Globant

Seek Reinvention

F1Q22 Investor Presentation

Investment **highlights**

- Pure play in the **digital and cognitive** space
- Organized by Studios, delivering domain expertise in **emerging technologies and industries**
- **Proven ability to acquire** and integrate complementary, bolt-on acquisitions
- **Experienced and founder led** management team
- Global presence, leveraging next-gen software and **the right talent and skills**
- **Strong set of Accelerators** that leverage AI and other technologies to reinvent key aspects of organizations
- Recurring and **blue-chip customer base**
- **Rapid revenue growth** and industry leading margins

Market Opportunity

Resilient Business Model

On top of ongoing digital trends, the current pandemic has proven that **digital transformation is imperative for any business**:

- Organizations need to accelerate their digital transformation
- As a pure play, we believe we are extremely well positioned to help companies adapt to the new reality and thrive leveraging our Studio Model and Agile Pods methodology
- Proven experience in executing through distributed and remote working teams

- By 2023, the global economy will reach digital supremacy. Products and services from digitally transformed enterprises will account for half of global GDP. Enterprises not able to compete in the digital portion of the economy will miss out on half of the opportunities in their core markets.

  Source: IDC FutureScape

- Already, 70% of companies had a digital transformation in place or were working on one, but it seems most companies **were not far enough along** to make COVID-19 a non-issue.

  Source: Forbes - Is COVID-19 Forcing Your Digital Transformation? 12 Steps To Move Faster

$60B

Artificial Intelligence Software Revenue to Reach $59.8 Billion Worldwide by 2025

Source: Tractica

$ 80B

Digi-Capital forecasts that AR/VR could reach $80 billion to $90 billion by 2023

Source: Digi-Capital

$ 6.3T

By 2024, digital transformation spending will make up 55% of all technology investment worldwide, reaching 6.3 trillion dollars between 2022 and 2024

Source: IDC FutureScape: Worldwide Digital Transformation 2022 Predictions

$19B

Global Spending on Blockchain Solutions Forecast for 2024

Source:International Data Corporation (IDC) Worldwide Blockchain Spending Guide

500M

From 2018 to 2023, 500 million new logical apps will be created, equal to the number built over the past 40 years.

Source: IDC FutureScape: Worldwide IT Industry 2019 Predictions

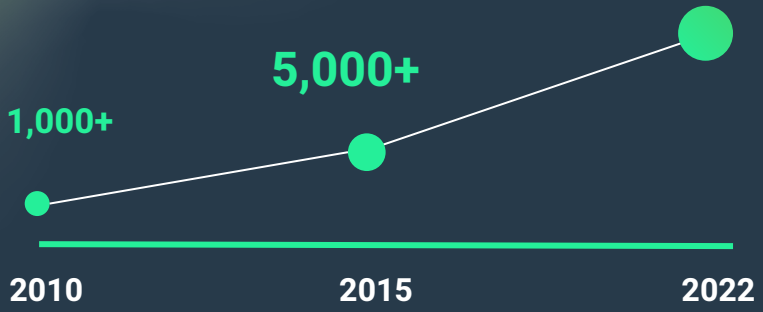
25%

By 2022, 25% of endpoint devices and systems will execute AI algorithms.

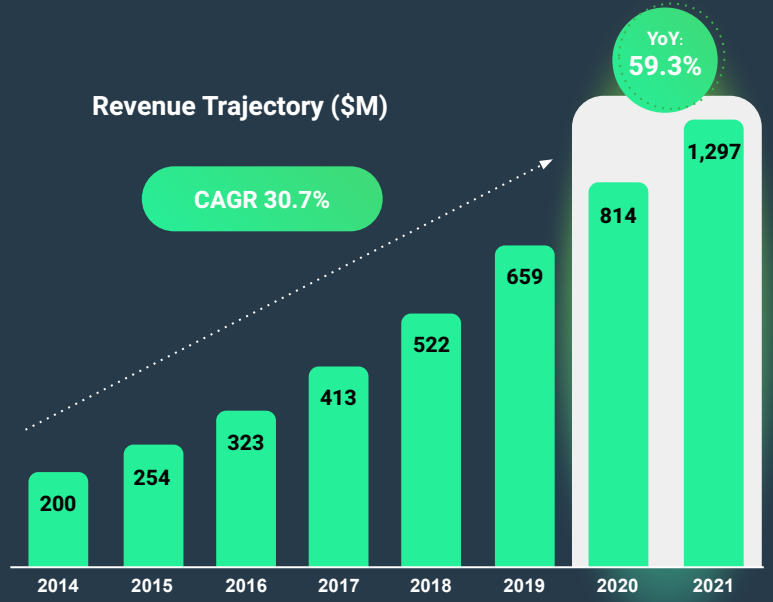
Source: IDC FutureScape: Worldwide IT Industry 2019 Predictions

This is Globant

Globers



Revenue Trajectory ($M)



Case Studies & Recognitions

IDC Analyze the Future · Harvard · Stanford University · MIT Sloan Management

2003 Founded

2006 Signed Google

2009 Studios launched

2014 Listed on NYSE

2017 Recognized as a 2017 Worldwide Leader of Digital Strategy Consulting Services by IDC MarketScape report

2019 BeKind Launched

2020 Recognized as a 2020 Worldwide Leader in CX Improvement by IDC MarketScape report

2021 Crossed $1B in revenues

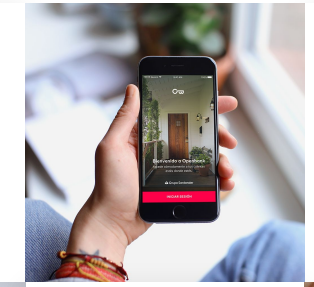
Achieved carbon neutrality

Some of the **clients** we work with:

Our **Innovative Solutions**

Metropolitan Police

To improve public access to the Metropolitan Police, we helped build an online system to reduce response times by 44%.



OpenBank

Creating the first true digital bank offering a highly personalized, exclusively digital banking.

Autodesk

Leveraging AI and machine learning to provide insights for construction companies, such as automatically predicting potential health and safety issues.

EA

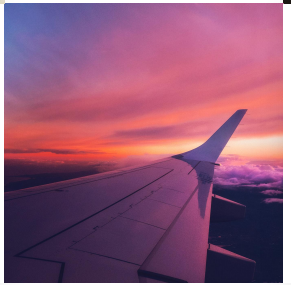
Partnering with EA to bring co-development to the next level for FIFA, UFC, NHL and other AAA games.

Rockwell Automation

Reinventing the way the industry is serviced, creating new and more modern tools to achieve faster and better results.

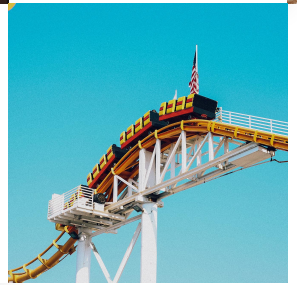
Travel industry

Creating a completely new experience for air travelers, allowing the customer a unique journey while reducing their operating costs.



Disney

Engineering the digital transformation for one of the largest amusement parks in the world



Studios
by Globant

Our Studio model fosters creativity and innovation.

These **deep pockets of expertise** on the latest technologies and trends **deliver tailored solutions** for specific challenges.

Reinvention Studios

- Airlines
- Life Sciences
- Bluecap Future Finance
- Media & Entertainment
- Gaming
- Travel & Hospitality
- EdTech
- Smart Payments

Digital Studios

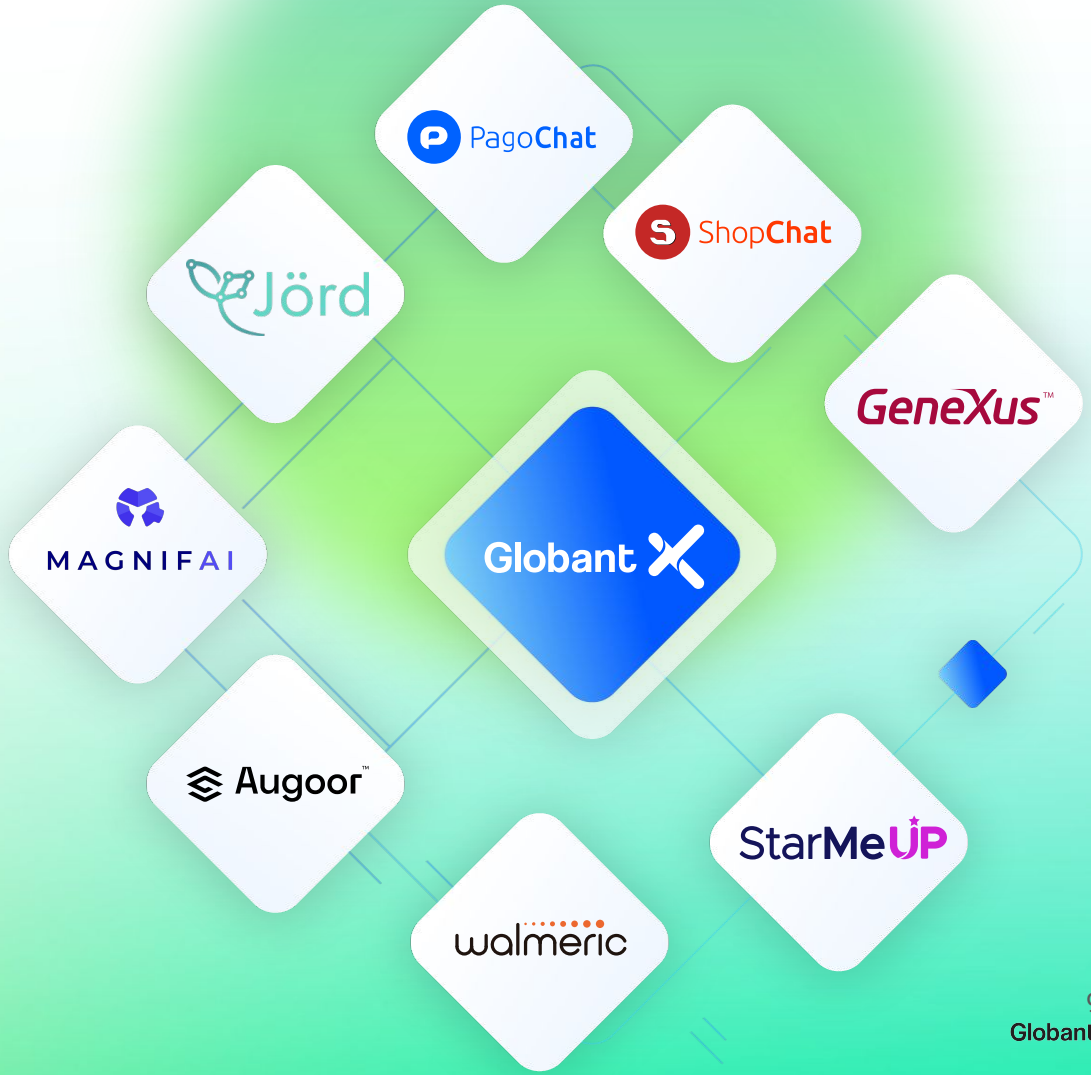
- Agile Delivery
- Blockchain
- Business Hacking
- Cloud Ops
- Conversational Interfaces
- Cultural Hacking
- Cybersecurity
- Data & AI
- Design
- Digital Experience Platforms
- Digital Lending
- Digital Marketing
- Digital Sales
- Enterprise Applications
- Future of Organizations
- Internet of Things
- Metaverse
- Process Optimization
- Product
- Quality Engineering
- Salesforce
- Scalable Platforms
- Smart Venues
- Sustainable Business
- UI Engineering
- Digital Performance

Globant

Is an **incubator** by, for and of innovation that helps **productize Globant's most transformative tech into platforms.**

Our one-of-a-kind **Entrepreneurial Engine** helps our Globerpreneurs and select early-stage startups to catapult them from napkin to MVP to in-market success.

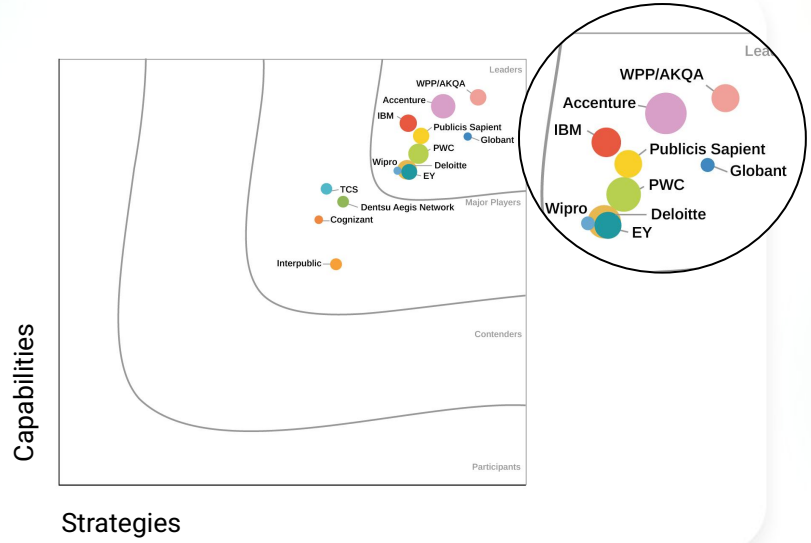
Our platforms enhance digital transformation, from using tech to make organizations and their cultures more human, to applying AI to reinvent how software is coded and tested.



Globant recognized as a

Worldwide Leader in CX Improvement

by IDC MarketScape



SOURCE: IDC MarketScape: Worldwide Customer Experience Improvement Services 2020 Vendor Assessment, by Douglas Hayward, September 2020, IDC #US45658220

IDC MarketScape vendor analysis model is designed to provide an overview of the competitive fitness of ICT suppliers in a given market. The research methodology utilizes a rigorous scoring methodology based on both qualitative and quantitative criteria that results in a single graphical illustration of each vendor's position within a given market.

The Capabilities score measures vendor product, go-to-market and business execution in the short-term. The Strategy score measures alignment of vendor strategies with customer requirements in a 3-5-year timeframe. Vendor market share is represented by the size of the icons. Copyright IDC 2020.

IDC ANALYZE THE FUTURE

Global **Autonomous Culture**

Our **Global Delivery Centers** are successful thanks to a strong and autonomous culture that runs through every Glober.

Our **Agile Pods Model** aims to better align business and technology teams. They're driven by a culture of **self-regulated teamwork and collaboration**.

Our **Inverted Org Chart** with the Pods at the front and center live by a customer-centric and autonomous culture.

Our **StarMeUp** platform creates an amazing environment where people **love to work** because they feel immersed in a culture that puts them first and fosters their emotional connections.

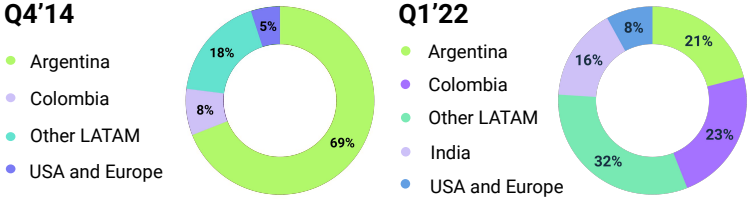
Our global, diverse, and inclusive **talent pool**

We take pride in our people, and we're fully aware that they are our biggest strength.

That's why we work hard at growing our family of diverse, inclusive, and highly educated IT professionals.

19
Countries

Total **Headcount Geographic** dispersion (%)



Global delivery **model**

Total **Headcount Geographic** dispersion (%)

Country	Dec-14	Dec-15	Dec-16	Dec-17	Dec-18	Dec-19	Dec-20	Dec-21	Mar-22
Colombia	8	11	15	21	25	27	23	23	23
Argentina	69	57	49	39	34	30	30	23	21
India	-	9	8	10	12	10	11	15	16
Mexico	4	6	7	9	10	11	12	14	14
Peru	2	1	1	1	1	5	4	5	6
Chile	-	1	2	2	3	4	5	5	5
Uruguay	11	8	8	6	5	4	4	4	4
USA	5	5	8	9	7	5	4	3	3
Brazil	1	1	1	1	1	2	3	3	3
Spain	-	-	1	1	1	1	1	2	2
UK	-	-	1	1	1	1	1	1	1
Romania	-	-	-	-	1	1	1	1	1
Belarus	-	-	-	-	1	1	1	1	1

Along our journey, **we have diversified our talent** base to build a strong global presence

ESG Approach

Our purpose is to ***make the world a better place, one step at a time.***

Integrated Report published annually.

Committed with **six SDG's. Ranked at DJSI.**
Silver recognition level at Ecovadis.

Be kind is our Sustainability strategy
for the next years.

Note: SDG: Sustainable Development Goals. DJSI: Dow Jones Sustainability Indices.

ESG Approach

Governance

- **Board of Directors:** Consisting of 9 diverse members which are elected on a staggered basis. New charter approved to describe relevant skills and experience as well as diversity aspects of our Board of Directors members.
- **Corporate Governance and Nominating Committee:** Provides oversight of the Company's ESG (Environmental, Social and Corporate Governance) matters.
- **Code of Business Conduct and Ethics:** Published in our website, also with our whistleblowing contacts, the Anti-Bribery and Anti-Corruption Policy, and our Modern Slavery Statement.

Data Privacy & Security

- **Globant Cybersecurity Strategy:** GDPR and LGPD assessment has been concluded last December 2021. CCPA assessment is still ongoing.
- Metrics on the Sustainability Accounting Standard (SASB) published on annual basis.

We create our own way forward in a sustainable way.

Be Kind to Yourself

- 100% of our globers worldwide impacted with a **comprehensive wellness plan**

Be kind to your Peers

- **50% women and non-binary people in management positions** by 2025
- Grant **coding scholarships** to 15,000 people by 2025

Be kind to Humanity

- Tackle the misuse of technology through our **BeKind Tech Fund**, an initiative that aims to **Invest $10 million USD in startups** that help to address these issues
- Support **50 intrapreneurship ESG-oriented projects** through **BeKind Labs** by 2030

Be kind to the Planet

- **Carbon neutrality** and **reduction trajectories** in line with the **Science-Based Targets Initiative's** standards-aligned with Race to Zero Initiative
- Save **10 million tons of Co2**-eq by 2030 by supporting our clients with **"Digital Sobriety" techniques** while designing their digital services and products

Globant Ventures

We invest in visionary and purpose-driven entrepreneurs seeking to **reinvent business** while creating **synergies** with Globant's clients. Globant Ventures targets investment from Seed stage to Series A, bringing to bear the expertise, scale, and passion of our global network.

STARTUP + STUDIOS

Cybers curity
- VU Security

Data & AI
- TheEye
- Robin Tests
- Woocar

UI Engineering
- Avancargo
- Drixit Technologies
- UALI

Conversational Interfaces
- Elsa
- B2Chat
- LookApp
- Vozy

Metaverse
- CamOnApp

Digital Marketing
- Epica

OUR COMMITMENT

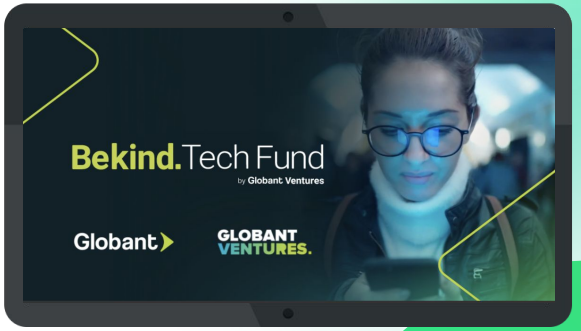
- **Investment**
- **Mentoring**
- **Growth**
- **Network**

Be Kind Tech Fund

At **Globant**, we believe technology can improve the lives of millions around the world. Since our inception, we have worked to harness the power of tech for the greater good.

To reinforce this vision, we launched the **#BeKindTechFund**, a $10 million international corporate venture fund that supports startups mitigating the negative effects of technology.

Tech startups developing apps, products or platforms with this vision in mind can apply at www.bekindtechfund.com



Financial review

At a Glance

Key Statistics

$1.4B
LTM Q1'22 total Revenue

30.7%
2014 – 2021 Revenue CAGR

$72.4k
LTM Q1'22 Revenue per IT Professional

39.5%
Q1'22 Adj. Gross Profit Margin

16.8%
Q1'22 Adj. Profit from Operations Margin

24,500+
Total Employees as of Mar 31, 2022

1,195
Q1'22 Total Active Customers Served

206
LTM Q1'22 Customers with over $1M in Annual Revenue

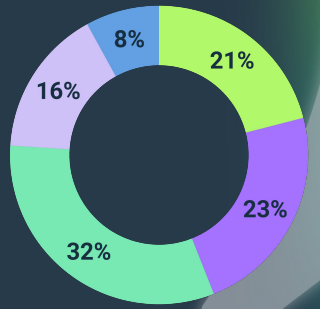
91.3%
of LTM Q1'22 Revenue came from Existing Customers in LTM Q1'21

Global Delivery Model

24,500+ globers in 19 countries

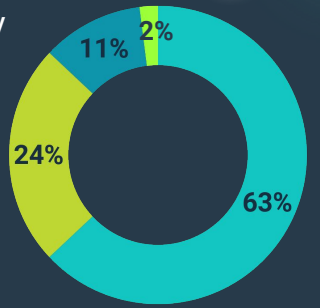
Headcount Distribution (as of Mar'22)

- Argentina
- Colombia
- Other LatAm
- India
- US and Europe



Revenue by Geography (Q1'2022)

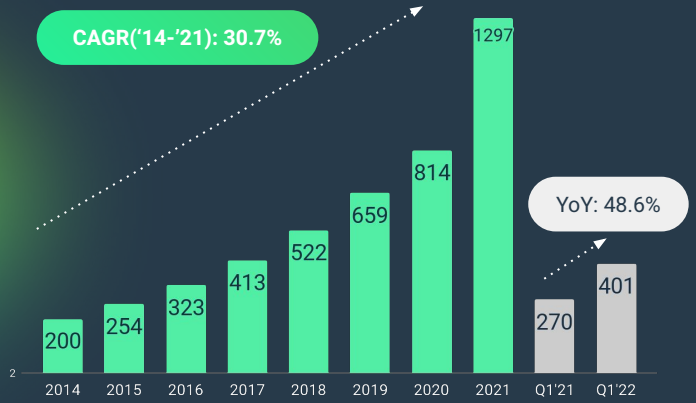
- North America
- LATAM
- EMEA
- Asia and Oceania



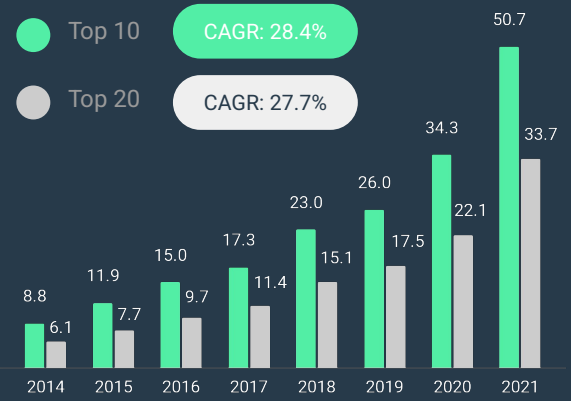
Note: Adjusted Gross Profit Margin Percentage excludes depreciation and amortization and share-based compensation expense- equity settled.
Adjusted Profit from Operations Margin Percentage excludes share-based compensation expense - equity settled, impairment of assets and acquisition-related charges.
Revs per IT Prof: Sum of LTM Revs / average (IT Prof for Q1'21; IT Prof Q1'22)
Total Active Customers Served: Clients generating > $0 Revenues between 04-01-2021 and 03-31-2022
Customers with over $1M in Annual Revenue: Clients generating > $1M Revenues between 04-01-2021 and 03-31-2022

Significant **Revenue Growth**

Revenue ($M)



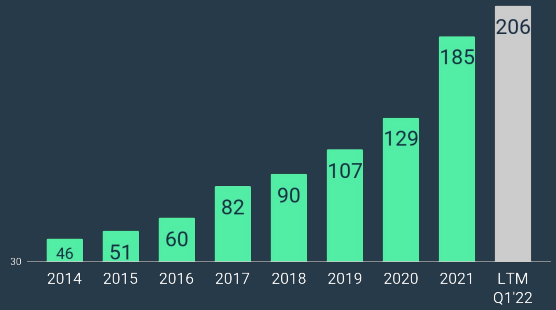
Average Revenue by Client ($M)



Client Revenue Contribution (%)

Clients	2014	2015	2016	2017	2018	2019	2020	2021
Top 1	9	12	10	10	11	11	11	11
Top 5	27	33	34	29	32	26	31	27
Top 10	44	47	47	42	44	39	42	39

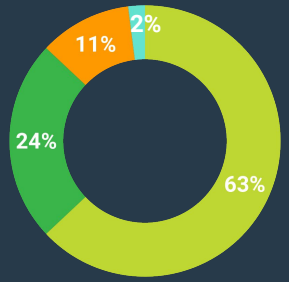
Clients with Revenues >$1M



Revenue **Breakdown (Q1'22)**

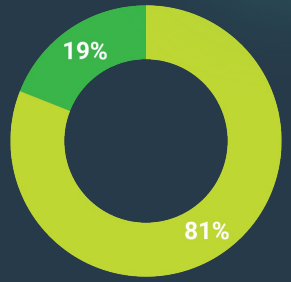
Geography

- North America
- LATAM
- EMEA
- Asia and Oceania



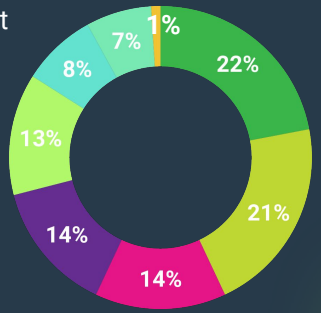
Currency

- USD
- Others



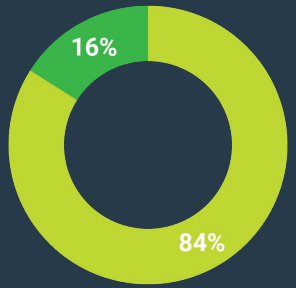
Industry

- Banks and Financial Ss.
- Media and Entertainment
- Tech and Telecom
- Consumer, Retail and Manufacturing
- Professional Services
- Travel and Hospitality
- Healthcare
- Others



Contract type

- Time and Materials
- Fixed Price and Others



Strong ability to develop accounts

Increasing # of multi million $ accounts

	2014	2015	2016	2017	2018	2019	2020	2021
$20M+	0	1	2	3	5	7	7	12
$10M+	2	5	6	9	9	14	13	22
$5M+	10	10	11	18	21	26	32	42
$1M+	46	51	60	82	90	107	129	185

Annual revenues of select top 20 customers, part of our 100^2 strategy

	2016	2017	2018	2019	2020	2021
Customer A	31	42	59	74	89	141
Customer B	12	13	15	23	39	62
Customer C	0	1	10	18	21	40
Customer D	9	11	12	14	18	24
Customer E	1	1	3	5	9	17

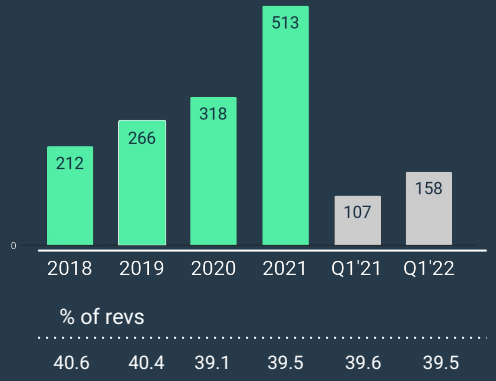
100 squared strategy:

- Dedicated onsite teams
- Strategic partner
- Increased visibility

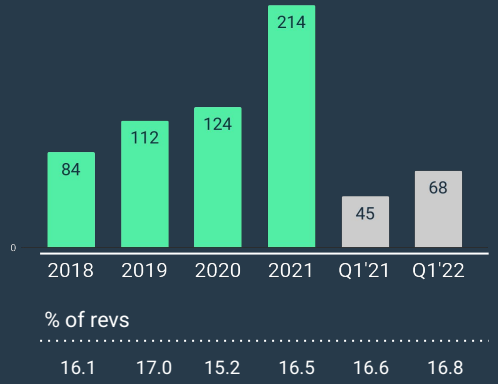
- Studio cross-selling
- POD model penetration
- Increasing number of projects

Attractive **Profitability**

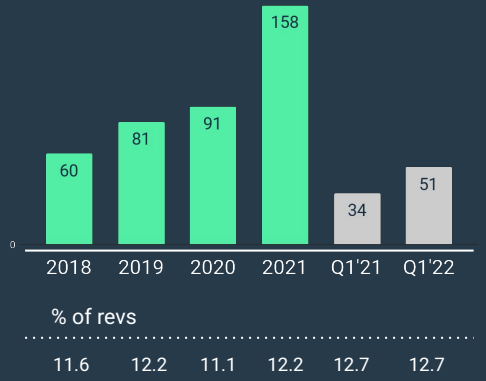
Adjusted Gross Profit ($M)



Adjusted Profit from Operations ($M)



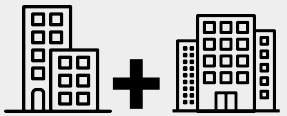
Adjusted Net Income ($M)



Note:
Adjusted Gross Profit excludes depreciation and amortization and share-based compensation expense - equity settled.
Adjusted Profit from Operations excludes share-based compensation expense - equity settled, impairment of tax credits, impairment of assets, acquisition-related charges and COVID-19-related charges.
Adjusted Net Income excludes share-based compensation expense - equity settled, impairment of tax credits, impairment of assets, US settlement agreement, net, Expenses related to secondary share offering, acquisition-related charges, COVID-19-related charges and the related effect on income taxes of the pre-tax adjustments.

Our growth strategy

- Focus on 100^2: 100 accounts with potential revenues of $100M+
- Studio cross-selling
- Increasing sales coverage to ensure better reach
- Diversification of the talent pool among different locations
- Pursue strategic, tuck-in acquisitions



Main Strategic Acquisitions

- GeneXus
- Navint
- Atix Labs
- Walmeric
- Habitant
- Cloudshift
- Bluecap
- gA
- Belatrix
- Avanxo
- PointSource
- Ratio
- L4 Digital
- We Are Experience
- Clarice Technologies

Leading this dream, our management team

BOARD OF DIRECTORS

Martín Migoya
Chairman of the Board, CEO & Co-founder

Linda Rottenberg
Co-founder & CEO of Endeavor Global

Philip A. Odeen
Former Chairman of the Board of Directors & Lead Independent Director of AES Corporation and Convergys Corporation

Martín Gonzalo Umaran
Chief Corporate Development Officer, President of EMEA & Co-founder

Francisco Álvarez-Demalde
Founder & General Partner of Riverwood Capital

Andrea Petroni Merhy
Managing Director, Head of Business Advisory & Execution at JPMorgan Chase

Guibert Andrés Englebienne
President of Globant X, President of Latam & Co-founder

Richard Haythornthwaite
Former Chairman of Mastercard Incorporated. Chairman of Ocado PLC

Maria Pinelli
Former Senior Partner & Vice Chair at Ernst & Young LLP

SENIOR MANAGEMENT

Martín Migoya
Chairman of the Board, CEO & Co-founder

Juan Urthiague
Chief Financial Officer

Wanda Weigert
Chief Brand Officer

Patricia Pomies
Chief Operating Officer

Guibert Andrés Englebienne
President of Globant X, President of Latam & Co-founder

Martín Gonzalo Umaran
Chief Corporate Development Officer, President of EMEA & Co-founder

Diego Tártara
Chief Technology Officer

Pablo Rojo
General Counsel

Forward looking disclosure

In addition to historical information, this presentation might contain “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. In some cases, you can identify forward-looking statements by terminology such as “believe,” “may,” “will,” “estimate,” “continue,” “anticipate,” “intend,” “should,” “plan,” “expect,” “predict,” “potential,” or the negative of these terms or other similar expressions. These statements include, but are not limited to, statements regarding our future financial and operating performance, including our outlook and guidance, and our strategies, priorities and business plans. Our expectations and beliefs regarding these matters may not materialize, and actual results in future periods are subject to risks and uncertainties that could cause actual results to differ materially from those projected. Factors that could impact our actual results include: the impact and duration of the COVID-19 pandemic; our ability to maintain current resource utilization rates and productivity levels; our ability to manage attrition and attract and retain highly-skilled IT professionals; our ability to accurately price our client contracts; our ability to achieve our anticipated growth; our ability to effectively manage our rapid growth; our ability to retain our senior management team and other key employees; our ability to continue to innovate and remain at the forefront of emerging technologies and related market trends; our ability to retain our business relationships and client contracts; our ability to manage the impact of global adverse economic conditions; our ability to manage uncertainty concerning the instability in the current economic, political and social environment in Latin America; and other factors discussed under the heading “Risk Factors” in our most recent Form 20-F filed with the U.S. Securities and Exchange Commission and any other risk factors we include in subsequent reports on Form 6-K.

Because of these uncertainties, you should not make any investment decisions based on our estimates and forward-looking statements. Except as required by law, we undertake no obligation to publicly update any forward-looking statements for any reason after the date of this presentation whether as a result of new information, future events or otherwise.

Now’s your time to
Seek
Reinvention
Globant