2020

INTEGRATED REPORT

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Letter from the CEO_

I am pleased to present you with this snapshot of Globant during this challenging, crucial and transformative time. We are in the middle of a once-in-a-generation accelerated change, with the COVID-19 pandemic having impacted our global society in nearly every aspect of our personal and professional lives.

Like all organizations, we were impacted by this pandemic. However, I have never been prouder of what we've done as Globers to serve one another, our communities and our clients as we rose to the occasion.

In the face of unpredictability and global uncertainty, we were able to continue on our growth path. Revenue increased 23.5% year-over-year, reaching $814.1 million. Also, I am proud to say that Globant is now a team of 16,251 Globers collaborating across 16 countries, serving almost 800 blue chip clients worldwide.

The resilience of being digital pure play gave us a perspective that we knew would be of value for our clients in this critical year. The global COVID-19 crisis pushed organizations to embrace profound digital transformations, opening a unique opportunity for our differential value proposition: We create a way forward for our clients to become what we call Augmented Organizations: embracing agility, technology and collaborative culture to rise above the daily challenges to thrive. We work alongside them to bring together strategy, sustainable business models, digital trends, AI and inclusive culture to unleash their potential.

Our future-centric approach also means putting sustainability front and center. In line with this, Globant is launching the Sustainable Business Studio. This new Studio will operate at the intersection of technology and sustainability, bringing together new know-how, expertise and competence.

The pandemic also brought us the opportunity to help our communities in several ways: Through the takingcare.globant.com initiative we donated more than $ 1M in Test Kits (PCR) and well as digital resources to local authorities and health teams so that they could monitor and allocate essential resources in real time. Our Globers also volunteered in mentorship and training for local school youth and education professionals to adapt to the sudden digitalization of schools and other services.

Regarding our Be Kind commitments, we remain committed and on track to our 2025 goal of having 50% our managerial positions held by women and non-binary genders. This year, Be Kind saw its largest undertaking to date with the Women that Build Award, which sought to recognize women who were changing the game in tech and inspiring the next generation of female innovators, leaders and role models. The turnout surpassed all expectations, with 12 thousand nominations coming in from 17 countries.

In 2020 we accomplished our goal of consuming 100% of our energy from renewable sources. Reaching this goal only motivated us to push harder, so we announced our new goal of becoming carbon neutral by the end of 2021.

While this year has been challenging, humanity is unveiling better and faster innovations than ever. I'm confident that we have what it takes to come out stronger on the other side.

Stay safe, and keep rocking!

Martín Migoya
Co-Founder, Chairman and CEO

🐦 @migoya

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About the report

This report is meant to provide transparent and systemized information on our economic, social, and environmental performance to our stakeholders. It represents our sustainable management progress between January 1 and December 31, 2020.

It has been prepared in accordance with the Integrated Reporting Framework, the Global Reporting Initiative Standards (GRI) - core option, while using the Sustainability Accounting Standards Board (SASB) standards for Software and IT services as a reference. Our disclosures generically refer 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.

The report discloses also Globant's commitment to the Sustainable Development Goals (SDG) that we identified related to our business model: quality education; gender equality; decent work and economic growth; industry, innovation and infrastructure; climate action; and partnership for the goals.

Finally, Globant is committed to the 10 principles of the UN Global Compact, incorporating into its strategies, policies, and procedures a culture of integrity to uphold its responsibility to human rights, gainful employment, anti-corruption, and the environment.

Sustainability Framework
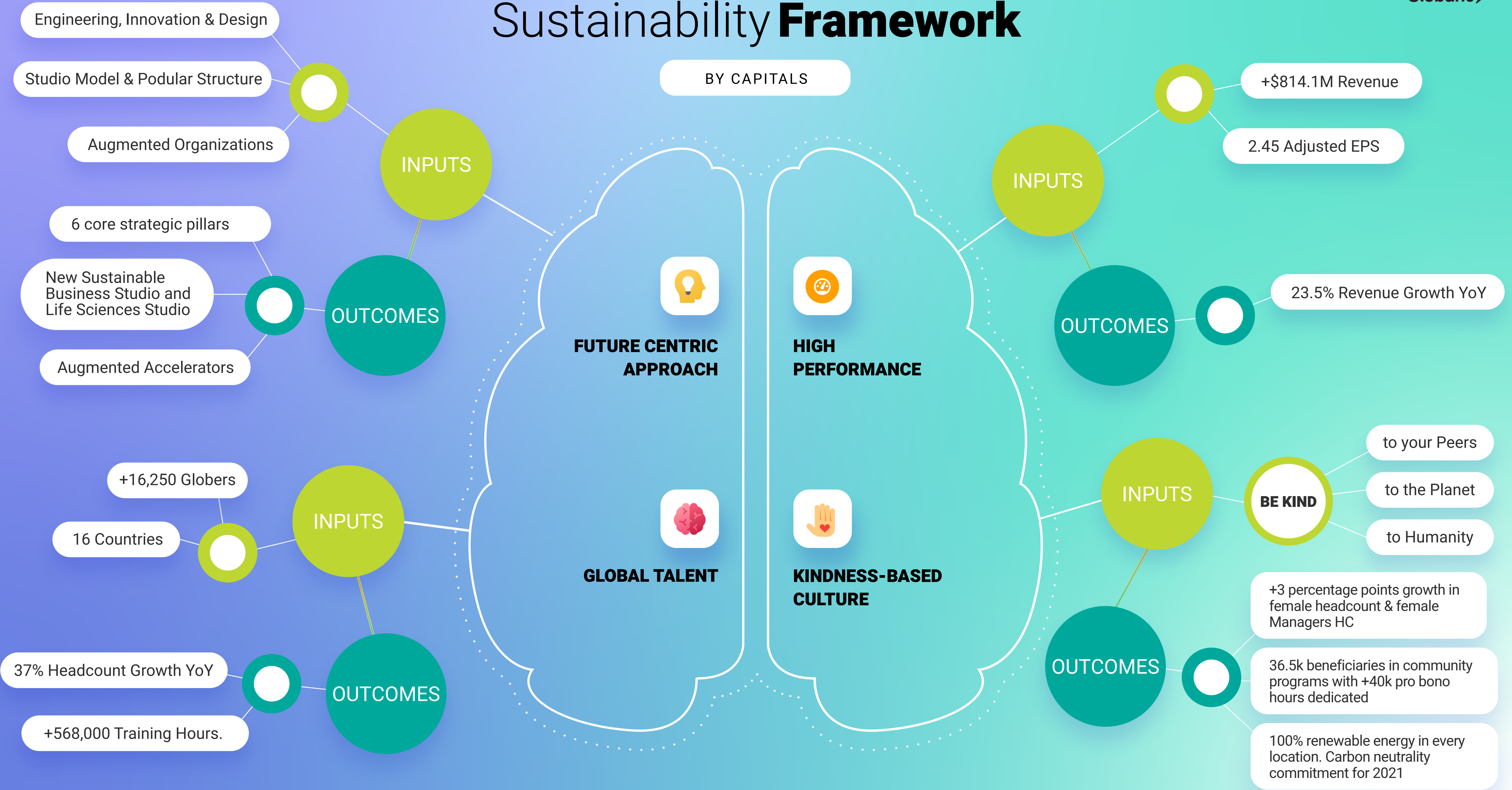
FUTURE CENTRIC APPROACH

HIGH PERFORMANCE

KINDNESS-BASED CULTURE

GLOBAL TALENT

Sustainability **Framework**

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BY CAPITALS

INPUTS
- Engineering, Innovation & Design
- Studio Model & Podular Structure
- Augmented Organizations

OUTCOMES
- 6 core strategic pillars
- New Sustainable Business Studio and Life Sciences Studio
- Augmented Accelerators

INPUTS
- +16,250 Globers
- 16 Countries

OUTCOMES
- 37% Headcount Growth YoY
- +568,000 Training Hours.

FUTURE CENTRIC APPROACH

HIGH PERFORMANCE

GLOBAL TALENT

KINDNESS-BASED CULTURE

INPUTS
- +$814.1M Revenue
- 2.45 Adjusted EPS

OUTCOMES
- 23.5% Revenue Growth YoY

INPUTS

BE KIND
- to your Peers
- to the Planet
- to Humanity

OUTCOMES
- +3 percentage points growth in female headcount & female Managers HC
- 36.5k beneficiaries in community programs with +40k pro bono hours dedicated
- 100% renewable energy in every location. Carbon neutrality commitment for 2021
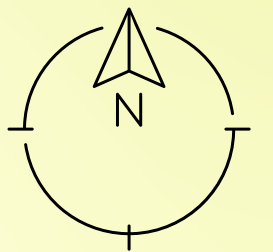
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Globant at a glance ▶

Globers
16,251

16
Countries

37
Cities

56
Locations

Canada

United States

Mexico

Colombia

Peru

Brazil

Chile

Uruguay

Argentina

United Kingdom

Belarus

Luxembourg

Spain

Romania

France
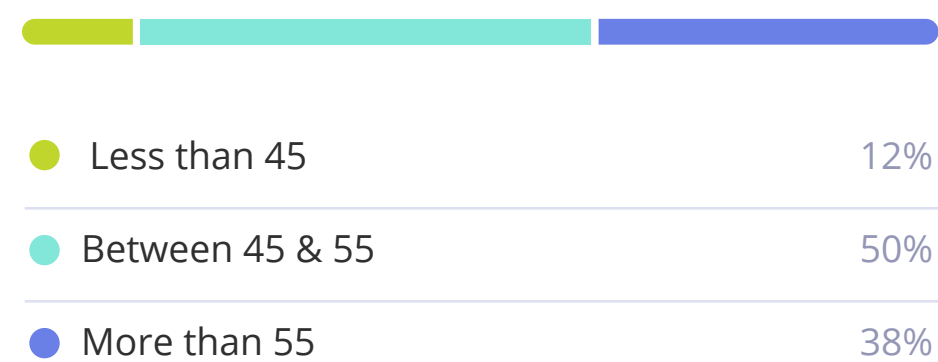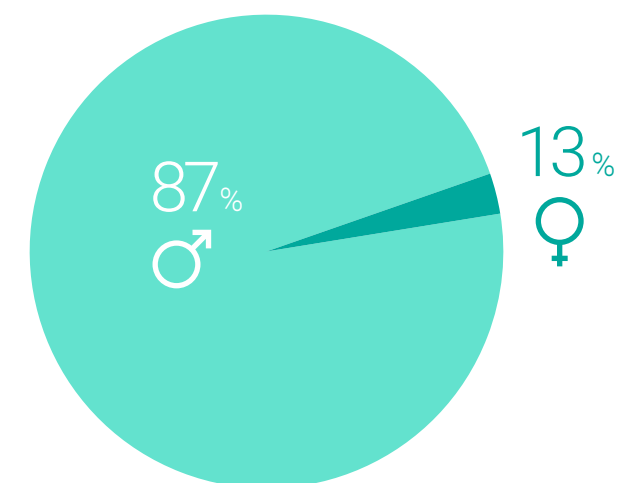
India

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Governance

BOARD OF DIRECTORS

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

Martín Gonzalo Umaran
Director, Chief of Staff & Co-Founder

Guibert Andrés Englebienne
Director, CTO and Co-Founder

Linda Rottenberg
non-executive
Independent Director[1][3]

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
CEO & Co-Founder

Martín Gonzalo Umaran
Chief of Staff & Co-Founder

Guibert Andrés Englebienne
CTO and Co-Founder

Patricia Pomies
Chief Delivery & People Officer

Gustavo Barreiro
Chief Information Officer

Juan Urthiague
Chief Financial Officer

Wanda Weigert
Chief Brand Officer

Mercedes Mac Pherson
Chief Diversity & Talent Officer

Sol Mariel Noello
General Counsel

Yanina Maria Conti
Chief Accounting Officer

Board of Directors by Age

- Less than 45 — 12%
- Between 45 & 55 — 50%
- More than 55 — 38%

Board of Directors by Gender

87% ♂   13% ♀

Senior Management by Age

- Less than 45 — 60%
- Between 45 & 55 — 30%
- More than 55 — 10%
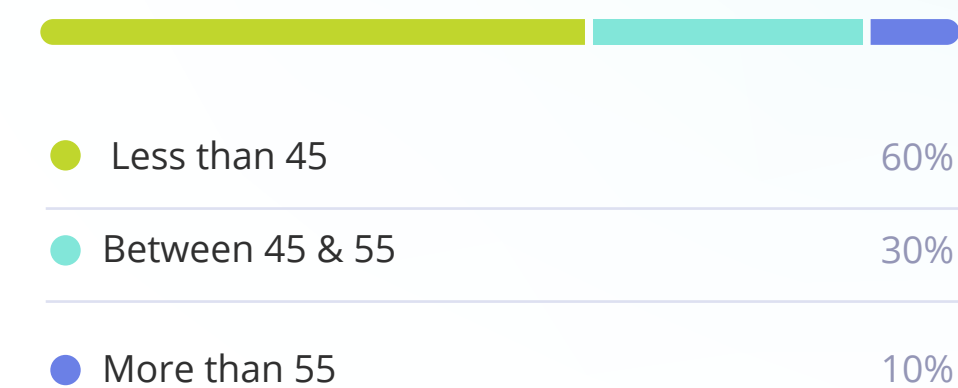
Senior Management by Gender

50% ♂   50% ♀
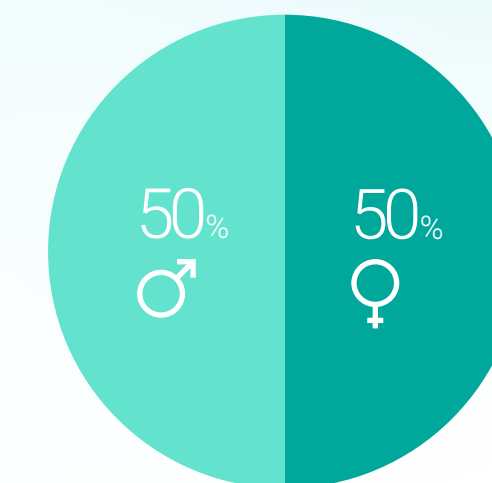
(1)Audit Committee, (2) Compensation Committee (3) Corporate Governance and Nominating Committee | *More information about our board of directors at 20F Item 6 Directors, Senior management and Employees

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Board Practices

The company is governed by our board of directors which is vested with the broadest powers to take any actions necessary or useful to fulfill our corporate purpose with the exception of actions reserved by law or our articles of association to the general meeting of shareholders. If necessary, the directors can delegate the authority to certain executives of the company members to execute their decisions. Our articles of association provide that our board of directors must consist of at least seven members and no more than fifteen members. Further considerations about practices (voting, majorities, management, conflicts of interest, and other provisions) are included in the annual report in form 20F (p. 99).

Compensation

The compensation policy for Directors and Senior Management comprises a fixed salary and share-based compensation pursuant to our 2014 Equity Incentive Plan, which includes RSU and other equity awards. The incentive plan's methods and composition are described in detail in the annual report in form 20F, p.97. Neither we nor our subsidiaries maintain any directors' service contracts providing for benefits upon termination of service. We do not pay or set aside any amounts for pension, retirement, or other similar benefits for our officers or directors.

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 that these differ from the corporate governance standards required by the NYSE for US listed companies in our annual report on Form 20F. P. 130, in the Corporate Governance Practices section. During 2020, we had no confirmed incidents of corruption.

Committees

Our board of directors has established an audit committee, a compensation committee and a corporate governance and nominating committee. Our board of directors may from time to time establish other committees.

Audit Committee: Oversees our corporate accounting, auditing, and financial reporting process.

Compensation Committee: Reviews, recommends and approves policies 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.

Corporate Governance and Nominating Committee: Identifies individuals qualified to become directors; recommends director nominees to our board of directors for each election of directors; develops and recommends criteria for selecting qualified director candidates to our board of directors; considers committee member qualifications, appointment, and removal; recommends corporate governance guidelines applicable to us; reviews ESG performance reports, and provides oversight in the evaluation of our board of directors and each committee.

Integrity-Ethics-Compliance

In 2014, we adopted a Code of Ethics and an Anti-Bribery and Anti-Corruption Policy applicable to directors, senior executives, officers, employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, seconded staff, casual workers, volunteers, interns, agents, or any other person associated with the company.

Every Glober is encouraged to act proactively by asking questions, seeking guidance, and confidentially reporting suspected violations of the Code of Ethics, Anti-Bribery and Anti-Corruption Policy, as well as any violation or suspected violation of applicable law, rule, or regulation. Such concerns may be reported, anonymously or not, to the Leader, Talent and Culture Business Partner, or Legal Department. Violations to the Code of Ethics can also be reported using the Resguarda Ethics Line. Whistleblower contacts can be found on Globant's website.

In the Code of Ethics section we also publish, our Modern Slavery Statement issued pursuant to the UK Modern Slavery Act from the primary subsidiaries of Globant for the United Kingdom, to account for our efforts to mitigate all types of modern slavery in our business or supply chain.

Last but not least, 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.

Risks & Opportunities

Our Annual Report, filed with the SEC under Form 20F, covers the risks and opportunities in detail under the headline 'Risk Factors'.

A summary of risks is presented in the document available here (p.7). A detailed management approach on risks, challenges, and opportunities is developed in this report on a topic-by-topic basis.

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.

The rate of technological change is rapid and exponential, principally after a turbulent 2020 that outstripped the ability of many brands, businesses, and organizations to adapt and utilize new technologies to keep up with the user's needs. Customer engagement is already the number two strategic business objective for organizations worldwide, and the need to evolve rapidly has never been more critical.

Technologies that support this new future-centric approach are meant to reinvent key aspects of the organization:

1. Per IDC, 65% of global GDP will be digitalized by 2022, driving $6.8 trillion of direct digital transformation investment from 2020 to 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, 40% of physical experience-based businesses will improve financial results and outperform competitors by extending into paid virtual experiences.
4. By 2021, at least 30% of organizations will accelerate innovation to support business and operating model reinvention, fast-tracking transformation programs to future-proof their businesses.
5. Gartner predicts that by the end of 2023, 40% of organizations will have applied anywhere operations to deliver optimized and blended virtual and physical customer and employee experience.

Organizations need a partner who can help them navigate their reality and build a sustainable future business with robust business models, an agile and innovative culture, thrilling experiences, the right technology stack 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 create a way forward.

Future centric
approach

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Create a way forward

We believe the future belongs to Augmented Organizations, aware of their constant evolution, which adapt the strength of their culture, expand the reach of its business, reimagine the value of their experiences, and are empowered by the potential of AI and new technologies.

Becoming an Augmented Organization is more than adopting a single technology. It is a fundamental shift in how a company operates. It requires a cultural change in many cases alongside complex technological and organizational changes. It means building an organization that knows how to use technology, culture and trends to unleash its potential.

Augmented Organizations are empowered by artificial intelligence. They have an agile, digital culture. They build world-class experiences and adapt quickly to new market realities. They have a path into the future. A way forward.

At Globant we create a way forward.

Augmented Capabilities

Sustainable Business Strategy

Technology & Data

FUTURE

Agile Culture

Adaptive Organizations

Engaging Experience

We apply a future centric approach that unleashes the potential of 6 core strategic pillars that transform organizations from stagnant to Augmented Organizations.

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We grow studios that make the way for new and existing futures. Whether it is a new conversational experience, a successful implementation of Salesforce, or hacking a business model, our studios exist to help our clients to walk the way forward in a sustainable way. Transforming an organization across each of the pillars is not something that is done simply throught technology. Our approach focuses on looking at the company as a whole and crafting a path to turn them into Augmented Organizations. We deliver these services throught our Studios and our Accelerators.

OUR STUDIOS

CULTURE & AGILITY

- Agile Delivery
- Cultural Hacking
- Future of Organizations

ENGAGING EXPERIENCE

- Design
- Gaming
- Conversational Interfaces
- Product
- Digital Marketing
- Media & OTT

ADAPTIVE ORGANIZATIONS

- Enterprise Apps
- Salesforce
- Process Optimization

TECHNOLOGY & DATA

- Scalable Platforms
- UI Engineering
- Life Sciences
- Data & AI
- Cloud Ops
- Internet of Things
- Quality Engineering
- Cyber Security
- Digital Experience Platforms

SUSTAINABLE BUSINESS STRATEGY

- Sustainable Business
- Business Hacking

AUGMENTED CAPABILITIES

AUGMENTED+

Augmented **Talent**

Augmented **Knowledge**

Augmented **Payments**

Augmented **Coding**

Augmented **Culture**

Navigate

Augmented **Testing**

ACCELERATORS

We leverage AI accelerators and disruptors that are intelligently crafted to reinvent key aspects of organizations, creating a way forward in unimaginable ways. This enables companies to develop new core capabilities, leveraging our PODs model to accelerate their transition from a reactive organization to a self-standing Augmented Organization.

Sustainable Business Studio

Sustainability has been a harm avoidance practice for a long time. Today we are strongly convinced that climate emergency and social changes are fundamentally impacting people and organizations, putting at risk their very legitimacy within public, private, and civil society. This calls for a new approach.

To be ready and stay relevant, companies need different rules, processes and expertise. To do so, we created the Sustainable Business Studio, to provide organizations with knowledge, expertise and skills ready for the new green economy.

The studio operates at the intersection of digital technology and sustainability to arm organizations with the tools and processes for evaluating emissions, building climate strategies and fostering sustainability optimization at all industry levels.

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High performance

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Performance

Financial Highlights

Economic value generated 2020

$814.1M

Compared to $659.3M last year

Revenue ($M)

$814
$659
$522
$413
$323
2016 2017 2018 2019 2020

Adjusted net income margin (%)

12%
11.1%
12.2%
13.1%
12%
2016 2017 2018 2019 2020

Adjusted diluted EPS

$2.45
$2.29
$1.74
$1.28
$1.09
2016 2017 2018 2019 2020

	2020	2019	
● Salaries	$594.5M	$459.7M	-73%
● Other costs of operations	$73.1M	$62.4M	-9%
● Taxes	$39M	$31.2M	-5%
● Depreciations & interests	$53.4M	$52M	-7%
● Reinvested amount	$54.2M	$54M	7%

$ 1,288.8M 87%
Assets
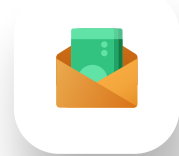
$ 408.8M 64%
Liabilities

$ 879.9M 101%
Net Worth

Banks, Financial Services
& Insurance
23.7%

Travel &
Hospitality
8.3%

Media &
Entertainment
23%

Other verticals
0.8%

Professional
services
12.7%

Healthcare
6.6%

Consumer, Retail
& Manufacturing
13%

Technology &
Telecommunication
11.9%

Clients by currency 2020

$ **86**% USD
€ **4.3**% Euro
9.7% Others

Revenue by geography 2020

70.5% North America
7.6% Europe
21.9% Latam & Others

Clients by revenue contribution 2020

50
25
0
11% Top 1
31% Top 5
42% Top 10

14
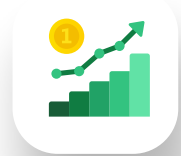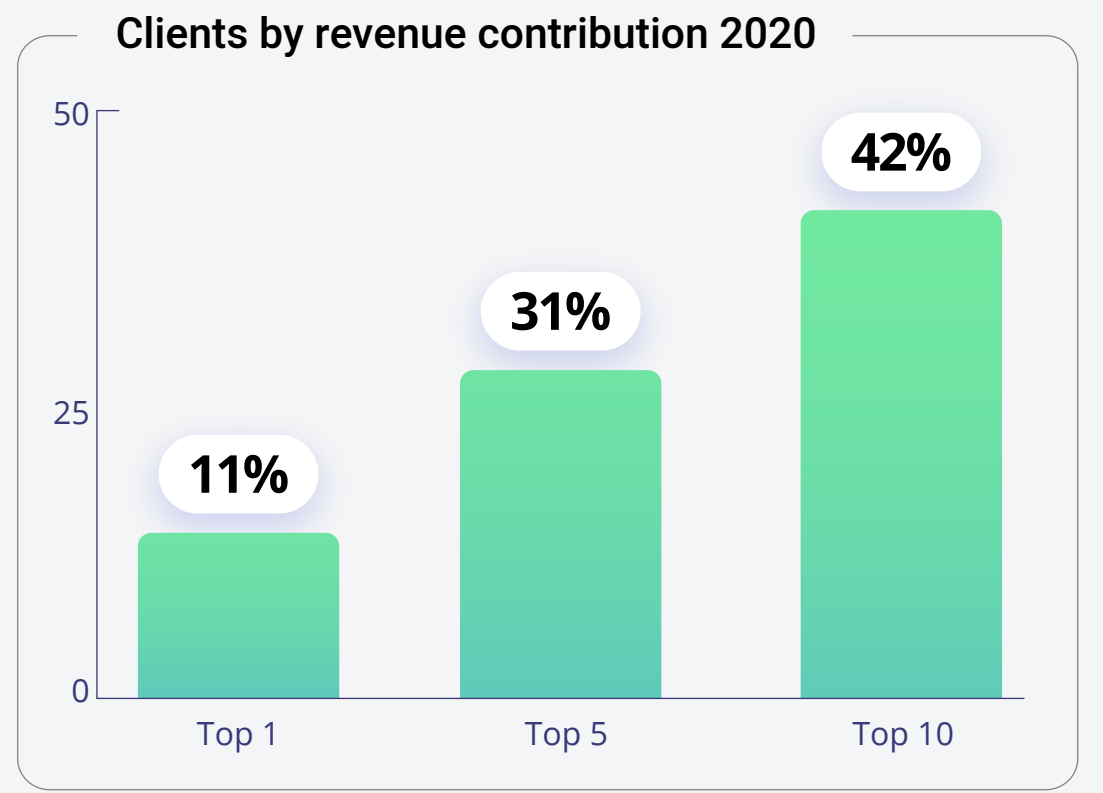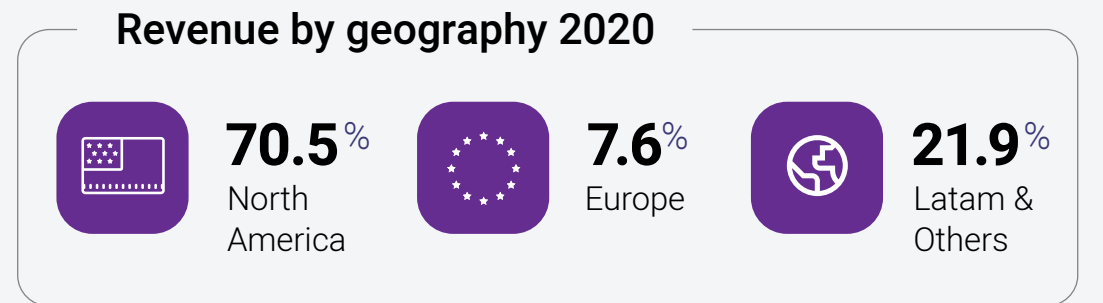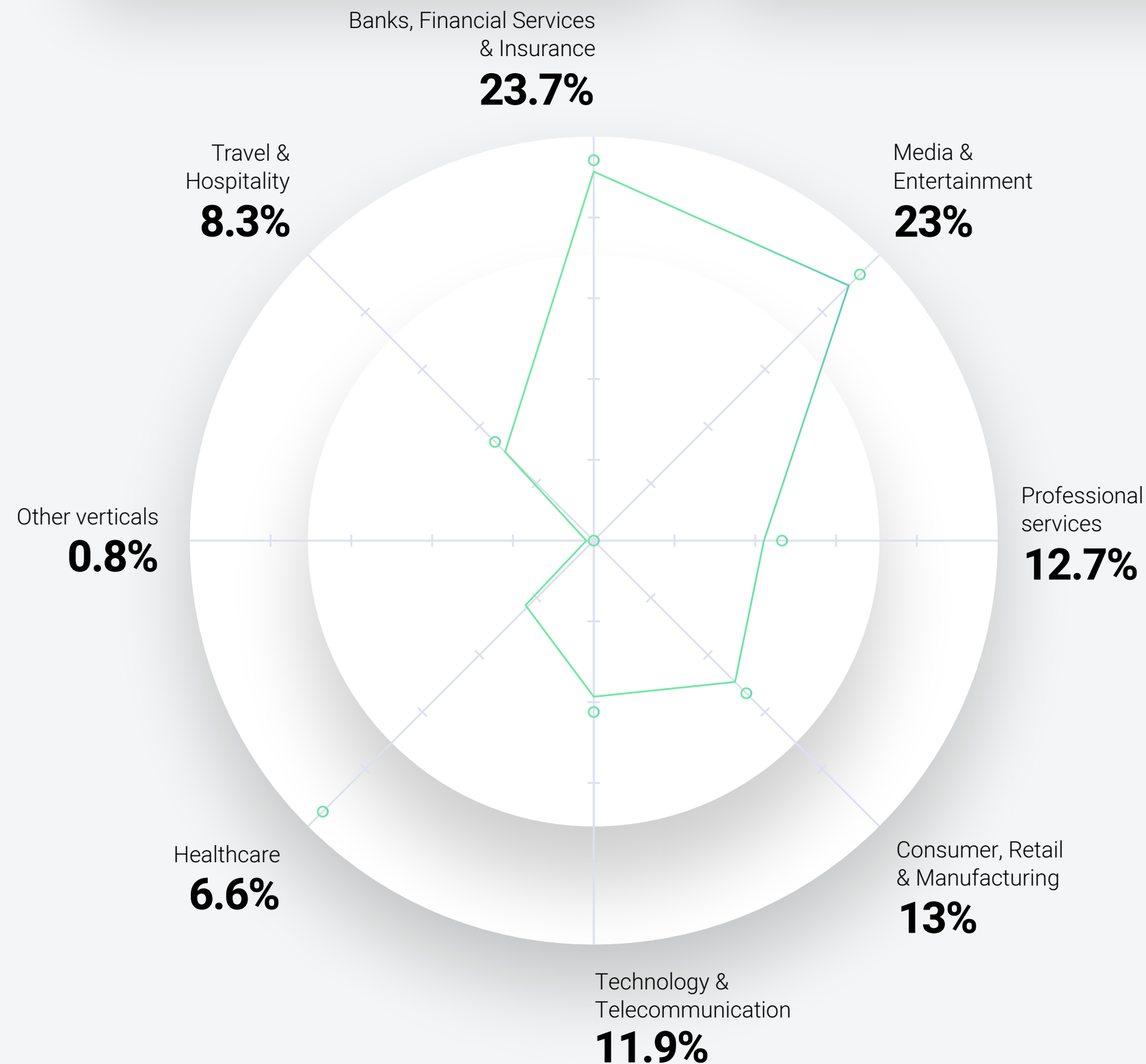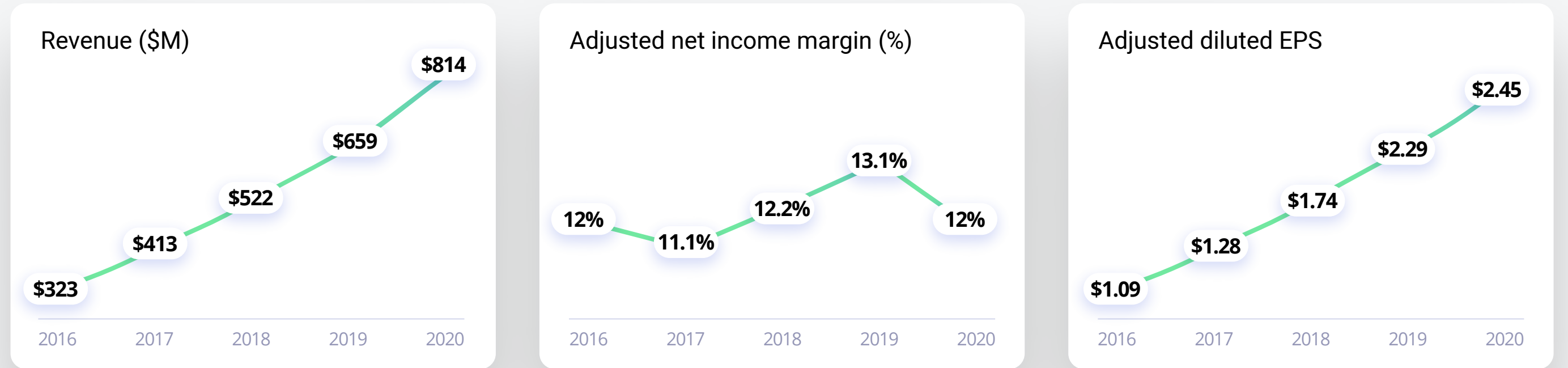
CONSOLIDATED STATEMENTS OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

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

	2020		2019	
Revenues	814,139	100.0%	659,325	100.0%
Cost of revenues	(509,812)	-62.6%	(405,164)	-61.5%
Gross profit	304,327	37.4%	254,161	38.5%
Selling, general and administrative expenses	(217,222)	-26.7%	(172,478)	-26.2%
Net impairment losses on financial assets	(3,080)	-0.4%	(228)	0.0%
Other operating (expenses) income, net	(83)	0.0%	(720)	-0.1%
Profit from operations	83,942	10.3%	80,735	12,2%
Finance income	1,920	0.2%	958	0.1%
Finance expense	(10,430)	-1.3%	(6,653)	-1.0%
Other financial results, net	3,601	0.4%	(5,894)	-0.9%
Finance (expense) income, net	(4,909)	-0.6%	(11,589)	-1.8%
Share of results of investments in associates	(622)	-0.1%	(224)	0.0%
Other income & expense in net	(1,887)	-0.2%	110	0.0%
Profit before income tax	76,524	9.4%	69,032	10.5%
Income tax	(22,307)	-2.7%	(15,017)	-2.3%
Net income for the year	54,217	6.7%	54,015	8.2%

OTHER DATA

	2020	2019
Adjusted gross profit	318,195	266,487
Adjusted gross profit margin percentage	39.1%	40.4%
Adjusted selling, general and administrative expenses	(164,529)	(131,090)
Adjusted selling, general and administrative expenses margin percentage	-20.2%	-19.9%
Adjusted profit from operations	123,981	111,991
Adjusted profit from operations margin percentage	15.2%	17.0%
Adjusted net income for the year	97,298	86,094
Adjusted net income margin percentage for the year	12.0%	13.1%

CALCULATION OF ADJUSTED DILUTED EPS

	2020	2019
Adjusted net income	$ 97,298	$ 86,094
Diluted shares	39,717	37,674
Adjusted diluted EPS	$ 2.45	$ 2.29

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

STOCK PRICE PERFORMANCE
$ end of the year

$37.51 — Dec 2015
$33.35 — Dec 2016
$46.46 — Dec 2017
$56.32 — Dec 2018
$106.5 — Dec 2019
$217.6 — Dec 2020
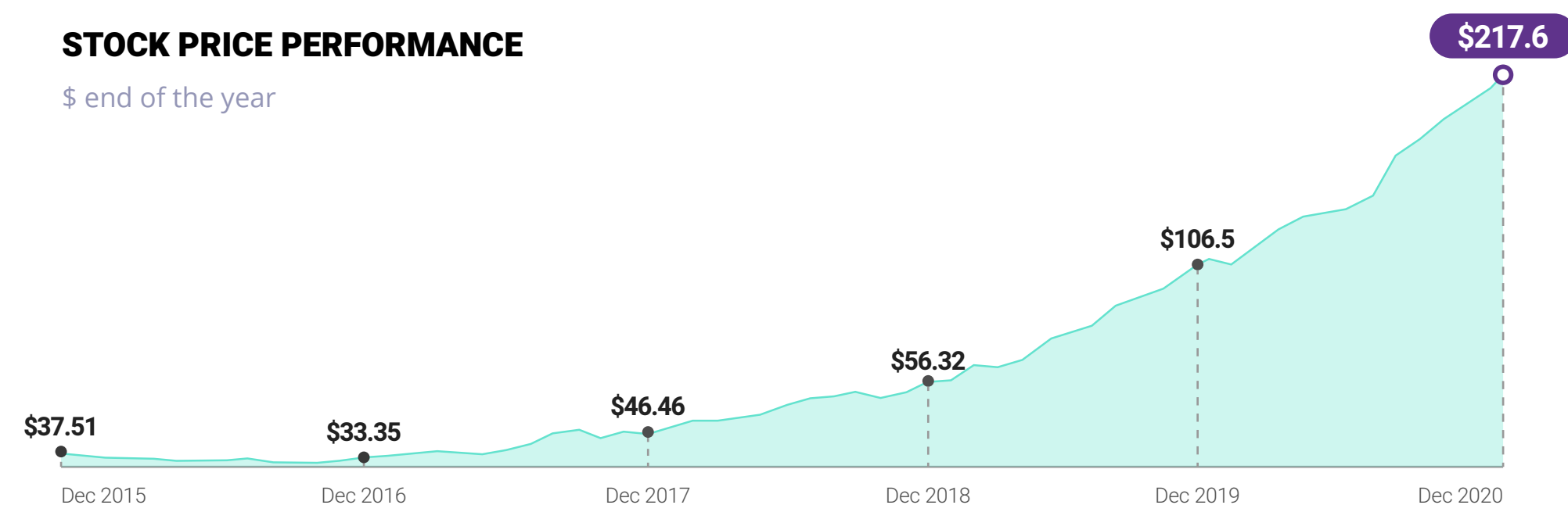
CASH FLOWS
For the year ended December 31,

	2020	2019
Net cash provided by operating activities	99,872	79,735
Net cash used in investing activities	(124,015)	(151,584)
Net cash provided by financing activities	241,546	56,712
Effect of exchange rate changes on cash and cash equivalents	(1,185)	252
Cash and cash equivalents at beginning of the year	62,721	77,606
Cash and cash equivalents at end of the year	278,939	62,721
Net (decrease) increase in Cash and cash equivalent at end of year	216,218	(14,885)

CAPITAL RESOURCES
For the year ended December 31,

	2020	2019
Capital Expenditures	53,083	27,776

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION DATA
As of December 31

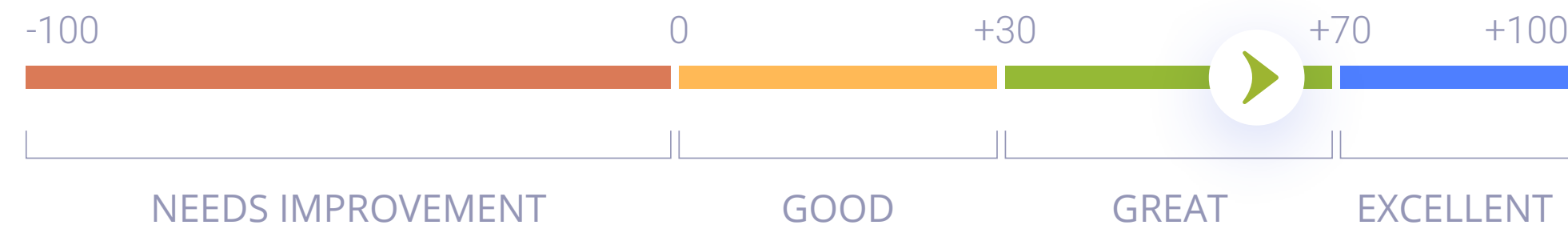|	2020	2019
Cash and cash equivalents	278,939	62,721
Investments (current & non-current)	19,899	20,198
Trade receivables (current & non-current)	201,664	156,676
Other assets (current & non-current)	15,100	21,235
Other receivables (current & non-current)	41,262	28,118
Other financial assets (current & non-current)	16,724	6,210
Deferred tax assets	41,507	26,868
Investment in associates	3,154	3,776
Property and equipment	101,027	87,533
Intangible assets	86,721	27,110
Right-of-use asset	90,010	58,781
Goodwill	392,760	188,538
Total assets	1,288,767	687,764
Trade payables (current & non-current)	40,506	36,987
Payroll and social security taxes payable	111,881	72,252
Borrowing (current & non-current)	25,968	51,386
Other financial liabilities (current & non-current)	94,198	10,554
Lease Liabilities (current & non-current)	87,598	61,363
Tax liabilities	11,804	7,898
Income tax payable	10,511	4,612
Deferred tax liabilities	13,698	1,028
Other liabilities and provisions (current & non-current)	12,664	2,970
Total liabilities	408,828	249,050
Total equity and non-controlling interest	879,939	438,714
Total equity, non-controlling interest & liabilities	1,288,767	687,764

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Overall result

Customer survey
ANNUAL AVERAGE 2020

NET PROMOTER SCORE (NPS)

+67

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

+100

+67

+66

+57

+50

0

2018   2019   2020

Recognitions

Globant
Worldwide Leader in
CX Improvement
IDC MarketScape

IDC

Globant
Salesforce Partner

salesforce

Martin Migoya
Innovative CEO of the year
Argentina 2020

pwc

Patricia Pomies
Chief Delivery & People Officer
Revelation in Innovation, Women
Corporate Directors Foundations

WCD

Martin Migoya
CEO of the year
Sadosky Awards

Certifications

ISO **9001:2015**

ISO **27000**

SOC 1

SOC 2

CMMI

Argentina, Uruguay

Pune, Buenos Aires,
Minsk and Medellín

Type 2

Type 2 globally

CMMI-DEV v1.3
Maturity Level 3: globally

Data privacy & Security*

With Globant's impressive growth and dynamic business needs during 2020, our Legal Department has leveraged our Compliance team. It aims to work closely with all of Globant's different areas to provide strategic support to uphold Globant's ethical standards, Code of Ethics, and internal policies. Facing rapidly changing legal requirements, they work hard to ensure regulatory compliance, which is becoming increasingly important for public opinion and directly impacts all businesses. It was created to assist with various ethics and compliance matters, such as anti-money laundering, anti-corruption, conflicts of interest, data privacy, and antitrust. Aligned with this leverage and our continuous improvement culture, a 2021 action roadmap was established after an external compliance assessment.

In addition, before engaging any third party (clients, vendors, or new employees), they must complete a due diligence process. The Compliance team will determine whether the third party is approved or not in integrity, ethics, data privacy, human rights, and environmental topics. Globant informs all the purposes for gathering data from third parties, and these third parties provide their consent when they share any personal data with Globant.

We did not have any financial losses during this past year, whether as a result of legal proceedings associated with user privacy or legal proceedings associated with 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 in time, our core products or services are not subject to government-required monitoring, blocking, content filtering, or censoring in any country.

As part of our approach to identifying and addressing data security risks, Globant has been ISO 27001:2013 certified since 2013. We perform an internal risk assessment and a service provider risk assessment on an annual basis. Once risks are identified, the Globant Information Security Team (GIST) and the owner of each risk, decide the approach for each risk (mitigate, accept, or transfer).

During 2020, GIST registered a total of 60 (sixty) security incidents across all Globant offices worldwide that were identified as non-compliant with Globant and/or customer security policies and procedures.

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, when hired, every employee must complete a security awareness training that describes our security policies and proce-dures. The training must be repeated once a year. Also, for specific positions such as QA, QC, and developers, they must take an OWASP security training.

Since 2019, we have been a member of the Cybersecurity Tech Accord, which promotes a safer online world by fostering collaboration among global technology companies committed to protecting their customers and users and helping them defend against malicious threats. As a signatory, we are committed to advancing the mission of the Cybersecurity Tech Accord by partnering on initiatives that improve the security, stability, and resilience of cyberspace. By combining the global technology industry's resources and expertise, the Cybersecurity Tech Accord creates a starting point for dialogue, discovery, and decisive action.

Global talent
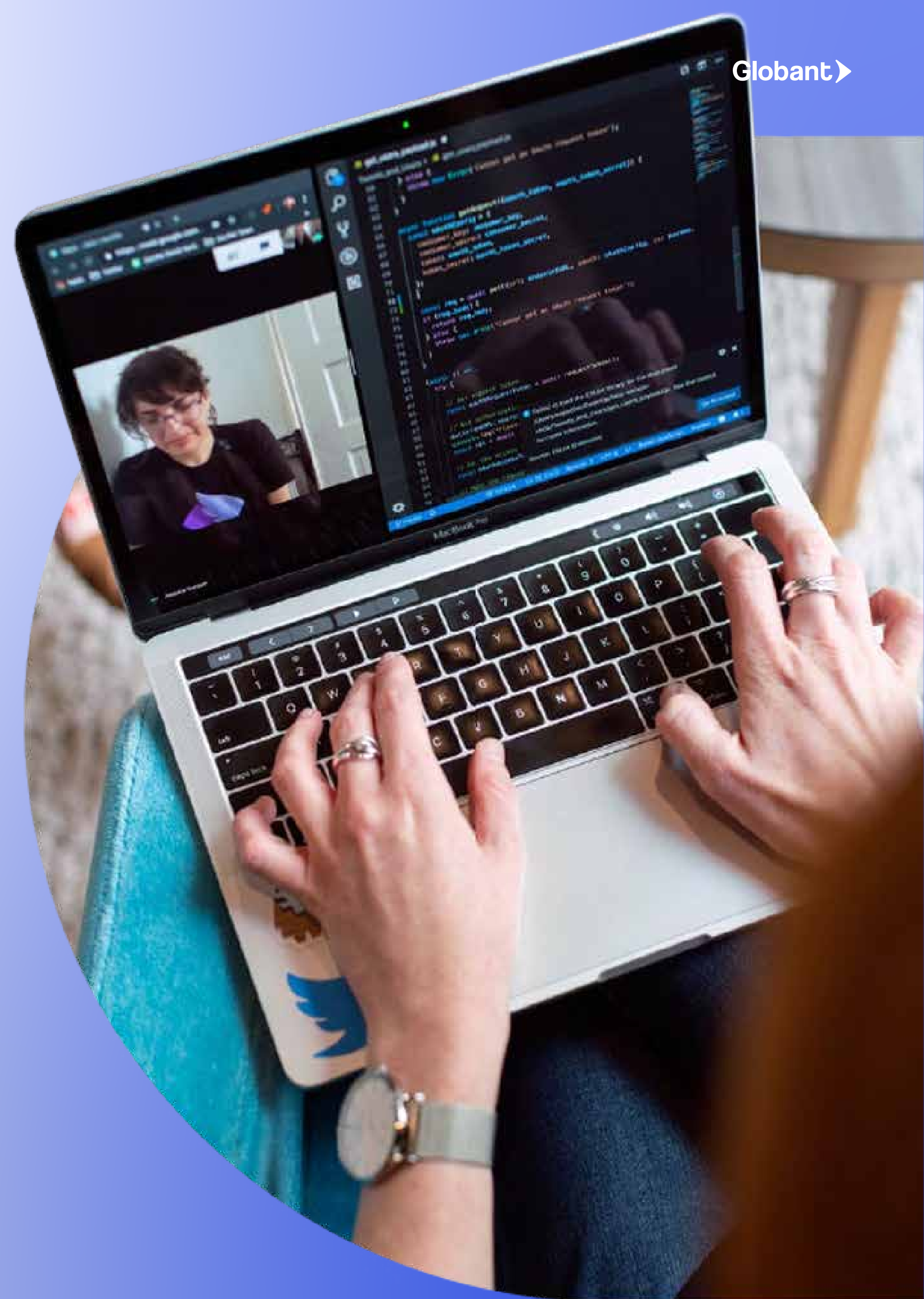
Since the very beginning of the pandemic, our focus was to take care of our Globers and accompany as much as we could during these difficult times. We became a remote-first company, where working from home became the rule. At the same time, we implemented a wide portfolio of programs and benefits to help increase our bonding and live our culture.

All these actions enabled us to finish the year in a very positive way despite the challenges we lived. When we saw how many clients and industries were affected by the pandemic, we decided to focus our efforts on training our Globers for future challenges. We implemented training strategies to reskill our employees facing business demands. We were able to add new logos and projects, capable of retaining key talent and ensuring growth in all the locations where we are present. By the end of the year Globant increased its headcount by 37% to 16,251 Globers.

This tremendous achievement was possible due to three reasons: healthy organic growth in every Talent Development Center, a continuous decrease in turnover, and the acquisition of 4 companies: gA, where for the first time Globant acquired a company with more than 1,000 IT professionals, Giant Monkey Robot to leverage our gaming expertise in Chile, Xappia in Argentina and finally Bluecap in Spain, a strategic consultancy firm that leverages advanced analytics to develop new business models for financial institutions.

With an average age of 33.3 years, our people are highly qualified in the latest technologies and trends. During 2020, more than 93% of our Globers participated in training, increasing 113% the number of Globers trained year over year.

Globant ▶

Talent acquisition and Retention strategy

We have a global presence with delivery centers in North America, Latin America, Europe, and Asia. Our de-centralization strategy allows us to expand and diversify our sources of talent in our development centers worldwide.

Our offices are located near regional academic and engineering hubs to facilitate our access to a growing talent base. In Latin America, certain top universities from the region are located in cities where we have delivery centers with large operations. We work closely with those colleges, as well as non-governmental organizations, tech clusters and professional organizations to nurture the technological ecosystem and create opportunities for growth for both Globant and our current and prospective Globers through meetups, conferences, bootcamps and recruiting events.

We seek employees who are motivated to be part of a leading company that uses the latest technologies in the digital and cognitive field to transform organizations in every aspect.

Since our inception, we have become a unique player for talent in the countries where we have operations. Our culture is the foundation that supports and facilitates our distinctive approach. This culture can be best described as entrepreneurial, flexible, diverse, and inclusive. Diversity and inclusion are key to our business. Technology requires us to innovate constantly, and there is no way to innovate if we do not connect different points of view. This is why we strive to find talent in diverse places and walks of life, and why we launched several initiatives to strengthen our diversity. Overall, more than 7,000 Globers joined the company during the year.

Employee retention is one of our main priorities and a key driver of operational efficiency and productivity. We seek to retain top talent by providing the opportunity to work on cutting-edge projects for world-class clients, a flexible work environment, training and development programs, and non-traditional benefits. We empower our Globers to take ownership over their careers and make the most out of these five professional development dimensions we provide here at Globant:

Geocultural diversity

We encourage our Globers to work wherever they want, and be nourished by cultural exchanges. We have 56 offices in 16 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

Globant works with many clients within a given industry, this enables our Globers to develop their career with an industry focus within a given account or on multiple accounts of their industry of choice.

Multiple industries

Similarly, Globant has near 800 clients spanning several different industries. Any Glober who would rather develop an industry agnostic career path or who wants to switch industries has multiple options to choose from.

Open positions

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

Globant ▶

Creating a Culture of Continuous Learning

At Globant we believe that there is no better way to boost our Globers' professional growth than promoting a continuous learning culture. One of our most ambitious efforts in that direction has been launching Globant University, at the very epicenter of the pandemic. It started as a collaborative tool where training and learning experiences were designed, centralized and deployed to give Globers a variety of opportunities to upskill or reskill their jobs.

Now, with more than 2,700 learning resources available, 29,000 training sessions and 8,000 users, Globant University has turned out to be a virtual campus where every Glober can keep on growing their skills and boost their careers at their own pace. Also, in order to grow and enrich this initiatie more organically,

we've created a Slack Learning Community that has more than 5.2k engaged users. 80% of the learning opportunities are shared by our employees reaching 119 content creators or community ambassadors with more than 250 trainers.

We aim to give leaders the essential tools to leap ahead in their careers, develop themselves at a swift pace, and strengthen their management skills. More than 1,400 leaders participated in at least one virtual live session of our Leadership Accelerator Program (LeAP). The program's main objective is to develop a leadership culture based on our values and Talent Manifesto to engage the strategies and the challenges of digital and cognitive transformation.

Given the complexity of the COVID-19 context, it was necessary to provide further communication with a Covid-19 Feedback Session to address the importance of leaders having meaningful conversations about performance with their teams. Almost 225 leaders participated in this special edition.

48% of Globers' women participated in leadership training

17,709 ♀25%
Trained globers
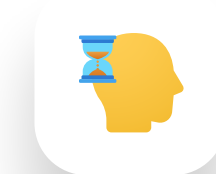
32.1 ♀33.7
Annual learning hours
Per individual

568,757 ♀26%
Training hours

22

Globant ❯

Continuous Evaluation

Constant and constructive feedback is as essential as any training program in terms of talent development. With that in mind, we have launched a "Continuous Evaluation" model, moving from a yearly evaluation performed by a unique leader to considering multiple evaluators having meaningful conversations that covered partial snapshots during the whole year. Continuous feedback culture creates an infinite life cycle for career development where Performance Evaluations, Feedback 360° and Feedback for Leaders happen all year long. Glober-centric culture is reflected in each action of the feedback cycle achieving more than 10,000 performance assessments, and 15 feedback sessions by 2020.

99% of our Globers received a regular performance and career development review during 2020. Also 80% of our leaders received formal feedback from their teams at least twice in the year.

In addition, the Key Talent Program has been designed to recognize those Globers whose abilities, aspirations, and engagement levels have been outstanding. Our purpose is to provide our Key Talents different options to guide them in a special and unique way in their career development. As part of this initiative, the Leadership Development Plan was launched during the year. The main objective was to help leaders to keep improving their leadership skills with special coaching sessions.

Globant ❯

Indicators

Globers by country

	2020 ♀		2019 ♀	
Argentina	29.5%	28.4%	30%	24.9%
Colombia	23.4%	21%	26.7%	19.5%
Mexico	12.2%	19.5%	10.9%	16.3%
India	11.2%	31%	10%	31.3%
Chile	5.1%	17.2%	3.8%	14.8%
Uruguay	4.2%	26.6%	4.2%	18%
Peru	4.2%	17.5%	4.7%	17.4%
USA	3.6%	23.5%	5.1%	22.3%
Brazil	2.8%	28.9%	1.6%	19.4%
Spain	2.0%	27.4%	0.8%	34.3%
Belarus	0.7%	18.5%	0.9%	16%
Romania	0.6%	29.5%	0.8%	29.6%
UK	0.4%	24.2%	0.5%	28.6%
France	0.04%	16.7%	0.03%	0.0%
Canada	0.02%	0.0%	0.06%	14.3%
Luxembourg	0.01%	100%	0.01%	100%

33.3 GLOBAL AVERAGE AGE

8% Younger than 25
25% Between 25 & 29
29% Between 30 & 34
21% Between 35 & 39
17% Older than 40

Globers though the years

2020	16,251	♀ 25%	♂ 75%
2019	11,855	♀ 22%	♂ 78%
2018	8,384		
2017	6,753		
2016	5,631		

Turnover (LTM%)

13% 2020
14.6% 2019
18.2% 2018

Employee engagement

98.5% WORK CONTRACT
1.5% INTERNSHIP

Working mood

Assessment (over 5 pts)
4.16 2020
4.01 2019
4.05 2018

Participation
76% 2020
80% 2019
80% 2018

72.9% Male
25.1% Female
0.3% Non- binary
1.7% Don't want to declare

Diversity & Inclusion

Women at Globant

25% 2020

Women by position

	2020	2019	2018
Staff Areas	62%	56%	57%
Delivery	22%	19%	20%

Women by seniority

	2020	2019	2018
Manager	31.6%	28.1%	28%
Leader	26.7%	23.5%	23%
Senior	19.3%	18.2%	18.6%
Semi Senior	23.4%	21.8%	22.1%
Junior	33.7%	26.2%	23.5%
Trainee	38.8%	35%	34.6%
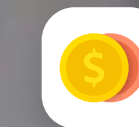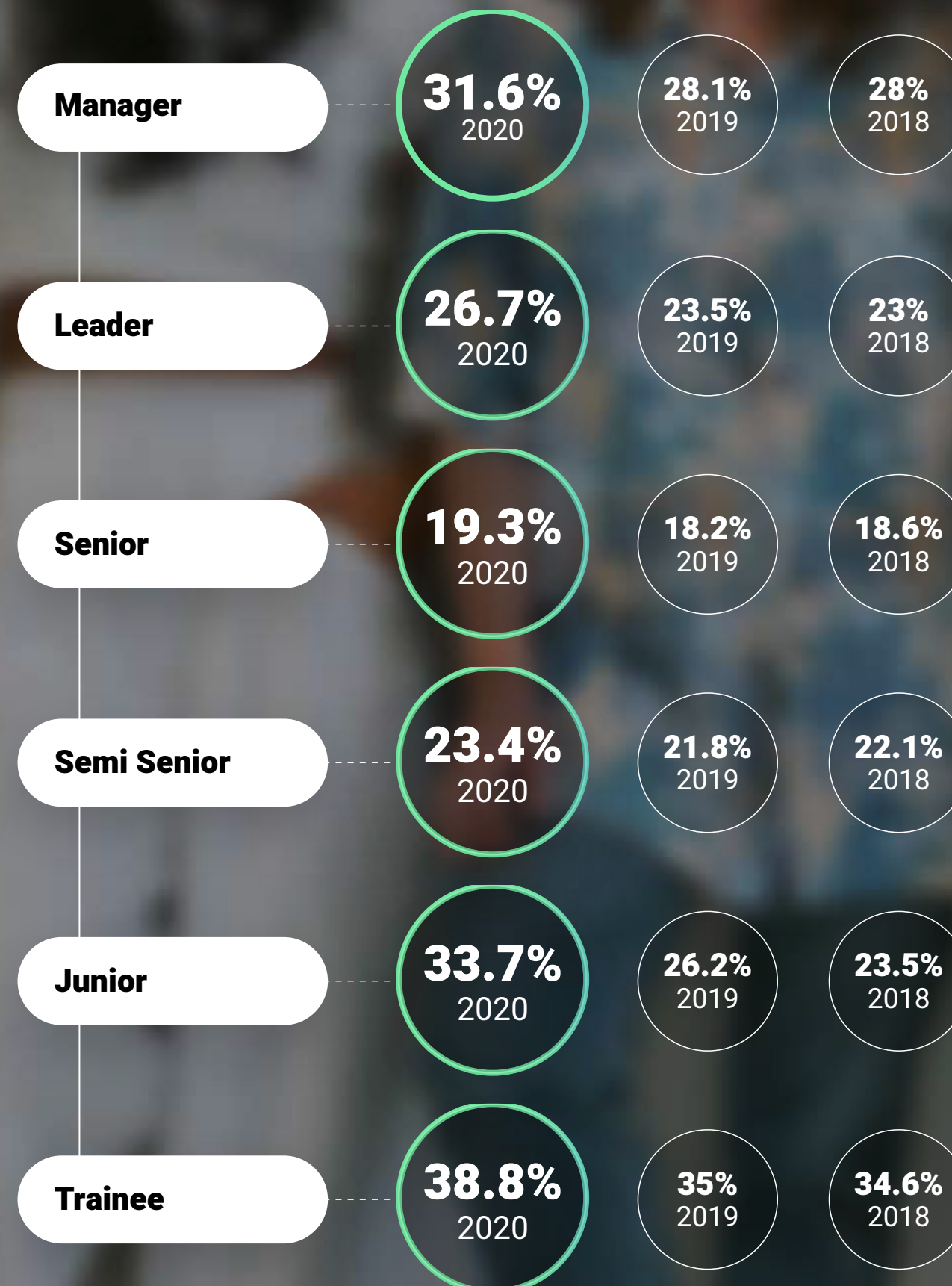
Female Wage (vs. male wage*)

2020	2019	2018
-1.3%	-3.6%	-3.6%
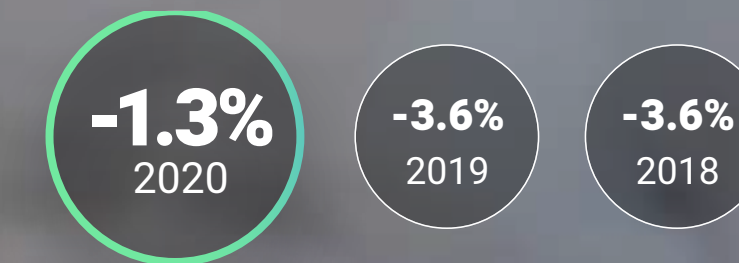
Salary equality policy

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.
Only categories that are represented by more than 3 women and men are included.
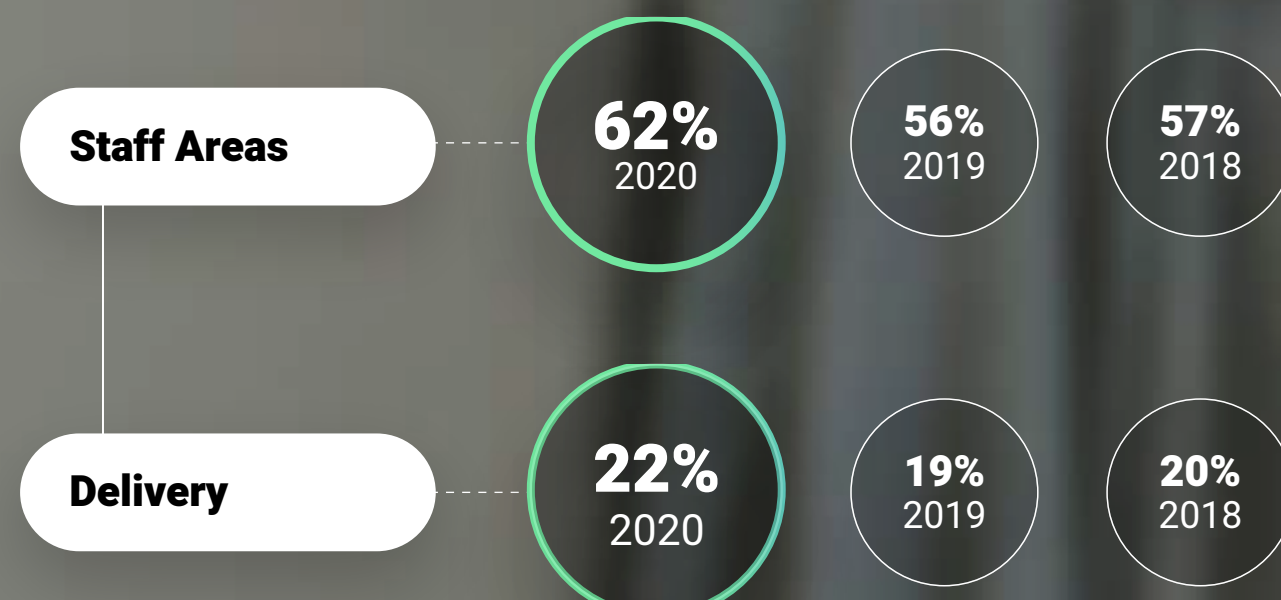
Diversity & Inclusion

US Employees by ethnicity

Latin	56.1% 2020	52.7% 2019	48.2% 2018
White/Caucasian	28.5% 2020	32.1% 2019	38.6% 2018
Asian	13.6% 2020	12.5% 2019	10.8% 2018
Black or African American	1.7% 2020	2.8% 2019	2.2% 2018
Pacific Islander	0.0% 2020	0.0% 2019	0.2% 2018
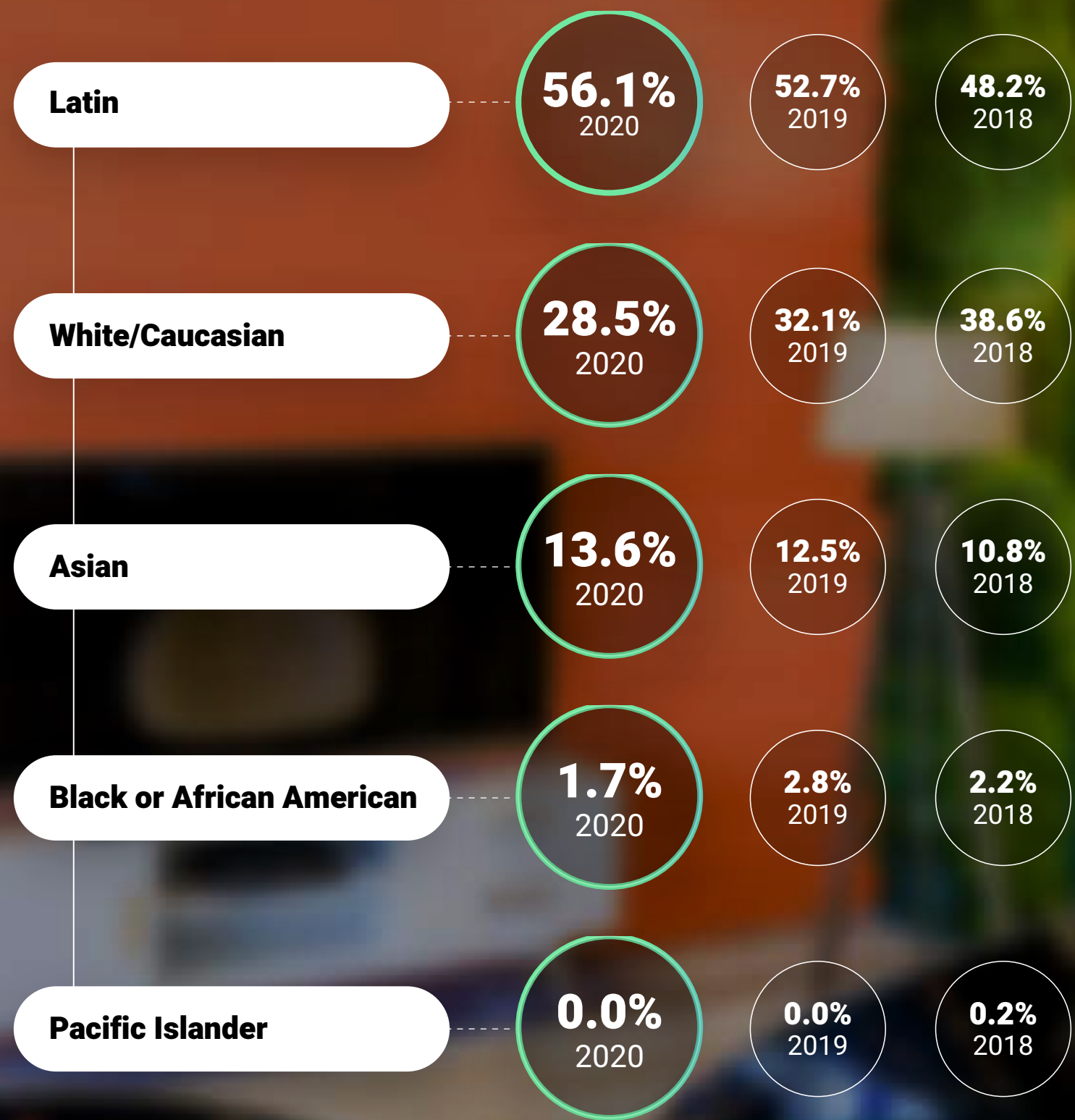
Foreign nationals employees

% of employees that are foreign nationals	10.9% 2020
% of employees that are located offshore	3.2% 2020
% Local managers vs. Expatriates	90% 2020
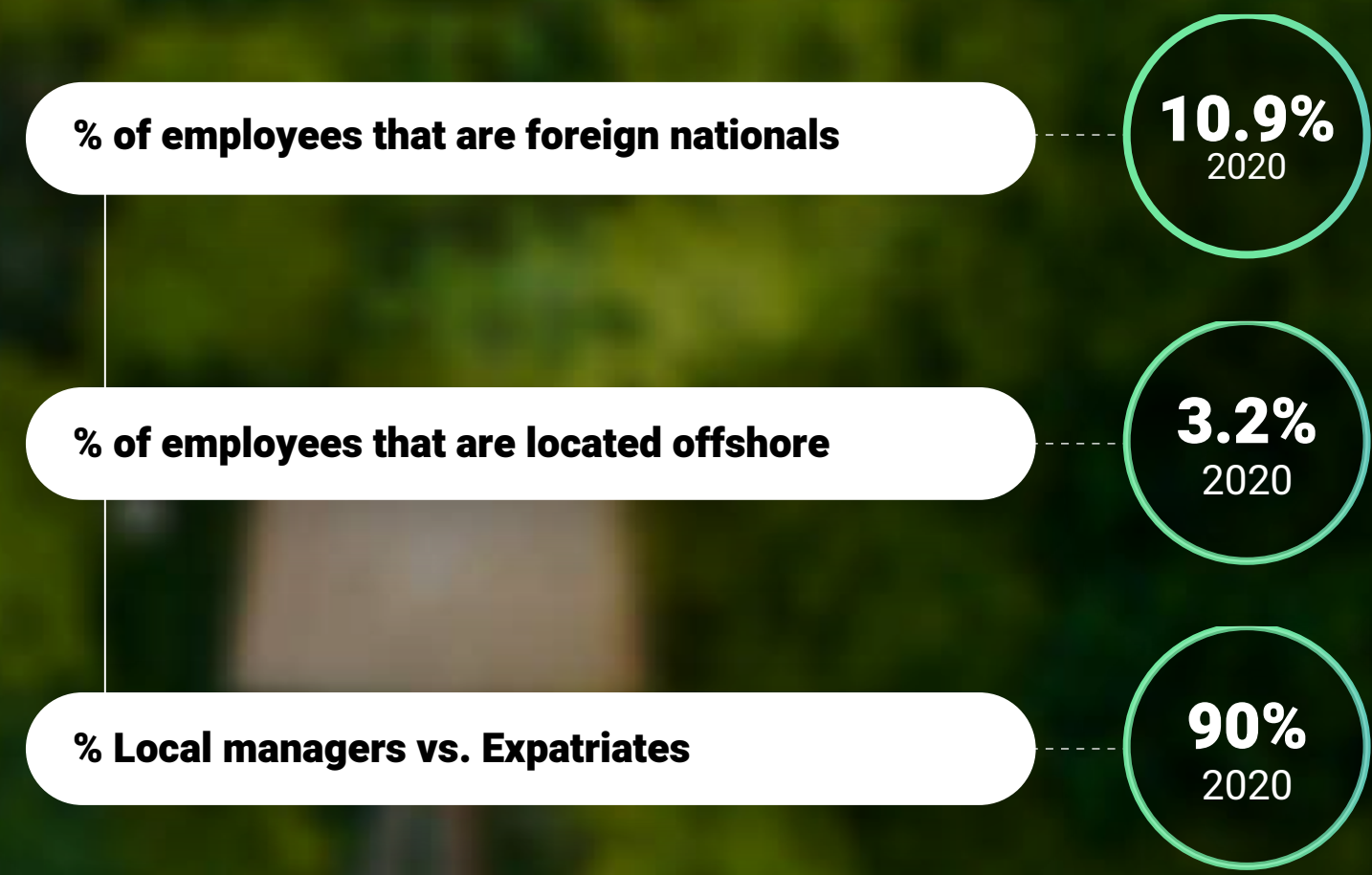
Globant ❯

Kindness based culture

Be kind.

Our call to action to build a more balanced and fair future together

Globant ▶

Be kind.
to your peers

At Globant, we are known for creating collaborative work environments that are open and flexible, stimulate creativity, job satisfaction, and the well-being of all our Globers and their families.

With this spirit in mind, we created Globant for You (G4U), an initiative to support Globers throughout their personal life cycle within their work career. From this holistic approach, the benefits linked to compensation are no longer separated from other benefits and experiences; on the contrary, they complement each other and they make up the co-workers' journey.

G4U integrates all the benefits, campaigns, activities, and proposals of the company from a comprehensive perspective, understanding that the people's well-being depends on a good work-life balance, and taking care of both physical and emotional health.

In this context, when 2020's lockdowns started and we were forced to work remotely, we set out to be more present than ever in each Globers' daily life, taking care of the health of Globers and their families and developing numerous prevention and awareness measures to prevent the spread of the disease. Also, by transferring our culture to their homes to help them stay connected and feel less alone despite the distances.

Globant ▶

Activities for Kids

The Kids Club is a space for learning and family fun created activities developed for Globers moms and dads to share with their children. This initiative was launched for the Latin American and US regions and more than 600 families have participated.

→ Live shows for children

→ Art classes for children up to 13 years old

→ Origami classes

→ Yoga that young and old can do together

→ Online trivia with prizes

→ Vocational counseling for teenagers from 16 to 18 years old

→ Vacation Camp where two or three daily activities are offered each day for kids (it includes an exclusive surprise show for Globers families).

→ Recycling workshop with Cascos Verdes

Online Talks Cycle for Moms and Dads

To support Globers on parenting issues, we organized a series of talks with specialists where resources and practical tips are shared.

For example, some of these talks deal with issues such as placing limits on our children or pediatric consultation during a pandemic.

#BeHealthy

For us, Globers are our priority, we care for them and their loved ones, that's why we make an effort to offer them the best option for Health Insurance. Complementing the insurance to the local health system, and depending on the country and their seniority, Globers can choose between more than one prepaid/ private medical coverage, include their direct family, as well as dental and optical coverage have maternity benefits, discounts on medicines and the best medical services in each city. In case of business travel we give them the first class travel insurance.

Work-Life Balance

In the modality of remote work, the balance between working hours and personal time can be challenging to manage. To help our Globers reduce work fatigue, we offered them to take part in different healthy physical routines, such as:

→ Extended maternity/paternity leave.

→ Employee Assistance Program: a unique, confidential, integrated and innovative platform that offers wellbeing benefits, ways to manage health risks, and inspire positive changes.

→ Marriage, moving, birthday, graduation and baby gifts. Life Insurance. Child care program funded.

→ Internet Subsidy Policy (working from home)

→ Virtual Nutritionist

→ Yoga sessions

→ Mindfulness

→ Gym@Home platform

→ Language classes.

→ Pension plan.

→ Discounts in Educational Institutions.

→ Discount, benefit and recognition program.

Additionally, there is an exclusive wellness channel where we publish tips and articles on this topic. Over 2,000 Globers around the world have already participated in these activities.

Globant ▶

Webinars

In addition to COVID-related Webinars, we launched an exclusive site with useful information on this topic. Some of the more relevant content includes:

→ Guidelines on what to do if you believe that you or any member of the team has COVID

→ Policy and guide on working from home

→ Guidelines on local and international travel regulations

→ Tips for families and children

Additionally, we developed the "Back to the Office" protocol to guarantee a safe return to the offices.

The Globant Extra Mile

At Globant, creativity and disruptive ideas are part of our identity. Today, we are going the extra mile, along with Globers from their homes, to create a more collaborative company, motivated by and connected to its purpose. In order to maintain that WOW! factor that characterizes our culture, the following activities were conducted:

→ Events with DJs, magicians, and exclusive music groups

→ Surprise gifts that Globers receive at their homes

→ Family Week, Halloween, among others

Recreating the Globant Environment

At Globant, fun is one of the pillars of our culture. Our offices are happy, entertaining, and inspirational work environments, and now, thanks to technology, we can bring those environments to your homes. Some initiatives that allow for this to be replicated are:

→ Encouraging leaders and managers to continue taking their lunch breaks together.

→ Online after office event

→ Virtual tours to every site by Globant´s founders and management

→ Birthday celebrations: at some locations, we send a birthday cake to each Glober

→ Globant birthday: online activities to celebrate Globant's 17th birthday

→ Virtual onboardings and get togethers where more than 7,000 people joined

→ End of the Year virtual celebration

Additionally, we launched a survey to get to know the situation of each co-worker; also, with the results, we generated actions to contribute to the positive Globant mood.

Safety and Security

COVID-19 brought us a new normal and with it we were forced to restructure the way we ensure our employees´ safety and security at our workplaces and home. For this reason, during 2020 we mapped out a Global occupational Safety and Security policy which looks after the well-being of Glober working from home. A mandatory e-learning program has also been established for Mexico, Peru and Colombia, hoping to launch its international English version by 2021. Complying with Peru and Colombia´s legal requirements (Order 1072/15 and 29783 Safety & respectively), a management system has been implemented reaching performance through a continual improvement program by identify gers, monitoring incidents, and setting action plans.

Globant ▸

Diversity & Inclusion

At Globant, we are committed to continuing to build a kinder, more equitable, and inclusive workplace for every Glober, where gender equality, cultural diversity, and inclusion are cornerstones of our culture. From the first contact with the candidates, during the recruitment process, and the promise of Globant's leadership to provide all of the necessary tools to make sure that all Globers feel comfortable, have the possibility to fully develop their potential, and to have a diverse co-creation space with various points of view; this is our commitment to all Globers.

2020 was the year of the pandemic and the year when minorities and underrepresented communities raised their voices against injustice and inequality. For this reason, our Diversity & Inclusion Fundamentals´ primary purpose is to drive equality for all, being kind and caring toward our peers, both within and outside the company. We seek to accompany minorities and give them a voice through our internal communities and with programs and initiatives that help make them visible and serve to create a safe and respectful workplace.

Since 2019, we have been looking to achieve 50% women and other minorities in management positions by 2025 and to continue inspiring more women and other minorities to be part of our industry. We are very proud to say that during 2020 we were capable of increasing our female headcount from 22% to 25% overall, increasing female representation in every single position, including our managers, where we grew from 28% to 31% during the year.

Globant ›

These milestones are not the result of a single action, but the consequence of a comprehensive process that seeks to address gender issues from multiple perspectives

Training Sessions

We strengthened Diversity & Inclusion awareness and understanding for Globers through training sessions. We deployed a D&I Learning Program with more than 10 training initiatives. Globers were trained in cultural and ethnicity awareness, accessibility and inclusion, sexual and gender diversity, and emotional and physical well-being.

D&I Internal Initiatives

We implemented ongoing Diversity & Inclusion initiatives to create safe spaces for conversation, learning and development, such as Women's Month activities during March, Pride Month in June, disability trainings and talks, panels with experts on D&I (BLM, gender identity & expression, among others), Inclusive Hiring and Inclusive Leadership trainings. These initiatives are set from the beginning with a non-binary perspective. Globers can choose their gender above their Legal ID statement on all our registration forms, surveys, and in employees´ databases.

On top of these initiatives our top management sent a powerful message by naming a Chief Diversity Officer for the first time and by updating our Short-Term Incentives Bonus to include an accelerator component linked to ensuring Globant increases its female and non-binary management roles. Managers will be evaluated by their teams for the first time under the new Diversity and Inclusion initiative. A global survey to help diagnose areas of improvement and strength in our D&I was launched for the first time. Since then, the entire Diversity & Inclusion Strategy has been aligned from top to bottom in one single and clear goal.

★★★★☆

4.24

Average result in the D&I survey where we measure our inclusive & diverse culture

#WomenThatBuild

We designed a program where we accompany women and non-binary people through their career journey, from when they are at school through starting their first job, to further career and professional development. At each stage, we have put in place a variety of training programs and initiatives to help them thrive.

Women That Build is our program to promote the inclusion and professional growth of women in our industry. It is a space where we encourage the participation of women in the technology industry, boosting talent diversity, both within the organization and outside doors, in the communities we are part of.

Finally, since 2020 we have been signatories of the Women Empowerment Principles (WEPs).

Globant Awards

#WomenThatBuild Edition

In September 2020 we launched the Globant Awards, #WomenThatBuild Edition, which seeks to recognize women who have made their careers in technology, manage innovation and collaboration, and promote diversity and inclusion.

This first edition was a showcase for women who have proven to be exceptional leaders, are fostering inclusion in the industry, or have displayed outstanding talent in technological innovation.

With over 12,000 nominations and more than 2,400 candidates, the Globant awards aimed to provide visibility to women working in IT, raise awareness of their talent, and inspire more women to enter the sector. More info: https://womenawards.globant.com/

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Globant ▶

These are the five steps that comprise "Women that Build"

Educate

We are working to improve access to education for women and non-binary people. We have put in place specific Globant initiatives to provide tools and knowledge. We also collaborate with educational institutions. We have offered more than 3,000 scholarships. As part of our Be kind initiative, we aim to train 15,000 women and non-binary people in technology by 2025.

Accompany

We accompany women and non-binary people to sustain their careers in different stages of their lives such as when becoming a mother by, offering extended parental leave. We have created the Soft Landing program, part of the Globant For You initiative, to help women as they become mothers. Another branch of this initiative is our parenting talks. So far we have provided talks to 700 families covering everything from safety and first aid, to how to cope with children during quarantine.

Inspire

This first step aims to encourage women to become interested in science, technology, and mathematics. Some of the key programs that we have put together are the Girls Programming Club in Argentina, Empower Her program in India and our partnership with Laboratoria, in Peru, Chile, Brazil, Mexico, and Colombia. So far, more than 2,000 women have so far enjoyed these programs. We have also created initiatives such as Coffee With Role Models, which are live sessions to generate inclusive and reflective dialogues on topics that typically have a gender perspective; Women's Development Week, a space for women to be inspired by the latest trends in the digital and cognitive fields; and the Women that Build month, dedicated to inspire, provide tools, and share learnings with women in IT.

Hire

We apply diversity and inclusion practices in our recruitment processes to increase awareness, understanding, and ensure diversity at scale. We have created an inclusive hiring training, which we are currently conducting with all of our recruiters. We've also created an initiative called Back in the Game (B.I.G.) to empower and encourage experienced technologists who are in a career break to rejoin the industry.

Lead

We aim to achieve 50% female and non-binary in management positions by 2025. To help with career development, we have specific programs in place, such as #IamRemarkable and #SheLeads, to detect talented women at the mid-management level and boost their career development through mentoring. In 2020, 25 female Globers were mentored by senior executive mentors.

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Globant ▶

Community involvement

2020 pushed us to reach out to the community in new ways. We had to rethink interactions between people and organizations. This journey has resulted in us coming up with new ways to impact people's lives.

In parallel, new demands for technical knowledge arose. COVID-19 has shed light on the relevance of STEAM-related skills. Due to this, we have seen more and more people begin to turn towards the world of IT and its opportunities. We believe in the importance of education as an engine for the development and growth of countries, and we believe that technology is a key tool to guarantee inclusive and equitable access to quality education.

Globant ▶

In this context, and thanks to the more than 1,500 Globanteers and the 80 NGOs that accompanied us throughout the year, we were able to carry out almost 100 programs, reaching more than 35,000 beneficiaries worldwide. Some of the initiatives we conducted were:

Code Your Future Scholarship Program 🌐

We awarded 700 scholarships in technological education while promoting job placement opportunities for young talent in Latin America. Due to the pandemic, the training which used to be face-to-face had to be done virtually. All the beneficiaries of the Code Your Future scholarships carried on their courses via weekly online sessions. 80 of those graduates have now started working at Globant.

Hour of Code 🇺🇸 🇮🇳 🌐

More than 1,100 children between the ages of 4 and 12 participated in free online sessions. In these sessions, Globant volunteers introduced them to basic coding concepts in a fun and interactive way.

Training in online platforms for teachers 🌐

Over 3,505 teachers received training on the use of online classroom platforms and technical skills, such as C++, JavaScript and Google Analytics. 106 volunteers from across Globant organized these trainings, strengthening classroom work with current job demands.

HolaCode 🇲🇽

Globant volunteers helped develop the curriculum of the HolaCode mentoring program, which helps migrants, refugees and asylum seekers in Mexico start a career in the tech sector.

Laboratoria Mentorship 🇨🇱

For two months, Globant volunteers in Chile mentored more than 30 women from Laboratoria on soft and technical skills, via weekly online meetups. Thanks to efforts made by Globanteers and the wonderful results on many other initiatives, we signed a regional partnership with Laboratoria to expand our impact in Latin America through mentorships, tech talks, support to strengthen Laboratoria curriculums and provide job opportunities for Laboratoria graduates.

Empower Her Program 🇮🇳

Over 60 young women have been trained in 2020 in technical and soft skills via weekly online meetups conducted by Globant Pune volunteers. This program was done in collaboration with Being Volunteer.

Girl Coders Club 🇦🇷 🇨🇴

We are coordinating free online clubs in eight cities. During 2020, these clubs have reached more than 150 teenage girls, introducing them to the world of technology. In 2020, we were able to open the first Girl Coders Club in Medellín, Colombia. Female Globers inspired and taught 15 girls from public schools about the possibilities that the tech world offers.

Globant

SENA Mentorships 🇨🇴

This year, our Globers have been volunteering their time and energy to mentor and accompany 90 students. They provide them with counseling on their professional and personal tracks. Mentors and students meet two hours a week via streaming.

Alianza Futuro Digital Mentorships 🇨🇴

Globanteers in Medellín have assisted and supported the "Alianza Futuro Digital" program. During 2020, this program mentored 15 students from public schools. They were mentored on how to think, develop, test, and launch a digital product. This was done through practical courses on UX, front end, back end, testing, and performance.

#MujeresEnLaNube 🇨🇴

We allied with Fundación Plan to provide IT education to 100 young women who were victims of the armed conflict in Bogota, Valle del Cauca, Cauca, Choco, Sucre and Bolivar. Women strengthened their leadership, entrepreneurial and digital skills and learned basic web design and development concepts, 4IR technologies and digital design for animation and games.

Q&A Mentorships with Coding Dojo and Code Fellows 🇺🇸

Globanteers in the US put together a series of Q&A Mentorship sessions involving Coding Dojo and Code Fellows, local coding camps/schools. Various Globers shared their experiences across technologies, how they got involved in tech and participated in several virtual Q&A sessions with almost 100 attendees and students through the second half of the year.

Inspirational workshops 🇺🇾

In Uruguay, students from the educational institution Ánima participated in inspirational workshops organized by Globant volunteers. In Argentina, volunteers participated in workshops with a women's community center in Mar del Plata, and non-governmental organizations such as FONBEC, Mujeres 2000, and Fundación Formar among others, impacting over 200 people.

Professional practices with Ánima 🇺🇾

20 teenagers are participating in six month-long professional practices. These consist of receiving mentoring sessions 12 hours a week by Globant professionals, in IT and administration.

Certified Tech Developer
The Ultimate Degree

By the end of the year, together with Mercado Libre and Digital House, we launched the Certified Tech Developer program, designed to achieve the rapid job placement of thousands of young people from Latin America in the technology industry. With the objective of achieving a diverse and inclusive call, 2,500 scholarships will be provided to cover 95% of the program´s total cost. In the next two years, both companies seek to train more than 10,000 young people from Latin America. The program will be carried out together with Digital House and is committed to creating a new academic concept based on agile methodologies with a strong practical orientation so that students can gain experience. The initiative was created to acknowledge the needs of the market and will be consistently updated as technology evolves.

Globant ▶

Donation campaigns: an innovative and sustainable way to address the emergency

In April, in order to raise funds to donate to public and private organizations fighting COVID-19, we organized the #AllAgainstCOVID campaign. Globant invited Globers and clients to join the cause by working one extra day. Globant donated the proceeds generated on that day and duplicated the profit by adding a corporate donation of medical supplies to 20 different organizations in twelve countries.

In July, in light of the global conversation held after acts of racism and discrimination in the US, we held the #All4Equality campaign. This campaign aimed to raise funds to donate to organizations that promote equality and foster the dignity and respect of affected local minorities. As a result, we raised over $270,000 between both campaigns. We accomplished this thanks to the commitment of over 950 Globers, who worked more than 7,600 extra hours, and our clients who accompanied us.

In October, we donated more than 42,000 test kits to the National Ministry of Health of Argentina, to strengthen the national health system's response capacity in the framework of the global health emergency.

Finally, to tackle the shortage of personal protective equipment at the beginning of COVID-19, volunteers used 3D printers to construct 3,600 face masks. These were donated to medical professionals in 47 hospitals and institutions in 5 different countries.

Social investment

	2020	2019	2018
Number of beneficiaries	36,500	12,132	6,181
Number of actions	76	128	152
Pro bono hours	41,687	1,584	841

Volunteers 2020

Argentina 17%	**Colombia** 12%	**Mexico** 10%	**Uruguay** 9%	**Chile** 8%
US 7%	**India** 5%	**Spain** 5%	**Peru** 4%	**Brazil** 2%

11% of total payroll
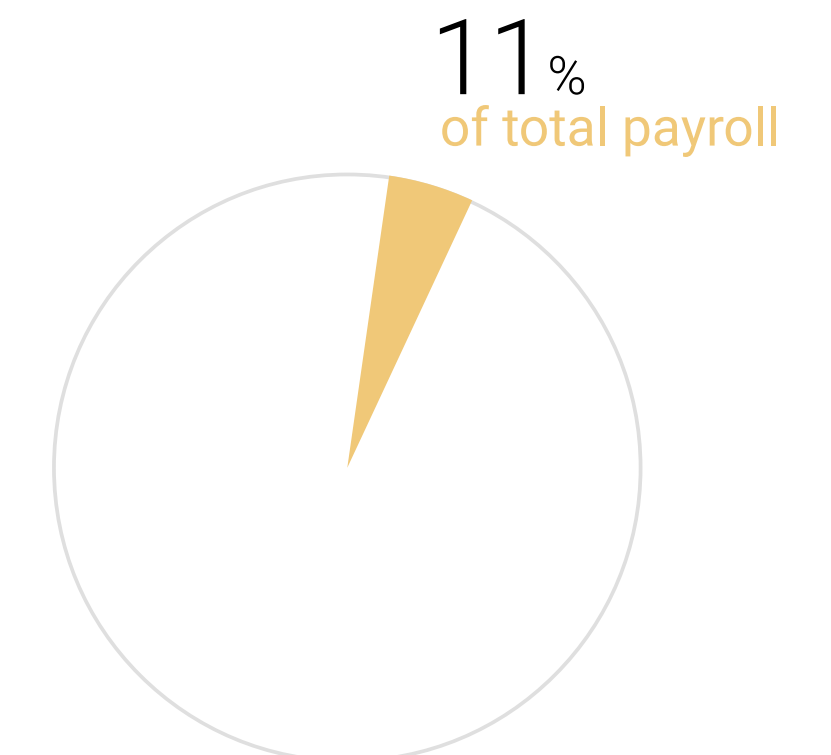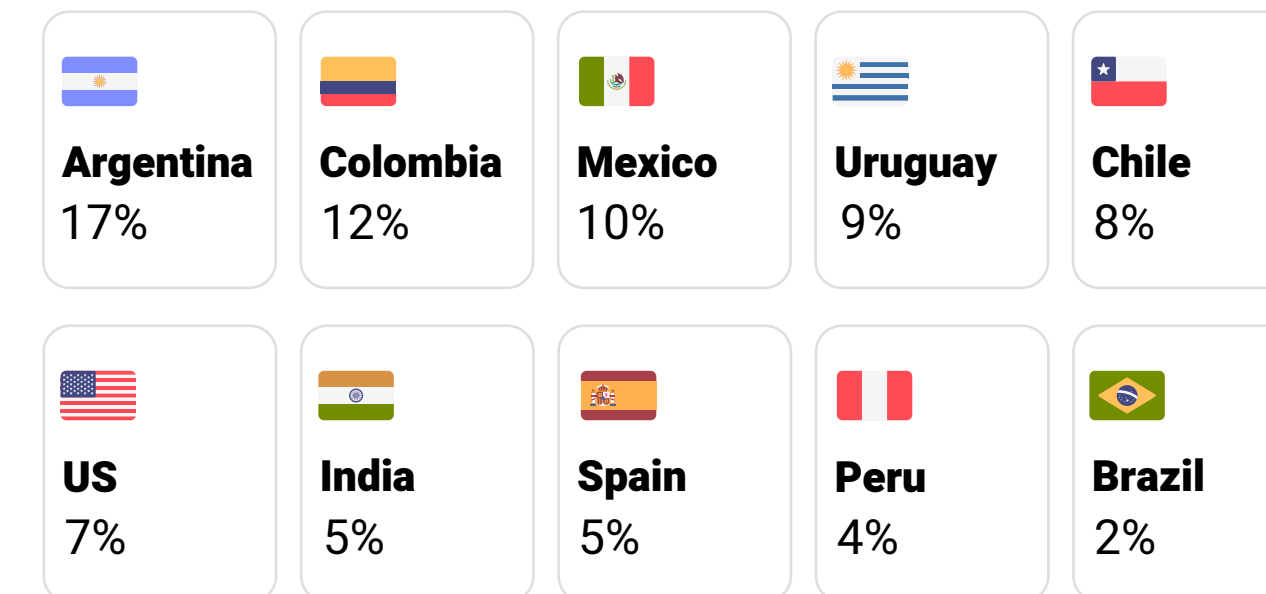
Be kind.
to humanity

Our purpose is to transform the world, one step at a time. We want to empower both people and organizations to evolve and be ready for a digital, cognitive and sustainable future. We are aware that we can connect with millions of consumers around the world through the technology we develop. So, we want to help organizations to Be kind to humanity through technology, uniting with our clients embracing a shared vision overcoming ethical challenges and incorporating inclusive practices.

We are pioneering better ways of doing business empowered by technology, understanding the impact we generate, and solving the world's biggest problems.
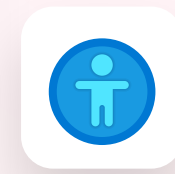
Accessibility

Today's digital solutions need to provide equal access and equal opportunity to people with disabilities though compliance with accessibility standards. We help our customers to improve the quality of their digital products by removing barriers that prevent interactions, ensuring accessibility to WCAG 2.0 AA Compliance, Section 508 and ADA.

CleanTech - Performance

We leverage our extensive experience in business analytics to help clients understand how advances in clean technologies affect industry structure and competitive dynamics, and to make better sustainabilit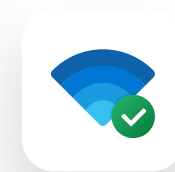y decisions based on new insights. We empower organizations to make these choices by developing diagnostic tools and benchmarks for technologies.

Speculative Design

This practice aims to address big societal issues and create products and services for those scenarios. With speculative design we want to reimagine and reshape the future with technology that benefits humanity.
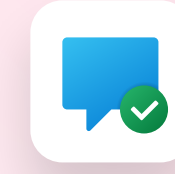
Ethics in AI

With our capabilities and knowledge around Artificial Intelligence (AI) and digital trends, we can help organizations thrive and change how they relate to users and employees in an ethical way.

Inclusive Design

Every design decision has the potential to include or exclude users. At Globant we maintain a proactive focus on meeting the needs of a broad audience of people with diverse capabilities, requirements and aspirations. We do this by embedding accessibility into the foundation of our design practice. Our technology and processes are designed to deliver increased access and reduced friction to ensure the inclusion of as many people as possible.

Augmented collaboration

Increasingly leaders are looking for technology to help identify and improve how employees perceive and experience the values of an organization. This is the core of what we refer to as an augmented culture. Companies that have built an augmented culture are able to effectively use AI and other tools to foster the most important aspect of human behavior to enhance productivity while working from home; the ability to connect, understand and recognize others.
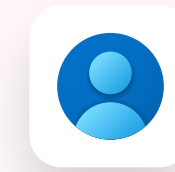
Green Data

We provide technical expertise and digital tools to calculate, manage and reduce energy, carbon and resource footprints on a path to certifying carbon neutrality.

Also, during 2020, we contributed to a Plant Breeding project. Given the current global situation, food scarcity in underdeveloped countries is expected to rise, due to low yield crops, climate change, and supply chain shortages. One of the approaches to deal with these challenges has been known for

Technology for go
our impact throug
digital solutions

Technology has the potential to make an impac
scale, allowing solutions to benefit people worl
the COVID-19 context, as part of our Taking Ca
initiative, we developed various pro-bono applic
and digital tools for governmental entities to us
impacting more than 5 million people. Our main
developments have been:

Be kind.
to the planet

Be kind to the Planet is a team effort to transform our company into a net-positive environmental agent. As part of these efforts, we have established an Environmental Policy, where we commit to honoring the Earth's physical limits, carrying out our activity within sustainable development parameters. This implies raising the bar on the ecosystems we live in through a collaborative approach among Globers, suppliers, clients and other stakeholders.

Climate Strategy

Our approach to the climate emergency consists of developing different environmental management actions to tackle the most critical issues first, and aim to achieve substantial measurable contributions to our industry and value chain.

2020
Running 100% on renewable energy

2021
Achieve carbon neutrality

2022-2030
Augmented Planet
Net positive, carbon free operations
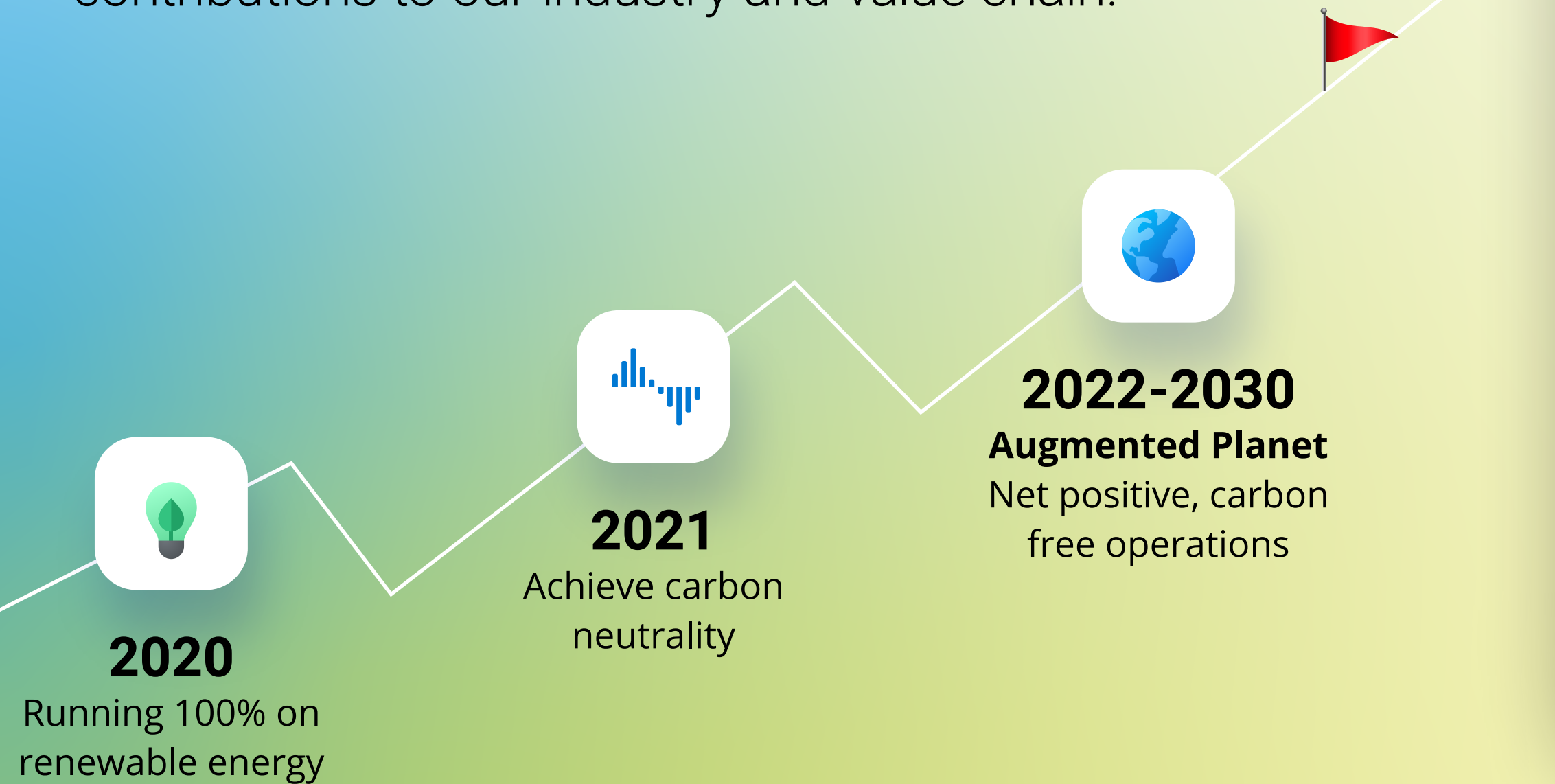
Renewable energy, our first step to net-zero

In 2019, Globant publicly expressed its goal of using renewable sources of energy for all its global operations in 2020.

During 2020, the estimation of energy sources and their use was developed according to the premises established by several reporting initiatives, including RE100, CDP and the GHG protocol. After a detailed internal research and calculation, we obtained an estimate on 95% of energy use across the organization. Direct and indirect use of energy was appraised. By examining the geographic availability of renewable energy sources, we identified the relevant electricity sources employing only certified origins based on REC (Renewable Energy Certificate), I-REC (International Renewable Energy Certificate) and GO (Guarantees of Origin) certification to ensure compliance with the reporting standards.

Renewable energy contracts have all been finalised and executed in January 2021 (an event occurring after the end of the reporting period), complying with the aim of supplying all Globant operations with renewable electricity.

Renewables sources are mainly wind and solar, with complementary hydropower contracts in those jurisdictions where RECs/guarantees of origin were not available. In the latter case, water management practices were also reviewed to validate the efficiency and sustainability of renewable energy sources.

Consumption and guarantees of origin are to be rounded off at the first decimal. Countries of operation not included in the energy model do not represent more than 5% of the total consumption. For modeling purposes, consumption for the countries in the list has been estimated with a 10% slack to consider estimation error and the coverage of sites not included.

When certified energy was not available, energy has been sourced from neighbouring countries to ensure compliance with international standards. This has only been the case where countries' electricity networks were connected. Our model so far does not consider online / synchronic matching of supply and demand of renewable energy.

Country	Consumption	Type	Guarantees of origin	Guaranteed origin
Argentina	2,599 MWh	Wind	2,601 MWh	100%
Brazil	44 MWh	Wind	44 MWh	100%
Chile	40 MWh	Wind	41 MWh	101%
Colombia	1,089 MWh	Hydropower	1,089 MWh	100%
India	687 MWh	Solar PV	690 MWh	100%
Mexico	437 MWh	Wind	437 MWh	100%
Peru	83 MWh	Wind	84 MWh	101%
Spain	73 MWh	Wind	73 MWh	99%
UK	28 MWh	Solar PV	28 MWh	100%
Uruguay	220 MWh	Wind	220 MWh	100%
USA	568 MWh	Wind	567 MWh	100%
Total general	**5,869 MWh**		**5,874 MWh**	**101%**

Going beyond renewables
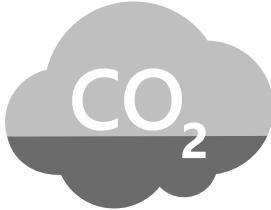
As further measures taken to reduce onsite consumption, we continued with our data center virtualization policy. We achieved a 29 to 1 infrastructure ratio, meaning each physical data center hosted on average 29 virtual ones during 2020. This action allowed us to have 150% more data centers, while energy consumption increased just 27% over 2019 metrics. Regarding digital storage, we consumed 6% less energy per Glober in the past year.

Furthermore, the company is also pursuing a process for the reduction of emissions outside of the organization (Scope 3), including in the baseline for 2020 those emissions related to employee commuting, external storage, and cloud computing, as well as impacts from the increase in remote work due to the COVID-19 pandemics. These components were also modelled and included in the scope three estimates. The company has identified strategies to offset, reduce and compensate for the emissions related to that scope, and plans to execute actions to achieve carbon neutrality during the upcoming period.

Carbon Neutrality Kick-off

In 2020 we started developing a carbon management system, including the most significant sources of emissions in all of our operations. Grounded on our carbon footprint baseline recalculation in 2019, we extended the coverage to ensure that our model collected at least 95% of our energy consumption.

Compared with last year's measurement and following global trends, we expanded the baseline of our Scope 3 (external emissions) to new sources, namely employee commuting, third-party IT infrastructure vendors, and household consumption attributable to Working From Home (WFH) practices. The latter played a significant part in our carbon budget of 2020 as a consequence of the global COVID-19 pandemic. Most of our operations were displaced to WFH setups. Even though the practice of remote work was business as usual at Globant, the massive shift to such working method made us reconsider the representativeness and relevance of these emissions. As a result of our comprehensive research, our estimates resulted as follows.

60%
Reduction

Despite the growth in operations and inclusion of new components in our emissions model, the reduction in global travelling and commuting allowed a significant decrease in scope 3 total CO2 budget while the transition to 100% renewable energy cancelled all emissions from scope 2. This action positively impacted on our carbon footprint with a reduction from the 19,520.59 Tn CO2e of 2019 to 7,794,53 Tn CO2e in 2020.

Baseline change 2019
In 2019, in Scope 1 emissions were included. In this report, we are reexpresing S3 including components such as third party suppliers and employee commuting to the 2019 baseline.

COVID-19 effect
Due to the loockdowns and banned travel policies around the world, our commuting and business travel activities have been reduced significantly. WFH schemes did not increased the footprint that much.

Renewable electricity sourcing
With the adoption of the policy of 100% renewable energy sourcing, our Scope 2 emissions drop to zero in 2020

Our 2020 emissions model in detail

In 2020, scope 1 emissions represented only 3.97% of Globant total emissions, whereas the most significant source of greenhouse gases emissions is indirect.

Scope 1   3.97%
309.78 t CO_2 e

59.4%
Fuel consumption

39%
Natural Gas consumption

1.6%
Fugitive emissions

Scope 3   96.03%
7,484.75 t CO_2 e

33.4%
Commuting

29.1%
Work from home

36.8%
Air travel

0.7%
Data Centers
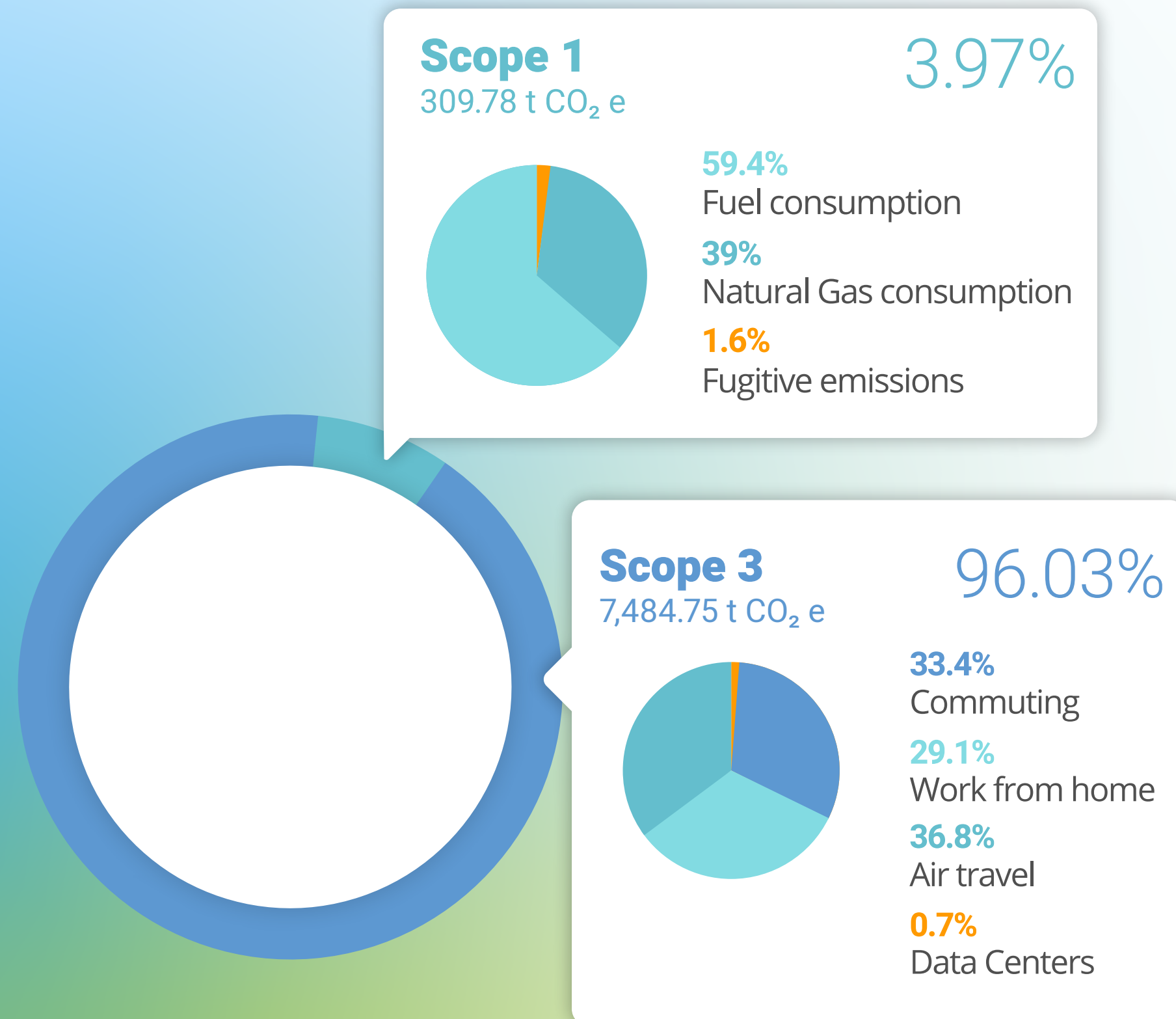
Scope 1

As indicated before, our renewed carbon model covers at least 95% of the operations, with a maximum 5% margin of error. Modelling of Scope 1 consisted of an inventory of all devices and infrastructures with direct energy consumption. Its estimated use per day was compared with the energy sources' purchase to ensure a proper estimation.

Scope 1 emissions totalled 309,78 Tn of equivalent CO_2 , mostly due to heating and backup electricity production in generators.

Scope 2

Electricity use at physical locations was surveyed to ensure coverage of at least 95% of operations. Consumption at some leased facilities was estimated by landlords in proportion to space occupied, whereas some spaces operated jointly with other tenants were not material to the overall estimate.

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

Scope 3

Scope 3 estimates were based on data on business travelling (ticket by ticket) and employee commuting. The latter was estimated from the investigated behavior of 1,681 volunteer Globers who reported their commuting habits in our operations worldwide. To conduct this research, we developed MyFootprint, that allowed Globers to keep a record of their activities. Subsequently, a team of experts studied these behaviors and extrapolated the results to a model covering the rest of the staff reaching a global estimate. Since 2020 was an especially complex year for regular commuting, behaviors of 2019 were adopted as the baseline for average estimations, which were then applied to the reduced commuting patterns observed during 2020 by modelling the lockdowns/WFH schemes.***

What means of transportation did you usually use in your workday during 2019?

Consider means of transportation that you use at least once a week, keep in mind that you can choose more than one option

MyFootprint: a group of Globanteers created MyFootprint, a web app that calculates Globers' carbon footprint.

***For the calculation of greenhouse gases generated by the WFH during 2020, similarly to the calculation performed on commuting, we designed a survey for Globers worldwide to understand WFH behaviours in the different regions. We identified different methods of heating and air conditioning associated with daily work, and modelled the consumption of different appliances connected to the electricity network in each country.

Finally, first-tier or vendors of third-party infrastructures such as data centres and cloud computing were examined in their environmental practices, and their emissions data was collected for our estimation. According to vendors estimates, the technology footprint does not exceed 50 tons of CO2e; the amount was included within the overall estimate of electricity consumption under WFH practices for simplicity.

Net-zero roadmap

The achievement of 100% renewable energy in 2020 is an intermediate step to reaching the 2021 goal of becoming carbon neutral. That neutrality is planned according to three simultaneous efforts consisting of:

1. Ensuring the provision from renewable sources of electricity

2. Designing optimized programmes for reducing energy consumption at the operational level - including the efficiency in the WFH schemes

3. Offsetting remaining emissions due to external factors not managed by the organisation

However, the neutrality itself shall be accompanied by long-term measures to gradually achieve an enhanced model for decarbonisation, i.e. not reliant on offsetting. With the adoption of trajectories of reductions based on the Science-Based Targets initiative (SBTi), the actions regarding improvement of operational measures might be aligned with these trajectories.

The commitment with net-zero is a company priority and a commitment to engage clients and stakeholders in the dialogue of net-positive relevance. Our influence and technical capacity provide new tools for our clients to achieve substantial emission reductions thanks also to the newly created Sustainable Business Studio.

Carbon Intensity*

tnCO2e per Glober

1.65
2019

0.79
2018

0.48
2020
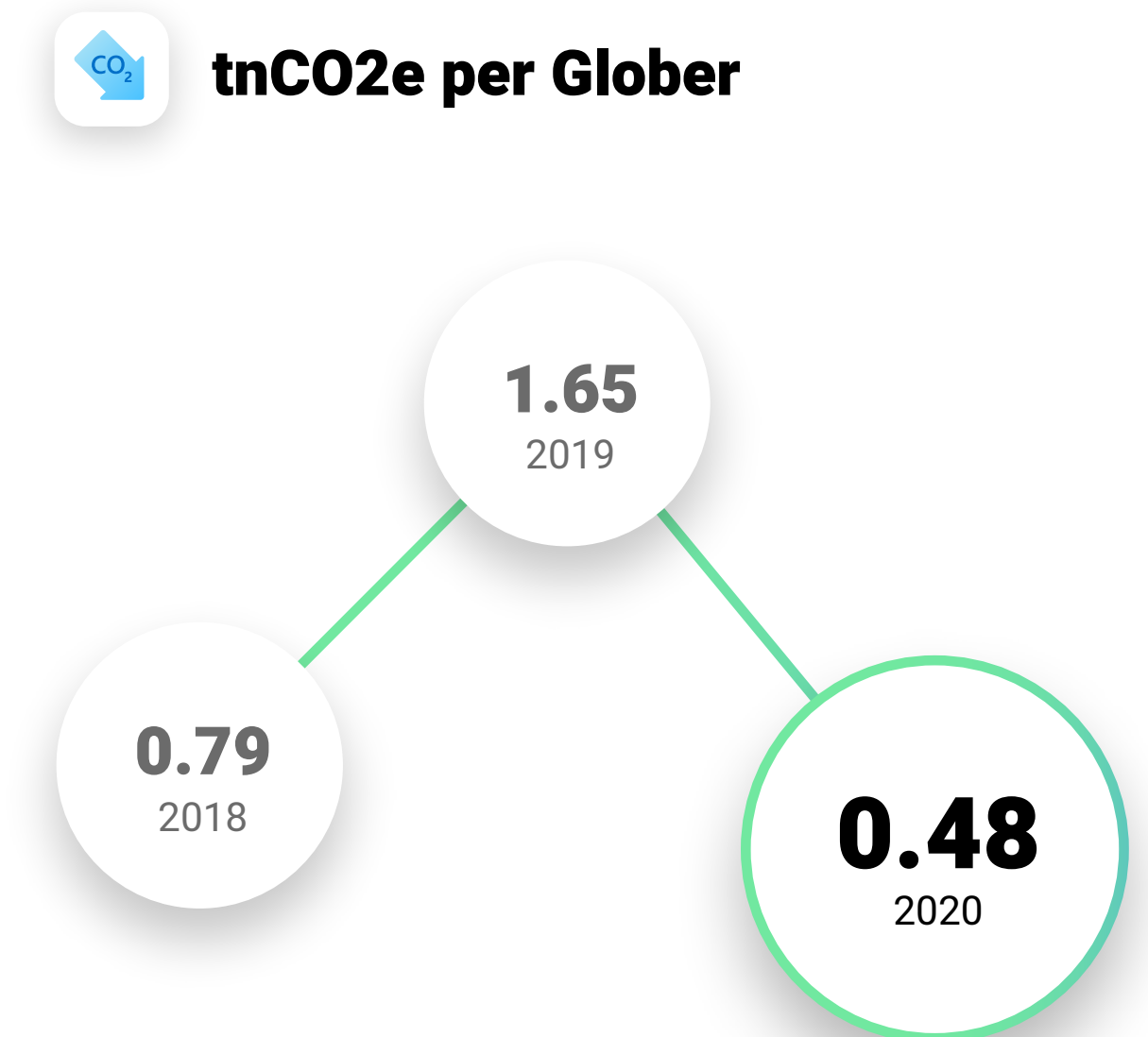
*Carbon intensity is the measure of emissions related to a specific activity metric. We have measured intensity against people for the last years. The adoption of the renewable plan had a significant positive impact on the reduction.

Additional Information

Materiality Analysis

In 2019 we defined our materiality analysis, and the sustainability team investigated the legislation and norms of the application of ESG in the regions we operate. We decided to include content related to the consequences of the pandemic among our Globers, and we continue to promote meaningful dialogues with our stakeholder community. Also in 2020 we used the codified SASB Standards to enrich our materiality approach. The need to apply the environmental precautionary principle has not been determined under the analysis of the company's impacts and the aspects covered by this principle.

The table below identifies the results and the potential impacts in the relationship with the stakeholders.

Topic	Internal impact	External impact	Potencial impact
Innovation	Crucial	Crucial	Our goals of leading in the digital and cognitive space, make these impacts meaningful for our clients and our corporate development.
Diversity & Inclusion	Crucial	Crucial	Thanks to the size of our workforce we represent a role model for the diversity and inclusion KPI of technology industry within of the countries we operate.
Customer satisfaction	Crucial	Crucial	It impacts our relationship with the clients and our the business sustainability model.
Economic performance	Crucial	Crucial	Our economic performance is relevant to our investor community and indirectly crucial for our business sustainability.
Ethics and compliance	Crucial	Crucial	As a publicly listed company we adhere to the highest ethics and compliance standards to obtain the trust from all stakeholders, investors, communities and our people.
Tech Integrity, AI ethics, privacy	High	High	Our technological work affects many aspects of direct and indirect users (clients of clients) and society as a whole, as increasingly relevant to.
Environmental stewardship	High	High	We are immersed in a global climate crisis that forces all relevant companies to take immediate action and lead.
Wellbeing and work-life balance	High	High	Our people are a key strategic component and stakeholders to care for. The capacity of delivery also depends on the wellbeing of our workforce.
Community engagement	High	High	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.
Occupational health and safety	High	Medium	Our people and our stakeholders are key strategic polls to care for. Delivery capacity also depends on occupational health, safety policy and protocols implemented to counteract the pandemic.
Public policy	Medium	Medium	Active participation in public policiesd is related to participating in industry dialogue. Our governmental stakeholders count on Globant to produce best practices.
Indirect economic impacts	Medium	Medium	Our capacity to influence, leveraged by investments in new ventures, has become increasingly relevant to our society year over year, leading not only by example but also by investment

RELEVANCE FOR STAKEHOLDERS

STRATEGIC RELEVANCE

Innovation
Ethics & compliance
Diversity & Inclusion
Environmental stewardship
Economic performance
Community engagement
Tech integrity, ethics in AI and Privacy
Customer satisfaction
Wellbeing and work-life balance
Employment and career
Occupational health and safety
Public policy
Indirect economic impacts

Stakeholder engagement

Clients

AEP Energy, American Express, BBVA, Bci, Boehringer Ingelheim, Cabify, 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, Nespresso, NISSAN, OSRAM, Pernod Ricard, BR Petrobras, PRISMA, PR Newswire, PUMA, Rockwell Automation, Royal Caribbean, Santander Rio, Trina Turk, UBISOFT, Unilever, Walmart Argentina, YPF, among others.

Clients: https://www.globant.com/our-work

Governmental Offices

National Governments of Argentina, Uruguay, Colombia, Mexico, Chile and India. The government of the cities of Buenos Aires, Montevideo, Bogota and the Republic of Belarus. Provincial governments of Buenos Aires, Chaco, Tucuman, Santa Fe, Cordoba, Mendoza; municipalities of Tandil, Bahia Blanca, Rosario, Mar del Plata, Medellin, San Francisco among others. The Embassies of the United States, Uruguay, Chile, India, Colombia, Mexico, Romania, Belarus, EAU, Spain and the United Kingdom in Argentina. Argentinian embassies in other countries.

Media

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

Chambers & Business Organizations

CSIS, CESSI, Argencon, Asociación Nacional de Empresarios de Colombia (ANDI), 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), ATICMA, Asociación Peruana de desarrolladores de Software (APESOFT) , ENDEAVOR, 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, AMCHAM (Argentina y Chile), Asociación Civil Python Argentina, CACE, UIA, IDEA, ACDE, Asociación Empresaria Argentina (AEA), Asociación para el Progreso de España (APD), among others
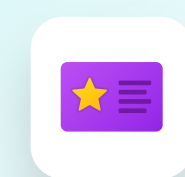
235,481 USD
Total Membership in 2020
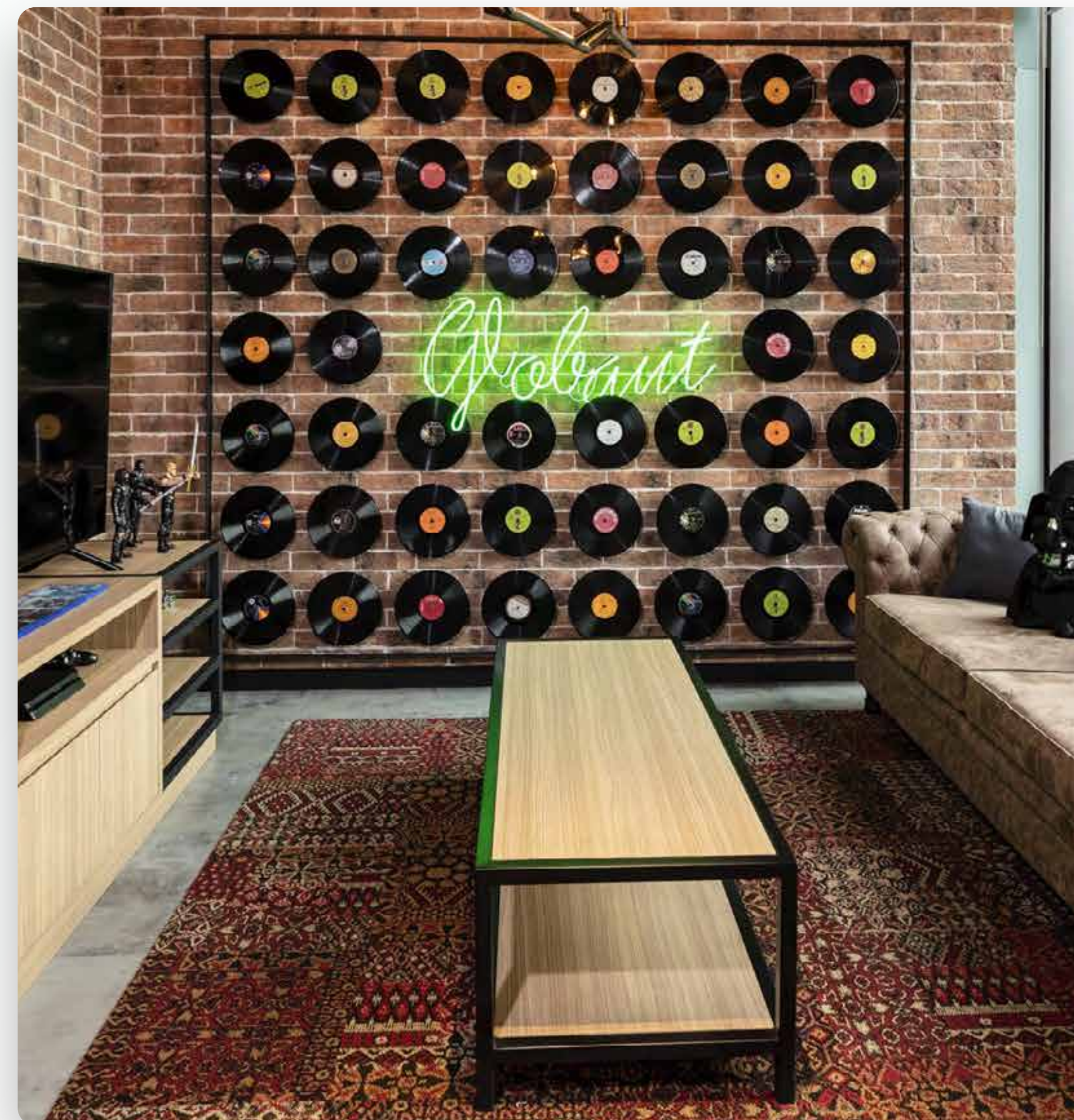
Civil Society Organizations & Education Centers

ARGENTINA: Asociación Civil Dale!; Club de Chicas Programadoras (Fundación TINC); Asociación Cooperadora del Hospital de Niños Dr Ricardo Gutiérrez; Biblioteca Popular C. Saavedra; Fonbec; Caritas Argentina; Hospital Rivadavia, CABA; Hospital de Niños de La Plata; Sistema Integral de Salud de Tandil, Buenos Aires; COOPERADORA DE LOS HOSPITALES DE MAR DEL PLATA (H.I.G.A. Y H.I.E.M.I.); Fundación Rosario, Santa Fe.; Banco de Alimentos de Córdoba; Fundación Htal. Municipal de Agudos de Bahía Blanca; Fundación Chaco Solidario; Haciendo Camino, Santiago del Estero; Fundación Casa Grande; Fundación Cimientos; Fundación Reciduca; Puerta 18; Escuela de Maestros; Fundación Sonrisas; Fundación Equidad; Fundación Garrahan; Organización RETHO; ATAD (Asociación Tandilense de Ayuda al Discapacitado); CIANE (Asociación de Padres); Cooperativa de Recuperadores Tandil; DANE; APADEA; Catedral de La Plata; Municipalidad de Rosario; Casa de la Mujer de Mar del Plata; Jardines barriales de la ciudad de Mar del Plata; Fundación Formar; MiMochi; Asociación Civil Red de Apoyo y Participación; Asociación Civil Educativa Escocesa; Asociación Civil Orillas; Fundación Pilares; Fundación Haciendo Lío; Colegio Vallejuelos; Hogar Santa Catalina; Mujeres 2000; Fundación Formar; Fundación AVENIR; ASHOKA; Canales; Fundación Trauma; Fundación Horacio Zorraquin; Fundación Manos Comprometidas; Centro Educativo y Comunitario San Marcelino; Cooperativa El Correcaminos; Recuperadores Urbanos Yerbabuena (Tucumán); Instituto Tecnológico de Buenos Aires (ITBA); Escuela de Arte Multimedia Da Vinci; Universidad del CEMA; Universidad CAECE; Universidad Nacional de Avellaneda (UNDAV); ORT Argentina; Universidad Catolica Argentina (UCA); Universidad de Belgrano (UB); Universidad Nacional de La Matanza (UNLAM); Universidad Nacional de Lanús; Universidad Católica de La Plata; Universidad de Buenos Aires (UBA); Universidad Argentina de la Empresa (UADE); Universidad Nacional de La Plata (UNLP); Universidad Tecnológica Nacional FRBA (UTN); Universidad Tecnológica Nacional LA PLATA (UTN LP); Universidad de Palermo (UP); Universidad Abierta Interamericana (UAI); Universidad del Salvador (USAL); Universidad CAECE (Mar del Plata); Universidad Tecnológica Nacional - Facultad Regional de Tucuman; Universidad del Norte de Santo Tomás de Aquino (UNSTA); Universidad Nacional de Tucumán (UNT); Universidad Nacional de Jujuy; Universidad Tecnológica Nacional - Facultad Regional de La Rioja; Universidad Nacional de Catamarca (UNCA); Universidad Champagnat; UTN-Regional de San Rafael; UTN- Regional de Mendoza; Centec TDF (Tierra de fuego).

COLOMBIA: Fundación Neumonológica Colombiana, Bogota; Fundación EPM, Medellin; Fundación Plan; Aldeas Infantiles; SENA Tolima, Medellin, Bogota; Saving the Amazon; Sistema de Bibliotecas Públicas de Medellin; Save The Children; Banco de Alimentos de Colombia; Fundación Solidaridad por Colombia; Fundación Colombianitos; Fundación El hormiguero, Medellin; Fundación Salvemos a Cristian; Fundación VASED; 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 Medellin; Universidad Nacional; Universidad EAFIT; Politécnico; Universidad San Buenaventura Medellin; Fundación Universitaria Luis Amigo; Universidad Pontíficia Bolivariana; Universidad Autónoma Latinoamericana; Fundación Universitaria María Cano; Institución Universitaria Medellin; Fundación Universidad Católica del Norte.

MEXICO: 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 Tlalnepantla; 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; Instituto Tecnológico Autónomo de México (ITAM); Universidad Nacional Autónoma de México (UNAM); POLITÉCNICO NACIONAL de México.

USA: New York Presbyterian Hospital; National Action Council for Minorities in Engineering (Nacme); Children SOS Village, Chicago; Youth Care; Code Fellows; Coding Dojo; Black Girls Code; Computing for all; 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

INDIA: Sassoon Hospital Pune; Samarthanam Trust for the Disabled; Being Volunteer, Pune; Janakalyan Raktapedhi; Maharashtra Institute of Technology (MIT); Pune Institute of Computer Technology (PICT); 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).

SPAIN: Cruz Roja de Madrid; Accem; Migracode; Ingeniera SOY; Embajada Argentina en Madrid; Universidad Politécnica de Cataluña (UPC); Universidad Politécnica de Madrid (UPM); Universidad Politécnica de Valencia (UPV); Universidad Carlos III; Universidad Autónoma de Madrid; Universidad 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 Barcelona.

CHILE: Hospital Dr. Sotero del Río; Techo Chile; Aldeas Infantiles Santiago; Laboratoria; Incluyeme; Duoc UC - Educación Superior Técnico Profesional de Chile; Universidad de Chile; Instituto Nacional de Capacitación Profesional (Inacap); Pontificia Universidad Católica de Chile; Universidad Técnica Federico Santa María; Universidad de Santiago de Chile; Universidad Diego Portales.

URUGUAY: Sistema B (Nos Cuidamos entre Todos); Ánima Montevideo; Aldeas Infantiles Montevideo; Fundacion Bensadoun Laurent; Mujeres en UX; Universidad de la república (UDELAR); ORT Montevideo; Universidad Católica de Uruguay; Universidad de Montevideo; Consejo de Educación Secundaria (CES); Universidad de la Empresa (UDE).

PERU: Juguete pendiente, Lima, Care Perú; Aldeas Infantiles Perú; Universidad de Ciencias Aplicadas (UPC); Pontificia Universidad Catolica del Perú (PUCP); Universidad Mayor de San Marcos (UMSM); Universidad Federico Villarreal; Instituto San Ignacio de Loyola (ISIL); Cibertec; Universidad de Lima (UL); Zegel IPAE; Universidad Tecnológica del Perú (UTP); Universidad San Martin de Porres (USMP); Universidad de Ingeniería y Tecnología (UTEC); Universidad Nacional de Ingeniería (UNI); Universidad San Ignacio de Loyola (USIL); Universidad de Piura; Centro de Educación Superior Valle Grande.

UK: British Red Cross, London; Voyage; 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.

BRAZIL: JUCO; Associação Fala Mulher; 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: Belarusian State University of Informatics and Radioelectronics; Belarusian National Technical University; Belarusian State University; Gomel State University.

ROMANIA: Red Cross Romania; Technical University; "Babes-Bolyai" University.
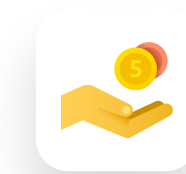
Total Donations in 2020
1,289,155 USD

MKT with cause	$140,376
Charitable Donations	$520,000
Community Investment	$113,790
Pro bono hours	$515,000

Sustainability Index: GRI Content Index

Standard / Framework Code	Disclosure	Disclosure Title	Page number / Answer	SDG / UN Global Compact Principle
General Disclosures				
GRI 102	102-1	Name of the organization	4	
GRI 102	102-2	Activities, brands, products, and services	About Globant: https://www.globant.com/about	
GRI 102	102-3	Location of headquarters	Our principal corporate office is located at 37A Av. J.F. Kennedy, L-1855, Luxembourg. Globant's headquarters are dispersed across multiple locations. In addition, because the headquarters activities are handled digitally from different places, these cannot be solely associated to a single location or office.	SDG 9
GRI 102	102-4	Location of operations	About Globant: https://www.globant.com/about	
GRI 102	102-5	Ownership and legal form	4 - No governmental institutions own more than 5% of the total voting rights.	
GRI 102	102-6	Markets served	6	
GRI 102	102-7	Scale of the organization	6-24-25-26	
GRI 102	102-8	Information on employees and other workers	24-25-26	SDG 5-8-10 | P.6
GRI 102	102-9	Supply chain	5-6-11-12	
GRI 102	102-10	Significant changes to the organization and its supply chain	No changes	
GRI 102	102-11	Precautionary Principle or approach	It has not been determined the need to apply the environmental precautionary principle, under the analysis of the company's impacts and the aspects covered by this principle.	P.7
GRI 102	102-12	External initiatives	Pacto Global, CSA and Ecovadis.	
GRI 102	102-13	Membership of associations	4	
GRI 102	102-14	Statement from senior decision-maker	3	
GRI 102	102-15	Key impacts, risks, and opportunities	9	
GRI 102	102-16	Values, principles, standards, and norms of behavior	8-9	P.10
GRI 102	102-17	Mechanisms for advice and concerns about ethics	9	P.10
GRI 102	102-18	Governance structure	7	
GRI 102	102-19	Delegating authority	8	

Standard / Framework Code	Disclosure	Disclosure Title	Page number / Answer	SDG / UN Global Compact Principle
General Disclosures				
GRI 102	102-20	Executive-level responsibility for economic, environmental, and social topics	Executive Vice President Corporate Affairs and Co-Founder	
GRI 102	102-22	Composition of the highest governance body and its committees	7-8	
GRI 102	102-23	Chair of the highest governance body	CEO	
GRI 102	102-24	Nominating and selecting the highest governance body	20F	
GRI 102	102-25	Conflicts of interest	20F	
GRI 102	102-32	Highest governance body's role in sustainability reporting	9	
GRI 102	102-35	Remuneration policies	25	SDG 10	P.6
GRI 102	102-36	Process for determining remuneration	25	
GRI 102	102-37	Stakeholders' involvement in remuneration	No	
GRI 102	102-40	List of stakeholder groups	51-52	
GRI 102	102-41	Collective bargaining agreements	8	
GRI 102	102-42	Identifying and selecting stakeholders	51-52	
GRI 102	102-43	Approach to stakeholder engagement	51-52	
GRI 102	102-44	Key topics and concerns raised	50	
GRI 102	102-45	Entities included in the consolidated financial statements	20F	

Standard / Framework Code	Disclosure	Disclosure Title	Page number / Answer	SDG / UN Global Compact Principle
General Disclosures				
GRI 102	102-46	Defining report content and topic Boundaries	49-50	
GRI 102	102-47	List of material topics	50	
GRI 102	102-48	Restatements of information	46	
GRI 102	102-49	Changes in reporting	No changes	
GRI 102	102-50	Reporting period	January 1, 2020 to December 31, 2020	
GRI 102	102-51	Date of most recent report	2019	
GRI 102	102-52	Reporting cycle	Annual	
GRI 102	102-53	Contact point for questions regarding the report	66	
GRI 102	102-54	Claims of reporting in accordance with the GRI Standards	4	
GRI 102	102-55	GRI content index	53-62	
GRI 102	102-56	External assurance	66	

Standard / Framework Code	Disclosure	Disclosure Title	Page number / Answer	SDG / UN Global Compact Principle
Material Aspect: Economic Performance				
GRI 103	103-1	Explanation of the material topic and its Boundary	14-16	
GRI 103	103-2	The management approach and its components	14-16	
GRI 103	103-3	Evaluation of the management approach	14-16	
GRI 201	201-1	Direct economic value generated and distributed	14-16	SDG 9
GRI 201	201-4	Financial assistance received from government	14-16	
Material Aspect: Market Presence				
GRI 103	103-1	Explanation of the material topic and its Boundary	24	
GRI 103	103-2	The management approach and its components	24	
GRI 103	103-3	Evaluation of the management approach	24	SDG 8
GRI 202	202-2	Proportion of senior management hired from the local community	24	
Material Aspect: Indirect Economic Impacts				
GRI 103	103-1	Explanation of the material topic and its Boundary	-	
GRI 103	103-2	The management approach and its components	-	
GRI 103	103-3	Evaluation of the management approach	-	
GRI 203	203-1	Infrastructure investments and services supported	40-41-48	
GRI 203	203-2	Significant indirect economic impacts	40-41-44-48	

Standard / Framework Code	Disclosure	Disclosure Title	Page number / Answer	SDG / UN Global Compact Principle
Material Aspect: Anti-corruption				
GRI 103	103-1	Explanation of the material topic and its Boundary	8-9	P.10
GRI 103	103-2	The management approach and its components	8-9	P.10
GRI 103	103-3	Evaluation of the management approach	8-9	P.10
GRI 205	205-1	Operations assessed for risks related to corruption	Globant has a criteria in place to measure the probability that an act of corruption may occur. According to this measurement, the risk matrix we currently have indicates that the risk level that such an act may occur is low. No significant corruption risks have been identified.	P.10
GRI 205	205-2	Communication and training about anti-corruption policies and procedures	8-9	SDG 4	P.10
GRI 205	205-3	Confirmed incidents of corruption and actions taken	Zero incidents	P.10
Material Aspect: Anti-competitive Behavior				
GRI 103	103-1	Explanation of the material topic and its Boundary	8-9	
GRI 103	103-2	The management approach and its components	8-9	
GRI 103	103-3	Evaluation of the management approach	8-9	
GRI 206	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Zero incidents	

Standard / Framework Code	Disclosure	Disclosure Title	Page number / Answer	SDG / UN Global Compact Principle
Material Aspect: Energy				
GRI 103	103-1	Explanation of the material topic and its Boundary	42	P.7-8-9
GRI 103	103-2	The management approach and its components	42	P.7-8-9
GRI 103	103-3	Evaluation of the management approach	42	P.7-8-9
GRI 302	302-1	Energy consumption within the organization	45-47	SDG 13 | P.7-8-9
GRI 302	302-2	Energy consumption outside of the organization	45-47	SDG 13 | P.7-8-9
GRI 302	302-3	Energy intensity	45-47	SDG 13 | P.7-8-9
GRI 302	302-4	Reduction of energy consumption	45-47	SDG 9-13 | P.7-8-9
Material Aspect: Emissions				
GRI 103	103-1	Explanation of the material topic and its Boundary	42	P.7-8-9
GRI 103	103-2	The management approach and its components	42	P.7-8-9
GRI 103	103-3	Evaluation of the management approach	42	P.7-8-9
GRI 305	305-1	Energy indirect (Scope 1) GHG emissions	46-47	SDG 13 | P.7-8-9
GRI 305	305-2	Energy indirect (Scope 2) GHG emissions	46-47	SDG 13 | P.7-8-9
GRI 305	305-3	Other indirect (Scope 3) GHG emissions	46-47	SDG 13 | P.7-8-9
GRI 305	305-4	GHG emissions intensity	48	P.7-8-9
GRI 305	305-5	Reduction of GHG emissions	46	SDG 19-3 | P.7-8-9
GRI 305	305-6	Emissions of ozone-depleting substances (ODS)	R410 Refrigerant gas refueled in on-site air conditioners: Bahía Blanca 1,3 kg Resistencia 1,5 kg	SDG 9-13 | P.7-8-9
GRI 305	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	n/a	SDG 13 | P.7-8-9

Standard / Framework Code	Disclosure	Disclosure Title	Page number / Answer	SDG / UN Global Compact Principle
Material Aspect: Waste				
GRI 103	103-1	Explanation of the material topic and its Boundary	42	P.7-8-9
GRI 103	103-2	The management approach and its components	42	P.7-8-9
GRI 103	103-3	Evaluation of the management approach	42	P.7-8-9
GRI 306	306-2	Management of significant waste-related impacts	With the colaboration of different recycling cooperatives, civil society organizations and governmental officies we´ve recycled 22,198.5 Kg of waste representing a 33.23% of our total waste. On the other hand, 66,807 kg of solid, non hazardous waste were disposed. No hazardous waste was generated.	P.7-8-9
Material Aspect: Environmental Compliance				
GRI 103	103-1	Explanation of the material topic and its Boundary	42	P.7-8-9
GRI 103	103-2	The management approach and its components	42	P.7-8-9
GRI 103	103-3	Evaluation of the management approach	42	P.7-8-9
GRI 307	307-1	Non-compliance with environmental laws and regulations	No sanctions reported	P.7-8-9
Material Aspect: Employment				
GRI 103	103-1	Explanation of the material topic and its Boundary	20-21	P.6
GRI 103	103-2	The management approach and its components	20-21	P.6
GRI 103	103-3	Evaluation of the management approach	20-21	P.6
GRI 401	401-1	New employee hires and employee turnover	7,011 new hires including organic and inorganic growth.	SDG 5,8 | P.6
GRI 401	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	29-30	SDG 5,8 | P.6
GRI 401	401-3	Parental leave	626 moms and dads took their leave; and 95% of them returned to work after their leave ended during 2020	SDG 5,8 | P.6

Standard / Framework Code	Disclosure	Disclosure Title	Page number / Answer	SDG / UN Global Compact Principle
Material Aspect: Labor/Management Relations				
GRI 103	103-1	Explanation of the material topic and its Boundary	20-21	
GRI 103	103-2	The management approach and its components	20-21	
GRI 103	103-3	Evaluation of the management approach	20-21	
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
Material Aspect: Ocupational Health and Safety				
GRI 103	103-1	Explanation of the material topic and its Boundary	30	P.1-4
GRI 103	103-2	The management approach and its components	30	P.1-4
GRI 103	103-3	Evaluation of the management approach	30	P.1-4
GRI 403	403-1	Workers representation in formal joint management–worker health and safety committees	30	SDG 3-8 | P.1-4
GRI 403	403-6	Promotion of worker health	30	SDG 3-8 | P.1-4
Material Aspect: Training and Education				
GRI 103	103-1	Explanation of the material topic and its Boundary	20-22	P.6
GRI 103	103-2	The management approach and its components	20-22	P.6
GRI 103	103-3	Evaluation of the management approach	20-22	P.6
GRI 404	404-1	Average hours of training per year per employee	20-22	SDG 4-5 | P.6
GRI 404	404-2	Programs for upgrading employee skills and transition assistance programs	22-30	SDG 4-5 | P.6
GRI 404	404-3	Percentage of employees receiving regular performance and career development reviews	98% of total employees received a regular performance and career development review during 2020.	SDG 4 | P.6

Standard / Framework Code	Disclosure	Disclosure Title	Page number / Answer	SDG / UN Global Compact Principle
Material Aspect: Diversity and Equal Opportunity				
GRI 103	103-1	Explanation of the material topic and its Boundary	24-26	P.1-6
GRI 103	103-2	The management approach and its components	24-26	P.6
GRI 103	103-3	Evaluation of the management approach	24-26	P.6
GRI 405	405-1	Diversity of governance bodies and employees	7-24-26	SDG 5 | P.6
GRI 405	405-2	Ratio of basic salary and remuneration of women to men	25	SDG 5 | P.6
Material Aspect: Non-Discrimination				
GRI 103	103-1	Explanation of the material topic and its Boundary	9	P6
GRI 103	103-2	The management approach and its components	9	P6
GRI 103	103-3	Evaluation of the management approach	9	P6
GRI 406	406-1	Incidents of discrimination and corrective actions taken	During this past year, the company reviewed a total of 15 incidents, 7 of these were related to discrimination. We have implemented the following remediation plans: change of position/project of the person making the report, mandatory training for the person accused in the incident, conversations with and warnings to the person accused of misconduct. All of these measures are reviewed by the Human Resources and Legal Labor departments of the company. In case a significant disciplinary sanction is implemented, approval is also requested from the Audit Committee. All of these incidents have been closed.	
Material Aspect: Human Rights Assesments				
GRI 103	103-1	Explanation of the material topic and its Boundary	18	P.1-2
GRI 103	103-2	The management approach and its components	18	P.1-2
GRI 103	103-3	Evaluation of the management approach	18	P.1-2
GRI 412	412-3	Significant investment agreements and contracts thaT include human rights clauses or that underwent human rights screening.	No significant investment agreements and contracts	P.1-2

Standard / Framework Code	Disclosure	Disclosure Title	Page number / Answer	SDG / UN Global Compact Principle
Material Aspect: Local Communities				
GRI 103	103-1	Explanation of the material topic and its Boundary	35	P.1
GRI 103	103-2	The management approach and its components	35	P.1
GRI 103	103-3	Evaluation of the management approach	35	P.1
GRI 413	413-1	Operations with local community engagement, impact assessments, and development programs	35-38	SDG 9 | P.1
Material Aspect: Public Policy				
GRI 103	103-1	Explanation of the material topic and its Boundary	8-9	
GRI 103	103-2	The management approach and its components	8-9	
GRI 103	103-3	Evaluation of the management approach	8-9	
GRI 415	415-1	Political contributions	No political contributions were made	P.10
Material Aspect: Marketing and Labeling				
GRI 103	103-1	Explanation of the material topic and its Boundary	18	P.1
GRI 103	103-2	The management approach and its components	18	P.1
GRI 103	103-3	Evaluation of the management approach	18	P.1
GRI 417	417-1	Requirements for product and service information and labeling	N/A	P.1
GRI 417	417-2	Incidents of non-compliance concerning product and service information and labeling	Globant provides IT services, we do not sell products. We have not received fines or penalties regarding the information of our services.	P.1
GRI 417	417-3	Incidents of non-compliance concerning marketing communications	N/A	P.1
Material Aspect: Customer Privacy				
GRI 103	103-1	Explanation of the material topic and ts Boundary	18	P.1
GRI 103	103-2	The management approach and its components	18	P.1
GRI 103	103-3	Evaluation of the management approach	18	P.1
GRI 418	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We had 1 incident concerning a potential breach, however the customer was not affected by it.	P.1
Material Aspect: Socioeconomic Compliance				
GRI 103	103-1	Explanation of the material topic and its Boundary	8-9	
GRI 103	103-2	The management approach and its components	8-9	
GRI 103	103-3	Evaluation of the management approach	8-9	
GRI 419	419-1	Non-compliance with laws and regulations in the social and economic area	No incidents reported 8-9	P.2

SASB Content

Topics	Accounting Metric	Category	Unit of Measure	Code	Page number
Sustainability Disclosure Topics & Accounting Metrics					
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TC-SI-130a.1	44-47
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	42-48
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	Regarding data privacy and freedom of expression, we updated our website privacy policy, and our cookies policy. Regarding the last one, it was a restructuring of our entire modality of acceptance of Cookies to improve our "Privacy by Default" concerning the use of Cookies on our sites. We worked in the transparency of the purpose, and the treatment 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 have designated our StarMeUp OS' Terms of Use, Privacy Policy and Cookie Policy for the platform. Also, 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	Globant informs all the purposes for which it gathers data from third parties. These third parties provide their consent when they share any personal data with Globant.
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	During this past year, we did not have any financial losses whether as a result of legal proceedings associated with user privacy
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	We also maintain at zero the number of law enforcement requests for user information and the number of users whose information was requested.
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	To this point in time our core products or services are not subject to government-required monitoring, blocking, content filtering, or censoring in any county.
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	18

Topics	Accounting Metric	Category	Unit of Measure	Code	Page number
Sustainability Disclosure Topics & Accounting Metrics					
Data Security	Description of approach to identifying and addressing data security risks, including use of third-party cyber-security standards	Discussion and Analysis	n/a	TC-SI-130a.1	As part of our approach to identifying and addressing data security risks, Globant is ISO 27001:2013 certified since 2013. The ISO 27001 is a standard that provides a model for establishing, implementing, operating, monitoring, reviewing, maintaining, and improving an information security management system (ISMS). As part of the ISO 27001 controls we perform an internal risk assessment and a service providers risk assessments on an annual basis. Once risks are identified, the Globant Information Security Team (GIST) along with the owner of each risk decide the aproach for each risk (mitigate, accept or transfer).
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	24
Recruiting & Managing a Global, Diverse & Skilled Workforce	Employee engagement as a percentage	Quantitative	Percentage (%)	TC-SI-330a.2	25
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	26
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	During this past year, we did not have any financial losses whether as a result of legal proceedings associated with anticompetitive behavior regulations
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	Risk Detected - Mitigation Method 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

Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Page
(1) Number of licenses or subscriptions, (2) percentage cloud based	Quantitative	Number, percentage (%)	TC-SI-000.A	None of our processes generate licensed products or subscriptions to consumers or to business intermediaries.
(1) Data processing capacity, (2) percentage outsourced	Quantitative	See note	TC-SI-000.B	Our data processing capacity was 420 Rack Units. 5% outsourced.
(1) Data processing capacity, (2) percentage outsourced	Quantitative	Petabytes, Percentage (%)	TC-SI-000.C	The amount of data storage was 0.55 petabytes. 0,01% outsourced.

Integrated Report Content

Contents		Aspect	Page number
Organizational overview and external environment	What does the organization do and what are the circumstances under which it operates?	Culture, ethics and values	28-39
		Ownership and operating structure	6-7-24-25-26
		Principal activities and markets	11-12
		Competitive landscape and market positioning	11-12
		Position within the value chain	5-7
		Key quantitative information	5-6-7
		Significant factors affecting the external environment	5-6-15-16-17
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	7-8
		Specific processes used to make strategic decisions	8-9
		How the organization's culture, ethics and values are reflected in its use of and effects on the capitals	27
		The responsibility those charged with governance take for promoting and enabling innovation	8
		How remuneration and incentives are linked to value creation in the short, medium and long term	25
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 and 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	8
		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	8
Strategy and resource allocation	Where does the organization want to go and how does it intend to get there?	Objetctives and strategic plans	3-5
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	5-14-15-16
		Impact on capitals	5-14-15-16
		Relationships with stakeholders	51-52
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	9
		Mechanisms to address challenges and opportunities	9-12
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	50
		Boundaries	50
		Frameworks	5-50

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Report Profile

Stock
Globant is listed on NYSE under the ticker GLOB

Independent Audit Firm*
PwC
*Sustainability disclosures have not been externally verified.

Sustainability Advisor
Crowe

Transfer Agent
American Stock Transfer & Trust Company, LLC

Date of last report
2019

Reporting cycle
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