













GLOBANT S.A. - BOARD OF DIRECTORS - DIVERSITY, SKILLS AND EXPERIENCE MATRIX

DIVERSITY

RELEVANT SKILLS AND EXPERIENCE

	Age	Independent	Tenure in years	Gender	Minorities	Geographic coverage	Leadership 	Public Company Board 	Global 	Digital / Tech-nology 	Data & Cyber Security 	Financial Expertise 	Sales & Marketing 	M&A 	People Management 	ESG 	2022 Board Meetings Attendance Ratio
Martín Migoya	45-60	NO	>10	M	YES	Latam	✓		✓	✓	✓	✓	✓	✓	✓	✓	100%
Philip Odeen	>75	YES	>10	M	NO	USA&Canada	✓	✓	✓			✓		✓	✓		100%
Francisco Álvarez-Demalde	<45	YES	>10	M	YES	USA&Canada	✓	✓	✓	✓		✓	✓	✓	✓	✓	100%
María Pinelli	45-60	YES	<3	F	NR	USA, Canada & Italy	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100%
Andrea Petroni	45-60	YES	<3	F	YES	Asia Pacific	✓	✓	✓			✓	✓	✓	✓	✓	100%
Linda Rottenberg	45-60	YES	3 to 6	F	YES	USA&Canada	✓	✓	✓			✓	✓		✓	✓	100%
Martín Gonzalo Umarán	45-60	NO	>10	M	YES	EMEA	✓		✓	✓		✓	✓	✓	✓		100%
Guibert Andrés Englebienne	45-60	NO	>10	M	YES	Latam	✓		✓	✓	✓		✓	✓	✓	✓	100%

Last review: 10/04/23

NR Not reported.

SKILLS AND EXPERIENCE

Leadership	Has experience and expertise in identifying and developing opportunities for long-term value creation, including experience in driving innovation, opening markets, improving operations, identifying risks, and executing successfully.
Public Company Board	Has served, or is currently serving, on a public company board as an independent or executive director. Does not include service on our Board.
Global	Has an oversight of global operations.
Digital / Technology	Has critical experience and expertise in technology-related business or technology functions, including application of data, digital and/or artificial intelligence innovations, resulting in knowledge of how to anticipate technological trends, understand and manage technology related risks, generate disruptive innovation, and extend or create new business models.
Data & Cyber Security	Has relevant background in IT engaged on the cybersecurity strategy process. Relevant experience could be past experience in implementation of IT, information security or cybersecurity or operational responsibility for IT as a senior executive of a company.
Financial Expertise	Has managed or oversaw the finance function of an enterprise, resulting in proficiency in complex financial management, capital allocation, and financial reporting processes.
Sales & Marketing	Has experience and expertise developing strategies to grow market share, package and position product offerings, build brand awareness and equity, and enhance enterprise reputation.
M&A	Has had direct responsibility for collaborations and deals, including mergers, acquisitions, divestitures, joint ventures and other partnership.
People Management	Has experience and expertise related to human resource issues such as attracting and retaining talent, succession planning, engagement of employees, and the development and evolution of culture, including the alignment of culture and long-term strategy.
Environmental, Social & Governance (ESG)	Has experience in environmental, social and governance (ESG) issues.