

McKinsey  
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# IoT & Smart Cities

December, 2020

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BOSTON COLLEGE

Woods College of Advancing Studies

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## Introduction

- Bill is a member of the McKinsey IoT leadership team and McKinsey Leap™ digital business building practice, leading the firm's global efforts on Smart Building and Smart City technologies.



## Recent McKinsey Studies

**Developing combined IoT + CMP platform for telecom operator**

**IoT / SaaS product launch for \$22B security & tools vendor**

**IoT/SaaS Product Development for Aerospace & Defense Irvine, CA**

**IoT technologies for Smart City and Smart Building infrastructure**

**IoT / Drone / SaaS military base modernization**

**Digital transformation for global retailer, Dallas, TX**

**Smart City Strategy for major cloud computing software company**

**Smart Building - advising global real estate clients on smart building technologies and Covid response / return-to-work**



## Prior Industry Experience

**Microsoft**

**SharkNinja**

**Living PlanIT**

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# Agenda

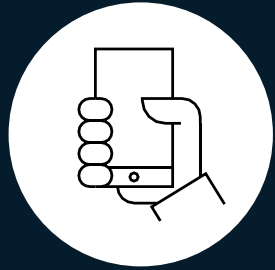
**IoT – what is it & why is it important**

Smart Cities

Cyber security considerations for IoT / Smart Cities

# What is IoT?

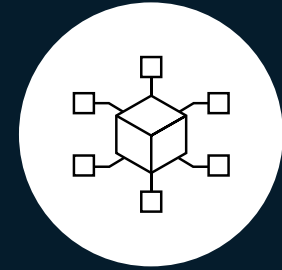
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**Sensors and  
connected devices**












**Software, data,  
and analytics**



**Improved products,  
services, operations,  
and business models**

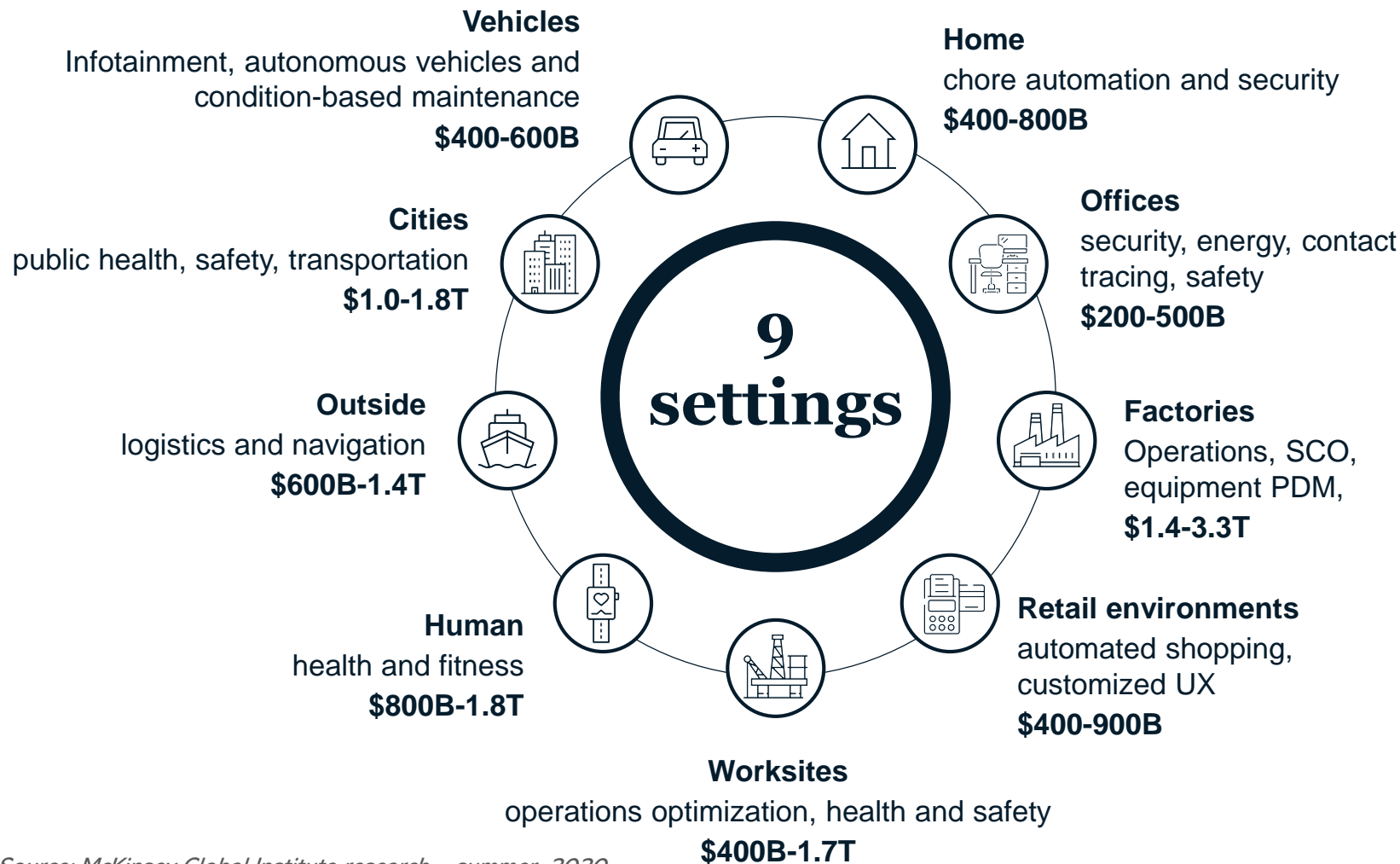
# The complete IoT stack is comprised of hardware, software, cloud Platform and analytics

Layer	IoT industrial automation stack		Tech stack	Stack components								
Enterprise and design (firm level, incl. suppliers)	Cloud	Cloud applications 	SW infra-structure & apps	Apps	Enterprise & consumer apps	App store	Self-service portal / UI					
					Analytics and visualization	Data orchestration	Hadoop	Machine learning	Rules engine			
IoT/cloud platform 	Cloud infra-structure	Data processing		Protocol normalization	Data caching / storing	Data validation	Data logging					
		Data storage		Relational DB	Non-relational DB	Operational data stores	Data backup & DWH	Data indexing	Orchestration & security			
Operations mgmt. (factory level)	"Local" software	Applications 		Enablement platform	API management	API publishing and discovery	Tokenization / authentication	API analytics / reporting	Developer tools/ portal			
		System solutions 			App engine	SDK	Search & query	User authentication	Blob management	Algorithms engine		
		Connectivity 	Device mgmt		Registration and Pwd mgt	Policy mgt. & Key rotation	Authentication	Log tracking	Configuration mgt	Patching/ Updates		
Control and supervision (line level)	Embedded	Security 	Connectivity	Backhaul	2G/3G/4G/5G LTE	LTE-U	Wired					
		Embedded software 	Local	Wifi	BT	NFC	802.15.4 (Zigbee)	Infrared	DSRC			
Field (machine level)		Smart Sensors 	Hardware (and embedded software)	Endpoint protection & IAM	Threat detection	Identity & access mgmt	Anti-virus					
		Machines/ Hardware 		Devices/Packaging								
				On-device software	SDK (incl. libs. message bus)	HDK	RTOS	Firmware, drivers	OS	API		
			Board-level components	Processors	Sensors / AFE	Modem	Secure boot loader	Data caching / storing	Actuators			

Platform can be hosted on premise, as company-internal service or by 3<sup>rd</sup> party

# We estimate annual impact potential for IoT in 2030 of \$6-13 trillion

## Cross-sector view of annual potential impact year in 2030



Impact of  
**\$6-13**  
trillion by 2030

\* Source: McKinsey Global Institute research – summer, 2020

Examples are not exhaustive

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# Agenda

IoT – what is it & why is it important

**Smart Cities**

Cyber security considerations for IoT / Smart Cities



**Arundhati Roy**

Financial Times  
April 2020

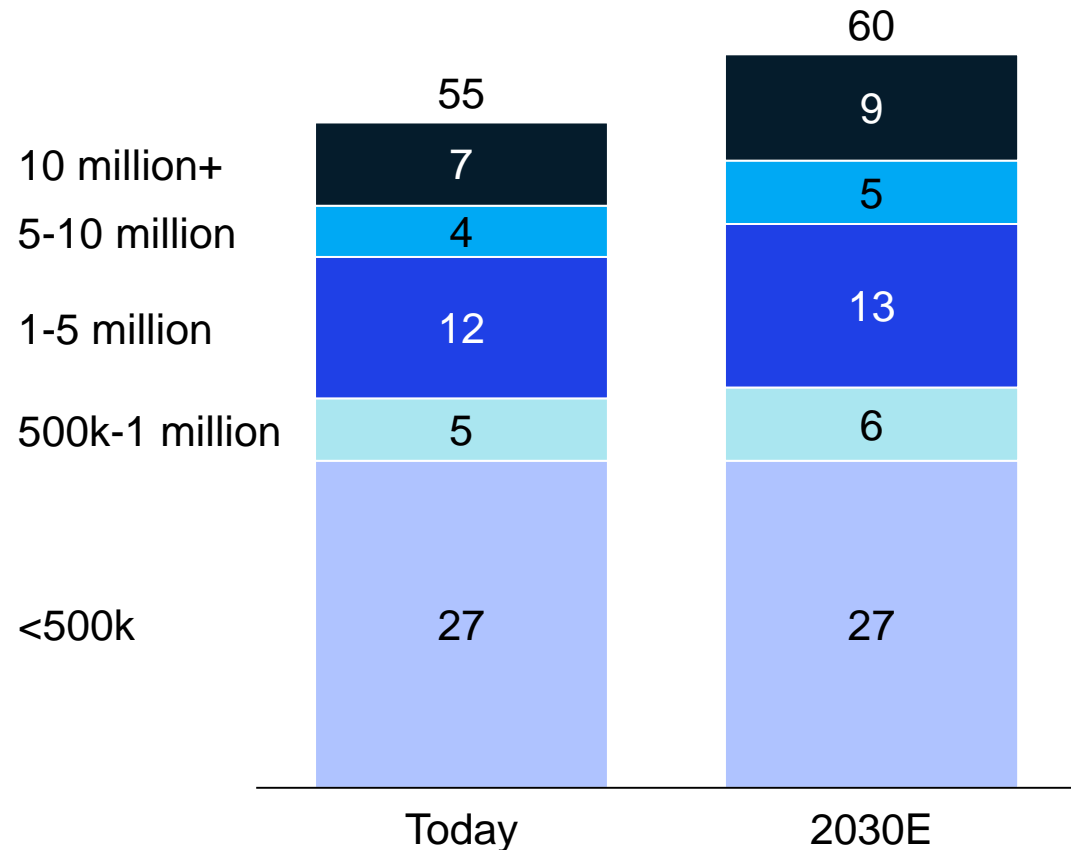
Historically, pandemics have forced humans to break with the past and imagine their world anew. This one is no different. **It is a portal, a gateway between one world and the next.**

We can choose to walk through it, dragging the carcasses of our prejudice and hatred, our avarice, our data banks and dead ideas, our dead rivers and smoky skies behind us. Or we can walk through lightly, with little luggage, **ready to imagine another world. And ready to fight for it.**

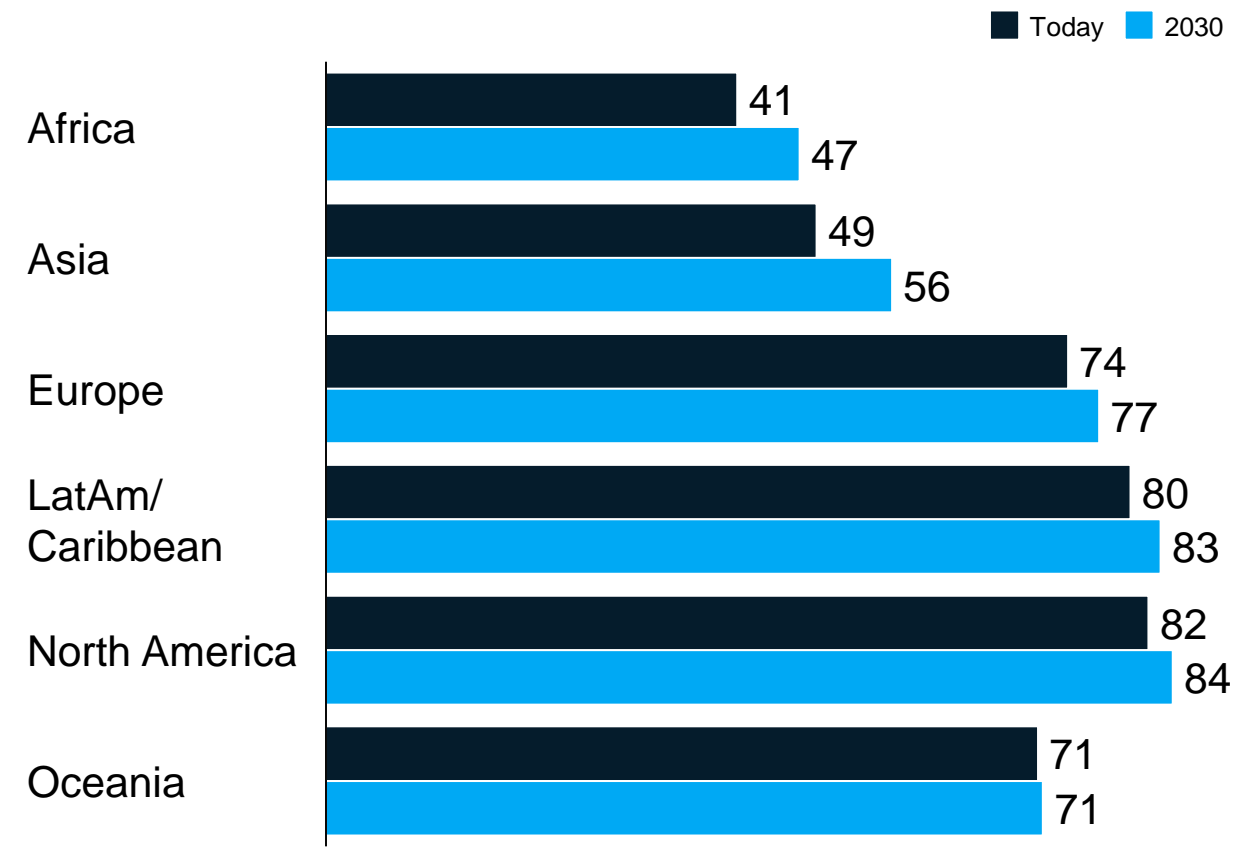


# Urban population is projected to grow rapidly, especially in 10M+ cities

## % Total world population in cities



## % Population residing in urban areas by region



# We define a smart city as one in which different actors use digital technology to solve public problems and achieve higher quality of life



## Intelligence Layer

supporting enhanced decision making

**Adoption:** Changes in behavior



**Applications:** Data analysis capabilities and applications



**Technology base:** Network of connected devices and sensors

## Traditional Infrastructure

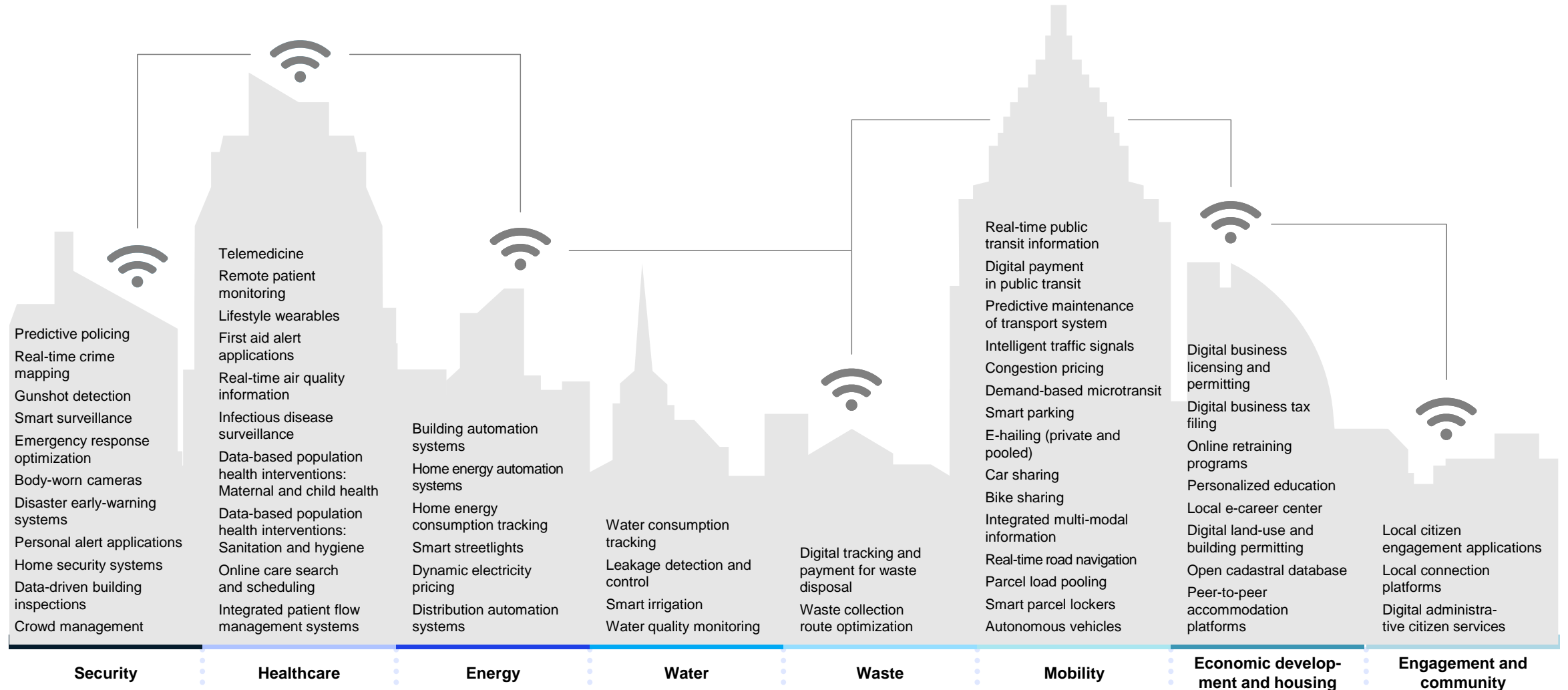
(physical and human)  
e.g., roads, buildings, doctors

# The next era of smart cities will use digital technologies to improve citizen quality of life – we defined 7 relevant outcome dimensions

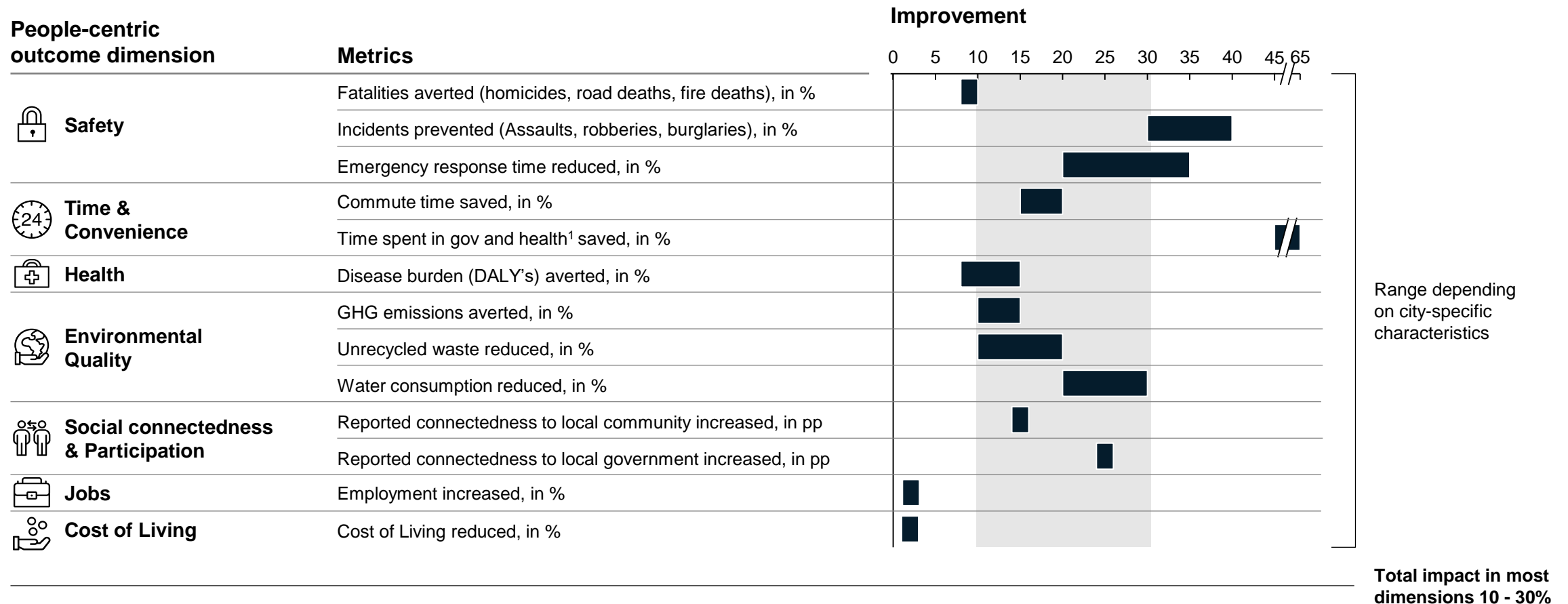
Resident quality of life dimensions for smart cities



# Smart cities span multiple domains – our research looked at ~60 applications that will be relevant in the time horizon to 2025



# Overall, these applications can improve most dimensions of quality of life by ~10 - 30%, allowing cities to do more with less

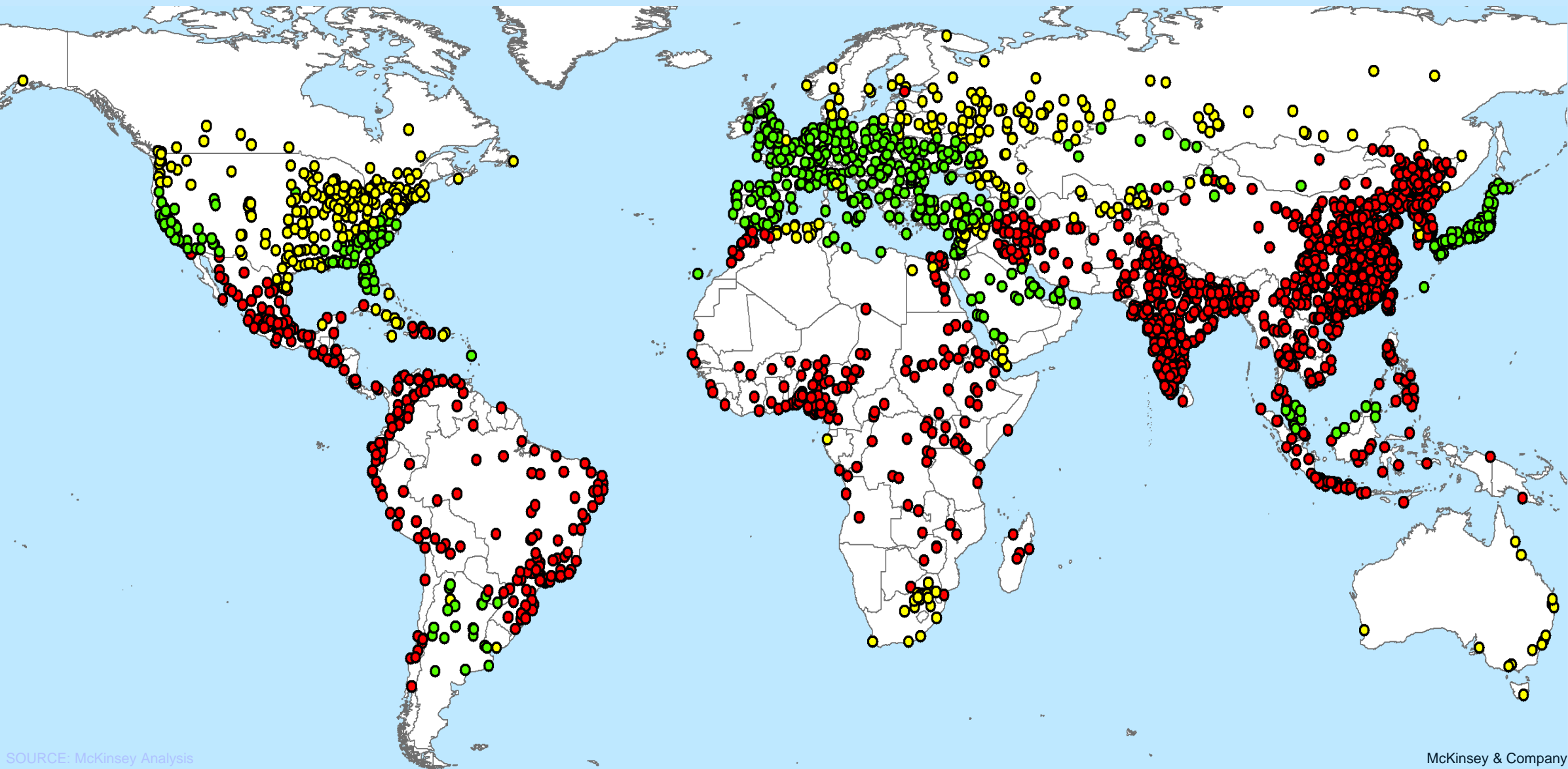


1. Includes time in spent in government processes and time spent searching for, traveling to, and waiting for healthcare services

2. 2 DALY = Disability adjusted life years, metric for burden of disease from mortality and morbidity

3. additional jobs per 1,000 working-age citizens. Includes direct job effect as well as approximation for indirect and induced jobs (cross-industry for mid-sized+ cities of 2.2 used)

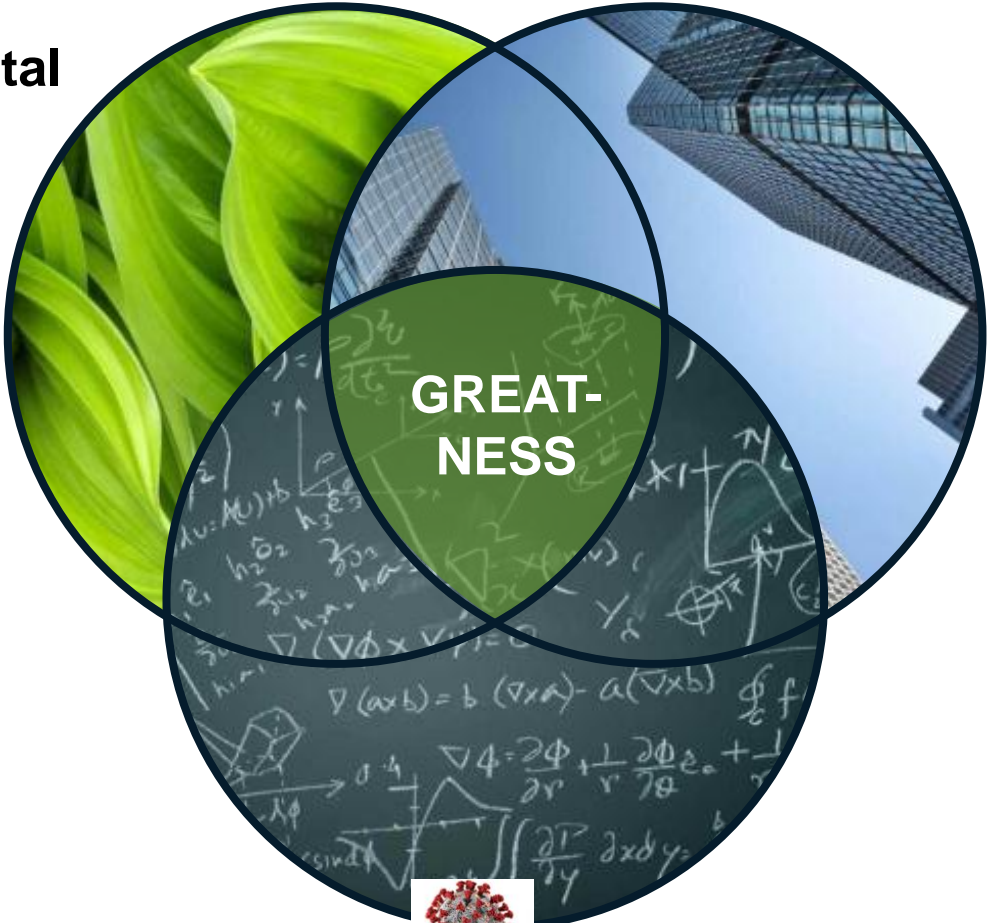
# Exposure to natural chronic resource stresses (water, energy, food) by 2025



# But great cities must achieve across multiple dimensions which COVID-19 threatens

## Environmental protection

Water, emissions, waste, biodiversity



## Economic growth

Per capita income, GDP, employment

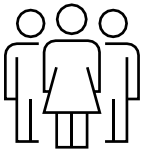
Social progress: health, education, security



# Cities are forced to deal with two challenges simultaneously

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Cities are the natural owners of the capacity that is needed to respond to the COVID-19 challenge. Around the world, cities are already responding to mitigate the economic and health impacts in urban areas, dealing with two contrasting and often competing interests:



## Health

### Protect lives

Minimize health impacts by protecting vulnerable populations, enforcing social distancing and facilitating expansion of health systems



## Economy

### Protect livelihoods

Keep the economy moving by protecting jobs, shoring up businesses and facilitating the continuation of essential urban functionality



# The reimagining menu will be different from previous economic stimulus – we can build back better

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**From:** physical infrastructure, precincts and overseas visitors



**To:** adaptive reuse and new ways of working

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**Bridges and tunnels** generating construction jobs and increased public transport and commuter travel



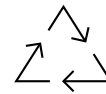
**Major events, tourism and travel** bringing large numbers of visitors from many global destinations to enjoy and work close to arts precincts, culture, sports and amenity



**High value manufacturing jobs** providing a backstop to innovation industries anchored in rapid easy international travel, migration and study



**A commitment to public funding for public works** with limited collaborations with the private sector



**New sources of construction growth (e.g., refits)** focused on stimulating SME sector and targeting new infrastructure sweet spots (digital infrastructure; supply chain last mile/warehousing)



**Reimagining neighborhoods and the CBD** anchoring work and life in seamless ‘distancing in density’ ecosystems, embedding **contactless digital defaults** to safely deliver experiences, goods and services



**Reskilling and re-energizing people** generating jobs in new growth sectors: caring services, localized manufacture, green energy precincts and innovation networks



**A ‘make it happen’ approach to getting funds to flow,** crowding in private capital for opportunities of the future

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All economic interventions are and will continue to be dependent on the success of public health interventions

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# COVID-19 will accelerate demand for contactless retail

Amazon's 'just walk out' technology uses computer vision and sensors to remove checkout

Detects products taken or returned to shelves and customers are automatically charged upon leaving

Could potentially reduce store labor by 30% to 40%

Keeps physical distance between staff and shoppers





# COVID-19 will reshape in-store experience with interactive technologies to replace contact - Innisfree New Retail Smart Store

## Description

- Innisfree smart store in China has a **AR-enabled Magic Mirror** in which customers can try makeup virtually and get directed to corresponding product shelf with light instructions
- **Smart Skin Analyzer** leverages high-precision camera on face and instantaneously generates a detailed report of customers' skin condition and product recommendation
- **Smart Shelf** helps customers self-educate about product information by sensor-equipped shelf. **Cloud Shelf** showcases online and offline inventory to enhance the navigation experience
- **Facial Recognition Payment** improves check-out experience by expediting the process
- **AR Interactive Photo Booth** take photos with celebrity brand ambassadors which attracts traffic in store



## Key implications/learning

- People can have contactless experiences of trying new products where previously they would have sat in a chair and had products applied directly
- Customers can easily locate products in-store, find detailed information on items on offer and get personalized recommendations

## Impact

- The New Retail store is Innisfree's **500th store** in China and it plans to incorporate 61 more stores in Shanghai and Hangzhou to **T-mall smart New Retail system** to take full advantage of omnichannel data



# Italy taking an opportunity to reduce car use after Covid-19 lockdown

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## Milan announces ambitious scheme to reduce car use after lockdown

In response to the coronavirus crisis, Milan is to introduce one of Europe's most ambitious schemes reallocating street space from cars to cycling and walking.

Under the nationwide lockdown, motor traffic congestion has dropped by 30-75%, and air pollution with it.

City officials hope to fend off a resurgence in car use as residents return to work.

The city has announced that 35km (22 miles) of streets will be transformed over the summer, with a rapid, experimental citywide expansion of cycling and walking space to protect residents as Covid-19 restrictions are lifted.

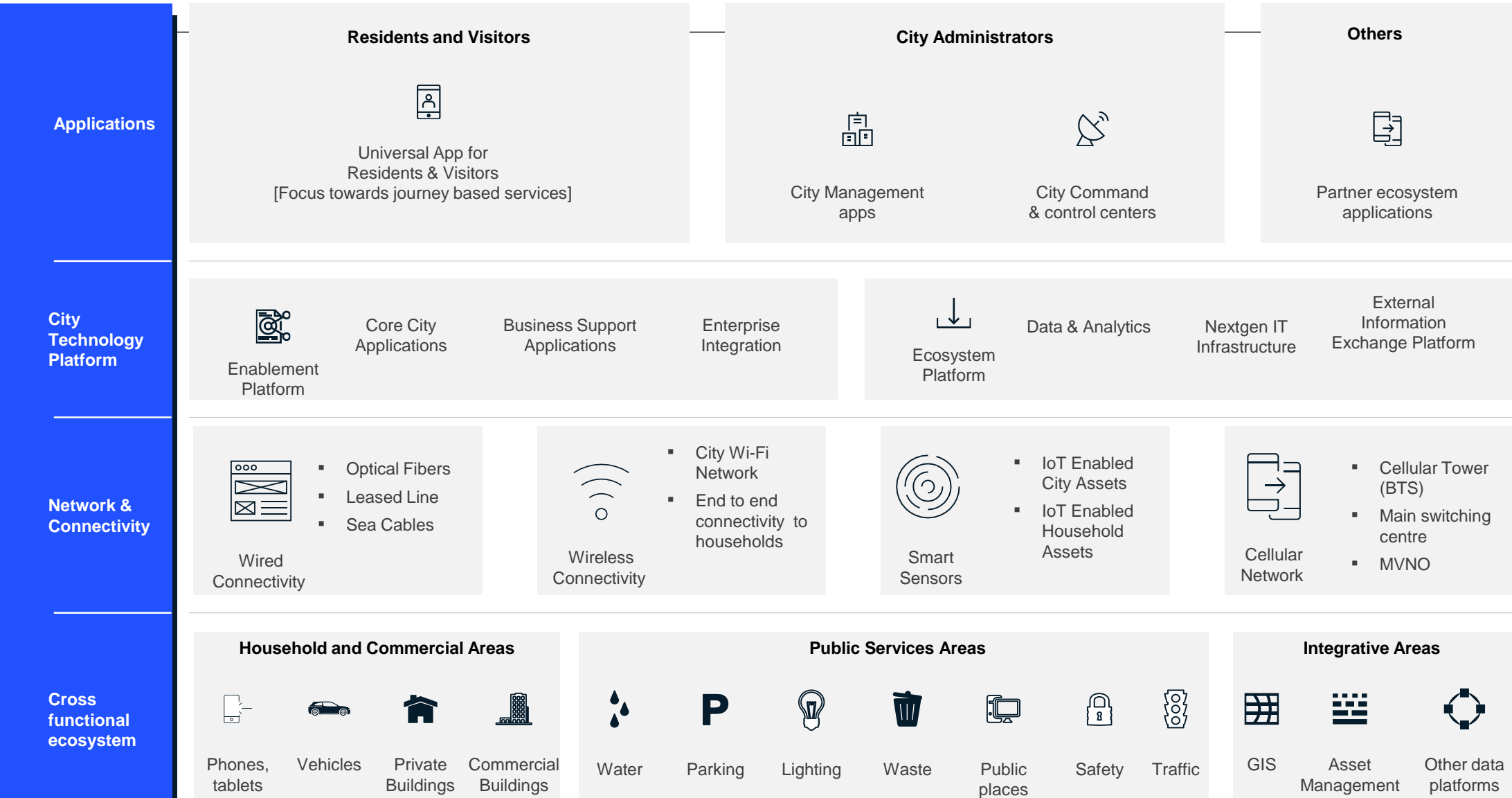








# Smart City Architecture at a 30,000-ft view



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# Agenda

IoT – what is it & why is it important

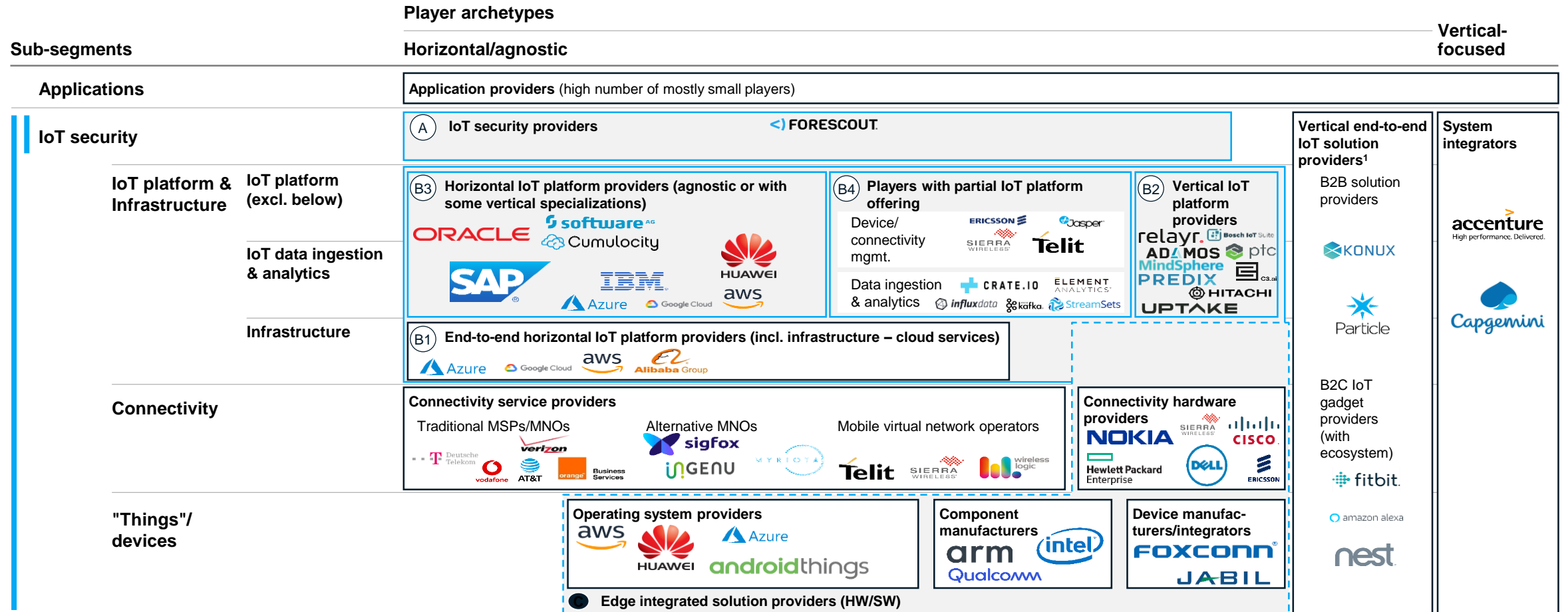
Smart Cities

**Cyber security considerations for IoT / Smart Cities**

# There are many different archetypes for IoT players' offerings

## EXAMPLE PLAYERS

Archetypes with deep dive



<sup>1</sup> Vertical end-to-end IoT solution providers might integrated several sub-segments from other players (especially connectivity, IoT platform in order to enable their offering, but usually sell an end-to-end, ready-to-use solution)



# IoT security: overview of market and player archetype

NOT EXHAUSTIVE

## Key value proposition and market overview





Securing the **device** through creating **visibility** and **control** mechanisms over device and building in **security measures** in **device** from the **start**

Providing **conventional cybersecurity** solutions for **all levels** in **IoT ecosystem**

**Challenges addressed** **Diverse requirements** to secure IoT ecosystem **end-to-end** due to **heterogeneity** of devices (e.g. capabilities), connectivity protocols and IoT platforms  
**Difficult to keep track & control** of all connected devices to network  
**IT, IoT and OT networks now connected** – **new end-to-end security challenges**  
**Capabilities of devices insufficient** for **full device-level security software**





**Solution** **Visibility of device** location and status to understand operational and security risk  
**Embedded security-by-design** at device-level and physical device security  
**Conventional cybersecurity** (e.g. encryption) at device- (IoT sensors and OT), network-, server-level to ensure end-to-end security solution

## Offerings and players

					
<b>IoT security lifecycle mgmt. and device visibility</b>	Device identification, authentication, onboarding, secure firmware updates OTA, decommissioning; real time insights and automated control for IoT, IT and OT	✓	✓	✓	✓
<b>Device HW &amp; SW security-by-design</b>	Toolkit for integration of security functions and hardware during development	✓			
<b>Conventional cyber-security</b>	Measures such as encryption, access control at device-, network-, server-level	✓			✓



## Evaluation

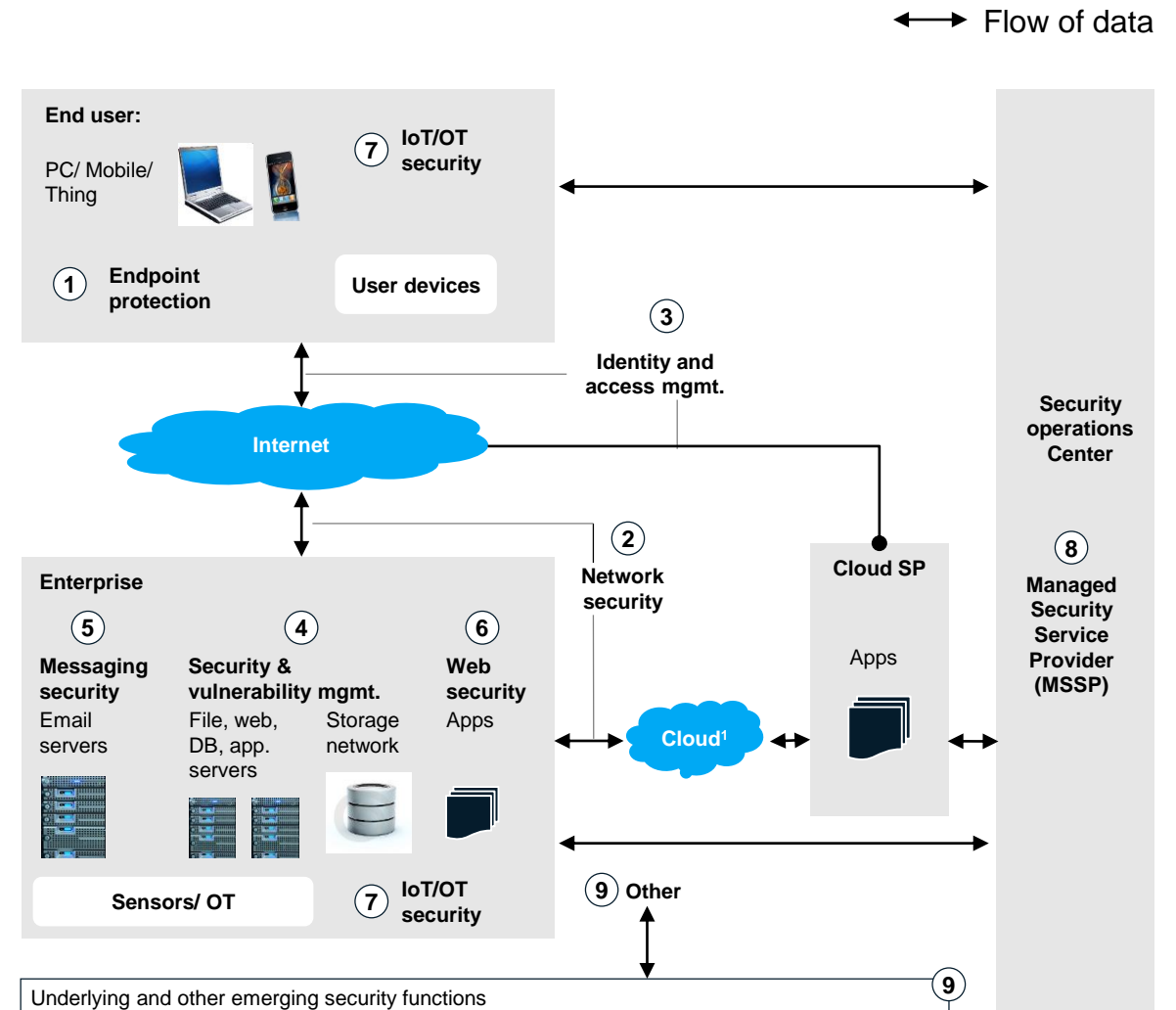
-  **Potential for high value creation** for technically advanced solution
-  **No established end-to-end security players** yet
-  **Demand still low** – low awareness & few resources in enterprise security divisions
-  **High complexity** to build **E2E security solution** due to heterogeneous HW/SW landscape

## Hypothesis on future development

**IoT security** and **IoT device mgmt.** (as part of IoT platform) **will merge**, because technical requirements and offering are similar (both create transparency over device)

















# Enabling effective cyber-security requires 9 technology components that tackle distinct needs...

Segment	Description
① <b>Endpoint protection</b>	Provide advanced protection of endpoints (desktops, laptops, smartphones, tablets)
② <b>Network security</b>	Prevent attackers from gaining access to a company's network and infrastructure through NGFW, IPS/IDS, VPN etc.
③ <b>Identity and access mgmt.</b>	Provide tools and governance model/ processes to control access to information
④ <b>Security and vulnerability mgmt.</b>	Assess current risk, maturity, and vulnerabilities and manage a full spectrum of security operations
⑤ <b>Messaging security</b>	Protect collaborative applications, including email, instant messaging (IM) through URL filtering, content filtering etc.
⑥ <b>Web security</b>	Protect against both inbound (malware) and outbound (data leakage) threats related to web applications
⑦ <b>IoT/OT security</b>	An emerging market for security of factories and other manufacturing/ industrial facilities with multiple nodes, as well as security of individual IoT and connected devices
⑧ <b>Managed Security Service (MSS)</b>	Security Operations Center functions that are outsourced as a managed services contract, including monitoring (L1-L3+), event management, threat intelligence, and incident response
⑨ <b>Other services and products</b>	Includes Security consulting, implementation and HW support as well as underlying functions that do not fit well into above categories e.g. encryption tools, secure OS, specific storage security



1. "Cloud" is included as sub-segments of the 9 categories

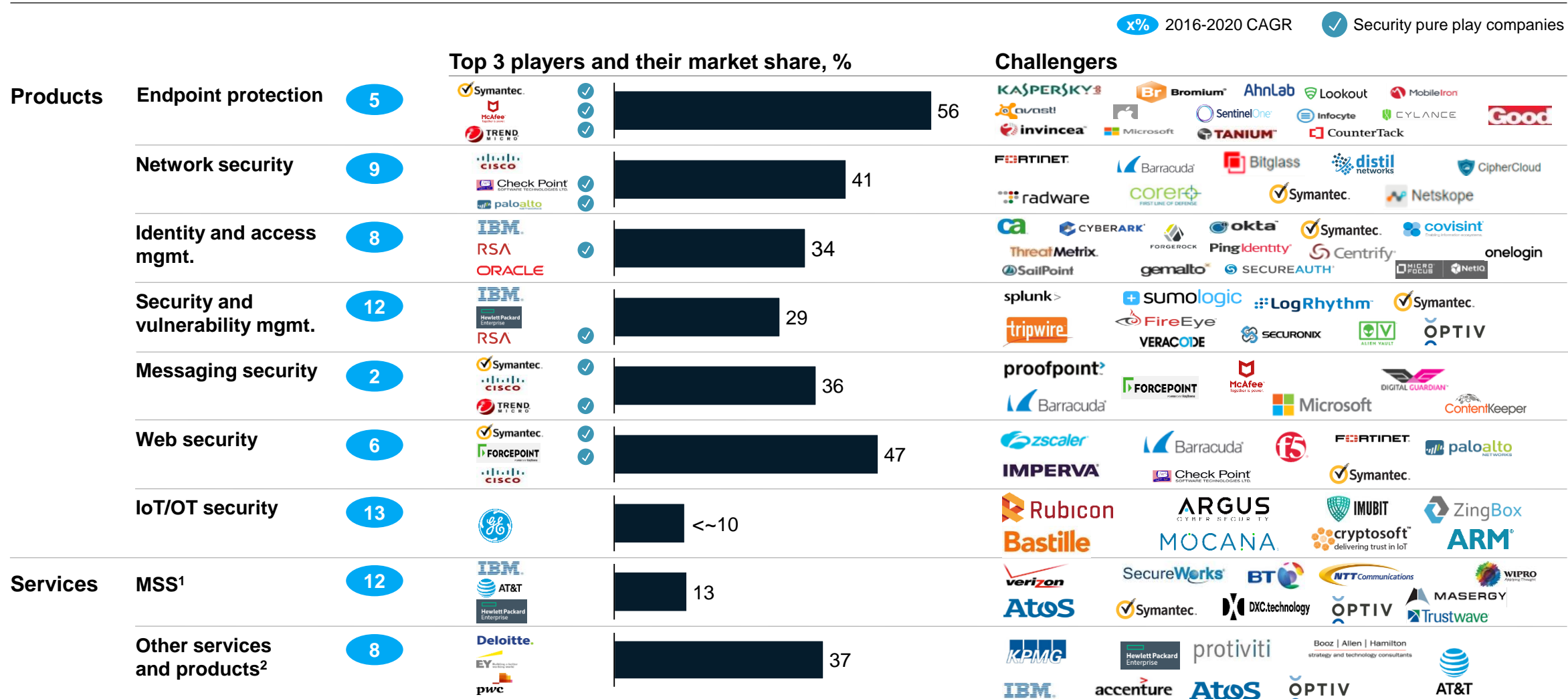
# The cybersecurity market is filled with high growth, large attackers

Product segments	Sub-segments	Large attackers within segment		
① <b>Endpoint protection</b>	Access and Information protection (AIP), antimalware, proactive endpoint risk management (PERM), security suites, server security	 CYLANCE	Carbon Black.	 TANIUM™
② <b>Network security</b>	Firewall/UTM, VPN appliances, NGFW, IPS/IDS	 Bitglass	 paloalto NETWORKS	 distil networks
③ <b>Identity and access mgmt.</b>	Authentication (including legacy), privileged access, provisioning, single sign-on, OTP solutions	 SailPoint	okta	onelogin
④ <b>Security and vulnerability mgmt.</b>	SIEM, security device systems management, forensics and incident investigation, policy and compliance, GRC	 sumologic	 SECURONIX	 ALIEN VAULT
⑤ <b>Messaging security</b>	Content filtering, email and messaging security gateways with some DLP functionality	 DIGITAL GUARDIAN™	 ContentKeeper	
⑥ <b>Web security</b>	Web Application Firewalls, URL filtering, web antimalware	 zscaler	IMPERVA™	iboss®
⑦ <b>IoT/OT security</b>	Industrial control systems and OT, individual devices	 Bastille	MOCANA.	 Rubicon
⑧ <b>Managed Security Service (MSS)</b>	Monitoring, threat intelligence, incident response services	 MASERGY		
⑨ <b>Other services and products</b>	Security consulting, implementation, HW support, encryption tools and algorithms, security product verification testing, secure operating systems etc.	 CAL FIRE.		

Note: "Cloud" is included as sub-segments of the categories

Source: IDC, Gartner, McKinsey Cyber Market Map

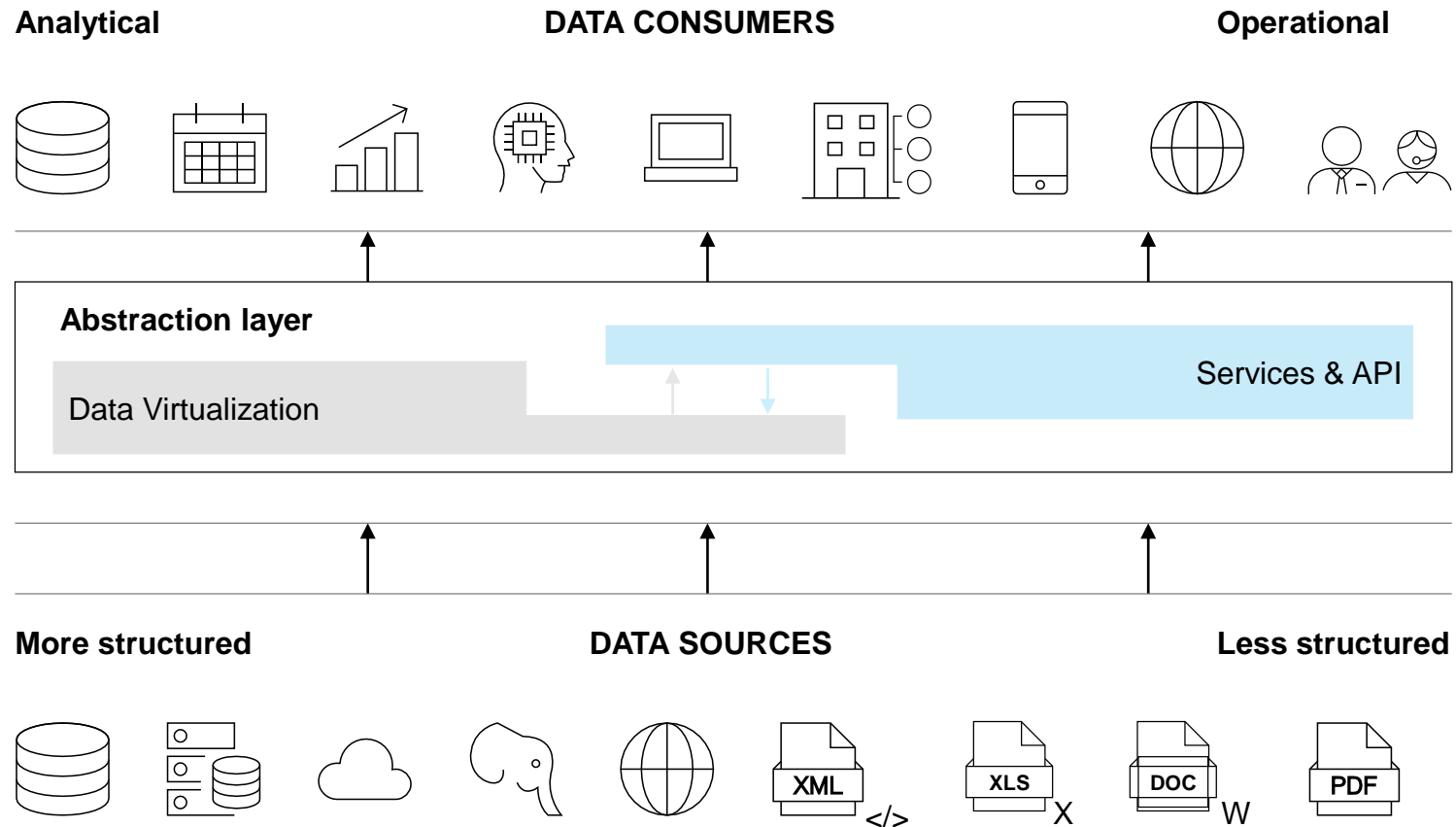
# Many companies competing for share in each segment with top 3 vendors on average controlling ~35%



1. Managed security services (MSS) often bundled with products and requires partnerships between vendors  
 2. Top players share and challengers are Security Consulting focused

# Data access should be granted through an abstraction layer that provides a unified view of data across the company, regardless of the source

## Data virtualization



## Details

Data access **abstraction** is achieved through a **semantic layer** that allows to retrieve data without knowing the technical details underneath; this semantic layer can be composed of 2 key components:

- **Data virtualization:** virtual data repository (i.e., virtual DWH) accessible by analytical tools and operational applications
- **Data services:** services exposed via APIs to internal and external consumers

Data virtualization, which may or may not exist in the target data architecture, offers **5 key functionalities:**

- Technology, storage and access **abstraction**
- **Virtual data access** from a single point
- **Transform** data for end users
- Data **federation**, combining several sources
- Data **Delivery** by publishing results or even data services

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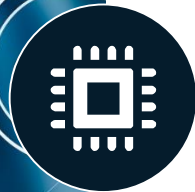
# Backup

# 5 core elements are accelerating IoT adoption



## Ubiquitous Connectivity

*Smartphones, tablets, WLAN, 5G/LTE, LPWAN*



## Commoditized Hardware

*Sensors, gateways, cameras, edge devices*



## Cloud Services & Platforms

*Microsoft Azure IoT, AWS, PTC, Google Cloud*



## Big Data / Machine Learning

*Data lakes, cloud analytics, elastic compute resources*

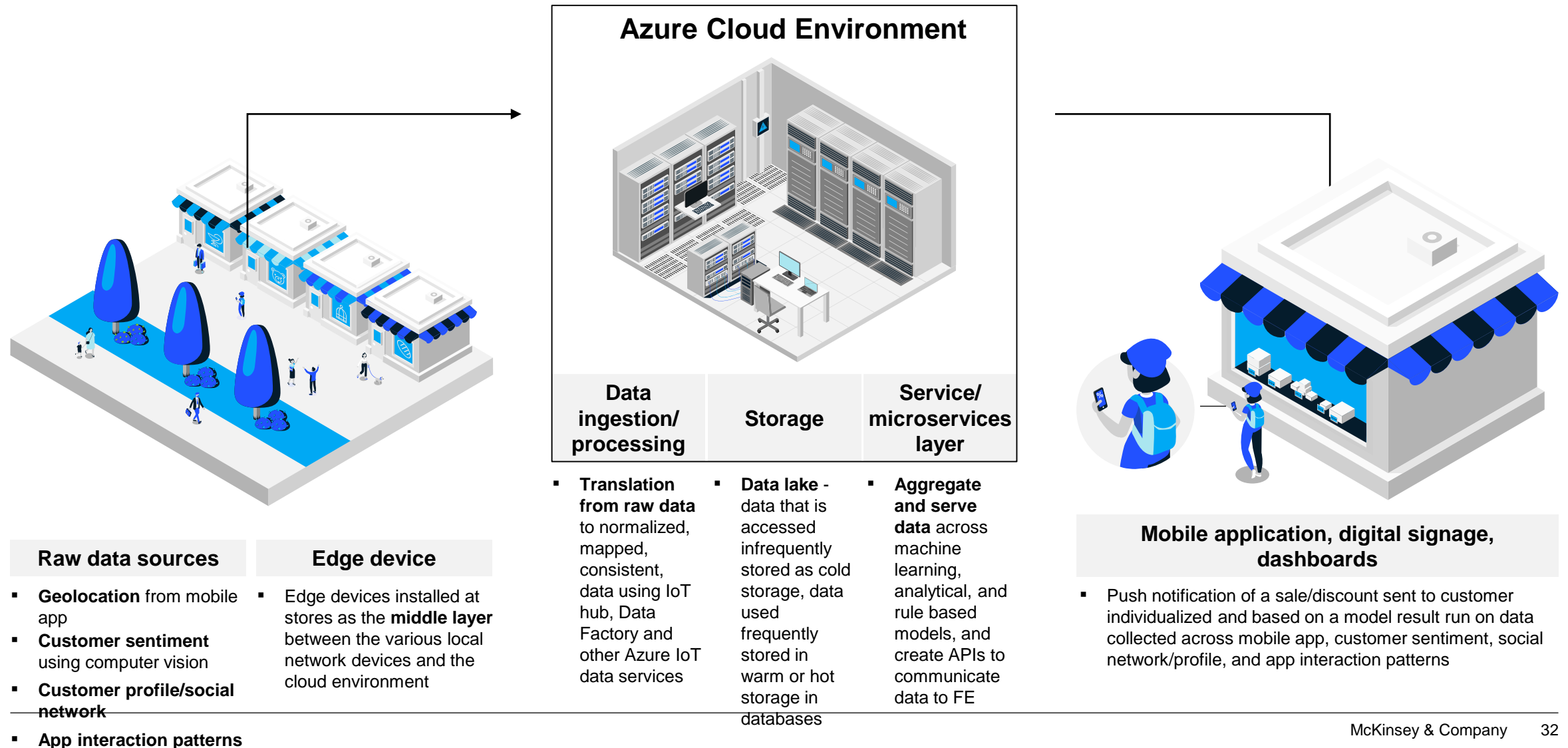


## Human – Machine Interfaces

*AR/VR headsets, biometric sensors, cobots*

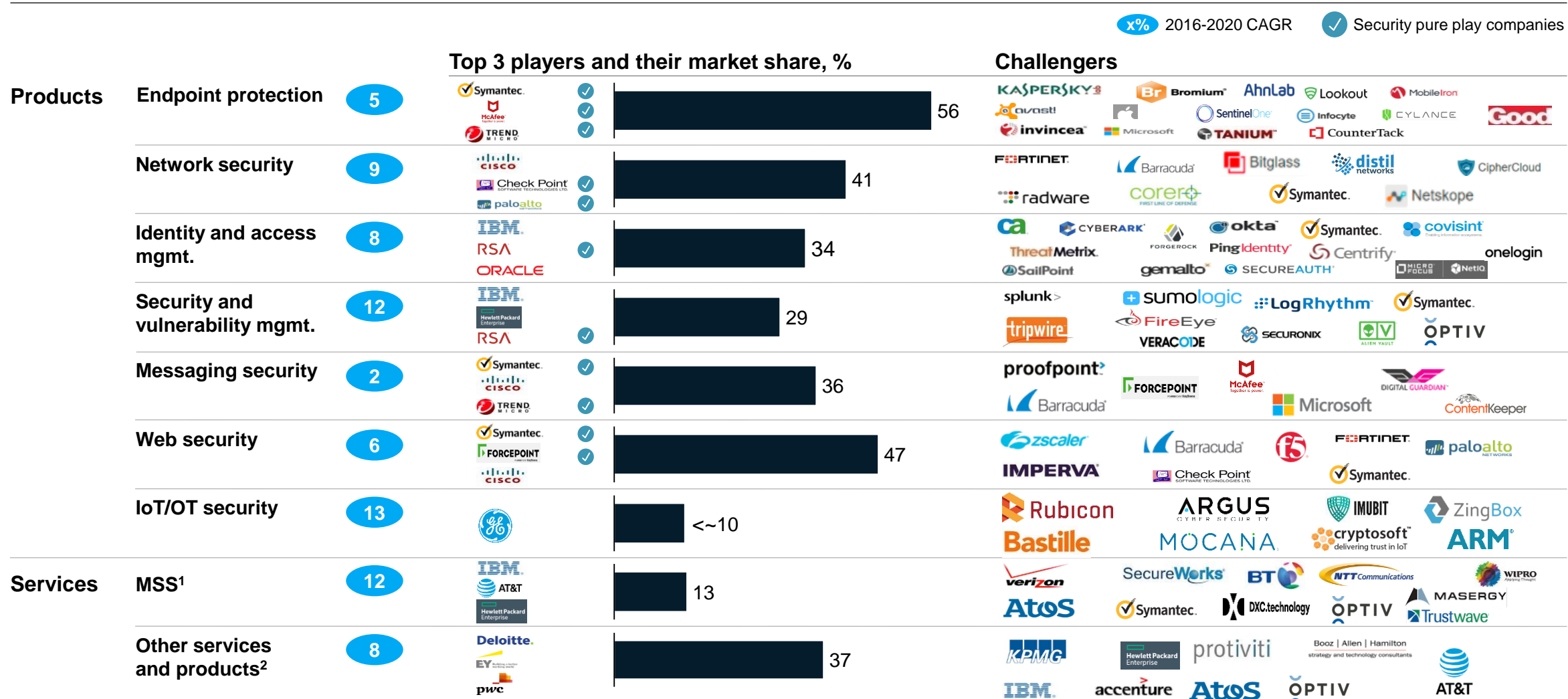


# 1. Sample high-level architecture for smart city recommender system





# Many companies competing for share in each segment with top 3 vendors on average controlling ~35%



1. Managed security services (MSS) often bundled with products and requires partnerships between vendors  
 2. Top players share and challengers are Security Consulting focused










# A. IoT security: Deep dive on players, offerings and competitive dynamics

NOT EXHAUSTIVE

## Key players

Players with IoT security solutions for devices, network and cloud

- **Players specialized on IoT security:** <5 year old startups with security-by-design and IoT security lifecycle mgmt.
- **Generic cybersecurity providers:** Selling endpoint and network security products also to IoT, but not specified
- **IoT platform providers** securing own offering and selling add-on security solutions

Player	Quick facts
Players with specialized IoT security	  Gemalto offers device-level security solutions, such as Cinterion Secure element for storing encryption keys and other sensitive data on device Offers the Trusted Key Manager solutions for smart grids including digital authentication, data encryption and security lifecycle management
	 Israeli based Forescout offers a IoT security through a NAC-platform – protecting all devices on a certain network by monitoring all devices as they connect to the network
	   Pure specialized IoT security solution providers with IoT device visibility and IoT device lifecycle management (discovery and management, device behavior and risk analysis) focus; automated protection without agent installation, IT/OT/IoT integration
Generic cyber-security providers	  AI-based cybersecurity solutions for endpoint, detection and response and security optimization Currently launching customized IoT security product range
	 Generic cybersecurity solution provider that offers endpoint protection, firewalls, security incident and event mgmt. solutions also for IoT (non-specified)

Further large cybersecurity players active in the field, e.g. Checkpoint, Symantec



## Competitive dynamics

Specialized IoT security players and generic cybersecurity players have roughly similar market shares (each ~40%); however specialized players will grow more strongly because of superior offering

While ZingBox, ORDR and Armis are leaders in specialized IoT security, there are hundreds more small IoT security startups

There are no established players with end-to-end IoT specific offering yet – this is a market opportunity

Large players such as Siemens and PTC provide a combination of own security offerings plus partnerships

IoT security lifecycle mgmt. has overlaps with device mgmt. – players from either offering might enter the other

# B1. End-to-end horizontal IoT platform providers: Deep dive

## NOT EXHAUSTIVE

### Short description

Large webscale players with cloud background, building on cloud core to offer agnostic IoT solutions covering most of IoT stack, while providing ecosystem for partners serving specific use cases

### Typical offerings

<b>Application marketplace</b>	Open app store or similar where 3rd parties provide use case-specific applications/platform elements
<b>Application enablement</b>	API managed services to enable 3rd party SaaS apps
<b>Device/connectivity mgmt.</b>	Software to connect, monitor and manage IoT assets at scale, incl. device simulation,
<b>Data ingestion and analytics</b>	Software for data collection & mgmt., ML/AI engines and visualization/dashboards
<b>Edge Intelligence</b>	Software to bring (cloud-based) IoT platform capabilities to devices; e.g. data analytics/ML, workload mgmt., device security, device OS, containerized module deployment
<b>IoT platform infrastructure</b>	Market leaders in IoT cloud services; to other IoT platforms and enterprises




### Typical customers

**Other IoT platforms** that do not have end-to-end capabilities, especially for IoT infrastructure (e.g. C3 IoT)

**Enterprises** with little use case-specific requirements or with parallel subscription to other IoT platforms and applications

1 Rough estimate, for IoT platform unit

### Key players

Player	Quick facts	Indicative IoT platform revenue, \$ mn, 2018
	<p>Horizontal open IoT platform with strong emphasis on developer environment and commoditizing IoT platform tools at low prices</p> <p><b>Portfolio:</b> Full IoT platform with focus on functionalities and integrations, but not user interface; developers can use AWS tools to build customized platform elements and applications</p> <ul style="list-style-type: none"> <li>Special features: IoT device security mgmt.; extensive edge offering (e.g. SW, AI chip, edge OS), dedicated product for data mgmt. from industrial equipment (AWS SiteWise)</li> </ul> <p><b>Partnerships:</b> Supplying IoT platform infrastructure to horizontal and vertical platforms</p>	~500
	<p><b>Portfolio:</b> Full IoT platform with typical offerings including very rich set of development tools and advanced analytics, open source tools, ready-to-use apps, manufacturing &amp; connecting MCU-powered devices ("Sphere"), OS support and service ("Windows 10 IoT Core Services"); focus on expanding core capabilities – no extensive set of pre-built applications (yet)</p> <p><b>Partnerships:</b> Supplying IoT platform infrastructure for horizontal and vertical platforms (e.g. PTC)</p> <p>Historically, limited invest in vertical use cases with clients – instead, fully integrating vertically specialized applications and small platforms, that can use Azure value add platform capabilities, e.g. data analytics</p> <p>Recently, moving towards vertical-specific capabilities, i.e. for industrial vertical</p> <p>Natural strength in industrial as most machines run on Windows</p>	~500
	<p><b>Portfolio:</b> Full IoT platform with all typical offerings, offerings enabling end-to-end security, AI chip for the edge</p> <p><b>Partnerships:</b> Device manufacturers providing compatible hardware and software, integration with +20 IoT platforms and applications to provide device/connectivity mgmt., data insights and other value-adding services</p> <p>Weak positioning compared to other webscalers – no awareness in market, weak salesforce</p>	~80

### Competitive dynamics

In the past focused on providing infrastructure play and "passively" providing horizontal end-to-end services such as APIs, data ingestion

Recently built up IoT specific capabilities (e.g. device mgmt., IoT security), putting pressure on horizontal IoT platforms

Collaborations with other IoT platform players, particularly to provide IoT infrastructure

Players are building up collaborations and strong partner ecosystem:

- To provide IoT infrastructure to other IoT platforms
- To benefit from vertical-/use case specific platforms elements and applications from other IoT platforms

# B4. Partial IoT platform offering (device management-focused): Deep dive

NOT EXHAUSTIVE

## Short description

Players with a hardware- and connectivity history that mainly offer device and connectivity management solutions for own and 3rd party hardware, but have ambitions to offer full IoT platform (incl. application enablement, data ingestion/analytics)

## Typical offerings

### Device management

Open app store or similar where 3<sup>rd</sup> parties provide use case-specific applications/platform elements

### Connectivity management

API managed services to enable 3<sup>rd</sup> party SaaS apps

### Application enablement (some players)

Software to connect, monitor and manage IoT assets at scale, incl. device simulation,

### System administration (some players)

Software for data collection & mgmt., ML/AI engines and visualization/dashboards

## Typical customers

**Enterprises** with low vertical specificity requirements

Partially **industrial players** that take technological foundation for closed ecosystem restricted to own company

XX

Indicative IoT platform revenue, \$ mn, 2018

XX

# connected devices, Million

## Key players

### Player

### Quick facts



**Portfolio:** Network-based IoT platform "Kinetic" (gateway mgmt., edge and fog processing, data control), IT/OT integration, connectivity mgmt., IoT threat defense  
**Partnerships with >50 telco service providers:** Connectivity mgmt. technology for telco IoT offerings (e.g. AT&T)  
 Market leaders with telco customers

~210

~80



**Portfolio:** Device and connectivity mgmt. as core focus, with some functionalities in data mgmt., system admin. (e.g. billing, access mgmt./security) and application enablement  
**Partnerships:** Provision of device mgmt. for SAP IoT; interfaces to AWS, Azure, etc.  
 Building China presence through new contract with China Unicom

~40

N/A



**Portfolio:** IoT platform ("IoT Accelerator"), sold in modular fashion (device/data mgmt., orchestration, integration, automation, billing, marketplace and exposure)  
**Partnerships:** Device manufacturers (to enable zero touch onboarding)

~70

~17.4



**Portfolio:** Device and connectivity management platform ("AirVantage") and to a restricted degree applications for use cases (asset tracking, tank monitoring, offender monitoring)  
 Focus on pre-integrating own hardware and connectivity services, but open to 3rd party (APIs, open source, standards)

~50

N/A

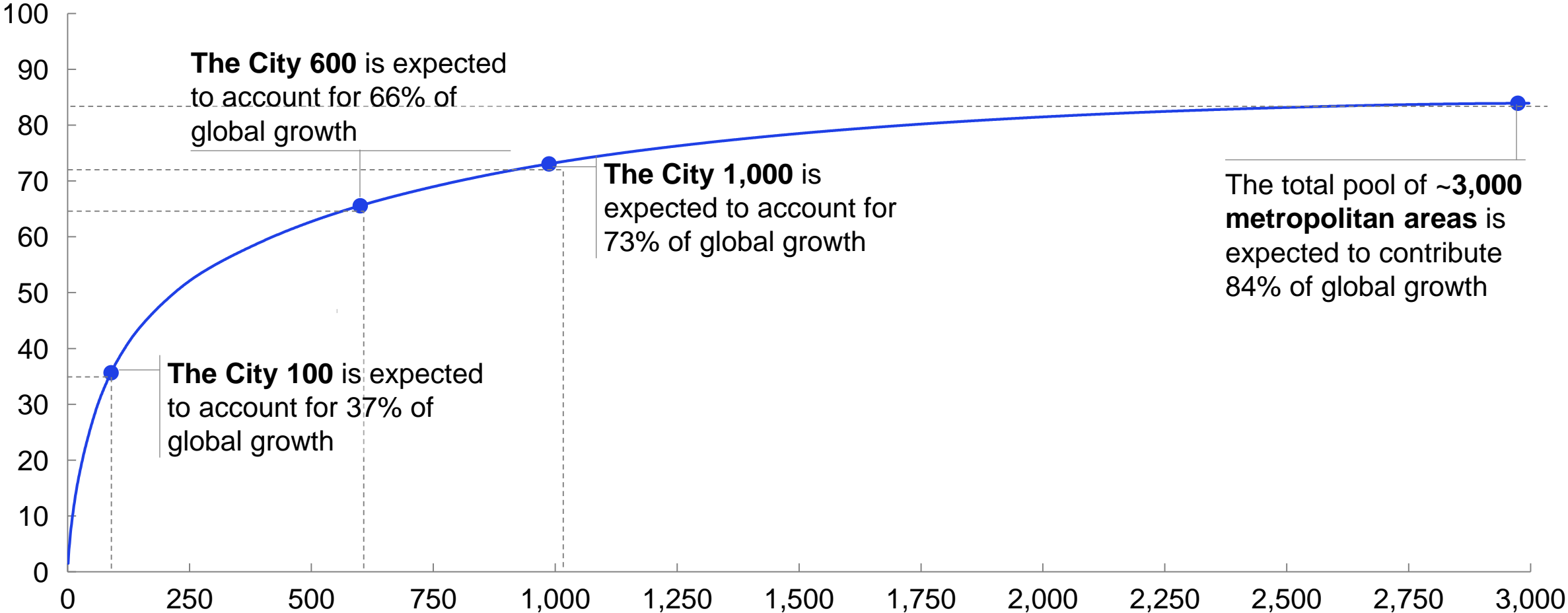
## Competitive dynamics

Players "right to exist" is derived from its capabilities in complex connectivity mgmt., which other IoT platforms with cloud-background cannot (yet) handle  
 Most device/connectivity mgmt. players (e.g. Ericsson, Cisco Jasper) integrate with AWS, Microsoft Azure, IBM Cloud IoT infrastructure; often through partnerships  
 All players are extending connectivity/device mgmt. offering towards full IoT platform, but are not yet seen as competitors to established IoT platforms

1 Rough estimate, for IoT platform unit

# Just 600 cities fuel more than 65 percent of global growth

Projected cumulative contribution to global GDP growth, 2015-2025, %



1 Predicted real exchange rate

McKinsey  
& Company

