

F1Q25 INVESTOR PRESENTATION

Technology that dares +
to delight

Globant ➤



INVESTMENT HIGHLIGHTS



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



Global presence, leveraging next-gen software and **the right talent and skills**



Organized into Studios, delivering domain expertise in **emerging technologies and industries**



Strong set of Accelerators that leverage AI and other technologies to reinvent key aspects of organizations



Proven ability to acquire and integrate complementary, bolt-on acquisitions



Recurring and **blue chip** customer base



Experienced and **founder-led** management team



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

\$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

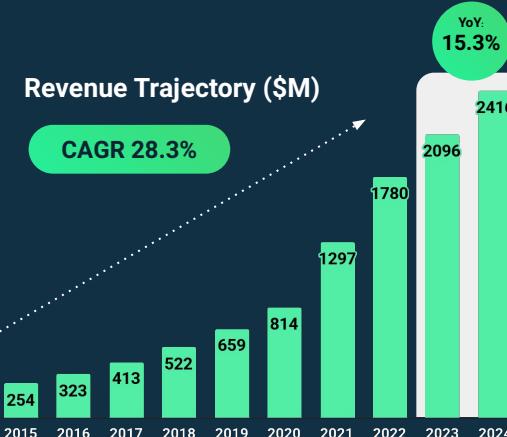
Source: IDC: Worldwide Product Engineering and Operational Technology Services Forecast, 2023–2027

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

THIS IS Globant



Case Studies & Recognitions



STANFORD
UNIVERSITY



SOME OF THE **CLIENTS** WE WORK WITH



PRISMA
medios de pago

**AMERICAN
EXPRESS**

BBVA

Boehringer
Ingelheim

Coca-Cola

Google

EA

DELL Technologies

EMBRAER

FOX

Johnson&Johnson

**Chicago
Tribune**

IDB
Inter-American
Development Bank

**mercado
libre**

Interbank

LATAM

LinkedIn

Disney

**METROPOLITAN
POLICE**

**NATIONAL
GEOGRAPHIC**

UBISOFT

NISSAN

Santander

Ferrari

Pernod Ricard

ROYAL CARIBBEAN

MACH

DANONE

OSRAM

YPF

**L'ORÉAL
GROUPE**

EXPRESS

PETROBRAS

PR Newswire
United Business Media

**MELIÁ
HOTELS & RESORTS**

PUMA

**BRITISH
AIRWAYS**

adidas

TRINA TURK

FIFA

Official Partner of Formula 1®

CLIPPERS

MLR **MAJOR LEAGUE
RUGBY™**

Bci

WB

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



Airline industry

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



EA

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



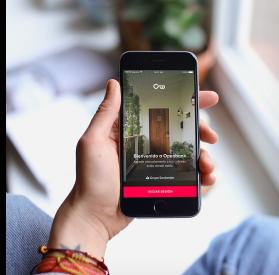
Disney

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



Royal Caribbean

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





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 **FAASTEST-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 Glober



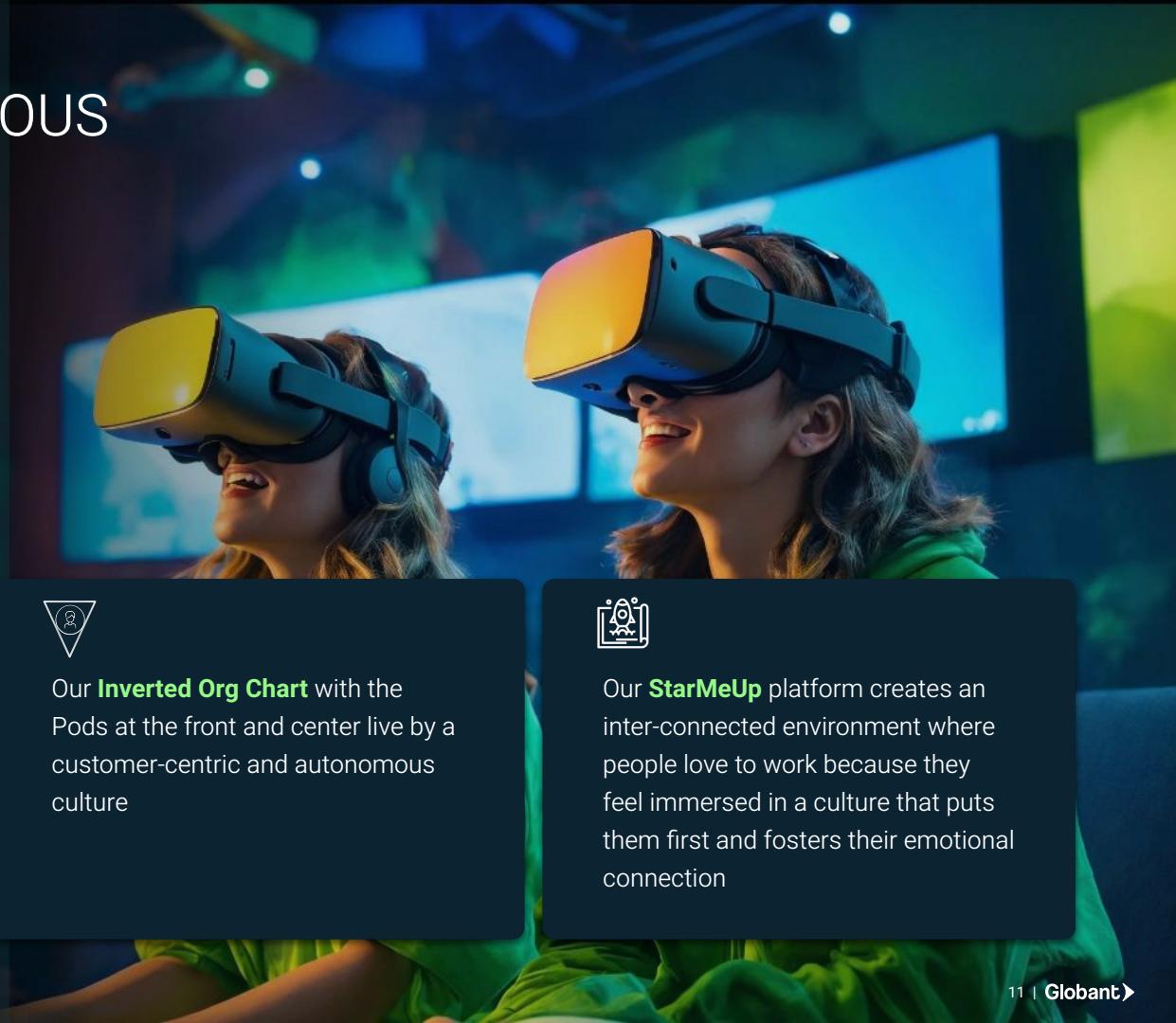
Our **Agile Pods Model** aims to better align business and technology teams. They're driven by a culture of self-regulated teamwork and collaboration



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 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 (%)

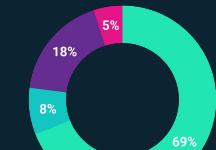


36

Countries

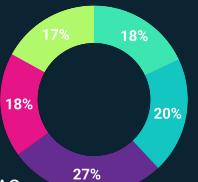
Q4'14

- 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	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

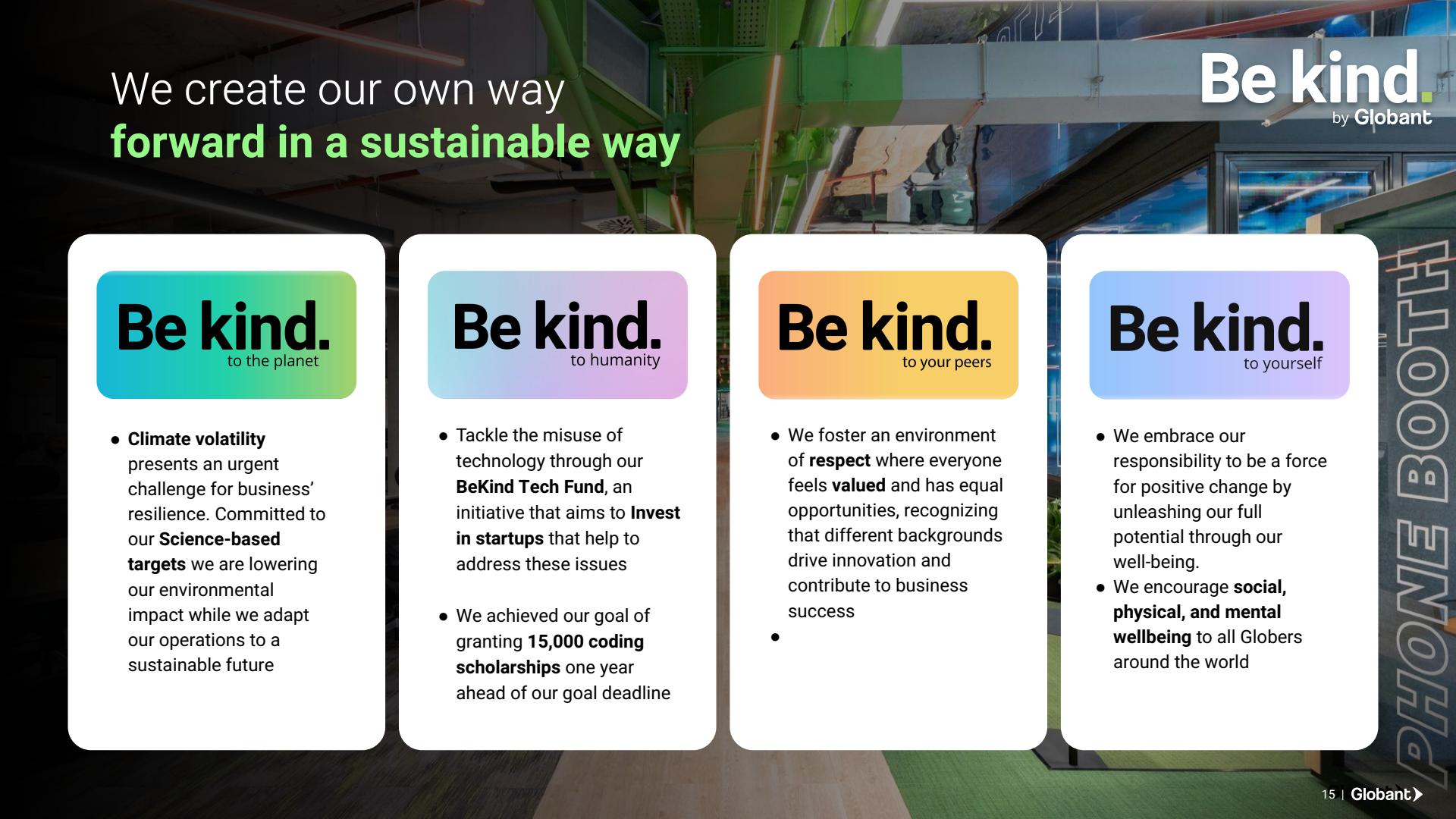


Sustainability Yearbook Member (by S&P). Management level on **CDP (B score)**. Aligned with **SDG's**



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

PHONE BOOTH

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



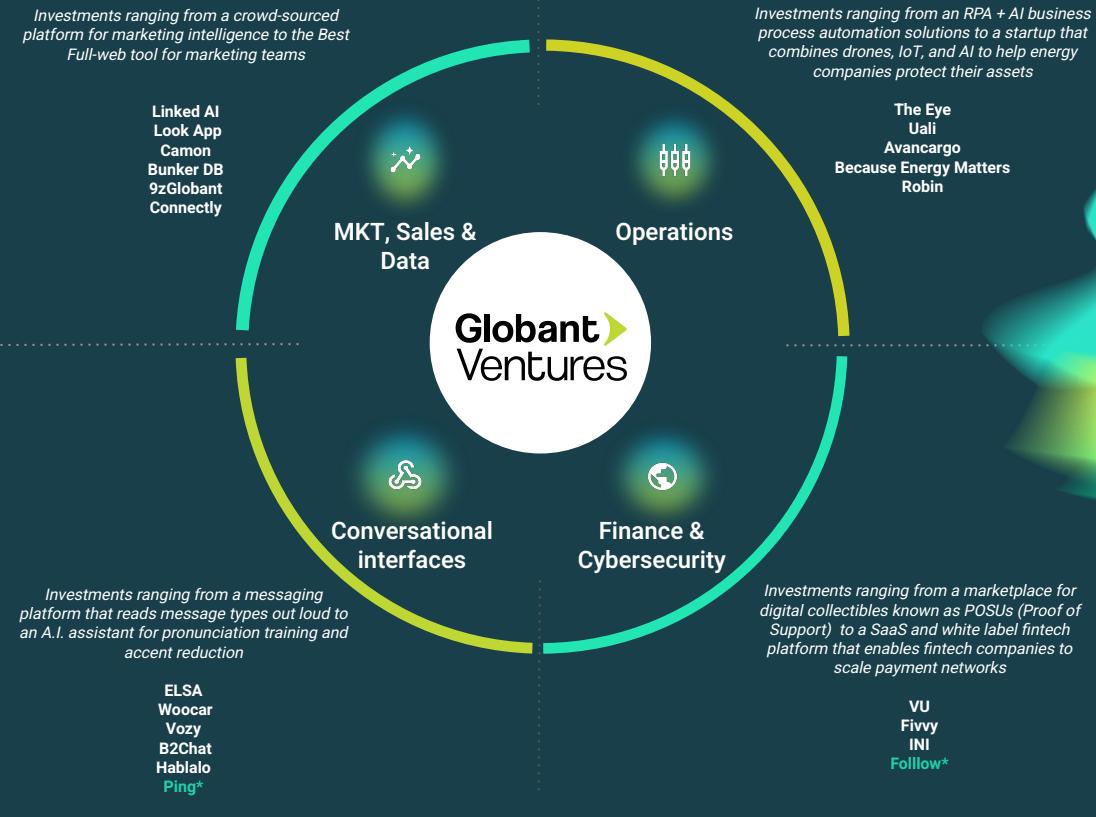
Network

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

A woman with dark hair tied back, wearing a light green button-down shirt, stands in profile, looking towards a large digital screen. The screen is filled with various financial and data visualization elements, including a large green line graph with a wavy pattern, several numerical values (394, 12443, 5302, 103) in green, and a 5G signal icon. The overall color palette of the image is dominated by green and blue tones, suggesting a futuristic or high-tech environment.

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

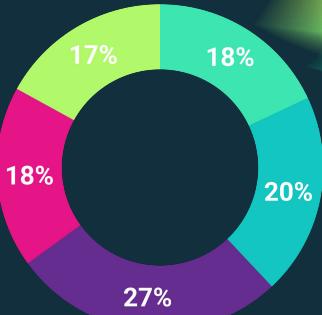
Customers with over \$1M in Annual Revenue: Clients generating > \$1M Revenues between 04-01-2024 and 03-31-2025

Global Delivery Model

31,100+ globers in 36 countries

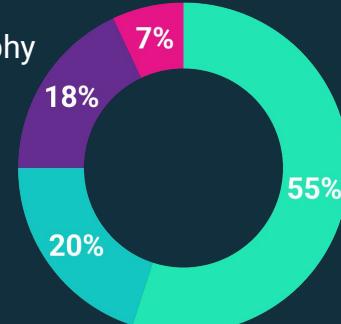
Headcount Distribution (as of Mar'25)

- 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
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Top 1	9	12	10	10	11	11	11	11	11	9	9
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Top 5	27	33	34	29	32	26	31	27	26	23	21
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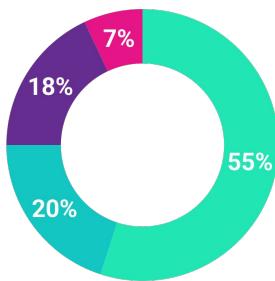
Top 10	44	47	47	42	44	39	42	39	36	32	29
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Clients with Revenues >\$1M

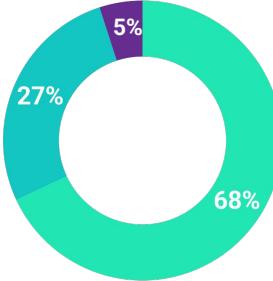


REVENUE BREAKDOWN (Q1'25)

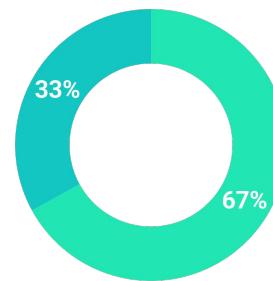
Geography



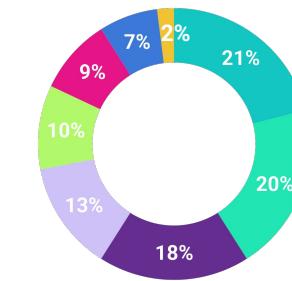
Contract type



Currency



Industry



- North America
- LATAM
- Europe
- New Markets

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

- USD
- Others

- 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.



Technology that dares to delight