Seek Reinvention

F4Q21 Investor Presentation
Pure play in the **digital** and **cognitive** space

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

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

**Experienced and founder led** management team

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

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

Recurring and **blue-chip customer base**

**Rapid revenue growth** and industry leading margins
Market Opportunity

Resilient Business Model

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

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

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

Source: IDC FutureScape 2020

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

$60B
Artificial Intelligence Software
Revenue to Reach $59.8 Billion Worldwide by 2025
Source: Tractica

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

6.6B
Organizations are forecast to spend nearly 6.6 billion dollars on blockchain solutions this year, 50% more than in 2020.
Source: International Data Corporation (IDC) Worldwide Blockchain Spending Guide

$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

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

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

Globers

2010

2015

2021

1,000+

5,000+

23,500+

employees

Globers

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

Crossed $1B in revenues

2021

Achieved carbon neutrality

Revenue Trajectory ($M)

CAGR 30.7%

YoY: 59.3%

Case Studies & Recognitions

IDC

Stanford University

Globant

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Some of the clients we work with:
Our Innovative Solutions

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

**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.

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

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

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

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

**EA Partnering with EA to bring co-development to the next level for FIFA, UFC, NHL and other AAA games.**
Our Studio model fosters creativity and innovation. These **deep pockets of expertise** on the latest technologies and trends **deliver tailored solutions** for specific challenges.
Globant X is an incubator by, for and of innovation that helps productize Globant's most transformative tech into platforms.

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

Our platforms enhance digital transformation, from using tech to make organizations and their cultures more human, to applying AI to reinvent how software is coded and tested.
**Globant** recognized as a **Worldwide Leader** in CX Improvement by IDC MarketScape

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

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

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

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

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

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

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

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

That’s why we work hard at growing our family of diverse, inclusive, and highly educated IT professionals.
Along our journey, **we** have diversified **our** talent base to build a strong global presence.
Our purpose is to **make the world a better place, one step at a time.**

**Integrated Report** published annually.

Committed with **six SDG’s. Ranked at DJSI.**

Silver recognition level at Ecovadis.

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

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

- **Board of Directors**: Consist of 9 members which are elected on a staggered basis. 1/3 of the directors being elected each year.

- **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

- Work in progress to comply with GDPR, CCPA, LGPD and the laws of all geographies where Globant has a presence.

- Annually published the Sustainability Accounting Standards Board (SASB) activity metrics.
We aim to reach **50% women and non-binary gender in management positions by 2025**.

We want to **inspire & train 15,000 women** in technology by 2025.

Since 2020, we have been using **100% renewable electricity**.

We are committed to **save 10 million tons of Co2-eq** by 2030 with “Digital Sobriety” techniques.

Reinventing our Industry to make a **positive impact**:
- Ethic AI
- Digital Sustainability
- Wellness plans for 100% of our Globers

We create our own way forward in a sustainable way.
We invest in technology-based Startups, making them grow rapidly to transform them into companies that generate a real impact on the world seeking synergies with Globant’s Value Proposition.

OUR COMMITMENT

Investment  Mentoring  Growth  Network

STARTUP + STUDIOS

Cybersecurity
- VU Security

Data & AI
- TheEye
- Robin Tests
- Woocar

Conversational Interfaces
- Elsa
- B2Chat
- LookApp

Gaming
- CamOnApp

UI Engineering
- Avancargo
- Drixit Technologies
- UALI

At Globant, we believe that technology improves lives. Since our inception, we have worked to transform the world for the greater good of humanity.

To reinforce this vision, we launched the BeKindTechFund. This $10 USD million corporate venture fund supports startups tackling the abuse and misuse of technology.

Any tech startup developing apps, products or platforms with this vision can submit their application at www.bekindtechfund.com
Financial review
At a Glance

Key Statistics

- **$1.3B**: 2021 total Revenue
- **30.7%**: 2014 – 2021 Revenue CAGR
- **$69.3k**: 2021 Revenue per IT Professional
- **39.5%**: 2021 Adj. Gross Profit Margin
- **16.5%**: 2021 Adj. Profit from Operations Margin
- **23,500+**: Total Employees as of Dec 31, 2021
- **1,138**: 2021 Total Active Customers Served
- **185**: 2021 Customers with over $1M in Annual Revenue
- **92%**: of 2021 Revenue came from Existing Customers in 2020

Global Delivery Model
+23,500 globers in 18 countries

Headcount Distribution (as of Dec’21)
- Argentina
- Colombia
- Other LatAm
- India
- US & Europe

Revenue by Geography (2021)
- North America
- LatAm and Others
- Europe
- Asia

Note: Adjusted Gross Profit Margin Percentage excludes depreciation and amortization and share-based compensation expense. Adjusted Profit from Operations Margin Percentage excludes share-based compensation expense, impairment of assets and acquisition-related charges.

Revs per IT Prof: Sum of LTM Revs / average (IT Prof for Q4’20; IT Prof Q4’21)

Total Active Customers Served: Clients generating > $0 Revenues between 01-01-2021 and 12-31-2021

Customers with over $1M in Annual Revenue: Clients generating > $1M Revenues between 01-01-2021 and 12-31-2021
Significant Revenue Growth

- **Revenue ($M)**
  - CAGR (’14-’21): 30.7%
  - YoY: 63.3%

- **Client Revenue Contribution (%)**

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- **Average Revenue by Client ($M)**
  - Top 10: CAGR: 28.5%
  - Top 20: CAGR: 27.7%

- **Clients with Revenues >$1M**
Increasing # of multi million $ accounts

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100 squared strategy:
- Dedicated onsite teams
- Strategic partner
- Increased visibility

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

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

Strong ability to develop accounts
Adjusted Gross Profit excludes depreciation and amortization and share-based compensation expense.

Adjusted Profit from Operations excludes share-based compensation expense, impairment of tax credits, impairment of assets, acquisition-related charges and COVID-19-related charges.

Adjusted Net Income excludes share-based compensation expense, impairment of tax credits, impairment of assets, US settlement agreement, net, Expenses related to secondary share offering, acquisition-related charges, COVID-19-related charges and the related effect on income taxes of the pre-tax adjustments.
Our growth strategy

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

Main Strategic Acquisitions

- Navint
- Atix Labs
- Walmeric
- Habitant
- Cloudshift
- Bluecap
- gA
- Belatrix
- Avanxo
- PointSource
- Ratio
- L4 Digital
- We Are Experience
- Clarice Technologies
Leading this dream, our management team

**BOARD OF DIRECTORS**

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

- **Linda Rottenberg**
  Co-founder & CEO of Endeavor Global

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

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

- **Francisco Álvarez-Demalde**
  Founder & General Partner of Riverwood Capital

- **Mario Eduardo Vázquez**
  Former Partner & General Director of Arthur Andersen, Former CEO of Telefónica Argentina

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

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

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

**SENIOR MANAGEMENT**

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

- **Juan Urthiague**
  Chief Financial Officer

- **Wanda Weigert**
  Chief Brand Officer

- **Patricia Pomies**
  Chief Operating Officer

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

- **Diego Tártara**
  Chief Technology Officer

- **Pablo Rojo**
  General Counsel

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