

Globant▶

# Seek Reinvention

F4Q23 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 wave of generative AI 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](#)

# \$2.1T

worldwide IT services spending expected to be reached by 2027

Source: Gartner Forecast: IT Services, Worldwide, 2021-2027

# 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

# 90%

of service providers will use generative AI for software development services by 2027. Also impacting code compiling and optimization, automated debugging and automated quality assurance testing

Source: Gartner Top 3 Generative AI Trends Impacting IT Services

# \$237B

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

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

# \$334B

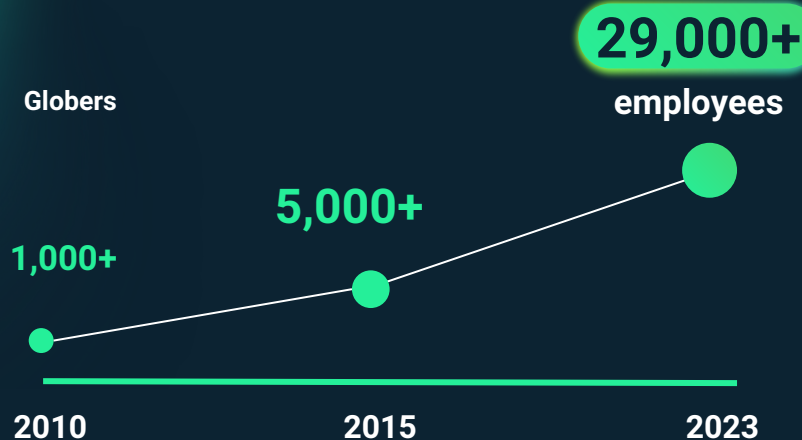
Global spending on product engineering and operational technology services forecasted for 2027

Source: IDC: Worldwide Product Engineering and Operational Technology Services Forecast, 2023-2027

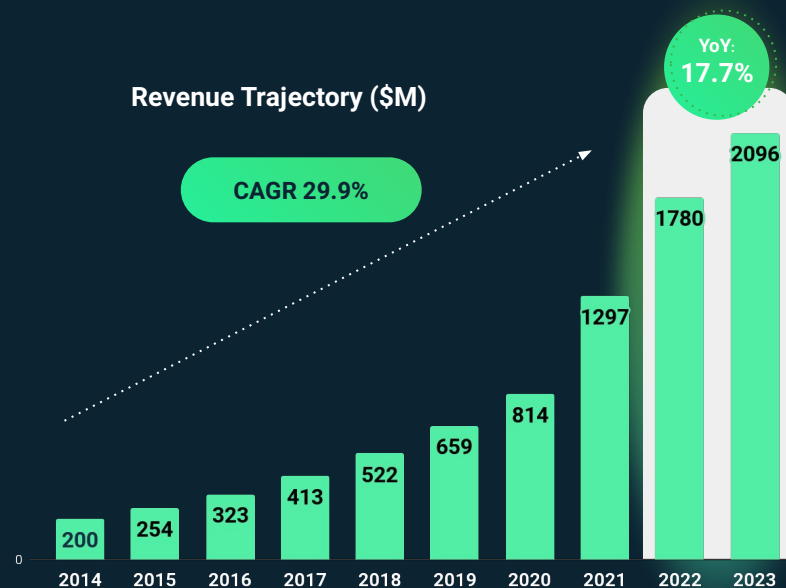


# This is Globant

Globers



## Revenue Trajectory (\$M)



## Case Studies & Recognitions



STANFORD  
UNIVERSITY



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

2023  
20th anniversary  
Recognized in Fortune's  
100 Fastest-Growing  
Companies

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



**PRISMA**  
medios de pago



**BBVA**



*Coca-Cola*



**DELL** Technologies



**FOX**



Pernod Ricard



**MACH**

**DANONE**

**OSRAM**



**EXPRESS**

**PETROBRAS**



**MELIÀ**  
HOTELS & RESORTS



TRINA TURK

**FIFA**



# 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.



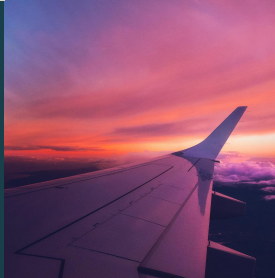
## Royal Caribbean

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.



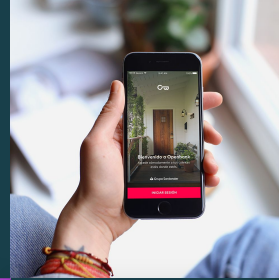
## Metropolitan Police

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 Networks** foster collaboration, fuel creativity, and deliver transformative results to our clients.

## Reinvent

Shake up the game for businesses through deep industry and tech expertise

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Business Hacking  
Sustainable Business  
Sports  
Media & Entertainment  
Finance  
Smart Payments  
Airlines  
Healthcare & Life Sciences  
Automotive  
Edtech  
Games  
Hospitality & Leisure  
Retail  
Connected Experiences

## Create

Empower the uniqueness of your brand through remarkable experiences

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Globant Create  
Product  
Commerce  
Design  
Conversational Interfaces  
Loyalty

## Digital

Harness disruptive tech to put your business at the forefront

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Data & AI  
Metaverse  
Blockchain  
Fast Code  
Cloud Ops  
Cybersecurity  
Engineering  
Digital Experience Platforms  
Digital Performance  
Internet of Things  
Quality Engineering

## Enterprise

Leverage tailored tech for streamlined operations and productivity at scale

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SAP  
Salesforce  
Oracle  
AWS  
Google Cloud  
Microsoft  
Process Optimization  
Cultural Hacking  
Agile Organizations  
Service Now

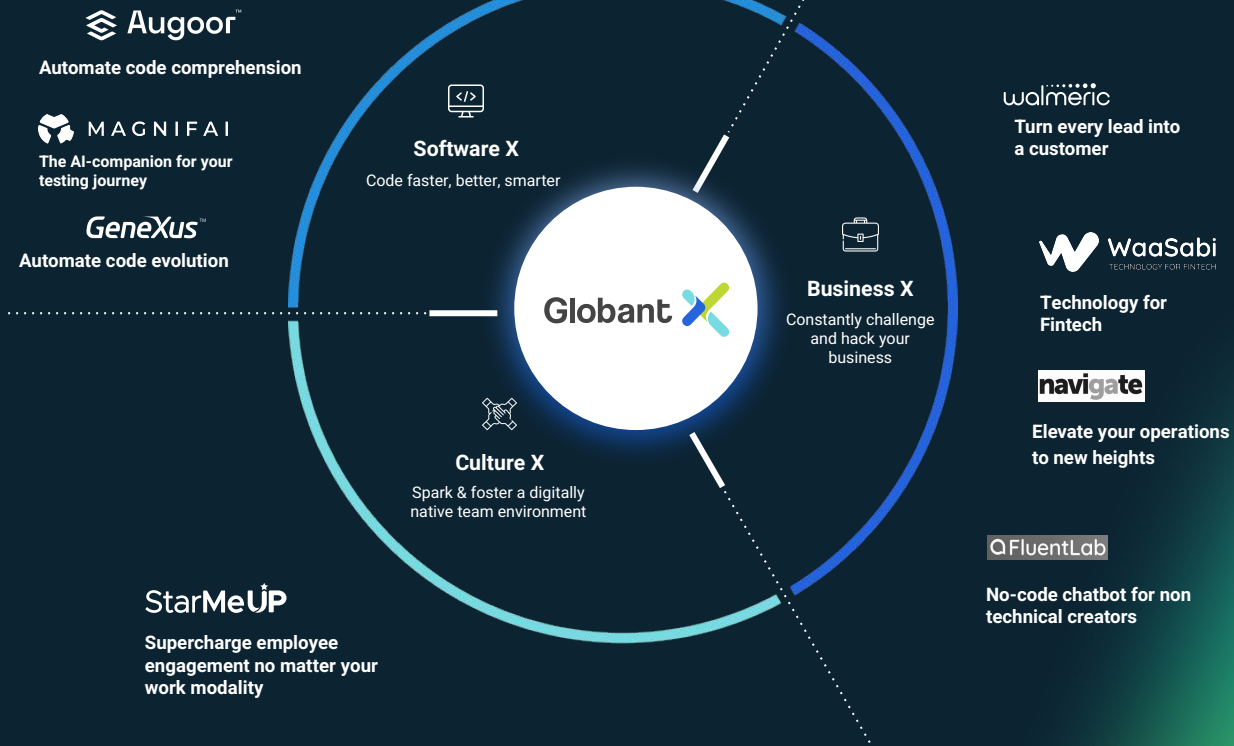


## Gain a **Fast-Pass** for your AI and digital transformation journey

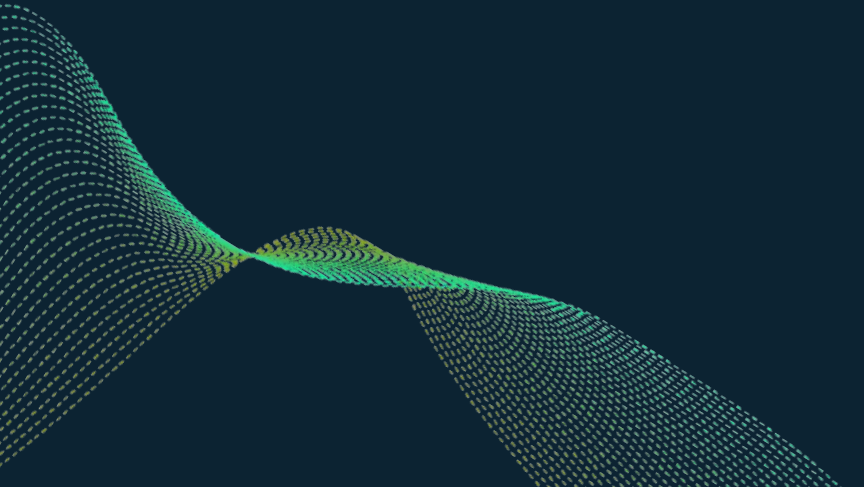
The division of products and platforms built to **help organizations** become the best version of themselves and **ignite their growth, faster**.

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.

From coding faster, better, smarter, to constantly challenge and hack your business, we **ignite growth potential** through next-gen technologies to act as **solutions to specific problems and business needs**.







# Globant ranked as **Fastest-Growing** and **5th Strongest** IT brand globally

By Brand Finance

According to Brand Finance, the leading brand consultancy: “**Globant’s growth is driven by its growing global presence and strong financial performance, with Brand Finance research identifying a significant increase in consideration for the brand and other Brand Strength metrics**”

As reported by the brand consultancy, this is exemplified by initiatives such as **pioneering the adoption of generative AI and consistently demonstrating proactivity through new partnerships and sponsorship**

SOURCE: Brand Finance: IT Services report

**Brand Finance**<sup>®</sup>

# 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.

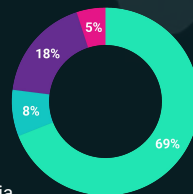
That's why we work hard at growing our family of diverse, inclusive, and highly educated IT professionals.

## Total Headcount Geographic dispersion (%)

  
**33**  
Countries

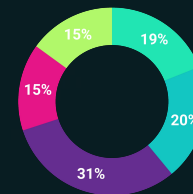
### Q4'14

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



### Q4'23

- 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  
Moldova  
Netherlands  
Poland  
Portugal  
Romania  
Spain  
Ukraine  
United Kingdom

### MENA & APAC

Australia  
China  
Hong Kong  
India  
Saudi Arabia  
United Arab Emirates  
Vietnam

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

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.***



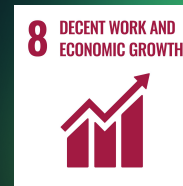
Verified **Integrated Report** published annually. TCFD released in 2023. 20th Anniversary **Impact Report**



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



**Be kind** is our sustainability strategy for the next years.





# ESG Approach

## Governance

- **Board of Directors & Lead Independent:** Eight 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. Also, starting in 2023, a Lead Independent member was elected.
- **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 the whistleblowing contacts, the Anti-Bribery and Anti-Corruption Policy, and the Modern Slavery Statement. During 2023 an Anti-Harassment Protocol was launched.

## Data Privacy & Security

- **Globant Privacy Program:** Global data privacy assessment including GDPR and LGPD has been concluded in December 2021. Periodic assessments for GDPR compliance are conducted with our external DPO. CCPA and CPRA assessment has been concluded in 2023
- Metrics on the Sustainability Accounting Standard (SASB) and the Global Reporting Initiative (GRI) Standards 2021 published on annual basis.

### Certifications:



United States  
Argentina  
Italy



Pune, Buenos Aires,  
Medellin, Córdoba,  
Montevideo, Madrid,  
Londres & Mexico



Type 2



Type 2



CMMI DEV V2.0  
(CMMI-DEV) without SAM:  
Maturity Level 3



Iconic Building,  
Tandil

### Be Kind to Yourself

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

### Be Kind to your Peers

- Target to have **50% women and non-binary people in management positions**

### Be Kind to Humanity

- Tackle the misuse of technology through our **BeKind Tech Fund**, an initiative that aims to **Invest in startups** that help to address these issues
- Aim to grant **coding scholarships** to 15,000 people by 2025

### Be Kind to the Planet

- **Carbon neutrality** and **reduction trajectories** in line with the **Science-Based Targets Initiative**. Aligned with Race to Zero Initiative



# 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.

Globant's corporate investment fund currently administers **20+ companies**, with a total amount invested of **16M+**, in exchange for a **minority participation**.

## 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.

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  
Look App  
Camon  
Bunker DB



MKT, Sales &  
Data

*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



Operations



Conversational  
interfaces

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

ELSA  
Woocar  
Vozy  
B2Chat  
Ping\*



Finance &  
Cybersecurity

*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*

VU  
Fivvy  
INI  
Polemix\*

\*Be Kind Tech Fund investments

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 upwards to the right. The background is dark, and the screen is illuminated with a red glow.

# Financial Review

# At a Glance

## Key Statistics

**\$2.1B**

LTM Q4'23 total  
Revenue

**29.9%**

2014 – 2023  
Revenue CAGR

**\$79.9K**

LTM Q4'23 Revenue  
per IT Professional

**38.0%**

Q4'23  
Adj. Gross  
Profit Margin

**15.3%**

Q4'23  
Adj. Profit from  
Operations Margin

**29,000+**

Total Employees  
as of Dec 31, 2023

**1,610**

Q4'23 Total  
Active Customers  
Served

**311**

LTM Q4'23  
Customers with  
over \$1M in  
Annual Revenue

**89.6%**

of LTM Q4'23 Revenue  
came from Existing  
Customers in LTM Q4'22

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 Q4'22; IT Prof Q4'23)

Total Active Customers Served: Clients generating > \$10,000 Revenues between 01-01-2023 and 12-31-2023

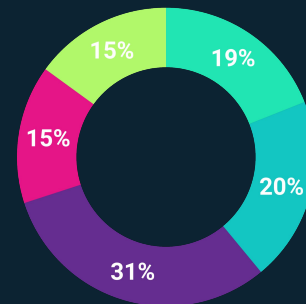
Customers with over \$1M in Annual Revenue: Clients generating > \$1M Revenues between 01-01-2023 and 12-31-2023

## Global Delivery Model

29,000+ globers in 33 countries

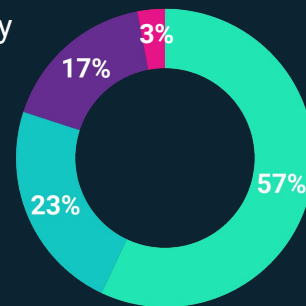
## Headcount Distribution (as of Dec'23)

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



## Revenue by Geography (Q4'23)

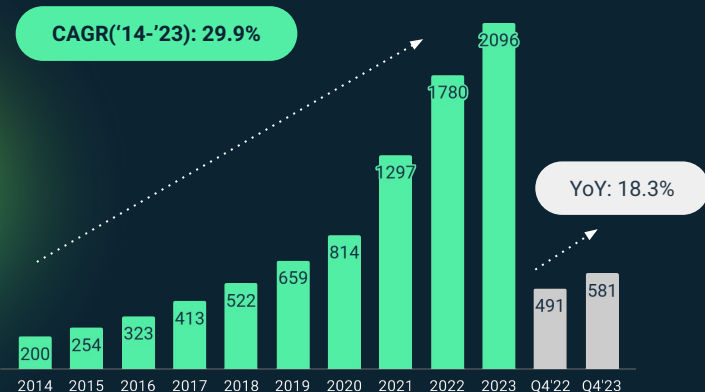
- North America
- LATAM
- EMEA
- Asia and Oceania





# Significant Revenue Growth

## Revenue (\$M)



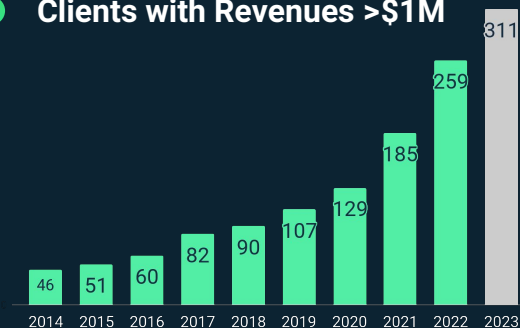
## Average Revenue by Client (\$M)



## Client Revenue Contribution (%)

Clients	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Top 1	9	12	10	10	11	11	11	11	11	9
Top 5	27	33	34	29	32	26	31	27	26	23
Top 10	44	47	47	42	44	39	42	39	36	32

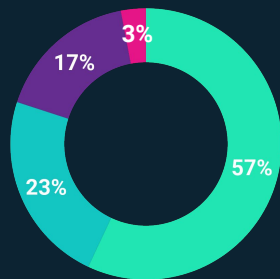
## Clients with Revenues >\$1M



# Revenue Breakdown (Q4'23)

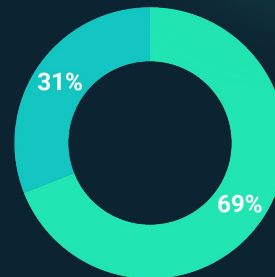
## Geography

- North America
- LATAM
- EMEA
- Asia and Oceania



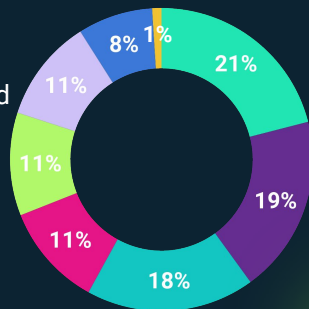
## Currency

- USD
- Others



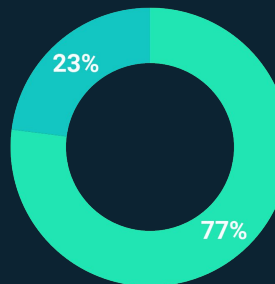
## Industry

- Media and Entertainment
- Consumer, Retail and Manufacturing
- Banks, Financial Services and Insurance
- 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	2023
\$20M+	0	1	2	3	5	7	7	12	13	16
\$10M+	2	5	6	9	9	14	13	22	25	34
\$5M+	10	10	11	18	21	26	32	42	65	80
\$1M+	46	51	60	82	90	107	129	185	259	311

## Annual revenues of select top 20 customers, part of our 100<sup>2</sup> strategy

	2016	2017	2018	2019	2020	2021	2022	2023
Customer A	31	42	59	74	89	141	191	183
Customer B	12	13	15	23	39	62	73	90
Customer C	0	0	1	21	53	55	69	71
Customer D	4	6	5	5	18	29	47	55
Customer E	0	0	0	1	5	10	14	20

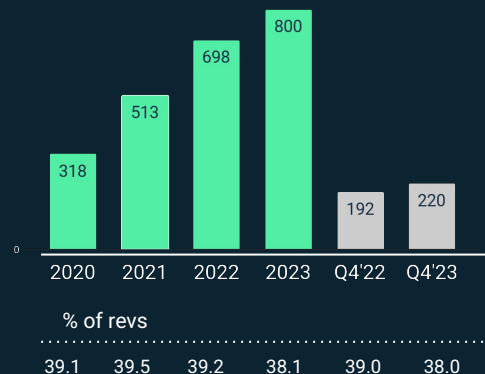
### 100 squared strategy:

- Dedicated onsite teams
- Strategic partner
- Increased visibility

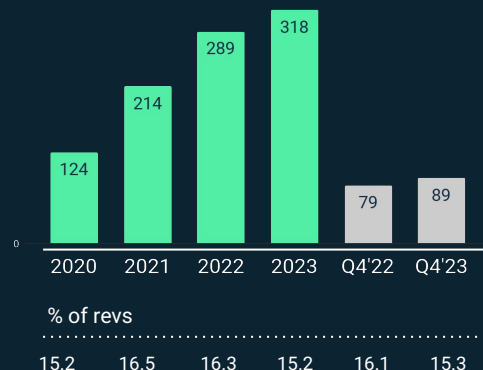
- Studio cross-selling
- POD model penetration
- Increasing number of projects

# Attractive Profitability

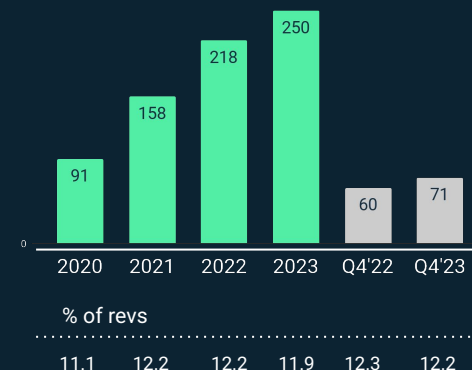
## Adjusted Gross Profit (\$M)



## 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 100<sup>2</sup>: 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

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



# 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  
Lead Independent Director



**Francisco Álvarez-Demalde**

Founder & General Partner of Riverwood  
Capital



**Maria Pinelli**

Former Senior Partner & Vice Chair at Ernst &  
Young LLP



**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

## SENIOR MANAGEMENT



**Martín Migoya**

Chairman of the Board, CEO & Co-founder



**Patricia Pomies**

Chief Operating Officer



**Diego Tártara**

Global 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**

