

GLOBANT S.A.
société anonyme

37A, avenue J.F. Kennedy
L-1855 Luxembourg
R.C.S. Luxembourg B 173727
(the "**Company**")

**MINUTES OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS OF THE
COMPANY HELD ON APRIL 3, 2020 IN LUXEMBOURG**

The annual general meeting of shareholders of the Company is declared opened at 16:00 (Luxembourg Time).

Mr. Alexandre GOBERT professionally residing in Luxembourg (Grand Duchy of Luxembourg), is elected as chairman of the general meeting.

Mrs. Dana YESSIMOVA, professionally residing in Luxembourg (Grand Duchy of Luxembourg), is appointed as secretary of the general meeting.

Mrs. Léa FIORENZA, professionally residing in Luxembourg (Grand Duchy of Luxembourg), is elected as scrutineer of the general meeting.

The chairman of the general meeting declares that:

I. all the shares of the Company are registered shares entered into the Company's shareholders register maintained by American Stock & Transfer Trust, LLC (the "**AST Register**");

II. the documents and information required by law have been sent or made available to the shareholders in a timely manner;

III. the convening notice for this general meeting of shareholders has been sent by registered letter to the registered shareholders on 11 March 2020 and published on the Company's website, www.globant.com, on 10 March 2020;

IV. the agenda of the general meeting is as follows:

AGENDA

1. Presentation of the reports of the independent auditor and of the reports of the Board of Directors of the Company on the consolidated accounts for the financial year ended on December 31, 2019 and on the annual accounts of the Company for the financial year ended on December 31, 2019.

2. Approval of the consolidated accounts of the Company prepared under EU IFRS and IFRS as of and for the financial year ended December 31, 2019.

3. Approval of the Company's annual accounts under LUX GAAP as of and for the financial year ended December 31, 2019.
 4. Allocation of results for the financial year ended December 31, 2019.
 5. Vote on discharge (*quitus*) of the members of the Board of Directors for the proper exercise of their mandate during the financial year ended December 31, 2019.
 6. Approval of the cash and share based compensation payable to the non-executive members of the Board of Directors for the financial year ending on December 31, 2020.
 7. Appointment of PricewaterhouseCoopers, *Société coopérative* as independent auditor for the annual accounts and the EU IFRS consolidated accounts of the Company for the financial year ending on December 31, 2020.
 8. Appointment of Price Waterhouse & Co. S.R.L. as independent auditor for the IFRS consolidated accounts of the Company for the financial year ending on December 31, 2020.
 9. Re-appointment of Mr. Martín Gonzalo Umaran as member of the Board of Directors for a term ending on the date of the Annual General Meeting of Shareholders of the Company to be held in 2023.
 10. Re-appointment of Mr. Guibert Andrés Englebienne as member of the Board of Directors for a term ending on the date of the Annual General Meeting of Shareholders of the Company to be held in 2023.
 11. Re-appointment of Mrs. Linda Rottenberg as member of the Board of Directors for a term ending on the date of the Annual General Meeting of Shareholders of the Company to be held in 2023.
- V. as stated in article 11.3. of the articles of association of the Company and the provisions of the law of August 10, 1915 on commercial companies, as amended, the items on the agenda of the general meeting may be adopted by a simple majority of the votes validly cast, regardless of the portion of the issued share capital of the Company present or represented at the general meeting;
- VI. the names of the shareholders and the number of shares held by each of them are indicated in an attendance-list signed by the proxies of the shareholders represented and by the members of the bureau of the general meeting; such attendance-list will remain attached to the original of these minutes, together with copies of the powers of attorney of the shareholders represented;
- VII. on the 37,165,756 shares of the Company in issue on March 9, 2020 at 24.00 (midnight) Luxembourg time (the "**Record Date**"), 37,027,604 shares in total are taken into account from a quorum and vote perspective and 27,811,780 shares in total are validly represented at the general meeting;
- VIII. in accordance with the Company's articles of association, the board of directors of the Company has decided that only shareholders recorded in the shareholders' register on the Record Date are entitled to be admitted at the general meeting;
- IX. the general meeting is therefore validly constituted and may validly resolve on its agenda known to all the shareholders represented.

PRESENTATION AND DISCUSSION

The chairman proceeded with a presentation of the management's reports on the EU IFRS consolidated accounts of the Company for the financial ended December 31, 2019, the IFRS consolidated accounts of the Company for the financial year ended December 31, 2019 and on the annual accounts of the Company for the financial year ended on December 31, 2019.

The chairman then brought the attention of the general meeting to the independent auditors' reports issued on the EU IFRS consolidated accounts of the Company for the financial ended December 31, 2019, the IFRS consolidated accounts of the Company for the financial year ended December 31, 2019 and on the annual accounts of the Company for the financial year ended on December 31, 2019.

The chairman then reported on the proposed cash and share based compensation to non-executive members of the board of directors for the financial year ending December 31, 2020 to be approved by the general meeting.

The chairman presented the resolutions to the general meeting and reminded to the general meeting that the board of directors of the Company (or the relevant board committee) recommended a vote "FOR" resolutions I to X.

The secretary informed about the practical arrangements of the voting process.

The chairman then submitted each of the proposed resolutions on the agenda of the general meeting to the vote of the shareholders while reminding of the subject-matter of each resolution.

GENERAL MEETING RESOLUTIONS

1. Presentation of the reports of the independent auditor and of the reports of the Board of Directors of the Company on the consolidated accounts for the financial year ended on December 31, 2019 and on the annual accounts of the Company for the financial year ended on December 31, 2019.

No vote is required on this item of the agenda.

2. Approval of the consolidated accounts of the Company prepared under EU IFRS and IFRS as of and for the financial year ended December 31, 2019.

Resolution I

The general meeting, after having reviewed the management report of the board of directors and the report of the independent auditor of the Company, approves the consolidated accounts of the Company prepared under EU IFRS and IFRS for the financial year ended December 31, 2019.

Votes FOR: 27,696,780

Votes AGAINST: 520

ABSTENTION: 114,480

This resolution was **approved** by 27,696,780 votes, representing approximately of 99.99% of the votes of the shares represented.

3. Approval of the Company's annual accounts under LUX GAAP as of and for the financial year ended December 31, 2019.

Resolution II

The general meeting, after having reviewed the management report of the board of directors and the report of the independent auditor of the Company, approves the annual accounts of the Company under Lux GAAP for the financial year ended on December 31, 2019.

Votes FOR: 27,696,825

Votes AGAINST: 522

ABSTENTION: 114,433

This resolution was **approved** by 27,696,825 votes, representing approximately of 99.99% of the votes of the shares represented.

4. Allocation of results for the financial year ended December 31, 2019.

Resolution III

The general meeting acknowledges that the Company has made a profit of USD 8,808,229.76 during the financial year ended December 31, 2019 and resolves to allocate an amount of USD 440,411.49 to the legal reserve and the remaining amount of USD 8,367,818.27 to be carried forward to the following financial year.

Votes FOR: 27,803,271

Votes AGAINST: 826

ABSTENTION: 7,683

This resolution was **approved** by 27,803,271 votes, representing approximately of 99.99% of the votes of the shares represented.

5. Vote on discharge (*quitus*) of the members of the Board of Directors for the proper exercise of their mandate during the financial year ended December 31, 2019.

Resolution IV

The general meeting grants full and total discharge to the members of the board of directors for the exercise of their mandates during the financial year ended on December 31, 2019.

Votes FOR: 27,302,572

Votes AGAINST: 56,647

ABSTENTION: 452,561

This resolution was **approved** by 27,302,572 votes, representing approximately of 99.79% of the votes of the shares represented.

6. Approval of the cash and share based compensation payable to the non-executive members of the Board of Directors for the financial year ending on December 31, 2020.

Resolution V

The general meeting approves the following mix of cash and share based compensation payable to the non-executive members of the board of directors for the financial year 2020:

Name	Cash Compensation	Share Based Compensation (Value at grant date)	Total Annual Compensation (Cash + Share Based)
Mrs. Linda Rottenberg	USD 100,000	USD 100,000	USD 200,000
Mr. Richard Haythornthwaite	USD 100,000	USD 100,000	USD 200,000
Mr. Mario Vazquez	USD 100,000	USD 100,000	USD 200,000
Mr. Philip Odeen	USD 100,000	USD 100,000	USD 200,000
Mr. Marcos Galperin	USD 100,000	USD 100,000	USD 200,000
Mr. Francisco Alvarez-Demalde	USD 100,000	USD 100,000	USD 200,000
Total	USD 600,000	USD 600,000	USD 1,200,000

Where share based compensation shall be granted in the form of restricted stock units under the terms of the Company's 2014 Equity Incentive Plan, payment of each of the awards vesting 100% at the first anniversary of the date of grant, which payment shall not be subject to continued service on the Company's board of directors for vesting to occur and not tied to performance requirements.

Votes FOR: 27,781,186
 Votes AGAINST: 20,893
 ABSTENTION: 9,699

This resolution was **approved** by 27,781,186 votes, representing approximately of 99.92% of the votes of the shares represented.

7. Appointment of PricewaterhouseCoopers, Société coopérative as independent auditor for the annual accounts and the EU IFRS consolidated accounts of the Company for the financial year ending on December 31, 2020.

Resolution VI

The general meeting appoints PricewaterhouseCoopers, *Société coopérative* as independent auditor for the annual accounts and the EU IFRS consolidated accounts of the Company for the financial year ending December 31, 2020 and for a term to expire on the date of the annual general meeting of shareholders of the Company to be held in 2021.

Votes FOR: 27,806,228
 Votes AGAINST: 1,792
 ABSTENTION: 3,760

This resolution was **approved** by 27,806,228 votes, representing approximately of 99.99% of the votes of the shares represented.

8. Appointment of Price Waterhouse & Co. S.R.L. as independent auditor for the IFRS consolidated accounts of the Company for the financial year ending on December 31, 2020.

Resolution VII

The general meeting appoints Price Waterhouse & Co. S.R.L., as independent auditor for the IFRS consolidated accounts of the Company for the financial year ending December 31, 2020 and for a term to expire on the date of the annual general meeting of shareholders of the Company to be held in 2021.

Votes FOR: 27,807,694
Votes AGAINST: 1,767
ABSTENTION: 2,319

This resolution was **approved** by 27,807,694 votes, representing approximately of 99.99% of the votes of the shares represented.

9. Re-appointment of Mr. Martín Gonzalo Umaran as member of the Board of Directors for a term ending on the date of the Annual General Meeting of Shareholders of the Company to be held in 2023.

Resolution VIII

The general meeting re-appoints Mr. Martin Gonzalo Umaran as member of the board of directors of the Company for a term to expire on the date of the annual general meeting of shareholders of the Company to be held in 2023.

Votes FOR: 27,552,002
Votes AGAINST: 253,678
ABSTENTION: 6,100

This resolution was **approved** by 27,552,002 votes, representing approximately of 99.09% of the votes of the shares represented.

10. Re-appointment of Mr. Guibert Andrés Englebienne as member of the Board of Directors for a term ending on the date of the Annual General Meeting of Shareholders of the Company to be held in 2023.

Resolution IX

The general meeting re-appoints Mr. Guibert Andrés Englebienne as member of the board of directors of the Company for a term to expire on the date of the annual general meeting of shareholders of the Company to be held in 2023.

Votes FOR: 27,651,726
Votes AGAINST: 154,641
ABSTENTION: 5,413

This resolution was **approved** by 27,651,726 votes, representing approximately of 99.44% of the votes of the shares represented.

11. Re-appointment of Mrs. Linda Rottenberg as member of the Board of Directors for a term ending on the date of the Annual General Meeting of Shareholders of the Company to be held in 2023.

Resolution X

The general meeting re-appoints Mrs. Linda Rottenberg as member of the board of directors of the Company for a term to expire on the date of the annual general meeting of shareholders of the Company to be held in 2023.

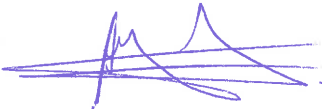
Votes FOR: 27,228,937
Votes AGAINST: 577,941
ABSTENTION: 4,902

This resolution was **approved** by 27,228,937 votes, representing approximately of 97.92% of the votes of the shares represented.

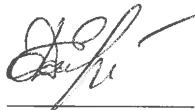
The secretary then explained that there were no further items to be voted upon based on the agenda of the general meeting and read the minutes of the general meeting.

The chairman of the general meeting then closed the general meeting at 16.20 (Luxembourg time).

The present minutes were signed by the members of the bureau:



Chairman



Secretary



Scrutineer