LATAM THRIVES

COMPANY PROFILE

STRATEGIC GROWTH AND EXPANSION

Grow across markets. With *clarity*, strategy and the right connections.

Latam Thrives is a boutique strategic growth and expansion company helping businesses, investors and destinations navigate cross-border growth, market expansion, strategic transactions and workforce opportunity — with deep expertise in Latin America and Global Services.

We help clients see the full picture, identify what matters most and bring together the capabilities required to move from opportunity to execution.

One strategic partner. The right expertise activated at every stage.

- **Market expansion**
- **Commercial growth**
- **M&A and transactions**
- **Impact Sourcing**
- **Destination strategy**

INTEGRATED GROWTH

Growth is complex. We bring the right *pieces* together.

Expansion rarely depends on one discipline. A single decision may involve market intelligence, location strategy, talent, commercial positioning, government engagement, real estate, transaction support or local execution.

Latam Thrives leads the strategy, identifies blind spots, coordinates the path forward and activates trusted senior specialists when additional capabilities are required.

Clients can engage us for one specific growth challenge or across a broader journey — while maintaining one strategic point of contact.

We integrate what growth requires.

OUR APPROACH

See. Connect. *Enable.*

Our approach starts by seeing what others may overlook, connecting what belongs together and enabling those connections to become growth, opportunity and results.

SEE	See the opportunity, the blind spot, the constraint and the market reality.
CONNECT	Connect ideas with strategy, talent with opportunity, markets with companies, pain points with solutions, and opportunity with results.
ENABLE	Enable growth, execution, investment, talent, opportunity and measurable results.

01 · MARKET EXPANSION

Expand into new *markets*

Decide where to grow. Understand the market. Build the right entry path.

We support companies evaluating new countries, cities and operating locations through a build-to-suit approach designed around the business itself.

Our work can combine

- Country and city analysis
- Market intelligence
- Executive market immersion
- Real-estate access
- Landing strategy
- Location strategy
- Local validation
- Stakeholder engagement
- Government and incentive discussions
- Specialist coordination

The objective is not simply to identify markets that score well. It is to understand which locations can realistically support the business — and the trade-offs, risks and opportunities behind the decision.

02 · COMMERCIAL GROWTH

Grow your business across *markets*

Understand the market. Sharpen the approach. Build the right commercial path.

Companies may already have the right capabilities, product or service and still need a stronger path to growth in markets they do not know deeply.

Latam Thrives brings regional knowledge, senior commercial judgment and market relationships to help leadership teams refine positioning, messaging, sales approach, priority opportunities and relationship strategy.

Where strategically relevant, we facilitate qualified introductions as part of the broader commercial strategy — not as a lead-generation service.

03 · M&A

M&A and strategic *transactions*

Grow through acquisition when the right opportunity already exists.

Expansion does not always require building from zero. The right transaction can accelerate access to customers, talent, technology, operating capability or market presence.

Latam Thrives supports strategic origination and transaction development, particularly in Global Services and adjacent sectors. We help identify strategic fit, connect buyers and sellers, position opportunities and coordinate selected stages of the process.

When deeper financial, legal, tax, diligence or transaction expertise is required, trusted specialist advisers can be activated while Latam Thrives remains close to the strategic and commercial logic of the opportunity.

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04 · IMPACT SOURCING

Impact Sourcing and workforce *strategy*

Connect business value with talent, employment and opportunity.

Latam Thrives helps companies, governments and ecosystems design workforce and Impact Sourcing strategies around real business and investment needs.

FOR COMPANIES

The case is ROI: stronger talent access, performance, retention, scalability and measurable value.

FOR GOVERNMENTS

For governments and ecosystems, the case is competitiveness and investment attraction.

FOR PEOPLE

The value is access to skills, employment and opportunity.

Our work can include

- Workforce and skills-gap diagnostics
- ROI and business-case definition
- Program design
- Impact Sourcing strategy
- Workforce alignment with FDI priorities
- Implementation planning

05 · DESTINATION STRATEGY

Strengthen a *destination*

A destination becomes investable when its value is clear, credible and competitive.

Latam Thrives works with countries, cities, investment promotion organizations, business parks and ecosystems to strengthen the conditions that influence investment decisions.

Before asking how to attract investors, we help identify why they may not be choosing the destination. The barrier may lie in perception, credibility, competitiveness, evidence, timing or the way the market proposition is understood.

From there, we help strengthen what matters to the investor and support the path toward more selective, credible market engagement, evaluation visits and investment dialogue.

DEEP EXPERTISE IN GLOBAL SERVICES

Built on decades inside the Global Services *economy*.

Global Services is where Latam Thrives has its deepest sector experience — across:

GBS	BPO	CX	ITO
Global Business Services	Business Process Outsourcing	Customer Experience	Information Technology Outsourcing

Our experience spans operating companies, industry leadership, investment attraction, sector competitiveness, workforce development, market expansion and strategic advisory.

That perspective matters because decisions in Global Services rarely exist in isolation. Talent, operating model, cost, technology, location, customer requirements, investment and scalability often move together.

We bring that sector context into growth decisions so leadership teams can understand how the variables interact in practice.

OUR REACH

Deep roots in Latin America. Reach across *markets*.

Latin America is our deepest regional expertise, but it is not our boundary.

Our experience and relationships extend across the region and are supported by trusted specialists, market experts and collaborators across the U.S., Europe, Africa and other selected global markets.

When a client requires expertise beyond our direct capabilities or geography, we activate the right specialist while Latam Thrives remains the strategic lead and point of integration.

Market experience, relationships and specialist reach — not office locations.

WHY LATAM THRIVES

Strategy grounded in market reality, relationships and *execution*.

Market depth	Deep Latin American knowledge informed by market experience, cultural understanding and longstanding relationships.
Sector expertise	Deep experience across the Global Services economy and an understanding of how talent, operations, cost, investment and growth intersect.
Tailored strategy	Every engagement is designed around the client's specific growth decision, priorities and operating reality.
Senior-led integration	One strategic thread across the engagement, with senior judgment where decisions matter most.
Specialist ecosystem	Trusted senior specialists, market experts and execution partners are activated when they add value — without creating unnecessary complexity.

OUR PURPOSE

Growth that expands *opportunity*.

Latam Thrives was created from a belief that business growth, investment, employment, talent development and human progress are connected.

Growth can do more than increase revenue. It can open markets, strengthen businesses, create employment, develop talent and expand opportunity across people, families and economies.

That is the meaning behind **Thrives**: enabling growth that creates opportunity.

We believe the strongest growth creates opportunity beyond the business itself.

OUR FOUNDER

Founder-led. Built to extend *beyond* the founder.

Ninoshka Linde **Founder & CEO, Latam Thrives**

Ninoshka Linde is an international business leader, strategist and speaker whose career has developed at the intersection of business growth, Global Services, investment, talent, employment and economic opportunity.

Her experience spans Global Services, foreign direct investment, cross-border expansion, workforce and employability initiatives, industry leadership, public-private collaboration and strategic transactions.

Across her career, she has worked by connecting what is often treated separately: countries and companies, ideas and strategy, talent and opportunity, relationships and execution, and opportunity with results.

Her strength is integration — bringing together perspectives across markets, companies and institutions and translating them into a clearer strategic path.

Connecting what belongs together to create what becomes possible.

START THE CONVERSATION

What are you trying to *grow*?

A new market.
A stronger regional presence.
An acquisition.
A workforce strategy.
A more competitive destination.

Every growth challenge begins differently.

Tell us the decision in front of you. We will help you see what it requires.

TALK TO US ABOUT

- Market expansion / site and location strategy
- M&A / strategic transactions
- FDI / destination competitiveness
- Other strategic growth questions
- Commercial growth across markets
- Impact Sourcing / workforce strategy
- Speaking / media / thought leadership

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