Top 250
2025

2025

Insights report

The High-Growth Firm:
A Shifting Paradigm in the Top 250
of the Dutch economy

Erasmus Centre for Entrepreneurship

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Preface

For over eight years, at Erasmus Centre for Entrepreneurship, we have been researching the Top 250s, the fastest-growing companies in the Netherlands, by looking at their growth for the last three consecutive years. Why do we do that? By creating jobs and pioneering innovation, the Top 250s are the champions of today that also shape the economy of tomorrow. Every year, we are privileged to document their remarkable stories and to celebrate the brilliant entrepreneurs behind them.

Looking at the main trends and developments in this highly selected group of firms provides important insights into the Dutch landscape for high growth. While Top 250 often reflects the effects of major economic, societal, and technological transformations, it also offers signals about what the economy of the future will look like, which industries and players will prevail, and how the playing field will adapt. In short, Top 250 allows us to glimpse into our future—and to act accordingly. Plot twist: **this year's edition brings up a 'Paradigm Shift' and challenges our main conceptions of a high-growth firm.**

Three crucial findings of this year's Insights Report define this paradigm shift. To begin, the 2025 Top 250 firms are markedly mature and are the oldest we have ever seen. This is a trend we have already observed in the past years, that has nonetheless accelerated dramatically. The average firm age of the Top 250s of 2025 is 34.6 years – about double the 16.4-year average in 2024. Who said fast-growing companies are only young scaleups? Today, the Dutch champions of job creation and economic growth are to be found among established firms that have proven scale and are able to combine operational excellence with innovation capacity.

Secondly, high growth is more geographically dispersed than what we think. The Dutch high-growth map is shifting out of historically dominant provinces and cities. Most prominently, Amsterdam's count fell from 83 firms (2024) to 61 (2025), and North Holland's total dropped from 104 to 85. In contrast, provinces and cities outside the Randstad seem to be gaining momentum. It is not 'winner-takes-it-all' anymore, but a long tail of decentralised growth hubs.

Finally, growth has never been more volatile. This year's edition counts over 208 new entrants on the Top 250. While newcomers signal dynamic renewal in the ecosystem, this record-high turnover reflects how difficult it is for companies to sustain growth over time. Interestingly, 15 companies reemerge on the 2025 edition after one or many years of absence, including sectors such as Retail and Wholesale that have been significantly suffering throughout the last years.

If you think this is already enough food for thought… wait until you read the whole report!

But first, let me share a personal note: I sincerely hope that the Top 250 Insights Report of 2025 will serve as an inspiration and a valuable resource for all entrepreneurs, policymakers, and orchestrators in the Dutch ecosystem. At Erasmus Centre for Entrepreneurship, we are proud of our ecosystem of partners, starting with nlgroeit and the Municipality of Rotterdam, for making this research possible. Together, we can continue to foster a thriving environment for high growth in the Netherlands. If you share this mission, you will always find a valuable ally in ECE.

"Every year, the Top 250 reminds us of the extraordinary impact entrepreneurs have on the Dutch economy and society. In 2025, we see a new reality emerging: high growth is no longer the sole domain of young disruptors. Established firms are proving just as dynamic and transformative. This calls for a fresh understanding of what fuels sustainable growth."

Leonardo Fuligni
Deputy Director | Erasmus Centre for Entrepreneurship

What is Top 250?

Top 250 is our annual research on the fastest-growing companies in the Netherlands. A high-growth firm (HGF) is a company that grew on average by more than 20% annually in full-time employees (FTEs) over a three-year period, and with at least 10 employees at the beginning of the measurement period (OECD, 2016).

The 2025 cohort of the Top250 were selected on weighting of absolute (in number) and relative growth (in percentage) of FTEs between 2021 and 2024.

Top 250 Awards Ceremony 2024, including winners: Check (Young Scaler), Creative Fabrica (Women-Led Scaler), Delft Imaging (Impact Scaler) and Mews (Golden Scaler)

The Top 250 are the fastest-growing companies among HGFs in the Netherlands. In line with the European Scaleup Monitor and Jansen et al. (2023), we distinguish between **HGFs** and **Hypergrowers** (HGFs that grow annually by more than 40% annually) two groups with can be split up further based on age:

High-growth firms (HGFs):

- **Gazelles** are young high-growth firms, that are 10 years old or younger.

- **Mature HGFs** are relatively older high-growth firms, that are older than 10 years.

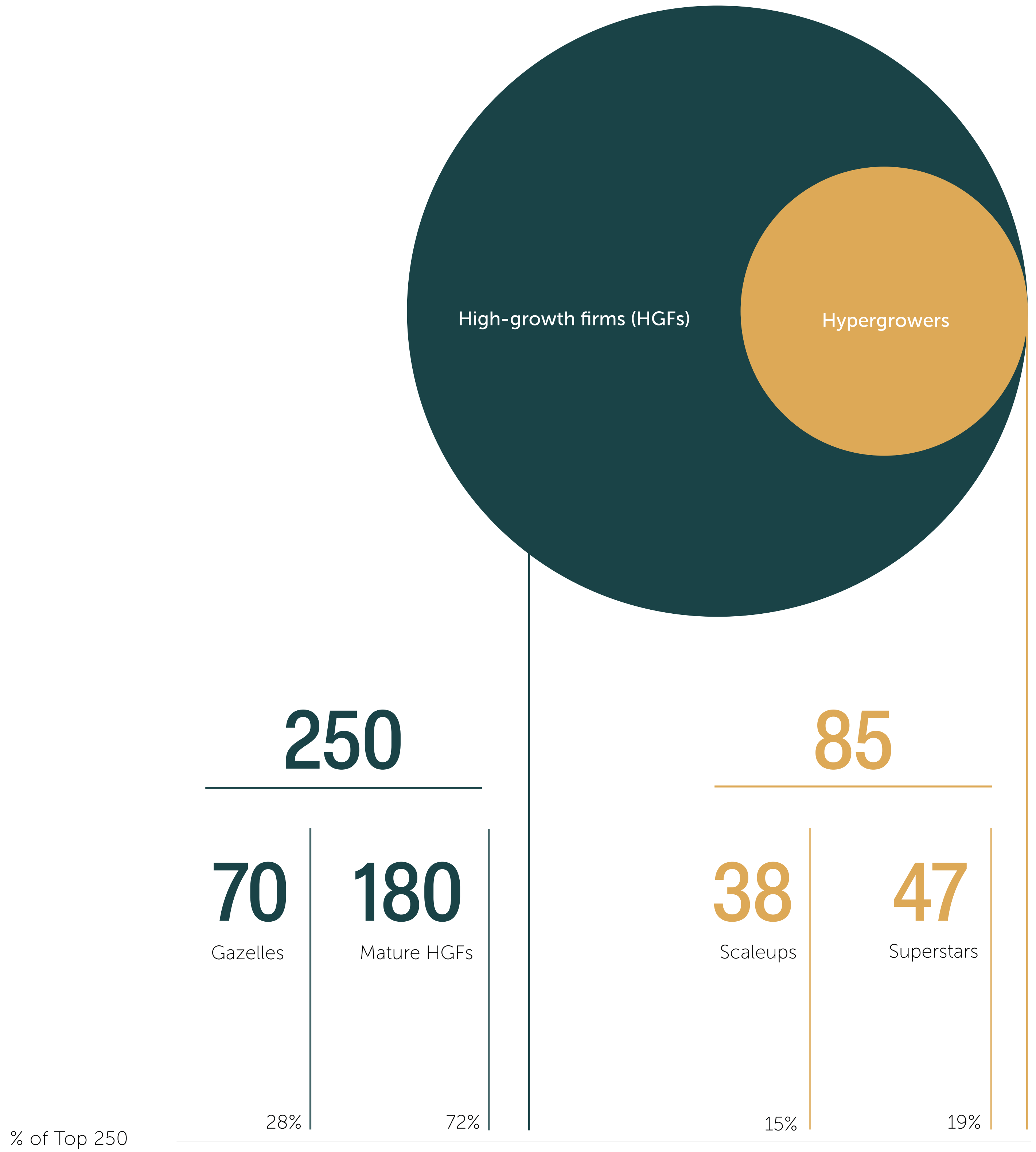
- **Hypergrowers** are companies that grow annually by more than 40% on average over a three-year period, with at least 10 FTEs at the start of the measurement period.

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

- **Superstars** are old hypergrowers, that are older than 10 years.

Key Takeaways

High-growth Classification

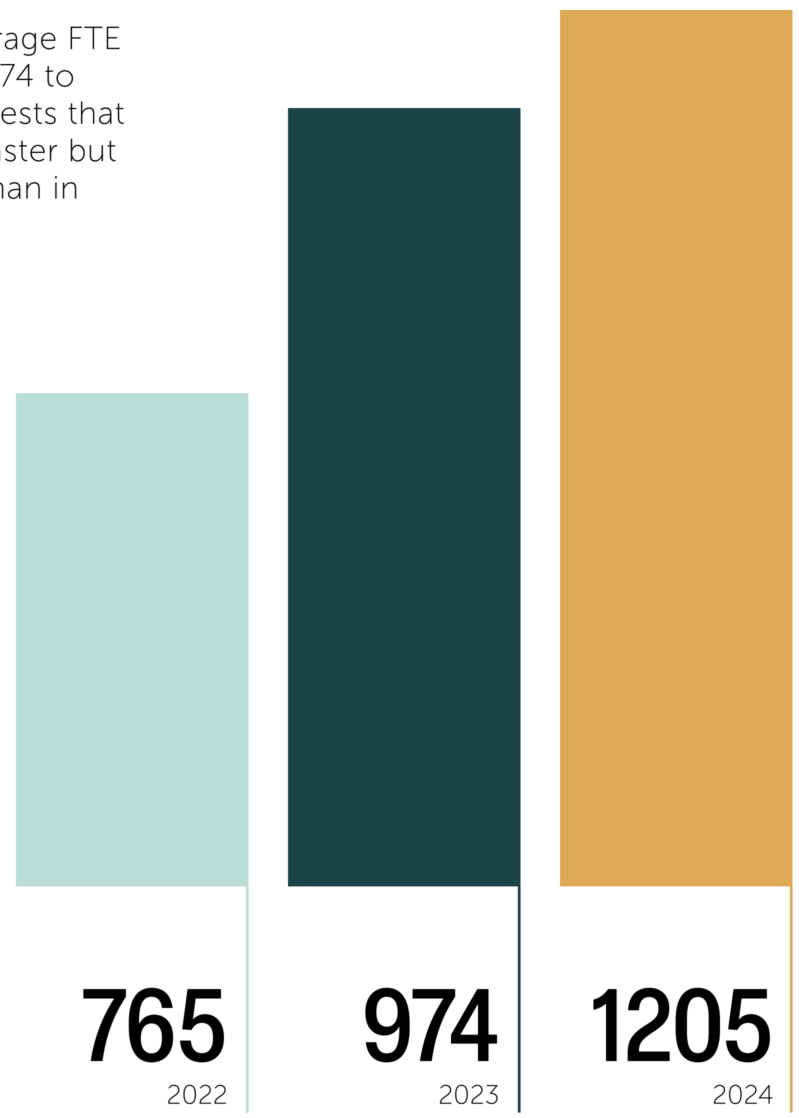


The Top 250 Engine

The Top 250 are an **engine of job creation in the Dutch economy**: over the 3-year measurement period, the 2025 cohort grew by over **179,000** jobs.

In terms of growth rate, 85 firms (34%) qualify as hypergrowers (≥40% annual growth), an unusually large share given that only 70 (28%) are young "gazelles" (≤10 years old). In fact, 72% of the cohort are mature firms (>10 years).

Compared to previous years, the average FTE count for firms has increased: from 974 to 1205 in 2024. This growth trend suggests that HGFs in 2025 are not only growing faster but are also substantially larger in scale than in previous cohorts.



Average FTE count over the years

AI Technologies redefine the High-Growth Firm

Sustaining growth today looks different than in the past. Automation and digital tools are seeping into daily personal usage, integrating into existing business models, or creating new ones. The Netherlands ranks sixth in the EU by use of AI technologies within firms, coming up at a 23.1% in 2024, CBS reports. (Statistics Netherlands, 2025b)

In alignment with global trends and national leadership, this year's Top 250 introduces a new lens: AI usage in Primary Operations. 32 companies, or 13% of the cohort report using AI in their core operations. In this analysis, AI usage was only based on publicly available disclosures (such as company websites, or reports). While many firms may use AI in daily operations, only those explicitly claiming and documenting usage were counted.

• First, these firms grow their headcount faster: experiencing an average of 44% annual growth vs. 30% for non-adopters.

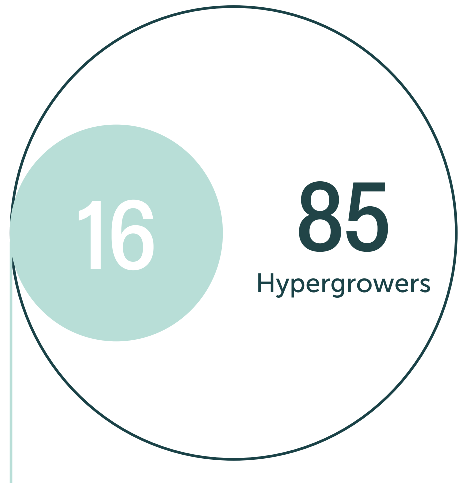
• Second, AI-using firms feature prominently among the fastest growers. 16 of the 32 AI-users are hypergrowers (50%), compared to only 69 of 218 non-AI firms (~32%)

• With AI users showing higher average FTE growth overall, being among the fastest growers, yet being excluded from low revenue expansion and high FTE growth groups. These firms may have more complex scaling strategies, balancing both workforce expansion and tech-driven gains.

The Information & Communication sector leads in adoption with 17 firms, whereas the rest of adopters are seen in financial institutions (5), industry (4), consulting and other specialist business services (3), production and distribution of and trade in electricity, natural gas, steam, and cooled air (1), rental of movable property & other business services (1), and transport and storage (1).

***AI Usage was determined based on available public data, see appendix.*

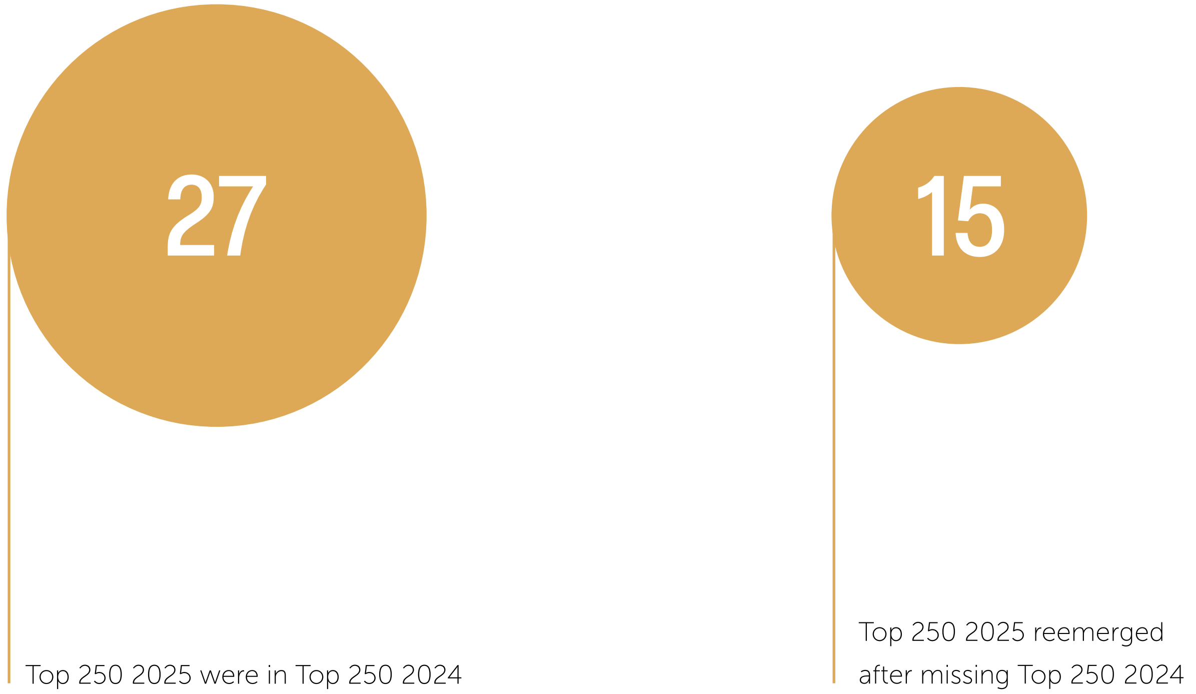
Firms using AI in Primary Operations



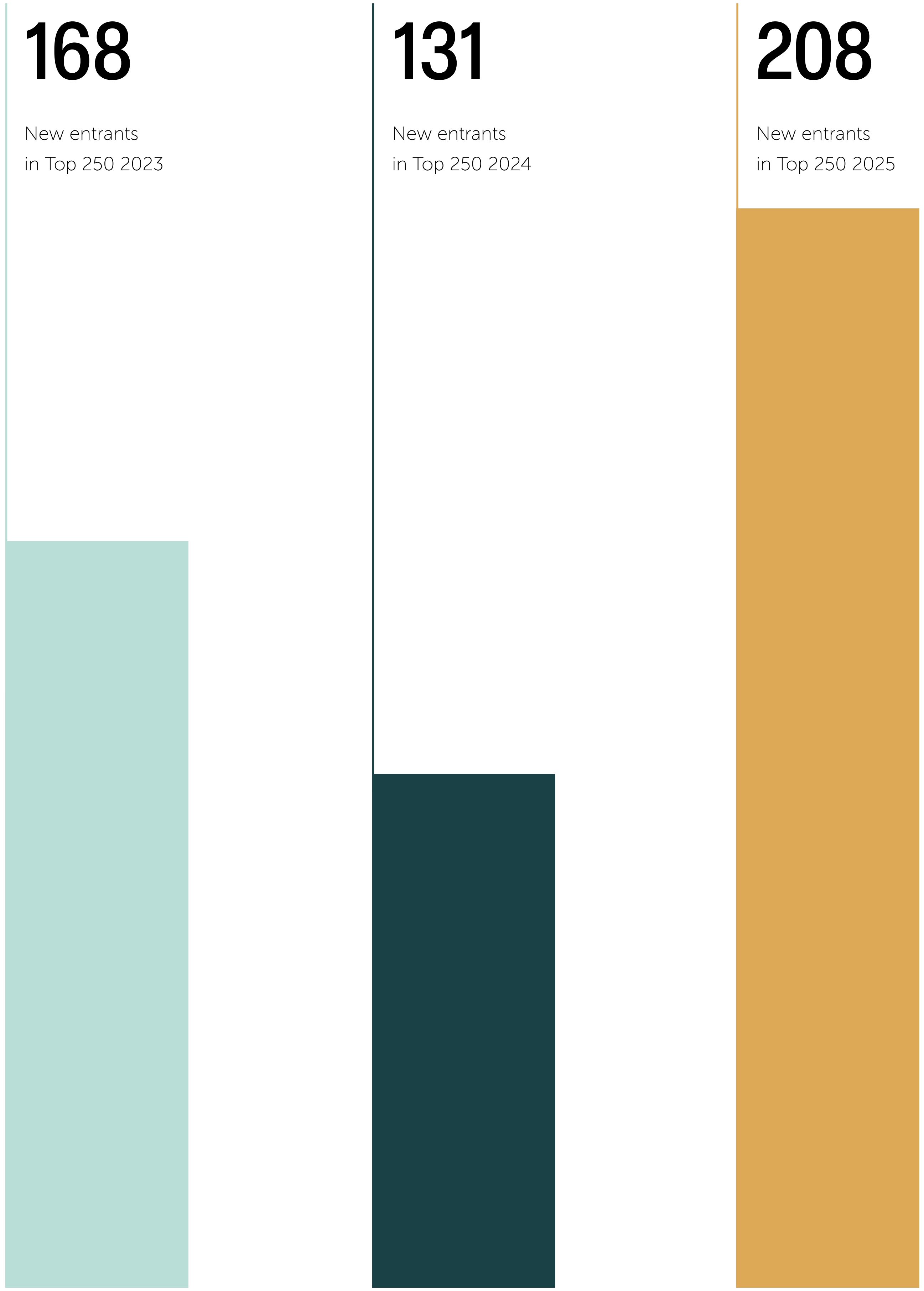
Firms using AI in Primary Operations among **Hypergrowers**

Churn in the High-Growth Landscape

This year's Top 250 welcomes 208 new entrants on the list and 42 returning firms from previous editions. This year's list churn highlights the difficulties in maintaining **persistent** high growth: only **27** companies reappeared from last year's cohort, compared to 93 persistent companies in 2024.



Reemerging in Top 250

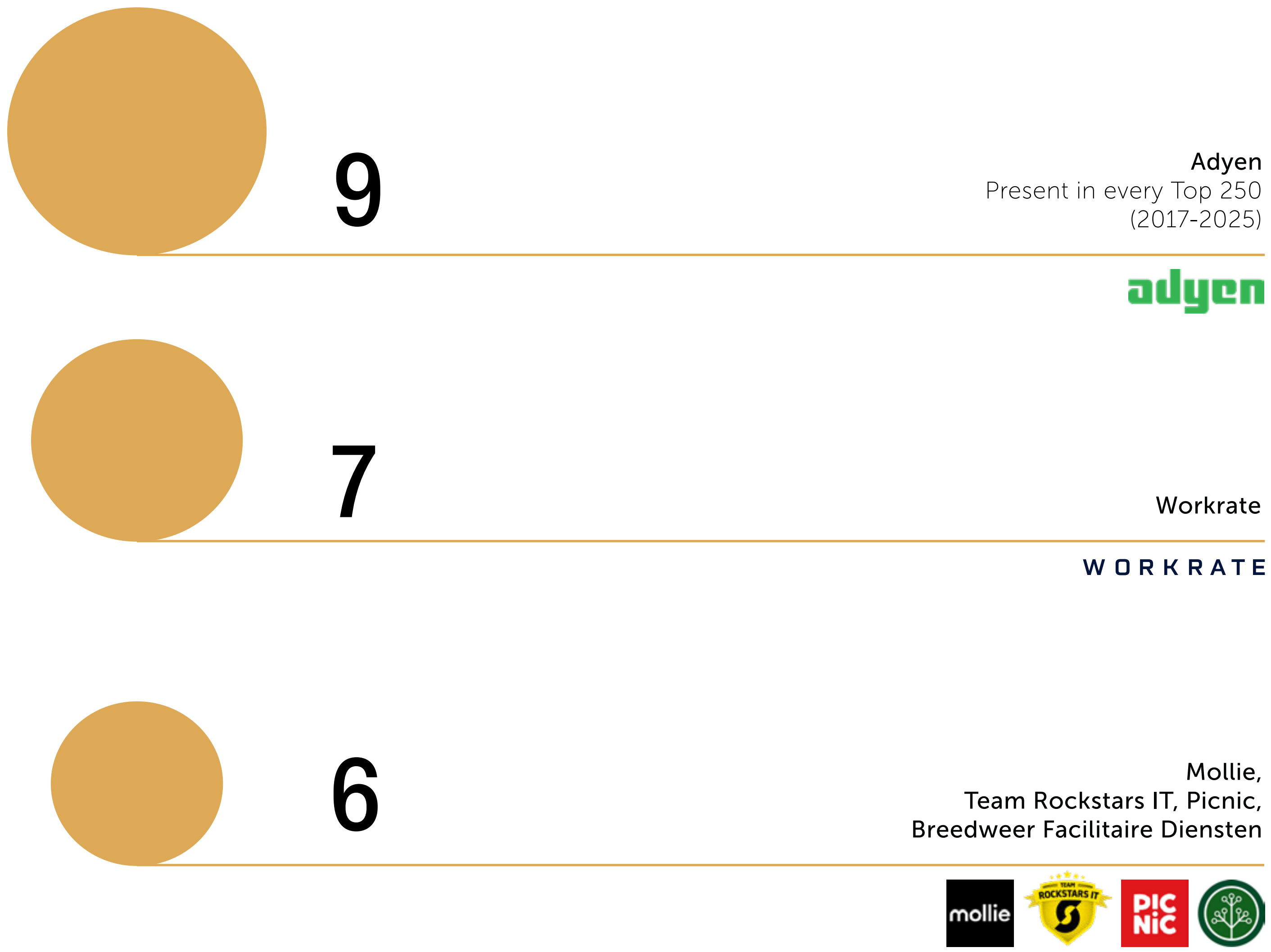


Churn in the High-Growth landscape

Interestingly, we see several consumer-facing firms resurging with high growth after at least a 4-year break. Examples include Action, last listed 2019, Group of Butchers from 2017, and Rituals, from 2020 and notably the first-ever Top 250 Golden Scaler 2017. These established firms in retail/consumer sectors were heavily impacted by lockdowns and market shifts, and are now enjoying a rebound. Nevetheless, the small amount of persistent HGFs proves how difficult it is to sustain growth over multiple years. Arguably, growth is not purely situational or opportunistic but also grounded in structural strength and adaptability.

Times featured in Top 250:	9	7	6	5	4	3	2	1
Number of Top 250 firms:	1	1	4	1	7	7	21	208
Total:								250

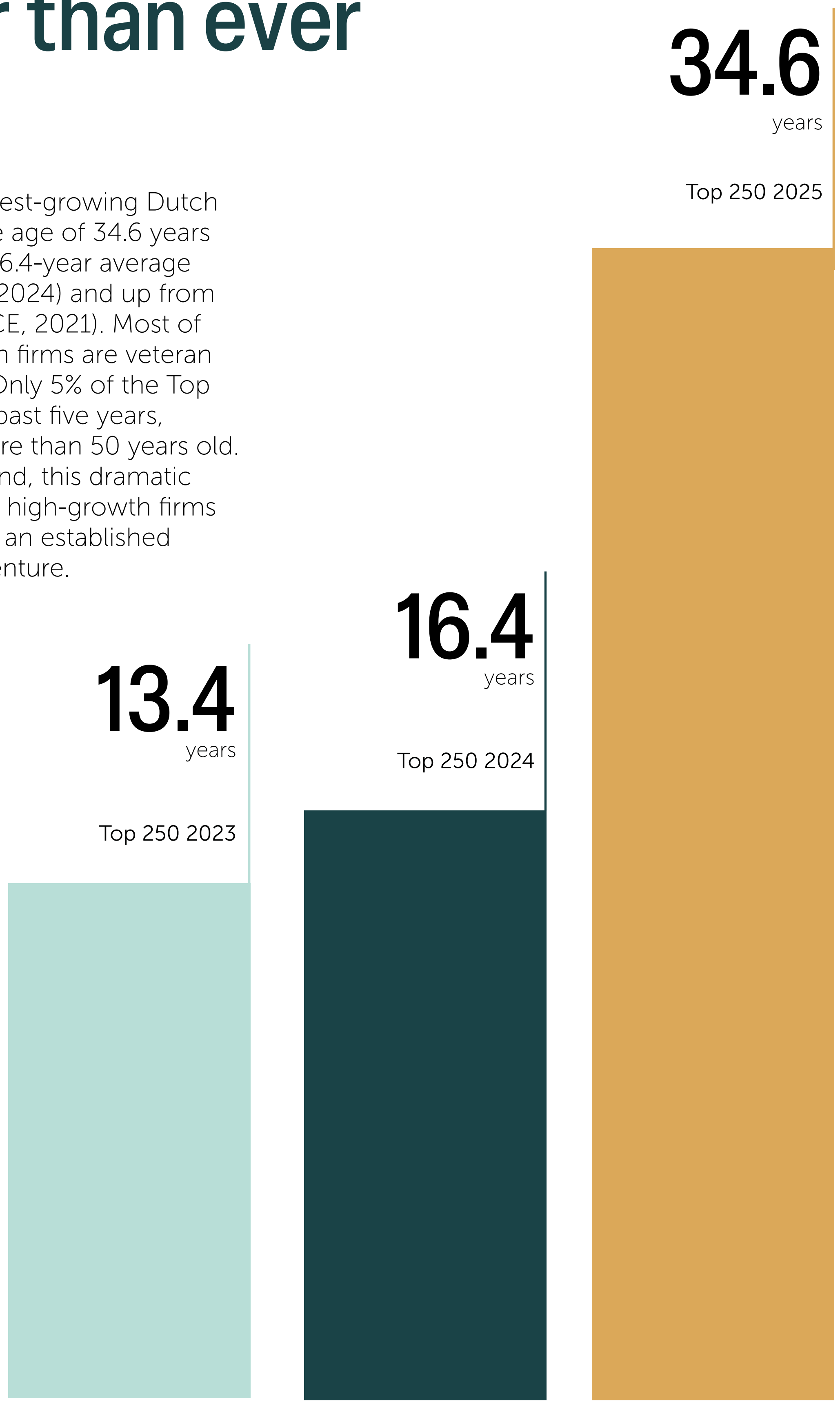
Appearance count on Top 250



Times featured in Top 250

Dutch High-Growth Firms are older than ever

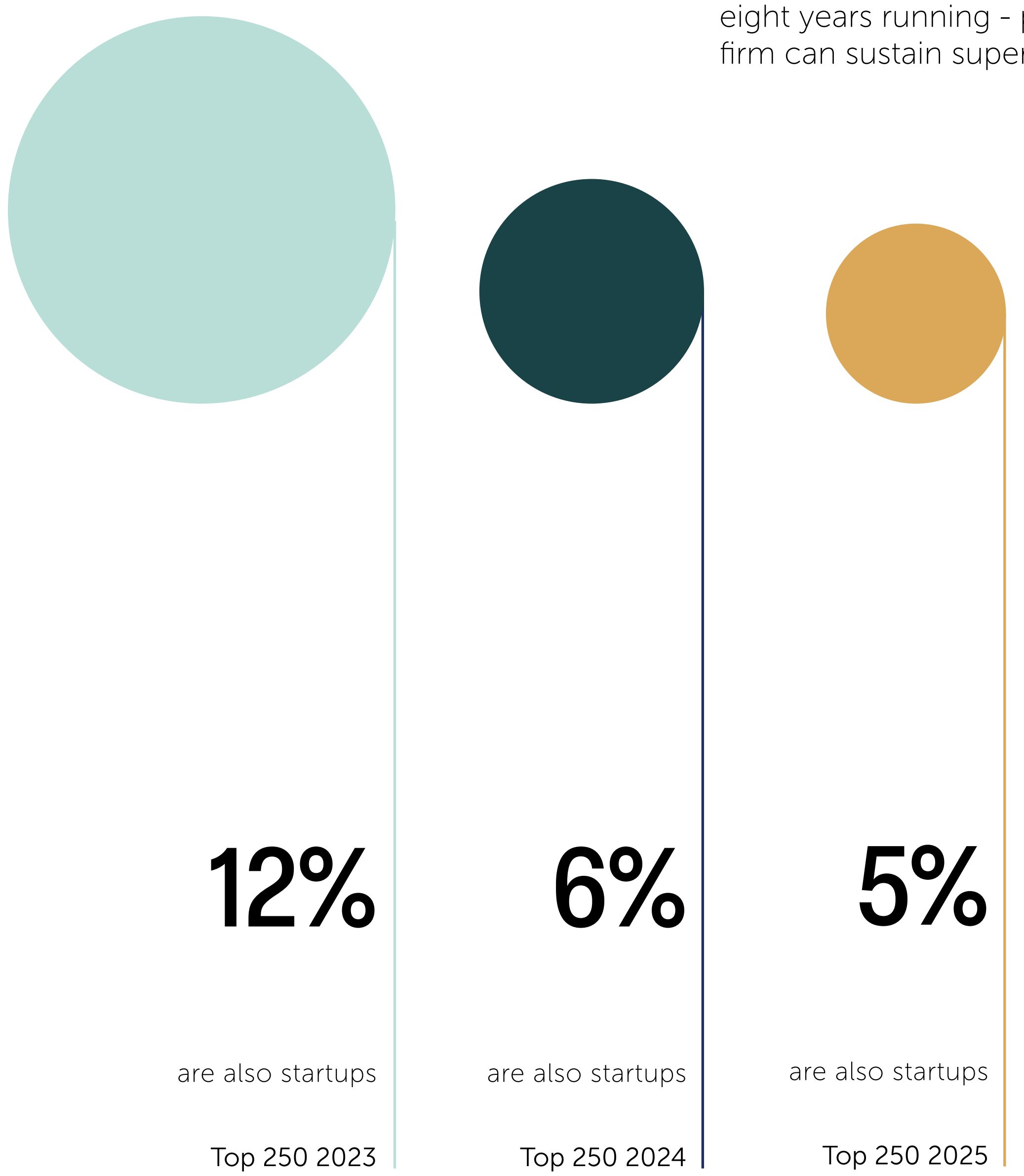
In 2025, the Top 250s fastest-growing Dutch companies are an average age of 34.6 years — more than double the 16.4-year average of the 2024 cohort (ECE, 2024) and up from about 13 years in 2021 (ECE, 2021). Most of today's Dutch high-growth firms are veteran businesses, not startups. Only 5% of the Top 250 were founded in the past five years, whereas over 20% are more than 50 years old. While this is not a new trend, this dramatic shift indicates that leading high-growth firms are nowadays more often an established company than a young venture.



Average age of Top 250 2023-2025

While most high-growth firms globally are young (91% under age 30 in Europe; 2% over 50), age is no barrier to scaling (European Scaleup Institute, 2023) – even long-established companies can achieve rapid growth.

The rise of veteran HGFs shows that older companies often have advantages – proven business models, seasoned teams, and more efficient growth (ECE, 2024) – that help them grow more reliably. Policymakers should broaden their focus beyond startups to support later-stage innovators and help established firms pursue new growth, aligning with calls to support "scalers" of all ages (OECD, 2021). The fintech giant Adyen (founded 2006) has made the Top 250 list eight years running - proof that a seasoned firm can sustain superstar growth over time.



Top 250 companies that are also startups*

*A startup is a company of maximum five-years old

Youngest and Oldest

Youngest

Open Dutch Fiber

http://www.opendutchfiber.nl

Information and Communication

Bunnik; Utrecht

Age: 4

2021
Founding year

Oldest

TenCate Grass

https://tencategrass.com

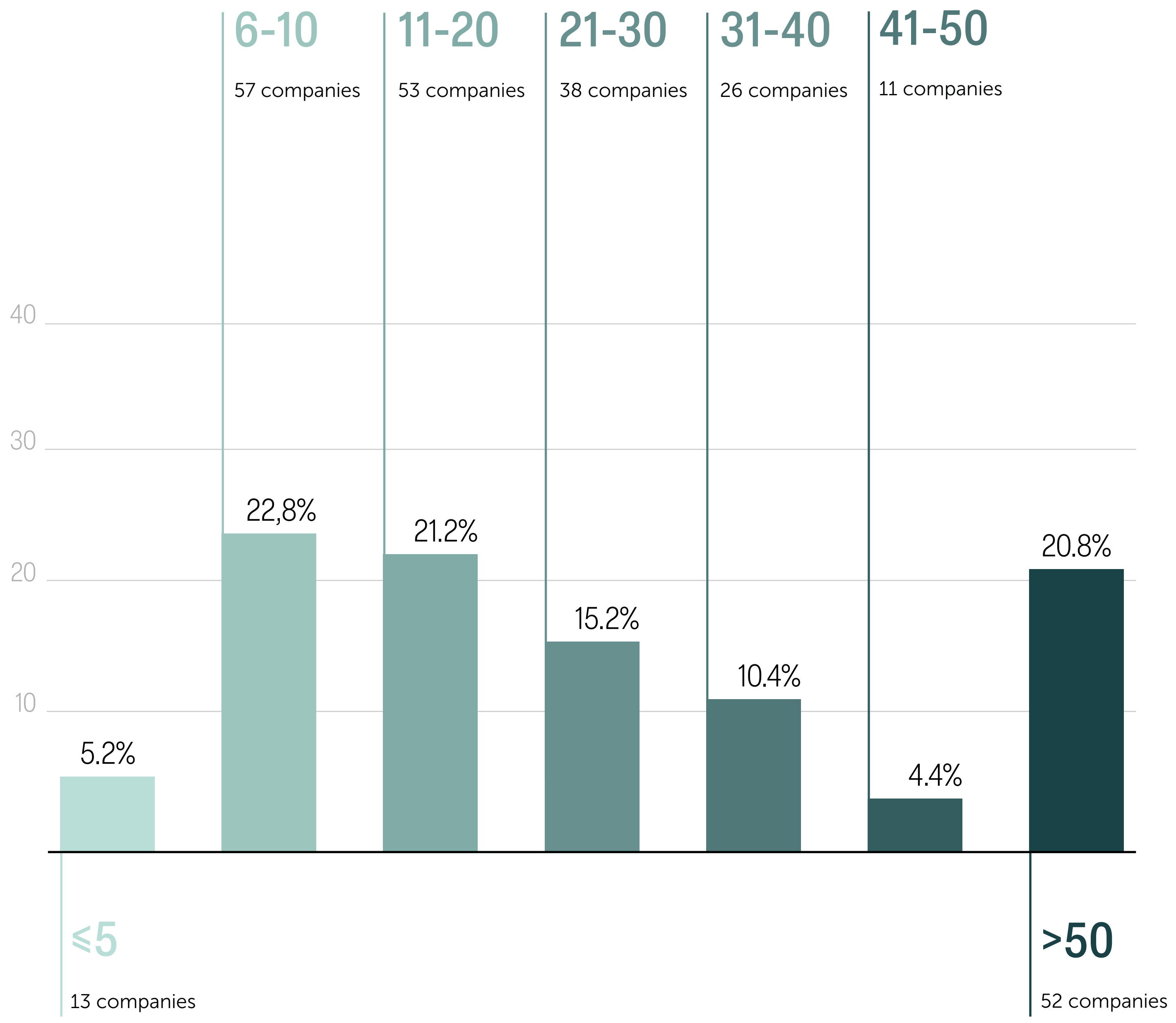
Industry

Nijverdal, Overijssel

Age: 321

1704
Founding year

Age distribution of Top 250 2025



Expert insight

From Bursts to Persistence: How the Top 250 Firms Learn to Scale

The new Top 250 tells a simple story with big consequences: sustainable rapid growth in the Netherlands increasingly comes from more mature, well-organised firms. This is not about the youngest “rocket ships” sprinting ahead for a season; it is about companies that have built, tested, and refined how they work, so they can keep time with demand. The list refreshes every year, but the underlying message is stable: if you want to stay ahead, your internal organisation has to move in sync with your market and steep growth path.

It shows a difference between scalability as the potential to grow and scaling as the capability to realise that potential repeatedly under pressure. **The Top 250 have been able to act upon the scalability of their business model by engaging in scaling in three ways.** First, **they manage cadence**: planning, hiring, and product releases move together rather than tripping over one another. Second, **they maintain what I would call targeted slack** in terms of leadership bandwidth (invest early in necessary leadership skills and capabilities!), cash headroom, and automation capacity so they can act before bottlenecks harden and hurt future growth. Third, **they read early warning signals** such as rising queue times, off-process work, and widening spans of control, and treat them as important prompts and learning opportunities to adjust the internal organisation. Rather than putting them aside as **“inevitable costs of success.”**

Two trends in the Top 250 make this especially relevant now. Persistent growth is less concentrated in a single hub, which means Top 250 firms must learn to scale through a network of sites. The practical move is to copy-paste a proven organisational blueprint with similar roles, rituals, decision forums, and performance metrics so a new team or location plugs into the system without months of translation. What is more, artificial intelligence (AI) is maturing from showcase to capacity: it pays off when it is wired into standardised workflows with clear ownership. Used this way, AI frees people to handle exceptions and learn faster; used as scattered pilots, it just speeds up noise.

For leaders, the implications are concrete. Treat your operating model as a product you continuously improve. Identify the most critical cross-functional flows that create most customer value and give each one an accountable owner. Align planning cycles to real capacity rather than to optimistic sales targets. Build small, visible buffers where delays hurt most, and actively retire ‘heroic’ workarounds that once helped but now slow the system. If you have multiple sites, resist the temptation to invent local versions of everything: replicate, don’t reinvent. There is also a people dimension that often gets lost in the excitement about tools. **Persistent scalers invest early in leadership capability at the front line.** They act as coaches who can teach how to standardise work, spot drift, and escalate issues quickly. They keep decision forums small and regular, so choices are made at the right level, at the right speed. And they make learning from anomalies routine: every exception is a data point about how the system really works. All of it compounds into the capability to scale. **Persistently.**

The Dutch economy’s growth engine is increasingly powered by firms that have learned to organise for persistence. If you want to appear in the Top 250, and keep appearing, the work is not to chase spikes but to build an operating system that can absorb rapid growth without losing its beat.

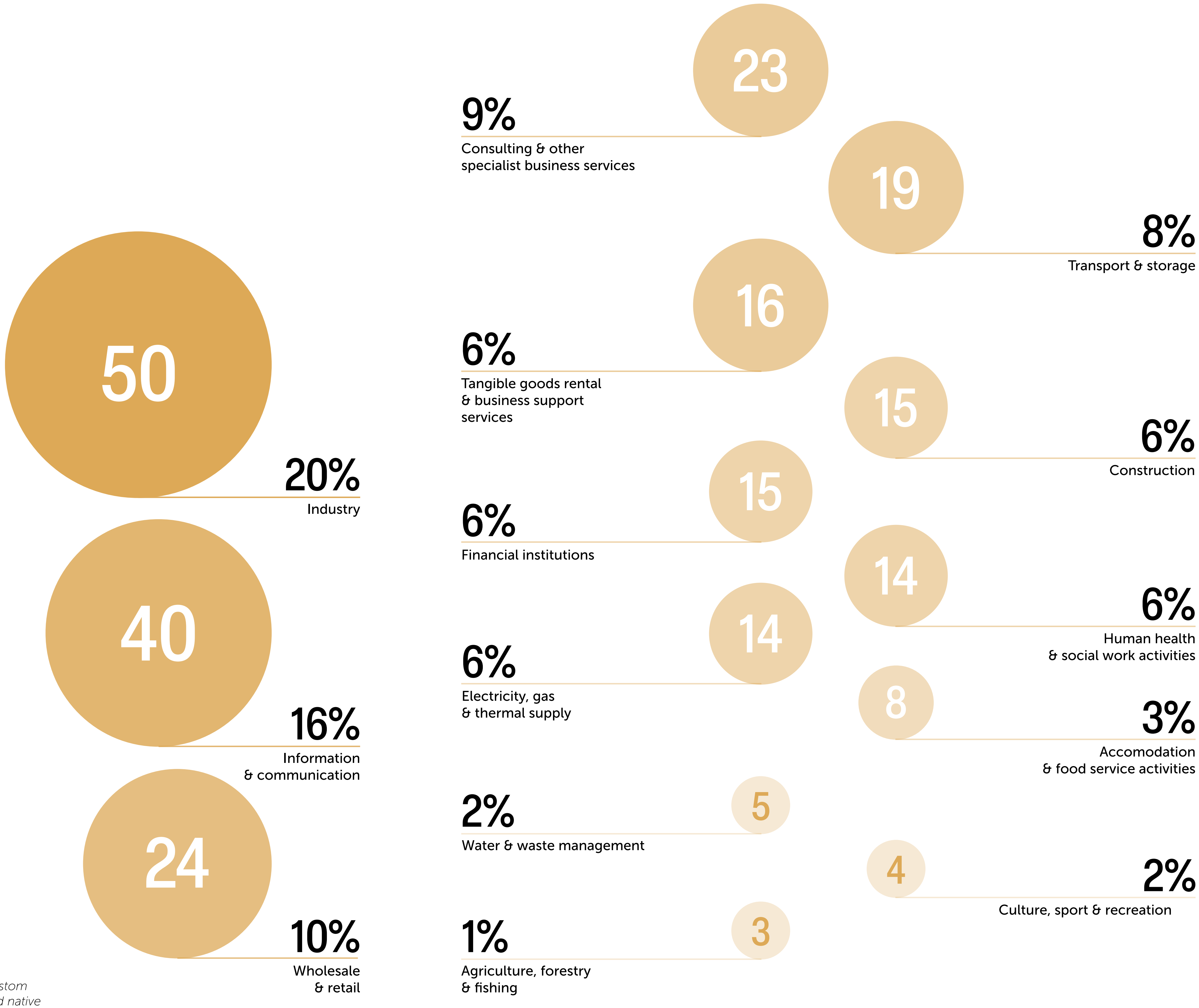
Prof. dr. Justin Jansen
Professor Corporate Entrepreneurship | Rotterdam School of Management, Erasmus University
Senior Fellow | Erasmus Centre for Entrepreneurship

Sectors
Top 250 2025

Industry is the dominant sector this year with 50 firms, led by special-purpose machinery (9 firms) and electrical components (4), illustrating a shift towards deeptech, robotics and semiconductor-related manufacturing. Though Information & Communication and Specialist Business Service sectors saw a slight dip in share, they remain in the top ranks, with 40 and 23 firms respectively, retaining their key role in in the Dutch landscape for high growth.

Remarkably, the Wholesale & Retail Trade sector has grown to 24 firms, not far from doubling the number of 2024 (13). This mirrors a nation-wide retail rebound, with national CBS data confirming 2.1% higher turnover growth in 2024 compared to 2023 (Statistics Netherlands, 2025a). Within the sector, online retail trade and specialised consumer goods, from fashion and lifestyle to food retail, are particularly prevalent: consumer-facing sectors are driving rebound. Once again, national trends reflect the Top 250: turnover was up to 7% higher for online retailers in March 2025 compared to the previous year (Statistics Netherlands, 2025c).

Regional analysis confirms South Holland dominance in in Human health & Social Work activities, Transport & Storage, and a growing share in Industry: 4, 7, and 11 firms respectively.



***2025 sector categories use SBI/NACE rev. 2; 2024 used ECE custom categories. See appendix for comparison between previously used native classification and re-binned Standard Industry Classifications by the CBS.*

Top 250
2025

20%
Industry

10%
Wholesale & retail

16%
Information
& communication

9%
Consulting & other specialist business services

8%
Transport & storage

Top 250
2025

6%
Construction

6%
Tangible goods rental
& business support services

6%
Financial institutions

6%
Human health
& social work activities

6%
Electricity, gas
& thermal supply

2%
Water & waste management

3%
Accomodation
& food service activities

2%
Culture, sport & recreation

1%
Agriculture, forestry
& fishing

Geography
Top 250 2025

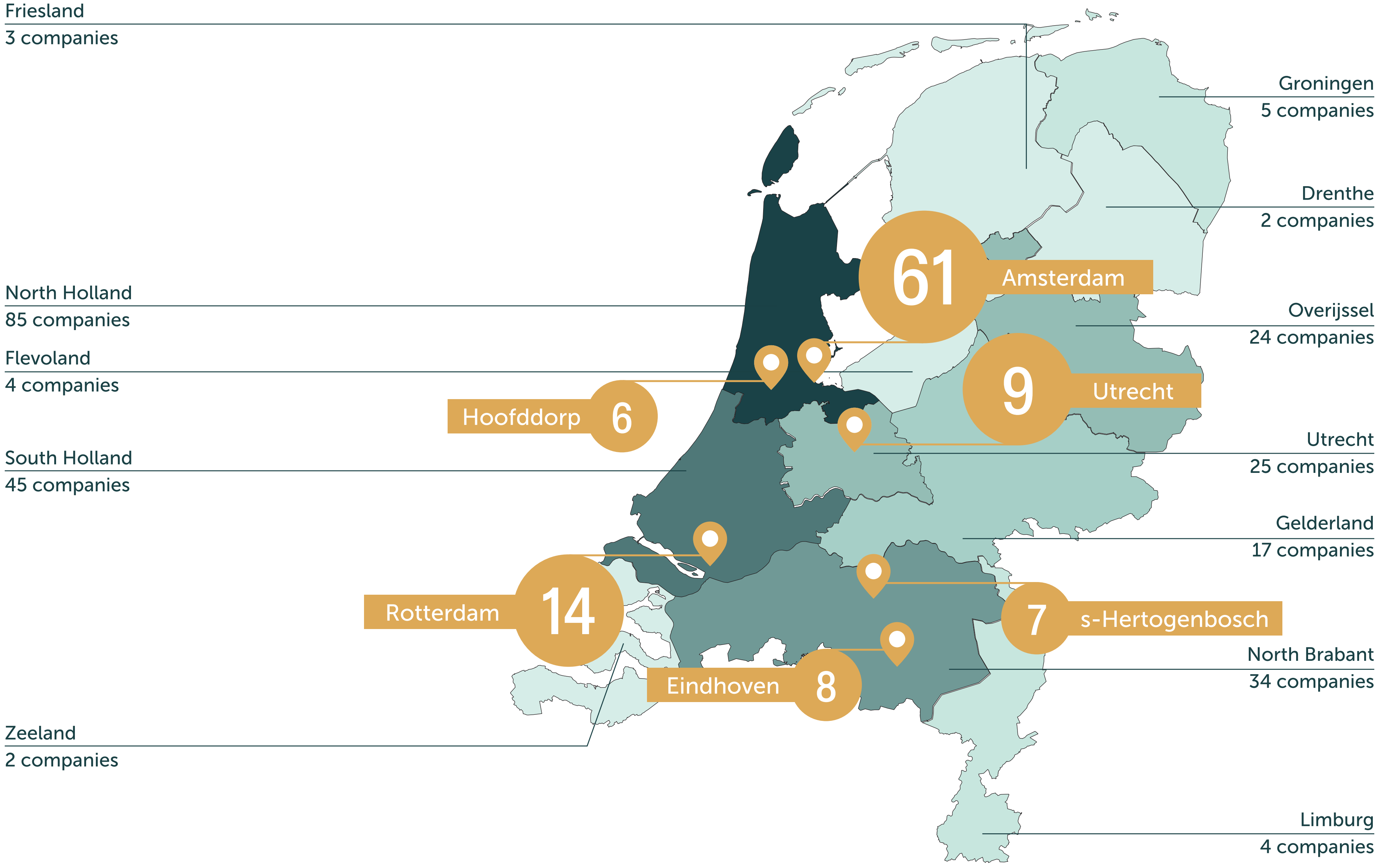
North Holland keeps the lead with **85 HGFs** in this year's Top 250. However, concentration of HGFs in this province has steadily declined from 114 in 2023 and 104 in 2024, confirming a loss of dominance.

South Holland places second with **45 HGFs** (down from 52 in 2023), while North Brabant consolidates third with 34 (up from 30 in 2024).

Meanwhile, provinces such as **Overijssel and Gelderland gained remarkable growth**: Overijssel nearly doubled its HGF count, now boasting 24 HGFs from last year's 13, Gelderland rose from 11 to 17. Groningen halved on the other hand, (from 10 to 5), reinforcing the trend of growth dispersing from traditional "hubs".

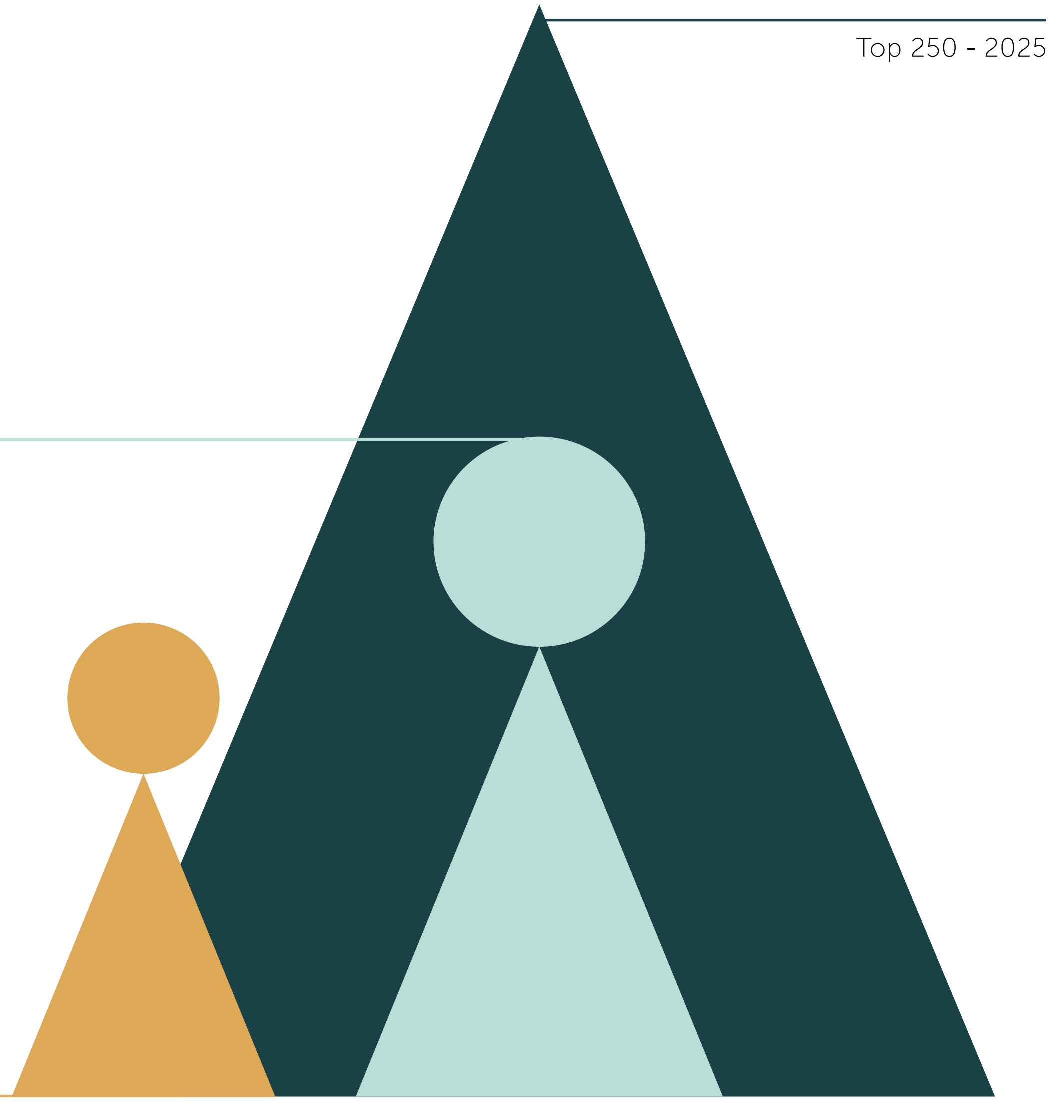
At the city level, Amsterdam leads with 61 HGFs, **though this is a striking decrease** from 83 in 2024 and 97 in 2023. **Smaller hubs are budding**: 's-Hertogenbosch (7), Hoofddorp (6), and Zwolle (5) assert themselves as noteworthy centers. Rotterdam (14) and Utrecht (9) remain relevant but have shrunk compared to earlier editions.

Overall, the Dutch high-growth landscape is geographically diversifying, with HGFs shifting from traditionally active cities to broader regions.



More Women in Management Roles, but Gaps in Leadership Remain

This year, 70 of the Top 250 (28%) have at least one woman founder or C-level manager, a decrease from 2024's 78 (32.5%). When selection is expanded to women in top management (directors and board members), 104 firms (41.6%) are "women-managed". This disparity between women at C-level and other top management underscores the persisting pain points hindering gender diversity in top leadership roles. In 2018, the Netherlands exhibited the lowest F/M ratio in management positions: 0.34 compared to the Western-European average of 0.48, an extremely high indicator of gender inequality in the labor market (McKinsey Global Institute, 2018). Since then, changes such as the 2022 introduction of a mandatory 33% quota for women on supervisory boards in publicly listed companies (EIB, 2022) and recommendations from the Code-V Data Report 2025 (Code-V & ECE, 2025) have set a standard for gender diversity. However, with over two thirds of high-growth firms still being entirely male-led, there is clearly work to be done in fostering gender diversity in higher management positions.



104

Top 250 - 2025 companies are Women-managed (41,6%)

70

Top 250 - 2025 companies are Women-led (28%)

Rising Sustainability, Contestable Commitment

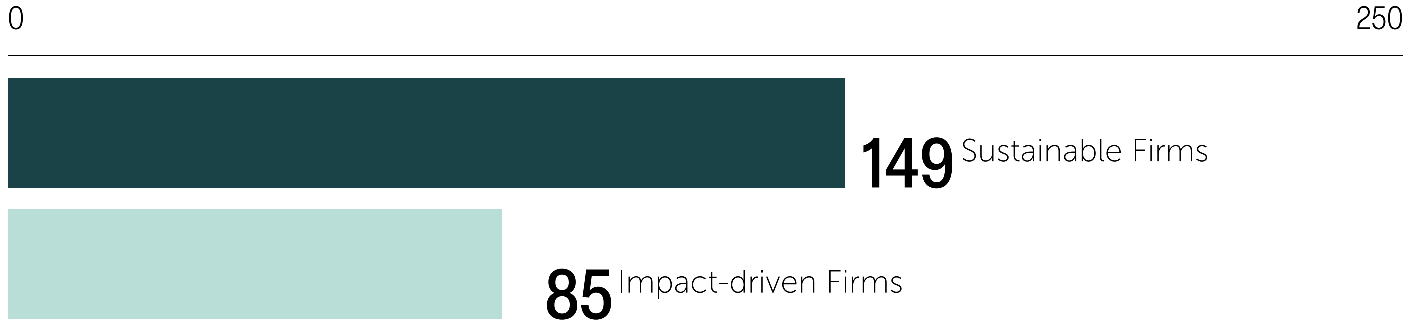
In 2025, over half of the Top 250 firms address sustainability (149 HGFs, or 59.6% of firms), an increase compared to 112 in 2024. This upward trend of impact-aware firms is promising, especially with 85 (or 35%) of these firms being impact-driven (their core service/product has an impact or sustainability focus).

While many firms are engaging in sustainability, clear documentation and disclosure of their efforts persistently lags: 8.5% of the total firms that address sustainability explicitly stated their SDGs, only a 0.5% percentage point increase from 2024's cohort. Even out of impact-driven firms, less than 9%, (13 firms) feature annual sustainability reports, and even a smaller percentage (less than 6%, or 5 firms) mention SDGs explicitly. The most addressed SDG is 8: Decent Work & Economic Growth (9 firms), while SDG 12: Responsible Consumption & Production and SDG 13: Climate Action tie with 8 firms each.

Only 2 impact-driven firms feature both. In fact, nearly 15% of firms addressing sustainability (22) solely do so through a dedicated webpage. Opting out of sustainability disclosure in thorough and universally recognised frameworks limits impact and stakeholder recognition. Firms are urged to treat CSR as more than an activity of compliance or marketing, but with attention and care.

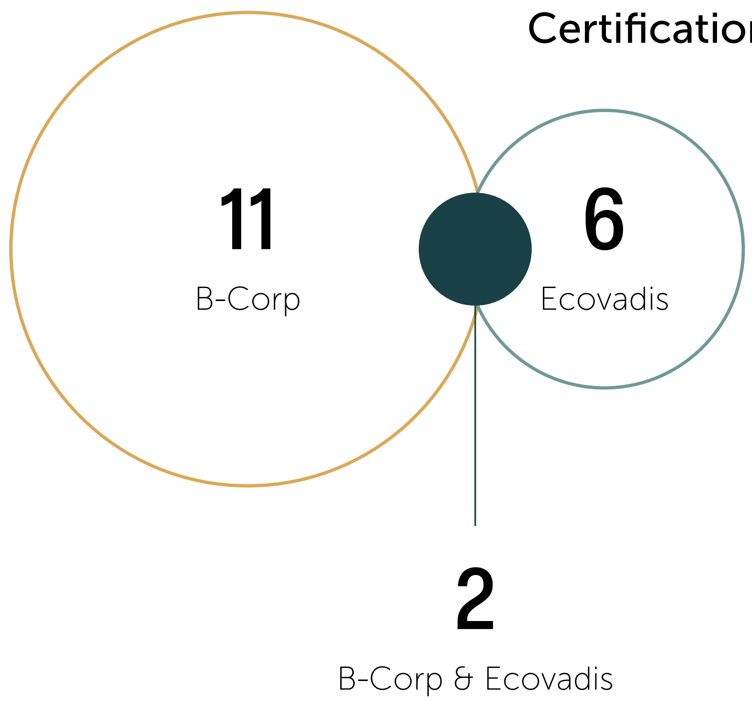
Notably, 17 B Corp or Ecovadis-certified firms make the Top 250 in 2025 (11 B Corps, compared to 7 in 2024), further proving sustainability and high growth can be intertwined.

General Firms include



Impact-Driven Firms include

Certifications in the Top 250



Case Study

Growth Resurgence:

Group of Butchers

Company profile:

Website: https://www.groupofbutchers.com/en

Sector: Industry

Year: 1997

Location: Tilburg, North Brabant

CEO: Remko Rosman

Listings in Top 250: 2 (2017, 2025)

How Group of Butchers Carves Growth and Sustainability in a Declining and Scrutinized Sector

Though you may have never seen their name, you have assuredly tasted their exceptional creations before: Group of Butchers is the private label producer behind the grillworst, cold-cuts, hummus, soup, or meal you buy at your favourite supermarket. After debuting in the very first Top 250 list in 2017, the company returns in 2025 as the market leader in Benelux meat products, a striking example of how an older company in a declining industry can resurge as a high-growth, impact-driven firm.

Growth in Declining Markets: tapping into integration synergies

In a sector facing both market contraction and public scrutiny, Group of Butchers boasts an unusual growth path. Backed by private equity, the company has completed over 15 acquisitions since 2017. Rather than dismantling or centralising acquisitions, they integrate with respect, keeping local identities, family names, and workforces intact while capturing synergies across production. As ESG Manager Gillian Herpers explains: "In 2017, there were multiple factories all making the same kind of sausage. Now, the most specialised site produces that sausage at scale, while others become leaner and more efficient." This model has boosted efficiency, preserved loyalty, and created a resilient network—today the group is a market leader in the Netherlands, and ranks among the top in Belgium and Germany, with ambitions for further international expansion.

ESG as a commercial lever: The Sustainable Butchers in an "unsustainable" sector

What began as compliance with new European sustainability rules has become a strategic growth lever. The company now publishes ESG reports, eliminated its wage gap in just three years, and invests in circular flows—such as improved packaging, carbon action, and collaborating with Milgro to use residual materials as high-quality inputs. Retailer pressure has been a major driver, but Herpers reframes this as opportunity: "you don't have to take initiative, but you must acknowledge and act on the ambitions of your customer", and "if your products are in supermarkets, it is your responsibility to do so." Aligning ESG with commercial goals has transformed perceptions internally and externally, giving Group of Butchers a license to operate and compete in a "hard-to-abate" sector.

Preparing for, not combatting, the Protein Transition

Looking forward, Group of Butchers is investing heavily in hybrid product innovation (products with a percentage of plant-based substitutes) and has experimented with different product launch strategies. In 2024, substantial investments were allocated towards R&D, concentrating on testing new compositions, circular ingredients, flavour profiles, and launch strategies. "We are preparing to become the knowledge hub for hybrid products", Herpers boasts, noting that this is not only an avenue for growth, but also an essential step to achieving SBTi climate goals. "The carbon footprint of the final hybrid is always lower, whereas the nutritional value, and superior taste must remain the same." The company already supplies naturally plant-based products to supermarkets such as hummus and dips and expects to increase the proportion of hybrid products in their portfolio in the next year.

A call to action: Challenge the Stereotype!

Group of Butchers' journey demonstrates that mature firms in challenged industries can reinvent themselves. Their resurgence is not just about M&A scale, but about integrating sustainability into strategy and redefining growth in a sector often labelled "unsustainable." Companies can make meaningful contributions if they are willing to be courageous, intertwine ESG with commercial goals, and innovate their processes. For Herpers, joining the company was about impact, "If you are in a scrutinised market, you have the unique opportunity to truly make some impact and gain competitive edge." By combining scale with corporate social responsibility, Group of Butchers challenges the stereotype that sustainability is reserved for green or high-tech sectors. Their story highlights that courage, innovation, and commercial pragmatism can carve a sustainable future—even for the "old guard."

About

About Top 250 - 2025

Top 250 is an annual research publication by Erasmus Centre for Entrepreneurship since 2017. This report provides up-to-date insights into the fastest-growing companies in the Netherlands and details our data sources and methodology.

The numbers presented in this report are based on a **quantitative model** developed to gain a clearer understanding of the status quo of the fastest-growing companies in the Netherlands, including their size in FTEs, age, geographic location, founder, as well as efforts in addressing sustainability and SDGs.

- **Definition:** HGFs follow the OECD (2016) definition that grow annually by more than 20% on average over a three-year period, with at least 10 FTEs at the start of the measurement period.
- **Data:** 2025's cohort was selected using data from Gain.Pro and through company registrations, though Dealroom and Orbis were used as supplemental sources.
- **Selection & weighting:** To be eligible for inclusion in the Top 250 list, companies must have their headquarters in the Netherlands and meet the OECD (2016) high-growth firm criteria. Selection was performed based on FTE growth data only, due to lack of revenue data completeness. We applied a 50/50 weight on absolute FTE growth and average FTE growth rate to ensure a fair comparison between small and large firms.
- **Sustainability coding:** Based on public disclosures, such as ESG/ sustainability reports, dedicated webpages, certifications incl. B Corp/ EcoVadis, and SDG mentions.

Improvements from Previous Editions:

A note on revenue data: revenue figures remain scarce and difficult to capture consistently across databases. However, we believe it is increasingly important to integrate them into the Top 250 analysis, especially at a time when digitalisation and AI enable companies to scale in ways that may not be fully reflected in FTE growth alone. For this reason, we have decided to include revenue data, whenever available, to provide readers with more timely insights into the growth trajectories of Top 250 firms. While the dataset is not yet complete, it marks an important step toward a more comprehensive understanding of scaling pathways, and will continue to be expanded in future editions.

- **Sector classification:** This year, CBS' updated SBI (2008) sector classifications were used, as opposed to previous categorizations. AI technology was trained to preliminary analyze website givens, sector tags, and company registration descriptions in order to map the best fitting SBI sector code. For a comprehensive transition to Standard Industry Classifications, the appendix features a cross-walk between 2024 categories and the currently used SBI sector categories.
- **Women leadership coding:** The women-led definition remains unchanged: a company is considered women-led if it has at least one woman founder or C-level manager. In 2025, we also introduce an expanded metric: companies with at least one woman in a top management or director role (in addition to founders/C-levels). We propose to refer to this as "women-represented firms" to avoid confusion with fully women-led companies.
- **AI coding :** Usage of AI in core operations and for sustainability was assessed through public disclosures via website and company materials.

Comparability note.
The use of a new data provider in 2025 may influence some outcomes (notably firm age, sector distribution, and list churn). We recommend interpreting trendlines with caution until at least two consistent years of data under the new provider are available.

About Erasmus Centre for Entrepreneurship

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

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

A growth platform for HGFs

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

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

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

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

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Overview Top 250

Company	Sector	Founding year	City, Province	Appearances in Top 250
Action	Wholesale & retail	1993	Zwaagdijk, North Holland	4
Actos Groep	Tangible goods rental & business support services	2017	The Hague, South Holland	1
Adjust	Consulting & other specialist business services	2003	Amstelveen, North Holland	1
Adyen	Financial institutions	2006	Amsterdam, North Holland	9
Albron	Accommodation & food service activities	1997	Utrecht, Utrecht	1
Allego	Electricity, gas & thermal energy supply	2013	Arnhem, Gelderland	1
Aloxe	Industry	2020	Amsterdam, North Holland	1
Alphatron	Industry	1979	Rotterdam, South Holland	1
Alumio	Information & communication	2016	Groningen, Groningen	3
Amberscript	Information & communication	2017	Amsterdam, North Holland	1
AMCO Solutions	Information & communication	2021	Hoofddorp, North Holland	1
AMP Groep	Transport & storage	2000	Houten, Utrecht	1
Ampco Flashlight	Tangible goods rental & business support services	1972	Utrecht, Utrecht	1
AMT Medical	Industry	2017	Ede, Gelderland	1
ANAC Carwash	Wholesale & retail	1940	Nijmegen, Gelderland	1
Andra Tech Group	Industry	1973	Oss, North Brabant	1
APsystems Europe	Industry	2010	Amsterdam, North Holland	1
Aquilum Groep	Tangible goods rental & business support services	2014	Eindhoven, North Brabant	1
Arts en Zorg	Human health & social work activities	2005	Utrecht, Utrecht	1
Atrium Agri	Agriculture, forestry, & fishing	2019	Bergschenhoek, South Holland	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Avania	Consulting & other specialist business services	1988	Bilthoven, Utrecht	1
Axelera AI	Industry	2019	Eindhoven, North Brabant	1
Axivate Horeca Group	Accommodation & food service activities	2015	Amsterdam, North Holland	1
Backbase	Information & communication	2003	Amsterdam, North Holland	2
Barentz	Wholesale & retail	1953	Hoofddorp, North Holland	1
BCS	Information & communication	1978	's-Hertogenbosch, North Brabant	1
Belsimpel	Wholesale & retail	2006	Groningen, Groningen	1
Beter Thuis Wonen	Human health & social work activities	2006	Hoogeveen, Drenthe	1
Bizzdesign	Information & communication	2000	Enschede, Overijssel	1
Blinqx	Information & communication	2019	Barendrecht, South Holland	1
Blue Ocean Staffing Services	Tangible goods rental & business support services	2002	Eindhoven, North Brabant	1
Boekestijn Transport Service	Transport & storage	1994	Mill, North Brabant	1
Bolder Group	Financial institutions	2000	Amsterdam, North Holland	1
Bomech	Industry	1993	Albergen, Overijssel	1
Borealis Hotel Group	Transport & storage	1997	Amsterdam, North Holland	1
Breedweer Facilitaire Diensten	Tangible goods rental & business support services	2015	Heerhugowaard, North Holland	6
BridgeFund	Financial institutions	2018	Amsterdam, North Holland	1
bunq	Financial institutions	2012	Amsterdam, North Holland	4
Burando Atlantic Group	Transport & storage	1985	Rotterdam, South Holland	1
CarePay International	Information & communication	2015	Amsterdam, North Holland	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Castor EDC	Information & communication	2012	Amsterdam, North Holland	1
Censo	Consulting & other specialist business services	2019	Nieuwegein, Utrecht	1
Check Technologies	Transport & storage	2019	Amsterdam, North Holland	1
Cold Care Group	Electricity, gas & thermal energy supply	1968	Apeldoorn, Gelderland	1
Consolid	Tangible goods rental & business support services	1990	Hoofddorp, North Holland	1
Convoi Group	Construction	1924	Maastricht Airport, Limburg	1
Cradle	Consulting & other specialist business services	2019	Delft, South Holland	1
Creative Fabrica	Culture, sport & recreation	2016	Amsterdam, North Holland	3
Crisp	Wholesale & retail	2018	Amsterdam, North Holland	3
DataSnipper	Information & communication	2017	Amsterdam, North Holland	1
De Beer B.V.	Industry	1953	Veenendaal, Utrecht	1
De Klok Logistics	Transport & storage	1941	Nijmegen, Gelderland	1
De Krim Texel	Accommodation & food service activities	1969	De Cocksdorp, North Holland	1
Debets Schalke	Industry	1985	Monster, South Holland	1
DELOS Bouwgroep	Construction	2017	Nijverdal, Overijssel	1
Dept	Information & communication	2015	Amsterdam, North Holland	1
Dexter Energy	Information & communication	2017	Amsterdam, North Holland	2
DG Steel Group	Industry	2014	Haaksbergen, Overijssel	1
Dudok Horeca Groep	Accommodation & food service activities	1991	Dordrecht, South Holland	1
Eetgemak Groep	Accommodation & food service activities	2006	Katwijk aan Zee, South Holland	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Effektief Groep	Tangible goods rental & business support services	1953	Groningen, Groningen	1
E-Flux	Information & communication	2017	Amsterdam, North Holland	1
ElastIQ-Connect	Consulting & other specialist business services	2018	's-Hertogenbosch, North Brabant	2
Elektramat	Wholesale & retail	2006	Enschede, Overijssel	1
elk	Construction	2000	Nijmegen, Gelderland	1
Ennatuurlijk	Electricity, gas & thermal energy supply	2014	Eindhoven, North Brabant	1
Enstall	Electricity, gas & thermal energy supply	2004	Amsterdam, North Holland	1
Envipco	Water & waste management	1982	Amersfoort, Utrecht	1
EQOM	Wholesale & retail	2021	Veendam, Groningen	1
Erdotex Group	Water & waste management	1993	Ridderkerk, South Holland	1
Euser	Transport & storage	1919	Barendrecht, South Holland	1
EW Facility Services	Tangible goods rental & business support services	1990	Arnhem, Gelderland	1
Eyelove	Wholesale & retail	2010	Nieuwkuijk, North Brabant	1
EyeTi	Information & communication	2000	's-Hertogenbosch, North Brabant	1
Factris	Financial institutions	2017	Amsterdam, North Holland	1
Fastned	Electricity, gas & thermal energy supply	2012	Amsterdam, North Holland	4
FGN	Human health & social work activities	2019	Woerden, Utrecht	1
Finom	Financial institutions	2019	Amsterdam, North Holland	1
Forta	Human health & social work activities	2006	Rotterdam, South Holland	1
GAEV Dental	Human health & social work activities	2018	Oisterwijk, North Brabant	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Gain.pro	Consulting & other specialist business services	2018	Amsterdam, North Holland	4
Gebo Tours	Transport & storage	1919	Nieuwleusen, Overijssel	1
Gisou	Industry	2015	Amsterdam, North Holland	1
Goedegebuur	Wholesale & retail	1922	Rotterdam, South Holland	1
Gradyent	Information & communication	2019	Rotterdam, South Holland	1
Greener Power Solutions	Tangible goods rental & business support services	2018	Amsterdam, North Holland	1
Groendus	Electricity, gas & thermal energy supply	2011	Utrecht, Utrecht	1
Group of Butchers	Industry	1997	Tilburg, North Brabant	2
Happy Horizon	Consulting & other specialist business services	2012	Eindhoven, North Brabant	1
Hardeman Egg Group	Industry	2020	Kootwijkerbroek, Gelderland	1
Hartman Groep	Transport & storage	1996	Nieuw-Amsterdam, Drenthe	1
HB RTS	Transport & storage	1900	Utrecht, Utrecht	1
HeatTransformers	Electricity, gas & thermal energy supply	2018	Woerden, Utrecht	2
Heemskerk	Industry	1960	Rijnsburg, South Holland	1
Heesen Yachts	Industry	1978	Oss, North Brabant	1
Het Gastenhuis	Human health & social work activities	2014	Amsterdam, North Holland	2
Holland Water	Consulting & other specialist business services	2003	Driebergen-Rijsenburg, Utrecht	1
Hommerson	Culture, sport & recreation	1896	The Hague, South Holland	1
Hoogweg Paprikakwekerijen	Agriculture, forestry, & fishing	1987	Luttelgeest, Flevoland	1
HoSt	Electricity, gas & thermal energy supply	1991	Enschede, Overijssel	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Hudig & Veder Group	Transport & storage	1795	Rhoon, South Holland	1
HVEG Fashion Group	Wholesale & retail	1989	Leusden, Utrecht	1
Icecat	Information & communication	1999	Amsterdam, North Holland	1
ICTRecht	Consulting & other specialist business services	2004	Amsterdam, North Holland	1
IGS GeboJagema	Industry	1945	Eindhoven, North Brabant	1
IMPROVEN	Consulting & other specialist business services	2004	Utrecht, Utrecht	1
Innatera	Industry	2018	Rijswijk, South Holland	1
Intermax Group	Information & communication	1994	Rotterdam, South Holland	1
Intwo	Information & communication	1998	Hoofddorp, North Holland	2
Itec Printgroup	Industry	1987	Zaltbommel, Gelderland	1
Jarola Group	Wholesale & retail	1972	Hardenberg, Overijssel	2
Keesing Media Group	Information & communication	1911	Amsterdam, North Holland	1
Kiwa	Consulting & other specialist business services	1948	Rijswijk, South Holland	1
Koolen Industries	Electricity, gas & thermal energy supply	2019	Hengelo, Overijssel	1
KOTUG International	Transport & storage	1919	Rotterdam, South Holland	1
Kramer Food Family	Industry	1914	Warmenhuizen, North Holland	1
Last Mile Solutions	Information & communication	1997	Rotterdam, South Holland	2
LC Packaging	Industry	1923	Waddinxveen, South Holland	1
Licent	Consulting & other specialist business services	1999	Hengelo, Overijssel	1
LifeGoods Group	Wholesale & retail	2015	Almere, Flevoland	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Linthorst	Construction	1978	Wenum-Wiesel, Gelderland	1
LOA Full Surface Group	Industry	1981	Tilburg, North Brabant	1
Lumion	Information & communication	1998	Sassenheim, South Holland	1
Magna Tyres Group	Industry	2006	Waalwijk, North Brabant	1
Marine People	Transport & storage	1989	Pernis, South Holland	1
Marktlink	Consulting & other specialist business services	1996	Amsterdam, North Holland	2
Medux	Human health & social work activities	1836	Utrecht, Utrecht	1
Meijers Assurantiën	Financial institutions	1973	Amstelveen, North Holland	1
Mental Care Group	Human health & social work activities	2003	Hilversum, North Holland	1
Metyis	Consulting & other specialist business services	2013	Amsterdam, North Holland	1
Meubelzorg	Wholesale & retail	2017	Alkmaar, North Holland	1
Mews	Information & communication	2012	Amsterdam, North Holland	2
Mistral	Wholesale & retail	1976	Haarlem, North Holland	1
Mollie	Financial institutions	2004	Amsterdam, North Holland	6
Monta	Transport & storage	1999	Molenaarsgraaf, South Holland	2
Moore DRV	Consulting & other specialist business services	1922	Rotterdam, South Holland	1
Moxba METREX	Water & waste management	1974	Almelo, Overijssel	1
MR MARVIS	Wholesale & retail	2016	Amsterdam, North Holland	2
My Jewellery	Wholesale & retail	2011	’s-Hertogenbosch, North Brabant	4
Mysolution Group	Information & communication	2005	Houten, Utrecht	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
N+P Group	Water & waste management	1992	Bergen op Zoom, North Brabant	1
Natec	Electricity, gas & thermal energy supply	2004	’s-Hertogenbosch, North Brabant	1
Natural Cosmetics Holland	Industry	2018	Beverwijk, North Holland	1
Nelson Schoenen	Wholesale & retail	1949	Hoofddorp, North Holland	1
NEM Energy Group	Industry	1929	Zoeterwoude, South Holland	1
New Packaging Group	Industry	1968	Nijkerk, Gelderland	1
Nextview Consulting	Consulting & other specialist business services	2009	Eindhoven, North Brabant	1
Novon	Consulting & other specialist business services	1993	Zwolle, Overijssel	1
Nuna	Industry	2007	Leiderdorp, South Holland	1
NX Filtration	Industry	2016	Enschede, Overijssel	3
Oceanwide Expeditions	Tangible goods rental & business support services	1993	Vlissingen, Zeeland	1
Open Dutch Fiber	Information & communication	2021	Bunnik, Utrecht	1
Optima Cycles	Industry	1991	Beverwijk, North Holland	1
OTC Flow	Financial institutions	2018	Amsterdam, North Holland	1
Paebbl	Industry	2021	Rotterdam, South Holland	1
Paques	Industry	1960	Balk, Friesland	1
Partinzo Groep	Tangible goods rental & business support services	2006	Breda, North Brabant	1
Perspectief Group	Consulting & other specialist business services	2002	Harderwijk, Gelderland	1
Picnic	Wholesale & retail	2015	Amsterdam, North Holland	6
Pink Gellac	Industry	2013	Hilversum, North Holland	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Ploegam	Construction	1987	Oss, North Brabant	1
PM Group	Consulting & other specialist business services	1887	Dedemsvaart, Overijssel	1
Polarsteps	Information & communication	2015	Amsterdam, North Holland	2
Polette	Wholesale & retail	2011	Amsterdam, North Holland	1
Power2X	Electricity, gas & thermal energy supply	2020	Amsterdam, North Holland	1
Powersports Distribution Group	Wholesale & retail	2013	Barneveld, Gelderland	1
PronkGroep	Construction	2001	Barendrecht, South Holland	1
Public Search & Kasparov Finance & BI	Tangible goods rental & business support services	2010	Breda, North Brabant	1
PUUR Mondzorg	Human health & social work activities	2012	Leeuwarden, Friesland	1
PXR	Information & communication	2015	Amsterdam, North Holland	1
Pyramid Analytics	Information & communication	2008	Amsterdam, North Holland	3
Qblox	Industry	2018	Delft, South Holland	1
QLS Fulfilment	Transport & storage	1990	Dordrecht, South Holland	1
QuantWare	Industry	2020	Delft, South Holland	1
Quatt	Industry	2021	Amsterdam, North Holland	1
RailCube	Information & communication	2012	Rotterdam, South Holland	1
Rituals	Wholesale & retail	2000	Amsterdam,North Holland	5
Rocsys	Consulting & other specialist business services	2019	Rijswijk, South Holland	1
Rojo Integrations	Information & communication	2011	Breukelen, Utrecht	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Roompot Group	Accommodation & food service activities	1965	Goes, Zeeland	1
Ruiter Dakkapellen	Inudstry	1977	Ursem, North Holland	1
Sakko Groep	Financial institutions	1906	Bergen op Zoom, North Brabant	1
Samenwerkende Kinderopvang	Human health & social work activities	2019	The Hague, South Holland	1
Sansidor	Consulting & other specialist business services	2020	Krimpen aan den IJssel, South Holland	1
Scelta Mushrooms Group	Industry	1993	Venlo, Limburg	1
Scharenborg Groep	Human health & social work activities	1995	Hengelo, Overijssel	1
SDB Groep	Information & communication	1976	The Hague, South Holland	2
Seeders	Consulting & other specialist business services	2012	Zwolle, Overijssel	1
Silverflow	Financial institutions	2019	Amsterdam, North Holland	1
SkyNRG	Industry	2010	Amsterdam, North Holland	1
Skytree	Industry	2014	Amsterdam, North Holland	1
Social Deal	Information & communication	2010	's-Hertogenbosch, North Brabant	3
SolarDuck	Electricity, gas & thermal energy supply	2020	Rotterdam, South Holland	1
Soly	Construction	2013	Groningen, Groningen	2
Sportfondsen Groep	Culture, sport & recreation	1923	Amsterdam, North Holland	1
Staedean	Information & communication	2005	Veenendaal, Utrecht	1
Steboma	Construction	1984	Beverwijk, North Holland	1
STX Group	Financial institutions	2005	Amsterdam, North Holland	2
SVZ Transport	Transport & storage	2004	Zwaagdijk, North Holland	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Sympower	Electricity, gas & thermal energy supply	2015	Amsterdam, North Holland	3
Tandarts Today	Human health & social work activities	2015	Veldhoven, North Brabant	1
TBAuctions	Wholesale & retail	2003	Amsterdam, North Holland	1
Team Rockstars IT	Information & communication	2007	's-Hertogenbosch, North Brabant	6
Technische Verenigde Bedrijven	Construction	1947	IJsselstein, Utrecht	1
TenCate Grass	Industry	2016	Nijverdal, Overijssel	1
TENWAYS	Industry	2021	Amsterdam, North Holland	1
The Sharing Group	Financial institutions	2003	Lelystad, Flevoland	1
Therminon Systems	Industry	1985	Bladel, North Brabant	1
TheyDo	Information & communication	2019	Amsterdam, North Holland	2
ThreatFabric	Information & communication	2015	Amsterdam, North Holland	1
TicketSwap	Information & communication	2012	Amsterdam, North Holland	4
Timmermans Infra	Construction	1997	Nuland, North Brabant	1
TMC	Consulting & other specialist business services	2000	Eindhoven, North Brabant	1
Tony's Chocolonely	Industry	2006	Amsterdam, North Holland	4
TopParken	Accommodation & food service activities	2004	Lunteren, Gelderland	1
Transferz	Transport & storage	2016	Amsterdam, North Holland	1
Uitgekookt	Industry	1830	IJsselmuiden, Overijssel	1
ULC Groep	Construction	1923	Utrecht, Utrecht	1
Urban Gym Group	Culture, sport & recreation	2018	Amsterdam, North Holland	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Valcon	Consulting & other specialist business services	2006	Utrecht, Utrecht	2
Van Haaster	Agriculture, forestry, & fishing	1950	Vijfhuizen, North Holland	1
Van Halteren Groep	Industry	1969	Bunschoten, Utrecht	1
Van Mossel	Wholesale & retail	1945	Waalwijk, North Brabant	1
Van Vulpen	Construction	1966	Gorinchem, South Holland	1
VDK Groep	Construction	2013	Zwolle, Overijssel	1
Vermaat Groep	Accommodation & food service activities	1978	IJsselstein, Utrecht	1
Vesper	Information & communication	2018	Amsterdam, North Holland	2
VHB Groep	Water & waste management	1933	Brakel, Gelderland	1
VHD	Financial institutions	1974	Deventer, Overijssel	1
VHZ Groep	Industry	2020	Zwolle, Overijssel	1
vidaXL	Wholesale & retail	2006	Venlo, Limburg	1
Vitadent Mondzorg	Human health & social work activities	2014	Rotterdam, South Holland	1
Vos Transport Group	Transport & storage	1947	Deventer, Overijssel	1
VP Textile	Industry	1865	Goirle, North Brabant	1
Wajer Yachts	Industry	1992	Heeg, Friesland	1
Weaviate	Information & communication	2019	Amsterdam, North Holland	1
Wessels Bouwgroep	Construction	1968	Lichtenvoorde, Gelderland	1
Wetron Group	Industry	1962	Weert, Limburg	1
Willemsen-de Koning Groep	Transport & storage	2002	Arnhem, Gelderland	1

Company	Sector	Founding year	City, Province	Appearances in Top 250
Wolters	Construction	1934	Deventer, Overijssel	1
WoodWatch	Industry	2013	Rotterdam, South Holland	1
Workrate	Tangible goods rental & business support services	2007	Schiphol-Rijk, North Holland	7
Yellow Hive	Financial Institutions	2011	Poortugaal, South Holland	1
YER	Tangible goods rental & business support services	1987	Amsterdam, North Holland	1
Yielder Group	Information & communication	2019	Hoofddorp, North Holland	1
YOEP	Human health & social work activities	2015	Zoetermeer, South Holland	1
YoungOnes	Tangible goods rental & business support services	2017	Breda, North Brabant	2
Zalmhuys Group	Industry	2002	Urk, Flevoland	1
Zig	Information & communication	2001	Huizen, North Holland	1
Zonneplan	Electricity, gas & thermal energy supply	2011	Zwolle, Overijssel	2

Appendix

Sectors Comparison: 2025 vs. 2024 edition

2025 SBI Sector (used in this report)	2024 ECE Category (for comparability)	
Industry (incl. manufacturing, machinery, equipment)	Industrial Tech / Manufacturing, Retail & Wholesale	Overlap: some splitting between tech-heavy vs. traditional manufacturing
Information & Communication	Enterprise & Business Software / Marketing & Media / Advisory, Business & Information Services	Overlap: software to Enterprise; consulting/IT services to Advisory; digital agencies to Marketing & Media
Wholesale and Retail Trade; Car Repair	Manufacturing, Retail & Wholesale / Logistics & Mobility	Overlap: Retail vs. wholesale vs. logistics sub-activities
Consulting, Research, and Specialist Business Services	Advisory, Business & Information Services / HR, Jobs & Recruitment	Overlap: depends on whether HR focus or general advisory
Transport and Storage	Logistics & Mobility	Direct match
Construction Industry	Construction & Facility Management	Direct match
Financial Institutions	Other (finance) / Advisory, Business & Information Services	Overlap: not a major ECE category previously; may require new classification note
Rental of Movable Property & Other Business Services	HR, Jobs & Recruitment / Advisory, Business & Information Services	Overlap: map case by case
Health and Welfare Care	Healthcare Solutions	Direct match
Lodging, Meals & Drinks	Leisure & Creative Industries / Food & Beverages	Overlap: restaurants/hospitality vs. consumer-packaged food
Production & Distribution of Electricity, Gas, Steam, Air	Energy & Water	Direct match
Rental & Trade in Real Estate	Construction & Facility Management / Other	Overlap: depends on business model
Water Extraction & Waste Management	Energy & Water	Direct match
Agriculture, Forestry & Fishing	Food & Beverages	Overlap: agrifood production vs. processing
Culture, Sports & Recreation	Leisure & Creative Industries	Direct match

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Acknowledgements

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