



Globant ▶

Integrated *report* 2025

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Letter from the CEO



We have always believed that Globant was built for the moments when the world changes. Today, I can say with more conviction than ever: we have arrived at the most significant inflection point in our company's history.

What we are witnessing is not just an incremental improvement in technology; it is a fundamental reinvention of how professional services are delivered. While 2025 presented a complex macroeconomic backdrop for the global IT industry, Globant did more than just navigate the challenge—we used it to build a bridge to the future.

In 2025, we achieved a historic milestone: our highest annual revenue and strongest free cash flow generation ever. It was a year of profound internal evolution. Globant finally reached the scale we needed to organize into industry-specific AI Studios so that we could provide better-tailored solutions for clients all over the world.

As the hype cycle of AI turns into the execution cycle, enterprises want a real return on investment from AI, as reflected in Globant's record \$3.4 billion pipeline.

We are operating in a landscape where we see a rise in agentic orchestration; large technical debt among enterprises, requiring AI-native delivery; and greater AI infrastructure spending, with a need for solid ROI. Globant is keen to grow and meet these avenues of demand.

The most exciting development of the past year has been our revitalized offering of our **AI Pods** and the **Globant Enterprise AI** platform. Unlike traditional service models, our AI Pods operate on a **token-based subscription model**, providing our clients with budget predictability and providing Globant with high-margin, recurring revenue.

The backbone of the offering to our clients is Globant Enterprise AI — our proprietary platform that serves as the golden path for AI adoption and centered on four interconnected hubs: the Enterprise Hub connecting securely to all corporate systems; the AI Hub routing intelligently across 140+ LLMs while preserving full data sovereignty;

The Agent Hub where we build and publish industry-specific agents encoding 20 years of domain expertise; and the AI Pods Hub where clients subscribe and scale. A transformation of this scale requires more than just code; it requires a new kind of talent.

Throughout 2025, we undertook a massive upskilling initiative, training nearly 10 thousand Globers—architects, engineers, and product leaders—for AI leadership roles. We are ensuring that our workforce is not just ready for the future, but is actively defining it.

As we lead this technological charge, we remain anchored by our values. Our commitment to **Responsible AI** ensures that as we reinvent businesses, we do so ethically. But our responsibility extends far beyond code.

Last year, our **Globanteers** dedicated over **34,000 hours** to community and environmental initiatives, positively impacting the lives of over **135,000 people** worldwide. Our flagship programs continue to empower the next generation: *Code Your Future*, *The Inspire Garage* and *Tech4Good*.

We also recorded **notable progress across our environmental performance**: lower direct emissions; improved electricity-related impact and overall reductions in energy demand across our global network.

The professional services industry is being restructured in real-time. The companies that will lead this new era are those that own the orchestration, the domain expertise, and the talent to supervise AI at scale. As we look toward 2026, I am incredibly proud of our team's resilience and profoundly optimistic about the value we will continue to create for you, our shareholders.

Thank you for your continued confidence in our journey.

Martín Migoya

Co-Founder, Chairman & CEO

 @migoya

 Martin Migoya

About the Report

This Integrated Report provides an overview of our sustainability performance during the period of January 1 to December 31, 2025. Globant's Be Kind strategy comprehensively covers the most relevant angles of our sustainability management. It has been developed in accordance with the **GRI Standards** ("Global Reporting Initiative"), Standards 2021, the guidelines of the **Sustainability Accounting Standards Board (SASB)** Standards 2023 specific to the Software and IT Services industry) and **Integrated Reporting Framework (IR Framework)**. This report also examines aspects of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

We also conducted our materiality assessment in alignment with GRI 3: Material Topics and took into consideration guidelines from the ESRS topical standards.

Our report, aligned with the **UN Global Compact Principles** and the **UN Sustainable Development Goals** as a guiding framework, reflects our commitment to integrity. It incorporates a strong culture of responsible business practices and addresses human rights, fair employment, anti-corruption measures, and environmental stewardship. Our company aligns with and contributes to several of the SDGs.



To enhance the credibility of our non-financial information, we sought voluntary **external assurance**, although it is not mandated. An external professional services firm reviewed some of our non-financial key performance indicators, providing additional rigor to our reporting process. More details can be found in the "Additional Information" section.

This report covers the activities of Globant and its subsidiaries, as detailed in Exhibit 8.1 of our annual report on Form 20-F filed with the US Securities and Exchange Commission (**the SEC**), operating in various countries. The parent company is **Globant S.A.* (the "Company")**. The Financial data presented in this report primarily focuses on the Company and its consolidated subsidiaries from January 1, 2025, to December 31, 2025. In some instances, multi-year data is included for year-over-year comparisons. Unless stated otherwise, the data presented in this report pertains to our global operations and our consolidated subsidiaries. The term "**Globers**" refers to our valued employees who work at Globant. All financial figures are presented in **US dollars**.

We use **Artificial Intelligence (AI)** and large language models (LLMs) to generate images that are designed to be accessible to people with disabilities.

*For more information about Globant's nature of ownership and legal entity, please refer to our annual report on **Form 20-F**.

TCFD

This report reflects Globant's intention to integrating the identification and management of climate-related risks and opportunities into its governance, strategy, and disclosure practices, in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). In 2025, a general review of the results and the most relevant issues that emerged in 2024 was conducted.

In 2023, the International Sustainability Standards Board (ISSB) issued IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures. As these standards build upon and fully incorporate the four pillars of the TCFD framework, Globant reviewed the requirements of IFRS S2 as part of this analysis to ensure consistency with emerging global reporting expectations and best practices.

Sustainability Framework by Capitals

INPUTS

OUTCOMES



*A POD is a team with different capabilities, self-organized, collaborative, and autonomous, working collaboratively to achieve a specific goal. For more information refer to the Decisions at speed | Agile PODS section.

Globant at a glance

28,773

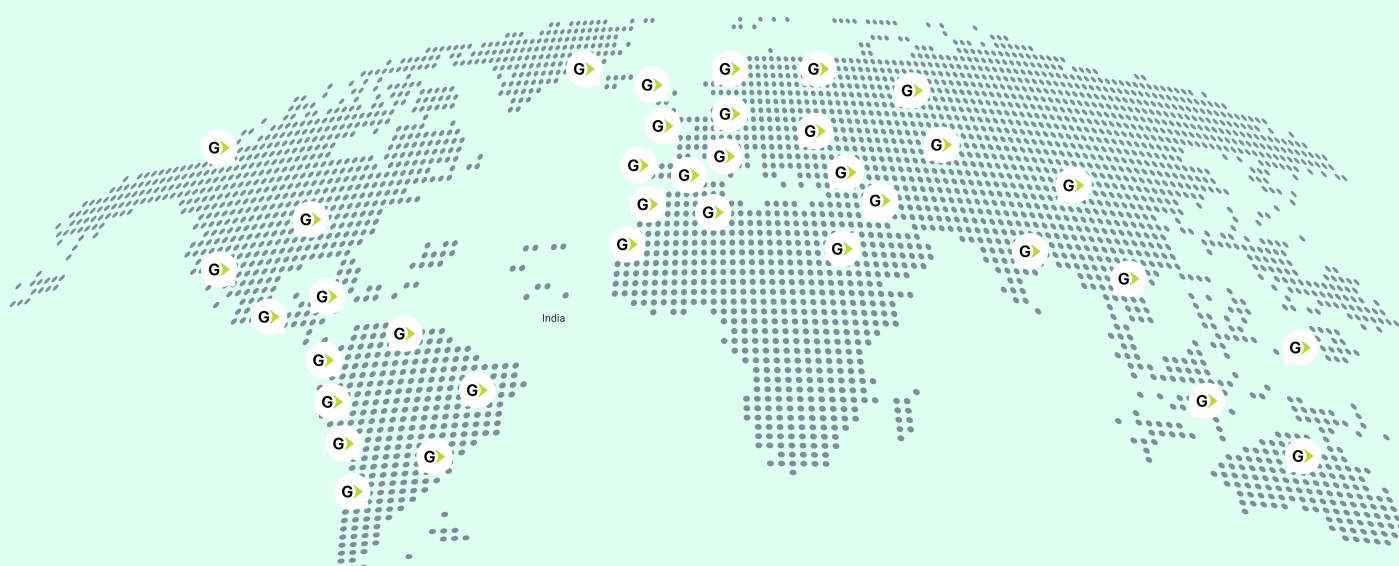
Globers

31

Countries

69

Locations



America

 Argentina
 Brasil
 Canada
 Chile
 Colombia
 Ecuador
 Mexico
 Panamá
 Peru
 United States
 Uruguay

Europe

 Belarus
 Bulgaria
 Denmark
 France
 Germany
 Italy
 Luxemburg
 Netherlands
 Moldava
 Poland
 Spain
 Romania
 United Kingdom

Asia

 China
 India
 Saudi Arabia
 Singapore
 United Arab Emirates
 Vietnam

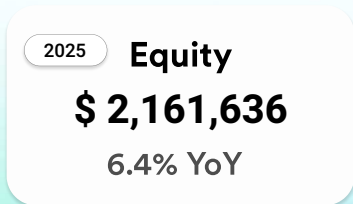
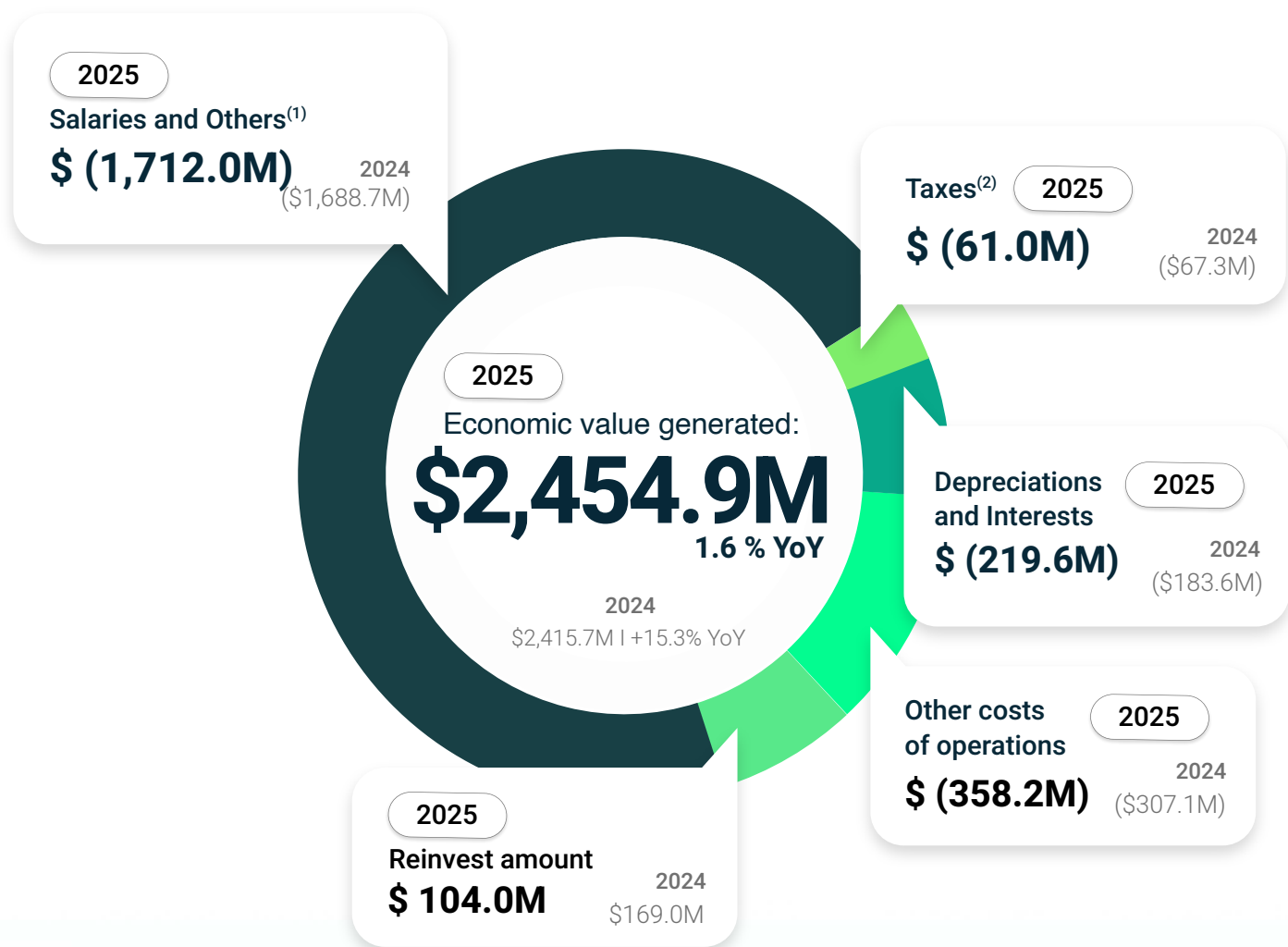
Others

 Australia
 Morocco

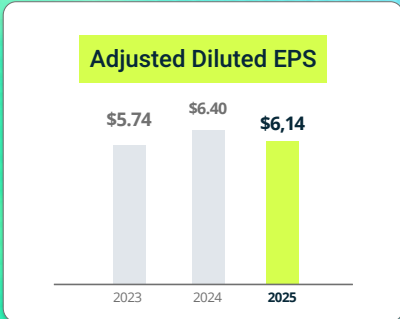
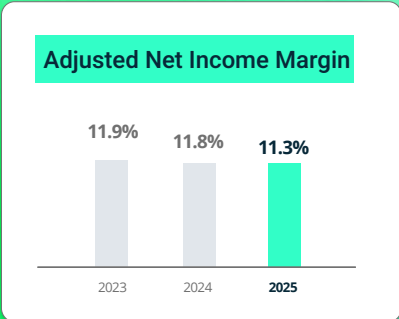
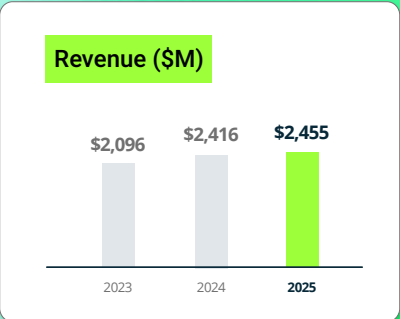


Sustainable Performance

Financial Performance

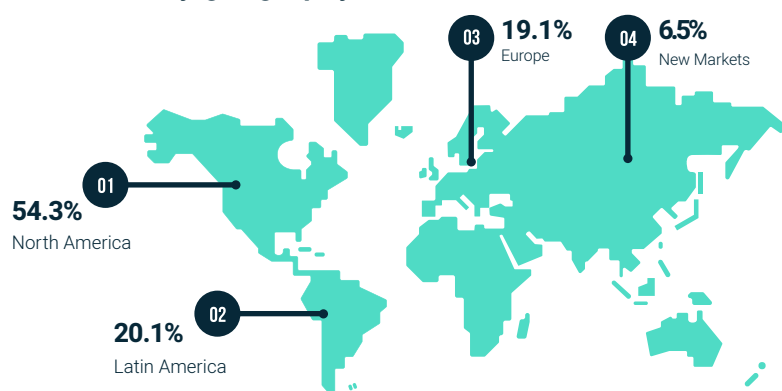


Financial Highligths

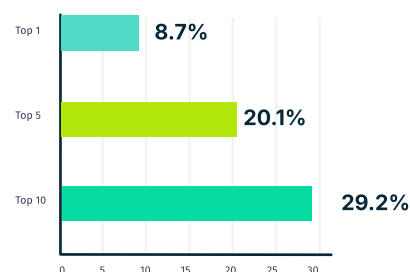


(1) Includes Salaries, employee benefits, social security taxes, Shared-based compensation expenses, Recruiting, training, and other employee expenses.
(2) Income taxes + taxes. Effective Tax Rate for 2025: 25.3%

Revenue by geography 2025

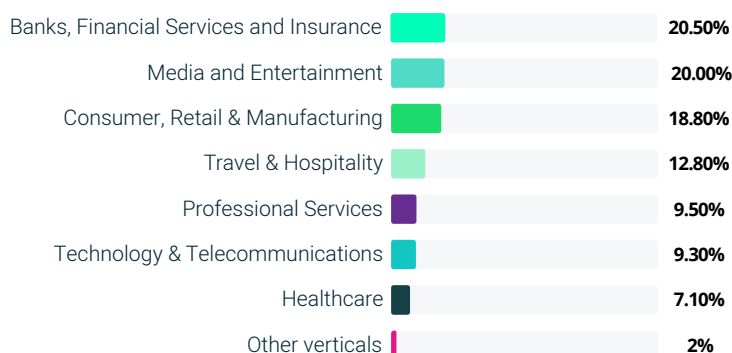


Revenue by Currency

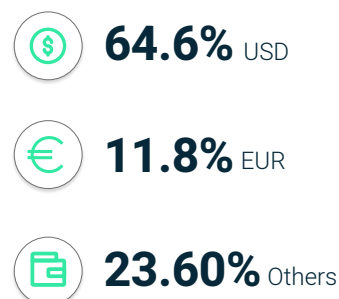


Revenue by Industry Vertical

2025



Clients by currency 2025



Cash Flows (For the year ended December 31st)

(in thousands, except for percentages and per-share data)

2025

2024

Net cash provided by operating activities	301,176	248,727
Net cash used in investing activities	(134,510)	(403,904)
Net cash (used in) financing activities	(64,570)	(5,810)
Cash and cash equivalents at beginning of the year	142,093	307,223
Cash and cash equivalents at end of the year	243,742	142,093
Net (decrease) increase in Cash and cash equivalent at end of year	102,096	(160,987)

Consolidated Statements of Comprehensive Income (For The Year Ended December 31st)

(In thousands, except for percentages and per-share data)

	2025		2024	
Revenues	2,454,877	100.0%	2,415,689	100.0%
Cost of revenues	(1,595,586)	-65.0%	(1,552,322)	-64.3%
Gross profit	859,291	35.0%	863,367	35.7%
Selling, general and administrative expenses	(629,332)	-25.6%	(632,995)	-26.2%
Net impairment losses on financial assets	(7,571)	-0.3%	(6,970)	-0.3%
Business Optimization Costs	(51,990)	-2.1%		
Other operating expenses, net	1,334	0.1%	2,016	0.1%
Profit from operations	171,732	7.0%	225,418	9.3%
Finance income	5,526	0.2%	5,303	0.2%
Finance expense	(40,608)	-1.7%	(32,202)	-1.3%
Other financial results, net	3,247	0.1%	6,064	0.3%
Financial results, net	31,835	-1.3%	20,835	-0.9%
Share of results of investments in associates	110	0.0%	222	0.0%
Other income and expenses, net	(862)	0.0%	5,624	0.2%
Profit before income tax	139,145	5.7%	210,429	8.7%
Income tax	(35,189)	-1.4%	(41,426)	-1.7%
Net income for the year	103,956	4.2%	169,003	7.0%

Net income attributable to: (in thousands)

	2025	2024
Owners of the Company	102,918	165,732
Non-controlling interest	1,038	3,271
Net income for the year	103,956	169,003

Earnings Per Share

	2025	2024
Basic	2.33	3.82
Diluted	2.29	3.72

Weighted average of outstanding shares (in thousands)

	2025	2024
Basic	44,228	43,402
Diluted	45,005	44,589

Reconciliation of Non-IFRS Financial Data (For the year ended December 31st)

(In thousands, except for ADJUSTED DILUTED EPS)

CALCULATION OF ADJUSTED DILUTED EPS

	2025	2024
Adjusted net income	\$276,231	\$285,426
Diluted shares	45,005	44,589
Adjusted diluted EPS	\$6.14	\$ 6.40

Other Data

	2025	2024
Adjusted gross profit	931,289	923,338
Adjusted gross profit margin percentage	37.9%	38.2%
Adjusted selling, general, and administrative expenses	(441,157)	(445,248)
Adjusted selling, general, and administrative expenses margin percentage	-18.00%	-18.4%
Adjusted profit from operations	373,272	371,419
Adjusted profit from operations margin percentage	15.2%	15.4%
Adjusted net income	276,231	285,426
Adjusted net income margin percentage	11.3%	11.8%

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 **Form 20-F**.

Consolidated Statements Of Financial Position (As of December 31st)

(In thousands, except for percentages and per-share data)

	2025	2024
Cash and cash equivalents	243,742	142,093
Investments (current and non-current)	9,083	16,204
Trade receivables	577,673	605,002
Other receivables (current and non-current)	133,901	94,723
Other assets (current and non-current)	39,541	25,170
Other financial assets (current and non-current)	36,156	44,503
Deferred tax assets	91,065	80,811
Investment in associates	1,727	1,648
Property and equipment	137,331	154,755
Intangible assets	345,951	378,024
Right-of-use asset	100,542	122,884
Goodwill	1,601,523	1,483,443
Total Assets	3,318,235	3,149,260
Trade payables (current and non-current)	116,274	116,749
Payroll and social security taxes payable (current and non-current)	205,753	244,627
Borrowings (current and non-current)	366,706	292,536
Other financial liabilities (current and non-current)	260,104	246,139
Lease liabilities (current and non-current)	106,939	117,623
Tax liabilities	33,205	36,916
Income Tax Payable (current and non-current)	12,158	13,145
Deferred tax liabilities	30,906	29,776
Contingent Liabilities and Other Liabilities	24,554	18,400
Total Liabilities	1,156,599	1,115,911
Total Equity and non-controlling interest	2,161,636	2,033,349
Total Equity, non-controlling interest, and Liabilities	3,318,235	3,149,260

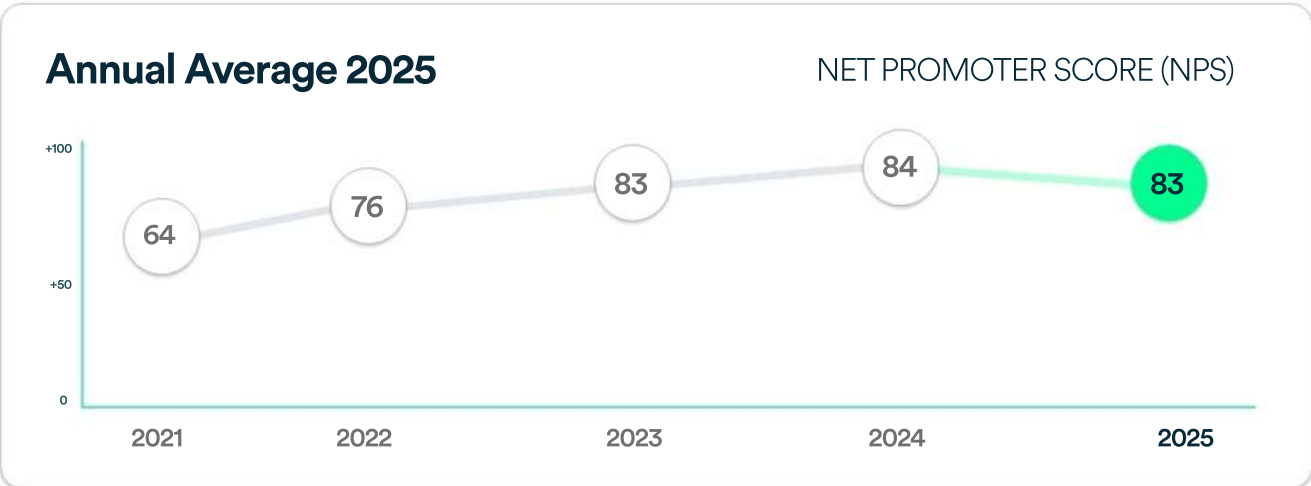
Capital Resources (For the year ended December 31st)

(In thousands, except for percentages and per-share data)

	2025	2024
Capital Expenditures	83,063	119,072

Operational Performance

Customer Survey (NPS)



Certifications

	9001:2015: Argentina, US, Italy & Spain ⁽¹⁾		LEED Gold USGBC ⁽³⁾
	Argentina, Uruguay, Colombia, Mexico, Spain, UK, India, Italy, Romania ⁽²⁾		LEED Platinum USGBC Iconic Building, Tandil
	Type 2		WEEL Globant Tower, Bs As Iconic Building, Tandil
	Type 2 Globally		U.S EPA San Francisco
	ISO 45001-2018 Colombia		Barcelona

(1) Sites Certificated: Buenos Aires - Globant Tower, La Plata, Tandil, Bahía Blanca, Córdoba, Rosario, Resistencia, Tucumán, Mar del Plata, Mendoza, Globant US, Madrid, Bologna & Mestre.

(2) Globant Tower (Buenos Aires (AR)), La Docta (Cordoba (AR)), World Trade Center (Montevideo (UY)), One Plaza (Medellin (CO)), Carracci (Mexico DF (MX)), Ruiz Picasso 11 (Madrid (SP)), Zig Zag (London (UK)), IT8 (Pune (IN)), Via del Carracci (Bologna (IT)), Cluj-Napoca (Romania (RU)).

(3) For Bogotá, Medellín, California, Montevideo, Buenos Aires, Santiago de Chile, Mexico, Madrid, Barcelona, London, São Paulo, Sofia, Bucharest, and Riyadh, the Building selected is based on the certifications provided by the landlords.

Recognitions



In 2025, Globant's track record of success and exceptional partnerships enabled us to achieve recognition in various rankings and awards. By empowering organizations to excel in a digital and AI-driven future with our industry-specific solutions, we were acknowledged as a leading player in the sector by multiple organizations.

Brand Finance® 2nd place Most valuable Argentinian brands 2025	 Most Innovative Brands Award	 Expert Leader • GUT Buenos Aires • Grand Prix (Film) • Agency of the Year	 Partners Awards 2025 • Talent Development - Latin America • Partner of the year - Argentina	 CANNES LIONS Grand Prix (Entertainment for Gaming) • 5 Golds • 7 Silvers • 10 Bronzes • #9 Network of the Year Cannes Lions • #2 Agency in Latin America Cannes Lions • GUT BA #1 Agency in Argentina • GUT SP #2 Agency in Brazil • GUT SP #4 Agency of the Year Cannes Lions
 2025 Best Leadership Teams Award	 Financial Times (FT) & Statistic The Americas' Fastest Growing Companies 2025	 Sustainability Yearbook 2025	 GUT • 1 Graphite • 3 Wood Pencils • Ranked #9 Independent Agency	
 2025 Elevate Honors - Growth Honor of the Year		 Leader in Media & Entertainment Worldwide, Media Production, Distribution and Monetization integrated Cloud Solutions 2025	 LATAM GUT Network named Agency of the Year in Colombia	
 AWS Financial Services Competency	Forbes Forbes Best companies in America Most Trusted Companies in America 2026	 Worldwide Salesforce Implementation Services 2025-2026 Vendor Assessment Major player	Gartner Globant's GUT Network* Representative Vendor in the 2025 Gartner® Market Guide for Global Digital Marketing Agencies.	 30 Awards • #1 Independent Network; • LATAM: 15 (4 gold, 5 silver, 6 bronze) • Argentina: 5 (2 gold, 1 silver, 1 bronze) • Brazil: 6 (3 gold, 1 silver, 2 bronze) • Mexico: 3 (2 gold, 1 silver) • US: 1 (silver)
 Partner Certification	 Finalist Microsoft Partner of the Year Awards - Telco and Media	 Google Marketing Partner Awards Spain: • Gold in Digital Transformation • Silver in Media Excellence • Silver in Scalable Marketing Solution	 Worldwide Leader in Experience Design Services Worldwide Leader in Experience Build Services	
 Top 10 Adobe Solution Partners at the Platinum tier	 Expert Leader Expert-level implementation in MuleSoft Anypoint, Data Cloud and Agentforce platforms			
 Latam Business Transformation Partner of the year	 Elite ServiceNow Partner Level			
 GUT Miami: • 1 Gold • 1 Silver • 5 Bronzes	 GUT • 1 Best in Show Award • 2 Golds			

*GUT Network is part of Globant.

Data Privacy & Cybersecurity

Globant complies with all applicable data privacy regulations, ensuring any processing of **personal data** is conducted on a lawful basis. Personal data is processed confidentially in compliance with applicable privacy regulations. Before gathering personal data, Globant discloses all the purposes for gathering and processing such data, personal data is not used for secondary purposes and processed for informed uses, and obtains appropriate (opt-in) consent when applicable.

The Legal Compliance and Information Security teams manage data privacy matters for the organization. The Legal Compliance team oversees the Company's regulatory compliance with applicable data privacy regulations. In contrast, the Information Security Team oversees implementing appropriate measures to protect personal information processed by the Company as a data controller.

As part of the Company's privacy program, we have implemented, among others, an Internal **Personal Data Processing Policy, Data Retention Policy, Data Privacy RACI Matrix, and Security Incident Response Procedure**, which are global policies. We also conduct assessments (internal and external audits) to ensure compliance with the **General Data Protection Regulation (GDPR)** and other applicable local regulations. During 2024, we updated our global Data Privacy Assessment, covering several different jurisdictions, conducted by an external advisor to identify potential improvements to our practices and policies, and implemented appropriate best practices.

During this past year, we have not had any material losses due to legal proceedings related to user privacy or anti-competitive behavior regulations. There are no law enforcement requests for user information. Our core products and services are not subject to government-mandated monitoring, blocking, content filtering, or censorship in any country.

Globant's Information Security Management System (ISMS) framework is based on the ISO 27001:2022 standard and is applied organization-wide. Since 2020, Globant has a SOC 2 Type 2 report describing the internal controls we have in place to safeguard customer data and how well those controls work. This report is essential because it is organization-wide, and we can demonstrate to internal and external stakeholders that we are securing data in accordance with requirements.

Regarding user privacy and behavioral advertising, we periodically review and update our website **privacy policy** and **cookies policy** to ensure appropriate disclosures are in place and that consent is obtained when required. Both policies are aligned with applicable laws and regulations in the countries where we operate and with best industry practices.

The Globant Information Security Team (GIST) oversees Globant's internal security. Its responsibilities include, but are not limited to:

- Verify security-related activities in cloud environments and support internal teams and external customers as required.
- Providing technical support during incident management activities and being in charge of the vulnerability management process of Globant infrastructure, both on-premises and in the cloud environment.
- Being in charge of regulatory topics, project requests, customer inquiries, pre-sales activities involving security requirements, and every activity related to Globant certifications and audits.
- Perform an internal risk assessment and a service provider risk assessment process annually for IT assets, and decide on the approach for each risk (mitigate, accept, or transfer) once identified.
- Providing security support to all company operations. Managing tickets and exceptions to the company's and customers' security policies.
- Researching, developing, and integrating security tools to create reports and dashboards.
- Developing and implementing physical security standards in all company offices.
- Permanently monitoring and managing video surveillance systems and access control.



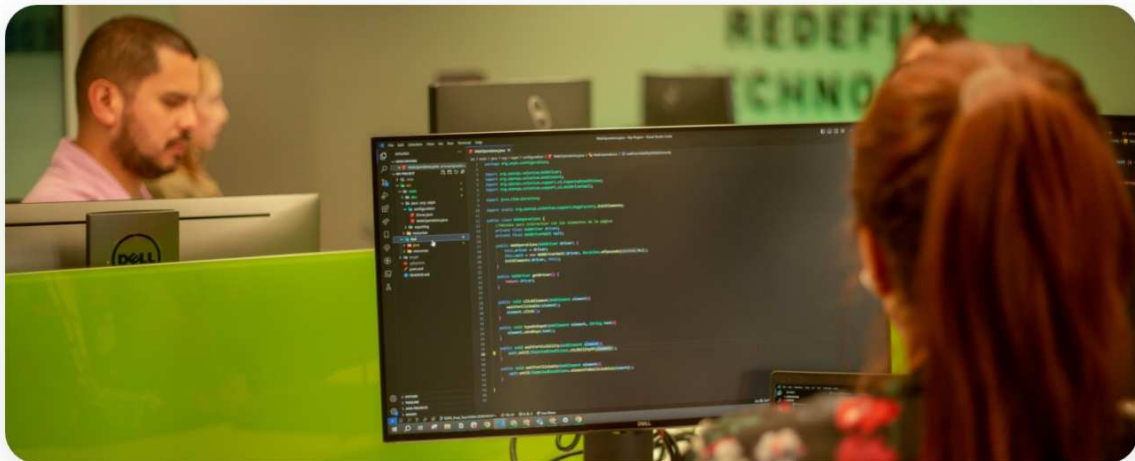
Training

We have implemented a data privacy training program that requires all our employees to complete it. The goal is to outline and raise awareness of the main standards and principles for handling personal data, as well as security standards and practices. Specific targeted privacy training is also provided to teams that are more involved in data processing.

The Awareness Security Program is the key to facing different threats. At its core, it helps us understand the mechanisms of spam, phishing, spear phishing, malware, ransomware, and social engineering, and we can apply this knowledge in our day-to-day jobs. As part of the Security Strategy at Globant and its continuous improvement, every employee must sign the Acceptable Use Policy to ensure the responsible use of Globant resources, and complete 6 Security Awareness Trainings annually. Specific positions, such as QA, QC, and developers, must take extra courses such as OWASP (Open Web Application Security Project) Security training. We also run internal phishing campaigns to gauge our preparedness to face and mitigate this threat.

In 2025, we launched a training course for the recruitment team on Deepfakes and AI to teach them how to identify anomalies and detect the technical “errors” that AI still makes, and how to prevent fraud by understanding how scammers use voice or video cloning to carry out social engineering attacks. We also launched a training course explaining how to use a new AI-driven feature that lets users report suspicious emails in one simple step directly from their Gmail account.

More info about security training in Additional Information.



Governance Performance

Board of Directors



Martín Migoya
Chairman of the Board of Directors, CEO and Co-Founder



Martín Gonzalo Uman
Director, Chief Corporate Development Officer, EMEA President and Co-Founder



Guibert Andrés Englebienne
Director, Globant X & Globant Ventures President, Latam President and Co-Founder



Linda Rottenberg
Non-executive Independent Director (1)
Lead Independent Director



Francisco Álvarez-Demalde
Non-executive Independent Director (2) (3)



Maria Pinelli
Non-executive Independent Director (1)



Andrea Mayumi Petroni Merhy
Non-executive Independent Director (3)



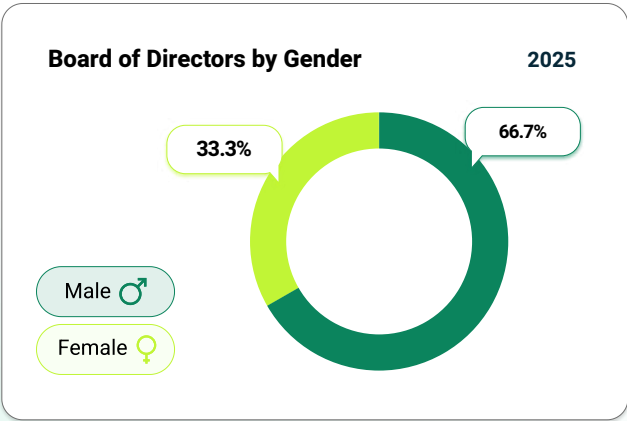
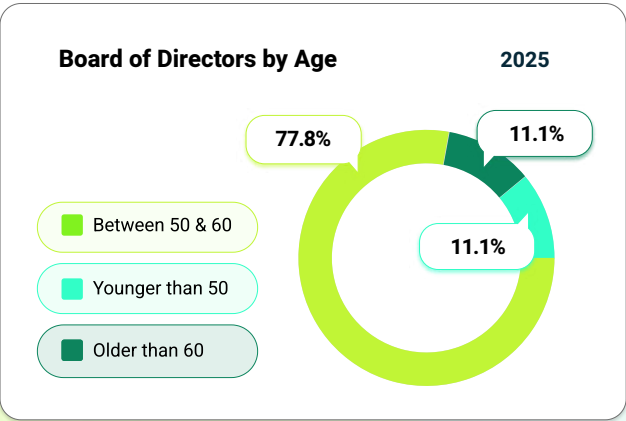
Andrew McLaughlin
Non-executive Independent Director (2) (3)



Alejandro Nicolás Aguzin
Non-executive Independent Director (1) (2)

(1) Audit Committee
(2) Compensation Committee
(3) Corporate Governance and Nominating Committee

*For further information about our government structure, please refer to <https://investors.globant.com/board-of-directors>



Senior Management



Martín Migoya

Chief Executive Officer



Martín Gonzalo Uman

Chief Corporate Development Officer, EMEA President



Guibert Andrés Englebienne

Globant X & Globant Ventures President, Latam President



Juan Ignacio Urthiague

Chief Financial Officer



Diego Tártara

Chief Technology Officer



Patricio Pablo Rojo

General Counsel



Wanda Weigert

Chief Brand Officer



Fernando Matzkin

Chief Revenue Officer

Senior Management by Age

2025



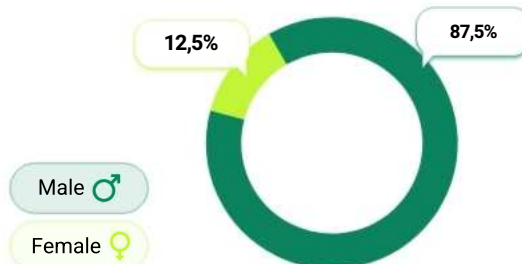
Younger than 50 37.5% 3

Between 50 & 60 62.5% 5

Older than 60 0% 0

Senior Management by Gender

2025



Male ♂

Female ♀

Corporate Governance Practices

Our Board of Directors (“BoD”) oversees our governance framework. Each director brings expertise in diverse areas, including digital technology, information and data security, financial, sales and marketing, and M&A, enabling them to serve as responsible stewards of the Company while identifying and developing opportunities for long-term value creation.

Globant adheres to best practices in governance includes the following:



Independent directors, with a different geographic coverage including Latam, EMEA, North America, and Asia.

Shareholders holding at least 10% of the Company’s issued share capital may request the convening of general meetings of shareholders.

The BoD conducts an annual self-evaluation of its performance to determine whether it and its committees are functioning effectively.



Independent committee chair leadership and regular BoD refreshments.

Lead Independent Director

In 2023, the BoD established the position of the Lead Independent Director (“LID”) and adopted the Legal Independent Director Charter, which governs the LID’s responsibilities and duties. The LID Charter is available on our [website](#).

The duties of the LID include:



Consulting and agreeing with the chairman of the BoD on the frequency, schedule, and agenda of the meetings of the BoD.



Coordinating and presiding over all meetings of the BoD at which the chairman is not present.



Serving as the principal liaison between independent directors, the chairman/CEO, and the senior management.

On November 12, 2025, the BoD re-appointed Mrs. Linda Rottenberg to serve as the LID.

Board of Directors Committees

Corporate Governance and Nominating Committee

Globant's Corporate Governance and Nominating Committee (CGNC) oversees the Company's Sustainability matters. Among other important tasks: i) it develops and recommends to the BoD a set of corporate governance principles and keep abreast of developments with regard to corporate governance to enable the Corporate Governance and Nominating Committee to make recommendations to the BoD in light of such developments as may be appropriate; ii) it oversees the Company's environmental and sustainability policies and initiatives, and significant risks related to the Company's operations in coordination with other committees and management, as appropriate; iii) it oversees the Company's policies and initiatives relating to corporate responsibility, including human rights and ethical business practices in compliance with applicable laws, and risks related to the Company's operations and engagement with customers, suppliers and communities; iv) it periodically reviews and oversees compliance by the directors with the Company's Code of Ethics.

The CGNC comprises three independent directors and regularly reports to the BoD on its resolutions, recommendations, and other matters of its incumbency. The chairman or any other member of the CGNC may make reports orally. The CGNC meets at least twice yearly or more frequently as circumstances dictate. The BoD meets at least quarterly, and the CGNC reports to the BoD at least once a year. If significant matters arise, the reporting period can be shortened.

The climate emergency is a potential long-term game-changer in most industries; managing climate aspects appropriately and including them in our BoD's duties is essential. In this regard, we have strengthened our climate action at the governance level by incorporating strategies and objectives related to oversight of climate-related financial risks and opportunities.

The BoD has delegated the responsibility to assist in fulfilling its responsibilities regarding the Company's director nominations process, developing and maintaining the Company's corporate governance policies, and other related matters required by mandatory rules and regulations to the Corporate Governance and Nominating Committee (CGNC).

Many of our BoD members possess expertise in navigating Sustainability challenges, ensuring compliance with regulatory standards, and proactive leadership in sustainability initiatives.

This skill set aligns with our strategic vision, reflecting a commitment to long-term success, ethical management, and responsiveness to emerging challenges in the ever-evolving landscape of corporate responsibility.

The CGNC regularly reports to the BoD on Sustainability issues: (i) following meetings of the CGNC, (ii) concerning such other matters as are relevant to the CGNC's discharge of its responsibilities, and (iii) with respect to such recommendations as the CGNC may deem appropriate. The report to the BoD may take the form of an oral report by the Chairman or any other member of the CGNC designated by the CGNC to make such a report.

Audit Committee

Globant's Audit Committee (AC) oversees our corporate accounting and financial reporting process and the audits of the Company's financial statements. The Audit Committee charter was amended in November 2023. Among other matters, our AC: i) oversees the integrity of the Company's financial information reported to the public; ii) reviews the qualifications, independence and performance, and remuneration of the Company's independent auditors; iii) oversees the performance of the Company's internal audit function; iv) reviews material transactions between the Company or its subsidiaries with related parties (other than transactions that were reviewed and approved by the independent members of the BoD or other governing body of any subsidiary of the Company or through any other procedures as the BoD may deem substantially equivalent to the foregoing) to determine whether their terms are consistent with market conditions or are otherwise fair to the Company and its subsidiaries; v) reviews and evaluates enterprise risk management (including cybersecurity) prior to the BoD's review and approval; and vi) reviews and

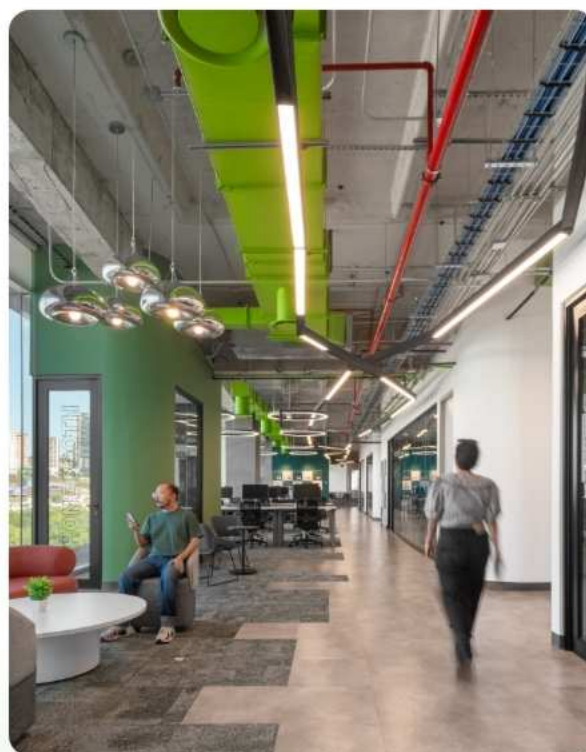
evaluates the Company's compliance with legal and regulatory requirements; and any such other duties as may from time to time be assigned to it by the BoD or are required by the rules and regulations of the SEC or of the New York Stock Exchange ("NYSE") with its scope and skill.

Climate-related risks and opportunities management are part of the Company's strategic and operational risk and are reviewed by the BoD committees. The AC periodically reviews and discusses with the Company's management the risks (which may include, among others, operational, regulatory and legal, technology, cybersecurity, and financial) and the risk assessment, including risk management policies and programs adopted to monitor, control, mitigate, and manage such risks.

Compensation Committee

Globant's Compensation Committee (CC) reviews, recommends, and approves policy relating to our officers' and directors' compensation and benefits, administers our common shares option and benefit plans, and reviews general policy relating to compensation and benefits. Duties of our CC include: i) reviewing and approving corporate goals and objectives relevant to the compensation of our directors, chief executive officer, and other members of senior management; ii) evaluating the performance of the chief executive officer and other members of senior management in light of those goals and objectives; iii) based on this evaluation, determining and approving the compensation of the chief executive officer and other members of senior management; iv) administering the issuance of common shares options and other awards to members of senior management and directors under our compensation plans; and v) reviewing and evaluating, at least annually, the performance of the CC and its members, including compliance of the CC with its charter.

CGNC, AC, and CC charters are available on our [website](#).



Sustainability Governance

The Internal Audit, SOX & Risk Officer reports functionally to the Audit Committee and administratively to the Chief Executive Officer of the Company. The scope of Internal Audit, SOX & Risk activities also encompasses, but is not limited to, objective examinations of evidence to provide independent assurance and advisory services to the Audit Committee and management on the adequacy and effectiveness of governance, risk management, and control processes for Globant. The Audit Committee through the Internal Audit, SOX & Risk Officer is responsible for periodically reviewing and discussing with the Company's management: (i) the relevant Company risks (which may include, among others, operational, regulatory, legal, technological, cybersecurity, and financial risks); and (ii) the risk assessment and risk management policies, practices, programs and/or procedures the Company has adopted to monitor, control, mitigate and manage such risks.

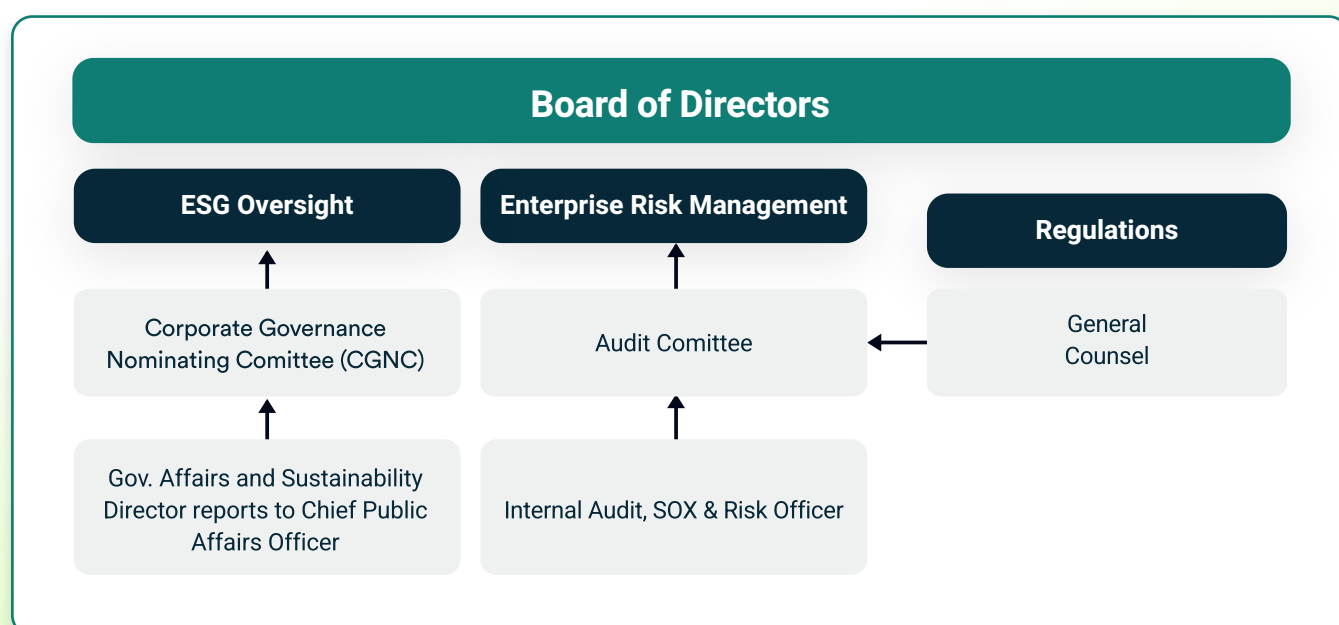
The Risk Management processes are overseen by the Chief Financial Officer (CFO) and the General Counsel. Moreover, the Company's governance, risk management, and compliance program combines three lines of defense under one umbrella.

The **Governmental Affairs & Sustainability Director** oversees climate policy and procedures (including, but not limited to, environmental policy and the GHG process) by monitoring the progress against corporate objectives and climate-related targets.

It also reviews performance regarding strategy implementation and planning, the effectiveness of action plans, and annual budgets.

In addition, the Governmental Affairs and Sustainability Director oversees the coordination and monitoring of the action plans established to achieve Globant's environmental goals and targets. This work is carried out in collaboration with different areas across the Company, ensuring the integration of climate considerations into operational and strategic decision-making. This cross-functional governance approach strengthens Globant's ability to identify and address climate-related risks and opportunities, supporting the Company's long-term resilience and value creation.

In addition, the Governmental Affairs and Sustainability Director leads the Be Kind to the Planet POD. This POD is responsible for monitoring the application of the action plans to achieve environmental goals and targets. The POD comprises Globers from different areas of the Company, which helps integrate climate strategy across the organization. It is a critical aspect of the company's overall mission and contributes to the Company's pursuit of profitability. The governance structure was established by considering climate-related risks and opportunities.



Director Compensation

Only directors deemed independent under the corporate governance rules of the NYSE are eligible, subject to our shareholders' approval, to receive compensation for their service on our BoD. In this respect, independent members of our BoD can receive cash and share-based compensation for their services as directors.

During 2025, we paid an aggregate cash compensation of \$600,000, and we granted a total of 12,747 Restricted Stock Units (RSUs) to the independent members of our BoD, including 1,821 RSUs granted to Mrs. Linda Rottenberg for her role as LID. Our shareholders had approved all such compensation at our 2025 annual general meeting (AGM).

Members of our senior management who are members of our BoD (Messrs. Migoya, Umaran, and Englebienne) did not receive compensation for their service on our BoD but have received and will continue receiving cash compensation and share-based compensation for their services as executive officers.

*For more information about Globant's directors' compensation, please refer to Item 6. B of our annual report on **Form 20-F** filed with the SEC.*



Glober's compensation



We provide our Globers with a comprehensive and competitive compensation framework composed of fixed remuneration (base salary), short-term incentives, long-term incentives, and a broad range of benefits.

Our variable compensation programs are designed to reinforce our values and culture, promote professional growth, and ensure strong alignment between individual performance and our strategic business objectives. Consistent with our pay-for-performance philosophy, short-term incentive awards are determined based on a balanced assessment of individual contributions and company results. Depending on the role and level of responsibility, performance evaluation incorporates achievement

of predefined key performance indicators, overall company performance, and structured feedback processes — including managerial assessments and, for leadership roles, multi-source feedback.

In addition, we grant selected key employees long-term incentive awards in the form of share-based or share-equivalent instruments, fostering sustained value creation and aligning leadership interests with those of our shareholders.

Integrity

We are committed to establishing and maintaining the highest honesty, integrity, and ethical conduct standards. This principle guides how we conduct business, make decisions, and treat each other. Our **Code of Ethics (CoE)** sets the guidelines and principles necessary for promoting and assuring good behavior within the organization. It covers important topics such as ethical conduct, responsible and transparent business practices, anti-discrimination, anti-corruption, anti-money laundering, conflicts of interest, and protection of Globant's assets. Our Code of Ethics was approved by the Company's Board of Directors. The Code of Ethics and Corporate Policies apply to all of the corporate group's business, and to all governance body members, and are communicated to all employees worldwide. Any amendments to the Code of Ethics will be disclosed on our investor relations **website**.

We have implemented several additional corporate policies in alignment with the Company's focus on ethics, integrity, and transparency, including the Company's **Anti-corruption Policy, Insider Trading Policy, Related Party Transaction Policy, and Anti-Harassment Policy**. We also have a **Supplier Code of Conduct**, which outlines the standards and principles that any supplier, their employees, agents, and subcontractors ("Suppliers") working with Globant must uphold and fully comply with, which must be implemented for Suppliers' entire supply chain. This Code of Conduct complements Globant's Code of Ethics and details more specific commitments our Suppliers must comply with.

Our UK **Modern Slavery Statement** addresses specific human rights matters in further detail. It is updated annually and is also available on our website. This statement has been issued pursuant to the UK Modern Slavery Act from the primary subsidiary of Globant for the United Kingdom to account for our efforts to mitigate all types of modern slavery in our business or supply chain. While this statement fulfills specific reporting requirements of UK legislation, it applies to how we work to support human rights globally and refers to global policies and procedures.

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** ensures the proper approval and reporting of related party transactions. The **Insider Trading Policy** provides standards for trading securities of Globant or other publicly traded companies while possessing material non-public information.

Additionally, our **Anti-Harassment Policy** outlines our commitment to maintaining a respectful, inclusive workplace by prohibiting harassment and explaining expected conduct and reporting processes.

Globant's commitment includes compliance with all laws and prohibiting improper payments, gifts, or inducements of any kind to any person, including officials in the private or public sector, customers, and suppliers. Our **Anti-Bribery and Anti-Corruption Policy** aims to ensure full compliance by the Company, its officers, directors, employees, and agents with anti-corruption laws such as the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act 2010, and any applicable local anti-bribery or anti-corruption laws. All third parties (clients, vendors, or new employees) must complete a ***due diligence process*** before their engagement. In their review, the Compliance Team will determine whether the third party is approved, considering integrity, ethics, data privacy, human rights, and environmental matters.

At Globant, we encourage our employees, as well as third parties, to act proactively by asking questions, seeking guidance, and reporting suspected violations of the Code of Ethics, the Anti-Bribery and Anti-Corruption Policy, other internal policies, and any violation or suspected violation of any applicable law, rule, or regulation. Such concerns may be reported anonymously. We have an **Ethics Line** available to anyone who wants to report any actual or suspected wrongdoing. Any grievance raised through the ethics line is thoroughly investigated per our internal processes, and appropriate mitigating actions are taken. The contact information for our **Ethics Line** is publicly available on Globant's website. All individuals are encouraged to seek advice and raise concerns by using the company's ethics line and reaching out to anyone in management, human resources, or legal departments. We have open-door, anti-retaliation, and confidentiality policies to help protect anyone who reports suspected misconduct. We strictly prohibit retaliation against anyone who seeks advice in good faith, raises a concern, reports misconduct, or provides information. Globant endeavors to promptly conclude investigations and any related remediation. Confirmed violations of our policies are subject to disciplinary action, as appropriate, which will vary depending on the gravity of the misconduct.



Training

Globant has implemented mandatory training for employees and suppliers. The training covers all the main topics from the Company's Code of Ethics and emphasizes the importance of integrity in business practices. It addresses topics such as the prevention of bribery, anti-corruption, conflicts of interest, and the handling of gifts, as well as principles on anti-harassment and anti-discrimination. All employees worldwide have confirmed in writing their commitment to upholding our Code of Ethics.



Human Rights

Globant is firmly committed to human rights. Our comprehensive **Code of Ethics** articulates our commitment to protecting and promoting human rights globally. This Code provides clear guidelines for our conduct and interactions with third parties, emphasizing ethics, integrity, and transparency to mitigate potential negative impacts of our operations. This framework seeks to align with human rights principles across the value chain and aims to support societal goals.

Our Human Rights strategy is aligned with the **UN Global Compact**, specifically with Principle 1, which states that "Businesses should support and respect the protection of internationally proclaimed human rights," and Principle 2, which emphasizes the importance of ensuring that businesses are not complicit in human rights abuses. We also adhere to the principles established by the **International Labor Organization**.

We champion human rights across all our global operations, ensuring that all Globers are entitled to **fair wages and work hours** in compliance with local laws and are guaranteed a **workplace free from discrimination**. As part of their onboarding process, all Globers must sign the Code of Ethics, confirming their understanding and commitment to its principles and standards.

Globant strictly prohibits the employment of **child labor** (i.e., individuals below the minimum age mandated by relevant laws and regulations) and **forced labor** (i.e., prison labor,

indentured labor, bonded labor, military labor, slave labor), does not tolerate any form of **human trafficking**, and will not partner with third parties who engage in such practices or violate these principles.

In addition to our Code of Ethics, our dedication to human rights is reflected in our **Supplier Code of Conduct** and **Modern Slavery Statement**. Vendors are required to comply with our Supplier Code of Conduct and demonstrate their commitment to the UN Global Compact's ten principles through a due diligence process.

Employees and external individuals can use our Ethics Line to report concerns about our Code of Ethics or suspected violations of laws, regulations, or rules. This reporting mechanism allows for both direct and anonymous submissions, and all contact information is publicly available on Globant's website.

As of 2025, there have been no reported incidents regarding Human Rights violations, either internally or externally, demonstrating our commitment to upholding these standards.

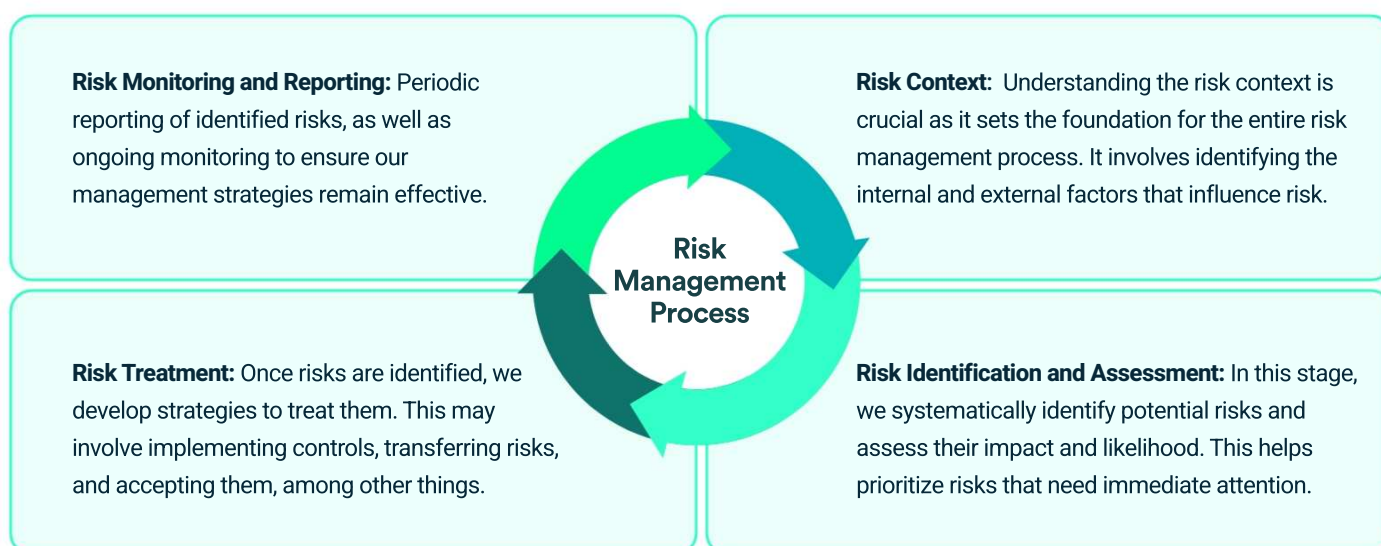
Risks & Opportunities

Our Enterprise Risk Management (“ERM”) framework* is designed to support the achievement of our strategic objectives by identifying, analyzing, assessing, prioritizing, mitigating, and monitoring risks. Our risk management team assists in the implementation of this framework across the organization in collaboration with various areas, in order to establish clear criteria and guidelines. By systematically and proactively identifying and mitigating risk, we enhance performance and support effective decision-making. We use appropriate risk indicators to proactively identify and address risks, which enables us to minimize potential losses and maximize growth opportunities.

For further information on the description of the risks, please see the section “Risk Factors” of **Form 20-F.*

Risk Management Process

Our ERM program adopts a holistic approach to identify risks, assess potential impacts, and foster risk awareness across the organization. We conduct risk assessments involving C-Level executives to gather their insights on the key factors currently influencing the company's business objectives, as well as to identify potential risks and the necessary mitigation actions for implementation. The process of integrating risks and opportunities into the ERM framework includes, but is not limited to:



The risk assessment is updated periodically, at least once a year, to include changes in impact and/or likelihood, either due to the implementation of mitigation plans or changes in the environment and/or our operation. New risks or risks that have changed their impact and/or probability are reviewed and modified as part of a continuously evolving process.

Enterprise risks and opportunities are communicated to appropriate stakeholders to enable integration into Globant’s strategic decision-making.

*We publicly report an extended list of risks, their descriptions, likelihood, and potential impact in our annual report on **Form 20-F** filed with the SEC. The list is categorized by Risks Related to Our Business and Industry, Risks Related to our Global Operations, and Risks Related to the Company and Ownership of our common shares.*

Risk Management Structure

Moreover, the Company's Governance, Risk Management, and Compliance program combines three lines of defense under one umbrella.

First Line

Operational Management

All Globers must identify, assess, manage, and report on the risks that they have in their areas.

Second Line

Risk management & Legal Compliance

Areas related to the internal control and risk management process. They facilitate and supervise the management and reporting of risks.

Third Line

Internal Audit & SOX Compliance

Independent and objective entities to enhance the Company's capacity to create, protect, and sustain value by offering the Audit Committee and management, independent, risk-based, and objective assurance, advice, insights, and foresight.

Emerging Risks

During fiscal year 2025, we also analyzed emerging risks as part of the assessment process. This process allows us to identify, assess, and manage additional risks that may impact the business over the medium or long term and may require specific mitigation or response measures. Examples of the emerging risks identified by the company include:

- Our results of operations could be adversely affected by economic and geopolitical conditions, in particular, the markets in which we operate.
- We are subject to numerous risks associated with the evolving market for products with AI capabilities.
- If our computer systems or data, or our service providers' systems or data, are subject to security incidents or breaches, or if any of our employees misuse or misappropriate data, it may disrupt our operations, and we may face reputational damage, lose clients and revenues, or incur losses.

For Additional Information, **Emerging Risks** section explains the detailed impact of these risks on the company and the mitigation plan defined to reduce them.

Risk culture and awareness

At our organization, we are committed to fostering a robust risk culture that empowers us to collaboratively identify and understand both current and emerging risks. We encourage open discussions about these risks and take proactive measures to address them. Over the years, we have enhanced our risk governance practices, enabling us to safeguard the value created for our stakeholders while also exploring new opportunities for value generation.

We prioritize risk awareness across the entire organization, recognizing its vital role in achieving our strategic goals and objectives. To further strengthen our risk culture, we offer training sessions designed to develop the skills and capabilities necessary for effective risk management.

Our ERM framework is designed to protect the company's strategic objectives. We believe that risk mitigation is a

shared responsibility among all employees. Therefore, we ensure that our team members have access to training on risk identification, mitigation strategies, and effective communication channels, enabling them to manage risks promptly and effectively.



Training

To expand our risk culture, we regularly provide training to develop skills and capabilities to support management in risk management.

Future Outlook & Business Perspectives

Technology continues to influence business strategies across multiple industries. The rapid evolution of digital tools, including AI, compels organizations to reevaluate their operational frameworks and customer engagement strategies. The ongoing transformation, driven by generative AI and advanced analytics, is fundamentally altering business practices and establishing new competitive paradigms. To remain relevant and thrive in an increasingly digital environment, companies must proactively embrace these changes.

The demand for digital transformation services is expected to increase as organizations continue to invest in technology. Industry experts have identified several key trends that are expected to dominate the technological landscape and influence demand for digital transformation services in the coming years, including the following:



Cloud IT Services Growth. According to Gartner, the cloud IT services market is expected to reach approximately \$439 billion by 2028. Gartner estimates that the percentage of organizations adopting more complex hybrid environments and requiring external public cloud IT transformation services may increase.



AI Services Expansion. Gartner projects that the market for AI services may reach approximately \$609 billion by 2028, with a CAGR of 21.4%. Of particular note is the significant growth of generative AI capabilities, which, according to Gartner is expected to represent 25% of all AI services engagements by 2028. This anticipated trend highlights a move towards outcome-focused AI implementations that prioritize business results over technology. IDC predicts that by 2029, driven by significant architecture changes in the enterprise IT landscape due to agentic AI, 30% of all contractual engagements with service providers will be outcome-based.



Investment in Product Engineering Services. According to IDC, spending on product engineering and operational technology services will increase to approximately \$350.7 billion by 2028. Companies are increasingly seeking external expertise to drive their product development processes, particularly as they look to innovate in digital and physical domains. This growing demand emphasizes the need for consulting firms to offer tailored solutions that address the complexities of modern product engineering challenges.

As organizations address evolving technology requirements, they may increasingly engage external service providers to support their digital transformation initiatives. In addition, organizations that prioritize sustainability, agility, and innovative practices will thus be better equipped to respond to evolving market demands and technological advancements.



AI Powerhouse

AI Powerhouse

At Globant, for the last **22 years**, we've **reinvented how technology and creativity come together** to transform business. Today, we're doing it again.

We are a **Full-Stack AI company**, built to help enterprises move from AI curiosity to **AI-powered execution at scale**. Not just to stay relevant, but to become indispensable, embracing an AI-powered future.

We know how technology works. For over two decades, we've been building solutions that move industries forward. We know how business works. And we know how people work, their needs, ambitions, and creativity fuel everything we do.

But the rules of the game have changed. Today, 95% of generative AI pilots fail. The challenge isn't experimentation, it's knowing how to apply AI to drive real impact and ROI at scale.

And we are able to deliver it.

because we built an end-to-end AI ecosystem powered by three pillars.

AI Pods



Globant ►
Enterprise AI



Studios



AI Pods

Service as Software

Change isn't a one-time event, it's constant. Innovation moves fast, and it's AI-driven. But traditional IT service models need an update. That's why we launched an entirely new model for IT services.

Globant AI Pods is the **first subscription-based model for engineering services powered by Agentic AI**. Designed to accelerate delivery, enhance outcomes, and unlock business value, AI Pods combine **Agentic AI, orchestrated and supervised by Globant Architects**. Delivery at the speed of change.

Instead of paying for hours, you **subscribe**, receive **tokens**, and spend them on outcomes: development, UX, QA, AI workflows, architecture, product design, and more. It's fast, predictable, and outcome-driven—with guaranteed time and cost savings. And the impact is real:



Global banks **cut delivery times by 50%** while lowering costs.



Enterprises **modernize legacy systems** and **scale new products** in record time.



+20 clients adopted AI Pods in one quarter, fueling our fastest pipeline growth ever.

Because the world where you could “buy time” and slowly ship... is over.

AI compresses workflows.

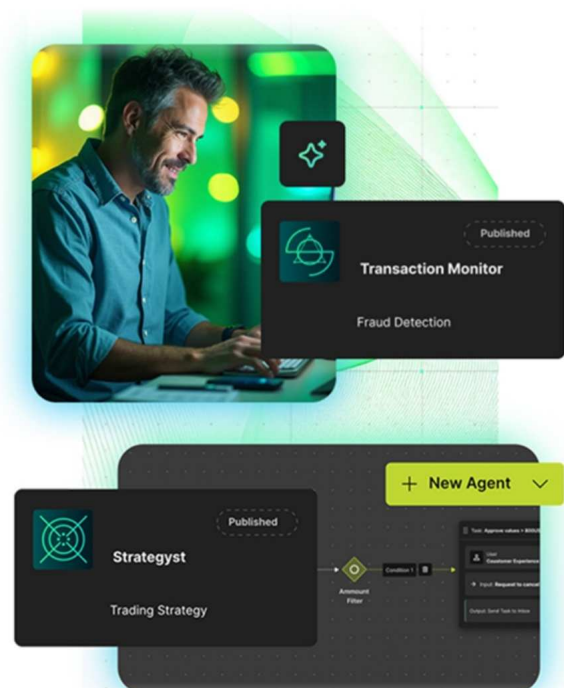
Markets move faster.

Regulatory deadlines don't wait.

And enterprises can't afford to modernize at yesterday's pace.

So no, this isn't “software as a service.”

It's time for services as software.



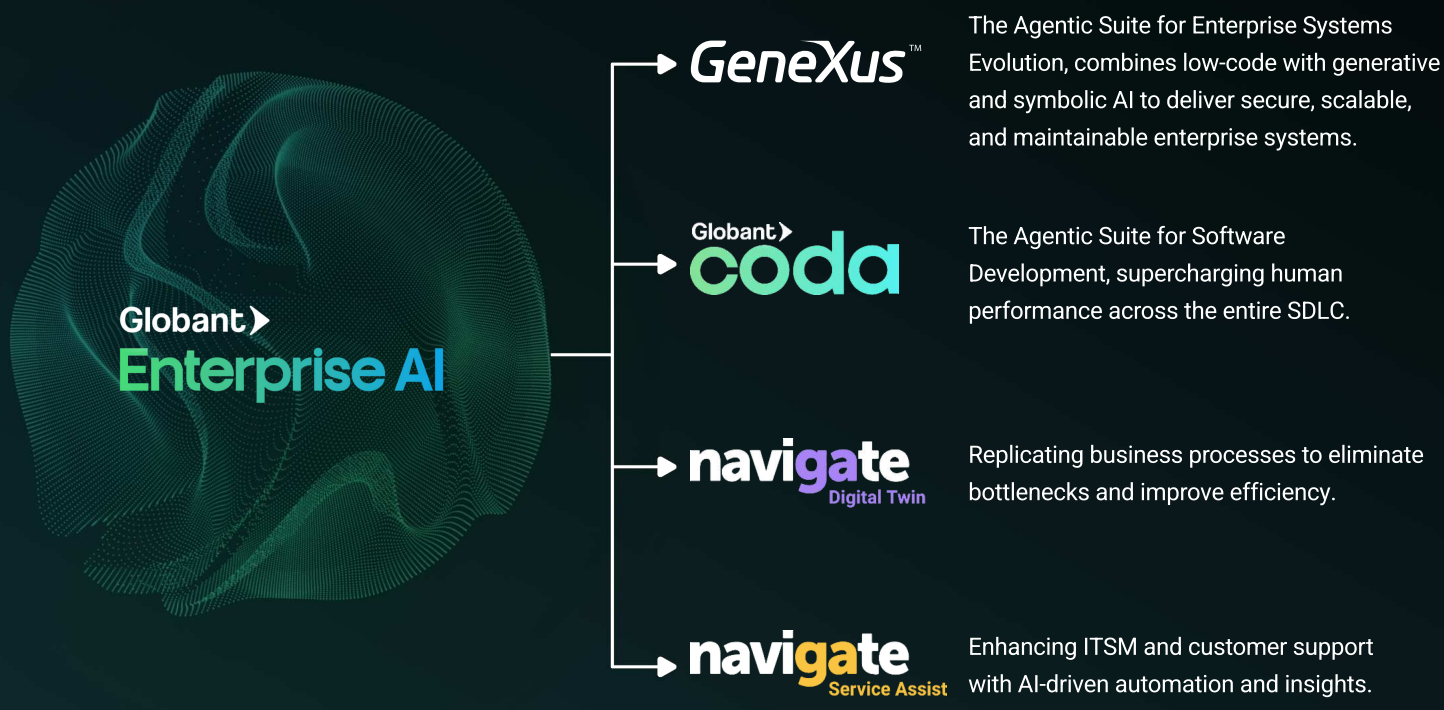
This isn't just a shift in technology.

It's a new way to move, build, and grow.

Globant▶ Enterprise AI

One Platform. Unlimited AI Agents.

At the core of this ecosystem is Globant Enterprise AI (GEAI), our agentic innovation platform and productivity backbone. GEAI enables enterprises to build, orchestrate, and govern private AI Living Systems securely and cost-effectively, enabling them to move from pilots to scaled impact in just a few clicks. Built on GEAI, Globant's AI Powerhouse includes a portfolio of agentic suites and platforms designed to transform enterprise operations:



Our ecosystem is completed by platforms like:

StarMeUP

which power employee engagement and culture

daxia
by Globant

which enables embedded finance across digital ecosystems.



Studios | Industry Depth + Execution Power at scale

AI power alone isn't enough.

Real transformation happens when intelligence meets **deep industry understanding and strong execution**.

That's why our third pillar is our Studio model, which combines:

01

AI Industry Studios
(Industry depth)

02

Core Studios
(cross-technology delivery muscle)



01 AI Industry Studios: Built for real-world complexity

We don't believe in one-size-fits-all solutions.

Each of our AI Industries Studios is laser-focused on the unique challenges, regulations, and opportunities of a specific sector, bringing together domain experts, technologists, and agentic capabilities tailored to real-world complexity.

Today, we operate across these Studios serving:

Financial Services



We help financial institutions reinvent themselves faster and smarter. Discovering scalable **AI** and **cloud solutions** to elevate customer experiences, improve operational efficiency, and boost profitability in the **Banking Industry**.

Healthcare & Life Sciences



From research and development in life sciences, through evidence generation, clinical decision support, and personalized treatments, to operational excellence, and end-to-end marketing, digital technologies enable better and more intelligent processes and ways of working.

Airlines



We offer first-class aviation and AI solutions to help our clients take their business to new heights. Whether it's optimizing operations, enhancing customer experiences, or streamlining technology, we deliver future-ready solutions that drive efficiency and growth.

Gaming & EdTech



We design and support multi-platform world-class games and digital solutions, partnering with clients to deliver exceptional, AI-powered experiences that empower players, educators, and students to thrive.

Media, Entertainment, Sports & Hospitality



We empower our clients through AI technology and cutting-edge solutions to create dynamic content, elevate fan and guest engagement, and deliver powerful, memorable experiences that strengthen their industry presence.

CPG, Retail & Automotive



Leveraging our global talent network, modular studio model, and AI-powered expertise, we deliver end-to-end solutions that create impact, replace rigidity with flexibility, and elevate the customer experience.

Energy, Oil & Gas & Public Sector



Energy generation, utility delivery, and Oil & Gas demand a paradigm shift—embracing technology and AI-driven digital transformation to optimize real-time operations, achieve new efficiencies, and accelerate integrated and safe decisions.

High Tech & Professional Services



With Globant, clients have a partner who understands the industry's needs, increases velocity, reduces cost, and lives in the era of agentic transformation.

These aren't silos. They are engines of industry-specific innovation, designed to turn AI potential into measurable business outcomes.

02 Core Studios: Cross-Functional Power at Scale

Industry depth is just one layer of our model. Powering every solution are our three Core Studios, which bring cross-functional expertise and execution strength to every engagement:

Digital Studio

Enhances efficiency and accelerates breakthroughs by integrating AI into the software development lifecycle. The capacities within this Studio are comprised of AI:

-
- Connected Experiences
 - Cybersecurity
 - Data
 - Immersive Experiences
 - Quality Engineering
 - Robotics
 - Engineering
 - CloudOps
 - Blockchain
 - Business Hacking
 - Cultural Hacking & Agility
 - Fast Code
 - Internet of Things
 - Digital Twin
 - Payments
 - Legal AI
 - Sustainable Business
 - Loyalty

GUT Studio

Empowers our clients to better connect their brands to end-consumers through remarkable experiential marketing. Using the latest technology, including AI, our teams turn data into insights and actions to obtain great results for our clients through the following Studios:

-
- Strategy
 - Advertising
 - Content and Social
 - Full Funnel Media
 - Martech
 - Design
 - Product
 - Commerce

Enterprise Studio

Leverages tailored technology for streamlined operations and productivity at scale. We provide customers with end-to-end business process transformation services to prepare their entire organizations for reinvention. The Studios within this network consist of:

-
- SAP
 - ServiceNow
 - Salesforce
 - Oracle
 - AWS
 - Adobe
 - Google Cloud
 - Microsoft
 - Process Optimization

Each Core Studio is equipped with its own Agentic Suite—tailored tools and AI agents designed to automate, optimize, and elevate performance end to end:

Globant▶
coda

(Digital Studio)

Accelerating the entire software development lifecycle.

navigate

(Enterprise Studio)

Optimizing business operations and performance at scale.

gut

(GUT Studio)

Enhancing marketing, communications, and advertising with AI at the core.

Together, our AI Industries Studios and Core Studios allow us to move beyond generic AI deployment: enabling industry-specific transformation at scale, with speed, precision, and measurable impact.

> AI Pods

Among the organizations adopting **Globant's AI Pods model** are **LALIGA** and **YPF**, leveraging this approach to accelerate AI-driven transformation.

LALIGA

Globant and LALIGA have partnered to accelerate the future of sports through the adoption of AI Pods powered by Globant Enterprise AI. By integrating agentic AI across all 700 employees and 26 different departments, LALIGA will enhance operational efficiency, unlock smarter performance insights, scale personalized fan experiences, and drive continuous innovation across its organization. Through this collaboration, executed by Sportian, the sports division of Globant, LALIGA reinforces its position as a global leader leveraging cutting-edge AI to transform how sport is managed and experienced.



YPF

AI Pods power YPF's Digital Supply AI platform, transforming its supply chain through agentic AI designed to modernize the end to end of supply chain processes. By combining AI agents with expert supervision, AI Pods accelerate development, enhance productivity, and enable real-time, data-driven decision-making across complex operations. Through this model, YPF reduces operational friction, improve time to market, optimizes costs, and gains scalable, intelligent capabilities aligned with its long-term vision and the 4x4 strategic plan.



Partners in Reinvention

Globant has forged key strategic alliances that reinforce its commitment to innovation and digital transformation across various industries. In 2025, the company announced a strategic collaboration agreement with **Amazon Web Services (AWS)**, which will enhance its cloud solutions and AI-powered transformations.

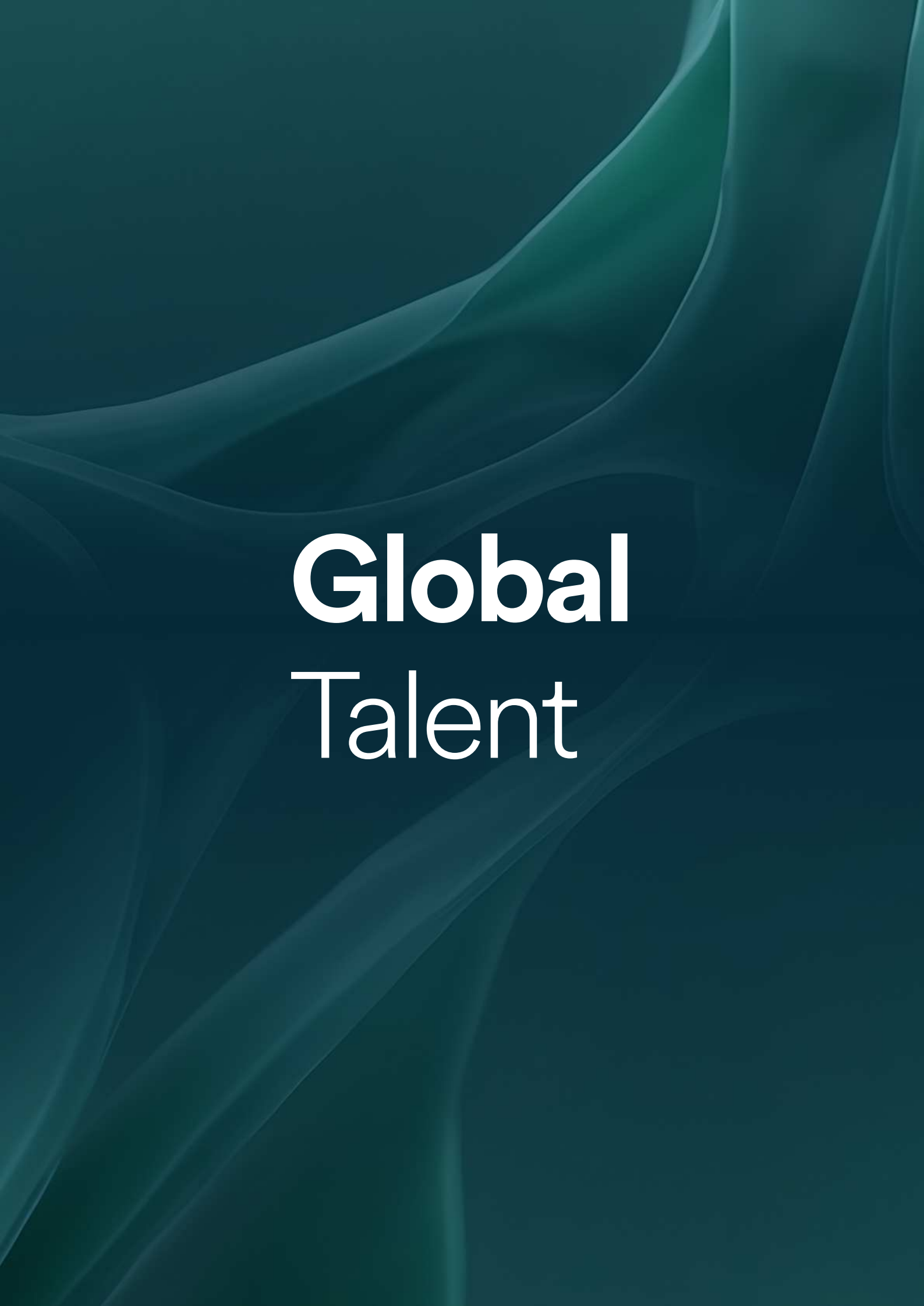
Globant and **OpenAI's** services partnership combines industry-leading AI models with Globant's digital engineering and AI expertise to accelerate enterprise AI adoption at scale. The collaboration enables organizations to securely embed generative AI into core business processes through scalable, responsible solutions. By leveraging advanced AI technologies and deep industry knowledge, Globant helps clients drive growth, improve efficiency, and achieve sustainable competitive advantage.

In the gaming sector, Globant has become RIOT Games' digital transformation partner, collaborating on innovations in game

development and esports experiences for global communities like **League of Legends** and **VALORANT**.

As we mentioned, the company has been chosen by **LALIGA** to lead an innovation program that will transform its operations through artificial intelligence, improving performance analytics and personalizing fan experiences. They have also renewed their partnership with **FIFA**, continuing their efforts to reinvent the football experience through digital platforms and mobile applications for official tournaments. Additionally, Globant maintains ongoing collaborations with **Formula 1**, the **Los Angeles Clippers**, and **Major League Rugby**, supporting their digital evolution and strengthening their connection with fans through innovative platforms and solutions. These alliances reflect Globant's ability to combine its innovative spirit with the expertise of leaders in their respective fields, from sports to gaming.



The background is a deep teal color with flowing, organic, and somewhat translucent shapes that create a sense of movement and depth. These shapes are layered, with some appearing more prominent than others, giving the overall image a dynamic and modern feel.

Global Talent

Global Talent

During 2025, our Talent operations were deeply aligned with Globant's AI-first strategy. By the end of the year, Globant operated with a workforce of 28,773 Globers, reflecting an 8% strategic headcount adjustment from 2024. In April 2025, the Company launched a Business Optimization Plan to strategically transform our organization and operations. This plan was designed to enhance operational efficiency, streamline the organizational structure, and align our cost base with long-term strategic goals. The plan included employee redundancies and the discontinuation of physical office spaces.

During the same period, LTM turnover was 13.6%, underscoring the continued importance of maintaining a strong competitive positioning. Talent concentration remains strategically diversified, with Colombia (21.9%), Argentina (17.8%), and India (17.1%) representing key delivery hubs.

The Recruiting organization leverages nine AI agents across sourcing, screening, and job architecture, reducing operational friction while enabling greater speed and responsiveness.

In 2025, the company onboarded almost 4500 new Globers, sustaining delivery capacity amid structural adjustments.

AI capability building remains a core strategic priority. Over 500 AI POD Architects and more than 2,400 AI POD Domain Experts were trained, forming the foundational talent base for Globant's AI POD solution offering. This is complemented by a personalized AI Upskilling strategy designed to embed AI fluency across teams at scale.

Internal development continues to reinforce organizational stability. 8.4% of Globers were promoted, and more than 2,200 accessed new growth opportunities through the Open Career marketplace. Globers invested an average of 52 hours in learning, totaling over 28,000 learning experiences.

Collectively, these actions reflect a deliberate shift toward a leaner, AI-enabled, skills-driven workforce model designed to sustain growth, strengthen internal mobility, and reinforce Globant's long-term competitive positioning.

Globers through the years



(1) Includes Globant's headcount and newly-acquired companies' headcount in 2025



Globers by Country

Country	Headcount	Headcount (%) ⁽¹⁾
 Colombia	6305	21.9%
 Argentina	5115	17.8%
 India	4927	17.1%
 Mexico	2531	8.8%
 Spain	1689	5.9%
 Brazil	1665	5.8%
 Peru	1217	4.2%
 Chile	1036	3.6%
 Uruguay	847	2.9%
 USA	839	2.9%
 Romania	619	2.2%
 Italy	404	1.4%
 Ecuador	270	0.9%

Country	Headcount	Headcount (%) ⁽¹⁾
 Moldova	180	0.6%
 UK	158	0.5%
 Bulgaria	143	0.5%
 United Arab Emirates	134	0.5%
 Canada	113	0.4%
 Denmark	95	0.3%
 Saudi Arabia	67	0.2%
 Vietnam	64	0.2%
 Costa Rica	63	0.2%
 Belarus	63	0.2%
 France	53	0.2%
 Others ⁽²⁾	176	0.8 %
Total	28,773	100,00%

(1) Includes Globant's internal headcount (excludes contractors and includes trainees) and newly acquired companies in 2025.

(2) Others include Globers by country: Philippines (42), Morocco (26), Netherlands (25), Australia (22), Germany(18), Singapore (12), Portugal (11), Panama (11), Ireland (6), China (2), Luxembourg (1). For more information, please refer to the Appendix section.

Turnover LTM

2025⁽¹⁾	2024	2023	2022
13,6%	9,5%	8,1%	16,7%

Talent Attraction & Retention

In 2025, we continued evolving our Talent Attraction strategy, reinforcing our role as a strategic partner to the business. With a strong focus on scalability, adaptability, and proximity to our clients, we deepened our integration with Globant's business priorities while accelerating our AI driven transformation across recruiting processes.

This year marked a significant step forward as we aligned our recruiting strategy with the launch of **Globant's AI Studios**, adopting this new organizational structure to position our recruiting teams closer to the business. From Recruiting, we strengthened our collaboration with AI Studios to better understand evolving client needs, anticipate talent demands, and ensure our teams are embedded where innovation happens.

Throughout 2025, we continued strengthening our recruiting presence in our core, long standing markets with sustained hiring demand, including **Colombia, Argentina, and India**. In parallel, we focused on consolidating our presence in developing markets such as Saudi Arabia, the United Arab Emirates, Morocco, Vietnam, Denmark, and Moldova, reinforcing their role within our global talent footprint.

Today, our **Recruiting organization** operates across more than 20 countries, ensuring proximity to local talent ecosystems while maintaining a globally aligned strategy, with an average recruiter tenure of over 3 years.

During 2025, we welcomed 4900 new Globers, contributing talent across key industries such as Finance, Professional Services & High Tech, Media & Entertainment, Consumer Goods & Manufacturing Healthcare and Gaming. These new hires are now supporting 1400 projects and teams, directly enabling business growth and client success across multiple regions.

Committed to developing the next generation of talent, we continued investing in our **internship programs** throughout 2025. This year, we hired 500 interns, providing early-career professionals with hands-on experience on high-impact, real-world projects. Our interns primarily contributed across technology, AI, and digital transformation initiatives, fully integrating into our teams and reinforcing our long-term talent pipeline strategy.

We continue to evolve our recruiting operating model by leveraging technology to improve efficiency, decision-making, and scalability. By adopting Globant Enterprise AI, Recruiting is laying the groundwork for an agent-supported, agentic model under recruiter supervision.

Today, **9 AI agents** support core recruiting activities, including sourcing, screening, job description creation, interviews, and content generation, among others, helping reduce operational load and enable more responsive processes aligned with business demand and talent delivery. This shift represents not only a technological evolution, but a cultural one changing how we think, work, and scale.

In parallel, we continue to invest in the evolution of our **Career Site** as our primary talent attraction channel, strengthening how candidates discover opportunities, apply, and interact with our brand in a clear and efficient way.



Globant Culture & Engagement

Our Culture: The Foundation of Our Reinvention

Since our inception, culture has been Globant's foundation and guide, driving our actions and turning strategy into reality. As we look toward 2030, we continue to evolve our culture to empower our business strategy. This enduring foundation is "The Globant Way", represented in our nine core values, which remain the heart of everything we do and shape our behavior, strategy, and business results: *Be Kind, Team Player, Drive Innovation, Excellence in your Work, Think Big, Have Fun, Own the Place, Cross-Selling Hero, AI Hero*.



Business reinvention is fundamentally a reinvention of what we offer to our clients and the industry. This evolution of what we do is deeply connected to the evolution of how we do it—our culture.

To ensure our culture is tangible, concrete, and observable for both Globers and clients, we have embedded it into our entire company ecosystem. Grounded in our core values, we bring our culture to life at every stage of the journey through:

Organizational Processes: Value-Based Recognition in StarMeUp, Talent Manifesto Competences and Leadership Skills in line with Values, and performance-based Incentives that reward cultural alignment.

Daily Interactions & Environment: Team rituals, 1-on-1 conversations, Globant Together EOY Event, and **Hubs Design**, which creates physical spaces that foster collaboration, creativity, and a sense of belonging.

Operating Model & Frameworks: Our agile Pod Framework, a robust **Cultural Integration Framework** to unify new companies into our ecosystem, AI-powered tools that enhance collaboration, and a flexible work scheme built on autonomy and trust.

Creating a Great Working Experience

We aim to foster engagement, productivity, and connection in a hybrid, AI-driven, and global organization by creating a great working experience. Our strategy is built on three pillars:



Continuous Listening: We use tools such as our annual Working Mood survey and mid-year Globant Pulse to identify key engagement drivers aligned with our Employee Value Proposition and the Globant Way, focusing on areas like Leadership, Purpose, and Career Growth.



Make It Happen: We translate insights into action through a portfolio of concrete, data-driven initiatives coordinated across Globant's Geographies, Studios, and Business units, ensuring we address feedback with tangible improvements.



A Work Model of Autonomy, Trust, and Flexibility: We empower our Globers by building a work model based on autonomy and trust, providing the flexibility needed to thrive personally and professionally while delivering outstanding results.

Our 2025 Culture & Engagement Indicators



Working Mood is Globant's annual employee engagement survey, conducted annually to assess the organizational climate and the overall employee experience.

In the most recent edition, participation reached 78% of Globers, representing a +2 percentage point increase year-over-year.

This continued growth in participation reflects the company's sustained efforts to promote open feedback and active listening across the organization.

From an **engagement** perspective, the result stands at **74%**, remaining within a stable range over recent years. In addition:

80% of Globers report pride in being part of Globant, underscoring a strong emotional connection to the company and its culture.

The **Employee Net Promoter Score (eNPS)** stands at **8 points**, which is **aligned with market benchmarks**, indicating a solid level of employee advocacy and employer brand positioning. The Project/Team eNPS is **24**, a very high positive result that demonstrates strong team boundaries.

Culture of respect and belonging

Our vision is to empower Globers to unlock their full potential within a culture of respect. Through **Be Kind to your Peers (BKTYP)**, everyone feels valued and has equal opportunities to thrive. In 2025, our strategy evolved to place **Inclusion, Belonging, and Accessibility** at the core of our corporate identity. We recognize that diverse backgrounds drive innovation and contribute directly to our business success.



Training

To ensure a safe environment for all, we have a mandatory training program that reinforces our updated **Policy Against Workplace Harassment, Discrimination, and Retaliation**, which is available in three languages. The mandatory training is designed to educate all employees, managers, and leadership on recognizing, preventing, and addressing inappropriate conduct, thereby fostering a culture of mutual respect and accountability. Key components of the training include detailed definitions of various forms of harassment and discrimination, clear examples of unacceptable behavior, and specific guidance on the confidential reporting mechanisms available to employees.

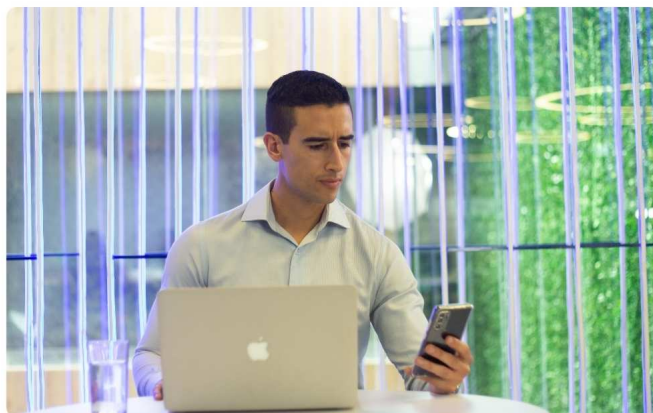
We promote inclusive **affinity groups** open to all employees, creating safe, collaborative spaces that foster a strong sense of belonging, encourage peer-to-peer support, and enable the exchange of experiences, perspectives, and best practices across teams and regions.

Our dedication to fostering an inclusive workplace and driving meaningful change in the corporate landscape was reaffirmed in 2025. We reinforced this commitment by joining **Disability:IN**, continuing our participation in the **Valuable 500**, and becoming part of the **Red de Empresas por la Diversidad** (Di Tella Argentina). Additionally, we maintained our memberships in Chile's **Red de Empresas Inclusivas** (REIN) and Brazil's **Rede Empresarial de Inclusão Social** (REIS).

We are dedicated to enhancing **accessibility** across both digital and physical environments to foster a true sense of belonging:

Hubs Accessibility:

Through a pioneering corporate initiative, we are transforming our offices into fully accessible environments aligned with **AIS (Universal Accessibility Standards)** certification. Offices across Italy, Spain, India, Brazil, Argentina, Chile, and Uruguay have already achieved AIS certification. These certified offices serve approximately 13,500 Globers, representing around 45% of our global headcount. This effort will continue to expand across more offices worldwide, reflecting our ongoing commitment to accessibility and inclusion.



Web Accessibility:

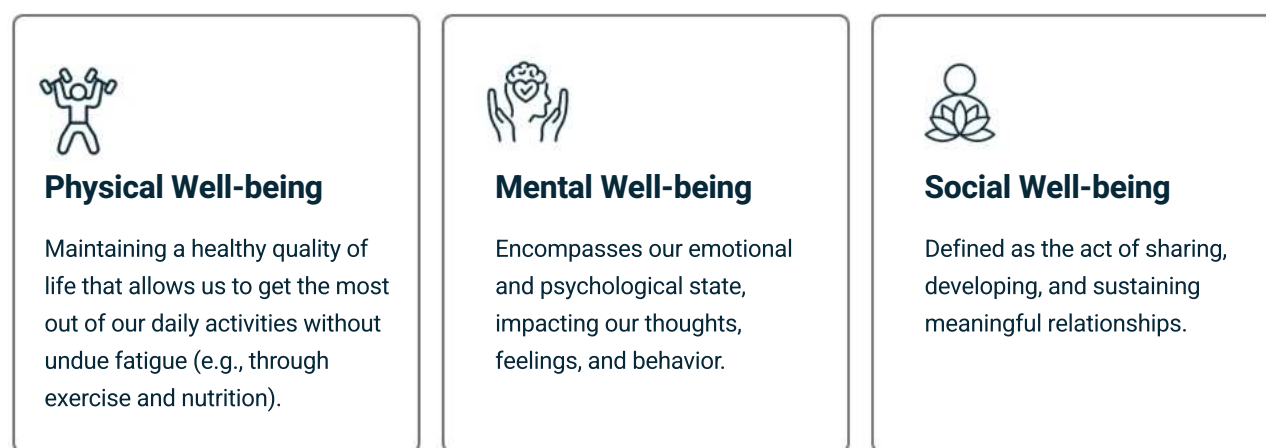
- In 2025, we continued to evolve **a11yfy** (browser based tool designed to revolutionize web accessibility evaluation), strengthening its role as a key enabler of accessible digital experiences. Building on its initial launch, we enhanced the way artificial intelligence is integrated into the tool, resulting in more accurate insights and clearer, more actionable guidance for addressing accessibility issues. These improvements further support teams in understanding the impact of findings and prioritizing remediation efforts with confidence. Additionally, we introduced a new auditing capability that allows accessibility checks to be run directly from the browser's console. This functionality makes evaluations more flexible and immediate, enabling teams to review pages in real time during development and testing. Together, these enhancements reinforce a11yfy's mission to simplify accessibility evaluation, accelerate remediation, and support ongoing compliance and continuous improvement.
- We are strongly committed to ensuring that everyone at Globant understands the importance of accessibility through **talks and training sessions** tailored to different audiences, such as sales, communications, and recruitment teams. Our goal is for each area to understand its role in building inclusive experiences.
- We launched a digital accessibility training program, Digital Accessibility WCAG 2.2 AA Training. The program was delivered in both Spanish and English and was led by accessibility specialists. This training initiative included official international certifications from the International Association of Accessibility Professionals (IAAP) and UN3, complemented by open masterclasses aimed at a broader audience. Together, these components ensured alignment with the highest international standards (WCAG 2.2 and EN 301 549) and the application of globally recognized best practices across multiple projects.
- In addition to the core training program, a special series of **10 masterclasses focused on digital accessibility** was launched. This initiative, developed by the Learning & Universal Design Domain, was designed for technology professionals interested in leading the creation of more inclusive digital products. The program was delivered in collaboration with the Consultant Wider and Fundación Dalat.
- In January 2025, we successfully hosted the **"Inclusive Innovation: The Business of Digital Accessibility" event** as part of our MagnifAI Test Smarter, Not Harder series. The **event** aimed to explore how organizations can transform compliance challenges into significant growth opportunities. Key discussions included: the role of inclusivity as a driving force for business growth, showcasing real-world examples of how technology can be leveraged to create accessible products for all users, and outlining effective strategies for adhering to directives such as the European Accessibility Act while mitigating potential legal risks.
- We launched a **commercial campaign to promote compliance with the European Accessibility Act (EAA)** as an opportunity for companies in Europe to enhance product quality and create inclusive user experiences that reach a broader audience. At Globant, we support this initiative by integrating accessibility into every phase of software development. Utilizing AI agents and platforms like MagnifAI, our quality solution, and we encourage organizations to generate comprehensive accessibility tests and reports aligned with industry standards and WCAG guidelines.

Well-being

The **Be Kind To Yourself (BKTY)** initiative promotes Globers' well-being through prevention and health promotion, focusing on holistic self-care. We foster practices catering to both encourages individuals to take proactive steps toward their general health, underscoring businesses' pivotal role in fostering a healthier, more conscious society.

Three Pillars for Holistic Self-Care

The BKTY strategy is founded on three interconnected pillars of well-being:



Global and Local Well-being

Various global and local initiatives are carried out throughout the year to promote well-being:

Activate Campaign: Fosters physical and social well-being through sports tournaments (football, padel, volleyball, badminton) and running activities to promote healthy habits.

Health Prevention: Health promotion is driven by specific campaigns in our hubs, such as vaccination drives, medical check-ups, and vision care campaigns.

Mental Health Campaign (October 10): Events and workshops are organized, including global Employee Assistance Program (EAP) webinars and over 60 local events across 22 countries. Specific workshops are offered for leaders on personal and team mental health, and for personnel on self-care.

Neurodiversity: We promote neurodiversity through initiatives such as Quiet Rooms and the provision of fidgets in hubs for improved concentration management. We also host awareness webinars and support communities through the UnlimiTed Pods. For training, we maintain disability-specific trainings.

"Be Kind to Yourself" Day: A special day off is granted, after one year of tenure, for Globers to disconnect and reconnect with themselves.

Self-Assessment: The self-assessment tool (4th edition launched in April 2025) helps Globers measure their well-being across three categories (Physical, Mental, Social) and suggests a smart action plan. This survey is for personal use only. Collaborators' data and answers are anonymous. Globant only accesses general data.

Employee Assistance Program (EAP): is a confidential, free program offering support in various areas to Globers and their families. The program is inclusive and available to all **Globers** globally, regardless of their seniority or length of service. Furthermore, this benefit extends to **direct family members** living with the employee, ensuring a supportive environment for their immediate household. The program offers immediate, multi-channel access (including video, live chat, and telephone) to expert clinical counselors across three critical areas:

- **Psychological Support:** Emotional support for managing stress, anxiety, and overall mental well-being.
- **Legal Advisory:** Professional guidance on personal legal matters.
- **Financial Advisory:** Tools and advice for healthy economic management.



Benefits

In 2025, Globant continued to strengthen its total rewards strategy, focusing on providing competitive, equitable, and sustainable benefits that support Globers' well-being, key life events, and overall employee experience across all geographies in which the company operates.

Our benefits program is structured around five core pillars that address the holistic needs of our workforce: **Health; Career & Growth; Flexible Working & Time Off; Savings and Financial Planning;** and **Family**. These pillars are intended to support employees throughout different life stages, career moments, and personal circumstances.

While our benefits strategy is structured around five pillars, in 2025, we prioritized selected areas based on impact, adoption, and alignment with our global total rewards framework. Under the Health pillar, the Company continued to provide comprehensive health coverage for Globers and their eligible family members, including medical insurance, life insurance, Employee Assistance Programs (EAP), and wellness-related initiatives.

Savings and Financial Planning benefits support employees' financial well-being through programs such as internet subsidies, employee stock purchase programs (ESPP), and partnerships with financial institutions and selected vendors.

The Family pillar is a key component of the Company's benefits strategy, supporting employees during significant life events and caregiving responsibilities. During 2025, more than 140 employees utilized the Fertility Treatment Reimbursement benefit, approximately 2,000 employees accessed the Childcare Reimbursement program, and over one hundred employees made use of the Child Hospitalization benefit. These programs, together with parental and adoption leave policies, prenatal and postnatal sessions, and breastfeeding support services and dedicated breastfeeding rooms, are designed to support employees across diverse family structures and life stages. And nowadays, pets are part of our families, that's why we also offer benefits for their health care.

Globant's benefits framework is designed and governed at a global level to promote consistency, internal equity, and cost sustainability, while allowing for local adaptation in accordance with applicable labor regulations, market conditions, and cultural considerations in each jurisdiction. This approach enables the Company to offer benefits that are both globally aligned and locally relevant.

During 2025, the Company continued to focus on consolidating and harmonizing benefits across existing operations, newly acquired entities, and new markets. These efforts included aligning benefit structures, streamlining processes, and reinforcing governance mechanisms related to the evaluation, approval, and implementation of local benefits initiatives.

Through the ongoing evolution of its total rewards and benefits strategy, Globant seeks to support employee engagement, reinforce its people-centric culture, and contribute to the long-term sustainability of its business.



Occupational Health & Safety

Our objective is to ensure the safety and health of all Globers, contractors, and interested parties by identifying hazards, evaluating risks, and establishing intervention and control measures in accordance with current legal regulations. Across all locations, actions focused on legal compliance, risk prevention, training, and promoting healthy and safe working environments were reinforced.

The Occupational Health and Safety Management System (OHSMS) has been implemented in Colombia, Peru, Mexico, Costa Rica, Ecuador, Chile, Uruguay, Spain, the United Kingdom, Portugal, Argentina, Brazil, Italy, and Poland, in compliance with the applicable legal regulations of each country. In 2025:



Globant Colombia received the ISO 45001-2018 follow-up audit, maintaining the occupational health and safety certification.



Spain successfully conducted the Statutory Audit of Occupational Risk Prevention following the establishment of its own Prevention Service in 2023.



Ecuador received certifications for 100% smoke-free spaces and for the “Activate and Live” plan, which certifies that Globant has healthy workspaces. These certifications were issued by the Ministry of Public Health of Ecuador.

Health and safety includes:

- **Occupational Safety and Health at Work Policy**

- At Globant, risks are identified through the Risk Identification and Hazard Assessment Matrix, which prioritizes ergonomic, psychosocial, natural phenomena, physical, and locational risks. Various controls are then implemented to mitigate these risks.
- Several activities are carried out, including emergency planning, first-aid training, evacuation drills, emergency simulations, and measurements of hygiene, lighting, thermal comfort, noise, and ergonomics. Regarding psychosocial risks, surveys were conducted to identify mental health risks. Safety, emergency, order, and cleanliness inspections are carried out in the hubs, and ergonomic inspections of workstations in teleworking
- At Globant, safe and healthy working conditions are provided to prevent accidents, incidents, and deterioration of work-related health due to occupational diseases, through a culture of health promotion. This guarantees the quality of work life and the management of the risks and opportunities of the management system.
- The Globers and senior management are committed to promoting an environment of coexistence, preventing workplace and sexual harassment, and guaranteeing the dignity and integrity of employees.
- The organization ensures the quality of its processes by measuring indicators, providing continuous training, and communicating responsibilities aligned with each role and its associated competencies.
- The results are analyzed through verification activities, such as internal and external audits and management reviews, to identify potential corrective and improvement actions that drive continuous improvement.

At Globant, we promote **worker consultation and participation** through committees in accordance with each country's current legal regulations.

Globers can report unsafe conditions in their work environment through different channels, including ticketing systems, email, or telephone. In the case of teleworking, preventive measures and recommendations are shared to mitigate risks and avoid accidents or incidents, covering topics such as ergonomics, emergency response, and adequate locative conditions.

In compliance with the legal provisions described in the internal labor regulations, Globers are **protected against retaliation**. In addition, they can submit complaints about workplace harassment issues by email to the Labor Coexistence Committee (Colombia), the **sexual harassment prevention committee** (Peru and Colombia), or the Ethics Line (worldwide).

In Colombia, Peru, Mexico, Costa Rica, Ecuador, Chile, Brazil, and Spain, there are **Occupational Health and Safety Committees** that propose and participate in security and health at work activities and are made up of equal parts of representatives from the employer and from the collaborators, and in the rest of the sites have **Emergency Brigades**.



Training

Through Globant University, occupational health and safety training is promoted, fostering a culture of self-care and prevention among **Globant employees**. In 2025, training on **"Ergonomics and Healthy Lifestyles and Work"** was added, making it available to all Globant employees as part of the organization's strategy to strengthen awareness of ergonomics, healthy habits, and the prevention of workplace risks, both in-person and remote work environments.

Career Development

At Globant, we strongly emphasize Globers **as the heart of our work**. We provide a dynamic environment that fosters both personal and professional growth. We don't just promise career advancement—**we deliver tangible opportunities for Globers to own their professional journey**.

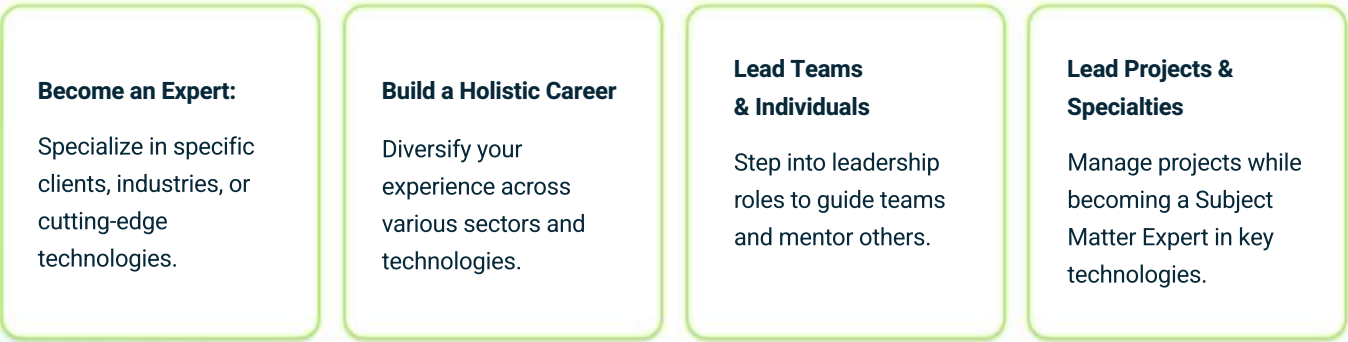
Our **flexible work culture** fosters innovation and provides tools for continuous growth, such as self-learning and collaboration, to shape Globers' careers.

Globant is actively investing in the Globers' future, recognizing their work and providing growth opportunities. Check out key data from our Growth numbers in 2025:



Career Growth

Globers can tailor their career by exploring pathways that support different aspects of their development:



These pathways offer opportunities to learn from Globers globally, enhancing their perspective and future readiness for new challenges and growth opportunities.

To effectively build these pathways, we continue developing and enhancing a Growth Ecosystem that supports Globers' journey comprehensively:

Continuous Learning

Access to platforms and resources like **Globant University Campus**, Udemey for Business, and English Classes, engaging in over **28,000** learning experiences.

Continuous Feedback

Opportunities for peer feedback, leader evaluations, and meaningful conversations to foster a growth culture.

Open Career & Lateral Movements

At Globant, we believe in a culture of autonomy and empowerment that allows us to move around the map and build our career journey. That movement can be both exploring new technologies, accounts, and industries, and moving along our path, advancing our seniority and impact in our role. Open Career is a bold, autonomous, and nimble career marketplace where every Globber can apply to any project at any time. AI facilitates this process, identifying the best-fitting opportunities based on their skills.

Career Mentors

Personalized guidance to help upskill in both soft and technical skills.

Experience Leaders

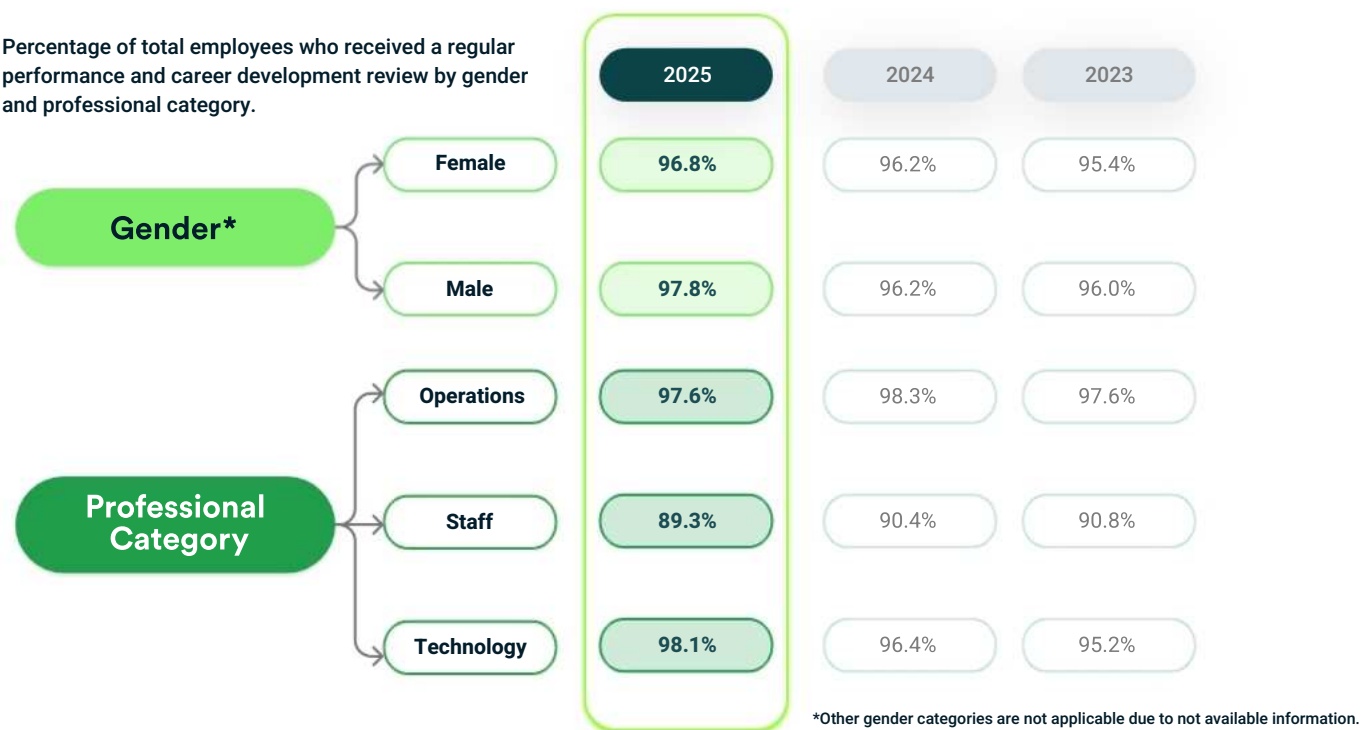
Dedicated leaders who support you in navigating daily challenges.

The entire journey of a Globber is built around a set of competencies that reflect and reinforce our culture and core values. Through the **Talent Manifesto**, we embed our way of working and cultural essence into every aspect of their career. For instance, performance assessments are grounded in behaviors that emphasize collaboration, inclusivity, continuous learning, excellence, and other cultural pillars. Our ongoing feedback and growth culture is based on a framework that includes **Performance Retrospectives, Self-Retrospectives, 360° Feedback, and Feedback for Leaders**, designed to uphold and promote values such as Be Kind, Drive Innovation, Integrity, and Team Player.

In a company that emphasizes core values such as excellence, continuous innovation, teamwork, and creativity, performance discussions at StarMeUp shape our work processes to help everyone reach their full potential. **Performance Retrospectives and Self-Retrospectives** allow leaders to conduct thorough evaluations and offer constructive advice for enhancement. Additionally, Performance Retrospectives facilitate significant discussions by focusing on the importance of providing timely, precise, and honest feedback throughout the various stages of projects and assignments. **+24,000 Globers** had at least one Performance Conversation and assessment to inform career decisions.



Percentage of total employees who received a regular performance and career development review by gender and professional category.



Furthermore, through **Feedback 360°**, any Globber can gather insights from multiple perspectives at any time to drive their role and professional development from colleagues, team partners, or any other Globber in their 360 networks. This instance in StarMeUP includes an AI Feature to assist with feedback crafting and the possibility of recommending a teammate to their Experience Leader for promotion.

At Globant, we encourage feedback at all levels. Therefore, **Feedback for Leaders** is an important opportunity for Leaders to develop their skills and leadership within the company, based on insights from their team members and mentees. It is an opportunity for all Globbers to contribute to leadership's growth by giving confidential, meaningful feedback.

Drive Globber's Career through Learning Experiences

At Globant, we're empowering every Globber to thrive in this new AI-driven world. Following the successful launch of the **AI Mindset Program** in 2024, we have transitioned from building initial awareness to achieving genuine AI adoption across our teams. Our strategic focus has matured to include the deployment of AI agents within production-grade development environments. Central to this evolution is the **AI Upskilling Strategy**, which has transformed how we upskill by providing AI-curated, personalized learning experiences designed to unlock individual and organizational potential. This comprehensive strategy was built on three stages: Ignite curiosity, empower Globbers, and drive best practices.

To *ignite curiosity*, we focused on building awareness, providing essential concepts, and sharing how this transformation impacts our industry and our business. The launch of the **AI Learning Campus at Globant University** was a key aspect of this phase. Through this learning platform, we leveled up the learning offering with tailored learning paths, with a brand new feature called "Learning Tracks", making available a streamlined and personalized learning experience for Tech and non-Tech Globbers, resulting in more than 270 Campus AI Learning Experiences.

Next, we deepened *Empower Globers' technical and role-specific capabilities*. Through immersive learning tied to our AI PODs, Globant Enterprise AI, Globant CODA and specialized AI agents, we ensured every Globber has the skills to thrive. We trained over 500 AI POD Architects and more than 2400 AI POD Domain Experts, building a strong foundational team for our AI PODs solution offering.

Finally, to Drive Best Practices, we are fostering a culture of continuous improvement. We encourage peer learning, cross-pod support and sharing best practices through internal Slack channels, workshops, contests and virtual hackathons: **"The rAise Challenge"** and **"AI Quest"** invited our globers to reimagine and transform the way we work and deliver. Our commitment to hands-on learning resulted in over **230 dedicated AI POD workshops**, fostering practical skill development. It's how we ensure new skills are consistently applied, turning knowledge into business-driven solutions and real-world impact.

This strategy combined formal training with hands-on, real-world learning, closely aligned with our communication efforts and the **AI-First Mindset** culture.

To further integrate AI into our business strategy, we launched the **Mastering the Art of Selling AI PODs program**. This program combined self-paced courses and hands-on business-case-oriented learning experiences to empower our teams to communicate the value of AI Pods in client conversations and navigate the "agentic" era by reinventing our services through advanced AI.

As part of our growth strategy, we strengthened global collaboration through the **English Program**, which features tailored learning paths and assessments. This initiative offers a flexible approach, including small-group classes for People teams focused on power skills, as well as 1-on-1 sessions to address specific professional needs.



Leadership learning programs

At Globant, we are committed to enhancing our leaders' skills through a range of training opportunities. For 2025, we want to emphasize our key **Leadership learning programs** that inspire and develop our leaders, fostering a culture of continuous skill development, growth, and excellence.

To strengthen our leadership pipeline, we introduced a specialized Mentoring Program, which includes **Career Mentors' Workshops** and a **Train-the-Trainer ("TTT") experience**. This initiative, designed for Career Mentors, allows us to scale mentorship workshops across our Talent Development Centers (TDCs), nurturing a culture of professional development. In collaboration with a vendor, these programs aim to build a scalable mentoring culture by equipping leaders with impactful guidance tools and certifying internal facilitators. The focus is on Experiential Learning, with 50% of the training dedicated to hands-on skill practice, peer consulting, and case-study analysis to ensure immediate application.

This initiative aims to develop "World-Class Mentors" informed by insights from Working Mood and Feedback for Leaders data. The TTT phase promotes global scalability and localized delivery within TDCs, recognizing participants with the "Mentoring Learning Hero" badge. The TTT certification is available for experienced mentors who have completed the initial workshops and digital prerequisites.

Additionally, we conducted the **GX Leaders Workshops** to equip our Experience Leaders with essential tools for impactful communication. This program focuses on helping leaders have effective conversations and better align expectations with our Globers.

Throughout 2025, we enhanced our development strategy by incorporating personalized coaching through two key streams. These initiatives aim to promote professional growth and leadership skills through both human expertise and innovative technology.

To foster accountability and long-term growth, we continued our **Coaching for Leaders** initiative, offering a personalized 1:1 journey focused on structured reflection and performance. These sessions are conducted with certified professional coaches and are intended for middle management and above.

In line with our “AI-first” vision, we introduced an **AI Coaching** pilot called **AIMY**. This innovative platform is designed to expand access to high-quality coaching for entry-level and middle-management leaders who typically lack such resources. AIMY offers 24/7 availability and a judgment-free space for reflection, making coaching scalable for situational support, role-plays, and guided self-reflection, rooted in established coaching methodologies, and accessible to employees at all levels. The pilot includes an initial trial phase followed by a dedicated edition for entry-level and middle management leaders, enabling goal-based coaching and situational role-plays via voice and text. By integrating this AI-driven approach, we tailor development to meet our company’s unique needs, ensuring our leadership remains agile and prepared for the future.

These leadership programs facilitate long-term development through measurable outcomes, including strength assessments and progress tracking. While human coaching offers deep personalization, AIMY ensures high-quality scalability and immediate solutions for challenges, supporting over 60 languages to cater to diverse regional requirements.

Through our diverse learning offerings, we reached 29,611 Globers and delivered 28,160 learning experiences. On average, each Globber dedicated 52 hours to learning. Regarding satisfaction, the average learning experience reached an **NPS of 68**, and **89%** of Globers evaluated the applicability of what they learned positively.

	2025	2024	2023
Globers ⁽¹⁾	29,611	28,125	26,093
Training Hours	1,543,344	1,556,922	1,290,787
Average Training Hours per Globber ⁽²⁾	52	55	49

For more information, please refer to the Appendix section.

(1) Average Globber headcount.
(2) Total training hours over average headcount.



Kindness Based-culture

Kindness-Based Culture

We are committed to making a significant impact on the world, advancing step by step. Our mission is to innovate businesses and transform organizations for a promising digital and cognitive future, creating opportunities for skilled individuals to contribute positively on a global scale. Aligned with the United Nations Sustainable Development Goals, we enhance sustainability initiatives for the benefit of communities worldwide. Our “Be Kind” program, launched in 2020, serves as our sustainability strategy, addressing critical

issues such as education, responsible technology use, AI ethics, climate emergency, and workplace wellness. This commitment to kindness is integral to our operations. The Be Kind initiative empowers our team, known as Globanteers, to foster a culture of kindness within our organization, and extends to our Be Kind supplier program, ensuring that partners uphold ethical and sustainable practices.

Globanteers

Globanteers is **Globant’s corporate volunteering program** and crosses all Be Kind actions and programs. From Globanteers, the company launches all the initiatives in which our employees put their solidarity and IT knowledge at the service of the community and the environment. Our volunteer initiatives seek to inspire and train vulnerable communities in technology (*Code Your Future program*), bring the tech world closer to children and adolescents to project their professional life in STEAM careers (*The Inspire Garage program*), develop free software solutions to solve humanitarian problems (*Globant Labs*), organize humanitarian donation campaigns (*All4, Back To School, Children’s Day and Globanteers Giving Back campaigns*), develop environmental actions to reduce and compensate our impact on the environment (*Clean Up Day and Tree Plantation Day*), among others.

Throughout 2025, **2,787 Globant volunteers** dedicated **34,073 hours** to several community and environmental impact initiatives. This effort had a positive effect on the lives of **135,000+ people globally**.

	2025	2024
Globanteers (% of total payroll)	9.7%	10%
Numbers of beneficiaries	135,137	118,700
Number of Actions	363	443
Pro-bono hours	17,202	31,898



Code Your Future

We have benefited over **9,500** young talents with IT training and employment opportunities.



Globant Labs

51,500+ people have used and benefited from our pro-bono projects.



The Inspire Garage

Almost **7,800** children and teenagers enjoyed and learned about technology through its experiences.



Humanitarian Campaigns

We have impacted over **6,000** people through #All4 campaigns and solidarity donations.

Community involvement

At Globant, we believe technology is a catalyst for progress, unlocking solutions to some of the world's most pressing challenges. Our commitment to **Be Kind to Humanity** calls on us to harness innovation responsibly and ensure that technological advances, particularly AI, translate into meaningful, inclusive opportunities for all.

Today, humanity faces complex issues—rising inequality, social fragmentation, and systemic biases continue to shape global realities. From marginalized communities to those experiencing economic vulnerability, we recognize the urgency of bridging these gaps by making technology an equalizing force.

Our approach is grounded in action. Through strategic initiatives, we empower individuals and communities, driving impact through two key pillars:



01

Ed in Tech

Inclusion Through Education: We are dedicated to fostering access to technology education, enabling underserved groups to gain critical skills and thrive in a digital world.

02

Tech4Good

Innovation in Service of Humanity: We channel innovation toward ethical solutions that address societal challenges, from digital inclusion to responsible AI adoption.

By integrating purpose with innovation, we strive to create a world where technology serves as a force for good—empowering people, fostering trust, and driving progress for all.

Ed inTech



EdTech is not merely a technological boom but a means to shape society's future. Recognizing the global imbalance in access to technology, we are committed to addressing this disparity through initiatives such as Code Your Future (CYF) and The Inspire Garage. By promoting **inclusion through education, we strive to bridge the gap and create equal opportunities for all.**

Code Your Future

Code Your Future began in 2019 as Globant's initiative to provide young people with access to technology education. Over the years, Code Your Future has evolved into a comprehensive program designed to uplift veterans, refugees, migrants, individuals with disabilities, and young adults from underserved backgrounds by equipping them with the skills needed to succeed in the tech industry.

Through strategic partnerships, scholarships, mentorships, and professional development opportunities, we foster innovation and a sense of belonging, ensuring a broad range of communities gain access to life-changing career pathways. Recognizing the global disparity in access to technology, **Code Your Future** aims to bridge this gap by promoting education and employability in the digital economy. Our commitment remains strong: *nurturing talent and creating equitable opportunities that spark positive change in communities worldwide.*

War Veterans



Our work with NPower in the United States: Since 2020, Globant has worked alongside NPower to create pathways to economic prosperity for underserved youth and military veterans. Now, we are taking that commitment to the next level. We are currently supporting the expansion of the NPower SkillBridge Cybersecurity program—a collaboration with the U.S. Department of Defense that facilitates seamless transitions for 500 active-duty military personnel into civilian life through a free cyber workforce development program.

People with Disabilities



Employability Workshops with Fundación Integra: Our longstanding partnership with Fundación Integra involves volunteer-led employability workshops covering a variety of topics, such as resume-building and basic IT skills.

Collaboration with Goodjob's courses: With Fundación Goodjob, we engaged volunteers in training programs, providing tech masterclasses, mock interviews, test revisions, and more, aimed at empowering those at risk of social exclusion.

Prison Population

Code Your Future: Tech sin barreras | Uruguay & Chile

Edition: Since 2022, we have taken the challenge of working with the prison population, aiming to provide them with opportunities to acquire new digital skills that will assist in their reintegration into society upon completing their sentences. In 2025, we launched 2 initiatives: one in Uruguay and another in Chile.



In **Uruguay**, we partnered with the University of Montevideo to deliver a 2-month Testing program to 25 women at the Uruguay Women's Prison. Four Globant volunteers provided weekly in-person support to help these women gain tech skills for their final year of reintegration, reinforcing our belief that technology can open doors and transform lives in any context.



In **Chile**, by partnering with Desafío LATAM Academy, we empowered youth from SENAME (National Minor Service) centers through a seven-month course focused on Web UI and language skills. Beyond technical training, our Globant mentors provided the personal and professional guidance needed for these young individuals to project themselves into the global tech landscape and transform their futures.

Socio-Economic Vulnerability



Tantrasnehi in collaboration with Jnana Prabodhini:

Targeted at 1500+ youth aged 18 and above in Maharashtra and the Northeast, this project is designed to secure livelihoods. We provide training in cutting-edge digital tools, including AR, VR, and Tally ERP, as well as rigorous coaching for Government Competitive Entrance Exams. This dual approach ensures beneficiaries have multiple avenues to secure stable employment.



Formar Foundation: The Formar Foundation is a social organization dedicated to enhancing labor inclusion for individuals in vulnerable situations. Globant has supported both the foundation and its participants since 2021 through a range of initiatives, including Soft Mentorships, in which our Globanteers mentor participants from Formar, focusing on soft skills to boost their employability. In 2025, 13 Globant volunteers once again served as mentors to these young talents for 5 months.



Code Your Future: Bogotá Edition: Together with Bogotá's Secretary of Economic Development, Globant provided 150 scholarships and trained people from underprivileged backgrounds, such as Victims of Armed Conflict, women victims of violence, youth lacking education opportunities, and others, in tech training areas like Digital Marketing, Quality Assurance, Test Automation Engineering, and Software Development with JavaScript. With this program, we aimed to enhance employment opportunities for these communities and support joint efforts to create economic alternatives in Colombia's digital ecosystem.



Supporting Fundación Telefonica's Campus 42 Project:

In October 2024, we launched our partnership with Fundación Telefónica and Campus 42. As part of this collaboration, during 2024 and 2025, Globant awarded scholarships to Campus 42 students in Málaga. Moreover, a team of Globant experts developed a web development module accessible to all Campus 42 students that has already impacted hundreds of people.



New Generations: Globant launched the internships program in 2017 to cultivate new talent, partnering with various educational institutions across Colombia. In 2023 the program was named "New Generations", an initiative designed to foster inclusion by providing training and opportunities for employability in the technology sector, ultimately ensuring that the technology ecosystem is supplied with high-quality talent bearing Globant's signature. By creating a robust talent pool, the program aims to strengthen Colombia's digital economy and benefit the entire industry. Since its inception, over 800 students have participated in the program, which includes a learning contract, mentorship assignment, and specialized training in both technology and bilingualism. In 2025 alone, more than 100 Globanteers trained 204 students in a variety of technologies, supporting their hands-on experience at Globant. Upon successful completion of the program, students are offered the opportunity to be hired by Globant.



Code Your Future: Tech Talks: In 2025, we hosted nine monthly Tech Talks tailored for young talents entering the IT industry. These sessions provided over 700 participants the opportunity to learn directly from Globant experts on critical topics such as Cybersecurity, AI-Powered Web Development, UX Design, and Software Architecture. This initiative was made possible through the collaboration of key partners—including Formar Foundation, Laboratoria, and Generation—who share our commitment to expanding access to specialized tech education.



Generatia Tech: As sponsors of Generatia Tech, a 6-month program which includes training and employment workshops on programming, web design, web development, digital marketing, and AI, we contributed to the employability of over 300 people during 2025.

BattleLab with BEST: In 2025, we sponsored BEST's BattleLab Event, a sumo robotics competition where participating students undergo a series of training in various fields, which will help them in the subsequent construction of a robot to compete with. This event promotes participants' development in hard and technical skills, as well as soft skills, through teamwork.

Refugees & Migrants

Moving Together: Migration is one of the most critical socio-economic phenomena today, negatively affecting vulnerable communities seeking personal and professional development opportunities. At Globant, we are convinced that technology offers alternatives for including migrants and refugees worldwide. We have partnered with Tent, an umbrella organization of more than 300 companies globally, to mobilize the business community to include refugees.



TENT: Within TENT, Globant is part of **The Sunflower Project**, a pan-European initiative from the Tent Partnership for Refugees to accelerate the economic inclusion of tens of thousands of Ukrainian refugee women through better access to employment.



Mentoring Program for Refugee Women in Europe: In 2023, Globant joined TENT's Mentoring Program for Refugee Women in Europe. Since then, over 150 refugee women have been mentored by Globers across the UK, Italy, Spain, Denmark, and Germany.



Supporting refugees with HIAS in Romania: During 2025, we supported a programming training program for people with refugee and migrant status in Romania in collaboration with HIAS, a global organization dedicated to creating a world where refugees find welcome, safety, and opportunities.



Bridging the Digital Divide: During 2025, we supported Ateliere Fara Frontiere's Bridging the Digital Divide project aimed at skilling and reskilling vulnerable populations -with a focus on refugees- by offering them hands-on training in IT refurbishment while also teaching them basic IT skills and contributing to environmental sustainability through E-Waste management.



These are some of the Globant initiatives that support talent in their reskilling and upskilling to build successful careers in the IT industry. We have also been working with public institutions and organizations, such as **Ayuda en Acción**, Breaking Barriers, Generation and Sistech in Europe, Campinho Digital, TOTI, Reprograma and Programadores do Amanha in Brazil, SENA in Colombia, Laboratorio in the Latin American region, supporting their talent development through technological and soft-skills workshops and mentorship programs.

THE INSPIRE GARAGE

In 2021, we launched The Inspire Garage to transform reality through education and provide the right tools to inform, motivate, and facilitate access to STEAM careers for children and teenagers worldwide.

After five years, we continue to reinvent how we inspire the next generation of tech talent through diverse initiatives that engage youngsters, foster their interest in technology, and help them develop skills in tech-related disciplines. Since the program's inception, **we have impacted over 7,400 children and adolescents** through masterclasses, workshops, inspirational talks, challenges, and mentorships in AI, programming, gaming, cybersecurity, the metaverse, and digital marketing.

How do we do it? We establish strategic alliances with NGOs, educational institutions, and governmental organizations that serve as bridges to the teenagers we aim to empower. A prime example occurred in 2025, when nearly **100 Globant volunteers** from Latin America and Romania delivered **39 Masterclasses**—mostly hosted at our offices—reaching **over 2,200 students**. These sessions were made possible through collaborations with key partners, including Universidad de los Andes (CO), Fundación Goyñ (CO), Juguetes Rasti S.A. (AR), Fundación Banco Nación (AR), Impacto Digital (CR), Servicios a la Juventud (MX), Quilombo Guaraní (BR), Fundación Los Pinos (UY), Liceos Sofofa (CL), Nerdvana (RO), Ajungem Mari (RO), among others.

In 2025, we also launched three '**Garages**'—specialized mentorship programs covering programming, gaming, and digital marketing. Throughout the year, over **400 teenagers** met weekly with our experts for a month to delve into these fields. Specifically, the Programming Garage focused on web development and testing, the Gaming Garage on Game Design, and the Content & Social Media Garage on AI-driven content creation. Participants who completed the program received a certificate and entered a giveaway for special prizes.



Robotics for Rural Communities



Advanced with Robotex India, a non-profit promoting STEAM, Robotics, Artificial Intelligence, Machine Learning, and IoT in Government Schools in urban, tribal, and rural areas. Through this program, specialized teachers provide robotics kits and courses in four schools in Maharashtra, India, impacting over 10,000 students across Pune, Bangalore, and Hyderabad aged 7-14 since 2022. This year, 10 teams (30 students) from Globant India proudly represented India at Robotex International 2025 in Estonia, standing among innovators from over 50 countries. One of the teams secured 3rd Place out of 7,000+ participants.



AI and Advanced IT skills training



In cooperation with Aseem Foundation, this initiative transforms the Chinar YUVA Centre into a hub of advanced learning. We are funding and structuring an “AI and Advanced IT Skills” training program for 135 youth in this region. By introducing high-end tech skills in an aspirational district, we are creating constructive pathways for youth development and integration into the mainstream economy.

Learning to Learn



In cooperation with Jnana Prabodhini, we are conducting a school-level program designed for students and teachers, which addresses the root causes of academic struggles. It features a “Learning to Learn” module that teaches 1,510 students how to study and think critically, as well as 40 teachers how to teach these skills. Additionally, it includes the “SAIYAM” initiative, which proactively addresses adolescent addiction to substances and screens, ensuring students remain on a healthy developmental path.

Nerdava



We proudly offer 50% scholarships to 50 exceptionally talented students who need financial assistance for the Robotics and Computer Programming 2025 fall and 2026 spring courses, provided by Nerdvana, a leading educational institution in Romania specializing in advanced STEM education and competitive preparation. During the summer, we also supported Nerdvana's summer camp, where Globers had the chance to offer the participants different masterclasses on the IT industry and gaming.

Mobile School



In 2025, we supported the Save the Children's Mobile School project in Iasi: an educational tool that enables the organization of educational activities directly in the community. It is a box on four wheels with extendable boards on which one can attach different boards on topics such as literacy, mathematics, health education, emotions, creative therapy, etc. Children from disadvantaged communities have the chance to develop their skills and increase their self-esteem, so they can return to school.

Girls Programming Clubs



We seek to explore and reinvent what it means to be a programmer for girls, inspiring young women to pursue careers in the IT industry. As every year, we joined forces with the NGO Club de Chicas Programadoras to bring free, programming-focused mentoring to girls aged 12 to 18.

In **2025**, we opened **10 clubs**, where **315 teenage girls** from Buenos Aires (AR), Córdoba (AR), Santiago de Chile (CL), Madrid (SP), Bogotá (CO), and Medellín (CO) participated. Over three months, through weekly mentorship sessions led by 56 dedicated Globant volunteers, these young women dove into web programming and technology, bridging the gender gap one line of code at a time.

Since **2021**, we have opened **79 Girls Programming Clubs**, where 333 Globers from Latin America and Spain have taken on the crucial role of mentors, providing guidance and support to **1,307 teenage girls** who aspire to explore the world of programming. This initiative not only underscores our commitment to fostering diversity and inclusion in the tech industry but also exemplifies the positive impact that mentoring can have on the next generation of aspiring female programmers. Through these Girls Programming Clubs, we are not only cultivating coding skills; we are empowering young minds to break barriers in the tech world.



Supporting Science



In Brasov and Timisoara, we joined forces with Fundatia Comunitara to support STEAM education through the Fondul Stiintescu, a project that encourages those passionate about showing children, through experiment, practical activities, and play, impacting more than 500 children from rural areas.



Supporting Teachers



Collaborating with Ave Romania, an organization whose mission is to transform Romania's educational system by scaling programs with a transformational impact on schools. The Transformation Program builds on experience gained over the years working with dozens of other schools and pursues multiple levels of intervention.

Technovation Girls



In 2025, we joined Technovation in Argentina, Brazil, Colombia, Mexico, Romania, and Spain. Technovation Girls is a program where girls across the globe step up to solve problems in their community with technology, supported by a network of mentors, ambassadors, volunteers, and parents. As mentors, Globers had the chance to teach girls aged 8-18 the basics of technology and entrepreneurship and to inspire them to tackle and solve societal problems. During this year, **15 Globers** guided almost **60 teenage girls**.



Eduencers



As part of The Inspire Garage program, we created Eduencers, an initiative that equips teachers with IT skills, technologies, and methodologies to strengthen classroom instruction and motivate students to choose STEAM careers. Recognizing the essential role teachers play in guiding adolescents' career choices, Eduencers provides educators with the technological tools they can pass on to their students.

In 2025, we launched a digital upskilling program for 600 secondary school teachers in Pune, in cooperation with MKCL. We train them in AI-powered teaching competence and digital pedagogy, enabling them to modernise their classrooms and impact thousands of students annually.

Minecraft Interschool Challenge



Our '**Minecraft Interschool Challenge**' reached a new milestone in 2025 with its third edition. Spanning ten cities across Latin America, the competition challenged nearly **300 young students** (ages 12-15) to build official Formula 1 tracks with digital precision. With the guidance of **80 Globant** volunteers, 91 teams transformed their creativity into technical skill during the construction and exhibition phases.

This competition challenges teenagers to create, innovate, and learn by harnessing the power of technology. The 2025 challenge invited schools from Buenos Aires (AR), Córdoba (AR), Tandil (AR), Tucumán (AR), Santiago de Chile (CL), Bogotá (CO), Medellín (CO), Ciudad de México (MX), Montevideo (UY), and Lima (PE) to participate in both a local tournament, in which schools from the same city competed against each other, and an international tournament, in which the winning team from each city participated. Ultimately, a team from Buenos Aires, Argentina, won the international victory.



Tech4Good

Our **Tech4Good** pillar exemplifies our commitment to sustainable development and the use of technology for the benefit of humanity. We are dedicated to *addressing challenges, optimizing benefits, and maximizing positive outcomes for sustainable, equitable, and inclusive growth.*

During 2025, we leverage our technological skills to address social challenges. We collaborate closely with nonprofit organizations to design tools that positively impact their missions.

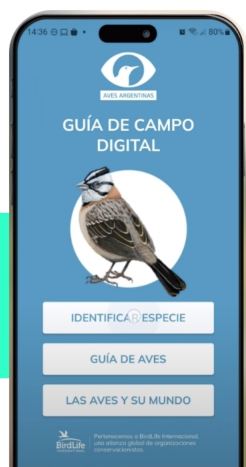
We partnered on over 27 projects with various organizations, with the voluntary involvement of nearly 250 employees.

During this year, we focused on creating **digital solutions** to help these organizations amplify their impact:

Aves Argentinas: We worked with the “Aves Argentinas” association to develop an updated digital guide for identifying and recording all bird species in the country. This app is available on both Android and iOS.

In 2025, it garnered nearly **30,000 downloads**, providing **thousands of users with information on 1,041 bird species.**

Functionality to download 100% offline has been added.



Globant >

MyFootprint

MyFootprint: We continue enhancing this web app that measures the carbon footprint created by Globers worldwide through activities such as commuting and remote work. It has been used by more than 10,000 users, helping Globers understand their commuting habits and energy consumption to promote more sustainable practices. Ongoing results that keep expanding.

Globant Labs

Some of the past initiatives from Globant Labs continue to produce a substantial impact:



Dale! The app we developed in partnership with Asociación Civil Propuesta Dale has achieved **67,400 downloads**, enabling users to learn reading and writing skills.



Emocionalmente: We are still supporting children with autism through the app we created in collaboration with Fundación Tinc for Proyecto Dane, which has reached nearly **12,000 downloads.**



AutismoRed: Launched with the backing of leading autism organizations in Argentina and essential support from Rotary, it has already **exceeded 7,500 registered users** this year, strengthening its community.

We strongly believe that technology can serve as a catalyst for social change and community well-being.

Environmental stewardship

Through **Be Kind to the Planet**, we continue to integrate environmental considerations across operations and into the communities where we operate, with a strong focus on emissions reduction and long-term value creation. Globant's **Environmental Policy** recognizes the planet's physical limits and aligns business activities with sustainable development principles, supported by collaboration with Globers, suppliers, clients, and other key stakeholders. In the context of the climate crisis, environmental sustainability has become a critical factor for both operational and financial resilience.

Accordingly, we remain committed to reducing our environmental footprint through **Science-Based Targets**, while also supporting projects aimed at ecosystem restoration.

In parallel, Globant empowers its clients to advance sustainable development through intuitive and agile technologies.

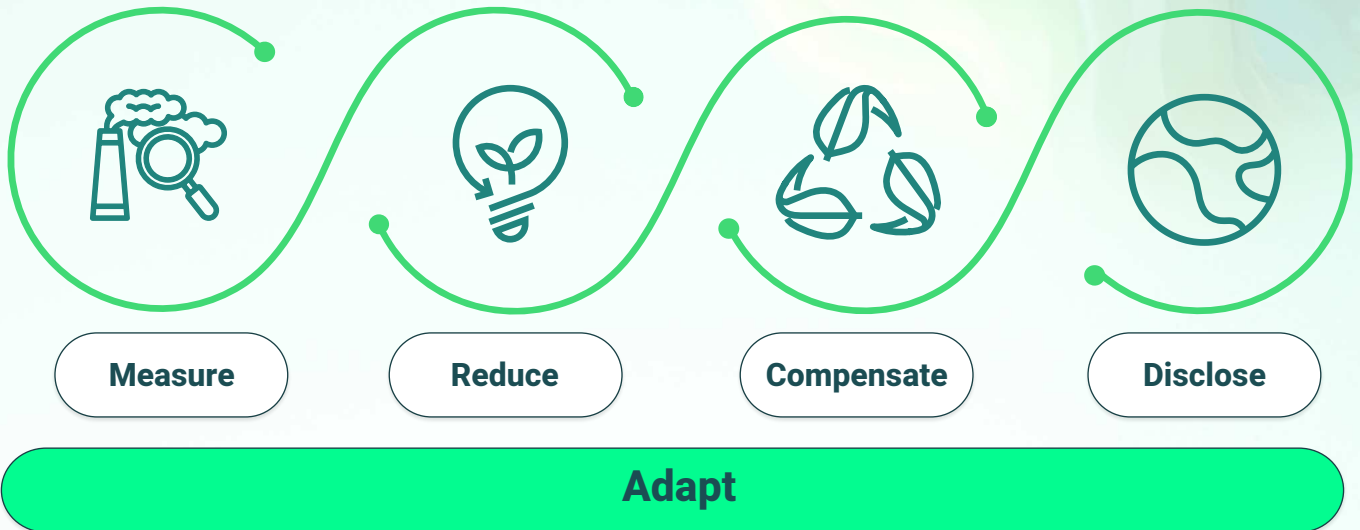


Climate Strategy



The climate emergency is one of the most defining challenges of our time. For Globant, understanding and addressing its implications is essential to safeguarding operational continuity, strengthening resilience, and contributing to a sustainable future. Throughout 2025, we recorded **notable progress across our environmental performance**: lower direct emissions driven by reduced diesel use and fugitive gases; improved electricity-related impacts supported by the reduction in non-renewable consumption and the transition of our operations in Romania to 100% renewable electricity through a strategic vendor; and overall reductions in energy demand across our global footprint. Efficiency gains in data centers, optimized business travel practices, further contributed to a more balanced Scope 3 profile.

Also as climate impacts intensify worldwide, these dynamics give rise to both physical and transition risks that can affect our operations and our upstream and downstream value chains. In response to these evolving risks, and building on four consecutive years of TCFD-aligned climate risk assessments, our approach is structured around five fundamental actions, both within and beyond our organization:



Measure: we calculate Globant's Corporate Carbon Footprint following internationally recognized methodologies to ensure accuracy and transparency⁽¹⁾.



Disclose: We communicate our progress in climate strategy to stakeholders through recognized reporting frameworks.



Reduce: We remain committed to complying with our Science-Based Targets, focused on GHG emissions reduction.



Adapt: We continuously strengthen our practices, systems, and policies to mitigate the potential impacts of climate-related risks—both transition and physical—while identifying emerging opportunities that may create financial or strategic value for the organization across multiple time horizons and climate scenarios.



Compensate: We support carbon offset projects that enhance environmental well-being and climate resilience, prioritizing projects located in the countries where we operate.

The following pages provide deeper detail on these results and their impact throughout 2025.

(1) For more information about the climate-related risks that might impact Globant's products, investment strategies, and corporate operations, refer to **"Climate-related Risks & Opportunities"** in the Additional Information section.

1. Globant recognizes the need for its stakeholders to be able to meaningfully measure its progress toward the goals and to allow those stakeholders to have confidence in what Globant reports and make meaningful comparisons, the company has unilaterally and voluntarily adopted publicly GHG protocol promulgated by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), which Globant has identified as based on valid scientific evidence.



Measuring our greenhouse gas emissions

Energy management

Effective energy management is central to our environmental strategy. During the year, our total energy consumption reached **10,844.96 MWh⁽¹⁾**, comprised of **233.77 MWh** derived from the use of non-renewable fuels (6.02 MWh⁽²⁾ Diesel and 227.75 MWh⁽³⁾ Natural Gas) and **10,611.19 MWh⁽⁴⁾** from on-site electricity.

In addition our **“Work from Anywhere”** policy, allow Globers to perform their duties from offices, their homes, or alternative locations, depending on their needs. While this flexibility enhances work-life balance and operational adaptability, it also requires a robust approach to capturing energy use beyond conventional office environments. To address this, we use **“MyFootprint”**, our internal web app that estimates the carbon footprint associated with employees’ commuting habits and remote-work setups.

The app collects information on typical work scenarios throughout the year, including the energy consumption of laptops, monitors, and heating or cooling equipment used in home workspaces. Globers can update their information at any time, ensuring that the data reflects their actual working conditions. In 2025, the estimated energy consumption associated **with remote work reached 11,077.15 MWh⁽⁵⁾**, informed by **9,860 Globers** who updated their commuting and working-from-home profiles in the application. Beyond improving reporting accuracy, **MyFootprint** encourages employees to reflect on their daily choices and adopt more energy-efficient behaviors.



In addition to office and remote-work consumption, we also include electricity used by **third-party data centers**, which totaled **586.77 MWh⁽⁶⁾** in 2025, representing a decrease of 10.1% vs the previous year. We also include energy losses associated with **electricity transmission and distribution** in national grids across the countries where we operate, which accounted for an additional **2,507.41 MWh⁽⁷⁾**. In this sense our **total energy consumption outside the organization was 14,171.33 MWh⁽⁷⁾**.



Energy intensity Ratio⁽¹⁾ 0.39 MWh/Glober

(1) The energy intensity ratio includes the energy consumed of electricity and from the Non-renewable fuel sources. The ratio uses energy consumption within the organization.

(1) The conversion factor from MWh to GJ is 3.6 GJ/MWh.

(2) Includes an estimate of 6.1% of total diesel fuel consumption based on the reported consumption. The conversion factor from MWh to GJ is 3.6 GJ/MWh.

(3) Includes an estimate of 19.4% of total natural gas consumption based on the reported consumption. The conversion factor from MWh to GJ is 3.6 GJ/MWh.

(4) Calculated as the electricity consumption within the organization, considering the following countries: Argentina, Australia, Belarus, Brazil, Bulgaria, Canada, Chile, China, Colombia, Costa Rica, Denmark, Ecuador, France, Germany, India, Italy, Ireland, Luxemburg, Mexico, Moldova, Morocco, Peru, Philippines, Portugal, Romania, Saudi Arabia, Singapore, Spain, UK, United Arab Emirates, Uruguay, USA and Vietnam. The conversion factor from MWh to GJ is 3.6 GJ/MWh.

(5) Includes electricity, natural gas and solid fuels consumption. Corresponds to estimated consumption based on the results of the survey MyFootprint updated in 2025. Estimates are based on responses from 37% of the total global payroll. The conversion factor from MWh to GJ is 3.6 GJ/MWh.

(6) Includes an estimate of 3.6% by projection. The conversion factor from MWh to GJ is 3.6 GJ/MWh.

(7) The conversion factor from MWh to GJ is 3.6 GJ/MWh.

Our Carbon Numbers

We measure our corporate carbon footprint annually, a practice we have strengthened since 2012 to enhance the quality, depth, and precision of our GHG data. Our calculation methodology undergoes independent third-party assurance to ensure the reliability and transparency of our disclosures. This process is carried out in accordance with internationally recognized standards, including ISAE 3000 for non-financial assurance engagements and ISAE 3410 for greenhouse gas statements, issued by the International Auditing and Assurance Standards Board.

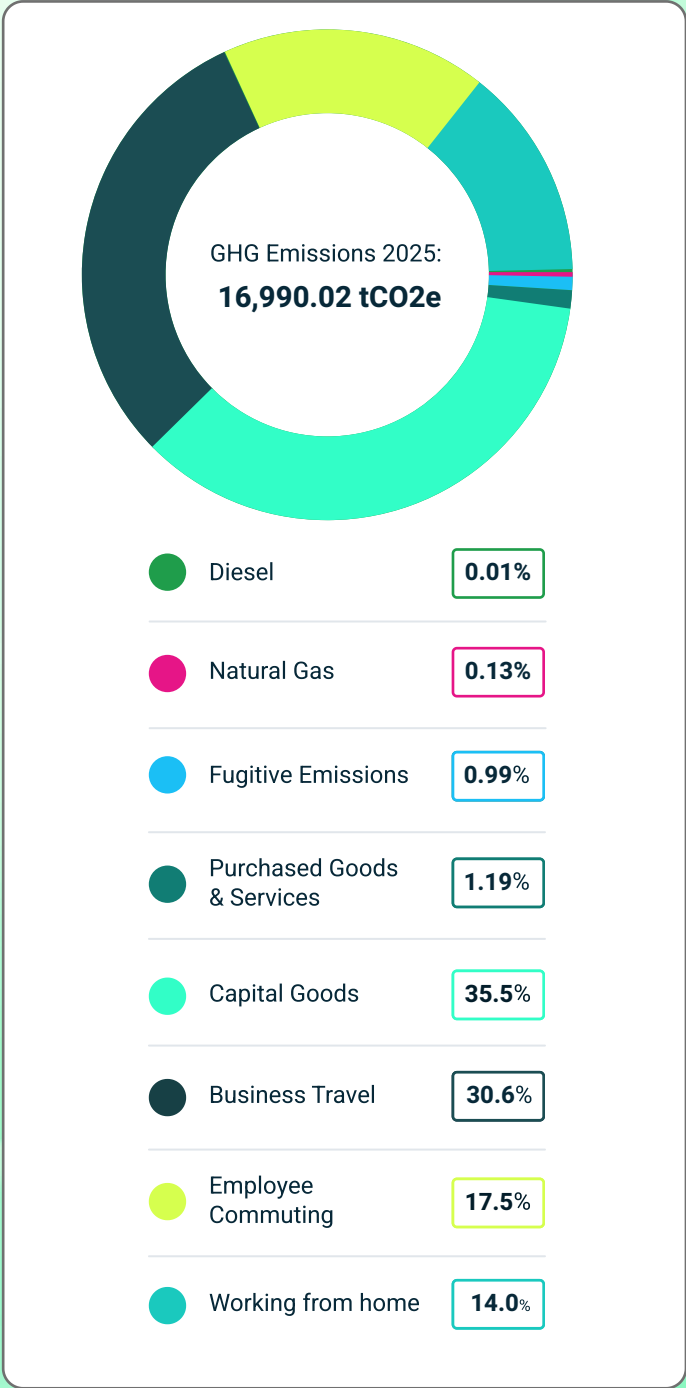
In alignment with the Corporate GHG Protocol, we define our organizational boundaries using the **operational control approach**. We consider the reporting and processing of energy consumption and emission data from all locations where the headcount exceeds 1% of Globant’s total payroll at the end of the reporting period. When mergers or acquisitions modify this threshold, newly incorporated operations are added effective on their official “roll-out” date, and baselines are recalculated as needed.

We measure direct GHG emissions, **Scope 1**, from stationary combustion sources under our control—such as backup power generators, natural gas use in offices, and fugitive emissions from air-conditioning systems. Our **Scope 2** inventory includes indirect emissions from electricity consumption, reported under both the location-based and market-based methods.

Our assessment also covers material upstream **Scope 3** categories relevant to our business model, including:

- **Purchased Goods and Services:** electricity consumption from third-party data centers.
- **Capital Goods:** emissions associated with hardware and other capital goods.
- **Business Travel:** emissions from domestic and international flights.
- **Employee Commuting:** emissions associated with commuting patterns and working-from-home.

By maintaining rigorous measurement practices and continuously improving the completeness and granularity of our data, Globant strengthens the consistency and comparability of its carbon footprint while supporting transparent climate-related reporting across its global operations.



(Scope 1) Direct GHG emissions

Gasses Included: CO₂, N₂O, CH₄, R410

191.71 tCO₂e⁽¹⁾

1.13%
of total emissions

	Diesel Fuel⁽¹⁾	1.62 tCO ₂ e	0.85%
	Natural Gas⁽¹⁾	22.13 tCO ₂ e	11.54%
	Refrigerant Gas⁽²⁾	167.96 tCO ₂ e	87.61%

Reporting Company

(Scope 2) Indirect GHG Emissions

Gasses Included: CO₂, CH₄, N₂O

of total emissions

	Market-Based	0 tCO ₂ e ⁽³⁾	0%
	Location Based	3,243.03 tCO ₂ e ⁽⁴⁾	16.03%
	100% Renewable Electricity Supply		

Upstream Activities

(Scope 3) Other indirect GHG emissions

Gasses Included: CO₂, CH₄, N₂O

Market Based⁽⁵⁾: 16,798.31 tCO₂e

Location Based⁽¹¹⁾: 17,669.72 tCO₂e

98.87%
of total emissions⁽⁵⁾

	Purchased Goods and Services⁽⁶⁾	202.67 tCO ₂ e	1.21%
	Capital Goods⁽⁷⁾	6,036.37 tCO ₂ e	35.93%
	Business Travel⁽⁸⁾	5,205.22 tCO ₂ e	30.99%
	Employee Commuting⁽⁹⁾	2,981.12 tCO ₂ e	17.75%
	Working from Home Modalities⁽⁹⁾	2,372.93 tCO ₂ e	14.13%
	Fuel and Energy related activities⁽¹⁰⁾	0 tCO ₂ e ⁽¹⁰⁾	0%

Upstream Activities

(1) Considering the regions with a headcount ≥ 1% of the total Globant payroll at the end of the period under analysis.

(2) The scope includes those sites in Argentina where refrigerant gas was replenished.

(3) By acquiring renewable energy certificates based on I-REC (International Renewable Energy Certificate), Green-e and GO (Guarantees of Origin), Globant covers 100% of electricity consumption through renewable sources. In line with the criteria of the RE100 Standard, when the purchase of local certificates was not technically feasible (because the installed capacity of the renewable parks was not sufficient to cover the demand, or due to the lack of access to a local certificate market), the acquisition was completed through external markets, these are the cases of Uruguay (where I-RECs were sourced from Argentina), Ecuador and Costa Rica (where I-RECs were sourced from Peru).

(4) Emissions are calculated using local emission factors of each country within the scope. Report limits: regions with a headcount ≥ 1% of Globant's total payroll at the end of the period under analysis. Operational limits: Installed power that is part of the permanent infrastructure for exclusive use at each site in each of the countries where Globant operates.

(5) Includes the following categories:

- Cat. 1: Purchased Goods and Services.

- Cat. 2: Capital Goods

- Cat. 3: Fuel and energy related activities not included in Scope 1 or 2 - T&D losses

- Cat. 6: Business travel - air travel

- Cat. 7: Employee Commuting & Working from home

By acquiring renewable energy certificates based on green-e, I-REC (International Renewable Energy Certificate) and GO (Guarantees of Origin) standards, Globant covers 100% of electricity consumption (including T&D losses) through renewable sources, which implies zero T&D losses emissions.

(6) Includes an estimate of 3.7% by projection.

(7) Scope: The calculation considered the company's capitalized assets (Fixed assets) as of December 31, 2025, including hardware (notebooks, Tablets, Servers, PC, Monitors and other electronic products) and other commodities (such as construction, furniture, telecommunication and networking). Emission factors were obtained from public sources, for hardware from the reports of the corresponding suppliers when available, and for other capital goods from US EPA Supply Chain GHG Emission Factors. Report limits: regions with a headcount ≥ 1% of Globant's total payroll at the end of the period under analysis.

(8) Emissions were obtained for each segment from the ICAO (International Civil Aviation Organization) website. When the information was not available, the calculation was made from the km between airports and emission factors obtained from DEFRA UK, 2025. Report limits: regions with a headcount ≥ 1% of Globant's total payroll at the end of the period under analysis.

(9) Report limits: regions with a headcount ≥ 1% of Globant's total payroll at the end of the period under analysis. Corresponds to estimated consumption based on the results of the survey MyFootprint updated in 2025. Estimates are based on responses from 37% of total employees in the countries in scope.

(10) Fuel and other energy-related activities - Location Based: 871.41 tCO₂e. By acquiring renewable energy certificates based on green-e, I-REC (International Renewable Energy Certificate) and GO (Guarantees of Origin) standards, Globant covers 100% of electricity consumption (including T&D losses) through renewable sources, which implies zero T&D losses emissions.

(11) Includes the following categories:

- Cat. 1: Purchased Goods and Services.

- Cat. 2: Capital Goods

- Cat. 3: Fuel and energy related activities not included in Scope 1 or 2 - T&D losses

- Cat. 6: Business travel - air travel

- Cat. 7: Employee Commuting & Working from home

By acquiring renewable energy certificates based on green-e, I-REC (International Renewable Energy Certificate) and GO (Guarantees of Origin) standards, Globant covers 100% of electricity consumption (including T&D losses) through renewable sources, which implies zero T&D losses emissions. Report limits: regions with a headcount ≥ 1% of Globant's total payroll at the end of the period under analysis.



Reduce, limiting warming to 1.5°C

Our decarbonization journey began in 2020 when we transitioned all our operations to renewable sources marking a key milestone in our environmental strategy.

Building on this commitment, in 2022 our near-term emissions reduction targets were validated by the Science Based Targets initiative (SBTi), aligned with the Business Ambition for 1.5°C pathway:

01

Globant commits to reducing absolute Scope 1 GHG emissions by 50% by 2030 from a 2019 base year.

02

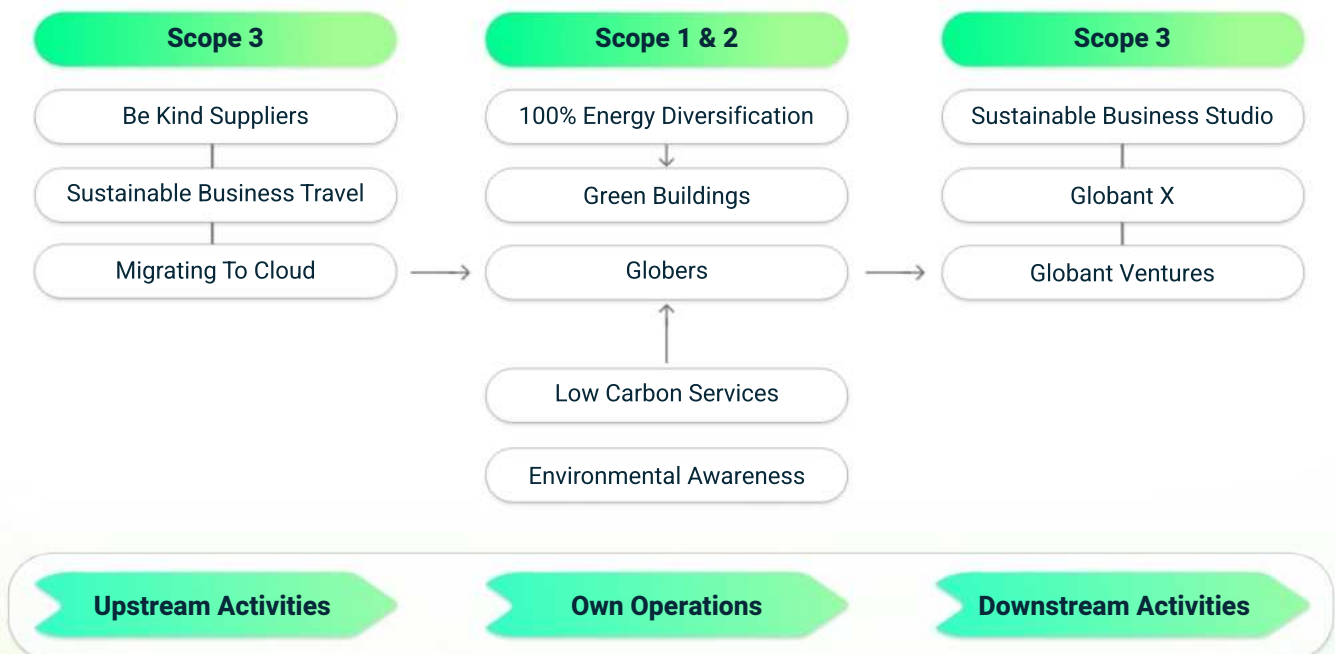
Globant commits to sourcing 100% renewable electricity annually through 2030.

03

Globant commits to reducing Scope 3 GHG emissions by 55% per employee by 2030 from a 2019 base year.

To advance and sustain these targets, we implemented and continue to evolve our global climate action strategy across our operations and value chain. This strategy is driven by cross-functional collaboration among Globant's corporate teams, active engagement with critical suppliers, and the integration of sustainability capabilities from our Sustainable Business Studio. Through these efforts, we aim to embed emissions reduction, energy efficiency, and low-carbon innovation into our operations and business model.

Reducing in line with Science-based Targets Near-term Action Plan 2019-2030



Own operations

Energy diversification

To advance our public commitment to source 100% renewable electricity across our global operations by 2030, we continue strengthening a diversified renewable energy strategy. This includes the acquisition of market-based renewable energy instruments on a country-by-country basis, the development of on-site renewable installations where feasible, and the selection of strategic energy providers aligned with our climate objectives. In 2025, renewable electricity from own generation and strategic vendors represented 9.6% of our total electricity consumption, equivalent to 1,071.94 MWh.

Renewable Energy Certificates (RECs) and equivalent instruments are verified under internationally recognized standards, including I-REC, Green-e, and Guarantees of Origin (GO), depending on market availability. These mechanisms support our alignment with initiatives such as RE100, CDP, and the Science Based Targets initiative (SBTi).

Although RE100 technical criteria allow for the exclusion of small loads, we maintain a global approach and seek to progressively cover all operational electricity consumption with renewable sources.

Electricity Management 2025

Country	Electricity Consumption on-site ⁽¹⁾	Generated ⁽²⁾	Strategic Vendors ⁽³⁾	Energy T&D losses	Energy Attributable Certificates (EACs) ⁽⁴⁾	Sourcing Country	Renewable Energy Source	Certificate
 Argentina	3,142.70 MWh	30.55 MWh	-	939.6 MWh	4,083 MWh	Argentina	Wind/Solar	I-REC
 India	2,489.76 MWh	-	280.69 MWh	804.08 MWh	3,213 MWh	India	Wind/Solar	I-REC
 Colombia	1,137.35 MWh	-		226.9 MWh	1,365 MWh	Colombia	Wind/Solar	I-REC
 Uruguay	678.24 MWh	-		135.3 MWh	814 MWh	Argentina	Wind/Solar	I-REC
 Mexico	518.95 MWh	-		99.5 MWh	619 MWh	Mexico	Wind/Solar	I-REC
 Chile	426.03 MWh	-		92.9 MWh	519 MWh	Chile	Wind/Solar	I-REC
 Brazil	209.17 MWh	-		41.7 MWh	251 MWh	Brazil	Wind/Solar	I-REC
 Spain	0.00 MWh	-	539.23 MWh	57.2 MWh	0 MWh	-	-	I-REC
 United Kingdom	0.00 MWh	-	207.99 MWh	21.8 MWh	0 MWh	-	-	-
 United States	218.71 MWh	-		11.2 MWh	230 MWh	US	Wind/Solar	-
 Italy	115.57 MWh	-		7.3 MWh	123 MWh	AIB grid-connected member	Wind/Solar	Green-e REC
 Ecuador	100.52 MWh	-		7.1 MWh	108 MWh	Peru	Wind/Solar	GO (AIB)
 Others ⁽⁵⁾	502.24 MWh	-		62.92 MWh	572 MWh	Various	-	I-REC
TOTAL	9,539.25 MWh	30.55 MWh	1,041.39 MWh	2,507.41 MWh	11,895 MWh	-	-	Various

(1) Non-renewable sources / (2) Energy generated by Solar Photovoltaic Panels during 2025. / (3) Electricity supplied by strategic vendors in the UK, Spain Romania and India. / (4) These values correspond to the acquisition of renewable energy certificates based on REC (Renewable Energy Certificate), I-REC (International Renewable Energy Certificate), and GO (Guarantees of Origin) standards and Green-e. In line with the criteria of the RE100 Standard, when the purchase of local certificates was not technically feasible (because the installed capacity of the renewable parks was not sufficient to cover the demand, or due to the lack of access to a local certificate market), the acquisition was completed through external markets, these are the cases of Uruguay (where I-RECs were sourced from Argentina), Ecuador and Costa Rica (where I-RECs were sourced from Peru). / (5) Countries that consume less than 100 MWh annually include Australia, Belarus, Bulgaria, Canada, Costa Rica, Denmark, France, Germany, Ireland, Luxembourg, Moldova, Morocco, Peru, Philippines, Portugal, Romania, Saudi Arabia, Singapore, United Arab Emirates, China and Vietnam

Green Buildings

ITX Internal Agent: Energy Bills Analyzer and LEED-Based Recommendations for Sustainable Hubs

Using the Globant Enterprise AI tool, we successfully developed two distinct assistants. Both are available in our internal communication channel to ensure access for Workplace Experience Analysts worldwide.

Firstly, the Energy Bills Analyzer grants accurate reading to invoice information. Upon attaching the bills, the agent extracts and formats the data (specifically consumption and cost) for direct input into the reporting spreadsheet. This capability not only reduces processing time but also minimizes the margin of error associated with manual data entry.

Secondly, we developed an AI assistant that offers WE Analysts recommended practices aligned with the Leadership in Energy and Environmental Design (LEED) certification standards. Via a straightforward chat interface, analysts can propose ideas for office improvements and innovations, thereby enhancing the sustainability performance of our operations.

Data collection: Monthly reminders via chat

The automation of a monthly reminder through our internal chat tool was implemented to ensure the timely and up-to-date reporting of data (including Fuel and Refrigerant Gases, Natural Gas, Waste, Water, and Energy).



In December 2025 our Tandil office (Iconic Building) got rewarded with a **WELL Platinum certification** - its second major international recognition, following the attainment of **LEED Platinum**. With this dual Platinum distinction, the **Iconic Building stands as one of the most sustainable and people-centered** office buildings in the region.

The WELL Platinum certification, granted by the International WELL Building Institute (IWBI), recognizes spaces designed to prioritize human health and well-being. According to the IWBI, 80% of WELL features align with at least one of the UN Sustainable Development Goals, reinforcing the building's contribution to broader sustainability objectives.

Notable metrics for 2025 include:

3,426 cubic meters



of recycled rainwater are utilized for plant irrigation and sanitation facilities.

28,000 Kwh



of energy were generated by the 42 solar panels installed on the office roof, representing 10.6% of total energy consumption.

6,777 visitors



welcomed to the office, directly or indirectly exposed to Globant's values and the Iconic Building's sustainable features, strengthening our connection with the local community.

Energy Efficiency Program

We maintain a comprehensive monitoring system and conduct periodic reviews of our energy consumption to identify opportunities for improving energy performance across our operations.

We are committed to increasing access to clean energy across our facilities. Our offices in Spain, Romania and the United Kingdom are powered by 100% renewable electricity sourced from Strategic Suppliers. Also our Pune Magarpatta office in India operates in 94% on green energy sourced from strategic suppliers.

In line with our internal energy reduction policy, we continue strengthening consumption monitoring and operational efficiency measures. These include the implementation of smart lighting sensors and optimized HVAC management during non-operational hours. Such initiatives have enhanced energy efficiency in several locations.



Waste Management Program

The company's waste management program focuses on minimizing waste at the source and promoting responsible disposal practices. In compliance with local regulations, waste segregation systems featuring categorized bins for recyclable, non-recyclable, and organic waste are standard across our offices. These measures are supported by ongoing awareness initiatives to encourage proper waste management among Globers.

Organic waste management is driven by electric composters, which have been operational across different sites since 2021. This initiative prevents organic waste from reaching local landfills and eliminates the carbon footprint associated with its transport. In 2025, these composting activities generated 2,256.84 kg of compost.

Recycling remains a cornerstone of our strategy to reduce landfill reliance. During 2025, 23,935.0 kg of Non-hazardous waste was diverted from disposal by recycling and composting methods, representing 35.6% of our total waste stream reinforcing Globant's commitment to circularity.



For more information about waste management please visit the Additional information section.

Rethinking4Good

Our **4R plan** operates through four integrated principles: reviewing behaviors to build awareness, reducing environmental impact, extending material lifecycles through reuse, and ensuring responsible recycling.

Throughout 2025, we managed 4,464.46 kg of e-waste, successfully diverting 82.9% from landfill through recycling and repurposing initiatives. These efforts contributed not only to environmental impact reduction but also to operational cost efficiencies.

A cornerstone of this approach is our commitment to local communities through the donation of high-quality furniture and hardware. When assets no longer align with Globant's evolving technical or brand standards, they are systematically assessed for potential reuse. As a result, in 2025, we donated more than 1,400 hardware units and more than 600 furniture items, supporting 32 NGOs worldwide in advancing their social missions.

For assets that cannot be reused or donated, our global e-waste management process ensures responsible end-of-life treatment through certified suppliers or qualified local partners. Formal certification is obtained for all disposal, repurposing, and recycling processes to ensure traceability and regulatory compliance.

Water Management Program

As a Software and IT Services company, Globant's operations do not involve water withdrawal or consumption in regions with high or extremely high baseline water stress, and no significant negative environmental impacts have been identified. Water use in our offices is primarily associated with covering basic needs during the workday while maintaining appropriate hygiene and sanitation standards. This includes personal use, handwashing, cleaning utensils and equipment, maintaining restroom facilities, and ensuring a clean and healthy workplace environment.

Although water is not identified as a material topic for our operations, we strive to exceed regulatory requirements by strengthening responsible water management practices globally. In 2025, we continued to **monitor water consumption** across countries where we operate — including Argentina, Brazil, Chile, Uruguay, Italy, Belarus, Romania, Mexico, Costa Rica, Colombia, and India — to enhance visibility and promote efficient use.

Where feasible, we implement water **efficiency and reuse measures**. For example, at locations such as our hub in Mar del Plata, Argentina, recirculation systems are used to optimize water efficiency in on-site aquariums. In our Tandil Iconic Building, we collect rainwater and reuse it for lavatories and irrigation. Additionally, in Mexico City, the building where we operate is equipped with a centralized water treatment system that reduces water consumption and improves efficiency across the facility.

Water-related impacts are addressed through preventive operational controls and compliance with applicable local regulations. Given the office-based nature of our activities, we do not generate industrial wastewater or significant effluents. All wastewater discharge is limited to sanitary effluents and managed through municipal systems in accordance with local regulatory standards.

Through continuous monitoring and operational discipline, Globant remains committed to managing water responsibly as an essential natural resource.

For more information about water consumption, please visit the Additional Information section.

Sustainable Mobility Program

We promote sustainable mobility as part of our broader commitment to reducing our carbon footprint. Across our hubs, we support lower-emission commuting options by providing bicycle parking facilities, enabling carpooling initiatives, and offering infrastructure that supports electric vehicles, such as designated parking spaces and charging capabilities where available.

By encouraging more sustainable commuting patterns among our employees and visitors, we contribute to the reduction of Scope 3 greenhouse gas emissions associated with business travel and employee commuting within our value chain.

Training

Globant University provides employees with training programs focused on sustainability and responsible business practices. These initiatives aim to raise awareness and promote behavioral change in areas such as energy efficiency, resource conservation, waste reduction, recycling, and sustainable mobility.

Upstream value chain engagement

Migrating to the Cloud

Globant continues advancing its **Cloud-First strategy**, prioritizing cloud computing technologies to drive innovation, scalability, and operational efficiency. During 2025, we optimized our external data center footprint by consolidating operations across colocation sites into a more efficient infrastructure model, incorporating upgraded facilities and modernized equipment.

This transition strengthened operational resilience, improved energy performance, and enhanced backup and redundancy capabilities through cloud-based solutions.

As part of this migration strategy, we continue advancing serverless and virtualized configurations, reducing reliance on traditional physical infrastructure. In 2025, our infrastructure ratio was **19:1**, meaning each physical server hosted an average of 19 virtual machines. This ratio reflects the clean-up of legacy environments, the migration of services and data to the cloud, and other adjustments required throughout our consolidation and modernization process. These efforts strengthened system resilience while enhancing performance and scalability.

In 2025, total storage capacity in our virtual machines reached 221,085 TB.

Following the infrastructure consolidation completed in the previous year, installed power capacity decreased to 25.3 kVA, reflecting a more optimized and stabilized infrastructure footprint after temporary increases required during migration activities.

Total digital storage usage was 540.45 TB during the year, of which 489.9 TB was outsourced. This means 47.4% of our storage is in the cloud.

During 2025, the reconfiguration of our external data center footprint — including the consolidation of legacy sites and the integration of modernized facilities — contributed to improvements in **infrastructure efficiency and overall emissions performance**.

While grid emission factors vary geographically based on national electricity mixes, our infrastructure optimization strategy prioritizes energy-efficient environments, scalable architectures, and operational resilience. These measures support more efficient energy use and contribute to managing emissions associated with our digital infrastructure.

During 2025, energy consumption associated with our hardware infrastructure totaled 481.27 MWh, including 204.71 MWh from owned IT equipment and 276.56 MWh from third-party IT equipment.

All electricity was sourced from national grids. However, consistent with our renewable energy transition, 100% of the electricity supplied to our on-site data centers was backed by renewable energy sources. As a result, 42.54% of our total infrastructure energy consumption operated on renewable electricity during the year.

Lastly, modernizing servers and storage allows us to grow in capacity while reducing the energy and space footprint. Our on-premise processing capacity reached 5,702 vCPU this year, and 3,285 vCPU remained outsourced. This approach empowers us to deliver innovative solutions efficiently and effectively, having increased our cloud capacity by **57.61%**

Finally, we worked hard to expedite the deployment of our software or applications through automation. Automating various pipeline stages, including code compilation, testing, packaging, and deployment to production environments, enables consistent and reliable processes, improves efficiency, and reduces the time required to deliver new features or updates. Organizations can improve software deployment practices' overall efficiency and sustainability by automating the deployment process. It allows for more intelligent resource allocation, facilitates energy-efficient scaling, promotes infrastructure optimization, and encourages environmentally friendly configurations, ultimately reducing energy consumption and minimizing environmental impact.

In 2025, our data center infrastructure achieved a Power Usage Effectiveness (PUE) of 1.46. PUE measures how efficiently a data center uses energy, comparing total facility energy to the energy consumed by IT equipment.



Low Carbon Services

We understand technology's environmental impact and share responsibility for investing in making our products and software greener. For this reason, we encourage the use of sustainable best practices to promote green IT, digital sobriety, and planet-centric design techniques among our Globers and clients to be at the state of the art of these new market trends and demands.

We train our Globers on the core principles of **Green Software** and **Digital Sobriety** to deliver the best low-carbon Services. We teach them how to create sustainable digital solutions by understanding the concepts of digital carbon footprint, energy efficiency, and the pillars, methodology, and impact behind these practices. Through **Globant University**, we offer our employees learning resources like Sustainable Coding, Sustainable Data, Sustainable infrastructure, Sustain-Abilities, among others.



Training

Our latest training in **Sustainable Design Essentials** aims to equip our stakeholder's ecosystem with the knowledge and skills necessary to create sustainable designs that minimize environmental impact and optimize energy efficiency. We are proud to partner with **Udemy**, one of the world's largest online learning platforms, to offer this training to a global audience for free.



Technology for a Regenerative Future

The world is facing complex and interconnected challenges: climate change, biodiversity loss, water stress, social inequality, and increasing pressure on economic systems. When we speak about sustainability — and increasingly about regeneration — we envision a world in greater harmony with the environment, with people, and with long-term prosperity.

Today, we partner with leading organizations to design and implement solutions that embed sustainability by design into products, processes, and decision-making frameworks. Our work spans:

- AI-powered sustainability management platforms
- Advanced carbon, water, plastic, and biodiversity footprint modeling
- Digital twins to optimize supply chains and governance processes
- Blockchain-based traceability and global reporting systems
- Nature-based financial market infrastructures powered by AI
- Energy transition simulators and digital tools to compare energy matrices
- Sustainability data governance architectures and dedicated data lakes

At the core of our approach is the conviction that AI can help address some of the world's most pressing challenges. Used responsibly, AI enables better forecasting, more accurate impact measurement, smarter resource allocation, and more transparent governance systems. We are committed to deploying AI as a force for environmental regeneration, social progress, and business legitimacy.

Over the past years, our work has been recognized internationally. We have received global awards and actively contributed to local, regional, and global sustainability agendas. We participate in key international forums — including the Global Enabling Sustainability Initiative, GreenBuild Annual Event, COP30 Belém, the IDRA Reykjavik Summit on Water and Climate Change, and B20 Brasil — where we exchange knowledge, understand emerging challenges, and help shape the future of sustainable innovation.

The Sustainable Business Studio differentiates Globant in the market. We are not only enabling digital transformation; we are driving the Twin Transition — digitalization and sustainability in one integrated movement — helping our clients grow while contributing to a more just, resilient, and regenerative world.⁽¹⁾

For more information about our services, visit:
www.globant.com/studio/sustainable-business.

(1) Consistent with Globant's code of conduct, Globers who participate in these and all other similar initiatives do so in compliance with all applicable laws, including those respecting antitrust and competition.

Sustainable Business Studio

We believe technology plays a decisive role in making that vision possible.

In 2020, we launched the Sustainable Business Studio with a clear ambition: to help organizations integrate digital technologies into the core of their sustainability strategies, transforming environmental and social challenges into opportunities for innovation, efficiency, and resilient growth.

Five years after its creation, the Studio has experienced remarkable and sustained growth, expanding across nearly every industry and consistently outperforming expectations. What began as a forward-looking bet has evolved into a robust, multidisciplinary team combining technology, data science, design, business strategy, and sustainability expertise.

Be kind.

Stories



US Green Building Council

Since 2023, Globant has partnered with the US Green Building Council (USGBC) and Green Business Certification Inc. (GBCI), leaders in green building and sustainability certifications, especially known for LEED Certification.



Business Challenge

Buildings account for nearly 40% of global carbon emissions, making sustainable practices in design, construction, and maintenance essential for a decarbonized economy. Before our project, interactions with USGBC were fragmented across various platforms, hindering performance management, certification, and internal visibility of operations and impact.



Project Description

Integrated Platform for Sustainable Buildings

We have scaled a sustainable building and certification platform for building managers, owners, architects, engineers, and consultants. This platform enables users to measure and manage performance in areas like energy, water, waste, air quality, and transportation, all while facilitating the new LEED v5 certification through an easy-to-use interface.

Value Delivered

2025 was the year where our multi-year program deployed the most ambitious green building certification ever: LEED V5. At GreenBuild Expo 2025 in Los Angeles, we introduced the LEEDv5 credit forms, significantly improving how project teams work on and apply for the latest version of LEED certification, impacting on user experience and operational efficiency.

Globant partnered with Xylem on a sustainability initiative to validate and enhance the value proposition of its circular water management solutions in the Oil & Gas industry.



Business Challenge

As industries face increasing regulatory pressure and ESG commitments, water-intensive sectors such as hydraulic fracturing must reduce environmental impacts while maintaining operational efficiency and cost competitiveness. Xylem needed a robust, science-based validation of the environmental and economic benefits of its circular water treatment and reuse technologies service proposal (using Xylem DAF as main treatment technology) compared to traditional linear water management systems.



Project Description

Integrated Life Cycle & Economic Assessment of Circular Water Solutions

Globant conducted a comprehensive Life Cycle Assessment (LCA), aligned with ISO 14040/44 and EN 15804 standards, to quantify and compare the environmental impacts of linear versus circular water management models. The study evaluated key impact categories including Global Warming Potential, water consumption, resource depletion, and land use, while also integrating a detailed economic analysis of CAPEX and OPEX.

We modeled multiple operational scenarios based on different water recirculation rates and transfer distances, recalculating total annual costs and identifying treatment thresholds where circular systems become economically advantageous. By combining environmental metrics with financial modeling, we delivered an integrated sustainability and business case analysis.

Value Delivered

The assessment demonstrated that circular water systems substantially reduce environmental impacts, showing improvements across 90% of evaluated categories. For example, implementing a 33% water recirculation model resulted in significant reductions in greenhouse gas emissions and water consumption compared to the linear baseline.

From an economic perspective, the circular solution generated tangible cost savings, including an estimated annual saving of nearly USD 4.9 million (3.9% reduction in total annual costs), with even greater savings when infrastructure amortization is considered.

Globant partnered with WWF to digitize and scale a carbon footprint calculator for Argentinian agro-businesses.



Business Challenge

The World Wildlife Fund (WWF), a global conservation organization committed to addressing climate change and preserving natural ecosystems, sought to expand the impact of its carbon footprint calculator for the beef production value chain in Argentina. While the existing Excel-based tool was technically solid, it faced limitations in scalability, accessibility, and user experience. These constraints hindered widespread adoption among farmers and limited WWF's ability to generate consolidated insights for data-driven sustainability strategies.



Project Description:

Carbon Footprint Calculator for Livestock Production

Globant supported WWF in transforming its Excel-based calculator into an interactive, web-based solution built on the GeneXus low-code platform. The new digital tool enables farmers to measure both the carbon footprint and productivity of their operations through a user-friendly interface. By analyzing variables such as energy consumption, herd composition, and feeding practices, the platform delivers clear and actionable insights to improve environmental and operational performance. The solution also enhances data consolidation and reporting capabilities across the value chain.

Value Delivered

Globant delivered a scalable and accessible digital platform to significantly increased adoption among farmers and stakeholders. The solution was designed to improve usability, streamlined data collection, and enabled more robust environmental analysis. By turning complex calculations into practical insights, the tool empowers agro-businesses to reduce emissions, optimize productivity, and advance more sustainable livestock practices across Argentina's beef sector.



Compensate beyond value chain mitigation

The **Qori Q'oncha** program, managed by Microsol in Peru, enhances the quality of life of rural families through the installation and maintenance of Improved Cookstoves (ICS).

In 2025, Globant supported the Qori Q'oncha Program, contributing to the prevention of **18,000 tonnes of CO₂ emissions** from being released into the atmosphere. This support advances access to cleaner cooking technologies and promotes emissions reductions in vulnerable communities in the La Libertad region.

Beyond its climate impact, the initiative helps reduce household air pollution, improve health conditions—particularly for women and children—and decrease the time families spend collecting firewood. This, in turn, creates greater opportunities for education, training, and community development.

Thanks to these efforts, Globant fully compensated its remaining emissions for 2025.

For more information about [Public Disclosure Statement Pursuant to California AB 1305: Voluntary Carbon Market Disclosures](#).



Climate Performance Disclosure

Transparency in environmental performance provides stakeholders with relevant financial and operational insights to inform business decisions and investments. By disclosing our climate performance, we reinforce accountability and demonstrate our long-term commitment to sustainable value creation.

We integrated the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) into this report. Alignment with **TCFD** enhances our ability to identify, assess, and manage climate-related risks and opportunities, while improving the robustness, comparability, and reliability of our climate reporting.

Through our participation in **CDP** (formerly the Carbon Disclosure Project), we maintained a **B score in the Climate Change questionnaire** and an **A- in the Supplier Engagement Assessment (SEA)**, which evaluates how effectively companies engage suppliers on climate action across governance, targets, and value-chain emissions. This achievement demonstrates continued progress in climate governance and emissions management, while highlighting the work ahead to further elevate our performance.

Also, as part of our value chain engagement, we participate in the **EcoVadis** Sustainability Rating, earning a Commitment Badge and driving continuous improvement in social and environmental performance across our supply chain.

Advancing as a climate-tech company is a collective effort. Through active collaboration with our Globers, clients, investors, and partners, we continue to evolve our business model, design sustainable solutions, and address climate-related challenges while supporting long-term growth.

Climate Adaptation

While mitigation remains central to our climate strategy, we recognize that adaptation is equally critical in addressing the growing challenges posed by a volatile climate. Strengthening our resilience enables us to safeguard our people, operations, and long-term value creation.

Understanding the potential impacts of extreme weather events and natural disasters, we continuously evolve our business model to enhance operational continuity while supporting our employees' well-being. Our Be Kind to Yourself (BKTY) initiative is embedded in Globant's culture and promotes self-care by equipping Globers with tools to nurture their mental, physical, and social well-being.

Flexible work arrangements—including remote and hybrid models—play a key role in our adaptation approach. These measures allow employees to manage personal and professional responsibilities during disruptive events (such as heatwaves or extreme weather), reduce stress, and maintain overall wellness while ensuring business continuity.

Climate volatility may also contribute to migration, displacement, or geopolitical disruptions. Our regionalized and decentralized talent model strengthens operational resilience by enabling continuity in the face of localized physical risks or shifting workforce dynamics. When appropriate, we activate Charitable Campaigns to support affected communities, with company-matching mechanisms to amplify impact.

Operationally, we mitigate energy-related physical risks through backup electricity generators strategically located across facilities to reduce service disruptions during outages. In parallel, our **Energy Management System** monitors consumption and billing trends, enabling proactive cost management and strengthening preparedness for mid- and long-term energy volatility.

Through these combined measures, we continue to enhance our capacity to adapt to climate-related risks while protecting our people, communities, and business operations.





Additional Information

Materiality Assessment

As a key element to ensure alignment with applicable sustainability reporting frameworks and evolving regulatory expectations, in 2025 we conducted an Exhaustive Materiality Assessment, building upon our prior exercises and strengthening our methodology.

Our assessment is primarily based on **GRI 3: Material Topics 2021, complemented by the guidance of the European Sustainability Reporting Standards (ESRS) and the EFRAG IG 1 Materiality Assessment Implementation Guidance.**

The 2025 process reassessed and validated our material topics through a structured and comprehensive approach, ensuring consistency with our strategic priorities, stakeholder expectations, and risk management processes.

Our assessment considers two core dimensions:

Stakeholder Relevance

This dimension reflects the level of importance and impact of each topic for our key stakeholder groups. We conducted customized online surveys to obtain quantitative and qualitative insights into Globant's Material topics and to understand which topics are most relevant to them. This process enabled us to better understand their expectations and prioritize the topics that require focused management and disclosure.

Strategic Relevance for Globant

This dimension reflects the significance of each topic from a business and strategic perspective. It incorporates input from Senior Management through structured internal interviews. Additionally, the assessment was further strengthened by integrating our Enterprise Risk Management (ERM) process, ensuring alignment between sustainability priorities and our corporate risk framework.

In addition to GRI Standards, we have proactively aligned our material topics with the structure and sustainability matters listed in ESRS 1 – General Requirements (AR16). As part of the 2025 exhaustive review, we mapped and aligned the naming and scope of our material topics to the relevant ESRS topical standards, where applicable. This alignment ensures greater comparability, regulatory readiness, and consistency with sustainability reporting expectations, without altering the underlying methodology used to determine material topics.

Our updated materiality matrix reflects:

The results of the 2025 exhaustive assessment.

The alignment of material topic naming and structure with ESRS sustainability matters, where relevant.

Materiality Matrix



Matters for the materiality assessment according to ESRS⁽¹⁾

Topical ESRS	Topic
E1	Climate Change
E3	Water and Marine Resources
E5	Circular Economy
S1	Own workforce
S3	Affected communities
S4	Consumers and end-users
G1	Business conduct

1. This list is not a substitute for determining our material matters; we use it to support the undertaking's materiality assessment. Non-material topics due to Globant's activity: E2-Pollution, E4-Biodiversity and Ecosystems. Topic S2- Workers in Value Chain will be developed during 2025.

List of Material Topics

The integration between sustainability priorities and Globant's overall risk management framework, ensures that material topics are assessed not only from a stakeholder and strategic relevance perspective but also considering their potential business implications. The following section presents the list of our material topics, the related actual or potential impacts identified through the assessment process, and the corresponding risks. It also indicates the alignment of each material topic with the relevant ESRS sustainability matters, where applicable.

As a result of the 2025 materiality assessment, the list of material topics was **refined to better reflect the impacts identified during the analysis**. While the 2024 assessment included **17 material topics**, the updated process resulted in **16 topics**, including the **consolidation of Employment and Career and Education and Training into Employment and Career Development**. Additionally, several topics were **restated to better align with their impact boundaries**, including Ethics and Compliance to Ethics, Compliance and Integrity, Innovation to **AI Innovation and Tech Trends**, Tech Integrity, Ethics in AI and Privacy to **Cybersecurity and Privacy**, and Sustainable Performance to **Financial Performance**.

Climate Emergency

E1-Climate Change				
ESRS Sub- Topic / Sub-sub topic	Impact Nature	Impact Type	Value Chain Coverage	Identified Risk/ Opportunity
Energy GRI 302: Energy 2016				
Responsible and efficient use of energy across Globant's hubs, aimed at optimizing consumption, improving energy efficiency, and supporting the transition toward more sustainable energy sources.	Negative	Potential	Own Operations	ESG Commitment (R): Evolving and conflicting environmental, social and governance ("ESG") related laws and regulations, stakeholders' expectations with respect to ESG or our voluntary ESG goals, could increase our compliance costs, expose us to litigation or reputational harm and adversely affect our business, performance and results of operations.
Climate Change Adaptation Not applicable for GRI or SASB				
Globant's ability to identify, assess, and manage physical climate-related risks, both acute and chronic, and to adapt its operations, hubs, and business continuity planning to the impacts of climate emergency	Negative	Potential	Own Operations	ESG Commitment (R): Evolving and conflicting environmental, social and governance ("ESG") related laws and regulations, stakeholders' expectations with respect to ESG or our voluntary ESG goals, could increase our compliance costs, expose us to litigation or reputational harm and adversely affect our business, performance and results of operations.
Climate Change Mitigation GRI 305: Emissions 2016/SASB: TC-SI000.A, TC-SI-000.B,TC-SI-000.C				
Reducing our environmental footprint and our greenhouse gas emissions.	Negative	Potential	Upstream Value Chain / Own Operations	ESG Commitment (R): Evolving and conflicting environmental, social and governance ("ESG") related laws and regulations, stakeholders' expectations with respect to ESG or our voluntary ESG goals, could increase our compliance costs, expose us to litigation or reputational harm and adversely affect our business, performance and results of operations.
Use of activity-based metrics to monitor, measure, and improve the performance and energy efficiency of Globant's IT infrastructure, supporting emission reduction efforts.	Positive	Potential	Upstream Value Chain / Own Operations	Opportunity (O): Enhancing operational efficiency and cost optimization through data-driven infrastructure management, while positioning Globant as a technology leader in low-carbon digital solutions.
Sourcing of electricity from 100% renewable energy sources to reduce Scope 2 emissions	Positive	Potential	Own Operations	Opportunity (O): Renewable energy is one of the key technologies needed to decarbonise society and succeed in limiting global heating to 1.5 °C, Globant is committed to continue sourcing its operations with 100% renewable energy.

Natural Resources

E3-Water and Marine Resources / E5-Circular Economy				
ESRS Sub- Topic / Sub-sub topic	Impact Nature	Impact Type	Value Chain Coverage	Identified Risk/ Opportunity
Water/ Water Consumption GRI 303: Water and Effluents 2018				
Measure and optimize our water consumption.	Negative	Potential	Own Operations	ESG Commitment (R): Evolving and conflicting environmental, social and governance ("ESG") related laws and regulations, stakeholders' expectations with respect to ESG or our voluntary ESG goals, could increase our compliance costs, expose us to litigation or reputational harm and adversely affect our business, performance and results of operations.
Waste GRI 306: Waste 2020				
Adequately manage the waste we generate in an environmentally friendly manner.	Negative	Potential	Own Operations	ESG Commitment (R): Evolving and conflicting environmental, social and governance ("ESG") related laws and regulations, stakeholders' expectations with respect to ESG or our voluntary ESG goals, could increase our compliance costs, expose us to litigation or reputational harm and adversely affect our business, performance and results of operations.

Employment and Career Development

S1-Own Workforce				
ESRS Sub- Topic / Sub-sub topic	Impact Nature	Impact Type	Value Chain Coverage	Identified Risk/ Opportunity
Working Conditions / Secure Employment GRI 401: Employment 2016 /GRI 404: Training and Education 2016				
Quality Employment: Creation and maintenance of quality jobs with fair conditions and growth opportunities. Talent Attraction and Retention: Attracting and retaining skilled talent through competitive and inclusive practices.	Negative	Potential	Own Operations	Attrition (R): Our results of operations may be adversely affected if we are unable to effectively manage our workforce, including utilization rates, productivity and attrition.
Working Conditions/ Training and skills development GRI 404: Training and Education 2016				
Focus on the level of education and training given to our globers so they can deliver exceptional result and have professional Growth .	Negative	Potential	Own Operations	Attrition (R): Our results of operations may be adversely affected if we are unable to effectively manage our workforce, including utilization rates, productivity and attrition.
Working Conditions/ Freedom of association the existence of works councils and the information consultation and participation rights of workers GRI 404: Training and Education 2016				
Ensuring freedom of association and collective bargaining rights, and managing labor and trade union relations	Negative	Potential	Own Operations	Non-compliance with labor laws and regulations (R): Our labor costs and the operating restrictions that apply to us could increase as a result of collective bargaining negotiations and changes in labor laws and regulations, and disputes resulting in work stoppages, strikes, or disruptions could adversely affect our business.

Equal Opportunities

S1-Own Workforce				
ESRS Sub- Topic / Sub-sub topic	Impact Nature	Impact Type	Value Chain Coverage	Identified Risk/ Opportunity
Equal treatment and opportunities for all / Adequate wages GRI 405: Diversity and Equal Opportunity 2016				
Ensure fair compensation for Globers, promoting economic sustainability and social equity within the workforce.	Negative	Potential	Own Operations	Attrition (R) : Our results of operations may be adversely affected if we are unable to effectively manage our workforce, including utilization rates, productivity and attrition.
Equal treatment and opportunities for all /Gender equality and equal pay for work of equal value GRI 405: Diversity and Equal Opportunity 2016				
Provide equal opportunities for all Globers.	Negative	Potential	Own Operations	Attrition (R): Our results of operations may be adversely affected if we are unable to effectively manage our workforce, including utilization rates, productivity and attrition.

Well-being and work-life balance

S1-Own Workforce				
ESRS Sub- Topic / Sub-sub topic	Impact Nature	Impact Type	Value Chain Coverage	Identified Risk/ Opportunity
Equal treatment and opportunities for all / Work-life balance and Working time GRI 401: Employment 201				
Well-being and work-life balance of our Globers are essential factors that directly impact their capacity to deliver exceptional results.	Negative	Potential	Own Operations	Attrition (R): Our results of operations may be adversely affected if we are unable to effectively manage our workforce, including utilization rates, productivity and attrition.

Occupational health and safety

S1-Own Workforce				
ESRS Sub- Topic / Sub-sub topic	Impact Nature	Impact Type	Value Chain Coverage	Identified Risk/ Opportunity
Equal treatment and opportunities for all / Health and Safety GRI 403: Occupational Health and Safety 2018				
Our ability to manage the health and safety of our employees.	Negative	Potential	Own Operations	Attrition (R): Our results of operations may be adversely affected if we are unable to effectively manage our workforce, including utilization rates, productivity and attrition.

Ethics, Compliance and Integrity

S1-Own Workforce /S4-Consumers and end- users				
ESRS Sub- Topic / Sub-sub topic	Impact Nature	Impact Type	Value Chain Coverage	Identified Risk/ Opportunity
Other work-related rights/ Measures against violence and harassment in the workplace GRI 408: Child Labor 2016/GRI 409: Forced or Compulsory Labor 2016 /GRI 410: Security Practices 2016/ GRI 411: Rights of Indigenous Peoples 2016 /GRI 407: Freedom of Association and Collective Bargaining 2016/ GRI 414: Supplier Social Assessment 2016 / GRI 406: Non-discrimination 2016				
Having mechanisms in place for the resolution of conflicts related to human rights issues, ethics code violation and harassment in work place.	Negative	Potential	Own Operations	Non-compliance with labor laws and regulations (R): Our labor costs and the operating restrictions that apply to us could increase as a result of collective bargaining negotiations and changes in labor laws and regulations, and disputes resulting in work stoppages, strikes, or disruptions could adversely affect our business.
G1- Business Conduct				
Corporate Culture /Protection of whistleblowers GRI 2: General Disclosures 2021 /GRI 415: Public Policy 2016/GRI 205: Anti-corruption 2016 /GRI 206: Anti-competitive Behavior 2016/GRI 2-27 Compliance with laws and regulations 2021				
1) Comply with all applicable regulations and maintain high standards of transparency and ethics. 2) Having mechanisms in place for the resolution of conflicts related to human rights issues.	Negative	Potential	Upstream Value Chain/Own Operations / Downstream Value Chain	Non-compliance with labor laws and regulations(R): Our labor costs and the operating restrictions that apply to us could increase as a result of collective bargaining negotiations and changes in labor laws and regulations, and disputes resulting in work stoppages, strikes, or disruptions could adversely affect our business.

Community Engagement / Digital Inclusion

S3-Affected Communities				
ESRS Sub- Topic / Sub-sub topic	Impact Nature	Impact Type	Value Chain Coverage	Identified Risk/ Opportunity
Communities' economic, social and cultural rights / Education , Inclusion, Labor Opportunities, Digital inclusion GRI 413: Local Communities 2016 /GRI 203: Indirect Economic Impacts 2016				
1) That the organization maintains good relationships with the community, has response mechanisms in place for their relations with the community and the resolution of conflicts related to human rights issues. 2)Promote digital inclusion in territories with limited access to technology.	Negative	Potential	Own Operations / Downstream Value Chain	ESG Commitment (R): Evolving and conflicting environmental, social and governance ("ESG") related laws and regulations, stakeholders' expectations with respect to ESG or our voluntary ESG goals, could increase our compliance costs, expose us to litigation or reputational harm and adversely affect our business, performance and results of operations.

AI Innovation and Tech trends

S4-Consumers and end- users				
ESRS Sub- Topic / Sub-sub topic	Impact Nature	Impact Type	Value Chain Coverage	Identified Risk/ Opportunity
Information-related impacts for consumers and/or end users GRI 203: Indirect Economic Impacts 2016				
Ability to lead digital transformation through continuous AI-driven innovation, staying ahead of emerging tech trends and developing responsible solutions that drive impact for clients.	Negative	Potential	Own Operations / Downstream Value Chain	Innovation (R): If we do not continue to innovate and remain at the forefront of emerging technologies and related market trends, we may lose clients and not remain competitive, which could cause our revenues and results of operations to suffer.

Cybersecurity and Privacy

S4-Consumers and end- users				
ESRS Sub- Topic / Sub-sub topic	Impact Nature	Impact Type	Value Chain Coverage	Identified Risk/ Opportunity
Information-related impacts for consumers and/or end users / Privacy GRI 418: Customer Privacy 2016				
Ensuring tech integrity, cybersecurity, and privacy is essential as our technological work impacts users and society, fostering trust and safeguarding information.	Negative	Potential	Upstream Value Chain/Own Operations / Downstream Value Chain	Cybersecurity (R): If our computer systems or data, or our service providers' systems or data, are subject to security incidents or breaches, or if any of our employees misuses or misappropriates data, it may disrupt our operations, and we may face reputational damage, lose clients and revenues, or incur losses.

Customer Satisfaction

S4- Consumers and end- users				
ESRS Sub- Topic / Sub-sub topic	Impact Nature	Impact Type	Value Chain Coverage	Identified Risk/ Opportunity
Information-related impacts for consumers and/or end users GRI 202: Market Presence 2016 / GRI 416: Customer Health and Safety 2016 / GRI 417: Marketing and Labeling 2016 / GRI 418: Customer Privacy 2016				
Ability to maintain sustainable finance, ensuring business resilience, and the capacity to drive innovation.	Negative	Potential	Downstream Value Chain	Quality of services (R): If our services are inadequate and/or our software solutions are defective, our clients may have claims for substantial damages against us, which could cause us to lose clients, have a negative effect on our reputation and adversely affect our results of operations.

Sustainable Value Chain

G1- Business Conduct				
ESRS Sub- Topic / Sub-sub topic	Impact Nature	Impact Type	Value Chain Coverage	Identified Risk/ Opportunity
Management of relationships with suppliers including payment practices GRI 204: Procurement Practices 2016				
Enforce the compliance of our behavioral standards throughout our value chain and our Relationship with Stakeholders.	Negative	Potential	Upstream Value Chain/Own Operations	Non-compliance with labor laws and regulations(R): Our labor costs and the operating restrictions that apply to us could increase as a result of collective bargaining negotiations and changes in labor laws and regulations, and disputes resulting in work stoppages, strikes, or disruptions could adversely affect our business.

Governance Structure

G1- Business Conduct				
ESRS Sub- Topic / Sub-sub topic	Impact Nature	Impact Type	Value Chain Coverage	Identified Risk/ Opportunity
A solid governance structure supported by an active Board of Directors and executive leadership, ensuring clear oversight, accountability, ethical conduct, and effective risk and sustainability management.	Negative	Potential	Own Operations	ESG Commitment (R): Evolving and conflicting environmental, social and governance ("ESG") related laws and regulations, stakeholders' expectations with respect to ESG or our voluntary ESG goals, could increase our compliance costs, expose us to litigation or reputational harm and adversely affect our business, performance and results of operations.

Financial Performance

G1- Business Conduct				
ESRS Sub- Topic / Sub-sub topic	Impact Nature	Impact Type	Value Chain Coverage	Identified Risk/ Opportunity
GRI 201: Economic Performance 2016 / GRI 203: Indirect Economic Impacts 2016 / GRI 207: Tax 2019				
Ability to maintain sustainable finance, ensuring business resilience, and the capacity to drive innovation.	Negative	Potential	Own Operations	Macroeconomic conditions (R): Our results of operations could be adversely affected by economic and geopolitical conditions, in particular, in the markets in which we operate.
Compliance with Tax and economic contribution.				

Relationship with Stakeholders

G1- Business Conduct				
ESRS Sub- Topic / Sub-sub topic	Impact Nature	Impact Type	Value Chain Coverage	Identified Risk/ Opportunity
GRI 201: Economic Performance 2016 / GRI 203: Indirect Economic Impacts 2016 / GRI 207: Tax 2019				
Ability to maintain sustainable and profitable growth, ensuring business resilience, and the financial capacity to drive innovation.	Negative	Potential	Own Operations	Macroeconomic conditions (R): Our results of operations could be adversely affected by economic and geopolitical conditions, in particular, in the markets in which we operate.
Compliance with Tax and economic contribution.				

Stakeholder Engagement

Stakeholder	Description	Expectation of the Stakeholder	Communication Channels with the Stakeholder
Investors	Financial organizations and institutions involved in international capital markets.	Receive transparent and quality information; Ethic Conduct.	<u>Investor Relations Website:</u> E-mail; Earning calls (quarterly); Conferences; Non-Deal Roadshows; Ethics line, online survey for Materiality assessment process
Globers	All of the company's employees (Globers)	Good work environment; Talent attraction and retention; Career development; embracing equal opportunities for professional growth; Performance recognition; Attractive salaries and benefits; Data privacy; Ethical conduct.	E-mail; All Hands (quarterly results meeting); Internal networks (Slack, Hangouts); Ethics line; Working Mood survey; Pulse survey; Feedback process; Globant's website.online survey and interviews with management for the Materiality assessment process
Clients	Companies that acquire Globant's services. Globant strives to meet their needs through innovation, reinvention technology, and the highest levels of quality and service	Ethic conduct; Data privacy; Support in the sustainability challenges; Digital transformation; Innovation; Quality; Data privacy; Ethic conduct	E-mail; Globant's website; Meetings; Social media; Client events; Materiality surveys; Globant's website; Social media; Ethics line, online survey for Materiality assessment process
Chambers and Business Associations	Organizations that advocate the interests of the IT sector	Partnerships to promote the development of IT talent; Support to develop public policies that promote the IT sector.	E-mail; Meetings; Working groups, online survey for Materiality assessment process

Stakeholder Engagement

Stakeholder	Description	Expectation of the Stakeholder	Communication Channels with the Stakeholder
Civil Society Organizations	Non-profit organizations, social groups, and education centers that Globant collaborates with contribute to the sustainable development of their communities	Partnerships to promote educational programs and other Sustainability initiatives; Donations; Contributions to community development.	E-mail; Meetings; Community engagement and volunteering initiatives; Social media; Website, online survey for Materiality assessment process
Media	Publications that transmit and create informative content for public or private use about Globant	Clear and true information; Relevant information for public analysis	E-mail; Meetings; Press conferences; Interviews; Institutional letters and press releases; Ethics line; Globant's website; Social media, online survey for Materiality assessment process
Auditors and external controllers	Entities that perform an audit, following specific laws or rules, of the financial statements, government entity, legal entity, and are independent of the entity being audited	Confirmation that the information produced by the management is accurate	E-mail; Meetings; Ethics line, online survey for Materiality assessment process
Suppliers and vendors	Those who supply the Resources and services required for Globant	Fairtrade practices; Fair competition; Transparent assessment; Data privacy; Ethical conduct	Audits; E-mail; Surveys; Globant's website; Ethics line, online survey for Materiality assessment process
Governmental Offices	Local, national, or international governmental offices	Partnerships to support talent and industry development.	E-mail; Meetings, online survey for Materiality assessment process

Membership associations

Industry associations, national and international organizations in which Globant participates in a significant role: , Argencon, Asociación Nacional de Empresarios de Colombia - Cámara de Industria Digital y de Servicios (ANDI), Asociación Mexicana de la Industria de Tecnologías de Información (AMITI), Polo IT Ciudad de Buenos Aires, Cluster Tecnológico Tucumán, Cluster Tecnológico La Plata, Brasscom, Cámara de la Industria Argentina del Software (CESSI), American Business Dialogue (ABD), Cámara de Innovación y Tecnología Ecuatoriana (CITEC), Cámara Nacional de la Industria Electrónica de Telecomunicaciones y Tecnologías de la Información de México (CANIETI), Asociación de empresas de Tecnologías de la Información y la Comunicación de Uruguay (CUTI), Cámara de Zonas Francas (CZF), Asociación Chilena de Empresas de Tecnologías de Información (ACTI), AMCHAM (Argentina), Asociación Multisectorial de Empresas de Tecnologías de la Información, Comunicaciones y Electrónica (AMETIC), National Association of Software and Service Companies (Nasscom), Software Exporters' Association of Pune (SEAP), Council of the Americas, Rede Empresarial de Inclusão Social, Green Software Foundation, Barcelona Health Club, ENDEAVOR, Pacto Mundial Naciones Unidas (España), Tent Partnership for Refugees, Consejo Empresarial Alianza por Iberoamérica (CEAPI), Council of the Americas (AS/COA), Global Enabling Sustainability Initiative (GeSi), Circular Electronics Partnership (CEP), among others.

Donations & Subscriptions 2025

Subscriptions and memberships	\$ 757,446
Total donations	\$ 1,849,880
- Commercial initiatives	\$ 33,147
- Charitable donation	\$ 379,922
- Community investment	\$ 971,444
- Pro bono hours	\$ 465,367

Be Kind Suppliers

Recognizing the importance of building a sustainable and resilient value chain, Globant is progressively strengthening its approach to supplier sustainability and responsible sourcing. We understand that our environmental and social impacts extend beyond our own operations and into our upstream and downstream value chain.

We communicate our principles through our Supplier Code of Conduct to uphold high ethical standards across our business relationships. This Code outlines the commitments expected from suppliers, as well as their employees, agents, and subcontractors when working with Globant. It complements Globant's Code of Ethics and requires vendors to undergo a due diligence process prior to engagement. As part of this process, the Compliance Team assesses key factors such as integrity, ethical conduct, data privacy, human rights, and environmental considerations.

As part of this evolving approach, we are advancing the development of the new "Be Kind Suppliers" phase—an ESG-focused supplier evaluation program designed to enhance transparency, risk identification, and alignment with international standards and emerging regulatory expectations. In its initial phase, the program will focus on our "Critical Suppliers". Additionally, we actively engage with key supplier categories, including airline providers, to improve Scope 3 emissions transparency and identify opportunities for emission reductions within our value chain.

Through these efforts, we aim to foster a more responsible, transparent, and resilient value chain that supports long-term sustainable growth.

Emerging Risks

01

Our results of operations could be adversely affected by economic and geopolitical conditions, in particular, in the markets in which we operate.

Description

We have offices and operations in more than 31 countries around the world. If we are unable to manage the risks of our global operations and strategy, our results of operations and ability to grow could be materially adversely affected. The global economy has experienced and may continue to experience extreme volatility and disruptions caused by, among others, health pandemics, terrorist acts, political, social and civil unrest, wars and natural disasters. In connection with some of these disruptions, including the war between Russia and Ukraine as well as the conflict in the Middle East, the U.S. and other countries have imposed and may further impose significant sanctions to certain countries and certain individuals and entities from those countries, and, in addition, some of our customers and suppliers may restrict their business with entities in those countries, all of which could adversely affect us and our business, which in turn could have a material adverse effect on our financial condition and results of operations.

Impact on Business

The technology services industry is particularly sensitive to the broader economic environment and tends to decline during general economic downturns. If the economy of the countries in which we operate weakens or slows, inflation, or a negative or uncertain political climate develops or persists, demand for our services may be depressed significantly, which may negatively affect our revenues and profitability.

Decline in economic growth, reduction of demand for our services, economic sanctions, and certain countries' response to those sanctions, restrictions or conditions by customers on the contracting of our services and other adverse effects derived from global economic and political volatility and uncertainty could affect us or our business partners and clients, what in turn could have a material adverse impact on our business, financial condition and results of operations

Mitigation Measures

Our growth strategy is based on six pillars: (i) leveraging our broad expertise; (ii) growing within existing clients; (iii) acquiring new clients; (iv) geographic expansion; (v) products and platforms; and (vi) pursuing strategic acquisitions. Our expertise and Studio approach help us expand the portfolio and practices we offer to our clients. Our acquisitions are pursued with the aim of fulfilling strategic goals, such as growing into a new geography or the expansion of specializations.

Under our multi-pronged, integrated sales and marketing strategy, our senior management, sales executives, sales managers, account managers and engagement managers work collaboratively to target, acquire and retain new clients and expand our work for existing clients. Globant's team is currently comprised of 395 sales professionals worldwide.

Beyond leveraging our broad expertise, our sales strategy is driven by three fundamentals: retain, develop and acquire ("RDA"). The retention component is focused on maintaining our wallet share with existing accounts through flawless execution on our engagements. The development component emphasizes developing existing client relationships by significantly expanding our wallet share and capturing business from our competitors. The acquisition component targets new client accounts. Through our RDA strategy, as well as marketing and branding events, we are able to acquire new or expand existing engagements in our large and growing addressable market.

We are subject to numerous risks associated with the evolving market for products with AI capabilities

Description

The markets and use cases for products with AI capabilities have been rapidly evolving, are difficult to predict and may impact demand for our products and services, pricing and margin. We use AI and machine learning (“ML”) technologies in certain of our products and services, using Globant’s own proprietary AI models, as well as third-party models. We have also deployed AI enabled solutions to enhance our internal processes, including proprietary AI assistants such as “Geno”, a tool to optimize staffing and talent management processes, and “Sensei,” a system that offers tailored learning and career development experiences, each of which leverage OpenAI’s GPT models.

Impact on Business

Our use of AI technology may subject us to reputational, financial, legal or regulatory risks. As we incorporate AI technology into our products and services, any failure to address concerns relating to the responsible use of the evolving AI technology in our products and services may cause harm to our reputation or financial liability and, as such, may increase our costs to address or mitigate such risks and issues. AI technology may create ethical issues, generate defective algorithms, and present other risks that create challenges with respect to its adoption. In addition, evolving rules, regulations, and industry standards governing AI may require us to expend significant resources to modify, maintain, or align our business practices or products to comply with rules and regulations, the nature of which cannot be determined at this time. The regulatory environment surrounding the impact of the implementation of AI on our products and services may adversely affect our ability to produce and export products and as a result may cause harm to our reputation and financial liability.

Mitigation Measures

To mitigate challenges and enhance our operational effectiveness, During 2025 we reorganized our operating model into three core Studios (together, the “Core Studios”), which provide cross-functional expertise and execution strength across engagements.

Each Core Studio is powered by its own Agentic Suite of AI capabilities, and is purpose-built to automate, optimize, and elevate performance end-to-end.

Building on this foundation, our AI Industries Studios combine AI capabilities with deep domain expertise to enable industry-specific transformation across the following sectors. Our Core Studios and AI Industries Studios move us beyond generic AI deployment, enabling industry specific transformation with speed, precision and measurable impact.

Additionally, Globant’s AI powered services represents our portfolio of AI platforms and solutions through which we transform our clients’ business operations, enhance productivity and support enterprise-wide evolution by embedding agentic capabilities across technology, processes and services.

At the core of Globant’s AI services is Globant Enterprise AI (GEAI), our Agentic Innovation Platform and productivity booster, which serves as the foundation of our agentic offering and enables the development, orchestration, and governance of private AI-powered systems that learn, adapt, and evolve autonomously in a secure and cost-effective manner.

Built on this foundation, Globant’s AI services includes the following agentic suites: GeneXus, Globant CODA, Navigate Digital Twin, Navigate Service Assist, and Fusion. In addition, also includes the following platforms: StarMeUp and DaXia.

In 2025, we integrated certain of our AI platforms’ capabilities with our Studio model to create a fully integrated offering intended to support AI-driven transformation from strategy to execution. Building on this approach, we introduced AI Industry Studios, which combine AI capabilities with domain expertise to support industry-specific transformation in the following sectors: Financial Services; Media, Entertainment, Sports & Leisure; Healthcare & Life Sciences; CPG, Retail & Automotive; Gaming & EdTech; Airlines; Energy, Oil & Gas and High Tech & Professional Services.

If our computer systems or data, or our service providers' systems or data, are subject to security incidents or breaches, or if any of our employees misuses or misappropriates data, it may disrupt our operations, and we may face reputational damage, lose clients and revenues, or incur losses.

Description

Our business is heavily dependent on the security of our IT networks and those of our clients, as well as our third-party providers. We have access to, and we collect, transmit and store data, including confidential client and client customer data, intellectual property, and personal data. Threats to network and data security are increasingly diverse and sophisticated, and despite our efforts, they have increased in number due in part to the growing breadth and complexity of IT networks and systems and large number of employees working remotely. Our internal or external IT servers and networks, or those of our third party processors, providers or clients, are vulnerable to cybersecurity risks, including viruses and worms, phishing attacks, ransomware attacks, denial-of-service attacks, physical or electronic break-ins, third party or employee theft or misuse, and similar disruptions, which could disrupt the normal operations of our engagements and impede our ability to provide critical services to our clients, thereby subjecting us to liability under our contracts and applicable data protection laws.

Impact on Business

While we take measures designed to protect the security of, and unauthorized access to, our systems and data, and the privacy of confidential information and personal data, our security controls over our systems and the systems of our processors, vendors and clients with which we operate and rely upon, as well as any other security practices we follow, may not prevent the improper access to or the unauthorized acquisition, use or disclosure of data, including confidential information, personal data, intellectual property and proprietary information. We do not control the operations or facilities of our service providers that collect, store, and process data on our behalf. If any of these service providers is subject to a security incident, we may not initially be aware of it, and we may not be able to control the investigation into the incident. In addition, we may be required to notify our clients if one of our service providers is subject to a security incident that affects our clients' data, and it may disrupt our operations and impede our ability to provide our services. Many of our client contracts do not limit our potential liability for breaches of confidentiality.

Mitigation Measures

The identification and assessment of cybersecurity risks are integrated into our overall risk management processes. We address cybersecurity risks related to our business operations, privacy, and compliance through a comprehensive approach that includes third-party assessments, IT security, and governance reviews. To defend against cybersecurity incidents, we conduct proactive assessments, audit data policies, manage intrusion detection systems, perform penetration testing, secure applications, train employees, and monitor relevant laws and regulations. Dedicated teams oversee risk management and incident response.

Our cybersecurity risk management system, GIST, tracks and logs privacy and security incidents across Globant and its vendors. Incidents are assigned severity scores and classified as "Cyber Security Incidents" if they threaten the confidentiality, integrity, or availability of information systems. Significant incidents are reviewed by the Incident Response Team, which develops remediation plans and tracks metrics for improvement.

Our security framework is based on internationally recognized standards, including ISO 27001 and the NIST Cyber Security Framework. Globant has been ISO 27001 certified since 2013, ensuring our information security management system is under management control, and we successfully migrated to ISO 27001:2022 in 2025.

Climate-related Risks & Opportunities

Climate Risk Management

We conduct an annual review of climate-related risks and opportunities and incorporate the results into our Enterprise Risk Management framework. Throughout the year, we continue tracking how these risks evolve by monitoring key indicators (see the “Measuring our greenhouse gas emissions” section) in collaboration with the Governmental Affairs & Sustainability Team. We also remain attentive to global developments—particularly new regulations—to determine whether updates or further analysis are required.

In the context of the global climate emergency, risks emerge from the interaction between climate-related hazards and the exposure and vulnerability of the human or ecological systems affected by them. Both variables involve uncertainty in terms of magnitude and probability, and they evolve across geographies and over time. To navigate this uncertainty, we apply scenario analysis to evaluate climate-related risks and opportunities.

Effective climate-risk management enables the Company to reduce potential adverse impacts while strengthening operational and financial resilience. Consequently, through a combination of quantitative and qualitative approaches, we determine how to allocate resources in the identification and evaluation of risks and opportunities across different scenarios and time horizons.

Risks identification

Various climate-related risks and opportunities will likely manifest across different time horizons and with other impacts. While some are present over a short-term time horizon, they can become more significant over the medium and long term. Nonetheless, after our risk assessment, **no relevant impact is expected over the assessed climate scenarios and time horizons.**

Transition Risks

The transition risk assessment methodology begins by evaluating our operations, key stakeholders (clients, investors, and suppliers), and potential exposure to climate risks.

We reviewed our operation for risk identification and analyzed four categories: competitors, IT suppliers, investors, and clients. Additionally, the analysis considered industry trends, carbon pricing, sustainability concerns, high-carbon industries beyond our clients, regulatory environments, and academic research on climate data analytics.

Considering our vulnerability and exposure, 9 risks were identified under the Policy & Legal, Technology, and Reputation categories. Several metrics were analyzed for each identified risk to carry out the risk Assessment and Prioritization. The Additional Information section summarizes the identified risks in Table “**Transition Risks**”.

The approach was quantitative or qualitative, mainly considering reputation issues and other climate considerations holistically encompassing the Company and the IT sector. For the assessment, we considered the Impact (the potential damage, including financial damage, a risk event could cause) and Likelihood (the possibility of a risk event occurring).

For the following Risk: “Regulation changes could increase the pricing of GHG emissions, compliance costs, enhanced reporting obligations, regulation of existing products and services, and costs to transition to lower emissions technology”, we performed a quantitative analysis and for the rest, the analysis was qualitative.

Climate scenarios were carefully selected to prioritize identified risks. Furthermore, the current mitigation actions were analyzed to complement this assessment and understand the Company’s resilience.

Physical risks

The physical risk assessment begins by gathering data on assets' exposure to climate hazards, including geographic locations and asset types. This data is then analyzed using various climate-related hazard databases and models to assess potential financial and operational vulnerabilities and impacts on the identified assets.

In simple terms, acute physical risks are event-driven, more frequent, and severe episodes that usually occur in short to medium periods of time (such risks include heatwaves, wildfires, droughts, etc.). Chronic physical risks (like rising temperatures or sea level rise) occur in the long term and are drivers of changes that could amplify acute ones.

Also, a list of acute and chronic physical risks was chosen to understand the Company's exposure to natural catastrophes and their evolution in the mid-and long-term time horizons. For the analysis, each physical risk was evaluated according to its exposure to the following hazards: heat waves, floods, extreme precipitation, wildfires, droughts, surges, extreme winds, temperature rise, total precipitation, and sea level rise.

Data input consisted of our employee's headcount per operating country and office up to December 2025 and the location of servers used in operations. Our employees, offices, and servers are distributed across several cities and sites. The worldwide distribution of assets requires a global risk assessment where parameters are evaluated at all locations.

We have assessed climate-related issues by integrating 'Impact,' which refers to the extent to which a risk event might affect the company's operations, and 'Severity,' which describes the level of damage possible when an event occurs due to a particular hazard.

The primary objective of this approach is to understand the effects of climate-related physical risks on employees, infrastructure, servers, and company finances. An impact value range was defined. Each asset was evaluated using its Impact and Severity values, creating an exhaustive list of locations.

Physical risks were calculated across five regions (Latin America, North America, Europe, Asia, and Oceania). Assets were categorized into employees, server sites, and office buildings.

The financial impact was calculated on employee productivity, the main risk derived from climate-related physical risks in the next 20 years.

Examining the effects of weather-related physical hazards involves a detailed assessment of their impact on employee productivity and the resulting financial implications stemming from lost work hours. The evaluation of hours lost due to acute physical risks was conducted based on the criteria outlined in the 2019 International Labor Organization report (ILO, 2019). A comprehensive analysis of the historical events provided a detailed record of natural catastrophes' dates, duration, and intensity.

Chronic physical risks have not been evaluated since the magnitude of the hours lost due to temperature rise, changes in precipitation patterns, or sea level rise in the next 20 to 30 years are hardly quantifiable.

A combination of datasets* has been analyzed to comprehend the frequency of acute climatic events and their impacts on the services sector, which are then considered in the impact analysis.

In broad terms, the primary risks for employees arising from those risks include decreased productivity (measured in hours of lost work activity) and health issues, encompassing both physical and mental well-being. Simultaneously, potential liabilities stemming from climate-related impacts, such as damage to infrastructure and power supply shortages, have been explicitly identified concerning servers and offices.

Results vary drastically per region, with Asia and Latin America as the main hotspots of productivity loss due to physical risks. However, the analysis found that this risk would not represent a significant economic loss for Globant.

Based on the analysis, Argentina, India, and Colombia are the countries with the highest overall risk **exposure for employees**. Even though, climate severity values may already be high in these countries, risk values are increased by the high concentration of employees in cities like Buenos Aires, Pune, and Bogota, increasing the impact of any occurring hazard.

* For instance, ILOSTAT and EM-DAT (The International Disasters Database) have been utilized. EM-DAT offers data on the occurrence and effects of over 22,000 mass disasters worldwide from 1900 to the present day. The database is compiled from diverse sources, including United Nations agencies, non-governmental organizations, insurance companies, research institutes, and press agencies (EM-DAT website).

Heatwaves (acute) and temperature rise (chronic) are the riskiest climate events impacting Globers in all scenarios up to 2050. These vulnerabilities translate as “limitations of work activity,” “productivity,” and “exposure to contaminated waters and diseases,” becoming a risk for Globers’ health (physical and mental). In all scenarios leading up to 2050, Pune (India) stands out as the riskiest city.

Concurrently, most of these countries host many **servers**, exposing these assets to physical risks. Buenos Aires (Argentina) and Pune (India) have the highest risk for this type of asset. Surges, heat waves, and temperature rise represent the highest threat to infrastructure, as power supply could increase its cost or affect supply, power lines could be taken down, and air conditioning consumption peaks.

The analysis also shows that heat waves, temperature rises, droughts, wildfires, and surges may emerge as potential risk factors impacting **offices** on a large scale by the year 2050. Cities such as Barranquilla, Bengaluru, Hyderabad, and Pune have been identified as particularly vulnerable and facing risks associated with these climatic challenges.

Finally, it is crucial to underscore that, despite being a geographically diverse Company, our strategic approach to developing new locations and embracing decentralization, with offices and servers spread globally, is a vital asset for ensuring business continuity. This approach becomes especially beneficial if one or more locations are impacted by extreme weather events related to climate emergency. The geographical dispersion of resources contributes to the Company’s resilience, mitigating the potential adverse effects of climate-related challenges on our operations and finances.

Opportunities

The opportunity assessment follows a structured process to identify initiatives that mitigate specific risks and generate strategic benefits. Each identified opportunity was assigned a time horizon, and a financial analysis was conducted based on the available information. A benchmarking study was conducted among peers and clients to complement this analysis, focusing on IT services, IT suppliers, and the consultancy sector.

Additionally, an internal assessment was carried out with the Sustainable Team and the Sustainable Business Studio to evaluate Globant’s current climate-related efforts and identify potential opportunities in the short, medium, and long term. These opportunities were categorized into two groups:

Internal

Initiatives within Globant’s operations that can generate economic benefits.

External

Market expansion opportunities and services related to sustainable development.

Both categories are considered strategic actions to ensure the company’s financial and operational resilience.

For Additional Information, **Opportunities section** provides more detailed information about analyzing physical and transitional risks and opportunities.

Scenario analysis

Companies face the choice of either continuing business as usual, contributing to scenarios where emissions continue to rise at current or higher rates, or adopting aggressive adaptation and mitigation strategies to halve emissions by 2050.

For this reason, we've **aligned scenario analysis with our climate strategy**, which calls for aggressive adaptation and mitigation strategies to halve emissions by 2050.

Under the **"business as usual" and "worst case" scenarios**, where global temperatures are expected to exceed 2 degrees Celsius, companies, including Globant, may be affected by the effects of climate emergency, with hazards like increased frequency of heatwaves and variations in rainfall patterns leading to droughts and floods. In the **Paris-aligned scenario**, where the temperature is low probability of exceeding 2°C, extreme climate events are projected to occur to a lesser extent. Still, we may be impacted by changes in regulatory policies.

The International Energy Agency (IEA) presents a set of energy scenarios providing medium to long-term energy projections. The IEA's Global Energy and Climate (GEC) Model does not offer predictions but evaluates possible future trends. In their World Energy Outlook 2025 (IEA, 2025), the International Energy Agency explores several energy futures. These include a normative Net Zero Emissions (NZE) scenario, aimed at achieving net-zero CO₂ emissions by 2050 and broadly consistent with limiting global warming to around 1.5°C, though with a temporary overshoot. In addition, two exploratory scenarios are analyzed: the Stated Policies Scenario (STEPS), which reflects announced or proposed government policies and leads to relatively high emissions, and the Current Policies Scenario (CPS), which considers only policies already in place, resulting in a more fossil-fuel-intensive future that is further from climate targets. The 2025 edition also introduces the ACCESS scenario, focused on achieving universal access to electricity and clean cooking, but not directly on global emissions pathways.

For the Transition Risks and Opportunities assessment, we used the **IEA's Net Zero Emissions (NZE) Paris-aligned and Stated Policies Scenario (STEP)** Business as usual scenarios. For the Physical Risks assessment, the **IPCC's SSP1-2.6 (Paris Aligned)**, **SSP2-4.5 (Business as usual)**, and **SSP5-8.5 (Worst case scenario)** scenarios were modeled.

Time Horizons

Mitigating and adapting to climate risks is crucial for building resilience against its effects, protecting vulnerable populations, and ensuring the sustainability of natural and human systems. For this reason, projections from globally recognized entities (Intergovernmental Panel on Climate Change (IPCC) and International Energy Agency (IEA)) spanning different time horizons were considered to assess climate-related risks and opportunities.

Time horizons align with climate commitments and are tailored to evaluate Climate Risk.

The long term, spanning more than five years until 2050, is considered. This alignment ensures that the broader corporate risk management framework assesses and manages climate-related risks. This integrated approach enhances transparency and accountability in addressing climate risks and reinforces the commitment to sustainable and resilient business practices.

We identify and assess climate risks and opportunities that could have a financial or strategic impact on the organization across a range of time horizons.

For physical risks specifically, the assessment is informed by climate projection models developed by the Intergovernmental Panel on Climate Change (IPCC). In this study, IPCC model results for the **mid-term (2050)** and **long-term (2100)** periods are utilized to project the organization's **"long-term" (2050)** and **"extended long-term" (2100)** climate-related implications.

Time horizons in years selected for the climate-related risks assessment.

	Short-term	Mid-term	Long-term
Climate Risk	1-2	2-5	>5

Transition risks

The assessment found that **policy, legal, technology, and reputation** are all potential climate transition risks for Globant. To identify potential business impacts, a comprehensive impact assessment (considering quantitative and qualitative analysis) was conducted. The results stem from Globant's in-depth analysis of its operations, employing a quantitative approach whenever feasible. A qualitative impact assessment was conducted whenever quantitative analysis wasn't possible due to insufficient information.

Based on the quantitative analysis performed on the impact of Increased pricing of GHG emissions considering the current emissions level, **a relevant impact is not expected from Transitional risks considering the IEA's NZE (Paris-aligned) and STEP (Business as usual) climate scenarios by 2050⁽¹⁾**:

Policy & Legal	Time Horizon*	Risk description	Scope	Potential Impact	Our approach to minimizing climate risks
Policy & Legal	M L	Regulation changes could increase the pricing of GHG emissions, compliance costs, enhanced reporting obligations, regulation of existing products and services, and exposure to litigation.	Own Operations	Increased pricing of GHG emissions The increment of GHG emissions' price, a carbon tax, and other emission reduction mechanisms cascade over different sectors, affecting services prices and leading to operation costs and expenses: ● Increase in electricity prices will directly affect operating costs. ● Increase in air travel cost. Additionally, it could be potentiated considering aviation sector regulations such as Sustainable Aviation Fuel (SAF) requirements. ● Increased carbon credit prices to offset remaining unabated emissions may directly expense. Enhanced emissions-reporting obligations and regulation of existing products and services. Increasing pressure on climate reporting for the holding Company and its principal operating subsidiaries, stemming from regulatory requirements (potential penalties) and key stakeholders. (Main reporting obligations: CSRD, SEC).	● Energy Management ● 100% Renewable Energy (EACs, green providers, on-site generation) ● Decarbonization action plan ● Compensate, beyond value chain mitigation ● Sustainable Business Travel ● ESG reporting ● Be kind Supplier ● Migrating to the Cloud ● Environmental Awareness "Globers" to learn how to reduce their Digital Carbon Footprint through Digital Sobriety and Planet-Centric design techniques ● Sustainability POD: dedicated teams that oversee and ensure compliance with Sustainability matters
			Value chain	Increased pricing of GHG emissions Suppliers: Cloud contract costs could increase due to higher energy prices. Clients: Investments in technological services could decrease due to the transition of the different sectors according to the nature of the client's business. Enhanced emissions-reporting obligations. Shareholders: Increasing investors pressure for more climate-related disclosures Clients: Increasing pressure from clients in climate-related disclosure based on the nature of their business.	

*References Time-horizon:

- S Short-term risk (less than 2 years)
 M Medium-term risk (2–5 years)
 L Long-term risk (5+ years)

(1) The transitional risks were analyzed separately for each of the variables (without adding up the effects), in the time horizon considered and based on analysis performed explained in the Climate Risk Management section.

Transition risks

Technology	Time Horizon*	Risk description	Scope	Potential Impact	Our approach to minimizing climate risks
M L		Transitioning to lower-emissions technologies for our corporate footprint and substituting existing assets and related services with lower-emissions options may require additional expenditure.	Own Operations	Substitution of existing products and services with lower emissions options Not aligning products and services with emergent environmental requirements could decrease revenue. Unsuccessful investment in new technologies Increasing challenges to adapt the new businesses to current Company climate policies. Mainly focus on new company acquisition. Costs to transition to lower emissions technology Costs are increasing to employ the technology needed to enhance the environmental performance of products and services and the Company's environmental performance. For the last mention, I - RECs prices could be higher if additionality is a requirement.	100% Renewable Energy - Low Carbon Services - Sustainable Business Studio - Green Buildings - Be kind Supplier - Migrating to the Cloud
			Value chain	Substitution of existing products and services with lower emissions options Clients: They are not remaining competitive due to the need to stay at the forefront of emerging low-carbon technologies and/or services to enable low-carbon operations. A change in revenue mix and sources has resulted in decreased revenues. Unsuccessful investment in new technologies Suppliers: They are not remaining competitive due to a lack of environmentally responsible suppliers for acquiring new low-carbon technologies. Costs to transition to lower emissions technology Suppliers: The costs of cloud contracts are increasing due to the decreasing access to renewable energy. Clients: Decreased client investment in technology services due to different transition low carbon economy drivers based on the nature of their business.	

*References Time-horizon:

S Short-term risk (less than 2 years)
 M Medium-term risk (2–5 years)
 L Long-term risk (5+ years)

Transition risks

Reputation	Time Horizon*	Risk description	Scope	Potential Impact	Our approach to minimizing climate risks
	M L	Potential business loss from changing consumer preferences and failing to meet emissions reduction Commitments or Stakeholder expectations on climate risks.	Own Operations Value chain	Stigmatization of sector The IT sector could be scrutinized for being large energy and water consumers. Globant business could be affected if its approach is less robust than its peers. Increased stakeholder concern or negative stakeholder feedback - Face difficulties in attracting and retaining talent due to the need to successfully incorporate climate-related issues. - Negative brand reputation due to the need for climate commitments. Shift in consumer preferences Clients: Not remaining competitive due to needing to stay at the forefront of emerging low-carbon technologies and/or services to enable low-carbon operation.	- Sustainable Business Studio - Green Buildings - Low Carbon Services - Sustainability reporting - SBTi trajectories - Low Carbon Services - Sustainable Business Studio

*References Time-horizon:

S Short-term risk (less than 2 years)
 M Medium-term risk (2–5 years)
 L Long-term risk (5+ years)

Physical risks

The analysis assessed the risks associated with weather events, such as temperature extremes, water stress, drought, wildfires, floods, and extreme precipitation, for our employees, offices, and server infrastructure. The results indicate that the most relevant risks, such as heatwaves and precipitation, are acute. Chronic physical risks were not assessed for productivity loss due to inherent challenges in quantifying the hours lost arising from temperature rise, changes in precipitation patterns, or sea level rise projected over the next 30 years. As a result of this quantitative analysis, over our own operation in terms of productivity, a **relevant impact is not expected from Physical risks in the IPCC's SSP1-2.6 (Paris Aligned), SSP2-4.5 (Business as usual), and SSP5-8.5 (Worst case scenario) climate scenarios by 2050⁽²⁾**:

	Time Horizon*	Risk description	Scope	Potential Impact	Our approach to minimizing climate risks
Acute physical	L	An extreme weather event, such as heat waves, floods, surges, extreme precipitations, wildfires, droughts, tornados, extreme winds, or dust storms, may impact Globant's offices and servers and affect our operations, potentially resulting in increased operating costs, loss of physical assets and reduced productivity.	Own Operations	Productivity Employee productivity loss is the main risk from climate-related physical risks in the next 20 years. Lost working hours due to sick leave (associated with physical and/or mental health) or other interruptions (e.g., power failure) emerged as a potential financial impact for the Company. Infrastructure Physical damage to our building infrastructure and other physical assets may bring write-offs and early retirement of existing investments.	- Be kind to Yourself - Migrating to the Cloud - Energy Management - Green Buildings - Work from Anywhere Insurance program: Assessing property risks annually to value the global property insurance program.
Chronic Physical	L	Changes in precipitation patterns and extreme variability in weather patterns, rising mean temperatures, or rising sea levels.	Own Operations	Health The rise in temperature may affect our employees' health. Consequently, population migration and related social issues could impact workforce availability.	Work from Anywhere

*References Time-horizon:

S Short-term risk (less than 2 years) **M** Medium-term risk (2–5 years) **L** Long-term risk (5+ years)

(2) In the time horizon considered and based on analysis performed explained in the Climate Risk Management section

Opportunities

We also consider several climate-related opportunities associated with resource efficiency (including energy, water, and materials), using lower-emission energy sources, and opportunities to design and develop new products and services that support the transition to a low-carbon economy.

External Opportunities ⁽²⁾	Time Horizon*	Category	Scope	Our approach to minimizing climate risks
	S M	Product & Service	Clients	Sustainable Business Studio (SBS) growth This is a strategic opportunity for accessing new customers and/or markets that continue to provide services and complement other studios with a sustainable vision. We offer our clients AI-based and data-driven sustainable business solutions, offering the latest technology in responding to dynamic trends and permanent changes. Our Sustainable Business Studio allows us to have a dedicated team of experts at the forefront of twinning technology with sustainability, driving new revenue streams and positioning Globant as a strategic and knowledge partner. International positioning and partnerships We are active members of the international community engaged in climate-related initiatives, participating in roundtable discussions, working groups, and events such as the Global Enabling Sustainability Initiative, GreenBuild Annual Event, COP30 Belem, Davos 2025, IDRA Reykjavik Summit on Water and Climate Change, NYC Climate Week, and B20 Brasil, to understand challenges and best practices, as well as opportunities to innovate and provide better products and services.⁽¹⁾

*References Time-horizon:

S Short-term risk (less than 2 years)
 M Medium-term risk (2–5 years)
 L Long-term risk (5+ years)

For more information about our services visit www.globant.com/studio/sustainable-business.

Appendix

Table 1 - Globers by Gender

Globers by Gender - 2025 ⁽¹⁾	
27.6% Female	72.4% Male

(1) This number represents only 96,9% of the Globants Headcount; the additional 3.1% refers to the newly acquired companies in 2025 that are in the integration process.

Table 2 - Globers by area and gender - 2025

Staff Areas (Staff, Sales & Management)		Production (Delivery, Operations & Technology)	
61.6% Female	38.4% Male	25.4% Female	74.6% Male

Table 3 -Globers by Country and Gender

Globers by Country	2025 ⁽¹⁾	
	Female	Male
Argentina	32.30%	67.70%
Colombia	23.30%	76.70%
Mexico	23.40%	76.60%
Uruguay	29.90%	70.10%
Chile	18.80%	81.20%
Peru	21.10%	78.90%
Brazil	22.20%	77.80%
United states	21.50%	78.50%
India	31.80%	68.20%
United Kingdom	27.80%	72.20%
Spain	30.70%	69.30%
Belarus	41.30%	58.70%
Romania	41.50%	58.50%
Canada	24.20%	75.80%
Luxembourg	100.00%	0.00%
France	30.20%	69.80%
Germany	33.30%	66.70%
Costa Rica	15.90%	84.10%

Globers by Country	2025 ⁽¹⁾	
	Female	Male
Ecuador	11.90%	88.10%
Denmark	68.40%	31.60%
Italy	31.20%	68.80%
Portugal	36.40%	63.60%
United Arab Emirates	41.80%	58.20%
Saudi Arabia	38.80%	61.20%
Australia	27.30%	72.70%
Bulgaria	21.00%	79.00%
China	50.00%	50.00%
Viet Nam	37.50%	62.50%
Moldova, Republic Of	36.70%	63.30%
Philippines	47.60%	52.40%
Singapore	66.70%	33.30%
Ireland	16.70%	83.30%
Morocco	3.80%	96.20%

(1) This number represents only 96,9% of the Globants Headcount; the additional 3.1% refers to the newly acquired companies in 2025 that are in the integration process.

Table 4 - Globers per employee type of contract by region

Country	Headcount (HC) ⁽¹⁾	Permanent ⁽²⁾	Temporary ⁽³⁾	Non-Guaranteed ⁽⁴⁾	Full Time ⁽⁵⁾	Part-Time ⁽⁶⁾
Argentina	4965	4911	54		4878	87
Colombia	6109	6032	77		6108	1
Mexico	2438	2438			2438	
Uruguay	847	847			826	21
Chile	1022	1022			1022	
Peru	1217	1213	4		1217	
Brazil	1466	1466			1460	6
USA	710	710			709	1
India	4927	4921	6		4920	7
UK	158	158			158	
Spain	1683	1668	15		1670	13
Belarus	63	63			63	
Romania	619	619			614	5
Canada	33	33			32	1
Luxembourg	1	1			1	
France	53	53			53	
Germany	18	18			18	
Costa Rica	63	63			62	1
Denmark	95	95			90	5
Italy	404	403	1		390	14
Ecuador	270	269	1		270	
Portugal	11	11			11	
Saudi Arabia	67	67			67	
United Arab Emirates	134	134			134	
Australia	22	22			22	
Bulgaria	143	142	1		142	1
China	2	2			2	
Ireland	6	6			6	
Republic Of Moldova	180	180			177	3
Philippines	42	42			42	
Singapore	12	12			12	
Vietnam	64	64			64	
Morocco	26	26			26	
TOTAL	27870	27711	159		27704	166

We report our employees' indicators by region, considering each region a country of operation, and we follow the following definitions:

(1) Headcount: This number represents only 96,9% of the Globants Headcount; the additional 3.1% refers to the newly acquired companies in 2025 that are in the integration process.

(2) Permanent: employees with a contract for an indeterminate period (i.e., indefinite contract) for full-time or part-time work. / (3) Temporary: employees with a contract for a limited period (i.e., fixed term contract) that ends when the specific period expires or when the specific task or event that has an attached time estimate is completed (e.g., the end of a project or return of replaced employees). / (4) Non-Guaranteed: employees who are not guaranteed a minimum or fixed number of working hours per day, week, or month but may need to make themselves available for work as required. Examples: casual employees, employees with zero-hour contracts, on-call employees. / (5) Full-time: employees' working hours per week, month, or year are defined according to national law or practice regarding working time. / (6) Part-time: employees whose working hours per week, month, or year are less than the number of working hours for full-time employees.

Table 5 - Globers⁽¹⁾ per employee category by age group

2025	Directors + Managers %	Senior %	Semi Senior %	Junior%	Trainee%	Other ⁽²⁾ %
Under 30 years old	1.0%	9.6%	32.6%	62.7%	88.0%	26.4%
Between 30-49 years	84.3%	85.1%	65.9%	36.1%	11.4%	69.4%
Older than 50 years old	14.8%	5.2%	1.5%	1.2%	0.6%	4.2%

(1) This number represents only 96,9% of the Globants Headcount; the additional 3.1% refers to the newly acquired companies in 2025 that are in the integration process.

(2) Globers from M&A who are in the internal mapping process but have not yet been integrated into Globant's professional categories.

Table 6 - Globers⁽¹⁾ per professional category and by gender

2025	Managerial position ⁽²⁾	Senior %	Semi Senior %	Junior%	Trainee%	Other ⁽³⁾ %
Female	23.2%	25.6%	29.6%	38.9%	34.7%	32.6%
Male	76.8%	74.4%	70.4%	61.1%	65.3%	67.4%

(1) This number represents only 96,9% of the Globants Headcount; the additional 3.1% refers to the newly acquired companies in 2025 that are in the integration process.

(2) This category includes Directors and Managers

(3) Globers from M&A who are in the internal mapping process but have not yet been totally integrated into Globant's professional categories.

Table 7 - Talent Development by Professional Category and Gender

Learning	Total	By Professional Category					By Gender		
		Operations	Sales	Staff	Technology	Others ⁽²⁾	Female	Male	Other
Globers trained ⁽¹⁾	29,611	2,041	373	1,571	25610	16	8,083	21,528	
Training Hours	1,543,344	87,117	6,606	42,847	1,366,972	39,802	400,758	1,102,967	39,619
Average training hours per <u>Glober</u>	52	43	18	27	53		50	51	

(1) Average Glober headcount. / (2) Globers who are not yet internally mapped into a professional category.

Table 8 - Foreign Nationals Employees

Foreign Nationals Employees	2025 ⁽²⁾
% Local Hires	88.6%
% Foreign Hires	11.4%
% Proportion of senior management hired from the local community ⁽¹⁾	75.5%

(1) % of Local Employees based on the headcount of Directors + Managers.

(2) This number represents only 96,9% of the Globants Headcount; the additional 3.1% refers to the newly acquired companies in 2025 that are in the integration process.

Table 9 - Hiring by region

Country	Total
United Arab Emirates	17
Argentina	565
Belarus	1
Brazil	272
Canada	4
Chile	158
Colombia	1137
Costa Rica	9
Denmark	32
Ecuador	51
Spain	438
France	7
Germany	4
India	759
Italy	60
Luxembourg	0
Mexico	306
Peru	133
Poland	1
Portugal	3
Romania	46
United Kingdom	40
Uruguay	31
USA	124
Saudi Arabia	43
Philippines	15
Moldova	0
Australia	13
Singapore	5
Ireland	6
Moldova	23
Vietnam	25
Bulgaria	4
Morocco	34
TOTAL	4366

Table 10 - Hiring by Foreign National

Foreign National Hires	%
Local	88.62%
Foreign	11.38%
Not defined	
Total	100%

Table 11 - Working Mood % of Participation by Age

Age range	%
18-24 years old	68%
25-34 years old	74%
35-45 years old	82%
45+ years old	84%

Table 12 - Working Mood % of Participation by Gender

Gender	%
Female	78%
Male	79%

Table 13 - Workers covered by an occupational health and safety management system

	2025		2024		2023	
	#	%	#	%	#	%
Globers covered	20653	72%	22,956	73%	19,798	68%
Globers covered by an internal audited system	20653	72%	22,956	73%	19,798	68%
Globers covered by an external audited system	10097	35%	10,740	34%	9,376	32%

Table 14 - Waste diverted from disposal

Waste diverted from disposal (Kg)	2025		2024		2023	
<i>Hazardous</i>	On-site	Off-Site	On-site	Off-Site	On-site	Off-Site
Reuse	n/a	n/a	n/a	n/a	n/a	n/a
Recycle	n/a	n/a	n/a	n/a	n/a	n/a
Other	n/a	n/a	n/a	n/a	n/a	n/a
<i>Non-Hazardous</i>	On-site	Off-Site	On-site	Off-Site	On-site	Off-Site
Reuse	0	0	0.0	0.0	0.0	0.0
Recycle	21,678.22	0	23,781.2	2,433.3	25,750.0	0.0
Other	2,256.84	0	1,897.3	0.0	1,826.0	0.0
<i>E-Waste</i>	On-site	Off-Site	On-site	Off-Site	On-site	Off-Site
Reuse - Repurposed	0	752.7	0.0	1,516.0	0.0	496.0
Recycle	0	2,950.21	0.0	3,748.0	0.0	2,921.6
Other	0	0	0.0	0.0	0.0	0.0
Total Waste diverted	23,935.1	3,702.9	25,678.5⁽¹⁾	7,697.3	27,576.0	3,417.6

(1) The 2024 value has been restated to correct a calculation error identified during the 2025 reporting cycle.

Table 15 - Waste directed to disposal

Waste directed to disposal (Kg)	2025		2024		2023	
Hazardous	On-site	Off-Site	On-site	Off-Site	On-site	Off-Site
Incineration with energy recovery	n/a	n/a	n/a	n/a	n/a	n/a
Incineration without energy recovery	n/a	n/a	n/a	n/a	n/a	n/a
Landfilling	n/a	n/a	n/a	n/a	n/a	n/a
Other	n/a	n/a	n/a	n/a	n/a	n/a
Non-Hazardous	On-site	Off-Site	On-site	Off-Site	On-site	Off-Site
Incineration with energy recovery	n/a	n/a	0.0	0.0	0.0	0.0
Incineration without energy recovery	n/a	n/a	0.0	0.0	0.0	0.0
Landfilling	0.0	43,298.79	0.0	46,681.8	0.0	46,966.0
Other	0.0	0.0	0.0	0.0	0.0	0.0
E-waste	On-site	Off-Site	On-site	Off-Site	On-site	Off-Site
Incineration with energy recovery	0.0	0.0	0.0	0.0	0.0	0.0
Incineration without energy recovery	0.0	0.0	0.0	0.0	0.0	0 ⁽¹⁾
Landfilling	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	762.55	0.0	93.55	0.0	321.5 ⁽¹⁾
Total directed to disposal of waste	0.0	44,061.3	0.0	46,775.4	0.0	47,287.5⁽¹⁾

(1) The 2023 value has been restated to correct a calculation error identified during the 2025 reporting cycle.

Table 16 - Water Consumption

Water per country	Total Consumed (m3)	Consumed in high-water stress areas (m3)	Reused or recycled (m3)	Stored (m3)	Intensity ratio (m3/Glober)
Argentina	10,692.0	0.0	3,814.0	0.0	2.1
Belarus	120.0	0.0	0.0	0.0	1.9
Brazil	220.0	0.0	0.0	0.0	0.1
Chile	506.0	0.0	0.0	0.0	0.5
Colombia	2,672.3	0.0	0.0	0.0	0.4
Costa Rica	17.0	0.0	0.0	0.0	0.3
India	3,412.0	0.0	0.0	0.0	0.7
Italia	544.0	0.0	0.0	0.0	1.3
Mexico	31.0	0.0	0.0	0.0	0.01
Romania	575.0	0.0	0.0	0.0	0.9
Uruguay	2,671.0	0.0	0.0	0.0	3.2
Total	21,460.3	0.0	3,814.0	0.0	

Table 17 - Globanteers per country

Volunteers (% of total payroll) per country	2025	
HEADCOUNT	28,773	
Argentina	896	17.52%
Colombia	514	8.15%
Mexico	137	5.41%
Uruguay	131	15.47%
Chile	128	12.36%
USA	32	3.81%
India	280	5.68%
Spain	146	8.64%
Peru	85	6.98%
Brazil	92	5.53%
Romania	124	20.03%

Volunteers (% of total payroll) per country	2025	
HEADCOUNT	28,773	
Germany	2	11.11%
France	1	1.89%
Canada	2	1.77%
Costa Rica	31	49.21%
Ecuador	123	45.56%
UK	15	9.49%
Italy	35	8.66%
Moldova, Republic Of	12	6.67%
United Arab Emirates	1	0.75%
TOTAL	2787	9.7%

Table 18 - Cybersecurity training

Type of Training	% of Globers who scored over 85%
OWASP TOP 10 - 2021	94.6
Introduction to Data Protection	86.3
Security Awareness For Developers	85.4
Secure Coding - First Step	91.5
Ceo Fraud or Whaling	94.4
Phishing	86.1
Information Classification	85.2
Globant New Security Good Practices	85.2

Table 19 - Globers per employee type of contract by gender

2025			
	Female	Male	TOTAL
Headcount ⁽¹⁾	7,695	20,175	27,870
Permanent ⁽²⁾	7,642	20,069	27,711
Temporary ⁽³⁾	53	106	159
Non-guaranteed hours ⁽⁴⁾	0	0	0
Full-time ⁽⁵⁾	7,601	20,103	27,740
Part-time ⁽⁶⁾	94	72	166

(1) Headcount: This number represents only 96,9% of the Globants Headcount; the additional 3.1% refers to the newly acquired companies in 2025 that are in the integration process.

(2) Permanent: employees with a contract for an indeterminate period (i.e., indefinite contract) for full-time or part-time work.

(3) Temporary: employees with a contract for a limited period (i.e., fixed term contract) that ends when the specific period expires or when the specific task or event that has an attached time estimate is completed (e.g., the end of a project or return of replaced employees)

(4) Non-Guaranteed: employees who are not guaranteed a minimum or fixed number of working hours per day, week, or month but may need to make themselves available for work as required. Examples: casual employees, employees with zero-hour contracts, on-call employees.

(5) Full-time: employees' working hours per week, month, or year are defined according to national law or practice regarding working time.

(6) Part-time: employees whose working hours per week, month, or year are less than the number of working hours for full-time employees.

GRI Content Index

Statement of Use	Globant has reported in accordance with the GRI Standards for the period January 1st to December 31st 2025
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Page number / answer	Omission Reason	Omission Explanation	Externally Verified	SDG's
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	4, 128 We were founded in 2003 by Martín Migoya, Guibert Englebienne, Martín Umanan and Nestor Nocetti. In 2012 we incorporated Globant S.A., as a société anonyme under the laws of the Grand Duchy of Luxembourg, as the holding company for our business. Today, we are a publicly-traded company, with our common shares listed on the NYSE under the ticker symbol "GLOB".				
	2-2 Entities included in the organization's sustainability reporting	Form 20F				
	2-3 Reporting period, frequency and contact point	4, 128				
	2-4 Restatements of information	12: Consolidated Statements Of Financial Position: some data from 2024 was changed because it was adjusted for acquisitions. 110, 110: restatement for waste values for 2023 and 2024.				
	2-5 External assurance	4, 128, 129				
	2-6 Activities, value chain and other business relationships	30-36				8
	2-7 Employees	38 - 53			☒	5, 8
	2-8 Workers who are not employees	-	Information unavailable / incomplete			8
	2-9 Governance structure and composition	17 - 23				4
	2-10 Nomination and selection of the highest governance body	17 - 23 Form 20F				4
	2-11 Chair of the highest governance body	17 - 20				
	2-12 Role of the highest governance body in overseeing the management of impacts	17 - 23				
	2-13 Delegation of responsibility for managing impacts	17 - 23 Form 20F				
	2-14 Role of the highest governance body in sustainability reporting	22				
	2-15 Conflicts of interest	24, Form 20F				
	2-16 Communication of critical concerns	20, - 22, 24				
	2-17 Collective knowledge of the highest governance body	17 - 23				
	2-18 Evaluation of the performance of the highest governance body	19 - 23				
	2-19 Remuneration policies	23				8
	2-20 Process to determine remuneration	23				8
	2-21 Annual total compensation ratio	-	Confidentiality constraints	Not disclosed due to confidentiality constraints		

GRI Content Index

GRI Standard	Disclosure	Page number / answer	Omission Reason	Omission Explanation	Externally Verified	SDG's
General disclosures						
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	3 - 5, 22				
	2-23 Policy commitments	4, 24, 25, 90, 91				
	2-24 Embedding policy commitments	24				
	2-25 Processes to remediate negative impacts	24 We have an ethics line available to anyone who would like to report any actual or suspected wrongdoing. Any grievance raised through the ethics line is thoroughly investigated as per our internal processes, and appropriate mitigating actions are taken.				
	2-26 Mechanisms for seeking advice and raising concerns	24 All individuals are encouraged to seek advice and raise concerns by using the company's ethics line, reaching out to anyone in management, the human resources or legal departments.				
	2-27 Compliance with laws and regulations	No instances of non-compliance with laws and regulations, fines or non-monetary sanctions during the reporting period				
	2-28 Membership associations	42, 92				17
	2-29 Approach to stakeholder engagement	90 - 92				
	2-30 Collective bargaining agreements	Form 20F				8
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	84 - 85			✓	
	3-2 List of material topics	86 - 89			✓	
	3-3 Management of material topics	86 - 89				
Economic performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	8 - 12				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	8 - 12 Economic value distributed (In thousands) (Includes Salaries and Wages, Sharedbased compensation expenses, Depreciation and amortization expenses, Legal claims, Promotional and marketing expenses and Building/Facilities (Rental expenses), and Other Costs/Taxes (Travel and housing, Office expenses, Professional services, recruiting, training and other employee expenses): USD \$2,224,918 Economic value retained (In thousands): USD \$229,959			✓	8, 9
	201-2 Financial implications and other risks and opportunities due to climate change	26, 27, 96 - 98				13
	201-3 Defined benefit plan obligations and other retirement plans	We do not pay or set aside any amounts for pension, retirement or other similar benefits for our officers or directors.				
	201-4 Financial assistance received from government	8 - 12				
Market presence						
GRI 3: Material Topics 2021	3-3 Management of material topics	108				
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	-	Confidentiality constraints	Not disclosed due to confidentiality constraints		8
	202-2 Proportion of senior management hired from the local community	75.5%			✓	8

GRI Content Index

GRI Standard	Disclosure	Page number / answer	Omission Reason	Omission Explanation	Externally Verified	SDG's
Indirect economic impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	55 - 64, 92				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	55 - 64, 92				5,9,13
	203-2 Significant indirect economic impacts	55 - 64, 92				8,9,13
Procurement practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	92				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	85%				8
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	24				
GRI 205: Anti-corruption 2016	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.				
	205-2 Communication and training about anti-corruption policies and procedures	Corporate Policies apply to all governance body members. 100% organization's anti-corruption policies and procedures have been communicated to governance bodies. Globant's Corporate Policies are published on our website with free access to third parties and we have a mandatory training covering all main topics from the Company's Code of Ethics, including anticorruption, that has been completed by almost 90% of our Globers				4
	205-3 Confirmed incidents of corruption and actions taken	During 2025 we didn't have any incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. Neither had public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.				
Anti-competitive behavior						
GRI 3: Material Topics 2021	3-3 Management of material topics	24				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Zero legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant during the reporting period.				
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics	8 - 12				
GRI 207: Tax 2019	207- 1: Approach to tax	-	Confidentiality constraints	Not disclosed due to confidentiality constraints		
	207- 2: Tax governance, control, and risk management	-	Confidentiality constraints	Not disclosed due to confidentiality constraints		
GRI 207: Tax 2019	207- 3: Stakeholder engagement and management of concerns related to tax	-	Confidentiality constraints	Not disclosed due to confidentiality constraints		
	207- 4: Country-by-country reporting	-	Confidentiality constraints	Not disclosed due to confidentiality constraints		

GRI Standard	Disclosure	Page number / answer	Omission Reason	Omission Explanation	Externally Verified	SDG's
Energy						
GRI 302: Energy 2016	302-1 Energy consumption within the organization	67, 71 - 73 Information on fuel, refrigerant and natural gas consumption was obtained from invoices, delivery notes and/or service orders from suppliers. Source of the conversion factors used: IPCC (Intergovernmental Panel on Climate Change).			✓	8, 13
	302-2 Energy consumption outside of the organization	67, 71 - 73			✓	8, 13
	302-3 Energy intensity	67			✓	8, 13
	302-4 Reduction of energy consumption	67, 71 - 73				8
	302-5 Reductions in energy requirements of products and services	-	Information unavailable / incomplete			8
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	74, 86, 112				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	74, 112				6.13
	303-2 Management of water discharge-related impacts	74, 112				6.13
	303-3 Water withdrawal	74, 112				6.13
	303-4 Water discharge	74, 112				6.13
	303-5 Water consumption	74, 112				6.13
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	67 - 70				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	68, 69 Scope 1 Emissions: 191.71 t CO2e Emission factors were obtained from public sources (IPCC - Intergovernmental Panel on Climate Change -). Global warming potentials (GWP) were obtained from the IPCC 6th Assessment Report.			✓	13
	305-2 Energy indirect (Scope 2) GHG emissions	68, 69 Location-based GHG emissions: 3,243.03 t CO2e Market-based GHG emissions: 0 t CO2e Emission factors were obtained from public sources (CAMMESA - Compañía Administradora del Mercado Mayorista Eléctrico S.A., Comisión Nacional de Energía de Chile, Government of India - Ministry of Power, Carbon Footprint Ltd: Electricity Grid GHG Factors 2025). Global warming potentials (GWP) were obtained from the IPCC (Intergovernmental Panel on Climate Change) 6th Assessment Report.			✓	13
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	68, 69 Scope 3 Market-based: 16,990.02 For WFH&Commuting, emission factors were obtained from public sources (DEFRA UK - Department for Environmental and Rural Affairs -, IPCC - Intergovernmental Panel on Climate Change -). For hardware from capital goods emissions, from the reports emissions of the corresponding suppliers when available or hardware from the reports of the corresponding suppliers when available, and for other capital goods from US EPA Supply Chain GHG Emission Factors). For business air travel, emissions were obtained for each segment from the ICAO (International Civil Aviation Organization) website. When the information was not available, the calculation was made from the km between airports and emission factors obtained from DEFRA UK, 2025. Emissions from T&D losses were calculated based on the information provided by Carbon Footprint Ltd - International Electricity Factors and National Grid Factor of each region. Global warming potentials (GWP) were obtained from the IPCC 6th Assessment Report.			✓	13

GRI Content Index

GRI Standard	Disclosure	Page number / answer	Omission Reason	Omission Explanation	Externally Verified	SDG's
Emissions						
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Ratio: 0.60 Ton CO2e/Glober Calculated as the total emissions Market-based of Scope 1, 2 and 3 (Capital goods, Working from home, Commuting, air travel and purchased goods and services). Regions included are those with a headcount $\geq$ 1% of the total Globant payroll at the end of the period under analysis. Denominator: 27,870. Considering the regions with a headcount $\geq$ 1% of the total Globant payroll at the end of the period under analysis.			☒	13
	305-5 Reduction of GHG emissions	65 - 82				13
	305-6 Emissions of ozone-depleting substances (ODS)	-	Not applicable	Globant does not have Emissions of ozone-depleting substances (ODS)		13
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	For Scope 1 calculation, Nitrogen oxides (NOX) were included with the following emission factors: Natural Gas (0.10 kg NO2/Tj), Diesel oil (0.60 kg NO2/Tj)				13
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	73, 74, 86, 110, 111				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	73, 74, 86, 110, 111				
	306-2 Management of significant waste-related impacts	73, 74, 86, 110, 111				3
	306-3 Waste generated	110, 111				
	306-4 Waste diverted from disposal	110, 111				
	306-5 Waste directed to disposal	110, 111				
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	38 - 42				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	39, 40, 109				5, 8
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	44 - 47 All Globers are eligible			☒	5, 8
	401-3 Parental leave	46, 47				5, 8
Labor/management relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	24				
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Globant follows (or will follow) processes and notice established by Collective Agreement or Law when an obligation of a notice for operative changes apply (if any). Depending on the case, sanity and critical reason are appealed to evaluate the changes				8
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	44, 45, 47, 48, 110				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	47, 48				8
	403-2 Hazard identification, risk assessment, and incident investigation	47, 48				8
	403-3 Occupational health services	47, 48				8

GRI Standard	Disclosure	Page number / answer	Omission Reason	Omission Explanation	Externally Verified	SDG's
Occupational health and safety						
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	47, 48				8
	403-5 Worker training on occupational health and safety	47, 48				8
	403-6 Promotion of worker health	44, 45, 47, 48				3, 8
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	44, 45, 47, 48				3, 8
	403-8 Workers covered by an occupational health and safety management system	110				8
	403-9 Work-related injuries	Rate of facilities as result of work related Injury: 0 / Rate of high-consequence work-related injuries (excluding fatalities) : 0 Rate of recordable work related injuries (occupational accidents): 2,49				3, 8
	403-10 Work-related ill health	The number of fatalities as a result of work-related ill health during 2025: 0				3, 8
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	51- 53, 108				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	53, 108				4, 5, 8
	404-2 Programs for upgrading employee skills and transition assistance programs	51 -53				4, 8
	404-3 Percentage of employees receiving regular performance and career development reviews	51 The reported values take into account the calculation of performance evaluations and active employees as of 06/30/2025			☑	8
Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	17,18,106 - 108, 113				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	17,18,106 - 108, 113			☑	5, 8
	405-2 Ratio of basic salary and remuneration of women to men	Our compensation policy ensures fairness, with no gender disparities, keeping us below typical market standards and maintaining the gender pay gap* below 2%. *Gender pay gap = (Median Salary Men - Median Salary Women) / Median Salary Men				5, 8
Non-discrimination						
GRI 3: Material Topics 2021	3-3 Management of material topics	24 - 25, 42				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Globant considers discrimination to occur when someone is treated unfairly based on a specific characteristic or on what a person chooses, thinks, or believes. It includes any inappropriate comments, jokes, or actions regarding race, color, ethnicity, religion, sexual orientation, age, gender identity, national origin, childbirth or related medical condition, status, or other characteristics protected by law. There are 4 cases from 2025 that contain claims related to discrimination matters. All those have been reviewed and closed by the organization, and remediation plans have been fully implemented. Remediation measures are determined on a case-by-case basis and may include disciplinary actions, which are implemented in accordance with the Company's Code of Ethics and applicable laws and regulations. The nature of the remediation reflects the circumstances and severity of the incident and is designed to ensure accountability, prevent recurrence, and uphold the Company's ethical standards. The results of these remediation plans have been reviewed internally. Cases are considered closed once reviewed and resolved by the Legal Compliance Team.			☑	5,8

GRI Content Index

GRI Standard	Disclosure	Page number / answer	Omission Reason	Omission Explanation	Externally Verified	SDG's
Freedom of Association and Collective Bargaining						
GRI 3: Material Topics 2021	3-3 Management of material topics	24 - 25				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	24				
Operations and suppliers at significant risk for incidents of child labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	24 - 25				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Our suppliers undertake compliance with our Company's Code of Ethics and Supplier code of conduct. Both of these documents outline that suppliers have to comply with all applicable health and safety regulations, and promote human rights. All suppliers undergo a due diligence process aiming to identify potential risks associated with the supplier and implementing appropriate mitigating actions. Standard due diligence process includes prior screening to identify findings and non-compliance issues the supplier may have as well as a due diligence questionnaire, undertaking to comply with the Supplier code of conduct and Company Code of Ethics and completing anti-corruption training.				
Operations and suppliers at significant risk for incidents of forced or compulsory labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	24 - 25				
GRI 409: Forced or Compulsory Labor 2016	409 - 1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our suppliers undertake compliance with our Company's Code of Ethics and Supplier code of conduct. Both of these documents outline that suppliers have to comply with all applicable health and safety regulations, and promote human rights. All suppliers undergo a due diligence process aiming to identify potential risks associated with the supplier and implementing appropriate mitigating actions. Standard due diligence process includes prior screening to identify findings and non-compliance issues the supplier may have as well as a due diligence questionnaire, undertaking to comply with the Supplier code of conduct and Company Code of Ethics and completing anti-corruption training.				
Security practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	24 - 25				
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	24 - 25				
Rights of indigenous peoples						
GRI 3: Material Topics 2021	3-3 Management of material topics	24 - 25				
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Zero incidents of violations involving the rights of indigenous peoples during the reporting period.				
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	24 - 25, 55 - 64				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	55 - 64				
	413-2 Operations with significant actual and potential negative impacts on local communities	Zero significant actual and potential negative impacts on local communities.				

GRI Content Index

GRI Standard	Disclosure	Page number / answer	Omission Reason ▼	Omission Explanation	Externally Verified	SDG's
Supplier Social Assessment 2016						
GRI 3: Material Topics 2021	3-3 Management of material topics	24, 25, 92				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	92 Information currently under development.				
	414-2 Negative social impacts in the supply chain and actions taken	92 Information currently under development.				
Public policy						
GRI 3: Material Topics 2021	3-3 Management of material topics	90 - 92				
GRI 415: Public Policy 2016	415-1 Political contributions	No political contributions were made during the reporting period				
Customer health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	15 - 16				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	15 - 16				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No Incidents of non-compliance concerning the health and safety impacts of products and services during the reporting period				
Marketing and labeling						
GRI 3: Material Topics 2021	3-3 Management of material topics	30 - 36				
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	-	Not applicable ▼	Globant works according client's needs		
	417-2 Incidents of non-compliance concerning product and service information and labeling	Zero incidentes of non-compliance concerning service information				
	417-3 Incidents of non-compliance concerning marketing communications	Zero incidentes of non-compliance concerning marketing communications				
Customer privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics	15				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	During the reporting period, we didn't received any substantiated complaint concerning breaches of customer privacy from outside parties and substantiated by the organization, and no complaints from regulatory bodies.The organization has not identified any substantiated complaints.			☑	

SASB Content Index

SASB Content						
Table 1. Sustainability Disclosure Topics & Accounting Metrics						
Topic	Accounting Metric	Category	Unit of Measure	Code	Page number / Answer	Externally verified
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TC-SI-130a.1	75, 76 (1) Total energy consumed: 481.27 MWh (1,732.57 GJ) (2) Percentage grid electricity: 100% (3) Percentage renewable: 42.54%, Corresponds to energy consumption in data centers located in own buildings that have renewable energy consumption. The remaining 57.46% of power Consumption comes from third-party data centers.	
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	74, 86, 112	
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	67, 75, 76	
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	15 Our web privacy policy describes user privacy and behavioral advertising we conduct. We periodically review and update our web policies, to ensure appropriate disclosures are made and that proper consent is obtained where applicable. Our privacy practices and policies are in accordance with applicable laws and regulations in the countries where we operate as well as best industry practices.	
Data Privacy & Freedom of Expression	Number of users whose information is used for secondary purposes	Quantitative	Number	TC-SI-220a.2	15 Globant informs data subjects the purposes for which it gathers and processes data. Where required, individuals 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	We did not incur any fines or penalties relating to data privacy and freedom of expression.	
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 have received zero (0) law enforcement requests for user information, hence this is also the number of users whose information was requested.	

SASB Content Index

SASB Content						
Table 1. Sustainability Disclosure Topics & Accounting Metrics						
Topic	Accounting Metric	Category	Unit of Measure	Code	Page number / Answer	Externally verified
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	Our core products or services are not subject to government-required monitoring, blocking, content filtering, or censoring in any country.	
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	Number of data breaches: 1 Percentage that are personal data breaches: 0 % number of users affected: 0	
Data Security	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	n/a	TC-SI-230a.2	As part of our approach to identifying and addressing data security risks, Globant is ISO 27001:2022 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 approach for each risk (mitigate, accept or transfer).	
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that require a work visa	Quantitative	Percentage (%)	TC-SI-330a.1	7,55 % of our employees required a work visa during the reportint period	☑
Recruiting & Managing a Global, Diverse & Skilled Workforce	Employee engagement as a percentage	Quantitative	Percentage (%)	TC-SI-330a.2	41, 42 eNPS Globant 8%	☑

SASB Content Index

SASB Content						
Table 1. Sustainability Disclosure Topics & Accounting Metrics						
Topic	Accounting Metric	Category	Unit of Measure	Code	Page number / Answer	Externally verified
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	Quantitative	Percentage (%)	TC-SI-330a.3	Not disclosed due to confidentiality constraints.	
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 regulation	
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	

Table 2. Activity Metrics						
	Activity Metric	Category	Unit of Measure	Code	Page number / Answer	Externally verified
	(1) Number of licenses or subscriptions, (2) percentage cloud based	Quantitative	Number, percentage (%)	TC-SI-000.A	1) 137,134 Licenses during 2025 2) 100% Cloud based	
	(1) Data processing capacity, (2) percentage outsourced	Quantitative	Number, percentage (%)	TC-SI-000.B	1) 5,702 vCPU on-prem 2) 57.61% percentage outsourced	
	(1) Amount of data storage, (2) percentage outsourced	Quantitative	Petabytes, Percentage (%)	TC-SI-000.C	1) 843.61 Tb (540.45 Tb External data centers) 2) 56.09% porcentaje outsourced	

Integrated Report Content

Integrated Report Content			
Contents		Aspects	Page
Organizational overview and external environment	What does the organization do and what are the circumstances under which it operates?	Culture, ethics and values	4,24,55
		Ownership and operating structure	6, 17-24
		Principal activities and markets	8-12, 30-36
		Competitive landscape and market positioning	8-12, 30-36
		Position within the value chain	30-36, 92
		Key quantitative information	5-6, 8-13 , 17-18 , 38-39,51,53, 55, 67 -76
		Significant factors affecting the external environment	5
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	17-24
		Specific processes used to make strategic decisions	17-24
		How the organization's culture, ethics and values are reflected in its use of and effects on the capitals	17-24
		The responsibility those charged with governance take for promoting and enabling innovation	17-24
		How remuneration and incentives are linked to value creation in the short, medium and long term	23
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	26-28,93-96
		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	26-28, 93- 96
Strategy and resource allocation	Where does the organization want to go and how does it intend to get there?	Objectives and strategic plans	28

Integrated Report Content

Integrated Report Content			
Contents		Aspects	Page
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	08-12
		Impact on capitals	08-12
		Relationships with stakeholders	90-92
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	24, 84-90
		Mechanisms to address challenges and opportunities	84-90
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	84-90
		Boundaries	84-90
		Frameworks	4, 84-90

TCFD content

TCFD Content			
Pillar	Description	Recommended disclosures	Page
Governance	Disclose the organization's governance around climate-related risks and opportunities.	Describe the board's oversight of climate-related risks and opportunities.	22
		Describe management's role in assessing and managing climate-related risks and opportunities.	22
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	96-104
		Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	96-104
		Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	96-104
Risk Management	How the organization identifies, assesses, and manages climate-related risks.	Describe the organization's processes for identifying and assessing climate-related risks.	96-104
		Describe the organization's processes for managing climate-related risks.	96-104
		Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	96-104
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	96-104
		Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	68-70
		Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	68-70

TCFD Disclaimer

The climate change analysis has been prepared in accordance with the TCFD recommendations. Its information is based on data and assumptions that are believed to be reliable and accurate and contains forward-looking statements. However, it is provided for general informational purposes only and is not intended as a representation or warranty of any kind, express or implied.

The information in this report is subject to change without notice, and our Company does not undertake any obligation to update or revise any forward-looking statements contained in this report. Furthermore, this report should not be relied upon as investment advice or as a guarantee or representation of the future performance of our Company. The information contained in this report is subject to various risks, uncertainties, and other factors, many of which are beyond our control, that could cause actual results to differ materially from the information in this report. For more information on these risks, uncertainties, and other factors, please see “Risk factors” Item 3-D, page 4 of our 2025 [**Form 20-F Filing**](#).

The report does not provide a comprehensive assessment of all risks, uncertainties, and other factors that may impact Globant. Additionally, this report should not be considered a substitute for professional advice, judgment, or a basis for making any investment decision. Potential investors are advised to independently assess the risks and uncertainties associated with our Company and the information in this report. In addition, the term “materiality” and other similar terms, as used in this document, are distinct from, and should not be confused with, such terms as defined for the Securities and Exchange Commission reporting purposes. Any information and issues identified in this document should not be considered “material” for such reporting purposes.

This analysis is only one aspect of our Company's efforts to address the climate crisis challenges. Globant is committed to regularly reviewing and updating our approach to ensure the Company remains aligned with the latest developments in this rapidly evolving field.

Report Profile



Stock

Globant is listed on the NYSE under the ticker GLOB



Independent Audit Firm

PwC



Sustainability Advisor

Crowe



Transfer Agent

American Stock Transfer & Equiniti Trust Company, LLC



Date of Last Report

2024



Reporting Cycle

Annual



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Reporting Period

January 1, 2025
December 31, 2025



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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, they cannot be solely associated with a single location or office.



Independent practitioner's limited assurance report on the Identified Sustainability Information in Globant S.A.'s Integrated Report 2025

To the Board of Directors of
Globant S.A.

Limited assurance conclusion

We have conducted a limited assurance engagement on GRI quantitative and qualitative contents detailed in "GRI Content index" identified with the symbol ✓, and SASB quantitative and qualitative contents detailed in "SASB Content index" identified with the symbol ✓ (hereinafter, the "Identified Sustainability Information") of Globant S.A. ("Company") included in the Integrated Report 2025, for the year ended December 31, 2025 (the "Integrated Report").

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Globant S.A.'s Identified Sustainability Information, for the year ended December 31, 2025 is not prepared, in all material respects, in accordance with the GRI Standards ("Global Reporting Initiative"), Standards 2021, the guidelines of the Sustainability Accounting Standards Board (SASB) Standards 2023 specific to the Software and IT Services industry, and Integrated Reporting Framework (IR Framework) (hereinafter, the "Criteria").

Basis for conclusion

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance engagements other than audits or reviews of historical financial information ("ISAE 3000 (Revised)"), issued by the International Auditing and Assurance Standards Board.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. Our responsibilities under this standard are further described in the Practitioner's responsibilities section of our report.

Our independence and quality management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Responsibilities for the Identified Sustainability Information

Management of Globant S.A. is responsible for:

- The preparation of the Identified Sustainability Information in accordance with the Criteria;
- Designing, implementing and maintaining such internal control as Management determines is necessary to enable the preparation of the Identified Sustainability Information, in accordance with the Criteria, that is free from material misstatement, whether due to fraud or error; and
- The selection and application of appropriate sustainability reporting methods and making assumptions and estimates that are reasonable in the circumstances.

The Board of Directors is responsible for overseeing the Company's sustainability reporting process.

Inherent limitations in preparing the Identified Sustainability Information

Non-financial information is subject to limitations other than those to which financial information is subject given its nature and the methods used to determine, calculate, take samples or estimate values. Qualitative interpretations of data relevance, materiality and accuracy are subject to individual criteria and assumptions. In addition, Greenhouse gas quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Practitioner's responsibilities

Our responsibility is to plan and perform the assurance engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Identified Sustainability Information.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised) we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- Determine the suitability in the circumstances of the Company's use of the Criteria, as the basis for the preparation of the Identified Sustainability Information;
- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of the Company's internal control; and

- Design and perform procedures responsive to where material misstatements are likely to arise in the Identified Sustainability Information. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Summary of the work performed

A limited assurance engagement involves performing procedures to obtain evidence about the Identified Sustainability Information. The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

The nature, timing and extent of procedures selected depend on professional judgement, including the identification of where material misstatements are likely to arise in the Identified Sustainability Information, whether due to fraud or error.

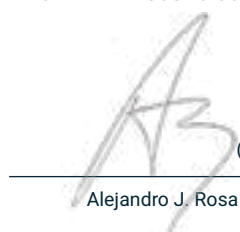
In conducting our limited assurance engagement, we:

- Obtained an understanding of the Company's reporting processes relevant to the preparation of the Identified Sustainability Information;
- Performed inquiries of the management and senior management responsible for the Integrated Report;
- Evaluated whether all information identified by the process to identify the information reported in the Identified Sustainability Information is included in the Integrated Report;
- Evaluated, through analytical and substantive testing based on a sample selection, the quantitative information (activity data, measurements and generated information) included in the Identified Sustainability Information and its adequate compilation in accordance with the Criteria;

- Compared selected information with the corresponding disclosures in the financial statements;
- Assessed the design of key procedures and controls to monitor, record and report the selected information. Our work does not include testing the operating effectiveness of controls for the period under analysis;
- Evaluated whether the estimates used for the preparation of the Information under review are appropriate and have been applied consistently. Our work did not include a review of the measurements on which the emission factors used by the Company for calculating greenhouse gas emissions and the carbon footprint were based, nor an assessment of the reliability of information provided by third parties;
- Considered the disclosure and presentation of the Identified Sustainability Information.

Autonomous City of Buenos Aires, March 13, 2026.

PRICE WATERHOUSE & CO.S.R.L.



(Socio)

Alejandro J. Rosa

Globant ►