

F1Q25 INVESTOR PRESENTATION

Technology that dares ⁺
to delight

Globant ▶



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 2028, the total market for generative AI will reach a five-year CAGR of 73.5%

Source: [IDC Worldwide Artificial Intelligence IT Spending Forecast](#)

- By 2028, Overall IT spending will grow to \$7.4 trillion, with half of this spending being in the software and services markets

Source: [Gartner Forecast Alert: IT Spending, 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

\$702B

Size of the digital business services market by 2027

Source: Gartner Market Opportunity Map: Digital Technology and Business Services, Worldwide

\$151B

GenAI's annual spending worldwide by 2027

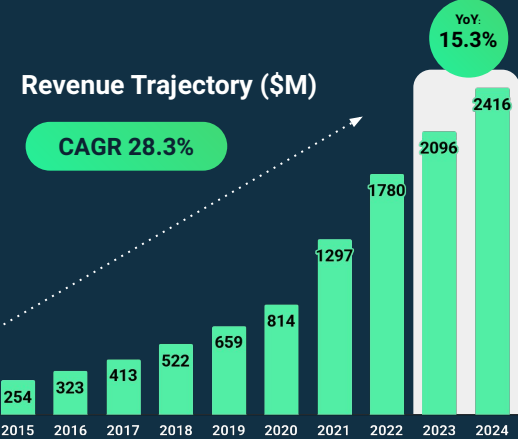
Source: IDC, Worldwide Core IT Spending for GenAI Forecast, 2023–2027: GenAI Is Triggering Hyper-Expansion of AI Spending

\$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



Case Studies & Recognitions



SOME OF THE **CLIENTS** WE WORK WITH



PRISMA
medios de pago

**AMERICAN
EXPRESS**

BBVA



Coca-Cola

Google

EA

DELL Technologies

EMBRAER

FOX

Johnson & Johnson

**Chicago
Tribune**



**mercado
libre**

Interbank

LATAM

LinkedIn

Disney



**NATIONAL
GEOGRAPHIC**



NISSAN

Santander

Ferrari

Pernod Ricard

ROYAL CARIBBEAN

MACH

DANONE

OSRAM

YPF

**L'ORÉAL
GROUPE**

EXPRESS

PETROBRAS

PR Newswire
United Business Media

MELIÀ
HOTELS & RESORTS



**BRITISH
AIRWAYS**

adidas

TRINATURK

FIFA

Official Partner of Formula 1®

CLIPPERS

**MLR MAJOR LEAGUE
RUGBY**

Bci

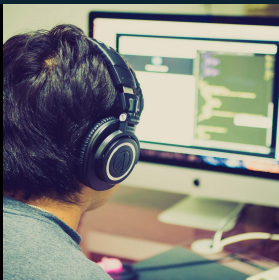


GAP

OUR Innovative SOLUTIONS

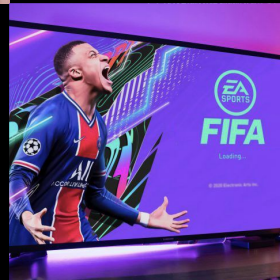
Autodesk

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



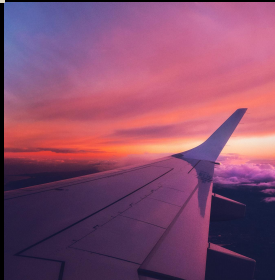
Royal Caribbean

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



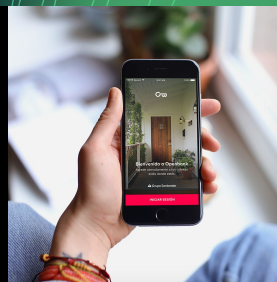
Metropolitan Police

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.

AI STUDIOS

Gain a competitive advantage in your industry through specific AI-powered business solutions

Finance
Media & Entertainment
Healthcare & Life Sciences
Consumer Goods & Manufacturing
Airlines
Games
Sports
Retail
Hospitality & Leisure
Automotive
Energy
Edtech

GLOBANT GUT

Empower the uniqueness of your brand through remarkable experiences

Strategy
Advertising
Content & Social
Full Funnel Media
Martech
Design
Product
Commerce

DIGITAL EVOLUTION

Enhance efficiency and speed up breakthroughs by integrating AI into the software development lifecycle

Connected Experiences
Artificial Intelligence
Cybersecurity
Data
Immersive Experiences
Quality Engineering
Robotics
Engineering
Cloud Ops
Internet of Things
Blockchain
Business Hacking
Cultural Hacking & Agility
Fast Code
Digital Twin
Payments
Legal AI
Loyalty
Sustainable Business

ENTERPRISE

Leverage tailored tech for streamlined operations and productivity at scale

Google Cloud
Salesforce
SAP
ServiceNow
Oracle
AWS
Adobe
Microsoft
Process Optimization

We are Globant's **AI Powerhouse** Driving A World That Needs To Be Built On AI



Globant >
coda

Agentic Software Development

navigate
Digital Twin

Agentic Process Compass

navigate
Service Assist

**Agentic Service
Support**

**Accelerating
Industries
AI Reinvention**

daxia
Fintech
Accelerator
Platform

StarMeUP
Social Operating
System of the Future
of Work

Globant ranked as **FASTEST-GROWING** AND **5th STRONGEST** IT BRAND GLOBALLY

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**

Brand Finance®



GLOBAL AUTONOMOUS CULTURE

Our **global delivery centers** are successful thanks to a strong and autonomous culture that runs through every Globber



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 connection

ABOUT **GLOBANT**

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

NORTH AMERICA

Canada
United States

LATIN AMERICA

Argentina
Brazil
Chile
Colombia
Costa Rica
Ecuador
Mexico
Peru
Uruguay

EUROPE

Belarus
Bulgaria
Denmark
France
Germany
Ireland
Italy
Luxembourg
Moldova
Netherlands
Poland
Portugal
Romania
Spain
United Kingdom

MENA & APAC

Australia
China
Hong Kong
India
Morocco
Philippines
Saudi Arabia
Singapore
United Arab Emirates
Vietnam

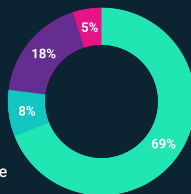
Total Headcount Geographic dispersion (%)



36
Countries

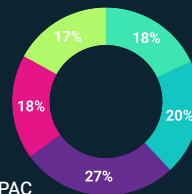
Q4'14

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



Q1'25

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



GLOBAL DELIVERY MODEL

Total **Headcount** **Geographic** mix (%)

Country	Dec-14	Dec-15	Dec-16	Dec-17	Dec-18	Dec-19	Dec-20	Dec-21	Dec-22	Dec-23	Dec-24	Mar -25
Colombia	8	11	15	21	25	27	23	23	22	20	20	20
Argentina	69	57	49	39	34	30	30	23	20	19	19	18
India	-	9	8	10	12	10	11	15	16	15	17	18
Mexico	4	6	7	9	10	11	12	14	13	11	9	9
Brazil	1	1	1	1	1	2	3	3	4	7	6	6
Spain	-	-	1	1	1	1	1	2	4	4	5	5
Chile	-	1	2	2	3	4	5	5	5	4	4	4
Peru	2	1	1	1	1	5	4	5	5	5	4	4
Uruguay	11	8	8	6	5	4	4	4	4	3	3	3
USA	5	5	8	9	7	5	4	3	3	3	3	3
Romania	-	-	-	-	1	1	1	1	1	3	3	2
Italy	-	-	-	-	-	-	-	-	1	1	1	1
Moldova	-	-	-	-	-	-	-	-	-	1	1	1
UK	-	-	1	1	1	1	1	1	1	1	1	1
Ecuador	-	-	-	-	-	-	-	-	-	1	1	1
Bulgaria	-	-	-	-	-	-	-	-	-	-	-	1
Other Countries	-	-	-	-	1	1	1	1	1	2	3	3

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

ESG APPROACH



Globant ranked **#6 on Fortune's 2024 Change the World list** for its sustainability efforts



Verified **Integrated Report and TCFD** published annually



Sustainability Yearbook Member (by S&P). Management level on **CDP (B score)**. Aligned with **SDG's**



Be kind is our ESG strategy for the next years, nurtured by the culture of respect, technology for Good, and propel individual growth and well-being

Note: SDG: Sustainable Development Goals

We create our own way forward in a sustainable way

Be kind.
by Globant

Be kind. to the planet

- **Climate volatility** presents an urgent challenge for business' resilience. Committed to our **Science-based targets** we are lowering our environmental impact while we adapt our operations to a sustainable future

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
- We achieved our goal of granting **15,000 coding scholarships** one year ahead of our goal deadline

Be kind. to your peers

- We foster an environment of **respect** where everyone feels **valued** and has equal opportunities, recognizing that different backgrounds drive innovation and contribute to business success
-

Be kind. to yourself

- We embrace our responsibility to be a force for positive change by unleashing our full potential through our well-being.
- We encourage **social, physical, and mental wellbeing** to all Globers around the world

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 **+21 companies**, with a total amount invested of **20M+**, in exchange for a **minority participation**.

OUR COMMITMENT



Investment



Mentoring



Growth



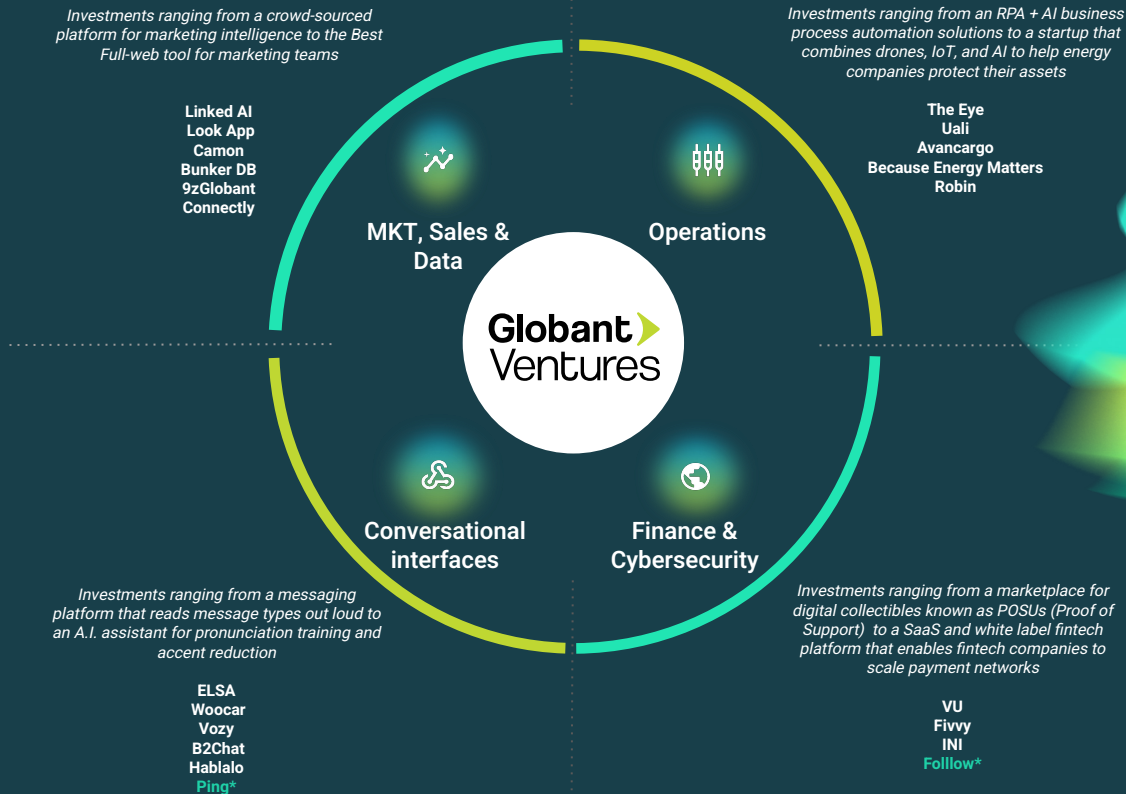
Network

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**, **LSE**, **E2E**, and **Seaya**; thought leaders who share research and ethical frameworks that are fundamental to the Fund's development.



*Be Kind Tech Fund investments



FINANCIAL REVIEW

AT A GLANCE

Key Statistics

\$2.5B

LTM Q1'25 total
Revenue

28.3%

2014 – 2024
Revenue CAGR

\$87.8K

LTM Q1'25 Revenue
per IT Professional

38.0%

Q1'25
Adj. Gross
Profit Margin

14.8%

Q1'25
Adj. Profit from
Operations Margin

31,100+

Total Employees
as of March 31, 2025

1,004

Q1'25 Total
Active Customers
Served

341

LTM Q1'25
Customers with
over \$1M in Annual
Revenue

93.0%

of LTM Q1'25 Revenue
came from Existing
Customers in LTM Q1'24

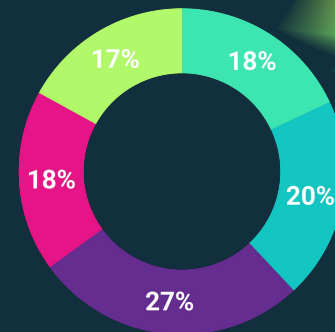
Note: Adjusted Gross Profit Margin Percentage excludes depreciation and amortization and share-based compensation expense - equity settled
Adjusted Profit from Operations Margin Percentage excludes share-based compensation expense - equity settled, impairment of assets and acquisition-related charges
Revs per IT Prof: Sum of LTM Revs / average (IT Prof for Q1'25; IT Prof Q1'24)
Total Active Customers Served: Clients generating > \$100,000 Revenues between 04-01-2024 and 03-31-2025
Customers with over \$1M in Annual Revenue: Clients generating > \$1M Revenues between 04-01-2024 and 03-31-2025

Global Delivery Model

31,100+ globers in 36 countries

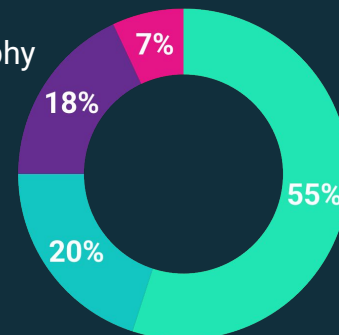
Headcount Distribution (as of Mar'25)

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



Revenue by Geography (Q1'25)

- North America
- LATAM
- Europe
- New Markets



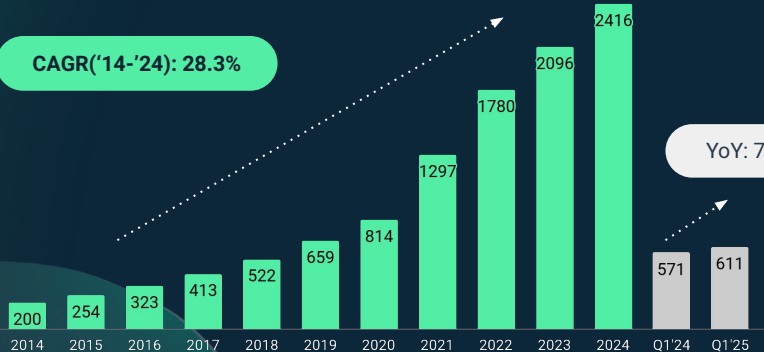
SIGNIFICANT REVENUE GROWTH

Average Revenue by Client (\$M)

Revenue (\$M)

CAGR('14-'24): 28.3%

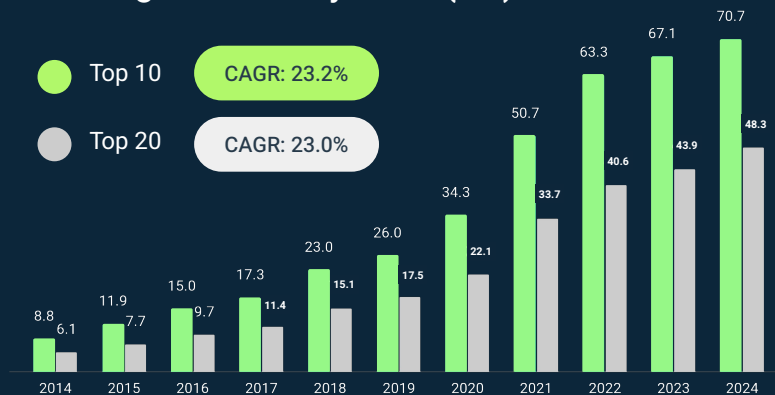
YoY: 7.0%



Average Revenue by Client (\$M)

Top 10 CAGR: 23.2%

Top 20 CAGR: 23.0%



Client Revenue Contribution (%)

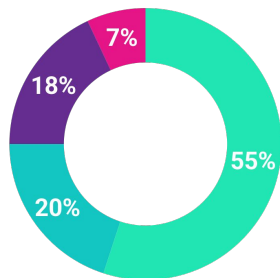
Clients	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Top 1	9	12	10	10	11	11	11	11	11	9	9
Top 5	27	33	34	29	32	26	31	27	26	23	21
Top 10	44	47	47	42	44	39	42	39	36	32	29

Clients with Revenues >\$1M



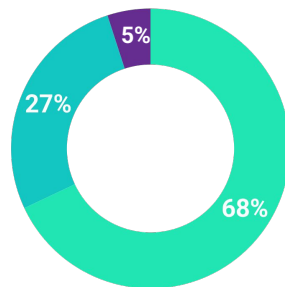
REVENUE BREAKDOWN (Q1'25)

Geography



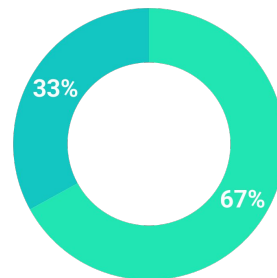
- North America
- LATAM
- Europe
- New Markets

Contract type



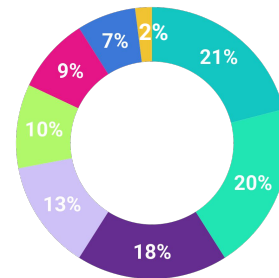
- Time and Materials
- Fixed Price
- Licences, Resales and Others

Currency



- USD
- Others

Industry



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

STRONG ABILITY TO DEVELOP ACCOUNTS

Increasing # of multi million \$ accounts

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
\$20M+	0	1	2	3	5	7	7	12	13	16	20
\$10M+	2	5	6	9	9	14	13	22	25	34	44
\$5M+	10	10	11	18	21	26	32	42	65	80	89
\$1M+	46	51	60	82	90	107	129	185	259	311	346

100 squared strategy:

- Dedicated onsite teams
- Strategic partner
- Increased visibility

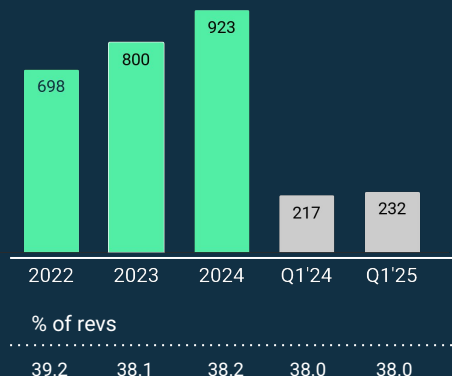
Annual revenues of select top 20 customers, part of our 100² strategy

	2016	2017	2018	2019	2020	2021	2022	2023	2024
Customer A	31	42	59	74	89	141	191	183	211
Customer B	0	0	1	21	53	55	69	71	76
Customer C	0	0	0	1	5	10	14	20	22

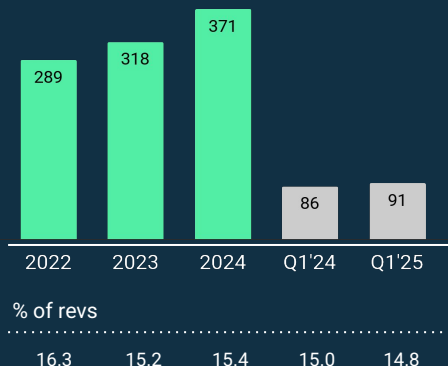
- Studio cross-selling
- POD model penetration
- Increasing number of projects

ATTRACTIVE **PROFITABILITY**

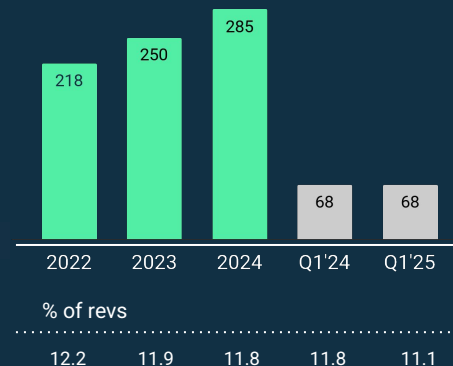
Adjusted Gross Profit (\$M)



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+**



Pursue **strategic, tuck-in acquisitions**



Studio **cross-selling**




Diversification of the **talent pool** among different locations




Increasing **sales coverage** to ensure **better reach**



Most Recent Strategic Acquisitions

Blankfactor | 

Exusia | 

Iteris | 

GUT |  

LEADING THIS DREAM, OUR MANAGEMENT TEAM

BOARD OF DIRECTORS



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



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



Guibert 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



Andrew McLaughlin
Co-founder and Partner at Higher
Ground Labs



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



Nicolás Aguzin
Former CEO and Board Member at Hong Kong
Stock Exchanges and Clearing Ltd

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



Pablo Rojo
General Counsel



Wanda Weigert
Chief Brand Officer



Martín Umaran
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; the risks associated with the evolving market for products with AI capabilities; 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.

The background features a dark blue field with dynamic, wavy patterns of green and blue particles, creating a sense of digital movement and depth.

Globant



Technology that dares to delight