

PROCUREMENT IS NAVIGATING A TECH TSUNAMI

(AND IT'S UPENDING HOW YOU WORK)



**GEP 2025 PROCUREMENT & SUPPLY CHAIN
TECH TRENDS REPORT**

Procurement is right in the eye of a tech storm.

The economic currents have shifted, and familiar navigation tools are no longer enough. Traditional models are under pressure — from faster decision cycles, growing complexities of global trade driven by tariffs, and rising expectations for intelligence and integration. This isn't routine turbulence or a rogue trend wave; it's a structural reset that is reshaping how procurement operates, delivers value and stays aligned with the business.

Technologies like agentic AI aren't just incremental upgrades; they represent a generational leap — systems that can learn, decide and act with minimal oversight. And yet, for all their promise, these advancements come with complexity. The road ahead is rich with opportunity but riddled with pitfalls. Successfully navigating this terrain requires more than enthusiasm. It demands fluency.

Procurement and supply chain professionals can no longer afford to leave deep tech understanding to CIOs and IT teams. These disruptions reach directly into the heart of their roles, reshaping how teams function, how decisions get made and what leadership looks like in the years ahead.

This report offers a lens into a quiet revolution happening in procurement, driven by a shift from reactive systems to intelligent platforms that analyze, decide and execute in real time.

It traces the emergence of agentic AI, autonomous procurement and unified source-to-pay (S2P) ecosystems not as isolated breakthroughs, but as parts of a larger shift in how organizations move, decide and create value. What makes these changes matter isn't just the technology, but what those technologies unlock: speed with control, precision at scale and strategy that's no longer slowed by process.

For those steering through the digital hype toward real transformation, this report is more than a compass. It's a beacon for staying on course, built to help leaders navigate shifting conditions with clarity, confidence and control.





1. Agentic AI Is Set to Explode, Widening the Gap Between Leaders and Laggards in AI Adoption

Procurement teams face mounting pressure to streamline operations and enhance decision-making in a complex business environment. Traditional automation, focused on rule-based workflows and reactive processing, isn't up to the challenge. Agentic AI, however, transforms procurement into an intelligent, self-orchestrating system that can anticipate needs, make real-time decisions and optimize outcomes with minimal oversight. It's a system that doesn't just follow steps, it learns, predicts and takes action.

By automating key functions like intake management, supplier interactions and contract execution, agentic AI frees procurement professionals to focus on strategic, high-value tasks.

Gartner predicts that by 2028, 33% of enterprise software applications will include agentic AI, up from less than 1% in 2024, enabling 15% of day-to-day work decisions to be made autonomously.¹ Successful adoption hinges on strong governance to align AI decisions with company policies and regulations, while legacy ERP systems pose integration challenges that require careful planning.

For those who master it, agentic AI will evolve beyond digital assistants, becoming the default interface for procurement. Multi-agent systems will autonomously manage sourcing, supplier relationships, compliance and contract negotiations, shaping procurement's future with unprecedented agility and precision.

Why It Matters

Agentic AI is becoming a valuable operational partner in helping procurement keep pace with growing complexity, tighter timelines and evolving demands. It takes on repetitive tasks — classifying procurement requests, managing supplier communications, executing contracts — so teams can focus on higher-value work: strengthening supplier relationships, identifying risks earlier and adapting to market shifts.

At the same time, organizations should proceed with realism. According to Forrester, 75% of firms that attempt to build ambitious agentic AI architectures on their own will fall short.² The research firm notes that these systems are technically demanding, requiring advanced data models, retrieval-augmented generation (RAG) pipelines, sophisticated data architectures and niche expertise.

As hype accelerates, so does the risk of underestimating implementation complexity. Forrester predicts that more mature organizations will turn to AI service providers and systems integrators to reduce complexity and get results faster.

As agentic AI becomes more embedded in day-to-day decision-making, leadership will need to ensure its use reflects organizational priorities, values and accountability standards. The challenge is both strategic and technical, shaping how intelligent systems support business outcomes, amplify decision quality and scale impact without adding unnecessary risk.

“AI agents represent a new phase of AI innovation, combining analytical and decisioning capabilities with an action component. Their potential makes them a top emerging technology of 2025 with a broad array of use cases.” Forrester

Our Approach

GEP has been actively building and advancing self-learning agentic AI to support more intelligent, adaptive procurement operations. These capabilities are designed to help organizations move beyond static automation and enable systems that can interpret, prioritize and act autonomously, but in alignment with business goals.

These agentic AI capabilities will help enterprises across all S2P functions, including:

- **Streamlining intake and orchestration** by classifying procurement requests, assigning priorities and automating approvals based on context
- **Enhancing supplier interactions** through AI-driven negotiation support, contract execution and early risk assessments
- **Optimizing sourcing execution** with multi-agent collaboration, where distinct AI agents handle tasks like supplier vetting and risk mitigation in parallel
- **Improving compliance and monitoring** by continuously scanning supplier data, contract terms and regulatory updates to flag emerging risks

As AI adoption grows, agentic AI is becoming a foundational capability, not just for efficiency, but for visibility, adaptability and control. By embedding intelligent orchestration across procurement and supply chain functions, GEP is helping organizations stay ahead of complexity and lead with clarity.



2. Autonomous Procurement Leaps Forward, Enabling More Strategic Human Involvement

Autonomous procurement is no longer on the horizon, it's becoming embedded in how work gets done. AI-enabled systems are already managing routine, rules-based activities: processing purchase orders, routing approvals, matching invoices and responding to supplier queries. These systems execute quickly, consistently and without human intervention, making them ideal for transactional load.

“Autonomous procurement will free organizations to redeploy resources to higher-value activities. The combined reductions in labor costs, noncompliant spending and errors will bring immediate savings to the bottom line.” Gartner Hype Cycle for Procurement 2024

But autonomy isn't intelligence. These systems don't decide what matters or adapt to shifting priorities — they follow the script. That's where agentic AI enters the conversation.

Unlike traditional automation, agentic AI operates with initiative. It can interpret context, align with goals and direct systems to act. For example, an AI agent might detect a sudden increase in tail spend across business units, flag it as a risk and recommend policy tightening or supplier consolidation. In response, an autonomous procurement system could then execute the updated workflow — automatically adjusting thresholds, routing approvals differently or initiating a review with preferred suppliers.

This is the interplay: agentic AI analyzes and advises; autonomous systems execute and scale. One thinks strategically, the other operationalizes instantly.

Where autonomous procurement handles the how, agentic AI addresses the what and why. Together, they form a closed loop: real-time execution guided by real-time reasoning.

This isn't a feature upgrade. It's a shift in the architecture of procurement — away from manual oversight, toward systems that act, sense and adapt in sync with the business.



Why It Matters

Autonomous procurement drives execution at scale, handling tasks like PO tracking, invoice matching and routine approvals with speed and consistency. It reduces manual workload, accelerates cycle times and ensures transactional processes run smoothly without constant oversight.

But automation alone isn't enough. What makes this shift powerful is agentic AI: intelligent systems that guide decisions, initiate actions and adapt in real time. Autonomous procurement executes; agentic AI directs. Together, they reallocate time and energy from managing transactions to shaping outcomes.

Intelligent automation in procurement can lead to significant reduction in tactical workload, enabling teams to engage more directly in risk planning, supplier collaboration and strategic initiatives.

The transition requires focused execution. Autonomous systems need to be aligned with enterprise workflows, teams must be trained to oversee and fine-tune AI-driven processes, and integration across procurement, finance and supplier systems must be seamless. The payoff: faster cycle times, stronger compliance and a procurement function that responds in real time to business needs.

Our Approach

GEP's software platforms are built to make autonomous procurement real and practical. We focus on automating high-volume, rules-based activities so procurement teams can shift focus from managing processes to managing outcomes.

Here's how we do it:

- **End-to-end automation of routine tasks** like PO creation, invoice matching, approval routing and supplier communication
- **Streamlined contract negotiations**, using automation to accelerate standard terms and reduce turnaround time
- **Predictive insights into supplier performance**, helping teams anticipate issues and trigger preventive actions

- **Dynamic spend management** that adjusts workflows and sourcing actions based on real-time demand and business conditions
- **Enterprise-grade integration** with ERP, finance and supplier systems to keep everything connected and auditable

The result: a procurement function that runs more efficiently, adapts faster and stays focused on where it adds the most value.



3. Total Orchestration Surges Ahead, Unlocking Seamless Efficiency Across Procurement

Procurement has long been slowed by fragmentation: disconnected systems, siloed data and workflows that don't talk to each other. In response, a new concept has taken hold: total orchestration. At its core, total orchestration means designing procurement as one continuous, connected process — from intake to sourcing, contracting, purchasing and payment. Beyond automating individual steps, it's about making sure everything flows smoothly, intelligently and in context.

As the need for integration has grown, many software vendors have responded by developing orchestration layers — solutions designed to sit on top of legacy ERP systems and connect fragmented tools and workflows. These solutions were created with the right intention: to address the rigidity and limitations of traditional infrastructure. But in reality, they often fall short.

An orchestration layer is only as good as the systems it orchestrates. And when those underlying systems are fragmented or outdated, they limit how information flows, undermining the very promise of orchestration. It's like putting a new engine in an old car: if the frame, brakes and wiring are still outdated, the performance won't improve much. What's meant to simplify often becomes just another layer of complexity.

True orchestration requires a stronger foundation. It works best when it's built into a unified S2P platform, where every step, from request to payment, lives in a shared environment, powered by real-time data, embedded automation and intelligent workflows. Instead of stitching together disconnected systems, this approach connects people, processes and decisions across procurement in one fluid ecosystem.

The benefits are clear. According to The Hackett Group's 2025 Procurement Agenda, there is a high level of adoption of end-to-end core procurement technologies, with continued investment planned over the next three years, driven by the need for greater automation, visibility and integration.

This shift reflects a deeper understanding: only end-to-end, unified, total orchestration can deliver the speed, accuracy and strategic agility that procurement needs to lead in today's fast-moving business landscape.

Why It Matters

Orchestration brings clarity, speed and control to procurement. No more chasing approvals across disconnected systems. No more guesswork around contract status or supplier engagement. Processes flow as they should: simpler, faster and fully traceable.

Orchestration has helped leading organizations reduce purchasing cycles by up to 48% while driving significant cost savings through better spend visibility and control.⁵ Forbes Technology Council

When orchestration is embedded in a unified S2P platform, its value multiplies. It connects sourcing, contracting, supplier collaboration and payments into one cohesive, data-driven process. Layered with agentic AI to guide decisions and autonomous capabilities to execute routine tasks, procurement evolves into a smarter, more responsive function that can act with precision, anticipate risk and contribute meaningfully to enterprise outcomes.

It's where intelligence, automation and orchestration come together, elevating how procurement works, how decisions are made and how value is delivered.

Our Approach

We embed orchestration as a foundational layer across procurement through:

- **A unified, AI-powered workflow** that connects intake, sourcing, contracting, purchasing and payments
- **Persona-based intake** tailored to buyers, requesters and stakeholders
- **Low-code flexibility** that enables quick updates to workflows, policies and supplier logic
- **Embedded intelligence** that surfaces real-time insights, flags exceptions and guides next actions

Beyond procurement, we integrate seamlessly with ERP, finance and supplier ecosystems, enabling a broader layer of intelligence and alignment across the enterprise:

- **Unified visibility across functions**, eliminating blind spots between systems and teams
- **Proactive risk detection**, with early signals surfaced through connected data flows
- **Accelerated, well-informed decisions**, driven by shared context and real-time insight

The result is a high-velocity procurement capability that thinks and moves with the business, not behind it.



4. Unified S2P Takes Center Stage, Transforming Procurement Into a Connected Powerhouse

Disconnected tools slow everything down — visibility, decision-making, collaboration. Unified S2P platforms change the game by eliminating fragmentation across procurement functions. Instead of managing a patchwork of point solutions, spreadsheet-driven processes and ERP plug-ins, organizations can operate within a single, intelligent ecosystem that connects every step from sourcing to payment.

When orchestration is embedded into a unified S2P platform rather than bolted on, it enables seamless handoffs across intake, approvals, sourcing, contracting, invoicing and payments. Procurement becomes proactive, data-driven and deeply aligned with business priorities. AI insights surface in real time, enabling smarter sourcing decisions and continuous optimization of supplier performance and spend. Compliance isn't retroactive, it's built in.

At GEP, we're seeing this shift firsthand. Based on the volume of inbound inquiries for S2P software and our ongoing discussions with procurement and IT leaders, interest in unified S2P platforms is not just increasing, it's accelerating. Organizations are actively exploring how to consolidate fragmented systems, improve agility and elevate procurement's role in delivering enterprise value.

Why It Matters

For procurement leaders, unified S2P delivers clarity and control at scale. You don't just see supplier performance, you see the context behind it. You don't just approve spend, you understand how it aligns with budget, compliance and ESG goals. Unified S2P platforms break down the operational silos that slow decisions and introduce risk.

The shift may require rethinking how teams work and collaborate, but the benefits compound quickly. Greater visibility across categories. Faster execution across geographies. Smarter collaboration between procurement, finance and business units. And a connected data layer that makes AI, automation and analytics exponentially more valuable.

"There is a high level of adoption of end-to-end core procurement technologies, with continued investment planned over the next three years, demonstrating the importance of technology enablement.⁶"

The Hackett Group

Our Approach

With **GEP SMART**, we deliver a truly unified S2P experience built to streamline operations, surface intelligence and scale with the enterprise:

- **End-to-end integration** across procurement — from intake and spend analysis to sourcing, supplier management, contracting, purchasing and payment
- **Native intelligence** with built-in agentic AI, autonomous procurement and total orchestration, working together to optimize every step, not just automate it
- **Continuous performance gains** through real-time analytics and AI-powered workflows that enhance compliance, speed and value delivery
- **Adaptability by design**, powered by GEP QUANTUM's low-/no-code framework, enabling rapid workflow adjustments and seamless integration with enterprise systems

The result: a single, intelligent operating model for procurement — connected, collaborative and ready to meet the demands of complex global supply chains.

5. AI and Analytics Are Turning Category Management Into a Source of Competitive Advantage

Category management is undergoing a fundamental transformation. It's no longer just about consolidating spend and securing the lowest price, it's about shaping enterprise strategy. Today's category managers are tasked with balancing cost, risk, innovation, supplier performance, ESG goals and supply chain resilience. Their work increasingly touches every part of the business.

To be clear: category management has always demanded focus, deep insight and confident decision-making. But the speed and complexity of today's global environment have outpaced what traditional tools can support. Static dashboards and backward-looking reports fall short. What's needed now is dynamic, real-time intelligence — powered by AI and advanced analytics — to anticipate risks, identify emerging opportunities and guide agile, data-driven category strategies.

Complete visibility across the full S2P cycle is also essential. Without insight into how strategies are playing out, category managers are flying blind. Real impact comes from seeing the full picture and knowing which levers to pull to fine-tune performance: supplier mix, payment terms, inventory positions, contract utilization and more.

This need is especially urgent in an environment defined by continuous volatility — supply disruptions, tariff shifts, regulatory changes, inflationary pressure and rising sustainability expectations. Category managers don't need more data, they need the right data, delivered in context, with clear signals on what to act on and when.

That's why demand is growing for category management platforms that combine intelligent recommendations, predictive insights, scenario modeling and end-to-end visibility. Tools that not only surface patterns but help leaders test assumptions, evaluate trade-offs and adjust strategies in real time. In this new era, category management is a critical lever of enterprise value.



Why It Matters

The role of category managers is evolving rapidly — expanding in scope, complexity and strategic impact. To lead effectively in today's environment, they must:

- **Deliver multidimensional value:** not just savings, but outcomes across innovation, risk mitigation, ESG goals, supplier performance and supply chain resilience
- **Act with real-time intelligence:** using AI-powered insights, predictive analytics, and contextual data, not just past experience or static reports, to guide decisions
- **Respond with agility:** dynamically adjust strategies to market shifts, disruptions and internal priorities without losing sight of long-term objectives
- **Collaborate across ecosystems:** build and manage supplier relationships focused on co-innovation, shared accountability and mutual growth
- **Drive decisions with end-to-end visibility:** track the performance of category strategies across the full S2P cycle and fine-tune execution using the right levers — from sourcing and contracting to invoicing and payment

As procurement's strategic relevance grows, so does the demand for category leaders who can connect insight to action at enterprise scale. But to operate at this level, they need more than dashboards. They need platforms that eliminate silos, surface intelligence in real time and support complex, high-impact decisions across categories and business functions.

Our Approach

Category management today demands more than spend visibility or supplier tracking, it requires insight, agility and alignment with enterprise priorities. GEP's Intelligent Category Management (ICM) solution is built to deliver just that.

Here's how it helps category leaders lead with confidence:

- **A unified 360° command center:** Integrates spend data, supplier performance, contract terms, market benchmarks and risk indicators, all in one intelligent workspace
- **Forward-looking insights:** Uses AI to surface early warnings, predict shifts and recommend sourcing strategies based on real-time data
- **Scenario planning and collaboration:** Empowers procurement, business units and suppliers to co-create strategies and evaluate trade-offs in a shared environment

Because ICM is embedded in GEP SMART, it doesn't operate in isolation. Every insight feeds directly into sourcing, contracting, supplier performance and risk management, creating a continuous feedback loop that sharpens execution and strengthens outcomes.

We're helping organizations elevate category management into a strategic engine that drives enterprise value, not just procurement performance.

Low-/No-Code Platforms Have Become the Backbone of Procurement Agility

Adaptability has become procurement's most valuable asset. When conditions shift overnight — whether it's a regulatory update, supply disruption or policy change — teams need to adjust processes quickly. But in many organizations, even small changes to procurement workflows require long lead times and complex coordination. That's where low-code platforms come in.

With visual interfaces, modular components and AI-assisted configuration, low-code gives procurement teams the ability to build and modify workflows, automate approvals and connect systems quickly and with minimal friction. It empowers teams to act at the pace of business, reducing dependency on custom development and enabling faster responses to change, all while maintaining compliance and control.

According to Forrester, 87% of enterprise developers are now using low-code development platforms for at least some of their work.⁷ And Gartner forecasts that by 2025, 70% of new applications developed by enterprises will use low-code or no-code technologies, up from less than 25% in 2020.⁸ These aren't niche solutions anymore. They're rapidly becoming the default approach to enterprise agility.

Why It Matters

Low-/no-code platforms are transforming how procurement adapts in a fast-moving environment. With intuitive tools and modular design, teams can adjust workflows, update approval logic and respond to shifting priorities quickly and confidently.

This model strengthens collaboration between procurement and IT. Procurement gains the flexibility to manage day-to-day changes, while IT ensures that everything remains secure, compliant and scalable. Each team stays focused on its strengths and both move in sync with the business.

In a world that demands real-time decisions and continuous adaptation, low-/no-code makes procurement more agile, more responsive and better positioned to drive impact.

Our Approach

At GEP, we've built for this reality from the ground up. Our platforms — GEP SMART and GEP NEXXE — are powered by GEP QUANTUM, a robust low-/no-code infrastructure that enables rapid innovation at scale. It's not an add-on, it's the core.

With GEP QUANTUM, procurement teams can modify workflows, configure sourcing strategies, and integrate with external systems — quickly, securely and with minimal reliance on traditional development timelines. At the same time, IT teams continue to ensure full oversight of governance, data integrity and enterprise architecture, facilitating seamless integration with existing systems.

This approach bridges business requirements and technical execution, empowering procurement to pivot swiftly in response to market changes while IT maintains the rigorous standards that keep the organization secure and scalable. Together, they deliver solutions that are faster, smarter and perfectly aligned with organizational needs.

Not Just Trends, But a Convergence in Motion; These Synergistic Tech Shifts Are Reshaping Procurement's Strategic Core

None of these shifts exist in isolation. Agentic AI, autonomous procurement, total orchestration, low-code platforms, unified S2P solutions and AI and analytics driven category management are all elements of a larger, interdependent system. Each trend addresses a specific need. Together, they reflect a broader shift in how procurement creates value, operates at scale and drives business impact.

This convergence signals procurement's fundamental transformation from a transactional function to an agile, intelligent and deeply strategic enterprise capability.

Unified digital platforms enable seamless orchestration across processes and partners.

Orchestration, in turn, creates the foundation for autonomous decision-making — systems that act on real-time data without waiting for manual input. Low-code tools accelerate the pace of adaptation, allowing teams to rapidly tailor workflows and solutions. Agentic AI doesn't just automate, it interprets, recommends, and even initiates actions, amplifying human judgment with machine intelligence. And in this connected, insight-rich environment, category management becomes a forward-looking, value-engineering function, not just a sourcing play.

The message is clear: adopting any one of these trends delivers value. But embracing them as a connected strategy unlocks exponential impact — efficiency, resilience, innovation and speed, all working in tandem. This is the new procurement model: interconnected,

Is Your Tech Stack Powering Procurement — or Holding It Back?

Digital procurement is now an interconnected ecosystem, not just a collection of tools. Agentic AI, autonomous workflows, low-code agility, total orchestration and unified S2P platforms aren't optional upgrades — they're the foundation of high-performing, future-ready teams.

Explore what's possible with GEP:

- See a demo of our software in action
- Take a tailored assessment to identify your biggest opportunities
- Join a Digital Garage workshop to co-create the future of your procurement function

Wherever you are in your transformation journey, we're ready to meet you there — with the right resources, insights and support to help you move forward.

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GEP® delivers AI-powered procurement and supply chain solutions that help global enterprises become more agile and resilient, operate more efficiently and effectively, gain competitive advantage, boost profitability and increase shareholder value.

Fresh thinking, innovative products, unrivaled domain expertise, smart, passionate people — this is how GEP SOFTWARE™, GEP STRATEGY™ and GEP MANAGED SERVICES™ together deliver procurement and supply chain solutions of unprecedented scale, power and effectiveness. Our customers are the world's best companies, including more than 1000 Fortune 500 and Global 2000 industry leaders who rely on GEP to meet ambitious strategic, financial and operational goals.

A leader in multiple Gartner Magic Quadrants, GEP's cloud-native software and digital business platforms consistently win awards and recognition from industry analysts, research firms and media outlets, including Gartner, Forrester, IDC, ISG, and Spend Matters.

GEP is also regularly ranked a top procurement and supply chain consulting and strategy firm, and a leading managed services provider by ALM, Everest Group, NelsonHall, IDC, ISG and HFS, among others. Headquartered in Clark, New Jersey, GEP has offices and operations centers across Europe, Asia, Africa and the Americas. To learn more, visit www.gep.com.

GEP SMART®

GEP SMART is an AI-powered, cloud-native software for direct and indirect procurement that offers comprehensive source-to-pay functionality in one user-friendly platform, inclusive of spend analysis, sourcing, contract management, supplier management, procure-to-pay, savings project management and savings tracking, invoicing and other related functionalities.

GEP NEXXE®

GEP NEXXE is a unified and comprehensive supply chain platform that provides end-to-end planning, visibility, execution and collaboration capabilities for today's complex, global supply chains.

Built on a foundation of big data, artificial intelligence and machine learning, GEP NEXXE is next-generation software that helps enterprises make supply chain a competitive advantage.

100 Walnut Avenue, Clark, NJ 07066 | P 732.382.6565 | info@gep.com | www.gep.com

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