

MARCH 2023

# NEO News

NEORIS



## Check out what's new!

NEO community! In this first edition of 2023 we present you the main news of what's happened in recent months, as well as what's currently going on in our offices around the world.

Get to know closely how the end-of-year meetings and other activities went, while learning about every memorable moment and discovering more great news.

Be a part of it!

**#WeAreAllIn #OneNEORIS #WeAreNEOS**



GLOBAL



## We celebrate the success of our NEOS-focused campaign!

We are proud to be at the forefront of technology and have developed the first recruitment and employer branding initiative **created with Artificial Intelligence, in which our talents are the main characters.**

Using different Artificial Intelligence platforms, we created very real and futuristic personalized avatars, through which we sought to reflect our values and personality.



The project had a strong media impact and we are excited to see its positive impact on our sense of belonging, identity and organizational culture within NEORIS.

**Do you want to know more about it?**

[See more](#)



## We celebrate Women's History Month with **#NEOWOMEN!**

Within the context of Women's History Month, and with the aim of commemorating these very special contributions, **we will hold the #NEOWOMEN event on Friday, March 10, in the city of Monterrey.**

The meeting will bring together several women professionals and experts in the industry who will share their experiences and reflections on female empowerment and women in the industry, among other topics.

If you are in Monterrey and would like to attend, we will be happy to see you in person! In addition, all the NEOS who want to participate from anywhere in the world can do so via streaming.

**Mark your calendar!** We will be waiting for you! You'll receive the invitation via Outlook.

[More information](#)



## The second phase of the **WE'X Committees 2022-2023** has begun

**The WE'X 2022-2023 Committees** have already been formed and have begun to work hard on the design of initiatives and concrete actions to make NEORIS a better place to work. The work of these Committees is based on the suggestions received in the WE'X Pulse survey that was held this past November.

If you want to stay up to date on how and what the Committees are working on, **we invite you to join our group on Workplace.**

[Join](#)



## ARGENTINA



## The **NEO Club** has arrived. Get to know it!

**Are you ready to see the best that we have within NEORIS, all from one place?** The new NEO Club website is now available, a website where you will find all the information about the benefits that we have available for our NEOS in Argentina, while you will learn about the activities, initiatives and internal events that we carry out.

We want this to be a space to strengthen ourselves as a single ONE NEORIS team and for each NEO to keep in mind all those things that make us unique.

[See more](#)

## We are volunteers for a **good cause!**

It is with great pride that we share the news that several of our talents have come together to collaborate with **Banco de Alimentos Rosario (BAR) or Food Bank Rosario**, an NGO that recovers quality food suitable for consumption, but that was left out of the commercial cycle.

Working as a team, our NEOS provided a large number of canned goods that went to more than 300 soup kitchens and social organizations that provide free food services to people in need.

Thanks to this first effort, we realized that we can achieve even more. Therefore, **we invite you to join this cause, which takes place on the first Friday of each month.** It does not matter what area you are from, or where you are in Argentina, you just need the conviction of wanting to be an agent of change.

If you want to know more about how to be a volunteer, contact Human Capital at the email: [neorisargentinabusinesspartners@neoris.com](mailto:neorisargentinabusinesspartners@neoris.com).



## Fridays at NEORIS are **Pizza Fridays!**

In order to encourage more casual get-togethers, connect with our colleagues and have a relaxing time, we started a new activity in our Buenos Aires office. This is **"Pizza Friday"** which will take place every last Friday of each month and where the talents share lunch with their colleagues.

**We already held our first pizza gathering and we had an amazing time!** Stay tuned and be part of the next end of the month meeting.

**BRAZIL**

## Human Capital explains

In Brazil, we are committed to advancing our goal of being a great workplace for everyone. With this in mind, the Human Capital team began **the "HC Explains" initiative in January, a series of meetings where talents can speak directly with the HC team** about various topics and have any concerns answered.

**Stay tuned so you don't miss the next session!**

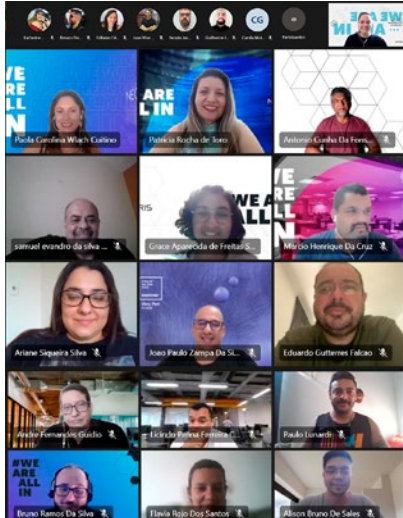


## Coffee Time with **Gustavo Landa**

A few weeks ago, we shared our first Coffee Time of the year with **Gustavo Landa, our Vertical Vice President**, who shared with the attendees about his career at NEORIS, while talking about the possibilities for growth and development that we offer to our NEOS.

**It was a very friendly and fun talk and we hope to have many more meetings like this!**





## We learn more about how to give **feedbacks**

As a result of our WE'X survey, one of the big concerns that came up for the Brazil team was about **how to give feedback appropriately**. Thinking more about this, we decided to take the comments of our talents to heart and designed a training on the subject.

More than 50 NEOS participated in the initiative and were part of this training that, in short, helps us to advance in our goals.

**We hope it has been very useful and that the performance feedback is the best!**



## Celebrating the first months with our **new talents**

We know that the first months of work are a time of adaptation where we must learn about the company's culture and processes while aligning ourselves with our new co-workers. With this in mind, together with **Carlos Honorato and Catalina Marillán**, recognitions have been made to all the NEOS who completed their first three months with us.

To celebrate the activity, all the leaders gave their words of congratulations to their teams, in addition to giving them a NEORIS t-shirt so that they can "put on the NEORIS t-shirt" at any time.



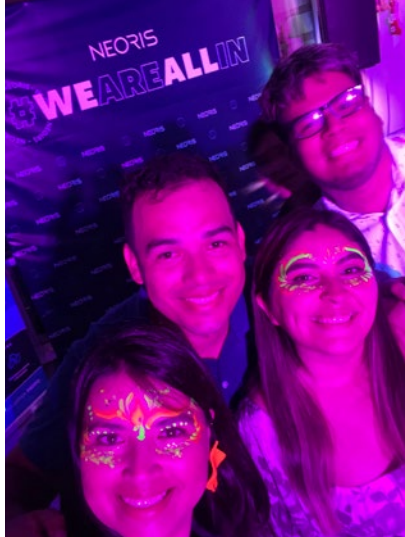
## Christmas **volunteer**

As part of the end-of-the-year activities, and following the wishes of our talents in Chile, we decided to make Christmas a very special moment for some. **We wanted to sponsor a Christmas letter writer whose wish was to have, together as a family, a delicious Christmas dinner.**



The NEORIS Chile team was in charge of doing everything possible to make the dream of this family of five come true. And everything went better than expected!

We are proud to have been a part of this great moment and we hope to continue impacting the communities where we have a presence!



## Celebrating a great 2022

**2022 was an incredible year in many ways and, for this reason, we wanted to close it with a flourish.** Weeks before the end of the year, we met to make a great toast in our offices, as well as to reward and celebrate all those NEOS who have accompanied us throughout the last 5, 10 and 15 years. **The loyalty of our talents is enormous!**

During the meeting, we also celebrated the winners of Values 2022 and spent a fun time socializing and sharing with each other.

Thank you to everyone who participated in this pleasant event through which we were able to confirm why **we are a unique ONE NEORIS that achieved great things in 2022!**



## Learning and playing padel tennis

At the end of 2022 we had an entertaining Padel Tennis class in which specialized teachers gave us a complete class on how to play the game. The class was an opportunity to better know the sport and take the initial step to continue training.

Obviously, the day did not end there! After spending a pleasant time playing a small game together, delicious hamburgers and drinks were also **waiting for us to close this sport-focused afternoon in the best way.**



## At full speed, we trekked as a family

Taking advantage of the good spring weather in Chile, a few months ago, **we did a healthy trekking in the Aguas de Ramón Natural Park, accompanied by our families.** We had a great hike, enjoying nature and the great outdoors.

We finished the tour at a beautiful waterfall where we stopped to share a snack together. **Let's hear it for more incredible moments!**



### COLOMBIA



## Training for **better** technical evaluations

We are convinced that an organization strengthens itself through building up its individual teams and talents. For this reason, we have a program in which our talents are trained with the aim of supporting the technical evaluation processes of their own projects.

**During January, we trained 11 NEOS in soft skills,** in knowing the structure of a technical interview and in those aspects that are part of our DNA and that continue to cause an impact so that people feel a closer part of the company.

Thank you very much for participating!



## Adding **29** new NEOS

In Colombia, we started the year on the right foot in January, welcoming 29 new talents into the NEORIS community. We wish all of them a long path of personal and professional growth.

**Welcome to all the new NEOS and let's work together for a great 2023 to continue building a better future for our country!**





## We are in 9th position in the 2023 EFY Female Ranking

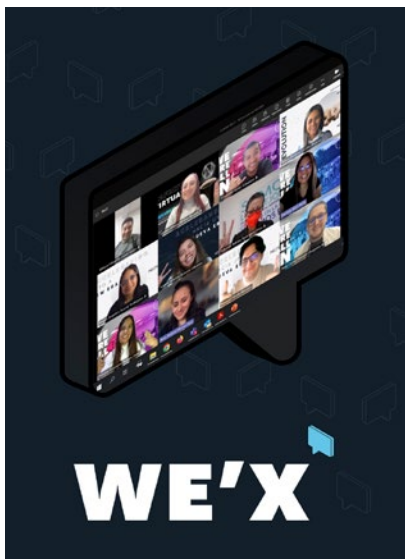
We want to tell you that this year, and for the first time since we carried out **the Employers for Youth study internally**, **we were recognized as one of the Best Companies for Female Talent**. We want to congratulate the entire team because, in this first version, we have been recognized for having excellent collaborators, thanks to which we obtained **9th place in our female ranking in Colombia**.



## We already count more **than** 50 mentors in the DUX Program!

We are happy to announce that we have more than 50 Mentors from the DUX Program in Colombia, which reinforces our ability to mentor and support our new mentees in their growth development and career plan.

**Congratulations to all our new mentors who generate inspiration for us all!**



## The WE'X 2023 Committee is a reality

During the month of January, we welcomed the new members of our **WE'X Colombia committee**, who will be doing their best to achieve the proposed goals and fulfill our commitment this year to be among the best five companies to work for in Colombia, within a category of more than 301 collaborators.

While they are involved in the process, our talents will have the opportunity to give us their opinions about aspects of continuous improvement.

We have a lot of work ahead!





## Giving smiles at Christmas

This past December 21, we were at the **Foundation of the Missionary Servants of Padre Pio**, sharing a moment of joy with the children there, just before the Christmas and New Year holidays!

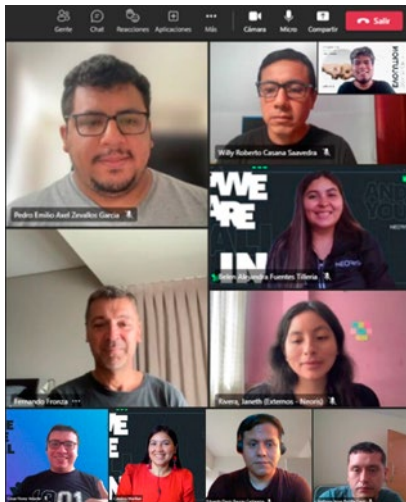
We want to thank all the NEOS who joined the **"Donate a Smile"** Campaign, contributing their part so that Christmas was a great moment of joy and hope.



## An incredible end-of-the-year party

We couldn't have had a better way to end the year at **NEORIS Colombia**. On Thursday, December 15, we held our end-of-the-year party at the Gaira restaurant, which was attended by more than 260 NEOS. This special meeting was the reason to celebrate our corporate values, while we also honored those who had work anniversaries with the company.

**We closed 2022 with energy and great joy!** Let's give our all to a 2023 with giant goals!



## NEOboarding breakfast

The best way to welcome our new NEOS talents is together as a **team**. Recently, we had our NEOboarding breakfast in the company of **Fernando Fronza**, our President of the SAR region and **Catalina Marillán**, our Human Capital Leader for Chile and Peru.

We had a wonderful time in which we shared a delicious breakfast, as well as beautiful experiences and stories with our new colleagues who have already been welcomed in and become part of the NEORIS community.

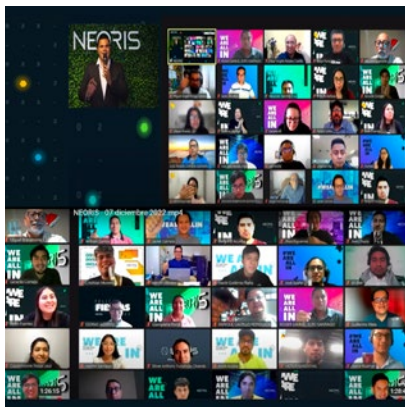
**Best of luck to all of them!**



## "I am a NEORIS T-Shirt"

As always, at NEORIS we celebrate both the small and big milestones of our teams and talents. A few weeks ago, we held our recognition meeting "I am a NEORIS T-Shirt," an action that seeks to **recognize new NEOS colleagues who have successfully completed the NEOboarding process.**

Our meeting was very gratifying, since we were able to hear about the experiences of our new colleagues during this time together.



## New Year's Celebration

During the month of December, we had our end-of-the-year celebration, where we were able to have a recreational space to share among all the members of the NEORIS community. Within the framework of the event and the celebration, several collaborators were also recognized for their achievements throughout the year.

**What a great moment of fellowship and joy we shared. Let's keep moving forward together for an even better 2023!**



## Pets have their own Christmas celebration

To celebrate the Christmas holidays, we organized a competition where our beloved pets were the special participants. The contest consisted of uploading **a photo of a pet in a Christmas outfit** or background on Workplace.

The winner of the contest was the person who garnered the most interactions and comments on their post. **The person who achieved this goal was our colleague Joseline Roca, from the Recruitment area.**

Many congratulations to Joseline and thanks to everyone who shared the photos of their pets.

**MEXICO**

## Certificate in **Cloud technologies**

New year, new goals. **If you are curious about technology and are looking to expand your knowledge and experience in the sector, you can get certification for it.** All you have to do is tell your direct leader about your interest.

On behalf of the members of the team who went through a recent certification, congratulations for your effort and dedication! For more information, send an email to: [partnerships@neoris.com](mailto:partnerships@neoris.com).

**Get to know the NEOS certification list:**

[The list](#)

## **We vaccinate** and take care of ourselves

In order to promote the healthcare of our NEOS, **we held a flu shot vaccination campaign.** Through this, we were able to offer more than 300 vaccines to the NEORIS talents in Mexico (Monterrey, Mexico City, Culiacán and Querétaro).

We can prevent illness through these concerted actions that protect our community.



## **Enjoying World Cup Qatar 2022** With Passion!

**At NEORIS Mexico, we enjoyed the World Cup to the fullest.** All of us NEOS demonstrated our passion for this sport every time our national team played.

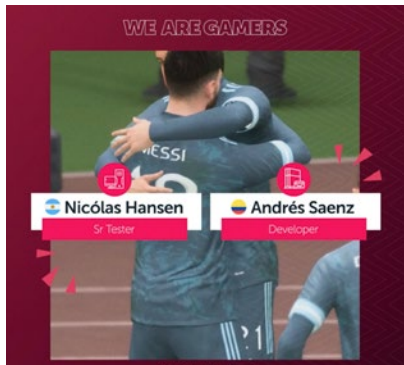
We shared a very special and fun moment during the **Mexico - Saudi Arabia** match, where there were songs, laughter, joy, togetherness and, above all, plenty of emotion!





## Celebrating **Three Kings Day**

For the Three Kings Day Festival, we celebrated with the NEOS community by slicing into **the traditional Three Kings Day Cake**. What a pleasant moment we had together, celebrating our traditions and sharing experiences of the end of the year with all our colleagues.



## Qatar 2022 **virtual tournament**

**More than 60 talents signed up to participate in our Virtual Soccer Tournament**, within the framework of the World Cup in Qatar. The participants took to the virtual court using different platforms such as PlayStation 5, Xbox series X/S, and PC.

We congratulate the tournament winners: **Andrés Alberto Sáenz Cordero and Alan Nicolás Hansen**.



## We strengthen ties of **fellowship and teamwork**

The last week of January was very special for the NEOS team from the United States, since they visited the city of Monterrey to **participate in five days of teambuilding activities**. This allowed them to get to know each other much better on a personal and professional level, as well as to learn how to improve teamwork to meet the goals we set for the new year that began.

We hope to have many more activities of this type and **to continue to strengthen ourselves as a single ONE NEORIS team!**





## NEORIS USA end of year **Celebration**

The NEORIS team that serves clients in the USA had its 2022 end-of-year celebration at our offices in Monterrey, Mexico. At the meeting, we not only reminisced about what the year meant in terms of achievements and key moments, but it was also the opportunity to share our expectations for 2023.

The day of celebration ended with a great meal of tacos and beers at Almacén 42.

**Here's to many more moments like this in 2023!**



## We run to **raise awareness**

We are committed to offering well-being and care to our NEOS. Thanks to the **Time Out** initiative, we were able to offer activities and workshops for all our talents during the last months of 2022, with **the aim of helping to strengthen their physical and emotional health.**

One of these activities was the participation, along with other companies, in **the People's Heart Race XIII** to raise awareness about the importance of sport for the prevention of cardiovascular diseases.



## Talking about the Metaverse in Murcia and Madrid

Shortly before the end of 2022, **we held two meetings with alumni from the CES (Centros de Estudios Superiores) Juan Pablo II from Madrid and the IES Ingeniero De la Cierva from Murcia**, where our Global Director of Marketing and Communications, **Jorge Lukowski**, spoke on the latest news about the Metaverse. During the meeting, we also shared with the attendees about the new trends in the field of software development, led by our **Senior Manager at DDC, José Luis Ruiz Antoranz.**



Thanks to these meetings, we seek to positively impact future talents with the aim of learning about **the most innovative technologies that are leading the digital transformation.**



## Meeting together again to celebrate **the end of the year**

**At NEORIS Spain, we celebrated our traditional New Year's Eve party** and it was a truly exceptional moment.

We were very happy to celebrate such a special date together, particularly because in recent years, due to the pandemic, it was not possible for us to celebrate all together this way. This year, having had the opportunity to meet again and celebrate as before, we enjoyed it with all the more enthusiasm.

**We look forward to celebrating our achievements for many more years!**



## The pursuit of **happiness** by **NEOS**

As part of our WE'X initiatives, we have created the position of **"Happiness Officers"** who seek to promote pleasant and healthy work environments. To achieve this, during the last four months of 2022, we had two happiness managers: **Priyanka Thakral and Ridhima Kohli.**

They both came up with fun ideas for the India Talent Meetings and acted as true volunteers who boosted happiness for the team. Priyanka's creative idea was to **celebrate Diwali**, the Indian festival of light, which involved guessing Bollywood songs from emojis. Ridhima planned a bingo event and the game "Can you hear me?" both of which were huge successes.

**Thanks to our NEOS of Happiness. We hope to continue counting on your creativity!**