2021
Integrated Report

Globant

Globant ▶

Letter from the CEO

Martín Migoya
Co-Founder, Chairman and CEO

🐦 @migoya

Our world is going through an unprecedented transformation. Changes brought about from environmental, financial, technological, and political developments have underpinned the need for organizations to be agile to face challenges and thrive. Organizations have the opportunity to adapt, reinvent themselves, and embark on new initiatives. At Globant, reinvention is central to 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 through intuitive and agile technologies that help them create a way forward into a sustainable future.

I'm very happy to connect with you again today and share our annual results. In 2021, we became a billion-dollar-revenue company for the first time and delivered a 59.3% year-over-year growth. **This is the strongest annual revenue growth since our Initial Public Offering (IPO) in 2014.** But even more importantly, it affirms that our clients trust in our work and our team. Our amazing team of Globers grew by 45% year-over-year. We are now a globally cohesive team of more than 23,500 creative minds, serving more than 1,100 blue-chip clients around the globe.

Here's probably the most important message that we can convey to inspire others to take action: Why do we do all this? **Simply because we care about making the world a better place, one step at a time.** That is the greater reason behind everything we do, and that's why we're so passionate about our mission.

We care about growing our clients' businesses and making them sustainable over time. Some of the most beloved brands in the world count on us to help them solve their most complex challenges and strongly recommend us. Globant's Net Promoter Score (NPS), which measures how customers perceive our quality of service, was 64 for the past 12 months. Available industry benchmarks are generally between 30 and 40.

We care about the environment. In 2021 we became a carbon-neutral company, and we committed to continue reducing our environmental footprint in line with Science-Based Targets. We are there now because we believe it is important, and we have the mission to help our clients reinvent themselves to be protagonists in a low-carbon economy era.

We also care **about our communities.** That's why we have inspired and trained more than 8,000 people around the globe in STEM fields. We work to provide opportunities to as many as possible, building the bridge between technology and our communities. Also, we renew our commitment to the UN Global Compact.

Finally, **we care about our people.** Our value system is rooted in mutual kindness and guides how we look after our people. Globant continues to make inroads on the path to gender parity as we continue our commitment to 50% of our managerial positions to be held by women and non-binary people by 2025. We promote D&I, learning and development, and work/life balance.

We are proud that the global community has recognized these efforts and our commitments through **more than 45 awards in 2021**. Our company was included in the S&P Global Sustainability Yearbook as our ESG metrics are within the top 15% of the industry. Additionally, Brand Finance has ranked Globant on its list of the Top 10 Strongest IT Services Brands globally, showing an estimated 31% growth in Globant's brand value in the last year.

2021 was an amazing year, and now it's time to continue delivering our passion for innovation over the years to come. I invite you all to learn more about Globant's reinvention story in the following pages of this presentation.

About the Report

This new Integrated Report, presents advances in our Environmental, Social, and Governance (ESG) performance from January 1 to December 31, 2021.

We are proud to have been **recognized by the S&P Global and Corporate Sustainability Assessment (CSA)** in the Sustainability Yearbook 2022 for our ESG efforts during 2021.

Also, in the quest to understand our relationship with climate change and our company's climate change disclosures, during 2021, we developed a process in which we must continue to move forward to recognize the challenges associated with making such disclosures based on an integrated strategy and taking into account different climate-related scenarios. Therefore, one of the most relevant milestones of this Report is that we include our first **analysis aligned to Task Force on Climate-Related Financial Disclosures**. And, recognizing the importance of this issue for our company and all companies worldwide, Globant joined the list of official TCFD supporters.

Regarding climate performance, we have lodged for the first time the full version of the **CDP** (**formerly known as Carbon Disclosure Project)** reaching the Awareness level.

The following report has been prepared in accordance with the Integrated Reporting Framework and in accordance with the Global Reporting Initiative (GRI) Standards 2021; we also refer to Sustainability Accounting Standards regarding the Software and IT Services industry, from the Sustainability Accounting Standards

Board (SASB). It has been validated by the Corporate Governance, assuring the integrity of the preparation of the report according to IR Framework. In addition, collective knowledge has been applied to their preparation and presentation.

Also, this report constitutes our **communication of progress (CoP) to the UN Global Compact,** incorporating a culture of integrity in its strategies, policies, and procedures to fulfill its responsibility to human rights, paid work, the fight against corruption, and the environment.
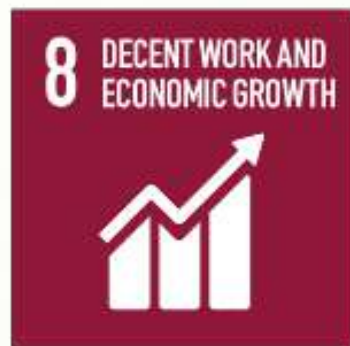
Last but not least, we show our commitment to the Sustainable Development Goals that we identify related to our business model:

Quality Education
(SDG 4)

Gender Equality
(SDG 5)

Decent Work and Economic Growth
(SDG 8)

Industry, Innovation, and Infrastructure
(SDG 9)

Climate Action
(SDG 13)

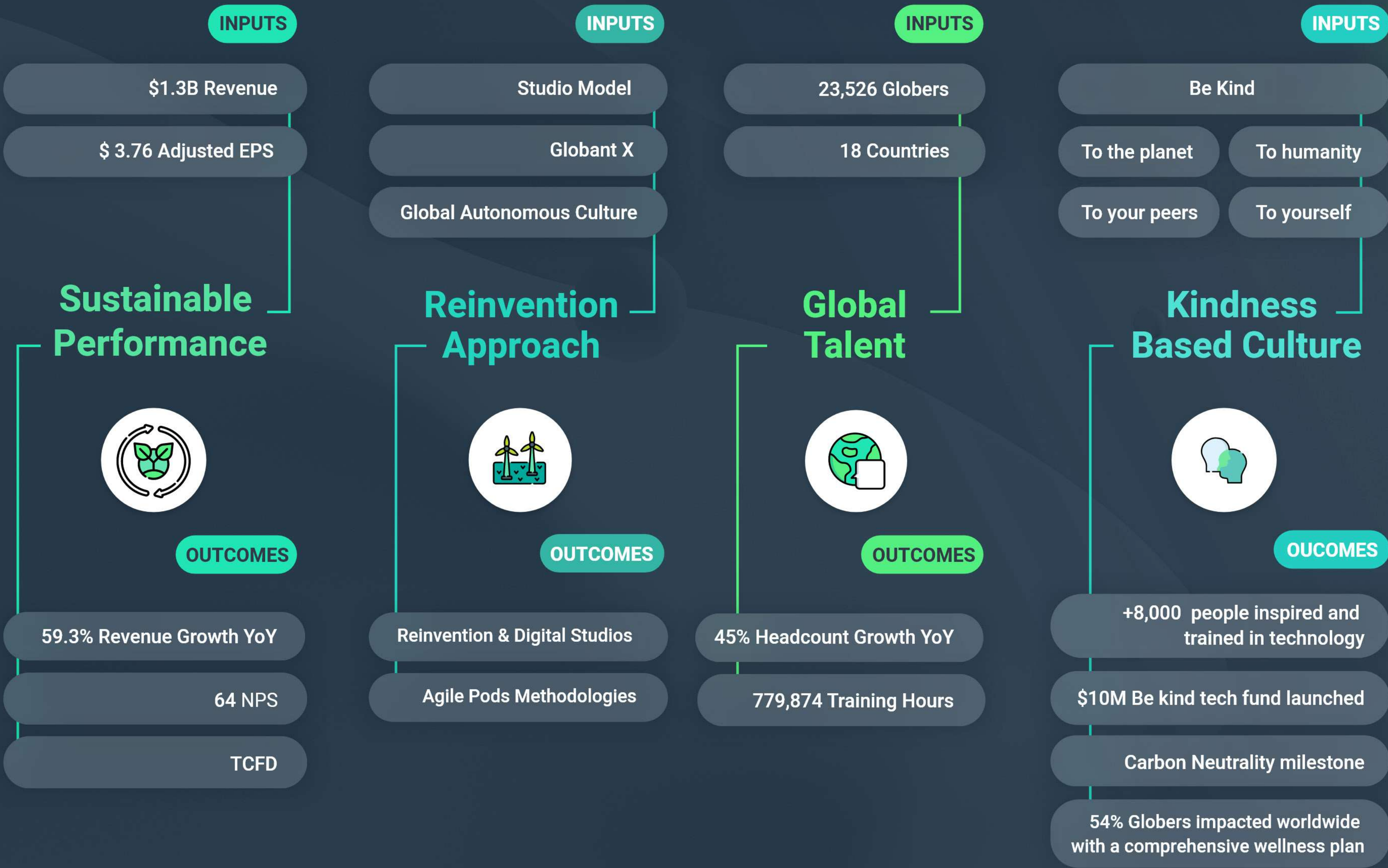**Partnership for the Goals**
(SDG 17)

This year our Report includes a Verification statement issued by an external professional services firm.

This report generically refers to Globant and all of its operations in the countries where it operates as the group of linked companies, detailed in the **20F**. The parent company is Globant S.A. Also, "Globers" refers to the employees that work for Globant.

Materiality Analysis

In 2021, we conducted a materiality analysis. This process involved and engaged stakeholders to assess the importance of specific economic, environmental, governance and social matters and included benchmarks, interviews with key directors and investors as well as surveys. The materiality analysis is detailed in the **Additional Information** section.

Sustainability Framework by Capitals

Sustainable Performance

INPUTS
- $1.3B Revenue
- $ 3.76 Adjusted EPS

OUTCOMES
- 59.3% Revenue Growth YoY
- 64 NPS
- TCFD

Reinvention Approach

INPUTS
- Studio Model
- Globant X
- Global Autonomous Culture

OUTCOMES
- Reinvention & Digital Studios
- Agile Pods Methodologies

Global Talent

INPUTS
- 23,526 Globers
- 18 Countries

OUTCOMES
- 45% Headcount Growth YoY
- 779,874 Training Hours

Kindness Based Culture

INPUTS
- Be Kind
- To the planet
- To humanity
- To your peers
- To yourself

OUCOMES
- +8,000 people inspired and trained in technology
- $10M Be kind tech fund launched
- Carbon Neutrality milestone
- 54% Globers impacted worldwide with a comprehensive wellness plan

Globant

Globant
at a Glance

Globers
23,526 ☆

Countries
18

Locations
56

Canada

United States

United Kingdom

Luxembourg

Belarus

Germany

Spain

France

Romania

Mexico

Costa Rica

Colombia

Peru

Brazil

India

Chile

Uruguay

Argentina

Globant ▶

Governance

Board of Directors

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

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

Guibert Andrés Englebienne
Director, President of Globant X and Globant Ventures - President of Latin America & Co-Founder

Linda Rottenberg
non-executive Independent Director[3]

Maria Pinelli
non-executive Independent Director[1]

Mario Eduardo Vázquez
non-executive Independent Director[1][2]

Francisco Álvarez-Demalde
non-executive Independent Director[3]

Richard Haythornthwaite
non-executive Independent Director[2][3]

Philip A. Odeen
non-executive Independent Director[1][2]

Senior Management

Martín Migoya
Chief Executive Officer

Martín Gonzalo Umaran
Chief Corporate Development Officer - President of EMEA

Guibert Andrés Englebienne
President of Globant X and Globant Ventures - President of Latin America

Patricia Pomies
Chief Operating Officer

Gustavo Barreiro
Chief Information Officer

Patricio Pablo Rojo
General Counsel

Juan Urthiague
Chief Financial Officer

Wanda Weigert
Chief Brand Officer

Mercedes Mac Pherson
Chief Diversity & Talent Officer

Diego Tártara
Chief Technology Officer

Yanina Maria Conti
Chief Accounting Officer

Board of Directors by Age
- Younger than 45 — 12%
- Between 45 & 55 — 44%
- Older than 55 — 44%
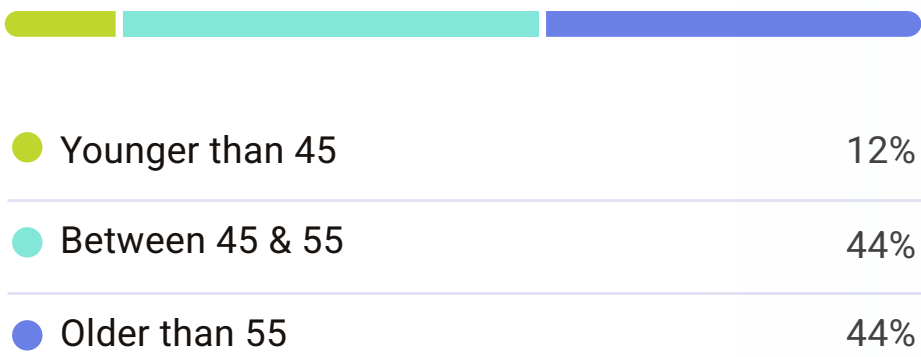
Board of Directors by Gender
- 78% ♂
- 22% ♀

Senior Management by Age
- Younger than 45 — 45%
- Between 45 & 55 — 45%
- Older than 55 — 10%
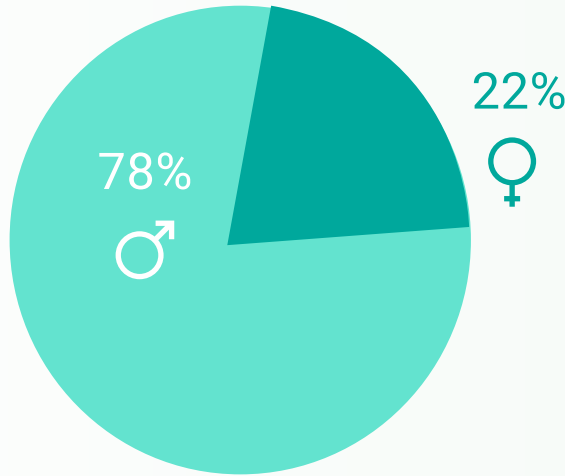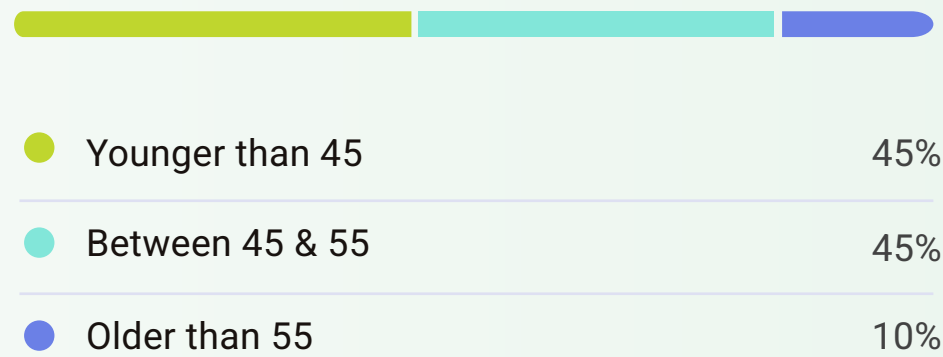
Senior Management by Gender
- 64% ♂
- 36% ♀
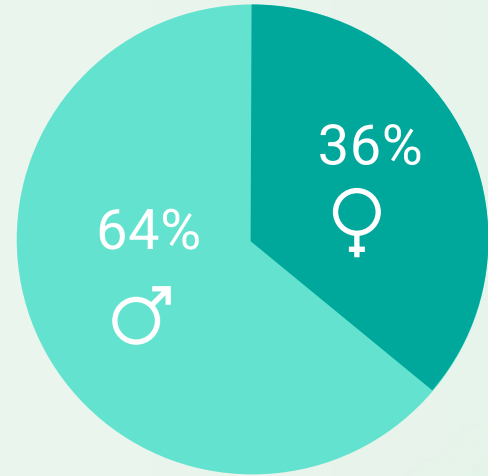
(1)Audit Comittee, (2) Compensation Committee (3) Corporate Governance and Nominating Committee | *More information about our board of directors at 20F Item 6 Directors, Senior management and Employees

Board Practices

Globant S.A. is managed by our board of directors (BoD) vested with the broadest powers to take any actions necessary or useful to fulfill our corporate purpose except for actions reserved by law or our articles of association to the general meeting of shareholders. Our articles of association provide that our board of directors must consist of at least seven members and no more than fifteen members. Our board of directors meets as often as company interests require to address issues related to the company's strategy and governance, including criteria related to finance, risks and opportunities, objectives, and ESG criteria. (More information included in the annual report in form **20F - p. 90**).

Board Committees

Our board of directors may establish one or more committees, including without limitation, an audit committee, a corporate governance and nominating committee, and a compensation committee, and for which it shall, if one or more of such committees are set up, appoint the members, determine the purpose, powers and authorities as well as the procedures and such other rules as may be apply thereto. Our board of directors may, from time-to-time establish other committees.

- **Audit Committee:** our audit committee oversees our corporate accounting and financial reporting process. (More information on other matters and members of our Audit Committee, is included in the annual report in form **20F - p. 91**).

- **Compensation Committee:** our compensation committee reviews, recommends, and approves policy relating to 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. (More information on other matters and members of our Compensation Committee, is included in the annual report in form **20F - p. 91**).

- **Corporate Governance and Nominating Committee:** our corporate governance and nominating committee identifies and recommends individuals qualified to become directors taking into account the diversity of the BoD; recommends director nominees to our board of directors for each election of directors; develops and recommends to our board of directors criteria for selecting qualified director candidates; considers committee member qualifications, appointment, and removal; recommends corporate governance guidelines applicable to us; provides oversight in the evaluation of our board of directors and each committee; and oversight of the Company's ESG (Environmental, Social and Corporate Governance) matters. (More information on other matters and members of our Corporate Governance and Nominating Committee, is included in the annual report in form **20F - p. 92**).

Director Compensation

Only those directors who are considered independent directors under the corporate governance rules of the NYSE are eligible, subject to our shareholders' approval, to receive compensation from us for their service on our board of directors. In this respect, independent members of our board of directors are eligible to receive cash and share-based compensation for their services as directors, as well as reimbursement of reasonable and documented costs and expenses incurred by them in connection with attending any meetings of our board of directors or any committees thereof.

Members of our senior management who are members of our board of directors will not receive compensation from us for their service on our board of directors, but have received and will continue receiving cash compensation and share-based compensation for their services as executive officers (More detailed information in the annual report in form **20F - p.87-90**).

Corporate Governance Practices

Our corporate governance practices are governed by Luxembourg law (particularly the law of August 10, 1915, on commercial companies as amended) and our articles of association. As a Luxembourg company listed on the NYSE, we are not required to comply with all of the corporate governance listing standards of the NYSE for US-listed companies. We, however, believe that our corporate governance practices meet or exceed, in all material respects, the corporate governance standards that the NYSE generally requires for US-listed companies. We have indicated the significant ways these differ from the corporate governance standards required by the NYSE for US-listed companies in our annual report on Form 20F. **P, 124**, in the Corporate Governance Practices section. In 2021, we had no confirmed incidents of corruption.

Integrity

Since 2014, we have adopted a **Code of Ethics** and an **Anti-Bribery and Anti-Corruption Policy** applicable to directors, senior executives, officials, employees (whether permanent, temporary, or fixed-term), consultants, contractors, apprentices, secondary personnel, temporary workers, volunteers, interns, agents or any other person related to the company. To keep up with Globant's dynamic business and exponential growth, we have been working on an updated version of the Code of Ethics that the Board of Directors approved in January 2022. This updated version, which will be effective as of March 1, 2022, introduces more information regarding the protection of Globant's Image and Proper Use of Social Media; the Diversity Approach; Anti-Money Laundering; Antitrust; Third-Party Audits & Government Investigations; Political Activity; and Global Trade Controls.

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, as well as any violation or suspected violation of any applicable law, rule or regulation. Such concerns may be reported using either, direct or anonymous channels. The contact information for our **Ethics Line** is publicly available on Globant's website.

In addition, our **Declaration of Modern Slavery** is also available on our website. This Declaration has been issued pursuant to the UK Modern Slavery Act from the primary subsidiaries of Globant for the UK, 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 is intended to ensure 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, 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 UK 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 prior to their engagement. The Compliance Team will determine whether the third party is approved or not considering integrity, ethics, data privacy, human rights, and environmental matters in their review.

We also uphold human rights in all of our global operations, in line with the United Nations Global Compact.

Risk & Opportunities

In 2021, Globant developed a corporate matrix summarizing its main risks. The Risk Management Department carried out the work in coordination with all internal areas in charge of mitigating such risks.

This process includes the following actions:

- Validation of existing risks and identification of any new threats, including climate change.
- Segmentation according to impact and probability.
- Mitigation controls are validated and updated as needed.

The main risks identified as factors that make an investment in our company speculative or risky are described in greater detail in **20F - p. 4.** This summary should be read in conjunction with the Risk Factors and should not be considered an exhaustive summary of the material risks facing our business. Such factors could result in damage to our business, reputation, revenue, financial results, and prospects, among other impacts.

We´ve also identified a risk related to environmental issues. If we cannot comply with new regulations or meet the expectations of our stakeholders regarding climate change, our business could be impacted. As part of our commitment to the global climate, we created the Be kind to the Planet strategy, in addition to our Sustainable Business Studio, we provide ourselves, organizations, and stakeholders with the tools and knowledge to build a climate path for orderly transitions and climate change.

Future Outlook & Business Perspectives

We are witnessing a transcendental time for technology. There have been more business disruptors in the past 5 years than in the collective 50 previous. Organizations have had a major opportunity to take on new areas of the market that were unthinkable before.

Analysts around the world see how the market is being reshaped:

1. Per IDC, 65% of the global GDP will be digitized, driving $6.8 trillion of direct digital transformation investment until 2023.

2. To thrive in a digital supremacy economy, 50% of enterprises will implement an organizational culture optimized for DX in 2025, based on customer-centric and data-driven culture.

3. By 2025, it is expected that 40% of physical experience-based businesses will improve financial results and outperform competitors by extending into paid virtual experiences.

4. Gartner has predicted that by the end of 2023, 40% of organizations will have applied anywhere operations to deliver an optimized and blended virtual and physical customer and employee experience.

5. 71% of consumers say that if they perceive that a brand is putting profit over people, they will lose trust in that brand forever.

Organizations need a partner who can help them reinvent and build sustainable future businesses with robust business models, 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. At Globant, we help our customers reinvent themselves.

Sustainable
Performance

Performance

Economic value generated in 2021

$1,297M

Compared to $814.1M last year

		2021		2020
Salaries		$944.3M	-73%	$594.4M
Taxes *		$41.7M	-3%	$38.9M
Depreciations and interests		$96.2M	-7%	$53.3M
Other costs of operations		$118.3M	-9%	$73.0M
Reinvest amount		$96.3M	7%	$54.2M

* Effective tax rate 2021: 22.8%

$1,890M 47%	$582M 42%	$1,308M 49%
Assets	Liabilities	Net Worth

Financial Highlights

Revenue by industry vertical

Banks, Financial Services & Insurance
23.8%

Media & Entertainment
21.0%

Consumer, Retail & Manufacturing
15.2%

Professional services
13.0%

Technology & Telecommunication
12.0%

Healthcare
7.4%

Travel & Hospitality
6.8%

Other verticals
0.8%
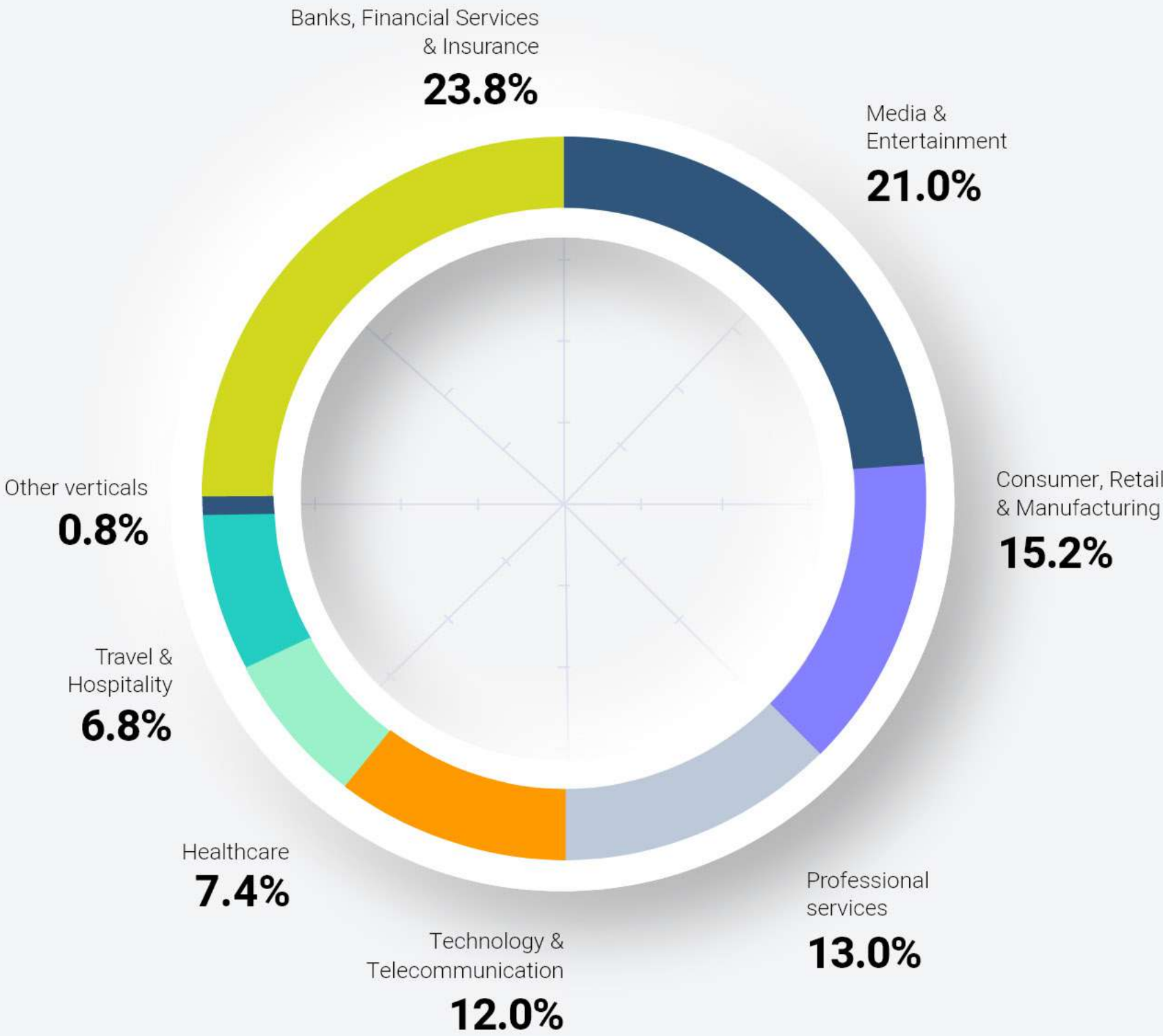
Revenue by geography 2021

64.1% North America

22.6% Latin America and others

11.7% Europe

1.6% Asia
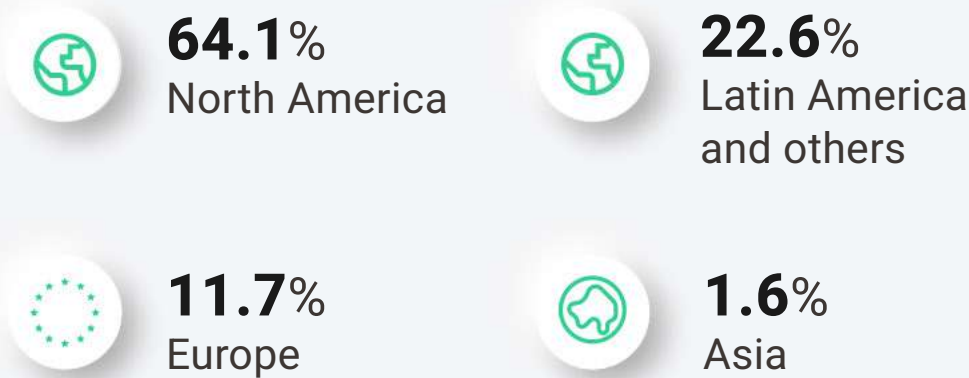
Clients by currency 2021

75.4% USD

8.6% Euro

16.0% Others

Clients by revenue contribution 2021

	10.9%	26.7%	39.1%
	Top 1	Top 5	Top 10

Revenue ($M)

$522 — 2018
$659 — 2019
$814 — 2020
$1,297 — 2021

Adjusted net income margin (%)

11.6% — 2018
12.2% — 2019
11.1% — 2020
12.2% — 2021

Adjusted diluted EPS

$1.65 — 2018
$2.14 — 2019
$2.28 — 2020
$3.76 — 2021
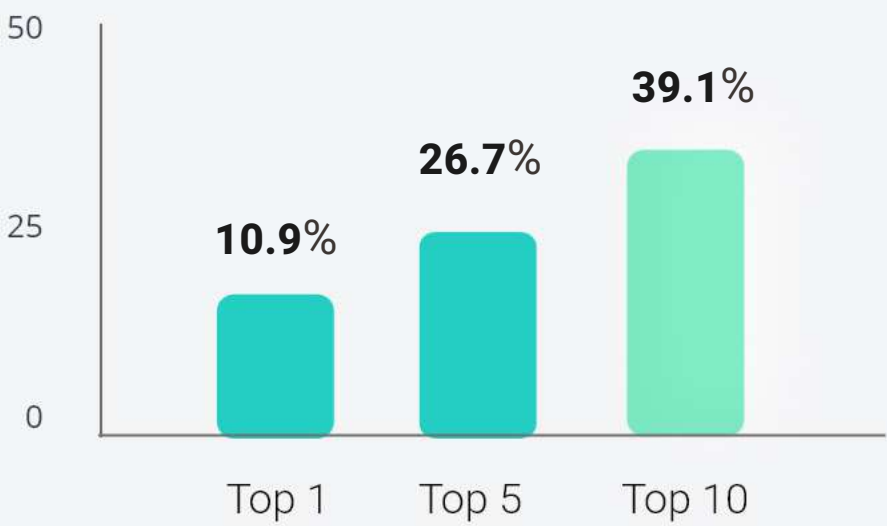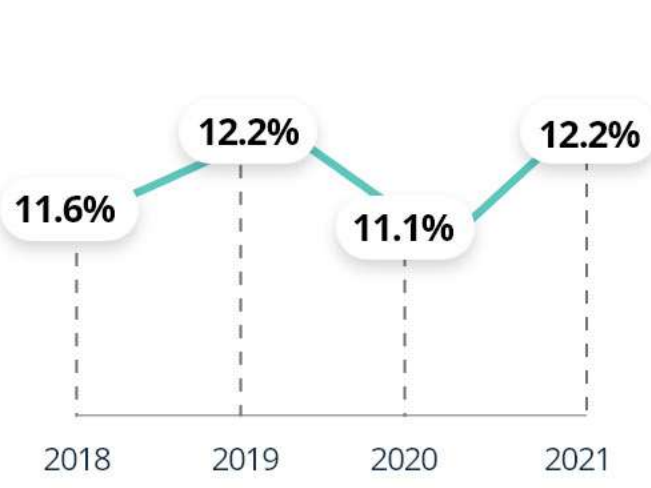
CONSOLIDATED STATEMENTS OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

Year ended December 31, 2021 in thousands except percentages and per share data

	2021		2020	
Revenues	1,297,078	100.0%	814,139	100.0%
Cost of Revenues	(802,090)	-61.8%	(509,812)	-62.6%
Gross profit	494,988	38.2%	304,327	37.4%
Selling, general and administrative expenses	(343,004)	-26.4%	(217,222)	-26.7%
Net impairment losses on financial assets	(7,551)	-0.6%	(3,080)	-0.4%
Other operating expense, net	-		(83)	0.0%
Profit from operations	144,433	11.1%	83,942	10.3%
Finance income	652	0.1%	1,920	0.2%
Finance expense	(12,708)	-1.0%	(10,430)	-1.3%
Other financial results, net	(3,923)	-0.3%	3,601	0.4%
Financial results, net	(15,979)	-1.2%	(4,909)	-0.6%
Share of results of investments in associates	(233)	0.0%	(622)	-0.1%
Other income and expenses, net	(3,369)	-0.3%	(1,887)	-0.2%
Profit before income tax	124,852	9.6%	76,524	9.4%
Income tax	(28,497)	-2.2%	(22,307)	-2.7%
Net income for the year	96,355	7.4%	54,217	6.7%
Net income attributable to:				
Owners of the Company	96,065		54,217	
Non-controlling interest	290		-	
Net income for the period	96,355		54,217	

OTHER DATA

	2021	2020
Adjusted gross profit	512,678	318,195
Adjusted gross profit margin percentage	39.5%	39.1%
Adjusted selling, general and administrative expenses	(245,517)	(164,529)
Adjusted selling, general and administrative expenses margin percentage	-18.9%	-20.2%
Adjusted profit from operations	214,331	123,981
Adjusted profit from operations margin percentage	16.5%	15.2%
Adjusted net income for the year	158,409	90,586
Adjusted net income margin percentage for the year	12.2%	11.1%

CALCULATION OF ADJUSTED DILUTED EPS

	2021	2020
Adjusted net income	$ 158,409	$ 90,586
Diluted shares	42,076	39,717
Adjusted diluted EPS	$ 3.76	$ 2.28

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

CASH FLOWS

For the year ended December 31, 2021

	2021	2020
Net cash provided by operating activities	178,974	99,872
Net cash used in investing activities	(272,880)	(124,015)
Net cash provided by financing activities	243,986	241,546
Cash and cash equivalents at beginning of the year	278,939	62,721
Cash and cash equivalents at end of the year	429,019	280,124
Net (decrease) increase in cash and cash equivalent at end of year	150,080	217,403

CAPITAL RESOURCES

	2021	2020
Capital Expenditures	89,625	53,083

STOCK PRICE PERFORMANCE
$ end of the year

$33.35 — Dec 2016
$46.46 — Dec 2017
$56.32 — Dec 2018
$106.5 — Dec 2019
$217.6 — Dec 2020
$314.1 — Dec 2021

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION DATA

As of December 31, 2021

	2021	2020
Cash and cash equivalents	427,804	278,939
Investments (current and non-current)	33,608	19,899
Trade receivables (current and non-current)	300,109	201,664
Other receivables (current and non-current)	73,457	41,262
Other assets (current and non-current)	16,438	15,100
Other financial assets (current and non-current)	27,290	16,724
Deferred tax assets	58,404	41,507
Investment in associates	0	3,154
Property and equipment	133,571	101,027
Intangible assets	102,016	86,721
Right-of-use asset	144,581	90,010
Goodwill	572,959	392,760
Total Assets	1,890,237	1,288,767
Trade payables (current and non-current)	69,597	40,506
Payroll and social security taxes payable	184,464	111,881
Borrowings (current and non-current)	12,240	25,968
Other financial liabilities (current and non-current)	129,991	94,198
Lease liabilities (current and non-current)	134,485	87,598
Tax liabilities	39,266	22,315
Deferred tax liabilities	1,289	13,698
Other liabilities and provisions	10,592	12,664
Total Liabilities	581,924	408,828
Total Equity and non-controlling interest	1,308,313	879,939
Total Equity, non-controlling interest and Liabilities	1,890,237	1,288,767

Customer Survey
ANNUAL AVERAGE 2021

64 NET PROMOTER SCORE (NPS)*

-100		0	+30	+70	+100
NEEDS IMPROVEMENT		GOOD		GREAT	EXCELLENT

57	61	68	64
2018	2019	2020	2021

Certifications:

ISO 9001:2015	ISO 27000	SOC 1	SOC 2	CMMI
Argentina, Uruguay	Pune, Buenos Aires, Minsk and Medellin	Type 2	Type 2 globally	CMMI-DEV v1.3 Maturity Level 3: globally

*In 2021 we changed our methodology for reporting NPS, we are reporting the average for the year and in the previous years we reported the results for the Q4 of each years.

Recognitions:

In 2021, Globant was recognized as a global leader in digital transformation, as a great employer, for the Be Kind commitment, and Globant's leadership, among others. We are genuinely proud of the **more than 45 awards we won.** Some of these recognitions were:

ESE BUSINESS SCHOOL

2021 Most Innovative Tech Company
ESE Awards - Chile

Sustainability Yearbook Member 2022
S&P Global

Sustainability Yearbook 2021 member

HUMAN RIGHTS CAMPAIGN

Best Place to Work LGBTQ+ 2022
Human Rights Campaign Foundation - Mexico

2021 Best Company WORK-LIFE BALANCE

Work-life balance Award
Comparably - Global

EFY. Employers for Youth

1st place - Employers for Youth
Tech Andino 2021

2021 Best Company CULTURE

Best Company Culture Award
Comparably - Global

WEPs AWARDS

"El Talento no tiene Género"
Multinational Companies category-WEPs Uruguay

2020 Best Company for DIVERSITY

Best Company for Diversity and for Women Award
Comparably - Global

Great Place To Work.

3rd place Great Place to Work
Colombia

Data Privacy & Security

Globant complies with all applicable data privacy regulations, ensuring any processing of personal data is conducted on a lawful basis. Aligned with our continuous improvement culture, a 2021 action roadmap regarding data privacy compliance was established after an external compliance assessment. Before gathering personal data, Globant discloses all the purposes for gathering such data, and obtains appropriate consent, when applicable. We also have an Incident Management Procedure and Personal Data Retention Policy, all aiming to outline the main standards and principles that should be followed regarding personal data and how it is handled.

We did not have any financial losses during this past year, whether due to legal proceedings associated with user privacy or legal proceedings related to anticompetitive behavior regulations. The number of law enforcement requests for user information and the number of users whose information was requested also remain at 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.

The Globant Information Security Team (GIST) is in charge of Globant internal security, and 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 on an annual basis, 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 security policies of the company and its customers.
- Researching, developing, and integrating of 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.

As part of our approach to identifying and addressing data security risks, Globant has been ISO 27001:2013 certified since 2013. 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 company-wide, and we can prove to internal and external stakeholders that we are securing data according to requirements.

During the 2021 calendar year, GIST registered a total of 91 (ninety-one) security incidents worldwide, that were identified as non-compliant with Globant and customer security policies and procedures. 46 of the 91 incidents were associated with loss or theft of Globant mobile equipment inside and outside Globant premises. All items lost or stolen were encrypted and remotely wiped out. None of the incidents involved Personal Identifiable Information (PII) or financial statements.

Sustainability Accounting Standards Board (SASB) activity metrics:

- None of our processes generate licensed products or subscriptions to consumers or business intermediaries (TC-SI-000.A)
- Our data processing capacity was 420 Rack Units
- 5% outsourced (TC-SI-000.B) - The amount of data storage was 0.55 petabytes. 0,01% outsourced (TC-SI-000.C)

Finally, as part of the Security Strategy at Globant and its continuous improvement, when hired, every employee must complete a Security Awareness Training that describes our security policies and procedures. Training must be repeated once a year. Also, for specific positions such as QA, QC, and developers, they must take an OWASP (Open Web Application Security Project) Security training.

Task force on Climate-related Financial Disclosure (TCFD)

In 2015, the Financial Stability Board created the Task Force on Climate-related Financial Disclosures **TCFD** to improve and increase reporting of climate-related financial information.

The TCFD emerges from the consensus that financial implications of climate change are not fully reflected in asset valuations, and it's looking into incorporating of information related to climatic events, evaluating the associated financial risks and opportunities. The objective is to have a standard that allows comparisons across organizations year-to-year and to measure and meet proposed targets.

In 2021, we implemented the Climate Profile Assessment to start working with the management of physical and transitional risks and opportunities arising from climate change. This includes knowledge and ownership of metrics, strategy, governance, and disclosure.

The Climate Profile seeks to introduce the company to the TCFD process and assess its current status through 3 segments, from which an action plan is built to comply with the new climate due diligence.

As a first step, a 3-month introductory workshop was conducted with the company's key stakeholders to deepen the TCFD and ensure implementation support.

After defining the TCFD framework, a high-level review of the structure, processes, and reporting was conducted to understand how the company is detecting, managing, and reporting on climate change in relation to its finances, risks, and opportunities through analysis of public and private information, in-depth interviews with decision-makers and a customer and supplier survey. Once the assessment is completed, gaps between the company's situation and the requirements of the TCFD core elements are identified.

The phased approach allowed us to complete in 2021 the first stage regarding gaps identification and key points for further analysis. In the present report we include a summary of key points (see page 78) linking the content of this report with the TCFD recommendations. Our teams will continue in 2022 in a more detailed analysis at business impact level.

Reinvention
Approach

Focused on Reinvention

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 18-year history, we've been focused on reinventing ourselves and the companies we work with.

Enabling Reinvention for over 18 years

Reinventing Technology Services

Reinventing Experiences

Reinventing AI

Reinventing Business

Reinventing Markets/Industries

2003

2009

2017

2019

Future

Powering Digital Transformation at Scale

Building Transformational Digital Experiences

Leading the AI Revolution

Building non-traditional ways of creating business value.

Leading Market & Industries Reinvention

Globant › Evolution

Future

Globant ›

We have been at the forefront of every **Era of digital transformation**. And now we are thinking about reinventing industries and leading market reinvention.

Our disruptive How?

We do things in a different way. We focus on what our clients really need to move their business forward, then work to both enhance and augment it. We don't just supply technology for the short term. We don't force-fit generic methodologies to every client and industry or train them to follow a one-size-fits-all development process.

We design profound transformations that go beyond digital. We prepare our clients for the future. We provide services and solutions that allow them to take back control and stand up on their own. **We blend engineering, innovation and design with a unique approach to enable business reinvention.** Our strength lies in our key differentiators all working together.

a. Studios Model

Our **Studios Model** brings the right skills and industry expertise for every client. Each Studio represents deep pockets of expertise in industries, the latest technologies, trends, and delivers tailored solutions focused on specific challenges.

Our **Reinvention Studios** were crafted to revolutionize and reinvent specific industries. We focus on helping our clients to continue reinventing themselves and getting ready for a sustainable future.

Our **Digital Studios** help our clients come up to date on their digital needs. They focus on developing business models and leveraging our technical capabilities expertise to help our customers with their digital transformation. **More info**.

Reinvention Studios

Airlines

Life Sciences

Bluecap Future Finance

Media & Entertainment

Gaming

Travel & Hospitality

Digital Studios

Agile Delivery

Blockchain

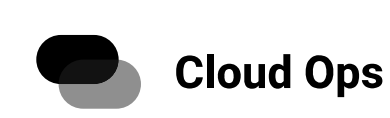Business Hacking

Cloud Ops

Conversational Interfaces

Cultural Hacking

Cybersecurity

Data & AI

Design

Digital Experience Platforms

Digital Lending

Digital Marketing

Digital Sales

Enterprise Applications

Future of Organizations

Internet of Things

Metaverse

Process Optimization

Product

Quality Engineering

Salesforce

Scalable Platforms

Smart Venues

Sustainable Business

UI Engineering

b. Globant X

Globant X is the space where we foster our homegrown innovation by developing products that use AI to reinvent key aspects of organizations.

We are applying artificial intelligence to augment the way we code, the way we test, and the way we design. It augments the way we become collectively smarter, the way we reinforce our teams' culture, how we recruit, and how we assemble teams. So far, we have created many products that have already started to disrupt our industry and many others: Augmented Coding and StarMeUp, among others. You can deep dive into these and more in the Globant X section.

StarMeUP   MAGNIFAI   walmeric

A+ CODING   PagoChat   ShopChat

Jörd

c. Global Autonomous Culture

With Delivery Centers in 18 countries, we have more than 23,500 Globers working on different projects across studios. Nothing we do would be possible without our global autonomous culture that runs through every Glober.

Our **Agile Pods Methodology** helps all these people work together, understanding which roles they will cover within a project. This, combined with our inverted org chart, helps them be autonomous in making decisions that will benefit their clients. Together with our unique culture that has been able to go through all of our offices thanks to StarMeUp, we can create efficient and effective teams.

Together, they enable and foster the autonomy and strong culture that has been key to our success.

Globant

Sustainable Business Studio

It has never been more important for businesses, societies, and humankind to reinvent themselves. We are living through unprecedented climate, societal and technological change.

- Beyond our commitments towards net-zero, we are committed accelerating the pace of change of all industries involved in this unprecedented challenge. Every industry has realized they must reinvent their business strategies to meet their pledges and positively impact on the planet and people. Public sectors and academia also need to work closely and collaboratively with this ecosystem of key players to design sustainable solutions.

- 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 unprecedented scale.

- In November of 2020, we decided to launch our Sustainable Business Studio, formed by professionals from a wide range of industries and fields of expertise, acting as a Knowledge Hub whose 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 Studio is founded on Sustainability Know-How, interconnected through technology:

Carbon Numbers — Calculate, manage and reduce **carbon, energy, water and waste footprints**.

Roadmap 51 to 0 — Support enterprises and value-chains in their **Net-Zero roadmap,** including ESG diagnosis, strategies and reporting.

Sustain-ability — **E-learning** to address the integration of ESG concepts across the organization.

Climate for C-Level — Bespoke awareness sessions for the **C-Suite** to drive business forward into the New Green Economy.

Climate Finance Profile — Evaluate, asses and disclose according to climate and transitions risks, propaedeutic to **TCFD** reporting.

Climate Champions — Company-wide voluntary **survey to identify sustainability game changing leaders**.

Globant

Our services fall into three main categories:

Sustainable Consulting

Sustainability strategy & consulting practices to support client and partner organizations setting their sustainability ambitions and visions, to trace and accelerate their roads to net-zero. Our consulting services include a wide range of practices such as sustainability and ESG diagnosis, maturity and assessment status, planet-centred strategy design processes, climate finance profiles, and sustainability and ESG awareness, cultural change and reporting.

IT for Green Business

Using technology to support clients in achieving their sustainability goals and pledges. We leverage our proprietary tools and frameworks - such as our platform Navigate, which creates a digital carbon footprint twin of value chains, supply chains, assets, processes, systems, allowing organizations to map, measure and optimize the associated carbon budget. Today, when analyzing the way we work, it is key to focus not only on financial budget but also on Carbon budget, to favor our transitions towards a low-carbon economy. The Studio also provides strategic alliances with key players of the industry - Such as Salesforce Sustainability Cloud - to design digital solutions that accelerate our client´s race to net-zero.

Digital Sobriety

Software needs to become part of the solution rather than adding to the problem of energy consumption and greenhouse gasses emissions. Our Digital Sobriety initiatives and practices reduce carbon emissions and operational costs of IT infrastructure, allowing organizations to accelerate decarbonization and energy efficiency. We launched practices that keep track of energy consumption - hence directly curbing emissions - in the process of designing AI, machine learning, softwares, applications, web pages etc. Our new software optimization practices reduce energy consumption and drive new standards in the future of the green IT industry. We overall support organizations to identify energy efficiency opportunities and insights to reduce infrastructure costs while decarbonising the industry, also improving application performance and experience.

Global
Talent

Never before in Globant history the company has experienced talent growth like in 2021. The 45% headcount growth year-over-year represents a recruiting record and enormous challenges.

To achieve the expected results, we deepened our strategy: regionalization and decentralizing the growth, which allowed us to attract and retain talent worldwide. Our strategy focused on three pillars: organic growth in every Talent Development Center where we operate, opening new talent hubs in other geographies, and four new acquisitions.

Regarding the new geographies, we started hiring Globers in Viña del Mar (Chile), Monterrey (Mexico), Malaga (Spain), Bariloche and Tierra del Fuego (Argentina), Cali and Barranquilla (Colombia), Arequipa (Peru), Maldonado (Uruguay), Guayaquil (Ecuador), and San Jose, Costa Rica, our first site in the Caribbean region, that will strengthen Globant's presence consolidating its position as a promoter for digital talent in Latin America. These new locations are vibrant sharing hubs designed to maximize team collaboration and creativity.

Concerning M&A, during Q1 2021, we acquired Cloudshift, a leading Salesforce partner in the UK specializing in multi-cloud digital transformation, and HABITANT, a European consulting firm specializing in digital marketing and digital sales. Since June we have announced the integration of Walmeric (also from Europe), Atix Labs (strengthening and empowering Globant's blockchain and crypto-related solutions and products) and the US-based company, Navint, to support the end-to-end business transformation capabilities of Globant´s own Salesforce Studio.

Five dimensions of growth:

Geocultural diversity:
We encourage our Globers to work wherever they want, and be nourished by cultural exchanges. We have **56 locations in 18 countries,** in LATAM, North America, Europe, and Asia. And open positions and relocation opportunities.

Technology:
Our studios consolidate expertise around a variety of emerging technologies where our Globers can develop themselves, explore and learn.

Industry expertise and multiple industries:
Globant works with more than 1,100 clients, many clients within a given industry. This enables our Globers to develop their career with an industry focus, develop an industry-agnostic career path, or switch industries, as they desire.

Open positions:
Globers can develop their career growth within their current path by gaining seniority or moving internally into other roles in different areas of expertise.

Work/life balance:
Globant is well known for the set of benefits provided. Globant for you (G4U) has the mission to design and offer unique experiences to Globers to find the perfect match for their work-life balance. Its primary purpose is that Globers enjoy every day at work.

Benefits*

Parenting Program: When it comes to parenting, there is no "one size fits all", 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 Coverage
- Extended Parental Leave - Paid time off
- Childcare Reimbursement
- Yoga Classes and Prenatal Sessions
- Breastfeeding Consultancy
- Postnatal individual sessions with childhood and parenting specialists
- Special discounts on training for kids

Employee Stock Purchase Program (ESPP): We aim to invite all Globers to become Globant's shareholders to continue being part of the organization's growth. Started in 2021 in three countries, Globers can contribute a percentage of their gross salary to acquiring Globant shares with a 10% discount on the market share price. We plan to expand this benefit to the whole organization in 2022.

Health insurance for the whole family and in some countries healthcare for pets.

Trainings: Full access to Globant University Campus with more than 4,500 learning experiences available.

Kids Club: Glober's children can attend Cooking, Art, Yoga, Zumba, Programming Classes, Virtual Museum visits, and special workshops.

Others: Life insurance, Internet Subsidy, and Life@ Globant gifts (we want to be close to our Globers at each step of their lives such as Birthdays, Graduations, Marriages, Moving, Baby Globers, Relocation Gift or a 10th Anniversary at Globant).

_____

*Benefits provided to full-time employees in significant locations of operation; meaning regions with a headcount ≥ 1% of Globant's total payroll at the end of the period under analysis. Includes benefits that apply to a minimum of 50% of employees.

Great working experience

Every year all Globers around the globe (both part and full-time) are invited to answer the Working Mood survey, where we evaluate the Employee Experience and their **engagement** with the company. In this anonymous survey, Globers have to respond from 1 to 5 about 30 affirmations and can add "Comments" if needed.

> In 2021, the average general result was 4.27 points (over 5) and related to the **Glober's engagement** we are proud to share that the result was
>
> **4.45 (over 5 pts.)**

We also evaluate the employee experience with an external partner: **Great Place to Work** (GPTW) helps us understand Glober's satisfaction in 5 countries: Argentina, Colombia, India, Uruguay and the US. This survey program is an employee experience platform that recognizes best practices from major firms worldwide, based on more than 30 years of cultural study and data. The survey is anonymous and covers 5 focus areas: Camaraderie, Credibility, Fairness, Pride, and Respect. In 2021, we had excellent performance in every country being recognized in third place in Colombia.

Health & Security

Our **occupational health and safety management system** has been implemented in Colombia, Peru, Mexico, Chile, and Uruguay whith nearly 52% of the total headcount. Also, in each country where Globant has operations, it complies with all the legal requirements regarding health and safety.

This system includes:

- Occupational Health and Safety Policy.

- Hazard Identification matrix to eliminate and mitigate priority risks: biomechanical, psychosocial and biological risk.

- 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 for the consultation and participation of workers, and when they exist, of workers' representatives

Within the services provided to Globers, in terms of occupational health and safety, some of them are occupational medical exams; case follow-ups with musculoskeletal or psycho-occupational impact through job inspections with a health professional, the Globant employee assistance program; prepaid Medicine; occupational Risk Administrator, insurance Broker, and occupational health services.

All Globers have the channels to report risks or incidents through internal tools like 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 reports on issues of workplace harassment by email to the Workplace Coexistence Committee.

In Colombia, Peru, Mexico, and Chile there are Committees represented by both the employer and the employees: "Comité paritario de seguridad y salud en el trabajo", "Comité de convivencia laboral", and in all the sites, Emergency Brigade. The functions and members of the committee are published on an internal site.

In 2021, in our return to offices program, Globant implemented biosafety protocols worldwide against COVID-19, generating a culture of self-care and infection prevention. The trainings "Health and Safety" and "Back to the office" were mandatory for all employees, and "Back To Travel Guidelines" for those who needed to travel. Those trainings help Globers identify dangers and risks, take the appropriate measures at all times, and stay healthy and safe. This allowed us to be **distinguished with the Safe Work Center certification issued by the ACHS in Chile**.

Learning & Talent

In 2021, we took our culture of continuous learning to the next level. **Globant University became a digital ecosystem that promotes growth in the company through our Delta Formula: Explore + Educate + Expose = Movement.** We invite Globers to learn about their challenges, offering diverse content so that each person can learn at their own pace, and encouraging continuous feedback always to keep improving.

Explore:

We encourage Globers to explore different verticals of knowledge to augment their capabilities, creating a full profile of skills to reinvent the industry. To guide this exploration, **MyGrowth** is the main place where Globers can manage and track their job position, areas of expertise and develop knowledge based on career opportunities in a gamified way with badges and missions.

In 2021, we reached a +40 Working Ecosystem (set of knowledge based on careers) in MyGrowth, with Globers completing +22,000 missions. This tool keeps evolving with new content and new ways to explore their careers.

Educate:

At Globant, we work to create Glober-centric and neurodiverse experiences that allow each Glober to learn in the way that best suits their style, availability, interests, and needs. On the other hand, we create and foster a learning ecosystem where each Glober has something to learn and something to teach. **Learners and crafters:** Everyone is invited to create knowledge and share it because we believe teaching is one of the most effective ways to learn.

In 2021 more than 10,000 Globers entered weekly at the Campus. We offered more than 4,500 learning experiences on Campus, of which Globers created +1,200, and this number is constantly growing. Also, our ® **Slack Learning Community** continues to grow and has more than 17,000 Globers who share news, content and communally help each other.

We virtually maintained the number of hours per training even though 2020 was an extraordinary year for online education due to COVID-19 isolation. It is an achievement to have sustained the level this year, and we aim to continue growing in 2022. We work to train Globers in the future capabilities: **Diversity, Technology, and Leadership.**

Diversity: We worked together with different teams to develop learning experiences like the She Leads program and a specific DEI (Diversity, Equity, and Inclusion) Learning Ecosystem to increase DEI awareness throughout the organization reaching all our Globers.

Technology: Together with our technology partners, we developed a plan to offer trainings (+30 Academies and +50 Learning Maps) with high applicability in the most demanded technologies within the company.

Leadership: Through our Leadership Accelerator Program (LeAP), we aim to boost leadership skills for our Glober leaders and develop a shared understanding of how leadership is defined at Globant. In 2021 almost 4,500 leaders participated in these sessions.

Globant

We designed different training programs like Augmented Leadership or Relational Leadership to work on communication and collaboration skills. We also boosted the Key Talent Program experience to recognize our 100 top performance leaders and developed special sessions for high seniority leaders to create a space to share challenges and best practices.

Last but not least, we launched mandatory sessions in Ethics, Information Security (Basic Security Good Practices, How to Avoid Phishing Scams, Data Protection Essentials, Ransomware), and Diversity & Inclusion to achieve the highest ESG standards.
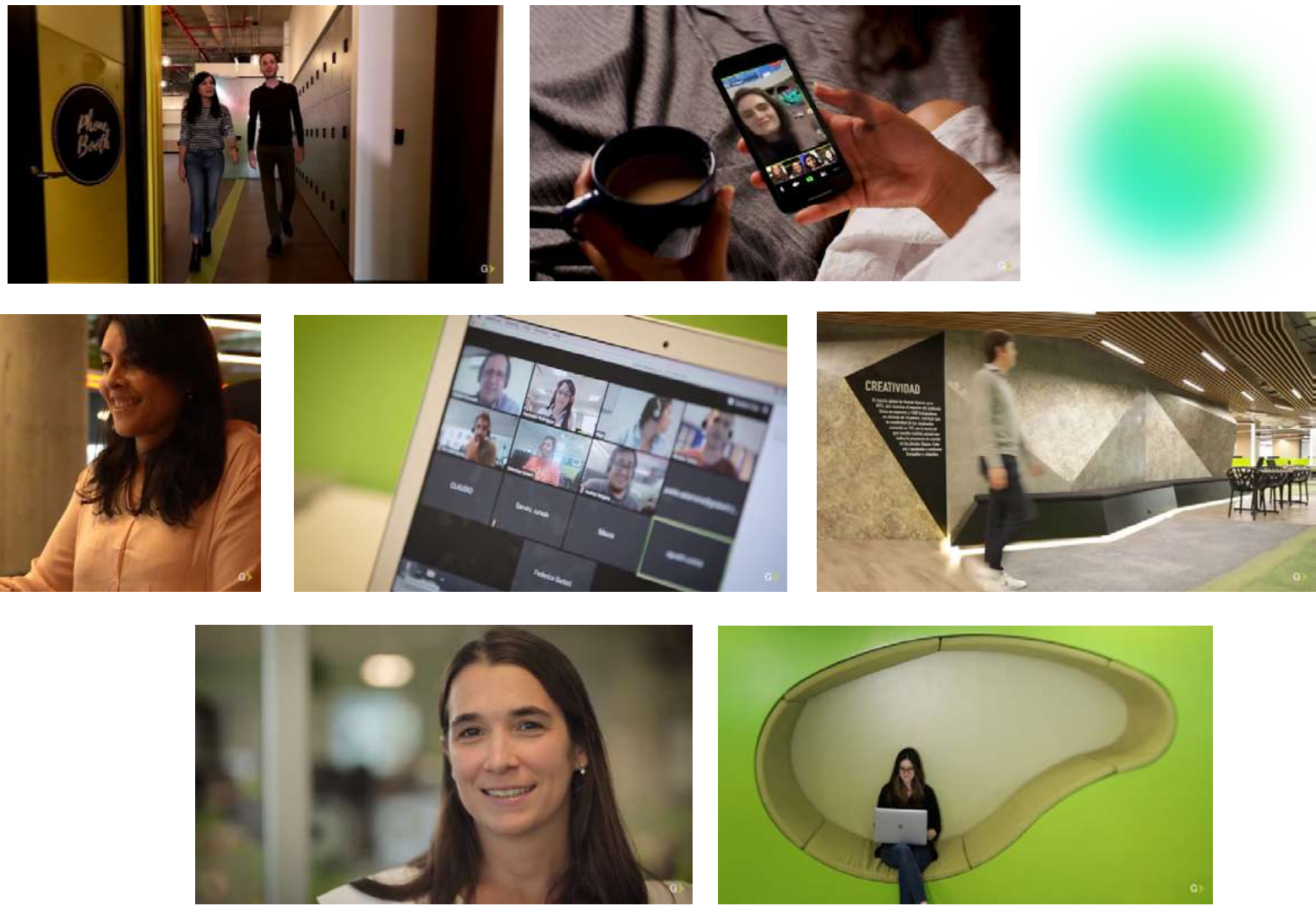
● **Expose:**

We encourage Globers and leaders to participate in the feedback 360 and performance conversations continuously to reach the betterment of each one, empower individual and team performance, and boost their careers.

BetterMe is the tool that accompanies our Performance Management process, whose main objective is to promote meaningful conversations that empower and enhance Glober´s development. This Continuous Feedback and Evaluation Process, based on our **Talent Manifesto**, is driven in a Glober-centric way to impact career decisions (such as promotions or recognitions, etc.).

In 2021, each Globers had almost 4 feedback 360°, and 97%* received at least two performance evaluations. Also 37% of Globers have been promoted during the year. We keep reinventing the programs and performance framework to impact on career development.

Another key tool in our Glober-centric culture is **StarMeUp.** Interconnected with BetterMe, SMU was created some years ago to ensure every Glober is a guardian of Globant's culture, understanding and living our values. During the COVID-19 pandemic, this platform was essential to keeping employees connected, and it was unified with other internal tools. Today, it has become a digital culture platform that helps Globant, and other companies, build their own culture, recognize people's contributions, and help engender a sense of meaning at work.

The company can make decisions based on data: knowing better the professionals, understanding their strengths and assessing people's potential skills, defining training and career plans, highlighting employees or teams that stand out, identifying cultural influencers, reading the interactions, targeting events based on the impact in the interactions, knowing the interests and hobbies of the population to adjust activities and benefits, among others. This is the first step for a cultural platform with a great future.

*For more information about performance evaluations refer to **Additional Information** section.

Indicators
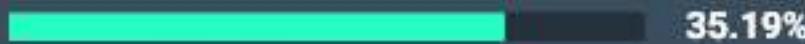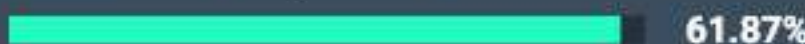
⭐ Globers through the years

23,526
2021 — ♀ 26% ♂ 74%

16,251
2020 — ♀ 25% ♂ 75%

11,855
2019 — ♀ 22% ♂ 78%

32.9 AVERAGE AGE

Under 30 years old	35.19%
Between 30 & 50 years old	61.87%
Over 50 years old	2.94%
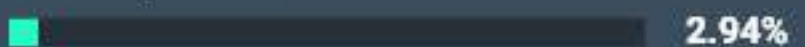
↺ Turnover 2021 (LTM%)

18.7%

🖥 Working mood

Assessment (over 5 pts)

4.27 2021	4.16 2020	4.01 2019

Participation

73.5% 2021	76% 2020	80% 2019

72.93% Male
25.15% Female

For more information review **Additional Information** section.
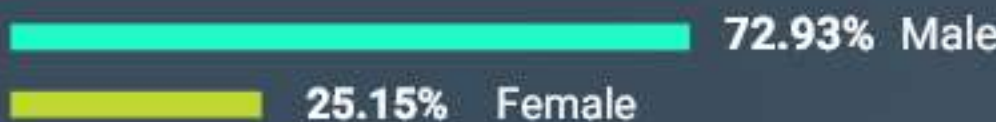
🗺 Globers by country

		2021	♀	2020	♀
🇦🇷	Argentina	22.8%	30.7%	29.5%	28.4%
🇨🇴	Colombia	22.6%	22.9%	23.4%	21.0%
🇮🇳	India	15.0%	31.7%	11.2%	31.0%
🇲🇽	Mexico	13.8%	17.8%	12.2%	19.5%
🇵🇪	Peru	5.4%	19.6%	5.1%	17.2%
🇨🇱	Chile	5.4%	22.6%	4.2%	17.5%
🇺🇾	Uruguay	4.3%	22.6%	4.2%	26.6%
🇺🇸	USA	3.0%	30.5%	3.6%	23.5%
🇧🇷	Brazil	3.0%	24.5%	2.8%	28.9%
🇪🇸	Spain	2.3%	24.3%	2.8%	27.4%
🇧🇾	Belarus	0.9%	21.2%	0.7%	18.5%
🇷🇴	Romania	0.7%	31.1%	0.6%	29.5%
🇬🇧	UK	0.7%	22.9%	0.4%	24.2%
🇨🇷	Costa Rica	0.05%	18.2%	-	-
🇨🇦	Canada	0.04%	55.6%	0.02%	0.0%
🇫🇷	France	0.03%	0.0%	0.04%	16.7%
🇩🇪	Germany	0.03%	50.0%	-	-
🇱🇺	Luxembourg	0.00%	100.0%	0.01%	100.0%

Globant ▶

Diversity & Inclusion

Women at Globant

25.8%
2021

Women by Position

Staff Areas	62% 2021	62% 2020	56% 2019
Delivery	24% 2021	22% 2020	19% 2019

Women by Seniority

Managers & Up	28.0% 2021	26.0% 2020	25.0% 2019
Leader & Senior	22.0% 2021	22.0% 2020	19.0% 2019
Semi Senior	25.5% 2021	23.0% 2020	21.0% 2019
Junior	33.0% 2021	34.0% 2020	25.0% 2019
Trainee	40.0% 2021	39.0% 2020	37.0% 2019

Female Wage (vs. male wage*)

-2.0% 2021	-1.3% 2020	-3.6% 2019

Globant´s remuneration policy attracts and retains the talent of our employees, rewarding their qualities and performance, without falling into favoritism or injustice. It is based on external competitiveness and internal equity. Aligned with this commitment, during 2020 we guaranteed equal salary for all our trainee hires and accelerated equal leveling at senior positions. Finally, previous annual salary increases, the compensation team is responsible for making a wage gap diagnosis identifying undesired salary inequalities.

* The calculation is a weighted average of female/male ratio according to the number of people in each category. Some categories might show higher dispersion due to the small number of cases. Also, seniority might impact the maximum wages in each category.

Globant>

Diversity & Inclusion

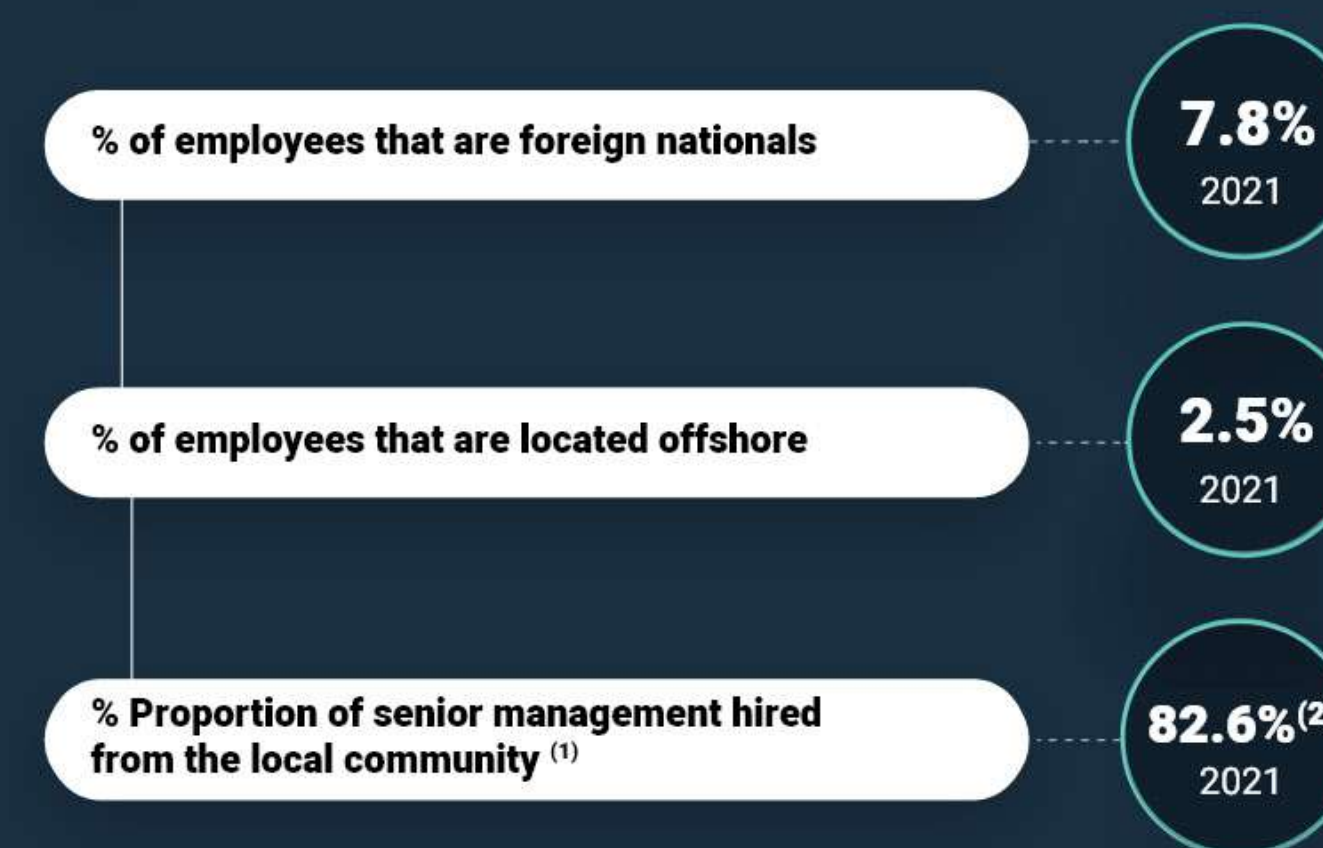## 🇺🇸 US Employees by Ethnicity

	2021	2020	2019
Latin American	49.8%	56.1%	52.7%
White/Caucasian	27.2%	28.5%	32.1%
Asian	17.6%	13.6%	12.5%
Black or African American	2.5%	1.7%	2.8%
Pacific Islander	0.0%	0.0%	0.0%
Two or more races	2.7%	-%	-%
American Indian or Alaska Native	0.3%	-%	-%
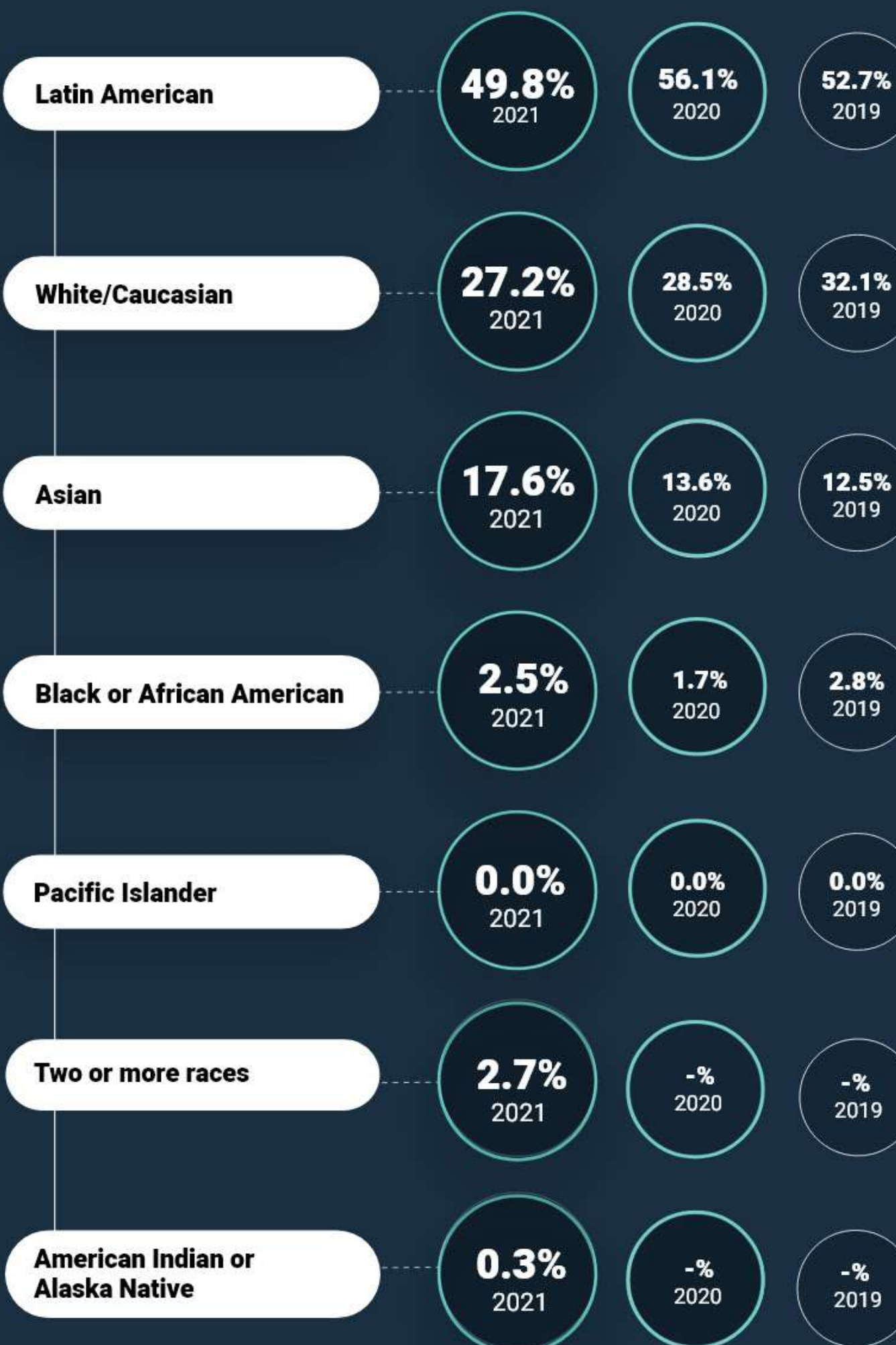
Foreign Nationals Employees

	2021
% of employees that are foreign nationals	7.8%
% of employees that are located offshore	2.5%
% Proportion of senior management hired from the local community [1]	82.6%[2]

(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) Includes Mapping category (employees recently incorporated into Globant, due to corporate acquisitions). For this type of employee, the identification of senior management was obtained, with an estimate based on the distribution by job titles of the Globers. It is assumed for this calculation that 100% of Mapping employees are local. The Mapping category represents 2.3% of the total number of Globant employees. Senior management includes Manager and Director categories.

*This data is based on a volunteer disclaimer from the Globers. The percentages are calculated over each category.

33

Kindness
Based Culture

Be kind.
by **Globant**

Kindness based culture

Our culture is the foundation that supports and facilitates our distinctive approach and advances our organization forward. It can be best described as innovative, entrepreneurial, flexible, sustainable, and team-oriented, and is built on six core values (Think Big, Constantly Innovate, Aim for Excellence, Team Player, Have Fun, and Be kind), and three main motivational pillars:

Autonomy: empowering Globers to take ownership of their client projects, professional development, and careers.

Mastery: it's about constant improvement, aiming for excellence, and exceeding expectations**.**

Purpose: We believe that only by sharing a common purpose we will build a company for the long-term that breaks from the status quo, deliveries innovative software solutions, and creates value for our stakeholders.

This strong culture allows us **to attract and retain talent,** providing them the opportunity to work on cutting-edge projects for worldclass clients, a flexible work environment, training and development programs, and non-traditional benefits.

Be kind.
to your peers

Be kind.
to yourself

Be kind.
by Globant

Be kind.
to the planet

Be kind.
to humanity

Be kind.
to yourself

We believe that it is possible to be an organization where personal life purpose is aligned with company purpose. For that, we promote a wellness environment to unleash Globers, full potential. **Body, Mind, and Spirit** connected to the present while creating a way forward.

Be Kind to yourself integrates all the benefits, campaigns, activities, and proposals of the company from a comprehensive perspective, understanding that the well-being of the people depends on a good work-life balance, and taking care of both physical and emotional health.

This program has been very well received by the Glober community, and since its launch in April of last year, more than 12,700 Globers have participated. Some of the most relevant initiatives* and programs were:

Headspace: In 2021, we launched an exclusive benefit for Globers: a 100% free membership in Headspace, the number one mindfulness app in the world. Since then, more than 5,300 Glober have enrolled with "Meditation" as the top content used.

Stop Smoking program: We partnered with Mindcotine, a startup that uses virtual reality to stop smoking. Until now, 284 Globers have activated their kits, and we already have 27% Smoke-Free Globers.

Employee Assistance Program (EAP) for Globers and their families: EAP is a unique, confidential, integrated, and innovative platform that will offer well-being benefits, ways to manage health risks, and inspire positive changes. Globers have immediate access to clinical counselors through video, live chat, telesupport, and online groups on the following topics: Health and Safety Concerns; Financial and Legal Topics; Relationship and Family Matters; and Work-related Issues.

Others:

- Webinars about health, nutrition, skincare and preventive medicine
- Gym@Home platform
- Meditation & mindfulness sessions
- Yoga sessions
- Learning opportunities to gain knowledge on the key skills related to being smart with your mind

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*Includes benefits that apply to a minimum of 50% of employees.

Be kind.
to your peers

Diversity, Equity & Inclusion

Diversity, Equity, and Inclusion (DEI) are key pillars of our industry. At Globant, we are devoted to boosting and building a warmer, more humane, equitable, and inclusive workplace for every Glober, where gender equality, cultural diversity, and inclusion are the foundations of our culture. We seek to accompany minorities and give them a voice and representation through our internal communities and with programs and initiatives that help make them visible and serve to create a safe and respectful workplace.

Globant's journey towards diversity and inclusion began in 2003, when Globant was founded with the objective of focusing on talent and its people. Several programs have been launched since then, programs that allow us to reinforce our inclusive spirit and culture as our global footprint expands. However, the creation of the Be kind initiative has been especially rewarding for the last two years. The public commitments in terms of Gender Equality and the creation of the DEI POD*, where the key milestones align the whole company in a single objective:

be the place where everyone can be themselves and develop their full potential.

We are very proud to say 2021 was a year full of accomplishments and marvelous moments where we reaffirmed our commitment with promoting diversity, inclusion, gender equality and connecting IT opportunities with underprivileged people all around the globe more than ever.

For us, DEI means to focus on four main pillars:

- **Gender & Sexuality**
- **Accessibility**
- **Social and Economic Background**
- **Race, Culture & Ethnicity**

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

Gender & Sexuality

The Gender gap is real; that's why we are taking steps towards becoming a permanent part of the solution. We're dedicated to doing our part to make that happen by committing to getting to parity in our leadership roles by 2025.

This year, we changed how we measured management positions, adding more technical profiles, which changed our baseline. In 2021, we went from 27% to 28.3% female managers over total managers. Although this new baseline is challenging we are fully convinced that it is the best way to make leadership roles related to tech more visible, as it's where the gender pay gap is wider.

Our strategy to achieve these targets consists in implementing programs and initiatives throughout the women's journey: Inspire - Educate - Hire - Accompany - Lead. Some of the most outstanding initiatives of 2021 were:

At Globant, we want to change the reality of the industry. The pandemic contributed to the gender gap widening even more than what it already was, increasing from 99.5 years to 135.6 (World Economic Forum). However, it has also accelerated digital transformation in almost every aspect, which has opened new job opportunities in the IT industry labor market. We seek to highlight the women leading this transformation with the **Women That Build Awards**.

At Globant, we want this and future generations to live in a world of equal opportunities. The Women That Build Awards are a way to inspire and give visibility to those women who, despite the context, can inspire other girls to join the STEM industry.

This award recognizes those women who innovate, lead change, inspire, and who make an impact. It also represents a strong community of women around the world whose stories deserve to be heard, made visible, and recognized by their inspiring power.

This year's edition had 1,640 candidates from 11 countries, voted by almost 70,000 people worldwide (83% more than in the 2020 edition).

This year there were four categories: Rising star, Tech Entrepreneur, Inspire executive and Digital leader. Eleven women were awarded per category, 44 in total.

Back in the Game (B.I.G.)

Driven by the awareness of the structural difficulties women face in the technology field, we want to be part of the long-term solution, supporting, promoting, recognizing, and opening the doors to all women who want to develop in IT. The BIG initiative aims to empower women who are on a career break and looking to relaunch their technological expedition. We give them the chance to reboot and come back to the game!

The program initially emerged in India in 2019, to promote the **reintegration of women into the labor market**. Gradually, it expanded to Argentina, Chile, Peru, and Uruguay. In LATAM, the program consists of training lasting 2 months, to develop skills in the following technologies: Java/QC/Salesforce.

In addition, different inspirational and mentoring talks were generated to accompany this process and provide the necessary tools for the path to reintegration.

She Leads

A study carried out by Mercer revealed that only 3 out of 10 workers in the field of STEM in the region are women. In addition, a 2020 analysis of 1,100 organizations worldwide revealed that women represented 23% of executive positions, 29% of senior managers, and 37% of managers. They account for only 16% of senior-level tech jobs. As part of the technology industry, Globant faces a considerable challenge when it comes to restoring (or creating) balance. Indeed, we do not like to stay still. That's why this year, we relaunched She Leads, a program that aims to accelerate Globant's goals. She Leads

is an initiative that **combines mentoring methodology with training and inspirational talks for women** to strengthen their knowledge and management expertise and prepare them for leadership positions.

Every female leader was invited to participate in She Leads last year's edition. Among those who accepted the call, 93% completed the program, 61% were promoted, and 71% manifested feeling an attitude change after the program.

Pride Month

At Globant, we believe that unlimited voices bring unlimited power. We promote respect, empathy, and elevation for diverse points of view, beliefs, and passions.

June is Pride Month, a time that offers a chance to **celebrate, show support, and raise awareness of LGBTQIA+ rights**. For us, this means collective voices from across the globe are coming together to challenge dated perceptions, raise awareness, bring support, and honor our LGBTQIA+ community. It's our responsibility to make all people feel safe and heard.

Learning can help bring real change. Our LGBTQIA+ community at Globant actively support each other, creates learning and fun engagement opportunities, and promotes education within Globant.

During this Pride Month, we hosted info sessions and open panel discussions to build awareness about and insights into the experiences of LGBTQIA+ so we all can be part of the change at Globant, making it a truly inclusive and kind organization.

Be proud of yourself
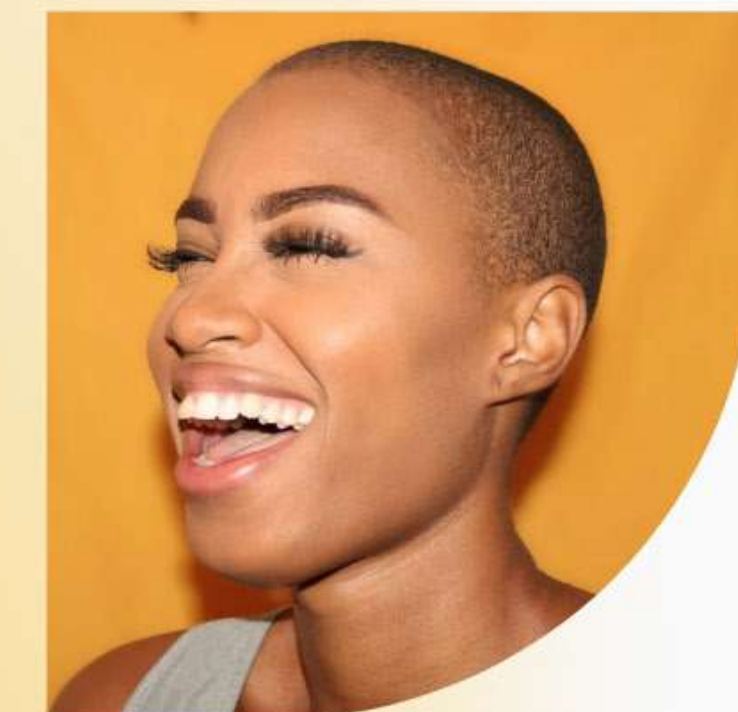
Accessibility

At Globant, we believe that all people can reach their full potential. By identifying and combating prejudices and labels, we can focus on what is truly important about a person: their competencies, skills, experiences, knowledge, values, and attitudes.

In 2021, we launched **UnlimITed**, our program designed to assist in developing people with disabilities, acknowledging that their possibilities are infinite when we build inclusive workplaces.

Through UnlimITed, we provide awareness sessions, job opportunities, active hearing spaces, and most importantly, the true meaning of community that characterizes us.

Through our Accessibility POD we hold synchronous meetings to **promote exchange and build an inclusive and accessible process**.

This year, Globant supported programs to build a more accessible workplace and to connect people with disabilities with opportunities in the industry. In Uruguay, Globant and Bensadoun Laurent Foundation teams worked together to kick off a Testing Bootcamp for young students with disabilities. In Brazil, Globant sponsored Autismo Tech, a program that trained 60 neuroatypical people in 3 tech tracks: Gaming, Salesforce, and Testing. Globant volunteers accompanied them throughout their final hackathon, and provided insights about technology and the industry during the development of the program.

In 2021, we partnered with **more than 12 NGOs** related to accessibility and we hired people with disabilities in 6 countries.

It is an honor to say we are an equal opportunity employer, always seeking to generate a place where everyone can grow professionally regardless of their disabilities, race, religion, gender identity, age, national origin, or veteran status. And we genuinely believe that we have a responsibility when it comes to promoting local education and employment opportunities for people with disabilities to develop with us at Globant.

UnlimITed

Race, Culture & 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.

The last two years have been exceptionally gainful. We are very proud of the work put into organizing different conversations and panels where we conversed about Race, Culture & Ethnicity. For EMEA in July 2020, we hosted **"Let's talk about race"** - three conversations where we talked about antiracism, unconscious bias, microaggression, etc., in response to the George Floyd murder and worldwide spotlight on racial inequality. At the same time, we had a **Black Lives Matter** panel In the US. Additionally, in October 2020, we had a panel about race as part of Diversity Month. This year, throughout **Diversity Month 2021**, we had another global conversation entitled "We are still talking about Race - are You?". Having a workplace where these conversations are available is extremely important given that racism continues to be a matter to address in order to have a kinder, more thoughtfu,l and humane environment.

We would also like to highlight our **Cultural Awareness Training** launch in October 2021, during Diversity Month. This training emerged to share general and cultural information of every country where Globant is. And Globers can know a little more about the different cultures in Globant and have a better understanding - and relationship - with their coworkers. 46% of the Globers who took part in the training have already completed it.

To advance opportunities for underrepresented minorities in STEM fields, this year, our US Chief Business Officer, Fernando Matzking, was part of the Board of Directors of the National Action Council for Minorities in Engineering. NACME is the largest scholarship provider for minority students pursuing engineering and computer science degrees, while supporting their academic and professional development. From Globant, we participated in NACME's board meetings and corporate events, and we were also part of their job fair.

Social & Economic Background

We live in an era of unparalleled breakthroughs in technology that dissolve the barriers of the impossible. In the meantime, we are witnessing growing inequality, which mainly takes a toll on those most vulnerable. By developing solutions and professional development opportunities, we are convinced that technology can be part of the solution.

In 2021, we committed to supporting local communities throughout programs for different stages of the tech pipeline, both in terms of inspiration and professional development. We carried out and supported initiatives worldwide, fostering the inclusion of women and girls, veterans and their spouses, victims of armed conflict, migrant communities, people of color, and population in socioeconomically vulnerable situations. Our goal is to build pathways with and for the community to come closer to technology and its opportunities.

Inspire

Our Inspire program aims to build bridges between technology and adolescents worldwide. In 2021, we reached over 1,500 young minds across 10 countries, through a diverse array of initiatives that sought to spark their curiosity in technology. Amongst these initiatives:

Girls Coders Club: in our 5th year working alongside Club de Chicas Programadoras, we conducted free coding clubs that reached teenage girls, deploying new clubs in Argentina, Uruguay, Colombia, Peru, Mexico, and Spain.

Hour of Code and Inspirational Workshops: we conducted workshops on basic and intermediate tech concepts alongside organizations like UNICEF, Crack the Code, Fundación Cimientos, Holberton School Youth Care, Voyage, Fundación Ciudad del Niño and SERAJ, impacting +1,000 boys, girls and adolescents worldwide.

Mentorships: in partnership with organizations like Ánima (Uruguay), Children's Villages SOS (Mexico), and Secretaría de Educación de Medellín (Colombia), we mentored adolescents, particularly from vulnerable backgrounds, in the field of technology.

Mujeres en la Nube: in partnership with Fundación Plan and Geek Girls LatAm, we trained and mentored 50 African Colombian young women in digital skills.

Gaming Garage: we launched the first edition of our Gaming Garage, as a space where teenagers can spark their creativity and develop skills through gaming.

Code Your Future

Our Code Your Future program is a multidimensional approach to generating pathways for inclusion of the community, especially minorities and underprivileged populations, in the technological industry. We build roadmaps for people to get closer to technology and to gain the necessary skills to succeed in the industry. Through partnerships, scholarships, mentorships, and professional development opportunities, we impacted +6,400 people globally.

Code Your Future Scholarships: as a direct pathway for professional development in IT, during the last two years, we awarded +3,500 scholarships, of which almost half were allocated to women.

Mentorships: with organizations like SENA (Colombia), Fundación Formar, Junior Achievement (Argentina), Fundación Bensadoun Laurent (Uruguay), Autismo Tech (Brazil), and Laboratoria (LATAM) we mentored over 220 young people in technical and soft skills development, accompanying new talent for their journey of inclusion in the Latin American technology industry.

Inspirational and professional development workshops: thanks to a team of over 300 volunteers, we conducted technical talks, soft skills workshops, Q&A sessions and professional development activities worldwide. To achieve this goal, we partnered with organizations such as Laboratoria in Latin America, Fundación Formar, Puerta 18, Semillero Digital, Colegio Madre Teresa, Secretaría para la Igualdad de Género de GCABA (Argentina), Sembrando TIC, UTEC, Jóvenes a Programar (Uruguay), Fundación Plan (Colombia), UX para Minas Pretas and Nova Mulher (Brazil); Npower, NACME and MDC Foundation (United States); Generation and Being Volunteer (India); Migracode and

Fundación Integra (Spain).

Empower Her: our third edition of the program accompanied 50 young women in India, who received training in technical, English, and soft skills, alongside Being Volunteer.

Together for Afghans

Our global call to action in support of refugees. As a response to the humanitarian crisis unleashed in Afghanistan in August, Together for Afghans was an internal call to action for Globers to support Afghan refugees around the globe. Donations were made by Globers and matched by Globant, and destined to UNHCR, Madrid Red Cross and HIAS. These organizations were assisting those affected in Afghan territory and in their relocation to new homes, impacting over 10,000 people worldwide.

Social investment	2021	2020	2019
❤️ **Number of beneficiaries**	42,215	36,500	12,132
🎺 **Number of actions**	76	76	128
🎁 **Pro-bono hours**	7,326	41,687*	1,584

*The increase of the number of pro-bono hours was related to **Taking Care** program due to COVID-19 pandemic.
For more information about Globanteers refer to **Additional Information section.**
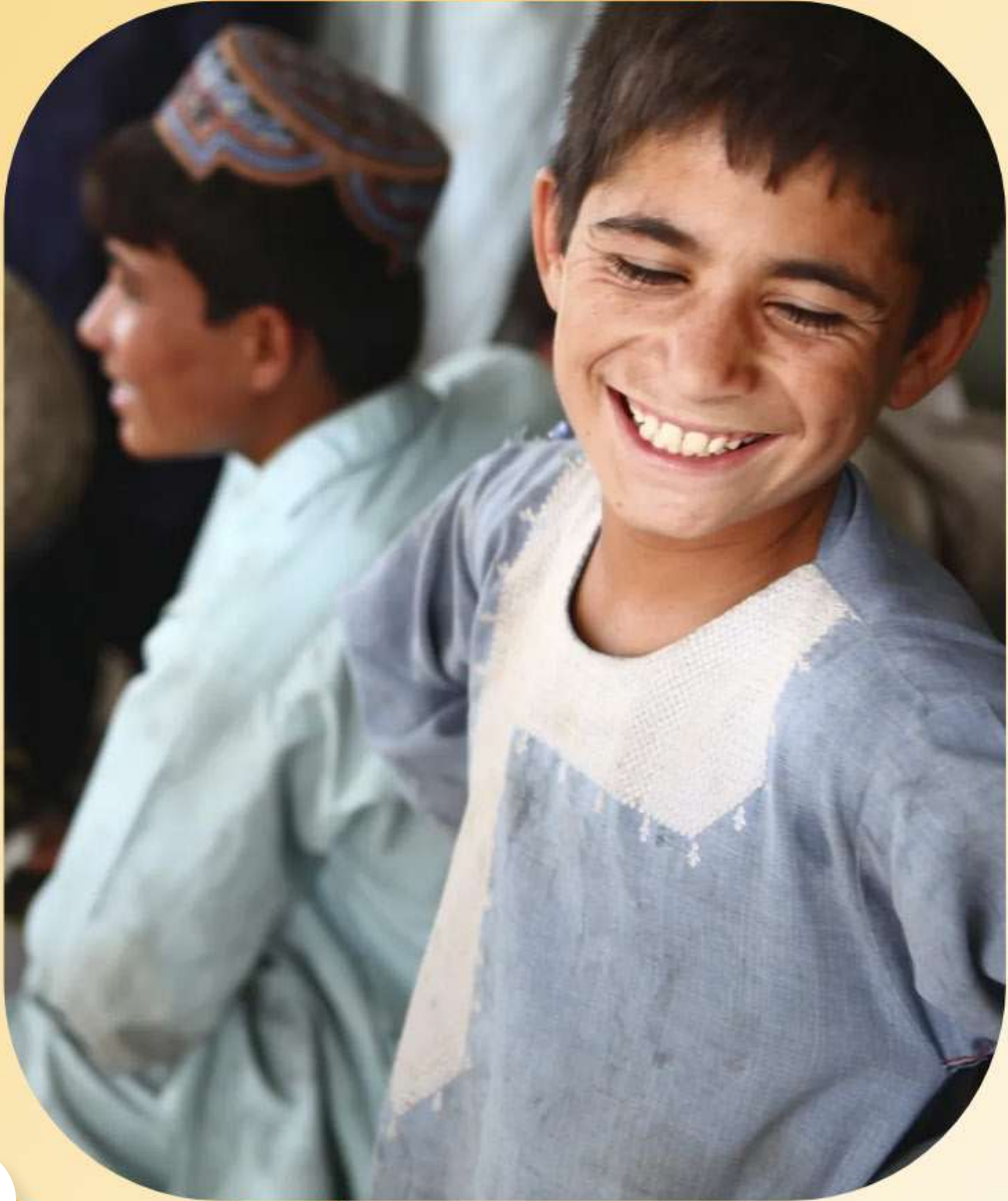
Be kind.
to humanity

Humanity faces the enormous challenge of using technology to empower human beings. We want to make sure that the wealth, power, and opportunities created by the new technologies are shared by everyone and positively impact society.

For us to Be kind to Humanity is to **Be kind through technology**, and through this pillars, we want to impact the lives of millions of people, tackling global concerns and becoming part of the solutions.

Be kind Tech Fund

We believe technology is inherently good and improves lives worldwide: it connects us, spurs innovation, and enables reinvention. But we also understand when misapplied or misused, the impact can be negative. We must guarantee the good use of technology and benefits for humanity, mitigating its adverse collateral effects.

Recent events, studies, and reports have created broader awareness around the different consequences of the misuse of technologies. With this in mind, we had launched the Be Kind Tech Fund by the end of the year. A $ 10 million corporate venture fund managed by Globant Ventures looking to attract startups focused on mitigating the adverse effects technology has on societies globally.

The fund is an invitation to global startups that are seeking support for their work developing apps, products, and platforms focused on mitigating the adverse effects of technology, such as:

- **Online harassment and abuse**
- **Information bubbles and polarization**
- **Data Privacy & Security**
- **AI Bias**
- **Screen time abuse**
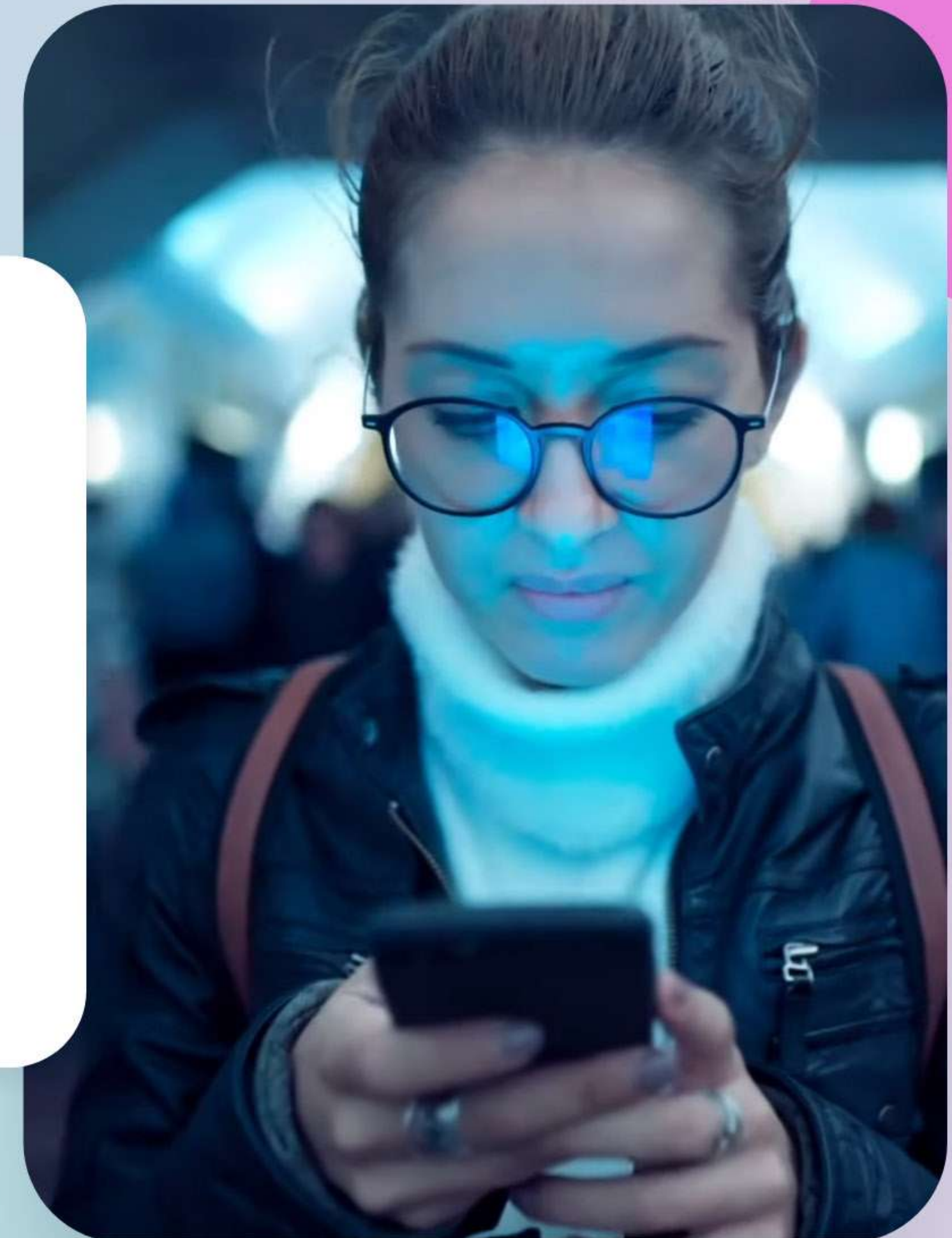
Check out more in www.bekindtechfund.com

Be Kind Labs

Technology has the potential to make an impact at scale, allowing solutions to benefit people world - wide. We aim to foster intrapreneurship through the Be kind Lab, so Globers can develop their own projects, experiment with new technologies and challenge themselves to solve human-kind's issues. During 2021, more than 350 Globers from different countries participated in about 35 impact projects such as:

Emocionalmente:

Working with organizations specialized in autism spectrum disorders, we created an app focused on learning emotions. The main objective is to help people recognize different emotions in others; associate them with everyday life situations, and implement ways to manage them. By choosing an emotion through different screens, people can know its description, the primary related physical manifestation, and the facial expressions that characterize it. It also suggests sharing good moments with others (happiness) or overcoming moments of difficulty (anger, sadness, fear).

Childhood malnutrition:

We were working on a proof of concept regarding diagnosing severe acute childhood malnutrition with AI. Acute child malnutrition is a serious health condition that can even cause death. That's why its early diagnosis is essential, which is difficult in places where access to necessary specialized professionals or medical equipment is limited. By analyzing a child's images using AI models and morphometric techniques, the children' anthropometric values can be established for nutritional evaluation, allowing the diagnosis of acute malnutrition and providing a severity index to take action. We estimate to launch this application in 2022.

MyFootprint:

Aligned with the Be kind to the Planet initiative, we created MyFootprint. A web app that allows Globers to calculate their carbon footprint generated by work transportation and working from home. Although we launched MyFootprint in 2020, during 2021, the team added new features such as the Working From Home calculation in connection with the commute. MyFootprint is a key element for Globant to reduce the environmental impact by compensating the total footprint with carbon credits.

Red de Autismo:

We have been working with LATAM based NGOs to create a knowledge portal for those interested in autism spectrum disorder. The initiative is intended to configure a network of parents, relatives, professionals, and any other person interested in knowing about autism, sharing experiences and looking for help or accompaniment.
From Globant Kind Labs, we go along with this project to give them the digital solution that fulfills their needs. We started with a discovery and design stage that was very interesting, and enriching. We plan to launch the portal in 2022.

Be kind.
to the planet

We dream of making the world a better place one step at a time. This is Globant's purpose, and we want to honor it by taking care of our common home. We are committed to limiting the global temperature rise to 1.5° C above preindustrial levels and reaching net-zero by 2050. While we follow our science-based emissions reduction trajectories, we will persevere with our Carbon Neutrality Pledge through carbon offsetting and renewable sources.

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.

Climate Strategy

At Globant, we are taking concrete action to address the climate emergency and to restore our Earth. Having committed to the **Science-Based Targets** Business Ambition for 1.5° C, aligns our business with the most ambitious aim of the Paris Agreement: to limit global temperature rise to 1.5°C above preindustrial levels and reach net-zero delivering a healthier and fairer world in time. We have also joined the **European Climate Pact** helping to build a greener Europe and participated in the **COP26**, UN Climate Change Conference in Glasgow.

We are leading the conversation on technology's role in climate change and presenting our disruptive work in sustainable technologies.

With these commitments in mind, our climate strategy joins the global movement of leading companies to tackle climate change and is planned according to four simultaneous efforts:

Measure   **Reduce**   **Compensate**   **Disclose**
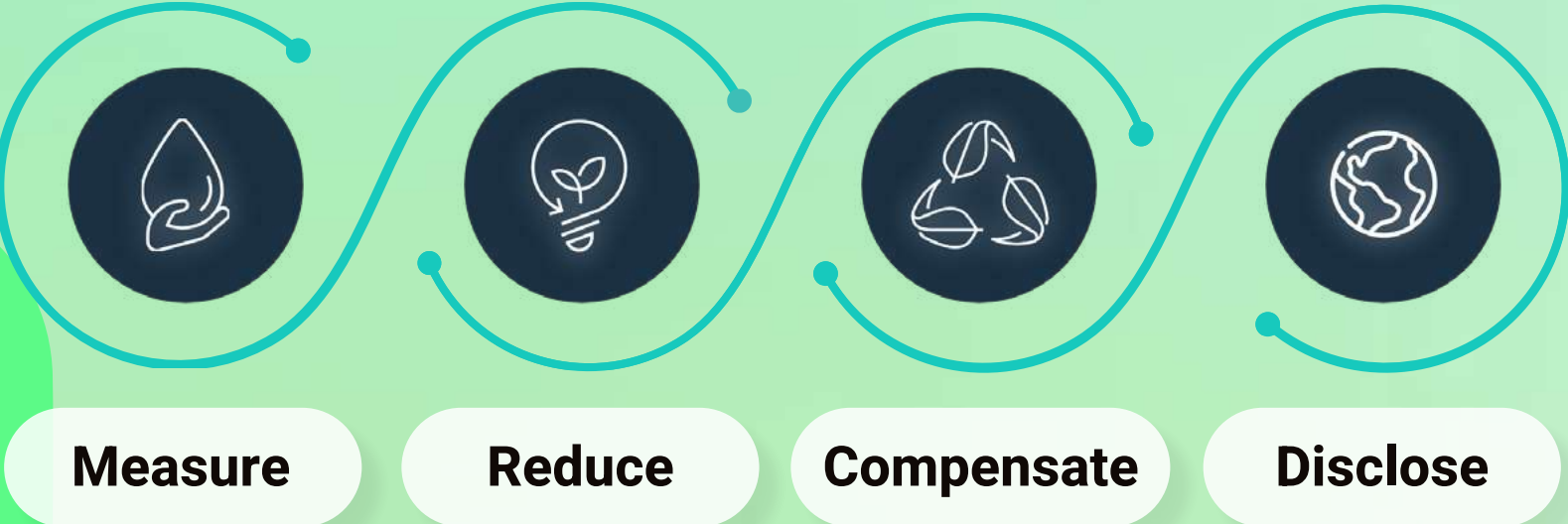
Measuring our impact

Energy management

Our energy management programme started in 2020 when we moved to 100% renewable energy sources. 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).

Following the same process, in 2021 the energy used across the organization was 4995.2 MWh including **228.9 MWh** from non-renewable fuel consumption and **4,766.33 MWh**[1] from purchased location-based electricity. We ensured 100% wind and solar market-based electricity by examining the geographic availability of renewable energy sources per country.

After COVID-19 pandemic, all our Globers started working from home, so measuring energy consumption outside of the organization turned out to be a material topic for our Industry. Our web app MyFootprint allows us to calculate the carbon footprint generated by our employees' commuting and working from home modalities. 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 regarding the usage of laptops, monitors, and other heating or cooling devices used in their home workspace. In 2021, these estimates rounded the **4,166.69 MWh**[2] globally.

Besides home office electricity usage, we calculated **582.97 MWh**[3] third-party data centers' electricity consumption. We obtain the information through an application developed by Dell - **Dell EMCOpenManage Power Center** - that measures each equipment´s electricity consumption outside the organization in real-time.

(1) Includes an estimate of 1,4% of total electricity consumption based on the reported consumption.

Report limits: regions with a headcount ≥ 1% of Globant's total payroll at the end of the period under analysis. (Electricity consumption in out-of-scope countries do not exceed 2,6% of total electricity consumption.)

(2) Corresponds to the electricity estimated from the results of the survey conducted in 2021. Estimates are included based on an initial response level of 19.3% of total employees as of 12/31/2021 of the countries in scope.

(3) Estimates with a 3,8% projection.

Energy intensity* - 0.21 MWh/Glober

*Calculated as the electricity consumed in MWh / the number of employees, considering the regions with a headcount ≥ 1% of the total Globant payroll at the end of the period under analysis. Only the electricity consumed in Globant's facilities was included. Other energy consumption outside the organization is excluded.

Renewable Energy Consumption

Country	Consumption[1]	Type	Energy Attributable Certificates (EAC)(MWh) [2][3]	Guaranteed origin	%
Argentina	1,968.21 MWh	Solar PV	2,156.00 MWh	I-RECs	110%
Belarus	69.43 MWh	Solar PV	77.00 MWh	EECS-GOs	111%
Brazil	43.43 MWh	Solar PV	48.00 MWh	I-RECs	111%
Canada	0.00 MWh	Wind Power	2.00 MWh	RECs	110%
Chile	61.58 MWh	Solar PV	68.00 MWh	I-RECs	110%
Colombia	572.31 MWh	Solar PV	630.00 MWh	I-RECs	110%
Costa Rica	0.00 MWh	Solar PV	2.00 MWh	I-RECs	110%
France	0.00 MWh	Solar PV	1.00 MWh	EECS-GOs	110%
Germany	0.00 MWh	Solar PV	1.00 MWh	EECS-GOs	110%
India	466.30 MWh	Solar PV	513.00 MWh	I-RECs	110%
Mexico	302.28 MWh	Solar PV	334.00 MWh	I-RECs	110%
Peru	40.62 MWh	Solar PV	45.00 MWh	I-RECs	111%
Romania	39.77 MWh	Solar PV	44.00 MWh	EECS-GOs	110%
Spain	97.67 MWh	Solar PV	107.00 MWh	EECS-GOs	110%
UK	12.55 MWh	Solar PV	37.00 MWh	EECS-GOs	194%
Uruguay	646.31 MWh	Solar PV	711.00 MWh	I-RECs	110%
USA	567.63 MWh	Wind Power	630.00 MWh	RECs	111%
Total general	**4,766.33 MWh**		**5,406 MWh**		**111% [4]**

(1) Globant reports its energy consumption for sites established in regions with a headcount ≥ 1% of Globant's total payroll at the end of the period under analysis. Only purchased location-based electricity was considered.

(2) Renewable energy contracts have all been finalized and executed in February 2022 (an event occurring after the end of the reporting period), complying with the aim of supplying all Globant operations with renewable electricity.

(3) When certified energy was not available, energy was sourced from neighboring countries. This has only been the case where the countries' electricity networks were connected. Our model so far does not consider online/synchronic matching of supply and demand of renewable energy.

(4) At the moment of buying renewable energy certificates we considered a 10% MWh slack to cover T&D losses associated with the electricity consumed by our company.

Our Carbon Numbers

Every year we **measure our corporate Carbon Footprint.** This is critical to understanding where we are and improving our environmental performance. Measuring our carbon footprint is not an easy task. Since 2011, when we started measuring our environmental impact, we have been improving our methodology by considering more components and challenging ourselves to become a real Net-Zero emissions company.

Our estimates consider direct Greenhouse Gasses (GHG) emissions, primarily due to heating and backup electricity production in generators that are owned or controlled by the company, and indirect GHG emissions like purchased electricity or other third-party emissions as a consequence of our activities, but that occur from sources not owned or controlled by the company.

Measuring indirect GHG emissions is challenging, but we found a tech opportunity in this environmental challenge. In 2019, we launched **MyFootprint**, a web app that calculates our Globers' commuting carbon footprint. After the COVID-19 pandemic, working from home modalities arrived. With this new way of doing things in mind, we worked during 2021 to update the app adding working from home emissions worldwide estimates.

Direct (Scope 1) GHG emissions[1] 1.36%

71.48 Tn CO_2e
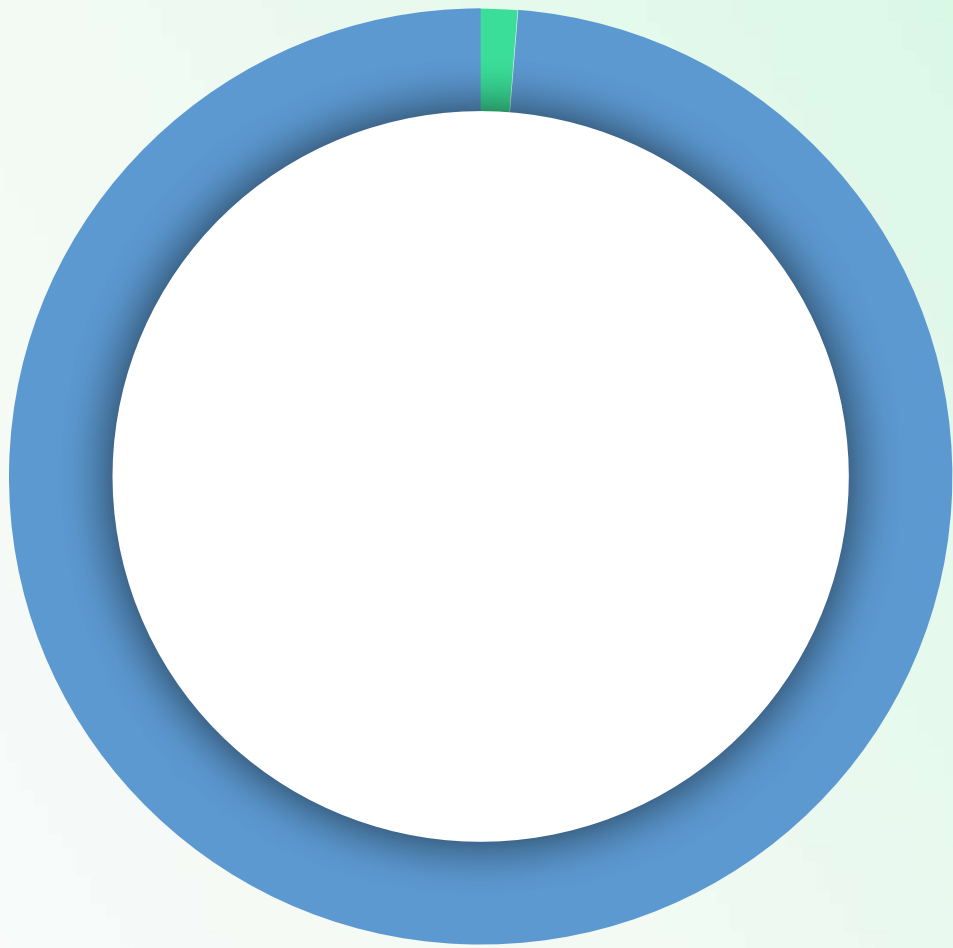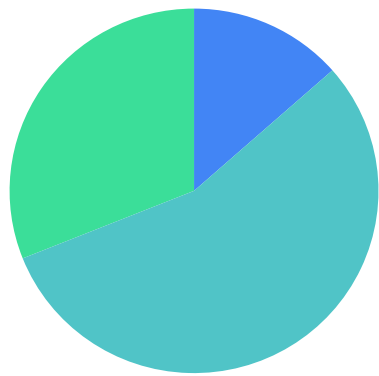
14.41% | 10.30 Tn CO_2e
Diesel fuel[2]

53.72% | 38.40 Tn CO_2e
Natural Gas[3]

31.84% | 22.76 Tn CO_2e
Fugitive emissions[4]

Indirect (Scope 2) GHG emissions

100% Renewable
Electricity Supply

0 Tn CO_2e

Other indirect (Scope 3) GHG emissions[5] 98.64%

5.182,95 Tn CO_2e
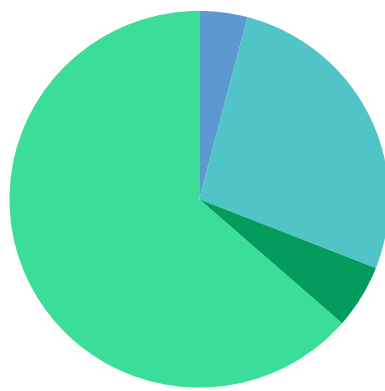
4.50% | 233.30 Tn CO_2e
Purchased Goods and Services[6]

23.53% | 1.219,54 Tn CO_2e
Business Travel[7]

6.02% | 312.20 Tn CO_2e
Employee Commuting[8]

65.95% | 3,417.92 Tn CO_2e
Working from Home Modalities[9]

(1) Exclusions:
-Direct emissions from fixed combustion sources belonging to locations that are not fully controlled by Globant are excluded: electric power generators in buildings that are not owned by the Organization and shared use of the infrastructure with other tenants.
-Direct emissions from mobile combustion: Globant does not have any vehicles or transports at any of its sites that are property of the Organization. This definition should be reviewed in case Globant acquires its own vehicles or hires and controls vehicles for corporate use.
(2) Backup electricity production in generators owned and controlled by Globant is part of the permanent infrastructure and operates on fossil fuel consumption.
(3) Devices that consume Natural Gas in the offices under Globant administration.
(4) Fugitive emissions from air conditioning systems.

(1) Exclusions:
-Indirect emissions related to trips made on Globant's behalf that are not associated with transfers by air: means of land transportation during business trips, hotel stays, and consumption related to business trips.
-Indirect emissions caused by customers and visitors' transportation.
-Emissions from solid and liquid waste disposal. The waste generated is not considered significant by the organization.
(6) Emissions derived from third-party Data Centers energy consumption during the reporting period. Estimated with a 3.8% projection.
(7) Calculated based on registered business domestic and international flights during the period under analysis.
(8) Corresponds to estimated emissions based on the results of a 2021 survey. Estimates are included based on an initial response level of 20.0% of total employees of the countries in scope by 12/31/2021.
(9) Corresponds to estimated emissions based on the results of a 2021 survey. Estimates are included based on an initial response level of 19.3% of total employees of the countries in scope by 12/31/2021.

In compliance with the reference methodologies for calculating the corporate carbon footprint ISO 14064 - Part 1 and the GHG Protocol, our emission inventory estimates GHG emissions in regions with a headcount of $\geq$ 1% of Globant's total payroll under operational control consolidation approach at the end of the period under analysis.

By ensuring electricity provision from renewable sources - as previously explained - we can cancel our electricity-linked emissions. Note that electricity consumption related to WFH schemes has not been considered within scope 2, but under scope 3.

- 31.18%
Tn CO_2e Reduction

Despite the company's exponential growth, the incentives for reducing unnecessary air traveling and working from home significantly decreased scope 3 total CO_2 inventory. At the same time, preserving our 100% renewable energy commitment implies zero emissions from scope 2. These actions positively impacted our carbon footprint by reducing the 7,635.53 Tn CO_2e* of 2020 to **5,254.43 Tn CO_2e in 2021**.

*2020 carbon footprint information was restated from previous reporting periods after an external assurance process. After this auditing process, the reporting information changed from 7,794,53 Tn CO_2e to 7,635.53 Tn CO_2e. No significant effects were identified after this restatement.

GHG Emissions intensity*

Ton CO_2e/ Glober

	1.65	0.47	0.23
	2019	2020	2021
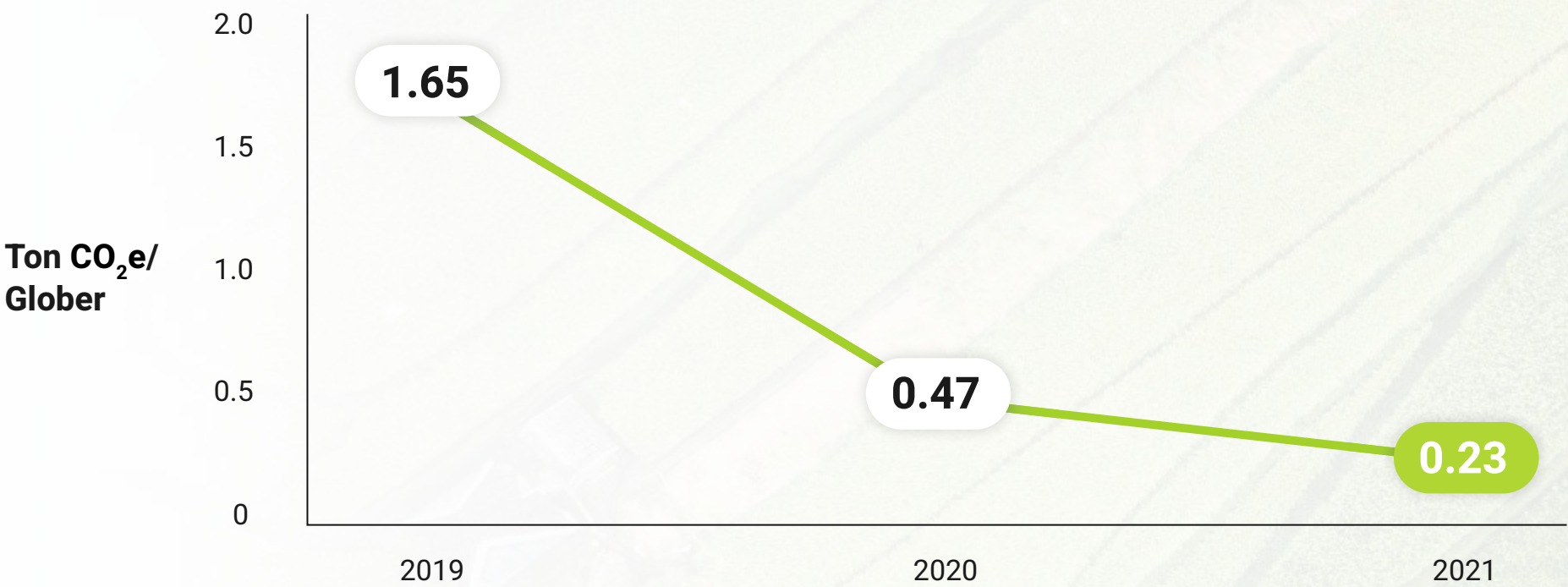
*The GHG emissions intensity ratio includes scope 1, scope 2 market-based and scope 3 GHG emissions under our GHG report and organizational limits against the total headcount at 12-31-2021.

Reducing in line with Science-Based Targets

At Globant, becoming a net-zero company is a top priority and a commitment to engage clients and other stakeholders in the dialogue of becoming a net-positive environmental agent. Our decarbonization strategy started in 2020 when we moved all our operations to 100% renewable energy sources. This year, reinforcing our commitment to face climate change, we adhered to the **Science Based Targets** (SBT) **Business Ambition for 1.5° C**, joining the Race to Zero global movement devoted to taking strict and immediate action.

Although the SBT validation process couldn't be finalized before the end of the reporting period, we are internally joining forces to reduce our overall GHG emissions by 87.4% per employee by 2030.

With this target in mind and with the collaboration of different teams, 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.

Energy Efficiency

Regarding location-based energy consumption, we continued with our **data center virtualization process**. Despite our business growth of 59%, our data centers performance remained as in 2020. Our infrastructure ratio was 29 to 1, meaning each physical data center hosted on average 29 virtual ones. This action allowed us to have 150% more data centers, while the energy consumption increased just 27% over 2020 metrics. Regarding digital storage, we consumed 6% less energy per Glober in the past year.

After the COVID-19 impact and with the new normal modalities, we need to reduce our climate impact in all our operations, including emissions generated while working from home. We have invited our Globers to take part in **Globant's Energy Challenge**. This initiative promotes the responsible use of energy in all aspects of daily life, encouraging our Globers to reduce their home energy emissions with some videos with tips about being more energy-efficient.

Digital Sobriety

Going one step further in Green IT, in July 2021, we joined the **Green Software Foundation** steering committee, an institution of global organizations committed to creating best practices for building sustainable software to reduce carbon footprints. Being Globant, a digitally-native company, it is imperative to acknowledge and mitigate the impact technology has on the environment, and continuously reinforce our commitment to make software development greener and more sustainable for our products and processes and those of our clients and partners. Through improved sustainability of our own IT value chain and that of our clients, we contribute to achieving global sustainability goals.

The Green Software Foundation released the alpha version of the Software Carbon Intensity (SCI) Specification, a method for scoring a software system for carbon emissions. Globant helped make this solution a reality as a GSF member, and we are proud to be one of its early adopters.

Compensate until achieving Carbon Neutrality

In 2021, **Globant became Carbon Neutral**. While we reduce our carbon footprint following our Science-Based emissions reduction trajectories, we will persevere with our commitment to offset for all the remaining carbon emissions. We supported regenerative projects that promote environmental well-being and revert climate change with verified carbon credits certification standards such as Gold Standard, American Carbon Registry or Verra.

Being kind to the Planet is a team-effort. For this reason, we believed it was important that our Globers took part in this important milestone. We invited them to choose which carbon offset project they would like to support to offset for their own working carbon footprint.

Carbon offset projects

Bajo Calima y Bahía Málaga (Colombia) - Prevents deforestation of Colombia's Pacific coast since 2013 by two Afrodescendant communities. Located in one of the cloudiest and rainiest portions of the world, a unique ecosystem with rich flora and fauna is created.

Brazil Nut (Peru) - Prevents deforestation and protects biodiversity in 500,000 acres in the Peruvian Amazon since 2010. Owned by over 300 small concessioner landowners aimed at refocusing the local economy towards the passive harvest of Brazil Nuts, it provides community members with sustainable income through carbon finance.

Kootznoowoo (US, Alaska) - Preserves a hemlock-spruce forest along a heavily forested section of Alaska's coastline. Owned by Kootznoowoo Incorporated, a Native-American timber company, the project area would otherwise be vulnerable to harvesting.

GreenTech (Romania) - Recycles PET packaging and manufactures new recycled plastic products. This process requires a considerably lower energy consumption than manufacturing the same products from virgin inputs, and we can significantly reduce greenhouse gas emissions. Additionally, the project contributes to better working conditions and revenue distribution to improve local and regional economic development.

Wind Power Project (India) - Provides wind power in the villages of Mandsaur and Ratlam districts of Madhya Pradesh state, India. The initiative aims to generate electrical power using wind energy for the local community. It also impacts the community with different economic, health, security, and education initiatives.

Disclosing our Climate Performance

We believe that disclosing our efforts in our transition to a low-carbon economy is essential to give transparency and provide confidence in our climate strategy.

Reporting our 2021 climate change performance in **CDP** (formerly known as Carbon Disclosure Project) for the first time with a C score, was an important milestone not only for our company, but also our clients and principal shareholders. As we have responded to the full version of the CDP climate change questionnaire, we have also been scored with a B- in Supplier Engagement Rating (SER) due to our performance on governance, targets, scope 3 emissions, and value chain engagement. Becoming a Net-Zero company 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 lead our way forward in our race to zero emissions.

Environmental Awareness

We empower our Globers to be the owners of their careers, nurturing their skills sets and choosing their learning path. With the launch of the **Be kind to the Planet learning map** we help our employees to understand and explain Globant's commitment to becoming a net-zero company, ensuring that all of our operations across the globe contribute to reducing emissions and having a positive impact on climate change. Our four-module course Sustain-abilities explores topics such as Carbon Management and Technology, Sustainable Reporting, Business Legitimacy, How to learn and transform the way we go about our business - and our lives - on Earth.

Intending to raise environmental awareness and helping to restore our planet Earth, we promote tree recognitions to celebrate team efforts or any other working celebrations. For example, in 2021, and in alliance with **Saving the Amazon NGO**, we planted 5,000 trees in our enterprise forest to celebrate we've achieved a total headcount of more than 5,000 Globers in Colombia.

Finally, in Spain, we joined **1Planet4All**. A project promoted by the European Union to inspire young activists in the fight against the climate emergency by promoting corporate volunteering. The initiative took place in 12 European countries, and in Spain, it was carried out by the NGO **Ayuda en Acción**.

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Rethinking4Good

In 2021 we launched Rethinking4Good, our 4R plan that 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. Although Globant's total waste fits into the urban type and falls under our GHG inventory materiality threshold, we believe it's essential to control our waste and raise awareness of its impact on our more than 23,500 Globers worldwide.

We want our Globers to have the best Workplace Experience, have fun at our offices and be kind to the environment. We promote a **Zero Waste culture** eliminating all single-use plastics from our kitchens, thus preventing plastic waste generation at the origin.

Our waste management practices focus on reducing our negative environmental impact and switching on our positive impact on the community and the Planet. All our workplaces have bins to throw out the recycling waste separately from the organic, accomplishing all local laws and regulations. From the 81,634 kg of total **non-hazardous waste**, almost 19% was diverted from disposal to being recycled in 2021.

Bearing in mind that virtually all our non-hazardous waste is organic, after a successful first experience in Montevideo's site, we implemented an action plan to install 18 electric compost bins on-site to reduce the amount of organic waste to be disposed of in landfills and give our Globers compost to fertilize their own gardens. As regards **E-Waste, 96% was diverted from disposal.** 86% was refurbished and given a second chance to the local community, the rest was disassembled and each material recycled.

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 2021, more than 280 hardware and 25,076 furniture articles were donated to help 38 NGOs or social institutions worldwide accomplish their missions.

First electric **compost bin** in Montevideo, Uruguay.

Additional
Information

Globant ▶

Materiality Analysis

The process determined the material aspects through the involvement and participation of stakeholders (directors, economic or social affairs, customers, employees/collaborators, investors, partners, auditors/controllers, suppliers) whose views have informed the process of determining our material topics and assess the importance of the Economic, Environmental, Governance and Social issues. The process included benchmarking, interviews with key Directors and Investors, and online surveys:

- **Interviews:** 12 in-depth interviews covering Globant's most relevant areas to their interaction with external stakeholders. Information was collected on the aspects that the participants considered most relevant, concerning the attributes and aspects of sustainability.

- **Comparative Studies:** comparative studies of 11 companies,, searching to understand their sustainable management. This analysis also provides valuable information on thestakeholders' expectations that are in common.

- **Investors:** a specific interview was carried out through the investor relations area, to learn about the perception of the aspects of sustainability that allow knowing their investment interests.

- **Online surveys:** internal and external groups were made to determine the perceptions about sustainability aspects based on the GRI Standards, which allows a wide scope of interested parties. 101 responses were received (Customer, Economic or social affair and, Collaborator).

Materiality

The matrix below identifies the results and the potential impacts on the relationship with the stakeholders according to the materiality analysis, and adding the strategic vision of Top Management, based on strategies and applicable standards:

Innovation

Customer Satisfaction

Ethics & Compliance

Sustainable performance

Well-being and work-life balance

Employment and career

Diversity & Inclusion

Risks and opportunities posed by climate change

Community engagement

Tech integrity, ethics in AI and Privacy

Digital inclusion

Relationships with stakeholders

Education and training

Environmental stewardship

Occupational health and safety

RELEVANCE TO STAKEHOLDERS

High / Medium / Low

Low / Medium / High

STRATEGIC RELEVANCE

* Strategic relevance is Internal impact and relevance for stakeholders is external impact.

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List of material topics

Below are the results and the potential impacts on the relationship maintained with our stakeholders:

- **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.

- **Wellbeing 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 & Inclusion:** 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, AI ethics, privacy:** 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.

Changes to the list of material topics that have emerged this year:

- **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.

Stakeholder Engagement

Clients

AEP Energy, American Express, BBVA, Bci, Boehringer Ingelheim, Chicago Tribune, Coca-Cola, Danone, Dell EMC, EXPRESS, EA, Embraer, FOX, Inter-American Development Bank, Interbank, LATAM Airlines, LinkedIn, MACH, Mercado Libre, Metropolitan Police, National Geographic, NISSAN, OSRAM, Pernod Ricard, BR Petrobras, PRISMA, PR Newswire, PUMA, Rockwell Automation, Royal Caribbean, Santander Rio, Trina Turk, UBISOFT, Unilever, Walmart Argentina, YPF, Banco Itaú, Smile Direct Club, GAP, Interbank, Melia, Stride. P.Volve, among others.

Governmental Offices

National governments of Argentina, Uruguay, Colombia, Mexico, Chile and India.
Governments of Buenos Aires, Montevideo, Bogotá, Medellin. Provincial governments of Buenos Aires, Chaco, Tucuman, Santa Fe, Cordoba, Mendoza, Tierra del Fuego, Río Negro; Municipalities of Tandil, Bahia Blanca, Rosario, Mar del Plata, Medellin, San Francisco among others. Embassies of the United States, Uruguay, Chile, India, Colombia, Mexico, Romania, Belarus, EAU, Spain, and UK in Argentina. Argentine embassies in other countries.

Chambers and Business Organizations

Center for Strategic and International Studies (CSIS), Cámara de la Industria Argentina del Software (CESSI), Argencon, Asociación Nacional de Empresarios de Colombia - Cámara de Industria Digital y de Servicios (ANDI), Asociación Chilena de Empresas de Tecnología de Información (ACTI), 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 de las Tecnologías de la Información y la Comunicación de Mar del Plata (ATICMA), , SHIFT Perú, ENDEAVOR, National Association of Software and Service Companies (Nasscom), SEAP, Council of the Americas, ASUG, Cámara Franco Española, Asociación Argentina de Capital Privado (ARCAP), AMDIA, Asociación Civil Red de Apoyo (RAP), ADVA, Cámara Empresas del Polo Informático Tandil (CEPIT), Cámara empresaria de Tandil (CET), Polo IT de Buenos Aires, Polo Tecnológico de Bahía Blanca, Cluster Tecnológico de Córdoba, Consejo Empresarial Indo-Argentino, AMCHAM (Argentina, Chile y Colombia), Asociación Civil Python Argentina, CACE, UIA, IDEA, ACDE, Asociación Empresaria Argentina (AEA), Asociación para el Progreso de España (APD), Federación Colombiana de la Industria del Software y Tecnologías Informáticas (Fedesoft),Rede Empresarial de Inclusao Social, Green Software Foundation, among others.

Media

Print, online, television, and radio media from Argentina, Uruguay, Peru, Brazil, Colombia, Mexico, USA, UK India, Spain, Singapore and Germany.

Civil Society Organizations & Education Centers

Argentina:

ACNUR Argentina, ALPI RAFAELA - ASOCIACION PARA LA LUCHA CONTRA LA PARÁLISIS INFANTIL, ARTE Y PARTE, educar y crecer con arte, Asociación Civil Madre Tierra, Asociacion Cooperadora EET Nro 2, Asociación Cooperadora Hospital José A Esteves, Apadea, Banco de Alimentos CBA, Barrio Puente de fierro, CAECE, Capilla San Francisco, Catedral de La Plata, Club de Chicas Programadoras, Colegio Don Bosco, Colegio Madre Teresa, Colegio Nacional de Monserrat, Colegio San Ignacio, Comunidades Rurales, Cooperativa de Chacra de la Merced, Emocionario, Escuela "Domingo Faustino Sarmiento", Escuela de Educacion Secundaria Tecnica N°3, Tortuguitas, Escuela EES7 de Berisso, Escuela Municipal Yerba Buena, Escuela Normal Superior "Gral. José de San Martín" Tandil, Escuela San Andrés, Filas Virtuales (Garraham), Fundación Beatriz Ramseyer, Fundación Bisblick, Fundación Caleidoscopio (Construyendo Lazos), Fundación Cimientos, Fundación Fonbec Bs As, Fundación Fonbec Mendoza, Fundación Formar, Fundación Haciendo Lío, Fundación Idel, Fundación Manos Abiertas, Fundación Nosotros, Fundación Pescar, Fundación Pilares, Fundación Puerta 18, Fundación SPINE, Fundación Todavía es Tiempo, Fundación Trafkin, Fundación Vivienda Digna, Haciendo Camino, Hospital de Niños de Tandil, Hospital de Niños Garraham, IAE, INSTITUTO DE ESTUDIOS SECUNDARIOS DE SANTIAGO TEMPLE, Instituto Nivel Superior Sarmiento, La Calera, Instituto Primo Capraro, IPET Nº 247 Ing. Carlos Cassaffousth, Fundación Junior Achievement, Lectura Fluída (CONICET), Medicos sin fronteras, Misiones Rurales Argentinas, Mujeres en Tecnología, NocheBuena para Todos, Nosotras Hacemos Tandil, PANAACEA, Red Autismo, Secretaría para la Igualdad de Género de GCABA, Semillero Digital, Supervisión Sección II de DETyT, Unicef.

Argentina Universities

Buenos Aires CAECE, Buenos Aires ITBA Instituto Tecnológico de Buenos Aires, Buenos Aires UADE, Buenos Aires UBA- Ingeniería, Buenos Aires UCEMA, Buenos Aires Universidad Abierta Interamericana, Buenos Aires Universidad Austral, Buenos Aires Universidad Católica Argentina - ECONOMICAS, Buenos Aires Universidad Católica Argentina - INGENIERIA, Buenos Aires Universidad de Ciencias Empresariales y Sociales (UCES), Buenos Aires Universidad de Morón, Buenos Aires Universidad de San Andrés, Buenos Aires Universidad del Salvador, Buenos Aires Universidad FASTA, Buenos Aires Universidad Favaloro, Buenos Aires Universidad Nacional del Centro de la Provincia de Buenos Aires (UNICEN), Buenos Aires Universidad Nacional del Sur, Buenos Aires Universidad Nacional La Matanza, Buenos Aires Universidad Tecnológica Nacional (UTN), Buenos Aires Universidad Torcuato Di Tella, Buenos Aires UNLP (Facultad de Informática), Chaco Universidad de la Cuenca del Plata, Chaco Universidad Nacional del Chaco Austral (UNCAUS), Chaco Universidad Nacional del Nordeste (UNNE) - Exactas, Naturales y Agrimensura, Chaco UTN - Regional de Resistencia, Chubut Universidad Siglo 21, Córdoba Universidad Blas Pascal, Córdoba Universidad Católica de Córdoba, Córdoba Universidad Siglo 21, Mendoza Universidad de Mendoza, Mendoza Universidad del Aconcagua, Mendoza Universidad Tecnologica Nacional (UTN), Neuquen Universidad Siglo 21, Rio Negro Universidad Siglo 21, Santa Cruz Universidad Siglo 21, Santa Fe UCEL, Santa Fe UTN - Regional de Santa Fe, Tierra del Fuego Universidad Nacional de Tierra Del Fuego, Tierra del Fuego Universidad Siglo 21, Tucumán Universidad del Norte Santo Tomás de Aquino, Tucumán Universidad Tecnológica Nacional (UTN).

Spain

Cruz Roja de Madrid, Migracode, Embajada Argentina en Madrid, Asociación La Rueca, Ayuda en Acción, Fundación Integra.

Spain Universities

Univ. Politécnica de Cataluña (UPC), Univ. Politécnica de Madrid (UPM), Univ. Politécnica de Valencia (UPV), Univ. Carllos III, Universidad Autónoma de Madrid, Univ Complutense de Madrid, Universitat de Girona, Universitat Ramon Llull, Universidad Antonio de Nebrija, Universidad Europea de Madrid, Universidad Pontificia Comillas (ICAI-ICADE), Universidad Rey Juan Carlos, Univ Francisco de Vitoria de Madrid, U´TAD, FACULTAT D'INFORMÀTICA de BCN.

Chile

 ACNUR Chile, Fundación Ciudad del Niño, Fundación Techo Chile, Laboratoria Chile, Inclúyeme, Aldeas Infantiles, Santiago.

Chile Universities

Pontificia Universidad Católica de Valparaíso, - Universidad de Santiago de Chile, - Instituto Nacional de Capacitación Profesional (Inacap), - Duoc UC - Educación Superior Técnico Profesional de Chile, - Universidad Técnica Federico Santa Maria, - Universidad Adolfo Ibáñez.

Stakeholder Engagement

Uruguay

+ Mujeres UX Uruguay, ACNUR Uruguay, Ánima, Montevideo, Fundación Bensadoun Laurent, Holberton School, Matea, Olla Popular del Valle, Sembrando TIC, UTEC.

Uruguay Universities

Universidad Tecnológica del Uruguay (UTEC), Universidad de la república (UDELAR), ORT Montevideo, Universidad Católica de Uruguay, Universidad de Montevideo, Consejo de Educación Secundaria (CES), Universidad de la Empresa (UDE).

India

Samarthanam Trust for the Disabled, Being VolunteerSt. Crispin's Home, Generation India, ICT Academy, Naidu Hospital, MCCIA - Mahratta Chamber of Commerce, Industries and Agriculture, Pune Adventist Hospital, Sahyadri Hospital, Jnana Prabodhini, Evolve Foundation.

India Universities

Maharashtra Institute of Technology (MIT), Pune Institute of Computer Technology (VIT), Vishwakarma Institute of Technology (VIT), Department of Computer Science (PUCSD), College of Engineering Pune (COEP), National Institute of Design (NID), Indian Institute of Information Technology (IIIT).

Romania

Masa Saracilor, Charity and Humanitarian Support NGO.

Romania University

Technical University, "Babes-Bolyai" University.

Colombia

Fundación Plan, Aldeas Infantiles, SENA Tolima, Medellín, Bogotá,, Saving the Amazon, Banco de Alimentos de Colombia, Fundación Solidaridad por Colombia, Fundación Colombianitos, Fundación El hormiguero, Medellín, Fundación Salvemos a Cristian, Fundación VASED, Fundación Compasión, Fundación Colombianitos, Corporación Artística y Cultural Colectivo Teatral Infusión.

Colombia Universities

Universidad Los Andes, Universidad Piloto, Escuela Colombiana de Ingeniería Julio Garavito, Universidad Javeriana, Universidad Nacional, Universidad Militar en Multimedia, Universidad Sabana, Universidad Externado, Universidad El bosque, Institución Universitaria Politécnico Grancolombiano, Universidad de Antioquia, Universidad de Medellín, Universidad Nacional, Universidad EAFIT, Politécnico, Universidad San Buenaventura Medellín, Fundación Universitaria Luis Amigo, Universidad Pontíficia Bolivariana, Universidad Autónoma Latinoamericana, Fundación Universitaria María Cano, Institución Universitaria Medellín, Fundación Universidad Católica del Norte.

UK

British Red Cross, Voyage

UK Universities

University of Cambridge, University of Oxford, Imperial College London, University of Edinburgh, University College London (UCL), University of Manchester, University of Warwick, King's College London, Queen's University Belfast, University of Birmingham.

USA

National Action Council for Minorities in Engineering (NACME), General Assembly, Coding Dojo, Code Fellows, NPower, Miami Dade College Foundation, Epicodus, HIAS.

USA Universities University of North Carolina, Duke University, Columbia University, New York University, Rensselaer Polytechnic Institute, University of California, Berkeley, Stanford University, University of Washington, Seattle University.

México

Cruz Roja Mexicana, DF, Hola Code, Aldeas Infantiles, DF, Fundación FAE, Fundación AVON, Fundación CAM (Centro de Ayuda para la Mujer), Recicladora TAME, Servicios a la Juventud (SERAJ), Federación Mexicana de Empresarios LGBT, Cruz Roja Tlanepantla, Hospital General Zona 24 Insurgentes, Hospital General Zona 48 San Pedro Xalpa, Clínica Medicina Familiar Iztapalapa II, Issste, IMSS Hospital General /MF8, Hospital Regional 1ro de Octubre del ISSSTE.

Mexico Universities

Instituto Tecnológico Autónomo de México (ITAM), Universidad Nacional Autonoma de Mexico (UNAM), POLITECNICO NACIONAL de Mexico.

Perú

Juguete pendiente, Lima, Care Perú, Aldeas Infantiles Perú, Fe y Alegría, Conferencia Episcopal Peruana.

Perú Universities

Universidad de Ciencias Aplicadas (UPC), Pontifica Universidad Catolica del Peru (PUCP), Universidad Mayor de San Marcos (UMSM), Universidad Federico Villarreal, Instituto San Ignacio de Loyola (ISIL), Cibertec, Universidad de Lima (UL), Zegel IPAE, Universidad Tecnologica del Peru (UTP), Universidad San Martin de Porres (USMP), Universidad de Ingenieria y Tecnología (UTEC), Universidad Nacional de Ingeniería (UNI), Universidad San Ignacio de Loyola (USIL), Universidad de Piura, Centro de Educación Superior Valle Grande.

Brasil

Laboratoria, UX para Minas Pretas, ETEC, ACNUR, Amankay, PAC - Projeto Amigos das Crianças, Nova Mulher, aTip, FIAP.

Brasil Universities

University of São Paulo (USP), Universidade Federal De São Paulo (UNIFESP), Pontifical Catholic University of São Paulo,(PUC), Instituto De Ciências Matemáticas e de Computação.

Belarus Universities

Belarusian State University of Informatics and Radioelectronics, Belarusian National Technical University, Belarusian State University, Gomel State University.
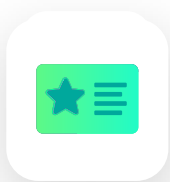
Subscriptions 2021
$ 423,164
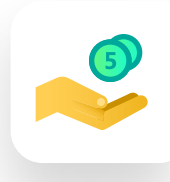
Total Donations 2021
$ 860,860

Comercial donations	$180,000
Charitable Donation	$200,310
Community Investment	$160,690
Pro bono hours (25k)	$319,860

Table 1 - Globers per employee type of contract by region

Region	Total Headcount	Permanent [1]	Temporary [2]	Non-guaranteed [3]	Full-time [4]	Part-time [5]
Argentina	5,369	5,325	44	0	5,259	110
India	3,518	3,515	3	0	3,518	0
Colombia	5,314	5,109	205	0	5,242	72
Mexico	3,236	3,236	0	0	3,236	0
Chile	1,278	1,277	1	0	1,277	1
Peru	1,272	1,211	61	0	1,271	1
Uruguay	1,013	938	75	0	1,008	5
United States	709	701	8	0	706	3
Brazil	708	688	20	0	678	30
Spain	534	532	2	0	532	2
Belarus	203	202	1	0	203	0
United Kingdom	175	171	4	0	175	0
Romania	164	164	0	0	163	1
Costa Rica	11	11	0	0	11	0
Canada	9	9	0	0	6	3
France	6	6	0	0	6	0
Germany	6	6	0	0	5	1
Luxembourg	1	1	0	0	1	0
Total general	**23,526**	**23,102**	**424**	**0**	**2,329**	**229**

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

(2) 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)

(3) 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 modified. Examples: casual employees, employees with zero-hour contracts, on-call employees.

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

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

Table 2 - Globers per employee type of contract by gender

2021	Female	Male	Other	Not Disclosed	Total
Headcount	6,069	17,457	0	0	23,526
Permanent (1)	5,917	17,185	0	0	23,102
Temporary (2)	152	272	0	0	424
Non-guaranteed hours (3)	0	0	0	0	0
Full-time (4)	5,980	17,317	0	0	23,297
Part-time (5)	89	140	0	0	229

*Gender as specified by the employees themselves.

(1), (2), (3), (4), (5) see references in page 62.

Table 3 - Globers per employee category by age group*

2021	Manager & Up	%	Leader & Senior	%	Semi Senior	%	Junior	%	Trainee	%
Under 30 years old	142	5%	1,898	23%	5,037	56%	2,209	77%	436	89%
Between 30-50 years old	2,462	86%	6,224	74%	3,830	43%	651	23%	55	11%
Older than 50 years old	248	9%	268	3%	56	1%	8	0%	0	0%

Table 4 - Globers per employee category by gender*

2021	Manager & Up	%	Leader & Senior	%	Semi Senior	%	Junior	%	Trainee	%
Female	807	28.0%	1,839	22.0%	2,277	25.5%	947	33.0%	199	40.0%
Male	2,046	72.0%	6,551	78.0%	6,646	74.5%	1,922	67.0%	293	60.0%
Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

*Includes Mapping category (employees recently incorporated into Globant, due to corporate acquisitions). For this type of employee, the identification of each category was obtained, with an estimate based on the distribution by job titles of the Globers. It is assumed for this calculation that 100% of Mapping employees are local. The Mapping category represents 2.3% of the total number of Globant employees.

Categorization:

* Manager: includes director and managers;

*Leader and Senior: includes senior, specialist, consultant, leader and expert.

Table 5 - US Globers by Ethnicity

Us employees by ethnicity*	Total	Managers	Technical staff	All other
Latin American	49.8%	49.8%	38.5%	11.7%
White/Caucasian	27.2%	34.7%	30.6%	34.7%
Asian	17.6%	13.4%	69.6%	17.0%
Black or African American	2.5%	12.5%	62.5%	25.0%
Pacific Islander	0.0%	0.0%	0.0%	0.0%
Two or more races	2.7%	41.2%	41.2%	17.6%
American Indian or Alaska Native	0.3%	0.0%	50.0%	50.0%

Table 6 - Volunteers by region

Total: 8 % of total payroll

Country	%	Country	%
Argentina	12%	India	5%
Colombia	9%	Spain	4%
Mexico	3%	Peru	3%
Uruguay	9%	Brazil	15%
Chile	11%	Romania	16%
USA	12%	UK	5%

*This data is based on a volunteer disclaimer from globers. The percentages are calculated over each category (new criteria since 2021).

Table 7 - Talent development by gender and professional category

Talent Development	Total	By Gender			By Professional Category						
		Female	Male	Other	Capacity	Operations	Sales	Staff	Technology	Delivery	Others
Trained Globers	25,049	7,023	17,808	250	16	1,651	206	1,025	21,875	165	143
Training Hours	779,874	210,629	558,611	10,634	121	1,341.48	2,557	18,581	709,793	34,916	12,564
Average training hours per Glober	31.1	33.2	30.3	31.1	8	1	12	18	32	2	1

Table 8- Performance evaluation

Total employees who received a regular performance and career development review (%)[1]	
Female	85.5%
Male	84.6%
Others[2]	100%
Operations[3]	88.7%
Staff[4]	70.9%
Technology[5]	85.5%

Table 9 - Waste by composition (Kg)

Waste by composition (Kg)	Generated	Diverted from disposal	Directed to disposal
Hazardous	n/a	n/a	n/a
Non-Hazardous	81,634	15,305	66,329
E-Waste	4,120	3,971	149
TOTAL	85,754	19,276	66,478

(1) The percentage was calculated based on the number of employees evaluated within the mentioned category.
Does not include: Mapping, Contractors, College trainees and employees with less than 3 months in the company.
(2) Gender as specified by the employees themselves.
(3) Includes Delivery + Operations.
(4) Includes Staff + Sales + Generic.

Table 10 - Waste diverted from disposal

Waste diverted from disposal	2021	
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	15,305
Other	0	0
E-Waste	On-site	Off-Site
Reuse - Refurbished	0	3,419
Recycle	0	552
Other	0	0
Total Waste diverted	0	19,276

Table 11 - Waste directed to disposal

Waste diverted from disposal	2021	
	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	66,329
Other	0	0
E-waste	On-site	Off-Site
Incineration with energy recovery	0	0
Incineration without energy recovery	0	149
Landfilling	0	0
Other	0	0
Total directed to disposal waste	0	66,478

GRI Content

Standard / Framework Code	Disclosure	Disclosure title	Page number / Answer	ODS / UN Global Compact principles
GRI 2 | General Disclosures				
The organization and its reporting practices				
GRI 2	1	Organizational details*	4 and 6 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. Globant S.A. is 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.	
GRI 2	2	Entities included in the organization's sustainability reporting	20 F	
GRI 2	3	Reporting period, frequency and contact point	83	
GRI 2	4	Restatements of information	15 (NPS) and 52 (Tn CO2e Reduction)	
GRI 2	5	External assurance	4, 84 and 85	
Activities and workers				
GRI 2	6	Activities, value chain and other business relationships*	19 to 24 - https://www.globant.com/about	
GRI 2	7	Employees*	31, 32, 62, 63 All People Indicators are disclosed at the end of the reporting period (12/31/2021) and the numbers are reported in Headcount. In 2021 we had acquisitions such us Bluecap, BiLive, grupoAssa, Xappia, Giant Monkey Robot, CloudShift, Habitant, and Walmeric but none of them generated significant fluctuations in the total headcount during the reporting year or between reporting periods. Our exponential growth through years is mostly related to organic growth.	SDG 5 and SDG 8 / P. 3,6
Governance				
GRI 2	9	Governance structure and composition*	7 and 8	SDG 4
GRI 2	10	Nomination and selection of the highest governance body	8 - 20F	SDG 4
GRI 2	11	Chair of the highest governance body	7 - CEO	
GRI 2	12	Role of the highest governance body in overseeing the management of impacts	8 and 9 - 20F	P.10

* Externally verified

GRI Content

Standard / Framework Code	Disclosure	Disclosure title	Page number / Answer	ODS / UN Global Compact principles
GRI 2	13	Delegation of responsibility for managing impacts	8 and 9 - 20F	
GRI 2	14	Role of the highest governance body in sustainability reporting*	83	
GRI 2	15	Conflicts of interest	8 and 9 - 20F	P.10
GRI 2	16	Communication of critical concerns	8 and 10 - 20F	
GRI 2	17	Collective knowledge of the highest governance body	8	P.10
GRI 2	18	Evaluation of the performance of the highest governance body	8	P.10
GRI 2	19	Remuneration policies	8	SDG 8
GRI 2	20	Process to determine remuneration	8	SDG 8
Strategy, policies and practices				
GRI 2	22	Statement on sustainable development strategy	3	
GRI 2	23	Policy commitments	4 and 9	
GRI 2	24	Embedding policy commitments	4 and 8	
GRI 2	25	Processes to remediate negative impacts	8 -10	
GRI 2	26	Mechanisms for seeking advice and raising concerns	9	
GRI 2	27	Compliance with laws and regulations	9	
GRI 2	28	Membership associations	60 and 61	SDG 17
Stakeholder engagement				
GRI 2	29	Approach to stakeholder engagement	60 and 61	
GRI 2	30	Collective bargaining agreements	20 F	SDG 8 / P.3
**GRI 3	Material Topic**				
GRI 3	1	Process to determine material topics*	4 and 58	
GRI 3	2	List of material topics*	59	
GRI 3	3	Management of material topics*	59	

* Externally verified

GRI Content

Standard / Framework Code	Disclosure	Disclosure title	Page number / Answer	ODS / UN Global Compact principles
Material Aspect: Economic Performance				
GRI 201	201-1	Direct economic value generated and distributed*	12 **Economic value distributed** (Includes Salaries and Wages, Shared-based compensation expense, Depreciation and amortization expense, Legal claims, Promotional and marketing expenses y Building/ Facilities (Rental expenses) y Other Costs/Taxes (Travel and housing, Office expenses, Professional services, Recruiting, training and other employee expenses) - thousands USD 1,145,094 **Economic value retained** - thousands USD 151,984	SGC 9
GRI 201	201-2	Financial implications and other risks and opportunities due to climate change	10, 23, 24 and 54	SDG 13 / P.7,8,9
GRI 201	201-4	Financial assistance received from government	12 - 14	P.10
Material Aspect: Market Presence				
GRI 202	202-2	Proportion of senior management hired from the local community*	33	SDG 8 / P.6
Material Aspect: Indirect Economic Impacts				
GRI 203	203-1	Infrastructure investments and services supported	21, 23 and 54	SGC 9
GRI 203	203-2	Significant indirect economic impacts	21, 23, 43 and 54	SGC 9
Material Aspect: Anti-corruption				
GRI 205	205-1	Operations assessed for risks related to corruption	9	P.10
GRI 205	205-2	Communication and training about anti-corruption policies and procedures	9	SDG 4 / P.10
GRI 205	205-3	Confirmed incidents of corruption and actions taken	9	P.10
Material Aspect: Anti-competitive Behavior				
GRI 206	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	16 Zero incidents	P.10

* Externally verified

GRI Content

Standard / Framework Code	Disclosure	Disclosure title	Page number / Answer	ODS / UN Global Compact principles
Material Aspect: Energy				
GRI 302	302-1	Energy consumption within the organization*	49 and 50 Density* Diesel density = 845.0 kg/m³ Natural gas density = 0.719 kg/m³ *Source: Estimación del Factor de Emisión de Argentina de acuerdo con la """"Tool to calculate the emission factor for an electricity system"""" (1) Version 7 de las Naciones Unidas - Secretaría de Energía Año 2019 **Calorific power**** Diesel net calorific power (default value) = 43.0 Tj/Gg CP Diesel = 0.0000430 Tj/kg CP Diesel = 10,270.4 kcal/kg **Natural gas net calorific power (default value) = 48.0 Tj/Gg** CP NG = 0.0000480 Tj/kg CP NG = 11,464.6 kcal/kg kilocalorie [kcal] = 0.001163 kWh **CUADRO 1.2 - VALORES CALÓRICOS NETOS (VCN) POR DEFECTO Y LÍMITES INFERIOR Y SUPERIOR DE LOS INTERVALOS DE CONFIANZA DEL 95%1 - Directrices del IPCC de 2006 para los inventarios nacionales de gases de efecto invernadero - Cap. 1 **Equivalence** kilocaloría [kcal] = 0.001163 kWh"	SDG 13 / P.7,8,9
GRI 302	302-2	Energy consumption outside of the organization*	**49,50** **Source of conversion factors:** Air conditioning of 2200 frigories F/C: 1,350.0 w - 1,013.0 wh - 1,013 Kwh/ Air conditioning of 3500 frigories F/C: 2,150.0 w - 1,613.0 wh - 1,613 Kwh Air conditioning of 4500 frigories F/C: 2,800.0 w - 2,153.0 wh - 2,153 Kwh / Air conditioning of 2200 frigories F/C - Inverter: 877.5 w - 658.0 wh - 0.658 Kwh / Air conditioning of 3500 frigories F/C - Inverter: 1,397.5 w - 1,048.0 wh - 1,048 Kwh Air conditioning of 4500 frigories F/C - Inverter: 1,820.0 w - 1,365.0 wh - 1,365 Kwh Small fan heater with thermostat: 1,500.0 w - 1,500.0 wh - 1,500 Kwh Generic cell phone charger: 5.0 w - 5.0 wh - 0.005 Kwh Computer (CPU only): 200.0 w - 200.0 wh - 0.200 Kwh Halogen stove with 3 candles w/thermostat: 1,500.0 w - 1,500.0 wh - 1,500 Kwh Quartz stove w/thermostat: 1,500.0 w - 1,500.0 wh - 1,500 Kwh Medium electric radiator w/thermostat: 1,500.0 w - 1,500.0 wh - 1,500 Kwh 19"" LED monitor: 22.0 w - 22.0 wh - 0.022 Kwh Notebook: 22.0 w - 22.0 wh -0.022 Kwh Ceiling fan: 60.0 w - 60.0 wh - 0.060 Kwh Pedestal fan: 90.0 w - 90.0 wh - 0.090 Kwh Vitroconvector 54 x 57 cm w/thermostat: 1,000.0 w - 1,000.0 wh - 1,000 Kwh Vitroconvector 86 x 58 cm w/thermostat: 2,000.0 w - 2,000.0 wh - 2,000 Kwh **Sorces:** 1. https://www.argentina.gob.ar/enre/uso-eficiente-y-seguro/consumo-basico-electrodomesticos 2. https://www.electrocalculator.com/tabla-agrupada.php 3. https://www.electricaplicada.com/potencia-consumo-equipos-electricos/ 4. https://www.cooperativaderawson.com/images/consumos.pdf	SDG 13 / P.7,8,9

* Externally verified

GRI Content

Standard / Framework Code	Disclosure	Disclosure title	Page number / Answer	ODS / UN Global Compact principles
GRI 302	302-3	Energy intensity*	49	SDG 13 / P.7,8,9
GRI 302	302-4	Reduction of energy consumption	49	SDG 13 / P.7,8,9
Material Aspect: Emissions				
GRI 305	305-1	Direct (Scope 1) GHG emissions*	51 Our Scope 1 base year emissions were of 32.25 Ton CO2e. With the aim of disclosing our year-to-year emissions reduction performance, we chose the previous reporting year as our base line. Besides, 2020 Greenhouse Gasses inventory was externally verified. **Global Warming Potential** Natural Gas*: 56.100 kg CO_2 e/TJ Gas / Diesel Oil*: 74.100 kg CO_2 e/TJ Refrigerant gasses (R22)**: 1.810,00 kg CO_2 e/kg Refrigerant gasses (R410a)**: 2.088,00 kg CO_2 e/kg ***Source:** 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Volume 2, Energy, Chapter 2 """"Stationary combustion"""", TABLE 2.2 DEFAULT EMISSION FACTORS FOR STATIONARY COMBUSTION IN THE ENERGY INDUSTRIES (kg of greenhouse gas per TJ on a Net Calorific Basis) ****Source:** IPCC's Fourth Assessment Report (AR4), Climate Change 2007: The Physical Science Basis, Table TS.2. Lifetimes, radiative effi ciencies and direct (except for CH4) global warming potentials (GWP) relative to CO2. {Table 2.14}. Biogenic: N/A Gasses included: CO2"	SDG 13 / P.7,8,9
GRI 305	305-2	Energy indirect (Scope 2) GHG emissions*	51 Our Scope 2 Location-based base year emissions were of 2,250.89 Ton CO2e, while our Market-based were 0 Ton CO2e as we moved all our operation to 100% renewable Energy. With the aim of disclosing our year-to-year emissions reduction performance, we chose the previous reporting year as our base line. Besides, 2020 Greenhouse Gasses inventory was externally verified. **Location-based GHG emissions:** 1722.8 Ton CO2e **Market-based GHG emissions:** 0 Ton CO2e **Report limits:** regions with a headcount ≥ 1% of Globant's total payroll at the end of the period under analysis. (Emissions generated in out-of-scope countries do not exceed 2% of total Scope 2 emissions.) Operational limits: Installed power that is part of the permanent infrastructure for exclusive use at each site in each of the 18 countries where Globant operates.) **Gasses included:** CO2 **Global Warming Potential (GWP):** Argentina: 0.42800 t CO_2e/MWh Chile: 0.41817 t CO_2e/MWh India: 0.70800 t CO_2e/MWh Peru: 0.45210 t CO_2e/MWh Uruguay: 0.04500 t CO_2e/MWh USA, North Carolina: 0.36500 t CO_2e/MWh USA, Illinois (IL): 0.37100 t CO_2e/MWh USA, Washington: 0.09100 t CO_2e/MWh Brazil: 0.07400 t CO_2e/MWh Colombia: 0.22500 t CO_2e/MWh Mexico: 0.49400 t CO_2e/MWh Spain: 0.22000 t CO_2e/MWh USA, California: 0.19100 t CO_2e/MWh USA, Texas: 0.44600 t CO_2e/MWh USA, Florida (FL): 0.43000 t CO_2e/MWh USA, New York: 0.19000 t CO_2e/MWh	SDG 13 / P.7,8,9

* Externally verified

GRI Content

Standard / Framework Code	Disclosure	Disclosure title	Page number / Answer	ODS / UN Global Compact principles
GRI 305	305-3	Other indirect (Scope 3) GHG emissions*	51, 52 **Gases Included -** CO_2 **Biogenic and other GHG emissions** - N/A Our Scope 3 base year emissions were of 7,603 Ton CO2e. With the aim of disclosing our year-to-year emissions reduction performance, we chose the previous reporting year as our base line. Besides, 2020 Greenhouse Gasses inventory was externally verified. **Global Warming Potentials (IPCC Second Assessment Report)** Argentina: 0.42800 t CO_2e/MWh - Brazil: 0.07400 t CO_2e/MWh Chile: 0.41817 t CO_2e/MWh - Colombia: 0.22500 t CO_2e/MWh India: 0.70800 t CO_2e/MWh - Mexico: 0.49400 t CO_2e/MWh Peru: 0.45210 t CO_2e/MWh - Spain: 0.22000 t CO_2e/MWh Uruguay: 0.04500 t CO_2e/MWh USA, California: 0.19100 t CO_2e/MWh USA, North Carolina: 0.36500 t CO_2e/MWh USA, Texas: 0.44600 t CO_2e/MWh USA, Illinois (IL): 0.37100 t CO_2e/MWh USA, Florida (FL): 0.43000 t CO_2e/MWh USA, Washington: 0.09100 t CO_2e/MWh USA, New York: 0.19000 t CO_2e/MWh	SDG 13 / P.7,8,9
GRI 305	305-4	GHG emissions intensity*	52	SDG 13 / P.7,8,9
GRI 305	305-5	Reduction of GHG emissions	52	SDG 13 / P.7,8,9
Material Aspect: Waste				
GRI 306	306-1	Waste generation and significant waste-related impacts	56	SDG 13 / P.7,8,9
GRI 306	306-2	Management of significant waste- related impacts	56	SDG 13 / P.7,8,9
GRI 306	306-3	Waste generated	65	SDG 13 / P.7,8,9
GRI 306	306-4	Waste diverted from disposal	66	SDG 13 / P.7,8,9
GRI 306	306-5	Waste directed to disposal	66	SDG 13 / P.7,8,9
Material Aspect: Employment				
GRI 401	401-1	New employee hires and employee turnover	31	SDG 5, SDG 8 / P. 3,4,5,6
GRI 401	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees*	27	SDG 5, SDG 8 / P. 3,4,5,6

* Externally verified

GRI Content

Standard / Framework Code	Disclosure	Disclosure title	Page number / Answer	ODS / UN Global Compact principles
Material Aspect: Labor/Management Relations				
GRI 402	402-1	Minimum notice periods regarding operational changes	Globant does not have established by Collective Agreement or Law the obligation of a notice for operative changes. Depending on the case, sanity and critical reason are appealed to evaluate the changes.	SDG 8 / P. 3,4,5,6
Material Aspect: Ocupational Health and Safety				
GRI 403	403-1	Occupational health and safety management system	28	SDG 8 / P. 3,4,5,6
GRI 403	403-2	Hazard identification, risk assessment, and incident investigation	28	SDG 8 / P. 3,4,5,6
GRI 403	403-3	Occupational health services	28	SDG 8 / P. 3,4,5,6
GRI 403	403-4	Worker participation, consultation, and communication on occupational health and safety	28	SDG 8 / P. 3,4,5,6
GRI 403	403-5	Worker training on occupational health and safety	28	SDG 8 / P. 3,4,5,6
GRI 403	403-6	Promotion of worker health	28, 36	SDG 8 / P. 3,4,5,6
Material Aspect: Training and Education				
GRI 404	404-1	Average hours of training per year per employee	65	SDG 4 / P. 3,4,5,6
GRI 404	404-2	Programs for upgrading employee skills and transition assistance programs	29, 30, 65	SDG 4, SDG 5 / P. 3,4,5,6
GRI 404	404-3	Percentage of employees receiving regular performance and career development reviews*	65	SDG 4, SDG 5 / P. 3,4,5,6
Material Aspect: Diversity and Equal Opportunity				
GRI 405	405-1	Diversity of governance bodies and employees*	7, 32, 33, 62, 63 and 64	SDG 5 / P. 3,4,5,6
GRI 405	405-2	Ratio of basic salary and remuneration of women to men	32	SDG 5 / P. 3,4,5,6

* Externally verified

GRI Content

Standard / Framework Code	Disclosure	Disclosure title	Page number / Answer	ODS / UN Global Compact principles
Material Aspect: Non-Discrimination				
GRI 406	406-1	Incidents of discrimination and corrective actions taken*	Globant considers that discrimination takes place when someone is treated unfairly based on a specific characterisitic 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 18 cases from the year 2021 in which the Reporter selected the option "Harassment, discrimination and unfair treatment". Of these 18 reports, 7 contain claims that are somehow related to discrimination, the rest are related to allegations of unfair treatment and/or harassment. The 7 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 2021 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 7 reports received including claims of discrimination have been fully implemented. Cases are considered closed once reviewed and resolved by the Legal Compliance area.	P. 1,2,3,4,5,6
Material Aspect: Local Communities				
GRI 413	413-1	Operations with local community engagement, impact assessments, and development programs	38 to 43	SDG 4, SDG 5, SDG 8, SDG 9, SDG 17 / P. 1, 2
Material Aspect: Public Policy				
GRI 415	415-1	Political contributions	No political contributions were made	P.10
Material Aspect: Customer Privacy				
GRI 418	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	16	P.1,2

* Externally verified

SASB Content

Table 1. Sustainability Disclosure Topics & Accounting Metrics
Software & IT Services SASB Standards

Topic	Accounting Metric	Category	Unit of Measure	Code	Page number
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable*	Quantitative	Gigajoules (GJ), Percentage (%)	TC-SI-130a.1	49 and 50
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	Not material
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	Not material
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	16 Regarding data privacy and freedom of expression, our website's privacy policy and cookies policy reflect the company's implementation of Privacy by Default, the entire modality of acceptance of Cookies show the principles of Privacy by Default being implemented concerning the use of Cookies on our sites. Our policies also reflect transparency of the purposes for which data is collected and of the processing itself that will be given to the data we receive from candidates, the press, potential businesses or any stakeholder in general. Both policies take into account the applicable laws and regulations in the countries where we operate as well as good practices. In addition, we make constant efforts to improve the Privacy by Design and Privacy by Default principles applied to StarMeUp OS. All of our employees working in this product receive special training periodically and sign an Employee Confidentiality Statement."
Data Privacy & Freedom of Expression	Number of users whose information is used for secondary purposes	Quantitative	Number	TC-SI-220a.2	16
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	16
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	16
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	16

* Externally verified

SASB Content

Topic	Accounting Metric	Category	Unit of Measure	Code	Page number
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	16
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	16
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	31 and 64
Recruiting & Managing a Global, Diverse & Skilled Workforce	Employee engagement as a percentage*	Quantitative	Percentage (%)	TC-SI-330a.2	28
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	33 and 64
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	16
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	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"

* Externally verified

SASB Content

Table 2. Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Page number / Answer
(1) Number of licenses or subscriptions, (2) percentage cloud based*	Quantitative	Number, percentage (%)	TC-SI-000.A	**Total licenses or subscriptions: 76,810.00** Includes: Slack: 14,000, Attlasian: 10,000, Gmail: 20,000, Trello: 30, Change Password: 3,000, GitHub: 3,000, Microsoft: 6,279, Microsoft Cloud: 20,501 **Percentage Cloud based:** 72,94% (56,031 / 76,810) Includes: Slack: 14,000, Gmail: 20,000, Trello: 30, Github: 1,500, Microsoft Cloud: 20,501.
(1) Data processing capacity, (2) percentage outsourced*	Quantitative	Number, percentage (%)	TC-SI-000.B	**Data processing capacity:** 6,818.00 vCPU **Percentage outsourced:** 12.4%
(1) Amount of data storage, (2) percentage outsourced*	Quantitative	Petabytes, Percentage (%)	TC-SI-000.C	**Amount of Data storage:** 727.68 Tb* **Percentage outsourced:** 2.15% *Live use storage on live VMs. Not taking account storage used to backup. Calculated as an estimate, based on annual average of data storage capacity.

* Externally verified

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 and 35
		Ownership and operating structure	6
		Principal activities and markets	19-24
		Competitive landscape and market positioning	5, 10, 19-24
		Position within the value chain	5, 19 to 24
		Key quantitative information	5-7, 12-15, 31-33
		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 and 8
		Specific processes used to make strategic decisions	8 and 9
		How the organization's culture, ethics and values are reflected in its use of and effects on the capitals	8, 9 and 10
		The responsibility those charged with governance take for promoting and enabling innovation	8
Business model	What is the organization's business model?	Inputs	5
		Business Activities	5
		Outputs	5
		Outcomes	5
Risks and opportunities	What are the specific risks andu 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
		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

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Integrated Report Content

	Contents	Aspects	Page
Strategy and resource allocation	Where does the organization want to go and how does it intend to get there?	Objetctives and strategic plans	10
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, 12 to 14
		Impact on capitals	5, 12 to 14
		Relationships with stakeholders	60 and 61
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	10
		Mechanisms to address challenges and opportunities	10
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 and 58
		Boundaries	4
		Frameworks	5

TCFD Content

Pillar	Key Points

<table>
<tr><td colspan="2" style="background:green; color:white">Governance: Disclose the organization's governance around climate related risks and opportunities.</td></tr>
<tr><td>Describe the board's oversight of climate-related risks and opportunities.</td><td>Climate-related issues are monitored as part of the process of annual sustainability / integrated reporting.

The whole be-kind initiative, that includes science based targets, carbon neutrality pledges, clean energy supply is presented to the Board in terms of impact and advancements.</td></tr>
<tr><td>Describe management's role in assessing and managing climate-related risks and opportunities.</td><td>The Risk Management Department is responsible for assesing corporate risks, including climate-related physical and transition risks. Climate-related issues are assessed and managed by C-Suite Officer, EVP Governmental Affairs & Sustainability Co Founder. Besides,the Sustainable Business Studio Partner has the role of increasing the awareness level on climate exposure risk with proactive actions part of their objectives, not only towards our team but also our customers.</td></tr>
</table>

<table>
<tr><td colspan="2" style="background:green; color:white">Governance: Disclose the organization's governance around climate related risks and opportunities.</td></tr>
<tr><td>Describe the climate-related risks and opportunities the organization has identified overthe short, medium, and long term.</td><td>Opportunities: increased demand for sustainable services. The Sustainable Business Studio was created to be ready and stay relevant. We have identify two main areas of business opportunities: Sustainable Consulting and Servicies, and IT for Green and Digital Sobriety.

-Risk: In our risk management framework, we took into account both physical risks (floods, heat waves, droughts, water shortage) and transition risks (Policy & Legal, Technology, Market, Reputation). Both types of risks were considered immaterial or low.
- Physical risks: Due to our agile and totally decentralized structure and the business sector we are operating in (services), we consider all physical risk immaterial.
- Transitional risks: based on potential scenarios for legislation, technological development or market conditions. Our approach to transition risks is based on UNEP-FI's heatmaps. Our business sector (services and technology) has a low transition risk. Further analysis regarding climate-related risk and its materiality will be carry out by the Risk Management Departament.</td></tr>
<tr><td>Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</td><td>The Sustainable Busines studio, with its Sustainable Consulting and Servicies, and IT for Green and Digital Sobriety products, may have positive financial impact. The potential technology risk could be related to the increasig costs to transition to lower emissions technology. Such as the decarbonisation pathway would imply an increase in energy costs to ensure renewable energy provision.</td></tr>
<tr><td>Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</td><td>Currently, we do not use climate-related scenarios but we plan to incorporate qualitative and/or quantitative analysis in the next years.</td></tr>
</table>

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TCFD Content

Pillar	Key Points

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

Pillar	Key Points
Describe the organization's processes for identifying and assessing climate-related risks.	"The organization has an integrated management area to assess and quantify risk impact. Besides, on a yearly basis we review the materiality of all relevant issues, which helps understand the potential impact of the different risks. With the changing climate, it is an ongoing challenge to deepen into climate-related impacts. We are in the process of wide spreading climate risk and opportunities awareness at all levels within Globant."
Describe the organization's processes for managing climate-related risks.	
Describe how processes for identifying, assessing, and managing climate-related risks are integrated intothe 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.

Pillar	Key Points
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	We address key climate related metrics, according to our business and practices: Energy management, Corporate Carbon Footprint, Energy Efficiency, Waste management. (Under the Be Kind to the Planet Initiative- Climate Strategy)
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	We report Scope 1, 2, and 3 emissions, where possible in accordance with the reference methodologies for calculating the corporate carbon footprint ISO 14064 - Part 1 and the GHG Protocol. (Under the Be Kind to the Planet Initiative- Climate Strategy)
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	"Reaching net-zero by 2050. We adhered to the Science Based Targets (SBT) Business Ambition for 1.5°C, joining the Race to Zero global movement devoted to taking rigorous and immediate action. Reduce our overall GHG emissions 88% per employee by 2030 from a 2019 base year. In 2021, Globant became Carbon Neutral. When possible, we reduced our emission following our Science-Based emissions reduction trajectories. When it is not possible, we compensate our emission by Carbon offset projects. (Under the Be Kind to the Planet Initiative- Climate Strategy)"

COVID-19 disclaimer

On March 11, 2020, the World Health Organization declared the outbreak of Coronavirus ("COVID-19") a pandemic , 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 national health emergency, which 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, most countries had resumed progressively with all economic activities by the end of the year.

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 "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 the COVID-19 pandemic. The Company has assessed whether the impact of COVID-19 has led to any other non-financial asset impairment, including goodwill, and has 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. The Company will continue to monitor developments closely.

Finally, as required by IAS 1, Presentation of Financial Statements, the Company has evaluated its ability to continue as a going concern, taking into consideration the existing and anticipated effects of the COVID-19 outbreak on the Company's activities and has concluded that, since its business outlook, cash and liquidity position remain strong, the ongoing concern assumption is appropriate.

2021 Integrated Report publication in the current context

As mentioned, there is uncertainty regarding the impacts that the COVID-19 pandemic could have on the global economy and on our business. Our Integrated Report 2021 includes our material topics and economic, environmental, social and governance performance indicators as of December 31, 2021. The context results, which have had economic and political consequences in Argentina, may require a reassessment of our objectives based on the internal and external changes that will arise in the coming months.

Our goal is to remain responsive and effective in our actions positively impacting all stakeholders, considering their priority demands. That is why we will continue to monitor the effects of the pandemic on our 2022 performance indicators, and work together with our stakeholders during this crisis.

Report Profile

Stock

Globant is listed on the NYSE under the ticker GLOB

Independent Audit Firm*

PwC

Sustainability Advisor

Crowe

Transfer Agent

American Stock Transfer & Trust Company, LLC

Date of Last Report

2020

Reporting Cycle

Annual

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December 31, 2021

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Our principal corporate office is located at 37A Av. J.F. Kennedy, L-1855, Luxembourg. Since Globant's subsidiaries headquarters are located across multiple locations, this place cannot be associated to a single location or office.

Carta de verificación