

A large, stylized white '30' with a 'TH' superscript. The number '3' is formed by three horizontal bars. The number '0' is a thick white ring. The year '1992-2022' is written in white across the center of the '0'.

30TH
1992-2022



Technology
Ireland
Ibec

INDUSTRY
AWARDS

A W A R D S

P R O G R A M M E

Recognising the continuous
achievements of the
Irish technology sector
from 1992-2022

 @technology_irl

#TechIRLAwards2022

We are delighted to be celebrating the 30th year of the Annual Technology Ireland Industry Awards with you this evening.

A record 52 entries were shortlisted this year. The mix of indigenous Irish-owned companies and FDI companies shortlisted, as well as the quality of the entries received is clear evidence of the vibrancy of the Irish tech sector. At a time of global economic challenges, our finalist companies have demonstrated technical innovation, sales achievements, successful partnering strategies and a significant commitment to enacting societal change.

Throughout the past 30 years, the technology sector has been a shining light for innovation, creativity, adaptability and resilience and this is reflected in the high calibre of applications received across all categories. We, alongside our sponsors, look forward to recognising these achievements this evening.

Una Fitzpatrick
Director, Technology Ireland





**Technology
Ireland**
Ibec

About Technology Ireland

Technology Ireland is the technology sector association of Ibec. We advocate on behalf of Ireland's indigenous and foreign direct investment (FDI) technology companies to Government and policy makers. We make sure Ireland is the most competitive location in the world to grow successful technology businesses. We also develop our own initiatives and services to help member companies prosper. Our mission is to make Ireland a global technology powerhouse.

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www.technology-ireland.ie



30TH
1992-2022



Technology
Ireland
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INDUSTRY
AWARDS

SHORTLISTED FINALISTS

DIGITAL TECHNOLOGY COMPANY OF THE YEAR

GridBeyond
MCO (MyComplianceOffice)
Siren
Spanish Point Technologies
Stryve

EMERGING COMPANY OF THE YEAR

Ardanis
Avatar Academy
Protex AI
SmartRoutes
VisionR

OUTSTANDING ACHIEVEMENT IN INTERNATIONAL GROWTH

BoatyardX
ID-Pal
Nutritics
Spanish Point Technologies

TECHNOLOGY INNOVATION OF THE YEAR

CameraMatics
Cilter
danalto
Protex AI
TEKenable Ltd

DIGITAL TECHNOLOGY SERVICES PROJECT OF THE YEAR

FINEOS
Triangle Technology Services
WrxFlo

TECH 4 GOOD – PRODUCT/ SERVICE AWARD

Cilter
Each & Other | Gen+
Gabadoo
Kids Speech Labs
OpenSky

TECH 4 GOOD – COMMUNITY AWARD

Code Institute
Fidelity Investments Ireland
Fujitsu Ireland
Gabadoo
Sonalake

TECH 4 GOOD – SUSTAINABILITY AWARD

Future Planet
Go Eve & DockChain
Host in Ireland
Johnson Controls
Foodprint by Nutritics

WOMEN IN TECH INITIATIVE OF THE YEAR

Code Institute
Fidelity Investments Ireland
Google
Huawei Ireland
STEM Passport for Inclusion

EXCELLENCE IN TALENT DEVELOPMENT

Avatar Academy
Fenergo
Fidelity Investments Ireland
FINEOS
Legato Ireland

OUTSTANDING ACADEMIC ACHIEVEMENT OF THE YEAR

CeADAR Centre for Applied AI
OpenIreland at CONNECT,
Trinity College Dublin
SpuMoNI: Data Integrity and Traceability in
Pharma – National College of Ireland
pHetalSafe – INFANT Research Centre,
University College Cork
The ALPACA Project – Learnovate Centre,
Marino Institute of Education and
Trinity College Dublin

OUTSTANDING ACADEMIC ACHIEVEMENT OF THE YEAR



CeADAR Centre for Applied AI

CeADAR is Ireland's Centre for applied data analytics and AI research and has been in operation since its establishment 8 years ago by Enterprise Ireland and the IDA. In 2022, CeADAR has been selected as the European Digital Innovation Hub in AI for Ireland. CeADAR is at the forefront of helping SMEs, MNCs and PSOs strengthen their AI competence and accelerate their adoption of AI. We work collaboratively with many companies to deploy AI solutions to deliver competitive advantage and further build Ireland's reputation internationally as the "AI Island". In 2019, we were selected as one of the 30 AI Digital Innovation hubs in Ireland and in 2021 we were awarded gold accreditation at the European Big Data Value Forum (a public-private partnership with the EU Commission) and are one of the only 10 Gold members in Europe. Presently, CeADAR has more than 90 members out of which 60 percent are SMEs. We continue to contribute to Ireland's journey to becoming the global technology hub of choice by helping companies from all sectors to start or enhance their AI journey.



OpenIreland at CONNECT, Trinity College Dublin

CONNECT is the world leading Science Foundation Ireland research centre for future networks and communications, headquartered at Trinity College Dublin. CONNECT's mission is to research and develop innovative solutions for the communications challenges facing society today. The Internet of Things, 5G/6G networks and future communications services are the Centre's main areas of focus. In January 2021, Minister Simon Harris announced €39 million of funding for CONNECT from 2021 to 2026.

CONNECT's researchers work in Dublin City University, Maynooth University, Munster Technological University, TU Dublin, Trinity College Dublin, Tyndall National Institute, University College Cork, University College Dublin, University of Limerick, Waterford Institute of Technology. The Centre Director is Prof. Dan Kilper.

Since its foundation in 2015, CONNECT has signed 75 collaborative research projects with 44 companies from 9 countries, who have invested €14.24 million in the Centre (€6.39 million cash and €7.85 million in-kind). A further €23.5 million has been won in non-exchequer, non-commercial awards, primarily via the EU's Horizon 2020 competition. Five spinout companies have been formed. The Centre's researchers have filed 52 patents, 37 license agreements and made 158 Invention Disclosures.

CONNECT researchers have won €4 million in competitive funding from Enterprise Ireland's Commercialisation Fund Programme, and a further €3.5 million from Enterprise Ireland's Innovation Partnership Programme. CONNECT researchers are participating in 3 Disruptive Technologies Innovation Fund (DTIF) projects with funding of nearly €7 million.

CONNECT's researchers have produced over 1,500 journal and conference publications. Over 140 PhD and MSc students have been trained.



National College of Ireland
Cloud Competency Centre

SpuMoNI: Data Integrity and Traceability in Pharma – National College of Ireland

The National College of Ireland (NCI), is an Irish not-for-profit, state-aided third-level education institution founded in 1951. As of the end of academic year 2020-21, NCI has some 6,000 students in full and part-time undergraduate and postgraduate programmes including doctoral degrees, with over 2,000 registered in computing degrees. In 2016, NCI became the first institution outside of the Institute of Technology sector to offer higher education apprenticeships.

NCI participated in SPuMoNI via The Cloud Competency Centre (CCC). From its inception within the School of Computing in 2012, CCC has brought forth tangible high-impact synergies across the world. With an emerging researcher base, CCC remains committed to bridging high-performance computing, distributed ledger technologies, data analytics, and parallel processing with ongoing business and economic developments to produce quality research outputs and collaborations with academic institutions, funding agencies, and companies. CCC also offers three 90-credit MSc programmes in Cloud Computing, in Data Analytics and in FinTech. In line with NCI's overarching mission of widening access to education and the official agenda to build knowledge economy skills, CCC places a strong emphasis on leading aspects of teaching, applied research and commercialisation in these three programmes including company-based and blended-learning activities.



pHetalSafe – INFANT Research Centre, University College Cork

The Irish Centre for Maternal and Child Health Research (INFANT) is Ireland's first translational research centre focused entirely on pregnancy, birth and early childhood, committed to improving maternal and child health through world-class clinical research. Founded on over a decade of awarding winning collaborative research and core funding from Science Foundation Ireland (SFI), INFANT is now home to a truly diverse multidisciplinary team of close to 100, whose work encompasses a wide variety of closely integrated research themes, spanning bench to bed and cot-side.



The ALPACA Project – Learnovate Centre, Marino Institute of Education and Trinity College Dublin

ALPACA is a gamified, highly-visual assessment tool developed to engage all children. Aimed at those beginning to learn to read, the ALPACA digital tool is designed to identify any potential issues with reading at a very young age. It will also increase assessment accuracy and reduce time being spent by teachers on current early literacy paper-based assessments.

The 18-month project is a collaboration between The Learnovate Centre, which is a global research and innovation centre in learning technologies, Marino Institute of Education and the School of Education at Trinity College Dublin. €300,000 funding was granted under Enterprise Ireland's Commercialisation Fund.

EXCELLENCE IN TALENT DEVELOPMENT

Award sponsored by



AVATAR ACADEMY

Avatar Academy

Athlone based Mersus Technologies take immense pride in our track record and consistent success in terms of human resource development. Working in emerging technology at the very genesis of Immersive Technology as an industry, there is no direct or traditional pathway for entry into this field. Quickly identifying this gap and understanding the need for a more creative staffing model was key to attract and retain the kind of talent that built us into the team of twenty five that we see today.

We are keen to embrace the culture of a Deliberatively Developmental Organisation, which has been instrumental in creating an effective L&D Programme. Our focus on treating our workforce with dignity and respect, adopting a “whole person” approach to our human resource development, empowering individuals and recognising their unique contributions to our company has shaped Mersus into a cohesive, magnetic workforce.

Rooted in the view is the sharing of a ‘half-full glass’ outlook that ‘a rising tide lifts all boats,’ meaning that elevating the status of the entire Immersive Industry will democratise the industry’s professional talent for us all. By broadening talent pools, we nurture increased diversity and better opportunities for individuals in the Immersive technology sector in Ireland and beyond This can only improve conditions and standards for everyone involved. We are happy therefore to contribute to and support the wider technology sector in Ireland in any way we can through a case study showcasing our vision and practices.

See more at [MERSUS.IO](https://www.mersus.io)

fenergo

Fenergo

Fenergo has 950 employees globally. Fenergo is the leading provider of customer journey, know your customer (KYC), environmental, social and governance (ESG) compliance and client lifecycle management (CLM) solutions for financial institutions. Its software digitally transforms and streamlines end-to-end CLM processes - from regulatory onboarding, data integration, client and counterparty data management, client lifecycle reviews and remediation, all the way to client offboarding. Fenergo is recognized for its in-depth financial services and regulatory expertise and out-of-the-box regulatory rules engine which ensures financial institutions are future-proofed against evolving KYC, Anti-Money-Laundering (AML), ESG tax and OTC derivatives-based regulations across 120+ jurisdictions. Fenergo’s long-term vision is to be a technology-first global firm that continues developing innovative, digital solutions that equip financial institutions with the tools to navigate the highly complex regulatory environment and fight financial crime, transforming client operations, accelerating growth, and enhancing client and employee experience.

Fenergo’s core values are centred on people (value, nurture and support), excellence (delivering quality end results), information (grow and thrive by sharing and learning) and customers (ensuring clients and stakeholders are equipped to be successful) are permeated throughout the day to day running of the business. Staff appraisals are measured on the demonstration of core values and R&D outcomes are built around meeting our core values.



Fidelity Investments Ireland

Fidelity's mission is to inspire better futures and deliver better outcomes for the customers and businesses we serve. With assets under administration of \$10.5 trillion, including discretionary assets of \$4.0 trillion as of July 31, 2022, we focus on meeting the unique needs of a diverse set of customers. Privately held for over 75 years, Fidelity employs more than 58,000 associates who are focused on the long-term success of our customers.

Since its founding, Fidelity's success has been driven by countless product and technology innovations, all aimed at improving financial outcomes for customers. As a privately-owned company, we have the autonomy to do things the right way for our customers and our employees. We are more than a financial services firm - we are innovators, a market leader in defining investment strategies and pioneers in developing cutting-edge technology solutions.

In 1996 Fidelity created its first global footprint in Ireland. Our work at Fidelity Ireland is critical to the global organization, delivering essential technology, operations, and support services. Since our inception in Ireland, we've persistently innovated, resulting in ten technology patents. A committed voice for diversity and inclusion, we've worked hard to create an energized and vibrant workplace, filled with opportunity. We're home to a welcoming, multi-cultural team of creative thinkers — working hand-in-hand with our colleagues in the U.S., Europe, and India.

For more information about Fidelity Investments, visit <https://www.fidelity.com/about-fidelity/our-company>.



FINEOS

FINEOS is a leading provider of core systems for life, accident and health insurers globally with 7 of the 10 largest employee benefits insurers in the US as well as 6 of the largest life insurers in Australia. Headquartered in Dublin with over 1100 employees and multiple hybrid offices throughout the world, FINEOS continues to scale rapidly, working with innovative progressive carriers in North America, Europe, and Asia Pacific.



Legato Ireland

Legato Ireland is the global R&D Hub for America's largest health insurance provider, Elevance Health.

Founded in mid-2021, Legato Ireland employs 150 experts in Digital Health Software Development.

Legato Ireland is located next to the University of Limerick and has a strong teamwork culture based on trust.

Winners of Great Place to Work certification in early 2022, Legato Ireland has rapidly expanded from 17 to 150 over the past 12 months, in response to rising internal demand for Digital Healthcare products.

Legato Ireland has people from 21 countries in the team and a gender ratio of 35:65 female to male.

Legato Ireland is committed to offering a career not a job and operates a Hybrid Working Model.



TECH 4 GOOD SUSTAINABILITY AWARD

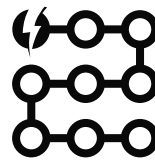
Award sponsored by



Future Planet

Cork-based start-up Future Planet was created by software entrepreneur Donal Daly and sustainable supply chain expert, Ingrid De Doncker. Donal and Ingrid are driving a tight-knit but fast-growing team who are highly skilled and experienced in software development, sustainability, international sales and marketing, supply-chain and procurement and customer experience to help companies deliver on their sustainability promises. Future Planet has created the world's first end-to-end sustainability lifecycle management platform. The cloud-based platform maps out and builds a company's sustainability journey, from maturity assessment to recommended actions and a transformation plan. Authentic sustainability leadership means engaging people up, down, across, and beyond the organization – over the full lifecycle of sustainability transformation which is enabled through the collaborative function of the platform. Compliance and reporting requirements across the various frameworks and standards which are currently tasking and cumbersome for the majority of companies are streamlined and simplified via Future Planet's multi-standard reporting engine. All of this is underpinned and mapped to the world's sustainability knowledge and the vast array of policies, laws and metrics governing sustainability. Many companies are failing to deliver on their sustainability promises; the Future Planet platform enables them to turn sustainability talk into action.

www.futureplanet.com



DockChain

Go Eve & DockChain

Go Eve is a spinout of both UCD and Imperial College London. We're commercializing an innovation in EV charging, invented at UCD and being developed further at Imperial with grant support from the UK Government.

The team includes people with tech and energy backgrounds, marketing and fleet backgrounds, and the original inventors from UCD and Imperial. It's a diverse team too – multinational and multilingual. We even have cat people AND dog people! (see <https://www.goeve.com/team>)

We've got presence now in Ireland, in the UK and just recently also in the USA.





Host in Ireland

Host in Ireland is a community of global and Irish companies with a collective interest in raising awareness of the unique role Ireland plays in digital infrastructure around the world. With more than 50 partners across the digital infrastructure ecosystem, Host in Ireland operates under a spirit of success through collaboration.

The spirit of “co-opetition” is at the heart of Host in Ireland. Although many of our partners are competitors, they have come together in creative collaboration to provide the expertise and infrastructure enabling Ireland’s thriving digital economy. Our Irish partners are seen as industry leaders, exporting products and services all over the world.

For more information about Host in Ireland, visit www.hostinireland.com.



Johnson Controls

At Johnson Controls (NYSE:JCI), we transform the environments where people live, work, learn and play. As the global leader in smart, healthy and sustainable buildings, our mission is to reimagine the performance of buildings to serve people, places and the planet. Building on a proud history of more than 135 years of innovation, we deliver the blueprint of the future for industries such as healthcare, schools, data centers, airports, stadiums, manufacturing and beyond through OpenBlue, our comprehensive digital offering. Today, with a global team of 100,000 experts in more than 150 countries, Johnson Controls offers the world’s largest portfolio of building technology and software as well as service solutions from some of the most trusted names in the industry.

Johnson Controls OpenBlue technology helps customers deliver decarbonisation and renewable energy goals while optimising building performance.



Foodprint by Nutritics

Nutritics connects the food industry and its customers to food information that can be relied upon. Reliable food information drives change, and Nutritics has a vision to be the world’s most trusted food management software, delivering valuable insights that drive informed food choices. Our mission is to continuously innovate to make food information more reliable, accessible and valuable. Nutritics works with some of the world’s leading hospitality businesses across the catering, pub, restaurant and retail sectors.

We are on the journey to becoming the leading global provider of food management technology. If you’re interested in hearing more about our business, please get in touch at info@nutritics.com



DIGITAL TECHNOLOGY SERVICES PROJECT OF THE YEAR

Award sponsored by



FINEOS

FINEOS is a leading provider of core systems for life, accident and health insurers globally with 7 of the 10 largest employee benefits insurers in the US as well as 6 of the largest life insurers in Australia. With employees and offices throughout the world, FINEOS continues to scale rapidly, working with innovative, progressive insurers in North America, Europe, and Asia Pacific. FINEOS employs over 1100 people globally including a 500-strong R&D team. The company was established by Michael Kelly in 1993 and is headquartered in Dublin (Ireland) with offices in Atlanta (US), Madrid (Spain), Gdansk (Poland), Sydney and Melbourne (Australia) and Wellington (New Zealand). The FINEOS Platform is the only purpose-built, end-to-end SaaS insurance solution for the life, accident and health market. The FINEOS AdminSuite delivers industry-leading capabilities across core administration including absence management, billing, claims, payments, policy administration, provider management and new business and underwriting; all of which are configurable to operate independently or as one suite. The machine learning-enabled FINEOS Engage solution delivers people first digital engagement pathways and the FINEOS Insight solution provides predictive analytics and reporting across the business.

For more information, visit www.FINEOS.com.



Triangle Technology Services

Triangle is a trusted technology company with a customer first culture. At our core is our strong belief that to truly deliver innovative business systems and operational change across a business you must have a highly optimised IT infrastructure in place.

Triangle is known for its laser-focus on intelligent, collaborative ways to deliver upon our customers' evolving needs, even in the most challenging IT environments. We are committed to business outcomes, to flawless and timely delivery and to continuous service improvements; delivered through great talent and a proven operating model.

The company is headquartered in Dublin, from where they serve their customers in the Republic of Ireland and Northern Ireland as well as international customers. With an annual turnover in excess of €26 million, Triangle has grown to 100 employees. Triangle has long term partnerships with many leading hardware and software companies. We work closely with these partners to deliver global enterprise grade solutions that reduce Client's Risk and boost their business performance, while being scalable and sustainable.

The solution in this Digital Technology Services Project Triangle provided to our customer has helped them to manage a skills shortage and reduce the operational complexity of providing a service to their mobile workforce. They are able to expand the functionality to their users remotely thus providing more mobility and services through the devices. It effectively

increases the productivity of the user and gives the user more flexibility in their day.

To learn more about Triangle, please visit www.triangle.ie.



WrxFlo

WrxFlo was founded in 2019, having identified a unique gap in the market of combining technology solutions/data insights with the experience of delivering very specific business and customer outcomes. WrxFlo founders are business leaders who have 40 years global experience in Multinationals in the design, build, and implementation of manufacturing and supply chains and technology across a wide range of sectors. We give our customers access to all their data in real-time and help them solve the problems they are facing throughout their supply chain, allowing the companies to be more competitive in terms of output, customer experience and ability to win work.

We do this by connecting their operations and management systems and visualising all their data in their WrxFlo dashboards, accessible anywhere in the world. Although our main clients are multinationals, we work with clients across the globe including US, Europe and China in a range of sectors from medium sized business to large scale to achieve a single source of truth from their various data streams.

TECHNOLOGY INNOVATION OF THE YEAR

Award sponsored by

workhuman*



CameraMatics

Founded in 2016 by Mervyn O'Callaghan and Simon Murray (as Provision), with legacy insight into the industry from a previous business, the two observed the need to revolutionise how fleet operation managers were served by providers. They recognised the need for more than basic telematics, but a need for a vehicle operations cloud platform that addresses common fleet operator challenges by being highly configurable and modular.

Thus, CameraMatics was born with the aim to automate safety and performance for companies who operate vehicles and a mobile workforce. This empowers teams to become more agile, responsive, and continuously improve their performance through enhanced visibility, digitized smart processes and actionable insights. Cameramatics serves the Irish, UK, mainland Europe, and US markets, with expansion plans for Australia, and the Middle East.

CameraMatics enables fleets to automate safety and performance as the platform has been designed with a driver-centric approach, empowering both the fleet operator and drivers.

Our platform can be deployed to any vehicle type and translates big data from onboard vehicular sensors, smart cameras, and driver apps to support driver safety, load security and continuous learning and improvement.



Cilter

Cilter is an early stage startup developing child-protection software for smartphones that detects and blocks cyberbullying, grooming and suicide/self-harm content. Since inception in 2018, we have bootstrapped our way to developing our prototype which demonstrates our solution filtering encrypted Whatsapp messages. To date, we have been granted a patent for our data content filter, secured agreement from the Irish government to partner on our pilot, been endorsed by UNESCO, had significant customer traction and built a team of world-class domain experts to bring this solution to market. As a deep-tech solution which requires significant R&D and a 2 year development runway, it was necessary in this funding environment for Cilter to secure grant funding. With our partners Amarach market research, ADAPT and the anti-bullying research and resource centre at DCU, we applied for the highly competitive Disruptive Technology Innovation Fund and over the next two years will develop real-time filtering of harmful content in the most used messaging apps for children. In addition to our kernel-level filtering approach, we will develop unique direct victim to groomer and victim to cyberbully private verbatim language datasets which will result in more effective detection and contribute to reducing the harmful effects of smartphone use in children. Cilter will be perfectly timed to meet the needs of parents as legislation such as the Digital Services Act forces Big Tech to remove harmful content from their public platforms but does not compel them to remove harmful encrypted messages.





danalto

danalto was formed in June 2017 by David McDonald, Tom Farrell and Albert Baker, and is a spin-out of Trinity College Dublin based on the company's early work on Low Power Wide Area Networks and the novel application of these for location services. The team has now grown to 16 staff members and is largely made up of software developers, IoT engineers and data scientists. As a member of the LoRa Alliance, danalto took a seat on the 2.4GHz task force aimed at evangelising a global frequency Low Power Wide Area technology to address the needs of the growing IoT market. Intellectual property has been built up throughout the lifetime of the company comprising two patents that are focused on the company's work in the Real Time Locations Systems space. danalto won IoT Innovation of the Year at the Tech Excellence Awards (2022) and have been awarded a Trinity Innovation award (2018), nominated for a Irish Exporter of the Year by Causeway awards and achieved numerous R&D funding across EU (European Institute of Innovation and Technology RT, LS in mining and European Space Agency, improved GNSS) and Irish (Disruptive Technology Innovation Fund – healthcare project Nex initiatives and Smart Bay, low powered RTLS) initiatives. As part of danalto's latest funding round, danalto secured Ciaran O'Connell, former CEO of Decawave as chairman at the end of 2020.



Protex AI

We believe that every worker has the right to go home safe every day. We also believe that every employer should provide a duty of care in order for this to happen.

At Protex AI, we're helping enterprise EHS teams to revolutionise how they make proactive safety decisions that help contribute to a safer work environment.

Our AI-powered technology is enabling businesses to gain greater visibility of unsafe behaviours in their facilities. The privacy-preserving platform plugs into existing CCTV infrastructure and uses its computer vision technologies to capture unsafe events autonomously in settings such as warehouses, manufacturing facilities and ports.



TEKenable Ltd

TEKenable is expert in Rapid Digital Transformation through Low Code Platforms solving the biggest challenges in digital innovation: to empower IT and business teams to collaborate like never before, while experiencing unmatched speed and control.

The company provides rapid application development, delivering more functionality per euro spent at a lower risk requiring less effort by our customer and us using Low Code platforms, bespoke extensions and Azure cloud services.

We produce game changing results through improved cost savings, operational efficiencies and enhanced customer experience. We do this using Low Code platforms such as Dynamics 365, Power Platform and Salesforce. We are able to extend both platforms' capabilities using our heritage of bespoke software.

We are Microsoft's Business Applications Partner of the Year 2021/22, Gold Certified for Azure Cloud and Application Development and a Deloitte Fast50 recipient in 2019, 2020 and 2021.

Established in 2002, TEKenable employs over 150 people and has operations across Ireland, UK, Hungary, Spain, UAE and the Middle East. Please see www.tekenable.ie

TECH 4 GOOD COMMUNITY AWARD

Award sponsored by



Code Institute

Code Institute is a global EdTech leader, headquartered in Ireland, that delivers coding courses to help people switch careers/upskill to software development within 12 months. As digitalisation accelerates, the demand for software developers has rapidly escalated, creating hundreds of thousands of unfilled developer roles globally.

It's Code Institute's mission to grant a direct pathway into tech by providing learners with accessible, jobs-focused education that supplies them with the skills to land successful roles as developers. Their industry-led and university-validated curriculum ensures graduates are highly-skilled, job-ready software developers, with a globally recognised qualification.

Code Institute delivers software development programmes directly to learners and via their education partners in further education. Code Institute also partners with governments around the world on training initiatives related to employment, diversity and equality in the tech sector.

They combine high-quality content, technology, analytics and support to facilitate learners' success. As well as a university credit-rated curriculum, students have access to a variety of support systems including Career Support, Mentor Support, Tutor Support, Community Support and Student Care Support. Through these elements, students are guaranteed a superior learning experience and personalised support system that will future proof their careers.



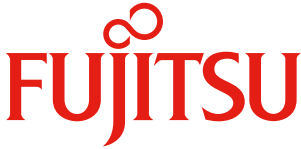
Fidelity Investments Ireland

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For more information about Fidelity Investments, visit <https://www.fidelity.com/about-fidelity/our-company>.



Fujitsu Ireland

Fujitsu's purpose is to make the world more sustainable by building trust in society through innovation. As the digital transformation partner of choice for customers in over 100 countries, our 124,000 employees work to resolve some of the greatest challenges facing humanity. Our range of services and solutions draw on five key technologies: Computing, Networks, AI, Data & Security, and Converging Technologies, which we bring together to deliver sustainability transformation. Fujitsu Limited (TSE:6702) reported consolidated revenues of 3.6 trillion yen (US\$32 billion) for the fiscal year ended March 31, 2022 and remains the top digital services company in Japan by market share. Find out more: www.fujitsu.com.

In Ireland, our goal is not only to deliver great results for our customers, it is also to be a responsible business that respects its customers, employees and suppliers. Fujitsu proudly holds the BITC Business Working Responsibly Mark and has also joined the Leaders Group on Sustainability. Our team is dedicated to supporting our local communities and works in partnership with St Joseph's Secondary School, Rush and our charity partner, The Alzheimer Society of Ireland.



Gabadoo

Gabadoo's mission is to relieve the stress of the unknown for families by making Allied Healthcare available across the lifespan to everyone, everywhere, when they need it.

Our team includes 70+ Occupational Therapists and Speech and Language Therapists from Ireland and the UK, with expansion planned into the US, Canada, Australia and India.

Families can easily access support for their child by uploading videos, images and notes, along with detailed information. Depending on the Area of Focus they chose e.g Fine Motor Skills, our system matches them with a member of our Gabadoo Expert Team who is experienced in that area.

With waiting times to access developmental experts such as Occupational Therapists and Speech and Language Therapists being as long as 5 years, Gabadoo is reducing that time to hours by removing inefficiencies from traditional methods of practice.

Gabadoo also partners with companies, offering a unique employee benefit that helps to reduce employee stress and absenteeism while improving productivity. Support for employees who are parents is the missing link in the current offering by employers of GP online and mental health supports.



Sonalake

Sonalake helps companies to innovate using software, from the biggest global internet brands and telcos to the latest start-up disruptors.

We offer product design, development and software engineering services, solving complex business challenges with contemporary engineering practices. The result brings new intelligence, insight and automation to business and social domains.

Our technology focus is on open-source software across the full stack, complemented by our agile approach and our platform frameworks that offer accelerated time to market.

Our culture is built upon open and trusted software partnerships with our clients across the US and Europe, assembling teams to design and develop industry leading products in specialist application domains.

Our track record of solution delivery is excellent, ranging from carrier-grade platforms for communication networks to advanced user interfaces for online business applications across industries.

WOMEN IN TECH INITIATIVE OF THE YEAR

Award sponsored by



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Code Institute delivers software development programmes directly to learners and via their education partners in further education. Code Institute also partners with governments around the world on training initiatives related to employment, diversity and equality in the tech sector.

They combine high-quality content, technology, analytics and support to facilitate learners' success. As well as a university credit-rated curriculum, students have access to a variety of support systems including Career Support, Mentor Support, Tutor Support, Community Support and Student Care Support. Through these elements, students are guaranteed a superior learning experience and personalised support system that will future proof their careers.



Fidelity Investments Ireland

Fidelity's mission is to inspire better futures and deliver better outcomes for the customers and businesses we serve. With assets under administration of \$10.5 trillion, including discretionary assets of \$4.0 trillion as of July 31, 2022, we focus on meeting the unique needs of a diverse set of customers. Privately held for over 75 years, Fidelity employs more than 58,000 associates who are focused on the long-term success of our customers.

Since its founding, Fidelity's success has been driven by countless product and technology innovations, all aimed at improving financial outcomes for customers. As a privately-owned company, we have the autonomy to do things the right way for our customers and our employees. We are more than a financial services firm – we are innovators, a market leader in defining investment strategies and pioneers in developing cutting-edge technology solutions.

In recognition of its commitment through programs and leadership to support women in technology, Fidelity Ireland was awarded the inaugural Women in Technology award from Technology Ireland in 2018 and more recently, recognised as Enterprise of the Year 2022 by ITAG.

For more information about Fidelity Ireland, visit <https://www.fidelityinvestments.ie/> Follow us on LinkedIn @FidelityInvestments and Twitter @FidelityJobs. For more information about Fidelity Investments, visit <https://www.fidelity.com/about-fidelity/our-company>



Google

Google's mission is to organize the world's information and make it universally accessible and useful. Through products and platforms like Search, Maps, Gmail, Android, Google Play, Google Cloud, Chrome and YouTube, Google plays a meaningful role in the daily lives of billions of people and has become one of the most widely-known companies in the world. Google is a subsidiary of Alphabet Inc.

Google's first office in Dublin opened in April 2003 with just five employees. Since then, Google Ireland has grown to over 8000 people, one of the biggest offices outside the U.S. It is the second largest Google site in Europe with the biggest Engineering workforce outside of Zurich and Mountain View. We've helped to put Google Ireland on the map as a technology hub in Europe and revitalise the Docklands neighbourhood as the tech centre of Dublin.

We support 1.6M customers in over 100 markets and 500,000 publishers across EMEA. We employ over 100 nationalities. We currently occupy eight buildings in and around Barrow Street, an energy-efficient data centre and six additional buildings outside of Barrow Street



Huawei Ireland

Huawei is a leading global provider of information and communications technology (ICT) infrastructure and smart devices. With integrated solutions across four key domains – telecom networks, IT, smart devices, and cloud services – Huawei is committed to bringing digital to every person, home and organisation for a fully connected, intelligent world.

Huawei employs over 194,000 people in 170 countries across the globe.

Huawei has been in Ireland since 2004, with its business now serving over 3 million people and supporting over 860 direct and indirect jobs. Huawei's business activities in Ireland continue to thrive. Intelligent connectivity with fibre and 5G technologies has begun and will empower

the market of mobile networks and broadband networks with AI and IOT technologies. Huawei Ireland is working very closely with local operators and partners, and is focused on nurturing future talent and highly-skilled professionals in these areas across the country.



STEM Passport for Inclusion

The STEM Passport for Inclusion (STEMP.Inc) is a flagship initiative of the Assistive Living and Learning (ALL) Institute of Maynooth University, funded by the Science Foundation Ireland discover programme. STEMP.Inc uses a system thinking approach, partnering with Industry- education-policy makers, to ensure all girls, irrespective of class, get equal opportunities in education and employment.

Since January 2021, 1250, working-class girls from across DEIS schools in Ireland have participated in the STEM Passport for Inclusion; 500 young women have graduated from Maynooth University and Munster Technological University, a further 750 will graduate in 2022.

One hundred and sixty women from across our industry partners have mentored these young women providing them inspiration and real-life information about what a tech/STEM job looks like. These women are working across several roles in Microsoft, Optum, Zurich, the Revenue and Accenture. Our mentors receive accredited training; receiving a Digital Badge in Mentoring for Equality through the National Forum for Teaching and Learning.

The STEM Passport for Inclusion has been featured on RTE Changemakers series and has been included as a recommendation for a national pilot in the Irish Governments Recommendations on Gender Balance in STEM Education.

STEMP.Inc is expanding nationally in 2023-2025 and welcomes partnership from industry and education.

www.maynoothuniversity.ie/all-institute/all-projects/stem-passportinclusion

OUTSTANDING ACHIEVEMENT IN INTERNATIONAL GROWTH

Award sponsored by



BoatyardX

BoatyardX is a bespoke software development company which partners with its clients to build exceptional cloud products, leveraging best of breed technology.

Established in Dublin in 2019, the company has now expanded to four locations (Dublin, Cluj and Iasi in Romania and Bogota, Colombia), growing its revenues nearly 15-fold in four years.

The company employs 110 staff and has over 20 clients, located in the USA, Canada, UK, Singapore and Ireland.

BoatyardX solves a particular problem for companies with ideas for new products and services. We span the entirety of the development cycle, from discovery, through design to development and into production.

The success of our approach is demonstrated by the longevity of client relationships, successful product launches and continual expansion of accounts.



ID-Pal

Founded in 2016, ID-Pal is an award-winning ISO 27001 certified identity verification solution that enables businesses to verify identities and addresses in real-time. Offering a unique blend of industry-leading biometric, document and database checks to streamline AML and KYC in one GDPR compliant solution, it is available out-of-the-box, as an API/SDK and as a Salesforce AppExchange integration. Headquartered in Dublin and backed by Enterprise Ireland, ID-Pal offers global identity verification coverage of more than 6500 identity documents and 200 verified address data sources to enterprise clients and SMEs across 200 countries and jurisdictions.

The complexity of 6AMLD and GDPR compliance, the need for a seamless journey for customers globally, along with the ability to integrate with existing processes, make it critical that financial service professionals have an AML solution that addresses all these challenges. Unlike other providers, ID-Pal's 3rd generation pre-built, dynamic solution is technology-first. This means the end-to-end process is driven by industry-leading technologies that enable real-time decisioning and best quality outcomes.





Nutritics

Nutritics connects the food industry and its customers to food information that can be relied upon. Reliable food information drives change, and Nutritics has a vision to be the world's most trusted food management software, delivering valuable insights that drive informed food choices. Our mission is to continuously innovate to make food information more reliable, accessible and valuable. Nutritics works with some of the world's leading hospitality businesses across the catering, pub, restaurant and retail sectors.

We are on the journey to becoming the leading global provider of food management technology. If you're interested in hearing more about our business, please get in touch at info@nutritics.com.



Spanish Point technologies Ltd

Spanish Point Technologies

Spanish Point Technologies was founded in 2005 by John Corley, CTO, and Donal Cullen, CEO. Headquartered in Dublin, Spanish Point provides consulting and solution-build services on Microsoft's core information and related technologies.

Having both worked in the IT industry for over 20 years each, they recognised Microsoft's increased investment in business technologies and saw its potential for medium and large organisations.

Spanish Point is now one of Ireland's leading Microsoft Partners. It remains a pioneer of any emerging Microsoft technologies, therefore, creating innovative business solutions for customers. We have worked with Copyright Management Organisations (CMO's) since 2007 and we have implemented the Matching Engine solution across a variety of international organisations. We have a continued investment in IP and our Matching Engine solution.

We are a Microsoft Gold Certified Partner winning many awards recognising our expertise and experience. In 2022, we were recognised as Independent Software Vendor (ISV) of the Year at the Microsoft Inspire Partner Awards for our Matching Engine application.



TECH 4 GOOD PRODUCT/ SERVICE AWARD

Award sponsored by



Cilter

Cilter is an early stage startup developing child-protection software for smartphones that detects and blocks cyberbullying, grooming and suicide/self-harm content. Since inception in 2018, we have bootstrapped our way to developing our prototype which demonstrates our solution filtering encrypted Whatsapp messages. To date, we have been granted a patent for our data content filter, secured agreement from the Irish government to partner on our pilot, been endorsed by UNESCO, had significant customer traction and built a team of world-class domain experts to bring this solution to market. As a deep-tech solution which requires significant R&D and a 2 year development runway, it was necessary in this funding environment for Cilter to secure grant funding. With our partners Amarach market research, ADAPT and the anti-bullying research and resource centre at DCU, we applied for the highly competitive Disruptive Technology Innovation Fund and over the next two years will develop real-time filtering of harmful content in the most used messaging apps for children. In addition to our kernel-level filtering approach, we will develop unique direct victim to groomer and victim to cyberbully private verbatim language datasets which will result in more effective detection and contribute to reducing the harmful effects of smartphone use in children. Cilter will be perfectly timed to meet the needs of parents as legislation such as the Digital Services Act forces Big Tech to remove harmful content from their public platforms but does not compel them to remove harmful encrypted messages.



Each & Other | Gen+

Deep insight and cutting-edge websites, apps and services for incredible organisations. Competitive advantage by design.

Established in 2014, Each&Other is a Specialist User Research, User Experience (UX) and Digital Product Studio. We create product and service experiences that help our clients deliver measurable results, across all platforms. We do this by blending a deep understanding of their customers, through research and analytics, with our unique creative design process. It's flexible, it's battle-tested, and it has a proven track record. It's how we get their projects from A to B.

Owner-managed, our team has 20+ years' experience delivering large and small scale omni-channel projects on a global scale to a broad spectrum of industries and sectors, from finance to software, government and education. Because of that experience, the world's most exciting and progressive companies trust us to solve their most complex customer challenges. We also have an excellent network of design associates and implementation partners whom we partner with to deliver projects.

Current clients include Google, Zurich, BNP Paribas, Racing Digital and SSE Airtricity among many others.



Gabadoo

Gabadoo's mission is to relieve the stress of the unknown for families by making Allied Healthcare available across the lifespan to everyone, everywhere, when they need it.

Our team includes 70+ Occupational Therapists and Speech and Language Therapists from Ireland and the UK, with expansion planned into the US, Canada, Australia and India.

Families can easily access support for their child by uploading videos, images and notes, along with detailed information. Depending on the Area of Focus they chose e.g Fine Motor Skills, our system matches them with a member of our Gabadoo Expert Team who is experienced in that area.

With waiting times to access developmental experts such as Occupational Therapists and Speech and Language Therapists being as long as 5 years, Gabadoo is reducing that time to hours by removing inefficiencies from traditional methods of practice.

Gabadoo also partners with companies, offering a unique employee benefit that helps to reduce employee stress and absenteeism while improving productivity. Support for employees who are parents is the missing link in the current offering by employers of GP online and mental health supports.



Kids Speech Labs

Kids Speech Labs is a digital health company delivering innovation in how allied health services are delivered. Initially focusing on paediatric speech and language therapy (SLT) services. Our mission is to eliminate waiting lists for allied health services by delivering a digital care pathway that allows existing services to support early intervention and reduce the number of children needing to attend formal therapies.

We are selling directly to the healthcare services as this is where the largest unmet need exists and where the biggest impact

can be made. With healthcare systems facing unprecedented demand and a dwindling workforce new models of care need to be developed and Kids Speech Labs is leading the way. We're not just digitising current 'best practice' we are taking lessons from digital health in a range of different areas, particularly mental health, to deliver real disruption to this clinical area. We have a multi-disciplinary team that is building solution with expertise in data, digital health, UX design and, of course, speech and language therapy.



OpenSky

OpenSky solve complex business challenges for medium to large organisations, through the delivery of cutting-edge business automation.

It equips businesses with scalable and secure systems & processes, that deliver substantial operational and cost efficiencies, enabling businesses to elevate their competitiveness.

With a considerable footprint in healthcare, waste, housing, transport, pharmaceuticals, and retail industries – OpenSky have been delivering customised solutions to business functions such as HR, IT, Operations, Finance & Customer Service for over 18 years.

OpenSky's proven solutions impact millions of people every day & manage 100m+ digital transactions every month.

Headquartered in Naas, Kildare, it employs more than 100 staff in Ireland, Poland and India.

A Microsoft Gold Certified Partner, OpenSky is committed to continuous improvement and invests 10% of annual turnover into Research & Development.

EMERGING COMPANY OF THE YEAR

Award sponsored by



Ardanis

Ardanis delivers Sustainable Technology applications that help companies to succeed, commercially and environmentally. Through close collaboration with our clients the solutions we produce provide real business value but also regard the reduction in the carbon footprint as an intrinsic part of that value. We are committed to successfully achieving each client's unique requirements and facilitating our clients' sustainability goals, through careful consideration of the solution architecture and emphasising cloud native and serverless application design.

Ardanis has an experienced and passionate team of developers, technologists, IT business experts, engineers, project managers and designers. The company's leadership structure and governance approach guarantee the highest levels of service delivery. Ardanis is knowledgeable in a broad range of technologies and platforms, such as AWS, Azure, Angular, Microsoft.NET, React, GoLang, Java and Python and uses industry-leading agile methodologies and processes to achieve successful project outcomes.

Founded in 2016, and with offices in Dublin, London and Portugal, the company employs 50 people.



Avatar Academy

Mersus Technologies' 'Avatar Academy' virtual Learning Experience Platform captures human performance and efficiency, all measured with computer gaming software by digitising high value processes for Ireland's buoyant Life Science sector.

From their office in Athlone, the team of twenty five people have created an enterprise software platform that allows people to practice any task in a 'virtual' environment while it records all the data generated to a cloud database.

Similar to today's professional sports teams tracking all of their athletes' data to improve performance, Avatar Academy offers the same capability to the world leaders in advanced manufacturing. By identifying operators' individual deficiencies, clients can focus resources on the areas that need improving to gain an edge in the marketplace.

Once a process is digitised, the Avatar Academy allows people to practice away at any task in a 'virtual' environment, all while it records the data generated to a cloud database. Amazing insights lie deep within that data as the platform tracks and traces each trainee's journey.

The software has the ability to convert the data into vital information that enables those responsible to ensure quality and integrity for their compliance training. In these highly regulated drug and medical device industries, meeting these standards is essential and failing to do so may have catastrophic consequences if irreparable.

Mersus stands at this precipice where opportunities abound as they look to add data science, blockchain encryption, and Artificial Intelligence features to further enhance Avatar Academy.

Find out more at [AVATARACADEMY.IO](https://www.avataracademy.io)



Protex AI

We believe that every worker has the right to go home safe every day. We also believe that every employer should provide a duty of care in order for this to happen.

At Protex AI, we're helping enterprise EHS teams to revolutionise how they make proactive safety decisions that help contribute to a safer work environment.

Our AI-powered technology is enabling businesses to gain greater visibility of unsafe behaviours in their facilities. The privacy-preserving platform plugs into existing CCTV infrastructure and uses its computer vision technologies to capture unsafe events autonomously in settings such as warehouses, manufacturing facilities and ports.



SmartRoutes

SmartRoutes is a total delivery management software for anyone from small businesses to large logistics teams. It allows you to plan and optimize your routes while tracking drivers and capturing proof-of-delivery. SmartRoutes primarily serves the logistics function in businesses. It is also aimed at third party logistics companies that operate in last-mile deliveries. Our mission is to eliminate unnecessary waste in the last mile logistics sector one journey at a time. SmartRoutes keeps end customers informed of their delivery with up-to-the-minute notifications and a delivery tracking portal.

Implementing a smart solution for delivery management saves logistics teams time and money with increased efficiency and reduced fuel costs. SmartRoutes also increases control over process and insight into operational improvements in last-mile planning.

This software, built here in Ireland, ensures organizations can develop their last-mile delivery and collection processes certain in the knowledge that there is no waste or unnecessary carbon production through their fleets.



VisionR

Bricks-and-mortar retailers are suffering from a self-described data gap: they don't have access to the same levels of reliable shopper data as eCommerce retailers do, such as cookies and click-rates.

VisionR has developed a cutting-edge Artificial Intelligence service for bricks-and-mortar retailers that transforms real-world shoppers into actionable online data.

Using their proprietary Scout® sensor placed in-store, VisionR leverages Computer Vision, Mobile Device Detection, and Till Integration to anonymously break down shoppers into insights and actions. VisionR provides retailers the same level of reliable insights that would only be available to their online counterparts.

From Marketing Spend Attribution, to Store Layouts, and reactive store performance, VisionR data levels the playing field for offline retailers.

DIGITAL TECHNOLOGY COMPANY OF THE YEAR

Award sponsored by



GridBeyond®

GridBeyond

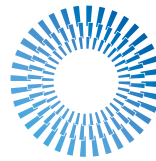
Using artificial intelligence and data science, GridBeyond's technology balances and orchestrates energy generation, storage and industrial load in a coordinated system. GridBeyond's intelligent energy optimiser lies at the core of our services.

By connecting load, generation, and storage assets with the opportunities of the energy markets, our technology bridges the gap between distributed energy resources and the requirements of the power grid.

Combining solvers, market access and automatic trading in one place, including balancing services, capacity markets and the participation in the wholesale traded markets, our technology empowers C&I businesses, EV fleet operators, generators, and energy storage operators to maximise revenues and savings.

GridBeyond began commercially trading in 2010 and is home to the world's first hybrid battery and demand network. Now a global player in the energy transition, GridBeyond provides a powerful combination of technological excellence, consultative approach and unrivalled expertise that enables its partners and clients to have future-proof access to energy services, while supporting the wider electricity grid integrate more volatile renewables and make the leap to a greener future. All without impacting operations.

GridBeyond delivers energy services, new revenues, enhanced savings, strengthened operations and sustainability to over 400 I&C sites worldwide.



MCO
MyComplianceOffice

MCO (MyComplianceOffice)

MyComplianceOffice provides compliance management software that enables companies around the world, large and small, to reduce their risk of misconduct and provide proof of regulatory compliance. Our integrated SaaS platform lets compliance professionals demonstrate they are proactively managing the regulated activities of the company, employees and third-party relationships including customers, vendors, counterparties, sub-advisors, lobbying firms, and others.

Available as a unified suite or à la carte, our easy-to-use, innovative and extensible solutions get clients up and running quickly and cost-efficiently. We've built our passion and proficiency for compliance automation into every product, empowering clients of all sizes to maximize technology to meet evolving regulatory needs and ensure compliance more easily.

Our customers work in a highly regulated and volatile environment with extensive enforcement. We help firms with even the most complex regulatory obligations gain more efficient and effective compliance governance with a long-term and integrated solution.





Siren

Siren was formed by Dr. Giovanni Tummarello and Dr. Renaud Delbru in the National University of Ireland, Galway in 2016.

Siren provides the leading Investigative Intelligence Platform to some of the world's leading Law Enforcement, National Security and Cyber threat investigators. Rooted in academic R&D in information retrieval, distributed computing and knowledge representation the Siren platform combines the capabilities of search, business intelligence, link analysis, and big data operational logging and alerting.

Our mission here in Siren is to keep people, assets and networks safe and our core values shape the culture within our organization and how we do business.



Spanish Point technologies Ltd

Spanish Point Technologies

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Having both worked in the IT industry for over 20 years each, they recognised Microsoft's increased investment in business technologies and saw its potential for medium and large organisations.

We are now one of Ireland's leading Microsoft Partners. We remain pioneer of any emerging Microsoft technologies, therefore creating innovative business solutions for customers. We provide a full end to end project implementation service including design and implementation services, project management, training and ongoing technical support and managed services.

We are a Microsoft Gold Certified Partner and this year we were recognised as Independent Software Vendor (ISV) of the Year at the Microsoft Inspire Partner Awards for our Matching Engine application as well as App Modernisation and Innovation Partner of the Year for our work with ISVs. Among other recognitions, we are proud to announce we won the 2019 Microsoft Country Partner of the Year in Ireland and the "Best Use of Technology Award" at the Irish Healthcare Awards 2019, providing a strong endorsement from both Microsoft and Industry bodies.



Stryve

At Stryve, we offer bespoke, private cloud cyber security solutions throughout Europe. Our clients range from SMEs and start-ups to Governments and large multinationals across 20 European countries.

Stryve offers a reassuring combination of scalable infrastructure, cyber security and expert advice. We take pride in delivering outstanding services to our clients. We achieve this by having full control over our private cloud services. Giving you complete peace of mind.

Protecting your data is our priority. You can rest assured that your data is in safe hands with our immutable backup service, cutting-edge technology, exemplary track record, guaranteed data sovereignty and a support person available 24/7.

Your business is unique. It needs a security solution that is just as exceptional. At Stryve, we tailor solutions that meet your exact needs. Our infrastructure can grow with your business, and our team will be with you every step.

At Stryve, our team is part of your team, supporting your business operations from offices in Ireland, the UK, Morocco and Poland. Stryve is proud to be certified as a carbon-neutral company.



SPONSORS



EY Ireland

EY is a global leader in assurance, tax, strategy and transactions and consulting services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities.

www.ey.com/en_ie



Enterprise Ireland

Enterprise Ireland is the government organisation responsible for the development and growth of Irish enterprises in world markets. We work in partnership with Irish enterprises to help them start, grow, innovate and win export sales in global markets. In this way, we support sustainable economic growth, regional development and secure employment. Enterprise Ireland are delighted to partner with the Technology Ireland awards to celebrate and support the development of innovated technology in Ireland.

www.enterprise-ireland.com/en



Fidelity Investments Ireland

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Since its founding, Fidelity's success has been driven by countless product and technology innovations, all aimed at improving financial outcomes for customers. As a privately-owned company, we have the autonomy to do things the right way for our customers and our employees. We are more than a financial services firm - we are innovators, a market leader in defining investment strategies and pioneers in developing cutting-edge technology solutions.

In 1996 Fidelity created its first global footprint in Ireland. Our work at Fidelity Ireland is critical to the global organization, delivering essential technology, operations, and support services. Since our inception in Ireland, we've persistently innovated, resulting in ten technology patents. A committed voice for diversity and inclusion, we've worked hard to create an energized and vibrant workplace, filled with opportunity. We're home to a welcoming, multi-cultural team of creative thinkers — working hand-in-hand with our colleagues in the U.S., Europe, and India.

For more information about Fidelity Investments, visit www.fidelity.com/about-fidelity/our-company.



Microsoft Ireland

Microsoft Ireland currently employs over 2,700 people representing over 75 different nationalities operating out of the company's campus in Leopardstown, Dublin and our Data Centre in Dublin. From software development, Microsoft International Operations, Finance, HR and Digital Sales for Europe, Middle East and Africa, and Ireland Sales and Marketing, we have an ambition to help everyone, through the power of technology, to achieve more.

www.microsoft.com/en-ie



TikTok Ireland

TikTok is the leading destination for short-form mobile video. Our mission is to inspire creativity and bring joy. Ireland is home to our EMEA Trust & Safety Hub fully dedicated to keeping our European users safe. Supported by in-market specialists, our entire user safety strategy, decision-making and enforcement operation for Europe and the UK are led by this experienced team, with senior leaders spanning functions including policy-making, product and process and quality assurance, as well as experts in areas such as minor safety and hate speech. The rapid growth of this EMEA hub complements the extraordinary growth of our community. Today, over 1 billion people globally are active on TikTok every month and we want to ensure that as this community continues to grow, we are doing everything we can to keep TikTok a safe space for positive, creative expression.

www.TikTok.com



Workhuman

Workhuman® is helping companies meet today's biggest human capital challenges - including unprecedented turnover, employee engagement, hybrid work environments, and DE&I - through the Workhuman Cloud®, a secure SaaS platform that provides the industry's best-in-class Social Recognition® solution.

Co-Headquartered in Dublin, Ireland, and Massachusetts, USA, Workhuman has been pioneering the human workplace by disrupting legacy and obsolete HR approaches to improve the employee experience at work, with solutions that engage with approx. seven million customer employees in 30+ languages, in 180 countries, generating 100 million instances of human connection.

Workhuman, one of Ireland's first unicorns, employs over 1,000 people – including 520 humans in Dublin who deploy solutions and services at scale, committed to helping companies improve returns on their most important investment– their people.

Workhuman's Irish-based technology teams drive and own the design and development of our powerful cloud software that is supported by more than \$125 million in research and development over the last five years.

www.workhuman.com



FIT

FIT (Fastrack into Information Technology) is a representative organisation of the technology sector committed to growing Ireland's tech talent pipeline. Working in close collaboration with national education and training provision, national and regional development agencies and community organisations, FIT's mission is to promote an inclusive Smart Economy by creating routes to marketable technical skills for job seekers and career changers wishing to pursue quality professions in Ireland's thriving digital economy.

Through regular skills needs analysis with its industry partners, FIT determines the impact and skills employment opportunities arising from emerging technology trends and designs training programmes that enable a broad and diverse cohort of people to acquire in-demand tech skills. Designed for Further Education Training (FET) provision these programmes are delivered with the support and collaboration of Education and Training Boards (ETBs) nationally. FIT tech programmes, while responsive to industry demands, are built in accordance with the requirements and standards of the National Qualifications Framework.

In total over 30,000 job seekers have completed FIT skills development programmes to date, of which more than 22,000 have secured quality employment.

FIT is the National Coordinator ICT Tech Apprenticeships at NFQ Level 6 and is delivering three apprenticeships programmes in Network Engineering, Software Development and Cybersecurity with a fourth in Cloud Computing currently in development. The adoption of the Tech Apprenticeship programme by industry has been quite phenomenal and we envisage 500 Tech Apprentices this year, rising to 3,000 by 2023. Already some 150+ Corporates, SME's and Government Departments have availed of this new tech talent pipeline.

www.FIT.ie

IDA Ireland

Ireland's inward investment promotion agency, IDA Ireland is a non-commercial, semi-state body promoting Foreign Direct Investment into the country. We partner with potential and existing investors to help them establish or expand their operations in Ireland. We work with a portfolio of nearly 1,700 companies from different industry sectors, covering technology, financial services, life sciences, engineering and the Green Economy.

www.idaireland.com

**Technology Ireland DIGITAL Skillnet**

Technology Ireland DIGITAL Skillnet is the National Training Network for the Software Technology sector in Ireland. The Network receives government funding under the Skillnet Ireland Training Networks Programme to support firms in the sector with subsidised training and education programmes. The mission of the DIGITAL Skillnet is to enable companies with software technology functions, to remain highly competitive, by facilitating active talent development and continuous up-skilling for staff.

The aim of the network is:

- To support software and digital technology companies to remain at the cutting edge of skills and knowledge.
- To enable companies to gain access to staff training and development programmes which are aligned to their current needs.
- To work with educational bodies in strategic partnerships to develop new educational solutions to meet new software sector needs.
- To provide funding support for staff training thereby lowering training costs for companies.
- To extend up-skilling opportunities to more employees and companies across the sector.

www.digitalskillnet.ie

**Technology Ireland ICT Skillnet**

At the core of the Technology Ireland ICT Skillnet portfolio is the unique access to industry-led programmes and domain expertise for the development of the technology skills and competencies to help deliver impactful and tangible benefits for your organisation. Today, the rapid changes in technology, the new business models and the move towards digital transformation, can be daunting for any organisation. By constantly horizon scanning and creating innovative programmes for industry which reflect this ever-changing landscape, we can assist you in adding new assets to your balance sheet namely "Skills, Competencies and Human Capital".

Joining enables you to access high quality training for a fraction of the market cost. Only private or commercial semi state companies are eligible to join. There is no fee to join.

www.ictskillnet.ie

JUDGING PANELS

Thank you to all of our judges:

Áine Denn, Orbidal Group
Aisling Curtis, Microsoft
Alec McAllister, Engineers Ireland
Arthur Griffin, Berkley Group
Bill Kearney
Brendan Kiely, ThinScale Technology
Brian Moroney, EY
Carmel Somers, Technology Ireland ICT Skillnet
Claire Fitzpatrick, TikTok
David Byrne, Enterprise Ireland
Edel Creely
Enda Doyle, EY
Gary Leyden, InsTech
Geraldine Magnier, Idir Analytics
Jeni Brown, Teamwork
Joanne Rourke, Dublin City Council
Jonathan Boylan, FINEOS
Jonathan Hyland, Workhuman
Karl Flannery, Storm Technology
Lorna Martyn, Fidelity Investments
Mairead O'Leary, SAP
Máire Hunt, Technology Ireland DIGITAL Skillnet
Michael Martin, Realtra Space
Orla Duffy, EY
Orlaith Lawton, Oracle
Patrick Moriarty, Ibec
Paul Healy, Skillnet Ireland
Peter Davitt, FIT
Seán Baker
Sharon Walsh, Fidelity Investments
Sophie Moran, Ibec
Tony Davitt, Cisco
Victoria MacKechnie, IDA Ireland

COMPANY OF THE YEAR WINNERS 1993-2021

2021
Global Shares

2020
Fenergo

2019
Keywords Studios

2018
LearnUpon

2017
eShopWorld

*(Previously the Irish Software
Association Awards)*

2016
Movidius

2015
Globoforce

2014
Cartrawler

2013
S3 Group

2012
Openet

2011
The Now Factory

2010
Helix Health

2009
Openet

2008
Changing Worlds

2007
Aran Tech

2006
Qumas

2005
Norkom Technologies

2004
HP Galway

2003
Xsil

2002
FINEOS

2001
Riverdeep Group

2000
Baltimore Technologies

1999
Trintech

1998
Baltimore Technologies

1997
Logica Aldiscon

1996
Iona Technologies

1995
CBT Systems

1994
McKeons Software

1993
Mentec

NOTES



**INDUSTRY
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