

GLOBANT

CODE OF ETHICS

#Transparency #MyCause



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Dear Globers,

I am continually impressed by the quality and dedication of our people and our ability to meet the highest standards of performance and business conduct, at the same time that we dedicate ourselves to strengthen our clients' businesses, our single-minded passion for our customers and for improving our world.

In this exciting and challenging time, we must remember that it is the behavior demonstrated by our people that ultimately influences our legacy and our work. And it is our reputation that will help us achieve our goal of building the best company in the creation of innovative software products, changing the status quo to improve our region and our world. As we continue to grow, we may be faced with pressures arising from our high-performance environment that could tempt us to take shortcuts to achieve our goals. It is critical that we never let these pressures and challenges affect our integrity even when we think it will help to satisfy our stakeholders. Our stakeholders are never well served when our actions are in conflict with our Core Values and Standards of Business Conduct.

For a global organization operating in diverse cultures, these standards provide a shared understanding of what appropriate business conduct means at Globant. It is our guide to acting with integrity. I hope you find it to be a valuable decision-making tool.

As Globers, we must remember that our passion is not just about doing great things. It's about doing great things the right way. That is how we continue to build trust with our community, our customers, and our Globers.

Best regards,



Martín Migoya
CEO



The Globant Code of Ethics sets the guidelines and principles necessary for promoting and assuring good behavior within the organization. The Code serves as a declaration of Globant's promise to establish and maintain the highest standards of honesty, integrity, and ethical conduct.

An Audit Committee, formed by a team of independent members, will be in charge of ensuring compliance with, diffusion of, and revision of said Code. Guidance on how to report actions against this Code is set forth in the "Procedures for treating reports of actions against the Code of Ethics" document, available at bitly.com/GlobantRAC available to all Globers for purposes of reporting violations, or suspected violations to laws, rules and regulations and to this Code. Any report of actions against, or suspected violations, complaints or questions, will be treated confidentially by the Audit Committee.

Compliance with Laws, Rules, and Regulations

Globant seeks to conduct its business in compliance with both the letter and the spirit of applicable laws, rules, and regulations. We expect our international Globers to have a sound knowledge of the proper and improper courses of conduct both with regard to their own activities and those with whom they must interact. We also expect Globers to be familiar with the material laws and regulations applicable to business activities in their territory. No director, officer, or employee shall engage in any unlawful activity in conducting Globant's business or in performing his or her day-to-day company duties, nor shall any director, officer, or employee instruct others to do so.

This Code and the compliance with this Code may be subject to the applicable local laws, rules, and regulations of non-U.S. jurisdictions. Accordingly, if there is a conflict between the requirements of the laws applicable in the

United States and those of any other country or jurisdiction which may be relevant in the circumstances, Globant's policy is that Globers should consult with the Legal & Corporate Affairs Department before taking any action that may be unlawful under, or violate, any such laws.

Globant requires that Globers conduct themselves as follows:

- Respect the current regulations of the business, complying with them loyally
- Work in good faith, adhering to the tasks expressed in the laws and/or existing conventions

UN Global Compact Principles

Globant supports and is committed to developing and ensuring the fundamental Human Rights, and adheres to the principles of the United Nations Global Compact:

- Businesses should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses.
- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labor; the effective abolition of child labor; and the elimination of discrimination in respect of employment and occupation.
- Businesses should support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies.
- Businesses should work against corruption in all its forms, including extortion and bribery.



Equal Opportunities Employer

Globant shall provide equal opportunities to all its Globers and all qualified applicants for employment, without regard to their race, caste, religion, color, ancestry, marital status, sex, age, nationality, disability, sexual orientation or veteran status. Globers shall be treated with dignity and in accordance with Globant's policy to maintain a work environment free of sexual harassment. Employee policies and practices shall be administered in a manner ensuring that in all matters equal opportunity is provided to those eligible, and the decisions are merit-based.

The diversity of Globant's employees, officers, and directors is a tremendous asset. We are firmly committed to providing equal opportunity in all aspects of employment and will not tolerate any illegal discrimination or harassment of any kind. Examples include derogatory comments based on racial or ethnic characteristics.

As an employer, Globant practices an equality of opportunities policy and strives to treat Globers with respect and dignity. Globant is committed to taking advantage of the diversity of Globers and recognizes that this heterogeneous work force provides many benefits, including creativity, variety in problem-solving methods, and the capacity to work effectively as a global company.

It is the intention of Globant to select and locate Globers without discrimination, based on their qualifications for the work they are going to perform. Also:

- We strive to demonstrate integrity in our actions, decisions, and words
- We value and respect the Globber

- We attract, develop, and retain the most prominent employees
- We reward good performance, creativity, and contribution
- We promote those most apt for each position from within the company
- We maintain open communication through the use of the open door policy
- We cooperate and work as a team

Health and Security in the Workplace

Globant desires a healthy, reliable, and safe work environment for Globers, as free as possible from known health and security risks. Every Globber is responsible for using Globant's equipment and materials in a safe way. Together we have to assume the responsibility of informing our leaders about unsafe practices or conditions and other potentially preventable situations in the workplace, also notifying them immediately in the event of accidents.

In order to help maintain a safe and healthy workplace, Globant complies with all applicable environmental laws and regulations.

Acts or threats of violence directed by a director, officer or an employee towards another person, or that person's family or property, are unacceptable. Such acts or threats of violence—be they direct or indirect, or through words, gestures, or symbols—violate the desire of Globant to provide a safe workplace for its personnel, and thus will not be tolerated and will be subject to strict disciplinary measures.

The possession of weapons or other dangerous artifacts is strictly prohibited on the part of any Globber, except for authorized security personnel, at any moment on the premises of Globant or its clients. Any Globber that is found to be in possession of an item of this kind while working or performing business of Globant will be subject to appropriate disciplinary action.

Globant will not tolerate sexual harassment or other illicit behaviors in the workplace, be they committed by a colleague, superior, client, contractor, supplier, or any other. Derogatory actions, words, jokes, or comments based on sex, race, ethnicity, sexual orientation, age, religion or disability of any person will not be tolerated at Globant.

If you feel that you are subjected to harassment of any kind at Globant, there are various ways to address these concerns. Initially, and if it fits the circumstances, you should inform the offending employee or individual that they need to cease the behavior in question. If the inappropriate behavior continues, or you feel uncomfortable confronting the individual about their behavior, you can make use Globant's open doors policy to inform a superior about the situation.

You may also choose to speak with your own leader or with any other Globant superior with whom you feel comfortable speaking with, be it within or outside of your chain of command. Whether you choose to address the issue directly with the offending person, or inform a superior, you are always entitled to resort to the Audit Committee by reporting the offending person's misconduct. Complaints of sexual harassment or other unlawful behavior are serious matters. Globant hopes and encourages that Globers inform their leaders of these behaviors, and that the leaders of Globant take appropriate action with such allegations. If an investigation confirms that the person's conduct was indeed inappropriate, Globant will take adequate action.

Globant is committed to maintaining a drug-free workplace; therefore, the possession, sale, distribution, fabrication, use, transportation, or purchase of any illegal drug or unauthorized substance is prohibited. Illegal drugs include marijuana, cocaine, heroin, amphetamines, barbiturates, and other unauthorized substances.

In order to protect our peers and ourselves, we have to understand that certain chemical products that alter the state of mind can diminish our capacities and contribute to various problems at work.

While one of our values is "Have Fun" and we usually organize gatherings in our offices, we always do so after working hours. So being under the influence of alcohol is also prohibited while working.

Under no circumstances will Globant permit that its Globers, of any hierarchy within the organization, do the following:

- Discriminate or act with hostility toward one another for prejudices based on race, religion, color, sex, age, nationality, physical disability, etc.
- Act, insinuate or make comments that could create an intimidating or offensive atmosphere
- Behave violently
- Be under the influence of alcoholic drinks or illegal substances while completing their work
- Exercise disrespectful treatment or harmful pressure, whether verbally or physically, by employer or a group of employees toward another Globber, with the intention of intimidating, humiliating, mocking, and/or causing such Globber to leave the organization (also known as mobbing and bullying)



Protection and Proper Use of Globant's Assets

All Globers should endeavor to protect Globant's assets and ensure their efficient use. Theft, carelessness, and waste have a direct impact on Globant's as a company.

All Globant assets should be used for legitimate business purposes. Proprietary information includes intellectual property such as trade secrets, patents, trademarks, and copyrights, as well as business, marketing, and service plans, engineering and manufacturing ideas, designs, know-how, databases, records, salary information, and any unpublished financial data and reports. Unauthorized use or distribution of this information would violate Globant's policy. It could also be illegal and result in civil or even criminal penalties.

Each Globber is personally accountable for Globant funds over which he or she has control. Anyone spending Globant money, or personal money that will be reimbursed, should always be sure Globant receives good value in return. Anyone approving or certifying the correctness of a voucher or bill should have reasonable knowledge that the purchases and amounts are proper and legitimate.

Loss, theft, and misuse of Globant's assets have a direct impact on Globant's business and its profitability. Directors, officers, and employees are expected to protect Globant's assets that are entrusted to them and to protect Globant's assets in general. All Globers are also expected to take steps to ensure that Globant's assets are used only for legitimate business purposes.

Directors, officers, and employees have a responsibility to Globant to advance its legitimate business interests when the opportunity to do so arises. Each director, officer, and employee is prohibited from:

- diverting to himself or herself or to others any opportunities that are discovered through the use of Globant property or information or as a result of his or her position with Globant unless that opportunity has first been presented to, and rejected by, Globant
- using Globant's property or information or his or her position for improper personal gain, or
- competing with Globant.

Globant shall prepare and maintain its accounts fairly and accurately in accordance with the accounting and financial reporting standards that represent the generally accepted guidelines, principles, standards, laws, and regulations of the country in which Globant conducts its business affairs.

Internal accounting and audit procedures shall fairly and accurately reflect all of Globant's business transactions and disposition of assets. All required information shall be accessible to company auditors and other authorized parties and government agencies. There shall be no willful omissions of any company transactions from the books and records, no advance income recognition, and no hidden bank account and funds.

Any willful material misrepresentation of and/or misinformation on the financial accounts and reports shall be regarded as a violation of the code, and seen to be inviting appropriate civil or criminal action under the relevant laws.



Conflicts of Interest

A “Conflict of Interest” arises in either of the following situations: (i) when your personal interests conflict, or somehow interfere with, the interests of Globant; for instance, if your actions are beneficial to others while detrimental to the interests of Globant; (ii) if you have a labor relationship, provide counseling services, are a member of the board of directors, or have any other allowed service relation with a business partner (or potential business partner) of Globant; or (iii) you have family or emotional ties with a Globber in a key position of a business partner (or potential business partner) of Globant.

A true or apparent conflict of interest may impair your decision making at work, interfere with the efficient performance of your duties and responsibilities, and also damage Globant. Therefore, we strongly recommend avoiding any conflict of interest, as described in these rules, or the appearance of a conflict of interest (an apparent conflict of interest arises from some situation, conduct, or action not resulting in a real conflict of interest but which may be considered as such by others). Given that transparency is key in these cases, if a conflict of interest either real or apparent may not be avoided please make sure to communicate all the relevant circumstances to your leader and to the Audit Committee. Also pay special attention to any interest or relation that may affect or influence, or may reasonably appear to affect or influence, the independent and objective performance of your duties or other actions that concern the interests of Globant.

It is not possible to provide for every situation that may lead to either a real or apparent conflict of interest. However, this section includes specific rules, guiding principles, and some examples of situations that may result in a conflict of interest or an apparent conflict of interest for improved clarity.

You are encouraged to question your own actions or any actions proposed; first, compare them with the guiding principles and rules of the Code of Ethics and Business Conduct. Also evaluate your actions or proposed actions from a more informal perspective. For instance, if ever in doubt about an action, ask yourself, “Would I be worried if my department manager or my workmates found out about my conduct?” or “Would I like to read about it in the newspaper?”

You are expected to promptly inform the Audit Committee if either of the following situations arises, or may reasonably be expected to arise: (i) if you have, or may have, a conflict of interest; and/or (ii) if you perform, or are going to perform, work duties or other related actions that may lead to a conflict of interest that may jeopardize the interests of Globant. In either case, refrain from participating in any decision made by Globant which specifically or substantially affects, or may affect, a business partner (or potential business partner) of Globant.

Personal Relationships

Special attention must be paid to ensure that friendship or family ties do not result in a conflict of interest or an apparent conflict of Interest that may interfere with your responsibilities. Always take care that such ties do not result in a negative influence on your work responsibilities or your capacity to make right, unbiased, and objective decisions.

You are allowed to form ties or establish a relationship with workmates, but avoid those that may be or may appear to be inappropriate. In this respect, you must not—either directly or indirectly—report to or be supervised by a relative, directly or indirectly (this includes “chain of command” situations where an individual’s relative would occupy a supervisory position in a straight-line reporting relationship). If this happened both may alert their leader.



Providing information for exerting an influence on transfer, promoting, and/or disciplining a person with whom you have an emotional tie, are also prohibited. For the purposes of these policies, "emotional tie" includes emotional, spousal, and family relations, among others.

Also refrain from using your position at Globant to influence performance assessments, promotions and wage-related decisions, in connection with any person to whom you may have an emotional tie.

Globers may refer to the company someone with whom they have an emotional tie, but these people cannot be solely hired or promoted on the basis of an emotional tie. All hiring and promotions must fill the requirements for the specific position. You must inform your supervisor and the Audit Committee of any emotional tie you may have. Inform your supervisor if any member of your family or a person to whom you have an emotional tie works for a business partner (or potential business partner) or competitor of Globant, and/or if he or she holds a position that may influence the decision-making process, thus affecting Globant.

Situations occurring prior to this or other revisions of the policy may be "grandfathered" with the approval of the location/unit manager and the Chief People Officer.

Business & Work Relations

Moonlighting activities refers to work at another job, often at night, in addition to one's full time job, and have the potential to create conflicts of interest and to interfere with Globers' performance of their duties for Globant. Globers must carefully review and analyze any moonlighting activities they are considering to make sure that no conflict of interest exists, and that the activity is consistent with any agreements the Globber has signed with Globant regarding non-disclosure of confidential information, non-competition, or ownership of intellectual property.

Globant expects that its Globers will diligently perform their assigned duties and devote their best efforts to those duties and to furthering Globant's interests. The company also expects that its employees will refrain from activities that conflict with Globant's business interests or detract from Globers' ability to exercise sound judgment in furtherance of those interests.

Do not use your position at Globant to make preferential decisions, or to take actions to protect or improve any investments, financial interest, business, or business relation you may have in a company related to Globant.

You may suggest Globant the procuring of a company as supplier, vendor, contractor, agent, or representative, if you own, work for, manage, provide services to, supply counseling services to, or otherwise cooperate with that company, or if you have emotional ties with someone who works for, or has an interest in, that company. However, you are not allowed to influence any decision in favor to that company. Transactions between Globant and that company should be made in an arm's length basis.

Globant offers its Globers and other authorized workers resources such as phones, voicemail, fully equipped personal computers, e-mail addresses, Internet access, equipment, printers, and office supplies and materials to carry out their duties efficiently. Do not misuse these elements, and do not use them for your personal benefit or for any purpose other than work. Keep all the supplies provided or available to you clean, tidy, and in good condition.

Respect the property and assets of Globant. Thus, unless expressly authorized, you are not allowed to use Globant's materials, facilities, human resources, or services for any purposes other than work.



Globant requires that its Globers conduct themselves follows:

- Be committed with the achievement of your goals
- Complete your full work day every day
- Inform your supervisor about absences and the reasons for which you take them

Under no circumstances will Globant permit that its Globers do the following:

- Spend time on non-work-related activities during the work day
- Make phone calls for your own commercial purposes, be they local, long distance, or international

Benefits & Gifts

Under certain circumstances, accepting benefits or gifts due to the position you hold at Globant may lead to an unacceptable conflict of interest. The following are some examples of gifts or benefits that may give rise to a conflict of interest: the request, acceptance, or offer of personal payments for the provision of specific services on the part of Globant. Besides violating Globant policies, these practices may be in violation of applicable laws in your country, as well as the applicable laws overseas, and will not be allowed by Globant.

The occasional exchange of gifts and business courtesies, such as reasonable entertainment and modest gifts, may facilitate the development of trust between Globant and its business partners (or potential business partners). Do not, however, let these gifts or courtesies affect your independent and objective decision-making on behalf of Globant in any way. The exchange of gifts or business courtesies must not be used to unduly influence business partners. Do not request business gifts, whether for yourself or others. In general, you are allowed to accept business gifts which (i) are not expensive (less than US\$500 per year) or (ii) are traditional gifts (for instance,

business meals, tickets to sporting events or other entertainment venues, or promotional material usually distributed).

Do not accept invitations to travel without prior approval of your supervisor or direct manager, Chief People Officer, and the Chief Financial Officer. If you are offered an expensive gift, submit it to the consideration of the manager of your department, who, together with the Chief Financial Officer, will decide whether or not it is appropriate to accept. If it is determined that you should decline the offer, politely explain these policies to the supplier and thank them.

If it is determined that you should accept it, you may take it and explain to the supplier that the item will be donated to charity, or raffled among the Globers who work in your local office.

You may only accept business gifts under the rules above if they do not affect, or appear to affect, your objectivity. For instance, accepting multiple gifts from one commercial partner, even when they are traditional gifts, may lead to an unacceptable conflict of interest.

Globant requires that Globers conduct themselves as follows:

- Relate to clients with the utmost professional and courteous behavior

Under no circumstances will Globant permit that its Globers do the following:

- Disrespect the rights of a client, a supplier, or a colleague
- Treat a client disrespectfully, with impolite, insulting, defamatory, or obscene language

Confidentiality

It is imperative that all employees, officers, and directors keep confidential all information about Globant's operations and business activities that has not been made public or that is not common knowledge among investors, competitors, customers, suppliers and others, such as other Globers who do not have a valid business reason for obtaining the information.

Employees, officers, and directors must not disclose to others, or use for themselves or others, any confidential Globant information he or she has originated or acquired in connection with employment or service. This non-disclosure obligation applies to Globers not only during their period of employment or service, but also after termination of employment or service, or upon retirement. Any employee, officer, or director who questions whether information he or she originates or acquires is confidential has a responsibility to determine its classification by asking his or her immediate supervisor or Globant's Legal & Corporate Affairs Department.

All Globant documents, records, memoranda, and other written materials (and all copies) are solely Globant's property and must be returned immediately to Globant on termination of employment or service.

It is impossible to list all the types of Globant information that must be treated as confidential. The following are some examples of confidential information to assist in observing this important policy:

- Information about contractual arrangements between suppliers, contractors, advertising providers, or customers that has not been publicly disclosed by management
- Information about other Globant transactions, including proposed transactions such as acquisitions or dispositions of stock or assets, which has not been publicly disclosed by management

- Financial, accounting, and cost information about Globant that has not been publicly disclosed by management
- Information that reveals Globant's plans and strategies that have not been publicly disclosed by management
- Personnel information such as salaries, bonuses and other sensitive personal information

All Globers should be guided by the general principle that Globant considers confidential any information that is not officially disclosed or publicly known and which might be useful to or desired by others for any reason, such as using the information to buy or sell Globant stock or to compete against Globant or any of its subsidiaries. Officially disclosed information is considered to be that which is contained in official reports, news releases, and other forms of communication that have been released by management to the public through established communication channels.

Use of Privileged Information

The applicable legislation in financial markets strictly reserves the right to intervene in the areas that have people that for reason of their position possess confidential information and provides civil sanctions and penalties. A person has inside information when he or she possesses significant information, which is not made public, about the activity or prospects of the company. If this person uses said information to effect transactions, for him/herself or others, with the investment in question before the public has been offered knowledge of this information, he or she commits a misdemeanor or felony of wrongful use of inside information.

They will have the opportunity for exclusive action when the information has been publicly released. The significance of the information is generally related to its influence on the financial performance and market value of the company. If there are any concerns, collaborators can address them to the Chairman of the Audit Committee, who will advise them in their decision.



Compliance Procedures

All directors, officers, and employees will be supplied with a copy of the Code upon its adoption by Globant. In addition, all Globers will be asked to confirm in writing that they have read and understood, and will comply with, the Code at the beginning of their service at Globant. Updates of the Code will be provided from time to time. A copy of the Code is also available to all Globers by requesting one from the Audit Committee or at <http://bitly.com/GlobantCoE>. Globant's management, under the supervision of its Board of Directors or a committee thereof (or, in the case of accounting, internal accounting controls, or auditing matters, the Audit Committee), shall take reasonable steps from time to time to (i) monitor and test compliance with the Code, and (ii) when appropriate, impose and enforce appropriate disciplinary measures for actions against of the Code.

Disciplinary measures for violations to laws, rules, regulations or the Code will vary depending on the governing law of the relevant employment contracts. However, they may include, but will not limited to, oral or written reprimands, warnings, probation or suspensions with or without pay, termination of employment or service, if applicable with cause, and restitution.

Globant's management shall periodically report to the Board of Directors or a committee thereof on these compliance efforts including, without limitation, periodic reporting of alleged violations of the Code and the actions taken with respect to any such violation.

A procedure shall be put in place by the Board of Director's committee in charge of ensuring compliance with this code. This procedure shall govern the treatment of reports of violations to this code, the manner in which the committee or any designee shall conduct investigations, treat evidence, store information, as well as impose disciplinary sanctions.

Reporting Concerns & Receiving Advice

Be Proactive. A copy of the Code will be maintained on Globant's website at www.globant.com. Every Globber is encouraged to act proactively by asking questions, seeking guidance, and reporting suspected violations of the Code and other policies and procedures of Globant, as well as any violation or suspected violation of applicable law, rule, or regulation arising in the conduct of Globant's business or occurring on Globant's property.

Seeking Guidance. The best starting point for a Globber seeking advice on ethics-related issues or reporting potential violations of the Code will usually be his or her supervisor. However, if the conduct in question involves his or her supervisor, if the Globber has reported the conduct in question to his or her supervisor and does not believe that he or she has dealt with it properly, or if the Globber does not feel that he or she can discuss the matter with his or her supervisor, the Globber may report the situation in accordance with the guidance set forth in the "Procedures for treating reports of actions against the Code of Ethics" document, available at sites.google.com/a/globant.com/sox/code-of-ethics

Globers must not use these reporting channels in bad faith or in a false or frivolous manner. Furthermore, Globers should not use the channel complaint account to report grievances that do not involve the Code or other ethics-related issues.

A director may also communicate concerns or seek advice with respect to this Code by contacting the Board of Directors through its Chairman, or a committee thereof responsible for administering and interpreting this Code.

When reporting suspected actions against of the Code, Globant prefers that Globers identify themselves to facilitate Globant's ability to take appropriate

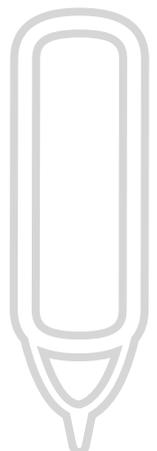
steps to address the report, including conducting any appropriate investigation.

However, Globant also recognizes that some people may feel more comfortable reporting a suspected violation anonymously. If a Globber wishes to remain anonymous, he or she may do so, and Globant will use reasonable efforts to protect the confidentiality of the reporting person subject to applicable law, rule, or regulation or to any applicable legal proceedings. In the event that the report is made anonymously, however, Globant may not have sufficient information to look into or otherwise investigate or evaluate the allegations. Accordingly, persons who make reports anonymously should provide as much detail as is reasonably necessary to permit Globant to evaluate the matter(s) set forth in the anonymous report and, if appropriate, commence and conduct an appropriate investigation.

Globant expressly forbids any retaliation or discrimination against any Globber who, acting in good faith, reports suspected misconduct or violation of any law, rule, regulation or principle of this code of ethics. Any person who participates in any such retaliation or discrimination is subject to disciplinary measures, including termination of employment, if applicable with cause.

No waiver of any provisions of the Code for the benefit of a director or an executive officer (which includes, without limitation, for purposes of this Code, Globant's principal executive, financial, and accounting officers) shall be effective unless (i) approved by the Board of Directors or, if permitted, a committee thereof, and (ii) if applicable, such a waiver is promptly disclosed to Globant's stockholders in accordance with applicable U.S. securities laws and/or the rules and regulations of the exchange or system on which Globant's shares are traded or quoted, as the case may be. Any waivers of the Code for other Globlers may be made by the Audit Committee, the Board of Directors or, if permitted, a committee thereof.

All amendments to the Code must be approved by the Board of Directors or a committee thereof and, if applicable, must be promptly disclosed to Globant's stockholders in accordance with applicable U.S. securities laws and/or the rules and regulations of the exchange or system on which Globant's shares are traded or quoted, as the case may be.



Signature and Consent

I acknowledge that I have reviewed, understood, and complied fully with Globant's Code of Ethics and agree to abide by the provisions of the Code.

Signature of the Globber

Name (printed or typed)

Position

Date



