

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 2, 2021 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.

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

Mr. Jérôme JACQUES, 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 or certified mail to the registered shareholders on 5 March 2021 and published on the Company's website, www.globant.com, on 2 March 2021;
- 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, 2020 and on the annual accounts of the Company for the financial year ended on December 31, 2020.
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, 2020.

3. Approval of the Company's annual accounts under LUX GAAP as of and for the financial year ended December 31, 2020.
 4. Allocation of results for the financial year ended December 31, 2020.
 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, 2020.
 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, 2021.
 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, 2021.
 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, 2021.
 9. Re-appointment of Mr. Martín Migoya 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 2024.
 10. Re-appointment of Mr. Philip Odeen 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 2024.
 11. Re-appointment of Mr. Richard Haythornthwaite 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 2024.
 12. Appointment of Ms. Maria Pinelli 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 2022.
 13. Approval and ratification of the adoption and implementation of the Globant S.A. 2021 Employee Stock Purchase Plan.
- 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. Abstention and nil votes are not taken into account;
- 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 40,039,078 shares of the Company in issue on March 2, 2021 at 24.00 (midnight) Luxembourg time (the "**Record Date**"), 39,900,926 shares in total are taken into account from a quorum and vote perspective and 33,761,368 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, 2020, the IFRS consolidated accounts of the Company for the financial year ended December 31, 2020 and on the annual accounts of the Company for the financial year ended on December 31, 2020.

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, 2020, the IFRS consolidated accounts of the Company for the financial year ended December 31, 2020 and on the annual accounts of the Company for the financial year ended on December 31, 2020.

The chairman then reported on the proposed cash and share based compensation payable to the non-executive members of the board of directors for the financial year ending December 31, 2021 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 XII.

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, 2020 and on the annual accounts of the Company for the financial year ended on December 31, 2020.

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, 2020.

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 on December 31, 2020.

Votes FOR: 32,016,395

Votes AGAINST: 61,151

ABSTENTION: 1,683,822

This resolution was **approved** by 32,016,395 votes, representing approximately 99.81% 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, 2020.

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, 2020.

Votes FOR: 32,016,429

Votes AGAINST: 61,254

ABSTENTION: 1,683,685

This resolution was **approved** by 32,016,429 votes, representing approximately 99.81% of the votes of the shares represented.

4. Allocation of results for the financial year ended December 31, 2020.

Resolution III

The general meeting acknowledges that the Company has made a loss of USD 8,252,380.63 during the financial year ended on December 31, 2020 and resolves to carry forward this loss of USD 8,252,380.63 to the following financial year.

Votes FOR: 32,279,119

Votes AGAINST: 711

ABSTENTION: 1,481,538

This resolution was **approved** by 32,279,119 votes, representing approximately 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, 2020.

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, 2020.

Votes FOR: 31,896,218

Votes AGAINST: 83,179

ABSTENTION: 1,781,971

This resolution was **approved** by 31,896,218 votes, representing approximately 99.74% 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, 2021.

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 2021:

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. Francisco Alvarez-Demalde	USD 100,000	USD 100,000	USD 200,000
Ms. Maria Pinelli	USD 100,000	USD 100,000	USD 200,000
Total	USD 600,000	USD 600,000	USD 1,200,000

The share based compensation shall be granted in the form of restricted stock units under the terms of the Company's 2014 Equity Incentive Plan. Both the cash and share based compensation shall be paid in quarterly installments, with share based compensation vesting on the first anniversary of the date of grant. The vesting of granted awards shall not be subject to continued service on the Company's board of directors and shall not be tied to performance requirements.

Votes FOR: 32,200,641
Votes AGAINST: 78,570
ABSTENTION: 1,482,157

This resolution was **approved** by 32,200,641 votes, representing approximately 99.76% 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, 2021.

Resolution VI

The general meeting renews the mandate of PricewaterhouseCoopers, *Soci t  cooperative* as independent auditor for the annual accounts and the EU IFRS consolidated accounts of the Company for the financial year ending on December 31, 2021 and for a term to expire on the date of the annual general meeting of shareholders of the Company to be held in 2022.

Votes FOR: 32,273,257
Votes AGAINST: 10,278
ABSTENTION: 1,477,833

This resolution was **approved** by 32,273,257 votes, representing approximately 99.97% of the votes of the shares represented.

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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, 2021.

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 on December 31, 2021 and for a term to expire on the date of the annual general meeting of shareholders of the Company to be held in 2022.

Votes FOR: 32,273,277
Votes AGAINST: 10,257
ABSTENTION: 1,477,834

This resolution was **approved** by 32,273,277 votes, representing approximately 99.97% of the votes of the shares represented.

9. Re-appointment of Mr. Martín Migoya 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 2024.

Resolution VIII

The general meeting re-appoints Mr. Martin Migoya 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 2024.

Votes FOR: 24,513,869
Votes AGAINST: 7,767,981
ABSTENTION: 1,479,518

This resolution was **approved** by 24,513,869 votes, representing approximately 75.94% of the votes of the shares represented.


10. Re-appointment of Mr. Philip Odeen 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 2024.

Resolution IX

The general meeting re-appoints Mr. Philip Odeen 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 2024.

Votes FOR: 31,773,673
Votes AGAINST: 508,193
ABSTENTION: 1,479,502

This resolution was **approved** by 31,773,673 votes, representing approximately 98.43% of the votes of the shares represented.

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11. Re-appointment of Mr. Richard Haythornthwaite 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 2024.

Resolution X

The general meeting re-appoints Mr. Richard Haythornthwaite 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 2024.

Votes FOR: 31,217,698
Votes AGAINST: 1,064,218
ABSTENTION: 1,479,452

This resolution was **approved** by 31,217,698 votes, representing approximately 96.70% of the votes of the shares represented.

12. Appointment of Ms. Maria Pinelli 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 2022.

Resolution XI

The general meeting appoints Ms. Maria Pinelli 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 2022.

Votes FOR: 32,264,571
Votes AGAINST: 17,552
ABSTENTION: 1,479,245

This resolution was **approved** by 32,264,571 votes, representing approximately 99.95% of the votes of the shares represented.

13. Approval and ratification of the adoption and implementation of the Globant S.A. 2021 Employee Stock Purchase Plan.

Resolution XII

The general meeting approves and ratifies the adoption and implementation of the Globant S.A. 2021 Employee Stock Purchase Plan.

Votes FOR: 32,099,904
Votes AGAINST: 180,596
ABSTENTION: 1,480,548

This resolution was **approved** by 32,099,904 votes, representing approximately 99.44% of the votes of the shares represented.

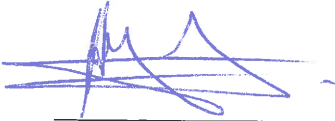
The secretary then explained that there were no further items to be voted upon based on the agenda of the general meeting and read the minutes of the general meeting.

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The chairman of the general meeting then closed the general meeting at 16:30 (Luxembourg time).

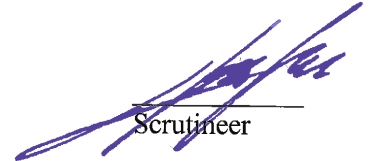
The present minutes were signed by the members of the bureau:



Chairman



Secretary



Scrutineer