

Technology Fast50 Turkey 2008

Winners and CEO Survey

Lead the game

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Foreword

We are glad to announce Fast50 Turkey 2008 Winners which are ranked according to their revenue performance over the last five years. In the third year of the program, more than hundred companies attended Deloitte Technology Fast50 Turkey and 50 of them (which was 48 last year) achieved to be in the Winner list. Congratulations to those who performed outstanding growth performance.

Deloitte Turkey's Technology, Media and Telecommunications (TMT) professionals work with many technology companies across all sectors and all stages of development. We have successfully positioned new companies for growth, but perhaps more importantly, we have the experience and perspective to help them sustain it profitably over the long term.

Furthermore, you may also find growth performance analysis of Turkey's Fast50 companies together with these Company profiles.

We thank our main Sponsor, Turk Telekom, for their support in our program and their commitment to the growth of technology sector in Turkey. This year we are together presenting "Türk Telekom Technology Special Award" to the fastest growing company among Fast50 Turkey companies that managed to make the shortlist 3 times consecutively. The fastest growing company among Fast50 Turkey 2006, 2007 and 2008 Winners, STM Savunma Teknolojileri, gained this special award which will be presented them during Fast50 Turkey 2008 Awards Ceremony.

We are also grateful to our Research Sponsor, Interpro for their contribution and help to introduce our program to TMT industry. We also thank our partners in 2008 Deloitte Technology Fast50 program, TTGV, TESID, TBD, TUBISAD, and TBV for their collaboration and support in making this program a success.

Deloitte Technology Fast50 Turkey Winners are nominated to be placed in Deloitte Technology Fast500 in EMEA, which will be announced in November 25, 2008; we wish luck to our Turkish nominees. Congratulates to all winning companies on their notable achievements.

M.Sait Gözümlü



Partner
Deloitte Turkey TMT Leader





Overview

Welcome to 2008 Deloitte Technology Fast50 Turkey, the most comprehensive and respected ranking of Turkey's fastest-growing technology companies.

We are pleased to announce the winners of the Deloitte Technology Fast50 Turkey 2008, which recognises the 50 most dynamic and fastest growing technology companies based on their revenue performance over the last five years. The overall winner this year is Phonoclick with growth of 3,031 percent. CE Bilgi İşlem places the second rank with the winning growth rate of 2,890 percent in 2008 program, where the third winner is Bilgi Sistemleri with 1,942 percent growth. The results this year are so strong that the average of top 10 fast growing companies is about 1,500%. The results are a tremendous credit to the Turkish technology industry and we applaud the performance of the winning companies.

Like previous years, most of the technology companies come from İstanbul and Ankara.

Most of them are software and telecommunications/networking companies. Majority of these technology companies believe that research and development is a key factor in their growth.

One third of the companies in Fast50 Turkey program spent 500K-1M Euro to R&D. Technology Fast50 Turkey 2008 program's average growth is 517% and almost fifteen percent of the winners have growth rate of over 1000% which indicates that these technology companies have high performance of growth.

We asked the CEOs of this year's Technology Fast50 Turkey firms about their hopes, challenges, and ambitions. The survey reveals full range of business challenges, from strategy and marketing to operations and finance. The questions also looked at the growth prospects for individual companies and the economy overall as well as personal issues of particular relevance to CEOs. Results are compared to Deloitte Technology Fast500 CEO Surveys conducted in Asia Pacific, EMEA, North America in 2007 and the results also portray three-years-trend in Turkey according to Fast50 CEOs.

The majority of CEOs surveyed set up their business entirely through their own efforts and resources. The most consistent observation over the years of the ranking and the survey is the growing confidence these CEOs have in the future. Regardless of the economic instability

and the challenges these CEOs face, 97 percent of them (highest rate since 2006) are either extremely or very confident that their company will sustain the high level of growth over the next twelve months. They believe that this growth securely rests on sound business strategy. Growing sales appears to be top financial challenge. Like last year, organic growth is the most likely scenario for Turkish CEOs. Finding, hiring and retaining qualified employees are still crucial as the biggest operational challenge, however, developing a strong sales and marketing strategy emerges as one of the important challenge. There are more interesting findings of the survey in the coming pages, hope you find the results interesting.

We are delighted by the success of the companies participating in this year's Deloitte Technology Fast 50 program and wish all of the participants in the Deloitte Fast 50 program continued success in 2008.

Ebru Tuygun
Technology Fast50 Turkey Coordinator



Technology Fast50 Turkey Program

Deloitte Technology Fast50 is a program that recognizes and profiles fast growing technology companies.

The program celebrates Turkey's fastest-growing high-technology companies. The awards identify the trends that are shaping the technology, media and telecommunications sectors today.

Based on percentage revenue growth over a five year period, the program includes all related industry sectors:

- software
- semiconductor/equipment
- communications/networking
- internet
- life sciences/biotech
- computer/peripherals
- media/entertainment

To be eligible for Deloitte Technology Fast50, companies must meet the following criteria:

- to be a technology company defined as:
 - develops proprietary technology which contributes to a significant portion of the company's operating revenues
 - manufactures a technology-related product
 - devotes a high percentage of effort to research and development of technology

- to be in business for a minimum of five years
- parent company must be Turkish owned and headquartered in Turkey
- operating revenues must be at least Euros 50,000 for 2003 and 800,000 Euros in 2007.

Deloitte Technology Fast50 is part of a global Fast500 program run in parallel with the USA, Canada, United Kingdom, France, Norway, Sweden, The Netherlands, Germany, Central Europe, Israel, South Africa, China, Australia, Hong, Kong, India, Japan, Korea, Malaysia, New Zealand, Singapore, Taiwan, Thailand, South Korea and Finland.

For Further information please visit our websites:

www.deloitte.com.tr/fast50 and
www.deloitte.com/fast500emea



The benefits of entering the Fast50 Awards

Technology Fast50 winners receive exposure and recognition upon release of the rankings from both the media and business communities. The benefits are significant:

- Networking opportunity with other growing Turkish technology companies and business organizations at our awards ceremony.
- Networking opportunity with other growing technology companies and business organizations from around the world through Deloitte and the regional Fast500 programs.
- Access to leading edge industry research and commentary.
- Recognition from the business and financial community.
- Benchmarking against similar companies.
- Increased attention from the business and investment communities.
- Media coverage.

In addition, all Turkish Deloitte Technology Fast50 winners are invited to Deloitte Technology Fast500 EMEA to network with other top-tier executives from the fastest-growing technology companies in EMEA.

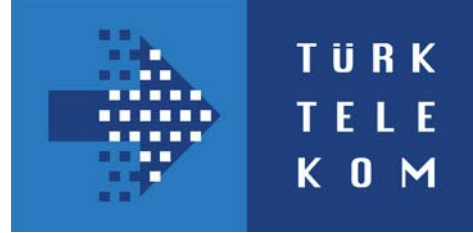




Technology Fast50 Turkey 2008

Main Sponsor

Türk Telekom Group, provides integrated telecommunication services from PSTN and GSM to broadband internet. As of 30 June 2008, Türk Telekom group companies has 17.8 million fixed Access lines, 5.2 million ADSL connections and 11 million GSM subscribers. Group companies has a modern network infrastructure covering the whole country and offers a wide variety of services to residential and commercial customers all over Turkey. Apart from 81 % shares in Avea, one of the three GSM operators in Turkey, Türk Telekom owns 99.9 % of TTnet, Argela, Innova, Sebit A.Ş. and AssisTT companies. Türk Telekom also has a minority share in Albtelecom, the Albanian incumbent telecom operator. 55 % of Turk Telekom shares belong to Ojer Telekomünikasyon A.Ş. and 30 % belongs to Turkish Treasury. The remaining 15 % is publicly traded. Türk Telekom shares are listed in Istanbul Stock Exchange since May 2008. Türk Telekom will continuedelivering high speed, high quality and economical services to its customers anywhere, anytime through customer-focused integrated communication solutions.



Türk Telekomünikasyon A.Ş.
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Technology Fast50 Turkey 2008 Partners



Interpro Holding, International Professional Partners for Investment and Management, is Turkey's new investment and management company which has a team of highly qualified experts and professionals with more than thirty years of executive experience.

Our mission is to support entrepreneurs who prioritize innovation, develop technologies and who transform genuine ideas to commercial products and services, to help them grow and flourish, and bring them together with local and foreign investors.

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Esentepe 34394 Sisli İstanbul
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www.interpro.com.tr



Tesid has completed its establishment in 1989 by 24 founder members upon the incitement of the authorities of the Ministry of Industry and Trade by the Representatives of Electronic Industry companies, Universities. Presently, TESİD has 158 members belonging 90 different industrial companies and its membership is open to all companies working in the field of electronic industry, information technologies and related service sector who produce good and/or implement R&D in Turkey.

The Electronic Industries in Turkey are organized in an independent association in order to deal with the common interests of the individual companies. It is our wish to develop TESİD into an organisation which is perceived as; reliable, innovative, independent, continuous, liberal and participative by its members and the community.

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Tel: +90 (216) 463 27 00
www.tesid.org.tr



TÜRKİYE BİLİŞİM VAKFI

Aiming at "a Turkey that is transformed to information society", TBV, continuously works for accelerating the process of transforming Turkey into an information society. TBV also continues informing and making all the sections of the public conscious for disseminating the ICT culture to everyone, for increasing the computer literacy, and for providing the necessary infrastructure for information to be freely moved and shared. It is also aimed that the share of ICT investments in the general economy will reach the average EU member countries' and needed information and communication technologies support will be provided for restructuring the government.

Working for promoting usage of international quality standards and software development methodologies and tools along software producing companies, TBV also supports the establishment of technoparks in order to encourage R&D activities in the ICT sector besides creating models for academy-industry cooperation.

Address: Halk sokak No: 35, Golden Plaza F Blok, Kat : 2
Daire 6 Sahrayıcedit Kadıköy / İstanbul
Tel: + 90 (216) 467 04 99
www.tbv.org.tr



Informatics Associations of Turkey (IAT) has been established in 1971 and currently have reached to five thousand members. IAT which is the oldest ICT association, is also the only institution in Turkey, which intends to embrace all information systems professionals as well as those other professionals who benefit from and associate themselves with information systems in any manner when performing their respective professions. The principal goal of IAT is to help the advancement of theory and practice of computer science and related sciences and technologies in Turkey and to promote widespread utilization of information systems in the country in order to reach to the ideals of information society.

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www.tbd.org.tr



TÜBİSAD

Turkish Informatics Industry Association (TUBİSAD), established in 1979 dedicated to the growth of ICT Industry in Turkey, has a group of members comprising of nearly 180 very prestigious ICT companies of which are Software Developers, Hardware Manufacturers, Hardware and Software Distributors, Telecommunication Companies, System Integrators, Local Subsidiaries of IT and Communication multinational companies and/ or Consultants.

The primary objective of TUBİSAD is to act for the growth of ICT industry in Turkey, to be the voice of ICT industry in Turkey and to develop and foster relations with counter parties globally. TUBİSAD aim to encourage, inform and direct its members and the sector to keep up with current developments in the World and in Turkey, and thus promote investment and create business alternatives.

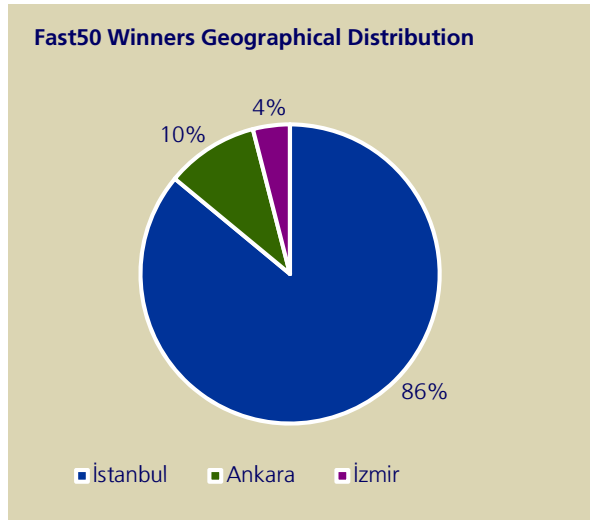
Address: Meydan sokak, Meydan Apt. No.6 / 9 Akatlar
İstanbul
Tel: +90 (212) 352 39 73-74
www.tubisad.org.tr



Supporting R&D and technological innovation projects of the private sector in Turkey since 1991, TTGV is a successful example that Turkey introduced in Europe; an innovative and dynamic intermediary mentioned in EU Lisbon Communiqué as an organization required to reach public R&D support to private sector. TTGV provides long-term credit that is repaid by the companies and that requires compulsory contribution of the companies to all costs incurred in the project. By this way, the public funds are directed to R&D projects more effectively through the "multiplier effect" of the revolving fund.

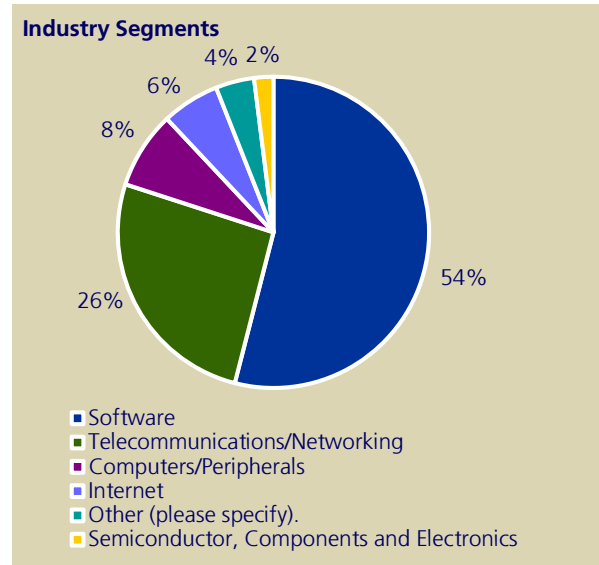
Address: Cyberplaza B-Blok Kat:5-6 Bilkent / Ankara
Tel: (312) 265 02 72
www.ttgvl.org.tr

Introduction



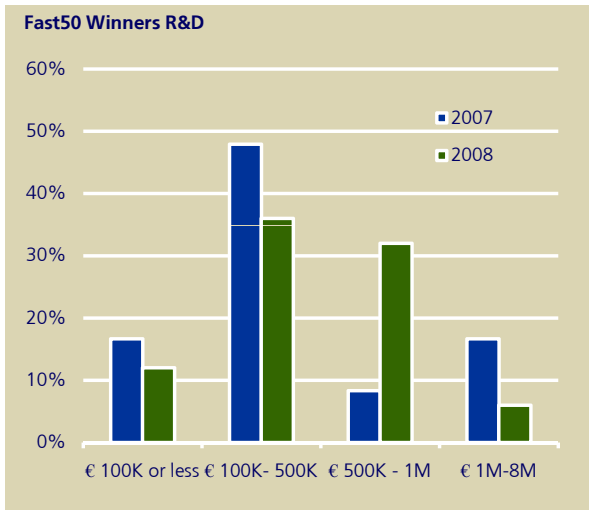
Geographical Distribution

In the third year of the program, Istanbul produced the highest number of fast growing companies with 86 percent. Ankara followed Istanbul with 10 percent. Four percent of the winners are from İzmir.



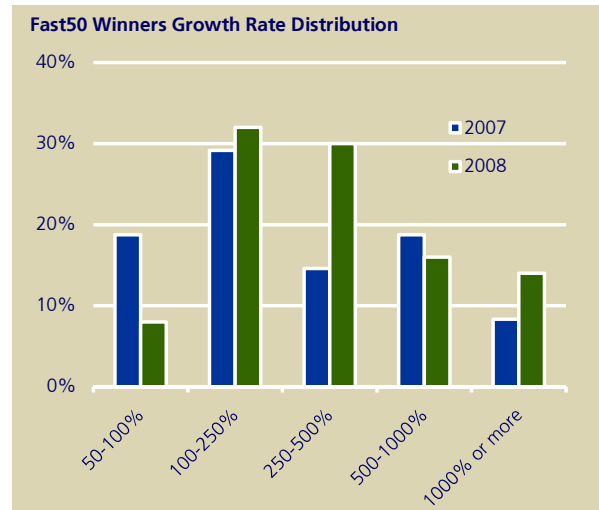
Industry Segments

Software companies are dominant in this year's list of winners like the previous years. The number of software companies is gradually increasing in Fast50 list (39 percent to 46 percent and this year to 54 percent). Telecommunications/Networking firms follow Software companies with 26 percent. Share of "Computer/Peripherals" winners decreased from 17 percent to 8 percent this year. Share of Internet companies is same as the last year with 8 percent.



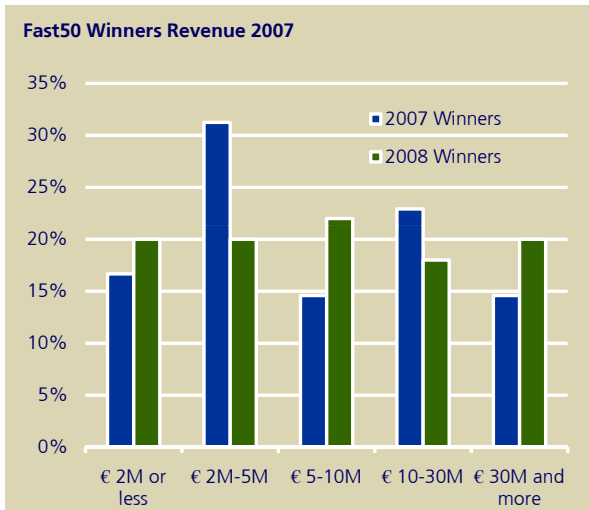
Research and Development

Most of the winners (36 percent) spent €100K-500K in research and development in 2007. Companies spending €500K-1M to research and development increased 8 percent to 32 percent this year. Companies spending €1M-8M to research and development decreased from 17 percent to 8 percent this year.



Growth Rate

It is encouraging to see that the number of technology companies who grew more than 1000 percent between the years 2003-2007 increased (14 percent) compared to last year results (8 percent). There is a slight decrease in the number of the technology companies who grew between 500-1000 percent in 2008 (19 percent in 2007, 16 percent in 2008). The number of technology companies who grew in between 250-500 percent increased two-fold (15 percent in 2007, 30 percent in 2008) compared to last year. Technology companies who grew between 100-250 percent are 32 percent of the winners.



Revenue Levels

The number of technology companies with revenues 30 Million Euros and more is gradually increasing in Technology Fast50 list; in the first year of the program it was 11 percent, last year it was 15 percent and this year it is 20 percent of the winners. €10-30 million earners are 18 percent of the winners in 2007. In addition, €5M-10M earners increased from 15 percent to 22 percent this year.

Top Three Companies

((PhonoClick))



Growth rate: 3031,73%

CEO: Ahmet Yürekli

Address: Eski Büyükdere Cad. İz Plaza Giz 4/26
Maslak/Istanbul

Tel: +90 (212) 290 73 50
www.phonoclick.com

PhonoClick is an Istanbul-based software company specializing in research and development of network-based business solutions.

The company built up its own intellectual property base and has successfully made the transition to large-scale commercial deployments. PhonoClick builds service platforms and solutions for mobile and fixed-line telecom operators, financial institutions, call centers and other businesses to handle multimodal interactions with large number of individuals.

Recent examples include phone-based loan application solutions which enable banks to handle millions of minutes of voice traffic per month, take loan applications from consumers on the phone, and return with a response within minutes to each applicant, all without a single live call center agent. Since its first deployment in late 2005, this solution radically changed the lending industry in Turkey by helping banks streamline their lending practices, lowering cost of application processing, overcoming staffing and branch network constraints, and increasing competition among the lenders.

PhonoClick's Instant Loan Application Solution is a multichannel platform which allows financial institutions to receive applications over the web, mobile phones, ATM and other channels. "The Loan Machine", launched at Cebit 2007 by Akbank is the latest addition to these channels.

Other solutions include automated debt collection, financial fraud prevention, voice portals, and unified messaging platforms .

PhonoClick also operates a fully automated voice services platform which helps companies to scale customer contact operations without call centers or infrastructure investments. This platform is used by 8 large banks, as well as corporations in other industries.

PhonoClick has received various research grants, including three from TUBITAK totalling \$3.3m. It is also a consortium partner along with France Telecom, Fraunhofer Institut and others in a €3.6m research project funded by the European Union's 6th Framework initiative.

The company was founded in 2002. It has 15 employees, almost half of them in R&D.



Growth rate: 2890,41%

CEO: Selim Bilgeç
Address: Büyükdere
Caddesi, 61/17 USO Center
Maslak, İstanbul 34398
Tel: +90 (212) 330 04 50
www.cetech.biz

Key to social interaction for the iGeneration is to be constantly 'switched on' and available to others. Significantly, the mediated aspects of mobile technology means that social connections are valued for their 'liveness', whereby interactions are expected to take place in 'real time'.

CETECH is an M-VAS company that has developed remarkable social connectivity tools via mobile internet convergence and have created new opportunities for iGeneration to incorporate these technologies within their everyday lives. One of our successful projects is www.garantiarkadas.com (Launched January 2007); General themed social network with 1.750.000 subscribers, churn rate below 50%, average life time over 10 months, P-SMS and mobile blogging enabled.

Contact us for making the right choices and developing an adequate strategy on mobile internet convergence that will determine your future success, too.



Growth rate: 1942,17%

CEO: Bekir Sami
Nalbantoğlu
Address: Kavacık Mah.
Ekinciler Cad. No:22 34810
Beykoz / İstanbul/Turkey
Tel: + 90 (216) 331 35 90
www.bilgisistemleri.com.tr

Bilgi Sistemleri Ltd. is established in 2002 and focused on Software and IT system integration. Software Solutions of Bilgi Sistemleri (BS) are specified on Utilities, Call-centers, Health care and Public Safety sectors. A broad range of hardware solutions are bundled with customized software solutions according to the needs of customers. With its solution developer team Bilgi develops software for business critical sectors. Software solutions are business specific and given as follows ;

- Public Safety Solutions
 - EMS Command and Control Center Management
 - EMS ambulance navigation and Management
 - EMS Station Management
 - EMS Hospital Emergency Management
 - EMS Superintend Management
- Health care
 - Hospital Management Software
 - Hospital emergency coordination
 - WEB Applications
- Utilities
 - Utility Subscriber Management (ERP)
- Telecom
 - Telecom ERP (B2B, B2C)
 - Call center solutions

As being a system integrator Bilgi sistemleri establishes strategic business alliances, partnerships and distributor agreements with leading IT firms to generate exceptional value for the IT market. Complete turnkey IT system solutions are provided to our business partners (customers), by highly qualified Bilgi Sistemleri's team.

Special Award by Türk Telekom



"Türk Telekom Technology Special Award" is presented to the fastest growing company among Fast50 Turkey companies that managed to make the shortlist 3 times consecutively.

Winner



STM Savunma

Growth rate: 857%

CEO: Recep Barut

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Tel: +90 (312) 223 68 00

www.stm.com.tr

STM Savunma Teknolojileri Mühendislik ve Ticaret A.Ş. is the leading systems and software engineering & consultancy company in Turkey serving the defence, public and naval sectors through the innovative applications of technology and its accumulated field knowledge.

STM, which is a SEI Capability Maturity Model Integration (CMMI) Level 3 company, has also ISO 9001:2000, NATO AQAP-160 and TS ISO/IEC 27001 certificates.

STM employs around 340# specialized staff with expertise and education spanning over a wide spectrum of specialties, since STM's basic objective is to bring solutions to the changing technological requirements of its customers.



Technology Fast50 Turkey 2008

Winners (in Alphabetical Order)

Company	Business Type
Anel Telecommunications Electronic Systems Industries And Trade Inc.	Telecommunications/Networking
Artronic Elektronik Ltd. Sti.	Computers/Peripherals
Banksoft	Software
Bildem Bilgisayar Destekli Müh. Ve Müş. Tic. Ltd. Şti.	Software
Bileşim Alternatif Dağıtım Kanalları A.Ş.	Software
Bilgi Sistemleri San. Ve Dış Tic Ltd.	Software
Bircom Telekomünikasyon Ve Bilişim Hiz. San.Ve Tic.Ltd.Şti.	Telecommunications/Networking
Birim Bilgi Teknolojileri Tic. A.Ş.	Software
Bizitek Software Development & Internet Technologies Inc.	Software
Borusan Telekom Ve İletişim Hizmetleri A.Ş.	Telecommunications/Networking
Canovate Elektronik Endüstri Tic.A.Ş.	Telecommunications/Networking
Ce Bilgi İşlem İletişim Ve Teknoloji Hizmetleri San. Ve Tic. A.Ş.	Telecommunications/Networking
Compro Bilgi Teknolojileri A.Ş.	Software
Data Market Bilgi Hizmetleri Ltd.Şti	Software
Digital Planet	Software
Eczacıbaşı ICT (Eczacıbaşı Bilişim)	Telecommunications/Networking, Internet, Software
Ekspertim Yönetim Ve Bilişim Sistemleri Danışmanlık Eğitim Ve Ticaret A. Ş.	Software
Elkotek Mühendislik Ve Danışmanlık Hizmetleri A.Ş.	Telecommunications/Networking
Elsys Consulting Services	Software
Ereteam It Services & Consulting	Software
Estore Elektronik Ticaret Ve Sanal Magaza Hizmetleri A.S.	Internet
Gantek Technologies	Computers/Peripherals
Global Bilgi Pazarlama, Danışma Ve Çağrı Servisi Hizmetleri A.Ş.	Telecommunications/Networking
Havelsan A.Ş.	Software
Hitit Bilgisayar Hizmetleri Dış Tic. Ltd. Şti.	Software
Infonet Information Technologies	Internet
Innova Bilişim Çözümleri A.Ş.	Software
Invenoa Software	Software
İdeal Teknoloji Bilişim Çözümleri A.Ş.	Telecommunications/Networking
İstanbul Pazarlama A.Ş.	Computers/Peripherals
Koc.Net Haberleşme Teknolojileri Ve İletişim Hizmetleri A.Ş.	Telecommunications/Networking
Kont Bilişim Teknolojileri Ve Dış Ticaret A.Ş.	Computers/Peripherals
Magiclick Digital Solutions	Internet
MCD Telekom	Telecommunications/Networking
Meteksan Sistem Ve Bilgisayar Teknolojileri A.Ş.	Software
Netone Telekom A.Ş.	Telecommunications/Networking
Nexum Bogaziçi	Software
OBASE	Telecommunications/Networking
Park Yeri	Software
Phonoclick İletişim Hizmetleri Ve Tic. A.Ş.	Software
Promena Elektronik Ticaret A.S.	Software
Sekom İletişim Sistemleri Sanayi Ve Ticaret A.Ş.	Telecommunications/Networking
Sestek	Software
Sigma Danışmanlık Ve Uygulama Merkezi A.Ş.	Software
STM Savunma Teknolojileri Mühendislik Ve Ticaret A.Ş.	Other (please specify)
Tekbim Teknik Bilgi İşlem Merkezi Ltd	Other (please specify).
Tradesoft Business Services	Software
Treda Bilişim Teknolojileri A.Ş.	Software
Tunçmatik Elekt.Malz.San.Ve Tic.A.Ş.	Semiconductor, Components and Electronics
Univera Bilgisayar Sistemleri San. Ve Tic.A.Ş.	Software

ANELTECH®

AnelTech is organized under four main functions; R&D, system integration, services and production. These four main functions are in 5 different business areas which are telecom fixed and mobile, defence solutions, renewable energy solutions, industrial and professional electronics solutions and mechatronic solutions. Mechatronic division is the only company division in the market that we operate. Production of networks, data and transmission units, and electronic boards are realized under a process brand name of VERDE. VERDE process guarantees customer satisfaction by implementing ISO 14001-OHSAS 18001-6σ requirements. Turk Telekom, Turkcell, Vodafone thru Motorola, Nortel Netas, Alcatel Teletas, Ericsson and UMA (Undersecretariat for Maritime Affairs), SSM (Undersecretariat for Defence Industries) are among the major customers.

CEO: Suat Baysan

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Tel: +90 (216) 528 50 00
www.aneltech.com

ARTronic®

The art of electronics

We are an Uninterruptible Power Supply producer in Istanbul/TURKEY. We have production plant in Dudullu/Istanbul and Free Zone/Istanbul. We produce smart Uninterrupted Power Supply (UPS) with quite competitive price since 1995 as an ISO 9001 certified company. With 26 after sales service point in Turkey and qualified technical staff, we increased the reliability of our service to leader level. All products manufactured by ARTronic are supported by a tradition of service that helps customers achieve reliable solutions to their power supply needs.

We are selling our products to 36 countries in Europe, Middle East, Balkans, Asia, Africa and South America. Our products have known world standards like CE, TÜV, UL, CUL, FCC, and produced with ISO 9001 Quality System on computerized controlled quality test and product lines.

CEO: Okan Yazıcı

Address: İmes Sanayi Sitesi D Kapısı Karşısı Kuru sok.
No:26 Yukarı Dudullu İstanbul
Tel: +90 (216) 365 82 21
www.artronic.com.tr

Banksoft

Banksoft provides high-performance and reliable software solutions to financial institutions. Banksoft software products successfully support high capacity, significant volume and excellent performance in today's demanding banking operations. While providing key delivery of both software and hardware needs of the banks, Banksoft has accomplished significant platform changes. Payment systems can be easily managed at low-cost platforms, instead of high maintenance and costly legacy systems. High performance, high quality and enriched functionality are achieved with Banksoft solutions. Thus, Banksoft has reached a position where company competes with international rivals. Banksoft solutions are utilized in processing 15 million credit cards, 35 million debit cards, and operating 8,500 ATM terminals and 600,000 POS terminals. Around 6 million online transactions are performed on a daily basis on Banksoft solutions.

CEO: İsmet Yurtseven

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www.banksoft.com.tr

Bildem

@LIFECYCLE ENGINEERING COMPANY

Founded in 1991; Bildem Ltd. , introduces solutions for the software development tools,real-time embedded products,counseling and training services that have the infrastructure components required in developing the projects in an engineering discipline outlines for application development projects in the private,public and Defence sectors.

Introducing the software companies in Turkey with the latest technologies,Bildem LTD. has been apart of more than 60 very important Military and Civilian projects across Turkey since 1991.The main goal in all these projects was to complete all the software development procedures of the Turkish Firms and Corporations faster and flawless and in the world standards.Related to this aim, Bildem LTD. provides the supports of Technology,Process and Know-How to the Turkish firms and Corporations by working with the Software and Hardware manufacturers that have proven themselves.

CEO :Suavi Ergun Kaleli

Address : Uğur Mumcu Cad. No: 64/3-5 06700, G.O.P/ Ankara
Tel: +90 (312) 447 27 00
www.bildem.com



BİLESİM was established in March 1998 and started giving credit card and acquiring services to its first client T.C. Ziraat Bank A.S. in June 1998. After the first year of establishment, by breaking new ground, Bilesim started a crossborder cooperation with Turkish Ziraat Bank Bosnia d.d. located in Sarajevo and has been providing services in card operations and payment systems. In October 2002, T.Halk Bank A.S. became the third client taking service from Bilesim. Bilesim is currently managing issuing and acquiring operations of its existing clients by aiming to increase the volume of clients and strengthen the loyalties of its clients. Carrying further its services, Bilesim is offering solutions to other financial institutions seeking for outsourced card and payment systems operations.

CEO: Kenan Sayın
Address: Büyükdere Cad. No:41/2 C Blok 34398
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Tel: +90 (212) 367 17 17
www.bilesim.net.tr



Birim Bilgi Teknolojileri Ticaret A.Ş (BİRİM) of Izmir, Turkey was established as a private software company in 1991. The company provides hardware, software and infrastructure solutions in Health sector as well as integrated health information management systems for hospitals. Between 1991 and 2006, our proprietary software "Hospital Information Management System" became the most preferred HIMS on installation platform. With the expansion of the market share, Birim continued its leadership in the sector and this success resulted in partnership with VESTEL, Zorlu Group in 2006. Zorlu Group with its production volume, R&D investments, technological specifications in wide range of areas from electronic to energy is one of the strongest establishments of Turkey. Following this partnership, the organizational structure of Birim has changed and in order to give better service to the customers 10 branch offices have been opened in Turkey.

CEO: Ayhan Yıldırım
Address: Atatürk Cad. No:380/7 Alsancak/İzmir
Tel: +90 (232) 4647733
www.birim.com.tr



Founded in 1972, Bircom has been offering value added technical support and services on PBX systems and telecommunication networks to its corporate customers on country wide scale. Based on its long experience in voice networks, Bircom has developed Call ccounting and Billing (CDR) solutions, compatible with both conventional and IP based PABX systems. The Callipso Analyzer CDR covers a complete range of professional needs with its Enterprise and Small & Medium Enterprises (SME) versions. Due to its user-friendly interface, easy to use management tools and numerous dynamically generated reports, Callipso Analyzer CDR solutions has acquired a significant customer base since its launch in 2003.

CEO :Burçin Bircanoğlu
Address: Bircom Telekomünikasyon ve Bilişim Hizmetleri
San. Ve Tic. Ltd. Şti. Sultan Selim Cad. Lale Sok. No:3 K:2
4. Levent, İstanbul
Tel: +90 (212) 319 97 08
www.bircom.com



Bizitek has acquired valuable hands-on knowledge working with many of the industry's largest businesses. With the growing expertise of project and business oriented approach, Bizitek is able to minimize risks resulting in a successful completion of high scale projects. Furthermore, Bizitek has gained vast international knowledge in the Telecommunications industry at different levels. Bizitek has adapted a proven project management and implementation methodology resulting in high client satisfaction and long term relations. Since 2004 Bizitek has grown by providing quality business solutions to companies in Turkey and around Europe through its Istanbul and Frankfurt offices.

CEO: Murat Şahinoğlu
Address: İTÜ Ayazağa Kampüsü Teknokent ARI 1 Binası
No:18 Maslak/İstanbul
Tel: +90 (212) 366 79 00
www.bizitek.com



Borusan Telekom is Turkey's first one of the leading alternative telecommunications operators. It has been operational since 1996 and became the first operator with a Type A License to sign an interconnection agreement with Turk Telekom in 2004.

Borusan Telekom obtained Infrastructure License in August 2007 and signed Bitstream Access and Local Loop Unbundling Agreements in May 2008. The company has focused on making fiber infrastructure investments in year 2008 in order to provide higher quality services at more reasonable prices.

CEO: Mehmet Baser

Address: Buyukdere Cd. No:112 Esentepe 34394
Istanbul - Turkey

Tel: +90 (212) 355 51 00

www.borusantelekom.com



ComPro Bilgi Teknolojileri A.Ş. was founded at mid-1998 to provide solutions, consultancy and support services in enterprise IT area. With a team of average 15 years' experience all specialized in their fields, it aims to provide quality services meeting the technology demands of especially enterprise customers, who generally require a higher level of expertise. For this purpose, ComPro gives special emphasis upon training, expertise and certification in its service areas, develops business relationships in accordance with its targets and recognizes the importance of partnerships with distinguished product suppliers.

CEO: Abdurrahman Keklik

Address: Kocayol Cd Huseyin Celik Sk. No:7 K:7
Bostanci/Istanbul

Tel: +90 (216) 416 9510

www.compro.com.tr



Canovate has been a leader in the industry when it comes to innovation. Our organization is highly qualified and capable in understanding the needs and requirements of customers by offering state of art innovative products. Canovate's experience in product development and manufacturing dates back more than 40 years when the Company's facilities were established as Turkey's first PTT.

Canovate is proud to offer its customer the extensive range of fiber optical products starting from central office up to office and home level applications. All the necessary fiber optical systems like optical distribution frames, fiber optic outdoor cabinets, ethernet modules, optical distribution boxes, FTTH boxes, fiber optic patch panels and CPE boxes are produced in our manufacturing facilities backed with our 25 years old know - how in telecom inherited from Alcatel.

CEO: Can Gür

Address: Canovate Elektronik Endüstri Tic.A.Ş Turgut
Özal Bulvarı No:4 34794 Alemdar-Ümraniye/Istanbul

Tel: +90 (216) 484 22 22

www.canovate.com



Data Market is one of Turkey's leading IT companies, giving service to its clients since 1992, as a solution provider and systems integrator, being their reliable IT partner in their mission critical applications. Having achieved many national and international success stories and authenticated its success with countless prizes, Data Market is proud to be pioneering the Turkish IT sector in a vast number of professions.

Data Market has been the first company to realize ILM (Information Lifecycle Management) projects in Turkey and has become the only HP Preferred Partner to represent these solutions abroad. Data Market is holding many important references in finance, banking and general sectors with solutions which increase corporate productivity, business continuity and efficiency

CEO: Murat Boyla

Address: Bestekar Şevki Bey Str. No:31 34349 Balmumcu-
Beşiktaş/Istanbul

Tel: +90 (212).337 07 07

www.datamarket.com.tr



Digital PLANET is the top leading company in the area of Customer Communication Management, Document Composition, Archiving and Presentment in Turkey. Digital PLANET who introduced personalized documents concept into the market holds 80% market share.

Digital PLANET not only provides extensive and reliable solutions but also produces unique technologies. Our CCM solutions inherits a very powerful document archiving technology called NetVault. It can model one page document with only 0.5KB in an encrypted and compressed native format. This means 2 million pages can be stored in 1 Gb disk space and be presented on the fly in various formats suchs PDF, GIF, TIFF. These unique technologies have been started to be positioned in abroad expected to grow rapidly.

CEO: Adnan Vural
Address: Ciftevezizler Gonen Sok 7/4 Sisli/Istanbul
Tel: +90 90 (212) 220 67 32
www.dtp.com.tr



Eczacıbaşı ICT (Eczacıbaşı Bilişim) is a provider of comprehensive information technology services with a particular expertise in enterprise solutions and electronic business.

Established in 1989, Eczacıbaşı ICT (Eczacıbaşı Bilişim) initially focused on assisting Eczacıbaşı Group companies to develop IT strategies and infrastructure that would enhance their business performance and enable them to take full advantage of the opportunities offered by electronic business.

Now, Eczacıbaşı ICT (Eczacıbaşı Bilişim) is concentrating on application hosting and co-location services, with its areas of expertise being enterprise resource planning, security, knowledge management (including workflow and document management systems), healthcare information systems and custom developed applications.

CEO: Tarık Aşkın
Address: Büyükdere Cad. Ali Kaya Sok. No. 7 Levent / Istanbul
Tel: +90 (212) 350 88 07
www.e-bi.com.tr



Experteam was established in 2000 by 6 partners who previously worked at Oracle ERP Consultancy Division of Ernst Young as consultants. Since then, Experteam has delivered approximately 90 Oracle ERP and technology based projects for the Turkish business community covering almost all industries.

As of June 2008, Experteam has more than 80 skilled consultants who are totally dedicated to Oracle Applications and Technologies.

Experteam is the only Certified Advantage Partner - Oracle PartnerNetwork's highest membership level- in Turkey both for Oracle Technology and Oracle Applications fields.

CEO: Özcan Türe
Address: Mahir İz Cad. Altunizade İş Merkezi No:30/6
34662 Altunizade Üsküdar/Istanbul
Tel: +90 (216) 651 33 05
www.experteam.com.tr



ElkoteK is active in the telecommunication sector since 1982.

ElkoteK is the first and unique value added company in Turkish ICT market providing converged technologies solutions including access solutions such as TDM, xDSL, ISDN, Wi-Fi, WiMAX and voice solutions such as PBX and Intelix IP voice platform.

Intelix is a specially branded IP voice platform, developed at the ElkoteK R&D Center, located inside the special zone of KOSGEB at the Istanbul Technical University campus.

Since April 2004 ElkoteK has been providing countrywide ADSL Sales and Support Services as the Solution Partner to Turkish Telekom and TTNNet.

Today there are more than 100 employees at ElkoteK, who are heavily oriented toward engineering and sales&marketing, an engineering team of 25+ people and a sales network of 1.500+ resellers, most of whom are being educated and deployed as regional infrastructure service teams.

CEO: Hakan Tahiroglu
Address: Gazeteciler Sitesi, Saglam Fikir Sokak, No.3
34394 Esentepe/Istanbul/Turkey
Tel: +90 (212) 336 39 00
www.elkoteK.com.tr



Elsys is one of the biggest solution providers in the EMEA region, with offices in Turkey (Istanbul) and Dubai. Established in the year 2000, Elsys has 150 employees, 120 of which are SAP-certified consultants and all of which are 100% company resources. As an SAP Services Partner, SAP Gold Channel Partner, and SAP Netweaver Special Expertise Partner, the company offers the widest coverage of in terms of both applications and industrial sectors.

Elsys provides services in throughout the full lifecycle of SAP consultancy from project inception, through design and implementation, quality assurance and onto live support. This broad spectrum of service incorporates a full ongoing 24x7 support service based on Service Level Agreements, adding further assurance for our customer base.

CEO: Savaş Komban

Address: Sarıkanarya sk. Yolbulan Plaza B Blok K.2

Kozyatağı -İstanbul - Türkiye

Tel: +90 (216) 410 40 34

www.elsys.com.tr



ESTORE, the first of its kind in Turkey, is now the country's leading multi-channel e-retailer.

Established by an entrepreneurial group in late 1999, ESTORE joined one of the strongest holding companies in Turkey, the Çukurova Group, in 2006.

ESTORE provides access to a huge variety of products in 37 categories via its website, TV, catalogs, call center and/or mobile platforms. In addition to its own site, ESTORE operates four other major retail websites.

Consumer electronic products, mobile phones, kitchenware, jewelry, books and DVDs are a partial list of ESTORE's wide selection.

Creating customer confidence across its sales platforms, convenience offered to a strong and dynamic customer base will be ESTORE's primary focus for the next few years.

CEO: Izzı Adato

Address: Yesilce Mahallesi Celik Sokak Ablak İş Merkezi

No:35 4. Levent Istanbul - Turkey

Tel: +90 (212) 385 05 00

www.estore.com.tr



Ereteam, a Gilon Business Insight Company is a leading business intelligence and corporate performance solutions consulting group offering proven methodologies, top of the line products and vertical market's designated solutions and expertise, providing customers with a full spectrum of enterprise information management services, under one roof.

Ereteam's client portfolio comprises large and medium sized corporations operating in all major industry segments both in the local and international markets. This vast and varied range of business experience equips the Company with unique, vertical capabilities that are used, today in financial services, insurance, telecommunications, manufacturing, pharmaceuticals, retails, and other commercial areas.

CEO: Kutlay Erdal Şimşek

Address: Idealtepe Mahallesi Dik Sokak No:15/2

Küçükyalı Maltepe / 34841 – İstanbul

Tel: +90 (216) 518 44 40

www.ereteam.com



Making its first step in Information Technologies in 1987 to become one of the leading Information and Communication Technologies (ICT) companies of our country, Gantek Technologies implements new technologies in Turkey concurrently with the rest of the world. By investing first in new technologies focused on specific fields, the company implements these technologies. Operating on the corporate management principle, the company is involved in a long-term cooperation with customers in its areas of focus and carries its success obtained on local markets beyond the country's borders. With volume of works exceeding US\$ 40 million, professional expert employees and strategic partnerships, the company has been found Turkey's largest company in the field of data storage in the research among 500 IT companies at Interpro Media for the last 4 years.

CEO: Bülent Gönç

Address: Yeni Parseller Sok. No: 20 K Binasi Kat: 4-5

34805 Kavacik Istanbul Turkey

Tel: +90 (216) 538 80 00

www.gantek.com



Founded in 1999, Global Bilgi is a comprehensive customer interaction center providing contact center services within Turkey. Turkcell İletişim Hizmetleri is the company's major shareholder with a 99.81% stake. Global Bilgi is involved in collecting, analyzing and transforming customer data into various systems and valuable information for its corporate clients. In doing so, it provides a platform for a successful and healthy link between corporations and end-users of products and services; thus fulfilling its unique niche in the customer service market. In 2006, after the takeover of the Face-to-Face channel, Global Bilgi became the sole customer contact point for Turkcell. It employs numerous diverse channels that include face-to-face interaction, telephone, digital TV, web, WAP, IVR, kiosk, e-mail and SMS.

CEO: Bahadır Pekkan
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Tel: +90 (216) 633 11 11
www.globalbilgi.com.tr



As an investment of Turkish Armed Forces Foundation, HAVELSAN is a global software and systems company, serving IT and defense markets worldwide and develops its core capabilities in C4ISR (Command, Control, Communication, Computer, Intelligence, Surveillance, Reconnaissance), Simulation and Training Systems, Interoperability, Management Information Systems, Homeland Security fields. HAVELSAN realized the 'first simulator export of Turkey' by developing Level D CN-235 Full Flight Simulator for South Korea Air Force. Currently employing around 1200, HAVELSAN was assessed and certified to CMM Level 3, ISO 9001:2000, AQAP-160, AQAP-2110 and AS 9100 Quality Standards. In order to meet growing customer demands for comprehensive and interoperable solutions, HAVELSAN focuses on analysis, design, development and integration of complex and large systems and adopts a systematic approach with its expertise, skill sets, synergy and teamwork.

CEO: Faruk Ağa Yarman
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www.havelsan.com.tr



Hitit Computer Services is a leading provider for airline applications and customer loyalty systems. Our products and services are highly regarded by our customers in all corners of the world. As a major player in the airline software market, Hitit is constantly expanding its product line and customer base. Our team has in depth knowledge of airline operations. This allows us to easily integrate our system with any existing system in the airline or with third parties. It also allows us to develop specialized software solutions as required by our customers. With our partners, we are able to provide solutions that extend beyond software services, covering consultancy and operations as well. Over the years Hitit has developed many systems for major corporations besides airlines. We have a diverse range of technical skills and expertise not only in the airline industry but also in the medical, banking, and other industries.

CEO: Fatma Nur Gökman
Address: Atatürk Hava Limanı Serbest Bölgesi A Blok
Plaza İstanbul
Tel: +90 (212) 465 0175
www.hitits.com



InfoNet was established in 1995 due to the need of project and consultancy services for institutional net security, information security and system integration. It is also Turkey distributor of world leading security products -Trend Micro, ISS, RSA, Websense, WebTrends, Network-Intelligence, Crossbeam, Safenet, SPI Dynamics and the Platinum Partner of Checkpoint. InfoNet is the first Banking Regulation and Supervision Agency approved IT audit company. With its leadership in IT Security market, InfoNet established the audit and consultancy services division called Infosecure in 2000 to give consultancy and audit services to the market.

CEO: Mustafa Kemal Ciliz
Address: Gazeteciler sitesi. Hikaye sok. No:7/8 Esentepe
İstanbul- Turkey
Tel: +90 (212) 356 55 80
www.infonet.com.tr



Innova, a leading Software Developer and Integrator, provides innovative software solutions and services, which create value and enhance the competitiveness of enterprises. Innova's platform independent services cover the entire project lifecycle, from consulting, design, web and application development and systems integration to support. The company's staff of 250 serves a blue chip customer base in finance, telco, government, manufacturing and services. Through its experienced technical team and industry experts, Innova combines technical excellence and industry know-how to offer a portfolio of solutions, which includes ERP systems, Telco BSS applications, electronic payment systems, portals, B2B and other bespoke developed applications, security solutions and kiosks. Innova's clients include some of the largest retail banks in Turkey, the country's three GSM operators, Turk Telekom, the Turkish Military, and leading enterprises in the manufacturing and service industries, as well as international clients.

CEO: Aydın Ersöz

Address: İTÜ Ayazağa Kampüsü, ARI 1 Teknokent Binası
Maslak 34469 İstanbul
Tel: +90 (212) 286 44 10
www.innova.com.tr



Invenoa is a dynamic company specializing in the development and marketing of innovative products and technologies that manage the revenue chain for traditional and next-generation communication service providers, retailers and distributors of digital media, and technology solutions providers. We build large-scale, complex software applications that deliver unique solutions integrated with standard product architectures and leverage open Internet technologies to enable providers to achieve peak operational efficiency while driving maximum revenue from their product and service offerings. We have also consistently delivered our clients robust solutions that differentiate their services, reduce their costs and increase their revenue potential. We believe passionately in our core values of technical excellence, adaptability, commitment and honesty.

CEO: Oğuz Çalışkan

Address: Arı Teknokent 2 A Blok no:3-2 Maslak İstanbul
Türkiye
Tel: +90 (212) 276 86 01
www.invenoa.com



iDeal Technologies has been established in 2000 at Istanbul-Turkey as an engineering company.

The vision of the company is being one of the leading technology suppliers in Information Communication Technologies (ICT) and control arena by having their own know-how, engineering skills and eco-system. This is why, the company has fully concentrated on Research & Development activities and all the commercial transactions of the company are based on their own products & systems.

CEO: Dr. Ejder Varol

Address: Cumhuriyet Cad. Yeni Parseller Sk. No :20 K
Binası Kavacık / İstanbul
Tel: +90 (216) 680 07 07
www.idealteknoloji.com



İstanbul Pazarlama A.Ş., incorporated 1983, is one of the oldest companies in the Turkish computer sector. As IBM RS/6000, IBM Storage, Lotus and Tivoli Business Partner, İstanbul Pazarlama provides IT services and solutions such as systems integration, turn-key projects, hardware and software sales and installation, system support, hardware repairs, custom software development, project management and consulting. İstanbul Pazarlama TeamWork Management Software solutions (CRM, Finance, Purchasing, Document Management, Quality Management, Forms Workflow, Project, Tech. Service, Law Office software) developed since 1997 are being used by many leading companies in Turkey.

CEO: Korhan Arabacıoğlu

Address: Otello Kamil Sok. Milo Çıkmazı No:12
Gayrettepe 80300 / İstanbul
Tel: +90 (212) 275 1295
www.istpaz.com.tr



As the leading managed services provider in Turkey, Koc.net fulfills all the requirements of company networks with a large agency, dealer or sales office range, headquarters-branch office connection, wide area network infrastructure, security management, operation of application servers, ASP, hosting, video conference and VOIP.

Koc.net in the field of communication:
Koc.net, as the leader of the corporate data communication market in Turkey, is now also the leader in the alternative telecommunication field. Koç.net offers high quality voice services with economic tariffs

CEO: Mehmet Ali Akarca
Address: Çamlıca İş Merkezi Ayazma Cad. B3 Blok 34700
Üsküdar İstanbul
Tel: +90 (216) 556 30 00
www.koc.net



MagiClick Digital Solutions is a professional e-services company that provides expertise and resources to help companies implement successful web-based solutions and build stronger, more profitable relationships with their customers, employees and business partners. MagiClick delivers real results for clients, based on Focus, Industry Specific Expertise and Proven Process. Since its inception, MagiClick's only business has been esolutions, allowing the development of extensive know-how and expertise in e-strategies, interface development and back-end technologies. MagiClick has extensive experience in identifying and delivering successful industry-specific eBusiness solutions.

CEO: Murat Kalaora
Address: Sircaci Sok No.18 Rumelihisari 34470 İstanbul
Tel: +90 (212) 257 10 48
www.magiclick.com



Established in 1998 Kont Bilişim is marketing, sales and distribution company in hardware market along with system integration and manufacturing activities under Crea brand. Kont Bilişim contributes to the brands in its portfolio in terms of branding and marketing also provides service. The product range consists of PC components, input devices, mobile products, telecommunication products, security products, consumer and home electronics. The products offered under Crea brand are desktop PCs, LCD TVs, mobile phones and digital satellite receivers. The goods in the portfolio are delivered to consumers via a widespread distribution network throughout the country and abroad.

CEO: Okay Nasır
Address: Mehmet Akif Ersoy Cad. No.37, Orhanlı, Tuzla, İstanbul
Tel: +90 (216) 581 50 00
www.kont.com.tr



MCD Telekom was formed in 2001 as a know-how based technology company operating in mobile telecommunications sector in Turkey. Company currently offers successful unique services and innovative solutions to GSM operators, telecommunication companies, banks and insurance companies. Such services, among others, include CRM, telemarketing, telesales, e-commerce, telecom management consultancy, POS activation/verification network, POS payment solutions, application service providing, SMS gateway and premium SMS service providing, all of which are enabled over MCD's proprietary software and technology solutions. MCD is a mobile top up and bulk SMS distributor and a mobile marketing agency for GSM operators. Company also provides top up service via its call center and IVR. MCD has also developed a wide network of POS machines in over 5000 points of reputable national chain stores and individual stores.

CEO: Burak Özyiğit
Address: Ayazağa Maslak Yolu No.5/A K.3 Maslak - İstanbul
Tel: +90 (312) 289 94 55
www.mcdtelecom.com



Meteksan Sistem, - the leading IT company, the leading systems integrator and the most valuable brand in IT market in Turkey-, is dedicated to research, develop, produce, innovate and deliver value added IT solutions based on a commitment to place the highest priority on quality and customer satisfaction, in Turkey and abroad. With the mission to add value to our customers' businesses and successes by providing them IT solutions and services meeting the highest international quality standards, Meteksan Sistem has extensive expertise in systems integration, enterprise solutions, software development, project management, systems design, customization, installation and deployment, IT consultancy, networking and infrastructure solutions, Internet services, after-sale support services, consultancy and outsourcing.

CEO: Alper Köstem
Address: 5. Cad.6/A Bilkent 06533 Ankara
Tel: +90 (312) 297 90 00
www.meteksan.com.tr



Nexum Boğaziçi, established in 2000, is one of the leading IT & Consulting companies in Turkey providing a broad scope of services with its experienced team which consists of 80 people. Serving to the top companies in Turkey, Nexum also offers offshore development possibilities to international customers as well. Making half of its yearly turnover from international projects with customers from abroad, Nexum has in depth knowledge and experience in managing distant projects

CEO: Joachim Behrendt
Address: Maslak Meydan Sk. Spring Giz Plaza
Kat:14/47-48
Tel: +90 (212) 328 19 29
www.nexum.com.tr



Netone Telecom is a leading Turkish licensed national telecommunications operator (data and telephony) that has been in operation since 1996. As one of the strongest new generation telecom operators in Turkey, Netone Telecom provides companies, among which are some leading MNCs, holdings, finance and medicine companies, with internet access, VPN and fix telephone services. As a result of its partnering with Private Equity in 2007, Netone Telecom has been growing and increasing its range of product and target audience. Holding the licenses of internet service provision, A type UMTS and infrastructure, Netone Telecom has been beginning to offer innovative services such as transmitter selection on the basis of 1095 call, transmitter pre-selection, data flow access and DSL based on YAPA methods.

CEO: Cem Çelebiler
Address: Büyükdere Cad. No. 121 Ercan Han Kat 2,
34394 Gayrettepe - İstanbul
Tel: +90 (212) 355 17 00
www.netone.com.tr



Founded in 1995, OBASE provides Information Management Solutions for gaining valuable insights to optimize the business management capabilities of its clients. OBASE is the developer and the provider of information infrastructure technology and solutions that enables organizations in all sizes to transform the way they compete and create value from their information repository. OBASE aims to increase the productivity of companies by expanding information management culture across the enterprise by helping organizations to manage their high volume of data into trusted information for all business units. Our partners are the best-of-breed technology vendors providing wide range of solutions for business needs of our clients.

CEO: Dr. Bülent Dal
Address: Kayışdağı İnönü Mah. Ulusu Cad. No:2/2
34755 İçerenköy/Kadıköy İstanbul
Tel: +90 (216) 573 85 66
www.obase.com



Established in 2001, Parkyeri is the leading e-business and mobile solutions provider in Turkey. Parkyeri, focusing on developing SMS, WAP, GPRS, MMS and 3G products and solutions, has over 200 service, platform and mobile infrastructure solutions implemented worldwide.

JetMesaj Group Messaging System is a multiplatform mobile group messaging platform with integrated modules for managing the groups, monitoring the messages sent, managing the content of the site & pricing scenarios, managing the system's rules and reporting the statistical data of the system. JetMesaj will enable mobile subscribers to create a group and to send short messages (SMS) to groups via SMS, WAP & Internet.

CEO: Giray Yakup Pultar
Address: Büyükdere Cad. 22/1 K:4 Beytem Plaza Şişli / İstanbul
Tel: +90 (212) 296 95 09
www.parkyeri.com



Sekom was established in 1992 for providing solutions to have high performance, availability and flexibility. Company's target is to maintain, improve and widen the trust that it has established through its continuously and steadily increasing business volume, expertise and competence since the company has been established. Sekom aims to enable its customers can get benefit from the opportunities that emerges due to this technological transformation. Sekom also designs and realizes efficient and reliable network infrastructures that are needed by the new generation telecommunications, by utilizing its expertise originated from its past performance.

CEO: Ahmet Sami Ezberci
Address: Çevre Sokak No: 21/9 Çankaya Ankara
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www.sekom.com.tr



Promena was established in 2001 with the mission to help companies reduce their cost base and increase productivity in their purchasing operations. Promena provides an online electronic procurement platform along with consulting services. We aim to create competitive advantage for our customers by making their purchasing more effective. Our mission is to transform existing procurement procedures by carrying them to an online platform. We combine our on demand software platform with various support services. This allows us to create financial returns for our customers with minimal startup time and initial investment. We offer two main services that aim to cover all areas of procurement: E-procurement: Carry out your entire purchasing cycle end-to-end on an online platform. E-auction: Attain best prices and purchase conditions that the market can offer.

CEO: Levent Zağra
Address: Ünalın Mah. Ayazma Cad. Camlica İş Merkezi, A Blok 34700, Üsküdar, İstanbul
Tel: +90 (212) 556 30 40
www.promena.net



SesTek is a leading supplier of speech technologies in Turkey. It also provides solutions in the areas of interactive voice response systems, customer services automation and call center applications. The company is founded in 2000. Since its inception, SesTek has continuously targeted advanced technologies and has pioneered numerous innovative solutions for its customers. The first voice enabled automated attendant system, the first commercial Turkish TTS for e-mail, SMS, and internet reading, the first voice-enabled stock quote query system, the first word spotting and speech analytics solutions for Turkish language are produced and deployed by Sestek. The company has a broad diversity of customers including major telecom operators and banks in Turkey.

CEO: Levent Arslan
Address: İTÜ Ayazağa Kampüsü Arı-1 Teknokent Binası 34469 Maslak-İstanbul
Tel: +90 (212) 286 25 45
www.sestek.com.tr



SIGMA Consultancy provides application consulting and implementation services in Turkey. Founded in 2003, SIGMA Consultancy focuses on software solutions in BPM (Business Process Management), CRM (Customer Relationship Management) and ERP (Enterprise Resource Planning). SIGMA Consultancy has received a global award for 'Best Partner' in EMEA Region by Ultimus in 2007, 'Excellence Award' in EMEA region by Microsoft in 2005, 'Technical Leadership Award' for the EMEA region by Ultimus in 2004 and 'Best ERP Solutions Partner' by Microsoft in 2004. SIGMA Consultancy intensely invests in Research & Development aiming to leverage the most recent advancements in web based software technologies.

CEO: Sırma Elif Sevand Ataç
Address: 19 Mayıs Cad. Novabaran Plaza No:4 K:6 Şişli/İSTANBUL
Tel: +90 212 315 05 00
www.sigma.net.tr



STM Savunma Teknolojileri Mühendislik ve Ticaret A.Ş. is the leading systems and software engineering & consultancy company in Turkey serving the defence, public and naval sectors through the innovative applications of technology and its accumulated field knowledge. STM, which is a SEI Capability Maturity Model Integration (CMMI) Level 3 company, has also ISO 9001:2000, NATO AQAP-160 and TS ISO/IEC 27001 certificates. STM employs around 340# specialized staff with expertise and education spanning over a wide spectrum of specialties, since STM's basic objective is to bring solutions to the changing technological requirements of its customers.

CEO: Recep Barut
Address: Kafkas Sk.No:56 Bestepe,06510 Ankara-TURKIYE
Tel: +90 (312) 223 68 00
www.stm.com.tr



Tekbim, is a technology company and it was establishes in 1991 to render services in Information Technology sector and it has become one of the leading companies in the sector within a very short period of time. Since its establishment, Tekbim, has transferred it experience and knowledge to so many companies in different sectors and has completed a lot of successful projects. The most important mission of Tekbim is to create conscious technology users and it renders informing services to all its customers. Tekbim renders consulting services to his customers in order to have them made the best investment decisions and it aims to avoid wrong investments in the sector with the help of the solutions offered to its customers.

CEO: İsa Kılıç
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From its establishment in 1996, Tradesoft Business Services has grown to become a leading provider of software, solutions, and services in selected industries and technologies. Tradesoft's suite of in house developed financial services applications are the most widely used in Turkey. It is the leading supplier of software, consultancy and services to the capital markets industry. Tradesoft is also a respected mortgage processing software component provider in the Dutch market in partnership with Ordina N.V. of the Netherlands. Over the years, Tradesoft has built-up domain expertise and implementation experience in a diverse set of industries such as financial services, automotive, food and fast moving consumer goods distribution; continually invested in technological competence and delivered focused solutions to its customers which resulted in improved business processes, greater operational efficiency and sustainable competitive advantage.

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Treda has been established in 2003, by the merging of TradeOrbis and Digilane, which are both leading companies in e-business solutions. Treda is a part of İlab Holding, which, having Sigortam.net, ChemOrbis, SteelOrbis and Kariyer.net among its participations, is the first internet-based investment company in Turkey. While closely following developments in information technologies, Treda realizes cost effective and on target e-transformation projects, and defines success as its customers profit achieved as the result of the solutions and services it offers.

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Tuncmatik has been established in 1969 with the purpose of manufacturing electric/electronic products in Turkey. Today TUNCMATİK offers a complete line of products in the field of electrical energy; our main products are UPS systems, AVR's, Surge Protectors, Maintenance free batteries, chargers, inverters, rectifiers and Solar energy solutions such as PV Panels, PV inverters etc. Tuncmatik offers a solutions from consumer level all the way to enterprises. Today Tuncmatik is offering UPS solutions from 600VA up to 8000 kVA with the experienced technical and sales team with special focus in Industrial applications. Beside the UPS solutions, Tuncmatik also represents CSB Battery in Turkey which is a high quality supplier of maintenance free batteries used in UPS systems, Telecom, Solar and similar applications. We are partners with global players such as KYOCERA and EATON in the Turkish market.

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Technology Fast50 Turkey CEO Survey 2008

Introduction

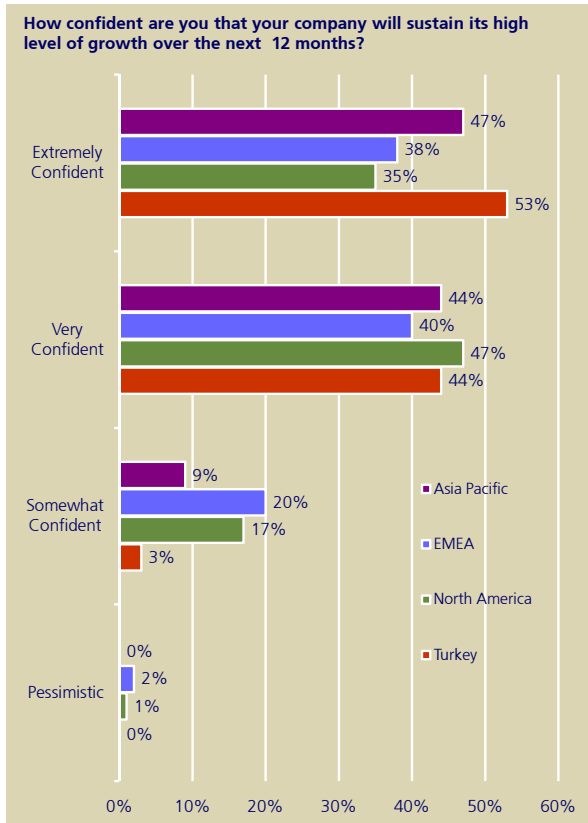
Technology Fast50, which lists fast-growing technology companies in Turkey, is a world-wide program taking place in Turkey for the third time. Technology Fast50 CEO Survey is done by the CEOs of technology companies which achieved the highest rates of annual revenue growth during the past five years and are placed in Deloitte Turkey's 2008 Fast50 list. The survey questions addresses the critical factors helped them to succeed, how they feel about their future and where they think best opportunities lie. This year we added some questions how they funded their companies and off-shoring.

2008 survey reveals the fact that 97 percent of Turkish CEOs have even more confident to growth compared to previous years (85 percent in 2007 and 92 percent in 2006 while there is credit crunch and economic crisis going on. They believe that finding and sustaining talent is key challenge. They also believe that sound business strategy is the key to success. While last year managing cash flow was the biggest challenge, this year it turned out to be growing sales. Most of Turkish CEOs seek organic growth is one of the most favorable scenario. IPO was out of scope last year, however this year although very few mentioned it, it is one of the favorable scenario.

About the Survey

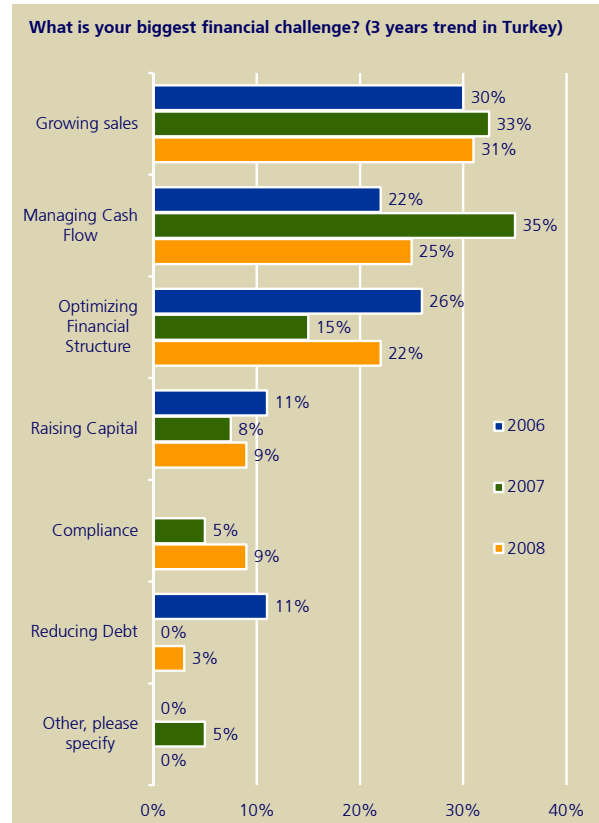
Deloitte Technology Fast50 Turkey 2008 CEO Survey is based on feedback from the CEOs of fast growing technology companies which achieved to be placed in Technology Fast50 Turkey 2008 program. The aim of this survey is to gain insight into the secrets of these companies' phenomenal growth and the survey seeks a first-hand understanding of the ambitions, challenges and industry threats that the sector's leadership are experiencing. Results of the survey are analyzed compared to Deloitte Technology Fast500 CEO Surveys which are conducted in Asia Pacific, EMEA and North America in 2007. Since this is the third year of the program, and third time we are conducting this survey in Turkey, we also look at how Turkish CEOs' growth prospects, their recipes for growth, their challenges, expectations within 12 months and 3-year time have been changed within three years.

Winning Tactics



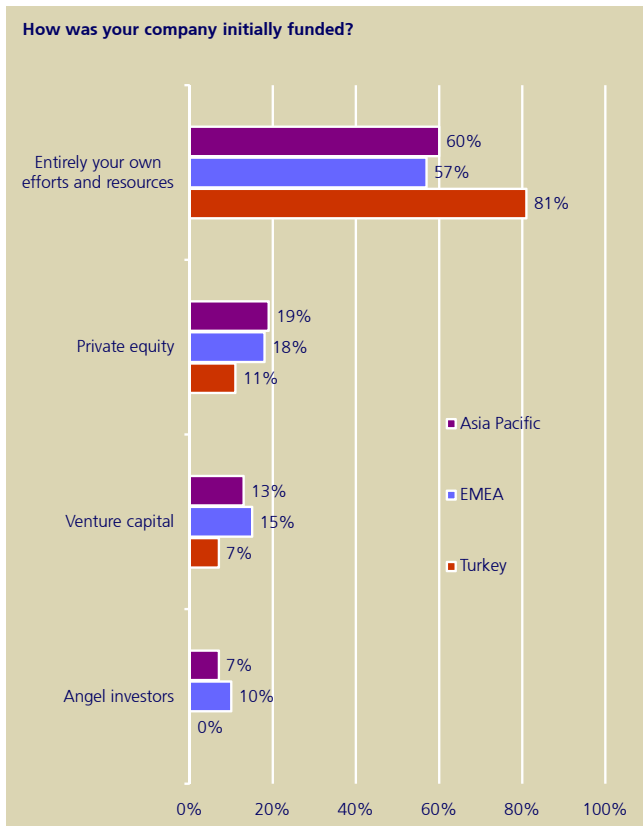
High Confidence in Turkish CEOs ever

97 percent of the CEOs of Turkish technology companies are “very confident” to “extremely confident” that their company will sustain its high level of growth over the next 12 months. While there is credit crunch and economic crisis going on, it is encouraging to see Turkish CEOs are even more confident to growth compared to previous years (85 percent in 2007 and 92 percent in 2006). “Extremely confident” and “very confident” Asia Pacific CEOs, who believe that their technology companies will continue to grow, follow Turkish CEOs with 91 percent. While “extremely confident” to “very confident” CEOs are almost 82 percent in North America, in EMEA they are 78 percent. There are definitely no pessimistic CEOs in Turkey and Asia Pacific that they will continue to grow.



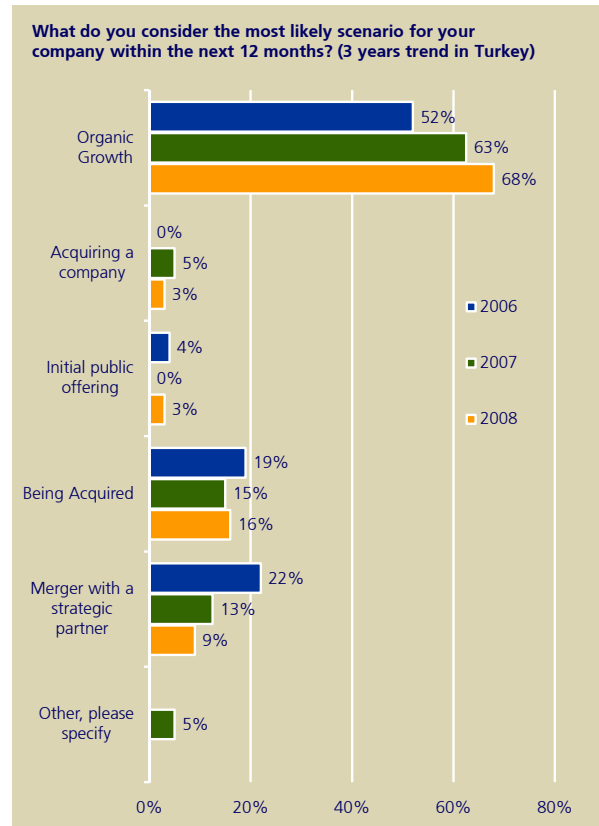
Growing sales becomes top priority again

Last year “managing cash flow” was the top priority for Turkish CEOs with 35percent; however, this year it turns out to be “growing sales” becomes the biggest financial challenge. According to North American CEOs “growing sales” is the biggest challenge as well (54 percent), while for EMEA CEOs and Asia Pacific CEOs the biggest challenge is optimizing financial structure (55 percent and 48.5 percent consecutively). Optimizing financial structure becomes one of the top financial challenges for Turkish CEOs as well; while “optimizing financial structure” was just 15 percent last year, this year it is 22 percent and places in the top 3 priority for Turkish CEOs. Managing cash flow is still an important financial challenge for Turkish CEOs (25 percent) this year and is placed in the number two top financial challenges.



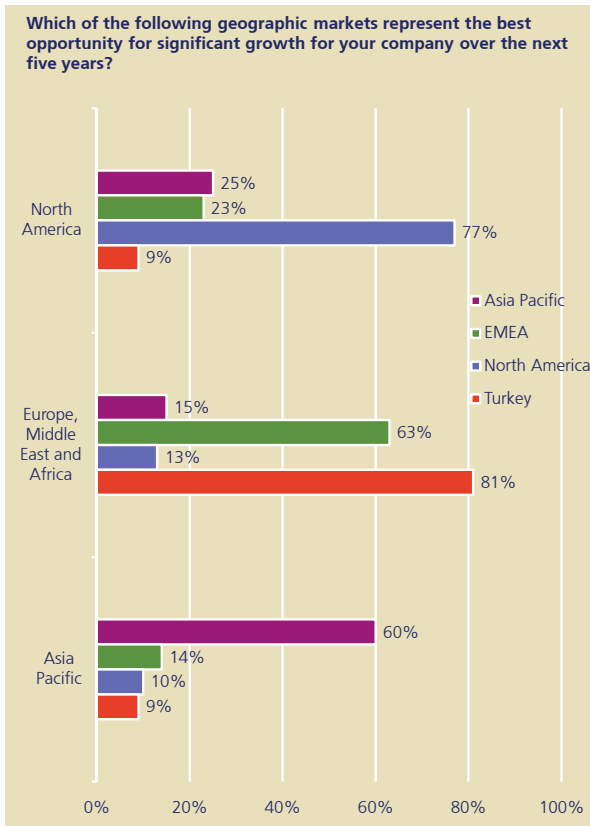
Self-made

The majority of Turkish Fast50 firms are clearly self-made. 81 percent were funded entirely through CEOs own efforts and resources, with only a small proportion (11 percent and 7 percent) requiring private equity or venture capital for launch. In EMEA, 60 percent of the firms and in Asia Pacific 57 percent of the firms are funded by their own CEOs. While some of the companies (7 percent in Asia Pacific and 10 percent in EMEA) are funded by angel investors, in Turkey none of the companies in Fast50 list is funded by angel investors.



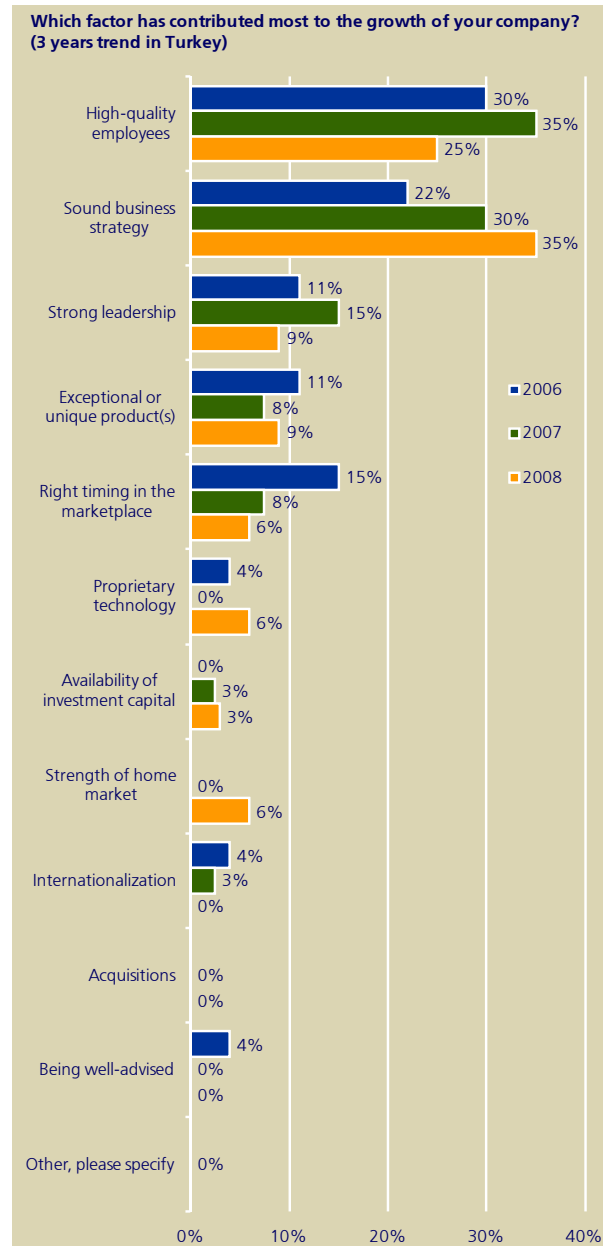
Companies expect to grow from within

CEOs of Turkish technology companies who see "organic growth" as the most likely scenario for their companies within the next 12 months is gradually increasing (52 percent in 2006, 63 percent in 2007 and 68 percent in 2008). Merging with a strategic partner is slightly decreasing (13 percent in 2007 to 9 percent in 2008). While IPO was not in the picture last year, though it is small amount, it appears to be a favorable scenario for Turkish CEOs. Being acquired is the second likely scenario with 16 percent. For EMEA, North America and Asia Pacific CEOs, organic growth is the most likely scenario as well (61, 63 and 50 percent respectively). For EMEA and North America CEOs to acquire a company is the second likely scenario (both with 16 percent); while for Asia Pacific CEOs, IPO is the second likely scenario (25 percent).



Seek opportunities at homeland

Majority of Turkish CEOs seek opportunities in EMEA with 81 percent and many of them do not see significant opportunities in Asia Pacific or North America. Most of fast growing companies in EMEA, North America and Asia Pacific focus on their own regional markets. When second options are considered, EMEA companies focus on Asia Pacific (same as last year); Asia Pacific companies focus on EMEA (last year it was North America); North America companies focus on Asia Pacific (it was EMEA last year).

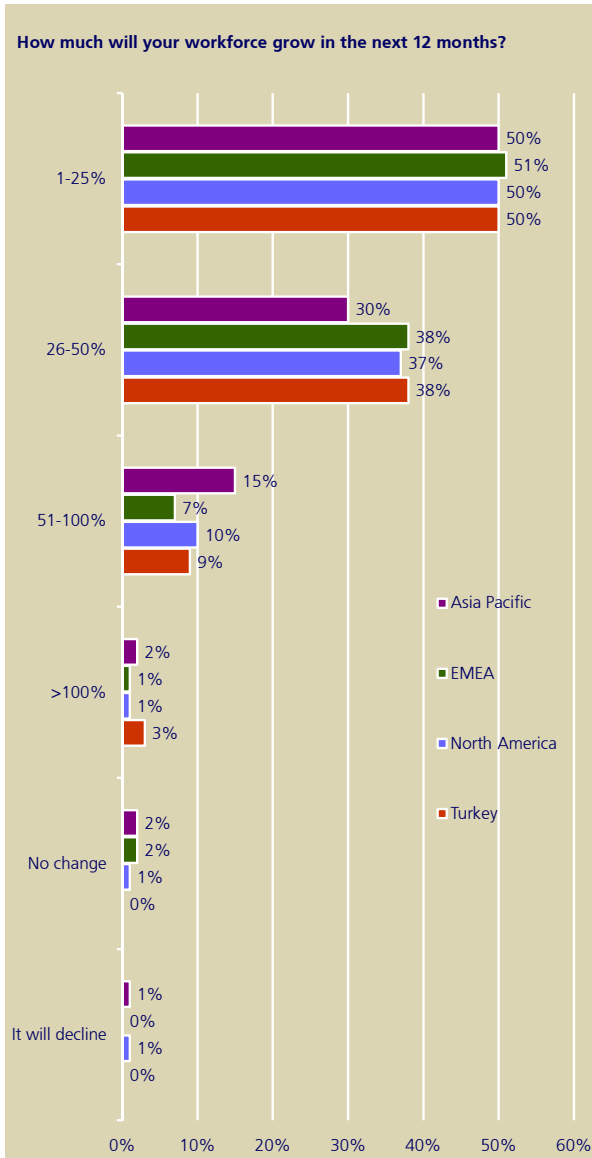


Sound business strategy is the new key

CEOs of Turkish technology companies used to see people are the key to their successful growth in the previous years. "High quality employees" was the number one factor for the CEOs for their outstanding growth (30 percent in 2006 and 35 percent in 2007). However this year "sound business strategy becomes the top strategy with 35 percent. Asia Pacific CEOs have focused on product innovation and perfected new technologies (47.6 percent). North America CEOs attribute their success in their growth to high quality employees (67 percent) whereas EMEA CEOs see the key factor as "organic growth based on new products/technologies" (62 percent).

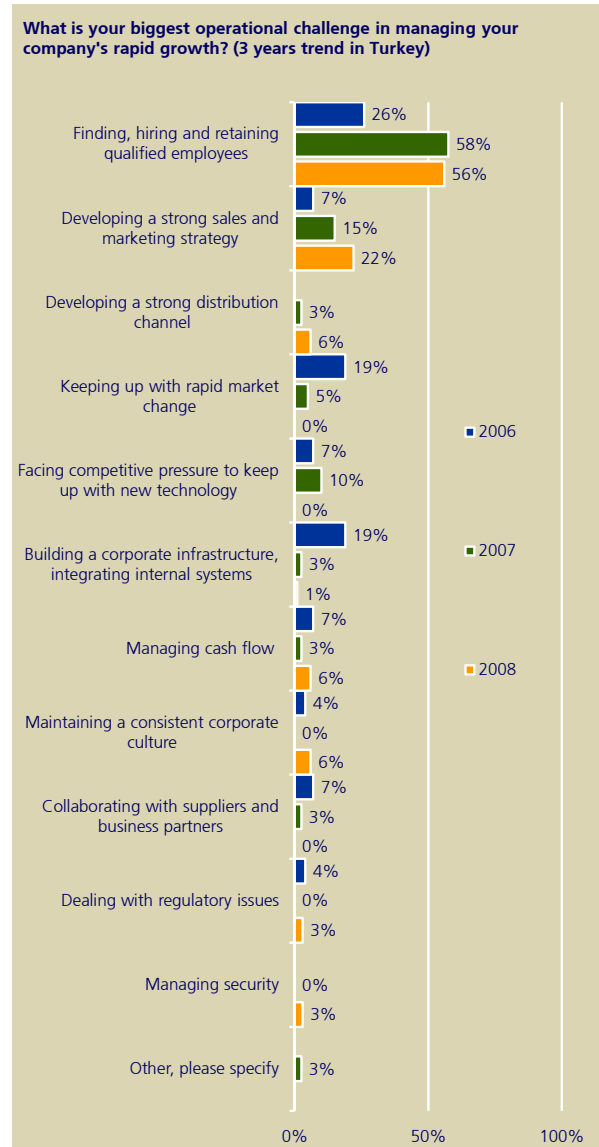


The Big Picture: Macro Economic Trends



Growing the workforce

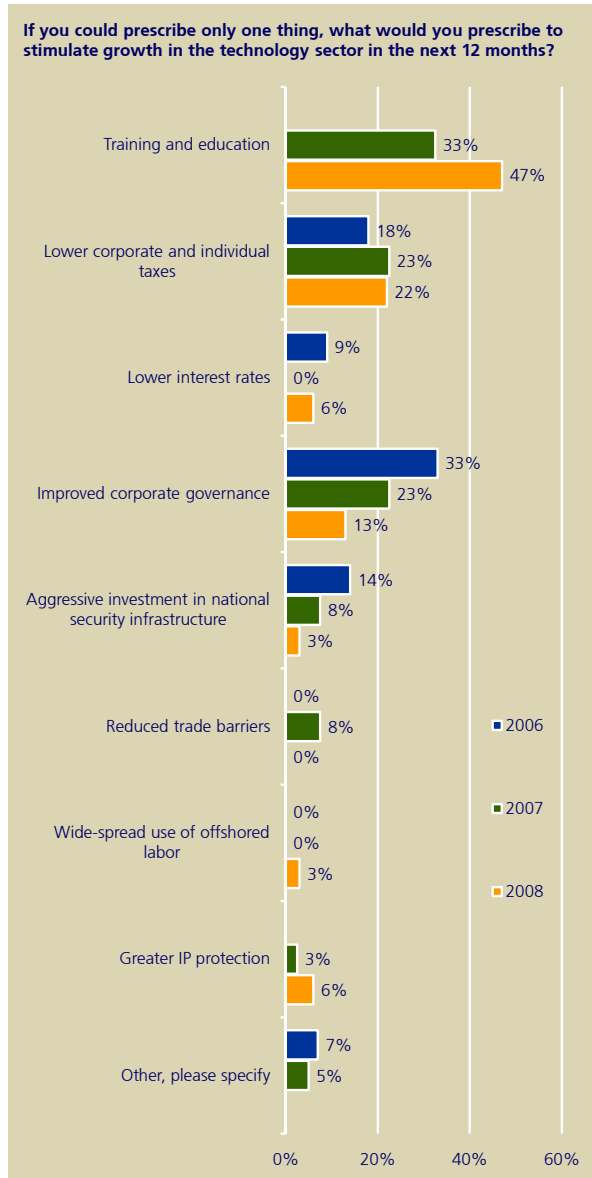
The majority of (50 percent) Turkish technology companies will grow headcount by between one and 25 percent. Almost 40 percent of Turkish CEOs anticipate growth in the workforce of between 26 and 50 percent. This is also parallel to what is observed in EMEA, North America and Asia Pacific. Only 3 percent Turkish CEOs expect headcount growth more than 100%. None of Turkish CEOs believe that headcount growth will decline like EMEA CEOs.



Talent Spotting

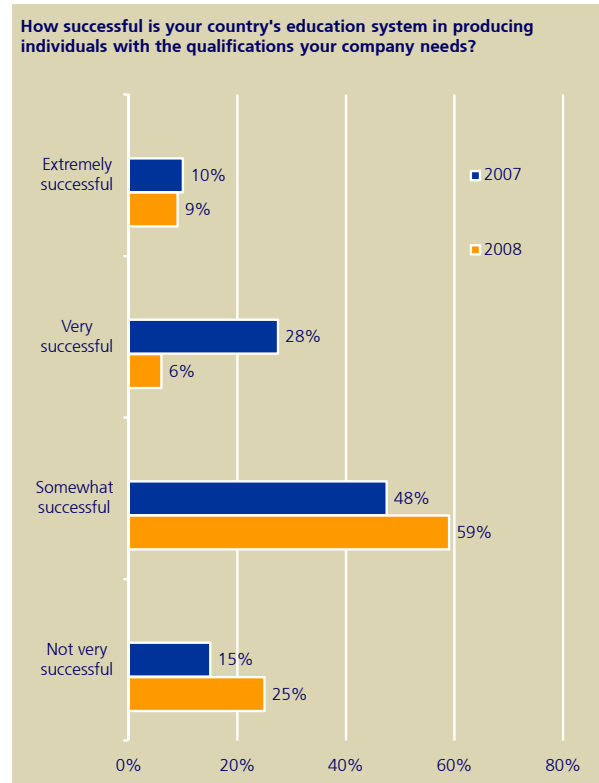
"Finding, hiring and retaining qualified employees" is still the biggest operational challenge in managing company's rapid growth with over 50 percent. The importance of "developing a strong sales and marketing strategy" increased compared to previous years and it appears to be the second important challenge with 22 percent. "Finding, hiring and retaining high quality employees" is also the number one challenge for the CEOs of Asia Pacific (58 percent), EMEA (57 percent), and North America (52 percent). "Keeping up with rapid market change and/or a more competitive landscape" appears to be the second top challenge in all three regions (32 percent in Asia Pacific, 24 percent in EMEA, and 39 percent in North America).

Education is Crucial



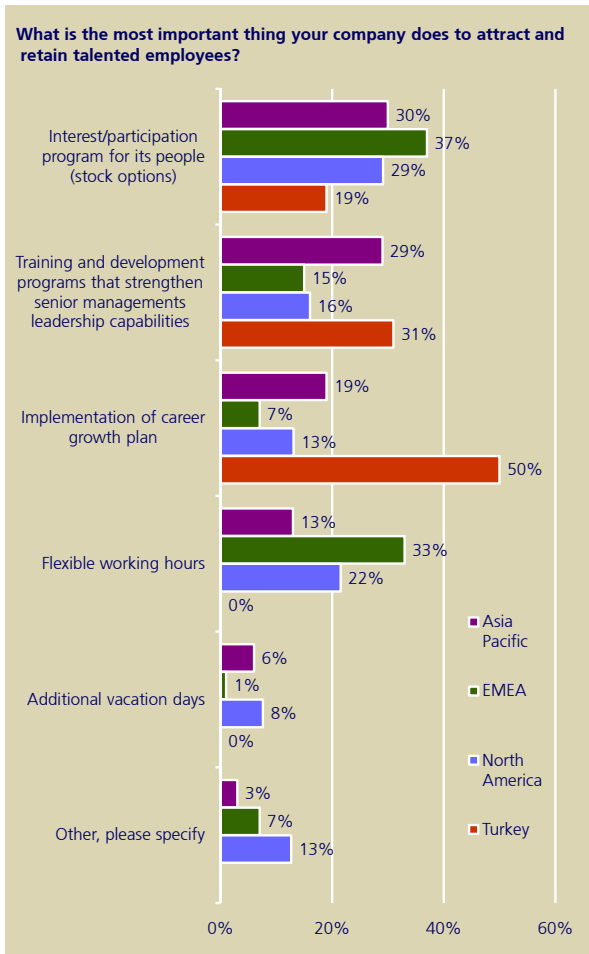
Education is getting more important

Turkish CEOs believe that “training and education” is the best way to stimulate growth in the technology sector, there is a significant increase in this notion, from 33 percent to 47 percent this year. “Lower corporate and individual taxes” appears to be the second important factor that would stimulate growth. There is a decrease in “improved corporate governance” while “lower interest rates” and “greater IP protection” is getting more attention



Education system needs more improvement

Majority of Turkish CEOs believe that Turkish education system is somewhat successful in producing individuals with the qualifications their company needs (48 percent). However last year 38 percent of Turkish CEOs were thinking that education system is very successful or extremely successful, whereas this year it is decreased to 15 percent. North America CEOs who believe that their education system is “very successful” or “extremely successful” are 67 percent.



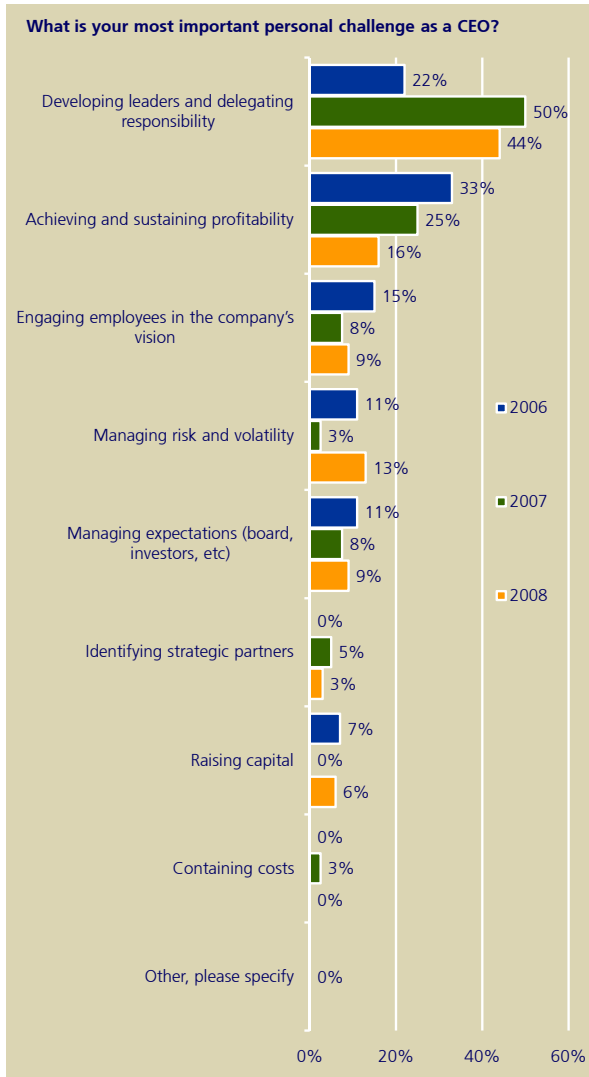
Growing your own talent

Companies in Deloitte Technology Fast500 use various techniques to attract, develop and retain top talent. These include stock options, flexible work hours, advanced training programs, and formal plans for career development. When asked to Turkish CEOs, majority of them believe that implementation of career growth plan is the most important thing that their company does to attract and retain talented employees (50 percent). According to North America, Asia Pacific and EMEA CEOs, "interest/participation programs for its people-stock options" is the leading practice (29, 30, 37 percents respectively). While "flexible working hours" is particularly common especially in North America and EMEA, it is still not an option in Turkey according to CEOs in Fast50 companies.



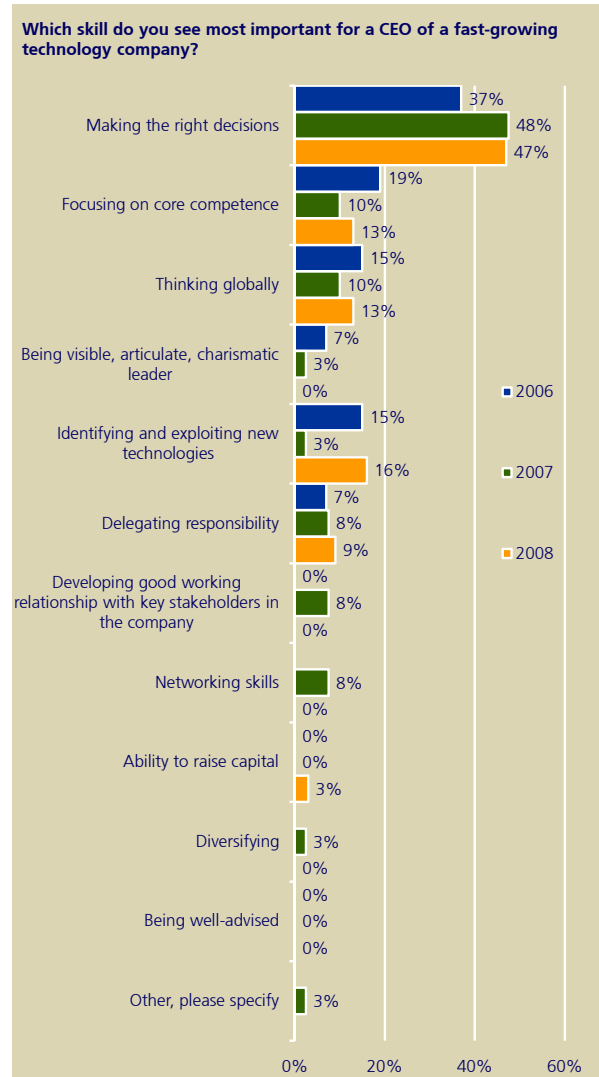


CEO Personal Issues



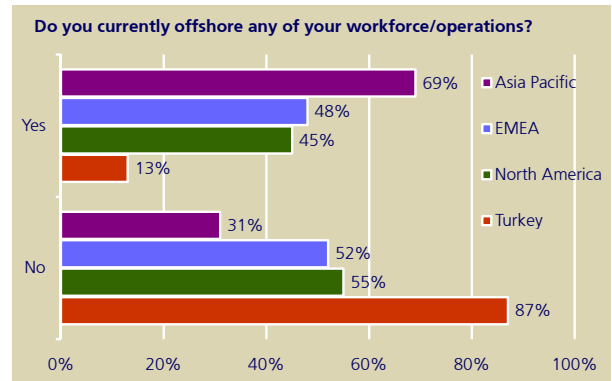
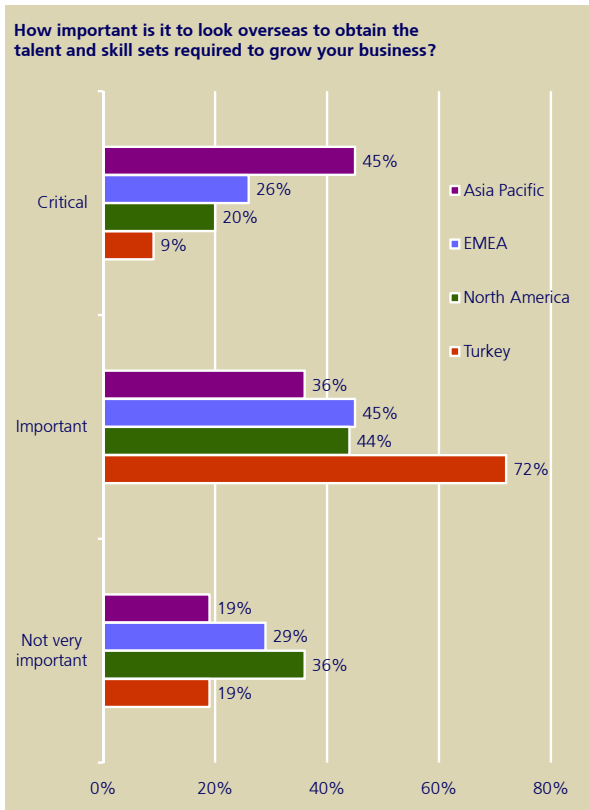
Team Building is still important

For Turkish CEOs, the biggest personal challenge is "developing leaders and delegating responsibility" like last year. Majority of CEOs in North America also agree with Turkish CEOs (33 percent). For Turkish CEOs "achieving and sustaining profitability" is getting less important (decreasing from 25 percent to 16 percent), while "managing risk and volatility" and (increasing from 3 percent to 13 percent) and raising capital (increasing from 0 percent to 6 percent) are getting more attention as personal challenges.



Making the right decision is the key

The ability to make the right decisions is certainly a valuable quality for successful leadership and according to the survey, 47 percent of Turkish CEOs see the quality of their decision making as their key skill. This is also the case for North America CEOs as the number one factor (24 percent). Focusing on core competence and thinking globally were listed as number two skills for CEOs in Turkey with same percentage, 10% last year; however, they appear to be the third factor in this year's survey with 13 percent each. "Identifying and exploiting new technologies" appear to be the second important skill for Turkish CEOs this year.



Offshoring

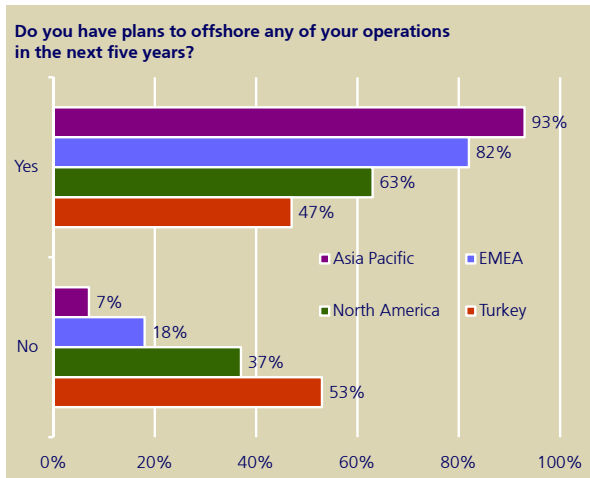
Around the world, one increasingly common way for companies to capitalize on foreign talent is through offshoring; unfortunately it is not common practice for Turkish CEOs in Fast50.

Only 13 percent of Turkish technology companies offshore some of their workforce/operations. This rate is highest in Asia Pacific with 69 percent; EMEA CEOs and North America CEOs follow it with 48 percent and 45 percent respectively.

Global horizons

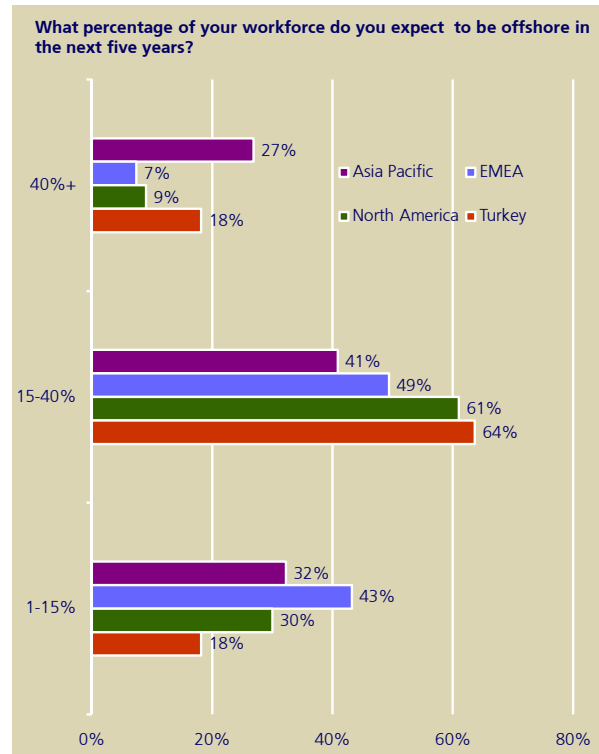
Today's technology markets are truly global, and the market for technology talent is following suit. To thrive amidst a chronic talent shortage, companies should learn how to tap into the global labor pool so they can capitalize on the best and the most qualified people—wherever those people happen to reside.

In their quest for scarce talent, more and more fast-growing technology companies are extending the search beyond national borders. More than half of the surveyed CEOs rate overseas talent as “critical” or “very important” to growing their business.



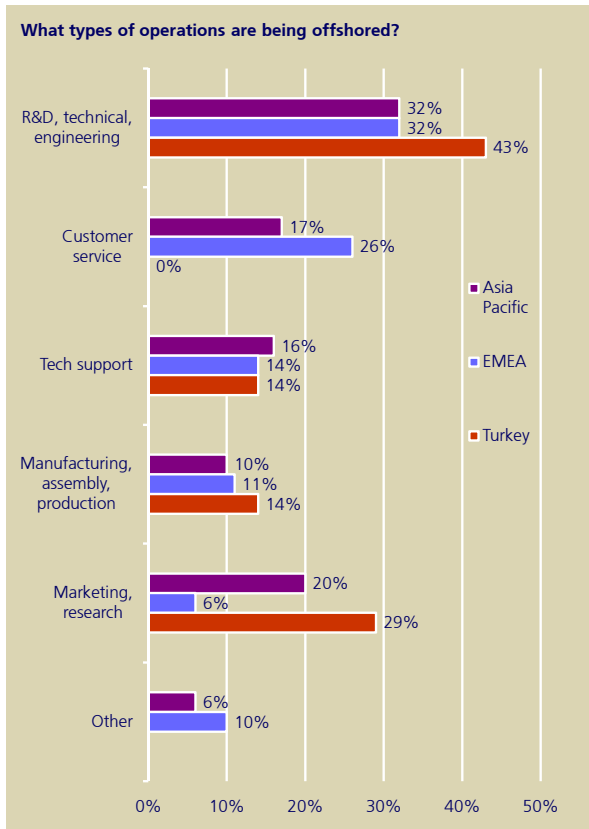
Plans for Offshoring

Although small amount of Turkish companies currently offshore some operations, when they are asked if they have plans to offshore any of their operations in the next 5 years, 47 percent of them say yes. Almost half of Fast500 CEOs around the world also think that they will offshore some of their operations in the next 5 years.



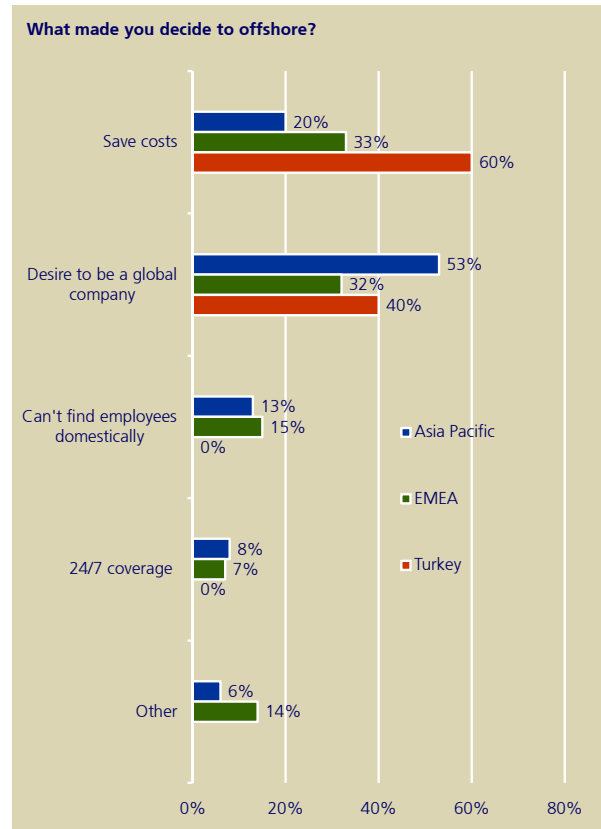
Workforce

64 percent of Turkish CEOs plan to offshore 15-40 percent of their workforce in the next five years. Same trend is observed in EMEA (with 49 percent), Asia Pacific (41 percent) and North America (61 percent).



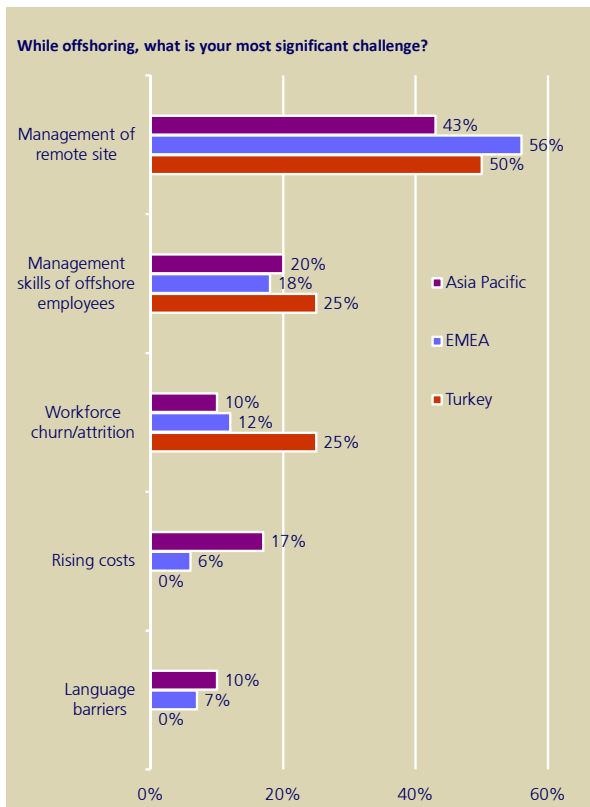
R&D is crucial

Turkish technology companies offshore R&D, technical and engineering with 43 percent. Marketing and research follow it with 29 percent.



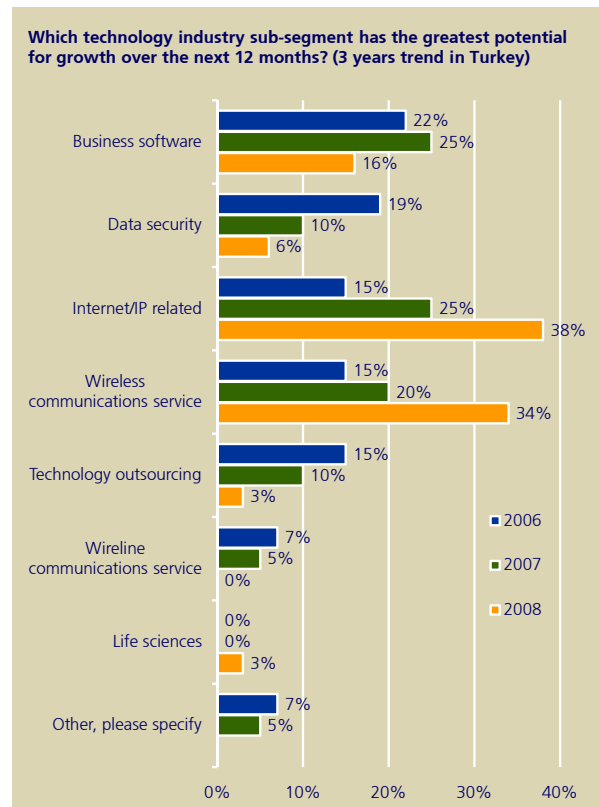
Reasons to offshore

Turkish technology companies prefer to offshore for saving costs mostly (60 percent) and for the desire to be a global firm (40 percent).



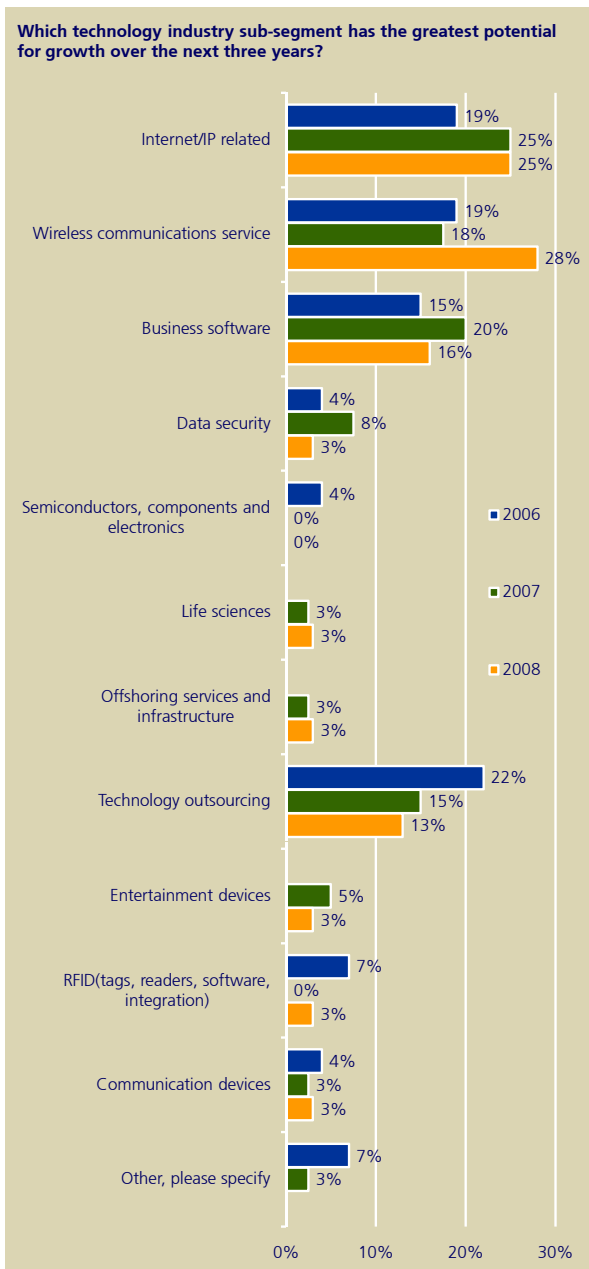
Challenges to offshore

For Turkish CEOs the most important challenge while offshoring is the management of remote site (50 percent). This is also the case for EMEA and Asia Pacific CEOs (56 percent and 43 percent respectively). For Turkish CEOs “management skills of offshore employees” and workforce churn/attrition” follow as the second top challenge with 25 percent each.



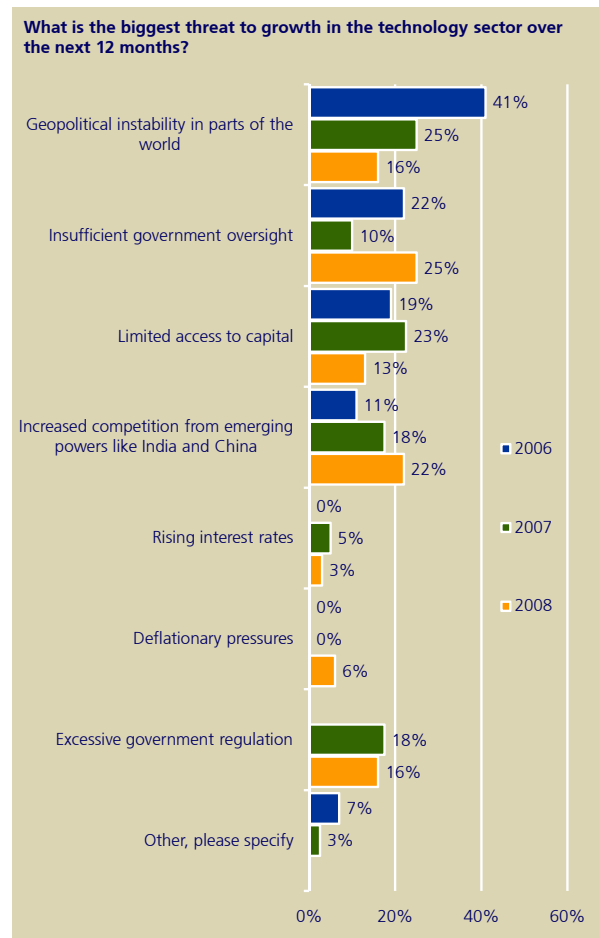
Internet/Ip related remains at the top

According to Turkish CEOs of technology companies, “Internet/IP related” is gaining importance as the greatest potential for growth over the next 12 months (significant increase from 15 percent in 2006 to 25 percent in 2007 and to 38 percent in 2008). “Wireless communication service” is the second segment that show greatest potential growth (significant increase from 15 percent in 2006 to 20 percent in 2007 and to 34 percent in 2008)



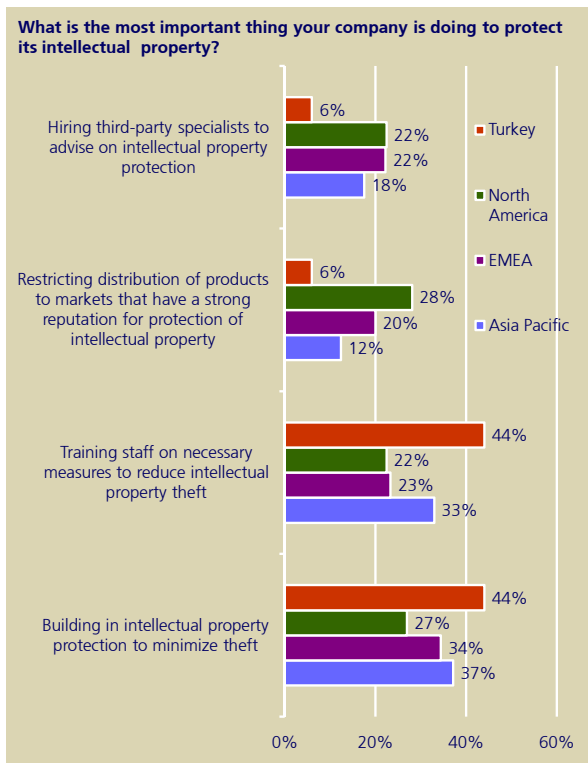
Wireless communications rise

Looking three years out, the Wireless communications services segment is expected to dominate the scene. "Internet/IP related" segment is still on the agenda. Business software and technology outsourcing lose a little ground, but manage to hold onto the third and fourth spots.



Threats to growth

The CEOs in Deloitte Fast500 see a variety of threats to growth. "Geopolitical instability in parts of the world" used to be at the top of the list for Turkey and for the three regions; however, this year in Turkey "insufficient government oversight" places at the top with 25 percent. In North America and Asia Pacific, "government regulation issues" seem to be biggest threat to growth with 36 and 39 percent respectively. In EMEA, "financial pressures" places the top threat with 53 percent. In Turkey, other threats gaining momentum are "increased competition from emerging powers like India and China" (22 percent) and "excessive government regulation" (16 percent).



Protecting Intellectual Property

Another big challenge for fast-growing technology companies is protecting their intellectual property. Fast500 companies from all around the world appear to be following a multi-threaded approach. Turkish CEOs train their staff on necessary measures to reduce intellectual property theft. EMEA and Asia Pacific CEOs build in intellectual property protection to minimize theft while North American CEOs restrict distribution of products to markets that have a strong reputation for protection of intellectual property.



Conclusion

Confidence levels of the respondent Turkish CEOs reached an all time high of 97 percent exceeding the levels in EMEA, North America, and Asia Pacific. 97 percent of Turkish technology companies CEOs are either very or extremely confident of achieving similar growth rates over the coming years. That is based on average five-year revenue growth rates for this year's Technology Fast50 Turkish companies, of a remarkable 517 percent. This is an encouraging sign that perhaps the respondent CEOs have achieved a tried and trusted recipe for managing a high level of growth.

While competition is thriving, many of the respondent CEOs see growing sales as the top financial challenge. While most of them seek organic growth most likely scenario, not many of them prefer to merge with a strategic partner as the most likely scenario as much as observed previous years. Although a few of the CEOs mentions it, IPO appears in the scene as one of the favorable scenario.

"High-quality employees" is replaced by "sound business strategy" as the number one contributor the growth of the fast growing companies.

Finding, hiring and retaining qualified employees are still crucial as the biggest operational challenge, however, developing a strong sales and marketing strategy emerges as one of the important challenge.

Turkish CEOs believe that Turkish education system needs improvement in producing individuals with the qualifications their company needs. In fact, they consider their biggest personal challenge is developing the next generation of leaders and delegating responsibility. Achieving and sustaining profitability closely follows it as one of the biggest personal challenges.

Turkish CEOs believe that making the right decisions is the most important for a CEO of a fast growing technology company. Besides, this year "exploiting new technologies" emerges as one of the crucial skill.

Only 13 percent of Turkish CEOs offshore talent and skill sets required to grow their business. However, 47 percent of Turkish CEOs have plans to offshore. When asked what is being offshored, Turkish CEOs state that they mostly offshore R&D, technical and engineering. The most important reason for offshoring is to save costs. The biggest challenge appears to be management of remote site

"Geopolitical instability in parts of the world" was seen as the biggest threat to growth last year; however, this year it is replaced by "insufficient government oversight.

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