

SAP Ecosystem

A report comparing provider strengths,
challenges and competitive differentiators



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In 2024, SAP focused on improving its business AI capabilities to augment its existing portfolio. WalkMe's acquisition has underscored SAP's emphasis on driving digital transformations for its clients. With a strong focus on cloud transformation, SAP has secured multiple RISE with SAP deals. The end of life of SAP ERP Central Component (ECC) and extended support have prompted multiple clients to move to SAP S/4HANA. However, compared to the SAP install base, the percentage of these clients is relatively low. GROW with SAP is focused on the SAP S/4HANA Cloud Public Edition and targets midsize enterprise clients. With a growing focus on the cloud, SAP has built offerings that align with the varied needs of existing and new enterprises. SAP aims to keep the digital core clean by centrally using the SAP Business Technology Platform (BTP) and deploying S/4HANA on-premises or private or public clouds.

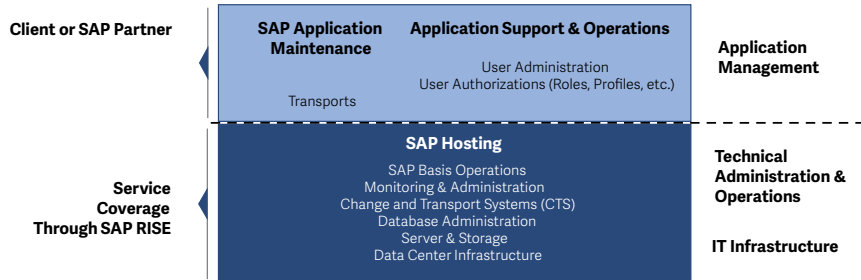
With ECC support nearing its end, SAP's early adopters and those reliant on compatibility packs are forced to undertake additional transformations, typically an upgrade, to adhere to the contractual support requirements.

The RISE and GROW with SAP options have given some degree of flexibility to the firms to adopt SAP S/4HANA. However, firms with complex needs opt for on-premises versions of SAP S/4HANA transformation using greenfield, brownfield or selective data transformation approaches.

The ISG Provider Lens 2025 study focuses on these key areas of requirement for SAP and its clients. In addition to SAP S/4HANA transformation, cloud adoption, workload placement, managing cloud services and cloud economics have become important. This year's study assesses service providers' capabilities across these segments.



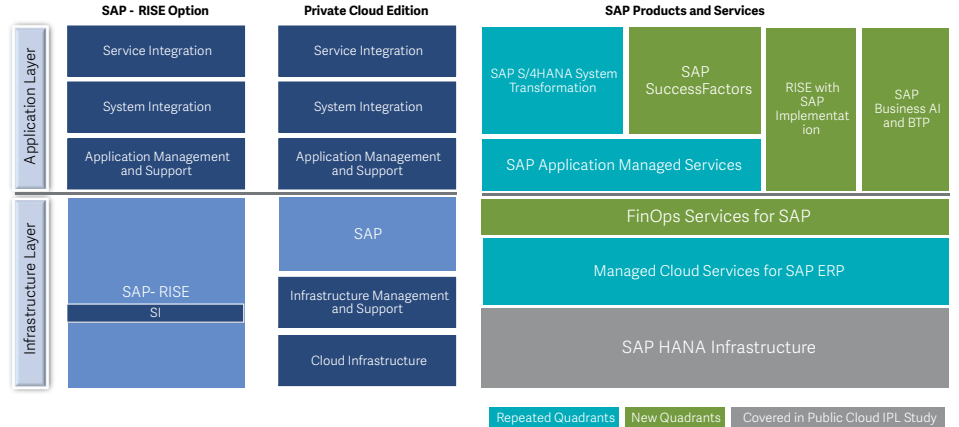
SAP Operational Services Stack



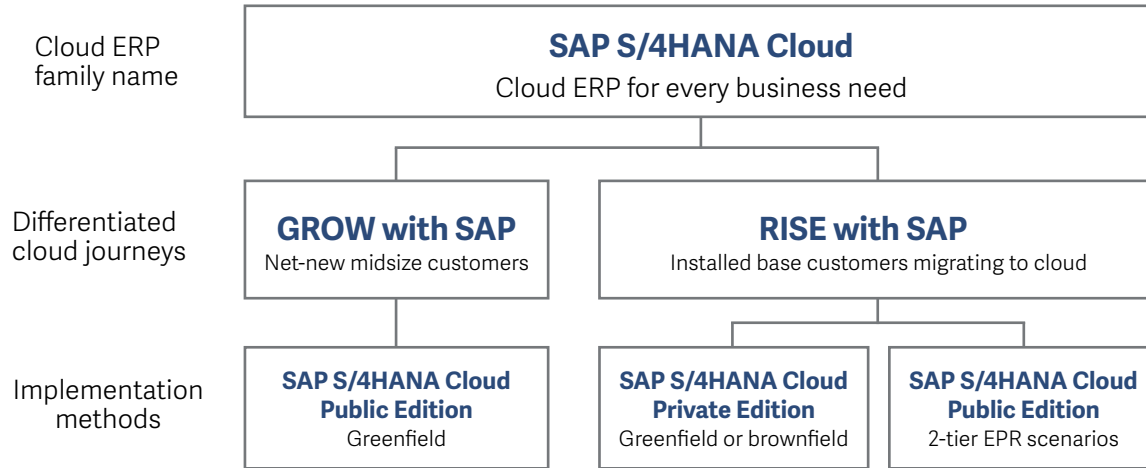
In addition to technical platform operation, pricing includes the rental licenses for one of the following options:

- A. RISE with SAP S/4HANA Cloud — also includes the subscription for Business Technology Platform (BTP), Business Process Intelligence (BPI) and Business Network (BN).
- B. S/4HANA Cloud, Private Edition — without the bundle, if the BTP and BN are already in use.

SAP Ecosystem

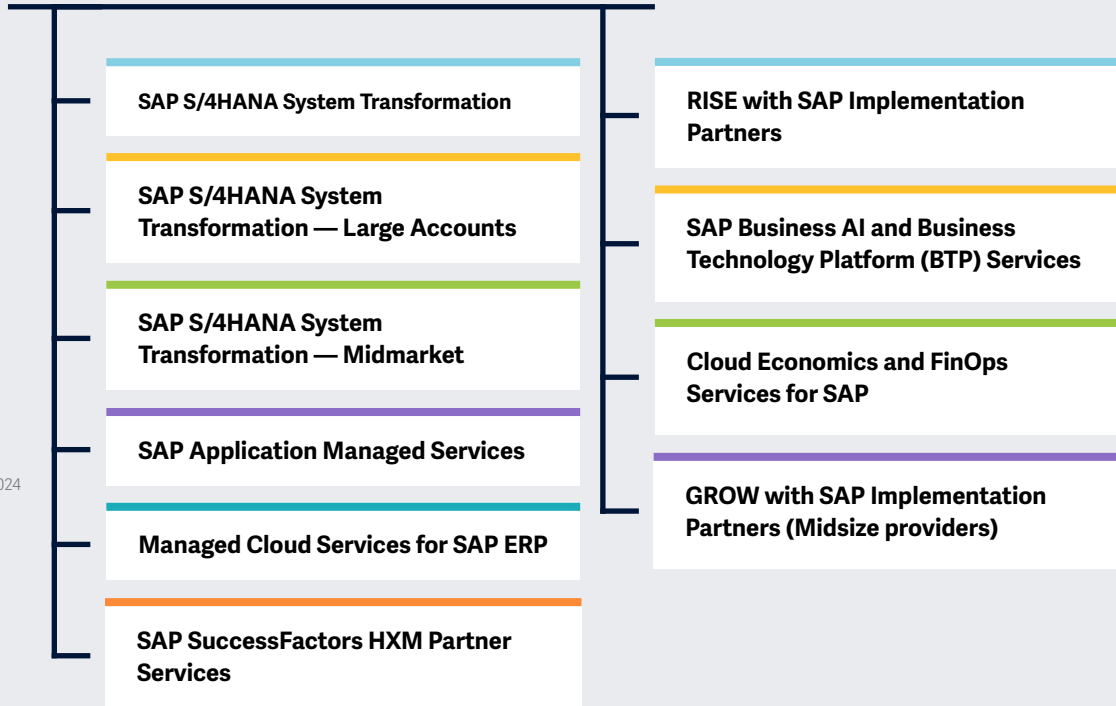


RISE and GROW propositions by SAP



Key focus areas for SAP Ecosystem 2025

Simplified Illustration Source: ISG 2024



Definition

The ISG Provider Lens™ SAP Ecosystem 2025 offers the following to business and IT decision-makers:

- Transparency on the strengths and weaknesses of relevant providers.
- A differentiated positioning of providers by segments on their competitive strengths and portfolio attractiveness.
- Focus on different markets, including the APAC, U.S., U.K., Brazil Germany and Global.

Our study serves as an important decision-making basis for positioning, key relationships and go-to-market considerations. ISG advisors and enterprise clients also use information from these reports to evaluate their current vendor relationships and potential engagements.



Definition

This quadrant assesses consulting and system integration service providers that strategize, develop, deploy and test enterprise applications using SAP S/4HANA, including greenfield, brownfield and bluefield transformations. Providers must partner with clients and equip them with the appropriate technology and tools to help them move SAP ECC to SAP S/4HANA. These providers are SAP partners and offer both SAP S/4HANA cloud and SAP S/4HANA on-premises options.

RISE with SAP has been a major proposition for enterprises. The providers in this quadrant excel at handling cloud migration for SAP S/4HANA and generating value through an end-to-end process transformation. They build and manage applications to achieve a quicker time to market, prevent business disruptions and enhance IT operations' efficiency. These providers also manage the complexity of large accounts that operate multiple SAP instances, require strict compliance and have multinational operations and public company governance.

Eligibility Criteria

1. **SAP certifications** to deploy SAP S/4HANA and support clients in using SAP products
2. On-premises and cloud-based implementations and **SAP S/4HANA migrations**
3. **Partnership with SAP** and achieve SAP partner-level badges to show their capability
4. Service portfolios, including SAP S/4HANA **development, integration and testing**, with at least one S/4HANA implementation in the last 12 months
5. A track record of S/4HANA **advisory capabilities and implementation experience** in greenfield, brownfield or bluefield deployments
6. Partnerships to deploy RISE with SAP, although this is not mandatory for participation
7. Engagements with **SAP-certified consultants** and practitioners across regions to train their consultants on SAP's implementation methodology, product functionality and configuration needs
8. Ability to handle complex and scaling needs through optimal onshore and offshore delivery models while having local delivery **capacity in the local language**
9. **Frameworks, tools and accelerators** to support enterprise demand for fast and secure transformations
10. Ability to **share details on their partner ecosystem**, including hyperscalers, that enable solution building with digital core and integrating SAP S/4HANA with other applications



SAP S/4HANA System Transformation – Large Accounts

Definition

This quadrant assesses large account consulting and system integration service providers that develop, deploy and test enterprise applications using SAP S/4HANA. Providers partner with SAP to train their consultants on SAP's implementation methodology, product functionality and configuration requirements.

Typical transformations include project planning, solution design, business process modeling, user training, product installation and configuration, testing and other services. These transformations could involve a new implementation, moving existing ECC to S/4HANA or workloads to the cloud. Providers must understand a client's business and technology landscape and leverage solutions to ensure delivery efficiency and effective operation of the migrated solutions.

Service providers' ability to manage the complexity of large accounts that operate multiple SAP instances, require strict compliance and have multinational operations and public company governance is key.

Eligibility Criteria

1. **SAP certifications** to deploy SAP S/4HANA and support clients for SAP products
2. On-premises and cloud-based implementations and **SAP S/4HANA migrations**
3. service portfolios that include SAP S/4HANA **development, integration and testing**, with at least one implementation of S/4HANA in the last 12 months
4. A track record of S/4HANA **advisory capabilities and implementation experience** in greenfield or brownfield deployments
5. **strong understanding of the RISE with SAP proposition** and ability to help clients navigate the solution paradigm based on their IT landscape
6. **Tools and accelerators** to deliver at reduced time to market
7. **SAP-certified consultants** and practitioners engagement across regions to support multicountry and multilanguage implementations
8. Ability to handle complexity and scale through optimal onshore and offshore delivery models; concurrently, the providers should demonstrate **local delivery capacity in the local language**
9. Ability to offer **frameworks, tools and accelerators** to support enterprise demand for fast transformations
10. **Experience in delivering transformations specific** to central finance, supply chain, business model transformation and modernization, and industry-related solutions



SAP S/4HANA System Transformation – Midmarket

Definition

This quadrant assesses consulting and system integration service providers offering a rapid turnaround for SAP S/4HANA implementations for midmarket clients with projects that are less complex and smaller in scale than those of large enterprises. These clients operate within a country or region and need providers to enhance business operations.

Service providers should be able to deploy SAP solutions using multiple methodologies, including packaged solutions for SMBs. They must use templates for SAP S/4HANA, including industry-specific templates, to reduce the transformation cycle while using standard processes. Multitenant SAP S/4HANA implementations are considered but not mandatory. Providers should be able to deliver cloud transformations and services through RISE with SAP for clients in the midmarket segment.

Typically, providers accelerate the time to market using solutions and accelerators specific to a client's business needs. SAP-certified partner-packaged solution providers are preferred.

Eligibility Criteria

1. **SAP certifications** to deploy SAP S/4HANA and support clients in using SAP products
2. Service portfolios that include SAP S/4HANA **development, integration and testing**, with at least one implementation of S/4HANA in the last 12 months
3. A track record of S/4HANA **advisory capabilities and implementation experience** in greenfield, brownfield or cloud deployments
4. Ability to leverage SAP **accelerators and templates** for agile SAP S/4HANA implementations
5. Capability to deliver **advisory and implementation services** for midsize enterprise clients
6. **Ready-to-use templates** or solutions for specific microsegments
7. Ability to offer **onshore or nearshore delivery** for local clients; offshore delivery is considered but not a requirement for participation in this quadrant
8. **Expertise and experience** in helping clients **strategize transformation agendas** depending on business requirements and the complexity of their IT landscape
9. SAP partnerships that offer access to **accelerators and can simplify SAP deployments for midsize enterprises**



SAP Application Managed Services

Definition

This quadrant assesses service providers' ability to offer managed services, including application optimization, application support and testing for SAP applications. Providers offer expertise, tools and accelerators to manage applications and align with the client's IT and business objectives. Managed application services for incidents encompass troubleshooting, level 1 (AI-driven), level 2 and level 3 application support, user support, ticket lifecycle management, incident resolution, problem management, root-cause analysis and interface with SAP product support per client requirements. Providers with the SAP Partner Center of Expertise certification are rated highly.

The maturity of providers' service delivery processes and their ability to offer automation and analytics for service requests and IT-related processes, such as incident management, change request and release management, version control, application and change documentation, SAP solution manager operation, root cause analysis, quality improvement and testing, are also considered.

Eligibility Criteria

1. Ability to offer application **optimization**, application **support** and **testing** for SAP solutions
2. Inclusion of **user management** (adding and disabling user access), user profile management, **performance** reports, **database** services, security (access) and license compliance in the services
3. Ability to offer **enhancements and changes** pertaining to applications, apply SAP Service Pack Stacks (SPS) if required and predict the business impact of such updates
4. Capability in stabilizing applications and offering **SAP Basis** support
5. Expertise in incident management, a variety of ticket system tools, **SAP Solution Manager** and additional application documentation solutions
6. **Use of AI** for quality improvement and enhancing DevOps automation
7. **Required resources and skillsets to solve clients' challenges, improve application performance** and offer optimization, innovation, point-in-time metrics, support and SLAs
8. **Ability to automate tasks and use AI and ML** in the tools leveraged to deliver client services and **showcase referenceable use cases for the same**
9. Experience and ability to **handle complex and large solutions** while delivering managed services for SAP applications



Definition

This quadrant evaluates service providers that manage hybrid cloud environments, focusing on security access, infrastructure monitoring, system availability, disaster recovery and data compliance. These providers help clients overcome technical barriers to migrating ERP systems to the cloud, facilitating transitions from private to public cloud or from on-premises setups.

Expertise in maintaining SAP operations, especially with S/4HANA and its in-memory database, is crucial. Providers must demonstrate strong capabilities in data volume, application code management and cloud cost optimization.

Typically, these service providers hold SAP and cloud certifications, ensuring the secure operation of S/4HANA in hybrid environments. They offer the required managed services for on-premises operations. Leading providers use advanced technologies and automation tools to optimize post-migration operations, delivering significant benefits to clients by effectively meeting their infrastructure needs.

Eligibility Criteria

1. Ability to provide, manage and **operate SAP** in the cloud, including, but not limited to, hyperscalers such as AWS, Microsoft Azure and Google Cloud
2. Capacity to **support clients in their on-premises and hybrid cloud** implementations of SAP systems and databases, providing minimum infrastructure design support
3. Certified platform management or cloud partners with **SAP S/4HANA specialization**
4. Certifications in security, data privacy and IT processes; **minimum accreditations** include ISO 27001 (security) and IT Infrastructure Library (ITIL) incident management
5. **SAP- and cloud-certified** staff to support SAP technologies
6. Ability to **offer business value** services such as impact assessment, SAP S/4HANA adoption strategy and road map, and business case creation
7. Tools to **automate and support** specific post-migration environment operations



Definition

This quadrant assesses service providers that implement and manage all SAP SuccessFactors HXM Suite modules on-premises or on the cloud. These providers have business experience in transforming HR talent management and HR services customized to meet local and country-specific needs.

Providers have dedicated talent and HR management practices, with skilled personnel for deploying and managing SAP SuccessFactors. They are proficient in cloud and on-premises deployments, including data migration to SAP SuccessFactors. The providers' SAP HXM suite offers AI-powered solutions to meet individual needs and drive organizational agility at scale. They have expertise in data migration, customization, integration, change management, testing and support, with a strong focus on data governance, security and compliance with local and regional data regulations. The impacts delivered include reduced implementation timelines, simplified upgrades, lower costs and improved performance in HR, unified core HR and payroll functions.

Eligibility Criteria

1. **SAP certifications** in cloud and on-premises deployments of SAP SuccessFactors
2. Ability to **integrate** with other applications in the IT landscape
3. Tools and accelerators for **deployment and maintenance**
4. Employee base of **certified professionals** in SAP SuccessFactors
5. **Deployment** of more than one module for clients across regions over the last 12 months
6. **Assets and tools** to accelerate transformations and deliver significant benefits in strategy, implementation and management of SAP HXM solutions
7. **Portfolio of referenceable case studies** integrating AI, analytics and automation to streamline all HR functions
8. **Demonstrated business improvement for clients**, including unified core HR process, focus on enhancing employee experience-focused solutions and adaptability to current and changing business needs
9. **Strong vision to grow the SuccessFactors HXM practice** and offer end-to-end services coupled with tools, accelerators and strong consulting capabilities



RISE with SAP Implementation Partners

Definition

RISE with SAP is an as-a-service proposition by SAP, bundling S/4HANA core, BTP, Business Process Intelligence (BPI) and Business Network (BN) as a subscription model.

This quadrant assesses service providers that offer RISE contracts, including those that are RISE-certified and provide SAP S/4HANA cloud ERP services.

Typically, these providers are SAP partners offering application management and functional support. They can scope, select and implement SAP S/4HANA cloud solutions, including multitenant and private editions. These providers offer tools for various SAP S/4HANA cloud deployment options, configuring and integrating with other applications. They assist in data migration and business process testing. With expertise across industries, they understand cloud migration nuances. They serve both large enterprises and midmarket clients, handling complexities across the application landscape and different IT maturity levels.

Eligibility Criteria

1. **SAP RISE-certified** and partnership with SAP
2. **RISE with SAP** contracts to clients across regions
3. Customized cloud services and **proprietary intelligent tools** delivered through an as-a-service model
4. **SAP-certified employees** with expertise in cloud migrations
5. **Extended partnerships** across industry players that help deploy RISE with SAP and manage SAP applications
6. A track record of S/4HANA cloud **advisory capabilities and deployment experience**
7. Service portfolios that include SAP S/4HANA cloud **deployment and testing**, with at least one successful client implementation in the last 12 months



Definition

SAP Business AI enables enterprises to harness AI for impactful business outcomes. Integrated into SAP applications, it enhances processes with AI capabilities, some powered by generative AI (GenAI). Its use cases include strengthening HCM, improving supply chain resilience, increasing procurement efficiency and compliance and minimizing financial risks and costs. SAP Business AI allows SAP and partner applications to use GenAI to simplify administrative tasks and enhance developer experience, integrations, process automation, analytics and planning.

The quadrant evaluates providers that strategize, develop and integrate SAP BTP with Business AI, delivering digital core applications for clients. These providers have ready-to-deploy solutions and robust industry expertise. They are assessed on portfolio readiness, CoEs and client benefits. They also typically have personnel specialized and trained in SAP BTP, accelerating application development with industry-specific reference architectures.

Eligibility Criteria

1. Capability to deliver **consulting and implementation** services for SAP BTP with SAP Business AI
2. **Expertise** in strategy, deployment and implementation of SAP BTP and Business AI
3. **Use cases and ready-to-deploy solutions** using SAP Business AI
4. Engineers with **SAP certifications** or partner-level certifications across SAP applications
5. Use **case presentations through large events**, earn SAP awards and gain client recognition



Definition

Cloud transformations in the SAP ecosystem have increased with RISE with SAP, enabling cloud adoption for SAP apps. While beneficial, cost management for SAP workloads on the cloud is crucial. Therefore, enterprises partner with service providers to optimize their deployment and governance costs.

This quadrant assesses providers that assist clients with cloud economics and FinOps strategies for cost optimization. These providers offer insights on spending and savings for SAP workloads, assess the transition costs to hyperscalers and provide tools for managing cloud costs throughout the application lifecycle. They recommend optimal cost management using AI and automation while identifying challenges and opportunities in the transformation journey, maximizing SAP investments within cloud environments. They help manage cloud costs for planning, deploying and running SAP workloads by offering processes, tools and best practices. Providers help clients anticipate, control, monitor and optimize cloud costs proactively and reactively.

Eligibility Criteria

1. **Cloud economics expertise** for migrations of SAP workloads to the cloud
2. **FinOps framework, strategy and implementation road map** within the client's organization, including information, optimization and operation for SAP
3. **Optimization expertise** and FinOps reporting
4. Regulated FinOps services with cost-saving targets centered on budget-control SLAs
5. Expertise in cost management for cloud migrations
6. **FinOps-certified full-time employees (FTEs)** in at least three hyperscalers among the popular ones such as AWS, Microsoft Azure and Google Cloud
7. **Proven case studies** in reducing costs of operations in the cloud, especially in cloud resource consumption



GROW with SAP Implementation Partners (Midsize providers)

Definition

GROW with SAP is a comprehensive cloud-based solution for SMEs to streamline operations and drive sustainable growth. It includes integrated finance, sales, procurement and manufacturing applications, using SAP S/4HANA Cloud (Public Edition) for flexible business models. The offering includes capabilities, services and the SAP Activate framework for quick deployment. SAP S/4HANA Cloud Public Edition is a standardized, cloud-native ERP with infrastructure managed by the cloud provider. It is designed to meet the comprehensive needs of midmarket businesses aiming for growth and sustainability.

This quadrant evaluates midsize service providers (revenue less than \$3 billion) that offer SAP S/4HANA Cloud services through GROW with SAP contracts. These providers assist SMEs in strategizing and implementing SAP ERP, supported by a robust partner ecosystem. They offer support, maintenance and cloud workload management services, understand the challenges faced by SMEs and accelerate digitalization across key business areas.

Eligibility Criteria

1. **End-to-end services**, including consulting, data strategy, integration, change management, training, testing, security and governance for SAP S/4HANA Cloud Public Edition
2. **GROW with SAP-certified partnership**
3. **Established clients with GROW contracts**
4. **SAP-certified employees with expertise in cloud migrations**
5. **Customized cloud services and proprietary intelligent tools delivered through an as-a-service model**



Quadrants by Region

As a part of this ISG Provider Lens™ quadrant study, we are introducing the following nine quadrants on SAP Ecosystem 2025. We will continue the four main quadrants from last year.

Quadrant	APAC	Brazil	Germany	U.K.	U.S.
SAP S/4HANA System Transformation — Large Accounts	✓	✓	✓	✓*	✓
SAP S/4HANA System Transformation — Midmarket	✓	✓	✓		✓
SAP Application Managed Services	✓	✓	✓	✓	✓
Managed Cloud Services for SAP ERP	✓	✓	✓	✓	✓
SAP SuccessFactors HXM Partner Services		✓	✓	✓	✓
RISE with SAP Implementation Partners			Global		
SAP Business AI and Business Technology Platform (BTP) Services			Global		
Cloud Economics and FinOps Services for SAP			Global		
GROW with SAP Implementation Partners (Midsize providers)			Global		

*Quadrant will not split into Large Accounts and Midmarket for this region.



The research phase falls in the period between November and January 2025, during which survey, evaluation, analysis and validation will take place. The results will be presented to the media in April 2025.

Milestones	Beginning	End
Survey Launch	October 28, 2024	
Survey Phase	October 28, 2024	December 2, 2025
Sneak Preview	March 2025	April 2025
Press Release & Publication	April 2025	

Collecting client testimonials via the Star of Excellence Program requires early client referrals (no official reference needed) because CX scores have a direct influence on the provider's position in the IPL quadrant and the awards.

Please refer to the [link](#) to view/download the ISG Provider Lens™ 2025 research agenda.

Access to Online Portal

You can view/download the questionnaire from [here](#) using the credentials you have already created or refer to the instructions in the invitation email to generate a new password. We look forward to your participation!

Buyers Guide

ISG Software Research, formerly “Ventana Research,” offers market insights by evaluating technology providers and products through its Buyers Guides. The findings are drawn from the research-based analysis of product and customer experience categories, ranking and rating software providers and products to help facilitate informed decision-making and selection processes for technology.

In the course of the Salesforce Ecosystem Partners IPL launch, we want to take advantage of the opportunity to draw your attention to related research and insights that ISG Research will publish in 2025. For more information, refer to the [Buyers Guide research schedule](#).

Research Production Disclaimer:

ISG collects data for the purposes of writing research and creating provider/vendor profiles. The profiles and supporting data are used by ISG advisors to make recommendations and inform their clients of the experience and qualifications of any applicable provider/vendor for outsourcing the work identified by clients. This data is collected as part of the ISG FutureSource™ process and the Candidate Provider Qualification (CPQ) process. ISG may choose to only utilize this collected data pertaining to certain countries or regions for the education and purposes of its advisors and not produce ISG Provider Lens™ reports. These decisions will be made based on the level and completeness of the information received directly from providers/vendors and the availability of experienced analysts for those countries or regions. Submitted information may also be used for individual research projects or for briefing notes that will be written by the lead analysts.



ISG Star of Excellence™ – Call for nominations

The Star of Excellence™ is an independent recognition of excellent service delivery based on the concept of “Voice of the Customer.”

The Star of Excellence™ is a program, designed by ISG, to collect client feedback about service providers’ success in demonstrating the highest standards of client service excellence and customer centricity.

The global survey is all about services that are associated with IPL studies. In consequence, all ISG Analysts will be continuously provided with information on the customer experience of all relevant service providers. This information comes on top of existing first-hand advisor feedback that IPL leverages in context of its practitioner-led consulting approach.

Providers are invited to [nominate](#) their clients to participate. Once the nomination has been submitted, ISG sends out a mail confirmation to both sides. It is self-evident that ISG anonymizes all customer data and does not share it with third parties.

It is our vision that the Star of Excellence™ will be recognized as the leading industry recognition for client service excellence and serve as the benchmark for measuring client sentiments.

To ensure your selected clients complete the feedback for your nominated engagement please use the Client nomination section on the Star of Excellence™ [website](#).

We have set up an email where you can direct any questions or provide comments. This email will be checked daily, please allow up to 24 hours for a reply.

Here is the email address:

ISG.star@isg-one.com



ISG Star of Excellence



The ISG Provider Lens 2024 – SAP Ecosystem Partners research study analyzes the relevant software vendors/service providers in the global market, based on a multi-phased research and analysis process, and positions these providers based on the ISG Research methodology.

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The research and analysis presented in this study will include data from the ISG Provider Lens™ program, ongoing ISG Research programs, interviews with ISG advisors, briefings with service providers and analysis of publicly available market information from multiple sources. ISG recognizes the time lapse and possible market developments between research and publishing, in terms of mergers and acquisitions, and acknowledges that those changes will not reflect in the reports for this study.

All revenue references are in U.S. dollars (\$US) unless noted.



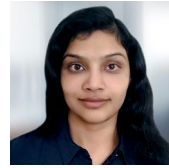
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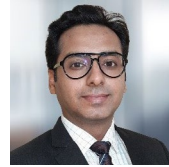
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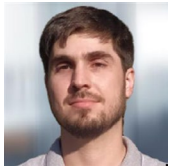
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Aishwarya
Pateriya
Data Analyst



If your company is listed on this page or you feel your company should be listed, please contact ISG to ensure we have the correct contact person(s) to actively participate in this research.

* Rated in previous iteration

4process AG	AGILITA AG	Automatic Infotec	Blend IT*
Abaco Consulting*	AKT Global*	Avvale	Bramasol
Abacus Consulting	Alight*	Axians*	Bristlecone
abat*	All for One Group*	AXISS Consulting	BTC AG
ABeam Consulting	all4cloud group	B.i.TEAM Gesellschaft für Softwareberatu	CALEO Consulting GmbH
Abilis	alogis AG	BA Business Advice GmbH	CANCOM*
ABS Team GmbH	Applexus*	bancon	Capgemini*
Absoft*	applied international informatics GmbH	BCI Consulting*	Cast group*
Accely Group	apsolut	be one solutions AG	cbs Corporate Business Solutions*
Accenture*	ArchLynk, LLC.	Beamery	Centiq*
Adesso SE*	Arvato Systems*	BearingPoint*	CGI*
Adopti*	aspire HR	Beyond Technologies	Chreative
Advanced Applications GmbH	Ativy*	Birchman Solutions	Cienci
AG Consultancy & Apps Ltd	Atos*	Birlasoft*	cimt consulting ag



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* Rated in previous iteration

Claranet*	Deloitte*	EPI-USE*	Fusion Consultoria
Clarkston Consulting*	Devoteam*	ERP Logic	Gambit Consulting GmbH
CNT Management Consulting	DHC DR. HERTERICH & CONSULTANTS GMBH	Essence IT*	Gavdi Group
Codestone Group	dinext. AG*	Eviden (an Atos Business) *	Genpact*
Cognitus	DSC Unternehmensberatung und Software Gm	Evora IT Solutions GmbH	Geo System
Cognizant*	DXC Technology*	Evox*	GFX
CONET Business Consultants GmbH	ECENTA	excelerateds2p	GISA*
CONSILIO GmbH	Edenhouse Solutions - part of Accenture	Exed Consulting*	Globant*
Convista	Effective People	EY*	GQS AG
CPRO IPS	ELKnow GmbH	Fink IT-Solutions GmbH & Co. KG	GRUPOINTELSIS
cronos Unternehmensberatung GmbH	EngineBr	FIS*	GTW Management Consulting GmbH
CyberTech Systems and Software Inc.	Engineering	FPT Software	GyanSys*
DATAGROUP*	Enterprise Information Resources (EIR)	Fujitsu*	HAND Enterprise Solution
Delaware*	EPAM Systems	Fulcrum Global Technologies UK Limited	HCLTech*



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* Rated in previous iteration

HEISAB GmbH

Infosys*

KPMG*

Meta*

Helixr

InfraBeat Technologies

KPS*

metafinanz*

Hexaware*

Innovabee*

Kyndryl*

mgm integration partners GmbH

Hicron

INSIRE Consulting GmbH

Lab2dev

MHP Management- und IT-Beratung GmbH*

Hitachi Digital Services*

Intelligenza*

Learncamp

Mignow*

HR Focal Point

invenioLSI

Lemongrass Consulting

Mindset Consulting*

HR Path*

io-DigitalSolutions GmbH

Letnis

mindsquare AG

HR-Com GmbH*

ISC Innovative Systems Consulting AG

LeverX International Company

Minsait*

HRIZONS*

ITARICON GmbH

LNW-SOFT GmbH

mmmake GmbH

HRST *

ITS Group*

LTIMintree*

Mouri Tech

IBM*

IVC Solutions Limited

Lufthansa Industry Solutions

movisco AG

IBsolution GmbH

Jade Global

Lumen*

Mphasis*

Inetum*

KaarTech*

Managecore

MQ result consulting AG

Infopulse / TietoEvy

Kellton*

Megawork*

msg group*



Invited Companies

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* Rated in previous iteration

Nagarro*	Phoron Consulting	Ransitech solutions ltd	SOA PEOPLE
Navisite*	Prismat	Reply	Softtek*
Neoris*	proaxia consulting group ag	Resolve Tech*	SoftwareONE*
New Era Technology	Proceed Group	Retail Solutions AG	Sonda*
N-iX	projekt0708 GmbH*	Rimini Street	Sopra Steria*
NTT DATA*	PROMOS consult GmbH	Rizing, a Wipro Company	SPRO*
Numen*	Protera*	rocon Rohrbach EDV-Consulting GmbH	Stefanini*
Numeric Technologies	Protiviti Inc	SAP Pioneer	STRADA
objective partner AG	Public Cloud Group*	Sapphire Systems	Stratesys
ORBIS SE	PWC*	Scheer Group*	Suneratech*
oXya*	q.beyond AG	SD Worx SAP Solutions	Sycor*
PASaPAS	Q_PERIOR AG	Seidor*	Syntax*
Pentos AG*	QGSytema AG	SI PRO GmbH	Syskoplan Reply (Reply)*
Phoenix Business Consulting	Qintess	SNP Schneider-Neureither & Partner SE	T.CON GmbH & Co. KG



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TalenTeam*	TTS CS GmbH	Wipro*
TCS*	UNIORG	Würth IT GmbH
TDI APJ	Unipart Signite	Xeptum
team neusta GmbH	UST*	YASH Technologies*
TeamWork	valantic GmbH	Zalaris
TEC2CLOUD	Varelmann Beratungsgesellschaft mbH	Zensar Technologies*
Tech Mahindra*	Veritas Prime*	Zoi
Tenthpin management Consulting	Vision33	
The Hackett Group	VistaVu Solutions	
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TIVIT*	Westfalen-Informatik AG	
T-Systems*	Wilmar Consultancy Services	



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