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**SOUTH EASTERN EUROPE
IT SECTOR**

FEBRUARY 2012

Contents

SOUTH EASTERN EUROPE – UNLOCKING IT’S POTENTIAL	3
SEE TOP 100 Ranking, Edition 2011 and IT sub-ranking	3
Our forecasts for 2012 – from slight to flat growth	4
Be smart - to be outsourcing destination or to outsource?	4
DISCLAIMER.....	6

SOUTH EASTERN EUROPE – UNLOCKING IT'S POTENTIAL

SEE TOP 100 Ranking, Edition 2011 and IT sub-ranking

The SEE TOP 100 annual ranking is the only ranking of private and public companies, banks and insurers from the ten South Eastern European countries - Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Serbia, Macedonia, Moldova, Romania, Montenegro and Slovenia. The 2012 edition will be published in October for the fifth consecutive year. Predominantly using annual non-consolidated reports, we rank companies by total revenue, banks - by total assets and insurers - by gross written premiums. The initial pool of companies exceeds 1,200 every year.

The telecommunications sector, represented in the 2011 ranking by 13 companies, established itself as the fourth most prosperous business generating a combined revenue of EUR 9.7 bln in 2010.

By comparison, IT firms are lagging behind telecoms specialists. Unfortunately, last year's SEE TOP 100 ranking did not include representatives of the IT segment. The best performing IT player in 2010 in terms of total revenue generated some EUR 150 mln below the bottom of the SEE TOP 100.

To fill the gap, we have compiled a ranking of the top 200 IT companies in SEE, derived straight from the initial pool of companies. The list by no means claims exhaustiveness or comprehensiveness for the whole region, but it certainly includes the major companies in the IT industry. Depending on data availability in the different countries, the ranking features software and hardware providers, ITO companies and IT traders. To allow comparison, all local currencies in the ranking have been converted into euro using the respective central bank's official exchange rate on the last working day of the year.

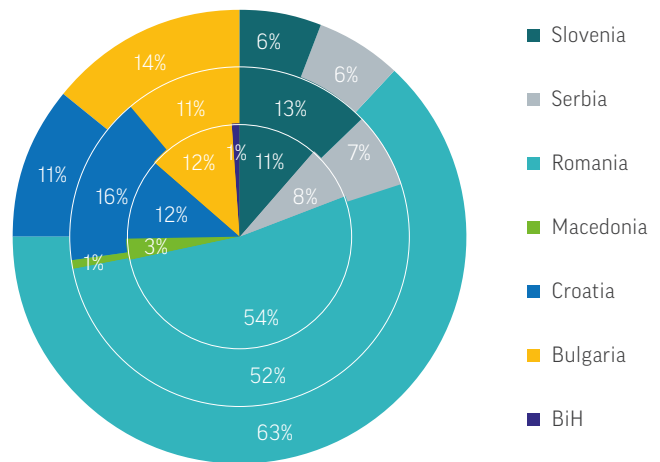
SEE TOP 200 IT Companies is topped by Croatian distributor of IT products and consumer electronics M San Grupa with a total revenue of EUR 229.2 mln in 2010. The company was established in 1995 and operates in former Yugoslav countries through a network of subsidiaries and affiliated companies.

In 2010 the leading 200 IT companies in SEE generated a combined revenue of EUR 4.67 bln and employed more than 37,300 workers. Romania reported the highest value - EUR 2.4 bln, followed by Croatia - EUR 741 mln and Slovenia - EUR 600.7 mln.

Similar to the SEE TOP 100 per capita ranking, Slovenia is also at the lead of the corresponding ranking in the IT sector with EUR 298, followed by Croatia with EUR 167, and Romania with EUR 113 ranks third.

The graph below shows the correlation between three indicators measuring the market - the number of employees, the total revenue of the IT sector in the respective SEE country and the number of companies:

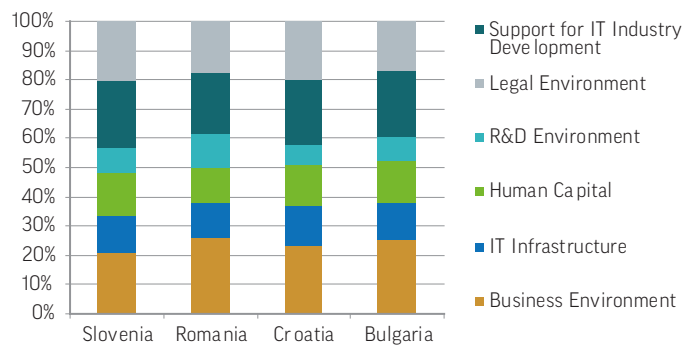
TOP 200 IT COMPANIES IN SEE



The outer circle indicates the number of employees in the IT sector, the middle circle indicates the total revenue by country and the inner circle indicates the number of companies.

The results of our ranking also find confirmation in the IT Industry Competitiveness Index 2011, issued by The Business Software Alliance (BSA) and The Economist Intelligence Unit. Only four SEE countries managed to enter into the Index - Slovenia (25th), Romania (37th), Croatia (40th) and Bulgaria (43rd). The index, measuring five indicators, showed improvement in the positions of Slovenia and Bulgaria, while Romania and Croatia stepped back in 2011.

IT INDUSTRY COMPETITIVENESS INDEX 2011 COMPOSITION



Source: IT Industry Competitiveness Index 2011

Based on our analysis of the IT market in some of South Eastern European countries in the last few years, we have identified the following trends in the region:

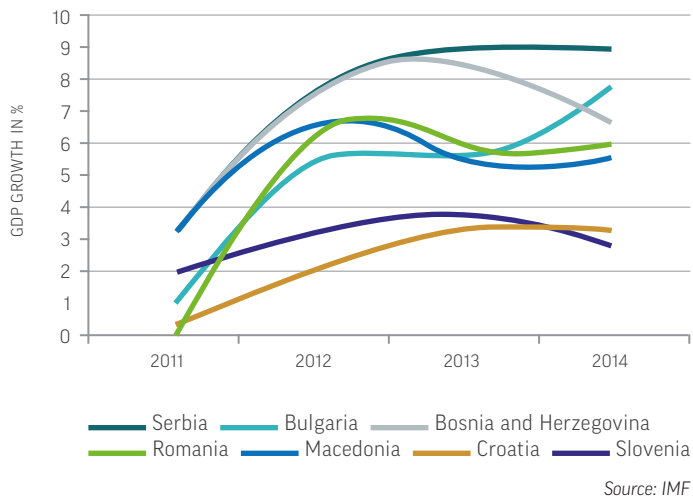
- IT products and services remain outside the top 20 exported items;
- The backbone of the ICT market is the Telecommunications sector, generating more than 70% of the revenue of ICT sector in SEE;
- Outsourcing is the IT segment of strongest presence;
- Very low level of IT companies' participation on stock exchanges;
- As a whole, the level of the foreign language knowledge in the region is high;
- In SEE, the IT sector consists of many, but small companies;
- Almost all IT giants have entered SEE countries, attracting young professionals, training them and sharing

- knowledge, as well as boosting competitiveness;
- Legal regulations in the IT industry in SEE lag behind the European legislation;
- There is shortage of highly-qualified personnel on the local market.

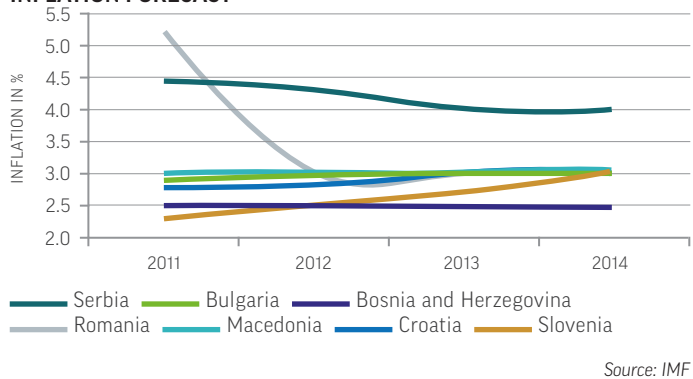
Our forecasts for 2012 – from slight to flat growth

Most of the market analysts expect the IT market to register growth in 2012. Some of them are optimistic, expecting between 10% and 15% increase in different countries, however our forecast is for a slight increase, following the main economic trends.

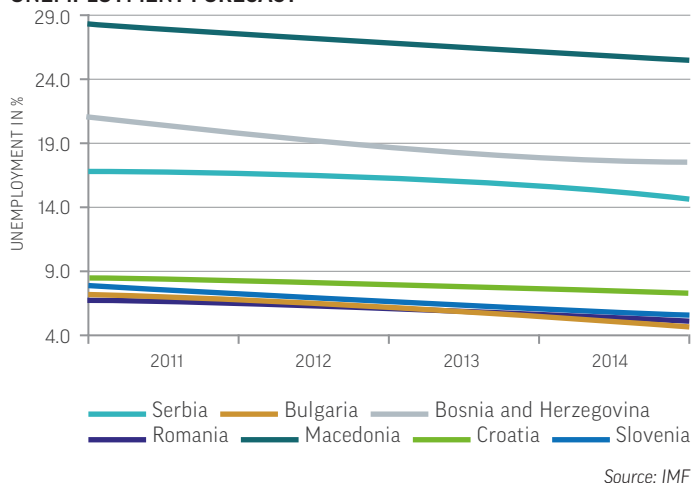
GDP GROWTH FORECAST



INFLATION FORECAST

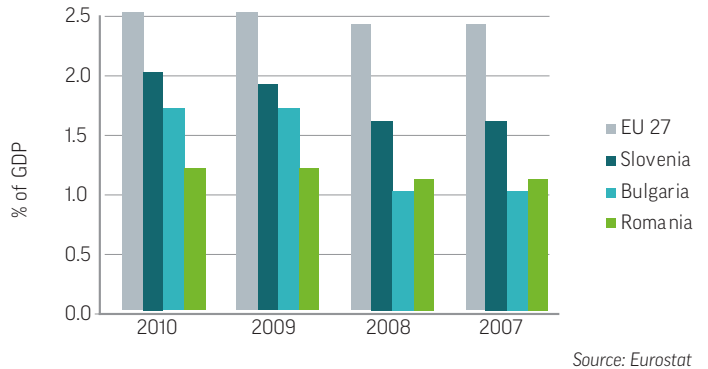


UNEMPLOYMENT FORECAST



The major consumers and drivers of IT products and services will include the public sector and EU cohesion funds. According to data published by Erste Research, in 2011 Romania obtained EUR 252 mln in EU funds for ICT projects and Croatia - EUR 750 mln for the period between 2007 and 2011. Serbia received a EUR 200 mln EU pre-accession assistance, Montenegro - some EUR 35 mln, and Kosovo - EUR 70 mln.

IT EXPENDITURE IN SEE EU MEMBERS

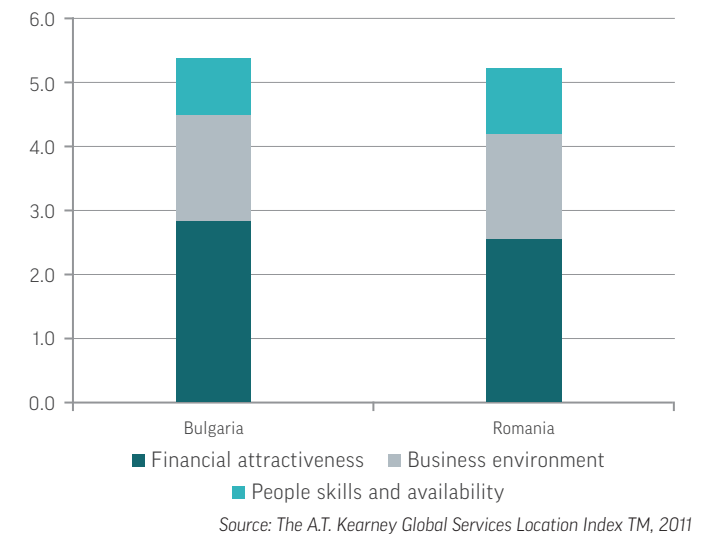


Amid other growth drivers for the next year is the focus on innovation and cloud technologies, and the tool that has been in use since the beginning of the crisis: lower costs > higher efficiency.

Be smart - to be outsourcing destination or to outsource?

The SEE IT market is still small and young, but it offers an opportunity for the development of outsourcing services and shows a considerable potential for growth in the short-term. It is no coincidence that Bulgaria and Romania are included in A.T. Kearney's Global Services Location Index for 2011, which consists of the best countries for outsourcing activities. In the Index Bulgaria holds the 17th place, between the UK and the USA, and Romania stands on the 25th place, but both countries lose four places compared to the previous year.

A.T. KEARNEY GLOBAL SERVICES LOCATION INDEX 2011



IT companies in SEE are to tackle the question whether to remain traditional outsourcing companies, to combine ITO, BPO and value-added services, based on innovative technologies or to outsource part of their activities to companies in the smaller countries such as Macedonia, Kosovo, Montenegro and Albania.

rostat, country's IT associations, governmental bodies and news providers. Due to the lack of explicit information about the Information Services sector in some countries, it is very difficult to quote the exact figures.

For the snap-shot of IT market in some SEE countries, we have used a pile of data sourced by statistical offices, Eu-

2010	Bulgaria	Romania	Serbia	Croatia	Slovenia
Total Revenue of IT Sector	EUR 1.0 bln	EUR 4.845 bln	EUR 22.8 mln	EUR 1.7 bln	EUR 1.478 bln
Number of IT Companies	~1,700	~15,300	~1,750	~1,853	~ 4,300
Number of Listed IT Companies	7		2	1	1
Number of Employees in IT Sector	~15,000	~72,660	~11,302	~15,114	~16,500
Average Salary in IT Sector	~ EUR 1,110	~EUR 800	~ EUR 1,000	~ EUR 960	~ EUR 1,020
Number of Students (IT)	~1,400	~8,000	~2,500	N/A	~ 500
IT Exports, incl. Outsourcing	EUR 80.75 mln	EUR 3.72 bln	EUR 154 mln	EUR 262.8 mln	EUR 643.9 mln
Pupils learning English-Upper secondary general education (%)	87.4	98.7	90	99	98.2
Percentage of Households with Internet Access (2011)	45	47	41.2	61	73

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Sales: +43 1 229 7120 *Austria* | +359 2 80 12 850 *Bulgaria* | +44 203 608 1431 *UK* | +1 202 503 9945 *USA*
Editorial enquiries: t. +359 2 80 12 679 | f. +359 2 80 12 801 | 64 Kiril i Metodiy, 1202 Sofia, Bulgaria
sales@seenews.com | research@seenews.com | research.seenews.com

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