



Press Kit

2026

Boilerplate

Noesis is an international tech consulting company with 30 years of experience, delivering solutions to drive digital transformation and support business growth. It offers a wide portfolio of IT services, including areas such as IT Ops & Infrastructure, Cloud & Security, Enterprise Application Integration, Application Development, Data Analytics & AI, DevOps & Automation, Quality Management, and Professional Services.

With more than 1.300 highly qualified talents, Noesis operates in eight countries: Portugal, Spain, the Netherlands, Ireland, the United Kingdom, Brazil, the USA, and the United Arab Emirates. Recognized as #1 Best Workplaces™ in Portugal and #1 Best Workplaces™ in IT in 2025, Noesis is part of the Altia Group, listed on the Spanish stock exchange BME Growth, which has more than 4,000 professionals, operations in 10 countries, and a presence in more than 30 locations.

Short version:

Noesis is an international technology consulting firm with 30 years of experience operating in eight countries. Recognized as #1 Best Workplaces™ in Portugal and #1 Best Workplaces™ in IT (2025), it is part of the Altia Group and employs 1,300 professionals dedicated to driving digital transformation and business growth through solutions in IT, Cloud, Cybersecurity, AI, DevOps, and more.

Index

Boilerplate	2
Index	3
1. Noesis Overview	4
1.1. Noesis: solutions focused on the customers' business.....	4
1.2. Vision, mission, and values	4
1.3. Noesis Team.....	5
1.4. Partners.....	6
Why Noesis?	7
2. Areas of Expertise.....	8
2.1. <i>IT Operations, Cloud & Security</i>	9
2.2. <i>Enterprise Application Integration</i>	9
2.3. <i>Application Development</i>	9
2.4. <i>Data Analytics & AI</i>	9
2.5. <i>DevOps & Automation</i>	10
2.6. <i>Quality Management</i>	10
2.7. <i>Professional Services</i>	10
3. Products	10
3.1. testingON.....	10
3.2. Hybrid Cloud.....	11
3.3. DAVE – AI Virtual Assistant.....	11
3.4. Space Management and Queuing Solutions – 4VirtualQueues.....	12
4. Internalization.....	12
5. Social Responsibility & Sustainability	12
6. Financial Details	14

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' digital transformation journeys and business growth. The key 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 drive for internalization expansion has been part of Noesis genesis: beyond the offices in several locations in Portugal (Lisboa, Coimbra, Porto, Proença-a-Nova, Guarda, Covilhã, and Castelo Branco), the company has also established offices in Brazil, Ireland, The Netherlands, the United States, and the United Arab Emirates.

Since its integration into the Altia Group in 2020, Noesis has also been operating in Spain, benefiting from Altia's strong presence 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

We apply our innovative vision of technology to support our clients in their transformation, enhancing their growth and competitiveness. We believe digitalization must be reliable, transparent, capable of creating real value within organizations, and driving meaningful changes that foster the development of people.

Mission

To provide high-value services for the digitalization of organizations worldwide.

Values

- **Honesty**

We will only establish a relationship of trust and closeness with our clients, partners and talents by being transparent.

- **Empowerment**

Our team is our lifeblood. By fostering people's growth, we explore new boundaries and expand our capabilities.

- **Sustainability**

We offer a long-term commitment to our clients, partners and teams, which is essential to being a solid company with sustainable growth.

- **Collaboration**

It's essential to be accessible and available to our clients, partners, and people, evolving alongside them and taking advantage of the opportunities that arise.

- **Audacity**

We will continue to grow and make others grow. With courage, without fear of daring.

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.

Our Board

**CHIEF EXECUTIVE
OFFICER**

Alexandre Rosa

**CHIEF TECHNOLOGY
OFFICER**

Nelson Pereira

**CHIEF FINANCIAL
OFFICER**

Luís Castro

Executive Team

We are a technological innovation consultancy company with a highly qualified team. Helping organisations move more quickly into digital transformation. In 2025, Noesis was recognized as #1 Best Workplaces™ in Portugal, #1 Best Workplaces™ in IT, Best Workplaces™ Wellbeing, and Best Workplaces™ Europe, validating its culture of high trust and excellence in talent development.

- **Alberto Jorge Ferreira**, Middle East & Asia Managing Director
- **Eduardo Amaral**, Quality Management, DevOps & Automation Senior Director
- **Gentil Paganella**, Enterprise Application Integration Director
- **José Carlos Pereira**, Managing Director – Netherlands & Head of Application Development
- **José Ferreira**, Managing Director – Brazil
- **José Miguel Pereira**, IT Operations, Cloud & Security Senior Director
- **Luís Gonçalves**, Data Analytics & AI Director
- **Micaela Gonçalves**, Professional Services Director
- **Nuno Borges**, Sales Director US & Nordics
- **Vasco Reina**, Sales Senior Director
- **Ricardo Batista**, Managing Director - UK & Ireland
- **Ricardo Rocha**, Global Marketing Director
- **Rodolfo Luís Pereira**, Corporate Solutions Strategic Pre-Sales Director
- **Teresa Lopes Gândara**, Human Capital Senior Director

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.

- Celonis
- Cloudera
- Darktrace
- Delinea
- Digital.ai

- Dynatrace
- Google
- IBM
- Microsoft
- OneSpan
- OpenText
- Outsystems
- Paloalto
- Progress/Sitefinity
- Qlik
- Red Hat
- Resco.net
- Salesforce
- SAP
- SauceLabs
- Sitecore
- StreamSets
- Tableau
- TIBCO
- UiPath
- Zscaler

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.
- Benefit from a partnership with an organization recognized for excellence in talent management (#1 Best Workplaces™ in Portugal and #1 Best Workplaces™ in IT).

2. Areas of Expertise

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 1300 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 business units:

2.1. IT Operations, Cloud & Security

- **IT Operations & Infrastructure** – We support organizations in managing and optimizing their IT operations, ensuring the continuity, availability, and efficiency of critical systems. Our offering includes IT Managed Services, Data Center Solutions, and Service Management.
- **Cloud & Security** – We develop IT transformation projects by defining cloud strategies, migration, and management of hybrid and multicloud environments with integrated security. We offer Cloud Services, Security & Compliance, and End-User Support solutions.
- We answer the most complex customer challenges based on strategic partnerships such as Darktrace, HPE, Microsoft, Zscaler, Delinea, IBM, and Red Hat.

2.2. Enterprise Application Integration

- We provide specialized consulting, maintenance, and development services in the area of Application and Service Integration, supported by middleware. We ensure the integration of applications, systems, and IoT devices, enabling process automation, efficient API creation, and the unification of operations on a secure platform.
- We were recognized as a **Tibco Elite Partner** in 2021 and as **Global Innovation Partner of the Year** in 2020.

2.3. Application Development

- We develop business-oriented applications, from architecture and design definition to development, testing, implementation, and ongoing maintenance.
- Our team has expertise in **AI-Powered Low Code, Digital Experience Platforms, UX/UI, CRM, Microsoft Modern Workplace, and Custom Development**, enabling us to create scalable, user-centric solutions tailored to each organization's specific needs.
- Key partners: OutSystems, Sitecore, Dynamics 365.

2.4. Data Analytics & AI

- Development and implementation of integrated data analysis solutions, ensuring a detailed view of the business and focused on problem solving;
- Offering the best technologies in **Big Data, Data Analytics, Artificial Intelligence, and Machine Learning**;
- Offering Qlik, PowerBI, and Tableau solutions;
- Elite Partner Qlik and main partner of Qlik in Portugal;

- Development of Process Mining projects, **being a pioneer in partnership with Celonis in Portugal**, having achieved Gold Partner status with this manufacturer.

2.5. DevOps & Automation

- We provide **DevOps and Platform Engineering services**, integrating scalability and resilience testing and continuous delivery pipelines.
- We provide test automation and **Robotic Process Automation** solutions to optimize software quality and process efficiency.
- Market pioneers with the launch of our **own test automation solution (testingON)**;
- DevOps culture at both the procedural and behavioral levels.

2.6. Quality Management

- Market leader in QM services in Portugal;
- **We accelerate digital transformation through Intelligent Quality Management**, combining AI, automation, and Quality Engineering to create intelligent and integrated testing processes;
- Currently with QM clients and services in Portugal, Spain, Ireland, Brazil, the Netherlands, and the United States, working with market-leading companies in each of these countries.

2.7. 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;
- Analysis of customer needs and continuous monitoring of service evaluation.

3. Products

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

3.1. testingON

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.

3.2. Hybrid Cloud

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

The focus on hybrid cloud solutions avoids investment in proprietary infrastructure, using service provider resources and centering solutions on process automation components and services and customized service catalogs (cloud as a service), which enables:

- Disaster recovery or the ability to prevent disasters;
- Reduced recovery times;
- Reduced hardware, maintenance, and administration costs;
- Maximized performance, reliability, and data protection;
- Maintained data control;
- Increased productivity and flexibility.

3.3. DAVE – AI Virtual Assistant

Dave is an AI-based virtual assistant developed in OutSystems that **aims to transform the digital shopping experience**. Available 24/7, it allows customers to interact in natural language, get immediate answers, receive personalized recommendations, and be accompanied throughout the entire purchasing process, making the journey simpler, more efficient, and more personalized.

Key benefits

- 24/7 service;
- Continuous support throughout the shopping journey, right up to checkout;
- Personalized recommendations based on the customer's context and preferences.

3.4. 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.

4. Internalization

Noesis maintains a strong presence through its offices in strategic locations, including Portugal (Lisbon, Porto, Coimbra, Proença-a-Nova, Covilhã, Guarda, and Castelo Branco), Brazil, Ireland, the Netherlands, the United States, and the United Arab Emirates. Additionally, Noesis benefits from its integration into the Altia Group, leveraging Altia's robust presence in Spain 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.

5. Social Responsibility & Sustainability

Social responsibility and sustainable development are part of Noesis' culture and strategy. Our actions aim to generate value for the entire community: talents, partners, clients, suppliers, and society. This approach is reflected in the three pillars of our Employee Value Proposition (EVP).

5.1. our EVP Pillars in Action

Grow and Innovate Together

We create sustainable employment opportunities and lasting relationships, with low turnover rates. Noesis Academy promotes continuous training in technical skills, soft skills, and leadership, aiming to meet employee expectations and continuously improve their performance. We invest heavily in R&D to develop solutions that meet client needs and contribute to a better society. Noesis is recognized by ANI - Agência Nacional de Inovação (National Innovation Agency) for its capacity in ICT research and development in the areas of: ICT in enterprises, Internet of Things, and New Forms of Communication.

We maintain constant proximity to the academic and technology community: we organize sessions in schools, colleges, and universities, support hackathons, Computer Engineering events, Job Fairs, and workshops. We also foster meetups with the IT community to promote technology and share knowledge, creating spaces for exchanging ideas and networking that strengthen the technology ecosystem and prepare the next generation of talent.

Make an Impact

- **Diversity & Inclusion:** We create a work environment based on innovation, trust, and mutual respect. Our gender distribution is approximately 70%-30% (men-women), a rate above the average in the Portuguese IT market. We support initiatives such as the Technovation Girls program, Inspiring Girls, Girls For Girls Portugal, Geek Girls Portugal, and in 2025, we established a partnership with the Professional Women's Network Lisbon (PWN Lisbon) to promote gender equality in the technology sector. We celebrate Diversity and Inclusion Month and Pride Month, reinforcing the importance of an inclusive environment.
- **Social Solidarity:** Through 3 annual UPNDO campaigns, we support Digital Inclusion and Women's Empowerment, Worldlife, and Mental Health. We provide financial support to organizations such as Make-A-Wish Portugal and Volunteer Firefighters, and we joined the +Fertility Movement.
- **Environmental Responsibility:** We develop reforestation projects, created a micro-forest, and encourage sustainable practices in our operations. Environmental sustainability is a cross-cutting commitment integrated into our organizational culture.

Balance, Belong and Enjoy

We promote an inclusive culture that values well-being, work-life balance, and team spirit. We encourage the active participation of all employees in social, environmental, and development initiatives, creating a sense of belonging and shared purpose. These practices reinforce mutual trust and engagement, reflected in our recognition as #1 Best Workplaces™ in Portugal, #1 Best Workplaces™ in IT, Best Workplaces™ Wellbeing, and Best Workplaces™ Europe in 2025.

6. Financial Details

In 2024, Noesis registered a revenue of 70 million euros, representing a growth of 13.8% over the previous year, which proves the success of the strategy outlined over the last few years, based on creating a relevant technological offer, investing in the quality of the services provided, valuing human capital and strengthening its international presence.

The year 2024 was marked by strong investment, especially internationally. This carefully planned strategy resulted in a slight decrease in EBITDA compared to 2023, but its main objective was to consolidate our global presence and prepare for future growth. Internationalization remains a key strategic axis for achieving the ambitious goals set for 2027.

Over the last year, we opened our first Competence Center (CoE) outside Portugal, in the city of Dundalk, Ireland, started operating in the United Arab Emirates, our seventh international market, and strengthened our teams in the Netherlands, Ireland, the United States, and Brazil by hiring new professionals for commercial and business development roles.

This growth is also the result of our commitment to a transversal portfolio of services in the IT areas, which allows us to support our clients in their Digital Transformation processes and to act in practically all the most relevant areas of this transformation - from infrastructures to the Cloud, Cybersecurity, Automation, Data Analytics, Artificial Intelligence, Application Development or Quality Assurance.

According to Alexandre Rosa, CEO of Noesis, "Regarding Noesis' performance in 2024, the results met the goals defined in the 24-27 strategy. **In these 4 years, we intend to achieve more than 50% growth compared to 2023**, and, at the end of this cycle, in 2027, for international turnover to represent 40% of the company's total turnover."

NOESIS

Technology for real growth