CEO survey results

In the 10th year of our Deloitte Technology Fast500 EMEA 2010 Ranking and CEO Survey we are delighted to showcase some of the region's most innovative technology companies, which have continued to achieve extraordinary growth, even in today's difficult markets.

Foreword

The ranking recognises the 500 fastest growing companies from 24 EMEA countries. In 2010, the top 500 produced a five-year average revenue growth rate of 1.192%, with the top five companies achieving average growth of 14.027%.

While these rates are slightly down on 2009 performance, we have still seen vast growth in this year's Fast500 Ranking, with the technology and software companies particularly robust.

Our complementary CEO Survey digs even deeper to show how companies are facing today's uncertain economy by reconciling their short-term needs with their long-term aspirations. Significantly, the survey demonstrates that most companies expect sluggish growth in their primary markets in the next 12 months. However, 32 percent did predict strong growth, with companies operating in Turkey, Germany, Finland, Sweden and France more optimistic in their outlook.

The majority of CEOs felt the weak economic growth had impacted revenues and margins and attributed their success to a strong product line and high quality management. Furthermore, our companies believe hiring new staff, launching new products and entering new geographical markets will enable them to sustain high growth.

We hope you enjoy reading about our distinguished winners and learning more about what makes them exceptional. We congratulate all the companies in our ranking for their tremendous growth in the year and wish them every success in 2011.

Deloitte Technology Fast500 EMEA 2010 CEO Survey

Every year since 2001, the Deloitte Technology Fast500 CEOs are simultaneously surveyed in order to find out what they believe are the major issues affecting their businesses.

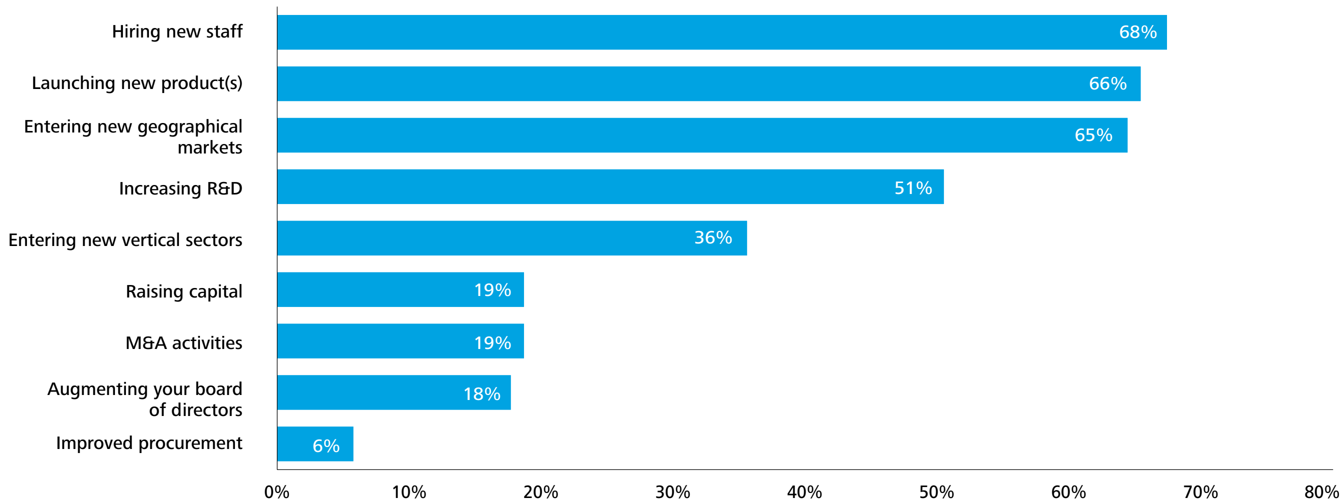
This survey, which was undertaken in the fourth quarter of 2010, was completed by almost 200 CEOs from across the EMEA region. It provides insight into the issues that this selection of leading CEOs expects will drive the industry forward in 2011 and beyond.

The 2010 survey aimed to gain an understanding of the environment in which the companies are operating, the external factors affecting their business, and the drivers behind their remarkable growth.

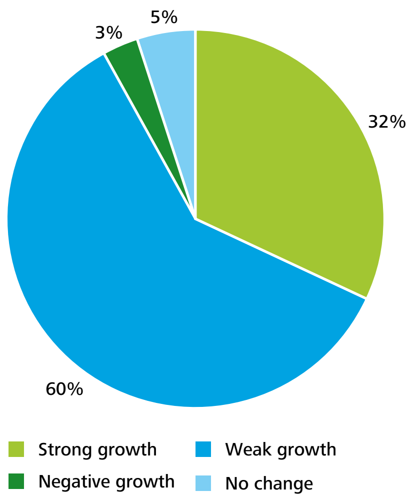
We asked respondents how the economic environment has impacted them and what, if any, economic growth they expect to see in their primary markets in the next 12 months. The survey then looks at the external factors that affect company outlook, their top concerns for the next 12 months, countered with how the companies are planning to sustain their high growth rates.

Belgium

Factors that will be implemented to increase growth over the next 12 months



Performance of the economy in your primary markets over the next 12 months

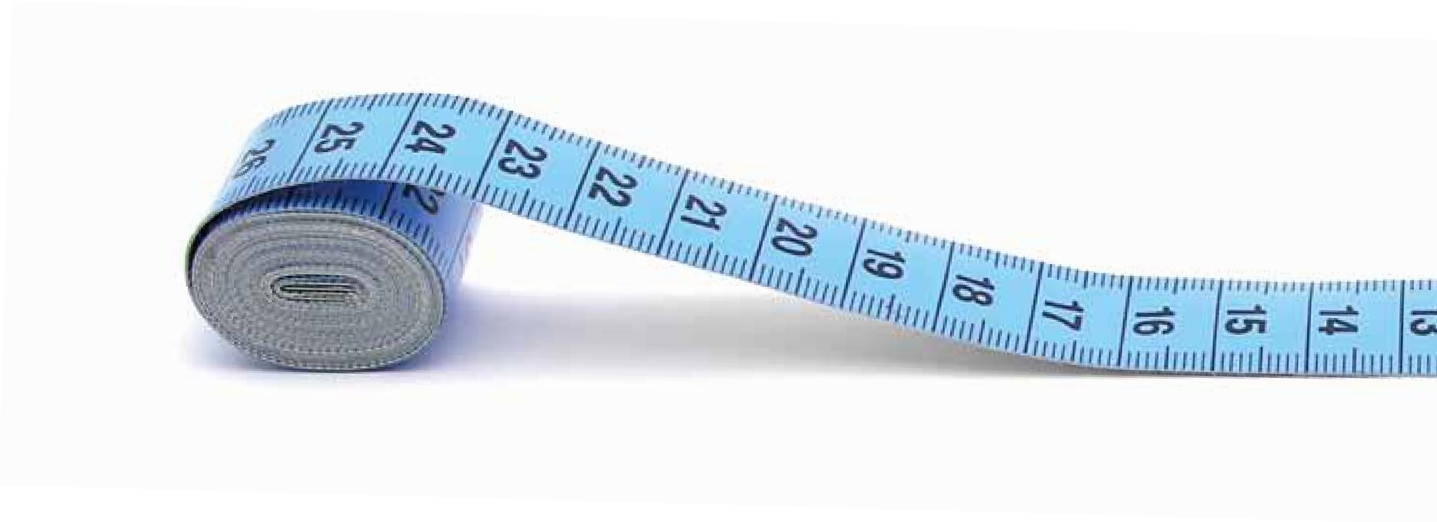


Economic growth

Not only in Belgium were CEO respondents cautious with their predictions for the next 12 months, with 60% expecting to see weak growth. However, the geography of companies has affected these predictions, with companies operating in Turkey, Germany, France, Finland and Sweden expressing far more optimism in the economy. As such, 32% believe there will be strong growth in the coming year.

Growth characteristics

Having achieved high growth over the last five years, the CEOs have identified the factors that they believe will enable them to sustain their current rate. Belgian CEOs are planning to hire new staff, increase research and development (R&D) budgets and enter new geographical markets.



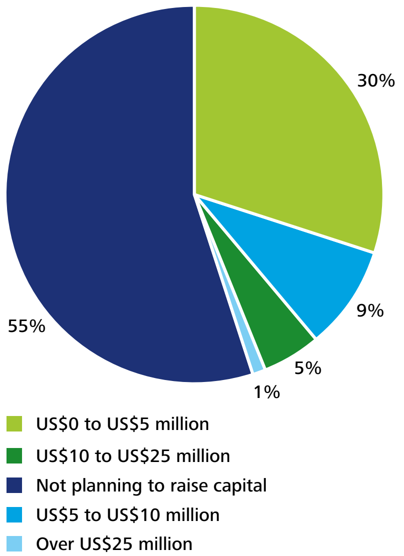
Source of financing

Interestingly, over half of the companies surveyed are not planning to raise equity or debt capital over the coming year. This is consistent with the planning of the Belgian companies. Only 44% indicated that they would be raising up to US$25 million, while just two companies, one in the Netherlands and the other from the UK, plan on raising over US$25 million.

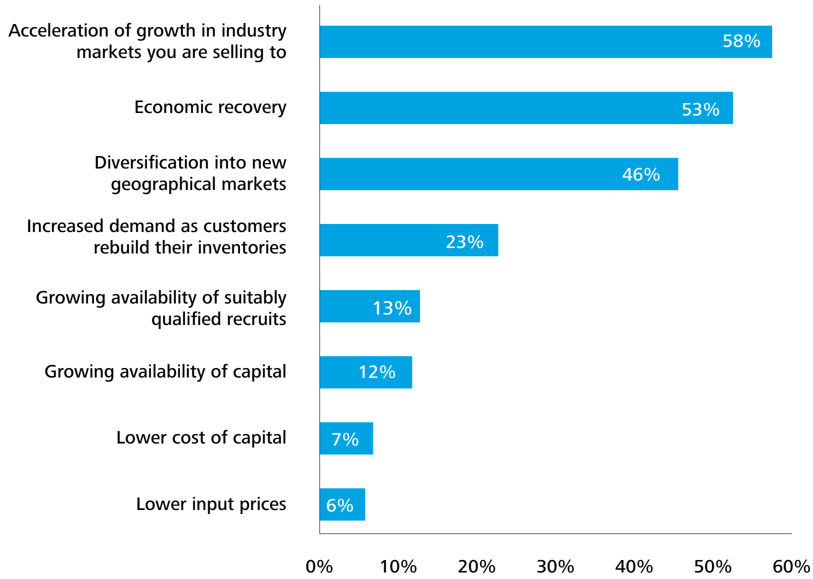
Outlook

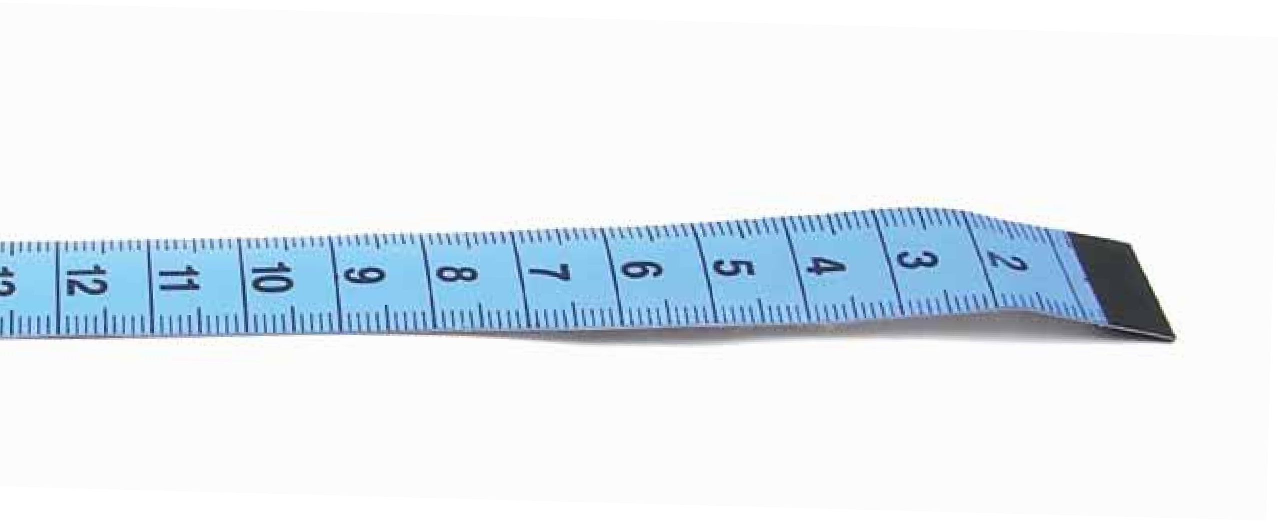
The majority of companies do not expect high national debt levels to affect their company's sales, with Belgian CEOs indicating that it could have a minor impact. Most companies regard the recovery of the economy, acceleration of growth in their key industry markets and diversification into new geographical markets as being the biggest drivers.

Precentage of companies planning to raise capital in the next 12 months



Factors expected to improve your company's outlook





The availability of qualified recruits and tax rises are the main concerns of CEOs over the next 12 months. The significance of recruitment has been a recurring theme throughout this year's survey and 29% of CEOs are worried it could negatively impact growth. In Belgium, the surveyed companies expect that increased employment costs, rising input prices and growing regulation and compliance requirements are the key factors to negatively affect their companies' outlook.

Factors expected to negatively impact your company's growth