

2025

NEO News

<epam> NEORIS



As 2025 continues forward... so do we!

We've started 2025 with renewed energy and ambitious goals, ready to conquer new frontiers in terms of innovation and digital transformation. In this first edition of the year, we present a tour of the most impactful moments and achievements that we are already achieving in our offices around the world.

This NEONews captures the essence of what it means to be EPAM NEORIS: constantly reinventing ourselves, facing challenges with determination and celebrating each advance as a single, unified team.

We invite you to discover these pages, connect with the experiences of our colleagues and feel the pride of belonging to this interconnected global community.

Let's continue to move forward with determination and inspiration while fully living the spirit that characterizes each and every one of us!





GLOBAL



We joined together for a new Townhall!

A few days ago, we had **our first Townhall of the year**, where we met again to reinforce our common goals and learn about the latest news and about how the integration process with EPAM has been going.

During the meeting, **Martín Mendez, CEO of EPAM NEORIS, participated along with EPAM leaders**, who shared with us how this stage is being seen internally. We celebrated the progress we've made together in recent months, answered key questions and listened to the voices of some of those who are most involved in this integration process that is undoubtedly heading in the right direction.

Did you miss it?

[Click here for the Townhall](#)



LT Meeting in Boston

The year started in the best way at EPAM NEORIS, celebrating our **first meeting of the Leadership Team (LT)**, in the city of Boston, Massachusetts in the United States, home to EPAM's main innovation center.

Without a doubt, this was a truly inspiring meeting! Leaders from the different regions discussed strategies, the vision for the future, along with shared experiences, use cases, and ideas on how to offer better solutions and services to our clients.

This was an incredible opportunity to chart an ambitious path, full of opportunities. During these days, the leaders also visited some of the city's key innovation centers, while identifying areas of expansion and progress in our integration process.

It was inspiring to see how our teams complement each other and enhance their capabilities to face challenges together.

Here's to many more such enriching encounters like this one that will help us grow and transform together!





The first women to graduate from the Academia Morada Program

Recently, we experienced a milestone that fills us with pride: the graduation of the **first cohort from Academia Morada**, an initiative created to promote female leadership in the technology industry.

For six months, more than 35 women from Mexico, Argentina, Brazil, Colombia, Chile, Spain and Peru participated in this transformative program that combines theory, mentoring and practice utilizing the 70-20-10 methodology, a specialized model for improved learning and development. The closing of this edition was a true celebration of inspiration, where **we recognized the commitment, determination and enormous potential** of each of the participants.



Three new digital transformation stories are now on our site!

Across many industries, from **Pharmaceuticals to Retail and Manufacturing**, we continue to guide our clients through real challenges with successful solutions that generate immediate, tangible and sustainable impact.

In the **Logistics Sector**, we helped one of the leading home improvement retail chains transform their operational processes, optimizing times, reducing errors and digitizing key tasks with a focus on user experience. The result: fewer errors, more agile decisions, and more empowered employees.

In the **Pharmaceutical Industry**, we supported a leading company in its adaptation to the new Mexican tax regulations, helping them comply in record time with the new requirements. By using the SAP BTP solution, it was possible not only to achieve 100% compliance with the new regulations, we were also able to simultaneously improve operational efficiency and data quality in its supply chain.

And in the **Manufacturing Sector**, we developed a solution for Cemex that allowed them to reduce loading times in their plants by up to 50%, improve safety and increase productivity, becoming an exemplary case of operational transformation.

Three industries, three different challenges, the same objective: to enhance the present and future of our clients through technology.

Congratulations to all the NEOS teams who made these achievements possible!

[Discover the three success stories](#)



Celebrating The Power of Women Through Inspiring Experiences

All throughout March, Women's History Month, we promoted **spaces for meeting, reflection and celebration in Argentina, Brazil, Chile and Colombia** to make female talent visible and open new opportunities in the world of technology.

In the Chilean capital of Santiago, for example, we addressed **hormone health and female nutritional topics**, while, in Buenos Aires, Argentina's Capital, Bárbara Andreu and Silvana Crivello shared their stories of growth and overcoming challenges. In addition, in Rosario, a city north of Buenos Aires, we held a Women's Circle in our offices, guided by Dani Heredia, who invited us to connect and support each other, further enhancing our sense of community.

In Brazil, **we heard from Ariane Rejón, executive of the Telefónica group**, in a meeting where we reflected on equity and empowerment. And finally in Colombia, Karen Jaramillo took us through a conversation where we analyzed purposefulness and personal transformation.

Thank you to all the NEOWomen who made these important actions possible in the South America Region (SAR), demonstrating that every story, every conversation and every encounter continues to open paths for a more inclusive future full of opportunities.



Celebrating Women's History Month

To mark **the commemorations of Women's History Month in March**, we welcomed Ariane Rejón, Telefónica Group Executive, for an inspiring chat with our colleagues.

Ariane shared her journey, the challenges she has faced and her **reflections on women's leadership and equity** in the workplace.

It was a special moment of exchange and learning that reinforced our commitment to valuing diversity and representativeness. Let's work together to continue to build spaces for the exchange of ideas as interesting as this one!



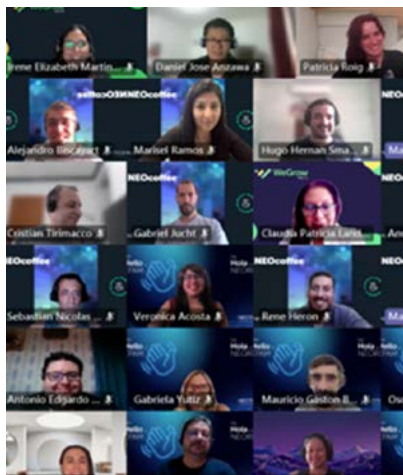


From Brazil to Mexico, two months full of flavor and joy!

In March, we went on a trip (without a passport!) to Brazil with a special Friday full of cheese bread, Garotos – Brazil's famous chocolate candies - smoothies and games that made our offices in Buenos Aires and Rosario vibrate.

And in April... we got on an imaginary plane and **we landed in Mexico!** We decided to celebrate our classic **Pizza Meeting** while adding a colorful Mexican twist: nachos, empanadas, music, games and tons of good energy... all with the style that uniquely characterizes us.

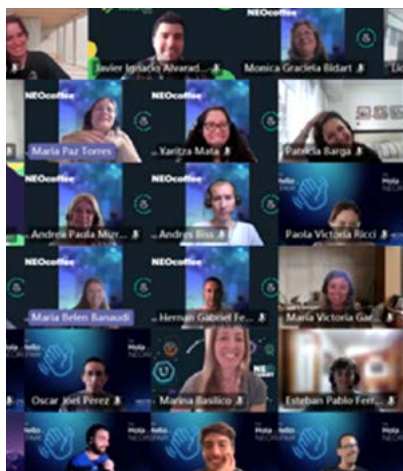
We love to create moments to share, laugh and continue strengthening our community that does not stop growing and learning from each other. Thank you for being part of these unforgettable moments!



We started the year with NEOCoffee and new learning events!

At the end of February, we held our first virtual meeting of the year with a new edition of **NEOCoffee**, a space designed to connect, learn and strengthen our mutual experiences and our culture.

During this session, we shared key information about the global English program, answered questions to clarify your curiosity about how it works. In addition, we talked about the feedback process in **WeGrow**, addressing how to receive feedback effectively and record comments correctly on the platform.



Initiatives such as **NEOCoffee allow us to stay aligned** as we continue to learn and enhance our growth from the beginning of the year forward.

Get your mugs ready and we'll be waiting for you at our next **NEOCoffee!**



Volunteering with a purpose

In February, thanks to the work of the WE'X Committee, a group of NEOS joined a volunteer day at the Misión de María Children's Home, a space that provides care, comfort and guidance to those who need it most:

- **Repair and maintenance of furniture and installations** to improve the common spaces within the Home.
- **Sorting and organizing donated clothing** to ensure that each garment reaches those in need.
- **Arrangement of objects and areas of the home**, making spaces more comfortable and functional for the children and the staff.

The WE'X Committee constantly reminds us how valuable it is to work as a team. Thanks to their drive and dedication, we have strengthened collaboration among our many different areas, while building bonds of trust and generating spaces where every voice is heard and valued.



Strategic meeting to connect as a team

In March, we experienced a special moment in our office in Santiago with the **visit of our regional leader, Sebastián Ramacciotti**. This group day allowed us to come together as a team, **share ideas and align expectations** as we look ahead to upcoming challenges.

At the meeting, we talked about the direction the company is taking, focusing on the strategic objectives that will guide us over the coming months. We also reviewed the organizational developments and the new ways of working that we are incorporating as we continue our integration.

It was a valuable space to strengthen the connections between teams and keep us all informed.



NEOBuddy Chile and Peru continue to grow!

In Chile and Peru, we continue to strengthen our **NEOBuddy Onboarding Program**, an initiative created to closely accompany and guide those who have newly joined our community.

We're happy to share that **we continue to train new NEOBuddies**, colleagues committed to providing support, resolving doubts and making the first months of each new talent a warm, clear and meaningful experience.

Thanks to the participation of an increasing number of people, this buddy network continues to grow in these countries, allowing us to build a culture based on empathy, companionship and mentoring.

We thank all the NEOS who are part of this experience. With every gesture, every conversation, and every moment of support, we make every new talent feel at home.



Meetings with a local flavor

During April, we enjoyed a very special experience with the **BCI Bank team**, allowing us to strengthen bonds, share memorable moments and **connect with our talents in both Santiago and Temuco**.

In the south of the country, our meeting was highlighted by a barbecue full of bonding, laughter and that collaborative spirit that represents us so much. It was a relaxing day that allowed us to recognize the great work we do and celebrate our achievements together. Meanwhile, in Santiago, the local and surrounding team gathered for its own barbecue, where there was no shortage of fun anecdotes and spontaneous energy.

These spaces reinforce that the most important thing about our work is that behind each project there are committed, talented people who want to continue growing together.



Team SAP Kick Off 2025: Connection, team bonding and new goals

In March, the **SAP team gathered together in person at our Santiago office** to hold a meeting led by Cristian Medina. In addition to aligning objectives and reviewing the challenges ahead, this meeting allowed us to speak face-to-face with colleagues we usually only see online via our computer screens. All this in a relaxed atmosphere, accompanied by a shared breakfast that added closeness and warmth to the moment.

What's more, it was a key moment to **share updates on best practices, listen to concerns** and continue to strengthen our mutual ties. Spaces like this allow us to learn more about the work our teams are doing, build bridges among areas and continue to build a culture of collaboration, listening and genuine connection.



NEO Style Fun: this is what Thursdays are like in Peru

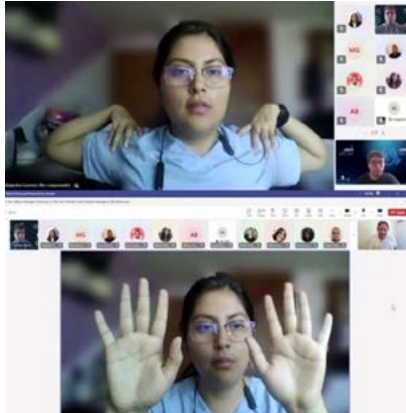
At NEORIS Peru, every last Thursday of the month becomes an opportunity to strengthen ties, relax and reconnect as a team. Our **Integration Thursdays** are an initiative designed to promote well-being, collaboration and that joyful spirit that characterizes us as a community.



In January, we welcomed the year with a **Summer Celebration**, where active breaks, games and laughter marked a kinetic day filled with positive energy. In March, **video games** were our theme, and, again, we shared a space to get to know each other better, bond and enjoy a meaningful day that went far beyond the work we do.

We hope to continue to have the enthusiastic participation of all NEOS because we are sure that it is the way we can strengthen ourselves and build a motivated culture.

Thank you for making each Integration Thursday so special! See you for the next one!



Let's get moving for our well-being!

At NEORIS, we continue to be committed to the comprehensive care of our talents. For this reason, we have been actively participating in the **weekly active breaks**, an initiative that is part of our health and wellness initiatives that invites us to move, relax and recharge our batteries in the middle of the workday.

Every Thursday, we connect with colleagues from Mexico, Peru and Chile to share a space guided by our occupational doctor. Through stretching, gentle exercises and breathing techniques, we manage to pause, reconnect and continue the day enhanced by a sense of greater well-being.

What are these breaks for?

- Reduce work fatigue
- Prevent muscle discomfort.
- Improve focus and mood

Because at NEORIS, **feeling well is also part of working well**. And every small gesture counts to take care of our physical and emotional health.

We look forward to seeing you during our next active break!



Let's stay informed to take better care of ourselves

At NEORIS Peru, we continue to strengthen a **culture of self-care and well-being**. Hand in hand with our Occupational Health and Safety consultancy, we are promoting the dissemination of **newsletters with practical recommendations** which are accessible to all NEOS.

Through **dynamic and educational infographics**, we have been addressing essential issues for our physical and mental health, such as:

- Global Day to Fight Depression.
- Recommendations about sunlight exposure dangers.
- World Cancer Day.
- Tips to take care of our mental health.
- International Epilepsy Day.
- Cardiovascular Health.
- Hearing protection awareness.

With each newsletter, we seek to inform, raise awareness and guide each other in our daily well-being, reminding ourselves that small actions can make a big difference.

Taking care of our health is also building a better version of ourselves!





This is how we engage in the onboarding experience

We continue to be committed to an integration experience that connects new talent from day one. Welcoming each new entry provides an opportunity to share our culture, strengthen bonds and accompany those who join our NEOS community.

During the first quarter, **we welcomed the new entrants** with meeting spaces and integration events, creating dynamic moments of connection. In addition, we took the opportunity to celebrate those who have been with the company for more than three months, giving them our classic polo shirt as a symbol of belonging, commitment and pride.

We also held an **induction event for the talents who are part of the Digital Delivery Center**, focusing on technical tools and processes designed to enhance their performance from a strategic and technological perspective.

These initiatives help us reinforce our purpose of building an environment where each person feels accompanied and valued as an active member of our growing community.

Most importantly, these experiences allow us to guide each NEO, from their arrival, generating connections and facilitating their adaptation to the rhythm, culture and purpose of our company.



NEOS began working in EPAM's offices

Our **teams in Colombia began a new stage on April 17 from EPAM's offices**, a space that inspires us to continue growing, collaborating and creating together.

This change of workplace means much more than a new location: it represents new opportunities to strengthen our teamwork, innovate what we do every day and continue to build the future together.

In addition, **in Chile, it was the EPAMERS who began working in our offices in Santiago**. Our integration is being experienced to the fullest!



First Connection Day at EPAM's offices in Bogotá

What energy we had for our **first Connection Day** in our new home in Bogotá! Once we had relocated to our new offices, we gathered to reconnect, share, recharge and experience the best part of being NEOS. It was a day full of smiles, ideas and moments that confirm why teamwork moves us forward.

With enthusiastic laughter and dynamism as we made new connections, we celebrated this change of space, now from the EPAM offices, as only we know how to do: create community! From the first welcome to the last symbolic toast, every detail reminded us that, together, we are stronger, more creative and more in tune with each other.

Thank you to everyone who made this important milestone in our history possible and joined with such an enthusiastic and positive attitude.

This was just the **beginning of many experiences** that come loaded with real connections!



Inspiring the vocational future in the youth of Medellín

In an encounter full of inspiration and purpose, some **NEORIS and EPAM talents visited the Ferrini Bilingual School in Medellín** inspired by a clear mission: to awaken the interest of young people, especially women, to venture into the areas of technology and innovation.

The team consisted of Manuela Rendón Guzmán, Manuel Nevado, Roger Pérez Espitia and Santiago Valle and carried out motivational talks, sharing their experiences, learnings and **messages of inspiration that seek to open paths of opportunity** for the coming generations.

Regarding this important action, our **Country Manager, Fernando Silvestre**, said: "Generating prosperity from companies is much more than an economic contribution. It serves to inspire, lead the way, and to give hope."

This initiative demonstrates the commitment of both companies to building a more inclusive future full of opportunities in the world of technology.

It was a pleasure to be part of this incredible moment!



Visiting EPAM's Prague offices

As part of the integration process between EPAM and NEORIS, our Country Manager, Arnaldo José Colmenares Olivares, and our Head of Human Resources for the Czech Republic and Hungary, Elena Recmanová, visited EPAM's offices in the Czech capital Prague at the beginning of April, accompanied by several NEOS from the Czech Republic.

During the visit, EPAM's Country Manager, Iurii Sukhovii, offered them a warm welcome, while giving them a tour of the facilities and different workspaces.

What a great moment to strengthen the ties between both teams and reinforce our collaboration in this new joint stage!



We promote female growth

In March, Women's History Month, we held the second edition of the **Inspirational Breakfasts: NEOWoman**, a space dedicated to sharing experiences, learnings and advice among the women in our team.

During the meeting, together with Lenka Pavova, CEO and Director of Human Resources at Cemex Czech Republic, Cristina Valles Acero, our Country Manager for Spain and Elena Recmanova, our Head of Human Resources in the Czech Republic and Hungary, we reflected on the most difficult decisions of our careers, the importance of fighting for our goals and how to promote the growth of women in the sector.

Thank you to all the NEOWomen who were part of this initiative. Each shared story brings us closer to a future with more opportunity, confidence, and growth for all.





SPAIN



We Inaugurated our first Artificial Intelligence Hub in Spain!

During the first quarter of the year, we had an event that marked a before and after for Spain. It was the **launch of the NEORIS Artificial Intelligence Hub (NAIH), powered by EPAM**, which unites technology, talent and strategy to help our clients transform their business through the use and appropriation of Artificial Intelligence.

To officially present it, we held a meeting with journalists where Martín Méndez, CEO of EPAM NEORIS; Luis Álvarez Satorre, President of EMEA; and Jaime Peñaranda, Global Director of Financial Services, shared the latest news from the company, now together with EPAM.

In addition to talking about current technological trends, attendees also heard from Patricia Gómez Ansia, Daniel Díez Galdeano and Pablo Beldarrain Santos, who presented some of the solutions we have developed at the hub.



[Learn more about NAIH, powered by EPAM](#)



We held the first three teambuilding sessions of the year!

Our **Business Support team** met at the Madrid offices to take stock of what was achieved the previous year, as well as to align the objectives and opportunities for 2025. The day's events included a **teambuilding activity** and a cocktail party during which we strengthened our ties and commitment to the future.

Also in this same city, our **Data, Analytics & AI Team** tested its strategy, coordination and competitive spirit with the activity "The Squid Game Experience." Meanwhile, one of our teams working with one of our main clients in the Financial Services sector went bowling, an event where fun and camaraderie were the highlights of the day.

These activities were an opportunity to disconnect from the routine, strengthen ties and continue building a sense of belonging. Thank you to everyone who made them possible!



The impact of female leadership on the industry

In honor of March and **Women's History Month** and our **NEOWoman initiative**, we held a meeting in Madrid to reflect on professional growth and the impact of female talent in the industry.

For this event, we had the presence of Eva Montoro, Director of Data and AI at Santander, who shared her career and vision in a talk moderated by our NEO Nuria de Lucas. Through their experiences, we explored the **challenges and opportunities** that have marked their path.

Thank you to the NEOS who use their roles to help promote female leadership!



Promoting Talent began with a firm step

In our offices in Murcia and Madrid, **we welcomed more than 60 people for the new edition of Promoting Talent**, a program designed to train future leaders in cutting-edge technologies and open the doors to new opportunities in the digital world.

Our NEOLeaders accompanied the participants on their first day, sharing experiences and guiding them on the path of learning and growth. During the meeting, they were able to learn more about our culture, Human Capital's initiatives and the projects in which they will be able to develop professionally.

What's more, they were presented with some projects from the different areas and we listened to the stories of former Promoting Talent participants who began their journey in the program and today are an integral part of our NEOS community.

We continue to be committed to developing the professional future of talents.



Empowering the future with a strategic vision!

The **NEOLeaders of the Digital Delivery Center area** held their annual kick-off in Madrid to define their objectives and challenges of 2025. The meeting utilized conversation and dynamic collaboration to align expectations and responsibilities, while exploring how to optimize their capabilities to offer better service.

In addition, the leaders had a special meeting with our CEO, Martín Mendez, to analyze the strategy and objectives of this stage together with EPAM. The talk was highlighted by topics including the **latest trends in the sector, the constant evolution of the technology market** and the importance of attracting talent to stay ahead of the curve.

We look forward to more key encounters like these to take our growth to the next level!



A great start to a year full of successes!

At our NEORIS Monterrey offices, we celebrated a **kickoff with the team assigned to Cemex**. It was a special day of growth and learning marked by an intensive exchange of key ideas that will continue driving our innovation and success.

We reflected on best practices as well as the challenges we faced during 2024, drawing together the vision of growth for 2025. With the recent integration of EPAM, we are confident that this will be a year of great opportunities and achievements.

We thank Saúl Marenco for leading this great team! We are motivated, united, and ready to overcome the upcoming challenges.



We were recognized as leaders in digital transformation in Mexico

We're celebrating a fantastic new achievement at NEORIS: **we were highlighted in the Ranking of Companies in Digital Transformation of Grupo Mundo Ejecutivo**, a recognition that validates our commitment to innovation and the constant evolution of the industry in the region.

This important recognition inspires us to continue leading digital transformation as a driver of growth.

A huge and sincere thank you to all our NEOS for making this possible!



Stories that inspire and pave the way

As part of our initiative **NEOWoman**, we held the Women Who Inspire panel, a space where several leaders shared their experiences, learnings and challenges from throughout their professional careers.

Each story reminded us that diversity is not just a goal, but an essential driver to transform and grow our industry.



We thank Alejandra Rubí González Herrera, Claudia Landeros, Catalina Treviño Vázquez, Karen Montemayor, Laura Sotomayor Melo and Khiara Biagi Hinojosa for sharing their vision, their strength and for motivating us to continue promoting female leadership and professional growth within our organization.



Social commitment that transforms communities

Our talents came together once again to participate in the **mega-cleanup of the Santa Catarina River in Nuevo León, México**. In collaboration with **Cídica y Regenera [Recycle & Regenerate] (Cemex)**, we joined forces in a day that showed how collaboration and commitment can generate a positive impact on the environment.

In addition, the **WE'X committee donated laptops** to the Center for Adaptation and Care for Minors (CAYAM), contributing to promoting the education of children and young people in our local communities.

Many **thanks to the WE'X Committee for Social Responsibility and Volunteering** for continuing to promote these types of initiatives that strengthen our values and inspire us to build a more supportive and sustainable future!



USA



USA Kick off 2025: **We start strong!**

Our NEOS from the United States came together in an enriching event to define the vision and objectives that will guide us during this year.

During the **Kick-Off Day**, our talents participated in dynamic events designed to strengthen collaboration and improve teamwork. The day closed in the evening with a very special dinner during which we celebrated our achievements, reflected on the challenges we faced, letting us recharge our batteries to take advantage of the opportunities ahead.



One **very special thanks to Ignacio Marcotegui**, Director of Sales and Operations, and **Matías Torcivia**, Director of the Digital Delivery Center, for leading this meeting and sharing inspiring messages about the power of building the future together.

We are ready for everything that comes our way!



Visit to The Home Depot offices in India

We continue to drive global collaboration!

Our **EPAM NEORIS** team visited **The Home Depot offices in India**. This visit allowed us to learn about the team's work dynamics and hold strategic conversations about the services and solutions we provide.

In addition to reinforcing the value we generate every day, this was a great opportunity to identify new **opportunities for growth and joint evolution**, strengthening our shared vision for the future.

These types of meetings reflect what we are capable of achieving when we act as a single team, committed to impact and excellence.



At full speed, we were in the Tarahumara 21K THD race

In February, our NEOS in Monterrey participated in the **Tarahumara 21K Race with The Home Depot (THD)**, held in Fundidora Park. It was a day full of energy, determination and pride in our roots, celebrating the Tarahumara culture through sports.

Running as a team reminded us of the **value of resilience, community, and passion**, principles that inspire us every day inside and outside the world of technology.

Congratulations to all the talents who joined the challenge and gave their best!



We celebrate the first QBR with Mark Anthony Group

We started the year by strengthening key partnerships. Ignacio Marcotegui, Fernando Dillon and Matías Torcivia visited the offices of Mark Anthony Group (MAG) in Vancouver, Canada, to carry out the first **Quarterly Business Review (QBR) of the year**, focused on reviewing progress, learning, and new opportunities within the account.



During the day, meaningful conversations were shared about the value we generate as **EPAM NEORIS**, as well as the route to continue evolving together. The opening **collaboration and strategic vision set the tone for a meeting** which made clear the immense potential we have.

As a special detail, we delivered artisanal alebrijes – brightly colored ornamental folk art sculptures – which serve as symbols of our Mexican cultural heritage, souvenirs that were highly valued by the MAG team.



We traveled to Ohio for the first NorthStar QBR

During the first quarter of the year, the **EPAM NEORIS team visited the North Star plant** in Delta, Ohio, to perform the first QBR of the year. It was a key moment to strengthen our strategic alliance and continue to move forward as true business partners.

During the visit, we reviewed the progress of ongoing projects and defined the steps to follow. In addition, we introduced Deyanira Arjona, Business Analyst in ERP support, who had the opportunity to learn about manufacturing processes closely with key users.

Without a doubt, it was a meeting that reaffirms our commitment to **collaboration focused on mutual growth** over the long term.