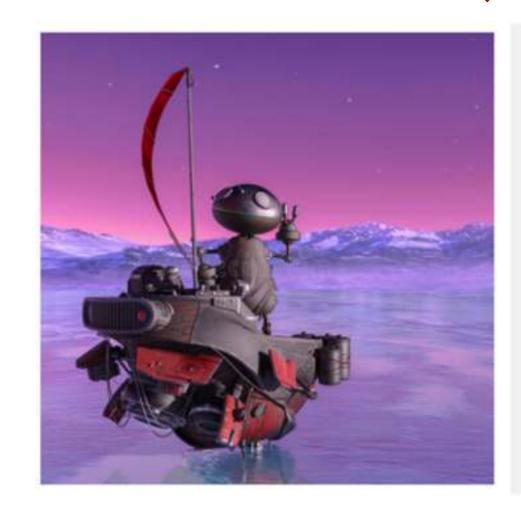


Unless you have just landed from another planet

DIGITAL TRANSFORMATIONS have forced organizations into a new approach and ADAPTIVE emerges as the top objective for the organization:

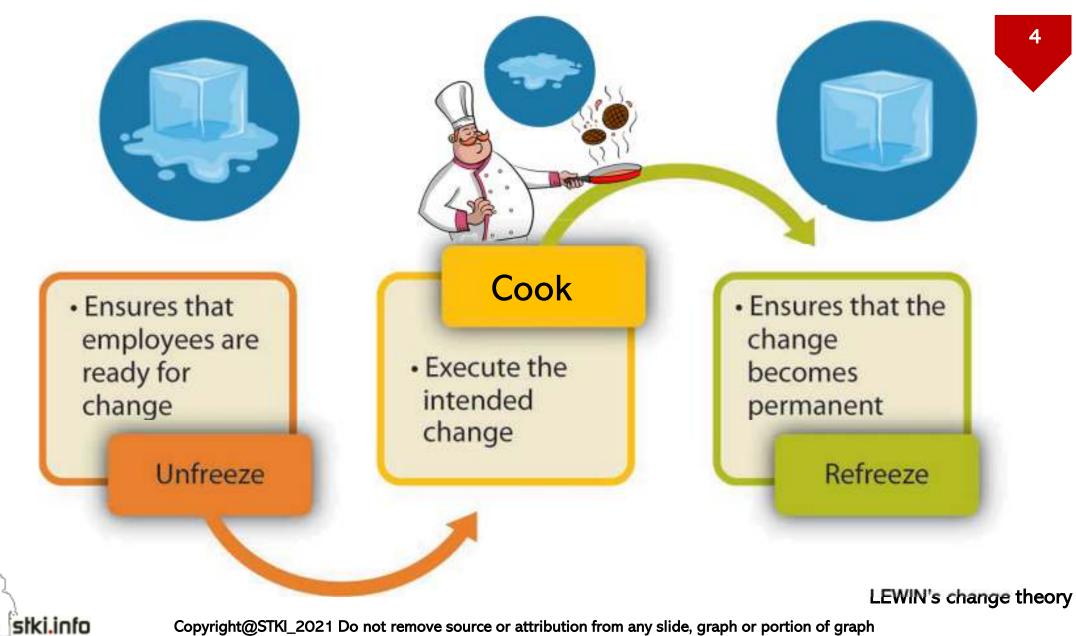
- Adaptive organizational structure evolves from the more static AGILE world.
- Adaptive real-time data management evolve from the more static data warehouse and dashboard world.
- Adaptive organizational applications
 evolve from the more static old
 application world.





"If you want truly to understand something, try to change it" - Kurt Lewin





COVID-19 why Levin's change theory today?



- Usually "defrost" is slow and time consuming
- Covid-19 has effectively "heated" all social & professional spheres that were in "total paralysis"
- This has brought the possibility for radical change (cook & implement) in "enterprise applications"
- Adaptive enterprises are THE solution to the refrost phase (for both process and technologies)

RETHINKING ORGANIZATIONAL APPLICATIONS

STATUS-QUO 6 CRITICAL THINKERS PROBLEM SOLVERS INFLUENCERS COLLABORATORS CURIOUS CONTINUOUS LEARNERS CREATIVE

Adaptive IT emerges as a top objective for organizations.

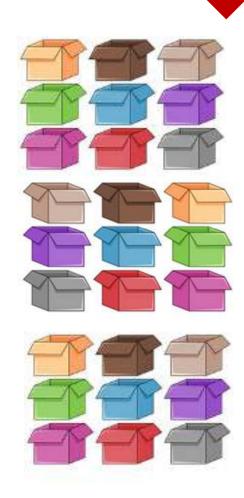
Ad-hoc composable organizational applications evolve from the more static application world.



ADAPTIVE IT might resemble a collection of small systems and services Composable Organizational Applications driving adaptiveness, differentiation, resilience, speed-to-market and agility

It's a big change from the static-business processes

(older front-end and back-end applications) that prevented companies from quickly adapting





Adaptive Composable Organizational Application





Adaptive Enterprise Applications:

"CENTER OFFICE"**

The future of enterprise software

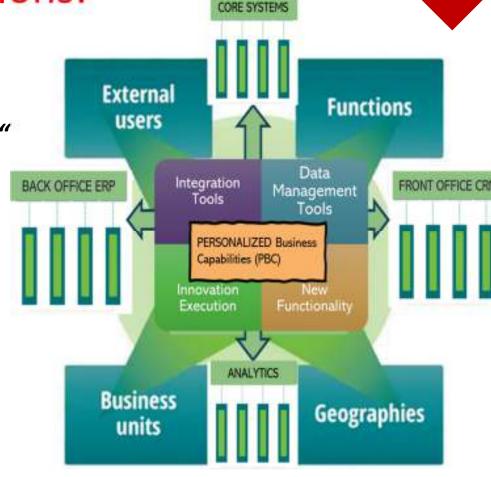
from **back office** and **front office** to "CENTER OFFICE"

<u>from static-business processes</u> <u>applications</u>

(that prevented companies from quickly adapting)

to personalized-business applications

(build with a new set of integration and automation tools)



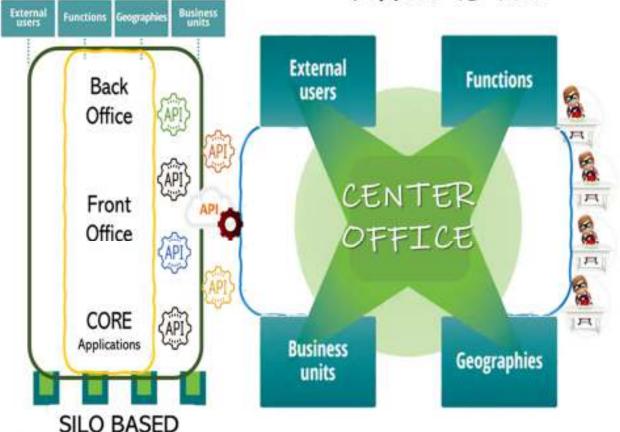
9

- ** CENTER OFFICE was first used by **Deloitte** in 2020
- ** Gartner : Intelligent Composable Business Applications



CENTER OFFICE

What is it?



- Adaptive Composable
 Organizational Application Platforms
 are at the heart of CENTER OFFICE
- Shifting from a back office, ordertaking mentality to a center office lens requires a shift FROM executing transactions and tasks TO delivering business outcomes and value
- Putting the customer/user at the heart of everything and intimately understanding their needs, wants, and pain points is integral to the center office shift.



SERVICES

Personalized (PBC) Business Capabilities

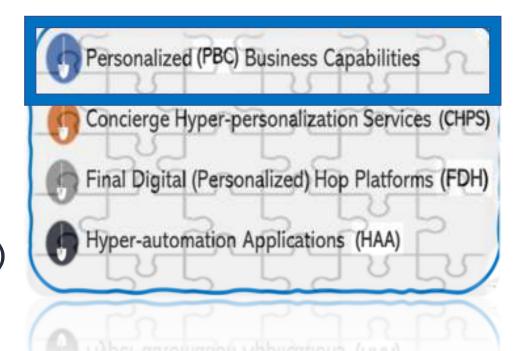
What is it?

PBCs are part of the Adaptive Composable Organizational Application Platform

Each PBC has a discrete set of capabilities that can be deployed independently
Some PBC can provide more than one capability.

Others connect to several (one PBC might relate to content management and another to analytics)

PBCs work successfully with legacy applications by using event-driven integrations or APIs.



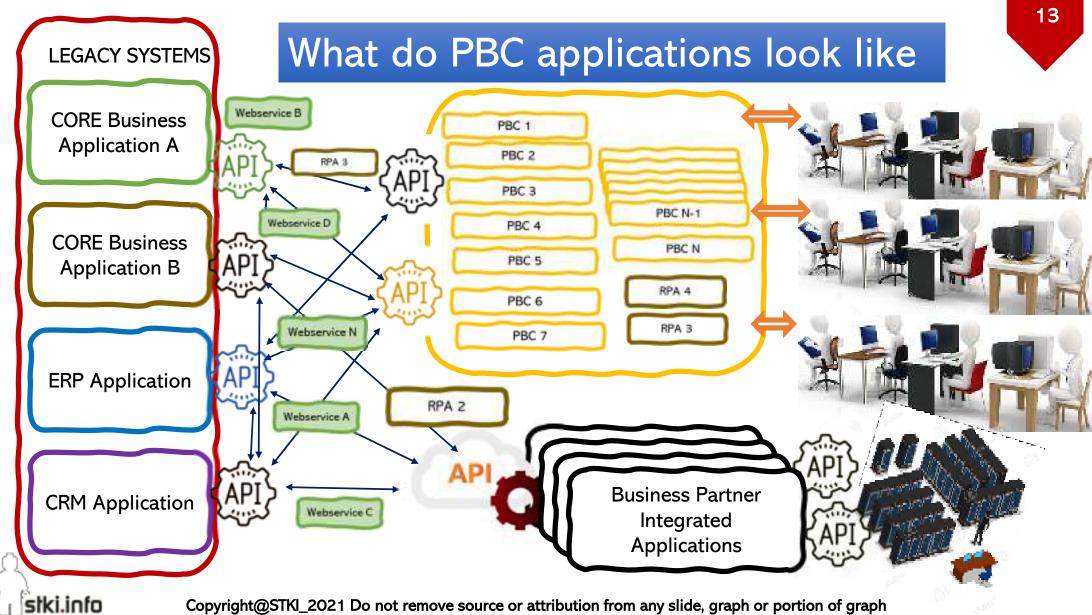


Examples of Personalized (PBC) Business Capabilities



- Full business processes (not supported by enterprise systems)
- Modules of business processes
- Querying DB for specific information
- Analytical computations of business processes
- IoT queries, etc





The many connections of API (Application Programming Interface)

- •API allows your application to interact with an external service using a simple set of commands
- •Rest is the dominant API format replacing web services soap standard. GraphQL and GRPC are also alternatives
- Most important features are performance, security, self service.
 Then monetization, community

Views of APIs



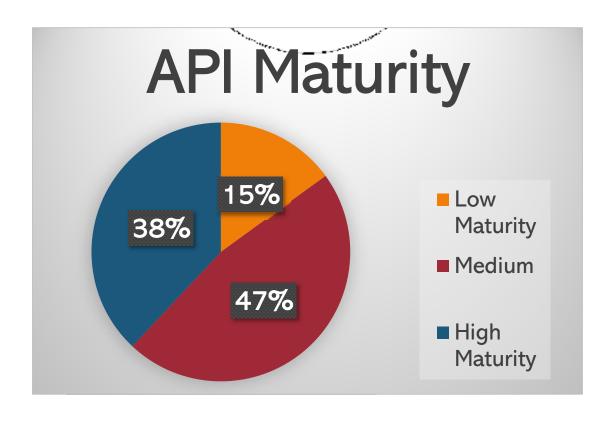
Types of APIs





API maturity

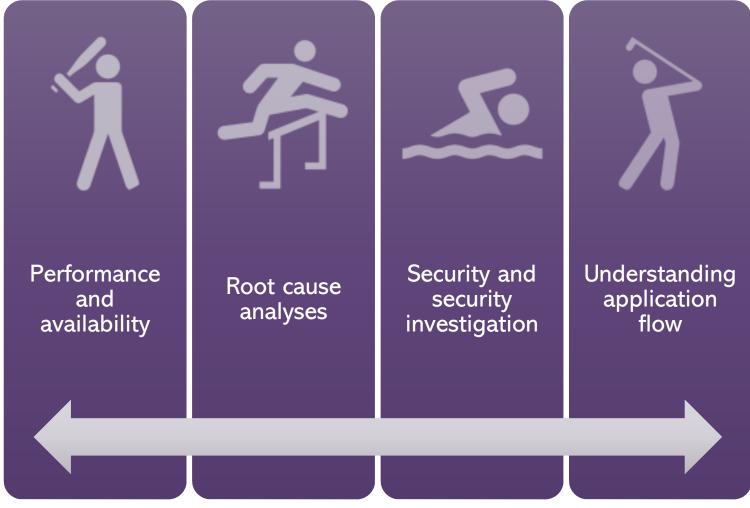
- Low maturity: APIs are siloed without a centralized program in place to manage administration; we have an API gateway at best.
- Medium maturity: APIs are built within individual projects / teams, and managed through a Center of Excellence (CoE) team; we have an API management platform that we use.
- High maturity: Centralized companywide initiative for API-first strategy; we have an API management platform, and a well-orchestrated way to administer APIs both internally with developers, and externally with partners.



Source: google state of the API



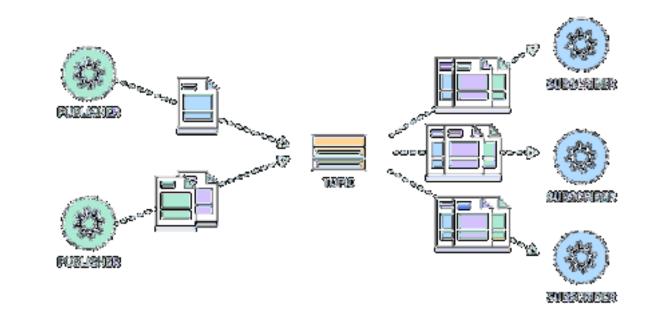
API analytics is crucial





Event Driven Architecture

- •Enables adaptive business processes
- Enables work of separate teams
- •Fits microservices, self contained systems, devops, serverless

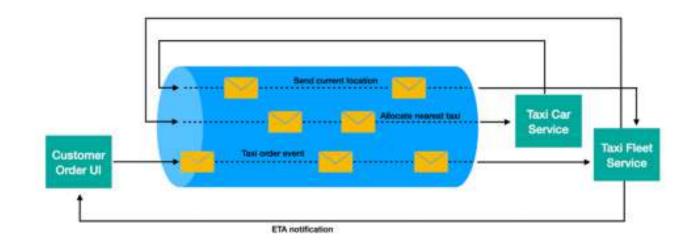


Dynamically subscribe or unsubscribe



Event driven challenges

- •Basically, for a-synchronous purpose real time is a challenge
- Distributed transactions are difficult!!
- Needs to reskill architects & programmers
- Confusion between event driven and ESB



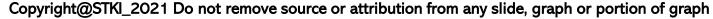






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Concierge-based
hyper-personalization
services for
customers and
employees



"We see our customers as invited guests to a party, and we are the hosts. It's our job every day to make every important aspect of the customer experience a little bit better"



Jeff Bezos, CEO, Amazon

A product-only approach will fall short because transformation is about giving service to people.

Transformation is multi-faceted, and a successful solution will

combine technology and services.

Suneet Dua, CRO, PWC



- Establishes the need for change
- Defines what must be changed and how
- Explains where "new" value will occur

identify



Pre-covid 19 personalization had a macro impact on the customer and employee experience.

Hyper-personalization expands to help companies connect with customers and employees in the micro (magic) moments.

Concierge hyper-personalization services takes another step by offering and giving special services to customers and employees. Now <u>each of a company's customers and employees can have a unique</u> conversation and service.





P.V. KANNAN

-"experiences that focus on transactional efficiency are no longer main differentiators.

Solving customer problems and developing a hyper-personalized service (at the right moment) is now essential for success"-



WHAT DO WE MEAN BY EXPERIENCE ECONOMY?

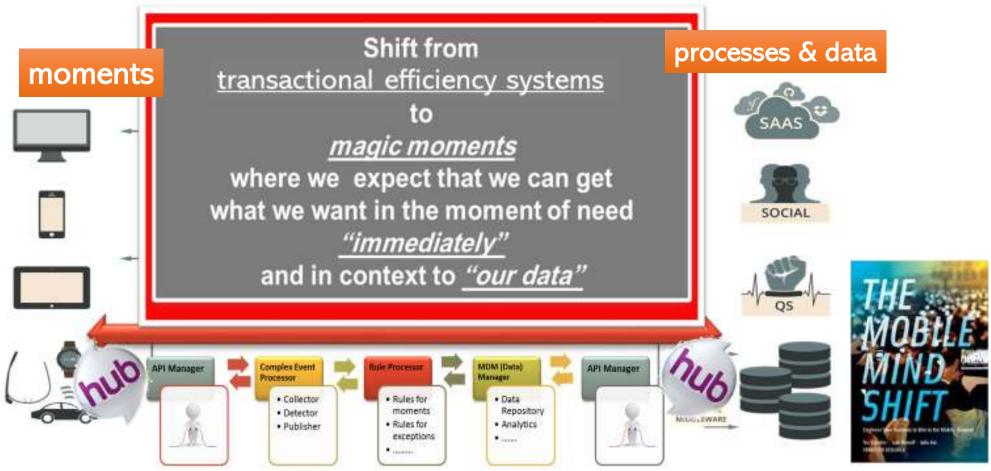
A new economic era (FINALLY) in which all businesses must orchestrate memorable events for their customers and employees, and that memory itself becomes the product.

Concierge Hyper-Personalized
Services
are customer and employee
"personal experiences"



The Mobile Mind Shift (2012):

from transactional efficiency to moments



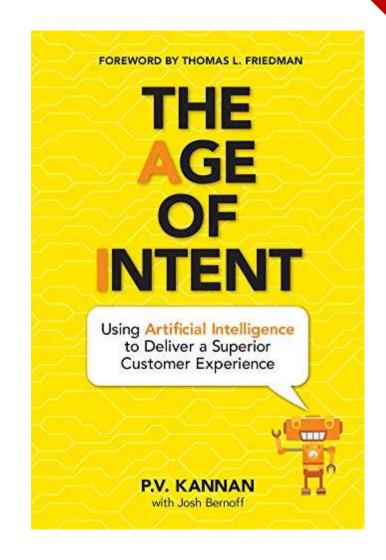


Delivering a Superior Customer Experience

CONCIERGE-BASED HYPER-PERSONALIZATION SERVICES are a part of a world where applications are powered by artificial intelligence (Al) and connected to a customer's complete past history.

These applications can anticipate just what a customer WOULD LIKE TO DO

They are transforming the business world with <u>efficient</u>, <u>SCALABLE SERVICES</u> that are available 24/7 and getting <u>smarter every day</u>.



CONCIERGE-BASED HYPER-PERSONALIZATION SERVICES

What it is?

helps companies connect with customers & employees in specific micro (magic) moments. allowing them to offer each user a service that fits their individual needs.

Users are not groups of micro-segments, they're individual people with specific needs.

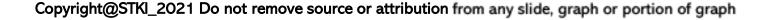
Adaptive Composable Organizational Applications

Personalized (PBC) Business Capabilities

Concierge Hyper-personalization Services (CHPS)

Final Digital (Personalized) Hop Platforms (FDH)

Hyper-automation Applications (HAA)



CONCIERGE SERVICES will do work for us

will assist users (customers or employees) with personalized services making tasks like:

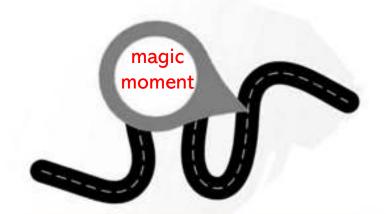
scheduling meetings, car and home alarm emergencies, shopping and meal (ecommerce) recommendations, loan restaurant reservations, arranging spa service, recommending places to visit, booking transportation, lining up tickets for concerts or special events, planning a holiday trip, etc.





Two parts needed so that the "Concierge-based Hyper-personalized Service" will be a success:

- 1. Has to be embedded in the customer/ employee journey and appear at just the right "Magic Moment"
- 2. The app has to deliver a "hyperpersonalized service" which is equivalent to what a concierge would do







The Kangaroo Hop

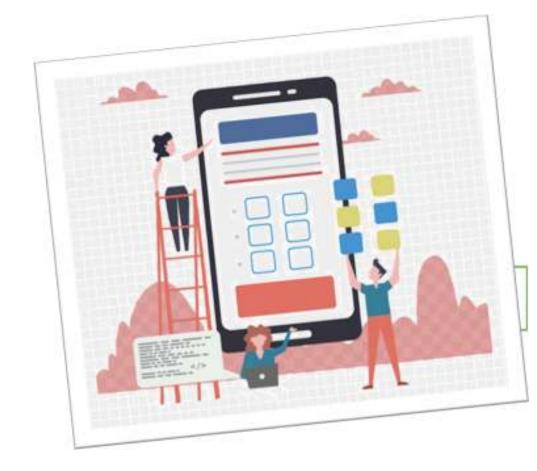
- Kangaroos usually hop fast at about 25kph, though they can reach 70kph over short distances, covering as much as 9m in a single hop.
- Hopping allows them to move quickly over any surface, no matter how rough, steep or uneven.
- Hopping uses less energy than fourlegged running at the same speed.
- Kangaroo's hop gives an amazing ability to turn quickly! They can achieve a 180 degree turn in a single hop.



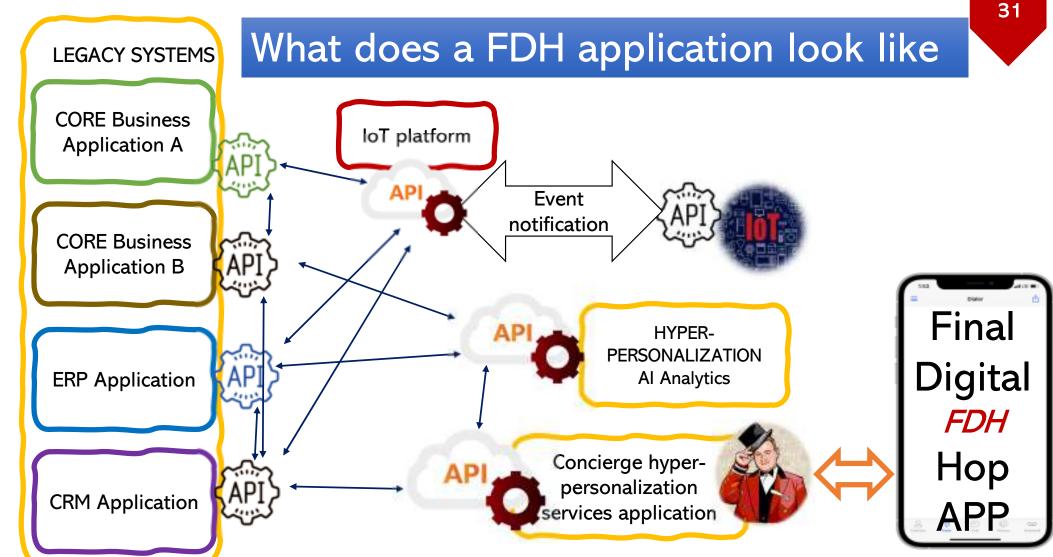


Final Digital (Personalized) Hop Platforms (FDH)

- FDH is a "composable" transformation platform
- It is highly efficient and easy to pivot (change)
- Integrates and orchestrates all technologies that enterprises need
- FDH gives enterprises the ability to deliver "FAST" and "efficiently" while still using older CORE, ERP, CRM data and processes

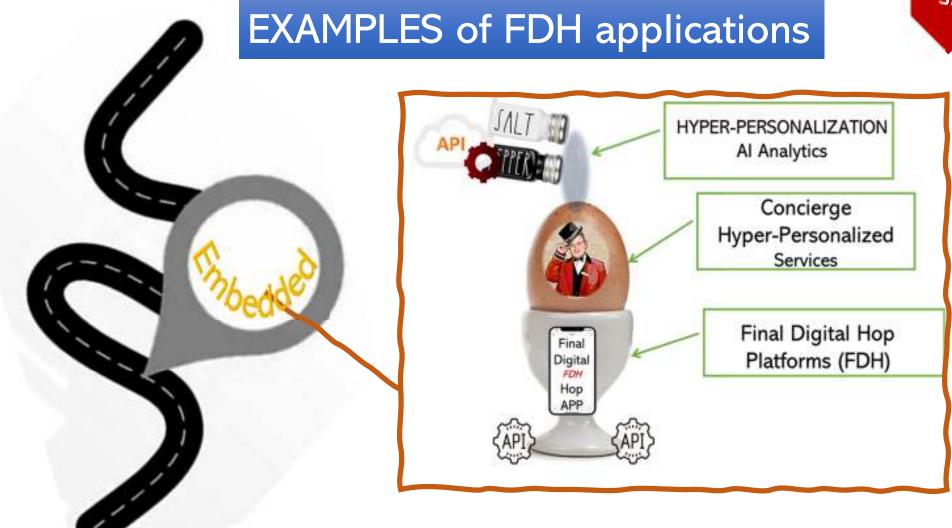






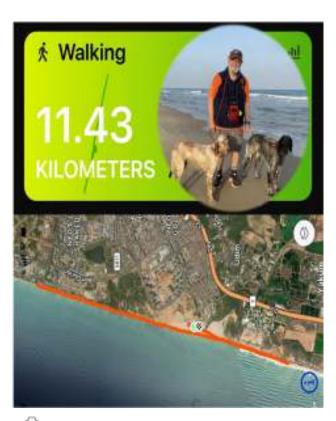
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Example of Concierge Hyper-Personalized Personalization Services



I walk nearly everyday (around 11 km) at the beach.

I leave home around 4:00 am But:

- 1. In order to leave the Moshav I must open the gate first
- 2. On my way I speak (FaceTime) with my mother (Miami, Florida)

Every morning when I close the door and set the alarm a specific micro (magic) moment occurs:

SIRI iPhone gives me a "service": sets the apps that I need in the order that I need







Beeline software embedded in real-estate apps links directly to a user's personal bank, employment and pay information, tax history, and then utilizes machine learning to create a "service" that gives Same day "purchase-ready" approval



Adaptive Composable Organizational Applications

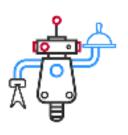
The journey to

Adaptive Composable Organizational Applications
passes through HYPER-AUTOMATION:
new and smart RPA version









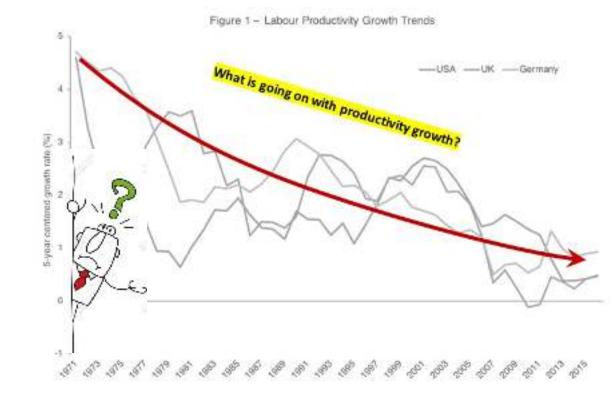


Productivity growth slowed

around the world in the 1970s and 1990s and it didn't show significant change to the present day

It's called SOLOW Paradox

It means money spent on tech not equal to the value it produces





At first, RPA was perceived as a cool toy

There was very little knowledge in the market. Organizations ran pilots with the integrators who learned RPA on the fly



BUT we have all seen what can be done with **RPA**, especially during the COVID crisis



In production within 48 hours

would have taken 1-2 months manually

בנק ירושלים מגדילה את היקף אוטומציית התהליכים הרובוטית כדי להקל על הקשיים הכלכליים של לקוחות בתקופת מגפת הקורונה רובוטים מעבדים עשרות אלפי בקשות של צרכנים לדחיית מועדי תשלומים של משכנתאות והלוואות

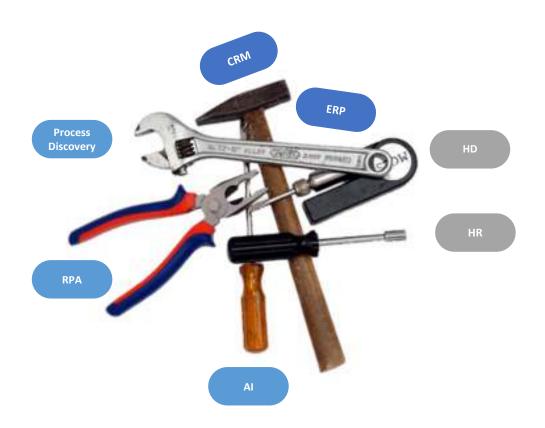
תהיתם פעם כיצד מזמנים יותר מ-100 אלף אנשים ביום לקבל חיסון קורונה? היום נחשפת לראשונה הטכנולוגיה הישראלית שאיפשרה לכללית לנהל את מערך זימוני התורים הגדול והמורכב ביותר בישראל בהתאם לתיעדופים שקבע משה"ב: מדובר בבוט שזכה לשם V-Bot, המאפשר תזמון של מאות אלפי תורים למתן חיסון כאשר האתגר היה זימון של מאות אלפי תורים למנת החיסון הראשונה והשניה.

Maccabi Health taps AI-driven RPA to speed coronavirus patient intake

Kryon Provides RPA Solution for Maccabi Healthcare Services' COVID-19 Response in Less Than 48 Hours, Dramatically Expediting the HMO's Ability to Handle COVID-19 Testing

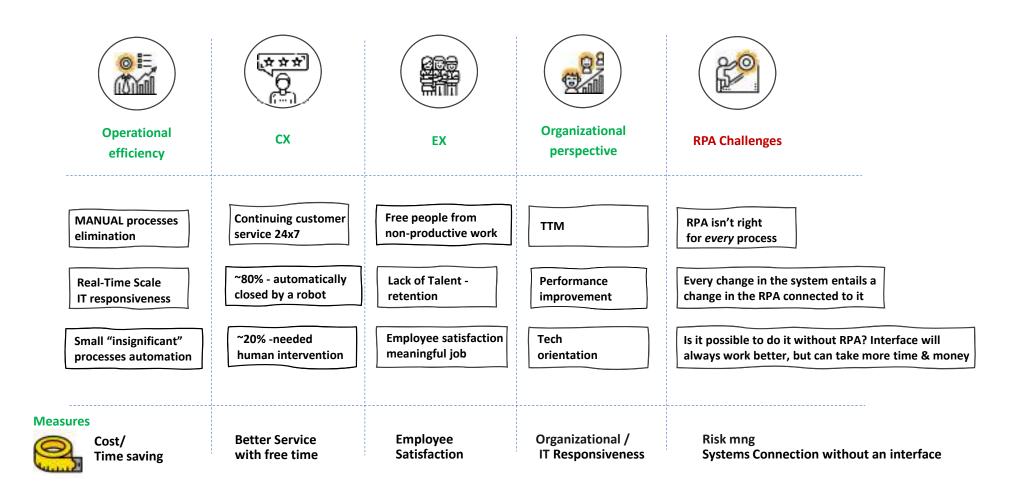
The process will be made available free of charge to healthcare providers around the world to improve integrations between private, public, and government testing

Crisis has proven that RPA is another important tool in the IT toolbox, just like ERP, CRM, etc.





RPA Benefits & Challenges



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Customer Service in Digital Age was Hard, then Came Covid

RPA Auto-mation ICE 785 structure are

Bots

~85% of rule based, structured data processes are handled by RPA

Exceptions that needed human intervention - empathy, creativity and communication





Data-Driven Process Mining automatically discovers and warns of exceptional cases in real-time



\$38M Early payment of invoices – Cash Flow impact!

48% Blocked invoices process – difference between companies – Waste of time, money, effort

Source: Datricks











For too long, companies looked to standardize rather than personalize

Standard working hours, standard-issue HD or one-size-fits-all SW, it is the path of least resistance to have all employees operating on the same system.

We are at a major transition where companies must be more

flexible to the individual needs of employees 🙎 🥷 👰





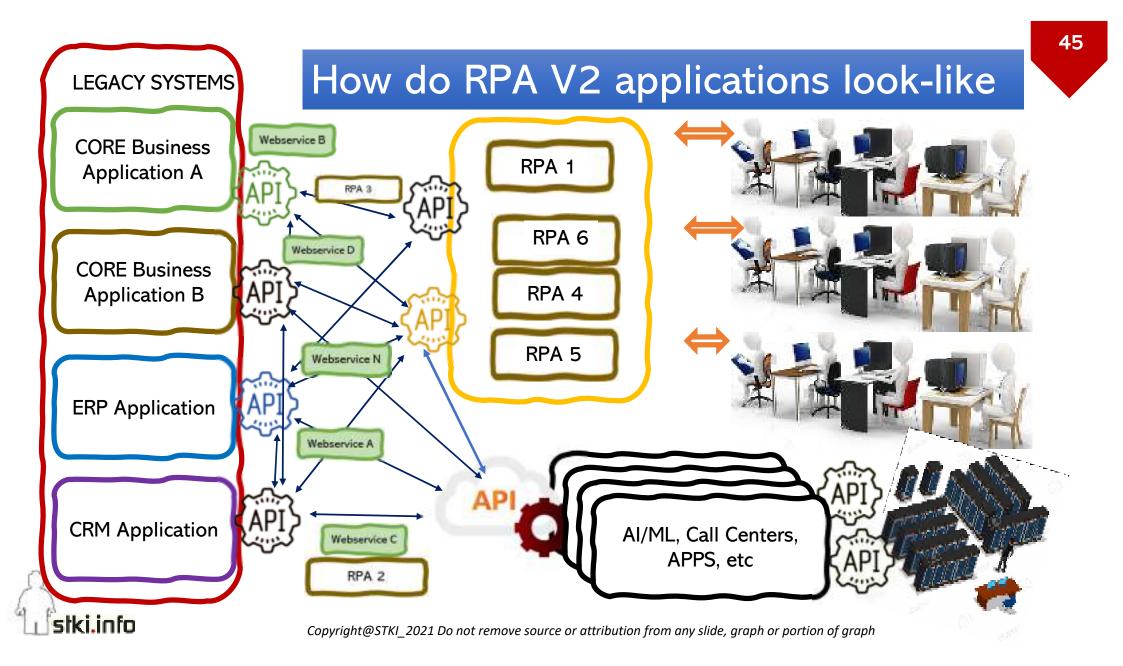


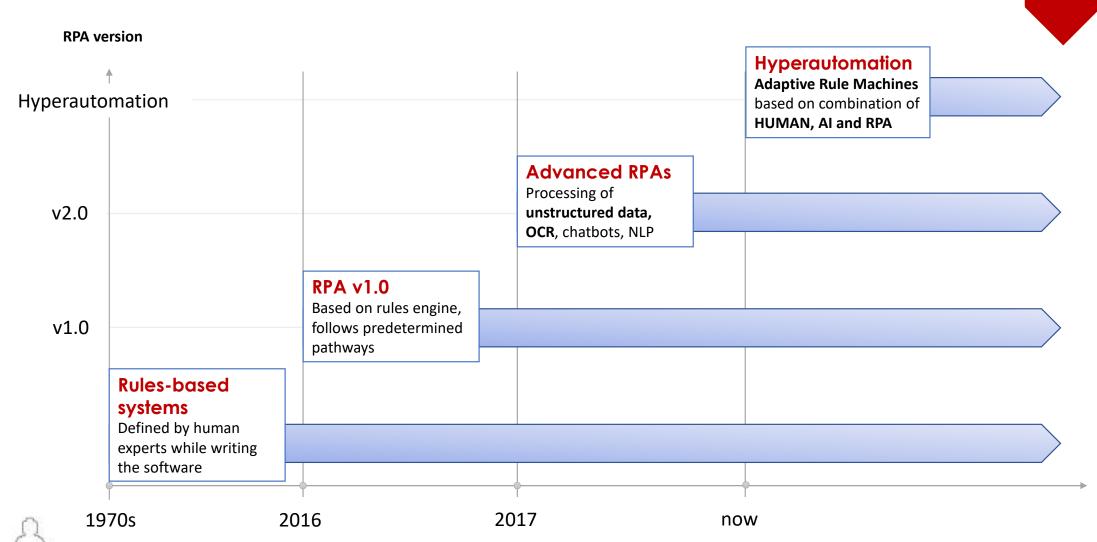


Flexibility starts by understanding your employees' needs both on a personal and professional level and addressing these needs by personalized applications (PBCs)

We need a lot of Automation for that matter





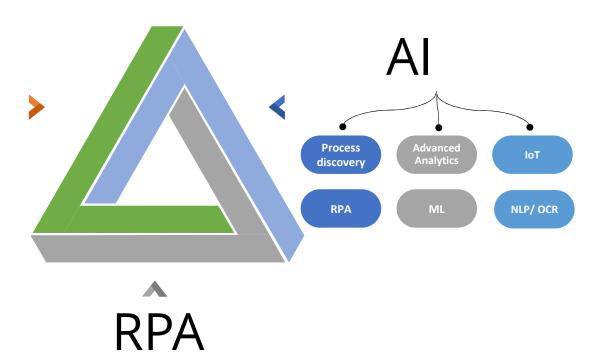


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Hyperautomation based on a combination of Human, Al and RPA

Human





Identify

Business Process Automation did not reach its full potential for several reasons:

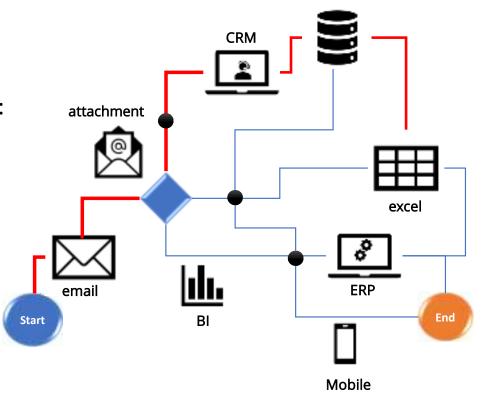
Lack of Industrial Engineering Departments	Lack of Process Analysis capabilities		
Lack of Knowledge	Lack of enterprise-wide automation strategy		
Automation Debt	When automation opportunities are identified and not delivered, they become debt		
Process Variance	Accuracy issues when the process variance is higher		
Fear	The fear that humans will lose control and also lose jobs		



Lack of Industrial Engineering Departments

In an age of STANDARDIZATION (ERP, CRM, CORE):

- People GOT USED to preassembled processes, which led to the loss of business processes understanding
- Industrial and management engineers in enterprises soon became Systems Analysts instead of Process Analysts



Database

Automation of one part of an entire process or one process variant



Enterprises conducted with RPA v1.0:

- Silo-based pilots
- Lack of senior management involvement
- Automation of the processes that have been existing for decades, without optimizing them first

It led to a lack of:

- Enterprise-wide automation strategy
- Organizational knowledge
- Automation debt



Automation Debt

Technical debt



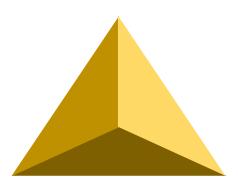
Shortcuts taken in technology and inadequate investment to maintain a company's current and future-ready status, such as:

- Workarounds, quick fixes, manual efforts
- Lack of visibility

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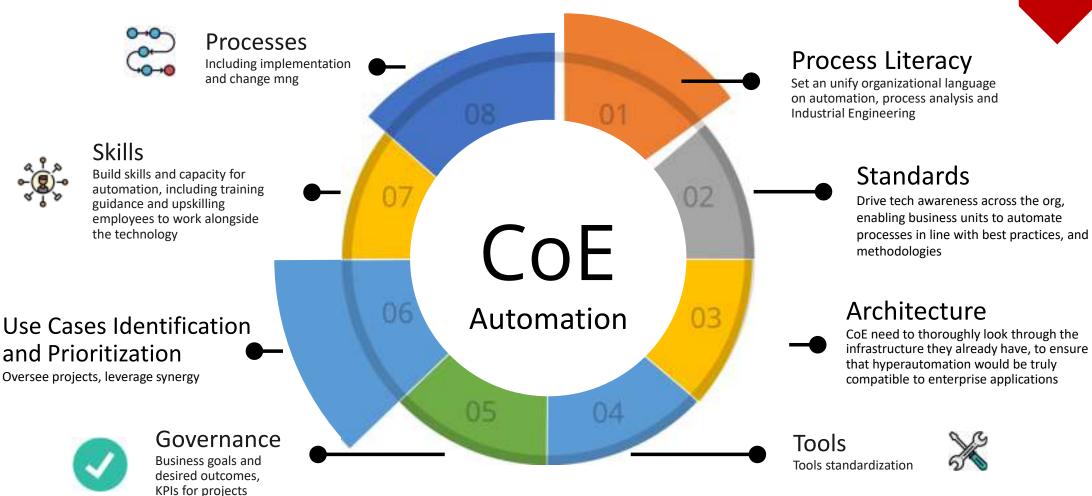
Redundancy between departments

Automation debt



- Lack of automation of entire parts of the process or even entire processes that are not considered for automation
- Especially those common processes that others have already started to automate, scale, and strategically reinforce to have a competitive edge in the market





CoE is an enabler, not a controller or a doer itself

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CoE is the Automation Team





Embracing Hyperautomation through Human Education



It's HARD

New technologies are hard on employees, especially those that come with the promise to replace humans



Resistance

Unfamiliar processes adoption people can feel vulnerable, uncertain and resistant



Education

Company needs to educate employees about
automation benefits,
establishing an organizationwide automation mindset



Workload Relief

The goal of hyperautomation isn't to replace humans as employees. It's to decrease the workload of repetitive, simple tasks so that human staff can be used in more creative, strategic ways



Employees and customers new expectations

Strategic for adaptive organizations

Spatial Intelligence & people counting consors

Low-bauch & varies enabled teen

Oyennatively leach

Tournless entity

Spatial Intelligence & people counting consors

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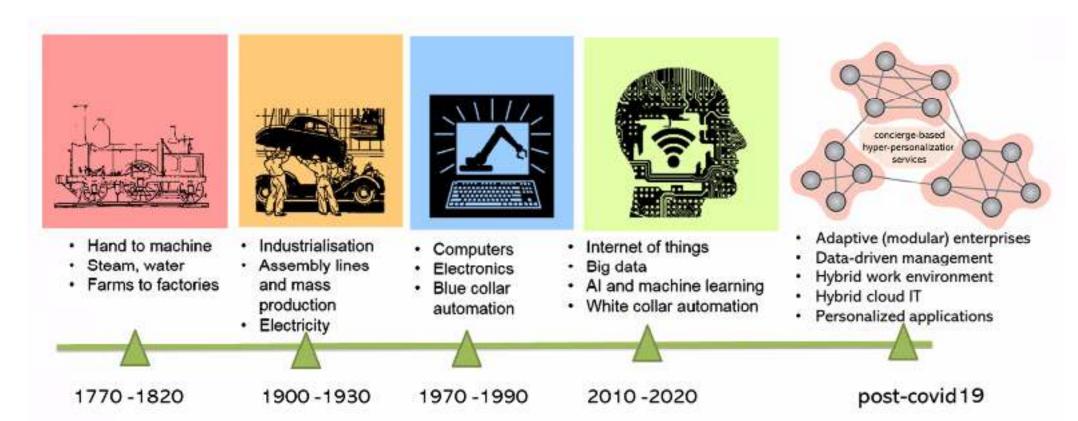
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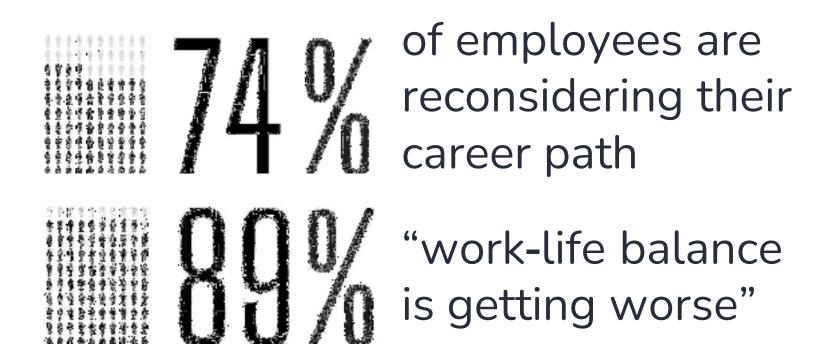
Source: CB Insights Research

So, what happened?





The Great Resignation









Will leave if WFA/ Hybrid Not continued

Amazon drops its return-to-office plan and will now let most employees work from home Indefinitely

Emphilip Represe Control (CA) CA (CA)



Most Vulnerable industries Tech and health. Millennials.

Have you changed workplace/position since March 2020?

You can see how people vote. Learn more

Yes 🗸	50
No	399
Yes, more than once	69
Not yet, looking for new one	69

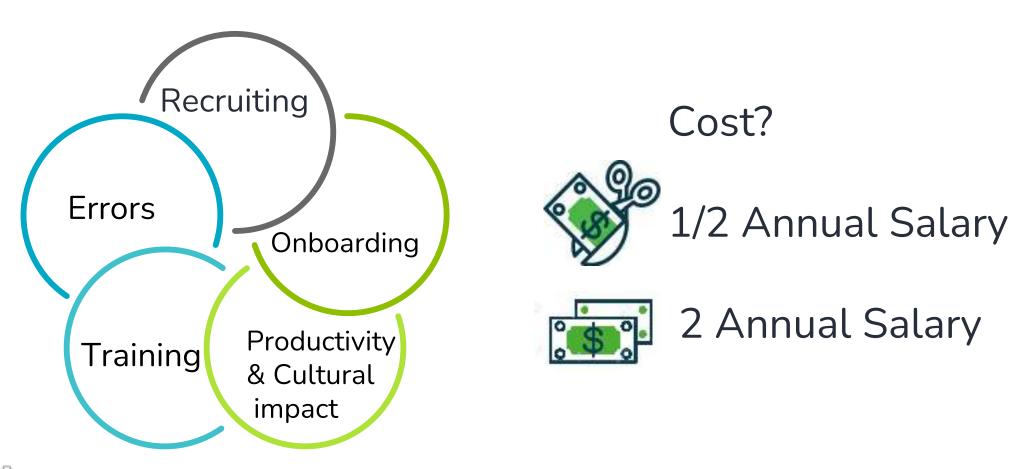
Source: STKI



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So... What's the problem?





Data Leakage

Data and knowledge are leaking as employees leave

Q2-2021



MORE data exposure events than the previous quarter

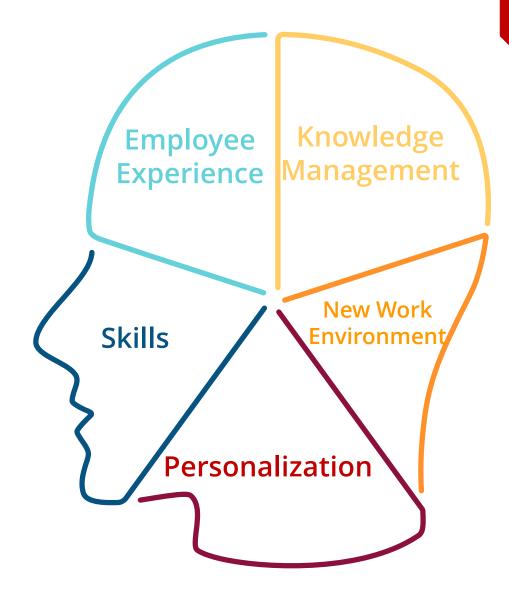
(source code, patent applications, customer lists and more...) Which can cost up to 20% of annual revenue.





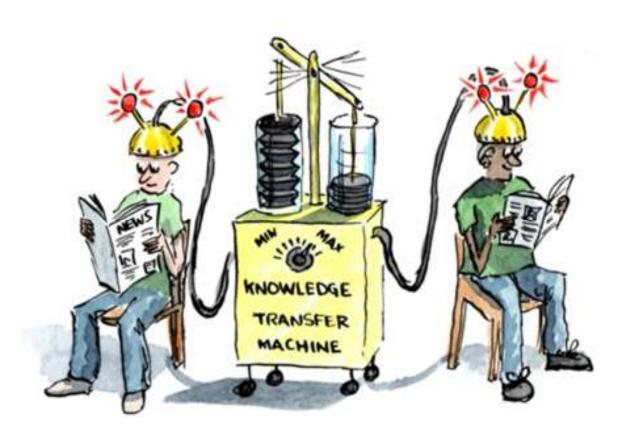
Source: Code42

So, what can we do?





Knowledge Management



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Knowledge Management platforms

We have more data than we can imagine, We MUST KEEP knowledge in a way that not affected by the personal.

KM platforms - internal and external

All enterprise levels BIG PART of the employee experience Google like experience.





Source: KMS lighthouse (kmslh.com)

Adaptive Organizations

Collaboration between teams

Knowledge Management (CoE...)

Transparency Integration 20 projects...







What are the employee's new expectations for 2022?



New work environment

Employees are working from anywhere, and we need different managing method for digital employee Experience.

The traditional "Perks" are not enough
Standardize it not good anymore
(working hours, one-size-fits-all software programs...)

The employees are looking for **Flexibility** and **Personalized Experience**. We need to understanding employees' needs both on a personal and professional level.





How introspection can stop the Great Resignation | CIO Dive

Primary changes

60% Implementing digital tools to support hybrid work and management

47% Investing work from home needs

41% Recruiting employees from remote geographic areas

Would be better

Meeting teams goals Managing workplan and tasks

Would be worst

Training and mentoring Collaboration and interfaces with the team and with other teams Engagement



Source: OD Consulting

Personalized Employee Experience



Talent Management

Employers are often surprised when talent leaves

39%

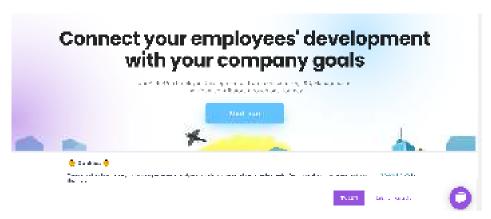
use tools to identify disengaged or flight risk employees.

The employee choose to stay or not, sometimes daily. Identify the talents of 2021 - not just the professionally talented, but mostly socially - "The Glue". Career planning - Reskilling & Upskilling



Reskilling & Upskilling

Career journey – based on data – offers courses, podcasts, articles, tutorials...



Internal mobility strategy

Adjust employee training and skills to the organization strategy – CIO, future projects and technologies





Confine temporary



Smplayee Snowledge Management Stalls Reviews Translation un

<u>Juno Journey - Connect your employees' development with</u> your company goals

Homepage - Bites (mybites.io)

Incentives & productivity tools

Gamification









כלי משחוק

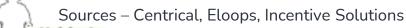


תכנים מוכנים מראש

Incentives



Personal incentive per employee, towards goals and new implementations



Work-Life Harmony



"Time is more valuable than money"

Jim Rohn, 2013



64% - Flexible hours

36% - "9-5"



Which of the subject below, would be the major consideration while choosing a NEW position?

You can see how people vote. Learn more

Salary and Benefits	30%
Self-fulfillment/imperest	2356
Live-seark Balance	3636
tiscowth apportunity	16%



Source - STKI, Oct 2021



What is the new technological work environment for 2022?



ERP Next Generation







ERP Next Generation

Multi-tenant SaaS ERP

Companies that are looking for a basic cloud ERP software

- Cheaper
- Outsourced infrastructure management
- Rapidly add computing power
- Simple user and functionality provision process
- <u>Downside</u> less customization potential, only be used for Vanilla implementation (or new), upgrade timing is non-negotiable

Cloud Hosted Edition

companies that would rather not take care of an IT infrastructure but need more than the basic – for bigger companies

- Implement more customization and third-party integrations
- More user interface options and functionality
- Choose upgrades timing
- <u>Downside</u> more expensive has fewer customization, Vanilla imp only.



SaaS ERP

Cloud-based ERP monthly subscription on a per-user basis

Automatic upgrades
Easier maintenance
Modern user interface
Data security
Easier data sharing
Faster, easier deployment
Access to modern tools





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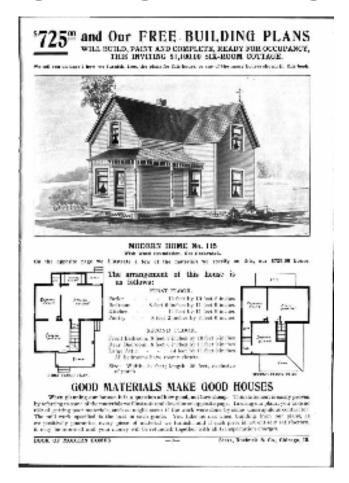
What are the customers new expectations? 2022



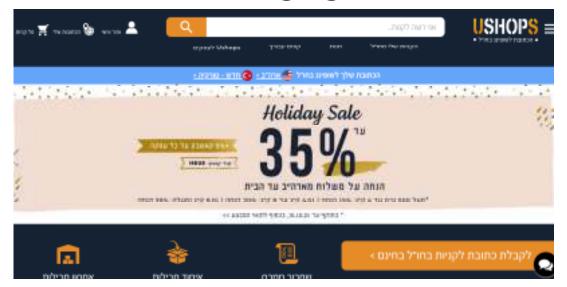


STKI IT Knowledge Integrators COMPANY CONFIDENTIAL

Long long time ago...



And not so long ago...

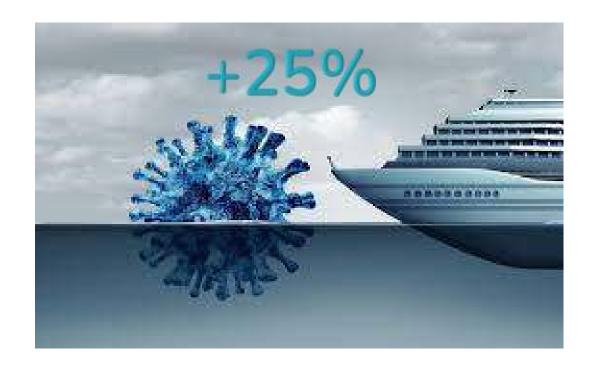






The Covid19 Transformation

Shipping to IL Cost Sea freight X3 Air freight X2





Last Mile Delivery



47%

had groceries/beverages/alcohol delivered for the first time during the pandemic



32%

rely on delivery services for most of their purchases



53%

have experienced instances where they used a delivery service to ensure that themselves or family members are safe



When will E-commerce overtake physical retail? 2024

Dec 2021



Sept. 2012.













צים מודיעה על הקמת חברת שילוח

החברה שנקרוגת Ship4wd מציעה שלשפורמת שילוח מקוונות, אמינה וקלה לתפעול, המהווה פתרון לוגיסטי דיגיטלי בשירות עצמי מקצה לקצה. עסקי "פיפ

פורוורור" יונמקדו בחברות מצפון אמריקה, שמייבאות פתורות מפין, וייסואם וישראל





דיגינולית

GetPackage חיבור חכם בין שולחים לשליחים

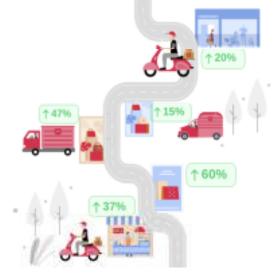
חלוצים בתחום משלוחי ה-Last Mile בישראל באמצעות טכנולוגיה וכלכלה שיתופית.

Deliveries

GetPackage הינה חברה טכנולוגית, אשר מפגישה באופן מיידי בין עסקים לשליחים הפרוםים בכל רחבי הארץ!

מעכשיו ניתן כהזמין שליחות בקכות ככא שיחת טכפון מיותרת, ככא התחייבות וללא המתנה לקבלת הצעת מחיר אנו מזמינים אתכם להצטרף לשירות שיעניק לכם וללקוחותיכם נוחות, מהירות וחדשנות.





וואלה! כסף

5:20 comit 14:42, 2021 hattip siz 00 us an or

Nover and way must also provides through 🐃







צים שירות קפנות מש לבים בצ"ם הדישה היום על הקמתה של זוני דו-בוג חוישה, khip4asi, הצברון שילוח דיגישלות במציעה פלטפורשת שילומן נקוונת, אשינה וקלה לתשעל. הבינו ה פחרון לומספי דיגיכלי בשירות עצמי מקצה לקצה. Ship/bad תחל ועת פעולותה ב-18 באוקטובר השנה.

אייאבן א"א מתמקד בעסקים קפעים ובינוניים (BMB) באריו"ב. קנדה, המייבאים ונוייצאים מפון. וייפעאם וישראל.

~40,000 freelancers' employees





So... how do we meet these new expectations?



The E-com Experience

Personalized Customer Experience



of consumers are more likely to shop with brands that offer relevant offers and recommendations.

- Accenture



of consumers say they only engage with personalized messaging.

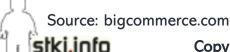
- SmarterHQ



of frequent shoppers only shop with brands that personalize the experience.

- SmarterHQ

Digital Payments







EMV infrastructure arrived in Israel fashionably late compared to the rest of the world

EMV Chip & Pin

Contactless or NFC

Magnetic Strip Reader

COVID-19

Apple Pay



Magstripe Cards will adopt NFC technology



Pay

FMV is here finally!

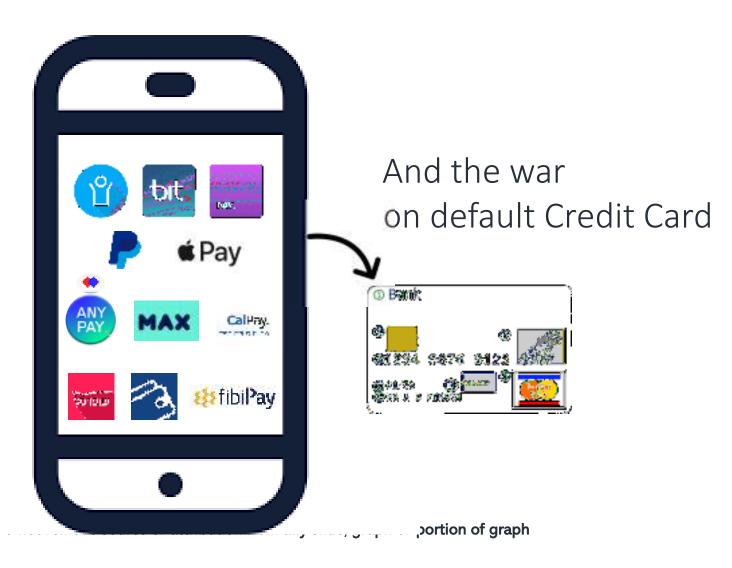
NFC exists today in almost every smartphone

Stay Healthy with **Touchless Tech**

Infrastructure + COVID-19 + Apple Pay = Digital Payment



War amongst Digital Payment Apps





Copyright@S

The million dollar question: is there room for an additional local





תוך ימים: אפל פיי הפך לארנק הדיגיטלי הגדול בישראל

שירות התשלומים הושק רק ביום רביעי, אך משתמשי אפל כבר הפכו את אפל פיי לארנק הדיגיטלי הגדול ביותר, עם למעלה מ-150 אלף משתמשים שמשלמים בקופות באמצעות אייפון או אפל ווטש. "הבאזז סביבו העביר גם הרבה משתמשי אנדרואיד לשלם באמצעות ארנקים דיגיטליים"

If you have an iPhone, you won't be able to pay with Israeli apps at physical registers.

Apple's Walled Garden. Apple blocks the use of NFC only for Apple Pay

TheMarker | שוק ההון

אחרי אפל: בקרוב גם גוגל פיי תגיע לישראל

לאחר לא מעט דחיות והכחות, גוגל צפויה להתחיל להציע את שירותי התשלומים שלה ושירותים בוספים לצרכנים הישראליים כרר רחודש הרא - בין אמצע נובמבר 2021 לסופו.



Our credit card data is already in Chrome and will seamlessly pass into the GPAY



Digital Payment Wallet

Digital

תעודת זהות טיסות מועדון לקוחות שירותי בריאות כרטיס עובד כרטיס רכבת

Including wide range of banking services - and above all loans!!! You don't have to open a checking account with us. You don't have to do anything.

How could it be that they are not in our digital wallet yet?
They are still a
Magstripe Cards
using CALYPSO!

War on the Digital Wallet



International Players

Israeli Government



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Discounts, bonuses and benefits

raph

Marketplace

Marketplace takes over the market!

not just Amazon, Ebay, Walla Shops, or AirBNB



E-Commerce - targeting buyers

Marketplace - targeting buyers and sellers

- *One-stop shop
- *Growth
- *Experience
- *Efficiency and cost reducing



Partners & Expansion

PAZ-Yellow & Super-Pharm - Yellow digital wallet







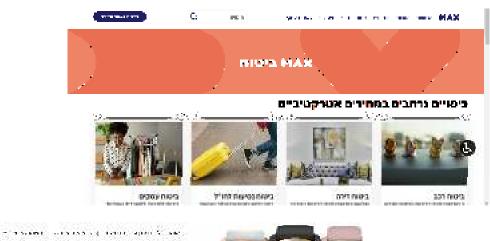




Super-Pharm and partners



Max credit card – insurance





Payment with Garmin

Partners



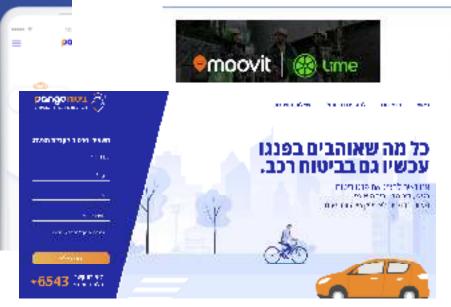


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Lime and Moovit unlock the largest micromobility integration to date in global MaaS partnership

As communities return to the office, bitmos, oversits 117 orbits econos Without item will be with to odd methodia i in econos, e, bitas and augusts as aptiments planning their jumpees or expelses on effort

Sun Franchica, SA - July 2021



Subscriptions

Subscription for consumable's products or practical (razors, coffee, food, kids' stuff....)









One hour delivery









THE OLE PROMISE



The top designers and shops



50-min delivery, guaranteed



Returns & exchanges in a click



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Home | Oleshop

Buy EVERYTHING online



OTA - Over-the-air





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Rear heating High-beam ...







siki inio

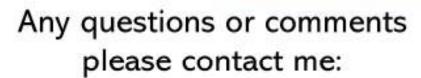
Israeli IT Market Study 2021

Age of Implementation: delivering value NOW, NOW, NOW

stki.info







THE GREAT SEA

Dr. Jimmy Schwarzkopf jimmy@stki.info 972 9 790 7000

thank you for your patience and we hope you got value





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