



# Globant

In an ever-changing landscape, where every decision matters, we stand firm with a new directive:  
“Technology that dares to delight.”

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# IF YOU ONLY HAVE 2

## MINUTES:

At Globant, we create the digitally-native products that people love. We bridge the gap between businesses and consumers through technology and creativity, leveraging our experience as an AI powerhouse. We dare to digitally transform organizations and strive to delight their customers.



We have more than  
**29,100**  
employees  
and are operating in 28 countries  
across 5 continents



Named a  
**Worldwide Leader in AI Services (2023)**  
and a **Worldwide Leader in CX  
Improvement Services (2020)**  
by IDC MarketScape report.



**Fastest-growing IT brand**  
and  
**5th strongest IT brand  
globally (2024)**  
according to Brand Finance.



### We are active members of

The Green Software Foundation (GSF)  
and the Cybersecurity Tech Accord.



**Business case study**  
at Harvard, MIT, and Stanford.



### Our culture has a "kindness-first approach"

which leverages our **Be Kind** initiative  
that encircles 4 main pillars:

**Be kind.**  
to your peers

**Be kind.**  
to humanity

**Be kind.**  
to the planet

**Be kind.**  
to yourself

# We are an **AI** powerhouse

Having incorporated AI into everything we do, we are the protagonists of AI adoption for our partners at scale.

# We are **fast** decision makers

Our culture of autonomy, authenticity and action drives our company's growth, and it's a strategic asset that we provide to our partners.

# We bridge **businesses &** **consumers** through technology and creativity

This means that we build digital business, and we make consumers love those businesses all with our Studio Networks.

# SOME OF THE CLIENTS WE WORK WITH:



# IF YOU HAVE MORE THAN 2 MINUTES:

## WHAT MAKES US UNIQUE?

In an ever-changing landscape where every decision matters, we stand firm with a new directive: **“Technology that dares to delight.”** Our vision of technology goes beyond devices and lines of code; it’s about creating experiences that captivate the mind and excite the senses.

From problem-solving to experience-crafting, **our mission is clear: to infuse delight into every interaction.** We are here to challenge the status quo and redefine what’s possible, moving beyond business as usual.

It’s time to let the wonders of the human mind grow free and empower them with the new cognitive era. In a world that often mistakes 1s and 0s for true innovation, our innovations are defined by emotion, crafting best-in-class digital solutions that evoke delight.

For us, delight is not just a slogan; it’s a commitment. A commitment to push boundaries, surprise users, and generate value. **Welcome to the era of “Technology that dares to delight,” where every line of code tells a story and every innovation sparks joy.**





## OUR STUDIOS

We believe that organizing the company around Studios is the way to make a difference. Each Studio represents deep pockets of expertise on industries, the latest technologies and trends, and delivers tailored solutions focused on specific challenges.

### AI REINVENTION

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

Airlines	Automotive	Finance	EdTech	Games	Healthcare & Life Sciences	Sports
Media & Entertainment	Retail	Smart Payments	Hospitality & Leisure	Sustainable Business	Business Hacking	Connected. — <i>experiences</i>

### GLOBANT GUT

Empower the uniqueness of your brand through remarkable experiences.

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

Harness disruptive tech to put your business at the forefront.

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

### ENTERPRISE

Leverage tailored tech for streamlined operations and productivity at scale.

Process Optimization	Salesforce	Oracle	SAP	ServiceNow	AWS	Google Cloud
Microsoft	Agile Organizations	Cultural Hacking & Agility	Adobe			



# Be kind.

by **Globant**

**Globant seeks a culture of integrity guided by the commitment to build together a sustainable future. We care about our people, our communities, and our environment.**

Be Kind is the pathway where Globant's DNA stands out: making reinvention a force for positive change. We want to share our global ESG strategy, nurtured by the culture of DEI, work for a sustainable future, and propel individual growth and well-being to empower our evolution through technology.

## Be Kind to Yourself

We embrace our responsibility to be a force for positive change by unleashing our full potential through our well-being.

Be Kind to Yourself proposes a holistic approach based on the three pillars of our nature: Body, Mind and Spirit.

### Our Goal:

- 100% of globers worldwide benefit from a comprehensive wellness plan.

## Be Kind to your Peers

Be Kind to your peers is where Globant's Diversity, Equity & Inclusion commitments take place and structure our quest to generate a positive impact on society.

We drive a DEI culture with four props: Gender & Sexuality; Accessibility & Neurodiversity; Multiculturalism & Ethnicity, and Generational Diversity.

### Our Goal:

- 50% of women and people of non-binary gender in management positions

## Be Kind to the Planet

"There is no Planet B" is not a slogan for us; it's a call to action. We are determined to transform the present toward a better future

While we reduce our impact through Science-Based Targets, we keep supporting projects that restore our Earth and lead our clients to achieve their environmental commitments.

### Our Goal:

- Carbon neutrality and reduction trajectories align with the Science-Based Targets Initiative's standards aligned with Race to Zero Initiative.

## Be Kind to Humanity

We see technology as an enabler to create new solutions for the more significant problems of humanity, fostering innovation and delivering inclusive opportunities to historically relegated communities

Committed to empowering humanity through the proper usage of technology, at Globant, awareness, ethics, talent, and innovation converge to support society's evolution through these guidelines.

### Our Goal:

- 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.
- Grant coding scholarships to 15,000 people by 2025.



## GLOBAL AUTONOMOUS CULTURE

Our cultural affinity with our clients enables increased interaction that creates close relationships, increased responsiveness and more efficient delivery of our solutions. As we grow and expand our organization, we will continue diversifying our footprint by expanding into additional locations globally.

We believe our presence in many countries creates a key competitive advantage by allowing us to benefit from the abundance of high-quality talent in the region, cultural similarities and geographic proximity to our clients.

## GLOBAL AUTONOMOUS PRESENCE

Our global presence has been successful thanks to our **Agile Pods Methodology** and our **inverted organizational chart**. These together enable and foster the autonomy and strong culture that has been key to our success.

Our **Agile Pods** aim to better align business and technology teams. It is driven by a culture of self-regulated teamwork and collaboration across skills, partners and country borders. Leveraged across divisions, the Agile Pods are dedicated to mature emerging technologies and market trends, and provide a constant influx of mature talent and solutions that create intellectual property for our clients.

They are self-organized teams that work to meet creative and production goals, make technology decisions and reduce risk. These teams are fully responsible for creating solutions, building and sustaining features, products or platforms. Pods are in constant contact with our clients and are in full control of the products we create, which augments their autonomy and ultimately propels productivity. We manage this by having the Pods at the front and center of our **inverted organizational chart**, living by a customer-centric and autonomous culture.

# Globant X

Globant X is Globant's fast-pass for AI and digital transformation. The division of next-gen products and platforms built to help organizations become the best version of themselves and ignite their growth, faster. Globant X productizes ideas and accelerates transformative tech, taking products and platforms in different growth stages -from POC and MVP to Expansion- and catapulting them to market success.

## Our Platforms:



**Augoor:** Our patented AI-powered tool is the AI- driven navigation tool for code. A code understanding platform that delivers an in-depth perspective of codebases. With code search, documentation and visualization, it simplifies the coding process, reduces the hurdles of understanding code, and boosts the developers' efficiency.



**StarMeUp:** A behavioral-science-based, AI-enhanced platform that helps companies optimize their culture and create a sense of meaning and belonging at work to decrease attrition and increase employee productivity while making your company a magnet for talent.



**MagnifAI:** Globant's AI-powered solution for Software Quality Assurance that cuts down weeks of quality testing to just minutes by leveraging generative AI and computer vision. From test cases creation and automation, to visual testing validations, it's like having a companion for end-to-end software quality assurance.



**Walmeric:** Walmeric is a lead-to-revenue management product that helps B2C companies with assisted sales to reach their business objectives through accelerated sales and marketing, increasing their conversion rate (3x more leads) through AI and reducing their cost per acquisition.



**GeneXus:** The Software Development Platform powered by Artificial Intelligence that provides eternal youth for code. It simplifies and accelerates the creation, maintenance, and evolution of enterprise solutions by including Low Code, No Code, and Generative AI modules.



**WaaSabi:** is an Embedded Finance platform that enables companies in any industry to transform themselves into fintech and unleash new revenue streams. From virtual wallets, to asset tokenization, including: cards, POS solutions, money transfers, companies can create any fintech product and launch it in a month.



**Navigate:** Is a process optimization powerhouse. From business operations to incident management, Navigate is the ultimate control tower for a 360° view of your entire company with Process Mining and AI, revealing data-driven insights, finding opportunities of enhancements and efficiencies, and providing real-time predictive insights.



**BeHealthy:** - BeHealthy is an innovative white-label platform that promotes wellness and brand engagement through a configurable rewards program.



**FluentLab:** FluentLab is an AI conversational and engagement solution that creates meaningful conversational experiences. It is also an AI-powered no-code for non-technical users.



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