



Top 250
2026

Celebrating 10 Years of High Growth

Insights Report - Lustrum Edition

2026

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(Fast) Foreword

Ten years ago, at Erasmus Centre for Entrepreneurship (ECE), we set out to answer one simple question: **who are the fastest-growing companies in the Netherlands?** Our goal was to create a platform: one that illuminates and celebrates the Dutch champions of job creation and innovation. A platform that inspires others to follow the champions' paths in driving positive societal change through entrepreneurship and innovation. From the start, we anchored this in **rigorous academic methodology**, in line with our commitment to excellence as part of ECE's values. Before we knew it, we created a 'growth list' on which many entrepreneurs wanted to belong to; one which captured the interest of national and international policymakers, ecosystem developers as well as young graduates looking for where to kickstart their career in.

Fast forward to today, Top 250 has become much more than 'just a list'. Throughout the years, **Top 250 evolved into an engine of growth**, connecting founders and leaders of the Dutch most outstanding high-growth firms with a broad ecosystem made of like-minded entrepreneurs and knowledge experts, offering the perfect opportunity to apply and disseminate the broader research insights from **Erasmus University Rotterdam**. Along the way, **multiple partners and institutions** joined us: from nlgroeit, to the municipality of Rotterdam, financiers, and Top 250 alumni company who wished to give back to the next generation and support a climate conducive to high-growth entrepreneurship. Our annual **Awards Ceremony** is not only a moment to put the spotlight on our winners for the award categories of Young, Woman-led, Impact and Golden Scaler; it is where meaningful connections among peers are made.

In 2026, you are in for a special edition of our Top 250 Insights Report. We are seizing the opportunity of our 10th anniversary to **look back on a decade of high growth**. Together, we will walk you through how growth has changed and evolved over the past ten years. From geographical concentration to the modal age of high-growth firms, **the average Top 250 today looks notably different than it did ten years ago**. While digital business models have remained central (especially with the current generation of large language models and generative artificial intelligence entering the arena), industrial technologies strategic to the future of the Dutch and European economy are gaining momentum, accelerated by broader societal transitions.

This report is just the beginning. Working hand in hand with the faculty from the Rotterdam School of Management, we are diving deep into the lessons learnt from ten years of high growth. Through qualitative case studies from prominent Top 250 companies, including some of our past winners, **we have identified patterns useful to any entrepreneur pursuing growth** through the art and science of scaling. In particular, we are exploring how young fast-growing companies have mastered automation and replicability to drive scalability, while also opening new paths ahead through **artificial intelligence** tools. We look forward to sharing these insights with you, and we are equally curious to learn from you. If your company has something to share from its high-growth journey, you will always find in ECE an interested and academically curious ally.

While ten years of research have taught us a lot, there is still so much to discover. One thing is certain: **if much has changed about growing fast in the past decade, the ten years ahead will bring us even more change**. With new technologies and shifting economic and societal conditions, growing in 2036 may look fundamentally different than it is today. Companies that build resilient, adaptive strategies, while keeping people at the centre, have the future to shape. **We don't know exactly what that future holds** and what the next decade will look like, but **we'll be writing that history right next to you**.

I hope this year's report will bring you as many insights and questions as it brought to me. But before turning the page, let me take a moment to **express my gratitude to all the people that made Top 250 possible** throughout these ten years. Researchers, scholars, marketeers, designers and event managers alike: you know who you are and I am grateful to all of you.

Enjoy the read!

Leonardo Fuligni

Deputy Director | Erasmus Centre for Entrepreneurship



A Word from 2025's Golden Scaler Award Winner: Action

"I am proud to accept this award on behalf of Action. I dedicate it to all 80,000 of our employees who, day after day, put our customers' wishes first and help them with quality products, products that are becoming increasingly sustainable, at the lowest price. This is how Action has earned a lasting place in the hearts of more and more customers, and why we are receiving this growth award today. Many thanks!"

"Ik ben er trots op dat ik namens Action deze prijs in ontvangst mag nemen. Ik draag de award graag op aan al onze 80.000 medewerkers die elke dag opnieuw de wensen van onze klanten vooropstellen en hen helpen met goede, steeds duurzamere producten voor de laagste prijs. Hierdoor heeft Action bij steeds meer klanten een vaste plek in hun hart veroverd, en daarom winnen we nu deze groei-award. Veel dank!"

Hajir Haiji
CEO | Action

Glossary

Top 250 is Erasmus Centre for Entrepreneurship (ECE) annual research on the fastest-growing companies in the Netherlands. But what does 'growing fast' really mean?

In this report, we refer to a **high-growth firm (HGF)** as a company that grew on average by more than 20% annually in full-time employees (FTEs) or turnover over a three-year period, and with at least 10 FTEs at the beginning of the measurement period [1]. If a company grew on average by more than 40% annually over a three-year period and had at least 10 FTEs at the beginning of the measurement period, then we call it a **'Hypergrower'**.

In line with the European Scaleup Monitor 2026 and Jansen et al. (2023), in the Top 250 Insights Report, we categorise hypergrowers and high-growth firms based on their age:

- **Gazelles** are high-growth firms aged 10 or younger.
- **Mature HGFs** are high-growth firms that are older than 10 years.
- **Scaleups** are young hypergrowers, aged 10 or younger.
- **Superstars** are old hypergrowers, that are older than 10 years.

The 2026 cohort of the Top 250 was selected on weighting of absolute (in number) and relative growth (in percentage) of turnover and FTEs between 2022 and 2025.

Key Takeaways

From 10 Years of High Growth

What Did We Learn From a Decade of High Growth?

Over the past decade, our evidence-based Insights Reports have offered something rarer than a ranking: a state-of-the-art account of where the Dutch economy is headed to. Top 250 signals where talent gathers, where capital flows, where policy creates urgency, and most importantly where and how entrepreneurs are leveraging new technologies and societal transitions and turning them into scalable businesses. Fast-growing firms don't just reflect the economy; they write the next chapter of it.

Five broad shifts stand out.

The typical high-growth firm is a gazelle or a scaleup, not a startup

The average Top 250 entrant is a firm that has moved well past its founding phase. These are companies that entered the phase where product-market fit, replicability, automation and professional leadership become the real engines of growth. High growth tends to appear when entrepreneurial ambition is matched by the internal capacity to expand and sustain it over time.

Growth has become more clustered

In 2017, Top 250 firms were spread across regional sub-clusters including Alkmaar, Zwolle, and Veenendaal. By 2026, Amsterdam alone (78 firms) holds more high-growth firms than the entire top-5 cities combined in 2017. Urban proximity now gives compounding advantages: talent density, knowledge spillovers, investor networks, and international reach.

Societal transition agendas are becoming growth agendas

High growth is increasingly found where entrepreneurship meets the biggest societal issues and demands. Policy has been accelerating that shift. European priorities around semiconductors, technological sovereignty, decarbonisation, electrification, sustainable aviation, circularity and food-system reform are market signals. Firms that can translate those signals into products, infrastructure or services are finding themselves at the front of the next growth wave.

Generative AI adoption has over doubled, but quieter adoption is most common

In one year, the share of Top 250 firms publicly integrating Artificial Intelligence (AI) into core operations jumped from 13% (32 firms) in 2025 to 29% (73 firms) in 2026. These split into AI-Natives, for whom AI is the product, and AI-Enabled firms, for whom AI is an operational lever. But neither category captures the far more widespread reality: employees using AI tools individually, without organisational policy or leadership awareness. This bottom-up adoption pattern is where the most immediate managerial challenges sit, and where we asked RSM's leading voices on AI in the workplace to weigh in.

Sustainability and gender diversity are visible but hard to embed

55% of the 2026 cohort carries at least one sustainability indicator, but only 15 firms have published a formal impact report, and just 9 hold B Corp certification. Similarly, 42 firms now feature a woman founder or C-level executive, yet the financing gap persists as also reflected in our most recent Code-V report (2026) [2]. The entry barriers are structural and geographic concentration of gender diversity mirrors and amplifies the broader urban clustering trend.

Together, these takeaways show that the Dutch high-growth landscape is becoming more concentrated, more knowledge-intensive and more closely tied to society's biggest transitions. The Top 250 firms of today are not only growing quickly; they are growing in an economy shaped by digitalisation, climate policy, industrial strategy, AI and changing expectations around leadership and responsibility.

Ten years of Top 250 tell a clear story: **high growth is no longer just about doing more, faster. It's about becoming smarter, more resilient and sustainable. And above all, it is about being positioned where markets, technology and societal needs are moving at the same time.**

Expert Insights

Why some firms keep growing while others stall

This expert insight is based upon a recent and forthcoming review in the Academy of Management Annals about scalability and scaling in management research.

Every edition of the Top 250 tells the same quiet story underneath the headlines: getting onto the list is hard, but staying in high growth is harder still. This year's 167 new entrants prove that breaking into high growth is possible across almost any sector. The 83 repeat entrants prove something rarer: high growth can be renewed rather than spent. The question worth asking after a decade of data is why. **Why do firms with similar resources, similar markets, and similar ambition end up on such different paths, with some compounding their growth and others falling away after a single burst?**

The short answer is that high growth and the ability to keep growing are two different things. It is tempting to treat fast growth as proof that a company has "cracked it." But growth is an outcome. What produces it, and what allows it to persist, is an underlying capability, the organisational muscle to expand rapidly while keeping the business coherent, reliable, and in control of itself. Researchers call this distinction **scalability** (the latent potential to grow without your costs and complexity rising just as fast) versus **scaling** (the act of actually converting that potential into sustained performance). A firm can be highly scalable on paper and still fail to scale if its organisation, processes, and leadership do not keep pace.

Scalability has three faces, not one

Founders tend to think about scalability in terms of their product or technology. That is only one piece. Persistent growers manage scalability on three fronts at once.

The first is **resource scalability**: assets that let you serve more customers without proportionally more cost or effort. Software, data, codified know-how, and automated processes are the classic examples. They can be reused and replicated cheaply. Monday Merch, one of this year's youngest entrants, describes exactly this when it credits "investing deeply in technology and automation" for letting a full-service offering scale.

The second is **business model scalability**: whether your way of creating and capturing value can extend to new customers, segments, and geographies without being redesigned each time. This is why Adyen, the Top 250 firm with the most appearances across the decade, has been able to keep growing: a single payments platform that travels across markets and merchants with little reinvention.

The third, and the most frequently underestimated, is **organisational scalability**: the ability to absorb rising complexity, more people, more locations, more decisions, while staying coordinated and coherent. This is the foundation Workrate's CEO points to when he says that "if you want to scale successfully, that foundation must be in order. Processes must become less dependent on individuals." Resource and business model scalability create the opportunity. Organisational scalability determines whether you can actually carry the weight of it.

The firms that persist are the ones whose three faces of scalability stay aligned. Growth stalls most often not because the market disappeared, but because one face raced ahead of the others. Demand scaled, but coordination did not.

Scaling is a loop, not a finish line

The second insight from a decade of high-growth firms is that **scaling is recursive**. Each round of growth reshapes the conditions for the next one. Handled well, **growth builds new capacity**: better routines, deeper talent, more financial slack, sharper judgment. That capacity makes the next round of growth easier, which builds still more capacity. This is the *virtuous cycle*, and it is what repeat entrants like Picnic, Land Life, and Studytube have in common. Not a single growth spurt, but models they can renew, scale, or reposition as their markets shift.

The same loop can run in reverse. **When growth outpaces the organisation, strain accumulates**. Coordination may break down, routines lose their fidelity as they are copied into new contexts, people compensate for broken systems with sheer effort. If leaders read that strain as a threat to be pushed through rather than a signal to be understood, each response deepens the problem. Targets get more aggressive, reflection gets squeezed out, and the firm spirals into a *vicious cycle* of exhaustion and retrenchment.

What separates the two cycles is rarely the quality of the original idea. It is **how the organisation interprets and paces the strain that growth inevitably produces**.

What persistence actually requires

Three capabilities show up again and again in firms that sustain growth across editions.

Building load-bearing capacity ahead of need. Persistent growers deliberately deepen their financial, human, and operational base before they are forced to. They professionalise leadership, build slack to absorb mistakes, and invest in infrastructure that can carry more weight than today's volumes require. Guidion, Koppert Cress, and Novicare, firms that appeared in the very first Top 250 and returned in 2026, show that this capacity can be rebuilt and re-extended even by established companies, allowing them to re-enter high growth around real customer needs.

Copying what works without losing what makes it work. Growth across markets and units depends on turning hard-won experience into transferable templates: playbooks, standards, and routines that preserve quality while leaving room for local adaptation. The discipline is in abstracting the essence of what works, not blindly duplicating it.

Redesigning the organisation before it cracks. At certain inflection points, doing more of the same stops working. Decision rights, structures, and even culture have to be reconfigured to carry the next stage of scale. The firms that persist treat these moments as planned renovations rather than emergencies.

Treat scalability as something you build on three fronts, not one. A brilliant, scalable product sitting on top of an organisation that cannot coordinate itself is a stall waiting to happen. The most valuable and oftentimes least glamorous investment is usually organisational: the routines, leadership depth, and financial slack that let you absorb growth without breaking. And when growth creates friction, resist the instinct to simply accelerate through it. **The most durable leadership skill is interpretive**: the ability to read strain as information, deliberately slow down to recalibrate, and protect the time to reflect that fast growth tends to destroy. Saying no, and occasionally easing off the throttle, is often what makes the next surge possible.

A decade of the Top 250 makes the underlying lesson clear. High growth is no longer just about doing more, faster. It is about building the kind of organisation that can keep converting potential into performance, cycle after cycle, and knowing that each cycle of growth quietly reshapes whether the next one is possible.



Prof. dr. Justin Jansen

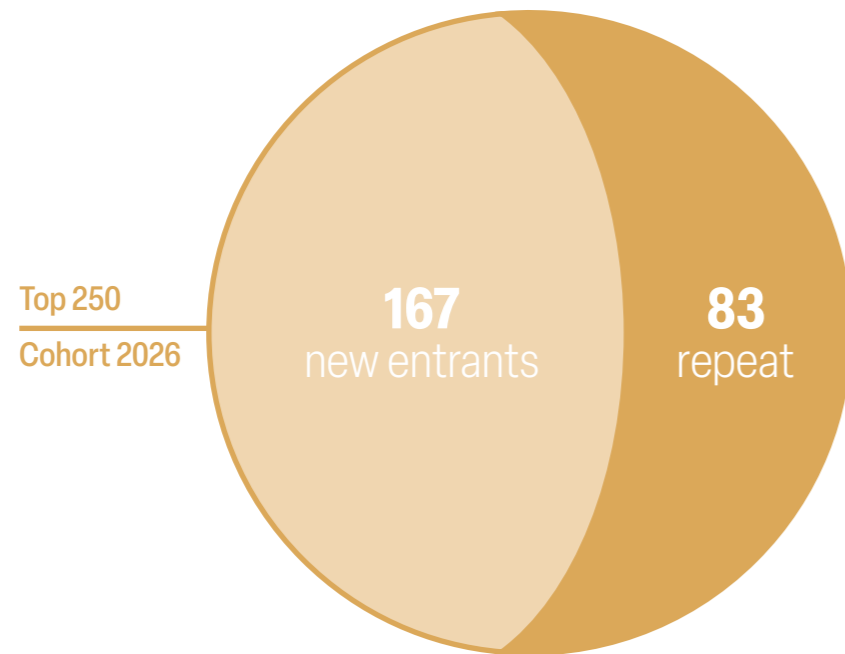
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Repeat Entrants: Celebrating Those Who Persisted



Every year, the Top 250 welcomes a new wave of companies that have broken into high growth for the first time. In 2026, **167 new entrants** bring fresh energy to the cohort. High growth is an episodic phenomenon: one that demands near-perfect alignment across multiple factors, including customers acquisition and maintenance, hiring, operational capacity, funding, leadership and market timing. Few firms are ever able to enter such a phase once; even fewer manage to sustain it over time.

That is why the **83 repeat entrants** of Top 250 2026 deserve special attention. These companies have found ways to keep adapting by professionalising operations, expanding into new markets, investing in technology, strengthening their teams or catching the next wave of demand before it breaks.

With an average age of 22 years old and a median age of 11 years old, the 2026 repeat entrants are older than the new arrivals. They are mature companies that prove a critical point: growth is not a one-time thing nor a privilege of youth, it's a reward for operational excellence and innovation.

Their sector profile also tells a wider story about the Dutch economy. Tech & Digital remains the largest group among repeat entrants, with 24 companies, but the pattern runs deeper than software alone. Industrial Tech, Staffing & Business Support, Energy, Manufacturing, Finance & Fintech, Logistics and Health & Care all appear in the repeat group. In other words, persistence is not limited to one business model. It can be found in platform companies, service companies, deep-tech firms, healthcare providers, energy transition players and operationally intensive businesses.

“To continue growing, you must also continuously strengthen the foundation. If you want to scale successfully, that foundation must be in order. Processes must become less dependent on individuals and become increasingly efficient. All the choices we make must also be right for when the company is twice as large.”

Jop Wolf
CEO | [Workrate](#) | Eight-time Top 250 Entrant

Some names stand out for showing up again and again, however no single company has appeared on all ten editions. That said, the company with the most total appearances (9) across the decade has been Adyen.

Out of the 2026 cohort, **Workrate** leads the decade with eight Top 250 appearances, followed by **Breedweer** and **Picnic** with seven each. **Land Life** and **Studytube** follow with six appearances. These companies are quite different: mission-critical security, social-impact facilities services, online groceries, nature restoration, and learning technology. Yet they share a common feature: they have not relied on a single growth burst. They have built models that can be renewed, scaled or repositioned as markets change.

Three companies make the story even more symbolic: **Guidion**, **Koppert Cress** and **Novicare** appeared in the very first Top 250 list and returned again in 2026. Their reappearance after a decade shows that growth is not reserved only for the newest companies in the ecosystem. Established firms can re-enter high growth when they continue to innovate around real customer needs: technical service capacity, distinctive horticultural products, or specialist care delivery.

Times featured in Top 250



HGF Classification: How Fast They Grow

In 2026, 101 of Top 250 2026 high-growth firms are classified as **Hypergrowers**, sustaining average annualised growth of 40% or more over 2022-2025, twice the threshold of a HGF. So, what does the typical "hypergrower" profile look like? Interestingly, there isn't one: no single template holds across sectors.

Geography offers the first surprise.

Hypergrowth is not concentrated where you might expect it. North Holland, home to Amsterdam and the country's highest HGFs presence, has a modest hypergrower concentration of 38%. Meanwhile South Holland reaches 48% and Utrecht leads at 56%. The pattern suggests that hypergrowth emerges from the depth of specialised networks and industries within a region, not necessarily size or visibility.

The sector breakdown makes this more concrete: Tech & Digital account for 17 out of 38 hypergrowers in North Holland, reflecting the regional growth engine with prevalence in digital companies, networks, and infrastructures. But the stereotype of an asset-light SaaS/digital tech ultra-fast-growing firm does not hold in all regions. South Holland's hypergrowers are relatively diversified, but primarily operate in Tech & Digital (7) and Industrial Tech (5) sectors. Overijssel's hypergrowth engine relies on physical and infrastructure sectors: Manufacturing (3), Industrial Tech (2), and Construction (2), sectors rooted in the province's long history of engineering and physical industry. These firms didn't choose their model from a menu. They accelerated along paths formed by the physical, academic, or digital infrastructures already present in their local ecosystems.

What about age? Nationally, the 101 Hypergrowers are nearly equally split between **Scaleups** (hypergrowers that are 10 years or younger) and **Superstars** (older than 10 years) at a 54 to 47 ratio. This is a noticeable evolution from 2024 when the younger Scaleups outnumbered mature Superstars six to one [3]. As seen in the Scaleup Dashboard, the broader scaling ecosystem is facing severe systemic frictions: rising liquidation rates, tight labour market and increasing wage costs, and a late-stage funding gap [4]. Hypergrowth increasingly demands the deep organisational muscle, capital, and resilience typically held by more mature firms. High growth tends to appear when entrepreneurial ambition is matched by the internal capacity to expand and sustain it over time [5].

Lessons Learnt:

Entrepreneurs: *Your age might be your scaling asset. If your business has passed the ten-year mark, resist the misconception that your explosive growth years are behind—or that you may never achieve high growth again. Your decade of market experience, stable talent pipelines, and operational infrastructure is not inertia, but the launchpad you need to handle an intense hypergrowth surge without breaking.*

Policymakers: *focusing on raw volume alone misses the point. Smaller regional hubs are also producing fast-growing firms with striking efficiency, when the right ecosystem factors align. Supporting the ecosystems behind that performance matters as much as counting the companies within it.*

Reminder

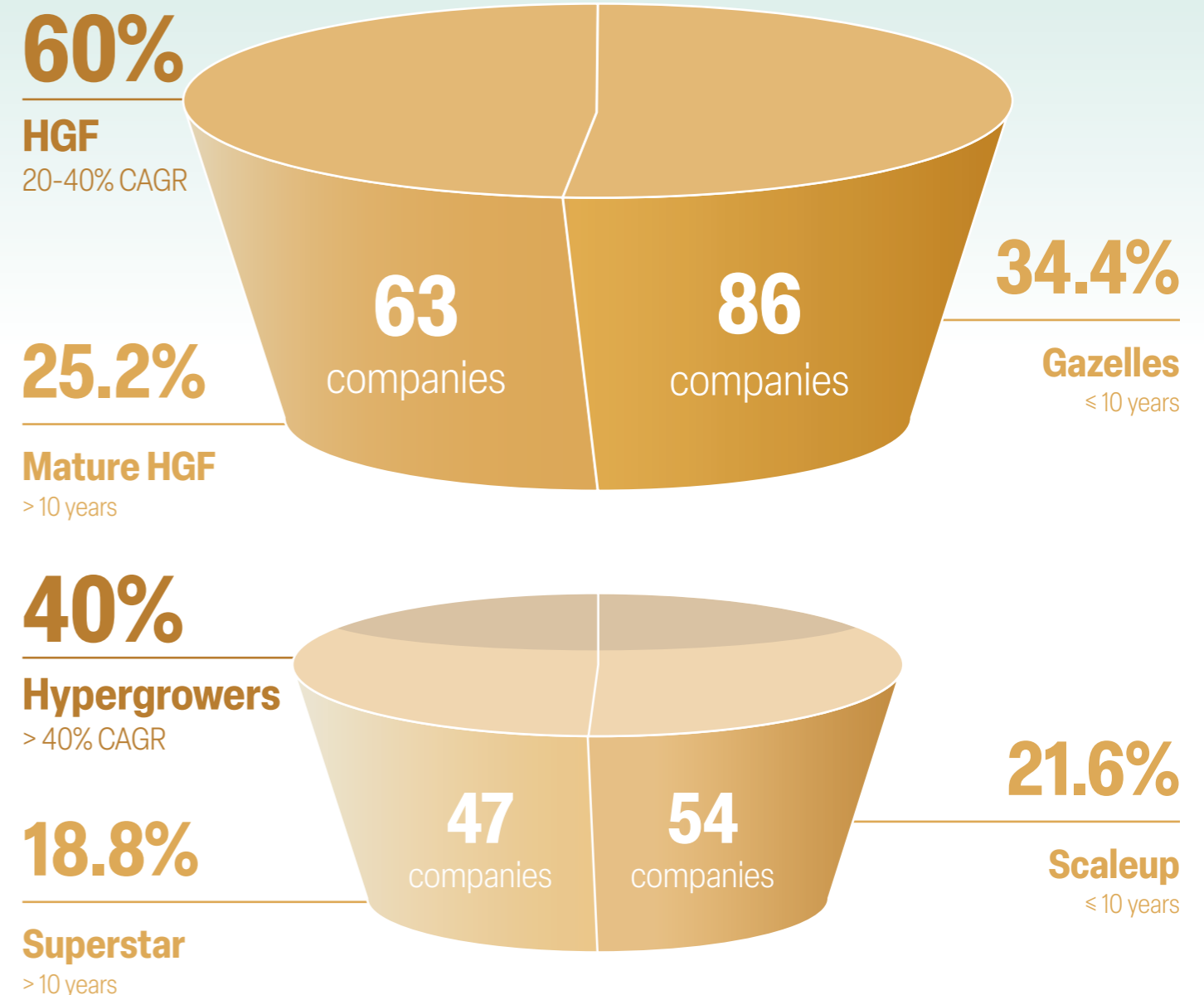
In line with the European Scaleup Monitor and Jansen et al. (2023), we distinguish between HGFs and Hypergrowers (HGFs that grow annually by more than 40% annually) two groups which we then split up further by age:

High-growth firms (HGFs):

- **Gazelles** are young high-growth firms, that are 10 years old or younger.
- **Mature HGFs** are relatively older high-growth firms, that are older than 10 years.

Hypergrowers are companies that grow annually by more than 40% on average over a three-year period, with at least 10 FTEs at the start of the measurement period.

- **Scaleups** are young hypergrowers, that are 10 years old or younger.
- **Superstars** are old hypergrowers, that are older than 10 years.



Geography: from Dispersed to Clustered

In 2017, Top 250 firms were relatively geographically dispersed: only 66 of them headquartered in the top 5 cities, i.e. Amsterdam, Rotterdam, Utrecht, Eindhoven, Delft. The rest took root in local sub-clusters outside the Randstad, such as Alkmaar (with no less than 11 companies in 2018), Zwolle (8) or Veenendaal (7). At this time, the high-growth cohort was more tied to scaling physical assets. For these firms, the periphery provided the vital physical space required to scale facilities, warehouses, and manufacturing lines.

Fast forward to the present day, the landscape has changed drastically. Former thriving sub-clusters like Alkmaar, Zwolle, and Veenendaal have seen their representation in the Top 250 fall away to just one company, or to none. Instead, growth has consolidated heavily within core urban centres: the top cities combined now house well over half of the 2026 Top 250 cohort. Meanwhile, Amsterdam alone holds 78 firms in 2026, which is a larger single concentration than the entire top 5 cities combined back in 2017.

The COVID-19 pandemic accelerated this consolidation. While the Dutch economy contracted by 3.7% [6], North Holland added 30 firms in a single year, the largest single-year jump in the decade. Potential drivers of this major shift can be found in North Holland's concentration of digitally scalable firms, and Brexit-induced relocations of fintech companies [7].

Over the past decade, the benefits of lower real estate costs and tranquillity became overshadowed by the compounding benefits of urban proximity [8]. **Main metropolitan hubs trigger powerful knowledge spillovers:** environments where founders, investors, and specialised service providers constantly cross paths, share insights, and accelerate innovation cycles [9]. The lifestyle, career opportunities, diversity, and presence of major universities attract younger cohorts and calls in highly skilled international talent.

The vulnerability of the peripheral ecosystems is the product of a cycle: a lack of highly scalable tech industries leads to lower ecosystem density, which exacerbates talent and capital scarcity, causing high-growth activity to consolidate largely within the main metropolitan hubs [10]. Meanwhile, the strength of centres compounds and the gap grows.

However, the next ten years may tell a completely different story. As strategic priorities shift again toward manufacturing, energy production and the maintenance of large-scale data infrastructures, we can expect space to be revalued. Crowded Dutch cities simply cannot offer it. If the next wave of high-growth firms is built on kilowatts, square metres and industrial capacity rather than code and capital networks, the periphery may be better positioned than it looks today.

2017



2026



Geography: Focus on City Clusters

Amsterdam

The National Tech Capital

78 Firms
31.2% of Top 250

Nearly one in three Top 250 firms call Amsterdam home. Tech & Digital alone accounts for 39 firms, which is more than the entire Top 250 presence of any other Dutch city.




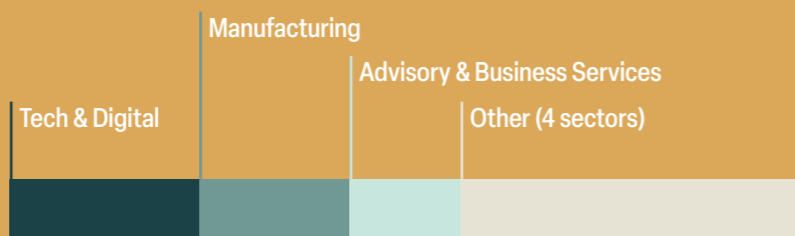

Sector	Firms
Tech & Digital	39
Finance & Fintech	10
Energy	5
Other (7 sectors)	14

Rotterdam

The Transformed Industrial & Maritime Hub

21 Firms
8.4% of Top 250

Rotterdam's cohort is the most evenly distributed of any major city, with no single sector accounting for more than 30%. The city's profile did shift from a 2017 profile dominated by consumer retail and general services to one for tech and manufacturing.


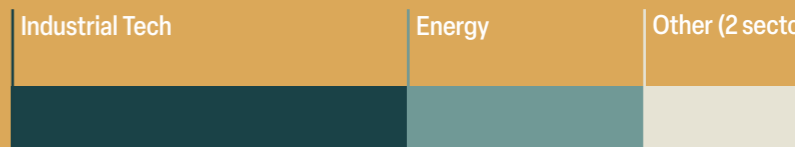
Sector	Firms
Tech & Digital	7
Manufacturing	6
Advisory & Business Services	4
Other (4 sectors)	4

Eindhoven

The Deep Tech Engine

10 Firms
4.0% of Top 250

Eindhoven is the most sectorally concentrated high-growth hub in the Netherlands. Half its firms sit in Industrial Tech and another three in Energy — hardware, precision technology, iron fuel, solid-state batteries, and direct air carbon capture. The Brainport ecosystem effect is visible and stable: Eindhoven has appeared in every edition throughout the decade, consistently anchored in deep-tech and energy systems, with no meaningful drift toward digital or service models.

Sector	Firms
Industrial Tech	5
Energy	3
Other (2 sectors)	2

Delft

The Academic Gateway

10 Firms
4.0% of Top 250

Seven of Delft's ten firms sit in Industrial Tech: quantum processors, quantum control electronics, semiconductor metrology, superconducting hardware, bioelectronics, and photovoltaics. This is the most concentrated sectoral profile of any city in the Top 250 and a direct product of TU Delft's research spinout pipeline.




Sector	Firms
Industrial Tech	7
Other (3 sectors)	3

The Hague

The Administrative Capital

8 Firms
3.2% of Top 250

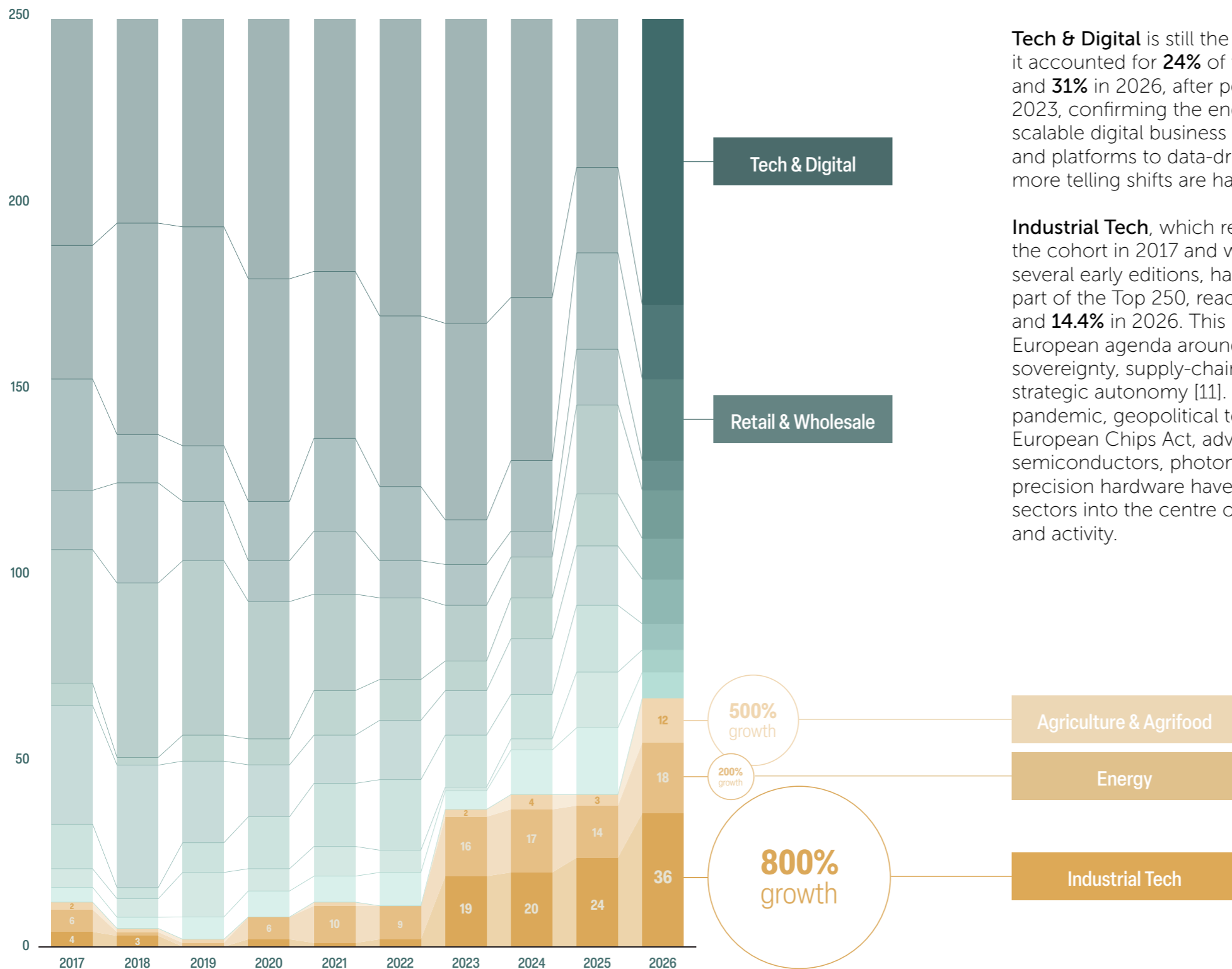
The Hague's high-growth profile reflects its administrative and institutional character, with regulatory advisory, govtech, cybersecurity, and fintech firms featuring more prominently here than in any other city of comparable size.




Sector	Firms
Tech & Digital	3
Industrial Tech	2
Other (3 sectors)	3

Industry: Societal Transitions Open Growth Opportunities

Top 250 Sector Dominance - from 2017 to 2026



Over the past decade, the sector profile of the Top 250 has remained anchored in digital growth, but the story around it has become more industrial, more physical, and more shaped by policy accelerating societal transitions.

Tech & Digital is still the dominant sector: it accounted for **24%** of the cohort in 2017 and **31%** in 2026, after peaking at **33%** in 2023, confirming the enduring importance of scalable digital business models, from software and platforms to data-driven services. But the more telling shifts are happening at the edges.

Industrial Tech, which represented only **2%** of the cohort in 2017 and was almost absent in several early editions, has become a recurring part of the Top 250, reaching **10%** in 2025 and **14.4%** in 2026. This rise reflects a broader European agenda around technological sovereignty, supply-chain resilience and strategic autonomy [11]. In the wake of the pandemic, geopolitical tensions and the European Chips Act, advanced manufacturing, semiconductors, photonics, quantum and precision hardware have moved from niche sectors into the centre of economic policy and activity.

The growth of **Energy**, which rose to **7.2%** in 2024 and remains at **7.2%** in 2026, is closely tied to the energy transition. Climate targets, electrification, renewable infrastructure, sustainable fuels and pressure to decarbonise industry are creating markets where regulation and demand move together [12]. In this sense, energy firms are scaling into a transition that is being actively shaped by policy.

Agriculture & Agrifood exhibit the same logic on a smaller scale. After several years at **0%**, the sector reached **4.8%** in 2026. This reflects the emergence of high-growth firms around sustainable food systems, resource-efficient production, biodiversity, alternative proteins and smarter agriculture. The sector's growth is still modest, but it points to the influence of the Farm to Fork agenda and the wider sustainability transition [13].

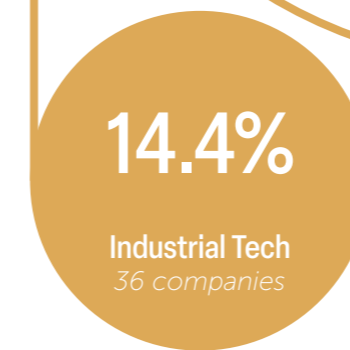
At the same time, some earlier growth engines have become less dominant. **Retail & Wholesale** accounted for **14%** in 2017 and **19%** in both 2018 and 2019 but fell to **5.2%** in 2026. This suggests that the early e-commerce wave has matured. What was once a broad high-growth opportunity has become a more consolidated and margin-sensitive market, where scale, logistics and customer acquisition costs determine who can keep growing.

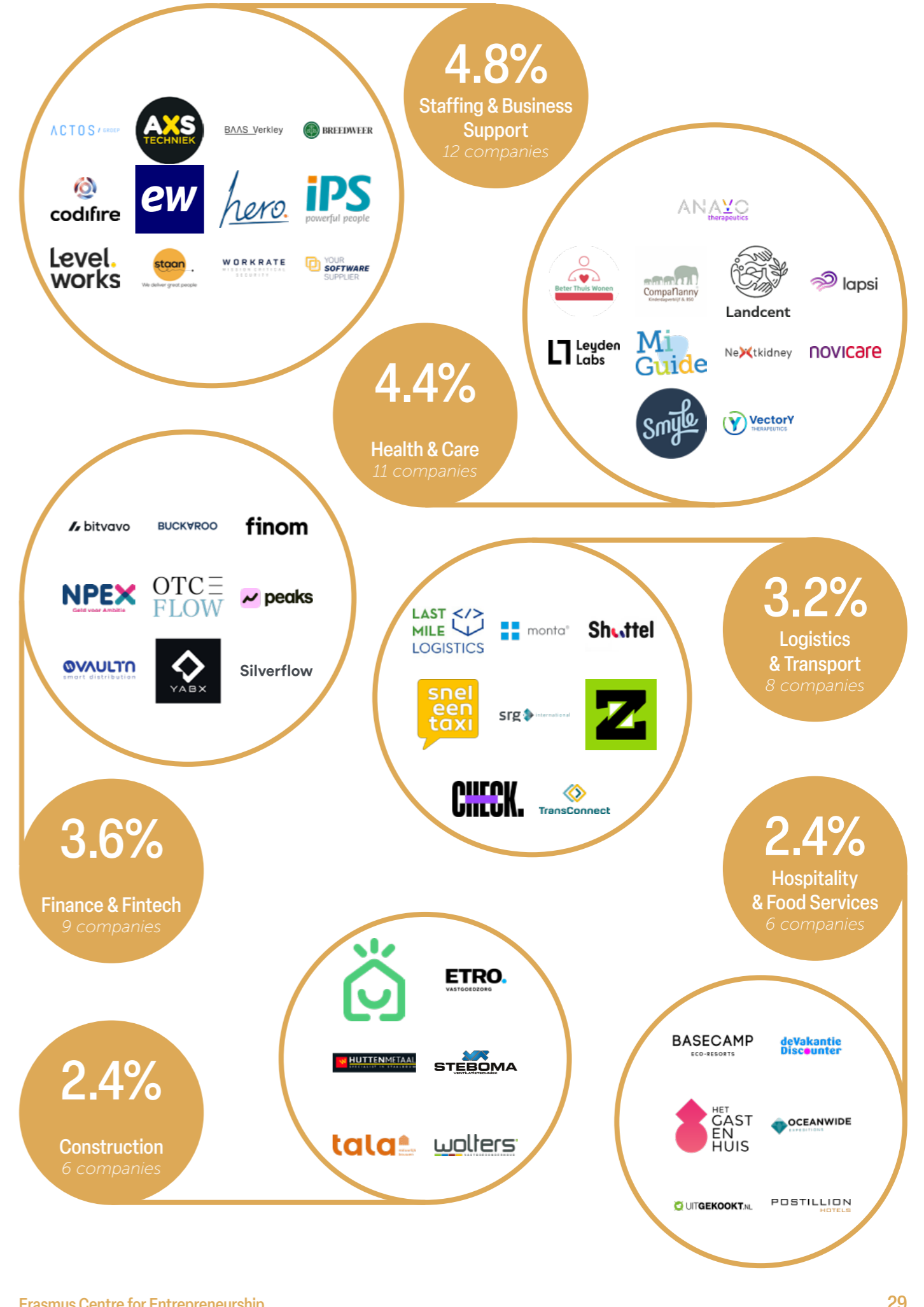
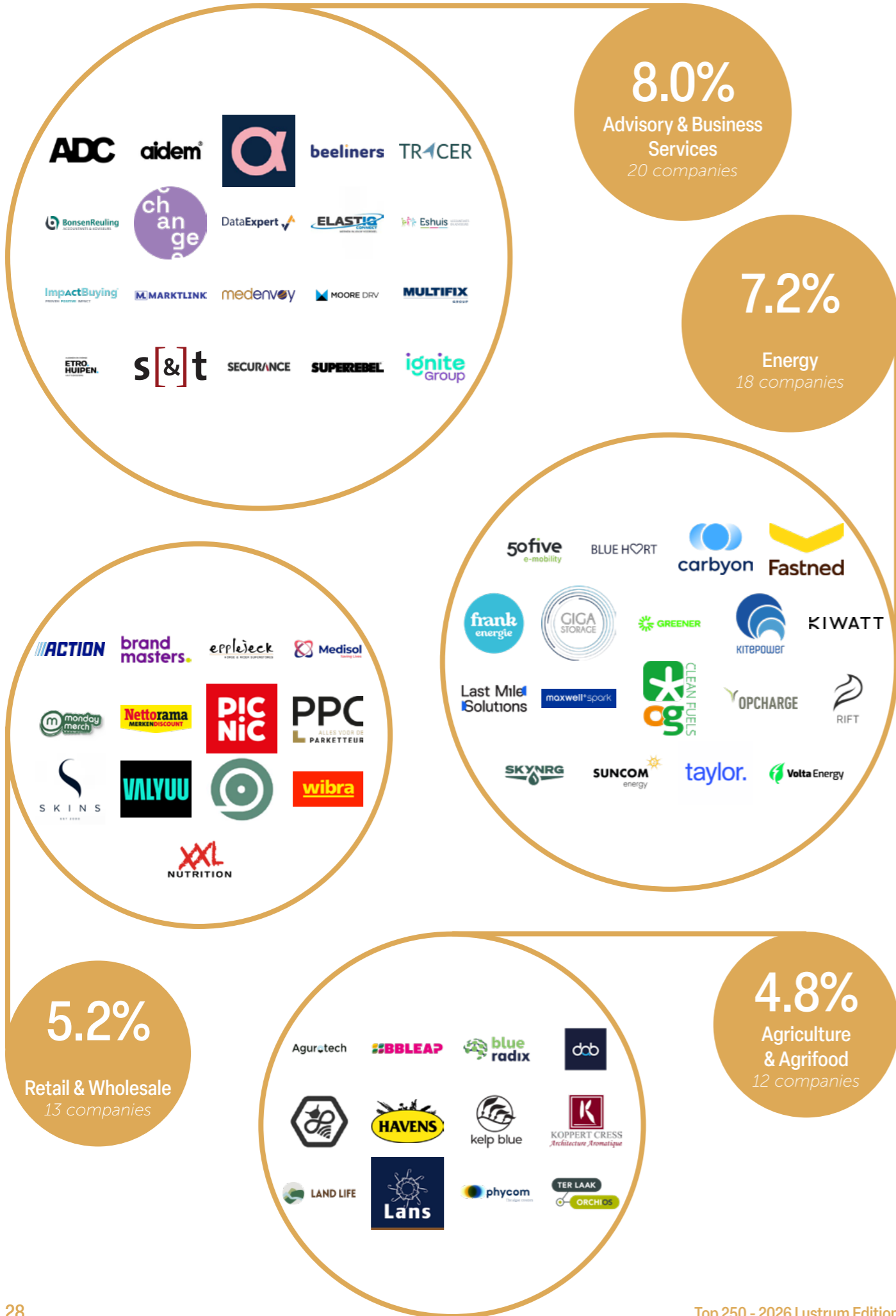
Taken together, the Top 250 shows that high growth is increasingly found where entrepreneurship meets major transition agendas. Digital business models remain central, but the fastest-growing sectors are no longer only about software. They increasingly reflect where society, markets and policy are moving at the same time: towards strategic technology, cleaner energy, sustainable food systems and more resilient industrial capacity.

Top 250 Companies Overview



Top 250
2026





Age: Youthful High-Growth-Spurt

If you look at the Top 250 companies year by year, it's easy to get lost in minor fluctuations. But step back to view the decade-long trend, and the big picture is that **our high-growth champions are getting younger**.

Back in 2017, the most common age for a firm in our cohort was a comfortable 13 years old. By 2026, that **median age dropped to just 9 years**, which is the absolute lowest point we've ever recorded.

In practice, this means that the "teenage" companies (aged 11 to 20) are yielding the floor to the "tweens." We've seen a massive surge in companies in the slightly younger 6-to-10-year age bracket, hitting a record high of 120 firms in 2026. This profile of the Top 250 firm is in the phase where organisational capabilities for expansion, replication and synchronisation over time are driving growth: product-market fit, repeat customers and routines [14]. At the same time, there are also fewer startups appearing on the Top 250.

This trend echoes broader global research in firm dynamics. OECD findings show that while brand-new startups are often too small to move the macro-economic needle, it is these slightly older, younger firms that are statistically most likely to supercharge both employment and turnover [15]. These companies are no longer in their vulnerable earliest years, but they are still young enough to maintain a rapid sprint. They have survived the initial trial-by-fire, locked in product-market fit, and built the core operational routines needed to handle expansion without breaking.

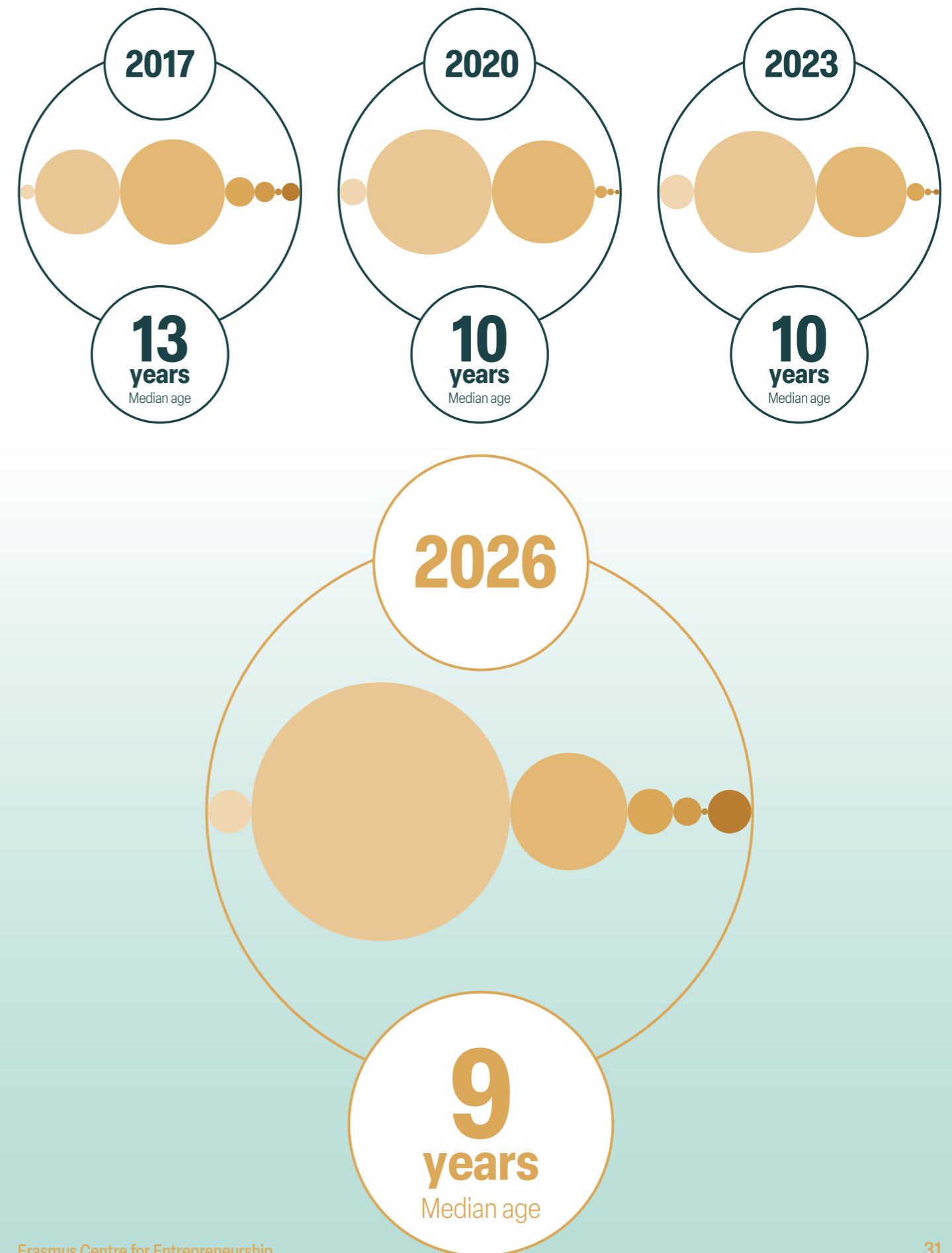
That said, high-growth status is not a permanent badge. Research consistently shows that growth episodes are exactly that: episodes, which tend to be temporary rather than persistent [16]. Companies tend to deliver the most contributions during their high-growth phase, not necessarily afterwards, research shows [17].

Consequently, **the growing presence of 6-10 year-old firms should be seen less as a sign of a stable "new normal", but rather one of healthy renewal**: each edition of the Top 250 captures a new wave of companies entering, sustaining, or exiting a high-growth episode. The firms now defining Dutch high growth today were, in many cases, barely incorporated when the edition first launched.

Lessons Learnt:

Policymakers: This implies that ecosystem health shouldn't be judged by how many firms stay on the list forever, but by the ecosystem's ability to continuously feed the 6-to-10-year pipeline with fresh talent.

Top 250 Cohorts Age - from 2017 to 2026



Youngest

Monday Merch

Founded in 2022

Website: <https://www.mondaymerch.com>

Sector: Retail & Wholesale

Location: Rotterdam, South Holland

Age: 4



A word from the co-founder

Daniël Salimian

Monday Merch has grown hard and fast, but what I'm most proud of is how we've grown. From the beginning, we set out to raise the bar in an industry that often still feels fragmented and manual. That has meant investing deeply in technology and automation, but just as importantly, building a smart, creative team with a strong spirit and a shared obsession with putting the customer first. Being full service sounds simple from the outside, but behind the scenes it requires operational excellence, creativity, speed, and a lot of coordination.

I'm proud that we've been able to achieve what many others in the industry struggle with: combining great products, strong service, scalable operations, and a smooth customer experience in one platform. We're still young, but we're ambitious about where this industry can go: more efficient, more transparent, more creative, and more customer-focused. Being recognised in the ECE Top 250, especially as one of the youngest companies this year, is a proud moment for the whole team."

From left to right: Daniël Salimian, Jeroen Westerbeek, Florian Frenken, and Kevin van der Veer - co-founders of Monday Merch



Oldest

Uitgekookt

Founded in 1830

Website: <https://www.uitgekookt.nl>

Sector: Hospitality & Food Services

Location: IJsselmuiden, Overijssel

Age: 196



A word from the company

Miranda (left) & Johan van Marle (right) - Owners of Uitgekookt

At Uitgekookt, we believe that good food starts with attention, and that this attention is becoming increasingly scarce in everyday life. The time to cook and truly enjoy food is under pressure, even though it forms the foundation of a good life. With that belief, we have been building our company for generations. What started as a local greengrocer has grown into a national business delivering fresh meals to homes across the Netherlands. Not by simply following the market, but by continuously asking ourselves where we can truly add value for our customers.

Whereas we used to position ourselves as a solution for when you didn't have time, we now consciously choose quality, convenience, craftsmanship, and experience as our foundation. That requires different choices. Today, we collaborate with some of the best chefs in the Netherlands, including Rudolph van Veen, Sidney Schutte, and Erik & Juliën van Loo. Through their expertise, creativity, and attention to detail, they elevate our meals. In doing so, we contribute to a society in which good food is an effortless part of daily life.

At the same time, we have invested in scalable operations and a consistent customer experience, ensuring that growth never comes at the expense of quality.

This demonstrates that sustainable growth is the result of deliberate choices in quality, craftsmanship, and scalability.



The New Signal: AI

When we first introduced the AI metric in 2025, a modest 32 firms (12.8%) publicly showed that AI technologies were core to their operations. Just one year later, that figure has more than doubled to **73 firms, representing 29% of the entire Top 250.**

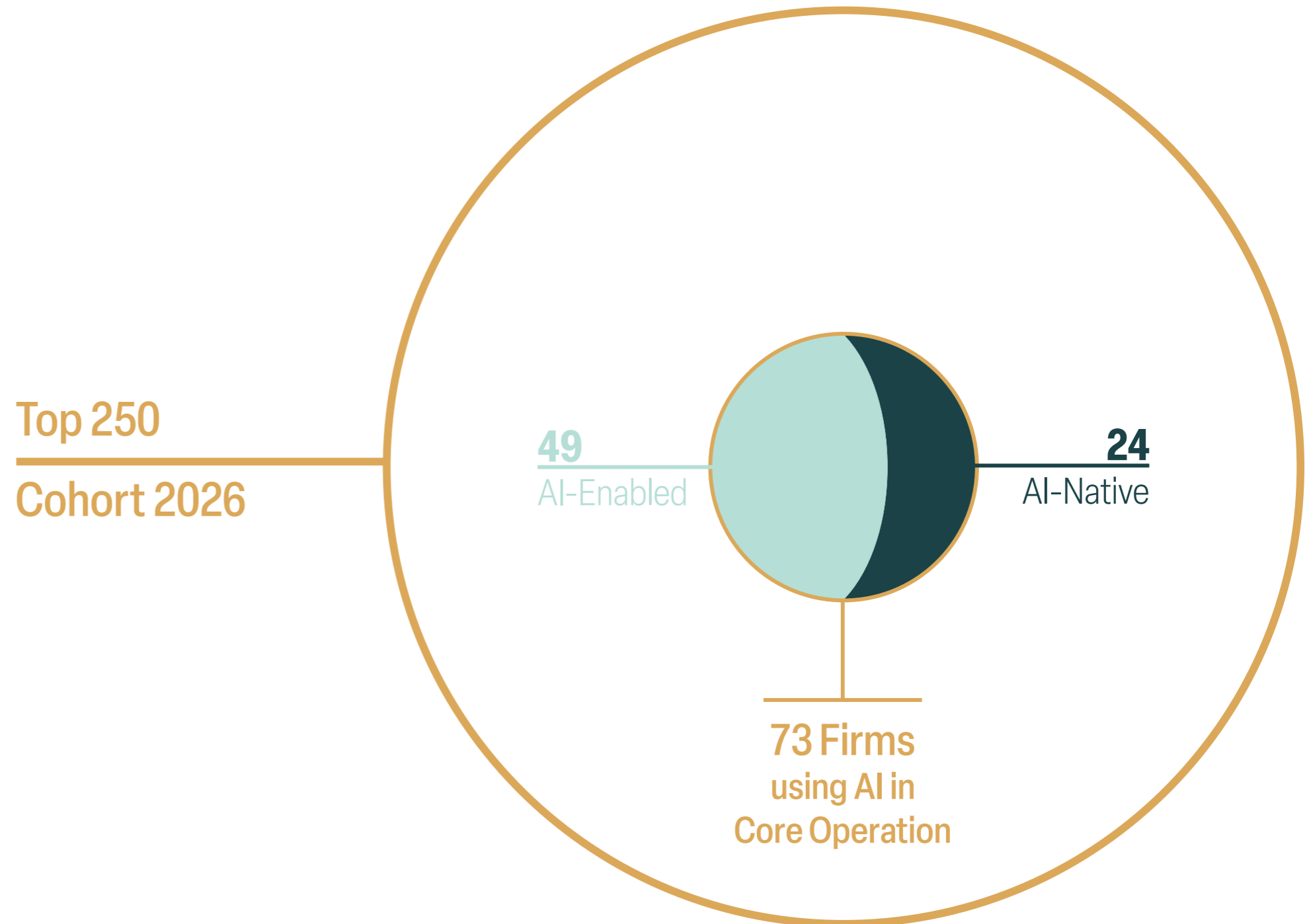
If we break down the 73 firms using AI in their core operations, they split into two distinct camps:

- **The AI-Natives (24 firms):** These are companies where AI *is* the product. They are selling the algorithms, the large language models, and the computational intelligence.
- **The AI-Enabled (49 firms):** These are firms where AI is the *delivery vehicle*. They do not sell AI; they use it as a massive operational lever to deliver traditional services or physical products at unprecedented speeds.

You may notice that neither of these categories account for a quieter (and much more common) reality: a firm whose employees use AI in their everyday work, without any strategic initiative or policy. In this case, AI is entering organisations through individual habits.

We asked RSM professor Jana Retkowsky what this bottom-up adoption pattern means for firm leadership, and for practical recommendations on how to deal with it.

AI Adoption Among Top 250 - Cohort 2026



Expert Deep Dive

A Note to the Firms Not on the AI List

If your firm does not appear among the 73 classified as AI-utilising in this report, that does not mean AI is absent from your organisation. The classification is based on what firms communicate publicly. But research on Generative AI (GenAI) in the workplace consistently finds that the **most widespread adoption is informal and individual** [18]. Employees are using GenAI tools such as ChatGPT, Claude, and others to embellish client emails, to prototype, to draft reports. This happens often on their own initiative, without telling their manager, and without any organisational policy in place; referred to as 'shadow' AI use. This is where the most immediate managerial challenges sit.

The concern is the lack of manager awareness of the subtle shifts AI use introduces into work processes. Research on GenAI in creative work documents how **AI use can make handovers obsolete, and feedback loops hollow** [19]. As a result, an employee may present something that appears polished and complete, when in reality it has not gone through the scrutiny or iteration it would have received through a conventional process. In response, managers need to preserve thoughtful idea or product development in combination with AI assistance.

Looking ahead, the data showing that younger firms lead AI integration suggests that the **next wave of Dutch high-growth firms will increasingly be AI-shaped from the start** – not just in their products, but in how they operate, hire, and present themselves to investors. Those startups do not yet have processes that are disrupted by AI. For established firms, this shifts the competitive environment: newer entrants may move faster and appear more polished, not necessarily because their fundamentals are stronger, but because GenAI compresses what used to take teams and time. Moreover, startups may more seamlessly tailor offerings to clients' AI use, whereas established firms' services are replaced by their clients' AI use.

Three principles are worth keeping in mind.

Surface the AI use already happening. Before investing in AI use policies, have an open and honest conversation about how AI tools are being used, and where they may be introducing blind spots. The goal is to understand where AI is skipping steps and replacing judgment that

is still needed. You cannot manage what you cannot see, and in most organisations the informal reality of AI use is well ahead of any official public disclosure. The AI-utilising firms in this report have at minimum made that usage visible and intentional. For other firms, the first step is shining a light on their shadow AI use.

Preserve the friction that AI removes. GenAI is effective at compressing work – which used to require a brainstorm, a draft, a review, and a revision can now happen in a single sitting between one person and a tool. But those intermediate steps were catching errors, raising alternatives, and building shared understanding of the work. When AI removes the friction, managers should deliberately preserve structured checkpoints for human input, even when the output already looks finished [20].

Invest in human judgment. Critically evaluating AI output requires developing new skills among employees. The quality of AI-assisted work depends on the user's ability to recognise when an output is genuinely good and when it merely looks good [21]. Whether it is a business model canvas, a prototype or demo, or innovation proposal, the risk is the same: the output looks ready, so the harder questions – is this solving a real problem? does this hold up under scrutiny? – get asked too late or not at all. Developing the skill to look past surface quality, especially among junior employees and external stakeholders who may have fewer reference points for what rigor looks like, is the most durable investment a firm can make.



dr. Jana Retkowsky is Assistant Professor at the Department of Technology and Operations Management (Innovation Management section) at the Rotterdam School of Management (RSM), Erasmus University. Her recent studies examine how Generative AI reshapes creative and knowledge work, and how organisations can manage an AI-empowered workforce. Her work has been published in the Academy of Management Discoveries and Business Horizons, and before joining RSM she worked as an AI advisor.

Sustainability: Breadth Without Depth

Erasmus Centre for Entrepreneurship is part of Erasmus University Rotterdam, an institution whose founding purpose is to create positive societal impact through knowledge. ECE's own mission is knowledge valorisation: translating research and entrepreneurial expertise into tools that empower change agents. Thus, tracking whether the firms we study are themselves agents of change is not incidental to our work. That is why ECE has tracked sustainability and impact metrics across our Top 250 cohorts since 2020, and why we continue to do so even as the political and corporate appetite for ESG reporting has grown more contested.

We assess each firm across seven observable indicators: whether the company publishes a formal impact or sustainability report; whether it holds B Corp certification; whether it explicitly references the UN Sustainable Development Goals; whether sustainability is central to its mission statement; whether its core product or service is inherently impact-based; whether it maintains a dedicated sustainability page; and whether it runs programmes or initiatives with a substantive impact focus. Together, these form a composite impact score of 0 to 7.

Presence of Impact Indicators in Firms of Top 250 - Cohort 2026

Impact Mission - 103 Companies	SDG Mentions - 45 Companies
	Dedicated Sustainability Page - 42 Companies
Impact Product - 98 Companies	Impact Initiatives - 36 Companies
	Impact Report - 15 Companies
	B Corp Certification - 13 Companies

Sustainability has become substantively present in the 2026 cohort, with **138 of 250 firms (55%) carrying at least one impact indicator**, but unevenly embedded. Among these 138, 15 firms have published a formal impact report, only 13 hold B Corp certification, and just 45 firms (18%) explicitly reference the UN SDGs.

A few sectors lead in embedding impact: **Energy** has the highest share of firms with an impact mission (78%, 14 of 18 firms). Their growth is structurally tied to the energy transition; regulatory mandates and climate targets are the market. **Agriculture & Agrifood** (67% impact mission rate) and **Manufacturing** (64%) follow. **Manufacturing's** position is notable: for a traditionally resource-intensive sector, the relatively high score is likely driven by supply chain pressure from large industrial buyers demanding sustainability credentials, though the data does not allow us to confirm the mechanism directly. **One firm holds all 7 indicators: Tony's Chocolonely.** Tony's sector is not typically associated with sustainability leadership. They are an outlier precisely because their commitment runs through the veins of the organisation, not just at the surface level.

For the firms already on the list: the data suggests that the easiest impact communication gains have largely been made. The harder work, and the indicators firms are missing most, e.g. impact reports, B Corp certification, SDG integration, are precisely the ones that external stakeholders (investors, regulators, procurement teams) are increasingly using as screening criteria. A dedicated sustainability page is not the same as a product that eliminates food waste.

Women in Leadership: Uneven Progress

In 2026, **42 firms** feature a woman founder or C-level executive. Fast-growing companies are actively recruiting women into top management teams to lead them through scaleup phases: in the Top 250 2026 cohort, there **are now more women holding C-level executive positions (31) than there are women who founded their firms (21)**. The sector context shapes entry point: Health & Care is the only sector where women founders are nearly as numerous as women C-level appointees.

One structural factor helps explain why the founding pipeline is thinner. Data from the **2026 Code-V Report** shows that while women make up 36.8% of entrepreneurs in the ecosystem, only 9% submit a financing application, compared to 13.9% of their counterparts. Conversion rates after application are similar [22], meaning the gap is not driven by rejection, but by barriers that discourage entry into the financing pipeline in the first place.

When executive appointment moves at a faster pace than the founding pipeline, the primary bottleneck is a structural barrier earlier in the entrepreneurial lifecycle, at the point of founding, initial funding, and early-stage scaling.

We also find that geographic concentration of gender diversity mirrors and amplifies the broader ecosystem concentration: 55% of all women-in-leadership firms are in North Holland. South Holland has 56 firms but only 5 women in leadership (9%), and Utrecht has 24 firms and only 2 (8%, both C-level, zero founders). The North Holland concentration is not surprising, but worth stating, because

policy that targets gender diversity without targeting geographic equity will further concentrate female entrepreneurial activity in one space.

Most importantly, the gender gap in the Top 250 should be read as a missed opportunity for broader scaling capacity, not only as an equity issue. Research on top management teams shows that diversity can contribute to ambidexterity when supported by shared responsibility and trust, helping leadership teams manage the tension between exploration and exploitation [23]. More directly, recent research on gender diversity in top management teams finds positive effects on profitability, liquidity, and growth [24].

Lessons Learnt:

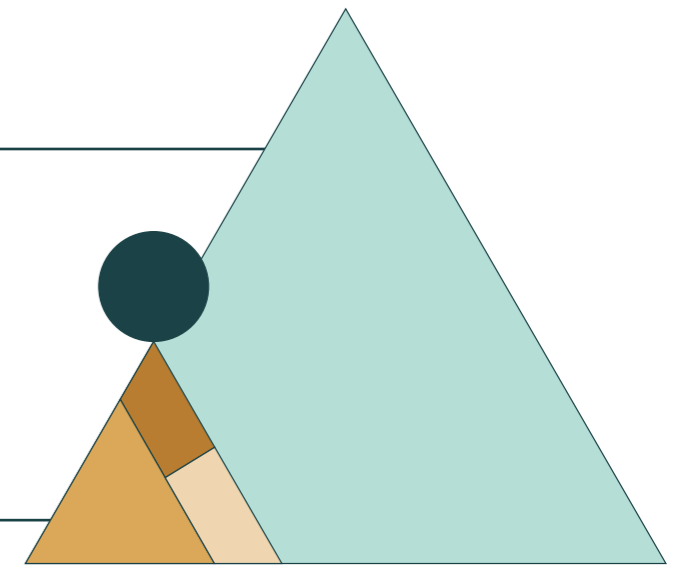
Entrepreneurs: *The gender gap in the Top 250 is a growth opportunity as much as an equity issue. If your leadership team lacks diversity, the research is consistent: mixed top management teams show positive effects on profitability, liquidity, and growth. The question is less whether diversity matters and more whether your hiring and founding practices are creating the conditions for it.*

Policymakers: *The financing gap for women entrepreneurs is driven by low entry into the financing pipeline. This means interventions need to happen earlier, at the point of founding and initial funding. And geographic targeting matters: policy that addresses gender diversity without addressing regional concentration will simply consolidate female entrepreneurial activity further in North Holland.*

Top 250 - 2026 Cohort

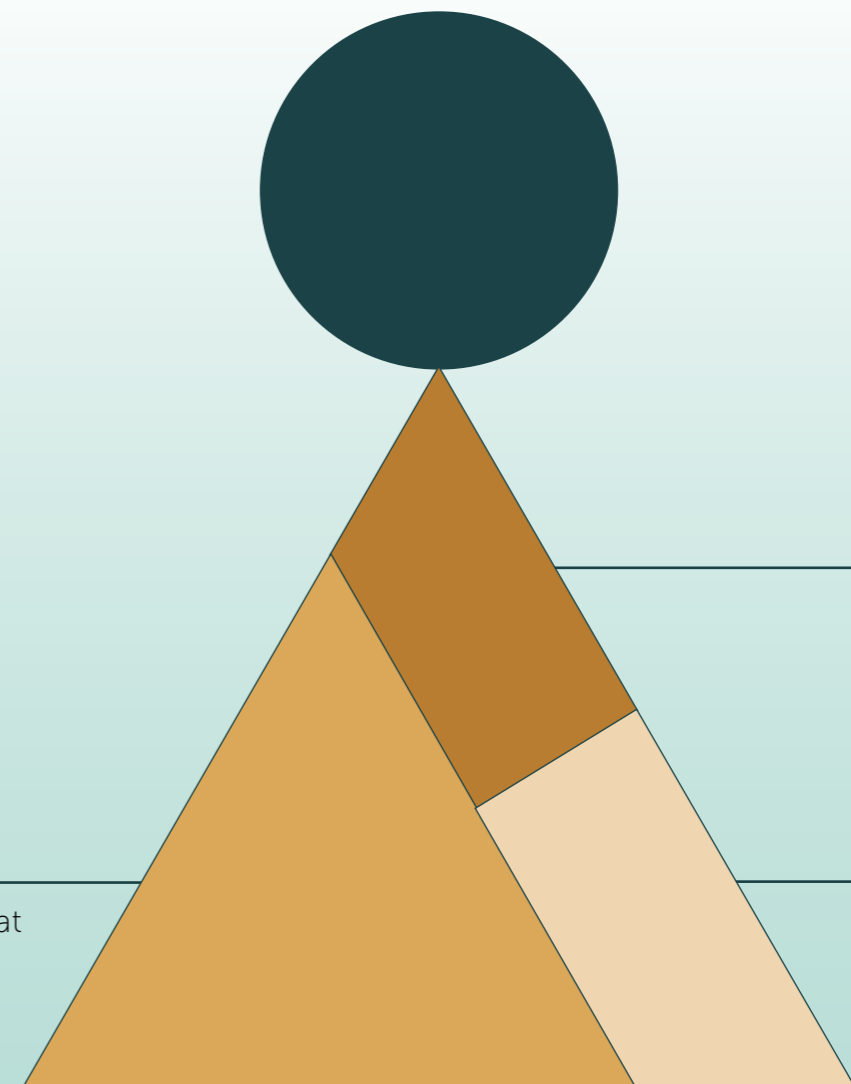
42

Companies with at least one woman in leadership (16.70%)



21

Companies with at least one woman C-level



10

Companies with at least one woman founder & C-level

11

Companies with at least one woman founder

Actionable Insights

From Toddler to Young Adult in Business: Best Practices on Scaling up

Research Team:



dr. Birgül (Rose) Arslan is Associate Professor of Innovation Strategy at the Department of Technology and Operations Management at Rotterdam School of Management, Erasmus University. Her research focuses on how organisations collaborate to develop new products and technologies. Her work has been published in leading management journals such as the Academy of Management Journal, Strategic Management Journal, and Journal of Management Studies. Before joining academia, she worked in business intelligence consulting. At RSM, she teaches executive training programs in innovation strategy and technology leadership.



dr. Jana Retkowsky is Assistant Professor at the Department of Technology and Operations Management (Innovation Management section) at the Rotterdam School of Management (RSM), Erasmus University. Her recent studies examine how Generative AI reshapes creative and knowledge work, and how organisations can manage an AI-empowered workforce. Her work has been published in the Academy of Management Discoveries and Business Horizons, and before joining RSM she worked as an AI advisor.

To mark the ECE Top 250's 10th anniversary, we launched a research initiative with management professors dr. Birgül Rose Arslan and dr. Jana Retkowsky at Rotterdam School of Management, Erasmus University, to understand how young scaleups (five years old or younger) navigate the passage from early-stage venture to mature businesses. As part of their research, dr. Arslan and dr. Retkowsky have been studying Top 250 companies from past editions to understand the critical junctions that allowed the startups to successfully scale up their businesses. Their ongoing research already revealed three best practices:

1. Scoping: The Discipline of Saying No

Young, high-growth scaleups have a unique characteristic; they have an abundance of drive and plenty opportunities to grow fast. Yet, we found that successful scaleups chose to remain focused on their core business in the face of this abundance and take cautious steps towards growing a viable business.

Swapfiets offers a vivid example. When the company decided to go all-in on e-bikes, it meant selling off its scooter fleet, shutting down its moped line, and pulling out of Milan, its first Italian city, which effectively meant closing the country. The CEO of Swapfiets, Mark de Vries, described the decision:

"If we really want to do the e-bike well, we need to focus on it. So we sold all the scooters, we closed cities... We are a growth company, grow, grow, grow. And then we closed a country. Oh, how does it fit our growth strategy? We had some explaining to do"

Scoping also has an operational dimension. To ensure viability of the growing business, leaders set a daily rhythm of company-wide alignment that keeps the entire organisation focused on the same priorities. The founder of Check, Paul van Marrienboer, described what this looks like in practice: **"The opportunities are everywhere and it is important to fully align on what you are doing and why. From day one, we had an almost neurotic focus on costs, on the business model, trying to optimise that week by week."** At Check, this cadence (daily stand-ups, weekly KPI reviews, continuous priority-setting) is so deeply embedded that, in the founder's words, **"everyone is always full-time aware of how the company is doing."**

The best practice: growth requires saying no, and discipline must be structural.

2. Profitable Growth: Putting the Back-Office Front and Center

Rapid customer acquisition and revenue growth is the metric that gets celebrated in startup culture. It is well known that revenue growth does not automatically mean profitability; in fact, startups are increasingly tolerated to remain unprofitable for extended periods of time with the hope that they will become unicorns over the markets that they come to dominate through fast growth.

The successful scaleups we studied showed a different approach. Their leaders did not join this wave of growth-no-matter-what. From the beginning, they brought their business acumen into their work to transition their companies from risky startups to stable, viable businesses.

In their journey, what rarely made the headlines is the back-office infrastructure they built to sustain control over the business as it grows. This tension underlies what happened to Uber recently: Uber burnt through its entire 2026 AI tools budget in just four months after engineers adopted coding agents faster than finance teams could forecast [25]. The leaders we interviewed acknowledged a version of this trap: pouring resources into the front end while the operational foundation lags behind. The CEO of Swapfiets was refreshingly candid: **“Full focus on growth, and the back office comes later... It turned out that fixing the back office also meant fixing the financial department, because we were not bookkeeping the way you should.”** If a company of Uber’s scale can lose grip on operational costs, the lesson for startups is clear.

Fourthline, which provides identity verification for financial institutions, also prioritised the infrastructure for business viability. Their co-founder, Krik Gunning, says: **“We, from day one, granted an audit right to our customers and the financial institutions, but also to their regulators... And that also means that from that perspective, you just need to make sure it’s beyond hygiene.”** Rather than treating compliance as a cost center to be minimised, the founders embraced early scrutiny as a way to build trust and force rigor into their operations before scale made it exponentially harder.

The best practice: Operational excellence is not an after-thought. It is what makes growth sustainable. Treat the back office as the foundation of your business.

3. Co-Innovation: Build With Your Customers and Suppliers

These days, it feels like you and your AI agents can revolutionise any market. However, the scaleups we interviewed embedded innovating with clients and suppliers into their operating model instead of remaining focused on internal development. Fourthline co-developed new products directly with its fintech clients. The company’s co-founder, Krik Gunning, describes their process:

“We would say: this is how we would build it. Is it something you would buy? If a fintech said yes, we would run it in beta with them, have them refine it, and then build it into production. You are always building something the market actually needs.”

Meanwhile, Swapfiets continuously iterates on its e-bikes design in collaboration with suppliers at its innovation lab in its Amsterdam headquarters. Check ensures alignment with their customers by hiring from their user demographic, thereby creating a built-in alignment. The founder of Check explains:

“The average age of our users is 28. Average age in our team is also 28. It is the same people driving the product, building the product. That really works.”

The best practice: through co-development partnerships, scaleups ensure they are always building, and building what customers actually need.

Join the conversation?

We want to hear your story. If you are or were a founder or leader of a scaleup, we’d love to grab a coffee and learn about the ups and downs in your journey taking your business from being a toddler to a young adult. We believe in the value of sharing what works and what does not. Reach out via email or LinkedIn to Birgul Rose Arslan (b.arslan@rsm.nl) or Jana Retkowsky (retkowsky@rsm.nl).

The Leader the Company Needs Next: Scaling Skills You Can't Hire Your Way Out Of

Research Team:



Prof. dr. Justin Jansen is Professor of Corporate Entrepreneurship at Rotterdam School of Management, Erasmus University, and co-founder and Senior Fellow of the Erasmus Centre for Entrepreneurship. His research focuses on how organisations scale, renew, and sustain profitable growth over time — with particular attention to the leadership skills and organisational capabilities that separate firms that persist from those that stall. His work has been published in leading journals including the *Academy of Management Journal*, *Journal of Management Studies*, *Management Science*, and *Strategic Management Journal*, and has been recognised by Thomson Reuters as among the most influential in management research worldwide. Dr. Jansen is also co-author of the 2021 management bestseller *Naar een gezond groeibedrijf in vijf stappen*.



Prof. dr. Tom J.M. Mom is Professor of Strategic Growth and Implementation at the Department of Strategic Management and Entrepreneurship at Rotterdam School of Management, Erasmus University, and Senior Fellow of the Erasmus Centre for Entrepreneurship. His research and advisory work focus on scaling-up, new business development, ambidexterity, and strategy execution — with a particular interest in how leadership teams sustain profitable growth over time. His work has been published in leading journals including the *Academy of Management Journal*, *Journal of Management Studies*, *Organization Science*, and *MIT Sloan Management Review*, and he is co-author of the 2021 management bestseller *Naar een gezond groeibedrijf in vijf stappen*.

There is a moment in almost every high-growth journey when the thing that got the company here quietly stops working. The founder who knew every customer by name can no longer be in every conversation. The hands-on style that drove the early wins starts to create bottlenecks. Decisions that used to take a hallway chat now take a week. Nothing has gone wrong, exactly. The company has simply outgrown the version of leadership that built it.

A decade of studying the Top 250 points to an uncomfortable truth: scaling is as much a personal transition for the leader as it is an organisational one. The hardest constraints on growth are rarely the market or the technology. They are the limits of what the leadership team can interpret, coordinate, and let go of. Capital and talent can be raised. The capacity to lead a much larger, more complex organisation has to be built by the people already in the room. A handful of capabilities separate leaders who carry their firms through high growth from those whose firms stall.

From doing to designing

In the early days, leaders create value by doing: selling, building, fixing, deciding. At scale, they create value by *designing the system that does those things*: the structures, decision rights, and routines that let hundreds of people act coherently without the founder in the loop. This is the shift from being the engine to building the engine. It feels like a loss of control, and in a literal sense it is. But leaders who persist learn to trust well-designed systems and capable people over their own hands on every lever. The Workrate principle from earlier in this report captures it: processes must “become less dependent on individuals.” That includes the founder.

Reading strain instead of pushing through it

Rapid growth always generates friction that may lead to coordination breakdowns, missed targets, things slipping through cracks that never used to. The instinct, especially in a high-ambition culture, is to read that friction as a problem to overcome with more speed and more effort. The most important and least obvious leadership skill is the opposite: the ability to read strain as *information*. Is this telling us our structure no longer fits? That a routine has quietly broken? Leaders with this interpretive capacity treat tension as a developmental cue rather than a threat to their competence. Those without it filter out the bad news, escalate commitment, and substitute effort for learning, the signature of a company spiraling rather than scaling. This is why deliberately slowing down at moments of apparent momentum is a leadership act, not a failure of nerve: the pause that lets a team examine what is happening and redesign around it is often what makes the next surge possible.

Holding two truths at once

Scaling leaders live in permanent tension. They have to standardise and stay adaptable, move fast and build things that last, push for growth *and* protect the organisation from breaking. The temptation is to resolve these tensions by picking a side. The leaders who sustain growth instead learn to hold both. Knowing which one a given moment calls for, and shifting deliberately between them as the company matures. This kind of paradox navigation is learnable, but it rarely comes naturally; it is one of the clearest dividing lines between leaders who plateau and leaders who renew.

Building shared understanding, not just giving direction

A small team coordinates by being in the same room. A scaling organisation cannot. As people, locations, and decisions multiply, coherence depends less on the leader's instructions and more on whether dispersed teams interpret situations the same way and pull in the same direction. Building that shared understanding, a clear sense of purpose, priorities, and how decisions get made when the leader isn't there, becomes a core part of the job. The founder of Check, quoted elsewhere in this report, describes a version of this: an organisation where "everyone is always full-time aware of how the company is doing." That alignment doesn't happen by accident. Leaders create it, deliberately and repeatedly.

A capability, not a personality

The encouraging part is that none of this is fixed at birth. These are capabilities, not character traits. But they develop rarely alone and rarely in the abstract, taking shape through experience, honest reflection, and exposure to others who have made the same passage. That is also why so many leaders hit the same walls at the same stages: not because they lack talent, but because no one ever made the transition visible, or gave them room to practice it before the stakes got high. Scaling compresses everything, leaving little space to step back and learn while the company races ahead.

That is part of what we explore through a leadership initiative for scaleups at the Erasmus Centre for Entrepreneurship: a space to make these transitions visible and learnable, and a chance for leaders living the same passage to learn from one another, alongside researchers who study how scaling actually unfolds.

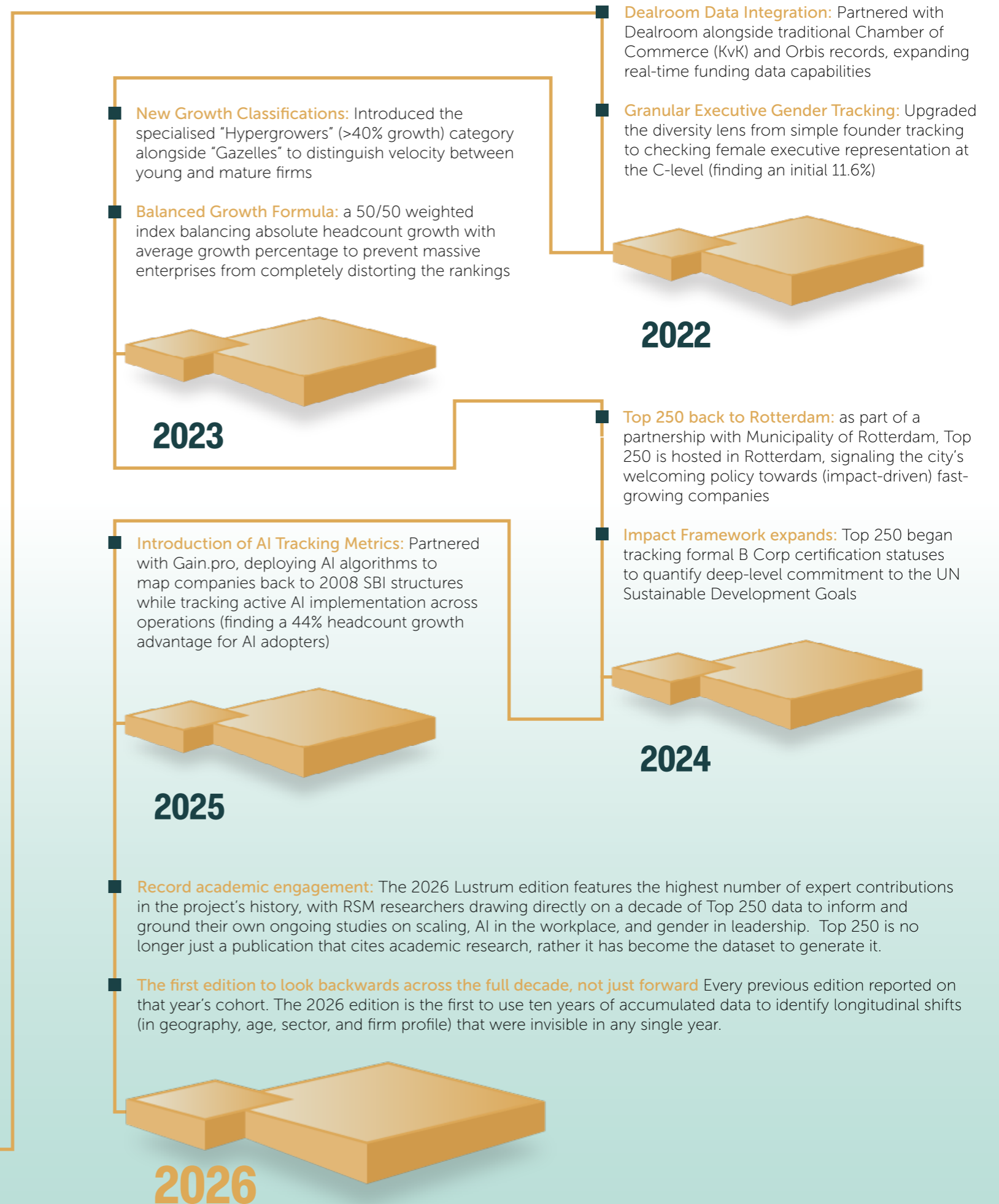
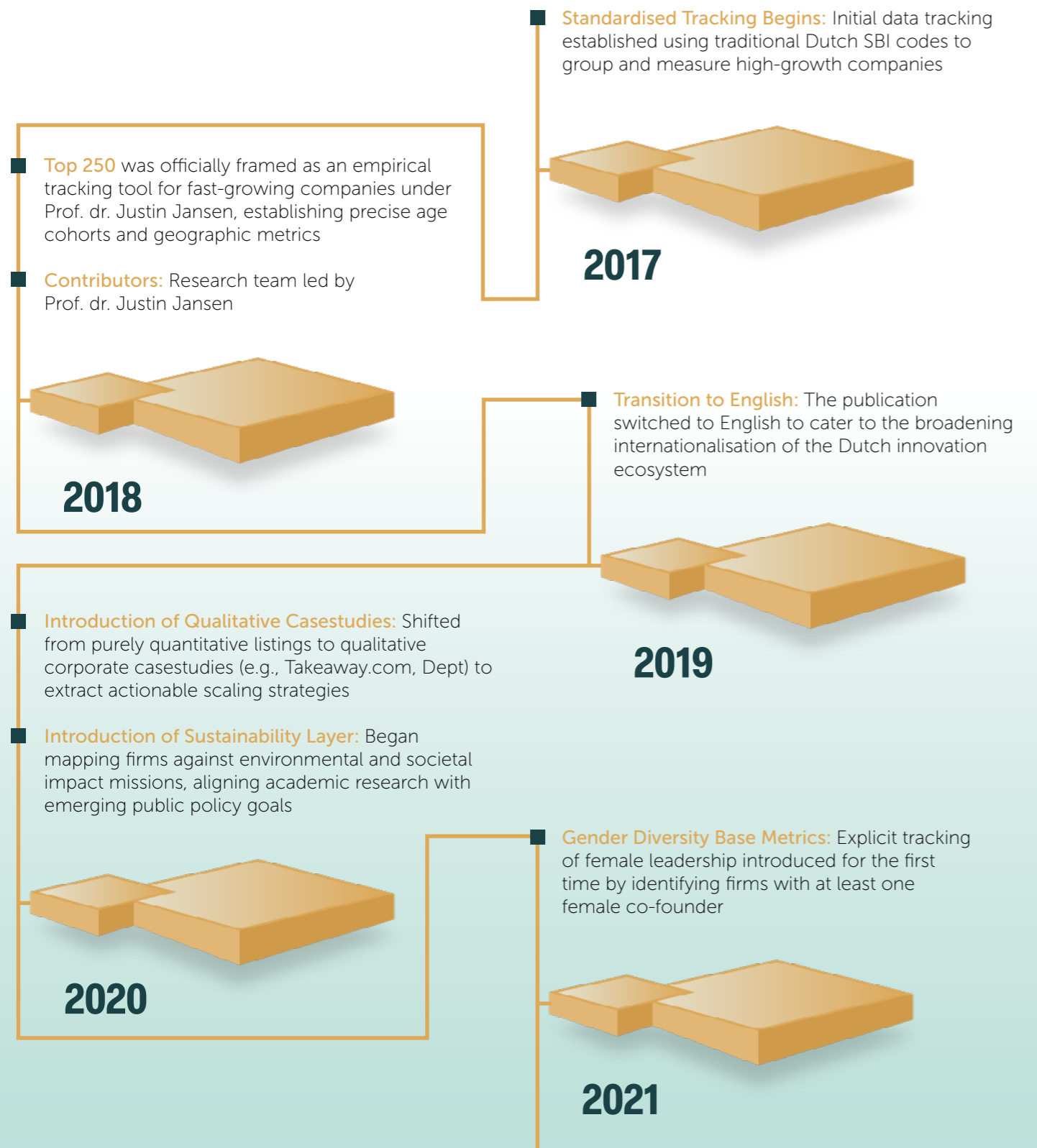
Join the conversation?

If you are leading a company through high growth, or about to, we'd value your perspective. We're still shaping what this looks like, and the best way to get it right is to hear from the people in the middle of it. If that's a conversation you'd like to be part of, we'd welcome hearing where you are on the journey and what you're wrestling with. Justin Jansen (jjansen@rsm.nl) and Tom Mom (tmom@rsm.nl).

Top 250 Journey



Top 250 Journey



Interview with nlgroeit, Top 250 Founding Partner

Nlgroeit has been with the Top 250 since the very beginning. As a founding partner and long-standing champion of Dutch high-growth entrepreneurship, they have helped shape what this ranking stands for over the past decade. In this lustrum edition, we asked Managing Director Saskia van Roode and founder Kees de Jong to reflect on ten years of collaboration, and to share what they hope lies ahead for Dutch entrepreneurs.

Why did nlgroeit join the Top 250 from the very beginning, working hand in hand with ECE?

More than ten years ago, nlgroeit was founded on a simple but ambitious belief: far more Dutch SMEs should be able to realise their full potential. While mentoring programmes and growth initiatives play an important role, visible role models are equally essential. Entrepreneurs need examples that show what is possible. Those examples often emerge through the lists and rankings that celebrate entrepreneurial success. Yet, at the time, the Netherlands lacked an independent and objective ranking of its fastest-growing companies. The Top 250 changed that.

Over the past decade, we have had the privilege of celebrating some of the country's most inspiring entrepreneurs: Jitse Groen of Just Eat Takeaway, Michiel Muller of Picnic, Raymond Cloosterman of Rituals, Victor Knaap of Monks, and many others. Their stories demonstrate that bold ambition, combined with relentless execution, can lead to extraordinary outcomes. Our collaboration with Professor Justin Jansen has also been tremendously valuable. Together, we have developed programmes designed to help Dutch entrepreneurs scale faster and more effectively. For us, nlgroeit and the Top 250 have always been a natural fit: one shines a spotlight on growth, the other helps make it happen.

Looking back at this past decade of high growth, what stood out to you? What has changed, and what has remained the same?

Because we have spoken extensively with many of the Top 250 winners over the years—many of whom later became ambassadors for nlgroeit—we have gained a unique insight into what sets these entrepreneurs apart. What strikes us most is that they are rarely ordinary personalities. They are driven individuals with a clear sense of purpose. Despite operating in different sectors and under different circumstances, they share a number of defining characteristics: ambition, resilience, determination and an almost stubborn will to win.

Every one of them has faced setbacks, uncertainty and difficult phases. The difference is that they found a way through them. What has changed, however, is the pace of change itself. Today's entrepreneurs operate in a world of greater complexity, technological disruption and constant uncertainty. Adaptability has become just as important as perseverance. The entrepreneurs who will lead the next decade of growth will not only need grit—they will need the ability to learn, pivot and reinvent themselves faster than ever before.

What do you wish for Dutch entrepreneurs and the Dutch high-growth landscape over the next ten years?

The Netherlands is a relatively small country, which means our domestic market is inherently limited. Entrepreneurs in larger economies, such as the United States, often have a much easier path to scaling because their home market alone offers enormous opportunities.

Although Europe is united in many ways, scaling across borders is still far more complicated than it should be. Regulatory differences, administrative barriers and fragmented markets continue to slow ambitious companies down.

Our wish for the coming decade is simple: make Europe truly accessible for European entrepreneurs. If we can lower those barriers and create a more integrated playing field, we will enable thousands of businesses to grow faster, compete globally and strengthen Europe's position in the world economy.

Dutch entrepreneurs have the talent and ambition. They deserve an environment that allows them to match it.

"The winners of the Top 250 have one thing in common: they dare to think big and possess an extraordinary level of perseverance."

Kees de Jong
Founder | nlgroeit



"There is no other independent ranking in the Netherlands that maps the country's fastest-growing businesses with the same level of objectivity and precision."

Saskia van Roode
Managing Director | nlgroeit



About

About Top 250 - 2026

Top 250 is an annual research publication by the Erasmus Centre for Entrepreneurship since 2017. This report provides up-to-date insights into the fastest-growing companies in the Netherlands and details our data sources and methodology. The numbers presented are based on a quantitative model developed to gain a clearer understanding of the Dutch high-growth landscape, tracking firms across FTE and turnover growth, age, geographic location, founder demographics, sector classification, and sustainability and SDG efforts.

- **Definition:** High-growth firms (HGFs) follow the OECD (2016) definition: companies that grow on average by more than 20% annually over a three-year period in FTEs or turnover, with at least 10 FTEs at the start of the measurement period.
- **Data:** The 2026 cohort was selected using data from Gain.Pro and company registrations via the Dutch Chamber of Commerce (KvK). Dealroom and Orbis were used as supplemental sources where primary data was incomplete. Where figures remained unavailable after cross-referencing these sources, AI-assisted approximation was applied to fill gaps and ensure coverage. All AI-assisted figures were subsequently verified and double-checked by the research team before inclusion.
- **Selection & weighting:** To be eligible for inclusion in the Top 250, companies must have their headquarters in the Netherlands and meet the OECD (2016) HGF criteria. A 50/50 weight was applied to absolute growth (in number of FTEs or turnover) and average growth rate, ensuring a fair comparison between smaller high-velocity firms and larger, high-volume growers.
- **Sector classification:** Firms are classified using an ECE-developed sector taxonomy that maps to Dutch SBI codes but translates them into intuitive, reader-facing categories — for example, distinguishing between Manufacturing and Industrial Tech, or between Advisory & Business Services and Staffing & Business Support. For the 2026 edition, the full cohort was reclassified against an updated sector crosswalk to ensure consistency across the decade of data and to better reflect how high-growth firms actually operate, rather than how they are registered.
- **Hypergrower concentration:** Where this report references the hypergrower concentration of a city or province, this figure represents the number of hypergrowers in that location divided by the total number of high-growth firms headquartered there. It is a measure of growth intensity within a location, independent of the location's absolute firm count.

- **Sustainability coding:** Each firm was assessed against seven observable indicators: publication of a formal impact or sustainability report; B Corp certification; explicit reference to the UN Sustainable Development Goals (SDGs); sustainability as central to the company's mission statement; an inherently impact-based core product or service; maintenance of a dedicated sustainability page; and the running of programmes or initiatives with a substantive impact focus. These indicators form a composite Impact Score ranging from 0 to 7, where 0 indicates no publicly observable sustainability signal and 7 indicates full coverage across all indicators. Coding was based exclusively on public disclosures, including ESG and sustainability reports, dedicated webpages, B Corp Certifications, and SDG mentions.

Improvement from Previous Editions

Three methodological developments distinguish the 2026 edition from prior years.

- **First**, the sector taxonomy has been comprehensively updated. The 2026 cohort — and, for comparability, prior editions — was reclassified against an updated sector crosswalk that maps SBI codes to ECE's intuitive thirteen-category framework. The most significant change is the formal introduction of Industrial Tech as a standalone sector, separating advanced hardware, semiconductors, photonics, and precision technology firms from the broader Manufacturing bucket in which they had previously been grouped. This reclassification affects historical trend comparisons and explains why Industrial Tech figures for earlier editions may differ from those published at the time.
- **Second**, AI-assisted approximation was introduced to address gaps in firm-level financial data, a recurring challenge as Dutch corporate transparency requirements have shifted. Where Gain or Dealroom data were incomplete, AI tools were used to generate estimates, which were then individually verified by the research team. This approach improves cohort coverage without compromising data integrity.
- **Third**, the sustainability composite score is reported as an explicit 0–7 indicator rather than as a set of binary flags. This allows for richer cross-cohort and cross-sector comparison and better reflects the difference between firms with deep sustainability integration and those with surface-level disclosure.

About Erasmus Centre for Entrepreneurship

Erasmus Centre for Entrepreneurship, part of Erasmus University Rotterdam and co-initiator of the European Scaleup Institute, is a global leader in fostering entrepreneurship and innovation through research and education activities. We bring academic insights into the world of practice and empower change agents and their teams by developing entrepreneurial competencies, as well as practical tools and techniques to start and scale their growth and positive societal impact.

Top 250 is our flagship research project, to monitor high-growth firms in the dynamic Dutch entrepreneurial ecosystem. This group of 250 companies represent a growth engine for our economy; they provide valuable best practices and insights for other entrepreneurs who aim for a similar growth journey.

A growth platform for HGFs

High-growth firms play a vital role for our economy: not only do they provide new business activities and job creation, but they also bring changes and innovation with them. It is therefore necessary that we continue to invest in supporting innovative SMEs including startups and scaleups with our local, national and international government agencies. It is especially important to do so in times of unprecedented societal challenges. We believe in the power of connection within the ecosystem and, for this reason, look forward to facilitating even more peer-to-peer opportunities for scaleup entrepreneurs to exchange knowledge and expertise with each other in a safe environment. In this way, we can strengthen (local) innovation ecosystems and increase the positive impact of fast-growing companies on a city, country and international level as well.

At Erasmus Centre for Entrepreneurship, we work together with various municipalities, development companies, ministries and other public organisations around the world. **We offer scientific insights into different types of ecosystems and the stakeholders that play an important role in it**, together with practical recommendations on how to create a favourable economic environment that enables local businesses to (continue to) grow and innovate. This is particularly important for local governments that are working on an economic and societal transition for their region.

The insights from our research form the foundation of our educational programmes. **Erasmus Centre for Entrepreneurship trains entrepreneurs to further develop personal leadership skills and to find their (high-) growth trajectory in our scaleup and growth programmes.** Building on our innovation-ecosystems research, we help change makers in the public domain find their (leading) role in an ecosystem and teach how to orchestrate innovation in a public-private environment. Our programmes are not only based on scientific insights, but also on practical experiences we have gathered from successful scaleups such as those represented in this report.

Interested?

For further questions, reach out to us via the contact details below.

E: research@ece.nl

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T: +31 10 740 2336

Overview Top 250

Company	Sector	Founding year	City, Province	Appearances in Top 250
50five	Energy	2016	s-Hertogenbosch, North Brabant	1
8vance	Tech & Digital	2012	Amsterdam, North Holland	1
Action	Retail & Wholesale	1993	Zwaagdijk-oost, North Holland	5
Actos	Staffing & Business Support	2017	The Hague, South Holland	2
ADC	Advisory & Business Services	2017	Amsterdam, North Holland	3
Agurotech	Agriculture & Agrifood	2020	Amsterdam, North Holland	1
AgXeed	Industrial Tech	2018	Grubbenvorst, Limburg	1
aidem agency	Advisory & Business Services	2021	Amsterdam, North Holland	1
AIHR	Tech & Digital	2016	Rotterdam, South Holland	2
AIMMS	Tech & Digital	1989	Haarlem, North Holland	1
Aizuru	Manufacturing	2018	Beverwijk, North Holland	1
Alii Care	Tech & Digital	2014	Amsterdam, North Holland	1
Altura	Tech & Digital	2019	Amsterdam, North Holland	1
Amberscript	Tech & Digital	2017	Amsterdam, North Holland	2
Anavo Therapeutics	Health & Care	2020	Leiden, South Holland	1
Apolix	Advisory & Business Services	2019	Rotterdam, South Holland	1
Aquablu	Industrial Tech	2019	Amsterdam, North Holland	1
Assai	Tech & Digital	1990	Culemborg, Gelderland	1
Attendi	Tech & Digital	2019	Amsterdam, North Holland	1
Augmedit	Tech & Digital	2018	Naarden, North Holland	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Axelera AI	Industrial Tech	2019	Eindhoven, North Brabant	2
AXS Techniek B.V.	Staffing & Business Support	1994	Rotterdam, South Holland	5
Baas-Verkley	Staffing & Business Support	2021	Capelle aan den IJssel, South Holland	1
Basecamp eco-resorts BV	Hospitality & Food Services	2020	Amsterdam, North Holland	1
BASH	Tech & Digital	2020	Amsterdam, North Holland	1
Bbleap	Agriculture & Agrifood	2019	Rijen, North Brabant	1
Beatgrid Media	Tech & Digital	2013	Leiderdorp, South Holland	1
Beeliners B.V.	Advisory & Business Services	2019	Hengelo, Overijssel	1
Beter Thuis Wonen	Health & Care	2006	Hoogeveen, Drenthe	2
Bitvavo	Finance & Fintech	2018	Amsterdam, North Holland	1
Blue Radix	Agriculture & Agrifood	2019	Rotterdam, South Holland	1
BlueHeart Energy	Energy	2016	Alkmaar, North Holland	1
Bomech	Industrial Tech	1993	Albergen, Overijssel	2
BonsenReuling Accountants & Adviseurs	Advisory & Business Services	1923	Lichtenvoorde, Gelderland	1
Brainial	Tech & Digital	2019	Utrecht, Utrecht	1
Brand Masters	Retail & Wholesale	2012	Breda, North Brabant	1
Breedweer Facilitaire Diensten	Staffing & Business Support	2015	Heerhugowaard, North Holland	7
Breeze Social	Tech & Digital	2019	Rotterdam, South Holland	1
Buckaroo	Finance & Fintech	2005	Utrecht, Utrecht	2

Company	Sector	Founding year	City, Province	Appearances in Top 250
Carbyon	Energy	2019	Eindhoven, North Brabant	1
Cerrix	Tech & Digital	2014	The Hague, South Holland	1
Change Customer Service	Advisory & Business Services	2021	Rotterdam, South Holland	1
Channable	Tech & Digital	2014	Utrecht, Utrecht	5
Check	Energy	2019	Amsterdam, North Holland	3
Churned	Tech & Digital	2019	Amsterdam, North Holland	1
Cobotx	Industrial Tech	2021	Zwolle, Overijssel	1
Codifire	Staffing & Business Support	2019	Deventer, Overijssel	1
CompaNanny	Health & Care	2002	Amsterdam, North Holland	1
Concordia Damen Shipbuilding	Manufacturing	2001	Werkendam, North Brabant	1
Coolset	Tech & Digital	2022	Amsterdam, North Holland	1
Corsano Health	Industrial Tech	2019	The Hague, South Holland	1
Cradle	Tech & Digital	2021	Amsterdam, North Holland	2
Creative Fabrica	Tech & Digital	2016	Amsterdam, North Holland	4
CVmaker	Tech & Digital	2018	Amsterdam, North Holland	1
DAB	Agriculture & Agrifood	2012	Delft, South Holland	1
Dashmote	Tech & Digital	2015	Amsterdam, North Holland	3
DataExpert Group	Advisory & Business Services	1990	Veenendaal, Utrecht	1
DataSnipper	Tech & Digital	2017	Amsterdam, North Holland	2
dé VakantieDiscounter	Hospitality & Food Services	1996	Amsterdam, North Holland	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Deli Home	Manufacturing	1869	Gorinchem, South Holland	1
Detail	Tech & Digital	2020	Amsterdam, North Holland	1
Dexter Energy	Tech & Digital	2017	Amsterdam, North Holland	3
DuckDB Labs	Tech & Digital	2021	Amsterdam, North Holland	1
E-magy	Industrial Tech	2013	Broek op Langedijk, North Holland	1
Easy Housing	Construction	2019	Wageningen, Gelderland	1
Econox	Manufacturing	2008	Eindhoven, North Brabant	1
ElastIQ-Connect	Advisory & Business Services	2018	Amsterdam, North Holland	4
Empowr	Tech & Digital	2021	Amsterdam, North Holland	1
Epplejeck	Retail & Wholesale	2007	Heerenveen, Friesland	1
Eshuis Accountants en Adviseurs	Advisory & Business Services	1932	Almelo, Overijssel	1
Etro Vastgoedzorg	Construction	1965	Wormerveer, North Holland	1
EW Facility Services	Staffing & Business Support	1990	Arnhem, Gelderland	2
Expereo	Tech & Digital	2004	Amsterdam, North Holland	3
Eye Security	Tech & Digital	2020	The Hague, South Holland	1
EZ Factory	Tech & Digital	2017	Eindhoven, North Brabant	1
Fastned	Energy	2012	Amsterdam, North Holland	5
FieldBee	Agriculture & Agrifood	2014	Amstelveen, North Holland	2
Finom	Finance & Fintech	2019	Amsterdam, North Holland	2
FitForMe	Manufacturing	2005	Rotterdam, South Holland	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Framer	Tech & Digital	2014	Amsterdam, North Holland	1
Frank Energie	Energy	2020	Amsterdam, North Holland	1
Gain	Tech & Digital	2018	Amsterdam, North Holland	6
Gearbox	Industrial Tech	2016	Maasdijk, Westland, South Holland	5
GIGA Storage	Energy	2018	Amstelveen, North Holland	1
Gisou	Manufacturing	2020	Amsterdam, North Holland	2
GNX	Tech & Digital	2018	Amsterdam, North Holland	1
Gradyent	Tech & Digital	2018	Rotterdam, South Holland	2
Greener Power Solutions	Energy	2018	Amsterdam, North Holland	2
Guidion	Tech & Digital	2005	Amsterdam, North Holland	2
Hadrian	Tech & Digital	2021	Amsterdam, North Holland	1
HAVENS	Agriculture & Agrifood	1845	Maashees, North Brabant	1
Helin	Tech & Digital	2017	Rijswijk, South Holland	1
Hero Interim Professionals	Staffing & Business Support	2007	Wognum, North Holland	5
Het Gastenhuis	Hospitality & Food Services	2014	Amsterdam, North Holland	3
homeQgo	Tech & Digital	2017	Amsterdam-Duivendrecht, North Holland	1
Huipen	Advisory & Business Services	1956	Heemskerk, North Holland	1
Hutten Metaal Staalbouw	Construction	1974	Hardenberg, Overijssel	1
IEO Transformatoren	Manufacturing	1945	Breda, North Brabant	1
Ignite Group B.V.	Advisory & Business Services	1997	Deventer, Overijssel	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
ImpactBuying	Advisory & Business Services	2009	Alkmaar, North Holland	1
infiniSpace	Tech & Digital	2020	Amsterdam, North Holland	1
Inproba	Manufacturing	1956	Baarn, Utrecht	1
Instruqt	Tech & Digital	2018	Hilversum, North Holland	2
iPS Powerful People	Staffing & Business Support	1988	Capelle aan den IJssel, South Holland	1
JANZEN	Manufacturing	2010	Oisterwijk, North Brabant	1
JetLearn	Tech & Digital	2020	Amsterdam, North Holland	1
Kaasmakerij Özgazi	Manufacturing	1992	Etten-Leur, North Brabant	1
Kelp Blue	Agriculture & Agrifood	2020	Amsterdam, North Holland	1
Kitepower	Energy	2016	Delft, South Holland	1
Kiwatt	Energy	2022	Ede, Gelderland	1
Komensky	Tech & Digital	2019	Utrecht, Utrecht	1
Kooi	Industrial Tech	2010	Drachten, Friesland	1
Koppert Cress	Agriculture & Agrifood	1988	Monster, South Holland	2
KWIEK	Tech & Digital	2020	Amsterdam, North Holland	1
Land Life	Agriculture & Agrifood	2013	Amsterdam, North Holland	6
Landcent	Health & Care	2011	Schiphol-Rijk, North Holland	1
Lans	Agriculture & Agrifood	1976	Maasdijk, Westland, South Holland	1
Lapsi Health	Health & Care	2021	Amsterdam, North Holland	1
Last Mile Logistics BV	Logistics & Transport	2021	Oisterwijk, North Brabant	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Last Mile Solutions (Threeforce B.V.)	Energy	2005	Rotterdam, South Holland	3
Learned.io	Tech & Digital	2018	Utrecht, Utrecht	1
Lepaya	Tech & Digital	2018	Amsterdam, North Holland	3
Level.works	Staffing & Business Support	2014	Rotterdam, South Holland	1
Leyden Labs	Health & Care	2020	Leiden, South Holland	1
LionVolt	Industrial Tech	2020	Eindhoven, North Brabant	1
Magic FX	Manufacturing	1995	Boxtel, North Brabant	1
Mainblades	Industrial Tech	2017	The Hague, South Holland	1
Marktlink	Advisory & Business Services	1996	Amsterdam, North Holland	3
Maxwell and Spark	Energy	2018	Rotterdam, South Holland	1
MedEnvoy Global BV	Advisory & Business Services	2020	The Hague, South Holland	1
Medisol	Retail & Wholesale	2001	Vlissingen, Zeeland	4
Mews	Tech & Digital	2012	Amsterdam, North Holland	3
Micazu	Tech & Digital	2008	The Hague, South Holland	1
MiGuide	Health & Care	2018	Leiderdorp, South Holland	1
Mixit	Manufacturing	2011	Rotterdam, South Holland	1
Momo Medical	Industrial Tech	2017	Delft, South Holland	1
Monday Merch BV	Retail & Wholesale	2022	Rotterdam, South Holland	1
Monta	Logistics & Transport	1999	Molenaarsgraaf, South Holland	3

Company	Sector	Founding year	City, Province	Appearances in Top 250
Moore DRV	Advisory & Business Services	1922	Rotterdam, South Holland	2
MULTIFIX Group	Advisory & Business Services	1988	Bergeijk, North Brabant	1
Nearfield Instruments	Industrial Tech	2016	Rotterdam, South Holland	3
Nettorama	Retail & Wholesale	1968	Oosterhout, North Brabant	1
Nextkidney	Health & Care	2021	Bussum, North Holland	1
NoPalm Ingredients	Manufacturing	2021	Wageningen, Gelderland	1
Northwave	Tech & Digital	2006	Utrecht, Utrecht	3
Novicare	Health & Care	2008	Best, North Brabant	2
NoWatch	Industrial Tech	2020	Amsterdam, North Holland	1
Nowos	Industrial Tech	2019	Amsterdam, North Holland	1
NPEX	Finance & Fintech	2008	Amsterdam, North Holland	1
Oceanwide Expeditions	Hospitality & Food Services	1993	Vlissingen, Zeeland	2
Odd.Bot	Industrial Tech	2018	Lelystad, Flevoland	1
OG Clean Fuels	Energy	2008	Heerenveen, Friesland	1
Onethird	Tech & Digital	2018	Enschede, Overijssel	1
Opcharge	Energy	2018	Breda, North Brabant	1
Orbisk	Industrial Tech	2019	Utrecht, Utrecht	1
OTC Flow	Finance & Fintech	2018	Amsterdam, North Holland	2
Pally Biscuits	Manufacturing	1886	Nieuwegein, Utrecht	3
Payt	Tech & Digital	2012	Groningen, Groningen	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
PCaVision	Industrial Tech	2020	s-Hertogenbosch, North Brabant	1
Peaks	Finance & Fintech	2016	Amsterdam, North Holland	1
Petite Amélie	Manufacturing	2012	Bussum, North Holland	1
Phix Systems	Industrial Tech	2017	Enschede, Overijssel	1
Phycom	Agriculture & Agrifood	2008	Veenendaal, Utrecht	1
Picnic	Retail & Wholesale	2015	Amsterdam, North Holland	7
Plat4mation	Tech & Digital	2013	Utrecht, Utrecht	3
Plinten & Profielen Centrale	Retail & Wholesale	1999	Wijk bij Duurstede, Utrecht	3
Polarsteps	Tech & Digital	2015	Amsterdam, North Holland	3
Postillion Hotels	Hospitality & Food Services	1959	Bunnik, Utrecht	1
Pressure Thermal Dynamics	Manufacturing	1946	Moerdijk, North Brabant	1
Psylaris	Tech & Digital	2017	Maastricht, Limburg	1
Qarin	Tech & Digital	2019	Amersfoort, Utrecht	2
Qblox	Industrial Tech	2018	Delft, South Holland	2
QphoX	Industrial Tech	2021	Delft, South Holland	2
Quantware	Industrial Tech	2020	Delft, South Holland	2
QuiX Quantum	Industrial Tech	2019	Enschede, Overijssel	1
Rebid	Tech & Digital	2020	Amsterdam, North Holland	1
Refinery89	Tech & Digital	2018	Amsterdam, North Holland	1
RIFT	Energy	2020	Eindhoven, North Brabant	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Rinkel	Tech & Digital	2014	Rotterdam, South Holland	1
Roseman Labs	Tech & Digital	2019	Utrecht, Utrecht	1
S[&]T	Advisory & Business Services	2000	Delft, South Holland	1
Salacia Solutions	Tech & Digital	2021	Rotterdam, South Holland	1
Salvia BioElectronics	Industrial Tech	2017	Eindhoven, North Brabant	5
Samotics	Tech & Digital	2015	Leiden, South Holland	3
Securance	Advisory & Business Services	2004	Utrecht, Utrecht	1
Sencure	Industrial Tech	2021	Roden, Drenthe	1
Shiftbase	Tech & Digital	2011	Zoetermeer, South Holland	1
Shipping Technology	Industrial Tech	2018	Rotterdam, South Holland	1
Shuttel	Logistics & Transport	2015	Amersfoort, Utrecht	2
Silverflow	Finance & Fintech	2019	Amsterdam, North Holland	2
Sjef.app	Tech & Digital	2020	Amsterdam, North Holland	1
Skins Cosmetics	Retail & Wholesale	2000	Amstelveen, North Holland	1
SkinVision	Tech & Digital	2012	Amsterdam, North Holland	2
SkyNRG	Energy	2010	Amsterdam, North Holland	2
SMYLE	Health & Care	2019	Amsterdam, North Holland	3
Sneleentaxi	Logistics & Transport	2017	Utrecht, Utrecht	3
Social Links	Tech & Digital	2015	Amsterdam, North Holland	1
Solarge	Industrial Tech	2018	Weert, Limburg	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Sollit	Tech & Digital	2013	Zwolle, Overijssel	1
Spark-nano	Industrial Tech	2018	Eindhoven, North Brabant	2
SRG International	Logistics & Transport	1982	Oud Gastel, North Brabant	1
Staan	Staffing & Business Support	2007	Amsterdam, North Holland	4
Steboma	Construction	1984	Beverwijk, North Holland	2
Stekz	Tech & Digital	2019	Groningen, Groningen	1
STIL	Industrial Tech	2017	Delft, South Holland	6
Suncom Energy	Energy	2019	Utrecht, Utrecht	1
SuperRebel.Agency	Advisory & Business Services	2011	Breda, North Brabant	3
Tala	Construction	2020	Zwolle, Overijssel	1
Taylor.	Energy	2017	Eindhoven, North Brabant	2
Ter Laak Orchids	Agriculture & Agrifood	1954	Wateringen, South Holland	1
TestGorilla	Tech & Digital	2019	Amsterdam, North Holland	1
ThreatFabric	Tech & Digital	2015	Amsterdam, North Holland	2
Tony's Chocolonely	Manufacturing	2006	Amsterdam, North Holland	5
Tracer	Advisory & Business Services	2017	Nijmegen, Gelderland	1
Transconnect	Logistics & Transport	2014	IJsselmuiden, Overijssel	1
Transferz	Logistics & Transport	2020	Amsterdam, North Holland	2
Triple Solar	Industrial Tech	2009	Amsterdam, North Holland	4
Trustoo	Tech & Digital	2019	Amsterdam, North Holland	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Ubeeo	Tech & Digital	2004	Rotterdam, South Holland	1
Uitgekookt	Hospitality & Food Services	1830	IJsselmuiden, Overijssel	2
Upfront	Manufacturing	2020	Rotterdam, South Holland	1
UserGuest	Tech & Digital	2018	Amsterdam, North Holland	1
Valyuu	Retail & Wholesale	2021	Rotterdam, South Holland	1
Van der Valk Systemen	Manufacturing	1963	Monster, South Holland	1
VaultN	Finance & Fintech	2020	Amsterdam, North Holland	1
VectorY	Health & Care	2020	Amsterdam, North Holland	1
ViCentra	Industrial Tech	2013	Utrecht, Utrecht	2
Vitestro	Industrial Tech	2017	Utrecht, Utrecht	2
Vivolta	Industrial Tech	2008	Waalre, North Brabant	1
Volero	Retail & Wholesale	2016	Gouda, South Holland	1
Volta Energy	Energy	2017	Duiven, Gelderland	1
Voyc	Tech & Digital	2018	Amsterdam, North Holland	1
VP Textile	Manufacturing	1865	Goirle, North Brabant	2
VST Fire Solutions	Manufacturing	2019	Houten, Utrecht	1
Wakuli	Manufacturing	2019	Amsterdam, North Holland	2
Watermelon	Tech & Digital	2017	Utrecht, Utrecht	1
WELDER	Tech & Digital	2019	s-Hertogenbosch, North Brabant	1
Wibra	Retail & Wholesale	1956	Epe, Gelderland	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Withthegrid	Tech & Digital	2017	Utrecht, Utrecht	1
Wolters	Construction	1934	Colmschate, Overijssel	2
Workrate	Staffing & Business Support	2003	Schiphol-Rijk, North Holland	8
Workwize	Tech & Digital	2021	Amsterdam, North Holland	1
wundermart	Tech & Digital	2017	Amsterdam, North Holland	2
Xeltis	Industrial Tech	2006	Eindhoven, North Brabant	1
XXL Nutrition	Retail & Wholesale	2004	Deurne, North Brabant	1
Yabx Technologies	Finance & Fintech	2017	The Hague, South Holland	1
Your Software Supplier	Staffing & Business Support	2019	Amsterdam, North Holland	1
Zander Labs	Industrial Tech	2016	Delft, South Holland	1
zepp.solutions	Industrial Tech	2017	Delft, South Holland	1
Zig	Tech & Digital	2001	Huizen, North Holland	2

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