

## Be Kind to the Planet Policy

We dream to make the world a better place, one step at a time. This is Globant's main purpose and we want to honor it by taking care of our common home.

There is no Planet B. For this reason, we are committed to honoring its physical limits, carrying out our activity within the parameters of sustainable development. We are determined to support regenerative projects that promote environmental wellbeing and revert climate change, through environmentally thoughtful practices that reduce our footprints, prevent and avoid pollution, and mitigate our impact.

**Be Kind to the Planet** is a team effort to transform our company into a net-positive environmental agent and a leader in sustainable transformations. We believe that the way we relate to one another and to our environment will determine our future and the future of generations to come. This implies raising the bar of our role in the ecosystems we live in, working with our Globers, clients, investors and other stakeholders' needs and expectations in ways that are both inspiring and visionary.

### Our environmental objectives are:

#### Carbon Neutral

- Being carbon neutral. This process involves both developing innovative technology solutions and renewable energy procurement.
- Measuring and reporting the company's greenhouse gas emissions as a result of our operations, raising awareness and setting up programs to reduce these emissions.

#### Clean Energy

- Transitioning to 100% renewable electricity in our offices and promoting energy efficiency and the use of clean energy with both clients and suppliers.

#### Review, reduce, reuse and recycle

- Reviewing, reducing and reusing the natural resources in our operations, preventing pollution.
- Managing waste (especially e-waste) in a responsible manner.

#### Transparency

- Complying with all applicable environmental obligations where we operate and other requirements voluntarily assumed by Globant.

We will achieve sustainable growth by collaborating with:

**Globers:**

- Promoting research and development of technologies to tackle the climate crisis.
- Developing technologies that enable an efficient use of natural resources.
- Generating an environmentally friendly culture, offering opportunities and raising awareness to be kind to the planet.

**Suppliers and vendors:**

- Implementing responsible procurement processes.
- Considering environmental factors when procuring goods and services from our key suppliers and vendors.

**Clients, investors and other stakeholders:**

- Committing to deliver our work being kind to the planet.
- Offering tech solutions to our clients to reduce their environmental impact.
- Reporting annually our environmental objectives and performance.
- Encouraging and promoting effective public-private and civil society partnerships.

At Globant we are committed to setting objectives and measuring environmental performance in a continual improvement program, expecting to apply these standards to our suppliers and vendors. We will disclose our key metrics.