

Globant ▶

2022

Integrated Report

Index

| | |
|---|-----------|
| Letter from the CEO | 03 |
| About the Report | 04 |
| Sustainability Framework by Capitals | 05 |
| Globant at a Glance | 06 |
| Governance | 07 |
| • Corporate Governance Practices | 08 |
| • Risks & Opportunities | 10 |
| Sustainable Performance | 13 |
| • Financial performance | 14 |
| • Data Privacy & Security | 18 |
| Reinvention Approach | 19 |
| • Studio Model | 21 |
| • Sports | 22 |
| Global Talent | 26 |
| • Benefits | 30 |
| • Great working experience | 31 |
| • Learning & Talent | 32 |
| • People Indicators | 34 |
| Kindness Based Culture | 35 |
| • Be kind to Yourself | 37 |
| • Be kind to your Peers | 39 |
| • Be kind to Humanity | 46 |
| • Be kind to the Planet | 50 |
| Additional Information | 61 |
| Report Profile | 94 |



Letter from the CEO

Globant just had its best year ever. It's my honor to present our annual integrated report to give you our perspective on how far we've come and our vision for the future of providing profound transformations for our clients.

In 2022, total revenue reached 1.8 billion dollars: the highest ever. Our 37.3% year-over-year growth makes it the second fastest in our history as a company. We are truly a global team of more than 27,000 Globers in more than 25 countries on 5 continents, and we have recently established presence in Australia, Canada, Denmark, Hong Kong, Italy, Poland, among others.

We also had our greatest exposure of our brand. Partnering with **FIFA** in developing their FIFA plus streaming platform led to our sponsorship of the Qatar 2022 World Cup, with our brand seen on the field at every match and on screens worldwide.

These accomplishments were all obtained by sticking to our core value at Globant: teamwork. By working together and staying true to our entrepreneurial and game-changer ideals, our team was able to find new ways to grow, and meet the right people to make these dreams happen.

Looking forward: we see many challenges, but also great opportunities for our business. In today's complex market, uncertainty becomes the new normal. Environmental, financial, technological, and political shifts occurred during the past years have impacted our lives and businesses as well. Organizations are pressed to evolve and accelerate their digital transformations. They need to be more efficient and cost sensitive, requiring smart Artificial Intelligence (AI) to optimize processes.

We see the AI revolution accelerating and shaping organizations as they adapt to new landscapes. With the recent expansion of foundation models and generative

AI, it has become clear that we have a massive new opportunity for us and for our clients. Although AI is finally going mainstream, this is not new for Globant. We've been investing in developing our AI capabilities and expertise for a decade. There has never been a better time in the applicability of our AI powered tools including GeneXus, Augoor and MagnifAI to help organizations in process optimization and faster go-to-market strategies.

As we move forward, we will continue to have an impact in line with our Be Kind vision:

- We have been carbon neutral since 2021 and we are working with our clients on their climate roadmaps for sustainability. We are also publishing the Task Force on Climate-related Financial Disclosures (**TCFD**) Report as a first step to connect risk and opportunities in the business to the climate emergency we are living in.
- We have been recognized as a Great Place to Work in several countries while we continue pushing to break-down barriers to the access of vulnerable communities (such as veterans, migrants or refugees) to the industry, and to close the gender gap.
- We are following the best governance practices in terms of ethics and compliance, human rights, data privacy and security, increasing the diversity of the Board of Directors (BoD) and the transparency of our internal procedures.

2023 will mark our 20th anniversary. The need to evolve rapidly has never been more critical, and I'm confident Globant has the perfect combination between talent and passion, to continue helping the most beloved brands and respected organizations hack the challenges of their businesses while changing the world one step at a time.



Martín Migoya

Co-Founder, Chairman and CEO

 @migoya

About the Report

This Integrated Report, presents advances in our Environmental, Social, and Governance (ESG) performance from January 1 to December 31, 2022. It has been developed in accordance with the Integrated Reporting Framework (IR Framework); the Global Reporting Initiative (GRI) Standards 2021; and the Sustainability Accounting Standards regarding the Software and IT Services industry, from the Sustainability Accounting Standards Board (SASB).

This report is aligned with the UN Global Compact Principles, incorporating a culture of integrity in our strategies, policies, and procedures to fulfill the responsibility to human rights, paid work, the fight against corruption, and the environment.

With the United Nations Sustainable Development Goals as a guiding framework and the ambition to expand our ESG commitments to positively impacting communities, Globant launched in 2020 its Be Kind initiative that unites positive impact programs for all of its main stakeholders and consolidates initiatives to tackle critical issues, such as diversity, equity and inclusion, climate change, wellness in the workplace, education, misuses of technology and ethics in AI, among others.



The Be Kind initiative is based on four pillars: Be Kind to yourself, Be Kind to your peers, Be kind to the planet, and Be Kind to humanity.

Inspired by our Be Kind to the Planet purpose, we incorporated climate risk, opportunity identification, and management into our governance strategy and disclosure efforts. Our **Task Force on Climate-related Financial Disclosures (TCFD)** disclosures present information on our efforts toward implementing the recommendations of the TCFD. The implementation of that framework is an important first step upon which we will continue to build to expand our understanding of climate risks and opportunities taking into account different climate-related scenarios.

Regarding climate performance, we have launched for the second year our full version of the CDP (formerly known as Carbon Disclosure Project), reaching the Awareness level.

Scope and external assurance

We believe external assurance strengthens our reporting process and enhances the credibility of our non-financial information. Although it is not required by regulation, we engaged an external professional services firm to review the non-financial key performance indicators, as detailed in the [“Additional Information”](#) section.

This report generically refers to Globant and its operations in the countries where it and its subsidiaries detailed in Exhibit 8.1 of the **Form 20-F** operates. The parent company is Globant S.A.* (the “Company”) Most data in this report covers wholly and majority-owned operations for January 1, 2022, through December 31, 2022. Occasionally, we have included data for multiyear periods to compare year-over-year. Data in this report are global, unless otherwise stated. “Globers” refers to the employees that work for Globant. All financial values are expressed in US dollars.

Double Materiality

Globant includes in 2022 the analysis of ESG materiality from two perspectives: the extent necessary for an understanding of the company’s development, performance and position and of affecting the value of the company; and the environmental and social impact of the company’s activities on a broad range of stakeholders, assessing the interconnectivity of the two. For more information about the materiality analysis process, materiality matrix, and list of material topics, please refer to the [Materiality Analysis](#) section of this report.

**For more information about Globant’s nature of ownership and legal entity, please refer to [Form 20-F](#).*



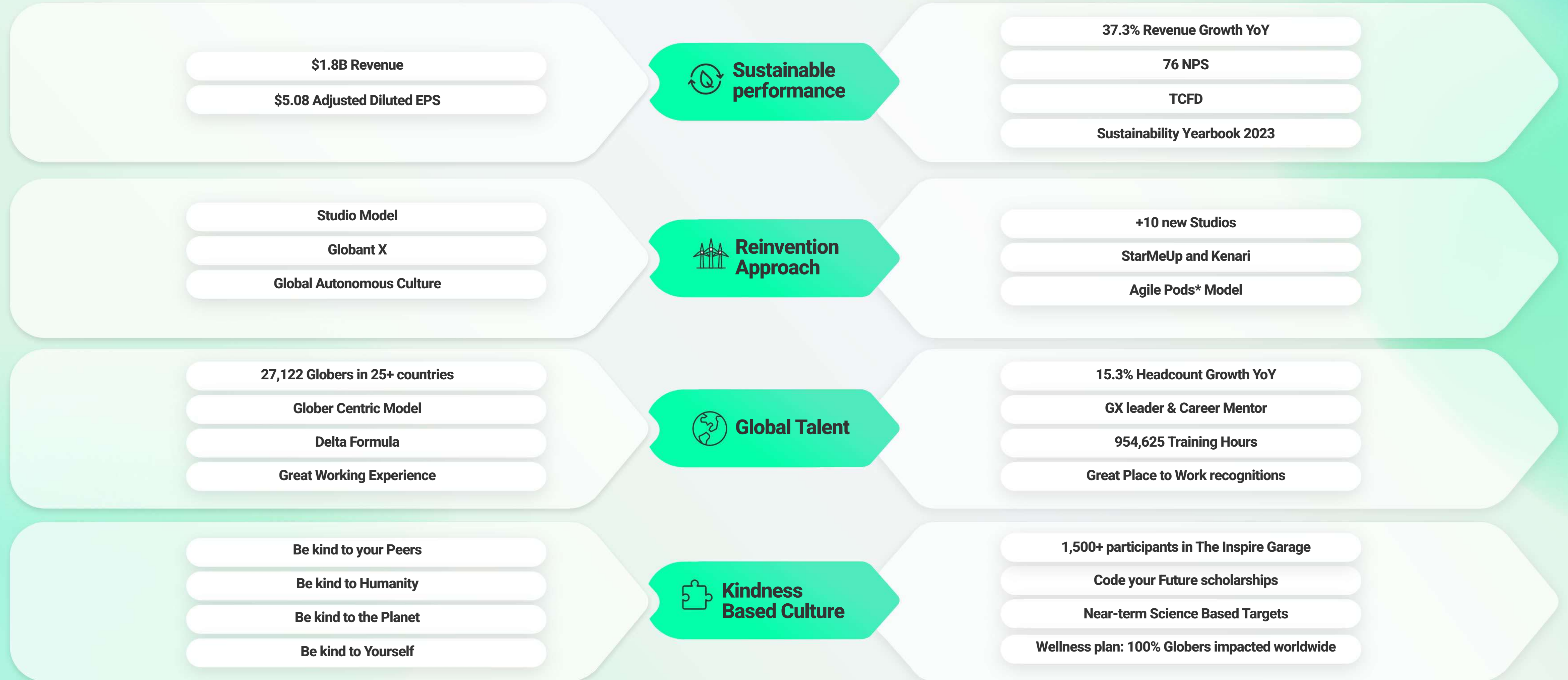
We are proud to have been recognized by **S&P Global and Corporate Sustainability Assessment (CSA) in the [Sustainability Yearbook 2023](#)** for our ESG efforts during 2022.

Sustainability Framework

by Capitals

INPUTS

OUTCOMES



*A POD is a team with diverse capabilities, self-organized, collaborative, and autonomous, working in collaboration to achieve a specific goal.

Globant at a Glance

☆ **27,122**
Globers

🌐 **25+**
Countries

🏢 **70+**
Locations

🌍 In color new openings 2022



Governance

BOARD OF DIRECTORS



Martín Migoya
Chairman of the Board, CEO and Co-Founder



Martín Gonzalo Umaran
Director, Chief Corporate Development Officer, EMEA President and Co-Founder



Guibert Andrés Englebienne
Director, Globant X & Globant Ventures President, Latam President and Co-Founder



Linda Rottenberg
Linda Rottenberg
Non-executive independent Director ⁽³⁾



Francisco Álvarez-Demalde
Non-executive independent Director ⁽²⁾⁽³⁾



Philip A. Odeen
Non-executive independent Director ⁽¹⁾⁽²⁾



Maria Pinelli
Non-executive independent Director ⁽¹⁾



Andrea Mayumi Petroni Merhy
Non-executive independent Director ⁽³⁾



Richard Haythornthwaite
Non-executive independent Director ⁽¹⁾⁽²⁾

(1) Audit Committee, (2) Compensation Committee, (3) Corporate Governance and Nominating Committee

SENIOR MANAGEMENT



Martín Migoya
Chief Executive Officer



Martín Gonzalo Umaran
Chief Corporate Development Officer - EMEA President



Guibert Andrés Englebienne
Globant X & Globant Ventures President, Latam President



Patricia Pomies
Chief Operating Officer



Juan Urthiague
Chief Financial Officer



Yanina Maria Conti
Chief Accounting Officer



Diego Tártara
Chief Technology Officer

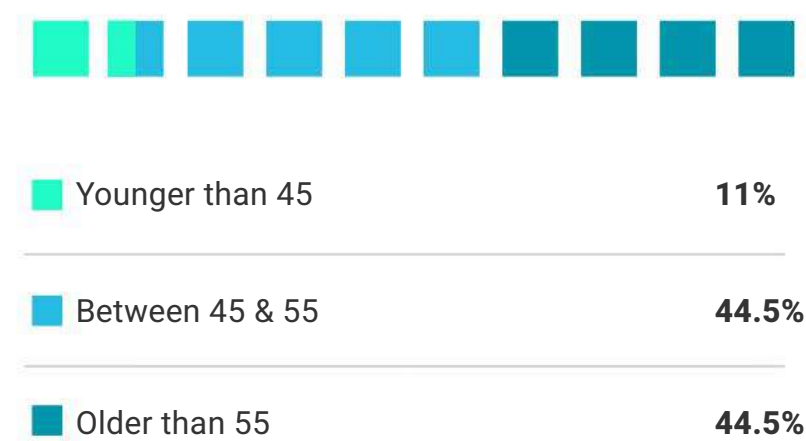


Patricio Pablo Rojo
General Counsel

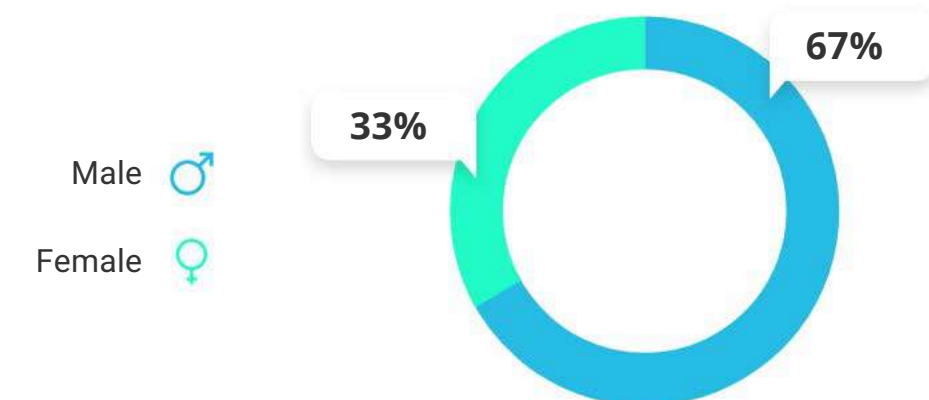


Wanda Weigert
Chief Brand Officer

Board of Directors by Age



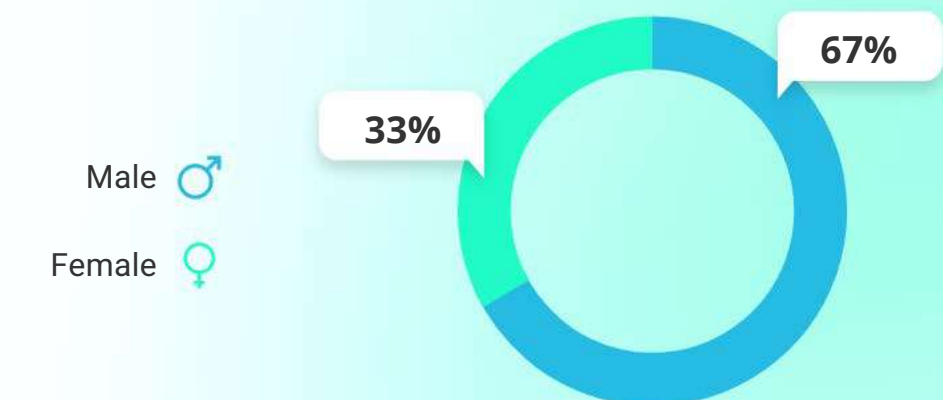
Board of Directors by Gender



Senior Management by Age



Senior Management by Gender



Corporate Governance Practices

Our governance framework is overseen by our board of directors (“BOD”). Each director brings expertise in diverse areas, including digital technology, information, and data security, financial, sales & marketing, and M&A, enabling them to serve as responsible stewards of the Company while identifying and developing opportunities for long-term value creation.

Globant adherence to best practices in governance includes the following:

- Diverse board composition: 33% female, over 67% independent directors, over 60% reported as ethnic minorities; with a diverse geographic coverage including Latam, EMEA, and North America;
- 100% independent committee chair leadership and regular board refreshment with average board tenure of 9 years;
- Shareholders holding at least 10% of the Company's issued share capital may request the convening of general meetings of shareholders;
- The Board of Directors conducts an annual self-evaluation of its performance to determine whether it and its committees are functioning effectively;
- During 2022, the Corporate Governance and Nominating Committee updated the Procedures for Identifying and Evaluating Director Candidates.



Recognitions

Martín Migoya: Gold in the Globee CEO World Awards for CEO of the Year – Information Technology Products or Services

Martín Migoya & Guibert Englebienne, The 500 Most Influential People of Latin America by Bloomberg Línea

Patricia Pomies, Chief Operating Officer: OnCon Icon Awards Global Top 50 COO Award

Comparably Award – Best CEOs for Women 2022

Comparably Award – Best CEOs for Diversity 2022

Board Committees

Corporate Governance and Nominating Committee

Globant’s BOD’s corporate governance and nominating committee oversees the Company’s ESG matters of the Company. Among other important tasks: i) it reviews the adequacy of the articles of association of the Company to the matter and recommends to the BOD, as conditions dictate, that it proposes amendments to the articles of association for consideration by the shareholders; ii) it develops and recommends to the BOD a set of corporate governance principles and keep abreast of developments with regard to corporate governance to enable the Corporate governance and nominating Committee to make recommendations to the BOD in light of such developments as may be appropriate; iii) it reviews policies relating to meetings of the BOD; iv) it oversees the Company’s workforce equity matters and receive reports at least annually from the People Department related to such matters; v) it oversees the Company’s environmental and sustainability policies and initiatives (including risks and impacts of climate change), and significant risks related to the Company’s operations in coordination with other committees and management, as appropriate; vi) it oversees the Company’s policies and initiatives relating to corporate responsibility, including human rights and ethical business practices, and risks related to the Company’s operations and engagement with customers, suppliers and communities; and vii) it periodically reviews and oversees compliance by the directors with the Company’s Code of Ethics in accordance with the provisions of such Code.

The corporate governance and nominating committee reports regularly to the BOD: (i) following meetings of the corporate governance and nominating committee; (ii) with respect to such other matters as are relevant to the corporate governance and nominating committee’s discharge of its responsibilities; and (iii) with respect to such recommendations as the corporate governance and nominating committee may deem appropriate. The report to the BOD may take the form of an oral report by the Chairman or any other member of the corporate governance and nominating committee designated by the corporate governance and nominating committee to make such report. Corporate Governance and Nominating Committee, Audit Committee, Compensation Committee charters and the Procedures for Identifying and Evaluating Director Candidates are available on our [website](#).

Audit Committee

Globant’s audit committee oversees our corporate accounting and financial reporting process. Among other matters, our audit committee: i) is responsible for the appointment, compensation and retention of our independent auditors and reviews and evaluates the auditors’ qualifications, independence and performance; ii) oversees our auditors’ audit work and reviews and pre-approves all audit and non-audit services that they may perform; iii) reviews and approves the planned scope of our annual audit; iv) monitors the rotation of partners of the independent auditors on our engagement team as required by law; v) reviews our financial statements and discusses with management and our independent auditors the results of the annual audit and the review of our quarterly financial statements; vi) reviews our critical accounting policies and estimates; vii) oversees the adequacy of our accounting and financial controls; viii) annually reviews the audit committee charter and the committee’s performance; ix) reviews and approves related-party transactions; and x) establishes and oversees procedures for the receipt, retention and treatment of complaints regarding accounting, internal controls or auditing matters and oversees enforcement, compliance and remedial measures under our code of conduct.

Compensation Committee

Globant’s compensation committee reviews, recommends, and approves policy relating to the compensation and benefits of our officers and directors, administers our common shares option and benefit plans, and reviews general policy relating to compensation and benefits. Duties of our compensation committee include: i) reviewing and approving corporate goals and objectives relevant to the compensation of our directors, chief executive officer, and other members of senior management; ii) evaluating the performance of the chief executive officer and other members of senior management in light of those goals and objectives; iii) based on this evaluation, determining and approving the compensation of the chief executive officer and other members of senior management; iv) administering the issuance of common shares options and other awards to members of senior management and directors under our compensation plans; and v) reviewing and evaluating, at least annually, the performance of the compensation committee and its members, including compliance of the compensation committee with its charter.

Director Compensation

Only those directors who are deemed independent under the corporate governance rules of the NYSE are eligible, subject to our shareholders' approval, to receive compensation for their service on our BOD. In this respect, independent members of our BOD are eligible to receive cash and/or share-based compensation for their services as directors.

During 2022, we paid an aggregate cash compensation of 600,000 and we granted a total of 2,886 Restricted Stock Units (RSUs) to the independent members of our BOD, all of which had been previously approved by our shareholders at our 2022 annual general meeting.

Members of our senior management who are members of our board of directors (Messrs. Migoya, Umaran, and Englebienne) will not receive compensation for their service on our BOD, but have received and will continue receiving cash compensation and share-based compensation for their services as executive officers.

Glober's compensation

We offer our Globers a compensation package consisting of base salary, annual bonus, long-term incentives (for certain eligible positions), and fringe benefits. The variable component of our compensation package is intended to strengthen our values and culture, foster employee improvement and development, and align with our business strategy to pay for performance and development. Based on the Globber's position, bonus payments under the short-term incentive plan are contingent on the accomplishment of individual and company's key performance metrics such as individual and company performance results, manager feedback, and feedback for leaders. We have included a Gender Diversity Accelerator which fosters our commitment to be more equal. For key employees, we offer a long-term incentive program in the form of share-based or share-equivalent compensation.

Integrity

On 2022, our board of directors, update, approved and adopted the 2022 **Code of Ethics (CoE)** and an **Anti-Bribery and Anti-Corruption Policy** which set out the guidelines and principles necessary for promoting and assuring good behavior within the organization and important topics such as anti-money laundering provisions, protection of Globant's image and proper use of social media, third party's audits and government investigations and matters of integration and diversity. Corporate Policies apply to all governance body members and are communicated to all employees worldwide. A copy of that code is available on our website at investors.globant.com/code-of-ethics. Any amendments to such code will be disclosed on our website.

At Globant, we encourage our employees to act proactively by asking questions, seeking guidance and reporting suspected violations of the Code of Ethics, the Anti-Bribery and Anti-Corruption Policy, other internal policies, and any violation or suspected violation of any applicable law, rule or regulation. Such concerns may be reported using any of both, direct or anonymous channels. The contact information for our **Ethics Line** is publicly available on Globant's website.

In addition, our UK **Modern Slavery Statement** is also available on our website. This Statement has been issued pursuant to the UK Modern Slavery Act from the primary subsidiaries of Globant for the United Kingdom, to account for our efforts to mitigate all types of modern slavery in our business or supply chain. Globant is particularly careful about entering into transactions with its directors, executive officers, and significant shareholders to avoid the risk of real or perceived conflicts of interest. Similarly, the *Related Party Transaction Policy* ensures the proper approval and reporting of related party transactions. The *Insider Trading Policy* provides the standards of Globant on the trading of securities of Globant or other publicly-traded companies while in possession of material non-public information.

Globant's commitment includes compliance with all laws, and prohibiting improper payments, gifts, or inducements of any kind to any person, including officials in the private or public sector, customers, and suppliers. Our **Anti-Bribery and Anti-Corruption Policy** aims to ensure full compliance by the Company, its officers, directors, employees, and agents with anti-corruption laws such as the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act 2010 and any local anti-bribery or anti-corruption laws. All third parties (clients, vendors, or new employees) must complete a *due diligence process* before their engagement. The Compliance Team will determine whether the third party is approved or not, taking into consideration integrity, ethics, data privacy, human rights, and environmental matters in their review.



With the new version of our CoE we launched a mandatory training, "Code of Ethics training," to explain the contents and how they apply to individual Globber's work with practical cases that relate to their everyday tasks. All governance body members worldwide have received the Training on the Code of Ethics, and most employees worldwide have received training on anti-corruption. By the date of the publication of this report, almost 90% of Globers have completed it.

Human Rights

In alignment with the UN Global Compact Principle 1: “Businesses should support and respect the protection of internationally proclaimed human rights” and Principle 2: “make sure that they are not complicit in human rights abuses,” and the principles set out by the International Labor Organization; in Globant we have our Code of Ethics contains strict guidelines regarding how we have to act and interact with third parties, always in a framework of ethics, integrity, and transparency in order to safeguard and respect human rights, addressing possible negative impacts related to our business operations, playing a crucial role in fostering an environment that supports diversity and inclusion, monitoring and upholding human rights across our value chain, and promoting positive change within society at large. We uphold human rights in all of our global operations, Globers are entitled to fair wages and hours consistent with local laws and to work in an environment free from discrimination. All Globers must sign the Code of Ethics as part of their onboarding process to confirm they have read and ensure their compliance with it.

Globant does not make use of child labor (i.e., a person under the minimum age provisions of applicable laws and regulations) or forced labor (i.e., prison labor, indentured labor, bonded labor, military labor, slave labor), does not condone any form of human trafficking and will not work with third parties who do so.

We also support a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility, and encourage the development and diffusion of environmentally friendly technologies.

Through the Ethics Line any individual can report any concerns or violations of our Code of Ethics, employee or external, if they suspect actions against the Code, as well as any actions against or suspected action against the applicable law, rule, or regulation, using either direct or anonymous channels. The contact information for our Ethics Line is publicly available on Globant’s website.

In 2022, we had no issues related to Human Rights either internally and externally.

Risk & opportunities

We establish the Enterprise Risk Management (ERM) framework and principles for the organization, establishing a methodology for identifying, assessing, and monitoring the risks detected in conjunction with the different areas and business units, defining unified criteria and guidelines. Identified risks are assessed for their business impact, which considers consequences that may have financial and strategic impacts on our business, including impacts to customers, reputation, legal/compliance, employees, and execution of our strategy.

Emerging risks, including climate-related and low-carbon economy transition risks, are also assessed during this process. Each identified risk is assigned an overall risk rating which carefully considers: the magnitude of financial and strategic implications related to all relevant risks, the likelihood of a risk occurring, the speed at which the risk could impact our business, and any mitigating factors that are in place.

Related to environmental issues, by creating the Be Kind to the Planet strategy and our Sustainable Business Studio, we provide ourselves, organizations, and stakeholders with the tools and knowledge necessary to build a climate path for orderly transitions, comply with new regulations and meet the stakeholders expectations regarding climate change.

For further information on the description of the risks and the Risk Management and Control System, please see the section “Risk factors” of the [Form 20-F](#).



Task Force on Climate-related Financial Disclosures (TCFD)

We accelerated our TCFD implementation in 2022. A significant advancement was defining a method for climate risks and opportunities analysis. Also, embedding these into our enterprise risk management (ERM) agenda was a positive achievement. We also took further steps to improve our governance and our strategic approach to the climate emergency. The analysis led to a detailed assessment of physical and transition risks. It also involved identification of potential financial impacts according to different climate scenarios.

The risk analysis found no significant risks to our business. Projects aimed at improving sustainability performance, also help to mitigate risks. Related projects cover internal measures and commercial developments that enrich our value proposition.

Yet, a non-meaningful level of risk does not mean we are complacent. We remain vigilant and attentive to the fast-evolving landscape. In this way, we seek effective ways to reduce our emissions and increase our sustainability performance.

We also recognize the opportunities that arise from transitioning to a low-carbon economy. It requires exploring ways to take advantage of these transformational opportunities. Our commitment is to play a leading role in the biggest challenges of this era: climate change.

For more information regarding our TCFD please see the [Additional information](#) section.



Future Outlook & Business Perspectives

Technology continues to be a key part of every company's strategy, as they seek to adapt to the pace of change that the current economic, social, and industry specific context introduces. We believe that the increased use of technology, and the ever evolving use of digital technologies, will continue to mark a cornerstone of C-level strategies. For example, COVID-19 has caused radical changes throughout the world, many of which we believe are here to stay. These changes are pushing organizations to evolve and accelerate their digital transformations. In light of economic uncertainty, customer engagement will remain one of the top strategic business objectives for organizations worldwide, and the need to evolve rapidly has never been more critical.

Adopting technology is essential for companies to remain competitive in today's digital landscape. It enables companies to streamline processes, enhance customer experience, and gain valuable insights to drive growth. Failure to adopt technology puts companies at risk of being left behind by more agile competitors.

The market for digital transformation services is growing exponentially and analysts predict the trend will continue in the coming years. The following are six of the main opportunities for the long-term demand for digital transformation services:

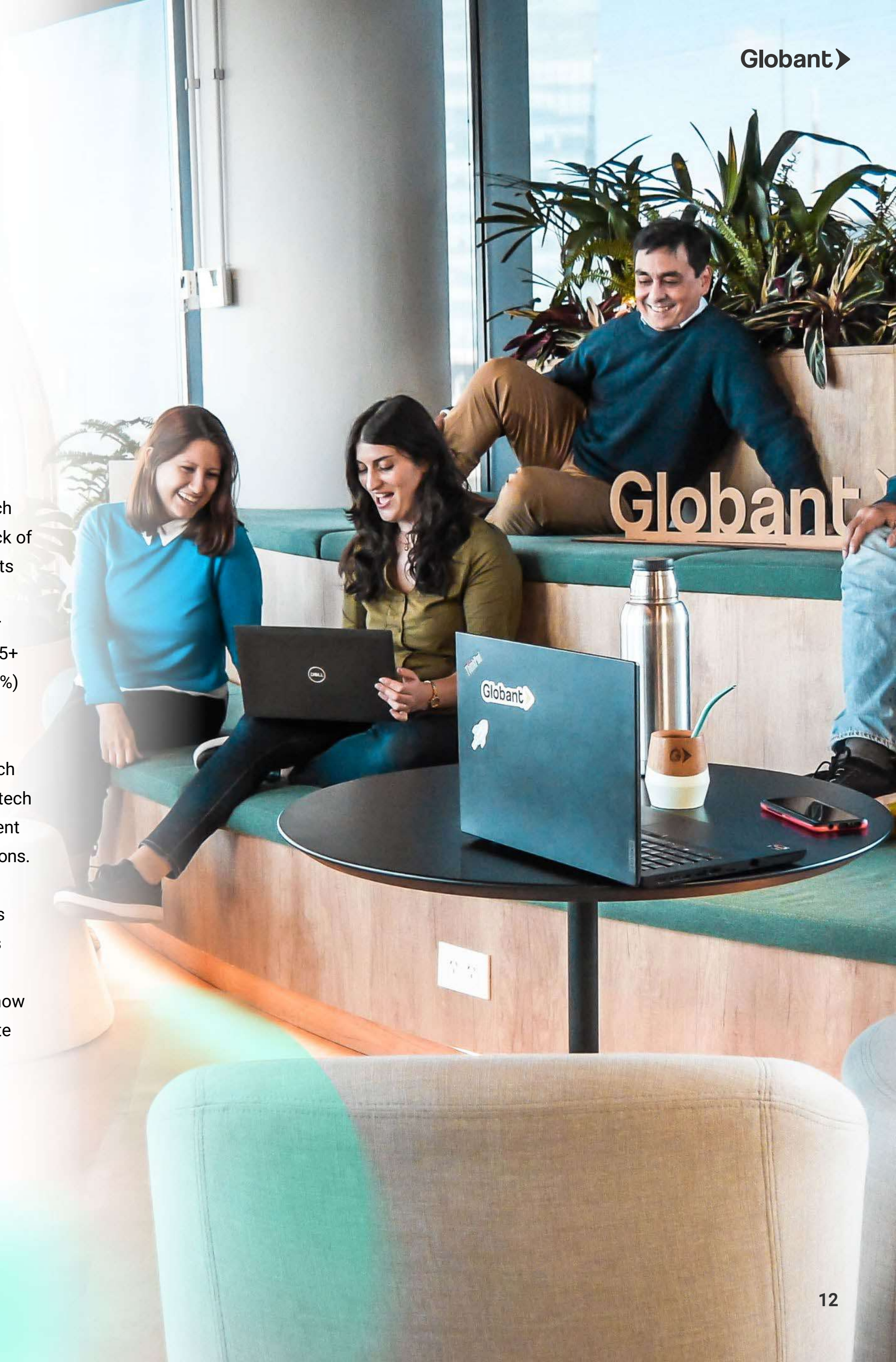
- Demand for IT will remain strong as companies pursue digital transformation initiatives in response to economic turmoil, with a renewed focus in accelerating time to value on digital investments. According to IDC, digital transformation spending will reach \$3.4 trillion in 2026, with the United States accounting for nearly 35% of the worldwide total and surpassing the \$1 trillion mark in 2025.
- As organizations push for operational efficiencies and cost reductions, industry analysts also expect a growth in more traditional back-office operational needs. Gartner predicts that Global IT spend will total \$4.6 trillion in 2023, growing at a rate of 5.1% up from 0.8% growth in 2022.
- By 2024, digital-first enterprises will enable empathetic customer experiences and resilient operating models by shifting 70% of all tech and services spending to as-a-service and outcomes centric models, according to IDC.

- By 2026, enterprises that successfully generate digital innovation will derive over 25% of their revenue from digital products, services, and/or experiences, according to IDC.
- By 2026, 85% of enterprises will combine human expertise with artificial intelligence ("AI"), machine learning ("ML"), natural language processing and pattern recognition to augment foresight across the organization, making workers 25% more productive and effective, according to IDC.

However, a major barrier to achieving optimal business outcomes is the lack of tech talent. A recent report by Everest Group, found that 86% of organizations cited a lack of tech capability as a key barrier. Within the IT Services market, tech talent constraints represent a primary gating factor to growth. This is particularly true in digital engineering services, a high-growth subcomponent. Supply/demand imbalance for specialized tech occupations is not new news, but it's persisting. During the past 15+ years, the US unemployment rate for computer and mathematical professions (3.0%) has been consistently lower than the overall unemployment rate (5.0%).

After the end of 2022, several layoffs in the industry were public knowledge, but tech unemployment remains well below national averages. The unemployment rate for tech workers in the US, for instance, is significantly lower than the national unemployment rate. Despite recent events in large tech, companies still struggle to fill their tech positions.

As the demand for digital transformation services continues to grow, organizations need a partner who can help them reinvent and build a sustainable future business with robust business models, an agile and innovative culture, thrilling experiences, the right technology stack, cross-industry expertise, and a deep understanding of how technology and artificial intelligence can significantly augment the way they operate and engage with their customers.

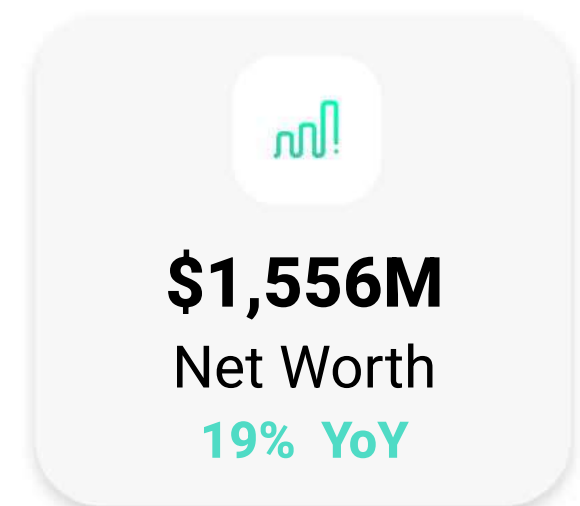
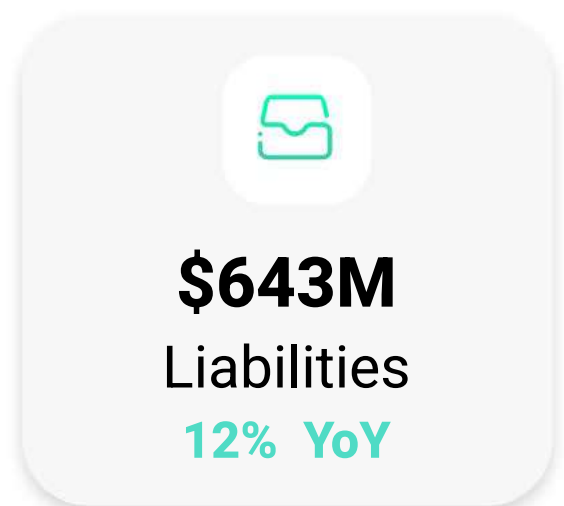
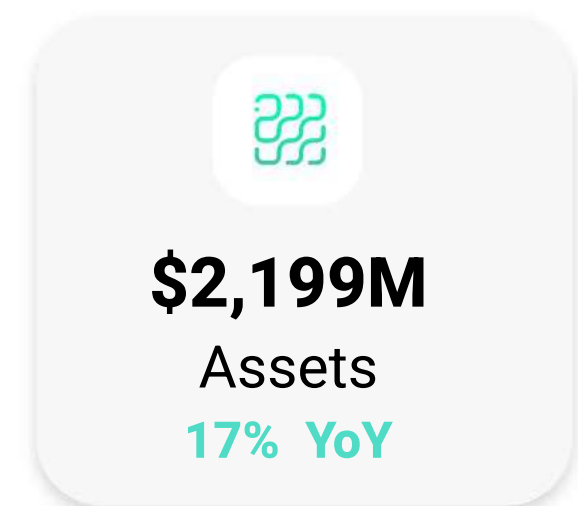
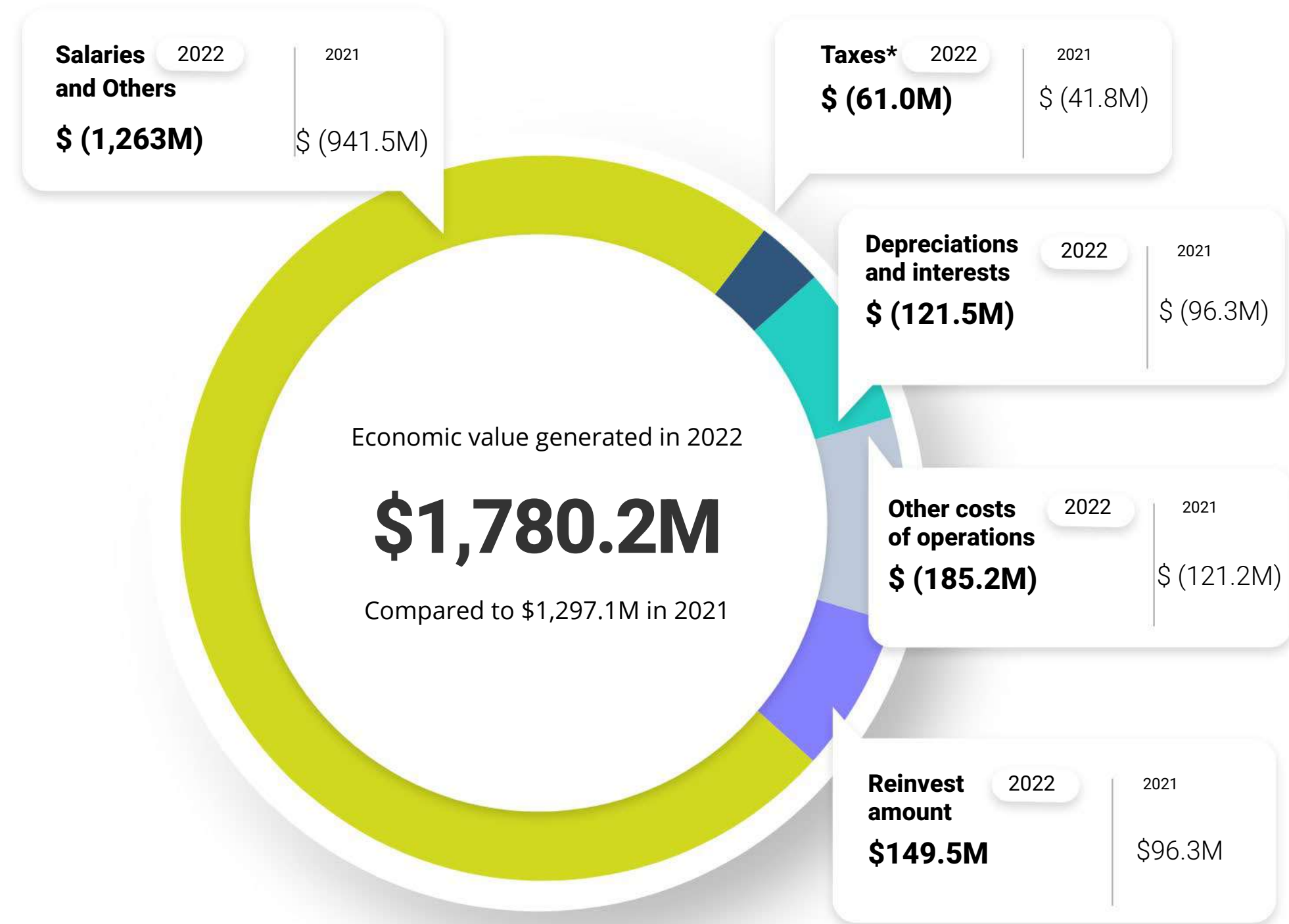


Sustainable

Sustainable performance

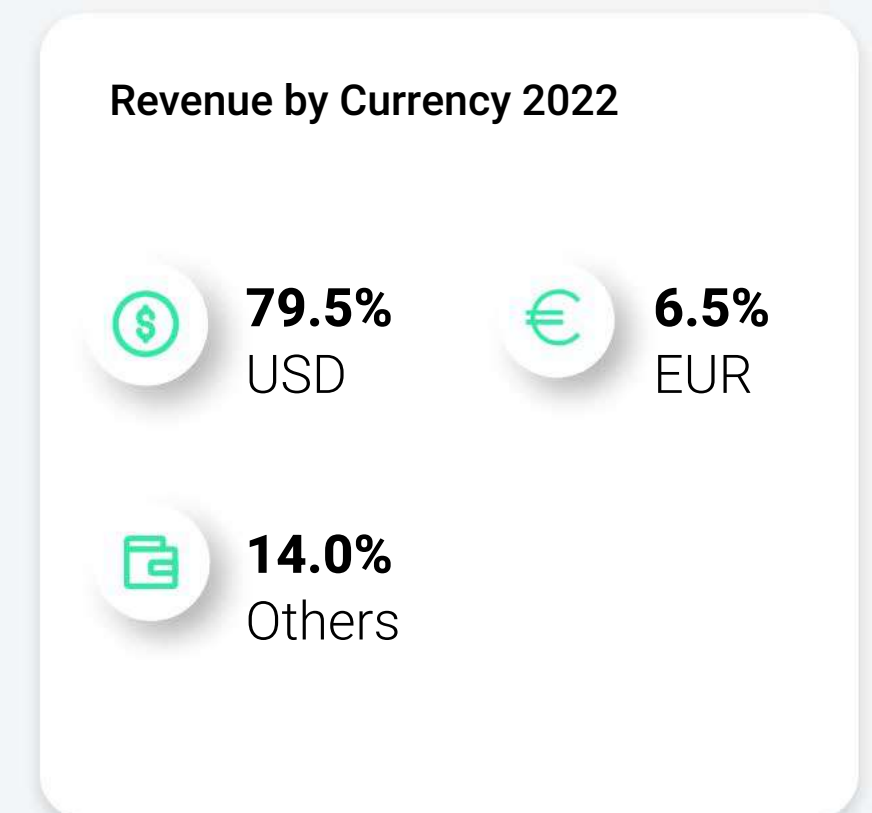
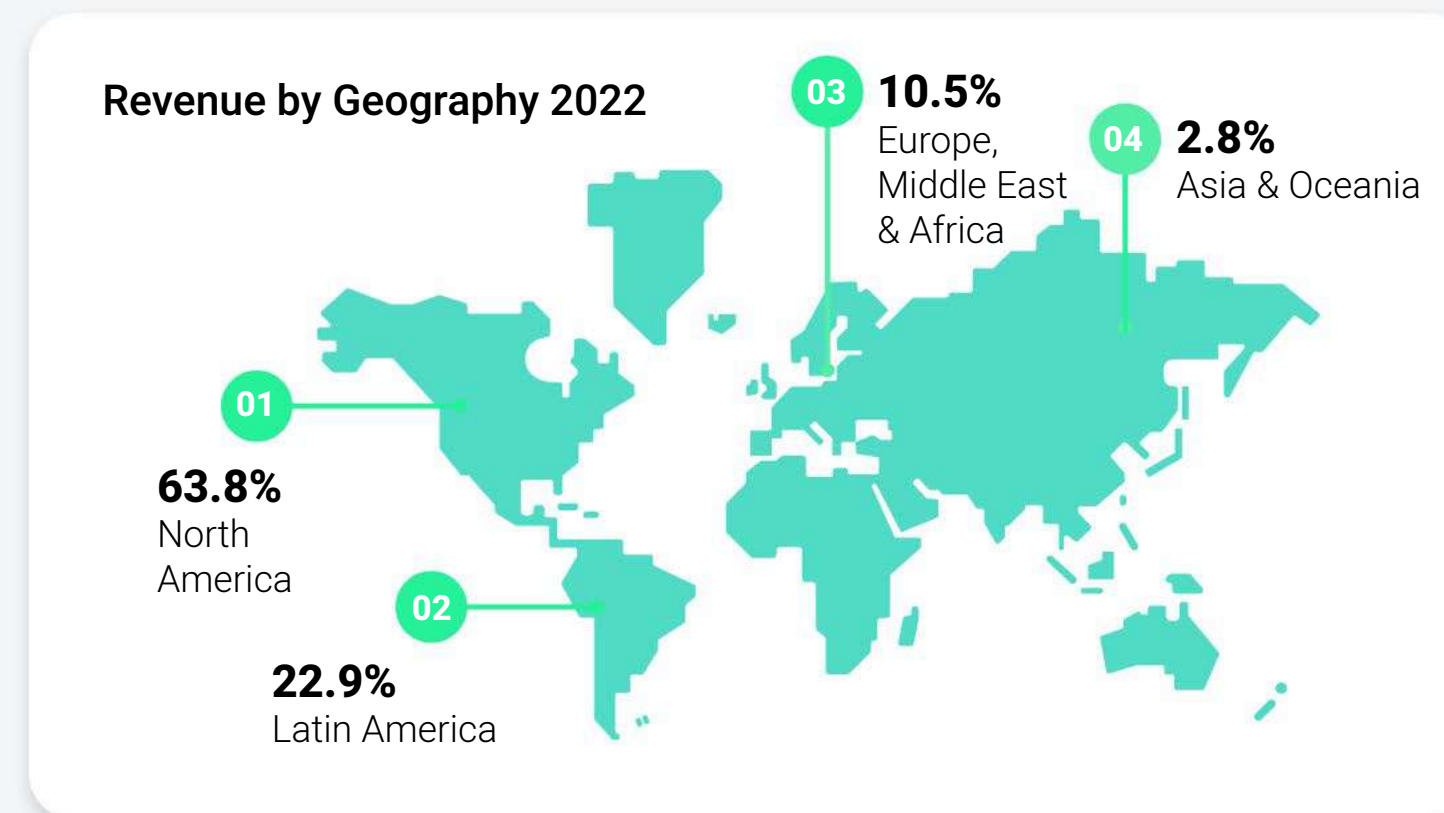
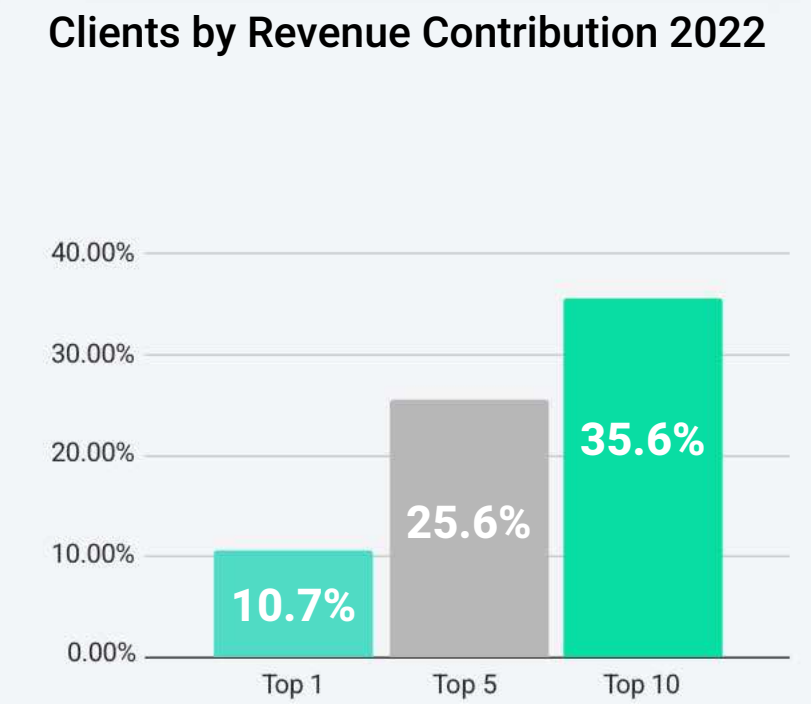
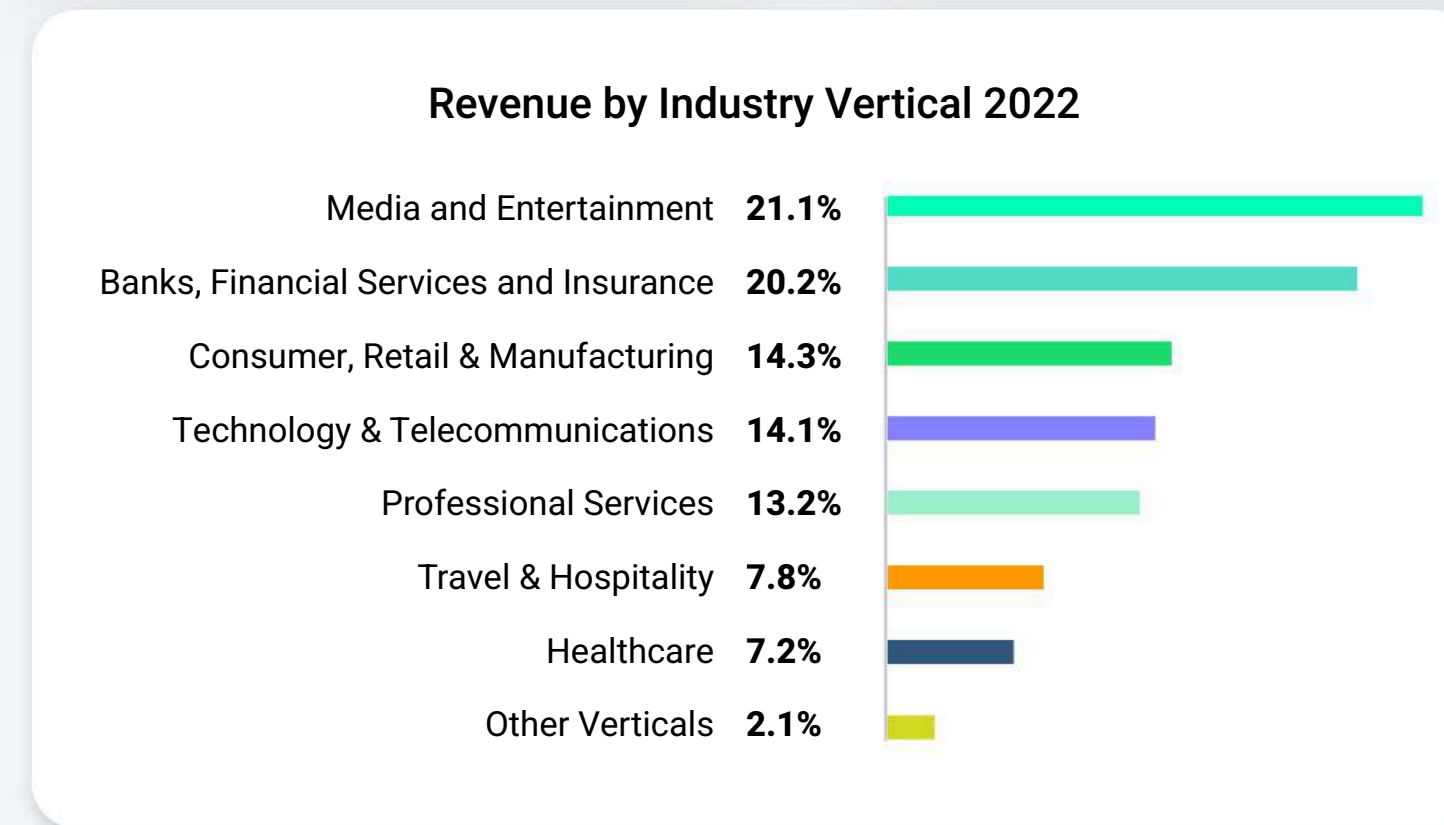
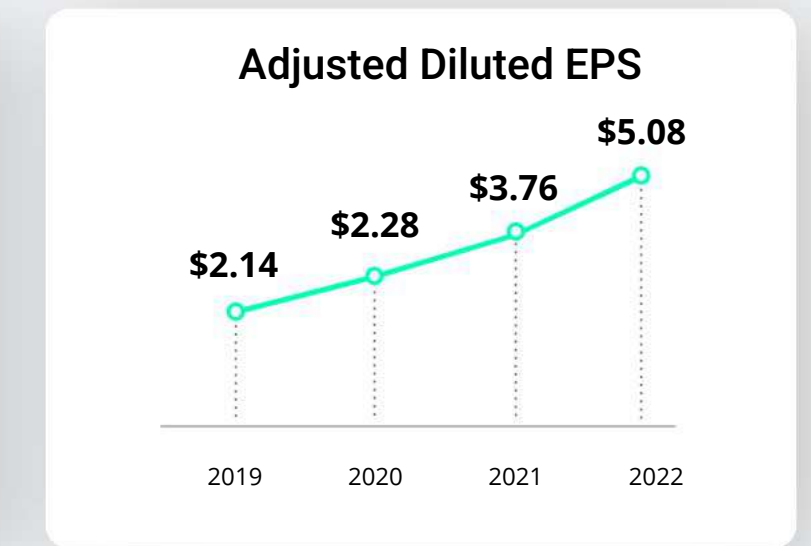
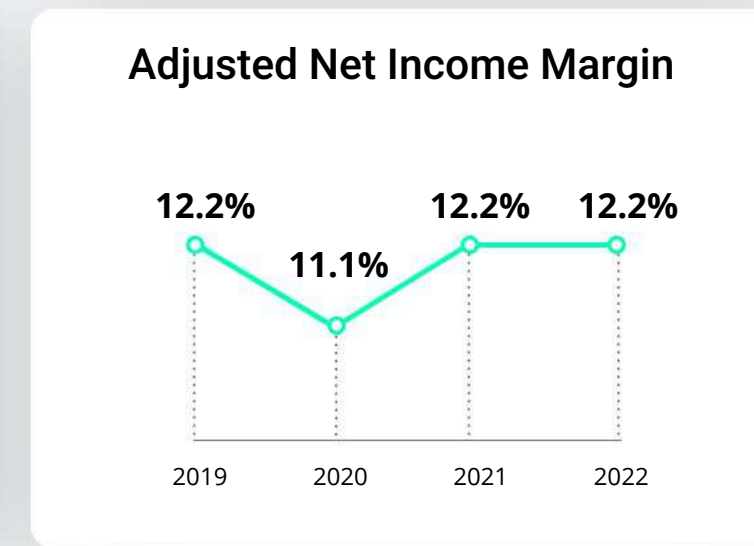
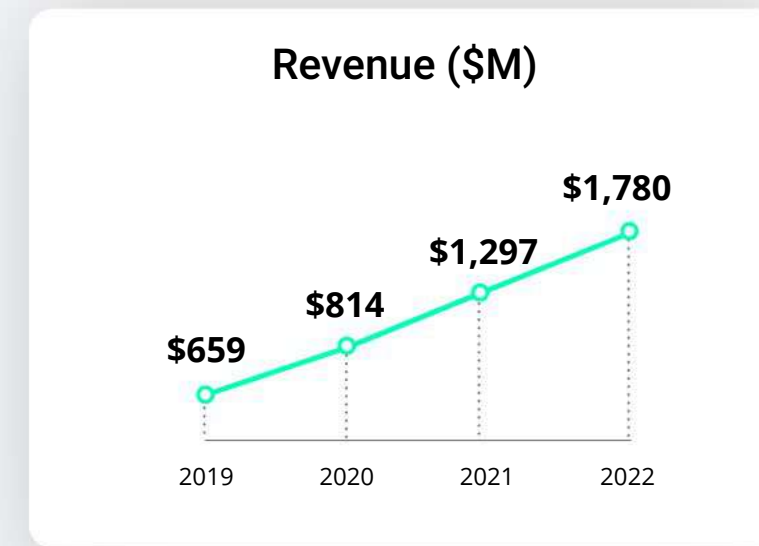


Financial Performance



*Effective Tax Rate 2022: 22.5%

Financial Highlights



CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

For the year ended December 31st

| | 2022 | | 2021 | |
|---|-----------------|--------------|-----------------|--------------|
| Revenues | 1,780,243 | 100.0% | 1,297,078 | 100.0% |
| Cost of revenues | (1,110,848) | -62.4% | (802,090) | -61.8% |
| Gross profit | 669,395 | 37.6% | 494,988 | 38.2% |
| Selling, general and administrative expenses | (456,324) | -25.6% | (343,004) | -26.4% |
| Net impairment losses on financial assets | (6,364) | -0.4% | (7,551) | -0.6% |
| Profit from operations | 206,707 | 11.6% | 144,433 | 11.1% |
| Finance income | 2,832 | 0.2% | 652 | 0.1% |
| Finance expense | (16,552) | -0.9% | (12,708) | -1.0% |
| Other financial results, net | 173 | 0.0% | (3,923) | -0.3% |
| Financial results, net | (13,547) | -0.8% | (15,979) | -1.2% |
| Share of results of investments in associates | 119 | 0.0% | (233) | 0.0% |
| Other income & expense in net | (395) | 0.0% | (3,369) | -0.3% |
| Profit before income tax | 192,884 | 10.8% | 124,852 | 9.6% |
| Income tax | (43,405) | -2.4% | (28,497) | -2.2% |
| Net income for the year | 149,479 | 8.4% | 96,355 | 7.4% |
| Net income attributable to: | | | | |
| Owners of the Company | 148,891 | | 96,065 | |
| Non-controlling interest | 588 | | 290 | |
| Net income for the period | 149,479 | | 96,355 | |

Earnings Per Share

| | 2022 | 2021 |
|--|--------|--------|
| Basic | 3.55 | 2.35 |
| Diluted | 3.47 | 2.28 |
| Weighted average of outstanding shares (in thousands) | | |
| Basic | 41,929 | 40,940 |
| Diluted | 42,855 | 42,076 |

Reconciliation of Non-IFRS Financial Data

For the year ended December 31st

CALCULATION OF ADJUSTED DILUTED EPS

| | 2022 | 2021 |
|----------------------|------------|------------|
| Adjusted net income | \$ 217,723 | \$ 158,409 |
| Diluted shares | 42,855 | 42,076 |
| Adjusted diluted EPS | \$ 5.08 | \$ 3.76 |

OTHER DATA

| | 2022 | 2021 |
|---|------------|-----------|
| Adjusted gross profit | 697,624 | 512,678 |
| Adjusted gross profit margin percentage | 39.2% | 39.5% |
| Adjusted selling, general and administrative expenses | (329,594) | (245,517) |
| Adjusted selling, general and administrative expenses margin percentage | (18.5%) | (18.9%) |
| Adjusted profit from operations | 289,376 | 214,331 |
| Adjusted profit from operations margin percentage | 16.3% | 16.5% |
| Adjusted net income | \$ 217,723 | 158,409 |
| Adjusted net income margin percentage | 12.2% | 12.2% |

Please note that we follow IFRS accounting rules in our financial statements. You will find a reconciliation of IFRS and Non-IFRS (or adjusted) measures in the section "Reconciliation of Non-IFRS Financial Data" included in our [Form 20F](#).

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

As of December 31st

| | 2022 | 2021 |
|---|------------------|------------------|
| Cash and cash equivalents | 292,457 | 427,804 |
| Investments (current & non-current) | 49,921 | 33,608 |
| Trade receivables | 425,422 | 300,109 |
| Other receivables (current & non-current) | 86,528 | 73,457 |
| Other assets (current & non-current) | 25,854 | 16,438 |
| Other financial assets (current & non-current) | 41,507 | 27,290 |
| Deferred tax assets | 46,574 | 58,404 |
| Investment in associates | 1,337 | - |
| Property and equipment | 161,733 | 133,373 |
| Intangible assets | 181,612 | 102,016 |
| Right-of-use asset | 147,311 | 144,581 |
| Goodwill | 739,204 | 567,451 |
| Total assets | 2,199,460 | 1,884,531 |
| Trade payables (current & non-current) | 94,093 | 69,597 |
| Payroll and social security taxes payable (current & non-current) | 208,135 | 184,464 |
| Borrowing (current & non-current) | 3,699 | 12,240 |
| Other financial liabilities (current & non-current) | 141,538 | 124,285 |
| Lease Liabilities (current & non-current) | 135,138 | 134,485 |
| Tax liabilities | 23,454 | 18,071 |
| Income Tax Payable (current & non-current) | 11,276 | 21,195 |
| Deferred tax liabilities | 11,291 | 1,289 |
| Contingent Liabilities and Other Liabilities | 14,423 | 10,592 |
| Total liabilities | 643,047 | 576,218 |
| Total equity and non-controlling interest | 1,556,413 | 1,308,313 |
| Total equity, non-controlling interest & liabilities | 2,199,460 | 1,884,531 |

CASH FLOWS

For the year ended December 31st

| | 2022 | 2021 |
|--|-----------|-----------|
| Net cash provided by operating activities | 197,524 | 178,974 |
| Net cash used in investing activities | (269,304) | (272,880) |
| Net cash (used in) provided by financing activities | (65,680) | 243,986 |
| Cash and cash equivalents at beginning of the year | 427,804 | 278,939 |
| Cash and cash equivalents at end of the year | 290,344 | 429,019 |
| Net (decrease) increase in Cash and cash equivalent at end of year | (137,460) | 150,080 |

CAPITAL RESOURCES

For the year ended December 31st

| | 2022 | 2021 |
|----------------------|--------|--------|
| Capital Expenditures | 99,848 | 89,625 |

STOCK PRICE PERFORMANCE

(USD end of the year)

| | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 |
|-------|----------|----------|---------|----------|---------|---------|
| Value | \$168.16 | \$314.09 | \$217.6 | \$106.05 | \$56.32 | \$46.46 |

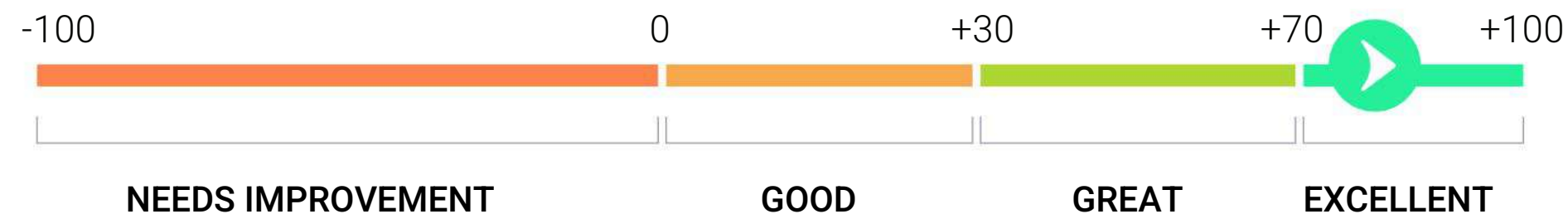
Customer survey

ANNUAL AVERAGE 2022

NET PROMOTER SCORE (NPS)

76

Overall result



Certifications

| | | | | | | | |
|---------------------------------|--|--------|-----------------|---|---|--|---------------------------------------|
| | | | | | | | |
| 9001:2015: ARG & US Miami | CMMI Development V2.0 (CMMI-DEV) without SAM (All Globant - BUILD PODs) | Type 2 | Type 2 globally | Pune, Buenos Aires, Minsk and Medellin | Great Place to Work ARG-COL- IND-UY-USA | LEED Gold USGBC Bogota, Medellin and Seattle | U.S EPA San Francisco & Raleigh |

Recognitions:

In 2022, we expanded our operations to more than 25 countries, and in each of them, we have the same goal: to reinvent the technology industry. We thrive by reinventing businesses and transforming organizations for a digital future. These awards strengthen our innovative spirit, demonstrating our commitment to achieving our goals and highlighting our leaders' ability to deliver innovative solutions to set new precedents in the technology industry. We have achieved this by building a diverse team that holds the core belief that when technology and passion meet, the unthinkable is possible. We are especially pleased that these collective achievements recognize consistent and solid efforts toward a world of increased diversity, inclusion, equity, and sustainability.

| | | | |
|---|--|--|---|
| Top 10 Strongest IT Services Brand Brand Finance | Diversity and Inclusion Employer of the Year WomenTech Network | Most Innovative Company in the Technology sector ESE Business School | Company of the Year for Digital Transformation Services Frost & Sullivan |
| 4th in Top 10 Best Employers Apertura Magazine | Change the World List mention Fortune | CEO of the year in Information Technology Products or Services Globe Awards | 500 Most Influential People Bloomberg Línea - Latin America List |
| HITEC 100 List for 2023 HITEC | Outstanding Entrepreneur of the year EY | Great Place to Work Latin America | 100 Best Workplaces for Innovators Fast Company |
| #22 Top Inspiring Workplaces North America | Top 50 Women Leaders of Illinois Women We Admire | Top 50 CIO ONCON ICON Awards | Bronze Stevie Award Stevie Awards, Inc |
| Partner of the Year MuleSoft LATAM | Best Employers for Youth (EFY) Chile - Brazil - Peru - Costa Rica | Best CEO Best Global Culture Best Company for Women Comparably Awards | S&P Global and Corporate Sustainability Assessment (CSA) in the Sustainability Yearbook 2023 |

Data Privacy & Security

Globant complies with all applicable data privacy regulations, ensuring any processing of **personal data** is conducted on a lawful basis. Personal data is processed confidentially in compliance with applicable privacy regulations. Before gathering personal data, Globant discloses all the purposes for gathering such data, and obtains appropriate consent when applicable. We have an Internal Personal Data Processing Policy, a Personal Data Retention Policy, and an Incident Management Procedure, which along with internal training, aim to outline and raise awareness regarding the main standards and principles that should be followed regarding personal data and how it is handled.

During this past year, we did not have any financial losses due to legal proceedings associated with user privacy or legal proceedings related to anti-competitive behavior regulations. The number of law enforcement requests for user information is zero. At this point, our core products or services are not subject to government-required monitoring, blocking, content filtering, or censoring in any country.

Globant Information **Security Management System (ISMS)** framework is based on ISO 27001:2013, and that framework is applied company-wide. Since 2020, Globant has had a SOC 2 Type 2 report describing the internal controls we have in place to safeguard customer data and how well those controls work. This report is essential since it is companywide, and we can prove to internal and external stakeholders that we are securing data according to requirements.

The Globant Information Security Team (GIST) is in charge of Globant's internal security. Its responsibilities include but are not limited to:

- Verifying security-related activities on cloud environments, supporting internal teams and external customers as required.
- Providing technical support during incident management activities and being in charge of the vulnerability management process of Globant infrastructure both on-premises and in the cloud environment.
- Being in charge of regulatory topics, project requests, customer inquiries, pre-sales activities involving security requirements, and every activity related to Globant certifications and audits.

- Performing an internal risk assessment and a service provider risk assessment process annually, and deciding on the approach for each risk (mitigate, accept, or transfer) once identified.
- Providing security support to all company operations. Managing tickets and exceptions to the company's and its customers' security policies.
- Researching, developing, and integrating security tools to create reports and dashboards.
- Developing and implementing physical security standards in all company offices.
- Permanently monitoring and managing video surveillance systems and access control.

During the 2022 calendar year, GIST registered a total of 153 (one hundred fifty-three) security events worldwide that were identified as non-compliant with Globant and customer security policies and procedures. 86 of the 153 events were associated with the loss or theft of Globant mobile equipment inside and outside Globant premises. All items lost or stolen were encrypted and remotely wiped out.

On March 28th, Globant was the target of a malicious attack involving unauthorized access to some of our information. This was the first breach of this nature in the 19-year history of the organization. Our team responded quickly. We launched an investigation in cooperation with government authorities and external auditors, and we immediately reached out to our clients and partners. Our findings to date indicate that the information that was accessed was limited to certain source code and project-related documentation to just over 1% of our clients. Most of the affected data was outdated or deprecated. We have not seen any major impact to our business, and we will continue to take measures to ensure the safety of the IP and data we manage.

Following this incident, Globant implemented different measures to strengthen its cybersecurity controls and capabilities.



Awareness security training is the key to facing different threats. At its core, it helps to understand the mechanisms of spam, phishing, spear phishing, malware, ransomware, and social engineering, and we can apply this knowledge in our day-to-day jobs. As part of the Security Strategy at Globant and its continuous improvement, every employee upon hire must complete a Security Awareness Training that describes our security policies and procedures. Training must be repeated once a year. For specific positions such as QA, QC, and developers, they must take an OWASP (Open Web Application Security Project) Security training. We also activate internal **phishing campaigns** to help us understand how prepared we are to face and mitigate this kind of threat. In 2022 we worked intensively on updates on all these topics to continue strengthening every process in every area.

Rein
ven
tion

Reinvention
approach

Focused on Reinvention

Enabling Reinvention for over 19 years

Globant is and has always been a company focused on reinvention. Reinvention is what we do. It's why we exist. We believe that the success of any company is rooted in its ability to reinvent itself. That's why we've been enabling reinvention for our clients since we were born, helping our clients create a way forward into a sustainable future. Throughout our 19-year history, we've been focused on reinventing ourselves and the companies we work with.



Reinventing Technology Services

2003
Powering Digital Transformation at Scale



Reinventing Experiences

2009
Building Transformational Digital Experiences



Reinventing AI

2015
Leading the AI Revolution



Reinventing Business

2019
Building non-traditional ways of creating business value.



Reinventing Markets/Industries

Future
Leading Market & Industries reinvention

Globant > Evolution

Future

Metropolitan Police



SmileDirectClub



Google



FIFA



Studios Model

Powerful Studios. Endless expertise.

Globant's business transformation is deployed through Studios: our deeply specialized, highly flexible approach to meet and surpass your unique business challenges.



Our **Industry Reinvention Studios** were designed to focus on specific industries in order to assist our customers to reconfigure their businesses, operations, and technology to respond to demands from customers and employees.

| | | | | | |
|----------------------|-----------------------|---------|----------------|----------------------------|--------|
| Airlines | Automotive | Ed Tech | Finance | Gaming | Sports |
| Travel & Hospitality | Media & Entertainment | Retail | Smart Payments | Healthcare & Life Sciences | |

Our **Digital Studios** focus on developing business models and technical capabilities in the latest technologies and trends to help our customers with their digital transformation, digitizing processes, experiences, and their relationships with their stakeholders, among others.

| | | | | | |
|---------------------|----------------------|--------------------|------------------------------|---------------------------|---------------------|
| Agile Organizations | Blockchain | Business Hacking | Cloud Ops | Conversational Interfaces | Cultural Hacking |
| Cybersecurity | Data & AI | Design | Digital Experience Platforms | Digital Marketing | Digital Performance |
| Digital Sales | Fast Code | Internet of Things | Metaverse | Product | Quality Engineering |
| Scalable Platforms | Sustainable Business | UI Engineering | | | |

Our **Enterprise Platform Studios** combine Globant's knowledge and expertise in enterprise platforms such as Salesforce, SAP, and Oracle with its world-class technologies to drive process innovation, optimization, and customer value.

| | | | |
|-----|--------|----------------------|------------|
| SAP | Oracle | Process Optimization | Salesforce |
|-----|--------|----------------------|------------|

In color new Studios launched in 2022



Sports

Globant has partnered with some of the biggest sports brands, leveraging data, technology, and gaming to increase, reach, and build sustainable fan engagement while increasing monetization opportunities.

This is a massive step towards our vision of reinventing industries and organizations, offering exceptional experiences for end users through high-quality products and platforms.

Technology can **reinvent fan experiences in sports** in many ways:

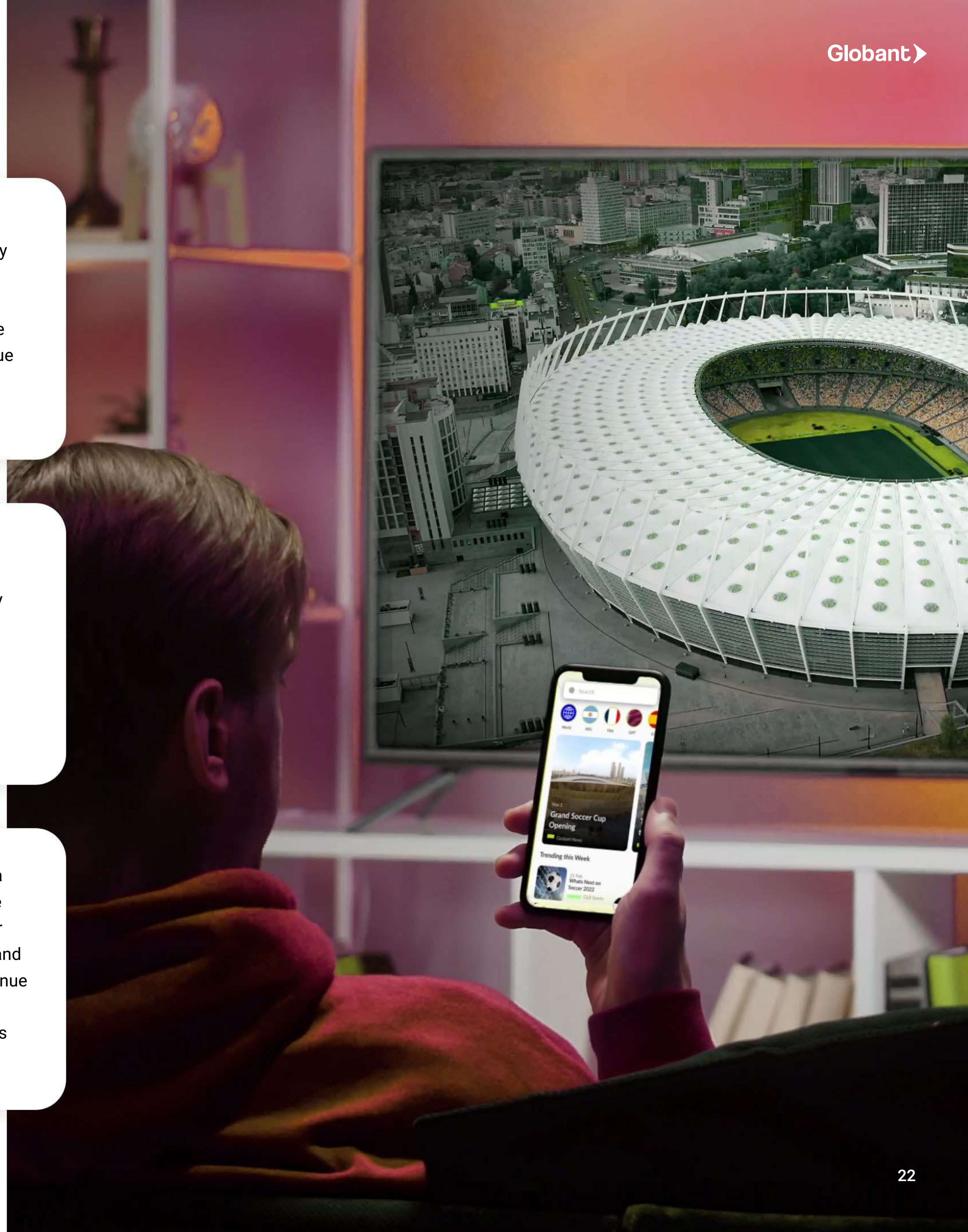
1 Brands will battle for fan attention: The decentralization of content is drawing sports organizations and broadcasters into a battle for fans' attention with content creators and even athletes. Fans are now both consumers and creators of content. Artificial intelligence allows fans to receive personalized content in real time.

2 Blockchain and NFTs will let the fans own the show: Blockchain and NFT in sports will play a key role, making new ways for fans to tokenize their experiences, while creating exclusive access and engagement opportunities with their favorite players and teams.

3 Smart stadiums will reinvent the business: They will allow fans to access phygital events and engage with interactive scenarios, building an innovative fan experience and community where brands will increase their value by offering unique and exciting experiences.

4 Gamification will be the true fan experience: Gamification will be the vehicle to foster friendly competition, curiosity and sustainable inclusive messages, motivating fans to take action, and providing new ways for them to share their passion. Gamified sports events and interactions are here to stay.

5 Data & AI will reinvent the sports industry: Data and AI will give all parties more tools to improve the game, increasing access and community for fans, and players' competitiveness on the field and at the negotiation table, while creating new revenue streams. ESG-focussed data is part of the front running strategy that Globant as a stand-alone pure player is creating.



FIFA®

We know it's time for a new kind of player, one that breaks the patterns completely.

This year we started a multi-year partnership with FIFA to make the unthinkable happen: support its digital transformation and football in all of its expressions, leverage the latest technologies, and reinvent the way fans worldwide experience their favorite sport.

We believe that our innovative approach to transforming organizations, our sustainable commitment, our diverse and global talent, and our unique culture are the main pillars that allow us to dream bigger and to believe that this purpose is feasible.

Globant has built a team of diverse and talented specialists in Design, Product, iOS, Android, Web, and QA, among other capabilities, from all over the world to work on this project. We are the Global Platform Supporter of FIFA+, their signature content app. We have also become regional supporters of different tournaments throughout the next years, including men, women, esports, and youth, such as **FIFA World Cup 2022**, FIFA Women's World Cup 2023, FIFAE Series, and FIFA U-20 and U-17 World Cups.

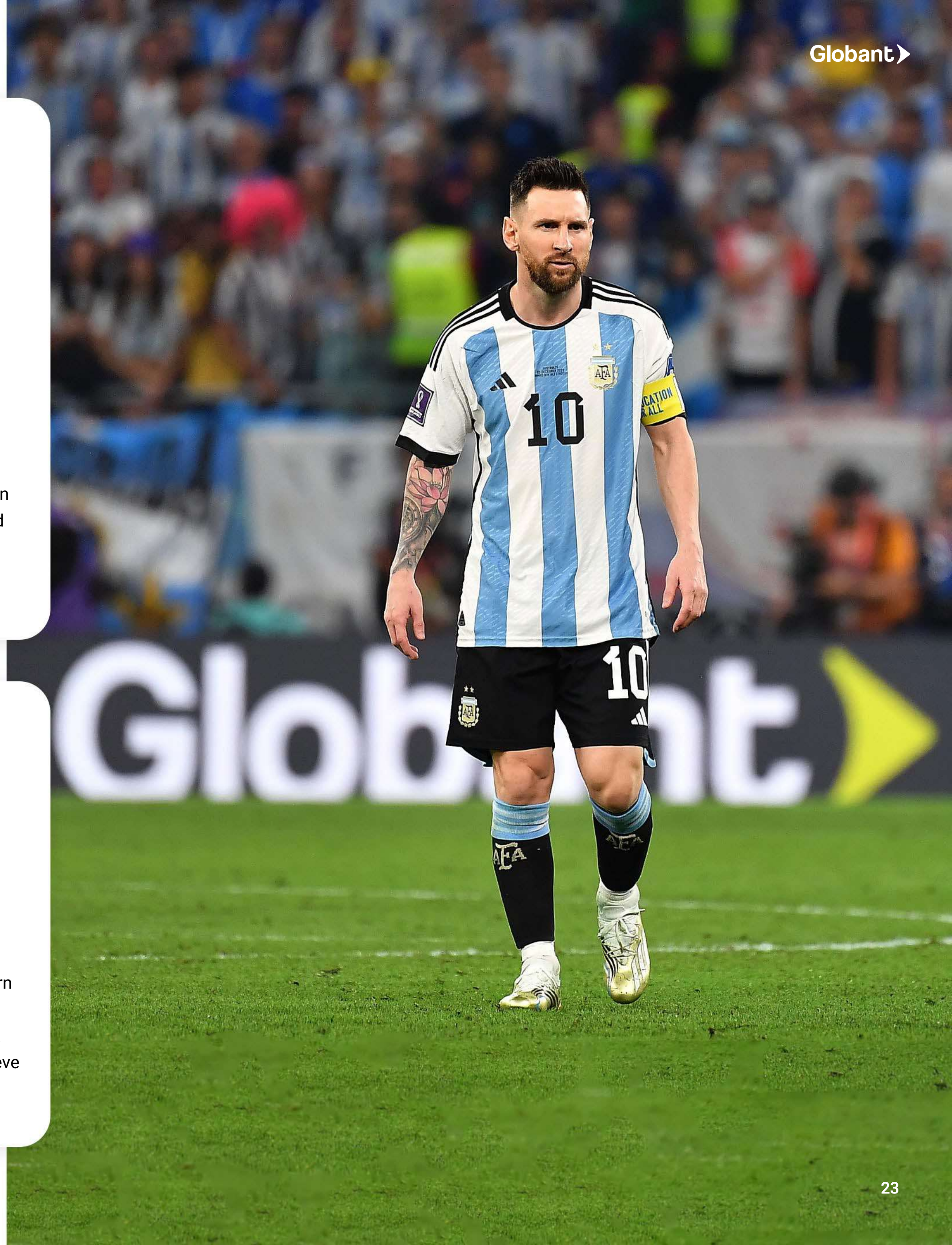
We strongly believe in the power of sports in bringing people together and the key role that technology plays in doing it.

LaLiga TECH

In late September 2022, we announced our joint venture with LaLiga, Spain's top soccer league and one of the largest in the world. Together, we will leverage Globant's experience in delivering industry transformation with LaLiga's expertise in global sporting events. We are creating a new, global technology company that will deliver digital reinvention to sports organizations (which includes products such as its OTT platform, digital ecosystem, fantasy gaming, app, web design, Mediacoach, and content protection anti-piracy tools, as well as consultancy services for data analysis and global fan engagement) by leveraging web3 technologies, metaverse, and gaming capabilities among others, while also creating a new sustainability dimension for clubs and venues.

CLIPPERS

We have also signed a multi-year partnership with the Los Angeles Clippers. We will provide the game-changing digital technology for their new Intuit Dome, opening in 2024. Globant will bring to reality a digital, fan-centric experience, born from the vision of 'Steve Ballmer', the owner of the team. It's an honor to be working on this transformation to create such a meaningful and seamless user experience. Our goal is to achieve maximum benefit for staff, players, and fans.



Globant X

Gain a *Fast-Pass* for your digital transformation journey

Globant X is Globant's division of products and platforms built to help organizations become the best version of themselves and get where they need to go, faster, we bring our all-star lineup of products to act as solutions to specific problems and business needs; we do so with an entrepreneurial mindset understanding that real growth comes from turning great ideas into business opportunities.

Globant X acts as an Entrepreneurial Engine that productizes our Globberpreneurs' ideas into transformative tech, taking products and

platforms in different growth stages -from POC and MVP to Expansion- and catapulting them to market success, also ignites growth potential through next-gen technologies that act as a fast-pass for digital transformation, helping organizations future-proof themselves, so they can quickly adapt to an ever-changing business environment and thrive.

In 2022, Globant entered the ESG realm, through the power of StarMeUp and Kenari, energy-efficiency-oriented products that support efficiency metrics relevant today to curb emissions.



A visual testing product that leverages the power of AI to improve and simplify quality assurance, helping businesses develop digital products that offer a visually perfect experience.



The navigation tool for code. An AI-powered product that enables code comprehension, documentation, and retrieval, helping teams multiply the output of code they generate.



An enterprise low code platform for software development, powered by AI, that simplifies and automates the tasks of creating, evolving, and maintaining enterprise applications and IT systems.



This platform can measure, calculate, track, and report every organization's digital ecosystem for them to make improvements that reduce their digital CO2 while lowering operational costs.



A behavioral-science-based, AI-enhanced platform that builds purpose-driven cultures while driving more human performance management.



An innovative white-label platform that promotes wellness and brand engagement through a configurable rewards program.



A Wallet as a Service with an API platform that opens the fintech game to new players from different industries, enabling them to offer payments and collections on WhatsApp or any other digital experience.



A fast, AI-driven assessment platform for business processes, revealing data-driven insights, finding opportunities of enhancements and efficiencies that are invisible to the human eye, and providing real-time predictive insights.



Walmeric is a technological innovation that scales business results by increasing conversions and reducing costs.



The accelerator platform that creates meaningful conversational experiences. A powerful no-code chatbot for non-technical authors.

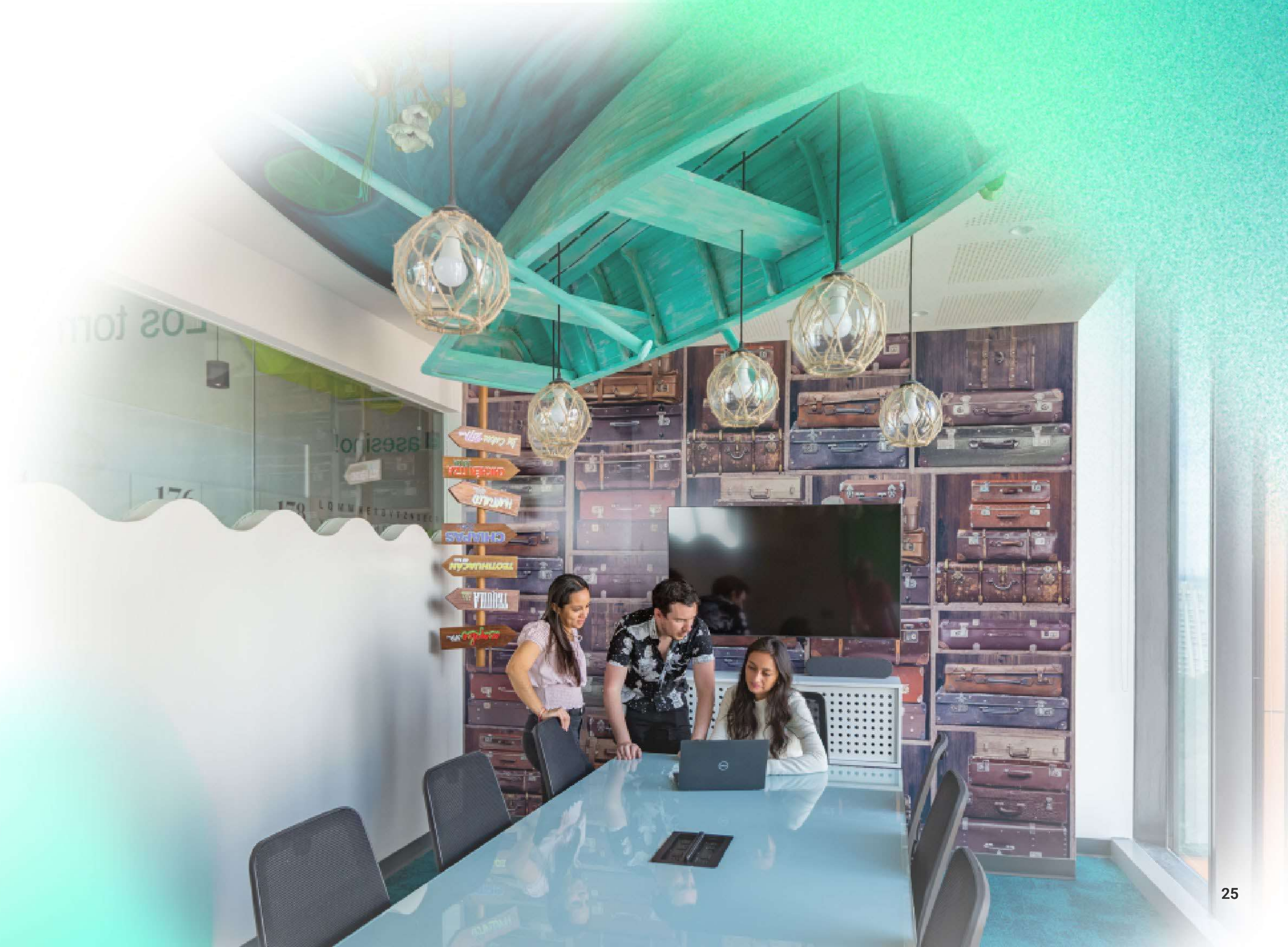
Global Autonomous Culture

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.





Global Talent

Globant

Global Talent

Our Globers are a fundamental part of our company. Their commitment, dedication and hardwork mean that together we can reach every goal. In 2022, we experienced a talent growth of 15.3%. These results were achieved because of our strategy focused on three pillars:

- **Organic growth in every Talent Development Center** where we operate, including new talent hubs in other geographies. In 2022, we arrived and started hiring Globers in new cities like Warsaw, Poland; Berlin, Germany; and Guadalajara, Mexico; helping accelerate the industry's digital and cognitive transformation and embracing our expansion plan.
- **Regionalization and decentralizing our growth**, which allowed us to attract and retain talent worldwide.
- **M&A**, acquiring new companies to merge and/or create synergy to achieve and conquer new goals. During 2022 we acquired a pool of unique companies, including **Vertic**, a Danish creative agency with strong capabilities that will reinforce Globant's global creativity network and strengthen our digital marketing services offering; **GeneXus**, an Uruguayan AI-powered, low-code software solution company; **Sysdata**, an Italian leading business and technology consultancy with an impressive client and service portfolio; **eWave**, an Australian digital commerce experience consultancy with strong expertise in Adobe and Salesforce commerce solutions.

Talent Attraction

Globant is committed to offering a flexible and empathetic recruiting process which personalizes the experiences of our candidates, with a strong, people-centered approach at the heart of our value proposition. Our main purpose is to help our clients design and scale their teams with the best talent, being able to meet and exceed the increasing demand for digital and IT services.

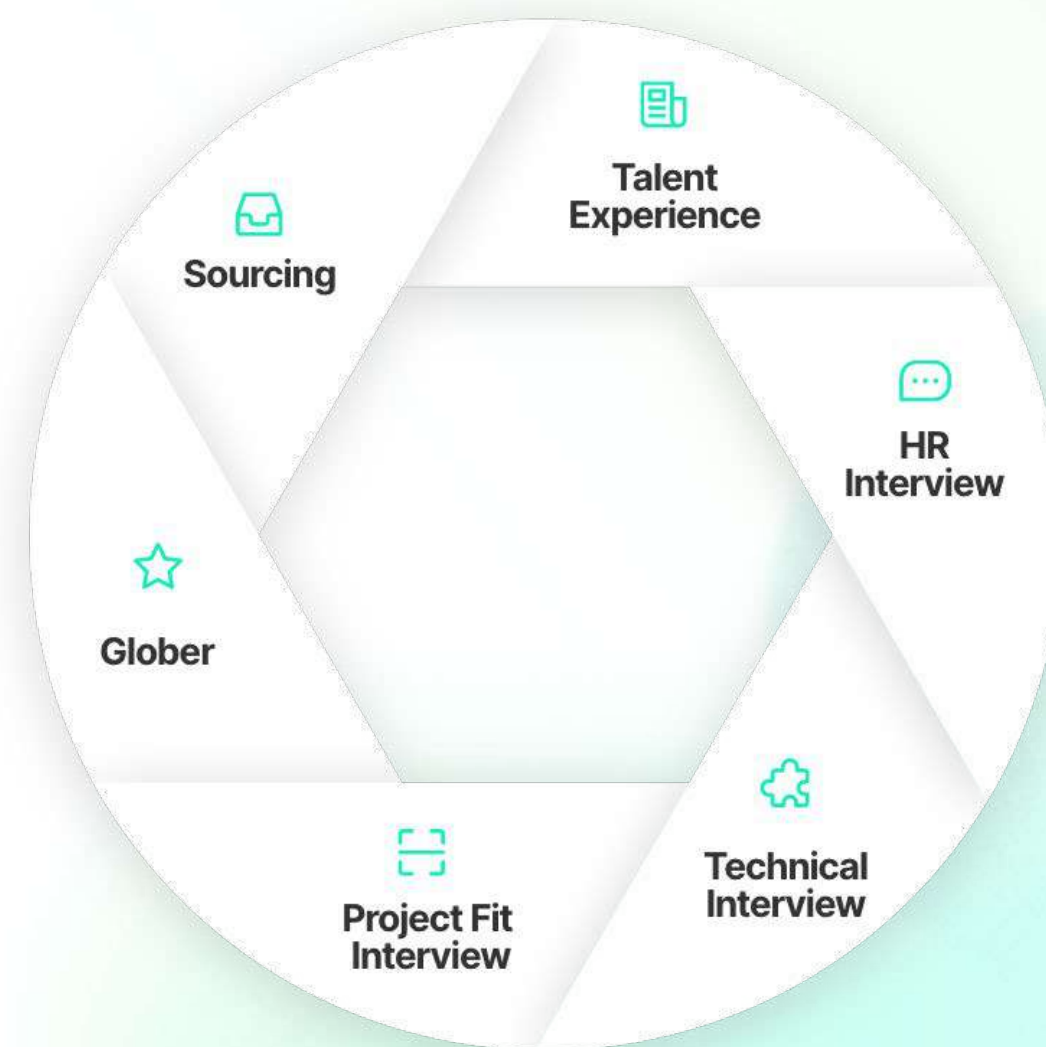
Our diverse and multicultural team is made up of more than 300 recruiters working globally, performing different tasks related to sourcing, interviews, analytics, and employer branding, among other range of activities to meet the challenging needs of the technology business. Our team is trained on selection by competencies, which allows us to identify the talent aligned with our core values.

From the definition of the sourcing strategies to be carried out, the interviews led by the recruiting team and the technical team, as well as the fit conversations with the different projects, each instance has a purpose and is designed with the same guiding objective: to get to know each other better.

We have a team of technical interviewers, known internally as Gatekeepers, of more than 1,800 specialists interviewing globally, committed to the role of ambassadors and keepers of our talent at Globant. Together with the Hiring Manager and the Recruiter, these individuals carry out each process with the flexibility, empathy and closeness that represents us and makes up our unique culture.

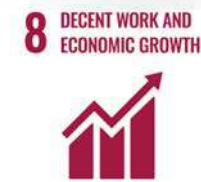
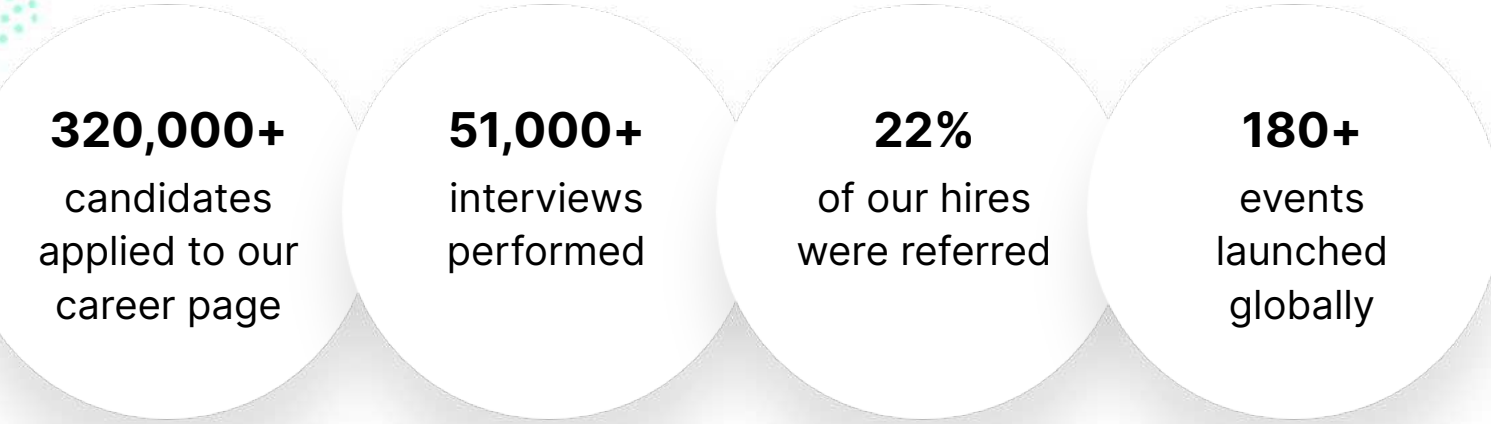
Step-by step of our process

We have different steps in our recruiting process that guarantee the best experience and transparency for all the candidates.



Hiring impact

Throughout 2022, we hired 8,235 Globers who were involved in more than 400 projects globally and reinforced our sustained commitment to building multicultural and diverse teams. By leveraging sourcing best practices and a great employee referral program, we were able to sustain our organic talent growth. Hackathons, meetups, university engagements and conferences were also steady sources of exceptional talent. Our Digital-Bekind Culture, the opportunity to work from anywhere in the world, and our career growth acceleration with strong initiatives such as Open Career make our brand appealing to our candidates.



Candidate Experience & Inclusive hiring

During 2022, we launched candidate experience surveys in each stage of the recruiting process to help us to capture feedback from our candidates regarding the experience in the selection process, achieving in this first year a recommendation score above 85%.

We continue to develop strategies and initiatives to achieve the goal of having 50% of our management positions held by women and non-binary people by 2025. We managed to increase hiring in this group by 3% compared to 2021.

Our commitment is to promote an organic growth of talent, for which we develop initiatives to offer opportunities in positions with different seniority. To align with this mission, we launched boot camps in alliance with different organizations to help connect talent with job opportunities within the IT industry. Also, we participated in a behavioral experiment to understand the interests of women and non-binary people when choosing a career opportunity.



We continue training our team in inclusive hiring practices. We designed a learning map to rethink our role in selection processes from a diversity and inclusion perspective and learn to manage our unconscious biases. In relation to technology, we have worked hard to improve the accessibility of the Globant Careers page and the application form to guarantee all candidates the possibility to inform reasonable accommodations they made needed during the process, such as accessible software or a sign language interpreter.

Artificial intelligence in the recruiting process

As part of our digital DNA, we are convinced that technology, especially artificial intelligence, can augment our teams and increase our capabilities. Since 2020 we have implemented the Globant Talent Experience, an artificial intelligence (AI)-powered platform based on Natural Language Processing algorithms. The use of speech-to-text technologies provides us with insights into candidates' competencies, knowledge, experience, interests, and career aspirations. In 2022 we continue training the algorithms with the aim of reducing possible bias in the selection process by having objective and relevant information from the very beginning of our contact with candidates, making data-based decisions, and increasing the capabilities of our recruiters by helping to assess candidates in depth, detect talent and predict performance align with our **Talent Manifesto**.

One of the latest projects we are working on is "SmartSearch" an intelligent search engine integrated into our recruiting database. Through keywords that the professional enters in the search engine, linked to skills, aptitudes, and experience, the CVs that best fit those criteria will be offered. The potential of Smart Search is that it can reduce the team's conscious and unconscious biases, as they focus on specific skills, independent of the recruiter's preferences based on gender, ethnicity, or other protected categories.



Globant Culture

Our **culture** is the foundation that supports and facilitates our distinctive approach and advances our organization forward. We described it as entrepreneurial, flexible, sustainable, and team-oriented, and it is built on three main motivational pillars (Autonomy, Mastery, and Purpose) and six core values. We empower Globers to take ownership of their client projects, professional development, and careers, aiming for excellence and exceeding expectations. We believe that only by sharing a common purpose we will build a company for the long term that breaks from the status quo, is recognized as a leader in the delivery of innovative software solutions, and create value for our stakeholders.

Globant Core Values:



Think Big



Constantly Innovate



Aim for Excellence in Your Work



Be a Team Player



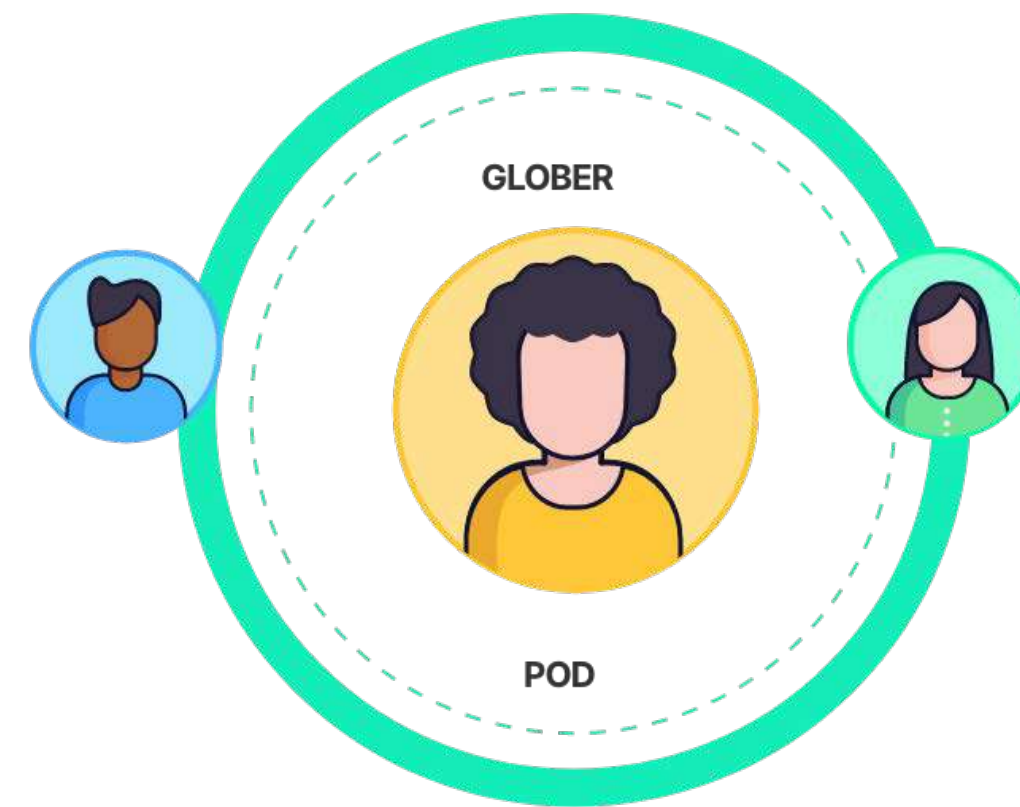
Have Fun



Be kind

Glober-Centric Model

Our Glober-Centric Model aims to provide close leaders who empower Globers in their role and have the autonomy to address every relevant issue quickly. In 2022, we launched a new leadership structure to support the performance of all Globers in a better way and build a much more exciting environment for their career path and self-development. This move changed our leadership model into a new structure that introduces “Glober Experience Leader” and the “Career Mentor” roles, specially designed to support the Glober’s performance and growth.



Glober Experience Leader (GX Leader)

Formerly named Other/Account Leader
Supports Globers in their daily experience

Career Mentor (CM)

Former Career Leader
Focuses on Globers in their career growth in a long-term relationship

At Globant, we believe that talent is not just a specific gift; it is something that can be developed. We have identified a set of competencies that are key differentiators in our Globers that are based on our Talent Manifesto. We want to empower them to make their own decisions and contributions to the company and make the most out of these **five professional development dimensions**:

- 1. Geocultural diversity:** Our Globers can work on projects with people from diverse cultures and have the chance to live an international experience. We have open positions and relocation opportunities in our 70+ offices in more than 25 countries in LATAM, North America, Europe, Asia and Oceania.
- 2. Technology:** Our more than 30 Studios consolidate experience in more than 100 emerging technologies and practices where Globers can learn, develop, specialize, and stay relevant.
- 3. Client diversity:** Globant agency-like business model and its fast-paced atmosphere provides resume-building opportunities as well as a variety of global brand-name clients.
- 4. Industry expertise:** Globant works with many clients within a given industry. This enables Globers to develop their career with an industry, focus within a given account or on multiple accounts of their industry of choice.
- 5. Multiple industries:** Similarly, Globant has more than 300 clients spanning several different industries. Globers who would rather develop an industry agnostic career path or who want to switch industries have multiple options to choose.

Open Career

At Globant, we truly believe in autonomy and empowerment. In line with it, in 2022 we launched **Open Career**, a bold, autonomous and nimble career marketplace where every Glober has the power to apply to any project at any moment. With Open Career, Globers fully own their career within Globant, with exposure to new skill sets, salary, and job title. So far, 10 thousand Globers have made use of this portal and over 2 thousand have already found new opportunities at Globant in new industries or geographies that represents 7.24% of the globers that had a project change.

Benefits

Beyond our physical locations, we want to reinforce ourselves as the employer of choice for digital nomads. In this sense, we've designed a unique value proposition to offer unique experiences to Globers providing autonomy and flexibility through our benefits program so they can find the perfect match for their work-life balance. Our benefits program is based on 6 pillars:



Well-Being & Health

- Premium health insurance for Globber & direct family members
- Employee Assistance Program (EAP)
- Insight Timer membership
- Pets health care
- Life insurance
- Stop Smoking Program
- Massages & more.



Savings and Financial Planning

- Internet subsidy
- Employee Stock Purchase Program (ESPP)
- Exclusive campaigns: special discount campaigns in selected shops.
- Brands alliances: special prices with exclusive brands.
- Bank alliances



Flexible Working & Time Off

- Work from Anywhere
- Be Kind to Yourself Day



Life@Globant

- Special gifts for important moments of Globber's lives: marriage, birth, moving, birthday & graduation
- Awardco platform



Family

- Family exclusive site
- Childcare reimbursement
- Fertility planning
- Parental leaves, Adoption leaves



Career & Growth

- Globant University
- Learning Courses
- Language Courses

Employee Stock Purchase Program (ESPP): To allow all Globers to become Globant shareholders, and to continue to be part of the organization's growth, the ESPP was implemented in 2021. When enrolled in the program, Globers can contribute a percentage of their gross salary to acquire Globant shares with a 10% discount on the market share price. The program is available in all organization countries where it is permitted by local regulations.

Parenting Program

When it comes to parenting, there is no one-size-fits-all approach, and Globant is truly committed to being close to Globers on their parenting journey. Through our one-of-a-kind program, we support all Globers and their families from a holistic perspective.

- Fertility treatment & reproductive technology coverage
- Extended parental leave - Paid time off
- Flexible Schedule Options
- Childcare Reimbursement
- Yoga Classes
- Prenatal Sessions
- Breastfeeding Consultancy
- Breastfeeding rooms in our offices
- Postnatal individual sessions with childhood and parenting specialists

"When the email arrived with the benefit of being able to access a refund for fertility treatment, I said to myself: "it's for me!" I have done some treatments before, and the road had been long and with obstacles. When I asked Globant if I could access it, they didn't even hesitate, they didn't object, and on top of that, as if I had touched the magic wand, I achieved my much-desired pregnancy. It was very gratifying how everything happened in a simple and easy way, how I felt contained and supported, and that Globant has been a part of something so personal, and at the same time so important, it is truly unique! Eternally grateful" ♥♥

Gisela Patriarca, Globber from Argentina

Work From Anywhere

Our "Work from Anywhere" policy aims to provide flexibility for those who want to travel and develop their careers simultaneously. Globers can work from anywhere (up to 30 or 90 days per year, depending on the destination). This has enabled 1700+ Globers to work remotely in more than 65 destinations worldwide during 2022.

3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



11 SUSTAINABLE CITIES AND COMMUNITIES



Great Working Experience

Every year all Globers around the world (both part and full-time) are invited to answer the **Working Mood survey**, an anonymous survey where we evaluate the employees' experience and their engagement with the company. This year we launched the survey in November with a duration of 5 weeks using our StarMeUp tool, it included 46 questions of this type (Scale "Strongly Agree"... "Strongly Disagree").

In the 2022 Working Mood survey, we included new, Globber-centric questions and the highest score were for **Leadership, Team Culture** and **Diversity Equity & Inclusion**. We also include questions around focus areas: employee Net Promoter Score® (score based on how likely it is that a Globber recommends Globant as a workplace to friends and former colleagues); Empowerment, Autonomy & Innovation; Work Environment; Burnout; Belonging; Career & Growth; Communication; Compensation & Benefits, Well-Being, Engagement and Action.

This year, we also had a **Globant Pulse**, a mid-year anonymous and confidential survey, where we inquired about topics such as DEI, disability, ethnicity, personal reasons to go/not go to the office, well-being, besides more regular topics such as leadership, eNPS assignment (how likely it is that a Globber recommends another Globber to join their current assignment), work environment and team culture.



Great Working experience recognitions

- Fortune Change the World List – Top 50
- Comparably Award – Best Company Outlook 2022
- Comparably Award – Best Global Company Culture 2022
- Comparably Award – Best HR Team 2022
- Comparably Award – Best CEOs for Women 2022
- Comparably Award – Best CEOs for Diversity 2022
- Comparably Award – Best Company for Career Growth 2022
- Comparably Award – Happiest Employees 2022
- Comparably Award – Best Company Culture 2022
- Comparably Award – Best Company in Work-Life Balance 2022
- Comparably Award – Best HR Team 2022

For more information please refer to the [Appendix](#) section.



Learning & Talent

Talent development at Globant has three main purposes:

1. Design a unique experience to enable an autonomous career development journey,
2. Continuously evolve the data, practices, and tools to boost a culture of excellence and high performance,
3. Empower leaders to boost their teams and people development.

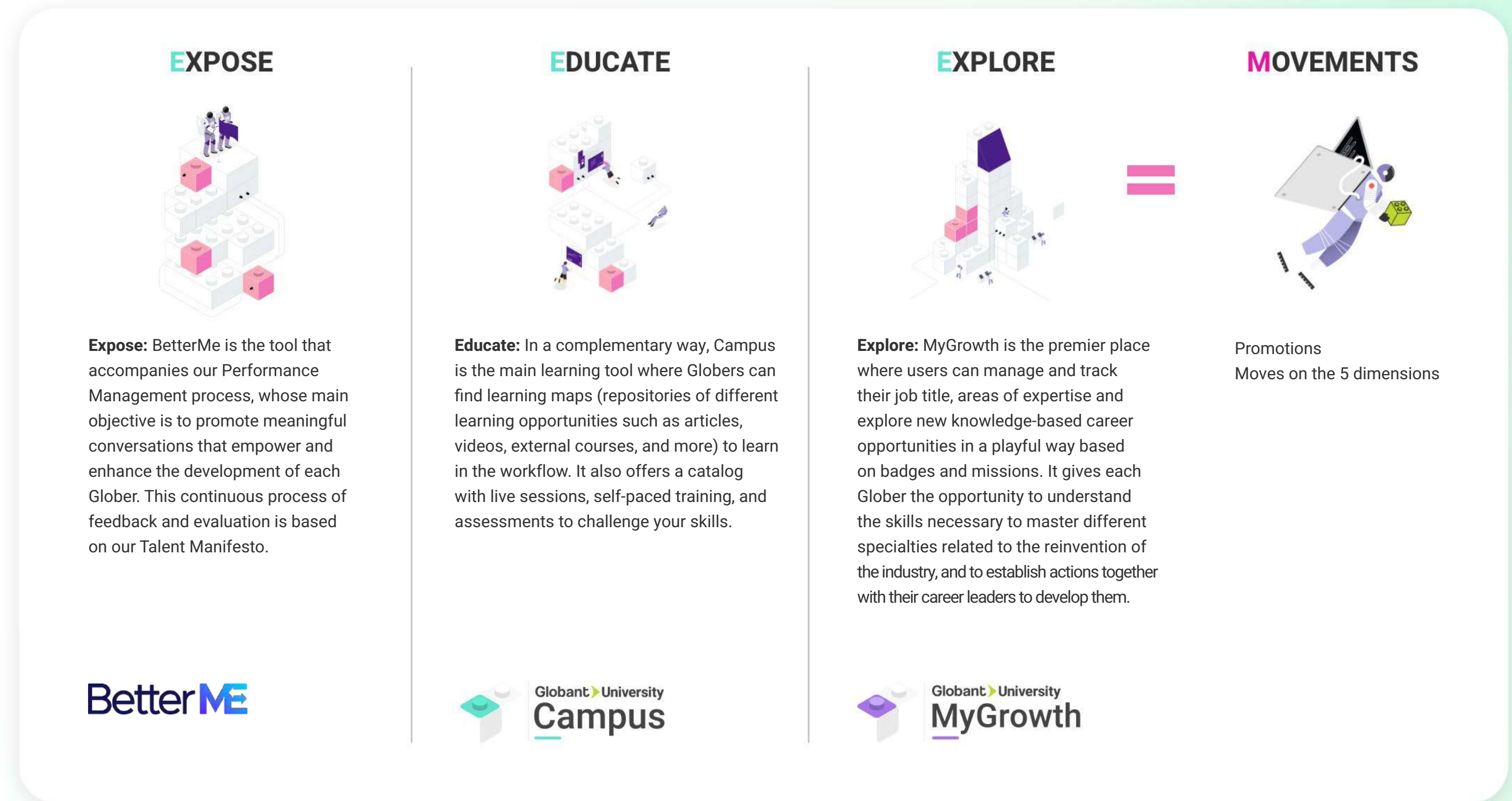
We strive for those goals by designing, developing, and continuously improving processes that impact the global talent management strategy. We continuously promote meaningful conversations about careers and high performance between leaders and their team members.



Our talent development process is part of a global approach to career development at Globant. Therefore, the mentioned approach is framed within an ecosystem called **Globant University**, which contains various tools through which each person can explore and shape their own career strategy, promoting the development of different skills and putting them into practice.

To do this, we define the **Delta Formula**, through the following three fundamental concepts: Explore, Educate, Expose, and Movement.

Each term, which is found by adding within the **Delta Formula** (Explore, Educate and Expose), corresponds to one or several tools to acquire, develop or put into practice both the skills and knowledge of each Globber.



Through our centralized educational platform, **Campus**, we were able to reach 26,000+Globers and deliver more than 3,600 learning experiences. During 2022, **98.5%** of the company participated in at least one of the learning experiences. In addition, the average time each Globber dedicated to learning increased by more than **16%** compared to 2021. Regarding satisfaction, the average of the learning experiences reached an **NPS of 62**, and **85%** of Globers evaluated that the applicability of what they learned is between 4 and 5 points out of 5.

During 2022, we also created new learning experiences regarding our three future capabilities: **Technology, Leadership and Diversity**.

| | 2022 | 2021 |
|------------------------------------|---------|---------|
| Trained Globers | 26,820 | 25,049 |
| Training Hours | 954,625 | 779,874 |
| Average training Hours per Globber | 36 | 31 |

For more information please refer to the **Appendix** section.

Last but not least, we have empowered the platform with AI to give a more valuable and personal experience. Similar to AI algorithms in your favorite streaming service, our employees get tailored and recommended upskilling courses based on their profile and interests. Many of these trainings are created by Globers, for Globers, reinforcing our principle of cross-pollinating between our studios of expertise. We are also using this technology to strengthen social and collaborative learning throughout the whole organization by connecting expert Globers with peers who are looking for their expertise. Today, we have an active learning community where more than 20,000 Globers exchange content daily.



Comparably Award – Best Company for Career Growth 2022

Performance Management

Our performance management model includes a list of steps that the company, Globers, and leaders are encouraged to follow to guide and drive high performance. Each step is a component of the model and includes: setting performance goals, ask and give feedback 360, self-evaluations, and performance evaluations. Our performance management process promotes meaningful conversations that empower and enhance Globers’ development. This continuous feedback and evaluation process, based on our Talent Manifesto, is driven in a Globber-centric way to impact career decisions (such as promotions, recognitions, etc.).

Percentage of total employees who received a regular performance and career development review by gender and professional category

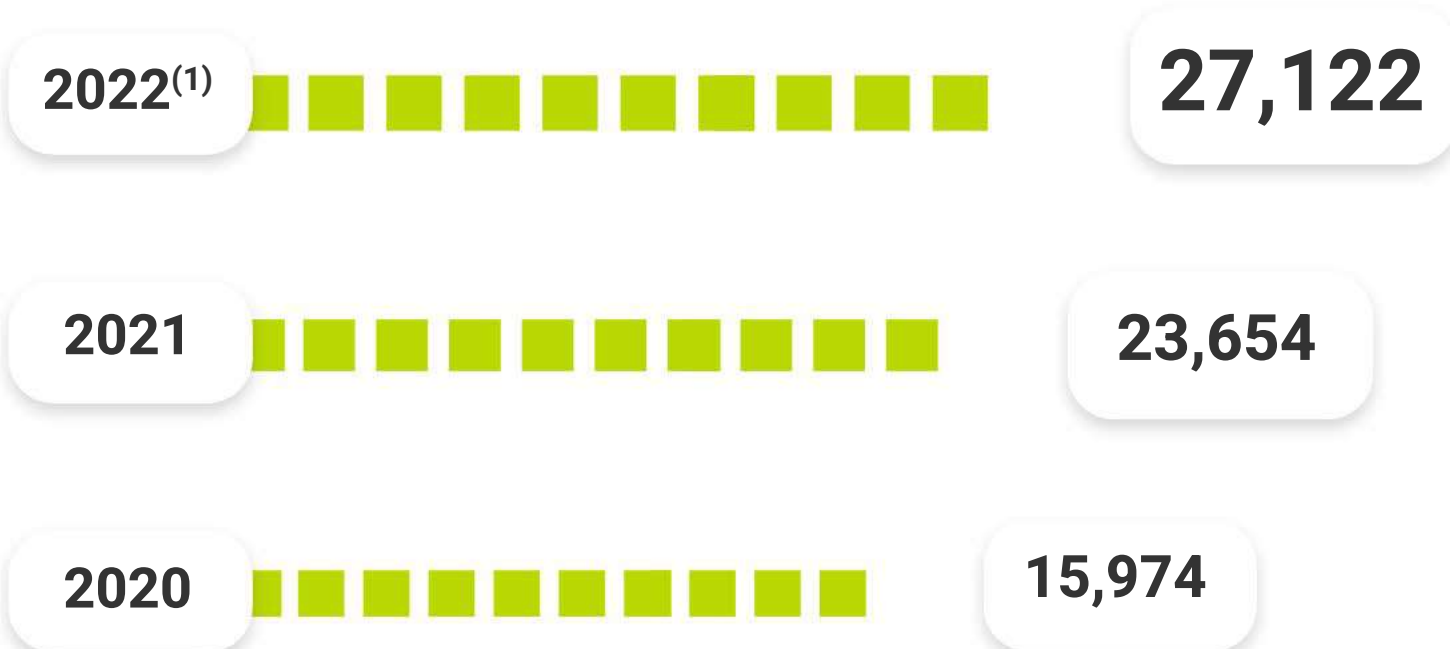
| | | |
|------------------------------|------------|--------|
| Gender | Female | 94.63% |
| | Male | 95.97% |
| | Others | n/a |
| Professional Category | Operations | 98.27% |
| | Staff | 85.89% |
| | Technology | 96.08% |

Career Growth 2022

| | % | Female | Male |
|--------------------|------|--------|--------|
| Globers promoted | 29% | 32.56% | 27.47% |
| Internal movements | 3.8% | 4.7% | 3.45% |

People Indicators

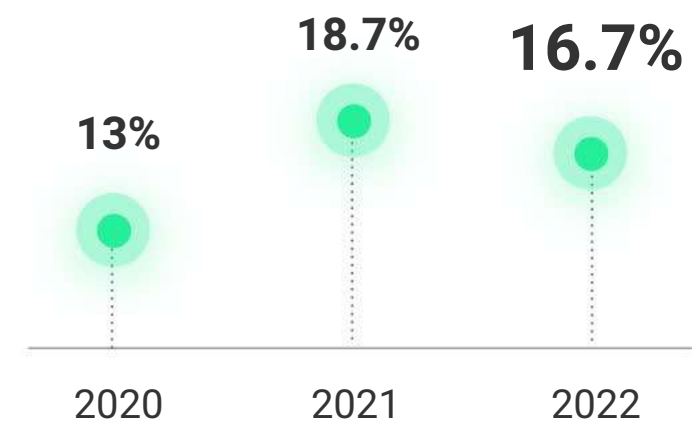
Globers through the years



(1) Includes Globant's headcount and newly-acquired companies headcount in 2022

For more information please refer to the [Appendix](#) section.

Turnover LTM



Working Mood Score

4.12 over 5 points

| | |
|---------------------------------|-------|
| eNPS Globant | 62 |
| Employee engagement | 4.1 |
| Working mood % of participation | 59.7% |

Globers by Country

| Country | Headcount 2022 ⁽¹⁾ |
|-----------------------|-------------------------------|
| Colombia | 21.5% |
| Argentina | 19.9% |
| India | 15.8% |
| Mexico | 13.1% |
| Peru | 5.2% |
| Chile | 4.9% |
| Brazil | 4.3% |
| Uruguay | 4.1% |
| Spain | 3.4% |
| USA | 2.7% |
| Italy | 1.2% |
| United Kingdom | 0.8% |
| Belarus | 0.7% |
| Romania | 0.7% |
| Ecuador | 0.5% |
| Costa Rica | 0.4% |
| Denmark | 0.1% |
| Canada | 0.1% |
| Australia | 0.1% |
| Others ⁽²⁾ | 0.3% |

(1) Includes Globant's internal headcount (excludes contractors and include trainees) and new acquired companies on 2022

(2) Others includes: Poland, Germany, France, Ukraine, Hong Kong, China, Bulgaria, Serbia, Vietnam, Luxembourg



Kindness based

Kindness
Based Culture

Be kind.

by Globant

Kindness Based Culture

We are working to make the world a better place, one step at a time. We thrive by reinventing businesses and transforming organizations to be ready for a digital and cognitive future, providing world-class opportunities for talent to make a positive impact around the globe.

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

The company’s Be Kind Initiative is a global ESG strategy that unites positive impact programs for all of its main stakeholders and consolidates initiatives to tackle critical issues, such as DEI, climate change, education, and ethics in AI, among others.



Globanteers

Globanteers is Globant’s corporate volunteering program. It is the main platform to convey the positive impact the Globers make to the Community and the Planet. Through Globanteers the company launches every initiative, manages all the campaigns and measures the impact, both external and internal.

Some of the programs we propose to our Globanteers are related to IT education, technology for the community, fostering entrepreneurship, promoting Diversity Equity and Inclusion, environmental stewardships and work/life balance.

During 2022, more than 2,800 Globers participated in different Globanteers initiatives worldwide, impacting nearly 100,000 beneficiaries through the 16,000 volunteer hours they invested over the year (duplicating the number of hours donated in 2021).

| | 2022 | 2021 | 2020 |
|----------------------------------|--------|--------|---------|
| Globanteers (% of total payroll) | 11% | 8% | 11% |
| Number of beneficiaries | 98,674 | 42,215 | 36,500 |
| Number of actions | 172 | 76 | 76 |
| Pro-bono hours | 16,260 | 7,326 | 41,687* |

*The increase of the number of pro-bono hours was related to the Taking Care program due to COVID-19 pandemic.

Be kind.

to yourself

At Globant, we believe that it is possible to be an organization where personal life aims are aligned with company purposes. Body, mind, and spirit are connected to the present while working to change the future of business and building the best version of yourself. We believe that changing the world starts from the inside and we embrace our responsibility to be a force for positive change by unleashing our full potential through our well-being.

Be Kind to Yourself (BKTY) is a component of Globant culture that promotes self-care and offers the necessary tools so that everyone could find the kindness and care needed for their mental, physical, and emotional health.

Our commitment is to impact 100% of our Globers worldwide with a comprehensive wellness plan. We do this by educating Globers through webinars, tools for healthy habits, and offices that provide a holistic BKTY experience. We also remind Globers of the importance of daily actions that are kind to themselves, such as enjoying the lunch break or being able to take a break when needed.

During 2022, we launched a wide range of diverse and multiple efforts that help create new possibilities for Globers to keep on acquiring perks that lead to their well-being, purpose, and fulfillment.



Physical well-being

We encourage Globers to listen and embrace their body and its needs by implementing positive habits. That's why we offer Special Discounts in gyms and the Gym@Home platform, online doctor & nutritionist appointments, and weekly webinars about healthy habits, nutrition, stress management, and preventive medicine. We also offered a Stop Smoking Program, yoga, massages, plus fruit, and healthy snacks at the offices.

Mental well-being

To keep on developing their learning pathways and growing, it's essential for Globers to have a fresh, focused mind that celebrates achievements, know how to manage stress, and learn from failures. We focused our efforts for this pillar towards Smart working, where we encourage a set of individual and team practices to manage high job demands at a healthy work pace. It also included more than fifty webinars in which Globers could find the Unleash my Potential Program. We offer free access to Insight Timer, the #1 wellness app with a daily mood check-in tool and over 150,000 guided meditations, courses, and work topics from leading mindfulness teachers, musicians, and psychologists that help to calm the mind, reduce anxiety, manage stress, sleep deeply, and improve happiness.

We held an Employee Assistance Program (EAP) by LifeWorks that involved more than 100 Globers per month. This platform allows a unique and confidential space that ways to manage health risks, and inspire positive changes. All Globers and their relatives have immediate access to clinical counselors through video, live chat, telesupport, and online groups on topics such as Health and Safety Concerns; Financial and Legal Topics; Relationship and Family Matters; and Work-related Issues.

At Globant, we believe in the importance of dedicating time to rest our minds, fill our bodies with positive energy, renew our spirits, vibrate in tune with our true selves, and achieve our best version. That's why Globers, with more than a year at Globant, has a Be Kind to Yourself Day available. They can take a day, when needed, to enjoy and connect with themselves in the best way. More than 10,200 Globers used their BKY Day during 2022.

Health & Security

Our occupational health and safety management system has been implemented in Colombia, Peru, Mexico, Ecuador, Chile, Uruguay, and Argentina. Our objective is to take care of the health and safety of Globers and contractors, and suppliers. This system includes:

- Occupational Health and Safety Policy.
- Hazard Identification matrix to eliminate and mitigate priority risks: biomechanical, psychosocial, and biological risks.
- Emergency plan, activities focused on first aid, evacuation, conducting emergency drills, and specific training.
- Provide safe and healthy working conditions to prevent injuries (accidents, incidents) and deterioration of health related to work (occupational diseases) through a culture of health promotion to guarantee work-life quality and management of the risks and opportunities of the management system.
- The commitment of employees and senior management to promote an environment of coexistence, prevent workplace harassment and guarantee the dignity and integrity of people at work.
- Promotion of the consultation and participation of the workers, and when they exist, of the representatives of the workers.

Among the services provided to Globers, these include occupational medical examinations; monitoring of cases with musculoskeletal impact with workplace and psycho-labor inspections accompanied by a health professional through the Globant employee assistance program; prepaid medicine; Occupational Risk Administrator, Insurance Broker, and occupational health services.

All Globers have channels to report risks or incidents through internal tools such as uploading a ticket, sending an email, or by phone. Globers are protected against retaliation in compliance with the legal provisions described in the internal work regulations. In addition, they can make complaints about issues of workplace harassment by email to the Labor Coexistence Committee (Colombia), or the sexual harassment prevention committee (Peru).

In Colombia, Peru, Mexico, Ecuador, and Chile there are Committees represented by both the employer and the workers: "Joint Committee on Safety and Health at Work", "Work Coexistence Committee", "Sexual Harassment Committee", and in all the sites, Emergency Brigade.

We continue to maintain global biosafety protocols against COVID-19, generating a culture of self-care and infection prevention.



We continue to generate a culture in terms of safety and health at work, which is why we implement trainings aimed at all Globers, such as the mandatory safety and hygiene training through Globant University.

Be kind.

to your peers

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

Our DNA inspires us to constantly reinvent ourselves, be a leader of change, and build a fairer, more inclusive workplace. We want to challenge the status quo, that's why the work of Diversity, Equity, and Inclusion/Be Kind to your Peers is focused on these four pillars:



Gender & Sexuality



Accessibility & Neurodiversity



Multiculturalism and Ethnicity



Generational Diversity



Though separate, all four of these pillars are related, given that each person's individual experience draws on a variety of identities that influences their day-to-day lives and their professional experience. We refer to this framework as "intersectionality", and it's important to understand it.

We believe that a culture that embraces everyone is a culture that is constantly evolving in its representativity by encouraging underrepresented groups to enter the industry, a culture that guarantees equal opportunities, and a culture where a sense of belonging is regularly co-created. There is no innovation without diversity, and there is no improvement without plurality. It's important to also remember that these concepts are dynamic, we are constantly learning and embracing new ways of thinking and understanding. We are convinced of the importance of hacking barriers and expanding opportunities so everyone can thrive regardless of gender, gender expression, and sexual orientation. It is key to solve this agenda with a systemic approach, considering intersectionality and consistency in an action plan that needs to be sustainable and dynamic in order to respond to emerging challenges.

We always seek to generate a place for inspiration and growth for everyone regardless of race, color, religion, national origin, sexual orientation, age, marital status, disability, gender identity, or veteran status.

Gender equality, cultural diversity, and inclusion are core to our DNA, and our ultimate Diversity & Inclusion goal is to make Globant a respectful, safe, and inclusive workplace for all Globers.



Internal Communities

Globant allows and encourages to join or create employee affinity groups within the company in accordance with our Values, Code of Ethics, and Diversity Fundamentals. The purpose of such communities should be for a group of people with a common interest to connect and propose activities, having an opportunity to do so inside the office. Some of the communities are: LGBTIQ+, Community of Women, Transvestites, Trans and Non-Binaries, UnlimiTed, Centennials at Globant, Black in Tech, WOW-World of Woman.

Research: Data-Driven Innovation

We use data to understand what Globers are trying to tell us about how they like to consume content, when, and why. But also, we are going one step beyond and investigating how we can build more inclusive teams and environments. Our first milestone was *IT Voices*, a unique, global survey in the industry to map the situation of people in tech and understand the changes in the workplace and personal life after the pandemic. We found out that women already working in technology are finding spaces to develop economic growth: only 19% perceived that their salary decreased. Of the remaining 81%, 41% of women in the STEAM industry perceived a salary increase during the pandemic. This number highlights the impact of different actions the industry has been boosting to generate more diverse spaces. Also, taking into account that the majority of jobs losses during and after the pandemic have been in industries that pay low average wages, and women and minorities were hit the hardest, there's a great opportunity for women to enter the tech industry.

We are currently running two other investigations regarding *Learning preferences & Neurodiversity mapping and Gender Behavioral Science experiment*.





Gender & Sexuality

We are taking concrete steps to hack the gender gap. We are convinced about the importance of hacking barriers and expanding opportunities so everyone can thrive regardless of gender, gender expression, and sexual orientation. The goal we follow is 50% of women and non-binary gender in management positions.

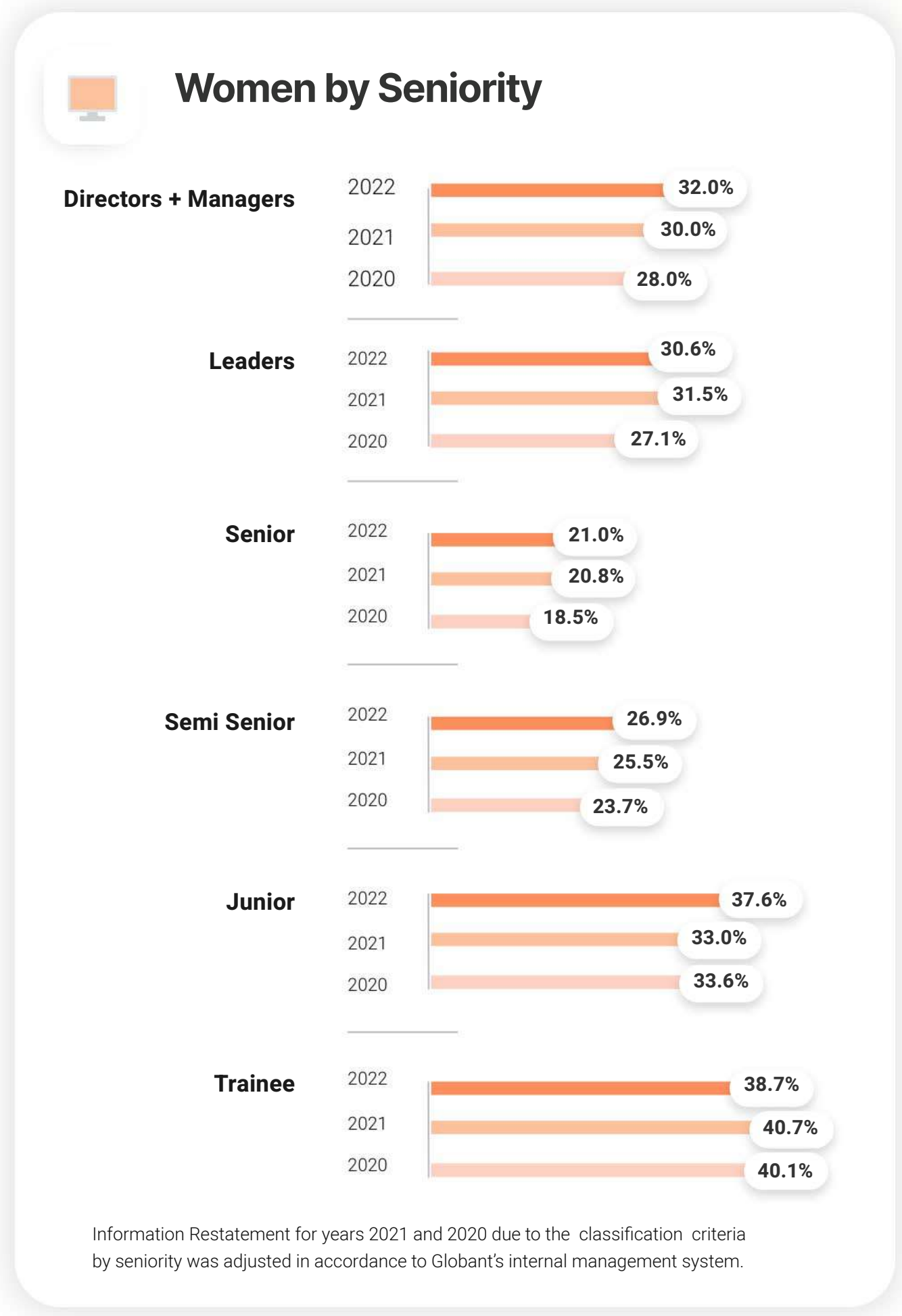
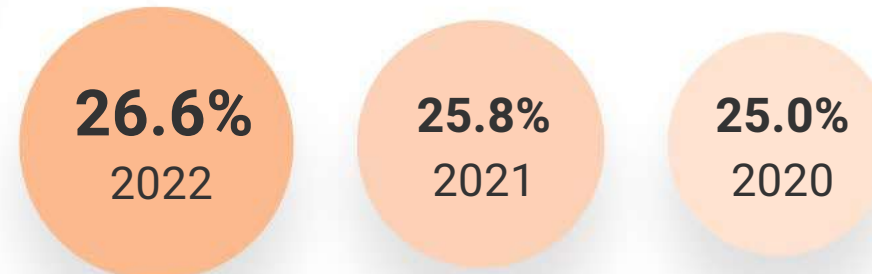
Women that Build

We designed a program where we accompany women and non-binary people through their career journey, from when they are at school through starting their first job, to further career and professional development. At each stage, we have put in place a variety of training programs and initiatives to help them thrive.

- **Inspire:** We create inspiring initiatives and partnerships to help encourage more women to become interested in science, technology, engineering, and mathematics fields.
- **Educate:** Leveraging successful initiatives such as the “Women that Build” Awards and “Code Your Future” Program, Globant will provide 15,000 people worldwide with coding scholarships by 2025 to continue inspiring people to find professional growth within our industry. We are working to improve access to education for women and non-binary people.
- **Hire:** Since January 2021, Globant’s headcount has grown by 46%. In parallel, our female headcount increased by 56%, meaning the initiatives we launched to bring and keep women in the industry are bearing fruit.
- **Accompany:** We help families, women, and non-binary people sustain their careers through different stages with initiatives like our parenting program, among many.
- **Lead:** We promote growth and leadership to increase our female and non binary gender managers workforce.



Women at Globant

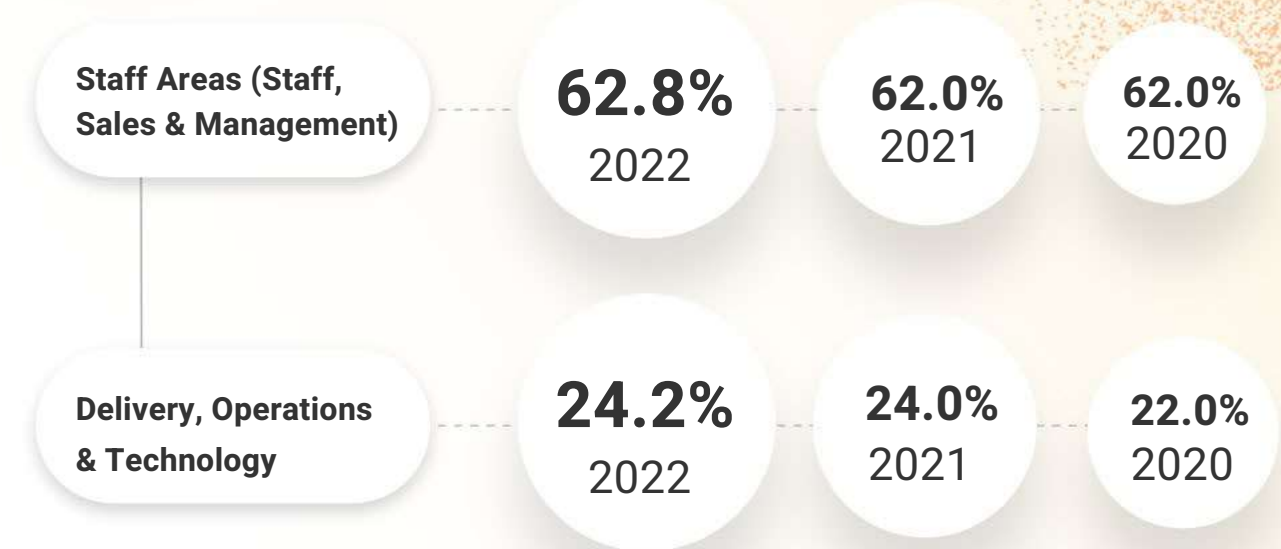


Women In Managerial Positions

To enhance our commitment of achieving 50% of women in management positions, we defined a specific group called “Managerial Positions” that includes Director, Managers and also others critical positions for our company. In this group the total is 29.2% (+1pp vs. 2021)



Women by Area



Gender Pay Gap

Globant’s remuneration policy attracts and retains the talent of our employees, rewarding their skills, abilities, and performance, ensuring external competitiveness and internal equity. Aligned with this commitment, during 2022, we guaranteed equal salaries for all our new hires and accelerated equal leveling at senior positions. Finally, in previous annual salary increases, the compensation team is responsible for making a wage gap diagnosis identifying and adjusting undesired salary inequalities.



Gender Pay Gap



*Female Wage = (Median Salary Men - Median Salary Women) / Median Salary Men

Information Restatement for years 2022, 2021 and 2020 this new calculation criteria compares the combination of country/seniority/position when we have at least 1 man and 1 woman (priori criteria needed 3 men and 3 women).



Women that Build Awards

These Awards are a way to recognize and give visibility to those women and non-binary people who can inspire others to join the STEM industry globally. This year we launched the third edition with five categories: Rising Star, Tech Entrepreneur, Digital Leader, Board Executive, and Techfluencer. We believe diversity is key to business, so the Women that Build Awards are a call to action to build a more diverse and just future.

In this year's edition, more than 1,100 women from 47 countries were nominated for their valuable work in the STEAM industry. They received more than 110,000 votes from all over the globe, and 40+ were regional winners.



Latam Inclusive Tech Awards by Laboratoria – Top Latam Tech Female Employer and Special Awards (Argentina)



Comparably Award – Best Company for Women 2022
Comparably Award – Best Company for Diversity 2022

She Leads

One of our most impactful programs, **She Leads**, was designed for women and non-binary people at Globant who want to keep on acquiring skills for their career development.

It's an initiative that combines mentoring methodology with training and inspirational talks to strengthen their knowledge and management expertise and prepare them for leadership positions

As a part of the program, each participant is assigned a mentor who accompanies them through meetings to discuss career development, personal challenges, storytelling workshops, women's circles, and other topics. The mentors are also Globers who currently occupy a relevant position in Globant and have a powerful story and knowledge to share.

In 2022, the third edition of She Leads was launched, in which the program was expanded globally, as well as offering participation options to women and non-binary people who were taking their first steps in leadership positions. More than 400 women enrolled in the program and participated in one -or more- of its activities.

We celebrate diversity

March was an incredible month with **Women's Week**, which included more than nine internal and external talks hosted by excellent speakers about critical topics and issues for a women's career path. Topics such as sexist language, stereotyping, the importance of inclusive language, and bias, among others, were discussed. More than 2,000 attendees from Globant's regions (LATAM, EMEA, and the U.S.) participated. Women's week at Globant was also the first time women Globers met at the offices to share a networking activity.

In June, we offered Globers different spaces and the opportunity to be inspired by some amazing true stories. With the International Pride Day celebration, we aim to celebrate, commemorate, and raise awareness about

Pride. Globers from all around the world got the chance to participate in different awareness sessions where we talked about topics like diverse families, the ABC of sexual and gender diversity, microaggressions, and others. Besides, our internal LGBTIQ+ communities were able to organize on-site events where they shared a meaningful and fun networking moment.

The **DEI week** in October inspired Globers by some conversations and shine the light on cultural diversity. Some of the topics were: Neurodiversity, Intergenerational teams, black community in tech, among others.



DEI Learning Map is a repository of diverse educational content specially chosen by Globant experts from each area of knowledge.

The Diversity & Inclusion Mandatory Awareness (Part I and II) is part of the content. These two complimentary trainings were designed to understand and be aware of key concepts to develop knowledge and understanding of relevant information to build and boost a culture of diversity, equity, and inclusion.



Women in Tech Global Awards 2022 – Diversity and Inclusion Employer of the Year (US)



Accessibility & Neurodiversity

By recognizing and battling prejudices and labels, we can focus on what is truly important about a person: their skills, knowledge, values, and attitudes.

UnlimITed

UnlimITed is a program aimed to transform our organizations by creating **workspaces** that enhance the experience of people with disabilities, where unlimited possibilities inspire others to unleash their maximum potential in the company and industry. We believe that all people are capable of reaching their full potential. We aim to include a wide range of abilities and neurodiversity.

We promote working conditions and inclusive practices that allow and facilitate professional development, we generate and promote hiring and training of people with disabilities, we create a link between teams, clients, Globers, and the community, with inclusion as our pillar, and we generate awareness and learning opportunities for groups.

We created Unlimited to make Globant a more inclusive company that provides equal opportunities and breaks down barriers.

Awareness



We launched four self-paced trainings: "Approach to Disability", "Intersectionality", "Inclusive Talent" and "Leading diverse teams" co-created exclusively with our ally **Inclúyeme**. Globers can find it in Spanish and English versions. We also created an **Accessibility Learning Map** where Globers are able to learn about accessibility, its fundamentals, regulations, and best practices for UX designing, code development, and the best way to evaluate and validate the accessibility in software. And the Inclusive Hiring Learning Map for recruiters to rethink their professional role with a perspective of diversity and inclusion. We also had webinars about neurodiversity, screen readers, disability, inclusive job interviews, sign language, and many others.

Employability

We aim to generate and support initiatives for people with disabilities in the community to access educational and professional development opportunities in the IT industry, as well as find new and diverse sources of talent while seeking potential Globers. We post our job opportunities in the inclusive job portal Inclúyeme.

Globant has proudly joined the **Romanian Diversity Charter**, another step towards building a culture of empowerment and belonging. The Romanian Diversity Charter follows the successful models existing in other European countries and is based on a set of general principles voluntarily assumed by the signatory to promote diversity, non-discrimination, inclusion, and equal opportunities in the workplace. We also joined as a founding company in the **Red Empresas Inclusivas Argentina**, and continue our membership in **Red Empresas Inclusivas Uruguay**, **Red de Empresas Inclusivas de Chile** and **Rede Empresarial de Inclusão Social**.

UnlimITed Community

In 2022 we created a community in Latam with the objective of working and raising awareness about the importance of the inclusion of neurodiversity and people with disabilities. Currently, it is formed by more than 280 Globers. Several meetings were held, including Globers training on a topic of their expertise as well as testimonials.

Globant is committed to accessibility; we promote inclusion and diversity since technology is more powerful when it empowers everyone. We count on accessibility practices in our Quality Engineer and UI Engineering Studios to promote good practices on how to build and design accessibility content. We develop our apps across all form factors with accessibility as a priority, ensuring that information is available to each customer of the product. We do this by including accessibility in the whole product life cycle.





Multiculturalism and Ethnicity

Multiculturalism is one of the most powerful components of Globant's identity. Where different cultures converge, there will be various ways to tackle problems and find creative solutions to disrupt business and hack into the status quo.

We believe that different ideas, perspectives, and life experiences converge on better solutions. Merging our backgrounds to devise new solutions is the right pathway.

Black in Tech

Black In Tech is a D&I program that we have built and developed for the black community. The main reason for this is to provide equal opportunities.



US Employees by ethnicity

| | | | |
|----------------------------------|---------------|---------------|---------------|
| Latin American | 53.7% 2022 | 56.1% 2021 | 52.7% 2020 |
| White/Caucasian | 27.8% 2022 | 28.5% 2021 | 32.1% 2020 |
| Asian | 12.5% 2022 | 13.6% 2021 | 12.5% 2020 |
| Black or African American | 0.8% 2022 | 1.7% 2021 | 2.8% 2020 |
| Pacific Islander | 0.0% 2022 | 0.0% 2021 | 0.0% 2020 |
| Two or more races | 2.2% 2022 | 0.0% 2021 | 0.0% 2020 |
| American Indian or Alaska Native | 3.0% 2022 | 0.0% 2021 | 0.0% 2020 |

* This data is based on a volunteer disclaimer from the Globers. The percentages are calculated over each category. For more information please refer to the [Appendix](#) section.



Generational Diversity

Tech is not only for young people and decisions need more than experience. Where decision-making processes need youth, we have our council of igniters. Where management needs experience, we want generational diversity.

Council of Igniters

We want to hear and learn from diverse perspectives that can enrich our vision as we continue to seek permanent reinvention. The future will be led by the new generations who will drive our world and industry forward. To help achieve this goal, we created the **Council of Igniters**, the first First-Generation Z Corporate Advisory Board.

The first edition's advisory board members were selected for their leadership and influence among young communities and for being rising stars in various topics such as innovation, sustainability, education, and diversity. We have brought together influencers from today's youngest generation, who will have a regular dialogue with Globant on the important issues: climate change, the future of work, DEI, education, and other pivotal topics.

“ The goal is to learn from our Council of Igniters; to know their stories, capture their essence and continue to develop attractive ecosystems for new generations.”

Guibert Englebienne, Co-Founder at Globant

Back in the Game (B.I.G)

Our program promotes the integration of women who seek to relaunch their careers in IT by providing different opportunities such as developing skills in Java/QC/Salesforce and different inspirational and mentoring talks to accompany this process and provide the necessary tools for the path to reintegration. The program initially emerged in India in 2019, in order to promote the reintegration of women into the labor market. Gradually, it expanded to Argentina, Chile, Peru, and Uruguay with new horizons to reach.

Inspire

We believe that it's imperative to inspire the younger generations. We want to transform reality through education and bring the right tools to inform, motivate, and facilitate access to STEAM careers around the world. Inspire's main goal is to light up the spark in teenagers about opportunities in the IT industry and make them aware that they can be at the center of this world-changing evolution.

- **Girls Coders Club** | In our 6th year working alongside Club de Chicas Programadoras, we conducted free coding clubs that reached teenage girls. During 2022, 310 girls from Argentina, Chile, Uruguay, Colombia, Peru, Colombia, Mexico, Ecuador, Costa Rica, and Spain participated in clubs promoted by Globant.
- **Inspire talks with Crack The Code** | We partnered with Crack The Code, a programming boot camp designed to help children between 6 to 14 years old, to inspire and teach them about mobile coding, the metaverse, women in tech, among others. Through the year, 610 boys and girls from Argentina, Colombia, Mexico, Spain, Peru, and Venezuela benefited from the program.
- **Robotex** | Together with Robotex India, a non-profit advancing STEAM, Robotics, Artificial Intelligence, Machine Learning, IoT to Government Schools in urban, tribal, and rural areas, we provided robotics kits as well as courses conducted by specialized teachers to 2 schools in Maharastra, India, impacting over 600 students in total between 2022 and 2023.

- **Hour of Code** | In Romania, we conducted the activity Hour of Code in 5 different secondary schools, which included presenting adolescents with a technology challenge for them to resolve with the help of Globant volunteers. The activity impacted more than 100 students.
- **Ayuda en Acción** | Globant is helping carry out the joint project of **A School that Breaks Barriers** at the IES Guadalmedina school (a secondary school) in Palma Palmilla, a neighborhood 20 minutes from Globant Málaga, with high rates of school dropout, illiteracy, and socioeconomic vulnerability. Globant's 2-year intervention includes sponsoring the development of the educative program, as well as inspirational workshops and masterclasses conducted by Globers at Globant's Malaga office and the IES Guadalmedina school.

In addition to those programs, we have given the opportunity to be trainees at Globant Uruguay 7 students from **Anima**. In Buenos Aires (Argentina) a group of Globers from Digital Marketing Studio provided for the second time a five-week training about marketing to high school students of **Mother Teresa School**. A group of UK Globers is in charge of mentoring students in soft, as well as tech skills, that are part of **Voyage's Young Leaders'** for Sustainable Cities program. In México, Globers support youth between the ages of 18 to 28 to complete their high school education and they also provide inspirational talks and a coding basics program. **Jóvenes con Rumbo** benefited 45 people, in partnership with SERAJ NGO.

In Colombia, we partnered with Fundación Eledé to mentor 23 young talents from Medellín on their path to becoming developers in **Código Abierto**. To support "Valle del Software" Medellín city government initiative, a team of Globers mentored and taught 30 young students from public high schools how to create an e-commerce website(MVP) from scratch. Since 2019, **Alianza Futuro Digital** has benefited approximately 100 students.



The Inspire Garage | The Inspire Garage seeks to ignite curiosity in high school students and engage their teachers and parents to play an active role in teaching the best uses of technology in the classroom and at home. Subscribers are able to join masterclasses, workshops, and mentorships related to programming, gaming, design, and digital marketing. We have set a goal of reaching up to one million young people so that we can spark the next generation of disruptive innovation. In 2022 we had more than 1.5K participants, with an average of 16 years of age and more than 50% being women.



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

For us, “Be kind to Humanity” is to “Be kind through technology” taking action to impact the lives of millions of people tackling global concerns, promoting innovation, and providing inclusive opportunities. Humanity has unique and complex challenges: inequality, mistrust, and discrimination are impacting every society. Global dilemmas of social cohesion need to be addressed, that’s why we want to ensure that the opportunities created by the latest technologies are shared with everyone and positively impact humanity.

We think of Globant as a company where awareness, ethics, talent, and innovation converge to support society’s evolution through these guidelines. Furthermore, through our **AI manifesto**, we commit to adopting artificial intelligence in a way that delivers clear benefits aligned with our principles: augmented intelligence, respectful data, fairness, transparency, social contribution, and sustainable AI, driving our commitments to digital transformation.

We are committed to 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. And Grant coding scholarships and several trainings to 15,000 people by 2025.

We have three powerful assets from which we drive our goals and commitments: Be Kind Tech Fund: promoting the good use of technology, Code Your Future: providing opportunities through technology, and Globant Labs: building tech for good.



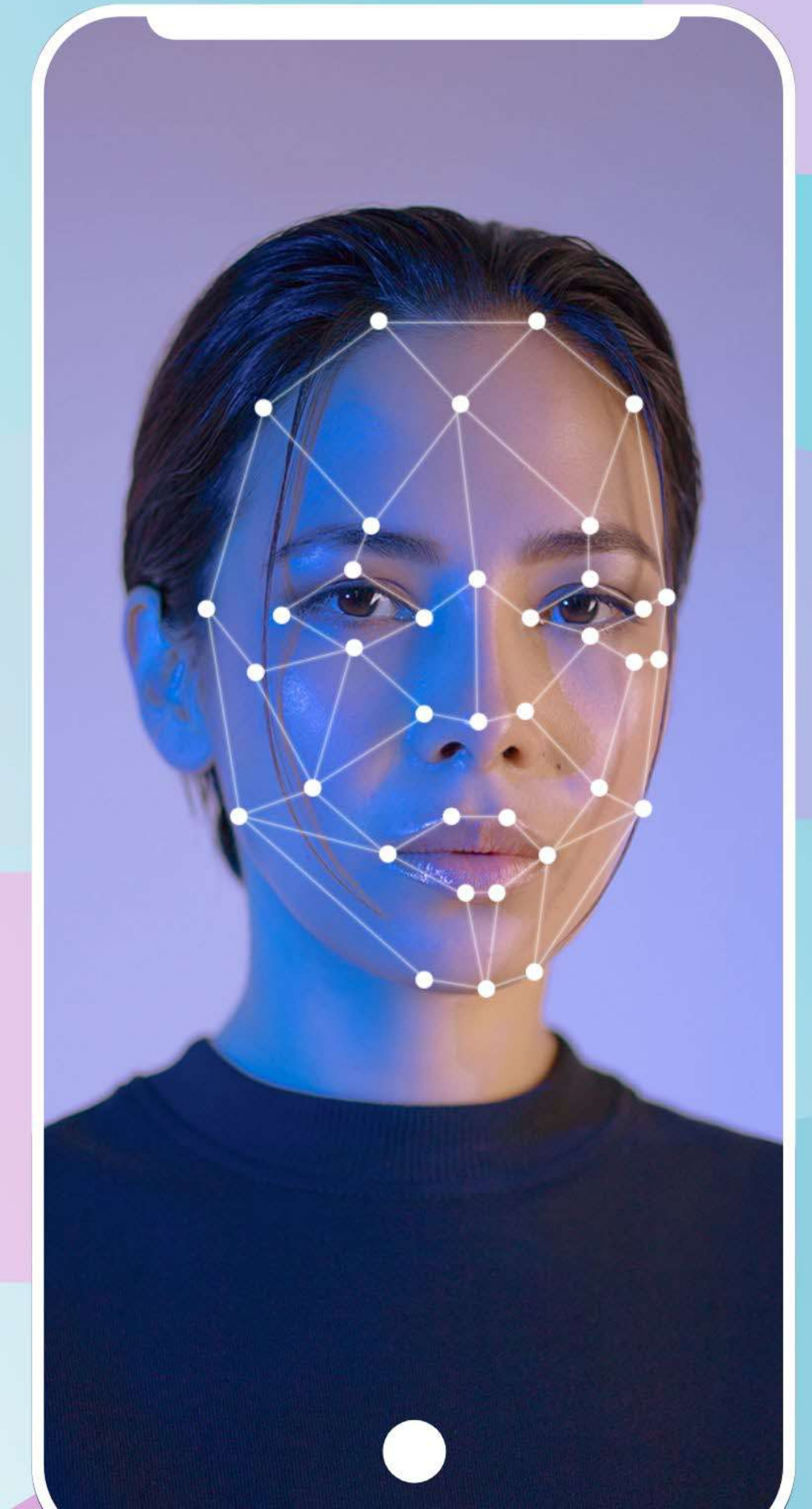
Be Kind Tech Fund: Mitigating the misuse of technology

In 2021, Globant founded the Be Kind Tech Fund, the first and only corporate venture fund focused on supporting startups that seek to mitigate the misuse of technology. Administered by Globant Ventures, the Be Kind Tech Fund has publicly committed to investing USD 10 million in start-ups developing apps, products, and platforms that mitigate the negative effects of technology, specifically related to five categories: Online harassment and abuse, information bubbles and polarization, data privacy and security, screen time abuse, and Artificial Intelligence (AI) bias.

Our first investment was in **ping**, a U.S.-based voice platform solution that enables commercial drivers to hear their messages out loud. By providing a solution against texting and driving, ping hopes to avoid accidents. Be Kind Tech Fund's investment will help fund ping's business development and expand global availability, creating a safer experience for drivers, passengers and pedestrians. With our investment, we are supporting **ping** in rolling out its patented technology to hundreds of gig economy companies around the world.

The Fund has also invested in **Polemix**, the first platform to introduce Web 3 technology to the world of ideas and opinions. The startup's mission is to upgrade how people support and oppose opinion leaders, disrupting the echo chambers cultivated by traditional social media platforms by automatically showing fans different viewpoints on their leaders' opinion and financially rewarding detractors who engage in smart and civilized debate.



Since its launch, the Be Kind Tech Fund has established partnerships with The George Washington University and MIT Sandbox Innovation Fund, as well as investors including Riverwood Capital, IDB Lab, Nazca, and Seaya, and entrepreneurial organizations such as Endeavor, LAVCA, E2E, and Newlab. The Center for Humane Technology also joined the Fund as an advisor.



Code Your Future: Providing opportunities through technology




Code Your Future began in 2019 as Globant’s scholarship program for young people to study technology. Today, it is made up of a range of opportunities for training at a global level and in local communities taking into special consideration minorities such as migrants, victims of armed conflict, veterans and their spouses, refugees, senior adults, the prison population, and people in socioeconomically vulnerable situations. The program includes access to technical workshops, boot camps, mentorships, and other Globant training to boost employability.

More than ever, we are committed to providing talents with real and inclusive opportunities, escalating the Program to provide inclusion opportunities through education in technology and employability. We work on initiatives such as:

-  **Code Your Future: Construye Paz:** this initiative, in collaboration with Bogotá’s city government, provides training opportunities to people affected by the internal conflict in Colombia and involved in the transition towards peace. Through boot camps, technical workshops, and soft-skills lessons, Globant provides access to alternative forms of education to promote their employability in the industry. By January 2023, we have already trained 35 people and hired six who will receive further training, aiming to stay at Globant on a permanent basis.
-  **Our work with NPower in the United States:** Globant has a 2-year commitment with NPower, an organization that creates pathways to economic prosperity by launching digital careers for military veterans and young adults from underserved communities. Every month, with the collaboration of our Globanteers, we participate in N-Power initiatives through mentoring in soft skills, technical mentoring, and masterclasses on different topics.

Moving Together

Migration is one of the most critical socio-economic phenomena today, negatively impacting vulnerable communities searching for personal and professional development opportunities. At Globant, we are convinced that technology offers alternatives for including migrants and refugees worldwide. That’s why we have launched Code Your Future: Moving Together and partnered with Tent, an umbrella organization of more than 300 companies globally, to mobilize the business community to include refugees.

-  **Moving Together: Mexico Edition:** In Mexico, we have partnered with Casa Refugiados, a non-profit civil society organization that collaborates with the Office of the United Nations High Commissioner for Refugees (UNHCR). The Mexican edition of the Moving Together program offers three types of training opportunities in IT skills, intending to impact 170 migrant and returned people during 2023 in Mexico and support their employability.
-  **Moving together EMEA: in alliance with TENT:** Within TENT, Globant has joined **The Sunflower Project**, a pan-European initiative from the Tent Partnership for refugees to accelerate the economic inclusion of tens of thousands of Ukrainian refugee women through better access to employment.
-  **Supporting refugees with Powercoders in Spain:** We are also committed to supporting Powercoders, an organization that promotes equal opportunities for diverse talent in the technology sector, especially people with refugee status, allowing them to develop their potential in a digital future. In 2023 Globant will be joining their 13-week training through mentoring in soft skills, technical mentoring, and masterclasses on different topics, with the collaboration of our Globanteers, as well as their 12-month employability program once the training is completed.

These are some of the Globant initiatives that support talent in their reskilling and upskilling for a successful career in the IT industry. We have also been working with public institutions and organizations, such as SENA in Colombia, Generation in India, Break Through Tech in the US, Laboratoria in the Latin American region, and Fundación Formar in Argentina, supporting their talent development through technological and soft-skills workshops and mentorship programs. These efforts, together with the recently announced 1,000 Code Your Future by Globant University scholarships, allow us to reach more than 8,000 people in their first approach in the technology sector.



These educational efforts are being globally recognized: in October, Fortune Magazine included Globant for the first time among the top 50 companies with ideas that are changing the world due to the profound social impact of the Code Your Future program.



Globant Labs: Building tech for good

Globant Labs is where our collaborative culture flows, promoting the pro-bono development of tech solutions that have a real and measurable impact on solving humanitarian problems and providing tech innovation.

Thanks to the pro-bono work of Globanteers, Globant Labs joins different organizations and helps them work on accessibility, inclusive design, fair use of artificial intelligence, and carbon footprint reduction, among others.

At Globant Labs, we support the development of innovative solutions that are donated to the community to tackle some of the most significant humankind difficulties, such as autism, childhood malnutrition, climate change, and illiteracy. Some examples of our work are:

- **Fighting illiteracy with DALE!:** In partnership with Propuesta DALE!, we developed DALE!, a video game that teaches children how to read and write. We worked with DALE! to transform their pencil-and-paper experience into a video game. We designed the game considering the needs of children living in vulnerable situations and whose access to quality education is often limited. It is a didactic game for children of all ages that helps them learn to read and write correctly. This game was born to promote literacy among impoverished Latin American children. More than 10,000 families in Argentina have downloaded the app.
- **Managing emotions with Emocionalmente:** This app, released in June 2022, was developed by Globant and the TINC Foundation and is designed to help those with Autism Spectrum Disorder manage emotions in their daily lives. It has been downloaded 1,760+ times and received a 4.86/5 rating from users in Argentina, Spain, Mexico, and Chile. In 2022, the project was recognized by the 12th edition of the Conciencia Awards for Globant's commitment to sustainable development. This year we launched this newest app focused on neurodiversity. This app is designed to help young people with autism. It enables them to recognize different emotions in others, associate them with everyday life situations, and implement ways to manage them. We have launched this app in Spanish, and it is already available for free on the Google Play store. This is just one example of how technology can impact humanity for the better. It's Globant's talent at work to benefit our community.



Emocionalmente: Conciencia Award

- **Autism spectrum disorder, joining voices for Autismored:** together with specialized organizations, we have created the first knowledge portal for those interested in learning more about autism spectrum disorder. The initiative aims to set up a network of parents, relatives, professionals, and anyone interested in learning about autism, sharing experiences, and seeking help or accompaniment. In this project's first stage, we have launched the portal exclusively for ASD professionals to join. Considering that the World Health Organization states that 1 child out of 100 children is autistic, we believe Autismored has a huge potential for ASD people and their families to find the best professional and support resources for their needs.

CASE STUDY

Web app in support of homeless youth in New York City

To increase the uptake of social services among low-income communities, a group of pro-bono engineers from Globant and Goldman Sachs, in partnership with Project Rousseau, have launched an application that provides homeless youth with a personalized list of eligible shelters that best match their personal needs based on each survey response.

“ Through this collaboration with Goldman Sachs and Project Rousseau, we have created a digital solution that will revolutionize the day-to-day experiences of homeless youth in New York City by easing their ability to access critical, life-saving services.”

Fernando Matzkin, former Chief Business Officer of North America and current Chief Business Officer of Europe at Globant

CASE STUDY

Healthcare & Life Sciences

Healthcare & Life Sciences Studio: improved decision-making in a surgical setting

Technology and life sciences are now intertwined. We believe that technology not only allows healthcare organizations to provide faster and more efficient services but also enhances patient value. Implementing Globant's Navigate platform in a Cardiology Hospital in Colombia is an example of how Globant can help hospitals improve the quality of care.

After implementing the Navigate platform in the operating room, Globant was able to promote a data-driven model in a hospital environment, thus impacting directly on patient outcomes and satisfaction, as well as the overall cost and profitability of the organization. An efficient operating room prevents delays and long waiting times for patients, positively impacting the patient experience.



Be kind.

to the planet

"There is no Planet B" is not a slogan for us but a call to action. We are determined to transform the present towards a better future.

Climate emergency is an urgent call for business leaders. The window to avoid a climate catastrophe is closing rapidly. The increases in heatwaves, droughts, and floods caused by climate change are destroying the earth and affecting billions worldwide.

Be Kind to the Planet has long been engaged in transforming people's lives by reducing emissions and leading toward a better world. Our **Environmental Policy** honors the planet's physical limits, carrying out our activity within sustainable development parameters through a collaborative approach among Globers, suppliers, clients, and other stakeholders.

Globant's public commitments are carbon neutrality and reduction trajectories aligned with the Science-Based Targets Initiative's standards of the United Nations Race to Zero Initiative. Our "Digital Sobriety" techniques are intended to support our clients, through the design of digital services and products, in their quest to reduce CO₂-eq.

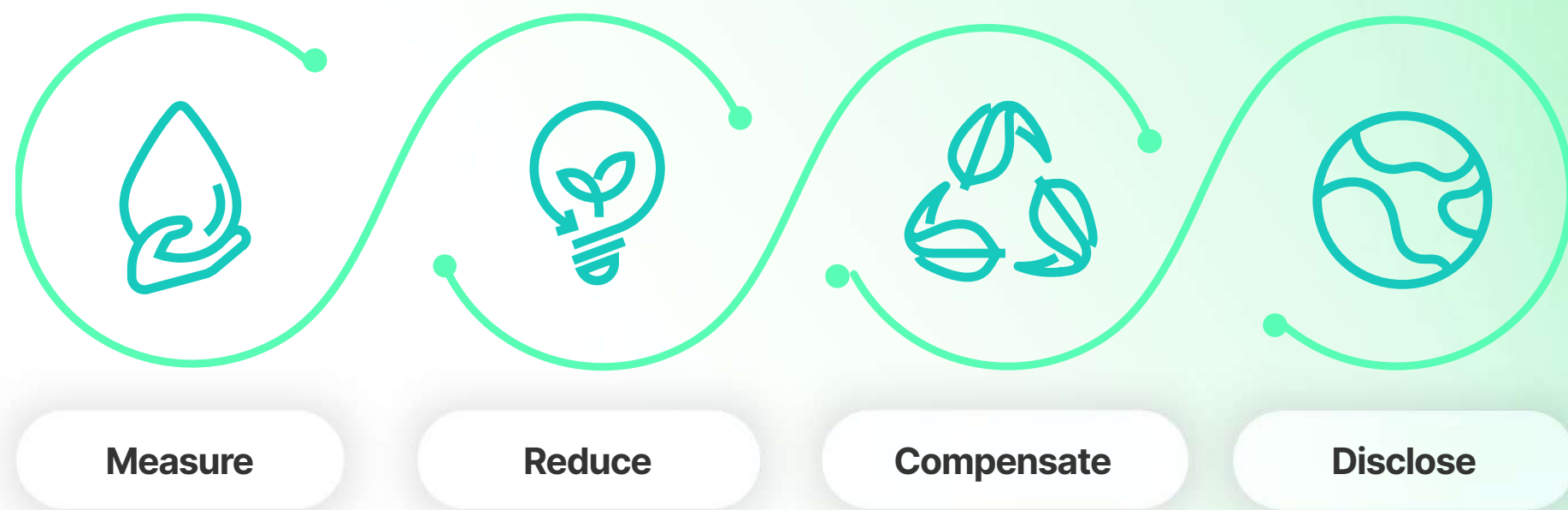
That's why we are committed to applying intuitive and agile technologies to achieve sustainable development and help organizations transform into a low-carbon economy driven by more stringent environmental commitments. Also, while we reduce our impact through **Science-Based Targets** trajectories, we'll keep supporting projects that restore our Earth and revert climate change.



Climate Strategy

Our climate strategy joins the global movement of leading companies to tackle climate change by promoting, both internally and externally, four simultaneous efforts:

- 1.Measure:** Calculating Globant’s Carbon Footprint as a first step to managing our environmental impact;
- 2.Reduce:** Committing to Science Based Targets initiative and joining the Race to Zero global movement;
- 3.Compensate:** We have been Carbon Neutral since last year, and we keep supporting carbon offset projects that promote environmental well-being;
- 4.Disclose:** Publicly disclosing our efforts to transition to a low-carbon economy is essential to give transparency and provide confidence in our climate strategy.





Measuring our carbon footprint

Energy management

In 2022, total energy use across the organization was 7,926.20 MWh, including 175.20 MWh⁽¹⁾ from non-renewable fuel consumption and 7,751.00 MWh⁽²⁾ from on-site electricity.

Since 2020, we've ensured 100% wind and solar market-based electricity by examining the geographic availability of renewable energy sources per country. Working on a country-by-country basis, we acquired renewable energy certificates that secured, through market mechanisms, the use of renewable resources employing only certified origins based on REC (Renewable Energy Certificate), I-REC (International Renewable Energy Certificate), and GO (Guarantees of Origin) standards to ensure compliance with reporting initiatives as RE100, Carbon Disclosure Project (CDP) and the Greenhouse Gas Protocol (GHG Protocol).

With our **Work from anywhere** policy, our Globers can choose to work at the office, home or from wherever they want, so measuring energy consumption outside of the organization turned out to be a key topic for our Industry. Our web app, **MyFootprint**, allows us to calculate the carbon footprint generated by our employees' commuting and working from-home formats. The App makes a few questions that our employees answered, bearing in mind their most common working scenario during the reporting period. With their feedback, we measure electricity consumption using laptops, monitors, and other heating or cooling devices used in their home workspace. In 2022, these estimates rounded the 1,429.60 MWh⁽³⁾ globally.

Besides home office electricity usage, we calculated 617.58 MWh⁽⁴⁾ from third-party data centers' electricity consumption and 974.70 MWh⁽⁵⁾ from electricity transmission and distribution losses in the national electricity grid

of each country of operation. The third party data centers' information we obtained through an application developed by Dell - *Dell EMCOpenManage Power Center* - that measures each piece of equipment's electricity consumption outside the organization in real time.



Energy intensity* 0.30 MWh/Glober

*Calculated as the electricity and natural gas consumption within the organization in MWh / the number of employees, considering the following countries: Argentina, Belarus, Brazil, Canada, Chile, Colombia, Costa Rica, Ecuador, France, Germany, India, Luxemburg, Mexico, Peru, Polonia, Romania, Spain, UK, Uruguay and USA. The ratio uses energy consumption within the organization.

(1) Includes an estimate of 15% of total natural gas consumption based on the reported consumption. The estimated consumption is 18,273.9 m3.





















(2) Calculated as the energy consumption within the organization, considering the following countries: Argentina, Belarus, Brazil, Canada, Chile, Colombia, Costa Rica, Ecuador, France, Germany, India, Luxemburg, Mexico, Peru, Polonia, Romania, Spain, UK, Uruguay and USA.

(3) Corresponds to estimated consumption based on the results of the survey conducted in 2022. Estimates are included based on an initial response level of 30.1% of total employees in the countries in scope.

(4) Includes an estimate of 3.6% by projection.

(5) By acquiring renewable energy certificates based on REC (Renewable Energy Certificate), I-REC (International Renewable Energy Certificate) and GO (Guarantees of Origin) standards, Globant covers 100% of electricity consumption (including T&D losses) through renewable sources.

100% Renewable energy

| Country | Total Electricity Consumption | Energy T&D losses | Energy Attributable Certificates (EACs) | Source | Guaranteed Origin |
|--|-------------------------------|---------------------|---|-----------------------|-------------------|
|  Colombia | 768.8 MWh | 82.10 MWh | 861 MWh | Solar PV Wind | I-REC |
|  Argentina | 3,006.3 MWh | 440.72 MWh | 3,458 MWh | Solar PV Wind | I-REC |
|  India | 1,119.7 MWh | 216.44 MWh | 1,347 MWh | Solar PV Wind Hydro | I-REC |
|  Mexico | 451.1 MWh | 61.83 MWh | 523 MWh | Solar PV Wind | I-REC |
|  Peru | 53 MWh | 5.81 MWh | 69 MWh | Solar PV Wind | I-REC |
|  Chile | 145.2 MWh | 9.79 MWh | 165 MWh | Solar PV Wind | I-REC |
|  Uruguay | 938.3 MWh | 90.33 MWh | 1,039 MWh | Solar PV Wind | I-REC |
|  Brazil | 59.4 MWh | 9.37 MWh | 79 MWh | Solar PV Wind | I-REC |
|  USA | 602.9 MWh | 35.64 MWh | 649 MWh | Wind | REC |
|  Spain | 236.2 MWh | 22.67 MWh | 269 MWh | Solar PV Wind | EECS-GO |
|  UK | 93.2 MWh* | 7.79 MWh | 111 MWh | Solar PV Wind | EECS-GO |
|  Belarus | 112.6 MWh | 10.34 MWh | 133 MWh | Solar PV Wind | EECS-GO |
|  Romania | 37.1 MWh | 4.04 MWh | 52 MWh | Solar PV Wind | EECS-GO |
|  Ecuador | 53.3 MWh* | 6.93 MWh | 71 MWh | Solar PV Wind | I-REC |
|  Costa Rica | 40.7 MWh* | 4.48 MWh | 56 MWh | Solar PV Wind | I-REC |
|  Germany | 6.7 MWh* | 0.26 MWh | 17 MWh | Solar PV Wind | EECS-GO |
|  Canada | 11.8 MWh* | 1.03 MWh | 23 MWh | Wind | REC |
|  France | 5.5 MWh* | 0.35 MWh | 17 MWh | Solar PV Wind | EECS-GO |
|  Luxemburg | 0.4 MWh* | 0.03 MWh | 11 MWh | Solar PV Wind | EECS-GO |
|  Poland | 8.8 MWh* | 0.57 MWh | 20 MWh | Solar PV Wind | EECS-GO |
| Total | 7,751 MWh | 1,010.50 MWh | 8,970 MWh** | | |

* Calculated using site headcount and estimated average annual electricity consumption per person.

** These values correspond to the acquisition of renewable energy certificates based on REC (Renewable Energy Certificate), I-REC (International Renewable Energy Certificate), and GO (Guarantees of Origin) standards

Our Carbon Numbers

Globant has measured its corporate carbon footprint since 2012, continuously improving the quality and integrity of the data collection, the GHG calculation, and its reporting process. To give transparency and accuracy to our GHG reporting, the calculation methodology undergoes an assurance process by an external professional services firm in accordance with the International Standard on Assurance Engagements 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information and, in respect of greenhouse gas emissions, International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board.

In compliance with the reference methodologies for calculating the corporate carbon footprint ISO 14064 - Part 1 and the GHG Protocol, Globant establishes the organizational limits based on the operational control approach and establishes as mandatory the reporting and processing of data on energy consumption and emissions for sites established in regions with a headcount ≥1% of Globant's total payroll at the end of the period under analysis. In case a country falls in the organizational thresholds after a merge or acquisition, the organization has a period of one year after the integration process to report its GHG emissions and recalculate the baseline.

Our estimates consider direct Greenhouse Gases (GHG) emissions from stationary combustion sources that are under Globant's property: backup electricity production in generators owned and controlled by Globant, that are part of the permanent infrastructure and operate on fossil fuel consumption; devices that consume Natural Gas in the offices under Globant administration and fugitive emissions from air conditioning systems.

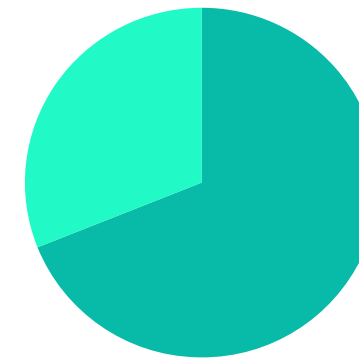
Indirect GHG emissions derived from the purchase location and market-based electricity on sites under our operational control are also included in our scope 2 inventory, and other indirect Upstream GHG emissions categories are included:

- **Purchased Goods and Services:** third-party Data Centers energy consumption.
- **Capital Goods:** hardware and other capital goods registered
- **Business Travel:** domestic and international flights.
- **Employee Commuting:** employee commuting and working from home modalities.

Direct (Scope 1) GHG emissions⁽¹⁾

115.61 tn CO2e

0.68%



- **Natural Gas⁽²⁾**
35.38 tn CO2e 30.60%
- **Fugitive Emissions⁽³⁾**
80.23 tn CO2e 69.40%

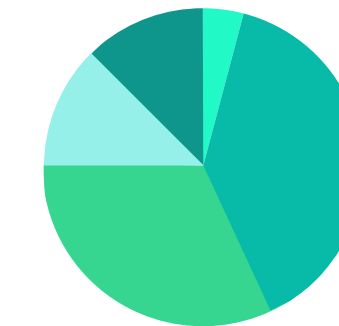
Indirect (Scope 2) GHG emissions⁽⁴⁾

0.00 tn CO2e⁽⁵⁾
100% Renewable Electricity Supply

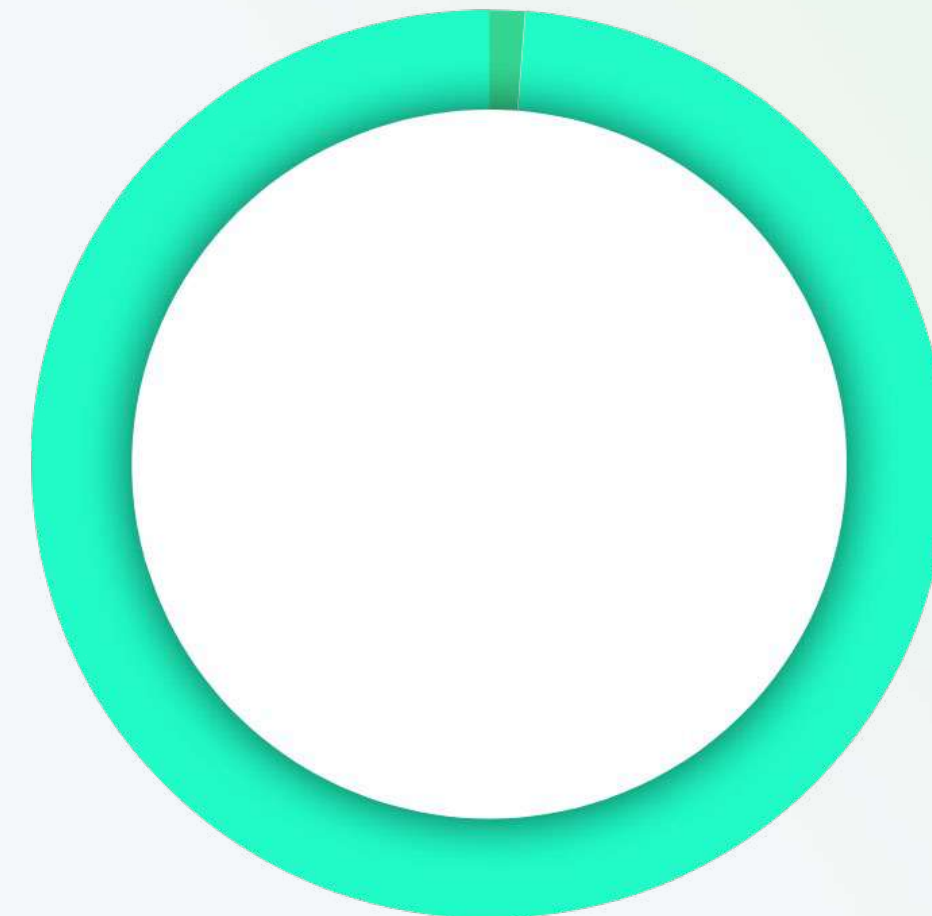
Other indirect (Scope 3) GHG emissions⁽⁶⁾

16,858.09 tn CO2e

99.32%



- **Purchased Goods and Services⁽⁷⁾**
246.85 tn CO2e 1.46%
- **Capital Goods⁽⁸⁾**
6,680.26 tn CO2e 39.63%
- **Business Travel⁽⁹⁾**
5,173.04 tn CO2e 30.69%
- **Employee Commuting⁽¹⁰⁾**
2,014.95 tn CO2e 11.95%
- **Working from Home Modalities⁽¹⁰⁾**
2,743.00 tn CO2e 16.27%



Globant

MyFootprint

With the Be Kind Labs team, we designed a web app that calculates the carbon footprint generated by more than 26,000 Globers in actions like commuting and working from home. In 2022, we measured the carbon footprint of our employees in 18 countries in which we operate, reporting GHG emissions reduction since the implementation and generating environmental awareness to more than 8,000 Globers worldwide. Also, the level of responses increased 25 times the minimum expected sample, which refers to the great response and commitment of the employees in measuring their carbon footprint.

(1) Report limits: regions with a headcount ≥ 1% of Globant's total payroll at the end of the period under analysis. In case a country falls in the organizational thresholds after a merge or acquisition, the organization has a period of one year after the integration process to report its GHG emissions and recalculate the baseline.

(2) The emissions correspond exclusively to the sites within the scope of Argentina and Spain (whose equipment is for the exclusive use of the company). Includes an estimate of 15% of total natural gas consumption based on the reported consumption. Values calculated from IPCC 2006 emission factors.

(3) The scope corresponds to sites in Argentina and Peru, where there was a replacement of air conditioning equipment and its corresponding refrigerant gas. Values calculated from emission factors of REGULATION (EU) No. 517/2014 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL.*

(4) Our Scope 2 Location-based base year emissions were of 2,725.02 tn CO2e, while our Market-based were 0 tn CO2e as we moved all our operation to 100% renewable Energy. The GHG emissions were calculated using local emission factors of each country within the scope. Operational limits: Installed power that is part of the permanent infrastructure for exclusive use at each site in each of the countries where Globant operates.

(5) By acquiring renewable energy certificates based on REC (Renewable Energy Certificate), I-REC (International Renewable Energy Certificate) and GO (Guarantees of Origin) standards, Globant covers 100% of electricity consumption through renewable sources, which implies zero market-based Scope 2 emissions.

(6) Report limits: regions with a headcount ≥ 1% of Globant's total payroll at the end of the period under analysis. In case a country falls in the organizational thresholds after a merge or acquisition, the organization has a period of one year after the integration process to report its GHG emissions and recalculate the baseline.

(7) Includes an estimate of 3.6% by projection.

(8) Scope: The calculation considered the company's assets (Fixed assets) as of December 31, 2022 including hardware (Notebook, Tablets, Servers, Cellphones, PCs and Monitors) and other commodities (such as construction, electronic products, electrical equipment, furniture, etc.). For hardware, emissions are estimated using the emission factors stated by the corresponding suppliers when available, while for other capital goods, estimations were made using the spend-based method described in the GHG Protocol.

(9) Calculated based on registered business flights during the period under analysis.

(10) Corresponds to estimated emissions based on the results of the survey conducted in 2022. Estimates are included based on an initial response level of 30,1% of total employees in the countries in scope.



Emissions reduction, our path to 1.5°C ambition

Our roadmap to limiting the global temperature rise 1.5°C above pre-industrial levels and becoming a Net-Zero company started in 2020 when we moved all our operations to 100% renewable energy sources. In 2021, reinforcing our commitment to face climate change, we adhered to the Science Based Targets (SBT) Business Ambition for 1.5° C and we compensated all the remaining emissions reaching carbon neutrality.

After an exhaustive analysis of our GHG inventory, our reduction targets were approved by Science Based Target initiatives and we are glad to announce that:

- Globant commits to reduce absolute Scope 1 GHG emissions 50% by 2030 from a 2019 base year.
- Globant commits to reduce Scope 3 GHG emissions 55% per employee by 2030 from a 2019 base year.
- Globant commits to continue annually sourcing 100% renewable electricity through 2030.

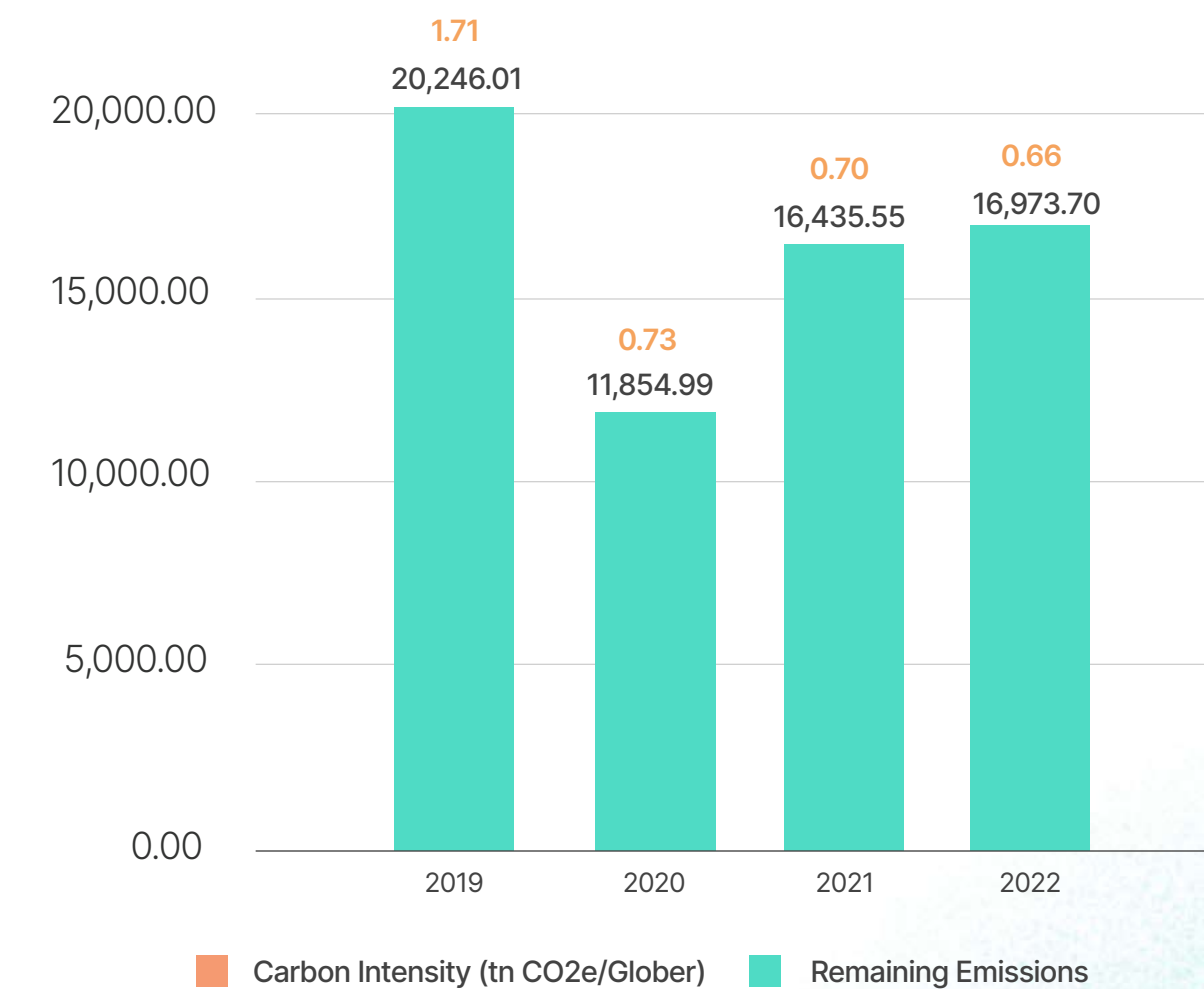
With these targets in mind and with the collaboration of different teams and dedicated services coming from the Sustainable Business Studio and from Globant X, we are working on a global **decarbonization action plan**. Reducing GHG emissions and our energy consumption, ensuring the provision of the best renewable energy sources of electricity, and greening our way of developing tech are only some of our ongoing initiatives to deliver a healthier and fairer zero-emission carbon world in time.

Despite the company's exponential growth, the incentives for reducing unnecessary air traveling and working from home significantly decreased scope 3 total CO₂ inventory. At the same time, preserving our 100% renewable energy commitment implies zero emissions from scope 2. In 2022, we have avoided 3,341.14 t CO₂ e tn CO₂e from the electricity consumption of all our facilities around the world and from electricity transmission and distribution losses from the national grids.

Although our 37.3% revenue growth YoY and our headcount growth to more than 27,000Globers worldwide our carbon footprint increased just 3.27% from 16,435.54 Tn CO₂e in 2021 to **16,973.7 Tn CO₂e** in 2022. This allowed us to reduce our GHG emission intensity from 0.70 tn CO₂e/Glober to **0.66 tn CO₂e/Glober**.

Carbon Footprint through years

Our GHG INVENTORY FROM BASE YEAR



Carbon Intensity* Calculated as the total emissions of Scope 1, 2 (Market-based) and 3 in tonCO₂e / the number of employees, considering the regions with a headcount ≥ 1% of the total Globant payroll at the end of the period under analysis. In case a country falls in the organizational thresholds after a merge or acquisition, the organization has a period of one year after the integration process to report its GHG emissions and recalculate the baseline.

Base year recalculation: 2019, 2020 and 2021 carbon footprint information was restated from previous reporting periods after a base year recalculation. The reporting information changed in 2019 from 11,336.76 Tn CO₂e to 20,246.01 Tn CO₂e; in 2020 from 7,794.53 Tn CO₂e to 11,854.99 Tn CO₂e and in 2021 from 5,254.43 Tn CO₂e to 16,435.55 Tn CO₂e. No significant effects were identified after this restatement.

Moving to hybrid infrastructure

Regarding the integration of environmental considerations into strategic planning for data center needs, we continued with our data center virtualization process. Our infrastructure ratio was 50 to 1, meaning each physical server hosted on average 50 virtual ones. Although we increased our storage to 337 Tb in our virtual machines, we improved our consumption 108% per Gb and reduced our apparent power 43% from 21 KVa over 30 KVa 2021 metrics.

The energy consumption of our hardware infrastructure during 2022 was 502.72 MWh⁽¹⁾ including technological equipment located on-site and in third-party buildings. 100%⁽²⁾ of the energy sourcing came from national electricity grids but, as we moved all our operations to renewable energy sources, all the data centers located on-site are supplied with clean energy. This means 46.27%⁽³⁾ of all our infrastructure is supplied with renewable energy while the remaining 53.73% of power consumption comes from third-party data centers.

With respect to digital storage, 902 Tb were used and 103 Tb were outsourced. This means 11.44% of our storage is in the cloud environment. For our on-prem storage, we deployed deduplicated high efficient equipment to continue the trend of energy consumption reduction. Besides, our processing capacity reached 6,375.00 vCPU this year and 914 vCPU remained outsourced. This 14.34% capacity in the cloud.

(1) Includes consumption corresponding to technological equipment located in own Data Centers and in third-party buildings. Data reported from January 11, 2022 to December 28, 2022, according to information availability.

(2) Data reported from January 11, 2022 to December 28, 2022, according to information availability.

(3) Corresponds to energy consumption in data centers located in own buildings that have renewable energy consumption. The remaining 53.73% of power consumption comes from third-party data centers. Data reported from January 11, 2022 to December 28, 2022, according to information availability.

Avoided emissions, reinventing our clients' businesses

Although avoided emissions will not be accounted for as progress towards science-based targets trajectories, we are committed to accounting for these emissions and tracking our improvements and our clients.

For us, a thriving company is a sustainable one. Globant is committed to applying intuitive and agile technologies to achieve sustainable development and support organizations' transformation to a low-carbon infrastructure. In 2021, we joined the **Green Software Foundation**, an institution of global organizations committed to creating best practices for building sustainable software to reduce carbon footprints. We understand technology's impact on the environment and share the responsibility to invest in making our products and software greener.

To align with the Green Software Foundation standards and through our digital sobriety initiative, we formed a **Carbon Team** to measure the impact of our products and services to help clients in their transformations. Additionally, we have created an AI-powered carbon monitoring dashboard. It provides data-driven insights into the energy consumption of the technologies we build. This gives our clients a greater awareness of the environmental impact during the decision-making process.

Green Software Foundation Hackathon

As part of our commitment, we sponsored the 2022 **Green Software Foundation's Hackathon** where software developers are invited to build a software application that does less when the electricity is dirty and more when it's clean. This initiative calls to build the most innovative, carbon-aware software solutions that optimize operation when electricity is clean, such as charging batteries during the day with solar production.



EdTech

Our impact on the community, the Sustain-ability and Green IT trainings

It is a new state-of-the-art, self-paced educational initiative on Green IT around Low and Zero Carbon technology. Like every other industry, the tech industry is responsible for reducing its carbon budget to limit greenhouse gas emissions. For the past two years, we have been discovering, working and insisting on the relevance of measuring energy indicators for the technology we create, in-house and for our clients.

After committing to the fact that Globers worldwide will be trained on "Digital Sobriety" techniques to implement for Globant's client portfolio and save 10M tons CO₂-eq, we launched a **Green IT training**, so every Globber around the world learns about green coding and green developing. So far, more than 5 thousand Globers have been trained. Our mission is to reinvent our clients' businesses based on sustainability through digital solutions. Today, when defining projects, plans, and strategies, we need to adopt a carbon-oriented mindset and a planet-centered tech design approach to support transitions all the way.

Our Green IT training is one step towards making organizations and people aware of the urgent need to shift towards digital sobriety, embracing sustainability at the core of our industry, saving energy hence curbing emissions, many steps at a time! Because waiting on the climate crisis is not an option, at least for us!



Carbon Neutrality, our first step to Net-Zero

Global warming is an issue that the whole world must face together. Industries, businesses, governments, and institutions are finding new ways and solutions to make the necessary efforts to reach one common goal that will aid in **fighting climate change: Net-Zero.**

During this journey, Carbon Neutrality is a must. While we reduce our carbon footprint through science-based targets, we will compensate for all the remaining carbon emissions by supporting regenerative projects that promote environmental well-being and revert climate change. **2022 carbon offsets projects** were selected considering: the permanence, requiring the removed or averted carbon to be stored in a semi-permanent way; the additionality, meaning that they would not have happened had the project not been implemented; the certificates, third-party assurance process and certifications and the co-benefits, other economic, social or environmental impacts that are aligned with the UN Sustainable Development Goals. Some of the projects we have supported;



Rice Husk Biomass | India: a 5 MW cogeneration power project based on rice husk. The power is produced by a 5MW extraction-cum-condensing steam turbine with an alternator and the GHG emission reductions are from electricity generation. It would substitute the electricity generation of the national grid of India dominated by coal-based power plants, and thus would reduce coal consumption.



Chocó-Darién | Colombia: the humid forests of the Chocó-Darién bioregion on Colombia's Pacific coast are some of the most biodiverse in the world, known for their variety of ecosystems, including mangroves, estuarine forests, and lowland rainforests. Fully owned by six Afro-Colombian and indigenous communities, this project was established to avoid illegal logging, deforestation, and land conversion for agriculture.



Wastewater treatment plant | Bulgaria: a methane emissions reduction and energy production project. Methane produced in Kubratovo wastewater treatment plant is captured in common methane tanks serving as a buffer and then supplied to a gas engine for electricity and heat production, which in turn will substitute both the plant's electricity purchases from the grid and diesel fuel usage. Excess electricity is supplied to the grid.

Becoming a Net-Zero company is a long-term decarbonization strategy that implies a team effort with our main stakeholders along our whole supply chain. We are working to decarb our business working with suppliers, clients and partners engagement. In the meantime, we will persevere with our Carbon Neutrality claim, looking ahead to **new and innovative ways of carbon offsetting** and carbon trade traceability.





Disclosing our Climate Performance

We believe voluntary reporting strengthens our transparency and enhances the credibility of our non-financial information. Reporting our 2022 climate change performance in **CDP** (formerly known as Carbon Disclosure Project) for the second consecutive year with a C score shows that we are at the height of the industry but there is still a lot of work to do to become a climate-tech lead. In compliance with our value chain requirements we complete the annual **EcoVadis** sustainability and social responsibility assessment that help us to achieve our objectives of improving social and environmental performance in our supply chain, earning in 2022 a Silver Medal that puts our company in the top 25 of companies scored by EcoVadis. Becoming a Climate-Tech company, leading the way forward to tackle climate change is a team effort that requires the engagement of our whole stakeholder ecosystem. Working with our Globers, clients, investors, and other stakeholders' environmental needs and expectations leads our way forward to reinvent our business to design sustainable solutions to meet our climate pledges and positively impact on the planet and humanity.

Sustainable Business Studio

There is no business without sustainable business: reinventing business through climate action, sustainable tech, and impactful net zero strategies

We are living through a time of unprecedented climate, societal, and technological change. Companies need forward-thinking disruptive strategies, partnerships, and know-how to be ready and stay relevant in the new green economy. Tech and digital solutions enable organizations to embrace this new opportunity, where Environment, Society, and Governance become the relevant impact metrics. At Globant, we go one step further. That is why we added the concepts of Innovation, Inclusion, and Impact to the current ESG dimensions, creating an **ESG+I approach**.

To be prepared and maintain relevance in a new green economy, we believe companies need different rules, processes, and expertise. We provide organizations and stakeholders with the tools and the know-how to build their climate roadmap in favor of just transitions and climate actions, and we embrace their problem-solving approach based on the 2030 Agenda to achieve responsible business.

We offer our clients **tech-based and data-driven sustainable business solutions** like Sustainable Business Consulting, Awareness & Readiness, Carbon Numbers, Climate Finance and Digital Sobriety & Green IT, offering the latest technology in responding to dynamic trends and permanent changes. Our Sustainable Business Studio allows us to have a dedicated team of experts at the forefront of twinning technology with sustainability. Being part of the international community working on the fight against climate change is of great importance, and that is why we are active members, working on positioning our practices as industry standards, participating in roundtable discussions, working groups and events such as COP26 and, most importantly, putting what we learn and commit to into practice.

Another crucial pillar of our state of the art commitment with global sustainability is that of creating, understanding, and publicizing what we call **"trends and turns"** in sustainability, i.e. the latest tendencies or modification of them in sustainable tech, climate tech as a result of our front-running in the subject.

For more information about our services visit www.globant.com/studio/sustainable-business.

Case Study Inmarsat

Globant has been selected as the sustainable tech knowledge partner for **Inmarsat**, - satellite telecommunications company operating worldwide- to model and quantify the contributions of the satcom tech industry on decarbonization. In order to achieve that, Globant built models that estimated the industry emissions reduction/savings.

Impactful findings of the report include:

- a. Satellite technologies are already reducing carbon emissions by 1.5 billion tonnes (or 1.5 gigatons) every year. This is equivalent to the lifetime emissions of 50 million cars.
- b. Nascent sat-com technologies, set in the horizon of the future for this industry, could save a further 8.8 billion tonnes of carbon emissions if adopted over the coming years. This is the equivalent to almost a quarter (23%) of the global emissions in 2021.
- c. If sat-com technologies, considering both current and nascent, were fully adopted by 2040, projected reductions estimates for 2050 could be achieved between 2040 and 2045, at least 5 years earlier than expected.

At Globant, we believe that knowledge and tech-based partnerships are key to fighting climate change and we are ready to apply state-of-the-art tech innovation and creativity to face this challenge.

As Martín Umara mentioned, referring to this project " *As a digitally native company, we are constantly striving to understand and appreciate the role that disruptive technologies play on paramount topics for the greater good such as sustainability and the race to Net Zero. This is why this joint effort with Inmarsat is both thrilling and impactful for us. At Globant, we are front runners in sustainability powered by tech, and the synergy with satellite communications technology delivers an unprecedented thought leadership decarbonization piece as a result*".

Diego Tartara, Chief Technology Officer at Globant, said: " *Our perspective is that any challenge is better solved in a collaborative manner and that technology can be a powerful decarbonization accelerator. We are proud that Inmarsat chose us to produce such eye-opening research that confirms the amazing opportunities, both, in terms of efficiencies and optimizations that satellite communications can offer to a broad array of sectors*", he added.

Case Study
Sustainability Calculator & Dashboard

Customer description:

United States based company, global provider of industrial automation hardware, software, and services.

Business Challenge:

As a sustainable strategic supplier, the company wished to share relevant information, KPIs and metrics about its processes and complex supply chain to help accelerate its customers’ sustainability goals and ambitions, and reporting needs.

Project Description: Sustainability Calculator and Dashboard

To tackle this challenge, the company partnered with Globant for rapid innovation and implementation of a Sustainability Calculator that quantified water, waste, energy and CO2 emissions for each step of a selected service. Our teams collaborated in a customer and data centered approach for research, design, and rapid Agile execution, resulting in a dashboard and tools that provide personalized visibility into the sustainability metrics relevant for each customer and for any given particular location or service interaction.

Value delivered:

Through this project, the company enhanced its internal data capabilities while also delivering a valuable customer-facing service.

- Globant aided in the development of internal capabilities within the organization to identify, collect and process sustainability data in an agile and integrated manner. By accelerating our clients’ ongoing efforts to become an increasingly data-driven and sustainable company, we not only enabled the direct outcomes we set to achieve, but laid the foundation for continued expansion of sustainability services.
- We designed and developed a client-facing platform. By building a user-friendly, integrated dashboard that provided a unified experience for its clients, we achieved the sustainability data-sharing that was sought. For this effort, we worked closely with the organization and consulted its customers, incorporating learnings and insights to achieve a customer-centric solution that would drive adoption and sustainability as a shared value.

Environmental Awareness

One Earth, one purpose, a lot of initiatives to get involved! This was our main slogan for this year to engage all our Globers to get involved.

As a digitally-native company, it is imperative to acknowledge and mitigate technology’s impact on the environment. In the framework of the World Environmental Day we invite all our Globers to learn how to reduce their Digital Carbon Footprint through Digital Sobriety and Planet-Centric design techniques.

Intending to raise environmental awareness and help to restore our planet Earth, we promoted in 2022 volunteering Clean Up actions worldwide with all our Globers as Globanteers. With the participation of more than 250 Globanteers, 10 social Organizations allied and 14 cities, more than 1 ton of waste was avoided from being sent to landfills, or incineration into the environment.

In addition, in September 2022 in alliance with the NGO “One Tree Planted” we planted 427 trees in the framework of the “Dreamforce” event by Salesforce at San Francisco California in which every participant that measure their carbon footprint with our app “My Footprint” was able to plan a tree in their name, supporting the forest fire restoration at California’s Forest.



Be kind to the Planet learning map: We empower our Globers to be the owners of their careers and be aware of the Environmental Care and Climate Change Challenges. Our four-module course Sustainability explores topics such as Carbon Management and Technology, Sustainable Reporting, Business Legitimacy, and How to learn and transform the way we go about our business and lives on Earth.



Green Buildings

Buildings consume energy and resources at an alarming rate. For this reason, at Globant we joint efforts to create healthy, efficient, carbon and cost-saving green buildings. During 2022, four of our facilities in Colombia and in the US are certified **LEED GOLD** and we are working to certify in 2023 two more sites. Also, in San Francisco, our offices received an **Energy Star score of 92**. This signifies that it is more energy efficient than 92 % of similar buildings nationwide. On average, Energy Star certified buildings like this one generate 35 percent fewer greenhouse gas emissions than typical buildings.

In Tandil (Argentina), we celebrated the opening of **Globant's Iconic** Building. The aim of this project is to create a sustainable design, which interprets the climate and optimizes natural resources and the building systems, in order to minimize the environmental impact of buildings on the environment and its inhabitants. The technology used by the building for energy generation and saving contrasts with the choice of simple low maintenance materials, generating a fair balance between design decisions and the incorporation of "High Tech".

We recognize the importance of promoting water conservation measures to protect this resource for future generations, being Globant a Software & IT Services company, there is no water withdrawal or discharge, or consumption in regions with High or Extremely High baseline water stress and no negative environmental impact on water has been identified; however, we seek that our

offices around the world comply beyond the minimum standards required and also taking into account the LEED certificates that we already have today for the care of natural resources such as water; during 2023 we will be working on the measurement and analysis of water consumption in our sites.

Last but not least, as part of our environmental strategy, we have a waste management system to ensure that we use the correct waste elimination method in all our sites and also look to ensure that our Globers have the best Workplace being kind to the environment. We promote a Zero Waste culture eliminating all single-use plastics from our kitchens, reducing plastic waste generation at the origin and we set according to the Environmental law of each country and location, categorized bins such as: Recycling, non recycling, and organic waste to promote the correct waste management in our Globers. In addition we install compost bins and food shredders in our offices in Argentina, Uruguay, Chile, Brasil, Colombia, Peru, Mexico and the United Kingdom to reduce the amount of organic waste to be disposed of in landfills. In 2022, almost 40% of our total non-hazardous waste was diverted from disposal due to recycling and composting initiatives.

Rethinking4Good

Our 4R plan looks forward to **Reviewing** and being conscious of our behavior, **Reducing** our environmental impact, **Reusing** by giving materials a second chance, and **Recycling** by managing our waste responsibly. Specifically, on E-Waste, 91% was diverted from disposal, 54.75% was refurbished and given a second chance to the local community, the rest was disassembled, and each material was recycled, having a positive impact on the community and the environment.

Supporting our local community by donating furniture and hardware in excellent condition and that can be given a second chance is part of our program's priorities. Whenever an office closes or we find any device that doesn't comply with Globant's brand or technical standards to give our clients the best service, the equipment is revised and rethought for a new purpose. With this mindset, in 2022, more than 480 hardware and 795 furniture articles were donated to help 33 NGOs or social institutions worldwide accomplish their missions.





Additional Information

Additional
Information
Additional
Information
Additional
Information

Sustainable Value Chain

We are committed and we know the importance of including our value chain in our sustainability strategy, and we are aware that commercial relationships are a fundamental part of our business, which is why we offer the very best experiences to all our suppliers, supply chain partners and other third parties with whom we coordinate services and activities; we ensure that we interact with those parties sharing our ethical principles when offering services to and on behalf of Globant this through our Code of Conduct which is provided when we sign every contract.

Also we are working to create a medium and long-term plan to include our value chain in Globant's Be Kind strategy, to align and update our internal policies including ESG evaluation criteria for our existing and new suppliers in order to identify potential environmental and social impacts and encourage more and more companies to set ESG targets, creating a cascade effect of best practices through the supply chain, as well as meet our public commitments. Regarding clients, through the Sustainable Business Studio, we offer them services to reinvent their business strategies to meet their pledges and positively impact on the planet and people.

At Globant, we are fully convinced exponential technologies such as Artificial Intelligence, Blockchain, Internet of Things, Quantum Computers, among several others, provide businesses the ability to generate and automate strategy & sustainability-data-driven decision-making. New technologies are driving efficiency and helping reduce emissions on an unprecedented scale.



Materiality Analysis

In 2022, we carried out a Non-Exhaustive Materiality Assessment process and a Double Materiality process based on the impact analysis carried out on 2021; this reaffirms and determines the material aspects through the involvement and participation of Globant's stakeholders (Key Directors and Managers) whose views assess the importance of the Economic, Environmental, Governance and Social issues.

This process includes online Interviews with key directors and managers of the most relevant areas that have interaction with external stakeholders.

List of Material Topics

The material topics that remain relevant and material for the Company are the following:

- **Innovation:** our goals of leading in the digital and cognitive space, make these impacts meaningful for our clients and our corporate development.
- **Ethics and compliance:** as a publicly listed company, we adhere to the highest ethics and compliance standards to obtain the trust of all stakeholders, investors, communities, and our people.
- **Community engagement:** communities are the source of talent and business. Corporations do not operate in a vacuum, and our stakeholders continuously demand higher levels of involvement on our behalf.
- **Employment and career:** our people are one of the pillars of our sustainability strategy. Our relevance in certain markets is growing, becoming a role model for employment and career opportunity.
- **Well-being and work-life balance:** our people are a key strategic component and stakeholders to care for. The capacity of delivery also depends on the well-being of our workforce.
- **Diversity, Equity & Inclusion¹:** thanks to the size of our workforce, we represent a role model for the diversity and inclusion KPI of the technology industry within the countries we operate.
- **Tech Integrity, Cybersecurity and privacy²:** our technological work affects many aspects of direct and indirect users (clients of clients) and society as a whole.
- **Customer satisfaction:** impacts our relationship with the clients and our business sustainability model.
- **Occupational health and safety:** our people and stakeholders are key strategic polls to care for. Delivery capacity also depends on occupational health, safety policy and implemented protocols.
- **Environmental stewardship:** we are immersed in a global climate crisis that forces all relevant companies to take immediate action and lead.
- **Risks and opportunities posed by climate change:** that have the potential to generate substantive changes in our operations, revenue, or expenditure.
- **Sustainable performance:** our economic performance is relevant to our investor community, and is crucial for our business sustainability.
- **Relationships with stakeholders:** the relationship with our stakeholders is essential for our activities and business relationships.
- **Digital inclusion:** we are generators of opportunities, through technological digital inclusion for labor insertion.
- **Education & training:** the delivery capacity also depends on the training of our collaborators.

(1) After the Non Exhaustive Materiality assessment this material topic remains relevant for the Company and in accordance with the Stakeholders interviews and the Globant's Business Strategy the topic was renamed as **Diversity, Equity and Inclusion**. No significant effects were identified after this restatement.

(2) After the Non Exhaustive Materiality assessment this material topic remains relevant for the Company and in accordance with the Stakeholders interviews and the Globant's Business Strategy the topic was renamed as **Tech Integrity, Cybersecurity and privacy**; including AI ethics in the description of the material topic "Ethics and Compliance". No significant effects were identified after this restatement.



Double Materiality

In 2022, we applied double materiality criteria taking into account the following potential impacts, that resulted with high or medium priority for “stakeholders priority” or the “strategic priority”, in accordance with our Internal Materiality Assessment Procedure, identifying in the following chart the potential impacts and the disclosure for each one, considering the permitted reasons for omission in accordance with the GRI Standards (GRI 1: Foundation 2021). In this sense we identify in the following chart the potential impacts relevant for Globant; and the disclosure for each one, considering the permitted reasons for omission in accordance to the GRI Standards (GRI 1: Foundation 2021).

| Potential Impacts | Material Topic | GRI-Content | Permitted Omission | Reference at the Integrated Report (IR) 2022 |
|--|---|---|--------------------|--|
| Optimizes its materials consumption. | Environmental stewardship | GRI 301: Materials 2016 | Not Applicable | GRI-Content Index pag.78 |
| Engages its suppliers, customers, and business partners to improve its environmental and sustainability practices. | Environmental stewardship | GRI 308: Supplier Environmental Assessment 2016 | - | Sustainable Value Chain pag. 62 |
| That the organization participates in the formulation of public policies. | Relationships with stakeholders | GRI 417: Marketing and Labeling | - | Stakeholder Engagement pag. 65 |
| That the organization enforces the compliance of its behavioral standards throughout its value chain. | Organizations that advocate the interests of the IT sector. | GRI 415: Public Policy 2016 | - | Sustainable Value Chain pag.62 |
| Its effectiveness in managing labor and trade union relations. | Employment and career | GRI 414: Supplier Social Assessment | Not Applicable | GRI-Content Index pag.78 |
| Fighting discrimination. | Diversity, Equity & Inclusion | GRI 406: Non-discrimination 2016 | - | Integrity pag.9 Human Rights pag.10 |

(3) This impacts are not included in the materiality matrix considering the Impact Analysis and the exhaustive materiality analysis results from 2021.

Stakeholder Engagement

| Stakeholder | Description | Expectation of the Stakeholder | Communication Channels with the Stakeholder |
|-------------------------------------|--|--|---|
| Investors | Financial organizations and institutions involved in international capital markets, Globant projects and creditors in general. | <ul style="list-style-type: none"> • Provide transparent and quality information • Data privacy | <ul style="list-style-type: none"> • Investor Relations Website • E-mail • Earning calls (quarterly) • Conferences • Non Deal Roadshows • Ethics line |
| Globers (Employees) | All of the company's employees (Globers) who work to achieve the business goals and whose rights as workers are respected by the company. | <ul style="list-style-type: none"> • Good work environment • Talent attraction and retention • Career development • Diversity, Equity and Inclusion • Opportunities for professional growth • Performance recognition • Attractive salaries and benefits • Data privacy • Ethic conduct | <ul style="list-style-type: none"> • E-mail • All Hands (quarterly results meeting) • Internal networks (Slack, Hangouts) • Ethics line • Working Mood survey • Pulse survey • Feedback process • Globant's website |
| Clients | Companies that acquire Globant's services. Globant strives to meet their needs through innovation, reinvention technology and the highest levels of quality and service. | <ul style="list-style-type: none"> • Ethic conduct • Data privacy • Support in the sustainability challenges • Digital transformation • Innovation • Quality • Data privacy • Ethic conduct | <ul style="list-style-type: none"> • E-mail • Globant's website • Meetings • Social media • Client events • Materiality surveys • Globant's website • Social media • Ethics line |
| Chambers and Business Organizations | Organizations that advocate the interests of the IT sector. | <ul style="list-style-type: none"> • Partnerships to promote the development of the IT talent. • Support to develop public policies that promote the IT sector. | <ul style="list-style-type: none"> • E-mail • Meetings • Working groups |

Stakeholder Engagement

| Stakeholder | Description | Expectation of the Stakeholder | Communication Channels with the Stakeholder |
|-----------------------------------|--|--|---|
| Civil Society Organizations | Non-profit organizations, social groups and education centers that Globant collaborates with, contributing to the sustainable development of their communities. | <ul style="list-style-type: none"> Partnerships to promote educational programs and other ESG initiatives. Donations Contribution to community development. | <ul style="list-style-type: none"> E-mail Meetings Community engagement and volunteering initiatives Social media Website |
| Media | Publications that transmit and create informative content for public or private use about Globant. | <ul style="list-style-type: none"> Clear and true information Relevant information for public analysis | <ul style="list-style-type: none"> E-mail Meetings Press conferences Interviews Institutional letters and press releases Ethics line Globant's website Social media |
| Auditors and external controllers | Entities that perform an audit, in accordance with specific laws or rules, of the financial statements, government entity, legal entity, etc. and are independent of the entity being audited. | <ul style="list-style-type: none"> Confirmation that management takes control seriously and that risks are being managed | <ul style="list-style-type: none"> E-mail Meetings Ethics line |
| Suppliers and vendors | Those who supply the Resources and services required for Globant. | <ul style="list-style-type: none"> Fair trade practices Fair competition Transparent assessment Data privacy Ethic conduct | <ul style="list-style-type: none"> Audits E-mail Surveys Globant's website Ethics line |
| Governmental Offices | Local, national or international governmental offices | <ul style="list-style-type: none"> Partnerships to support talent and industry development. | <ul style="list-style-type: none"> E-mail Meetings |

Membership associations

Industry associations, national and international organizations in which Globant participates in a significant role: Cámara de la Industria Argentina del Software (CESSI), Argencon, Asociación Nacional de Empresarios de Colombia - Cámara de Industria Digital y de Servicios (ANDI), Cámara Nacional de la Industria Electrónica de Telecomunicaciones y Tecnologías de la Información de Mexico (CANIETI), Asociación de empresas de Tecnologías de la Información y la Comunicación de Uruguay (CUTI), Asociación Chilena de Empresas de Tecnologías de Información (ACTI), AMCHAM, Shift (Peru), Asociación Multisectorial de Empresas de Tecnologías de la Información, Comunicaciones y Electrónica (AMETIC), TechUK, National Association of Software and Service Companies (Nasscom), Software Exporters' Association of Pune (SEAP), Council of the Americas, Rede Empresarial de Inclusão Social, Green Software Foundation, Barcelona Health Club, ENDEAVOR, Fundación Princesa de Girona, Pacto Mundial (España), Consejo Empresarial Alianza por Iberoamérica (CEAPI), Council of the Americas (AS/COA) among others.

Donations & Subscriptions 2022

| | |
|------------------------|--------------------|
| Subscriptions | \$ 544,054 |
| Total donations | \$1,766,366 |
| Commercial initiatives | \$ 67,114 |
| Charitable donation | \$ 191,540 |
| Community investment | \$1,170,625 |
| Pro bono hours (25k) | \$ 337,087 |

Appendix

Table 1 - Globers by Gender

| | 2022 ⁽¹⁾ |
|--------|---------------------|
| Female | 26.59% |
| Male | 73.41% |

(1)This number represents only 95% of the Globant's Headcount, the additional 5% refers to the new acquired companies in 2022 which are on integration process.

Table 2 - Globers by Country and Gender

| Globers by Country | 2022 ⁽²⁾ | 2021 |
|--------------------|---------------------|---------|
| | Female | Female |
| Colombia | 23.79% | 22.87% |
| Argentina | 32.36% | 30.74% |
| India | 31.72% | 31.92% |
| Mexico | 19.05% | 17.77% |
| Peru | 21.72% | 22.46% |
| Chile | 19.84% | 19.42% |
| Uruguay | 32.72% | 30.65% |
| Brazil | 23.68% | 24.05% |
| Spain | 30.31% | 32.66% |
| USA | 24.73% | 24.61% |
| United Kingdom | 26.13% | 23.27% |
| Romania | 36.22% | 30.91% |
| Belarus | 24.83% | 20.75% |
| Ecuador | 11.02% | n/a % |
| Costa Rica | 10.31% | 18.18% |
| Canada | 25.00% | 55.56% |
| Poland | 19.05% | n/a % |
| Germany | 31.25% | 37.50% |
| France | 7.69% | 14.29% |
| Luxembourg | 100.00% | 100.00% |

(1)This number represents only 95% of the Globants Headcount, the additional 5% refers to the new acquired companies in 2022 which are on integration process.

Appendix

Table 3 - Globers per employee type of contract by gender

| 2022 | Other ⁽⁷⁾ | Not Disclosed | Total | | |
|-------------------------------------|----------------------|---------------|-------|---|--------|
| Headcount ⁽¹⁾ | 6,857 | 18,933 | 0 | 0 | 25,790 |
| Permanent ⁽²⁾ | 6,696 | 18,672 | 0 | 0 | 25,368 |
| Temporary ⁽³⁾ | 161 | 261 | 0 | 0 | 422 |
| Non-guaranteed hours ⁽⁴⁾ | 0 | 0 | 0 | 0 | 0 |
| Full-time ⁽⁵⁾ | 6,732 | 18,748 | 0 | 0 | 25,480 |
| Part-time ⁽⁶⁾ | 125 | 185 | 0 | 0 | 310 |

(1) Headcount: This number represents only 95% of the Globants Headcount (Excludes contractors and includes trainees) the additional 5% refers to the new acquired companies in 2022 which are on integration process.

(2) Permanent: employee with a contract for an indeterminate period (i.e., indefinite contract) for full-time or part-time work.

(3) Temporary: employee with a contract for a limited period (i.e., fixed term contract) that ends when the specific time period expires, or when the specific task or event that has an attached time estimate is completed (e.g., the end of a project or return of replaced employees)

(4) Non-Guaranteed: employee who is not guaranteed a minimum or fixed number of working hours per day, week, or month, but who may need to make themselves available for work as required. Examples: casual employees, employees with zero-hour contracts, on-call employees.

(5) Full-time: employee whose working hours per week, month, or year are defined according to national law or practice regarding working time.

(6) Part-time: employee whose working hours per week, month, or year are less than the number of working hours for full-time employees.

(7) Gender as specified by the employees themselves.

Table 4 - Globers per employee type of contract by region

| Country | Total Headcount ⁽¹⁾ | Permanent ⁽²⁾ | Temporary ⁽³⁾ | Non-guaranteed ⁽⁴⁾ | Full-time ⁽⁵⁾ | Part-time ⁽⁶⁾ |
|----------------|--------------------------------|--------------------------|--------------------------|-------------------------------|--------------------------|--------------------------|
| Colombia | 5,607 | 5,386 | 221 | 0 | 5,536 | 71 |
| Argentina | 5,383 | 5,323 | 60 | 0 | 5,255 | 128 |
| India | 4,291 | 4,289 | 2 | 0 | 4,283 | 8 |
| Mexico | 3,286 | 3,286 | 0 | 0 | 3,286 | 0 |
| Peru | 1,409 | 1,399 | 10 | 0 | 1,409 | 0 |
| Chile | 1,341 | 1,336 | 5 | 0 | 1,336 | 5 |
| Uruguay | 1,030 | 991 | 39 | 0 | 1,026 | 4 |
| Brazil | 929 | 860 | 69 | 0 | 851 | 78 |
| Spain | 927 | 911 | 16 | 0 | 920 | 7 |
| USA | 732 | 732 | 0 | 0 | 727 | 5 |
| United Kingdom | 222 | 222 | 0 | 0 | 220 | 2 |
| Romania | 185 | 185 | 0 | 0 | 185 | 0 |
| Belarus | 145 | 145 | 0 | 0 | 145 | 0 |
| Ecuador | 127 | 127 | 0 | 0 | 127 | 0 |
| Costa Rica | 97 | 97 | 0 | 0 | 97 | 0 |
| Canada | 28 | 28 | 0 | 0 | 26 | 2 |
| Poland | 21 | 21 | 0 | 0 | 21 | 0 |
| Germany | 16 | 16 | 0 | 0 | 16 | 0 |
| France | 13 | 13 | 0 | 0 | 13 | 0 |
| Luxembourg | 1 | 1 | 0 | 0 | 1 | 0 |

We report our employees's indicators by region considering each region a country of operation and we follow the following definitions :

(1) Headcount: This number represents only 95% of the Globants Headcount (Excludes contractors and includes trainees) the additional 5% refers to the new acquired companies in 2022 which are on integration process.

(2) Permanent: employee with a contract for an indeterminate period (i.e., indefinite contract) for full-time or part-time work.

(3) Temporary: employee with a contract for a limited period (i.e., fixed term contract) that ends when the specific time period expires, or when the specific task or event that has an attached time estimate is completed (e.g., the end of a project or return of replaced employees)

(4) Non-Guaranteed: employee who is not guaranteed a minimum or fixed number of working hours per day, week, or month, but who may need to make themselves available for work as required. Examples: casual employees, employees with zero-hour contracts, on-call employees.

(5) Full-time: employees whose working hours per week, month, or year are defined according to national law or practice regarding working time.

(6) Part-time: employees whose working hours per week, month, or year are less than the number of working hours for full-time employees.

Table 5 - Globers⁽¹⁾ per employee category by age group

| 2022 | Directors + Managers % | Leaders % | Senior % | Semi Senior % | Junior % | Trainee % |
|-------------------------|------------------------|-----------|----------|---------------|----------|-----------|
| Under 30 years old | 1.8% | 3.3% | 10% | 38.5% | 63.4% | 81.8% |
| Between 30-50 years old | 81.4% | 88.4% | 84.7% | 60.3% | 36.2% | 17.5% |
| Older than 50 years old | 16.8% | 8.3% | 4.6% | 1.2% | 0.4% | 0.6% |

Table 6 - Globers⁽¹⁾ per professional category by gender

| 2022 | Directors + Managers % | Leaders % | Senior % | Semi Senior % | Junior % | Trainee % |
|--------|------------------------|-----------|----------|---------------|----------|-----------|
| Female | 32% | 30.6% | 21.0% | 26.9% | 37.6% | 38.7% |
| Male | 68% | 69.4% | 79.0% | 73.1% | 62.4% | 61.3% |
| Other | n/a | n/a | n/a | n/a | n/a | n/a |

(1) Represents only 95% of the Globants Headcount (Excludes contractors and includes trainees) the additional 5% refers to the new acquired companies in 2022 which are on integration process.

Table 7 - Talent development by gender and professional category

| Talent Development | Total | By Gender | | | By Professional Category | | | | | | |
|------------------------------------|---------|-----------|---------|--------|--------------------------|------------|-------|--------|------------|----------|--------|
| Learning | | Female | Male | Other | Capacity | Operations | Sales | Staff | Technology | Delivery | Others |
| Trained Globers | 26,820 | 6,960 | 18,906 | 954 | 207 | 1279 | 350 | 1,496 | 23,275 | - | - |
| Training Hours | 954,625 | 249,964 | 690,253 | 14,408 | 1,047 | 60,901 | 4,214 | 58,487 | 829,976 | - | - |
| Average training hours per Globber | 36 | 36 | 37 | 15 | 5 | 48 | 12 | 39 | 36 | - | - |

Table 8 - Foreign Nationals Employees

| FOREIGN NATIONALS EMPLOYEES | 2022 ⁽³⁾ |
|--|---------------------|
| % of employees that are foreign nationals | 9.84% |
| % of employees that are located offshore | 92.5% |
| % Proportion of senior management ⁽¹⁾ hired from the local community ⁽²⁾ | 78.2% |
| % Relocations | 1% |

1 A local employee is considered when he or she has the same nationality of the entity where he or she is registered. Employees with different nationalities against the entity's origin are considered foreign. All countries of operation are included for the calculation of this indicator,

2 Senior Management :% of Local Employees based on current year hires of Directors + Managers

3 This number represents only 95% of the Globants Headcount, the additional 5% refers to the new acquired companies which are in the integration process.

Table 9- Hiring by Gender

| | Female | Male | Total |
|----------------|--------------|--------------|--------------|
| Argentina | 513 | 1,048 | 1,561 |
| Belarus | 4 | 32 | 36 |
| Brazil | 113 | 455 | 568 |
| Canada | 2 | 10 | 12 |
| Chile | 45 | 282 | 327 |
| Colombia | 373 | 1,314 | 1,687 |
| Costa Rica | 9 | 97 | 106 |
| Ecuador | 13 | 115 | 128 |
| France | 2 | 11 | 13 |
| Germany | 3 | 12 | 15 |
| India | 507 | 1,261 | 1,768 |
| Mexico | 127 | 679 | 806 |
| Peru | 93 | 418 | 511 |
| Poland | 4 | 6 | 10 |
| Romania | 31 | 61 | 92 |
| Spain | 107 | 238 | 345 |
| United Kingdom | 33 | 56 | 89 |
| Uruguay | 96 | 143 | 239 |
| USA | 64 | 163 | 227 |
| Total | 2,139 | 6,401 | 8,540 |

Table 10 -Hiring by Gender and Age

| | Female | Male | Total |
|---------------------------|--------------|--------------|--------------|
| Under 30 years old | 1,053 | 2,740 | 3,793 |
| Between 30 & 50 years old | 1,031 | 3,444 | 4,475 |
| Over 50 years old | 55 | 217 | 272 |
| Total | 2,139 | 6,401 | 8,540 |

Table 11- Hiring by Foreign/Local

| 2022 | |
|--------------|-------------|
| Foreign | 11.54% |
| Local | 88.46% |
| Total | 100% |

Table 12 - Working Mood % of participation by age

| 2022 | |
|-----------------|-------|
| 18-24 years old | 6.2% |
| 25-34 years old | 51.9% |
| 35-45 years old | 33.2% |
| 45+ years old | 8.7% |

Table 13 - Great working experience recognitions

Recognitions

- Fast Company Best Workplaces for Innovators – Top 100 (US)
- Great Place to Work for Millennials – 8th place (Argentina)
- Great Place to Work Certified 2021 – 2nd place (Uruguay)
- Great Place to Work Certified 2021 – 4th place (Argentina)
- Great Place to Work Certified 2022 – 1st place (Colombia)
- Great Place to Work Certified 2022 – 2nd place Women (Colombia)
- Great Place to Work Certified 2022 – 3rd place Women (Uruguay)
- Great Place to Work Certified 2022 – 7th place Women (Argentina)
- Great Place to Work Certified 2022 – 3rd place Tech (Argentina)
- Great Place to Work Certified – Top 50 India’s Best Workplaces in IT & IT- BPM
- Top Companies 2022– 4th place Super Companies (Mexico)
- Inspiring Workplaces Awards – 22nd place Enterprise (US)
- Merco – 29th place, 3rd in Technology (Uruguay)
- Merco - 8th place, 2nd in Technology, 3rd in Leaders (Argentina)
- Apertura Magazine’s Best Employers Ranking – 4th place (Argentina)
- Outlook for Brands – 4th place in Top 10 Software Development Companies In India 2023 (India)
- Employers for Youth 2022 – 21nd place (Brazil)
- Employers for Youth Tech 2022 – 10th place (Brazil)
- Employers for Youth 2022 – 2nd place (Costa Rica)
- Employers for Youth Tech 2022 – 1st place (Peru)
- Employers for Youth 2022 – 2nd place (Chile)
- Employers for Youth Tech 2022 – 8th place (Chile)
- Mexico’s Best Employers by Forbes – 9th place
- Women in Tech Global Awards 2022 – Diversity and Inclusion Employer of the Year (US)

Table 14 -Parental Leave

| Parental Leave | Female | Female % | Male | Male % | Total |
|--|--------|----------|------|--------|-------|
| Globers entitled to parental leave,by gender | 169 | 2.46% | 29 | 0.15% | 198 |

Table 15 - Workers covered by an occupational health and safety management system

| | 2022 | |
|--|--------|-----|
| | # | % |
| all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; | 18,250 | 67% |
| all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; | 18,250 | 67% |
| all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. | 10,446 | 39% |

Table 16 -US employees by ethnicity

| | Total | Managers | Technical staff | All other |
|----------------------------------|--------|----------|-----------------|-----------|
| Latin American | 53.70% | 2.40% | 43.50% | 54.10% |
| White/Caucasian | 27.80% | 6.30% | 51.40% | 42.30% |
| Asian | 12.50% | 3.80% | 36.70% | 59.50% |
| American Indian or Alaska Native | 3% | 0% | 57.90% | 42.10% |
| Two or more races | 2.20% | 7.10% | 42.90% | 50.00% |
| Black or African American | 0.80% | 0% | 0% | 100% |
| Pacific Islander | 0% | 0% | 0% | 0% |

Table 17 -Value Chain

| Suppliers | 2022 |
|---|---------------|
| Total Suppliers | 3,439 |
| Main Suppliers | 141 |
| Critical Suppliers | 76 |
| IT & related suppliers | 149 |
| Annual distributed value (USD) | \$355,462,071 |
| % procurement budget used for significant locations of operation that is spent on suppliers local* to that operation. | 87% |

*A vendor is considered "local" if it is located in the same country that the Globant purchasing organization.

Table 18 - Waste diverted from disposal

| Waste diverted from disposal | 2022 | |
|------------------------------|----------------|------------------|
| Hazardous | On-site | Off-Site |
| Reuse | n/a | n/a |
| Recycle | n/a | n/a |
| Other | n/a | n/a |
| Non-Hazardous | On-site | Off-Site |
| Reuse | 0 | 0 |
| Recycle | 0 | 20,221.29 |
| Other | 175.97 | 0 |
| E-Waste | On-site | Off-Site |
| Reuse - Refurbished | 0 | 1,221 |
| Recycle | 0 | 816.16 |
| Other | 0 | 0 |
| Total Waste diverted | 175.97 | 22,258.45 |

Table 19 - Waste directed to disposal

| Waste directed to disposal (Kg) | 2022 | |
|---|----------------|-----------------|
| | On-site | Off-Site |
| Incineration with energy recovery | n/a | n/a |
| Incineration without energy recovery | n/a | n/a |
| Landfilling | n/a | n/a |
| Other | n/a | n/a |
| Non-Hazardous | On-site | Off-Site |
| Incineration with energy recovery | 0 | 0 |
| Incineration without energy recovery | 0 | 0 |
| Landfilling | 0 | 30,999.90 |
| Other | 0 | 0 |
| E-waste | On-site | Off-Site |
| Incineration with energy recovery | 0 | 0 |
| Incineration without energy recovery | 0 | 193 |
| Landfilling | 0 | 0 |
| Other | 0 | 0 |
| Total directed to disposal waste | 0 | 31,192.9 |

Table 20 - Globanteers per country

| Volunteers (% of total payroll) | 10% | | 8% | |
|------------------------------------|-------------|---------------|-----------------|--------------|
| | 2022 | | 2021 | |
| HEADCOUNT | 27,122 | | 23,526 | |
| Argentina | 853.00 | 16% | 670.00 | 12% |
| Colombia | 626.00 | 11% | 452.00 | 9% |
| Mexico | 226.00 | 7% | 82.00 | 3% |
| Uruguay | 169.00 | 16% | 89.00 | 9% |
| Chile | 118.00 | 9% | 142.00 | 11% |
| USA | 93.00 | 12% | 85.00 | 12% |
| India | 365.00 | 8% | 163.00 | 5% |
| Spain | 72.00 | 8% | 21.00 | 4% |
| Peru | 98.00 | 7% | 39.00 | 3% |
| Brazil | 99.00 | 11% | 108.00 | 15% |
| Romania | 37.00 | 19% | 27.00 | 16% |
| Belarus | 14.00 | 10% | 1.00 | 0% |
| Germany | 2.00 | 12% | 0.00 | 0% |
| France | 1.00 | 6% | 0.00 | 0% |
| Canada | 2.00 | 7% | 0.00 | 0% |
| Costa Rica | 6.00 | 6% | 0.00 | 0% |
| Ecuador | 3.00 | 2% | - | -% |
| UK | 36.00 | 16% | 8.00 | 5% |
| Total | 2820 | 10.40% | 1,887.00 | 8.02% |

GRI Content

Globant has reported in accordance with the GRI Standards for the period January 1st to December 31st 2022

GRI 1: Foundation 2021

| GRI Standard | Disclosure title | Page number / Answer | Omission Reason | Omission Explanation | Externally verified | SDG's |
|--|--|---|-----------------|----------------------|---------------------|-------|
| General Disclosures | | | | | | |
| GRI 2: General Disclosures 2021 | 2-1 Organizational details | 4, 6, 94 We were founded in 2003 by Martín Migoya, our Chairman and Chief Executive Officer; Guibert Englebienne, our President of Globant X, Globant Ventures and Latin America; Martín Umanan, our Chief Corporate Development Officer and President of EMEA; and Nestor Nocetti, our Executive Vice President of Corporate Affairs. Our founders' vision was to create a global company that succeeds by transforming organizations and providing opportunities for talent around the world to make a positive global impact. On December 10, 2012, we incorporated our company, Globant S.A., as a société anonyme under the laws of the Grand Duchy of Luxembourg, as the holding company for our business. Today, we are a publicly-traded company, with our common shares listed on the NYSE under the ticker symbol "GLOB". No governmental institutions own more than 5% of the total voting rights. We continue to maintain the entrepreneurial spirit of our founders throughout our business. We were one of the first companies to deliver engineering, innovation and design at scale, and we believe that professional services organizations must evolve with technological advances. We have had success facilitating digital transformations while many traditional IT outsourcing vendors and consulting companies have and continue to struggle. | | | ✓ | |
| | 2-2 Entities included in the organization's sustainability reporting | Form 20F 2022 | | | | |
| | 2-3 Reporting period, frequency and contact point | 94 | | | | |
| | 2-4 Restatements of information | 40, 54 , 62 | | | | |
| | 2-5 External assurance | 4, 94, 95 | | | | |
| | 2-6 Activities, value chain and other business relationships | 19 to 24 | | | | 8 |
| | 2-7 Employees | 34, 41, 44, 67 - 70 | | | ✓ | 5,8 |
| | 2-8 Workers who are not employees | 67 | | | | 8 |
| | 2-9 Governance structure and composition | 7, 8 | | | ✓ | 4 |
| | 2-10 Nomination and selection of the highest governance body | 7- 20F | | | | 4 |
| | 2-11 Chair of the highest governance body | 6 | | | | |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | 7 | | | | |
| | 2-13 Delegation of responsibility for managing impacts | 7 - 20F | | | | |
| | 2-14 Role of the highest governance body in sustainability reporting | 8 | | | | |
| | 2-15 Conflicts of interest | 7, 8 , 20F | | | | |

GRI Content

| GRI Standard | Disclosure title | Page number / Answer | Omission Reason | Omission Explanation | Externally verified | SDG's |
|--|---|----------------------|-----------------------------|--|---------------------|-------|
| GRI 2: General Disclosures 2021 | 2-16 Communication of critical concerns | 9 | | | | |
| | 2-17 Collective knowledge of the highest governance body | 8 | | | | |
| | 2-18 Evaluation of the performance of the highest governance body | 8 | | | | 8 |
| | 2-19 Remuneration policies | 8 | | | | 8 |
| | 2-20 Process to determine remuneration | 8 | | | | |
| | 2-21 Annual total compensation ratio | - | Confidentiality constraints | Not disclosed due to confidentiality constraints | | |
| | 2-22 Statement on sustainable development strategy | 35 | | | | |
| | 2-23 Policy commitments | 3, 8 | | | | |
| | 2-24 Embedding policy commitments | 9 | | | | |
| | 2-25 Processes to remediate negative impacts | 35 - 60 | | | | |
| | 2-26 Mechanisms for seeking advice and raising concerns | 8 | | | | |
| | 2-27 Compliance with laws and regulations | 8 | | | | |
| | 2-28 Membership associations | 66 | | | | 17 |
| | 2-29 Approach to stakeholder engagement | 65, 66 | | | | |
| | 2-30 Collective bargaining agreements | 20F | | | | 8 |
| GRI 3 Material Topic | | | | | | |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | 4, 63, 64 | | | ✓ | |
| | 3-2 List of material topics | 63, 64 | | | ✓ | |
| | 3-3 Management of material topics | 63, 64 | | | ✓ | |

GRI Content

| GRI Standard | Disclosure title | Page number / Answer | Omission Reason | Omission Explanation | Externally verified | SDG's |
|---|--|--|-----------------------------|--|---------------------|--------|
| Economic performance | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 14-16 | | | | |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | Economic value distributed (Includes Salaries and Wages, Sharedbased compensation expense, Depreciation and amortization expense, Legal claims, Promotional and marketing expenses y Building/ Facilities (Rental expenses) and Other Costs/Taxes (Travel and housing, Office expenses, Professional services, Recruiting, training and other employee expenses) - USD 1,567,172,039 Economic value retained - USD 213,071,340" | | | ✓ | 8, 9 |
| | 201-2 Financial implications and other risks and opportunities due to climate change | 14 , 15, 16 | | | ✓ | 13 |
| | 201-3 Defined benefit plan obligations and other retirement plans | 30 | | | | |
| | 201-4 Financial assistance received from government | 14-16 | | | | |
| Market presence | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 71 | | | | |
| GRI 202: Market Presence 2016 | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage | - | Confidentiality constraints | Not disclosed due to confidentiality constraints | | 8 |
| | 202-2 Proportion of senior management hired from the local community | 71 | | | ✓ | 8 |
| Indirect economic impacts | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 46 - 49 | | | | |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported | 46 - 49 | | | | 5,9,13 |
| | 203-2 Significant indirect economic impacts | 46 - 49 | | | | 8,9,13 |
| Procurement practices | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 62 | | | | |

GRI Content

| GRI Standard | Disclosure title | Page number / Answer | Omission Reason | Omission Explanation | Externally verified | SDG's |
|---|---|---|-----------------|----------------------|---------------------|-------|
| GRI 204: Procurement Practices 2016 | 204-1 Proportion of spending on local suppliers | 62 | | | | 8 |
| Anti-corruption | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 9 | | | | |
| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed for risks related to corruption | Globant has a criteria in place to measure the probability that an act of corruption may occur. According to this measurement, the risk matrix we currently have indicates that the risk level that such an act may occur is low. No significant corruption risks have been identified. | | | | |
| | 205-2 Communication and training about anti-corruption policies and procedures | 9 | | | | 4 |
| | 205-3 Confirmed incidents of corruption and actions taken | Zero incidents of corruption during the reporting period. | | | | |
| Anti-competitive behavior | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 18 | | | | |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Zero legal actions for anti-competitive behavior, anti-trust, and monopoly practices during the reporting period. | | | | |
| Energy | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 52, 53 | | | | |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | 52, 53 | | | ✓ | 8, 13 |
| | 302-2 Energy consumption outside of the organization | 52, 53 | | | ✓ | 8, 13 |
| | 302-3 Energy intensity | 52, 53 | | | ✓ | 8, 13 |
| | 302-4 Reduction of energy consumption | 52, 53 | | | | 8 |
| | 302-5 Reductions in energy requirements of products and services | - | Not applicable | | | 8 |

GRI Content

| GRI Standard | Disclosure title | Page number / Answer | Omission Reason | Omission Explanation | Externally verified | SDG's | |
|-----------------------------------|---|--|-----------------|---|---------------------|-------|----|
| Water and effluents | | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 60 | | | | | |
| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource | 60 | | | | 6,13 | |
| | 303-2 Management of water discharge-related impacts | 60 | | | | 6,13 | |
| | 303-3 Water withdrawal | 60 | | | | 6,13 | |
| | 303-4 Water discharge | 60 | | | | 6,13 | |
| | 303-5 Water consumption | 60 | | | | 6,13 | |
| Emissions | | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 54 - 58 | | | | | |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | 54 | | | ✓ | 13 | |
| | 305-2 Energy indirect (Scope 2) GHG emissions | 4 Location-based GHG emissions: 2,725.02 tn CO2e Market-based GHG emissions: 0 tn CO2e | | | ✓ | 13 | |
| | 305-3 Other indirect (Scope 3) GHG emissions | 54 | | | ✓ | 13 | |
| | 305-4 GHG emissions intensity | 55 | | | ✓ | 13 | |
| | 305-5 Reduction of GHG emissions | 55, 56 | | | | 13 | |
| | 305-6 Emissions of ozone-depleting substances (ODS) | - | Not applicable | Globant does not have Emissions of ozone-depleting substances (ODS) | | | 13 |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | - | Not applicable | | | | 13 |

GRI Content

| GRI Standard | Disclosure title | Page number / Answer | Omission Reason | Omission Explanation | Externally verified | SDG's |
|--|--|--|-----------------|----------------------|---------------------|-------|
| Waste | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 60, 76, 77 | | | | |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | 60, 76, 77 | | | | |
| | 306-2 Management of significant waste-related impacts | 60, 76, 77 | | | | 3 |
| | 306-3 Waste generated | 60, 76, 77 | | | | |
| | 306-4 Waste diverted from disposal | 60, 76, 77 | | | | |
| | 306-5 Waste directed to disposal | 60, 76, 77 | | | | |
| Employment | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 26 - 34, 71 | | | | |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | 27, 28, 71, 72 | | | | 5, 8 |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 30 | | | ✓ | 5, 8 |
| | 401-3 Parental leave | 30, 74 | | | | 5, 8 |
| Labor/management relations | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 10 | | | | |
| GRI 402: Labor/Management Relations 2016 | 402-1 Minimum notice periods regarding operational changes | Globant follows (or will follow) processes and notice established by Collective Agreement or Law when an obligation of a notice for operative changes apply (if any). Depending on the case, sanity and critical reason are appealed to evaluate the changes | | | | 8 |
| Occupational health and safety | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 38, 74 | | | | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | 38 | | | | 8 |
| | 403-2 Hazard identification, risk assessment, and incident investigation | 38, 74 | | | | 8 |
| | 403-3 Occupational health services | 37, 38 | | | | 8 |

GRI Content

| GRI Standard | Disclosure title | Page number / Answer | Omission Reason | Omission Explanation | Externally verified | SDG's |
|---|---|---|-----------------|----------------------|---------------------|---------|
| GRI 403: Occupational Health and Safety 2018 | 403-4 Worker participation, consultation, and communication on occupational health and safety | 37, 38 | | | | 8 |
| | 403-5 Worker training on occupational health and safety | 37, 38 | | | | 8 |
| | 403-6 Promotion of worker health | 37 | | | | 3, 8 |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 37, 38 | | | | 3, 8 |
| | 403-8 Workers covered by an occupational health and safety management system | 74 | | | | 8 |
| | 403-9 Work-related injuries | We had 9 recordable work-related injuries produced by falls at level and recreational sports activities coordinated by Globant. However, none of them were high-consequence work-related injuries or fatalities as a result of work-related injuries. | | | | 3, 8 |
| | 403-10 Work-related ill health | No work-related ill health during 2022 | | | | 3, 8 |
| Training and education | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 32, 33, 71 | | | | |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | 33, 71 | | | | 4, 5, 8 |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | 33 | | | | 4, 8 |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | 33 | | | ✓ | 8 |
| Diversity and equal opportunity | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 7, 39 - 45 | | | | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | 7, 39 - 45, 67, 68, 70 | | | ✓ | 5, 8 |
| | 405-2 Ratio of basic salary and remuneration of women to men | 9, 41 | | | | 5, 8 |
| Non-discrimination | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 10 | | | | |

GRI Content

| GRI Standard | Disclosure title | Page number / Answer | Omission Reason | Omission Explanation | Externally verified | SDG's |
|--|--|---|-----------------|----------------------|---------------------|-------|
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | Total number of incidents of discrimination during the reporting period: 6 Globant considers that discrimination takes place when someone is treated unfairly based on a specific characteristic or what a person chooses, thinks or believes. It includes any inappropriate comments, jokes, or actions regarding race, color, ethnicity, religion, sexual orientation, age, gender identity, national origin, childbirth or related medical condition, status or other characteristics protected by law. There are 14 cases from the year 2022 in which the Reporter selected the option "Harassment, discrimination and unfair treatment". There are also 4 cases from the same year that have been received by mail that contain claims of discrimination. Of these 18 reports, 6 contain claims that are somehow related to discrimination, the rest are related to allegations of unfair treatment and/or harassment. The 6 cases which contain claims related to discrimination matters have all been reviewed by the organization. Remediation plans have been fully implemented for all complaints received during the year 2022 and the results of these remediation plans have been reviewed internally. None of these remediation plans are still being implemented. The remediation plans for the 6 reports received including claims of discrimination have been fully implemented. Cases are considered closed once reviewed and resolved by the Legal Compliance area. | | | ✓ | 5,8 |
| Security practices | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 18 | | | | |
| GRI 410: Security Practices 2016 | 410-1 Security personnel trained in human rights policies or procedures | 18 | | | | |
| Rights of indigenous peoples | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 8,1 | | | | |
| GRI 411: Rights of Indigenous Peoples 2016 | 411-1 Incidents of violations involving rights of indigenous peoples | Zero incidents during the reporting period | | | | |
| Local communities | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 39 - 49 | | | | |
| GRI 413: Local Communities 2016 | 413-1 Operations with local community engagement, impact assessments, and development programs | 39 - 49 | | | | |
| | 413-2 Operations with significant actual and potential negative impacts on local communities | Zero significant actual and potential negative impacts on local communities. | | | | |
| Public policy | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 67 | | | | |

GRI Content

| GRI Standard | Disclosure title | Page number / Answer | Omission Reason | Omission Explanation | Externally verified | SDG's |
|--|---|---|-----------------|--|---------------------|-------|
| GRI 415: Public Policy 2016 | 415-1 Political contributions | No political contributions were made during the reporting period | | | | |
| Customer health and safety | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 46, 47 | | | | |
| GRI 416: Customer Health and Safety 2016 | 416-1 Assessment of the health and safety impacts of product and service categories | 46, 47 | | | | |
| | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | 46, 47 | | | | |
| Marketing and labeling | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 20, 21 | | | | |
| GRI 417: Marketing and Labeling 2016 | 417-1 Requirements for product and service information and labeling | - | Not applicable | Globant works according client's needs | | |
| | 417-2 Incidents of non-compliance concerning product and service information and labeling | Zero incidentes of non-compliance concerning service information | | | | |
| | 417-3 Incidents of non-compliance concerning marketing communications | Zero incidentes of non-compliance concerning marketing communications | | | | |
| Customer privacy | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 18 | | | | |
| GRI 418: Customer Privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | Globant has received five complaints from outside parties, all related to the same leak. (ii) Globant has received no complaints concerning breaches of customer privacy from regulatory bodies. One leak of source code and project-related documentation for a limited number of clients. | | | | |

Table 1. Sustainability Disclosure Topics & Accounting Metrics

| Topic | Accounting Metric | Category | Unit of Measure | Code | Page number / Answer | Externally verified |
|--|--|-------------------------|--|--------------|---|---------------------|
| Environmental Footprint of Hardware Infrastructure | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable | Quantitative | Gigajoules (GJ), Percentage (%) | TC-SI-130a.1 | 56 1) Total energy consumed: 502.72 MWh , Includes consumption corresponding to technological equipment located in own Data Centers and in third-party buildings. Data reported from January 11, 2022 to December 28, 2022, according to information availability. 2) Percentage grid electricity: 100% 3)Percentage renewable energy: 46.27% " | ✓ |
| Environmental Footprint of Hardware Infrastructure | (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress | Quantitative | Thousand cubic meters (m³), Percentage (%) | TC-SI-130a.2 | 60 | |
| Environmental Footprint of Hardware Infrastructure | Discussion of the integration of environmental considerations into strategic planning for data center needs | Discussion and Analysis | n/a | TC-SI-130a.3 | 56 | |
| Data Privacy & Freedom of Expression | Description of policies and practices relating to behavioral advertising and user privacy | Discussion and Analysis | n/a | TC-SI-220a.1 | 18 Regarding user privacy and behavioral advertising, we periodically review and update our website privacy policy and cookies policy, to ensure appropriate disclosures are made and that proper consent is obtained. Both policies take into account the applicable laws and regulations in the countries where we operate as well as best industry practices. | |
| Data Privacy & Freedom of Expression | Number of users whose information is used for secondary purposes | Quantitative | Number | TC-SI-220a.2 | 18 | |
| Data Privacy & Freedom of Expression | Total amount of monetary losses as a result of legal proceedings associated with user privacy | Quantitative | Reporting Currency | TC-SI-220a.3 | 18 | |

| Topic | Accounting Metric | Category | Unit of Measure | Code | Page number / Answer | Externally verified |
|---|--|-------------------------|------------------------|--------------|---|---------------------|
| Data Privacy & Freedom of Expression | (1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure | Quantitative | Number, percentage (%) | TC-SI-220a.4 | 18 | |
| Data Privacy & Freedom of Expression | List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring | Discussion and Analysis | n/a | TC-SI-220a.5 | 18 | |
| Data Security | (1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected | Quantitative | Number, percentage (%) | TC-SI-230a.1 | 18 | |
| Data Security | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards | Discussion and Analysis | n/a | TC-SI-230a.2 | 18 As part of our approach to identifying and addressing data security risks, Globant is ISO 27001:2013 certified since 2013. The ISO 27001 is a standard that provides a model for establishing, implementing, operating, monitoring, reviewing, maintaining, and improving an information security management system (ISMS). As part of the ISO 27001 controls we perform an internal risk assessment and a service providers risk assessments on an annual basis. Once risks are identified, the Globant Information Security Team (GIST) along with the owner of each risk decide the approach for each risk (mitigate, accept or transfer). | |
| Recruiting & Managing a Global, Diverse & Skilled Workforce | Percentage of employees that are (1) foreign nationals and (2) located offshore | Quantitative | Percentage (%) | TC-SI-330a.1 | 72 Percentage of employees that are : 1) foreign nationals : 9.84% 2) located offshore:92.50% | ✓ |
| Recruiting & Managing a Global, Diverse & Skilled Workforce | Employee engagement as a percentage | Quantitative | Percentage (%) | TC-SI-330a.2 | "31, 34 Working Mood total result: 4.12 Working mood % of participation: 59.70% Employee Engagement result: 4.1" | ✓ |
| Recruiting & Managing a Global, Diverse & Skilled Workforce | Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees | Quantitative | Percentage (%) | TC-SI-330a.3 | 40, 44, 67, 68 | ✓ |

| Topic | Accounting Metric | Category | Unit of Measure | Code | Page number / Answer | Externally verified |
|---|---|-------------------------|--------------------|--------------|--|---------------------|
| Intellectual Property Protection & Competitive Behavior | Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations | Quantitative | Reporting Currency | TC-SI-520a.1 | 18 | |
| Managing Systemic Risks from Technology Disruptions | Number of (1) performance issues and (2) service disruptions; (3) total customer downtime | Quantitative | Number, Days | TC-SI-550a.1 | No performance issues or service disruptions during the reporting period | |
| Managing Systemic Risks from Technology Disruptions | Description of business continuity risks related to disruptions of operations | Discussion and Analysis | n/a | TC-SI-550a.2 | Risk Detected - Mitigation Method Power loss: UPS and Power Generators Loss of connectivity: Redundant internet links Catastrophic / Pandemic event / Office not accessible: Alternate working site / Working from home (if allowed by customer) External Network Attack: IDS / Regular Internal and External Vulnerability Scans Office Intrusion / Device steal: CCTV cameras/ 24/7/365 Security Guards and Monitoring Station Information Loss through Vulnerabilities exploit: Device hardening / Corporate patching, encryption and antivirus policy Not Intentional Data Loss: Regular Awareness Training | |

Table 1. Sustainability Disclosure Topics & Accounting Metrics

| Activity Metric | Category | Unit of Measure | Code | Page number / Answer | Externally verified |
|---|--------------|---------------------------|-------------|---|---------------------|
| (1) Number of licenses or subscriptions, (2) percentage cloud based | Quantitative | Number, percentage (%) | TC-SI-000.A | Slack: 29,336 Google: 27,897 Jamf: 8,836 Intune: 6,950 Azure AD P1: 14,000 Atlassian: 8,859 Zoom: 3,190 Github: 2,291 TOTAL: 101,359 licenses Outsourced: 85.51% | ✓ |
| (1) Data processing capacity, (2) percentage outsourced | Quantitative | Number, percentage (%) | TC-SI-000.B | 1)Data processing capacity: 6,375 vCPU 2)Percentage outsourced:14.34% vCPU | ✓ |
| (1) Amount of data storage, (2) percentage outsourced | Quantitative | Petabytes, Percentage (%) | TC-SI-000.C | 1)Amount of data storage:902 Tb 2) Percentage outsourced :11.44% | ✓ |

Integrated Report Content

| Contents | | Aspects | Page |
|--|--|---|----------------------------|
| Organizational overview and external environment | What does the organization do and what are the circumstances under which it operates? | Culture, ethics and values | 4, 9, 10, 29 |
| | | Ownership and operating structure | 6, 78 |
| | | Principal activities and markets | 19 - 25 |
| | | Competitive landscape and market positioning | 5, 12, 19 - 25 |
| | | Position within the value chain | 5, 19 - 25 |
| | | Key quantitative information | 5 - 7, 14 - 17, 34, 41, 54 |
| | | Significant factors affecting the external environment | 5 |
| Governance | How does the organization's governance structure support its ability to create value in the short, medium and long term? | Leadership structure, including the skills and diversity | 7, 8 |
| | | Specific processes used to make strategic decisions | 8, 9 |
| | | How the organization's culture, ethics and values are reflected in its use of and effects on the capitals | 8, 9, 10 |
| | | The responsibility those charged with governance take for promoting and enabling innovation | 8 |
| Business model | What is the organization's business model? | How remuneration and incentives are linked to value creation in the short, medium and long term | 9 |
| | | Inputs | 5 |
| | | Business Activities | 5 |
| | | Outputs | 5 |
| | | Outcomes | 5 |

Integrated Report Content

| Contents | | Aspects | Page |
|---------------------------------------|--|---|------------|
| Risks and opportunities | What are the specific risks and opportunities that affect the organization's ability to create value over the short, medium and long term, and how is the organization dealing with them? | Key risks and opportunities that are specific to the organization | 10, 11 |
| | | Organization's approach to any real risks (whether they be in the short, medium or long term) that are fundamental to the ongoing ability of the organization to create value | 10, 11 |
| Strategy and resource allocation | Where does the organization want to go and how does it intend to get there? | Objectives and strategic plans | 12 |
| Performance | To what extent has the organization achieved its strategic objectives for the period and what are its outcomes in terms of effects on the capitals? | Quantitative information | 5, 14 - 17 |
| | | Impact on capitals | 5, 14 - 17 |
| | | Relationships with stakeholders | 65 - 67 |
| Outlook | What challenges and uncertainties is the organization likely to encounter in pursuing its strategy, and what are the potential implications for its business model and future performance? | Organization's expectations about the external environment | 12 |
| | | Mechanisms to address challenges and opportunities | 12 |
| Basis of preparation and presentation | How does the organization determine what matters to include in the integrated report and how are such matters quantified or evaluated? | Materiality | 4, 63, 64 |
| | | Boundaries | 4 |
| | | Frameworks | 5 |

Pillar

Key Points

Governance: Disclose the organization's governance around climate related risks and opportunities.

Describe the board's oversight of climate-related risks and opportunities.

The Board of Directors has delegated responsibility to the Corporate Governance and Nominating Committee (CGNC) to supervise the company's matters related to sustainability, including its Environmental, Social and Governance performance and the effects of the climate change/climate crisis on Globant's activity. CGNC reports to the BoD at least once a year. CGNC reviews the TCFD information to understand if the risks and opportunities may significantly impact value. Also, external reviewers could be appointed to provide assurance on these reports and the information provided.

For more information about our board of directors: <https://investors.globant.com/board-of-directors>

Describe management's role in assessing and managing climate-related risks and opportunities.

Management role is detailed in the [Be Kind to the Planet Policy](#). Supervision and implementation of the policy rely on the Gov. Affairs & Sustainability director.

The Corporate Governance and Nominating Committee delegates the climate-related policies, strategy, and information to the COO, who chairs the Be kind to the planet POD (a cross-functional team). Its role is to analyze climate-related issues and conduct improvement programmes.

Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

"Refer to Item "D. Risk Factors" in our 2022 Annual Report on Form 20-F for our material business, financial, operational, and legal and regulatory risks.

The analysis of climate-related opportunities for Globant identifies five categories of major impact: resource efficiency, energy sources, products and services, markets, and resilience.

Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

Although no risks or adverse events are foreseen with significant impact on the organization's business, strategy or financial planning, some potential changing behaviours in the market may uncertainly affect performance. However, the exact extent of the impact will depend on various factors, such as the impact of the equity risk premiums relative to other components of the weighted average cost of capital, the firm's capital structure, and the changes in other relevant economic variables. Regarding mitigation measures, the company is aware of these potential shifts in demand, which lowers residual risks to minimum.

Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

The strategy roll-out includes a roadmap of broad actions to achieve the strategic goals. Both the strategy and roadmap provide a reasonable level of resilience following the risk appraisal. According to the risk analysis, Globant understands there is no need to review its climate strategy or roadmap in a 2°C degrees or lower scenario.

Pillar

Key Points

Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks.

Describe the organization’s processes for identifying and assessing climate-related risks.

Assessing climate-related risks and opportunities is an iterative process with four key steps: 1. Identification, 2. Prioritization, 3. Quantification, 4. Management. Firstly, a list of risks and opportunities was developed. Secondly, risks and opportunities were assessed based on key metrics and selected criteria. Then, a model for quantifying the financial impact was developed for a set of risks and opportunities; and finally, potential responses to manage and mitigate impacts were developed. The following section outlines the analysis of the impacts according to three-time horizons (i.e., short, medium, and long term) that could have a material financial impact on the organization.

Describe the organization’s processes for managing climate-related risks.

The analysis of climate risks and opportunities is reviewed annually, and results are embedded into the organization’s overall enterprise risk management (ERM) framework.

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.

Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

Detailed insights into the climate change-related metrics and targets are included in our Sustainability Report and further disclosed in our Carbon Disclosure Project (CDP) Climate Change report. Refer to “Be kind to the Planet” in our 2022 Integrate Report

Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.

Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets

COVID-19 Disclaimer

On March 11, 2020, the World Health Organization declared a pandemic of the outbreak of Coronavirus ("COVID-19"), due to its rapid spread throughout the world, having affected, at that time, more than 110 countries. As of December 31, 2020, tens of countries had declared a state of national health emergency, which measures had caused a substantial disruption in the global economy. It is difficult to estimate the full extent and duration of the impacts of the pandemic on businesses and economies. However, by the end of the year most countries have resumed progressively with all economic activities.

On March 27, 2020, the International Accounting Standards Board (the "IASB") published a document for educational purposes, to help support the consistent application of accounting standards during a period of enhanced economic uncertainty arising from the COVID-19 pandemic. In that publication, the IASB indicated that they had engaged closely with the regulators to encourage entities to consider that guidance. The financial reporting issues, reminders and considerations highlighted in this publication are the following: going concern, financial instruments, asset impairment, governments grants, income taxes, liabilities from insurance contracts, leases, insurance recoveries, onerous contract provisions, fair value measurement, revenue recognition, events after the reporting period, other financial statements disclosure requirements and other accounting estimates.

On May 28, 2020, the "IASB" published 'Covid-19-Related Rent Concessions (Amendment to IFRS 16)' amending the standard to provide lessees with an exemption from assessing whether a COVID-19-related rent concession is a lease modification. As a practical expedient, a lessee may elect not to assess whether a rent concession related to COVID-19 is a lease modification. A lessee that makes this election shall account for any change in lease payments resulting from the rent concession the same way it would account for the change applying this Standard if the change were not a

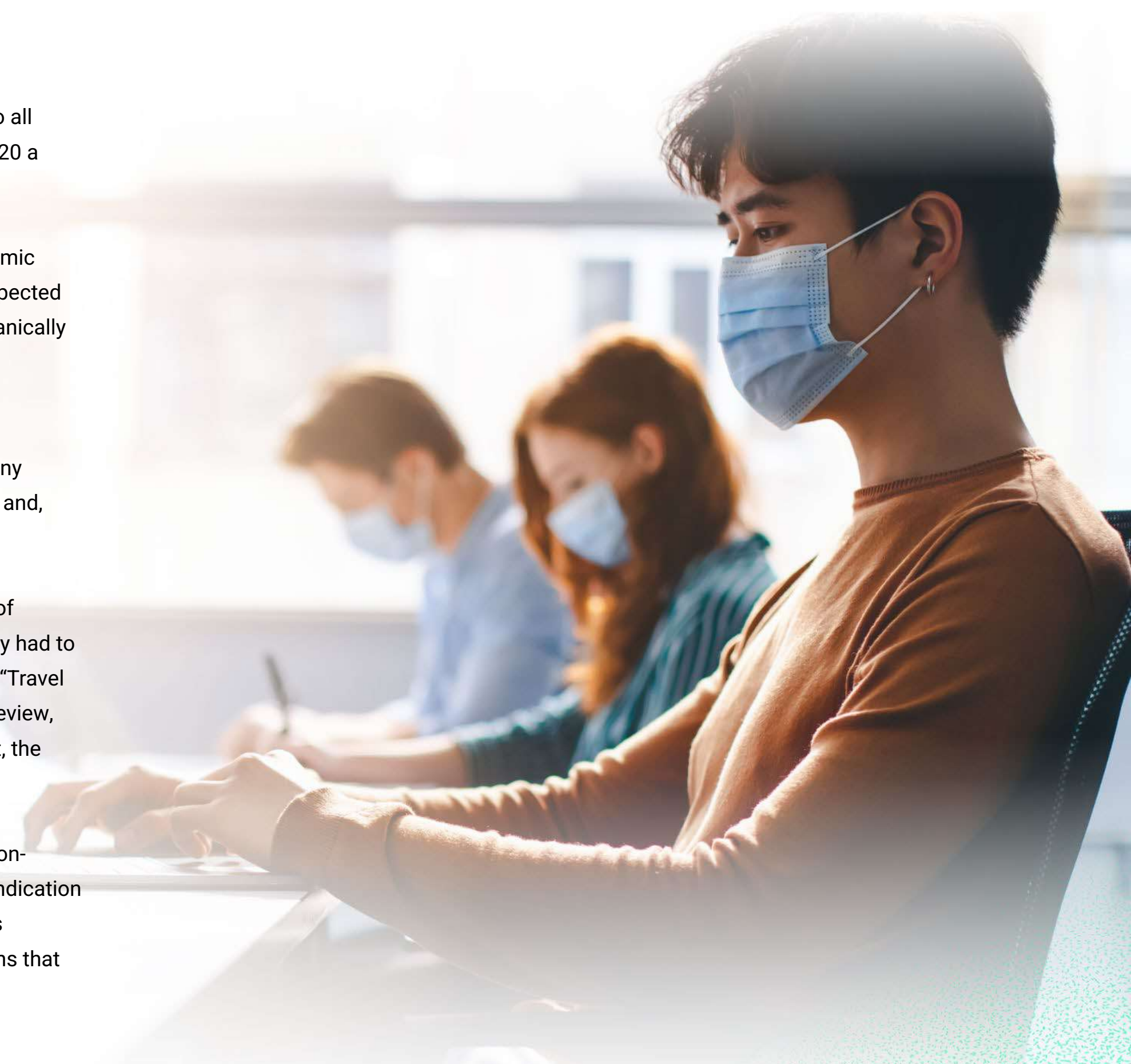
lease modification. The Company determined to apply the practical expedient to all the lease contracts of office spaces and has recognized as of December 31, 2020 a discount for 512 included in rental expenses.

The Company has determined, after analyzing the possible impact of the economic situation in the financial statements, that an assessment of the treatment of expected credit losses ("ECLs") was necessary, since IFRS 9 should not be applied mechanically and prior assumptions may no longer hold true in the current environment.











At the beginning of the year 2020, for the purpose of measuring ECLs and for determining whether significant increase in credit risk had occurred, the Company grouped financial instruments on the basis of shared credit risk characteristics, and, specifically, grouped our trade receivables considering the industry verticals.

Considering that the tourism sector was one of the hardest-hit by the outbreak of COVID-19, with impacts on both travel supply and demand, in 2020 the Company had to adjust the estimations of ECLs for trade receivables from customers within the "Travel & Hospitality" as well as for the rest of our customers, since at the time of our review, there were some indications of change in payment terms and, to a lesser extent, the probability of non-payment due to the effects of COVID-19 pandemic.

The Company assessed whether the impact of COVID-19 has led to any other non-financial asset impairment, including goodwill, and concluded, that there is no indication that the cash-generating unit may be impaired. Based on the sensitivity analysis performed, there were no significant changes in any of the used key assumptions that would have resulted in an impairment charge.

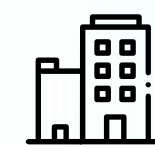


Report profile

| | | | | |
|---|---|---|---|--|
|  <p>Stock Globant is listed on the NYSE under the ticker GLOB</p> |  <p>Independent Audit Firm PwC</p> |  <p>Sustainability Advisor Crowe</p> |  <p>Transfer Agent American Stock Transfer & Trust Company, LLC</p> |  <p>Date of Last Report 2021</p> |
|  <p>Reporting Cycle Annual</p> |  <p>IR Contact Arturo Langa Pons arturo.langa@globant.com</p> |  <p>Sustainability Contact Francisco Michref Gov. Affairs & Sustainability Director</p> |  <p>Website www.globant.com</p> |  <p>Reporting Period January 1, 2022 December 31, 2022</p> |



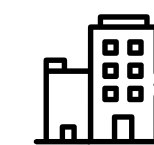
251 Park Ave S, 11th floor
New York, NY 10010



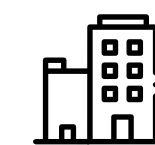
875 Howard St, 3rd floor, Suite 320
CA 94103, San Francisco



37A, Avenue JF Kennedy, L-1855 Luxembourg
BP 2501 • L-1025, Luxembourg



Ingeniero Butty 240, 9th floor, Laminar Plaza Tower
Av. Del Libertador 4980, 7 "B", Ciudad Autónoma de Buenos Aires



Paraguay 2141, 9th floor, Aguada Park
Luis A. Herrera 1052, Of. 1402, Montevideo, Uruguay

Our principal corporate office is located at 37A Av. J.F. Kennedy, L-1855, Luxembourg. Globant's headquarters are dispersed across multiple locations. In addition, because the headquarters activities are handled digitally from different places, these cannot be solely associated to a single location or office.



Independent practitioner's limited assurance report on Globant S.A.'s 2022 Integrated Report

To the President and Directors of Globant S.A.

We have undertaken a limited assurance engagement in respect of the selected sustainability information in Globant S.A.'s 2022 Integrated Report ("Integrated Report 2022") (hereinafter, the "Identified Sustainability Information") for the fiscal year ended December 31, 2022.

This engagement was conducted by a multidisciplinary team including public certified accountants, environmental and Corporate Social Responsibility specialists.

Identified Sustainability Information

Our limited assurance engagement consisted in reviewing the Identified Sustainability Information for the year ended December 31, 2022:

- GRI quantitative and qualitative contents detailed in "GRI Content" identified with the symbol √.
- SASB quantitative and qualitative contents detailed in "SASB Content" identified with the symbol √.
- Statement from the Board of Directors of Globant S.A. regarding compliance with the guidelines from the Global Reporting Initiative ("GRI"), 2021 Standards, "in accordance" option; the guidelines of the Sustainability Accounting Standards Board (SASB); and the International Integrated Reporting Council (IIRC) framework.

Our assurance was (only) with respect to the information on the fiscal year ended December 31, 2022, included in the Identified Sustainability Information referred to above. We have not performed any procedures with respect to earlier periods or any other elements included in the Identified Sustainability Information, and, therefore, do not express any conclusion thereon.

Criteria used for preparing the Identified Sustainability Information ("Criteria")

GRI quantitative and qualitative contents detailed in "GRI Content" identified with the symbol √, SASB quantitative and qualitative contents detailed in "SASB Content" identified with the symbol √, and the statement from the Company's Board of Directors relating to compliance with GRI guidelines were prepared in accordance with the recommendations and principles included in those guidelines, 2021 Standards, "in accordance" option; the guidelines of the Sustainability Accounting Standards Board (SASB); and under the International Integrated Reporting Council (IIRC) framework.

Responsibility of the Board of Directors for the information included in the Identified Sustainability Information

The Board of Directors of Globant S.A. is responsible for the preparation of the information included in the Identified Sustainability Information in accordance with the Criteria identified above. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of this information that is free from material misstatement, whether due to fraud or error.

Inherent limitations

Non-financial information is subject to limitations other than those to which financial information is subject given its nature and the methods used to determine, calculate, take samples or estimate values. Qualitative interpretations of data relevance, materiality and accuracy are subject to individual criteria and assumptions.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Sustainability Information detailed in "Identified Sustainability Information" based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised). These standards require that we plan and perform this engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement.

A limited assurance engagement involves assessing the suitability in the circumstances of the Board of Directors' use of the Criteria as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information

whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we:

- Holding interviews with the management and senior management to assess the application of GRI Standards; SASB and the International Integrated Reporting Council (IIRC) framework.
- Assessing the design of key procedures and controls to monitor, record and report the selected information; our work does not include testing the operating effectiveness of controls for the period under analysis.
- Performing testing, on a selective basis, to validate the information presented.
- Inspecting, on a selective basis, documents to verify the representations made by the management and senior management in our interviews.
- Reviewing the presentation of the information included in the Integrated Report 2022.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether Globant S.A.'s Identified Sustainability Information has been prepared, in all material respects, in accordance with the Criteria.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Globant S.A.'s Identified Sustainability Information for the fiscal year ended December 31, 2022 is not prepared, in all material respects, in accordance with the Criteria.

Use of this report

This report, including the conclusion, has been prepared solely for the use by directors of Globant S.A. as a body. We permit the disclosure of this report within the Integrated Report 2022, to enable the directors to demonstrate they have discharged their governance responsibilities by commissioning an independent assurance report in connection with the Integrated Report 2022.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the directors as a body and Globant S.A. for our work or this report save where terms are expressly agreed and with our prior consent in writing.

City of Buenos Aires, 7th March 2023.

PRICE WATERHOUSE & CO. S.R.L.


(Partner)
Sergio Cravero

Globant ▶