# THE SUPER STARTUPS

## **AWARDS 2025**



## **TOP 100 STARTUPS TO WORK FOR IN 2025**

This ranking features the companies that are building game-changing products whilst also offering incredible workplace experiences and unparalleled career opportunities.

The perfect places to work, grow and build careers.

## **100. IMPOSSIBREW**



On a mission to create the world's most complete alcohol alternative.

SUPERPOWER: MAKING IMPOSSIBLY RELAXING ALC-FREE BEERS

#### 99. MANAGEABLE

Through assessments, bite-sized modules, social learning with peers, inspiration from role models, and real practice, managers gain the self-awareness and behaviours needed to become effective leaders.

SUPERPOWER: GIVING EVERYONE AT WORK THE GIFT OF A GREAT MANAGER



Manageable

IMPOSSIBREW CO.

## 98. KAREHERO

We provide a fully comprehensive adult care support as an employee benefit solution to help your employees understand, find, and fund care for their adult loved ones.

SUPERPOWER: SUPPORTING ALL CARERS GOING THROUGH THE CARE JOURNEY FOR AN ADULT LOVED ONE



#### 97. WEWALK

WeWALK's patented technology smart cane improves safety and independence with obstacle detection, accessible multimodal navigation, and public transport integration.

SUPERPOWER: ENHANCING THE MOBILITY OF VISUALLY IMPAIRED PEOPLE WITH CUTTING-EDGE TECHNOLOGY



HUMANITY

MAEVING

## 96. FERTIFA

Reproductive health is something that impacts so many of us. We created Fertifa to give people the help and support they need, whenever they need it.

SUPERPOWER: MAKING REPRODUCTIVE HEALTHCARE ACCESSIBLE FOR EVERYONE

### **95. HUMANITY**

Humanity's mission is to extend the healthspan of humanity and enables users to find out what actions they can take to slow their aging process and thus reduce the risk of disease by tracking key aging biomarkers (digital and blood).

SUPERPOWER: ENABLING YOU TO LIVE HEALTHIER LONGER

#### 94. MAEVING

Our motorcycles allow our customers to achieve zero-emission personal transport and have the potential to radically transform our cities, making them cleaner, quieter, and healthier.

SUPERPOWER: CHANNELLING THE BEST OF BRITISH MOTORCYCLE DESIGN HERITAGE INTO A NEW TYPE OF ELECTRIC VEHICLE



#### **93. TEYA**

We build tools to unlock hassle-free payments and better business management so local businesses can thrive.

SUPERPOWER: PROVIDING PAYMENTS AND FLEXIBLE FUNDING THAT SMES CAN RELY ON



## 92. CONNECT FIBRE

The latest Full Fibre and Wi-Fi 6 technology providing reliable Hyperfast broadband up to 1000Mbps to communities.

SUPERPOWER: FASTER, FAIRER, FLAWLESS BROADBAND





#### 91. VEREMARK

Veremark is a background screening and pre-hire checks provider, supporting the hiring process for businesses everywhere

SUPERPOWER: MAKING BACKGROUNDS CHECKS FASTER, DATA-COMPLIANT AND INSIGHTFUL





## **TOP 80-90**

## THE SUPER STARTUPS 2025

TOP 100 STARTUPS TO WORK FOR IN THE UK



## **90. COINCOVER**

Coincover exists to ensure everyone is protected, enabling them to innovate freely, without constraints.

**SUPERPOWER: SECURING YOUR CRYPTO ASSETS** 

### **89.10x BANKING**

10x Banking offers Retail, SME and Corporate/Commercial banks an accelerated, de-risked pathway to full cloud-native transformation.

SUPERPOWER: THE WORLD'S MOST POWERFUL CLOUD-NATIVE CORE BANKING

### 88. FIRENZE

Enabling wealth managers, advisers & investment platforms to complete their proposition with investment backed loans from £25k without the need to move custody.

SUPERPOWER: UNLOCKING LOMBARD LENDING

### **87. SURI**

Every year over 4 billion toothbrushes are disposed of. That's enough to circle our planet 12 times...We're developing the world's first electric toothbrush made out of sustainable and biodegradable materials, conveniently delivered, with a lifetime guarantee SUPERPOWER: DELIVERING A WORLD CLASS CLEAN THAT DOESN'T COST THE PLANET

## **86. SCAN.COM**

Having already built the UK's largest marketplace for self-pay MRI scans, we are expanding at an incredible pace with the aim of becoming the world's largest diagnostic imaging platform.

SUPERPOWER: MAKING MEDICAL IMAGING ACCESSIBLE TO EVERYONE AROUND THE WORLD

## **85. AUTOMATA**

Through our collaboration with some of the world's leading pathology labs, we've developed the most comprehensive lab automation platform on the market

SUPERPOWER: UNLOCKING HUMAN POTENTIAL WITH AUTOMATION

## 84. KELLYDELI

KellyDeli is a fast-growing, innovative food company committed to bringing the best of Asia to the world. Through our Asian-inspired restaurants, brands and thousands of sushi kinsks

SUPERPOWER: BRINGING THE BEST OF ASIA TO THE WORLD

## 83. GETHARLEY

We are the first platform to combine technology with the human instinct and experience of a clinician to deliver a deeply personalized and effective skin health experience

SUPERPOWER: EMPOWERING PEOPLE TO LOOK, FEEL AND BE THEIR BEST SELVES - AT

## 82. BRIDEBOOK

The state-of-the-art wedding planning toolkit allows couples to plan their whole wedding from any device, anytime, anywhere, together, all in one place.

SUPERPOWER: Saving couples from endless spreadsheets, folders bursting with brochures and, probably, parental interference

## 81. YOTI

A suite of business solutions that span identity verification, age verification and estimation, e-signing and AI anti-spoofing technologies.

SUPERPOWER: MAKING IT SAFER FOR PEOPLE TO PROVE WHO THEY ARE.

## **80. FITXR**

The FitXR app contains a growing range of fitness studios, where members can choose from box workouts with world-class trainers like Olympian Nicola Adams, powerful HIIT workouts, and immersive dance classes. SUPERPOWER: MAKING FITNESS MORE FUN AND ACCESSIBLE FOR EVERYONE

## 79. 11x

A suite of business solutions that span identity verification, age verification and ning and AI anti-s





















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SUPERPOWER: ENABLING YOU TO GROW YOUR BUSINESS 24/7

### **78. XELIX**

Xelix simply bolts onto your existing finance systems and can be up and running in 4 weeks. The system is cloud-based and flexible, making it suitable for large organisations across all sectors.

SUPERPOWER: USING AI TO AUTOMATE FINANCIAL CONTROL PROCESSES

#### **77. TITANBAY**

Our sophisticated and intuitive investment platform is an end-to-end technology solution providing everything you need to build and manage client portfolios

SUPERPOWER: UNLOCKING THE POWER OF THE PRIVATE MARKETS

#### **76. GEMBA**

Gemba gives companies access to vital training, inspiration, coaching and events from any location - simply by putting on a VR headset.

SUPERPOWER: UNLOCKING THE POTENTIAL OF THE GLOBAL WORKFORCE

### 75. PADDLE

Handling global payments complexity for SaaS and digital product companies. We're the Merchant of Record that helps you get paid from anywhere and grow everywhere.

SUPERPOWER: HELPING YOU GET PAID FROM ANYWHERE AND GROW EVERYWHERE.

#### 74. PERENNA

We provide flexible long-term fixed rate mortgages of up to 40 years that offer payment certainty. No teaser rates, no rising payments, no shocks.

SUPERPOWER: ENABLING YOU TO OWN THE HOME YOU CAN AFFORD

#### **73. KOOTH**

At Kooth, our sole purpose is to create easy to access online mental health services that work alongside you to provide compassionate and effective support.

SUPERPOWER: MAKING DIGITAL MENTAL HEALTH CARE, AVAILABLE TO ALL

#### 72. LIBERIS

Liberis provides partners with the technology platform and financial solutions to offer hyper-personalised and accessible funding, empowering their small business customers to grow their revenues.

SUPERPOWER: PROVIDING SMALL BUSINESSES WITH ACCESSIBLE AND RESPONSIBLE

#### **71. OCEAN BOTTLE**

With the sale of each Ocean Bottle, 11.4kg of plastic (the equivalent of 1,000 oceanbound plastic bottles) is collected globally, in coastal areas where plastic pollution is worst

SUPERPOWER: TURNING OUR PLASTIC PROBLEM INTO A FORCE FOR GOOD



## TEMPO

## **TOP 60-70**

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## **70. TRIP**

The UK's leading premium CBD brand. Next generation wellness products, infused with CBD and powered by adaptogens - so you can relax into your best self

SUPERPOWER: HELPING YOU FIND YOUR CALM IN THE EVERYDAY CHAOS

## 69. ZILCH

Every year, people are charged billions in credit card fees. We want to get that number down to zero. Zilch. We're already on our way...

SUPERPOWER: CREATING THE MOST EMPOWERING WAY TO PAY FOR ANYTHING, ANYWHERE

## 68. SYLVERA

With Sylvera's data and tools, businesses and governments can confidently invest in, benchmark, deliver, and report real climate impact.

SUPERPOWER: INCENTIVISING INVESTMENT IN REAL CLIMATE ACTION

## 67. CHOCO

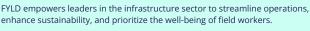
The Choco platform connects restaurants and suppliers, improving the order process to save time, money, and food.

SUPERPOWER: ENABLING A SUSTAINABLE FOOD SYSTEM

### 66. TYK

We stand for the democratisation of connectivity, aiming to be the fabric of the internet, and power mission-critical systems that people use everyday. **SUPERPOWER: SIMPLIFYING API MANAGEMENT** 

#### 65. FYLD



SUPERPOWER: TRANSFORMING INFRASTRUCTURE OPERATIONS WITH AI

#### 64. WILD

A natural, refillable deodorant with a case made from aluminium that will last you a lifetime.

SUPERPOWER: PERSONAL CARE THAT SMELLS, FEELS AND WORKS A TREAT

## 63. MAGIC AI

MAGIC is the first in the world to allow users to perform exercises in front of an intelligent hologram mirror which uses custom computer vision software.

SUPERPOWER: DELIVERING PERSONAL TRAINING BY THE WORLD'S BEST ATHLETES AT HOME

## **62. VERGE MOTORCYCLES**

Verge challenges conventional ways of thinking with the clear goal of creating the world's best electric motorcycle from the ground up.

SUPERPOWER: DEVELOPING AND MANUFACTURING THE WORLD'S MOST ADVANCED ELECTRIC SUPERBIKE

## 61. FUSSY

The UK's top-rated refillable natural deodorant with plastic free re-fills and clean, natural ingredients.

SUPERPOWER: MAKING LIVING SUSTAINABLY PART OF YOUR DAILY ROUTINE

## 60. DEXORY

Through our DexoryView platform we automate data collection and build real time fed digital twin technology that unlocks insights across all levels of warehouse operations.

SUPERPOWER: DEVELOPING ROBOTICS AND AI LOGISTICS SOLUTIONS TO DRIVE BETTER DECISIONS

## 59. QOGITA

Qogita is a leading global wholesale B2B platform that offers a wide variety of products, brands and categories across geographies





















SUPERPOWER: SIMPLIFIYING BUSINESS-TO-BUSINESS TRADE

### 58. AMPLIFI

Amplifi is the go-to consultancy for Enterprise organizations that want their success to be driven by data.

SUPERPOWER: PROVIDING MODERN DATA CONSULTANCY FOR MODERN DATA CHALLENGES

## **57. PROLIFIC**

Collecting the very highest-quality human-powered data - at scale - using our simple-to-use platform.

SUPERPOWER: MAKING DIVERSE, HIGH-QUALITY DATA EASILY AVAILABLE TO ANYONE, ANYWHERE

#### 56. GIRAFFE360

Cutting-edge technology enables the production of high-resolution HDR photography, immersive virtual tours, detailed floor plans, and captivating video content.

SUPERPOWER: THE BEST RATED PROPERTY CAMERA FOR REAL ESTATE AGENTS

## 55. CHAR.GY

Char.gy is a leading public charge point operator for electric vehicles in the UK, managing a network of over 3,600 public charge points.

SUPERPOWER: EASY EVERYDAY CHARGING FOR EVERYONE EVERYWHERE.

## **54. THE MOTHERSHIP**

The Mothership is the best place for consumer brands to go stratospheric. We're acquiring ecommerce businesses in health and wellness and growing them into the lovable brands of tomorrow.

SUPERPOWER: BUILDING CONSUMER BRANDS THAT PEOPLE WANT TO BE A PART OF

#### **53. KATKIN**

KatKin goes hardcore for cat health: cutting the fluff, thinking fresh and channelling hardcore love into industry-wide change.

SUPERPOWER: MAKING HARDCORE LOVE THE NEW STANDARD IN CAT CARE

## **52. VEED.IO**

VEED.IO is an Al-powered online video editing platform that makes creating videos easy and accessible to everyone.

SUPERPOWER: LETTING YOU CREATE PRO-LEVEL VIDEOS WITHOUT PRO-LEVEL SKILLS

## **51. YOTO**

Yoto is an interactive audio platform for kids. We make carefully connected audio players that kids control without using a screen

SUPERPOWER: MAKING INSPIRING AUDIO FOR LIFE'S GREATEST ADVENTURE. CHILDHOOD.





#### THE SUPER STARTUPS 2025 TOP 100 STARTUPS TO WORK FOR IN THE UK



#### **50. LANDTECH**

LandTech's mission is to create an open land market in order to unlock its potential for everyone, by driving tech-enabled change for developers to shape the communities of the future.

SUPERPOWER: SIMPLIFYING PROPERTY DEVELOPMENT





#### **49. COLOSSYAN**

We help teams create professional-quality video content in minutes with the help of Al avatars and text-to-speech narration.

SUPERPOWER: CREATING ENGAGING LEARNING EXPERIENCES WITH AI VIDEO



#### 48. VOLT.IO

Volt is the new leader in real-time payments. Their next-generation payment network unites domestic schemes to a single harmonised standard.
SUPERPOWER: ENABLING REAL-TIME PAYMENTS, EVERYWHERE



#### 47. LAKA

Laka uses a people-powered insurance subscription to make insurance fair, not fixed. Each months claims are spread amongst a collective of cyclists like you, so your monthly bill varies up to a guaranteed cap. SUPERPOWER: REWRITING THE RULES OF INSURANCE



#### 46. 9FIN

The faster, smarter way to find debt market intelligence. Through an Al-powered data and analytics platform, 9fin centralises everything that's needed to analyse a credit or win a mandate in one place

SUPERPOWER: HELPING YOU WIN BUSINESS, OUTPERFORM YOUR PEERS AND SAVE TIME





#### **45. CYBERSMART**

CyberSmart is an all-in-one cybersecurity monitoring, optimisation, training and insurance platform proven to defend against the unexpected.

SUPERPOWER: STOPPING CYBER ATTACKS DEAD IN THEIR TRACKS



#### **44. FINBOURNE**

FINBOURNE's interconnected investment functionality and data management solutions power financial services professionals to make better, faster decisions in a constantly evolving market.

SUPERPOWER: ENABLING THE INVESTMENT COMMUNITY TO BETTER SERVE CLIENTS



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#### **43. WAYVE**

Wayve is a leading developer of embodied intelligence for autonomous vehicles.

SUPERPOWER: USING AI TO PIONEER A NEXT-GENERATION APPROACH TO SELF-DRIVING



#### **42. PICLO**

Piclo develop software solutions that make our energy networks smarter, flexible and more sustainable.

SUPERPOWER: DECARBONISING THE WORLD'S ENERGY GRIDS



#### **41. ORBITAL WITNESS**

The leading property diligence automation platform, trusted by thousands of lawyers and property professionals.

SUPERPOWER: COMBINING CUTTING-EDGE AI WITH DEEP LEGAL EXPERTISE TO SIMPLIFY EVERY STEP OF THE PROPERTY DILIGENCE PROCESS



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### **40. FLAGSTONE**

With a single application, savers can spread their deposits across hundreds of accounts, maximise their interest, and keep their cash secure.

SUPERPOWER: GIVING SAVERS EVERYTHING THEY NEED TO MANAGE, PROTECT, AND NURTURE THEIR CASH





## **39. CLARA OFFICE MANAGEMENT**

The one-stop solution for all your office needs. From top-tier office supplies to crafting memorable office events.

SUPERPOWER: HELPING OFFICE MANAGERS TAKE THEIR OFFICE GAME TO THE NEXT LEVEL



## 38. ABOUND

Whether you're consolidating debts, covering sudden expenses, or building up to something big – we'll help you get there.

SUPERPOWER: UNLOCKING CHEAPER LOAN OPTIONS FOR CONSUMERS BY GOING BEYOND CREDIT SCORES



## **37. ANYTHING WORLD**

Anything World want to make everyone a 3D content creator (yes, that includes you!).

SUPERPOWER: BRINGING 3D MODELS TO LIFE AT SPEED AND SCALE USING AI



#### **36. LUCKY SAINT**

Lucky Saint is the UK's #1 independent alcohol-free beer.

SUPERPOWER: PRODUCING GREAT TASTING ALCOHOL-FREE BEER





#### **35. VIRTUAL INTERNSHIPS**

We offer diverse learners, including graduates, first-generation students, individuals with refugee backgrounds, and women returners, with real-world work experience in their chosen industry and region

SUPERPOWER: MAKING INTERNSHIPS GLOBALLY ACCESSIBLE FOR ALL



#### **34. GRIFFIN**

We combine the secure, regulated infrastructure of a bank with the speed and power of modern software into one powerful full-stack BaaS platform.

SUPERPOWER: EMPOWERING COMPANIES TO EMBED BANKING INTO THEIR PRODUCTS QUICKLY AND SAFELY





#### 33. ROOSER

Rooser connects seafood buyers and suppliers, giving them the right tools to trade efficiently, negotiate prices and process deliveries across Europe – all in real-time, 24/7.

SUPERPOWER: ELIMINATING THE WORLD'S SEAFOOD WASTE



#### **32. VERTICE**

Empowers companies of every size and industry to get more visibility and control of their software and cloud spending and leverages automation and machine learning to deliver guaranteed cost savings.

SUPERPOWER: SAVING COMPANIES UP TO 25% ON THEIR SAAS AND CLOUD COSTS





#### **31. ZERO GRAVITY**

Zero Gravity is packed with features designed to take socially mobile talent to the top – from mentoring, masterclasses, internships and scholarships to personalised career opportunities.

SUPERPOWER: POWERING AMBITIOUS STUDENTS FROM LOW-OPPORTUNITY AREAS INTO TOP UNIS AND CAREERS

## **TEMPO**

## **TOP 30**

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## **30. LINDUS HEALTH**

Lindus Health are an anti-CRO running radically faster, more reliable clinical trials for life science pioneers.

SUPERPOWER: ACCELERATING CLINICAL TRIALS, SO PATIENTS CAN BENEFIT FROM NEW TREATMENTS SOONER





## 29. XAPIEN

Xapien will deliver a concise, meaningful report on any individual or organisation, that highlights personal and professional affiliations, risks, and networks, set in context. **SUPERPOWER: AUTOMATING ONLINE RESEARCH USING AI** 



## **28. UNITARY**

Building context-aware AI and multimodal machine learning methods to interpret content in context

SUPERPOWER: HELPING BRANDS AND PLATFORMS UNDERSTAND EVERY PIECE OF CONTENT IN DETAIL



## **27. MODO ENERGY**

Modo Energy is the all-in-one platform for battery energy storage analysts.

SUPERPOWER: PROVIDING TOOLS FOR THE ENERGY SYSTEM OF THE FUTURE



## **26. OPHELOS**

A fintech using machine learning and behavioural science to get people debt-free and organisations paid back.

SUPERPOWER: HELPING RESOLVE YOUR DEBTS. YOUR WAY



## 25. FLASH PACK

Flash Pack create comfort-busting adventures that really get under the skin of a place via local and unique experiences. Think all the thrill of backpacking, elevated by boutique hotels and seamless itineraries.

SUPERPOWER: BRINGING TOGETHER ADVENTUROUS SOLO TRAVELLERS IN THEIR 30S AND 40S





#### 24. ZEELO

Zeelo is a TransitTech company that provides software and services to organizations to increase trust, efficiency and sustainability in commuter shuttle and home-to-school bus programs in North America, UK and Ireland.

SUPERPOWER: DELIVERING HIGHLY EFFICICENT TRANSPORTATION FOR COMMUTING AND SCHOOL RUNS





#### **23. VITESSE**

Vitesse is an integrated treasury and payment service provider crafted for the insurance sector.

SUPERPOWER: MAKING GLOBAL PAYMENTS SMARTER



#### 22. SKIN + ME

A growing team of dermatologists, pharmacists, direct-to-consumer experts and other brilliantly innovative people, changing the face of skincare.

SUPERPOWER: HELPING PEOPLE TO TACKLE THEIR SKIN GOALS ONCE AND FOR ALL





#### **21. CARMOOLA**

A game changing way to pay for your next car in minutes!

SUPERPOWER: CRUSING YOU THROUGH CAR FINANCE



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SUPERPOWER: MAKING MONEY WORK BETTER FOR YOU





#### 14. OLIVA

Oliva is the UK & Europe's #1 rated employee mental wellbeing benefit

SUPERPOWER: HELPING COMPANIES RESPOND TO THE PIVOTAL MOMENTS THAT IMPACT MENTAL WELLBEING AT WORK AND BEYOND





#### 13. YONDER

An epic new credit card that you'll actually want to use.

SUPERPOWER: LET'S YOU BUILD GOOD CREDIT HABITS WHILE YOU EARN AND ENJOY REWARDS AT THE BEST SPOTS IN TOWN



#### **12. DETECTED.CO**

One of the most trusted names in Know Your Business (KYB) space for global financial institutions, payment providers and marketplaces around the world.

SUPERPOWER: MAKING IMPORTANT BUSINESS RELATIONSHIPS MOVE FORWARD FASTER WITH CONFIDENCE





#### 11. FIELD

Field are developing, building and optimising a network of big batteries supplying the grid.

SUPERPOWER: ACCELERATING THE BUILD OUT OF THE RENEWABLE INFRASTRUCTURE NEEDED TO REACH NET ZERO



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## **10. RUNNA**

Runna is the #1 rated running coaching app in the world. Their mission is to make running training effective, enjoyable and easy for everyone.

SUPERPOWER: HELPING RUNNERS TRAIN





#### 9. CLEO

Through a personalised chat, Cleo provides you with deep insight about your money and tailored financial tools that increase your ability to save, all while making you laugh.

SUPERPOWER: CHANGING THE WORLD'S RELATIONSHIP WITH MONEY



## 8. ALLICA BANK

Allica is a bank built specifically for established businesses with between 5 and 250 employees.

SUPERPOWER: GIVING ESTABLISHED BUSINESSES THE BANKING THEY DESERVE





## **7. HYPEREXPONENTIAL**

Combines first-hand actuarial experience and first-class engineering expertise with a passion for technology, to develop solutions that enable quicker, smarter decision making.

SUPERPOWER: TURNING UNRULY DATA INTO POWERFUL PRICING DECISIONS



## 6. OCTOPUS ELECTRIC VEHICLES

Leasing EVs through an effortless salary sacrifice package that empowers businesses and employees. They offer the whole package from expert advice, to great deals on the best cars, to hooking you up with the latest charging tech

SUPERPOWER: PROVIDING EVERYTHING YOU NEED TO GET YOU ON THE ROAD



## 5. NUMAN

Numan offers integrated care - including diagnostics, medication & supplements, 1-1 clinical care, and digital programs - in one digital platform, to help patients take control of their health.

**SUPERPOWER:** HELPING YOU LIVE HAPPIER, HEALTHIER, LONGER





#### 4. TOGATHER



#### T. IOGAIIIEN

The UK's leading event booking platform, offering access to a curated community of suppliers spanning food, drink, photographers, venues, and so much more.

SUPERPOWER: CREATING EVENTS AS ORIGINAL AS YOU ARE

## **3. URBAN JUNGLE**

Urban Jungle crafts insurance for the demands of a new generation. Their cover is simple, clear and fair. They are working towards a world where everybody feels confident about their financial future.

SUPERPOWER: MAKING YOUR INSURANCE SIMPLE, CLEAR AND FAIR



#### 2. SIDEQUEST

Community. Discovery. Promotion. SideQuest has become an important part of the VR developer ecosystem enabling the distribution of early access content to users.

SUPERPOWER: HELPING DEVELOPERS GROW A COMMUNITY AROUND THEIR APP



## WINNER SUPER STARTUPS 2025

## 1. ZINC

An all-in-one, global background and reference-checking software that turns bad into brilliant.

SUPERPOWER: SUPERCHARGING THE CAPABILITIES OF AMBITIOUS HR AND HIRING TEAMS