

Globant▶

Seek Reinvention

F1Q23 Investor Presentation

Investment **highlights**



Pure play in the **digital and cognitive** space



Organized into 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 recent 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 2026, the need to increase resiliency will drive large enterprises to create new digital business models and digital products/services, which will account for 50% of service providers' revenue

Source: [IDC FutureScape: Worldwide Services 2023 Predictions](#)

- Through 2025, 70% of organizations will use service providers to scale up their efforts to innovate with digital transformation efforts

Source: [Gartner Forecast Analysis: Digital Business Implementation and Refinement Services, Worldwide](#)

\$60B

Artificial intelligence software revenue to reach \$59.8 billion worldwide by 2025

Source: Tractica

85%

of CEOs reported increased investments in digital capabilities and 77% are increasing investments in IT

Source: Gartner CEO Survey: Inflation Won't Stall Digital Transformation, Provided Customer Experience Is a Focus

\$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

\$237B

Size of the digital business implementation and refinement service market by 2025.

Source: Gartner Forecast Analysis: Digital Business Implementation and Refinement Services, Worldwide

\$800B

Bloomberg estimate of the global metaverse market opportunity by 2024

Source: Bloomberg Intelligence: Metaverse may be \$800 billion market, next tech platform

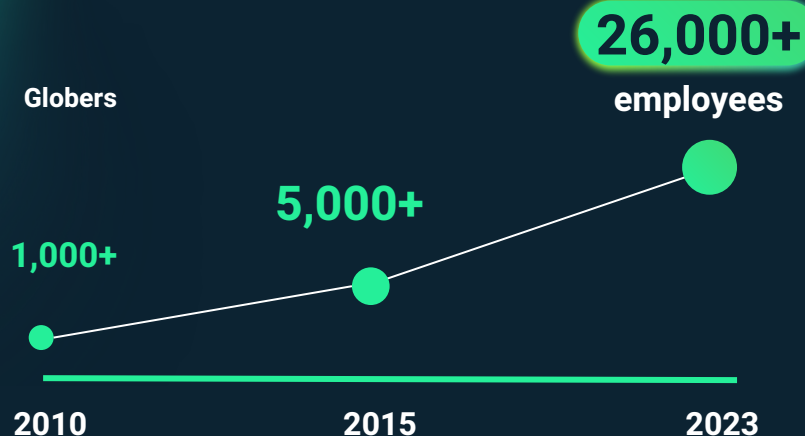
\$19B

Global Spending on Blockchain Solutions Forecast for 2024

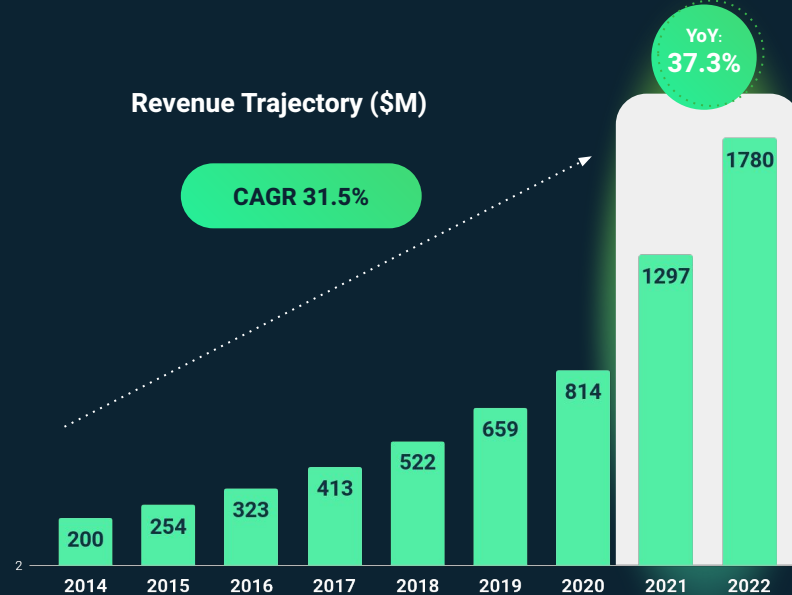
Source: International Data Corporation (IDC) Worldwide Blockchain Spending Guide

This is Globant

Globers



Revenue Trajectory (\$M)



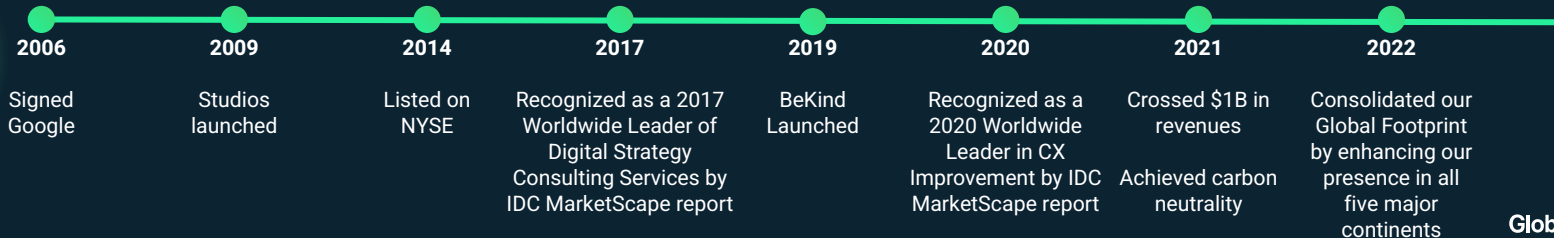
Case Studies & Recognitions



STANFORD
UNIVERSITY



G
2003
Founded



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



PRISMA
medios de pago



BBVA



Coca-Cola



DELL Technologies



FOX



Pernod Ricard



MACH



OSRAM



EXPRESS

PETROBRAS



MELIÀ
HOTELS & RESORTS



TRINATURK



Our Innovative Solutions

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 UFC, NHL, Battlefield and other AAA games.



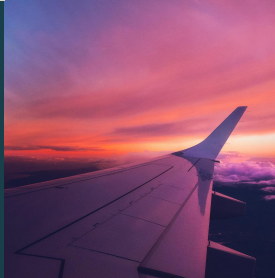
Royal Caribbean

Royal Caribbean is using technology to create once in a lifetime guest experiences.



Airline 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.



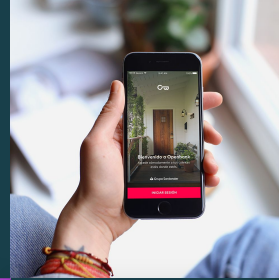
Metropolitan Police

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.



Our Studio model fosters creativity and innovation.

These 36 **deep pockets of expertise** on
the latest technologies and trends deliver
**tailored solutions for specific
challenges.**



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

Industry Reinvention Studios

We leverage deep industry expertise to disrupt categories, reinvent businesses and unlock explosive growth.



Airlines



Automotive



Ed Tech



Finance



Gaming



Healthcare &
Life Sciences



Hospitality &
Leisure



Media &
Entertainment



Retail



Smart Payments



Sports

G> Create.

Digital Studios

Our world-class innovators, engineers and designers develop and deploy emerging tech to put your business at the cutting edge.



Data & AI



Blockchain



Business
Hacking



Cloud Ops



Conversational
Interfaces



Commerce



Cultural Hacking



Cybersecurity



Sustainable
Business



Design



Digital Experience
Platforms



Digital
Performance



Digital Sales



Fast Code



Engineering



Internet of
Things



Metaverse



Product



Quality
Engineering

Enterprise Platforms Studios

Streamline your operations, maximize productivity, optimize technology and supercharge your teams to perform at their absolute best.



Google Cloud



Oracle



Process
Optimization



Salesforce



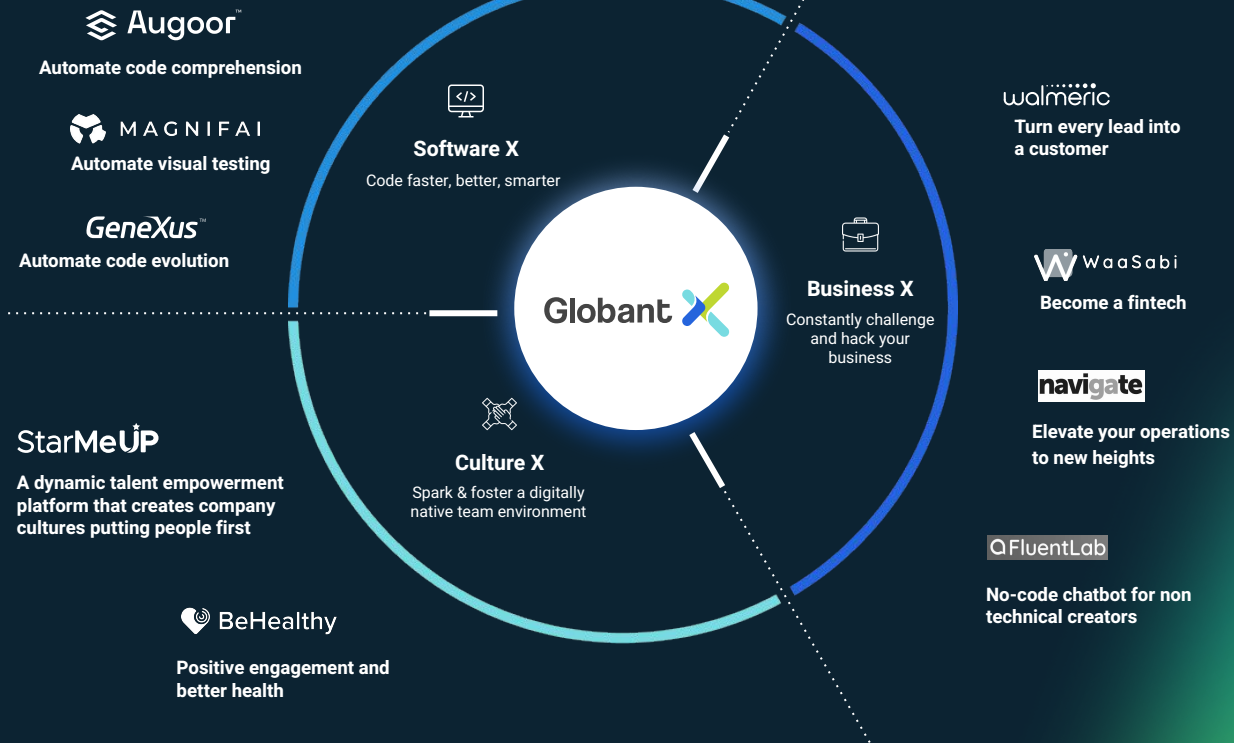
SAP



Gain a **Fast-Pass** for your digital transformation journey

We act as an **Entrepreneurial Engine** that **productizes our Globberpreneurs' ideas** into transformative tech, taking products and platforms in different growth stages -from POC and MVP to Expansion- and catapulting them to market success.

We **ignite growth potential** through next-gen technologies that serve as a **fast-pass for digital transformation**, helping organizations **future-proof themselves**, so they can quickly **adapt to an ever-changing business environment** and thrive.



Globant recognized as **Company of the Year** for Digital Transformation Services

By Frost & Sullivan

Frost & Sullivan's Company of the Year Award is its top honor and recognizes the market participant that exemplifies **visionary innovation, market-leading performance, and unmatched customer care in its industry.**

Globant was acknowledged as providing “**the most comprehensive suite of solutions and services in the market, spanning robust features and capabilities.**” Based on the in-depth analysis of its global Growth Pipeline Experts, Frost & Sullivan reserves this recognition for companies at the forefront of innovation and growth in their respective industries.

SOURCE: Frost & Sullivan: Global Digital Transformation Services Industry Company of the Year Award

FROST & SULLIVAN
BEST PRACTICES
AWARDS

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 inter-connected 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.

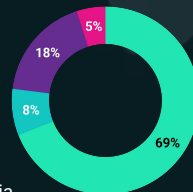
That's why we work hard at growing our family of diverse, inclusive, and highly educated IT professionals.


25+
Countries

Total Headcount Geographic dispersion (%)

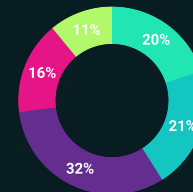
Q4'14

- Argentina
- Colombia
- Other LATAM
- North America, Europe & Other Asia



Q1'23

- Argentina
- Colombia
- Other LATAM
- India
- NA, Europe, MENA & APAC



NORTH AMERICA

Canada
United States

LATIN AMERICA

Argentina
Brazil
Chile
Colombia
Costa Rica
Ecuador
Mexico
Peru
Uruguay

EUROPE

Belarus
Bulgaria
Denmark
France
Germany
Italy
Luxembourg
Poland
Romania
Spain
Ukraine
United Kingdom

MENA & APAC

Australia
Hong Kong
India
Saudi Arabia

Global delivery **model**

Total **Headcount Geographic** dispersion (%)

Country	Dec-14	Dec-15	Dec-16	Dec-17	Dec-18	Dec-19	Dec-20	Dec-21	Dec-22	Mar-23
Colombia	8	11	15	21	25	27	23	23	22	21
Argentina	69	57	49	39	34	30	30	23	20	20
India	-	9	8	10	12	10	11	15	16	16
Mexico	4	6	7	9	10	11	12	14	13	13
Peru	2	1	1	1	1	5	4	5	5	5
Chile	-	1	2	2	3	4	5	5	5	5
Uruguay	11	8	8	6	5	4	4	4	4	4
Brazil	1	1	1	1	1	2	3	3	4	4
Spain	-	-	1	1	1	1	1	2	4	4
USA	5	5	8	9	7	5	4	3	3	3
UK	-	-	1	1	1	1	1	1	1	1
Romania	-	-	-	-	1	1	1	1	1	1
Belarus	-	-	-	-	1	1	1	1	1	1
Italy	-	-	-	-	-	-	-	-	1	1
Ecuador	-	-	-	-	-	-	-	-	-	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.***



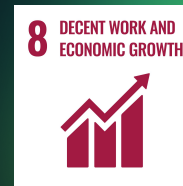
Integrated Report published annually.



Committed to **seven SDG's. Sustainability Yearbook Member (by S&P)**. Silver recognition level at Ecovadis.



Be kind is our sustainability strategy for the next years.



ESG Approach

Governance

- **Board of Directors:** Consisting of 9 diverse members who are elected on a staggered basis. New charter approved to take into account the relevant skills, experience, and diversity of our Board of Directors.
- **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 on December 2021. CCPA assessment is still ongoing.
- Metrics on the Sustainability Accounting Standard (SASB) published on annual basis.

Certifications:



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**
- 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

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 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 to Series A, bringing to bear the expertise, scale, and passion of our global network.

OUR COMMITMENT



Investment



Mentoring



Growth



Network

Be Kind Tech Fund

by Globant Ventures

Globant's **Be Kind Tech Fund** continues on its mission to mitigate the negative effects of tech by investing in startups that tackle issues such as screen time abuse, social polarization, online harassment, among others.

The Fund recently added **Polemix**, the first platform to introduce Web3 technology to the world of ideas and opinions, to its portfolio.

We have partnered with **MIT Sandbox Innovation Fund**, **E2E**, and **Seaya**, thought leaders who share research and ethical frameworks that are fundamental to the Fund's development.

Investments ranging from a crowd-sourced platform for marketing intelligence to the Best Full-web tool for marketing teams

Linked AI
EPICA
Look App
Camon
Bunker DB

MKT, Sales &
Data

Operations

Globant
Ventures

Conversational
interfaces

Finance &
Cybersecurity

Investments ranging from a messaging platform that reads message types out loud to an A.I. assistant for pronunciation training and accent reduction

Ping
ELSA
Woocar
Vozy
B2Chat

Investments ranging from an RPA + AI business process automation solutions to a startup that combines drones, IoT, and AI to help energy companies protect their assets

The Eye
Uali
Avancargo
Because Energy Matters
Drixit

Investments ranging from a marketplace for digital collectibles known as POSUs (Proof of Support) to a SaaS and white label fintech platform that enables fintech companies to scale payment networks

Polemix
VU
Fivvy
INI

A person is shown from the back, looking at a large screen. The screen displays a line graph with a red trend line that starts at the bottom left and moves towards the top right. The background is dark, and the screen is illuminated with a red glow.

Financial Review

At a Glance

Key Statistics

\$1.9B

LTM Q1'23 total
Revenue

31.5%

2014 – 2022
Revenue CAGR

\$77.7k

LTM Q1'23 Revenue
per IT Professional

38.2%

Q1'23
Adj. Gross
Profit Margin

15.1%

Q1'23
Adj. Profit from
Operations Margin

26,000+

Total Employees
as of Mar 31, 2023

1,342

Q1'23 Total
Active Customers
Served

276

LTM Q1'23
Customers with
over \$1M in
Annual Revenue

90.7%

of LTM Q1'23 Revenue
came from Existing
Customers in LTM Q1'22

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 Q1'22; IT Prof Q1'23)

Total Active Customers Served: Clients generating > \$10,000 Revenues between 04-01-2022 and 03-31-2023

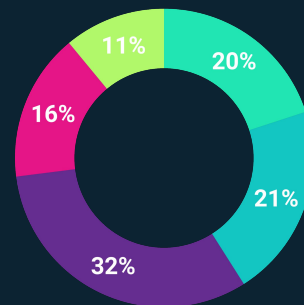
Customers with over \$1M in Annual Revenue: Clients generating > \$1M Revenues between 04-01-2022 and 03-31-2023

Global Delivery Model

26,000+ globers in 25+ countries

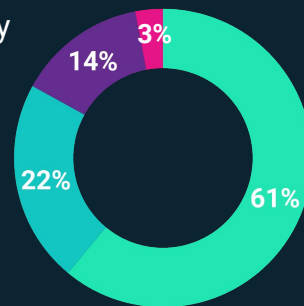
Headcount Distribution (as of Mar'23)

- Argentina
- Colombia
- Other LATAM
- India
- NA, Europe, MENA & APAC



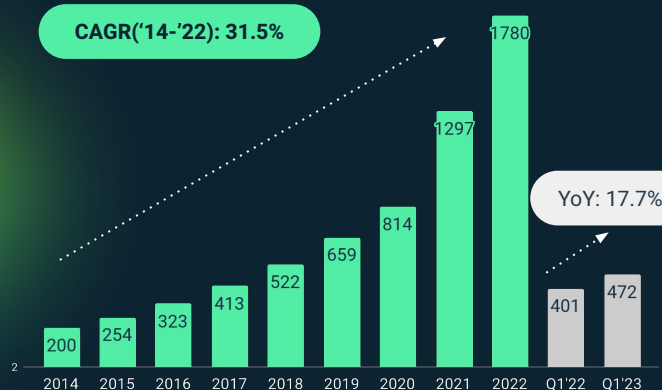
Revenue by Geography (Q1'23)

- North America
- LATAM
- EMEA
- Asia and Oceania

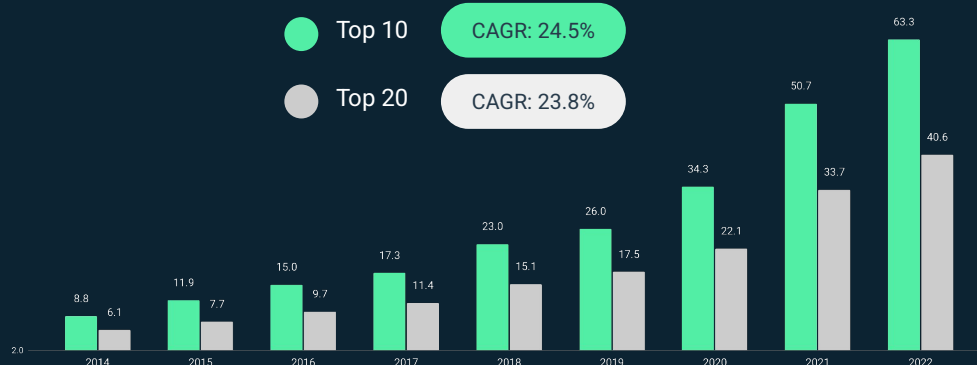


Significant Revenue Growth

Revenue (\$M)



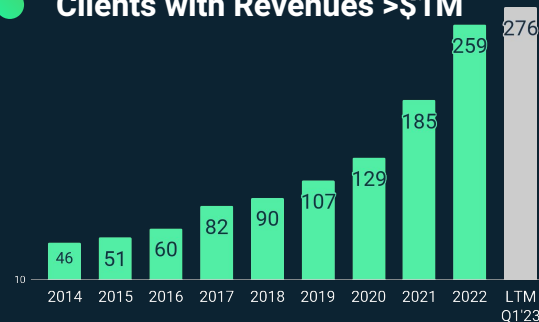
Average Revenue by Client (\$M)



Client Revenue Contribution (%)

Clients	2014	2015	2016	2017	2018	2019	2020	2021	2022
Top 1	9	12	10	10	11	11	11	11	11
Top 5	27	33	34	29	32	26	31	27	26
Top 10	44	47	47	42	44	39	42	39	36

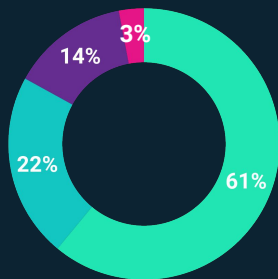
Clients with Revenues >\$1M



Revenue Breakdown (Q1'23)

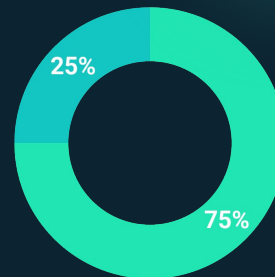
Geography

- North America
- LATAM
- EMEA
- Asia and Oceania



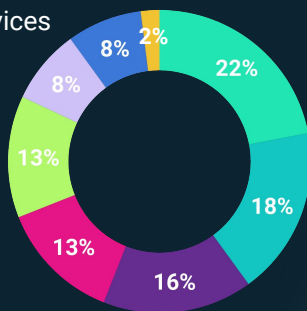
Currency

- USD
- Others



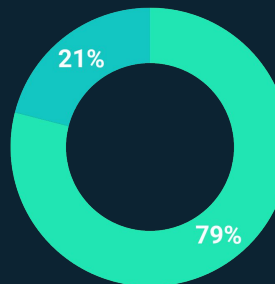
Industry

- Media and Entertainment
- Banks and Financial Services
- Consumer, Retail and Manufacturing
- Tech and Telecom
- 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	2022
\$20M+	0	1	2	3	5	7	7	12	13
\$10M+	2	5	6	9	9	14	13	22	25
\$5M+	10	10	11	18	21	26	32	42	65
\$1M+	46	51	60	82	90	107	129	185	259

Annual revenues of select top 20 customers, part of our 100² strategy

	2016	2017	2018	2019	2020	2021	2022
Customer A	31	42	59	74	89	141	191
Customer B	12	13	15	23	39	62	73
Customer C	0	0	1	21	53	55	69
Customer D	9	11	12	14	18	24	29
Customer E	1	1	3	5	9	17	20

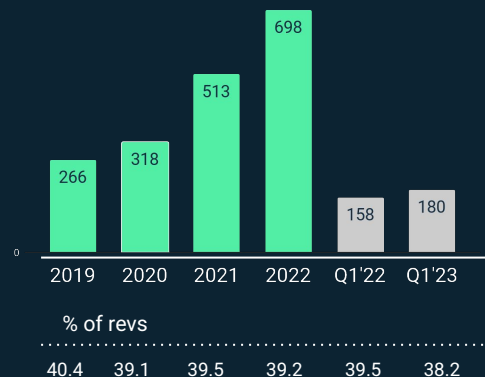
100 squared strategy:

- Dedicated onsite teams
- Strategic partner
- Increased visibility

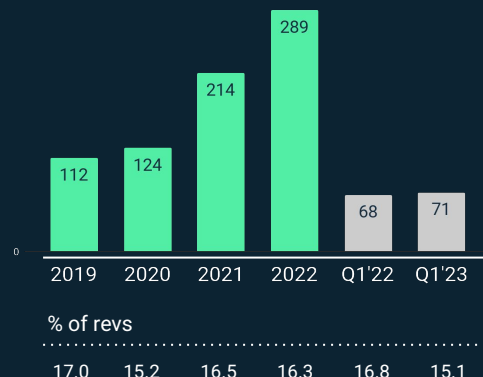
- Studio cross-selling
- POD model penetration
- Increasing number of projects

Attractive Profitability

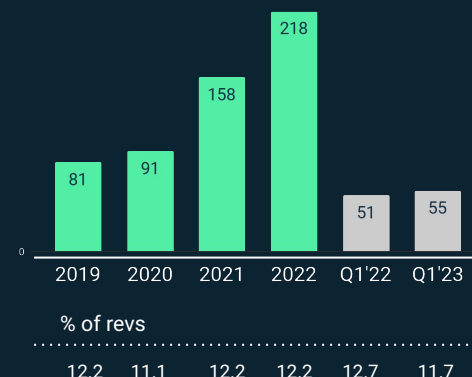
Adjusted Gross Profit (\$M)



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 and acquisition-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 and the related effect on income taxes of the pre-tax adjustments.

Our growth strategy

- Focus on 100²: 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

- | | | | |
|-----------------|--|------------------------|--|
| ● Experience IT | | ● Bluecap | |
| ● Vertic | | ● gA | |
| ● eWave | | ● Belatrix | |
| ● Sysdata | | ● Avanzo | |
| ● GeneXus | | ● PointSource | |
| ● Navint | | ● Ratio | |
| ● Atix Labs | | ● L4 Digital | |
| ● Walmeric | | ● We Are Experience | |
| ● Habitant | | ● Clarice Technologies | |
| ● Cloudshift | | | |

Leading this dream, our management team

BOARD OF DIRECTORS



Martín Migoya

Chairman of the Board, CEO & Co-founder



Martín Gonzalo Uman

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



Guibert Andrés Englebienne

President of Globant X, President of Latam
& Co-founder



Linda Rottenberg

Co-founder & CEO of Endeavor Global



Francisco Álvarez-Demalde

Founder & General Partner of Riverwood
Capital



Richard Haythornthwaite

Former Chairman of Mastercard
Incorporated. Chairman of Ocado PLC



Philip A. Odeen

Former Chairman of the Board of Directors &
Lead Independent Director of AES
Corporation and Convergys Corporation



Andrea Petroni Merhy

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



Maria Pinelli

Former Senior Partner & Vice Chair at Ernst &
Young LLP

SENIOR MANAGEMENT



Martín Migoya

Chairman of the Board, CEO & Co-founder



Patricia Pomies

Chief Operating Officer



Diego Tártara

Chief Technology Officer



Juan Urthiague

Chief Financial Officer



Guibert Andrés Englebienne

President of Globant X, President of Latam
& Co-founder



Pablo Rojo

General Counsel



Wanda Weigert

Chief Brand Officer



Martín Gonzalo Uman

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



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: 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

