

Press Kit

2024

Boilerplate

Noesis is an international tech consulting company with +25 years of experience offering solutions to support companies' businesses and digital transformation.

*Noesis has an extensive IT services portfolio working in several areas such as **IT Ops& Infrastructure, Cloud & Security, Enterprise Solutions, Low-Code Solutions, Data Analytics & AI, DevOps & Automation, Quality Management, Enterprise Application Integration, and Professional Services.***

The company has 1000+ highly specialized talents, operating in seven countries: Portugal, Spain, the Netherlands, Brazil, Ireland, the USA, and the UAE.

Noesis is part of Altia Group, listed on the Spanish BME Growth stock market, with over 3,500 professionals operating in 8 countries and over 20 locations.

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1. Noesis Overview

1.1. Noesis: solutions focused on the customers' business

Founded in 1995, Noesis is an international tech consulting company offering services and solutions to support clients in digital transformation and the development of their businesses. The primary industries where Noesis operates are telecommunications, financial services, retail, public sector, and manufacturing. Therefore, Noesis' team counts on specific competencies and knowledge in those areas, guaranteeing their work's excellence and quality.

The bet on internalization is part of Noesis genesis: beyond the offices in several locations in Portugal (Lisboa, Coimbra, Porto, Proença-a-Nova, Guarda, and Covilhã), the company also has offices in Brazil, Ireland, Netherlands, and the United States, and is opening a new office in the United Arab Emirates in 2024. Due to the company's integration into the Altia Group, Noesis also operates in Spain, benefiting from the strong presence of Altia in the country, with offices in Coruña, Vigo, Santiago de Compostela, Valladolid, Madrid, Barcelona, Alicante, Vizcaya, Valencia, Tenerife and the Balearic Islands.

1.2. Vision, mission, and values

Vision

To be a reference of excellence and innovation in the technology sector by developing differentiating solutions that boost the sustainable growth of our clients, partners, and corporations.

Mission

Project, develop, implement, and test innovative technological solutions that potentiate the growth of our clients and our corporation. We believe that our success is due to our talents' well-being and, therefore, our philosophy is also to build a trusting environment where they feel fulfilled, integrated, and active in the Noesis culture.

Values

➤ Transparency

We promote a **culture of transparency**, where **decisions are taken based on objective criteria** and where the competence and performance of our talents are the main guidelines. We value assertive communication and motivate each employee to share their vision.

➤ Responsibility

At Noesis, we **act responsibly towards our talents, clients, partners, stakeholders, and the community** where we operate. We are ambitious; therefore, decisions are appropriately thought

out to ensure the organization's sustainability and employees' well-being. Social responsibility is part of Noesis' culture and strategy since it generates value for the whole community. We promote **actions aimed at environmental protection and the sustainable use of resources**, and we develop partnerships with **social solidarity institutions**, encouraging our talents to participate in these initiatives.

➤ **People**

Our success is the success of each one of our talents. It is our talents that ensure excellence in responding to our customers. We promote the evolution of our people through a collaborative spirit, stimulating **mutual help and valuing the constant sharing of knowledge within the teams**. We are permanently aligned with our employees' development expectations and seek to support them in their fulfillment through training and certifications.

We are demanding the quality of the work produced and, therefore, we encourage the balance between personal and professional life, respecting the deserved rest periods of our talents. We provide complementary benefits adjusted to the life cycle of our employees.

➤ **Innovation**

At Noesis, we are permanently aware of trends and adjust ourselves to respond with quality to new challenges. Through our know-how or establishing partnerships, we are constantly **aligned with the most innovative offers in the market**. We **offer continuous on-the-job training and professional development to enhance our talents**, enabling them to respond to future demands. We seek new clients and explore new markets. We stimulate our talents' creative and innovative spirit, welcoming their ideas and working to make them feasible and capable of making a difference in society.

➤ **Diversity & Inclusion**

Promoting **diversity and inclusion is beneficial for everyone**: our talents, our innovation culture, our clients, and our partners. We encourage our abilities to celebrate their uniqueness. At Noesis, **people are valued for their competence, performance, and ability to contribute to a good team environment**. We reject any prejudiced or discriminatory behavior based on personal information. We promote a work environment where everyone respects and knows how to integrate and take advantage of each other's differences.

1.3. Noesis Team

Noesis strongly focuses on people and creates long-lasting relationships, which translates into low employee turnover, customer loyalty, and continuous cooperation with business partners.

Executive Board:

**CHIEF EXECUTIVE
OFFICER**

Alexandre Rosa

**CHIEF TECHNOLOGY
OFFICER**

Nelson Pereira

**CHIEF FINANCIAL
OFFICER**

Luís de Castro

1.4. Partners

As part of its strategic commitment to offering excellent products and services, Noesis has permanently established partnerships with renowned companies in the areas in which it operates. The goal is to ensure the quality of the solutions delivered, improving the operation and its customers' business. The closed relationship with its technological partners has allowed Noesis to go always further.

- > AWS;
- > CA Technologies;
- > Celonis;
- > Cloudera;
- > Cognigy;
- > Commvault;
- > Paloalto;
- > Red Hat;
- > Darktrace;
- > Digital.AI;
- > DSPA;
- > Dynatrace;
- > DELL;
- > Gravity Software;
- > Hewlett Packard Enterprise;
- > IBM;
- > IDC;
- > Aruba;
- > Micro Focus;
- > Microsoft;
- > Mulesoft;
- > OneSpan;
- > Oracle;
- > OutSystems;
- > Progress/Sitefinity;
- > PSTQB;
- > Qlik;
- > Resco.net;
- > SAP;
- > Sauce Labs;
- > Zscaler;
- > Sharegate;
- > Sitecore;
- > StreamSets;
- > Delinea;
- > TIBCO;

- UiPath.

2. Why Noesis?

Noesis is distinguished by its strong market history, with sustained leadership positions in the main areas of operation. The close relationship with partners and customers has been fundamental to the organization's evolution and the multicore vision that sets it apart from the competition. Noesis has autonomous teams in the different coverage areas with their own solutions.

Therefore, it is specialized in different areas, adding significant value to its customers. It is only possible to achieve this anti-commodity strategy through centralized management that guarantees harmony in operationalization.

Focused on objectives, Noesis helps national and international companies to:

- Achieve better results;
- Increase competitiveness;
- Streamline management;
- Reduce costs;
- Optimize processes.

3. Delivery Areas

Noesis develops IT projects, IT consultancy, and IT outsourcing, working with best-of-breed technologies to support its customers to grow their businesses.

The Noesis offer has evolved since 1995, alongside the needs of more than 200 customers and the technologies developed by its reference partners. This experience combines with the technical excellence of more than 1000 employees and with a deep commitment of Noesis to understand its customers' business, resulting in the market's recognition of the added value that its solutions and services represent.

The company thus continues to follow a path of cooperation and development with its customers and, in recent years, has made a significant investment in leading the introduction of new technologies in those companies. This bet has been made at two different levels. Firstly, the setup of a center of Competences, which allows Noesis to offer all the services of the business units on an off-site basis and support the international business with a nearshore or offshore model, as well as guaranteeing proximity to centers of knowledge and innovation for the development of R&D. Secondly, the creation of value from tools such as IoT, Mobility, Big Data and Analytics for customers

with differentiation needs in the markets in which they operate, and with the statement of Noesis as the ideal partner Company's Digital Transformation.

The scope of services is grouped into different delivery areas:

3.1. IT Operations, Cloud & Security

- **IT Operations & Infrastructure** – Management and maintenance of infrastructure and core technology to support information. It includes services such as *IT Management, Engineering Solutions* and *Platform Management*;
- **Cloud & Security** – *Cloud & Data Center Operations, Network & Cybersecurity*;
- Responding to the most complex customer challenges based on strategic partnerships with Fujitsu, HPE, Microsoft, Micro Focus, Darktrace, and Oracle.

3.2. Low-Code Solutions

- Development of web and mobile business support applications using rapid development tools (OutSystems) and an Agile methodology;
- One of the leading experts in OutSystems technology worldwide;
- Distinction by **OutSystems as Partner of the Year 2016, 2017, and 2019** and awarded with **14 OutSystems Innovation Awards**.

3.3. Data Analytics & AI

- Development of integrated data analysis solutions, ensuring a detailed view of the business and focused on problem-solving;
- Offering the best technology in Big Data, Data Analytics, Artificial Intelligence and Machine Learning;
- Solutions in **Qlik, PowerBI** and **Tableau**;
- **Elite Partner by Qlik** and **leading Qlik partner in Portugal**;
- Process Mining Services, Noesis was the pioneer company partnering with **Celonis** Technology in Portugal and achieved the **Gold Partner level**.

3.4. Enterprise Solutions

- Development of solutions and products that ensure the centralized management of information from different business areas;
- Simplification of decision-making processes and value creation: the Noesis solutions offer the management, aggregation, maintenance, and release of critical commercial and operational data throughout the organization;

- Partnership with Sitecore focused on Customer Experience and **five times winner of the Sitecore Experience Awards** (2018, 2019, 2020, 2021, and 2023) for projects developed for its customers;
- Development of solutions based on Microsoft technology, with particular emphasis on **M365, Dynamics 365, Connected Fields Services, and Microsoft Teams**;
- Development of **Chatbot** Solutions;
- Development of **Electronic Signature** Solutions;
- Development of **Web Applications**, such as Portals, Websites, and eCommerce.

3.5. Quality Management

- **Market leader in QM services** in Portugal;
- Currently with QM clients and services in Portugal, Spain, Ireland, and Brazil, working with leading companies in each of these countries;
- Implementation of control processes that ensure greater effectiveness and efficiency;
- Ensuring a **quality culture for customers** to embrace digital transformation safely.

3.6. DevOps & Automation

- Offering **automation services, DevOps, and test automation**;
- Pioneers in the market with the launch of our **own test automation software (Testing ON)**;
- **DevOps culture** at both procedural and behavioral levels;
- **Robotic Process Automation (RPA)** offer.

3.7. Professional Services

- **Outsourcing services of specialized IT consultants**, including projects managers, engineers, and functional analysts: strengthening the teams of our clients in the most varied projects and technological profiles.

3.8. Enterprise Application Integration

- Specialized consulting, maintenance, and development services related to Application and Service Integration with **Middleware**;
- Services in the areas of Integration and Messaging;
- Ability to act in the areas of Data Visualization and Data Analytics in collaboration with our Data Analytics & AI business areas;
- Partnership with **TIBCO** Software to provide solutions and products from the world's leading technology in the segment;

- **TIBCO Elite Partner and Global Innovation Partner of the Year in 2020.**

4. Products

The organization also has a set of products created with the needs identified by our customers:

4.1. Analytics & Big Data Solutions

Based on the new business intelligence generation, Noesis' Analytics and Big Data Noesis solutions allow the timely collection and analysis of filtered information to make vital decisions quickly and agilely. The centralization of management information is based on the Qlik platform (accessible internationally through the QlikMarket – Qlik's marketplace). This analytical tool allows:

- Business analysis and monitoring (effective data management);
- Information presentation in a simple, flexible, fast, and intuitive way;
- Scalable and integrated perspective of critical business indicators;
- Autonomy and ease of use;
- Security and protection of critical data.

Insights SAP B1, NAV, CASH, TELCO, and HR are Noesis' Analytics and Big Data Solutions, which offer different features in the traceability, analysis, and understanding of all aspects of the business. Noesis solutions guarantee competitive advantages for faster, more informed, and objective decision-making.

Insights Cash, built in a partnership with SAGE and aimed at treasury management, is also available in the SAGE Group's offering of solutions, which recognized the technological competencies of Noesis and moved forward to the creation of this app.

4.2. Asset Management Solutions

4Assets is a centralized information management solution that uses the latest technologies and flexible implementation methodologies and enables:

- Centralization and complete control of all physical assets, allowing adjustments of the availability of resources to business needs;
- Service and product control;
- Aggregation, conservation, and divulgation of critical business and operational data;
- More effective management with cost reduction and greater profitability;
- Improved decision support process;
- Solutions for resource management and operational or commercial activity.

Still, around asset management, Noesis offers specialized products for the areas of sport (4Sports), contracts (4Contracts), and non-profit organizations (4Donations).

4.3. Integrated Talent Management Solutions

The solutions created specifically for the Human Resources departments allow efficient management of the most important asset: Human Capital.

- Which profiles to hire
- How to manage employees' skills
- How to motivate the company's talents

Noesis' integrated solutions allow you to answer these questions, ensuring an effective and efficient strategic management of Human Resources. With 100 integrations with SAP HCM and the leading HR ERP, Noesis solutions enhance data analysis and cross-checking.

4.4. Hybrid Cloud

Based on the "build your own cloud" principle, Noesis supports customers in the design, implementation, support, and continued operation of hybrid cloud solutions, a combination of private and public clouds customized according to the needs of each business.

The investment in hybrid cloud solutions avoids investment in its infrastructure, using service provider resources and focusing the solutions on components and services of procedural automation and customized service catalogs (cloud as a service), which enables:

- Disaster recovery or ability to prevent them;
- Decreased recovery times;
- Reduced hardware, maintenance, and administration costs;
- Maximizing performance, reliability, and data protection;
- Maintaining data control;
- Increased productivity and flexibility.

4.5. Testing ON

Noesis's test automation software ensures better detection, correction, and reduction of errors. It was built to ensure:

- Optimization of testing time;
- More efficient resource allocation;
- High degree of usability (ease of use by non-technicians);
- Analysis of the results found;

- an algorithm specifically developed for testing automation on the OutSystems platform.

4.6. Space Management and Queuing Solutions – 4VirtualQueues

A solution developed to face the new challenges posed by the global COVID-19 pandemic that allows managers of public spaces (Museums, Public Services, etc.) and private (Show Rooms, Hotels, Stores, and Retail/ Distribution Chains), among other public service spaces, to make effective management of virtual queues, allowing to monitor the number of customers in the store and manage the entire flow of customers/consumers in the space.

- Wait queue optimization;
- Management of attendance passwords in virtual form;
- Spaces and flows management;
- Sensors and other devices connectivity (IoT);
- Mobile management through mobile devices.

5. Internalization

Noesis has several offices in various locations, more specifically in Portugal (Lisbon, Porto, Coimbra, Proença-a-Nova, Covilhã, and Guarda), Brazil, Ireland, Netherlands, and the USA, is investing in a new market, the UAB, in addition to its presence in Spain, benefiting from Altia's strong presence, with 12 offices across the country.

The investments that Noesis has been making in major international events and in strengthening the technological domain allow the company to reinforce its expansion capabilities in European markets, creating subsidiaries in different regions and always considering the importance of local monitoring and support. Thus, these actions aim to bring Noesis closer to its customers and to the most developed markets globally.

Over the years, Noesis has been distinguished by its partners for its work of excellence. This recognition is proof of the exceptional performance that the organization has been demonstrating in various areas.

6. Social Responsibility

Social responsibility and sustainable development are part of Noesis' culture and strategy. For the organization, social responsibility actions are central since they generate value for the entire surrounding community: our talents, our partners, customers, suppliers, stakeholders, and society.

One of Noesis's pillars is the creation of sustainable employment opportunities and long-lasting relationships, which translates into low employee turnover. The "Noesis Academy" is one of the initiatives that promote the continuous training of talents in topics that concern professional and personal fulfillment, contributing to continuously improving their performance in all processes.

6.1 R&D

Noesis's activity is governed by investment in R&D to develop solutions that correspond to the needs of our customers and contribute to a better society. Noesis was recognized for its reputation in research and development in the ICT sector by ANI – National Innovation Agency. This statute recognizes Noesis' ability to conduct research and development activities in the technical-scientific domain of ICT in the following areas of activity: a) ITC in companies, b) Internet of things, and c) New forms of communication.

6.2 Approach to the Academic Community

We are constantly concerned about being close to the academic community. We organize several Open Day sessions, inviting university students and recent graduates to know what we do and our solutions. We support initiatives organized by academic institutions and our technology partners, from hackathons, computer engineering days, job fairs, and workshop presentations to sharing knowledge with young students.

6.3 Diversity & Inclusion

We promote diversity and inclusion, creating a working environment of innovation, trust, and mutual respect.

Regarding gender equality, Noesis sees a distribution of about 70%-30% of men-women, a higher-than-average representation rate observed in the Information Technology market. We support initiatives and associations contributing to greater gender diversity in STEM courses, such as Girls in Tech, Portuguese Women in Tech, Technovation Girls, and Engineers for One Day.

Every year, we celebrate Pride Month with initiatives that contribute to greater inclusion and awareness of society on this topic. We participate in initiatives related to Employability and Inclusion.

6.4 Social Solidarity

We regularly participate in social solidarity actions and disseminate social initiatives to employees so that they can play a more active role and help the community.

Noesis established a partnership in 2023 with UPNDO. This company is committed to implementing healthy habits in organizations, encouraging its employees to unite and move for the greater good, strengthening social responsibility and the connection between various talents,

and creating an environment of healthy competition. This partnership continues in 2024 with 4 campaigns throughout the year to support 8 NGOs.

6.5 Environmental Responsibility

Whenever possible, we collaborate financially in various research projects, encourage pro-environmental behaviors, and organize initiatives promoting sustainability in the academic community, such as planting trees and a micro-forest. The 2021 edition of the Brands like Bands Festival, in which Noesis participated, was dedicated to the 1% for the Planet project, the global movement that inspires organizations and society to support environmental solutions.

7. Financial Details

In 2022, Noesis achieved a **record revenue of 55.7 Million Euros, with 12.8% growth** compared with the previous year. These outstanding results are the consequence of the defined strategy of creating a relevant services portfolio, focusing on working with the state-of-the-art technologies in each area of expertise and investing in our teams' knowledge and the quality of our services.

The international market (services provided outside of Portugal) represented 37% of Noesis' total revenue in 2022, a 1% growth compared to 2021 and aligned with the company's goals in the 2021-2023 strategic plan.

Noesis's revenue growth is also the outcome of a diversified portfolio of services within the IT area, allowing us to better support our customers on their Digital transformation journeys and position ourselves as a relevant provider in such different areas as IT Infrastructure, Cloud, Cybersecurity, Automation, Analytics, Artificial Intelligence, Software Development or Quality Assurance.

According to Alexandre Rosa, Noesis CEO: *"The results achieved allowed us to overcome the 50 Million Euros of revenue milestone. It is a remarkable and sustainable growth that also allowed us to improve our EBITDA to 6.3%, an improvement of 0.6% compared to the previous year"*.

