

MERCER TURKEY

JANUARY 2022 SALARY INCREASE TRENDS SPOT SURVEY RESULTS

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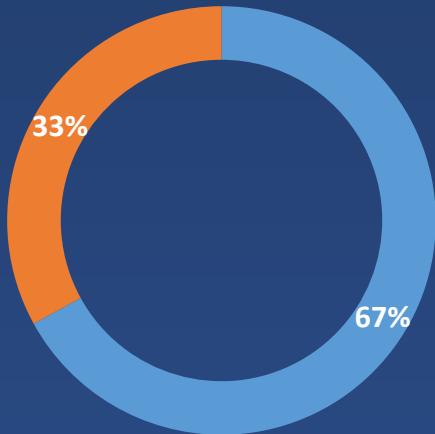
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PARTICIPANT PROFILE

Local / Global Companies



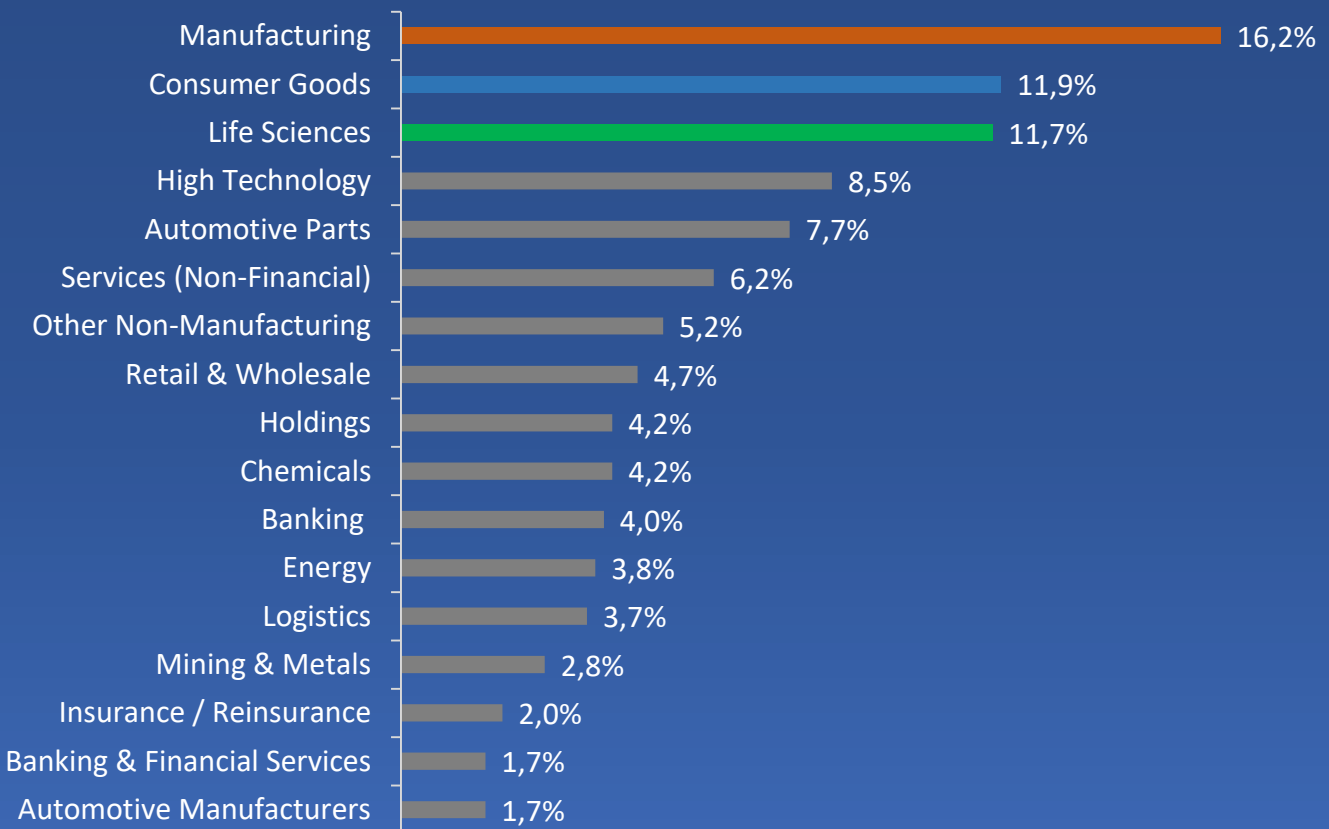
599

Participants

399 Global Companies
200 Local Companies

■ Global Companies ■ Local Companies

Sectors



	All Companies	Local Companies	Global Companies
Q1	15,0%	17,0%	15,0%
Median	18,0%	21,0%	17,0%
Q3	25,0%	30,0%	22,0%
Average	21,7%	25,3%	19,9%

By Career Stream

	Executive	Management	Professional	Para - Professional
Q1	15,0%	15,0%	15,0%	16,0%
Median	18,0%	18,0%	18,0%	20,0%
Q3	23,0%	23,3%	24,0%	25,5%
Average	20,3%	20,3%	20,9%	22,8%

2021 Salary Increase Budget By Sector

Sector	# of Companies		Total	Executive	Management	Professional	Para-Professional
Banking	24	Q1	15,0%	15,0%	15,0%	15,0%	15,3%
		Median	17,0%	16,9%	17,0%	17,0%	17,0%
		Q3	20,5%	18,4%	19,2%	19,2%	20,0%
		Average	21,3%	18,6%	18,9%	18,9%	18,8%
Banking & Financial Services	34	Q1	14,9%	15,0%	15,0%	15,0%	14,9%
		Median	17,0%	17,0%	17,0%	17,0%	17,0%
		Q3	22,0%	20,0%	20,5%	20,5%	20,3%
		Average	21,0%	19,4%	19,5%	19,4%	19,2%
Chemicals	25	Q1	15,0%	15,0%	16,0%	16,0%	16,0%
		Median	18,4%	20,0%	19,8%	20,0%	20,0%
		Q3	21,8%	20,5%	20,9%	21,2%	22,0%
		Average	19,2%	19,4%	19,6%	19,6%	21,0%
Energy	23	Q1	15,0%	15,0%	15,0%	15,0%	15,0%
		Median	19,0%	19,0%	19,0%	19,0%	19,0%
		Q3	24,4%	25,7%	25,0%	25,0%	33,9%
		Average	23,5%	23,2%	23,1%	23,8%	25,2%
High Technology	51	Q1	15,0%	15,0%	16,0%	15,0%	15,0%
		Median	20,0%	19,5%	20,0%	20,0%	20,0%
		Q3	27,0%	25,0%	28,0%	30,0%	30,0%
		Average	24,9%	21,8%	23,4%	23,9%	23,0%
Insurance / Reinsurance	12	Q1	15,0%	15,0%	15,0%	15,0%	-
		Median	15,5%	15,0%	15,0%	15,8%	-
		Q3	18,6%	17,3%	17,3%	17,6%	-
		Average	17,7%	17,0%	17,1%	17,5%	18,3%
Life Sciences	70	Q1	14,0%	14,0%	14,0%	14,0%	14,7%
		Median	15,0%	15,0%	15,0%	15,3%	20,0%
		Q3	21,8%	22,0%	22,0%	22,0%	23,3%
		Average	19,5%	18,5%	18,5%	18,9%	21,0%
Logistics	22	Q1	15,9%	15,0%	15,0%	15,4%	18,0%
		Median	20,0%	18,0%	18,0%	19,0%	20,0%
		Q3	22,5%	23,0%	23,5%	22,9%	23,3%
		Average	20,4%	19,8%	20,0%	20,8%	22,9%
Mining & Metals	17	Q1	19,3%	17,8%	18,0%	18,0%	19,0%
		Median	24,4%	20,3%	21,0%	20,6%	20,0%
		Q3	39,8%	32,3%	30,0%	35,0%	39,0%
		Average	31,5%	25,7%	25,9%	26,2%	28,4%

2021 Salary Increase Budget By Sector

Sector	# of Companies		Total	Executive	Management	Professional	Para-Professional
Manufacturing	97	Q1	16,1%	15,1%	15,6%	15,6%	17,0%
		Median	20,0%	18,0%	18,0%	18,2%	22,0%
		Q3	25,0%	25,0%	25,0%	25,0%	27,5%
		Average	22,7%	21,3%	20,9%	21,7%	23,5%
Other Non-Manufacturing	31	Q1	16,0%	15,0%	15,0%	15,0%	16,4%
		Median	18,0%	18,0%	18,0%	18,0%	20,0%
		Q3	20,0%	20,0%	20,0%	20,0%	20,9%
		Average	19,6%	19,1%	19,0%	19,4%	21,2%
Retail & Wholesale	28	Q1	15,0%	15,0%	15,0%	15,0%	15,9%
		Median	16,0%	16,0%	16,0%	16,4%	18,1%
		Q3	20,0%	20,0%	20,0%	21,8%	22,4%
		Average	19,6%	19,5%	19,3%	19,9%	21,3%
Services (Non-Financial)	37	Q1	16,0%	16,0%	16,0%	16,0%	16,0%
		Median	20,0%	26,0%	22,5%	25,0%	26,0%
		Q3	30,0%	30,4%	30,0%	34,1%	35,3%
		Average	23,9%	24,9%	23,5%	25,3%	26,3%
Holdings	25	Q1	16,8%	15,0%	15,0%	15,0%	18,0%
		Median	20,6%	19,0%	20,0%	20,0%	20,0%
		Q3	36,0%	36,0%	36,0%	36,0%	36,0%
		Average	24,7%	23,0%	23,7%	24,2%	25,7%
Automotive Parts	45	Q1	17,8%	16,0%	16,0%	16,9%	18,0%
		Median	20,0%	20,0%	19,6%	20,0%	20,2%
		Q3	25,0%	22,0%	22,8%	23,3%	26,5%
		Average	23,8%	20,5%	20,3%	20,8%	23,4%
Automotive Manufacturers	11	Q1	18,3%	15,7%	15,0%	15,0%	9,6%
		Median	23,0%	16,3%	16,3%	16,3%	16,5%
		Q3	24,6%	17,6%	19,2%	19,2%	23,0%
		Average	24,0%	17,4%	16,5%	16,8%	18,1%
Consumer Goods	71	Q1	14,8%	14,6%	14,6%	14,5%	16,0%
		Median	16,4%	16,0%	16,0%	16,0%	18,0%
		Q3	19,3%	18,0%	18,0%	18,9%	24,0%
		Average	17,8%	17,0%	17,1%	17,5%	20,9%

Has your organization realized additional salary increase in 2021?

	All Companies	Global Companies	Local Companies
Yes	33,2%	38,3%	23,0%
No	51,6%	46,1%	62,5%
One-time payment	12,2%	12,8%	11,0%
Other*	3,0%	2,8%	3,5%

*Additional salary increase for specific departments, 1000-2000 TL additional payments for blue collar employees

2021 Additional Salary Increase Budget

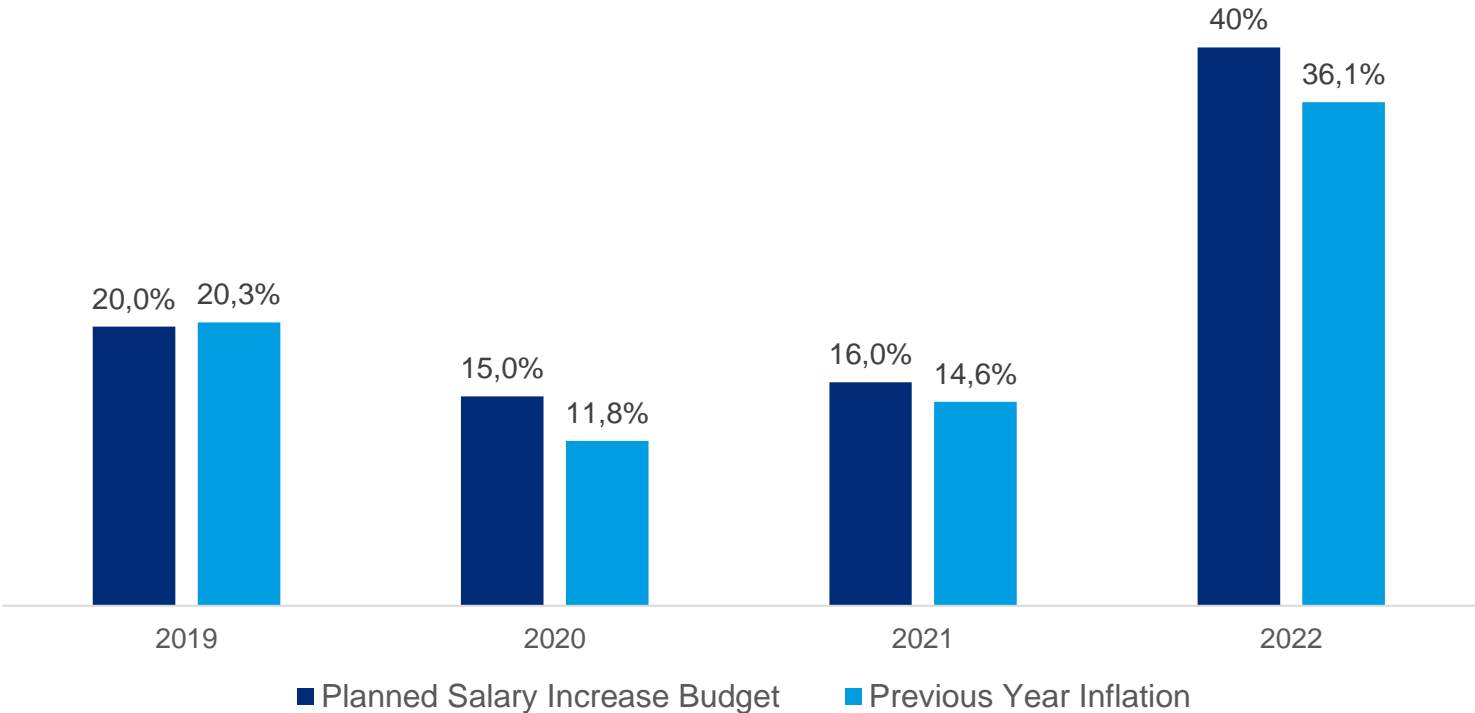
	Total	Executive	Management	Professional	Para - Professional / Support
Q1	7,0%	7,0%	7,0%	8,0%	8,0%
Median	10,0%	10,0%	10,0%	10,0%	10,0%
Q3	11,5%	12,0%	12,0%	13,1%	10,0%
Average	10,8%	10,5%	10,6%	11,1%	10,6%

2021 Lump-Sum Payment Execution (As Percentage of Annual Base Salary)

	Total	Executive	Management	Professional	Para - Professional / Support
Q1	8,0%	8,0%	8,0%	8,0%	8,0%
Median	8,0%	8,0%	8,0%	8,0%	8,0%
Q3	9,8%	10,0%	9,8%	10,0%	10,0%
Average	12,8%	9,6%	11,0%	12,6%	16,5%

	All Companies	Local Companies	Global Companies
Q1	35,0%	35,0%	35,0%
Median	40,0%	38,1%	40,0%
Q3	45,0%	40,5%	45,0%
Mean	41,2%	39,9%	42,1%

2019 – 2022 Inflation and Planned Salary Increase Budgets



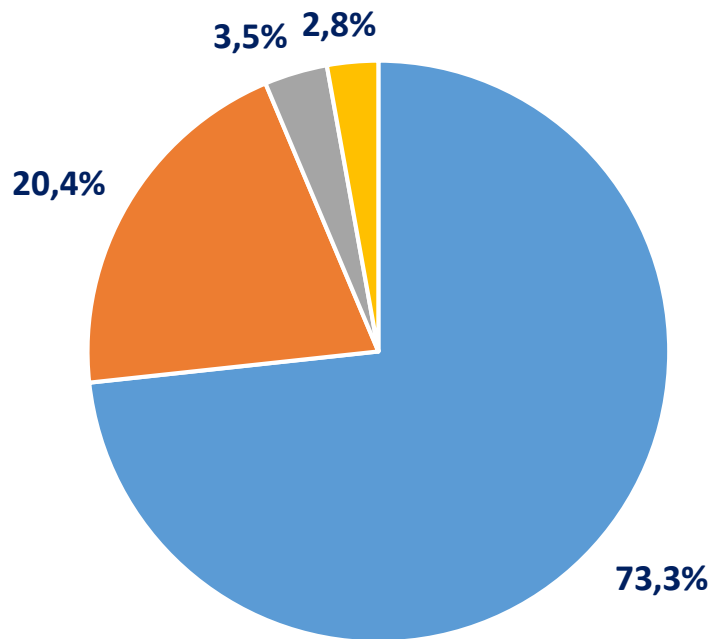
2022 Total Salary Increase Budget By Sectors

Sector	# of Companies		Total
Automotive Manufacturers	11	Q1	40,0%
		Median	48,5%
		Q3	62,4%
		Mean	51,6%
Mining & Metals	17	Q1	39,5%
		Median	41,0%
		Q3	48,8%
		Mean	43,3%
Chemicals	25	Q1	35,0%
		Median	40,0%
		Q3	44,0%
		Mean	42,8%
Other Non - Manufacturing	31	Q1	35,0%
		Median	40,0%
		Q3	44,3%
		Mean	40,1%
Automotive Parts	45	Q1	39,3%
		Median	40,0%
		Q3	52,0%
		Mean	47,3%
Logistics	22	Q1	36,1%
		Median	40,0%
		Q3	43,8%
		Mean	41,4%
High Technology	51	Q1	35,0%
		Median	39,5%
		Q3	43,9%
		Mean	42,5%
Manufacturing	97	Q1	35,0%
		Median	38,8%
		Q3	45,0%
		Mean	41,7%
Retail & Wholesale	28	Q1	35,0%
		Median	38,0%
		Q3	47,8%
		Mean	42,0%

2022 Total Salary Increase Budget By Sectors

Sector	# of Companies		Total
Conglomerates	25	Q1	36,0%
		Median	38,0%
		Q3	40,0%
		Mean	41,5%
Consumer Goods	71	Q1	32,0%
		Median	37,5%
		Q3	43,0%
		Mean	39,7%
Life Sciences	70	Q1	30,3%
		Median	37,3%
		Q3	41,5%
		Mean	38,7%
Insurance	12	Q1	31,3%
		Median	36,0%
		Q3	39,5%
		Mean	35,1%
Energy	23	Q1	35,0%
		Median	36,0%
		Q3	40,0%
		Mean	38,6%
Services	37	Q1	35,0%
		Median	36,0%
		Q3	45,0%
		Mean	40,7%
Banking / Financial Services	34	Q1	27,8%
		Median	35,5%
		Q3	38,5%
		Mean	35,9%
Banking	24	Q1	30,0%
		Median	35,0%
		Q3	39,0%
		Mean	34,4%

2022 Planned Salary Increase Periods



■ Once a year ■ Twice a year ■ Not decided ■ 3 times or more

Once a year	Rate
January	66,0%
March	9,0%
April	15,0%

Twice a year	Rate
January, April	37,0%
January, July	27,0%
January, March	10,0%

AEGEAN REGION

	All Companies	Local Companies	Global Companies
Q1	18,0%	19,0%	18,0%
Median	20,0%	21,6%	20,0%
Q3	25,0%	36,3%	23,0%
Average	24,1%	26,3%	21,6%

By Career Stream

	Executive	Management	Professional	Para - Professional
Q1	17,0%	17,0%	17,0%	19,0%
Median	19,6%	20,0%	20,0%	21,6%
Q3	25,0%	25,0%	25,0%	26,0%
Average	21,7%	22,0%	23,0%	25,1%

Has your organization realized additional salary increase in 2021?

	All Companies	Global Companies	Local Companies
Yes	26,8%	25,0%	29,4%
No	50,0%	47,9%	52,9%
One-time payment	18,3%	20,8%	14,7%
Other*	4,9%	6,3%	2,9%

*Additional salary increase specific to the departments, 1000-2000 TL additional payment for blue collar employees

2021 Additional Salary Increase Budget

	Total	Executive	Management	Professional	Para - Professional / Support
Q1	7,0%	6,0%	6,5%	10,0%	9,3%
Median	10,0%	10,0%	10,0%	10,0%	10,0%
Q3	12,0%	10,0%	10,9%	11,8%	12,0%
Average	12,4%	11,8%	11,7%	12,3%	12,5%

2021 Lump-Sum Payment Execution (As Percentage of Annual Base Salary)

	Total	Executive	Management	Professional	Para - Professional / Support
Q1	5,8%	8,0%	7,5%	7,5%	7,0%
Median	8,0%	8,0%	8,0%	8,0%	8,0%
Q3	10,0%	8,0%	10,0%	10,0%	12,0%
Average	13,7%	11,1%	13,7%	14,1%	14,5%

	All Companies	Local Companies	Global Companies
Q1	36,1%	37,6%	36,0%
Median	40,0%	40,0%	40,0%
Q3	50,0%	45,0%	50,0%
Mean	45,5%	43,9%	46,6%

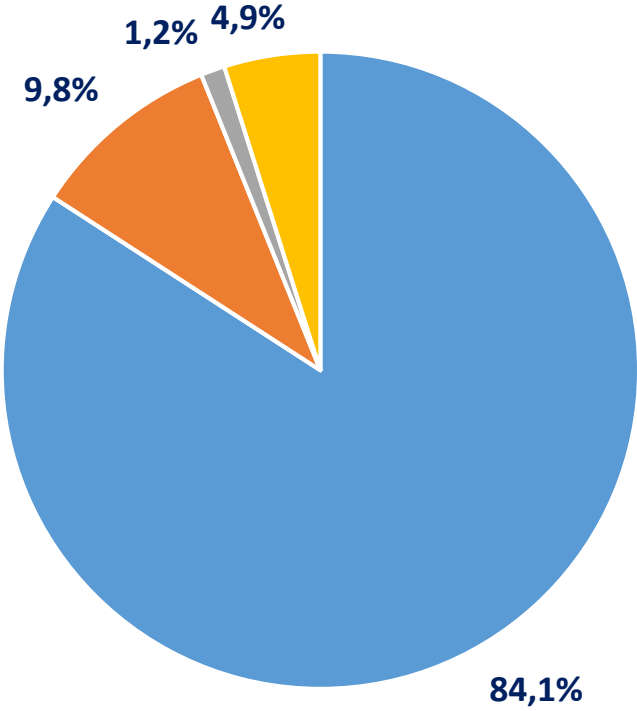
The Aegean Region 2022 total planned salary increase budget is align with general Turkey practice.

Among the average answers, the total planned salary increase budget from the Aegean Region budget has been observed 4.3% above from general Turkey practice. In the Aegean Region, total planned salary increase budget for 2022 of local companies is observed as 40.0%, when it is 38,1% for general Turkey practice.

2022 Total Planned Salary Increase By Sectors

Sector	# of Companies		Total
Automotive Parts	15	Q1	40,0%
		Median	45,0%
		Q3	63,8%
		Mean	53,3%
Energy	4	Q1	-
		Median	44,0%
		Q3	-
		Mean	44,8%
Consumer Goods	5	Q1	40,0%
		Median	40,0%
		Q3	60,0%
		Mean	46,3%
Other Non-Manufacturing	4	Q1	-
		Median	40,0%
		Q3	-
		Mean	42,5%
Chemicals	4	Q1	-
		Median	40,0%
		Q3	-
		Mean	43,8%
Manufacturing	26	Q1	36,0%
		Median	40,0%
		Q3	45,0%
		Mean	43,5%
Conglomerates	4	Q1	-
		Median	36,0%
		Q3	-
		Mean	36,3%

2022 Planned Salary Increase Periods



■ Once a year ■ Twice a year ■ Not decided ■ 3 or more

Once a year	Rate
January	81,2%
April	4,3%
Mayıs	4,3%

Twice a year	Rate
January, April	37,5%
January, July	37,5%

PARTICIPANT LIST



ENERGY

ANDRİTZ HYDRO
BP
EMEK ELEKTRİK ENDÜSTRİSİ
ENDA ENERJİ HOLDİNG
ENERCON
ENERGO-PRO
GAMA HOLDİNG
GE RENEWABLE ENERGY
GE STEAM POWER
GENERAL ELECTRIC - AVIATION
GKE ENERJİ TESİSLERİ
GÖKTEKİN ENERJİ
İLTEKNO
İZGAZ
İZMİRGAZ
PETROL OFİSİ
SCHLUMBERGER
SİEMENS GAMESA
SOLAR TURBİNES
TRES ENERJİ
TÜPRAŞ
ULUDAĞ ELEKTRİK DAĞITIM
VESTAS



LOGISTICS

ARKAS HOLDİNG
C. STEINWEG LEVANT
CEVA LOJİSTİK
DB SCHENKER ARKAS LOJİSTİK
DFDS DENİZCİLİK VE TAŞIMACILIK
DHL EXPRESS
DHL GLOBAL FORWARDİNG
DHL LOJİSTİK
DİNÇER LOJİSTİK
FASDAT
FEDEX
GEFCO LOJİSTİK
HOROZ BOLLORE LOGİSTİCS
HÖDLMAYR
KARDEX
KOYUNCU NAKLİYE
KÜEHNE + NAGEL NAKLİYAT
MAERSK DENİZCİLİK
MCL ULUSLARARASI
KONSOLIDASYON VE LİMAN
HİZMETLERİ
MSC GEMİ ACENTE LİĞİ
NETLOG LOJİSTİK GRUBU
SÜMER LOJİSTİK

PARTICIPANT LIST



LIFE SCIENCES

ABBOTT
ABBVIE
ABDİ İBRAHİM
ACİNO TURKEY
ALEXION
ALLIANCE HEALTHCARE YATIRIM HOLDİNG
AMGEN
ANGELİNİ PHARMA TÜRKİYE
ANT TEKNİK
ASSOS İLAÇ KİMYA GIDA ÜRÜNLERİ
ASTRAZENECA
B.BRAUN TURKEY
BAUSCH+LOMB
BAXTER
BAYER TÜRK
BECTON DICKINSON & COMPANY
BERKO İLAÇ
BIOMERIEUX
BOEHRINGER INGELHEIM
BOSTON SCIENTIFIC
CELLTRION HEALTHCARE
CENTURION
CSL BEHRING
DAIICHI SANKYO
DRAEGER
DSM BESİN MADDELERİ
ELEKTA MEDİKAL SİSTEMLER
ENVİSTA
ESSİLOR
EXELTİS
FRESENIUS KABI İLAÇ
FRESENIUS MEDICAL CARE TURKEY
GE HEALTHCARE
GEN İLAÇ
GENSENTA İLAÇ
GILEAD İLAC
GSK
HAVER FARMA İLAÇ
JOHNSON & JOHNSON
KURTSAN İLAÇLARI
LILLY İLAC
LUNDBECK
MAQUET GETİNGE
MEDTRONIC
MERCK
MS PHARMA İLAÇ
MSD
NOVARTIS
NOVO NORDISK
NOVOZYMES
OSEL İLAÇ
PFIZER
PHARMACTIVE İLAÇ
QIAGEN
ROCHE
SANDOZ
SANOFI
SANOVEL İLAÇ
SANTA FARMA İLAÇ
SERVIER İLAÇ
SIEMENS HEALTHINEERS
STRYKER
SYSMEX
TAKEDA PHARMACEUTICALS
THEA PHARMA İLAÇ
TROUW NUTRITION TURKEY
UCB PHARMA
VEFA İLAÇ
VIATRIS
ZOETIS

PARTICIPANT LIST



CONSUMER GOODS

ACCO BRANDS
AK GIDA
AMANA FOODS
AMWAY
ANAKO
AVON
BALPARMAK
BARİLLA GIDA
BARRY CALLEBAUT
BEL KARPER
BRİTİSH AMERİCAN TOBACCO
BUNGE
CARL KÜHNE
CCI
COLGATE PALMOLİVE
CP STANDART
DANONE TÜRKİYE
DOĞADAN
DOLUCA ŞARAPÇILIK
DR. OETKER
DURACELL
DYDO DRİNCO TURKEY
ESSİTY
ESTEE LAUDER COMPANİES TURKEY
ETİ GIDA
FERRERO
FRANKE MUTFAK VE BANYO SİSTEMLERİ
GROUPE SEB TÜRKİYE
HAYAT KİMYA
HERBALİFE NUTRİTION TÜRKİYE
HERO GIDA
JDE TR
JTI TÜTÜN ÜRÜNLERİ PAZARLAMA
KELLOGG'S
KERRY
KİMBERLY-CLARK
KRAFTHEİNZ
KT&G TÜTÜN MAMULLERİ
KURUKAHVECİ MEHMET EFENDİ
L'OREAL TÜRKİYE
MAURİ MAYA
MCCORMİCK KÜTAŞ GIDA
MEY DİAGEO
MONDELEZ INTERNATIONAL
NESTLÉ TÜRKİYE
NEWELL BRANDS
NIVEA BEİERSDORF TURKEY
ONTEX
ORİFLAME COSMETİCS
PENGUEN
PEPSİCO
PERFETTİ VAN MELLE
PERNOD RİCARD
PHİLİP MORRİS
POLEN GIDA
PROCTER & GAMBLE
RECKITT BENCKISER
RED BULL
RİCH PRODUCTS
ROYAL CANİN TÜRKİYE
SC JOHNSON
SÜTAŞ
SWEDİSH MATCH
SWİTZ
TUPPERWARE TURKEY
TÜRK HENKEL
TÜRK TUBORG
ULUDAĞ İÇECEK
UNİLEVER
UPFIELD
ZEELANDİA

PARTICIPANT LIST



MANUFACTURING

2M KABLO
3M
A.O.SMİTH SU ARITMA
TEKNOLOJİLERİ
ABB ELEKTRİK
ACCELL BİSİKLET
ADM
AKG YALITIM
ALFA LAVAL TURKEY
ALPLA GROUP
ANATOLIA DOĞALTAŞ SERAMİK
ARCHROMA
ARKELEKTRİK ELEKTRONİK
ATLAS COPCO KOMPRESSÖR
TEKNİĞİ
BALL BEVERAGE
BATI BASMA
BATIÇİM BATI ANADOLU
ÇİMENTO
BAYMAK MAKİNA
BONFIGLIOLİ
BSH
BURSALI TEKSTİL
BWF ENDÜSTRİ FİLTRELERİ VE
TEKNİK KEÇE
BYSTRONİC
CHR. HANSEN
CMS MAKİNE
COATS PLC
CROWN
CROWN BEVCAN
DAİKİN ISITMA VE SOĞUTMA
SİSTEMLERİ
DANFOSS
DEZEGA SP
DÖHLER GIDA
DURAVİT
EATON ELEKTRİK
EEC ENTEGRE BİNA KONTROL
SİSTEMLERİ
EMERSON
EPTA İSTANBUL SOĞUTMA
SİSTEMLERİ
ETAPAK BASKI AMBALAJ
EVİOSYS TURKEY AMBALAJ
FANUC TURKEY ENDÜSTRİYEL OTOMASYON
FESTO
FLUIDMASTER
GENTAŞ
GERMATURK
GRAM EQUIPMENT
GROHE AG
GROUPE ATLANTIC
GRUNDFOS
HABASİT KAYIŞ
HUSKY INJECTION MOLDING SYSTEMS
İFM ELECTRONIC
JAPAR PLASTİK
JOHNSON CONTROLS INTERNATIONAL
JUNGHEINRICH
KAPLAMIN AMBALAJ
KONE ASANSÖR
KONVEYOR
LİNSAY
LİTHOPAK
MERSEN İSTANBUL
METSO OUTOTEC CORPORATION
METTER TOLEDO
MITSUBISHI ELECTRIC TURKEY
MM GRAPHIA
MONDİ TİRE KUTSAN
NEDERMAN
NEXANS TÜRKİYE
NUROL TEKNOLOJİ
NURUS
NÜVE
ODE YALITIM
OSRAM TEKNOLOJİLERİ
OTR MAKİNA
PARKER HAREKET
PEKER YÜZEY TASARIMLARI
PERKO SANAYİ ÜRÜNLERİ
PHOENIX CONTACT
PRYSMIAN GROUP
RENKLER MAKİNA
ROTEKS TEKSTİL
SANEM PLASTİK
SANPAN ISITMA SİSTEMLERİ
SAUERESSİG
SAVOLA

PARTICIPANT LIST



MANUFACTURING

SCHINDLER TÜRKELİ
SCHNEIDER
SİMECO ISI EKİPMANLARI
SÖKTAŞ TEKSTİL
STAUBLI SANAYİ MAKİNA
STOGER
ŞİŞECAM
TARKETT ASPEN
TEI TUSAS MOTOR SANAYİ
TEKA TEKNİK MUTFAK ALETLERİ
TRANE TECHNOLOGİES
VESTEL
VIÉSSMANN MANİSA
YKK METAL



CHEMICALS

ADAMA SOLUTIONS
AKÇALI BOYA VE KİMYA
AKZONOBEL
ARKEMA
ATOTECH
AVİENT TURKEY
BASF TÜRK
CORTEVA
CRODA
DİVERSEY
DOW
DUPONT TURKEY
ECOLAB
EVONİK
ICL
IP
JOTUN BOYA
KLÜBER LUBRICATION
LANXESS
PETROFER
PPG
SIEGWERK
SOLVAY
SUN CHEMICAL
VİKİNG TEMİZLİK VE KOZMETİK



OTHER NON MANUFACTURING

AEP ANADOLU ETAP PENKON
AGROBEST GRUP
BUREAU VERITAS
CARGİLL
ÇİMENTAŞ
DISCOVERY
DISNEY
EGİS TÜNEL
ESAS GAYRİMENKUL
HAZERA TURKEY
HC TRADING
HİLTİ
HM.CLAUSE
JLL
KWS GROUP
LAUNDRY INTERNATIONAL
LDC
LİMAGRAIN EUROPE
NUNHEMS TOHUMCULUK
SANDVIK
SEALIGHT HOTELS
SKRETTİNG
SONY MUSIC ENTERTAINMENT TURKEY
SUNEL TİCARET
SYNGENTA TARIM
TİMAC AGRO AVRASYA
TİRYAKİ AGRO
TURKİSH FRENCH CHAMBER OF COMMERCE
VİLMORİN-MİKADO
VOTORANTİM CİMENTOS
YAPI MERKEZİ HOLDİNG

PARTICIPANT LIST



BANKING / FINANCIAL SERVICES

AKBANK
AKTİFBANK
ALBARAKA TÜRK KATILIM BANKASI
ALTERNATİFBANK
BANKPOZİTİF
BURGAN BANK
COFACE TÜRKİYE
DENİZBANK
EMİN ÜSTÜN HOLDİNG
GARANTİ BBVA
GARANTİ PORTFÖY YÖNETİMİ
GLOBAL KAPİTAL GROUP
HSBC BANK
ING
İŞ GAYRİMENKUL YATIRIM ORTAKLIĞI
İŞ PORTFÖY YÖNETİMİ
KUVEYT TÜRK
MARSH
MERCEDES-BENZ FİNANSMAN TÜRK
MUFG BANK TURKEY
ODEABANK
QNB FİNANSBANK
RABOBANK
TEB ARVAL
THE WORLD BANK BROUPE
TSKB
TURKİSHBANK
TURKLAND BANK
TÜRK EXİMBANK
TÜRKİYE FİNANS KATILIM BANKASI
ÜNLÜ&CO
VAKIF KATILIM BANKASI
VAKIFBANK
YAPIKREDİ BANKASI
ZİRAAT KATILIM BANKASI



CONGLOMERATES

AG ANADOLU GRUBU HOLDİNG
ALARKO
BAKİOĞLU HOLDİNG
BELL HOLDİNG
BORUSAN HOLDİNG
COŞKUNÖZ HOLDİNG
DOĞAN ŞİRKETLER GRUBU HOLDİNG
ECZACIBAŞI HOLDİNG
ELGİNKAN HOLDİNG
EKSİM YATIRIM HOLDİNG
EVYAP HOLDİNG
İLBAK HOLDİNG
KALE HOLDİNG
KARADENİZ HOLDİNG
KILIÇ HOLDİNG
KİBAR HOLDİNG
KİPAŞ HOLDİNG
ÖZAK GLOBAL HOLDİNG
RES ANATOLIA HOLDİNG
SAYA GRUP
STFA
SUN ŞİRKETLER GRUBU
SÜZER HOLDİNG
YILDIZ HOLDİNG
ZAIMOĞLU HOLDİNG



INSURANCE

AXA SİGORTA
DEMİR SAĞLIK VE HAYAT SİGORTA
EUROP ASSISTANCE
GULF SİGORTA
HDI SİGORTA
MAPFRE SİGORTA
QUICK SİGORTA
SOMPO SİGORTA
TÜRK NİPPON SİGORTA
TÜRKİYE SİGORTA
TÜRKİYE SİGORTA BİRLİĞİ
ZURİCH SİGORTA

PARTICIPANT LIST



HIGH TECHNOLOGY

AIRTIES
AKINON
AMADEUS
AMAZON
ANKA MİKROELEKTRONİK SİSTEMLER
ASCENDUM
ASELSAN
BİLİN YAZILIM VE BİLİŞİM DANIŞMANLIĞI
BİLYONER
BIOTEKNO
BLUTV
BOEİNG
BOOKING.COM
BRIGHTSTAR TELEKOMÜNİKASYON
BYTEDANCE
DAKİK YAZILIM
DELL
EDENRED KURUMSAL ÇÖZÜMLER
EQUINIX
EXPERIAN BİLGİ HİZMETLERİ
GARANTİ TEKNOLOJİ
GETİR
GİTTİGİDİYOR
HEWLETT PACKARD ENTERPRISE
HİTACHI EUROPE LİMİTED
IBM
KAVAK.COM
KKB (KREDİ KAYIT BÜROSU)
LİTUM TECHNOLOGİES
LOGO YAZILIM
LOGSIGN
MİGROS E-TİCARET
MULTİNET KURUMSAL HİZMETLER
NETAŞ
NMQ DİGİTAL
TWİSER
VİVO
VODAFONE

NOKIA
NTT DATA
PAPİLON
PW THY TEKNİK (TEC) UÇAK MOTOR
BAKIM MERKEZİ
ROCKWELL AUTOMATION
SAHİBİNDEN.COM
SAMSUNG ELECTRONİCS
SİEMENS
SODEXO
SOFTTECH
SONY EUROPE
TRENDYOL
TURKCELL



MINING & METALS

ASTAŞ ALÜMİNYUM
ÇOLAKOĞLU METALURJİ
ÇUHADAROĞLU
DİRİNLER DÖKÜM
EPIROC MAKİNE
ER-BAKIR
İSTİKAMET DÖKÜM
KİMTAŞ KİREÇ - CARMEUSE TURKEY
MİNERALS TECHNOLOGİES
MUTLU METAL
OMYA MADENCİLİK
ÖKSÜT MADENCİLİK
PRODİNOX METAL
TATMETAL
TÜMAD MADENCİLİK
YILDIZ DEMİR ÇELİK

PARTICIPANT LIST



AUTOMOTIVE PARTS

ACCURIDE WHEELS
AKSAN KALIP
AUTOLİV CANKOR
AUTONEUM ERKURT OTOMOTİV
BAYRAKTAR HOLDİNG
BENTELER
BOSCH BURSA
CMS JANT VE MAKİNA
CONTINENTAL LASTİKLERİ
DENSO
DÖNMEZ DEBRİYAJ
EKU FREN VE DÖKÜM
ELDOR ELEKTRONİK
ERGUN HİDROLİK
GENMAR
GKN AUTOMOTİVE
HEMA ENDÜSTRİ
İNCİ GS YUASA
İNCİ HOLDİNG
JMW
KALE CLAMP
MAGNA OTOMOTİV
MAHLE FİLTRE SİSTEMLERİ
MAHLE MOTOR PARÇALARI
MANN + HUMMEL
MAXION WHEELS
MUBEA OTOMOTİV PARÇALARI
NEMAK
NGK SPARK PLUG
NORM CIVATA
OYAK RENAULT OTOMOTİV
PİMSA ADLER OTOMOTİV
PİRELLİ OTOMOBİL LASTİKLERİ
PRESMETAL



AUTOMOTIVE PARTS

RAICAM HİDROLİK
ROLLMECH AUTOMOTİVE
STACKPOLE INTERNATIONAL
STANDARD PROFİL GROUP
TAKOSAN
TEKNOROT
TI FLUID SYSTEMS
TIRSAN KARDAN
TOYOTETSU OTOMOTİV PARÇALARI
VERİTAS OTOMOTİV
YAZAKI
ZF LEMFÖRDER
ZF SERVICES TURK



AUTOMOTIVE MANUFACTURERS

AGCO TARIM MAKİNELERİ
ANADOLU ISUZU
ANDROİD INDUSTRIES
CUMMİNS
HYUNDAİ ASSAN
KARSAN
MERCEDES-BENZ TURK
TAFE INTERNATIONAL
TEMSA İŞ MAKİNALARI
TEMSA SKODA SABANCI ULAŞIM
ARAÇLARI

PARTICIPANT LIST



SERVICES

CARESSE
COTTGROUP
ÇELEBİ HAVACILIK HOLDING
DCS DİJİTAL GÜMRÜK HİZMETLERİ
DİGİTURK
DOĞUŞ YAYIN GRUBU
DOMİNO'S PİZZA
GELİŞİM KALESİ
GFK ARAŞTIRMA HİZMETLERİ
HALIÇ KONGRE MERKEZİ
HANNOVER FAİRS TURKEY FUARCILIK
HAVAALANLARI YER HİZMETLERİ
HİLMİ BEKEN
IPSOS
İDO
İZMİR ÖZEL TÜRK KOLEJİ
MANAGİLE CONSULTING
MARS CİNEMA GROUP
MBS
MCDONALD'S
PLATİN OUTSOURCING
REMED ASSISTANCE
SABANCI ÜNİVERSİTESİ
SECURİTAS TÜRKİYE
TABANLIOĞLU MİMARLIK
TAV İŞLETME HİZMETLERİ
TEM YÖNETİM GELİŞTİRME HİZMETLERİ
TFI TAB GIDA YATIRIMLARI
THOMSON REUTERS HABER AJANSI
TOPLUM GÖNÜLLÜLERİ VAKFI
TOURİSTALİA
TURİSTİK HAVA TAŞIMACILIK
TURKİSH NACELLE CENTER
TÜV RHEINLAND
UFS KURUMSAL HİZMETLER
USB CERTIFICATION
VFS GLOBAL

welcome to
brighter