



The Samuel Beckett Bridge connects Dublin's Northside and Southside across the graceful waters of the River Liffey within the vibrant Dublin Docklands

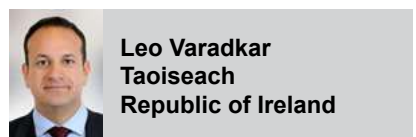
Spotlight on Ireland

A Global Economic Powerhouse

Ireland has emerged as a global economic powerhouse, with influence reaching far beyond its borders. With a unique blend of historical resilience, modern innovation, and a commitment to global partnerships, the Emerald Isle has become a significant player in the international arena.

One remarkable facet of this relationship is the profound economic connection between Ireland and the United States. In a visit to Ireland in April 2023, US President Joe Biden addressed the Houses of the Oireachtas (Irish Parliament) and stated, "I'd like to reflect on the enduring strength of the connections between Ireland and the United States, a partnership for the ages. It begins in our shared history, dating back to the very founding of the United States . . . We're going to continue to grow our enormous economic relationship as a foundation for both our nations' prosperity."

President Biden further mentioned how more than 950 American corporations have international headquarters in Ireland, and that reciprocally Ireland is the ninth largest investor in the USA. He stressed how the entire world sees and is drawn to the opportunities that exist on the island: the skilled workers, high-tech infrastructure, innovators who are breaking barriers, and how the country is a hotbed of cutting-edge science, research, and emerging technologies that are influencing the countries' shared future.



Leo Varadkar
Taoiseach
Republic of Ireland

Ireland's Taoiseach Leo Varadkar, the head of government, echoed President Biden's feelings, pointing out how Ireland's economic success is visible globally. He stated, "Although Ireland is a small country, it proverbially punches above its weight in the world politically, economically, and diplomatically. Historically, we have a unique experience as a nation. Unlike most Western countries, we have experienced colonialism, occupation, emigration, and famine. Despite historic and modern challenges, including COVID-19 and Brexit, we have managed to build ourselves up, and today we are the fastest-growing economy in the European Union. We are a global hub for innovation, proud members of the EU, and founding members of the

Euro. Ireland's success relies on the backbone of the economy, small and medium-sized enterprises (SMEs), but also increasingly relies on foreign direct investment. As the USA reengages in multilateralism, Atlanticism, the World Trade Organization, and climate action, Ireland will have an important role as the only English-speaking country in the EU. We are proud of our historic relationship with the USA and will continue to act as a bridge-builder between the states and Europe."



Simon Coveney
Minister for Enterprise,
Trade & Employment
Republic of Ireland

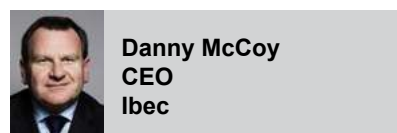
Irish-American Trade

Referring to this mutually beneficial relationship, Simon Coveney, Irish Minister for Enterprise, Trade and Employment expressed, "The United States is Ireland's largest trading partner. In 2021 the value of trade between the two countries was EUR 255 billion which represents 30% of Ireland's total global trade in that year. I anticipate that our trading relationship with the US will keep strengthening in the coming years. Ireland will continue to work closely in tandem with its partners in the EU to support policies which address key global challenges such as climate change, sustainable development, international security, and ongoing energy issues."

Minister Coveney continued, "Strengthening bilateral relations with the United States is a priority for Ireland, as set out in the Program for Government and our *Strategy for the US and Canada 2019-2025*. The opening of new Consulates General in Los Angeles and Miami has brought Ireland's footprint to nine diplomatic missions. In addition to a network of Irish State Agency offices across the US, the Irish diaspora is one of our country's greatest resources, and we will continue to focus on enriching our relationship and connections with the over 30 million Irish Americans throughout the US."

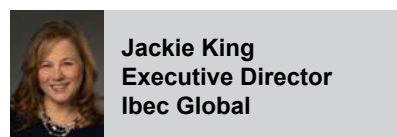
Socioeconomic Challenges

Indeed, Ireland capitalized on its strengths and became a vibrant hub for globally minded private businesses, drawing entrepreneurs and corporations alike with its strategic location, skilled workforce, and commitment to fostering international partnerships in a progressively interconnected world.



Danny McCoy
CEO
Ibec

However, epic growth can be a double-edged sword, with socioeconomic development challenges rising. As Danny McCoy, CEO of Ireland's largest business representative group, Ibec, noted, "Ireland's rapid growth in both economy and population has created several challenges. Ireland has grown very fast, and we are showing symptoms of something quite positive. The population of Ireland has grown rapidly over the last decade, leading to infrastructure, education, healthcare, housing, and more being unable to keep pace. Thanks to the explosion of Ireland's economy, we have seen a reversal of the age-old problem of outward migration, which had been a tremendous issue in the past. Ireland now retains and easily attracts highly qualified skilled workers from abroad. Individuals and families have experienced financial mobility and fundamentally grown wealthy, which is a testament to the country's progress in such a short time."



Jackie King
Executive Director
Ibec Global

Ireland's Transformation

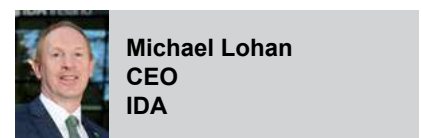
Jackie King, Executive Director of Ibec Global, Ibec's international business division, expanded, "In recent decades, Ireland has undergone a remarkable transformation, evolving into one of the world's most developed countries. This transformation is evident in various aspects of development, including economic strength, quality of life, and educational attainment, as measured by multidimensional indices like the Human Development Index. Ireland's rise from 23rd to 8th place in the world in such rankings in 2021 is particularly noteworthy, with only Singapore and South Korea as competitors in terms of the speed of development."

She continued, "Ireland's success isn't just measured by an index, but can also be seen in its strategic importance in the global economy. It serves as a crucial gateway to Europe for US companies, with American corporations accounting for approximately 7% of the total workforce in Ireland. These companies contribute significantly to Ireland's

economy, paying nearly EUR 9 billion in wages and investing over EUR 2.5 billion in capital. This confidence in Ireland as an investment destination is a core driver of its thriving economy and enduring collaboration with the USA."

Magnet for FDI

Ireland's reputation as a magnet for foreign direct investment (FDI) is well-established, drawing global corporations to its shores with its favorable business environment and skilled workforce. These investments span various sectors, from technology and life sciences to global finance services and high value manufacturing.



Michael Lohan
CEO
IDA

Michael Lohan, CEO of IDA Ireland, the country's foreign direct investment agency, added, "Ireland offers a rich landscape of opportunities, with a strong presence in life sciences, including pharmaceuticals and medical devices. Its technology sector and international financial services sectors, are well-established and positioned for growth. Additionally, Ireland's innovative engineering companies provide a solid foundation for partnerships in cutting-edge technologies. Moreover, Ireland's strategic position as a potential net exporter of green energy, makes it an appealing destination for sustainable investments. Capitalizing on the opportunity presented by sustainability initiatives, particularly in sustainable offshore ventures such as hydrogen generation and battery storage, can pave the way for the creation of new industries at a substantial scale. Overall, Ireland's role within the global added-value chain presents unique opportunities for economic development, and American investors looking for promising avenues should consider taking part within Ireland's thriving sectors in healthcare, technology, engineering, sustainability, and digital transformation."

Ireland is a dynamic hub for business and innovation, where a rich history of resilience and culture converge with a thriving modern economy. Its pro-business policies, adaptability, skilled workforce, and strategic location have made it an attractive destination for international corporations and startups alike. Delving deeper into Ireland's business landscape, this feature will explore Ireland's entrepreneurial spirit, examine the factors driving its economic success, and showcase the stories of companies making their mark on the global stage from this small but mighty nation. ■

Enterprise Ireland

Connect with Irish innovation

Enterprise Ireland supports and funds the most ambitious Irish companies, helping them bring groundbreaking Irish innovation to a global audience.

With six offices across the US, our industry advisers are here to connect you with the power of Irish innovation.

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Enterprise Ireland: Empowering Innovation, Growth, and Global Competitiveness



Clinishift and Northwell Health Announcement. From left: Leo Clancy, CEO, Enterprise Ireland; Orna Madden, Chief Operating Officer, CliniShift; Aimée Madden, President & CEO CliniShift; Jennifer Scanlon, AVP, Global Strategic Partnerships; Michael Dowling, President & CEO, Northwell Health

The Irish government's trade and innovation agency, Enterprise Ireland, plays a pivotal role in shaping the economic landscape of the country and helps Irish businesses achieve global success. With a keen focus on supporting indigenous businesses and nurturing a thriving start-up and R&D ecosystem, Enterprise Ireland is a driving force behind Irish companies conquering global markets and the country's reputation as a global innovation hub.

At the heart of Enterprise Ireland's mission is the relentless pursuit of economic prosperity. By providing financial assistance, strategic guidance, and access to international markets, the agency empowers Irish companies to expand their international horizons and reach new global heights.

Enterprise Ireland plays a vital role in driving innovation. Through funding R&D initiatives, it fosters cutting-edge technologies and helps Irish companies stay ahead in a rapidly evolving global marketplace. This commitment to innovation positions Ireland as a leader in sectors such as technology, pharmaceuticals, renewable energy, cybersecurity, high-tech construction, healthcare, and beyond.

Reflective of its pursuit to produce innovative Irish companies, Enterprise Ireland has also earned the distinction of being one of the largest venture capital investors in the world by deal count, and is Europe's most active domestic venture capital investor, providing crucial financial support to promising Irish enterprises.

With an exceptionally vibrant and modern economy, Ireland proudly stands as the ninth largest foreign direct investor in the United States, having invested USD 269 billion, according to the US Bureau of Economic Analysis. Remarkably, over 100,000 individuals across all 50 states are employed by 900 Irish companies that export to the US. The unprecedented demand in the US for products and services from innovative Irish businesses drives their investments and growth within the US market. This exemplifies Enterprise Ireland's unwavering commitment to fostering mutual growth between the two nations, building upon the already thriving trade ties.



Leo Clancy
CEO
Enterprise Ireland

Leo Clancy, CEO of Enterprise Ireland stated, "I believe that the best is yet to come in terms of Irish companies growing globally. Our vision is to continuously grow our enterprise base and innovation pipeline, enhancing our impact in Ireland and all of the markets we trade with. Last year we grew our exports to over EUR 30 billion from Irish owned companies. This was a growth of 19% in one year, which was a record in terms of volume and percentage.

"Enterprise Ireland's client companies span a diverse range of sectors. They deliver world-class expertise and products to customers across the US. Among these exceptional companies is the tech unicorn, Workhuman, renowned for providing cutting-edge employee recognition and performance management solutions to blue-chip customers such as LinkedIn, Cisco, and Procter & Gamble. Another prime example is Daon, a leading Irish biometrics firm that verifies user identities for Mastercard and has partnered with US Customs and Border Protection to develop the innovative Simplified Arrival program for passengers entering the US.

"Co-innovations, including within the healthcare and high-tech sectors, are also particularly notable. Irish companies have built the majority of the data centers, large electronic factories, pharma, and medtech facilities in Ireland, as a consequence of American FDI. After gaining construction and engineering expertise locally, Irish companies are bringing their know-how and skill-sets in building to other markets. With the current industrial boom occurring in the USA, they can also look to Ireland in terms of the ability to help build infrastructure."

He added, "Northwell Health, New York State's largest healthcare provider and private employer, with more than 81,000 employees, is benefiting from solutions Irish companies deliver to enhance customer experience and improve efficiency and productivity, thanks to a strategic relationship with Enterprise Ireland. For instance, Dublin-based CliniShift has created software to streamline hospital staff rostering and internal communications. The company recently entered a major partnership with Northwell Health.

"Northwell Health invested in Nova Leah, an Irish-based world leader in cybersecurity solutions for medical device manufacturers and healthcare providers. Northwell Health's investment is helping Nova Leah expand beyond manufacturers to hospitals, and is now piloting a new healthcare provider solution in the Mayo Clinic in Minnesota."

Beyond these capabilities, another Enterprise Ireland success story Clancy was eager to share, is XOCEAN, a company known for being a leading provider of uncrewed data delivery services. He added, "XOCEAN provides turnkey ocean data. From mapping the seabed to environmental monitoring, they survey the ocean for offshore wind and other industries. Their innovation is replacing expensive, crewed vessels. They are a brilliant example of innovation stemming from Ireland, that might be considered coming out of left-field. Ireland delivers unique solutions, is agile, and has high quality products and services. However, the scale of Ireland can sometimes be a challenge, as people are not aware of the breadth of innovation that is available."

He elaborated, "Often people in the US think that it might be a one-way street to find their own Irish roots and celebrate Irish heritage, which we love, but we are increasingly celebrating and understanding American culture and heritage in Ireland too. A recent instance was the Notre Dame vs. Navy American college football game that took place in Dublin in August."

This prime example of cross-cultural celebrations brought nearly 40,000 American fans directly from the USA to Ireland, which set a new record for the largest number of Americans traveling internationally for a single sporting event, and contributed over EUR 145 million to the local economy.

In an era of increasing globalization, Ireland stands as a beacon of stability and growth, and has become a trusted partner to the world's most dynamic companies, delivering leading-edge products and services that help them stay ahead in a fast-changing world. ■

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A Thriving Oasis for US Foreign Direct Investment

Ireland stands tall as a beacon of strategic vision and adaptability, steadfastly retaining its allure for foreign direct investment (FDI). Amidst the complexities of economics and the twists of geopolitics, Ireland's role as the cornerstone of transatlantic business cooperation remains resolute—an embodiment of the enduring vigor of Irish-American relations and the extraordinary influence of shared values in shaping a future brimming with prosperity.



Martin Shanahan
Head of Industry and FDI
Grant Thornton Ireland

Martin Shanahan, the newly appointed Head of Industry and FDI at Grant Thornton Ireland, the fastest growing professional services firm in the country, stated, "Ireland isn't just a bridge between the United States and Europe; it's a nexus of economic stability, political stability, a highly educated workforce, strategic placement, reliable tax structure, and a welcoming business environment that consistently draws in American giants. Despite the challenges, Ireland's charm remains undiminished. Its role as a bustling global business hub continues to attract major corporations, signifying their trust in the ecosystem as they broaden their presence in Ireland.

"Its role as a bustling global business hub continues to attract major corporations"

We continue to see flows of investment into Ireland, with a large portion stemming from the USA. For instance across the last several years, approximately 70% of Irish FDI is coming from North America. In an era of slower globalization since 2019, Ireland continues to win a significant portion of investment flowing into Europe. To put this into context, Ireland's population makes up roughly 1.1% of Europe's population, but as a country Ireland receives approximately 3-4% of the investment into Europe. Ireland is winning about 7-8% of investment in some sectors such as technology, pharmaceuticals, medi-

cal devices, biopharma, international financial services, engineering, and food - punching well above its weight."

Navigating the FDI Landscape

Fueling this thriving business magnet is Grant Thornton Ireland, a pivotal force that has nurtured the growth and expansion of US multinational enterprises within the Irish domain. With a presence spanning over 140 markets across the global network of Grant Thornton International, the firm plays a vital role in guiding American companies through the intricate nuances of international business regulations.

"We are working to leverage our strong existing relationships, and look forward to engaging with prospective new clients"

Grant Thornton Ireland offers tailored solutions, expertly designed to harmonize with client objectives, serving as a cornerstone for their successful operations on Irish soil. Shanahan added, "Grant Thornton Ireland will continue to grow our engagement with multinationals across the globe, and the USA is a key part of that. We are working to leverage our strong existing relationships, and look forward to engaging with prospective new clients."

He added, "Grant Thornton Ireland's story is one of growth. We have grown significantly over the last decade, now having over 2,700 colleagues in Ireland. We have robust revenue growth, and strong ambitions. We are continuing to remain nimble and innovative, honing our full range of services, and adapting to clients' sophisticated needs."

A Vision for Tomorrow

As Ireland forges ahead with unwavering confidence, collaborative synergies between Irish and American entities are primed to mold a future steeped in prosperity and innovation. Its stature as the gateway to Europe for American enterprises is set to ascend even higher. While the global economic landscape undergoes transformative shifts, Ireland's strategic foresight and adaptability will stand as pillars, upholding its magnetic appeal for US FDI. ■

Ireland's Human Capital: Driving Multinational Growth and Indigenous Success

Cpl: Ireland's Biggest Name in Talent



Ireland has enjoyed a great deal of economic success in recent decades, and its robust workforce has been one of the primary factors behind this continued growth. The young, highly educated English-speaking labor force continues to attract foreign investment to Ireland, including US multinationals such as Pfizer, Apple, Meta, Microsoft, and Google, who are expanding operations in the country.

The nation's workforce-related advantages go well beyond its number of employees. Ireland's vibrant culture, strong educational institutions, and favorable business environment also make it a magnet for international talent. Thanks to this strong talent pool, Ireland is uniquely qualified to support indigenous companies while continuing to welcome multinationals interested in establishing a European presence.

Few—if any—entities in Ireland have a stronger understanding of what makes the nation's workforce tick than Dublin-based talent solutions company, Cpl. Chief Executive Officer

of Cpl, Lorna Conn, stated, "Cpl has been in operation for over 30 years, and it has evolved from a small specialist recruiter in the tech industry to operating across the entire talent spectrum. Over the years, we have expanded and matured our service proposition to the point where there is no talent service we cannot provide."



Lorna Conn
CEO
Cpl

Exploring Cpl's Talent Solutions and Global Presence

One of Cpl's primary services is recruitment—today, the company is Ireland's largest and longest-lasting recruitment agency. It is a one-stop-shop for multinationals seeking talent, and a few of the many specialist sectors Cpl focuses on includes engineering, healthcare, legal, financial services, and life sciences. Thanks to its database of 2.5 million employee records and a sizable team of profes-

sional consultants ready to put this information to use, Cpl is capable of helping businesses find the most suitable candidates for any position.

Cpl consistently exceeds expectations in meeting client staffing needs. Beyond recruitment, the company's Total Talent Solutions team provides invaluable support, while Covalen, a Cpl brand, facilitates seamless outsourcing. Additionally, Cpl offers an array of additional services, including captivating keynotes, insightful workshops, and more, through its Future of Work Institute. Rooted in core values of accountability, customer focus, effective communication, respect, and empowerment, Cpl ensures exceptional service delivery across all its offerings.

Harnessing the profound impact of the power of human connection and the inherent advantage of its Irish roots, Cpl has successfully expanded its global footprint to encompass eleven other European countries including Germany, Poland, Switzerland, and the United Kingdom, while maintaining

its strong presence in Ireland. Notably, Cpl also has a modest presence in the United States with an office located in Boston and plans to bring more of its Irish expertise stateside.

Expanding Into the US

In the years since it first opened its doors, Cpl has acquired almost 20 businesses. In the coming months, Cpl plans to make its first significant move into the American market by acquiring a talent solutions organization in the United States. While the company has started searching for potential acquisition targets in America, it has no intention of rushing this process.

Conn stated, "We are an organization that makes decisions with our gut. No matter how successful a company's business model is or how strong they are from a financial standpoint, a partnership between our organizations is unlikely to be successful if the people working there do not fit our existing culture or vice versa. Right now, we are in the process of thoroughly evaluating a target company, but the asset has to be right—the timing is secondary."

"We have expanded and matured our service proposition to the point where there is no talent service we cannot provide"

According to Conn, Cpl is not looking for a US-based "mirror image" of itself. Instead, it hopes to find a smaller talent company with high-caliber leadership and a willingness to evolve and expand. She stated, "The spirit of Cpl is one of strong entrepreneurialism, and we plan to preserve our target company's autonomy. To that end, we will support their leadership team and trust them to create opportunities and continue their own path of innovation and growth."

Conn intends for Cpl to further leverage its network and strengths, while the widespread reach enables the company to serve clients on a global scale, transcending geographical boundaries. With a proven track record and commitment to excellence, Cpl remains poised to deliver unrivaled value to its clients - helping companies scale, attract and retain talent in the ever-evolving world of recruitment and workforce solutions. ■

A European Gateway How Ireland Paves the Way for American Companies

Ireland is a strategic gateway jurisdiction for US multinationals seeking unfettered access to the lucrative EU single market. With its favorable business environment and prominent role as a global business hub, Ireland continues to attract and support American companies looking to establish a strong foothold in Europe and tap into its vast economic opportunities.



Alan Connell
Managing Partner
Eversheds Sutherland
in Ireland

Alan Connell, Managing Partner of Eversheds Sutherland in Ireland, the country's only full-service, global law practice with an all-island presence and multidisciplinary expertise, stated, "Ireland offers a powerful combination of benefits, including a pro-business attitude, a talented and adaptable English-speaking workforce, and competitive tax rates."

"Ireland offers a powerful combination of benefits, including a pro-business attitude, a talented and adaptable English-speaking workforce, and competitive tax rates"

Connell further emphasized that, "Ireland's proximity to the US with direct flights, enables American corporations to conduct business in Ireland efficiently. Furthermore, having the necessary physical, legal, regulatory, and commercial infrastructure of a highly developed OECD jurisdiction makes Ireland an attractive destination for multinationals to do business in Europe and beyond.

"As such, the outlook for Ireland remains positive as multinationals, together with their leadership teams, can avail of the possibilities presented to unbundle the traditional value chain of international business, as they seek to locate appropriate profit generating functions in Ireland. Consequently, Ireland continues to remain the jurisdiction of choice for internationally focused

companies, and their global leadership, looking to break into European markets and beyond, particularly for the US and other global multinationals, and this is a trend we see continuing."

A Favorable Legal System

Ireland's legal system is renowned for its fairness, transparency, and predictability. The country's common law tradition, based on English law principles, ensures a familiar and consistent legal framework. Ireland's judiciary is also highly regarded, instilling confidence in the legal process and the resolution of disputes.

Connell emphasized, "Our courts provide a high standard of legal expertise, and our commitment to the rule of law ensures a stable environment for businesses to thrive. And despite growing complexities and challenges in the global landscape, Ireland is committed to offering certainty in an uncertain world." In addition to offering certainty of legal and tax treatment, the country's long standing commitment to EU membership and access to the EU single market makes it an ideal jurisdiction for internationally focused companies.

Connell acknowledged, "Brexit has played a role in enhancing Ireland's attractiveness as an investment destination. With the UK's exit from the EU, Ireland has become an even more appealing jurisdiction for foreign direct investment. While Brexit itself is not a welcomed situation for the Irish economy, it has positively impacted Ireland's FDI landscape attracting American corporations looking to invest in the EU, including those previously based in the UK."

Ireland's attractiveness as a legal base and jurisdiction of choice for international businesses is undeniable. Its robust legal system, favorable corporate tax regime, talented workforce and strategic location within the European Union make it an ideal destination for companies seeking stability, growth opportunities, and access to a vast market. With Eversheds Sutherland's extensive experience and expertise in Irish law, American firms can confidently navigate the legal and tax landscape and establish a successful presence in Ireland, setting the stage for prosperous business ventures in the heart of Europe. ■



Discover the secret behind the success of top-tier US firms and flourishing start-ups - they've chosen Ireland as their thriving business base. This vibrant island offers a blend of established expertise, youthful innovation, and access to a remarkably diverse talent pool. Ireland represents opportunity and your gateway for future growth.

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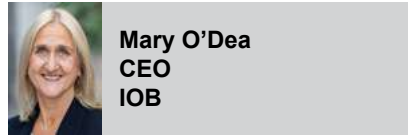
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Ireland's Financial Services Sector Flourishes Amid Global Competition

In a rapidly evolving financial landscape, Ireland's financial services sector has risen as a notable global contender, boasting a thriving ecosystem of around 9,000 financial services companies that employ over 100,000 people. With assets under administration exceeding USD 5 trillion, Ireland has solidified its position as the third-largest financial services hub on a global scale.



Mary O'Dea
CEO
IOB

According to Mary O'Dea, the Chief Executive of IOB (The Institute of Banking) in Ireland, the sector's transformation has been nothing short of extraordinary. Just three decades ago, the landscape was vastly different. Thanks to Ireland's comprehensive approach and leveraging its strategic advantages over the last several decades, the country has transformed to become a global hub for financial services, making it an increasingly attractive destination for international

financial services companies. The educated workforce, combined with the successful establishment of global entities, has fortified its allure. This metamorphosis has been exemplified by the sector's expansion beyond traditional banking to encompass international banking, the global funds industry and fintech enterprises.

This expansive growth is reflected in the presence of 17 out of the top 20 global banks headquartering their European operations in Ireland, a remarkable indicator. The workforce has surged in tandem, with professionals from various sectors contributing to the dynamic financial landscape.

Yet, challenges persist. Navigating legislative developments within the European Union remains paramount to ensure Ireland's continued active participation in the global financial arena. As the sector evolves, so does the demand for human capital. Addressing this, Ireland maintains an open economy that adapts to workforce needs.

IOB, founded in 1898, has paralleled this evolution, becoming Ireland's largest professional membership organization.

With a commitment to diversity and inclusion, IOB offers a range of tailored education and learning experiences, helping members advance their careers and reach their full potential through lifelong learning. The organization's online platform provides bite-sized, accredited learning to cater to the diverse needs of working professionals, and ensures Ireland's human capital remains competitive and empowered by learning the in-demand skills of tomorrow.

As the financial industry embraces digitization and sustainable finance, IOB leads by example. Their programs in sustainable finance, digital and compliance for regulatory changes underscore their commitment to supporting the financial sector's progress in adapting to twin transitions in digital and sustainability.

"IOB ensures that our education aligns seamlessly with the evolving needs of the financial sector"

According to Mary O'Dea, Chief Executive of IOB, "In line with our commitment as the industry's education partner, IOB ensures that our education aligns seamlessly with the evolving needs of the financial sector. As digitization transforms the financial landscape, we have continuously adjusted our training programs to cater to the rise of digital businesses. This year we are celebrating IOB's 125th anniversary. As we mark this big milestone for financial services education, our vision remains steadfastly forward-looking. We are dedicated to raising industry standards and fostering human potential here in Ireland and internationally. We're passionate about bringing innovation and technology to the fore of learning with IOB. In addition to IOB Learn - our AI-enabled personalized learning platform for our members - we recently introduced a new blockchain-enabled credentialing platform to provide real-time access to micro-credentials and qualifications."

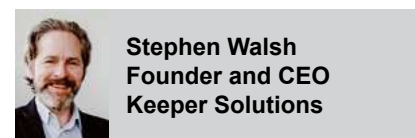
As the global financial sector continues to evolve, Ireland's financial services sector stands poised to seize opportunities, adapt to challenges, and inspire a future of resilient growth through education and innovation. ■

Keeper Solutions' Unique Path to Success in Software Development

Ireland's software development ecosystem has evolved into a thriving community that nurtures startups and attracts innovative players that are making waves globally. Among the indigenous success stories is Keeper Solutions, a Limerick-based company that provides fast-scaling fintech companies access to highly skilled software development teams, and empowers clients to accelerate their software development capabilities in a cost-effective manner.

Through its secure network of remote software delivery centers, Keeper Solutions helps design, build and scale world-class SaaS fintech products. They empower VC-backed fintechs in the US and Europe with a dedicated software development service to assist throughout the client's business lifecycle. This helps startups to grow software from the

initial stages of securing funding as a start-up, to maturing into a well-established scale-up and beyond.



Stephen Walsh
Founder and CEO
Keeper Solutions

Stephen Walsh, Founder and CEO of Keeper Solutions, estimates that they have enabled the creation of USD 1.6 billion in shareholder value across their client portfolio to date.

This has been achieved via services such as Keeper AI Design Sprint, a rapid product design methodology, enabling clients to quickly clarify all aspects of product design from User Experience, to AI features to technical architecture.

Earlier last month, Keeper Solutions successfully completed its ISO:27001:2002 certification process and is due to receive official certification in the coming weeks. Yet another milestone in the company's growing success.

Walsh continued, "In addition to helping companies with software outsourcing solutions (Software Development as a Service SDaaS), Keeper Solutions is also innovating around how companies can motivate employees, and is launching a new product that enables companies to inspire their staff to excel."

In today's dynamic business landscape, where the demand for highly skilled individuals has reached unprecedented levels, Walsh explained how Keeper Solutions is launching Keeper platform, which is emerging as a game-changing solution. He stated, "This SaaS-based employee rewards plat-

form empowers founders by enabling them to issue stock options, profit shares and a range of non-financial rewards to the entire team. With Keeper, we provide an easy way for VC-backed companies to grant stock options to the entire team, including members of outsourced teams fostering team stability, alignment and motivation."

"We provide an easy way for VC-backed companies to grant stock options"

As the quest for top talent intensifies, the Keeper platform facilitates the equitable distribution of incentives, ensuring businesses remain competitive and agile in attracting and retaining the best talent to fuel their growth. ■

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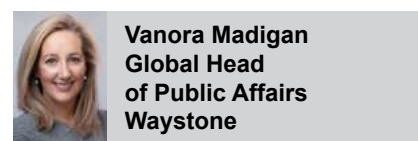
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Exploring Ireland's Appeal as a Cross-Border Fund Domicile

Ireland has established itself as a prominent hub for global funds, attracting a substantial portion of the world's investment activity. As a preferred destination for fund domiciliation and distribution, numerous international asset managers and investment firms continue to choose Ireland as their strategic base for managing and distributing funds to a global audience, contributing significantly to the country's status as a leading player in the industry.



Vanora Madigan
Global Head of Public Affairs
Waystone

Vanora Madigan, Global Head of Public Affairs at Waystone, a specialist services provider for the asset management industry, stated, "Over the past four decades, Ireland has taken on the role of architects in shaping its financial services sector, a growth story that has been meticulously planned and nurtured over time rather than achieved overnight. It's not just a matter of size but the strategic significance that sets Ireland apart in the global financial landscape."

"20 out of the world's top 25 financial giants selected Ireland as their home"

She continued, "Despite being a small island, Ireland wields substantial financial prowess that competes favorably with much larger players. The statistic that 20 out of the world's top 25 financial giants selected Ireland as their home, serves as validation of the nation's enterprise-friendly ethos, competitive regulations and a foundation of stability. Another core strength lies in Ireland's 50-year EU membership. This membership not only facilitates access to free trade and movement within the eurozone, but also acts as a pivotal springboard for asset managers and investment firms to tap into the vast pool of European capital. Furthermore the proximity to the UK and the Common Travel area between Ireland and the

UK allows for free movement of travel between both jurisdictions."

Ireland's strength in global finance goes beyond its infrastructure and regulations; its diverse talent pool connected to a vast European labor market is also a defining asset. The shift from brain drain to brain gain is evident, with talented graduates drawn to Ireland. The country's appeal to global professionals and investors, established it as a financial hub with a unique commitment. As fintech and sustainable finance thrive with the ongoing technological evolution, Ireland's adaptability, aligned strategies, and strategic partnership with the US solidify its resilience in the face of change.

"Another core strength lies in Ireland's 50-year EU membership"

A Beacon of Expertise

Within this ecosystem Waystone is recognized for its expertise in simplifying the intricate landscape of financial services including Irish domiciled investment funds, corporate services, and administration services. With a comprehensive understanding of the complexities clients encounter, Waystone excels in developing tailored solutions that navigate regulatory challenges and evolving market dynamics. The company is considered the leading provider of institutional governance, risk and compliance services to the asset management industry. With over two decades of experience, and with its Global Headquarters in Ireland, Waystone serves as a reliable partner for asset managers and their investment strategies, in structuring and establishing investment structures across multiple domiciles including Ireland. Offering a diverse range of specialist services, Waystone's influence supports assets under management exceeding USD 2 trillion. Through this extensive expertise, the company equips clients with essential insights and resources to confidently pursue their investment objectives and tap into Ireland's thriving ecosystem, navigating its opportunities with strategic finesse. ■

Fenergo: Revolutionizing Financial Compliance



The Dublin Docklands stands out as a prominent tech hub in Europe, and is often recognized by the moniker "Silicon Docks"

Regulatory compliance stands as an essential pillar to ensure trust, security, and integrity in the financial services industry. Amid this intricate web of obligations, Irish company, Fenergo, has prominently risen as a global frontrunner, providing SaaS-based client lifecycle management and transaction monitoring for financial firms. Wielding innovative solutions, Fenergo enables financial institutions to accelerate business growth through data intelligence and is spearheading a transformative shift in the financial industry.

Fenergo's impact can be witnessed through its implementation

at leading multinational banks. By integrating Fenergo's comprehensive compliance software suite, banks streamline their intricate and time-consuming client onboarding process. Leveraging Fenergo's Know Your Customer (KYC) and Anti-Money Laundering (AML) solutions, banks expedite customer due diligence while fortifying their risk management protocols. This results in a remarkable reduction in onboarding time from weeks to a matter of days, simultaneously bolstering the institution's compliance accuracy and efficiency.



Marc Murphy
CEO and Co-founder
Fenergo

Marc Murphy, CEO and Co-founder of Fenergo stated, "For banks in the USA, regulation and compliance is a top priority. It's your license to trade; if you're not complying, you're not going to be a bank. Annually, banks spend billions of dollars on regulation globally."

In the modern world, where ease and convenience are paramount, Murphy said, "Ordering takeout is effortless, but financial onboarding can drag on for weeks. Fenergo implements technologies that combine what the security regulators seek with the efficiency clients expect."

By implementing efficiency and speed, while ensuring compliance with ever-changing regulation, this prominent unicorn company hailing from Ireland has found a way to ingeniously reshape compliance processes, transforming customer experience in the global financial sector.

Murphy expanded, "Our unique selling point is the fact that compliance is always at the center of everything we do. Our core business of initial onboarding, KYC, and new transaction monitoring business, all form a single FinCrime suite that every financial services CEO should know about and consider."

Financial Crime Prevention with Integrated Transaction Monitoring

Fenergo helps financial institutions also combat money laundering and terrorist financing with its cutting-edge transaction monitoring solutions. Through a single, integrated SaaS platform, Fenergo empowers entities to efficiently detect, investigate, and report suspicious activities in real-time. This solution not only reduces false positives but also ensures strict adherence to local AML transaction monitoring regulations.

Key features of Fenergo's transaction monitoring include a real-time detection engine, pre-packaged data models, analytics, workflows, and streamlined Suspicious Activity Report (SAR) filing. In a world where compliance with financial regulations is non-negotiable, Fenergo's Transaction Monitoring solutions stand as a vital asset for financial institutions.

The company delivers an impressive return on investment, including 90% reduction in client onboarding touchpoints, 80% faster onboarding, 93% decrease in KYC and AML costs, and millions in regulatory cost savings. As Fenergo charts its path, the company's journey continues with an unwavering commitment to excellence, promising to continue to make the experience easier for financial institutions, their clients, and showcases how Irish fintech firms are changing how business is run around the world. ■

The Next Generation of International Legal and Financial Services

Ireland focuses on innovation to drive the next phase of growth in legal and financial services

Embracing Innovation

The Irish government's proactive approach to fostering a business-friendly ecosystem has strengthened the country's appeal as a global business hub over a number of decades. Ireland is well-established as a vibrant destination for international business and has cemented its position as a European gateway for trusted legal and financial services. It is now focusing on innovation to maintain advantages that make it an ideal choice for US and global businesses.



Peter Stapleton
Managing Partner
Maples and Calder
(Ireland) LLP in Dublin

Peter Stapleton, Managing Partner of Maples and Calder (Ireland) LLP in Dublin, stated, "The key word defining Ireland's ecosystem over recent years is 'resilience'. Ireland has spent considerable time over the past decade making key legal and regulatory changes to strengthen its framework and international offering. This has seen strong growth following the largest challenges of recent times, the global financial crisis and the COVID-19 pandemic. Indeed, Ireland has emerged from the pandemic with one of the fastest growing economies across the Eurozone. These changes enhanced Ireland's reputation as a well-regulated and highly efficient gateway into Europe and key international markets. However, Ireland cannot stand still if it wishes to maintain this position and it is hugely encouraging to see a targeted number of strategic policies being enacted which are aimed at the next generation of legal and financial services. These policies cover sustainable finance, fintech, digital assets, and increasing demand for access to long-term investments (infrastructure)."

Stapleton added, "Maples and Calder (Ireland) LLP is part of the Maples Group, a leading international legal and financial services group with 16 offices across its global network. Our Irish presence is amongst the largest in Group and we act as a strategic partner to many of our international clients doing business in Ireland and across the EU. Their perception of Ireland has been extremely positive over the last few years and that is why we are excited about the policy changes which will facilitate their future projects."

He continued to outline some of Ireland's biggest legal advantages to date, including Ireland's role in the European Union, "Ireland's EU membership ensures that court decisions rendered in the country are easily enforceable in other member states, providing businesses with the confidence and security needed to operate across European borders. The nation's business-friendly nature, being English-speaking, having common law jurisdiction, a dedicated Commercial Court, and up-to-date international arbitration laws are also major contributors to the country's competitiveness."

"That foundation will be the basis for innovation over the next decade in the areas of sustainable finance, fintech, digital finance, next generation skills,

and training. We are also seeing a strong push to widen the attraction of Ireland for international businesses outside of Dublin to tap into a wider workforce and to create new regional centers of excellence."

Building On Past Success

Ireland is a major global player in the funds and investment management industry and is the leading financial center outside the US for investors in key products, e.g. exchange traded funds. As the financial services industry pivots increasingly into sustainable investment funds and renewables, Ireland looks set to build on past success. Thanks to its sizable financial services industry, reputation for innovation, and strong workforce, the nation is well-positioned to capitalize on the global demand for skills in the next generation of financial assets.

Stapleton added, "The Maples Group is uniquely positioned to observe these emerging trends. We are the market-leading legal adviser to Irish-serviced funds having advised on nearly 1,500 funds in 2022; a position we have maintained for 10 consecutive years. This provides us with a holistic view of what is happening at the cutting edge of the Irish investment management market and has enabled us to partner with clients on the most innovative deals in the sector from the first ICAV to the first ILP."

With its strong commitment to environmental stewardship and social responsibility, Ireland has attracted a growing number of US investors and institutions seeking to align their financial activities with sustainable development goals. The country's progressive regulatory framework and thriving ecosystem of green finance initiatives have played a pivotal role in fostering this transformation. From green bonds and impact investing to sustainable lending and ESG integration, Ireland is at the forefront of advancing sustainable finance solutions. As a result, it has not only gained recognition as a global leader but also contributed significantly to the transition towards a more sustainable and inclusive economy.

As part of these efforts, the Maples Group has taken the lead legal advisor role for the International Sustainable Finance Center for Excellence initiative which aims to make Ireland a global hub for sustainable finance by 2025. Stapleton added, "Our work in Ireland is part of a wider global ESG initiative across all of our offices and business lines. Our legal teams and colleagues in funds and fiduciary services have worked on some of the largest and most innovative ESG deals to date and we increasingly see interest across our clients and their investors for a partnership of private capital with public funds to accelerate the transition to a net carbon zero future and a more sustainable economy. We are proud to partner with some of the most progressive global institutions in this space, to add our expertise and to align our values in this area with our clients."

Looking Towards the Future

The Irish government's commitment to the next generation of assets and support for innovation will ensure that Ireland remains at the forefront of global business hubs.

Of course, Ireland's industry will face trials in the future, including weathering current global economic uncertainty, the climate crisis and the potential for adverse impacts in artificial intelligence. Stapleton stated, "Developments in generative AI is a fascinating area which has the potential to revolutionize the provision of certain services but it is not without its challenges. Ireland certainly has a role to play in this emerging technology. It has carefully positioned itself not only as a gateway into Europe for many US businesses, but, importantly, as a regulated gateway, and we have always been very firm on that. I think that fostering in-

novation within a regulated framework may strike the right balance for firms expanding in this exciting area."

Stapleton concluded, "Our Irish office is among the key strategic outposts in our global network. We are increasingly looking at Ireland as a hub for leading talent. We believe our Graduate Trainee Program has developed some of the Maples Group's, and indeed the jurisdiction's, finest lawyers and regulatory experts. This team is ideally placed to build on our award-winning achievements to date and to partner with our clients as they embrace the next generation of financial services." ■



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At Bord Gáis Energy, we offer innovative solutions that empower businesses to drive growth, profitability and contribute to a greener world. Together, let's imagine a better way for all.

bordgaisenergy.ie

Ireland's Food Journey

Bord Bia Paves the Way for Sustainable Agri-Food Products



Photo: Bord Bia



Photo: Bord Bia



Photo: Bord Bia



Photo: Bord Bia

Ireland has emerged as a global leader in sustainability, particularly in its agriculture and food sectors, driven by the unwavering leadership of organizations like Bord Bia, the Irish Food Board. With a comprehensive and evidence-based sustainability program, Ireland has set an example for the world to follow, showcasing how economic growth and environmental preservation can be effectively balanced.



Jim O'Toole
CEO
Bord Bia

The Significance of the Agri-Food Sector in Ireland

Bord Bia CEO, Jim O'Toole stated, "Ireland's agriculture and food sectors play a vital role in the country's economic landscape, and sustainability is crucial for the future of the sector. When it comes to sustainability, Ireland is a leader across the board. With a small population, Ireland has strategically focused on exporting its food, drink and horticulture products to meet growing demands worldwide. Today, about 90% of our agri-food products are exported to 187 countries. Collectively, these sectors employ over 170,000 people, contributing approximately 7% to total employment, making them significant contributors to the Irish economy."

tributing approximately 7% to total employment, making them significant contributors to the Irish economy."

Bord Bia's Prominent Role in Promoting Sustainable Food Production

At the forefront of Ireland's sustainable food production efforts is Bord Bia, an organization working tirelessly to establish Ireland's reputation as a sustainability leader. When a farmer partners with Bord Bia in Ireland, they open the door to a wealth of support and opportunities. From comprehensive market insights and sustainable farming practices, to valuable certification programs, Bord Bia stands as a dedicated ally for farmers seeking to enhance their agricultural operations.

Bord Bia's flagship program, Origin Green, has revolutionized sustainable practices. Through Origin Green, ambitious targets for carbon emissions, water usage, biodiversity conservation, and waste reduction are set, with participating companies committed to rigorous assessments and regular reporting, ensuring transparency and continuous improvement.

O'Toole added, "Through these programs, we are enabling further growth by adding value to our exports. We are helping farmers and companies in the industry realize their potential, while becoming more sustainable."

Ireland's commitment to sustainable food production is evident across various aspects of its agriculture and fisheries industries. A substantial portion of Irish livestock is grass-fed, not only enhancing meat quality, but also mitigating the environmental toll linked to intensive feedlots. Additionally, Ireland's prudent use of antibiotics in livestock farming ensures healthier animals, decreases antibiotic resistance, and fosters safer food consumption. The Irish seafood industry adheres to rigorous quotas and regulations, securing sustainable fishing practices that protect marine ecosystems and ensure the lasting availability of seafood resources. This holistic approach to sustainability underscores Ireland's dedication to responsible food production for the present and the future.

Consumers can rest assured in their product choices, thanks to Bord Bia's stringent standards, certifications, and unwavering commitment to traceability. From farm-to-table, Bord Bia ensures that the end customer receives not only exceptional products but also the peace of mind that comes from supporting ethical and responsible practices.

Bord Bia's Collaborative Approach

Recognizing that achieving sustainable food production requires collabo-

ration among stakeholders, Bord Bia actively engages with the farming sector, food producers, food processors, and other agencies. O'Toole highlighted this collaborative effort, stating, "We are working closely together to demonstrate through third-party evidence that we are farming and producing food in a sustainable way."

Moreover, Bord Bia recognizes the growing influence of sustainability credentials on purchasing decisions. O'Toole noted, "Over 80% of global food purchasers recognize Ireland as a source of sustainable food production, and purchasing decisions are increasingly influenced by the sustainability credentials of suppliers. We developed the Quality Assurance program to provide proof to customers of these high standards."

"Over 80% of global food purchasers recognize Ireland as a source of sustainable food production"

To further support stakeholders in this space, Bord Bia actively assists them in accessing funding and finance, ensuring sustainability remains at the forefront within the sector.

Food Vision 2030

O'Toole added, "Ireland's Food Vision 2030 aims to make Ireland a leader in Sustainable Food Systems (SFS), and Bord Bia is actively working towards achieving the targets. This will deliver significant benefits for the sector, Irish society and the environment. Irish agri-food meeting the highest standards will increasingly become a key competitive advantage for our exports. By adopting an integrated food systems approach, we aim to become a global leader of innovation for sustainable food and agriculture systems, while protecting our natural resources and contributing to communities and the national economy."

Ireland's leadership in sustainability within the agriculture and food sectors sets a remarkable example for the world. Thanks to the dedicated efforts of organizations like Bord Bia, Ireland demonstrates how economic growth can coexist with environmental integrity. By collaborating with stakeholders, promoting transparency, and supporting access to funding, Bord Bia is paving the way for a sustainable future. As the country continues to shine on the international stage, it inspires and encourages others to follow its path towards a more sustainable and prosperous future. ■

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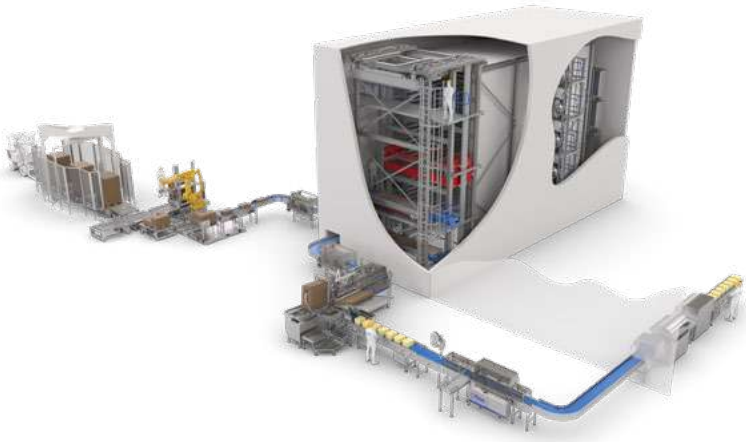
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Efficiency and Innovation in Food Manufacturing: The Power of Automation



A revolutionary automated storage system with precision cooling and integrated leak detection

In the realm of food manufacturing, outdated handling systems create inefficiencies, higher operational costs, and increased carbon emissions. However, embracing automation and modernized systems ushers in a new era of efficiency, productivity and sustainability, enabling businesses to streamline their operations, reduce labor costs, and meet the growing demands of a rapidly evolving market. One company revolutionizing the global food industry with cutting-edge automated chilling and freezing systems right from Ireland is Power Food Technology.



John Magill
Executive Director
Power Food Technology

John Magill, Executive Director of Power Food Technology, stated, "Our technology significantly reduces the risk of human error compared to traditional blast freezers, ensuring product quality and safety, as well as reducing the chance of human accidents by eliminating forklifts and manual handling. Our company is one of the leading suppliers worldwide of automated chilling for the cheese industry. In addition, our freezing technology is being applied very successfully across all the protein sectors, including beef, chicken and fish."

The company's PalletLink is an automated freezing or chilling storage system that provides simultaneous handling of various sizes of cartons and products with different chilling and freezing profiles. What sets it apart is the patented tilted shelf, which de-

livers a remarkable 20% increase in freezing performance compared to competitor systems. Additionally, their Custom Build Control Panels are tailored to meet specific client requirements, offering top-tier design, manufacturing and testing to both UL and CE standards. For smaller-scale operations, the Mini-Link provides an ideal entry point into automation, with room for future expansion.

Power Food Technology also excels in turnkey palletizing solutions, handling various packaging types with precision and efficiency. Their recently introduced Leak Detector outperforms existing products in the market, ensuring the quality of cheese products by seamlessly integrating into existing production lines, automatically testing 100% of the blocks. With an array of conveying solutions, from belt conveyors to stainless steel rollers, they cater to diverse industry needs. The Blockmaster, designed for cheese block packing, reduces waste and enhances product conformity and appearance. Lastly, the company offers expertise in robot installation, programming, and servicing, ensuring a smooth transition to automated handling and palletizing systems.

Magill added, "What sets Power Food Technology apart is our deep knowledge of our customers' requirements and needs. We possess unmatched expertise in volume chilling and freezing as well as product handling, which allows us to help optimally reshape our clients' production facilities."

Traditional hard cheese chilling produces variable product quality. With Power Food Technology's systems, the company has significantly impacted cheese

production processes worldwide. For instance, their precision-controlled cooling units ensure that cheese blocks are cooled optimally to the ideal temperature, halting the aging process at precisely the right moment. This not only maintains the cheese's desired flavor and texture, but also allows for more efficient production scheduling and reduced storage costs. As a result, dairy cheese producers can consistently deliver high-quality products to their end customers while optimizing their operations.

Rabobank last month published its annual 'Global Dairy Top 20', a list of the top 20 dairy companies across the globe. Power Food Technology is proud to be a supplier to 4 of the top 10 companies, and 7 of the top 20. The combined turnover of these top 4 companies is over USD 80 billion and they rely on Power Food Technology's products to produce their hard cheese to the quality and high standards demanded by their global customers.

The company is currently automating bulk freezing for a fish client. To the company's knowledge this is the first real life application of VRT technology to the fish industry. Power Food Technology's cutting-edge solutions streamlines operations, minimizes waste, and ultimately boosts productivity for food manufacturers worldwide, setting new standards across industries.

Magill concluded, "Despite being a smaller company, we make a significant impact in a market dominated by large multinational competitors, and look forward to further building our presence in the USA, across the cheese, meat and fish industries." ■

The Emerald Legacy - the Convergence of Rich Irish History, Vibrant Culture and Global Markets

How Berlin-based group Private Pier Industries is helping Ireland make waves in global consumer markets

Akin to the role of a traditional Gaelic storyteller, also known as a seanchaí, Private Pier Industries (PPI) builds brands that can be appreciated worldwide and serve as a means of sharing Irish culture and stories with the rest of the world. In this way, PPI helps preserve Ireland's extensive cultural traditions through the art of storytelling via consumer goods.



Stefan Hansen
CEO
Private Pier Industries

Stefan Hansen, Managing Partner of PPI stated, "Thanks to Ireland's outstanding reputation across the world, we can build strategies that increase Irish exports and enable us to grow PPI's local operations. We're proud to be spearheading innovative ways of bringing new Irish products to market, from spirits to premium pet food and more. We are investing heavily in Ireland and developed a diverse portfolio of businesses operating on the island. Among our brands are premium dog food Irish Pure, several Irish whiskey brands such as Grace O'Malley, and Lemanjá - our fashion label based out of Berlin."



Produce crafted from premium Irish ingredients for exceptional quality

Irish Pure

As a premium brand of dog food, Irish Pure offers high-quality nutrition to canines. Made from grain-free ingredients and high meat content, Irish Pure also incorporates the superfood kelp-algae to provide essential vitamins and minerals.

Hansen, a dog lover, was on a quest to find the perfect dog food for his beloved pets when he discovered kelp seaweed, a superfood harvested in the Atlantic off the west coast of Ireland that supports digestion and the immune system. Hansen formulated a recipe known for its natural and healthy ingredients including fresh Irish meat, vegetables, herbs, and kelp. Today, Irish Pure is a popular dog food brand in Europe that is produced exclusively in Ireland using Hansen's recipes.

He added, "Another one of the reasons for producing Irish Pure in Ireland is the renowned high quality Irish livestock and poultry. The lush green

pastures and favorable climate provide ideal conditions for the animals to graze, and Ireland's strict animal welfare regulations ensure they are raised humanely, with plenty of space to move and access to clean water and food."

This careful management translates into healthy, high-quality meat that is prized worldwide for its superior taste and nutritional value. Irish Pure's focus on quality and environmental responsibility helped it gain a loyal following among dog lovers, and is set to be introduced to the American market towards the end of 2023.

The Spirit of Irish Heritage

Other brands under PPI's umbrella are equally impressive. Their spirits are crafted with the utmost care and attention to detail, using traditional distilling methods and the finest ingredients. Each brand offers a unique taste profile, from the smooth and rich original Grace O'Malley, to the complex and layered flavors of the limited edition Independence by Grace O'Malley, as well as Ór Irish Gold's heart-opening flavor. Hansen enjoys sharing the inspirational stories behind the group's brands. One of his personal favorites being Grace O'Malley.

The Irish Pirate Queen

Grace O'Malley, was a trailblazer for women in leadership and a symbol of strength and independence for Ireland. She was an Irish pirate queen who became a legendary figure during the 16th century. She was a formidable seafarer and leader, commanding a fleet of ships and fighting against English invaders. Grace's reputation was built on her bravery, resourcefulness, and her unwavering allegiance to her nation and her people.

The Irish Pirate Queen was a mother, a warrior, a diplomat, and a savvy businesswoman. She was a complex figure who defied societal norms and stood up for what she believed in. Her story continues to inspire generations. In the eyes of Hansen, her legacy should be shared with, "a glass of Irish whiskey in hand."

Many of PPI's brands stem from inspirational heroes. Hansen stated, "Our spirit, Independence, is also a tribute to Grace O'Malley as well as honoring history and the people behind the birth of Ireland's independence. It is a symbol for the celebration of freedom and self-determination, which can be shared across the world."

In three years Ireland will celebrate its 110 year anniversary since its proclamation of independence, which will coincide with the United States celebrating its 250 year anniversary of independence. The two countries share a common bond in their pursuit of free-

dom, and the upcoming anniversaries serve as a reminder of the importance of fighting for self-determination.

Sustainability

PPI's commitment to Ireland goes beyond its product offerings. The group is also committed to supporting local communities and promoting sustainable practices. "We ensure sustainability across all our brands. We strive to stay away from unnecessary plastic waste, creating sustain-

able packaging, and are continuously looking for new ways to decrease our carbon footprint. Being environmentally conscious is one of our primary goals," concluded Hansen.

PPI's emphasis on sustainability, authenticity, and quality puts it in a prime position to carry on sharing Irish culture through its brand offering. The group's distinct brands transcend borders, allowing every consumer to embrace Gaelic storytelling, sharing Irish history and culture across global markets. ■

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Unveiling the Southern Gem: Business, Innovation, and Heritage in Ireland's South



A view of the town Carlow in the south-east of Ireland. Carlow is striving to ensure that all community facilities and services are conveniently accessible within a 10-minute walk or cycle from residents' homes, or via efficient public transport services that connect people to larger urban centers

The Southern Region of Ireland is on track to be one of Europe's most creative, innovative, liveable, and greenest regions. It is a beautiful region endowed with great natural amenities including mountains, dramatic coastlines, and towns and villages full of character. The South of Ireland is renowned as a great place to live, work, do business, and unwind. Home to three of Ireland's five cities - Cork, Limerick and Waterford, it is a dynamic place and is projected to grow by 25% by 2040.

Through the innovative Regional Spatial and Economic Strategy developed by the Southern Regional Assembly, the region is on track to progress to a highly developed sustainable region with the best of urban and rural living within easy reach. The region's three cities are the driving force in this ambition and are projected to grow by over 50% in the next twenty years with significant investment in supporting infrastructure – transportation, communications technology, social, and community infrastructure.

With five universities, as well as further education institutes, it has a highly educated cosmopolitan workforce. Supported by good connectivity through four international airports (including direct flights to the USA through Shannon Airport), ports, and high-speed broadband, the region has attracted significant foreign direct investment (FDI) from companies including, Apple (employing nearly 7,000 people at their European Headquarters in Cork), Johnson & Johnson, Jaquar, and Logitech. Evidence suggests that this trend will continue due to strong performance of the Southern

Region's economy when compared to other Irish and EU regions.

The Southern Region embraces its connection to Europe, and with support from the EU in the form of the European Regional Development Fund, it continues to invest in advancing research, smart specialization development, and innovation capacity. This strategy is strongly connected to the availability of human capital, and contributes to the transition to a low carbon economy and sustainable urban development.

As the region covers over 42% of Ireland and includes both urban and rural areas, there is extensive potential for clean renewable electricity both offshore and onshore. The Southern Region is on track to become a decarbonized, smart region by 2040 with the ambition to export significant surplus clean electricity to Europe. The Southern Region is also driving the concept of a Smart Southern Region expanding on Smart City initiatives to towns, villages and rural areas - focusing on people and place rather than just technology, it relies on cross-sectoral collaboration in order to create vibrant, sustainable, and liveable communities.

Standing proud on the western edge of Europe, the Southern Region faces the future with confidence in its ability to play its part in the transformation of a region to harness its natural beauty and tradition while at the same time looking forward to taking its place at the forefront of change in Europe. ■



A conversation with David Kelly, Director of Ireland's Southern Regional Assembly, a regional tier entity of government driving the transformation of Ireland's southern region through strategic planning, visionary leadership, and a steadfast commitment to fostering sustainable growth and prosperity for all its citizens.



David Kelly
Director
Southern Regional
Assembly

What is the role of Ireland's Regional Assembly?

David Kelly: The Southern Regional Assembly, is one of three regional assemblies in Ireland. They each have a significant role in advocating for regional development, and achieving balanced regional development. We primarily utilize two major tools - a regional investment program, co-funded by the European Regional Development Fund, and regional spatial and economic planning. Our goal is to address the imbalance in development that has been heavily centered around Dublin, leading to issues such as congestion and challenges for other areas in Ireland. Infrastructure development is crucial for making a region attractive for businesses and supporting their growth. Therefore, the Southern Regional Assembly is focused on enhancing connectivity, including roads, railways, and airports, as well as fostering our enterprise ecosystem. This also involves linking research and innovation institutions effectively. Historically, the majority of investment has gone to Dublin due to its population size and economic activity. We aim to redistribute this investment more evenly to support infrastructure in other areas.

What should Americans remember about Ireland's Southern Region?

David Kelly: The Southern Region has enormous potential for attracting businesses and investments. We have three of Ireland's national cities within our region, and numerous thriving towns. Our educational infrastructure, including universities and technological institutes, is well-developed. This, combined with our focus on a knowledge-based economy, makes us an attractive destination for investment. I would underscore our region's rich history of Irish-American relations, marked by the presence of numerous influential American companies including Apple's European Headquarters based in Cork, and Johnson & Johnson, one of the largest biotech companies in the world having sites across Cork, Limerick and Galway. Our resolute commitment is to cultivate and elevate these connections. Moreover, we are steadfast in our mission to unlock our region's untapped potential and amplify its role in propelling Ireland's growth and progress, solidifying its status as an exceptionally appealing hub for businesses and investments.

Exploring Three Vibrant Cities in Southern Ireland:



Cork: Ireland's second-largest city, seamlessly intertwines business acumen with a thriving tourism sector. Its strategic location on the south coast, and well-connected infrastructure make it a prime destination for trade and investment. The city's diverse economy spans technology, pharmaceuticals, and agribusiness, fostering innovation and attracting global corporations. Meanwhile, tourists are drawn to its rich cultural heritage, vibrant culinary scene, and scenic landscapes, from the historic Blarney Castle to the stunning Wild Atlantic Way. Cork, a city where business opportunities flourish and tourism experiences captivate, stands as a dynamic gem on Ireland's southern shores.



Limerick: Nestled along the picturesque River Shannon, Limerick hosts a thriving knowledge economy, with a focus on information technology, finance, and pharmaceuticals. The city's prestigious universities and research centers fuel innovation and draw talent, making Limerick an attractive destination for forward-thinking businesses. Simultaneously, Limerick's rich history, seen in landmarks like King John's Castle, blends seamlessly with a modern arts and culture scene. This fusion creates a unique tourism experience, drawing visitors to explore its medieval streets, enjoy traditional music, and revel in its dynamic, contemporary vibe.



Waterford: Ireland's oldest city, stands as a global center for crystal production, boasting a legacy of craftsmanship that continues to draw international attention. In the business realm, Waterford's strategic location, infrastructure, and focus on manufacturing and technology make it a magnet for industries seeking excellence. On the tourism front, the city's maritime history, exemplified by the Viking Triangle and Waterford Museum of Treasures, enthralled history enthusiasts. Waterford's synthesis of business excellence and historical charm ensures its enduring allure for both commerce and leisure. ■

Cork's Evolving Business Ecosystem Fuels Growth and Innovation in Engineering and Construction

Insights from Micheál O'Connor, Managing Director of Dornan Group

As Ireland solidifies its position as a global business hub, Cork has emerged as a key player with a thriving ecosystem for pharmaceutical companies, tech giants and engineers. Micheál O'Connor, the Group Managing Director of Dornan, shed light on Cork's transformation and the factors driving Dornan's growth. With its cutting-edge solutions, focus on attracting top talent, and strong connections with the United States, Dornan exemplifies Cork's prowess in engineering and construction.



Micheál O'Connor
Group Managing Director
Dornan

Over the past five decades, Cork has established itself as a center for the pharmaceutical industry, attracting major companies such as Pfizer and Eli Lilly. O'Connor remarked, "These companies have not only established a firm foothold in Cork but have also contributed to the growth of the local workforce and the expansion of the regional product manufacturing capabilities."

One of the factors contributing to Cork's success is the presence of universities and colleges that offer courses tailored to meet the needs of industry. O'Connor noted that these universities play a crucial role in producing gradu-

ates equipped to operate successfully across a variety of industries.

For instance, in addition to the pharmaceutical sector, Cork has witnessed the rise of technology companies like Apple, which have leveraged the skilled workforce and supportive infrastructure in the region.

The growth of Cork's engineering sector has also been particularly notable on the global stage. Irish engineering companies, such as Dornan based in Cork, have gained a reputation for their competitiveness and expertise, especially in fields such as data centers, life sciences, pharmaceuticals, renewable energy, and commercial construction.

O'Connor expressed optimism about the sector's future, citing the increasing demand for data and the need for specialized facilities to support technological advancements. He mentioned how Dornan is known for their acute attention to detail from planning to handover and pride themselves on their ability to provide innovative engineering solutions that meet the complex needs of modern projects. The company leverages cutting-edge technologies and industry best practices to deliver sustainable, efficient and cost-effective solutions.

He stated, "We deliver world-class, innovative solutions across various sectors especially pharmaceuticals, data centers and life sciences. We continue

to invest in cutting-edge, immersive technologies to manage all our projects. We utilize AI, offsite manufacturing and standardization to find new ways to improve on the building process and the overall performance."

Utilizing pioneering technologies and solutions allows Dornan to stay ahead of the curve and continue to be at the forefront in the field. As technology continues to advance, O'Connor foresees further automation and the integration of 3D printing technology in the construction industry.

Expanding Horizons

A core aspect of Dornan's strategy is closely aligning its growth with its clients' needs. The company readily supports clients in expanding their developments and entering European markets, demonstrating its commitment to building strong relationships and delivering excellent service across different geographies. Dornan also collaborates closely with American entities operating in Europe, constituting a substantial portion—60-70 percent—of its business.

"Irish construction firms help to support the growth of US companies in Europe. This collaboration has been particularly influential in the construction of modern facilities across the continent," he added.

Attracting Top Talent

Recognizing that a skilled workforce is the cornerstone of success, Dornan places a strong emphasis on attracting and retaining top talent. The company actively seeks out the best engineers and construction professionals, offering them a challenging and rewarding work environment. Dornan's commitment to professional development, training programs, and career advancement opportunities ensures that their employees stay at the front line of industry trends and technologies.

As the company continues to expand into new markets and pursues fresh client opportunities, O'Connor attributes Dornan's ongoing success to its exceptional employees. He added, "Their flexibility, dedication, and resilience have been vital to the company's accomplishments."

Additionally, O'Connor stressed, "There is a need for continuous development to uphold Ireland's position as a global leader in engineering. Dornan aims to enhance its training and development efforts, position itself as an appealing employer for recent graduates, and underpin our position as an equal opportunity employer of choice through expanding our collaboration with educational institutions to generate greater interest in STEM subjects among all second-level students."

As Ireland continues to establish itself as a global hub for engineering and construction, Dornan's success story exemplifies the country's vast potential and sets the stage for further growth. ■

A future ready, citizen-centric community with climate at its heart



The Brewhouse, a new Grade A office building in Kilkenny

What makes Kilkenny “the Best of Ireland”?

At the heart of Ireland’s Ancient East, Kilkenny is both ancient and modern. This compact city of cobbled laneways and vibrant streets with Ireland’s celebrated Medieval Mile at its core is bookended by the stunning 14th century Kilkenny Castle at one end and the 13th century St. Canice’s Cathedral and 9th century Round Tower at the other.

“At the heart of Ireland’s Ancient East”

What is Kilkenny’s track record for attracting business?

Kilkenny is home to internationally renowned companies such as State Street International, Glanbia and UPMC – all of which are growing their presence.

In April 2023, global healthcare leader, Abbott, turned the sod on a new 320,000 sq ft manufacturing plant in Kilkenny City, which will begin manufacturing in 2024 with a projected workforce of 800.

In March 2023, International Funds Administrator, Aztec Group, announced that their expansion in Ireland would take place in Kilkenny, serving new and existing clients eager to do business in the Irish domicile.

Alongside these international leaders, indigenous companies such as CluneTech, Tirlán, VHI, and Carne Group have all made Kilkenny their home.

Steeped in design heritage as a designated World Crafts Council Craft City and Region, Kilkenny’s creative and cultural credentials have contributed greatly to a dynamic and thriving economy.

Cartoon Saloon - renowned in the international animation industry - is a five-time Academy Award®, Golden Globe®, BAFTA, and Emmy nominated animation studio established and based in Kilkenny.

What sets Kilkenny apart?

Kilkenny is strategically located in the South East of Ireland and a 90 minute drive from Dublin Airport. It is also home to Ireland’s closest multi-modal port to Europe at Belview in the south of the county.

Kilkenny offers access to a regional population of more than 500,000 within a 40-mile radius and two campuses of the South East Technological University within a 30 minute drive.

International accolades including Europe’s Friendliest City, Michelin starred restaurants and a year-round schedule of festivals make Kilkenny a top location for staff to live.

Career opportunities in top class companies, short commute times, and the opportunity to live in a fantastically vibrant and cosmopolitan city make Kilkenny the place to invest, live and work.

“Kilkenny is strategically located in the South East of Ireland and a 90 minute drive from Dublin Airport”

What property solutions does Kilkenny offer?

The Abbey Quarter - celebrating our history and creating our future, a vibrant new Urban Quarter is being created in the heart of Kilkenny’s medieval city. Located on the site of the former Smithwick’s Brewery on the banks of the River Nore and originally settled in the 13th century, the site was purchased by Kilkenny County Council for regeneration in 2015.

Over the life of the planned regeneration, a mixed-use Urban Quarter including office, residential, hotel, retail, and education facilities will be created.

The Brewhouse - the first office space on the site - is a Grade A building of over 45,000 sq ft. It is now fully complete and occupied. This building is unique and has been hailed as one of the best examples of Bauhaus architecture in Ireland.

The next phase of development will add 38,000 sq ft of office accommodation for business use.

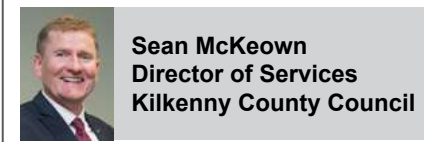
“A mixed-use Urban Quarter including office, residential, hotel, retail, and education facilities”

What is your vision for Kilkenny?

Our city and county have been central to Ireland’s Ancient East for hundreds of years.



A Conversation with Sean McKeown, Director of Services of Kilkenny County Council



Sean McKeown recently spoke about Kilkenny’s history, vibrancy and infrastructure, and how they combine to create a flourishing center for business, capable of attracting world-class FDI.

McKeown emphasized, “A major boost to Kilkenny’s economic landscape is the ongoing regeneration project known as the Abbey Quarter. This 15-acre site is being transformed into a seamless extension of the medieval City of Kilkenny. We master-planned its development with the local community, and have 15 building blocks that will be built out over the next 10 to 12 years. This ambitious project includes new state-of-the-art workplaces in the city’s urban district along with living accommodation and public-realm.

“Kilkenny’s unique selling point lies in its focus on preserving its medieval credentials while integrating modern developments. With the regeneration, public spaces will seamlessly blend the historical quarter with the existing city center, creating a high-quality environment for businesses and residents alike. We’re seeing an increasing demand for companies to establish operations in Kilkenny, underlining Kilkenny’s growing appeal as a destination.”

While Kilkenny’s business landscape is thriving, there are also significant strides in tourism development. McKeown explained, “Two key projects have been the construction of a new Greenway - a walking and cycling trail - and the transformation of Kilkenny’s Medieval Mile Museum, aligned with Ireland’s Medieval Mile stretching from Kilkenny Castle to St. Canice’s Cathedral, which has reinforced Kilkenny as a flagship attraction within Ireland’s Ancient East. These projects aim to attract more visitors and promote the city’s rich medieval heritage.”

As Kilkenny continues to develop, its trajectory as a flourishing business hub with a high quality of life is undeniable. Kilkenny’s perfect balance of historical charm and modern innovation makes it a location to watch on the global stage.



Our only constant is, and always will be, change. Change is now taking place faster than ever and in Kilkenny we are focused on creating a future-ready society with sustainability, climate, health, and inclusivity at the forefront of our vision.

Our vision is a society where everyone who invests, lives and works is welcomed and valued.

Share our vision on investing, living and working in Kilkenny.

For more information visit: InvestKilkenny.ie

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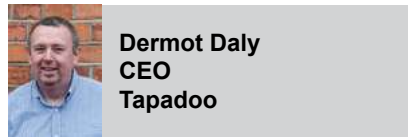
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Trailblazing the Future: Advancements in Irish Software and App Development

In the heart of Dublin city, a thriving software development ecosystem flourishes, positioning Ireland as a key player in the ever-expanding tech industry. Underpinning this landscape are indigenous success stories like Tapadoo, a homegrown software app development company that has been breaking barriers and setting new standards. Dermot Daly, the CEO of Tapadoo, shared insights into the Irish software development scene as a whole, and the company's journey.



Dermot Daly
CEO
Tapadoo

Ireland's Software Development Ecosystem

Ireland has been making remarkable strides in the software development sector, fueled by the country's burgeoning reputation as a tech hub within Europe. The conducive business environment, robust technological infrastructure, and a deep pool of skilled professionals have

attracted numerous international companies to set up shop in the country. The presence of renowned universities and research institutions also plays a vital role in nurturing top tech talent. As a result, Ireland experienced rapid growth in software development across various industries, from finance to healthcare and beyond.

Tapadoo's Inception and Growth

Tapadoo, an Irish-owned app development specialist company, was founded in 2009. Dermot Daly, CEO of Tapadoo, shared insights into the company's success, stating, "Since our establishment, we have focused solely on mobile app development, which allowed us to build long-term relationships with customers. Despite emerging technologies like blockchain and AI, we have stayed committed to mobile apps, providing consistent quality. We continue to find innovative ways to improve customer engagement, and always ensure our apps are user friendly. We improve customer experience while keeping data secure."

Tapadoo's specialization and expertise

in mobile apps have attracted a diverse client base. Dermot added, "We have attracted customers not only in Ireland but also in the US and across Europe."

Highlighting their strong ties with American clients, Dermot revealed, "Approximately 25% of our revenue comes from US projects, demonstrating the trust American entities have in our capabilities."

Tapadoo actively assists companies in their digital transformation efforts, particularly in sectors facing talent shortages. Dermot explained, "We help companies facing talent shortages by providing expertise in specific areas, such as medtech wearables, which builds trust and leads to long-term partnerships." Tapadoo's extensive experience and proficiency in mobile app development enable them to support clients in achieving their digital transformation objectives and has earned the entity a stellar reputation in the software development market.

Ireland's Client-Centric Approach

Tapadoo's philosophy revolves around

client satisfaction. The company takes a collaborative approach to development, keeping clients involved at every stage, from ideation to deployment. Dermot emphasized the significance of understanding client needs, stating, "Each project is unique, and we believe in treating them as such. By comprehending the client's business, target audience, and objectives, we can deliver tailor-made solutions that exceed expectations."

Looking to the Future

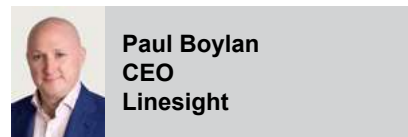
Tapadoo envisions new horizons of growth. With an ever-evolving tech landscape, continuous upskilling and exploration of emerging technologies remain top priorities. Dermot affirmed, "We aim to remain at the forefront of innovation. By staying curious and continually learning, we can provide groundbreaking solutions for our clients and keep pushing the boundaries of what is possible."

Tapadoo serves as a shining example of Ireland's prowess in the software development domain. With its customer-centric approach, emphasis on excellence, and dedication to innovation, Tapadoo not only contributes to Ireland's thriving tech ecosystem but also sets a high standard for the global software development industry. As the company surges ahead on its growth trajectory, the future looks promising for both Tapadoo and the Irish app development sector as a whole. ■

Pioneering Global Expansion in Construction Consulting

Few companies have exhibited the exceptional trajectory and global impact that Linesight, a Dublin-based company that provides construction consultancy services, has achieved. What began in 1974 as a regional consulting firm in Ireland has now blossomed into a preferred partner for multinational companies worldwide.

By leveraging its close collaboration with multinationals working in Ireland, the company's transformation was marked by a bold decision to venture beyond borders and offer its services on a global scale. This move led to the mobilization of employees to various corners of the world, extending Linesight's footprint and ensuring its services and unwavering commitment to quality and innovation were accessible to clients worldwide.



Paul Boylan
CEO
Linesight

Human Capital: A Drive for Innovation

Paul Boylan, CEO of Linesight, underscored the pivotal role of the local Irish workforce in attaining the company's present achievements and explained, "Ireland's strategic decisions, made over the past few years, have sculpted an environment that is conducive to attracting and nurturing top-tier talent and fostering a robust ecosystem. The country's higher education sector has aligned well to create a workforce fitting the demands of multinationals across diverse sectors, including data centers, life sciences, and semiconductors. At Linesight, we are able to consistently attract and retain a dynamic workforce, and established a

graduate training program that infuses the industry with fresh talent, and ignites interest in construction and engineering. We continue to seek out and attract the best talent, as they are a fundamental resource necessary to accomplish our growth ambitions."

The global workforce has demonstrated an aptitude for embracing cutting-edge technologies and pioneering practices. This ability to engage with innovation has been a driving force behind the country's growth and development in various industries. Boylan underlined, "A conscious investment in technology, epitomized by modular construction and utilization of robotics, is propelling Ireland's construction sector into a future marked by precision and scalability. This is more than a mere evolution; it's a strategic leap forward that ensures Ireland remains at the forefront of global business. For instance, at

Linesight we're providing faster project delivery, greater efficiency, and utilizing AI and virtual monitoring of projects to provide maximum value for our clients."

This synergy between skilled professionals and advanced technologies has not only propelled the construction sector but also positioned Ireland as a frontrunner in global innovation.

Building Excellence

Linesight's expertise in data centers and life sciences proved to be an anchor of resilience during the outbreak of the COVID-19 pandemic which wreaked havoc across many industries. As the company looks ahead, Boylan looks to North America and stated, "We have major growth plans for our US operations based on delivering the range of services we have developed and already deliver in Europe." Linesight's dedication to translating its proven European success into the American market, further amplifies the company's esteemed global legacy. ■

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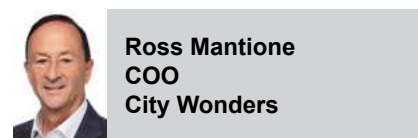
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Travel Reimagined

Harnessing Tech for Unforgettable Journeys

With its rich history, stunning landscapes, and vibrant culture, Ireland has long been a destination that captures the imagination of travelers. More recently it has become a preferred base for globally minded businesses including City Wonders, an established leader in the global travel industry providing exceptional travel experiences across Europe.



Ross Mantione
COO
City Wonders

Ross Mantione, COO of City Wonders stated, "In 2006, we established our headquarters in Dublin, a strategic move that centralized operations, enabling us to operate more efficiently and scale rapidly. It has served as an ideal location in Europe allowing us to provide centralized support for customers, team members, and guides in all of our destinations. In addition, we value the Irish government's support, including Enterprise Ireland and their continuous assistance with incentives, research, information, and contacts. Another example, we recently started liaising with the University College Dublin with respect to digitization, AI research and its impact on travel."

The Future of Travel

Advancements in digitalization within the travel industry are changing the dynamic landscape of travel. A wealth of information is increasingly readily accessible at travelers' fingertips, transforming how they plan and experience their journeys. With instant gratification becoming a paramount desire, especially among millennials and younger travelers, the industry is adapting to provide quick and convenient solutions.

Thanks to a focus on investment in technology, City Wonders became the first European operator to connect to global distribution partners such as Expedia and Viator. Their unique on-the-ground expertise of old European sites merged with cutting-edge technology and innovation, set City Wonders as a provider of choice able to enhance the overall customer experience and even offer information many European venues do not have available.

City Wonders, which was initially founded in 2004 with evening walking tours in Rome, has come a long way since its inception. The company transformed to become one of the largest and most respected tour operators in Europe, in part thanks to its passionate team of expert guides. Being at the forefront of travel digitization, they offer first-class leisure travel tours and tailored, curated experiences.

Speaking of evolving travel trends Mantione explained, "In terms of how Americans traditionally plan their trips to Europe, it often involves what I refer to as 'anchor venues.' For instance, if an American is considering a trip to Rome, they won't commit to booking it unless they know they can visit iconic sites like the Colosseum and the Vatican. Their mindset revolves around securing these must-see experiences and then figuring out the rest of their vacation plans later. This approach leaves a significant opportunity to offer additional services to travelers while they are planning their trips. Digitization can assist in this aspect, enabling us to provide more relevant suggestions and offers the convenience of booking products instantly."

"Our commitment to investing in technology aligns with our founding principles, which have always revolved around ensuring top-notch tours and guides to provide our customers with excellent satisfaction, and cultivating exceptional venue relationships, including exclusive offerings. As City Wonders evolved, we pioneered many firsts, such as becoming one of Vatican's three official partners worldwide, resulting in a special entrance and access to restricted areas for our customers, and becoming the only tour operator to offer fully guided tours of Warner Bros. Studios: The Making of Harry Potter. We strive to make every moment memorable for our 250 tours across 10 major European cities."

As global travelers increasingly seek personalized experiences, companies like City Wonders enable the travel industry to offer not just convenience but a deeper, more tailored exploration of the world, underlining the inextricable bond between technology and the future of travel. ■

A Next Generation International Business Campus at Dublin Airport



Ireland has emerged as an undeniable magnet for American corporations seeking to establish a robust foothold in Europe. One Irish player enabling businesses is daa PLC, a world leader in airport management and travel retail, which has diverse business ventures spanning aviation consultancy (daai), international duty-free retail (ARI), and airport operations (Dublin Airport and Cork Airport). One of their key initiatives, Dublin Airport Central (DAC), is a property development situated at the bustling heart of Dublin Airport. DAC, led by daa PLC's commercial property development team, offers a cutting-edge international business campus. Its strategic location within the airport premises

makes it a top choice for US companies seeking operational efficiency and convenient travel access.

Known as Ireland's best-connected business destination, DAC stands directly opposite Terminal 2 at the airport, and is close to downtown Dublin, being only a 15-minute drive to the Dublin Docklands via the Port Tunnel. Dublin Airport is home to Ireland's largest bus terminus with over 1,500 daily departures, allowing for easy access to the rest of the country.

As airport cities are increasingly becoming the destination of choice for international businesses, DAC not only offers a prime location, but also dynamic workspaces, an abundance of wellness amenities, an excellent community, premium services, two in-house gastro-

my offerings, and global accreditations for sustainability. With a Grade A LEED Gold Building recognition, DAC is redefining the landscape of commercial office developments in Ireland, transforming into a distinct asset class.

“We have created a new business hub for Ireland Inc that provides the perfect landing space for any US company looking to enter the EU market”

DAC's proximity to one of Europe's busiest airports, which is operated by

daa, further gives easy access to 193 routes globally. Dublin Airport was recently ranked the 17th most connected airport in the world by aviation data analysts, Cirium. Businesses can effortlessly connect to major business hubs such as London, Paris, Frankfurt, and Zurich. Moreover, the unique privilege of preclearance to the USA enhances the park's allure, allowing for smooth business travel and enhancing productivity for executives on the go. As DAC continues to evolve, it's not just a business park but a dynamic ecosystem fostering growth and efficiency for enterprises on an international scale.



Paul Byrne
Head of Leasing
DAC

Future Expansion Plans

Paul Byrne, Head of Leasing at DAC stated, "Dublin Airport Central has emerged as a premier international business campus, essentially a new city quarter for Dublin. We have created a new business hub for Ireland Inc that provides the perfect landing space for any US company looking to enter the EU market. Harnessing strategic Irish links and European connectivity to attract US multinationals, our journey began many years back when daa secured a rezoning of a large parcel of land of approximately 70 acres within the airport campus for high-tech commercial development."

He continued, "Our commitment to progress and value creation resonates through every corner of DAC, embodying a dynamic environment that resonates with the future of business. DAC is able to provide flexibility for businesses looking to establish a presence, and companies can start with small offices and scale up as needed. With a range of amenities, including hotels on-site, DAC aims to create a seamless experience for those businesses, allowing them to focus on growth. We also have ambitious plans for the future. While DAC currently occupies over 350,000 square feet of commercial office space, operates two large hotels on campus with additional leisure, food and beverage offerings, it also has approval for an additional 250,000 square feet in two more buildings and a multi-story car park. The development is being carefully timed to align with market demand and we are open to discussions with potential partners or investors for future phases." ■

Enabling Companies to Harness the Potential of Dynamic Workspaces

The landscape of the modern office is undergoing a profound transformation post COVID-19. With the rise of remote work, the focus is shifting from traditional long-term lease setups to flexible, adaptable spaces that cater to changing demands. Furthermore, companies increasingly value environments that foster collaboration, innovation, and work-life balance, while also accommodating the ebb and flow of remote and in-person work dynamics. Whether for startups or multinationals, the value of flexibility has become paramount for businesses, especially in times marked by uncertainty.



Clare Kelly
Director
Glandore

Clare Kelly, Director of Glandore emphasized, "Businesses are changing from rigid long-term traditional leases to dynamic flexible workspace solutions. This shift empowers companies to scale, adapt, and concentrate on their core objectives. Businesses increasingly acknowledge the necessity for this agility and value the extra liberty. The trend shows no sign of abating."

Realizing the potential and need for premium private serviced offices, fully-fitted coworking spaces, and shared workspaces, Glandore, a prominent business solutions provider, offers rental spaces on flexible terms within the city centers of Dublin, Cork and Belfast. With a 22-year track record in the flexible workspace industry, the company offers a range of membership options that fit any business's needs.



Glandore's newest building - Bottleworks

Kelly expanded on Glandore's trajectory stating, "Beginning our journey modestly in 2001 with a single loca-

tion comprising 75 desks, we have since expanded exponentially, and now have ten thriving locations encompassing over 170,000 square feet and 4,500 desks. In a world where companies undergo rapid expansion, we've effectively become a second home, catering to teams for extended durations.

“Businesses are changing from rigid long-term traditional leases to dynamic flexible workspace solutions”

"A testament to our dedication to sustainability, convenience of location, and community building, is our latest venture - Bottleworks. It is more than just a workspace; it embraces environmental responsibility, minimizing carbon footprint, and nurtures a collaborative work culture. This state-of-the-art shared and individual enterprise and innovation building lies in Dublin's South Docks, the Silicon Valley of Europe. Some neighbors include world leading companies like Meta, Google, Accenture, and Airbnb.

"All of our office spaces have similar amenities to hotels, offering not just desks but an entire hospitality experience with concierge services. As a family-run indigenous enterprise, we've witnessed the evolution of this sector firsthand. We are very proud of our journey and growth to date and we're committed to further expansion. With ambitious aims, we can support international companies entering Ireland, providing a space to land and expand while also fostering the native startup community. Our primary focus is rooted within the island of Ireland, but we are contemplating opportunities abroad. As our expertise in the segment is unmatched, with the right partners we look forward to potential future overseas expansion."

Flexibility is now a bedrock for businesses, safeguarding their interests in uncertain times. This paradigm ensures not just survival, but success, as offices become agile hubs that seamlessly blend the best of both worlds. ■

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Powering the Emerald Isle

Ireland's Ambitious Journey Towards a Sustainable Energy Future



Whitegate Power Generation Plant in Cork

Ireland's pioneering role in the global shift towards sustainability and environmental stewardship has been remarkable. The Irish government and the private sector are committed to promoting sustainable energy and prioritizing the transition to a net-zero future. Bord Gáis Energy, under the leadership of Managing Director Dave Kirwan, is playing a vital role in Ireland's transition towards a sustainable and environmentally friendly future.



Dave Kirwan
Managing Director
Bord Gáis Energy

With a clear focus on infrastructure development and the goal of achieving 80% renewable penetration by 2030, Bord Gáis Energy is positioned to be a key player in the renewable energy sector, and is committed to helping their customers transition to a lower carbon future. The company knows that the greatest contribution it can make to tackling climate change is providing more sustainable ways for their customers to manage their energy. Therefore, they offer a range of Smart products and services to manage energy more efficiently. Their state-of-the-art 445MW energy efficient power generation plant in Cork contributes to the company playing a leading role in how Ireland consumes energy.

As Ireland's renewable energy potential, particularly in offshore wind, continues to grow, Bord Gáis Energy is actively exploring innova-

tive technologies such as hydrogen production and storage to support the country's carbon neutral growth strategy. With investments in flexible gas generation and a commitment to decarbonization, Bord Gáis Energy is dedicated to driving the transition to a sustainable energy ecosystem in Ireland.

Kirwan expressed his optimism about Ireland's resilient economy, and stated, "Our GDP outlook is approximately 3.5% to 4% for 2023 and inflation is falling towards 4%. The country ranks 11th out of 63 countries in the National Competitiveness Review, thanks to our strong education system, government efficiencies, and skilled workforce."



A wind farm in County Wexford, Ireland

Regarding Ireland's energy transition, Kirwan emphasized the government's clear framework. He commended the government's efforts in creating a supportive environment for renewable projects, including well-defined auction processes and regulatory support.

Kirwan acknowledged, "The ambition is huge. Ireland aims to reduce

carbon emissions by 51% while accommodating a 45% growth in energy demand by 2030. Such targets set a high bar for the level of investment required in energy infrastructure."

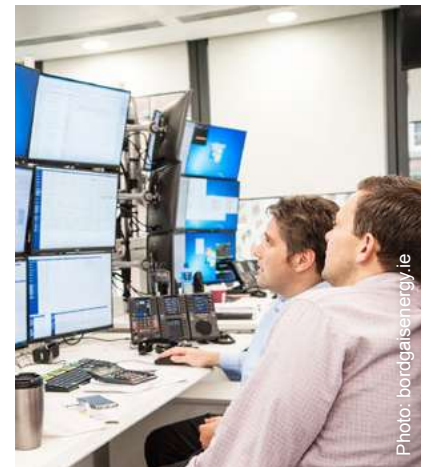
He added, "The country already has a strong foundation in renewable energy, particularly in onshore wind development projects, and has the potential to become a major player in exporting renewable energy, not just for self-sufficiency. With abundant offshore wind resources, Ireland has an opportunity to lead in this field."

While acknowledging the progress made, Kirwan also discussed the challenges ahead. He emphasized the need to review planning legislation and develop fast-track mechanisms for strategic projects. Streamlining the planning process and reducing the time required for project resolution are key priorities.

In terms of the framework, Kirwan highlighted the importance of a security supply framework and a hydrogen policy. He stated, "We need to unlock storage capabilities and decarbonize conventional generation technologies. Bord Gáis Energy is actively exploring partnerships and investment opportunities to leverage offshore wind and hydrogen production."

"Ireland aims to reduce carbon emissions by 51% while accommodating a 45% growth in energy demand by 2030"

When asked about innovative and emerging technologies, Kirwan mentioned Bord Gáis Energy's investment in fast-taxing flexible gas generators. The company recognizes the need to phase out large combined cycle gas turbines and adapt to a more flexible and dynamic energy system that can rapidly respond to fluctuations in demand.



Bord Gáis Energy's energy traders in action at the office

Ireland is on an exciting journey towards a sustainable energy future, and making strides to create a cleaner, greener world. The government's clear framework, supportive policies, and strong foundation in renewable energy, position Ireland well for the challenges ahead.

As Ireland continues to lead the way in sustainable energy, stakeholders across the country are poised to witness the most exciting period of energy development in recent history. ■

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