company Of the Year' 2021, and are a 2023 'Best in Tech' Great Place to Work® accredited workplace. In August 2022, Global Shares announced it was becoming part of J.P. Morgan. Employee ownership, simplified. It's what we do. [www.globalshares.com](http://www.globalshares.com)

### **GOPARKIT TECHNOLOGIES LTD**

GoParkit is a parking permitting, payments and analytics platform which can be used by cities, campuses, or companies. Any of those clients can brand the platform as its own and

even licence the technology and its source code, or have the platform fully supported by the GoParkit technical team. While there are a number of parking payments providers none provide such a depth and flexibility as regards technology licensing. The platform is proven since 2015 in the US and Ireland and now focusses on this technology provision model.

#### **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 2010 and now has over 130 employees. GridBeyond announced the acquisition of Veritone Inc Energy Business, a leader in AI software and services in North America, strengthening the business' position in the US market. The acquisition brings together two of the most innovative companies in energy forecasting, trading and optimization.

#### **HALOSOS**

HaloSOS aims to ensure millions of people working in the hospitality industry feel reassured about their safety at work. The company has reimaged safety to create people-focused solutions. It is the vision of making the world a safer place that fuels HaloSOS every day.

#### **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.

#### **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, Hub Controls has the vision of eliminating energy wastage associated with heating and cooling buildings, and thereby helping ordinary people save money and fighting climate change. Hub Controls has built an award winning thermostat, the Hub Controller, that is engineered to save money and reduce energy consumption.

#### **HUNTER EXECUTIVE SEARCH LTD**

Hunter Executive Search is a new breed of headhunting company, based in Ireland and the USA and working on assignments across the world.

#### **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 41,160 employees in 108 locations in 53 countries through a mixture of organic growth and strategic acquisitions, creating the world's leading clinical research organisation, powered by healthcare intelligence. ICON opened its first US office in Philadelphia in 1992, and began trading on the Nasdaq exchange in 1998. ICON employs over 12,000 people in the US.

#### **ID-PAL**

ID-Pal is an Irish identity verification solution. In March 2023, it was announced that the company would official launch into the US market. Championed by Enterprise Ireland, the US launch is building on ID-Pal's success in serving enterprises across 30 industries. Offering global coverage of more than 6000 identity documents across 200 jurisdictions and countries, clients now include payments and gift cards provider Blackhawk Network (BHN), leading procurement and compliance platform Certa, global payments company and

a subsidiary of US Bancorp Elavon and the recent J.P. Morgan-acquired Global Shares.

### **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, Idirio 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.

### **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.

### **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.

### **KLAS GROUP**

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.

### **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 collects 2bn litres of milk annually from its 3,200 farm family shareholders across 16 counties in both Ireland and Northern Ireland. Lakeland Dairies is Ireland's second largest dairy processor (the largest in Northern Ireland). Lakeland Dairies is a €1.9bn 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 some 240 dairy products to over 100 markets 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.

### **LETSGETCHECKED**

Peter Foley founded LetsGetChecked in 2015 with the intention of providing testing kits for people from the comfort of their own homes. The company supplies tests for general health, men's health, women's health and sexual health. Foley has brought the company international, catering for the US, Canada, and Europe.

### **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 organisations and private owners from a global network of eleven ultra-modern paint shops for narrow-body, regional and private aircraft, capable of handling up to 500 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](http://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 Philippines. 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.

### MEASURESOFTECH 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.

#### **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.

#### **NICHE SPECIALIST STAFFING PARTNERS/ NICHE SSP**

"Niche Specialist Staffing Partners Limited is an award winning Recruitment firm founded by husband and wife Gareth and Ciara

McGlynn. Niche SSP is a rapidly growing network comprised of the most talented Estimators across the US. Niche SSP is solely concentrated in the Preconstruction / Estimating ecosystem, delivering the top 10% of Estimators / Preconstruction professionals across the US. This gives us the focus, dedication and expertise to offer the best service.

#### **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 specialise in the development of centralised cybersecurity risk management systems for medical devices. The company's solutions provide complete oversight of medical device cybersecurity and automate the management and mitigation of risks. SelectEvidence and SelectEvaluate, use artificial intelligence and real-time communication between manufacturers and healthcare providers to identify, analyse and mitigate risks as they unfold. The products provide live and ongoing security evaluations of medical devices throughout the development, procurement, use, and maintenance journey. SelectEvidence automates the performance of a cybersecurity assessment during the development and maintenance phases, while SelectEvaluate streamlines the selection and third-party risk management of connected technologies and monitors cybersecurity risks for continuous compliance while in use. Both products provide real-time visibility of the cybersecurity status of devices, enhancing the safety and security posture of the healthcare industry.

#### **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.

#### **NOVELPLAST**

Novelplast Teoranta is an Irish plastics manufacturing company, focused on the state of the environment and improving the sustainability of the plastics industry through its work. Its largest markets are PET manufacturing firms in Europe and as we expand operations we have decided to locate a base in Co Meath, Ireland and are creating a variety of employment opportunities there.

#### **NUIX**

Nuix specializes in transforming massive amounts of complex data - from emails, social media, communications, and other human-generated content into searchable, contextualized information. With Nuix's investigative analytics and intelligence software, you can understand the context and connections in your data, search it, filter it, visualize it, analyze it and find the truth it holds.

#### **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.

#### **OCEAN ENERGY**

OceanEnergy, which is the trading name of New Wave Technologies Limited, is a specialised commercial company developing wave energy technology. The company is developing technology which has been extensively tested and is now at a stage where it is now one of the most commercially viable technologies for harnessing the power of the oceans. The device, through careful development, has the advantages of a robust and practical design, one moving part and proven survivability having withstood over 3 years of live sea trials in Atlantic waves.

#### **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



# Irish Investment Across the United States

Ireland INC amplifies the significant Irish investment across the United States and provides unique C-Suite engagement platforms to Irish corporations invested and/or investing across America. Ireland is now the 9th largest Foreign Direct Investor in the US and Ireland INC works with a range of blue chip global Irish businesses reaffirming Ireland's position as a critical economic partner to the US and in so doing communicates with Irish business brands collectively and on a bespoke basis.

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**Alviere**

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.

### 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.

### **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.

### **PEPTALK**

PepTalk builds technology for teams, and creates an environment for teams to thrive through shared experiences, understanding, and trust. PepTalk's biggest product refresh came in 2022. Team Check-In and PepTalk Paths create a unique team-centred environment to build trust and belonging in your teams. PepTalk was ranked 19th in The Deloitte 2022 Technology Fast 50 Awards in November 2022. PepTalk also landed a major funding round of \$3.6 million to fuel U.S. expansion.

### **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.

### **PM GROUP**

PM Group is an employee owned, international project delivery company operating across Europe, the USA and Asia. With a 50 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](http://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, international fashion retailer Primark launched its first US store in Boston in September 2015, and took the US market by storm with its affordable fashion and everyday essential clothing across women's, men's and kids', as well as homewares, license and beauty products. Primark currently has 20 stores in the US across states including New York, New Jersey, Pennsylvania, Illinois, Massachusetts, Albany and Florida. Primark operates over 400 stores in 16 countries – the UK, the Republic of Ireland, Spain, Portugal, France, Germany, the Netherlands, Belgium, Austria, Italy, Slovenia, Poland, Czech Republic, Romania, Slovakia and the US. Primark aims to reach 530 stores by the end of 2026 across Europe and USA, including 60 stores in the US alone.

### **PRODIGY LEARNING**

Prodigy Learning is an award-winning global EdTech business, providing innovative online platforms that enable learners to develop and prove their skills. The Company was established

in 2000 and now has offices in Dublin (Ireland), London (United Kingdom), Sydney (Australia), and New York (United States).

### **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.

### **PRONAV CLINICAL**

Guiding IMP to clinical trial sites in Europe and beyond is a complex journey requiring detailed knowledge of market specific regulations, packaging, labelling and QP release.

PRONAV Clinical is the only established Irish owned Early Phase supply partners in Europe.

The group has the knowledge, infrastructure and flexibility to provide customised and agile supply chain solutions for IMP Sponsors faced with navigating the challenges of Clinical Trial Supply, especially during an uncertain Brexit era.

### **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 Ltd is a global leading provider of wearable wireless sensing technology- their products and solutions are trusted and utilised by the world's brightest start-ups, Fortune 500 companies, and leading Universities, shipping to over 85 countries worldwide. Established in 2008, Shimmer designs develops, manufactures, and markets a full range of wearable wireless sensing technology and solutions to provide high-quality, scientifically reliable biophysical and movement data in real time. This unlocks the potential for analysis and interpretation of sensed data specific to the person, their application, and their environment. Headquarter in Dublin, Ireland, and with offices in Boston, and Kuala Lumpur, Shimmer offers wearable wireless sensing technology, products, services, and solutions to the Research and Education, Enterprise, and End User markets that overcome the challenges of size, wearability, reliable communications, and low power consumption.

#### **SHORLA ONCOLOGY**

Shorla Oncology is a privately held, Ireland and US based commercial stage pharmaceutical company with an advanced pipeline of innovative oncology drugs for

women's, orphan and pediatric cancers. 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.

#### **SIGMAR RECRUITMENT**

Since opening its doors on March 2nd 2002, Sigmar Recruitment has scaled to become Ireland's largest organically grown recruitment consultancy and one of the most respected in Europe. Today, the group places thousands of jobseekers with hundreds of businesses across a diverse range of markets and continue to deliver innovative recruitment solutions. Sigmar Recruitment has a team of 150 talented people across centres in Dublin, Cork, Galway and Athlone.

#### **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 - Powering Investigations saving you hours, days and even months of your time. Siren fuses data from open source, vendor and classified sources allowing analysts and investigators to analyze risks, threats and crimes for the National Security, Public Safety, Fraud and Compliance, and Cyber Threat communities. Siren's patented technology is uniquely search based providing the user with easy to use search, analytics, visualization and reporting capabilities for investigations on all data types at all scales of data volume.

In November 2022, Siren was included in the Deloitte Technology Fast 50. Siren was named as a Gartner Cool Vendor in an Analytics

and Data Science Report in 2020. For more information, visit [siren.io](https://siren.io).

#### **SKILLNET IRELAND**

Skillnet Ireland is a business support agency of the Government of Ireland, responsible for advancing the competitiveness, productivity and innovation of businesses operating in Ireland through enterprise-led workforce development. The primary objective of Skillnet Ireland is to increase participation in enterprise training by businesses.

#### **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.

#### **SONALAKE**

Sonalake is a multi-award winning software partnering company. Formed in 2016 following the merger of DANU and Verax,

its history stretches back over 20 years of successful project delivery.

#### **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.

#### **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**

About Taoglas: Founded on Antennas, Scaled for Connectivity. Taoglas tackle real-world engineering challenges faced during the development of complex RF and wireless systems. Our antennas, advanced IoT components, and custom design services are the building blocks you need to bring connectivity solutions to market on time, the first time. Our commitment to continuous innovation, proactive customer service, and quality you can trust builds partnerships that don't end with a single IoT component. We engineer solutions that deliver long-term peace of mind to our customers and colleagues, creating time and space to work together to advance global connectivity. As for company updates, we've recently opened Taoglas site in India and are opening a new global headquarters in San Diego in the fall. We've also expanded our portfolio of

products to include a wide magnetics line as well, and launched the first-in-class Taoglas Invisible Antenna earlier this year.

### TEAMWORK

Teamwork.com is the only scalable project management platform built specifically for client work. Deliver work on time and on budget, eliminate client chaos, and understand profitability, all in one platform. Headquartered in Cork, Ireland with additional hubs in Belfast, Toronto, New York, Amsterdam, and Barcelona, Teamwork.com has a global workforce of over 350 employees and services over 20,000 customers. Find out why teams that deliver client work use Teamwork.com to become more efficient, organized, profitable, and happy. Learn more.

### 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.

### 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 INNOVATION EXCHANGE (FURTHR)

The Innovation Exchange was launched in February 2022 to facilitate collaborative innovation in Ireland. Over 500 companies have engaged with the programme to date, and by 2025 over 1000 companies will be part of The Innovation Exchange. It is an initiative of Skillnet Ireland and is managed by Furthr.

### 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.

### THERAPIE CLINIC

Thérapie Clinic has been one of Europe's leading medical aesthetic clinics for over 20 years. It offers medical-grade laser hair removal for all skin types, world class body sculpting and toning treatments to remove unwanted fat and cellulite, cosmetic injections, skin treatments and more.

### 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.

### 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.

#### **TRIPADMIT**

After spending decades working in the travel industry, TripAdmit's founders, John Maguire and Andrew Kelly, saw an opportunity to do things better. With their backgrounds, they knew it should be a lot easier for tour and activity providers to sell online, so they decided to do something about it. They put our heads together, took everything they had learned over the past 20 years and started to build the solution to get this industry connected.

#### **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.

#### **TULLY RINCKNEY IRELAND**

Tully Rinckey PLLC offers legal services to corporations, governments, small businesses, and individuals across the globe. The firm's knowledgeable, resourceful, and trial-tested attorneys provide counsel and representation to help clients achieve success.

#### **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.

#### **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.

#### **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**

As a one-of-a-kind video content solution and distribution network powered by the world's largest premium video library, VideoElephant is all about incredible video content and bringing it to screens everywhere. We built VideoElephant to make it easy for content producers to distribute and monetise their video globally and for businesses worldwide to connect with their audiences through extraordinary video experiences. VideoElephant sources, licenses, curates and programmes premium short-form and long-form video content, distributing globally for content producers like Bloomberg, Fox, McClatchy, Al Jazeera, Euronews, New York Post, Future PLC, BBC Good Food, France 24, Deutsche Welle and PA Media, delivering to digital publishers and online media, streaming platforms and digital screens worldwide as single VOD assets, playlists, and FAST TV channels. Set up in 2011, VideoElephant has offices in Dublin and New York with regional bases in LA, Texas and Maryland.

#### **VIGITRUST**

Leading the Way in Simplified Compliance and Integrated Risk Management VigiTrust, a prominent Irish company, secured its place in the Ireland INC US 250 Index 2023, acknowledging its significant contributions to



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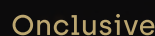
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### 2023 Partners



integrated risk management and compliance. Boasting consistent year-on-year growth, VigiTrust stands as a global industry leader.

Central to VigiTrust's success is its strategic pivot from consulting to Software-as-a-Service (SaaS) Governance, Risk, and Compliance (GRC) solutions. This shift has been pivotal in offering clients efficient, cost-effective, and comprehensive cybersecurity and compliance solutions. VigiTrust's award-winning platform supports over 100 frameworks, laws, and standards, delivering unmatched coverage. A standout feature of VigiTrust's suite is the Unified Platform for Security (USPS). This comprehensive solution combines an integrated relearning platform, covering 150+ cybersecurity topics, with a collaborative tool, dynamic dashboard, and unique Assessment 360 capability. This empowers clients and partners to easily create and customize their security frameworks with just a few clicks. VigiTrust not only provides a service but enables organizations to swiftly and effectively adapt their security strategies.

The company's core mission revolves around value addition, simplifying compliance, and making GRC accessible. VigiTrust addresses the challenges posed by fragmented GRC solutions and inefficient vendor approaches with its native SaaS platform, delivering a consolidated, streamlined, and cost-effective solution. VigiTrust also leverages its impressive network through the VigiTrust Global Advisory Board (VGAB), enhancing its credibility and industry presence. With over 300 chartered advisors and more than 1000 community members, this network offers an unparalleled pool of expertise. In addition to its innovative solutions, VigiTrust has earned numerous awards, solidifying its status as an industry pioneer in cybersecurity and compliance. CEO and Founder Mathieu Gorge, a celebrated authority in the field, has further elevated the company's reputation. His book, "The Cyber Elephant in the Boardroom" serves as a seminal work, guiding organizations through the evolving cybersecurity landscape. VigiTrust's remarkable journey and dedication to simplifying compliance and risk management set new industry standards. With a strong track record, innovative solutions, a robust network, and visionary leadership, VigiTrust continues to lead the way in transforming integrated risk management.

#### **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. Visatec 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 where innovation meets e-commerce. We're not just another e-commerce platform - we're the trailblazers redefining the online shopping experience. Imagine a virtual marketplace that seamlessly fuses with your brick-and-mortar haven. That's the power of WebSell. Our platform elegantly plugs into your Point of Sale, revolutionizing the way you do business. Say goodbye to fragmented systems and hello to a unified, streamlined e-commerce solution that's as effortless as it is effective. WebSell isn't just about technology; it's about forging connections. Our platform seamlessly integrates with leading POS and ERP systems like Windward System Five, Retail Management Hero, and pcAmerica's Cash Register Express. It's like we're speaking the language of commerce fluently, creating harmony between the physical and digital realms. WebSell is also your digital marketing ally, your partner in reaching new heights. Our team of marketing maestros is spread across the globe, delivering top-notch

services that span the digital spectrum. Picture your brand's online presence soaring through the ranks with expertly executed PPC campaigns that pack a punch, SEO strategies that put you at the forefront, and Email Marketing that captivates and converts. Established in 2005, WebSell operates from its headquarters in Cork, Ireland, extending its e-commerce solutions to a global clientele. Additionally, WebSell maintains presence in the United States and Poland through its dedicated offices. For further insights, explore our offerings at [www.websell.io](http://www.websell.io).

#### **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**

WrxFlo is a leading software solutions company that specializes in helping businesses connect multiple data sources, build missing functionality and optimize their supply chain operations. Using a People, Process, Technology framework, WrxFlo identifies gaps in both process and system functionality, integrates multiple Business systems (ERP's, MES, CRM, CSV's, and equipment) and develops tailored solutions to enhance efficiency throughout the supply chain. WrxFlo simplifies and contextualises supply chain data, ensuring that the most complex of businesses operate on maximum efficiency. WrxFlo deliver value in 3 key ways:

1. Present existing data insights, from any source, automatically, real-time, maximising value that can be delivered from that data.
2. We customise it to your needs. If critical source data is not available, we build the

software solutions to collect that data.

3. We are experienced problem solvers and will bring an operational point of view backed up with technology solutions.

As a result, WrxFlo's clients have seen significant improvements in manufacturing capacity, cost per unit, customer order fulfilment, and sustainability. For instance, some clients have reported a 40% increase in manufacturing capacity, a 30% reduction in transformation costs, a 98% decrease in overdue orders, and a 99% decrease in on-site paper usage. With their expertise in software solutions and supply chain, WrxFlo is a valuable partner for any organization looking to optimize their operations. Its 30-strong team is based across Ireland, UK, Germany, China, India, and the US plan to expand this to 100 people by 2025 and work with medium to large multinationals across the globe.

#### **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.



SelectUSA is the U.S. government program that promotes business investment into the United States.

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\*Source: A.T. Kearney FDI Confidence Index



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