

LEAD ———
——— **TODAY**
SHAPE ———→
TOMORROW

The TOP 30 Startups

Redefining the Status Quo in
European Tech

September 2023

Powered by

FEMALE →
FOUNDERS

TOP 30

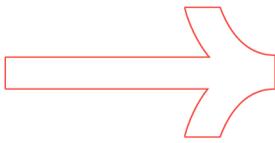
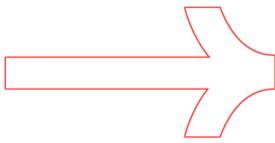


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Message from Female Founders Co-CEOs

Dear Female Founders Community,

Welcome to the TOP 30 Report - a selection of 30 gender-diverse startups hand-picked from almost 200 applications to the LTST23 Startup Pitch Track by renowned ecosystem players.

The 5th edition of Lead Today, Shape Tomorrow, is hosted under the slogan "Redefining the Status Quo in European Tech." That is why this year's LTST Startup Pitch Competition called for gender-diverse teams to demonstrate the strength of ideas developed from different perspectives at the table plus the innovative lens that inclusion brings to the tech and innovation ecosystem.

An equal future through equal opportunities in tech and innovation.

At Female Founders, we believe the ideas that shape our future need to be created by diverse groups of people to truly benefit the world's diverse population. To achieve an equal distribution of funding for founding teams, we must prioritize diversity - not only among entrepreneurs but also among investors. True inclusion means dismantling barriers on both sides of the equation, creating a future where innovation knows no bounds.

In today's volatile landscape, prioritizing organizational resilience is paramount for survival. Embracing inclusion as a strategic imperative fosters a culture of open communication and innovation, guiding companies towards stability and growth in uncertain times.

We are thrilled to present to you the 30 startups that impressed our jury with their commitment to pioneering an inclusive future of tech and innovation in Europe.



Amelia Suda-Gosch
Co-CEO at Female Founders

Amelia Suda

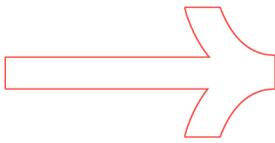


Carina Klaffl
Co-CEO at Female Founders

Carina Klaffl

The report has been prepared in partnership with





Message from the Report Partners

We asked: What is your mission?

Investing early in Europe's most passionate founders. We provide hands-on support to help our portfolio companies grow. One small step forward every day.

DIETER VON HOLTZBRINCK VENTURES

Cihat Cengiz
Principal at Dieter von Holtzbrinck Ventures

I strive to find and empower female entrepreneurial talent in building big companies, especially in overlooked spaces, such as Female Health.



Daniela Bach
Senior Investment Manager at High-Tech Gründerfonds

A new generation of diverse founders is emerging that is set to define the next decade of European tech. Looking at the current unicorn founders in Europe, you're more likely to find an Oxbridge graduate than a woman. But that is changing, and we are supporting more women and international founders than ever before. Talent is everywhere, but opportunity is not, which is why Antler is actively removing the barriers to entrepreneurship in Europe and worldwide.



Sarah Finegan
Investor at Antler

In our work as early-stage investors lies a commitment to cultivate a technology industry where inclusion is a guiding principle, not merely a talking point. Our driving force is the belief that diversity is the wellspring of innovation. Every individual, irrespective of their background, should have equitable access to opportunities within our field. In our function as investors, we support diversity, equity, and inclusion, working to dismantle barriers and biases.

CAVALRY

Björn Loose
Partner at Cavalry

Our mission is to empower every person and every organization on the planet to achieve more while also being dedicated to environmental sustainability and diversity. Inclusivity lies at the very heart of our culture, creating an environment where diversity is celebrated. At Microsoft, we are driven by an unyielding commitment to innovation, constantly pushing the boundaries of technology. Accountability, integrity and respect underpin all our operations, fostering trust with customers and partners. To help our customers achieve more, Microsoft has several programs and initiatives aimed at helping startups and founders reach their goals. One of them is Microsoft for Startups, which hundreds of Austrian StartUps are already benefitting from and acts as a helpful bridge that connects startup founders with significant enterprise opportunities.

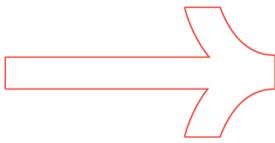


Hermann Erlach
General Manager at Microsoft Austria

My personal KPI is the amount of funding I can drive to female/diverse founders each year. Other relevant KPIs for me include how many female founders and female VCs I can enable and empower in their professional journeys.



Deepali Nangia
Partner at Speedinvest



Message from the Report Partners

We asked: What is your mission?

At Fund F, we wholeheartedly embrace the profound influence of diversity. We firmly hold the conviction that diversity not only elevates results and productivity but also lays the foundation for a more inclusive and just future. We invest in teams that boldly address some of humanity's most pressing crises.



Nina Wöss
Managing Partner at Fund F

Our goal is to encourage, empower and support more women in becoming entrepreneurs while actively promoting and investing in gender-diverse founder teams. We believe that diversity is a driving force for innovation, creativity, and overall business success.



Lisa Pallweber
Investment Manager at Hans(women) Group

As a subsidiary of the Federal Ministry of Labour and Economy, we make Austria attractive to international companies and startups. We make sure that your company successfully begins operations and grows in Austria. Free of charge. We simply get it done – for you! Smart Solutions: We think left and right and research across the board. Then we filter out the essentials for you so that you will get the best solution as quickly as possible. Supportive Spirit: Our support is top-notch. We understand your challenges and provide pinpointed help - with positive energy and in fifteen languages. Sustainable Success: Nobody in the country can match our business location know-how and networking competence. Confidential and for free. With us you will be sustainably successful in Austria.



Birgit Reiter-Braunwieser
Director Central and Eastern Europe at
ABA Invest in Austria

At 3VC, we believe in the potential of DACH and CEE and in the power of transformative technology. We partner with visionary founders, and we actively support them along the way – all the way. 3VC knows the best founders thrive when matched with VC teams with operational experience and a proven record of building solid businesses. When VCs form syndicates with other best-in-class investors, the value to the founder, and thus their success rate, increases exponentially. In leveraging the collective knowledge and resources we offer our founders, we maximize growth potential and opportunities for our portfolio companies.

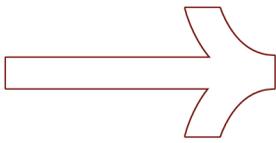


Sok-Kheng Taing
Partner at 3VC

Startups symbolize how a new generation can rise to improve the way humans live on Earth – they represent hope. By designing solutions to central challenges, they help safeguard the planet, save precious time, and equalize access to services and information. In this, female founders are indispensable: an inclusive future demands an inclusive ecosystem. The Startup Services team at the Vienna Business Agency is privileged to support early-stage founders as they sharpen their ideas and plans and work with them on the social and ecological impact of their business models and products. That means we get to know inspiring people and astonishing ideas every day.



Gabriele Tatzberger
Director of Startup Services at
Vienna Business Agency



What does an inclusive tech and innovation ecosystem look like for you?

An inclusive tech and innovation ecosystem ensures that people from all backgrounds participate in and benefit from technological advancements, reflecting diverse needs and perspectives. Promoting diversity in entrepreneurship is, therefore, crucial. We must ensure that founders, regardless of their background, are given equal opportunities and resources to realize their visions.



Cihat Cengiz
Principal at Dieter von Holtzbrinck Ventures

When looking for new employees and putting together teams, particular emphasis should be placed on diversity and inclusion. If a team is diverse, for example in terms of gender, age, origin and expertise, and the environment is designed to be inclusive, it will be more creative and innovative than a homogeneous team. I am convinced that this is essential for the development of a company culture and that such a venture will perform better economically in the long term.



Sok-Kheng Taing
Partner at 3VC

Our ultimate aspiration is to achieve a future in which discussions about inclusion become obsolete. Diversity and belonging shall become integral to the very essence of our industry. We envision a world where instead of asking, "Why is inclusion important?" we celebrate the profound impact of our collective achievements in fostering an environment where equal opportunity is the norm.

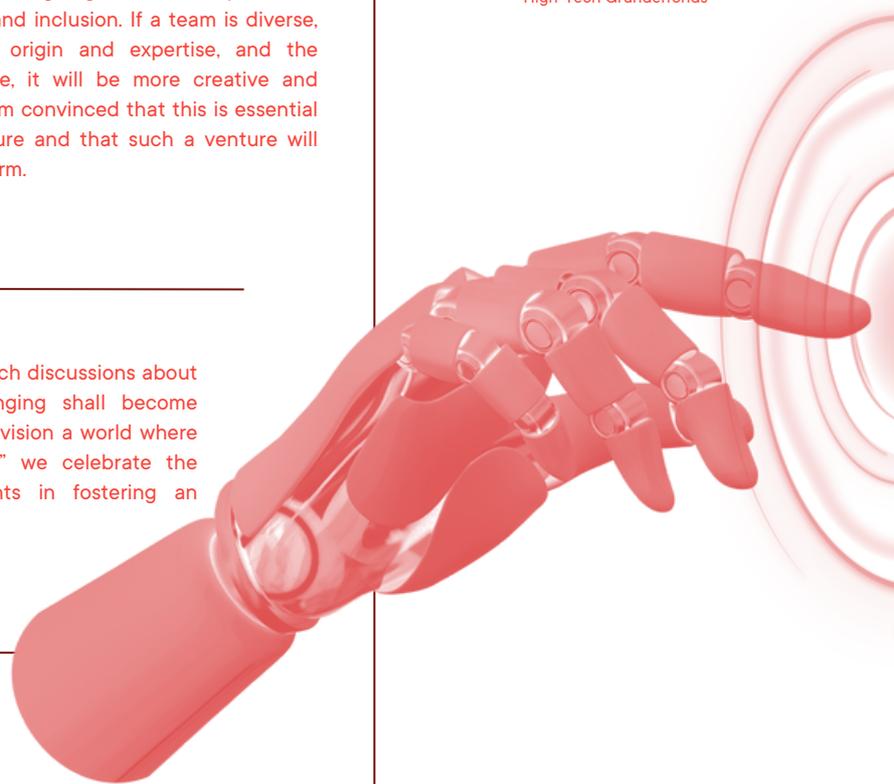


Björn Loose
Partner at Cavalry

Women Founders are often the same age when building their first company and founding a family. An inclusive ecosystem allows for both. Just like it is the case for men.



Daniela Bach
Senior Investment Manager at
High-Tech Gründerfonds



Their wishes for an inclusive future

An inclusive tech and innovations ecosystem, aligned with Microsoft's mission, would be one where everyone, regardless of gender, background, age, or any other characteristic, has equal access to all opportunities and resources. It's a place where diversity is appreciated and where innovation thrives through the contributions of people from all walks of life. Microsoft's broad skilling activities and programs play a vital role in making this a reality.



Hermann Erlach
General Manager at Microsoft Austria

I am a Partner at Speedinvest with a focus on female founders. An inclusive tech and ecosystem will include no role/focus for me. This would be a normal course of business.



Deepali Nangia
Partner at Speedinvest

It's like the Startup Location Austria - green, diverse, and with social impact! Every second startup pursues overriding corporate objectives when it comes to the environment and/or social issues. About one-third may be considered to be green startups, and approx. one-sixth are social startups. At 39%, Austria currently has the highest proportion of startups in the EU, where at least one founder is female.



Birgit Reiter-Braunwieser
Director Central and Eastern Europe at ABA Invest in Austria

In an inclusive tech and innovation ecosystem, we leverage the unique strengths and perspectives of a diverse workforce to drive innovation, solve complex problems, and create a better future for everyone. It's a place where the power of technology is harnessed to improve lives, drive economic growth, and build a more equitable world.



Lisa Pallweber
Investment Manager at Hans(wo)men Group

When people imagine a successful founding team, a lot of biases come into play. Often, this picture doesn't reflect what the real world looks like - which is a pity, because the vast majority of the world is comprised of people with needs, perspectives and priorities that remain unrecognized. Innovations from diverse founding teams have the ability to unlock new markets - something I hope that all investors come to understand.

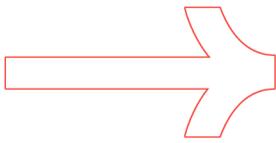


Gabriele Tatzberger
Director of Startup Services at Vienna Business Agency

"An inclusive tech and innovations ecosystem thrives on two pillars: investor diversity and accessible venture capital. Diverse investors, spanning various backgrounds and investor types like business angels and venture capitalists, bring a rich tapestry of perspectives and opportunities to the table, fostering equitable funding for underrepresented entrepreneurs. Equally vital is ensuring first-time entrepreneurial teams have access to venture capital. This inclusivity is facilitated through mentorship, incubators, accelerators, and innovative funding models, creating an environment that empowers emerging startups. By dismantling barriers and providing resources, the ecosystem nurtures the growth of new ventures, ultimately fueling innovation and economic progress.



Nina Wöss
Managing Partner at Fund F

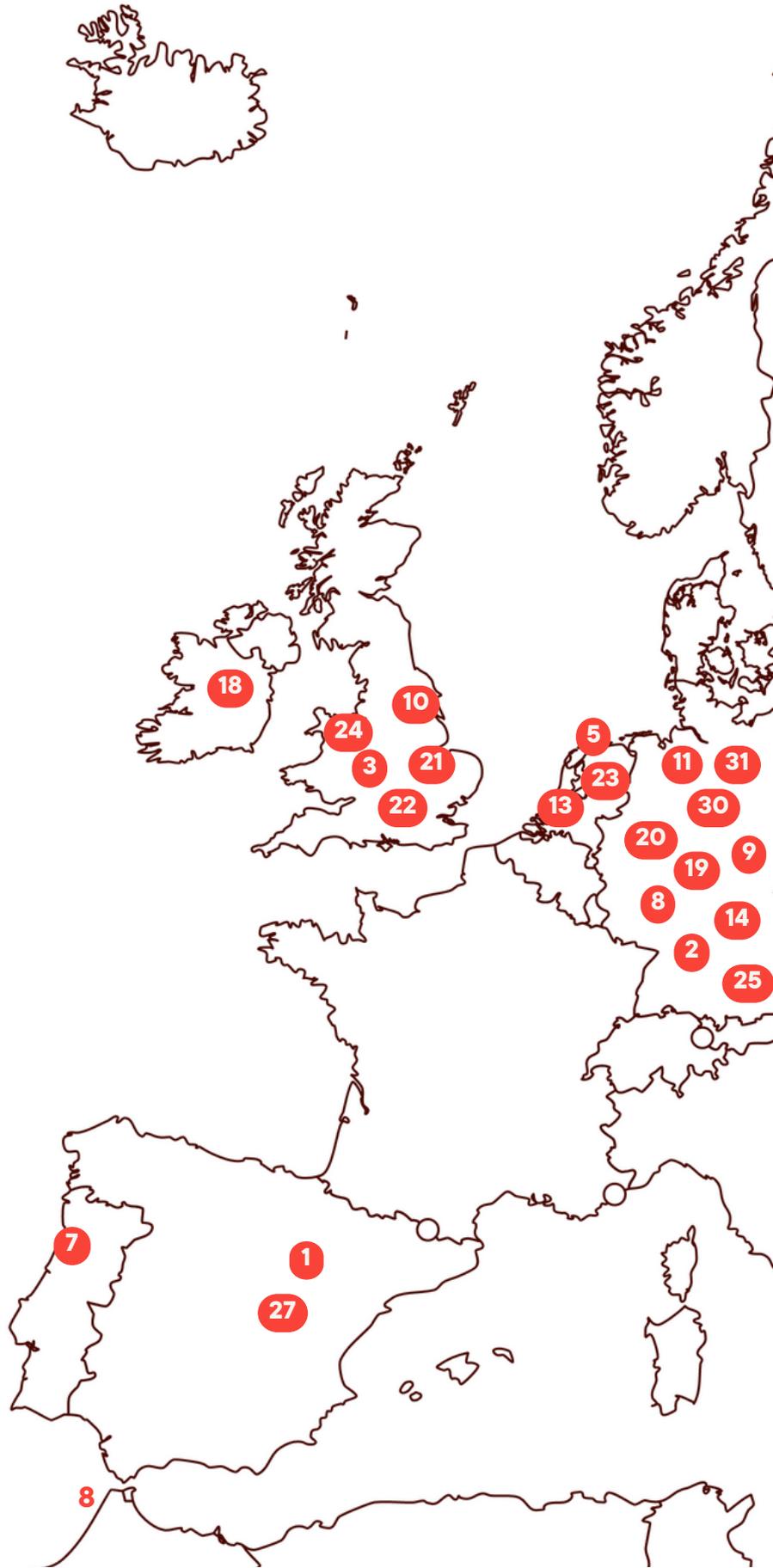


TOP 30 Startups: Where are they from?



FEMALE FOUNDERS

1. fabbric | Spain
2. recoupling | Germany
3. DataForm Lab | UK
4. AniBiome | Croatia
5. Human Material Loop | The Netherlands
6. sendance | Austria
7. Karion Therapeutics | Portugal
8. DR. VIVIEN KARL | Germany
9. Robotikos | Germany
10. Niya | UK
11. Devanthro | Germany
12. bitteiler | Germany
13. Sirius | The Netherlands
14. LipoCheck | Germany
15. MERSOR | Germany
16. femble | Austria
17. money:care | Austria
18. XTremedy Medical | Ireland
19. alvea | Germany
20. Lavelio | Germany
21. Seeds of Colour | UK
22. Serene | UK
23. TerraWaste | The Netherlands
24. Sweet Pea Care | UK
25. Crocus Labs | Germany
26. Lemna | Germany
27. nen | Spain
28. Artificial Mobility Intelligence | Germany
29. refinq | Austria
30. einwert | Germany
31. PreFree | Germany



Marked on the map are only the country of origin, not the exact location of the startup.



12

15

28

26

6

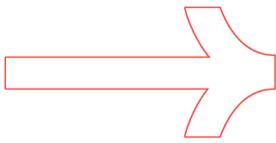
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16

4

9



Status Quo in the European tech & innovation ecosystem

Inclusion is more than just a nice-to-have. It's an economic necessity for the European tech and innovation ecosystem to unlock the full potential of our economies and build a brighter, more equitable future for all.

Take a look at the status quo of the European landscape to understand the price we pay for inequality in the access to venture capital and business opportunities.



Status Quo: at a glance

In the first half of 2023, almost **90%** of the capital for start-ups available in Austria 🇦🇹 went to all-male teams.¹


In the UK 🇬🇧, firms with all-female founders received only **2%** of venture capital funding in 2021.³

 **12.2%** of the total European VC funding in 2022 went to female co-founded companies (a decline from 14.7% in 2021). It was the lowest level since 2014.²


Only **15%** of VC general partners in Europe are women.⁵

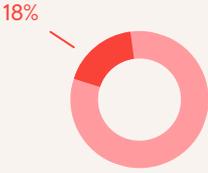
Among startup operators, **40%** of Black, African and Caribbean people said that they'd experienced discrimination in tech. 37% of women said the same.⁴

In comparison, European female-only founded startups received **0.9%** of the total capital invested. The same as in 2015.²

£
For every **£1** of venture capital (VC) investment in the UK, all-female founder teams get less than 1p, all-male founder teams get 89p, and mixed-gender teams 10p.⁷

In Germany 🇩🇪, only **20%** of startup founders are women.⁶

Austria 🇦🇹 has the highest proportion of the female start-ups (39%) in the EU. However, last year only 18% of funding rounds were raised by teams with at least 1 female founder.⁸



According to the LGBTQ+ Founder Report by Proud Ventures, the first data set on UK LGBTQ+ founders and VCs ever, **75%** of LGBTQ+ founders reported concealing at points their identity from investors.¹⁰

At least **4 out of 5** Investment Committee Members are male.⁵

Founding and the phase of family planning often coincide. In Germany 🇩🇪, 41% of female founders and 44% of male founders have children - but female founders with children will work up to 6 hours fewer each week in comparison to male founders with children. Fathers will work up to 1 h less in comparison to child-free male colleagues.⁹

 Investors could make another **£500m a year** by backing disabled founders. The same survey found that 84% of respondents - more than 200 UK entrepreneurs living with a disability who have either recently sought or received funding - believe they don't have equal access to the same opportunities and resources as non-disabled entrepreneurs.¹¹

 In the UK 🇬🇧, only 15-18% of Angel Investors are Women and only about 11% of the existing Angel community are from ethnic minorities with 58% of these based in London.⁹

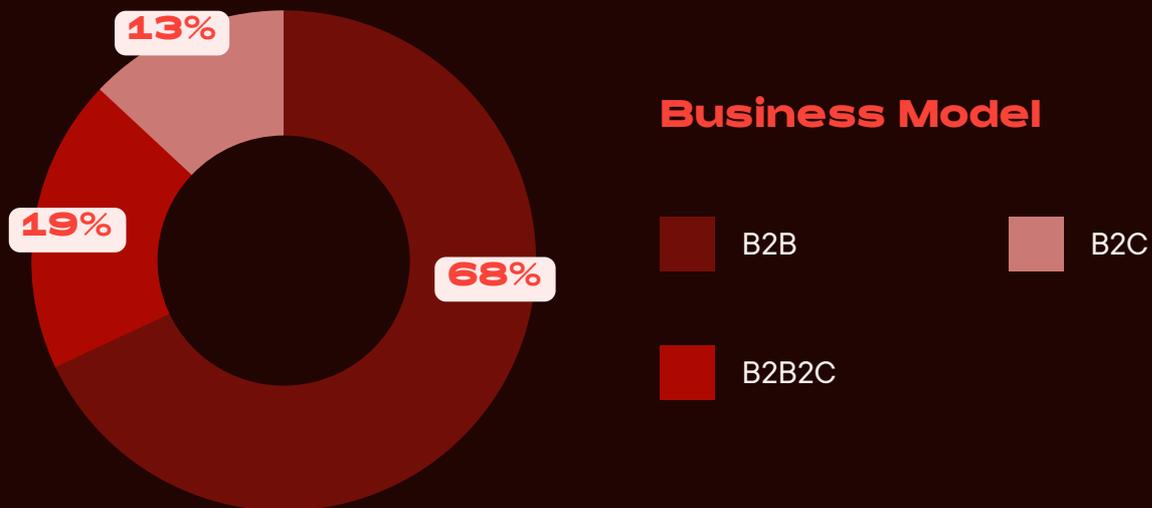
Sources:

- 1. Female Start-up Funding Index Österreich H1/2023, EY, Fund F and Female Founders | 2. European VC Female Founders Dashboard by PitchBook
- 3. House of Commons Treasury Committee, Nineteenth Report of Session 2022-23 | 4. Atomico State of European Tech 2022 Report | 5. Role and Importance of Women as Cheque Writers and Start-up Founders
- 6. Female Founders Monitor Germany 2022 | 7. UK VC & Female Founders Report | 8. Female Start-up Funding Index 2022, EY, Fund F, and Female Founders | 9. UK Business Angels Association (UKBAA)
- 10. The LGBTQ+ Founder Report by Proud Ventures | 11. Access2Funding Research Report

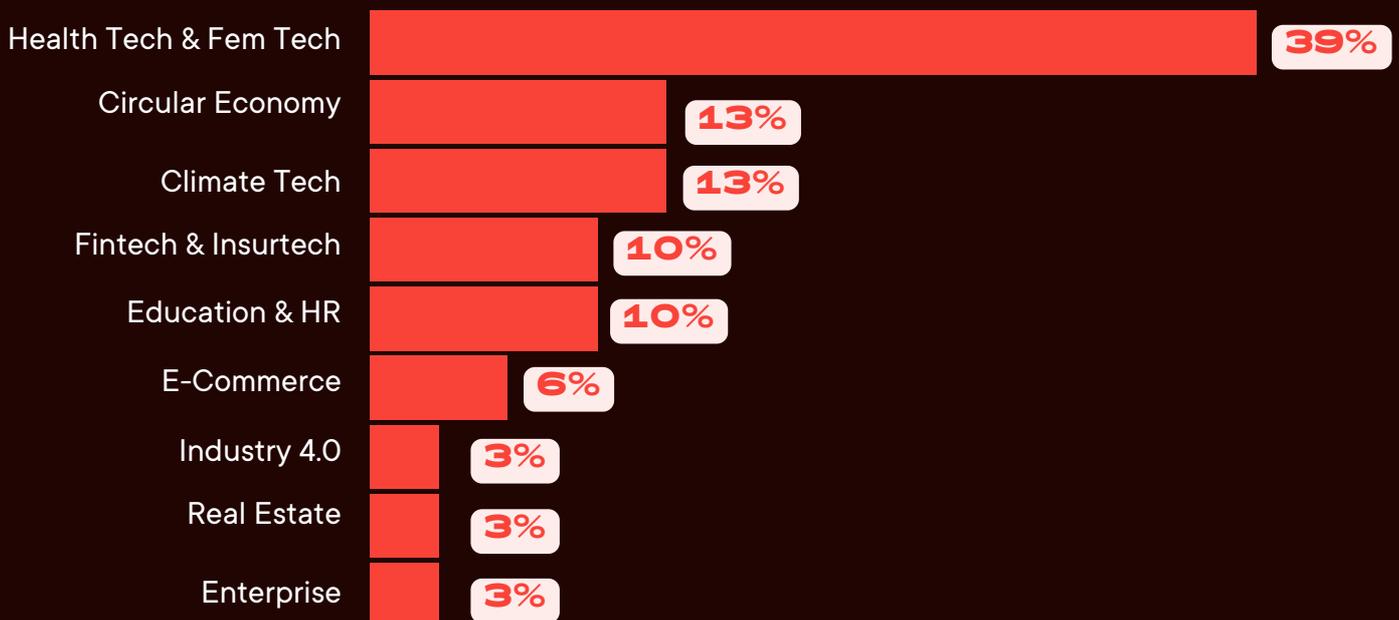


TOP 30 Startups:

TOP 30 STARTUPS IN NUMBERS

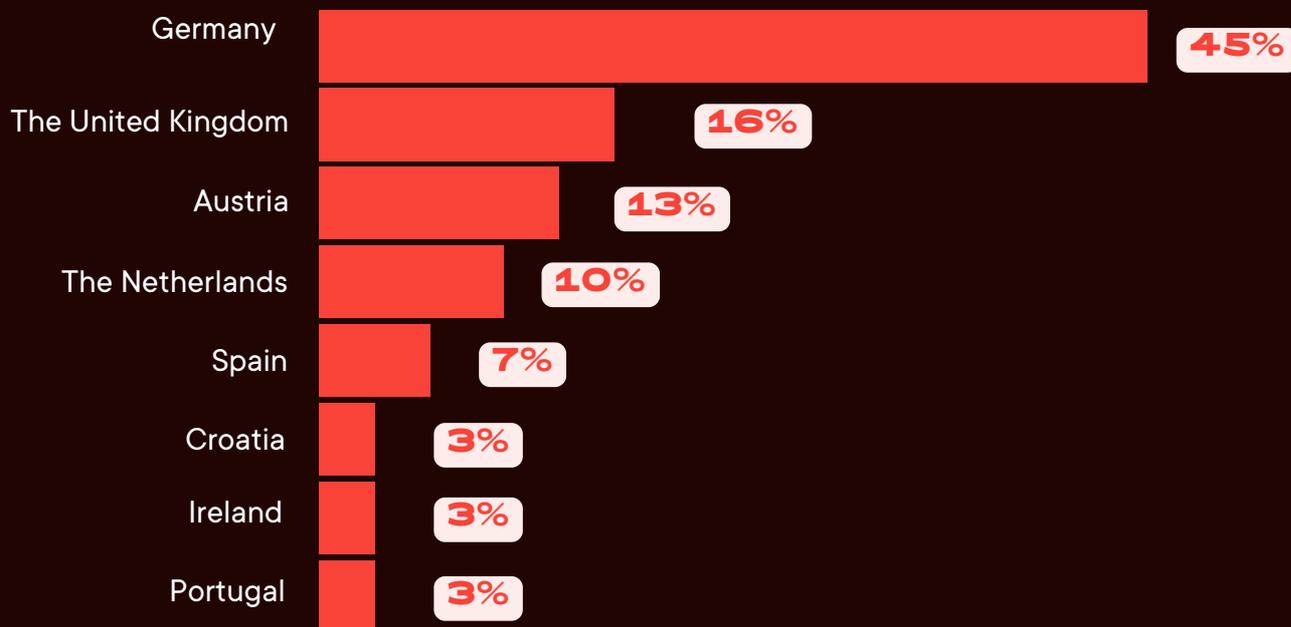


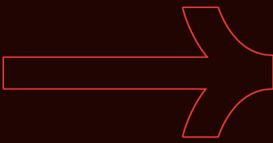
Industry Vertical



Statistics

Country





TOP 30 Startups



fabbriC

Industry: E-Commerce Business Model: B2B, B2B2C Stage: Seed
Country: Spain Website: www.fabbriC.com

There are currently more than 50 million content creators in the world. Until now, content creators monetize by promoting products of brands in exchange for a fee. But most of them would like to own their own brand: they would be able to earn more as well as have an emotional linkage to it. The reason why most of them do not have their own brands is because they lack the resources to do so. What's more, the process of brand creation is very long and complex, i.e. finding more as well as have an emotional linkage to it. The reason why most of them do not have their own brands is because they lack the resources to do so. What's more, the process of brand creation is very long and complex, i.e. finding manufacturers, developing designs and patterns, quality control of a production, supervising a storage space, shipping all products to the end consumer, building a website..., amongst many other things. Even though there are specific solutions for the different parts of the process, there is not a unique and unified solution. Until now. We are the first all-in-one platform that makes design, production, fulfillment and eCommerce accessible to everyone. In our platform, content creators can easily develop their own fashion brand.



recoupling

Industry: Health Tech & Fem Tech Business Model: B2C Stage: Pre-Seed
Country: Germany Website: www.recoupling.de

We are a team of 5 who work every day with a lot of love with the goal of strengthening your relationships and making you happier in the long term. recoupling was founded by Jaane Henning, Mandy Hecht and Tom Haubner, who lead the company as managing directors and CTO. Alicia and Marius also work at recoupling. Alicia, our talented designer who works daily to improve the user experience of our app and Marius, our fast and efficient developer who constantly integrates new and innovative features into our app.

Our goal is to strengthen all relationships in the world in the future - from couple relationships to family and friendship relationships to professional contacts. We believe that strong relationships are the key to a fulfilling and happy life. Our initial focus is on couple relationships, but in the long term, we want to improve all aspects of your social life. We believe that everyone should have the opportunity to work on their relationships and become even happier



TOP 30 Startups



DataForm Lab

Industry: Climate Tech

Business Model: B2B

Stage: Pre-Seed

Country: UK

Website: www.dataformlab.com

DataForm Lab is developing Auto/Mate - a B2B platform for offsite construction that provides a seamless digital workflow linking design and fabrication. Auto/Mate allows offsite manufacturers to simulate and de-risk the automation integration in their factories, it gives them access to a pipeline of projects that provide a clear ROI strategy, and it automatically exports manufacturing information to go straight into production. In parallel, it allows manufacturers to calculate and optimise their factory's operational carbon footprint. What makes Auto/Mate different is that it is not just targeting isolated problems - it provides a comprehensive solution that allows offsite manufacturers to change their inefficient production methods, increase their overall capacity and achieve their sustainability goals.



Ani Biome

Industry: Health Tech & Fem Tech

Business Model: B2B2C

Stage: Seed

Country: Croatia

Website: www.anibiome.ai

Ani Biome is a BioAgeTech startup personalising fermentation-derived bioactive compounds to reduce gut inflammation.

At Ani Biome™, we developed a deeptech solution for non-invasive diagnostics through which we are mapping the Hallmarks of Vitality™ of Clients through the Ani Daily™ app. In parallel, we established a proprietary multi-level fermentation methodology for a superior extraction of a wide spectrum of natural metabolites.



TOP 30 Startups



Graphic / Human Material Loop

Human Material Loop

Industry: Circular Economy Business Model: B2B Stage: Pre-Seed
Country: The Netherlands Website: www.humanmaterialloop.com

Human Material Loop is a material innovation company. By using science they are developing technologies and materials from waste keratin fiber to deliver planet-positive and next-generation materials for the textile industry. The company has been founded by Zsofia Kollar to provide a truly circular solution for the industry and show that we, humans are part of this ecosystem and not above it. The company is focusing on the transformation of keratin fibers, unleashing the strength of the strongest protein found in nature to deliver a 100% natural, hypoallergenic and antibacterial material to different segments of the textile industry without any soil degradation, water pollution and animal cruelty.



Photo / sendance

sendance

Industry: Health Tech & Fem Tech Business Model: B2B Stage: Pre-Seed
Country: Austria Website: www.sendance.at

sendance is a deep-tech B2B company that offers patented soft sensor technology for smart wearables. Today, healthcare and sports device manufacturers aim at offering services based on high-quality data from the human body but struggle to make their products smart. sendance offers a digital workflow that enables our customers a 6x faster market entry with new smart wearables. First market traction with customers such as Ottobock shows great demand in orthotics and prosthetics as well as for sports applications. sendance plans to scale up production and sales and is currently raising a Seed investment round closing by the end of 2023.



TOP 30 Startups



Karion Therapeutics

Industry: Health Tech & Fem Tech Business Model: B2B Stage: Pre-Seed

Country: Portugal Website: www.kariontx.com

Karion Therapeutics is a drug discovery and development spin-off company. Our mission is to unlock new therapies for unmet medical needs in the oncology field, to improve patient survival and their quality of life. We are developing our first drug candidate KT408, an innovative drug for aggressive cancers (with 5-year mortality rates up to 90%) that has an unprecedented mode of action and an outperforming biological profile over drugs currently used in clinics.



DR. VIVIEN KARL

Industry: Health Tech & Fem Tech Business Model: B2C, D2C Stage: Seed

Country: Germany Website: www.drivienkarl.com

DR. VIVIEN KARL was founded in 2021 due to the need for a good solution for intimate care without compromise. With natural, high quality and scientifically based products for effective and safe care. The joint mission of Vivien Karl and co-founder Julia Huhnholz is to educate women about intimate care, to empower women's intimate well-being at different stages of life and to de-taboo topics around intimate health.



TOP 30 Startups



Robotikos

Industry: Industry 4.0

Business Model: B2B

Stage: Pre-Seed

Country: Germany

Website: www.robotikos.com

At Robotikos, we are democratizing access to Industrial Automation and improving ROI on investments for SMEs. Adopting Industry 4.0 is a complex and data- and labour-intensive task and SMEs are lagging in its adoption due to a lack of resources and dependence on outdated tools like Excel to make million-euro decisions. Robotikos offers a comprehensive solution, addressing the 'what,' 'how,' and 'why' of automation. Through data-driven insights and user-friendly dashboards, we streamline decision-making, enhancing ROI on Industrial Automation investments. Our integrated approach and data-driven focus provide a competitive edge over direct and indirect competitors.



Niya

Industry: Education & HR

Business Model: B2B2C

Stage: Seed

Country: UK

Website: www.niya.ai

Niya is a Professional Opportunity Network, leveraging the power of AI and community to connect 100 million migrants to new opportunities by 2030.

Niya was founded in 2021 with the belief that talent is everywhere, but opportunity isn't. We hold a team spirit like no other and are passionate about providing equal access and opportunity to all. We share the belief that background should not be a barrier to opportunity and work hard to support the mobilisation of underserved people.



TOP 30 Startups



Devanthro

Industry: Health Tech & Fem Tech Business Model: B2B2C Stage: Seed

Country: Germany Website: www.devanthro.com

Devanthro is a Munich-based robotics and AI trailblazer tackling the global elderly care crisis. Building on nine years of full-stack robotics R&D and three generations of humanoid robots, the company sets a new standard for 24/7 elderly care. By augmenting human caregivers with Robodies - advanced robotic avatars - Devanthro offers a groundbreaking solution to caregiver shortages and enhances the quality of life for seniors. After several successful trials in the care setting, Robodies - no longer a concept of the future - are set to prove their real-world applications in a 12-week pilot with Charité Berlin already in 2024, marking a pivotal step in the company's commercialization journey.

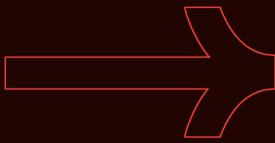


bitteiler

Industry: Industry 4.0 Business Model: B2B Stage: Pre-Seed

Country: Germany Website: www.bitteiler.com

bitteiler is a deep tech spin-off startup from TU Dresden that was founded in February 2023. We specialize in developing AI-aided compression software designed to significantly reduce the substantial volume of data generated by IoT sensors. Our innovative solution can achieve up to a 90% reduction in data size directly within the sensors before transmission. This results in cost savings for data transmission and storage. Moreover, bitteiler's technology also plays a crucial role in reducing energy consumption, making it a sustainable solution that supports industries in their digital transformation journey.



TOP 30 Startups



Graphic / Sirius

Sirius

Industry: Climate Tech

Business Model: B2B

Stage: Seed

Country: The Netherlands

Website: www.besirius.io

Sirius is a B2B SaaS platform that empowers the metals and mobility sector – crucial for the energy transition – to transform sustainability goals into action through automation and step-by-step guidance. Sirius Sustainability Copilot shapes your sustainable journey, turning aspirations into action.

Maximize your decarbonization efforts by scaling winning practices throughout your entire supply chain. Easily keep track of supplier progress and ensure alignment on decarbonization goals with our user-friendly tool. Get your suppliers on board and equip them with expertise and financing for sustainable success.



Photo / LipoCheck

LipoCheck

Industry: Health Tech & Fem Tech

Business Model: B2C

Stage: Pre-Seed

Country: Germany

Website: www.lipocheck.de

LipoCheck is a Health Tech startup which improves diagnostic and treatment for millions of women with lipedema. Lipedema is a chronic and painful fat distribution disorder, and there are only a few experienced specialists who can diagnose and treat the disease. Based on decades of unique experience and thousands of data, LipoCheck's AI-powered health platform allows women to get early detection and daily support in individual treatment they would otherwise have no access to. LipoCheck was founded by Helena Rapprich, Anina Langhans and Dr. Med. Stefan Rapprich. They are a family with the mission to give women with lipedema a better quality of life with technological innovations. They rethink healthcare and relieve the burden on the healthcare system by addressing patients' needs and guiding them through the whole process.



TOP 30 Startups



MERSOR

Industry: E-Commerce

Business Model: B2B

Stage: Seed

Country: Germany

Website: www.mersor.de

The female founders, Stella and Lisa, aim to make gifting easy, fast and fun. The gifting-as-a-service platform giftlyst.io automizes and streamlines corporate gift-giving. Powered by automation and services, the startup leverages corporate relationships with employees, customers or partners. Together with their gifting marketplace MERSOR, they provide a comprehensive one-stop solution for both individual and corporate gifting.



femble

Industry: Health Tech & Fem Tech

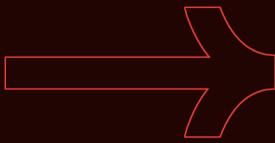
Business Model: B2C

Stage: Pre-Seed

Country: Austria

Website: www.femble.co

Redefining female mental health. One cycle at a time. We're on a mission to free 500 million women from mental health challenges throughout their hormonal cycles. femble is an AI-powered mental health solution that helps the 47 % of women suffering from regular mental health issues like anxiety, depressive moods, fatigue or low self-esteem. In all stages of hormonal-cycle-life, including reproductive years, postpartum, and menopause. With daily hyper-personalised recommendations based on your hormonal cycle, stress level and mental symptoms femble helps you make your mental health priority N°1.



TOP 30 Startups



money:care

Industry: Fintech & Insurtech

Business Model: B2B

Stage: Pre-Seed

Country: Austria

Website: www.moneycare.at

money:care is an innovative fintech company from Vienna specializing in automating the collection of ESG data through their advanced AI assistant. With money:care, ESG analysts can accelerate their data collection process by up to 10 times, enabling them to work more efficiently and rather focus on the interpretation of the respective data. However, their vision extends far beyond mere data automation. money:care develops a user-friendly platform for sustainable investing that provides accessible and transparent information about companies' sustainability performance to retail investors. On this platform, retail investors can easily identify companies that align with their own values and respect social standards and planetary boundaries.



XTremedy Medical

Industry: Health Tech & Fem Tech

Business Model: B2B

Stage: Seed

Country: Ireland

Website: www.xtremedymedical.com

XTremedy Medical have developed the BioBlate system - a pulsed field ablation device to tackle the problem of infections in surgery. Despite growing numbers of infection surgeries (2.5M) there are no surgical devices for removing infection. The BioBlate system passes high voltage, short bursts of electrical pulses to kill any residual bacteria or biofilm at the end of surgery to give patients the best chance of recovery. This technology is highly effective against common infection strains and has the potential to improve the lives of millions of patients by reducing visits to operating rooms, shortening hospital stays and reducing re-infection rates.



TOP 30 Startups



alteva

Industry: Circular Economy Business Model: B2B Stage: Pre-Seed
Country: Germany Website: www.alteva.tech

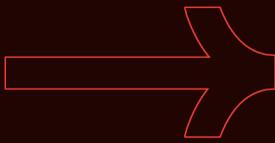
With alteva, we want to decarbonize the whole transportation sector. Not just cars, but also trucks, busses, planes, and for example agricultural machines. The reason these areas are not electrified today is the high weight of current batteries. We offer a new kind of battery technology, lithium-sulfur-batteries, that are significantly lighter than what is available today. Additionally, they only use widely available materials and are environmentally benign. With a breakthrough in materials science at the German Aerospace Center we are now able to manufacture these batteries with a long lifetime and a scalable production process. alteva will develop these batteries further, produce them in large scale and sell them to customers in all areas of transportation, so that they can finally become fully electric.



Lavelio

Industry: Education & HR Business Model: B2B Stage: Pre-Seed
Country: Germany Website: www.lavel.io

Lavelio is revolutionizing the way companies operate on social media. Using artificial intelligence, Lavelio can accurately predict how a brand's followers will react to specific content using image and video analytics. Companies can thereby acquire a deeper understanding of their social media presence and learn about their followers needs.



TOP 30 Startups



Seeds of Colour

Industry: Circular Economy Business Model: B2B2C Stage: Pre-Seed
Country: UK Website: www.seedsofcolour.com

Seeds of Colour is turning green waste into pigments for colour cosmetics. We use innovative proprietary circular technology to extract pigments from plants to create natural coloured beauty products that are good for you and your world.

We are a group of diverse individuals - scientists, academics, business, and creative minds - united by shared values. We believe beauty products should deliver science-based benefits, natural and clean formulations, ethically sourced and produced most sustainably. We source fruits and vegetables from the British countryside and through science and design we transform the plants into the nutrient-rich botanical pigments you can use to colour your skin.



Serene

Industry: Fintech & Insurtech Business Model: B2B Stage: Pre-Seed
Country: UK Website: www.myserene.io

Serene is an API and consumer-facing app for financial services that lack effective tools to identify and support their vulnerable customers that leverage behavioural "biomarkers" to improve the early identification and intervention for mental health problems and associated financial vulnerability.

The name "Serene" encapsulates the sense of calm, tranquillity, and peace that we aim to bring to the complex and challenging world of finance. Just as a serene environment provides a refuge from chaos, we envision our solution as a safe haven for anybody navigating financial challenges. By integrating advanced technology, scientific expertise, and a deep understanding of human vulnerabilities, we aspire to create serene financial experiences — where banks support their customers to achieve a sense of clarity and security as they navigate their financial lives.

The name reflects our commitment to transforming the financial landscape into a more compassionate and caring space where individuals, especially those in vulnerable situations, can rely on their banks to look after their financial well-being. Through our solution, we're striving to empower financial firms to create a more Serene future for all individuals, regardless of their circumstances.



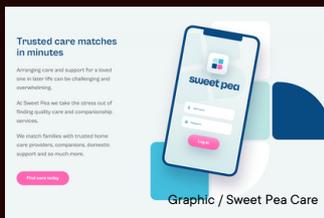
TOP 30 Startups



TerraWaste

Industry: Climate Tech Business Model: B2B, B2G Stage: Pre-Seed
Country: The Netherlands Website: www.terrawaste.tech

TerraWaste is developing a platform technology which focuses on recycling plastics, dry, wet and mixed waste through an advanced chemical recycling pollution-free process resulting in high-value chemicals, oil and biochar. The technology used for this process is a high-pressure/high-temperature Hydrothermal liquefaction (HTL) system whose design includes highly efficient use of energy, water and catalysts, producing zero waste whilst converting waste plastics into value. We will be able to turn the problem of plastic waste into an almost free resource that can become the feedstock for the plastics industry, thereby creating a circular supply chain, reducing the amount of virgin plastic used by industry and society.



Sweet Pea Care

Industry: Health Tech & Fem Tech Business Model: B2B2C Stage: Seed
Country: UK Website: www.sweetpea.care

Sweet Pea is a care ecosystem for families. We're reimagining elderly care by connecting families with care services and everything their loved one needs to live well at home in one intelligent system. Our care assessment tool helps families understand what care their loved one needs and when, and our personalised matching service helps families find and access home care, plus the additional health and domestic support, to enable elderly loved ones to live independently. For our B2B partners (home care providers, health service providers, etc.), we generate quality leads with their target customers, which are managed through our bespoke dashboard complete with comprehensive analytics. We take care of the marketing and sales so they can concentrate on care.



TOP 30 Startups



Crocus Labs

Industry: Circular Economy Business Model: B2B Stage: Seed
Country: Germany Website: www.crocuslabs.com

We are building a lighting technology that will enable greenhouse and vertical farm growers to scale sustainably. By leveraging our proprietary technology on LED chip technology, we are going to half the energy consumption.

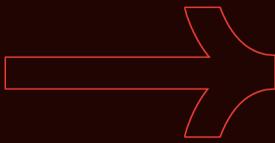
Crocus Labs was founded in 2020 with the mission to empower the world's transition to sustainable food through sun-like, efficient light technologies for greenhouses, vertical farms, and all other forms of closed-environment agriculture. We are a Berlin-based startup backed up by leading German VCs and Angel investors and trusted by the European Innovation Council as a technological enabler of local food production.



Lemna

Industry: Education & HR Business Model: B2B Stage: Pre-Seed
Country: Germany Website: www.lemna.io

Lemna empowers people and organizations. Our science-backed Employee Experience (EX) Tool measures your company's well-being while offering immediate, personalised learning nudges to employees with AI. Strengthen your team with the latest behavioral science methods and state-of-the-art technology!



TOP 30 Startups



nen

Industry: Health Tech & Fem Tech Business Model: B2B, B2C Stage: Pre-Seed

Country: Spain Website: www.nen.health

nen is a clinical-stage company developing evidence-based digital therapeutics to help kids fighting cancer, their families and their doctors manage pain. We address pain management through play by leveraging the gamification of cognitive behavioural therapy to modulate pain and improve a child's overall well-being and outcomes.

Through validated outcome measures, both families and physicians can provide insightful and tailored pain management support to children who currently lack alternative means to express their needs. nen is a mission-driven profit-for-purpose company with a view to democratize pain management at scale to all kids who are in pain, wherever they are.



Artificient Mobility Intelligence

Industry: Fintech & Insurtech Business Model: B2B Stage: Pre-Seed

Country: Germany Website: www.artificient.de

Artificient is a deep-tech spin-off from Europe's leading institute in automotive engineering, leveraging cutting-edge computer vision AI technology to develop Europe's 1st AI-powered smart driving app towards safer and greener mobility.

We are an international & and female-empowered team with over 20 years of combined experience in the industry.



TOP 30 Startups



refinq

Industry: Enterprise Software Business Model: B2B Stage: Pre-Seed
Country: Austria Website: www.refinq.com

refinq equips companies with the understanding of their connections to nature and guides them on how to prevent biodiversity loss and protect biodiversity. refinq offers all necessary biodiversity information for companies to shift towards nature-positivity.

By transforming complex data into actionable information, we empower businesses to not only reduce biodiversity loss but also to derive strategic value from nature-positivity. This includes compliance with regulatory standards and the avoidance of financial risk. Ultimately, refinq's mission is to foster a sustainable and resilient economy that values and protects the richness of life on Earth.

Part of our founding team has a proven record of creating a tool for the EU taxonomy in the financial sector. With expertise in data science, risk analysis, regulatory compliance, and B2B sales, we're a reliable partner in the growing market of biodiversity risk assessment. Join our mission to shape a sustainable future where businesses are conscious of biodiversity and actively promote positive interactions with nature.



einwert

Industry: Real Estate Business Model: B2B Stage: Seed
Country: Germany Website: www.einwert.com

The first hybrid appraiser. Real estate value mainly defines the wealth of the nations but is still digitally untouched. The reason is that the required formal real estate valuation is highly antiquated.

einwert is the first European hybrid appraiser to rethink the appraisal business. We rely on unique, expert-centered technology, standardized quality and unparalleled simplicity.



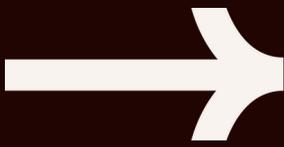
PreFree

Industry: Health Tech & Fem Tech Business Model: B2B Stage: Seed
Country: Germany Website: www.prefree.de

The 31st startup that we had to add!

Our vision at PreFree is to revolutionize the way pregnancies are managed by leveraging technology to make them safer for all expectant mothers.

Our goal is to enable every doctor's office to easily and accurately diagnose pre-eclampsia, a potentially life-threatening condition that affects pregnant women. By doing so, we aim to make pregnancy care more patient-centric while also helping hospitals and payers to save costs by allowing them to focus on high-risk patients.



LTST 2023 Startup Pitch Competition

Meet the TOP 30 STARTUPS on October 11-12 in Vienna!

Want to meet the TOP 30 innovative startups featured in this report? Join us in Vienna on October 11-12th at the 5th annual Female Founders conference, LEAD TODAY. SHAPE TOMORROW. and attend the [LTST Startup Pitch Competition](#)!

LEAD TODAY. SHAPE TOMORROW. is the event where startups, investors, and innovation opinion leaders get together to create an inclusive future of entrepreneurship. During the two days of the conference, you will listen to exciting panel discussions, watch startup pitches, and participate in hands-on workshops.

Be one of the 600 participants attending LTST in person in Vienna and have your say about making the European tech and innovation ecosystem more inclusive and open to everyone, who wants to make a positive change in the world.



Use code [Top30Report](#) to get 30% off your in-person tickets to LTST!

[Get your ticket now](#)

PS. Can't make it to Vienna? [Get a free online ticket now.](#)

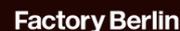
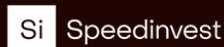




LTST 2023 Event Partners

We thank the LTST 2023 event partners for their support!

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Report by

LEAD TODAY. SHAPE TOMORROW. (LTST)

www.leadtodayshapetmrw.org

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