Globe

Foundations for the Future

Building Resilience Through a Connected Nation

Integrated Report 2025

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About this Integrated Report

Reporting Frameworks

The 2025 Integrated Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards, the principles of International Integrated Reporting Council (IIRC) <IR> Framework, and incorporates industry-specific metrics from Sustainability Accounting Standards Board (SASB). The climate-related disclosures are aligned with the Task Force on Climate-related Financial Disclosures' (TCFD) recommendations, as incorporated into IFRS S2. The report also considers guidance from the Securities and Exchange Commission (SEC) recommendations, specifically the Integrated Annual Corporate Governance Report (i-ACGR) and Sustainability Reporting Guidelines, United Nations Global Compact (UNGC) Communication of Progress, United Nations Sustainable Development Goals (UN SDGs), and GSMA ESG Metrics for Mobile.

Report Boundary and Scope

This report covers the business activities of Globe and its portfolio companies, including Innove, and functions as an extension of 2024's Integrated Report. The scope encompasses Globe's operational performance and strategies for the financial year January 1, 2025, to December 31, 2025. Globe will report or restate the following changes from the 2024 report: 2021-2024 Occupational Health and Safety Performance (see "Human Capital" for more details), 2024 Parental Leaves (see "Human Capital" for more details) and 2021-2024 Scope 1, 2, 3 GHG emissions (see "Natural Capital" for more details). Globe's 2025 Audited Annual / Consolidated Financial Statements released and filed to relevant regulators on February 26, 2026 can be accessed from https://www.globe.com.ph/about-us/investor-relations.

Third Party Assurance and Disclaimer

Globe has engaged DNV AS Philippines Branch to conduct assurance over non-financial disclosures presented in this 2025 Integrated Report. Isla Lipana & Co./PricewaterhouseCoopers Philippines (IL/PwC) is the independent auditor of the company's financial statements. In accordance with the Securities and Exchange Commission and the Globe Audit and Related Party Transactions Committee Charter, the audit partner principally handling the company's account is to be rotated every five (5) years, or when the need arises as decided by the Committee.

Responsibility Statement

The Board acknowledges the contents of this report and believes that this report fairly presents the overall financial, operational, and sustainability performance of Globe for the reporting year 2025.

Feedback

Globe encourages its stakeholders to share their insights and feedback on this report and the company's sustainability performance. Feedback may be coursed through ir@globe.com.ph and gtcorpcomm@globe.com.ph.

Forward Looking Statements

This report contains forward-looking statements which have not been reviewed or reported by the company's auditors. These statements relate to future business strategies, dividend policy, financial performance, and market conditions. For most parts, forward-looking statements are identified by dates in the future or words like "will," "anticipates," "aims," "could," "may," "should," "expects," "believes," "intends," "plans," or "targets." These statements inherently involve risks and uncertainty because of their dependence on future circumstances that may or may not occur. Actual results may differ from these statements due to various factors such as financial, market, and regulatory conditions, partnerships, acquisitions, competition, costs or capital expenditure, customer growth and retention, and tax considerations. Globe expressly disclaims any liability for forward-looking statements and has no responsibility to update or revise them with regard thereto or any change in events, conditions, or circumstances on which any such forward-looking statement is based.

About Globe Telecom, Inc.

Globe Telecom, Inc. is a leading digital platform in the Philippines with interests in telecommunications, fintech, venture building, shared services, and digital marketing. The company serves the telecommunications and technology needs of consumers and businesses across an entire suite of products and services including mobile, fixed, broadband, data connectivity, internet and managed services.

It is one of the largest companies in the country, and has been consistently recognized both locally and internationally for its corporate governance practices. It is listed on the Philippine Stock Exchange under the ticker symbol GLO and had a market capitalization of USD 3.9 billion as of the end of December 2025.

The Company's principal shareholders are Ayala Corporation and Singapore Telecom, both acknowledged industry leaders in the country and in the region. Aside from providing financial support, this partnership has created various synergies and has enabled the sharing of best practices in the areas of purchasing, technical operations, and marketing, among others.

Vision

We see a Philippines where families' dreams come true, businesses flourish, and the nation is admired.

Mission

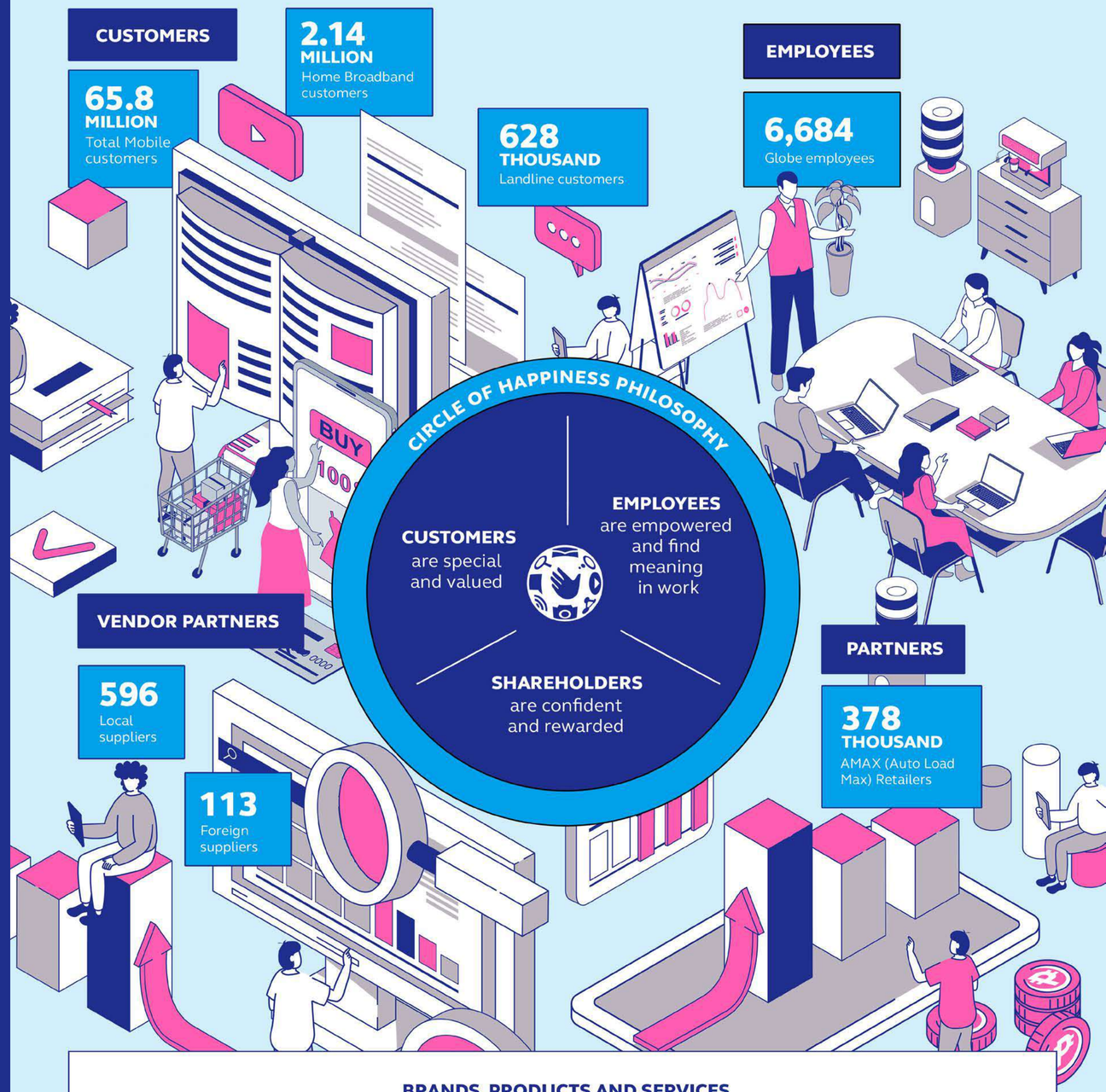
Uplift the Lives of Filipinos Every Day

Purpose

In everything we do,
we treat people right
to create a Globe of Good.

Values

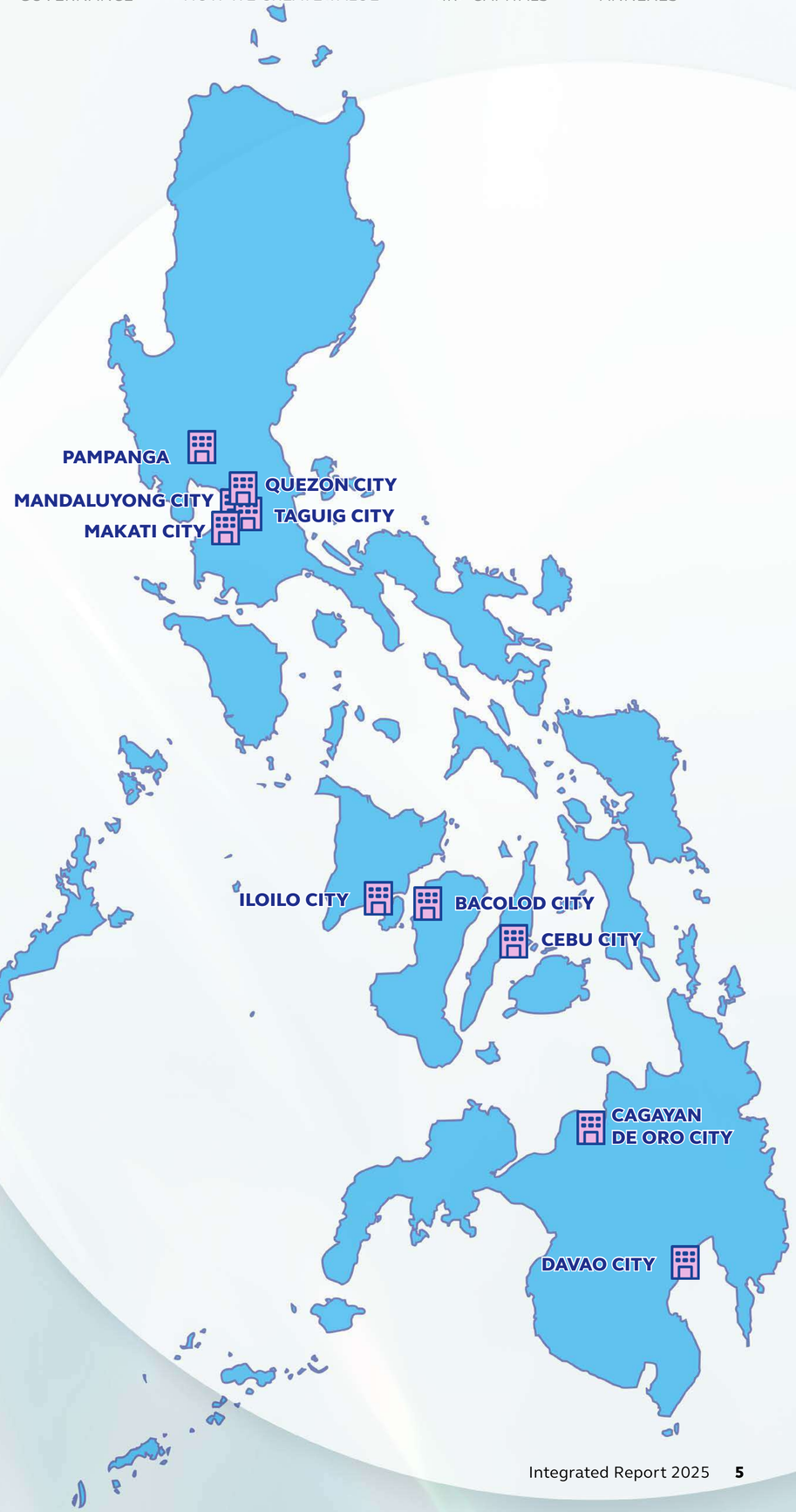
We put customers first.
We value people and together, we make the difference.
We act with integrity.
We care like an owner.
We keep things simple.
We move fast, we are better, everyday.



BRANDS, PRODUCTS AND SERVICES

- **Globe Postpaid**
- **Globe Prepaid**
  - Prepaid (including GOMO)
  - TM
- **Fixed Line and Home Broadband Business**
  - Home Broadband
  - Corporate Data
  - Fixed Line Voice
- **International Long Distance Services**
- **Subsidiaries**
  - Innove Communications, Inc. (Innove)
  - GTI Business Holdings, Inc. (GTI) and Subsidiaries
  - Kickstart Ventures, Inc. (Kickstart) and Subsidiaries
  - Asticom Holding Co. Inc. and Subsidiaries
  - Globe Capital Venture Holdings Inc. (GCVHI) and Subsidiaries
  - Bayan Telecommunications Inc. (BTI) and Subsidiaries
  - Taodharma Inc. (Tao)
  - GTowers Inc. (GTowers)
  - Yondu, Inc. and Subsidiaries
  - Electronic Commerce Payments, Inc. (ECPay)

Globe Presence



178 5G ROAMING SITES
INBOUND PARTNERS

183 OUTBOUND PARTNERS

99 DESTINATIONS

5G ROAMING SITES

12 CORPORATE OFFICES AND MIXED-USE SITES

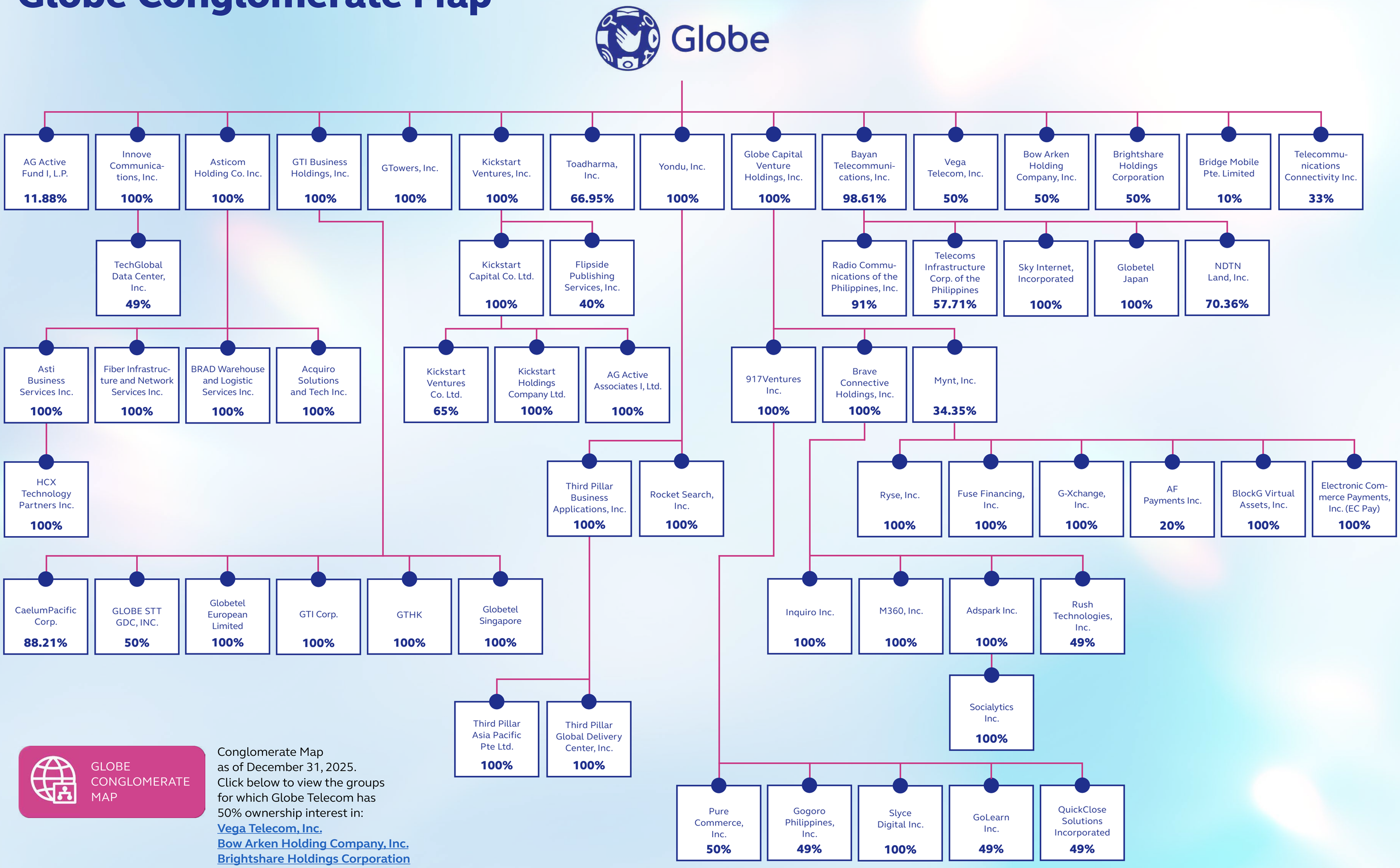
94 GLOBE STORES

3 MICROSHOPS

358 GLOBE SITES POWERED BY RENEWABLE ENERGY

GLOBE STORES

Globe Conglomerate Map



GLOBE CONGLOMERATE MAP

Conglomerate Map as of December 31, 2025. Click below to view the groups for which Globe Telecom has 50% ownership interest in:
[Vega Telecom, Inc.]
[Bow Arken Holding Company, Inc.]
[Brightshare Holdings Corporation]

Globe at a Glance

Five-year Financial Highlights

Metric	2021	2022	2023	2024	2025
Gross Service Revenues (in Billion Pesos)	152.263	157.979	162.333	165.016	**165.078**
EBITDA (in Billion Pesos)	74.922	79.092	81.427	86.814	**87.624**
Net Income After Tax (in Billion Pesos)	23.724	34.604	24.578	24.286	**23.262**
Return on Equity (ROE)	24%	26%	16%	15%	**14%**
CAPEX (in Billion Pesos)	92.808	101.367	70.628	56.194	**46.165**
CAPEX-to-Revenue Ratio	61%	64%	44%	34%	**28%**
Dividend Payment to Common Shareholders (in Billion Pesos)	14.426	14.442	14.422	14.430	**14.445**
Market Capitalization (in Billion Pesos)	443.883	314.052	248.073	315.327	**228.838**

2025 Consolidated Outlook

REVENUES
Low- to-mid single digit growth

EBITDA MARGIN
~50%

CAPEX
BELOW **USD 1.0B**

FREE CASH FLOW
Committed to strengthening free cash flow to fund strategic investments while preserving a strong balance sheet

More information can be found in the "Financial Capital" section of this report (refer to pages (44-47).

ESG Ratings and Scores

MSCI ESG Rating
AA

Sustainalytics
Medium Risk
ESG Rating

CDP Supplier Engagement Assessment
A Score

CDP Climate
A- Score

FTSE4Good
A constituent company in the FTSE4Good Index Series for ten (10) straight years

Economic	Environment	Social	Governance
1,549 new 5G sites	**15%** YoY reduction in Scope 1 and 2 Emissions vs. 4.2% linear annual reduction rate target	**44%** female workforce	**50 YEARS** Globe as a publicly listed company
115,082 fiber-to-the-home (FTTH) deployed	**>58,000** total green network solutions deployed	**80%** decline in non-disabling injuries, from 5 in 2024 to 1 in 2025	**ANTI-BRIBERY AND CORRUPTION POLICY** standalone policy published
96.41% population covered by 4G network	**358** sites powered by renewable energy through GEOP (Green Energy Option), RCOA (Retail Competition and Open Access), RAP (Retail Aggregation Program), and on-site solar PV installation	**49** Net Promoter Score	
84% of suppliers are local	**34%** total energy consumption powered by renewable energy (RE)	**ZERO** data breaches	**ESG DATA MANAGEMENT AND SUSTAINABILITY REPORTING** platform for measuring, managing, and reporting sustainability performance
75% of overall procurement budget spent on local suppliers	**245** hybrid and fully electric fleet vehicles as of 2025, with a target of 500 by 2030	**967,546,844** spam and scam messages blocked	
		438,446 URLs and domains containing Child Sexual Abuse or Exploitation Materials (CSAEM) blocked	
		16,560 students and educators reached through the Digital Thumbprint Program	
		33,977 families supported by the Hapag Movement	
		38,027 individuals directly assisted for relief during disasters	

Awards and Recognitions

FORTUNE
Fortune Southeast Asia 500

GREAT PLACE TO WORK® CERTIFICATION
Great Place to Work® Certification

INSTITUTE OF CORPORATE DIRECTORS
Five Golden Arrows (4th Consecutive Win)

INTERNATIONAL FINANCE AWARDS 2025
Best ESG Practices in Telecommunications (Philippines)

TIME AND STATISTA
World's Most Sustainable Companies 2025

ASEAN CORPORATE GOVERNANCE CONFERENCE AND AWARDS 2025

- Top 50 Publicly Listed Companies (PLCs) in ASEAN, and among the Top 5 PLCs in the Philippines

ASIA CORPORATE EXCELLENCE & SUSTAINABILITY (ACES) AWARDS

- Top Workplaces in Asia (7th Win)
- Industry Champions of the Year (5th Win)

ETHRWORLD SOUTHEAST ASIA HR ICONS

- 2025 Most Influential HR Leaders - Chief Human Resource Officer Renato Manuel M. Jiao

HR ASIA AWARD

- Best Companies to Work For (5th Consecutive Win)

HR EXCELLENCE AWARDS 2025

- Overall Grand Winner
- Gold - Excellence in Employee Advocacy and Brand Ambassadors, Excellence in Learning and Development, Excellence in Talent Management, and Excellence in Addressing Urban Workforce Challenges
- Gold - HR Leader of the Year for Renato Manuel M. Jiao, and HR Manager of the Year for Mark Dimaisip
- Silver - Excellence in Hybrid Working, and Excellence in Employee Volunteerism
- Bronze - Excellence in Talent Mobility, and Excellence in Talent Acquisition

STANDARD INSIGHTS CONSUMER CHOICE AWARDS

- Most Sustainable Mobile Network in the Philippines
- Most Active Mobile Network for the Environment in the Philippines

STEVIE® AWARDS FOR GREAT EMPLOYERS

- Gold - Leading Transformation Award
- Gold - Best Use of People Analytics
- Silver - Achievement in Executive Development, Most Innovative Deployment, and HR Technology Innovation
- Silver - Culture Transformation Leader of the Year – Mark Dimaisip, Head of Employer Branding & Employee Experience
- Bronze - New Employee Onboarding and Best Talent Acquisition Process
- Bronze: CHRO of the Year – Renato Manuel M. Jiao; HR Executives of the Year – Anna Manlapit and Nico Bambao; HR Professional of the Year – Aldwin Mahusay; Internal Communications Professional of the Year – JL Benedict Gutierrez; Rising HR Star of the Year – Reba Magampon

STEVIE® AWARDS FOR TECHNOLOGY EXCELLENCE

- Silver Stevie® for Technology Team of the Year

WBBA BROADBAND EXCELLENCE AWARDS 2025

- Broadband Digital Inclusion Excellence Award

AWARDS AND RECOGNITIONS

Memberships

- American Chamber of Commerce of the Philippines, Inc. (AmCham)
- Asia-Pacific Telecommunity (APT)
- Asia Pacific Network Information Centre (APNIC)
- Asia Video Industry Association (AVIA)
- Business Network International (BNI)
- Business Continuity Managers of the Philippines (BCMAP)
- Contact Center Association of the Philippines (CCAP)
- Data Privacy (DP) Council
- Digital Marketing Association of the Philippines (DMAP)
- Emergency Telecommunications Cluster
- Foundational Support of the IAPP AI Governance Center
- GSM Association (GSMA)
- International Association of Privacy Professionals (IAPP)
- International Telecommunication Union
- Internet Watch Foundation
- IT and Business Process Association Philippines (IBPAP)
- Makati Business Club (MBC)
- Management Association of the Philippines
- Philippine Association of National Advertisers (PANA)
- Philippine Chamber of Commerce and Industry (PCCI)
- Pollution Control Association of the Philippines, Inc. (PCAPI)
- Philippine Chamber of Telecommunications Operators (PCTO)
- Philippine Energy Efficiency Alliance Inc. (PE2)
- Philippine Marketing Association (PMA)
- Philippine Network Operators Group (PHNOG)
- Private Sector Advisory Council - Digital Infrastructure
- Philippine SME Business Network
- Philippine Society for Talent Development (PSTD)
- Philippine Open Internet eXchange (PHOpenIX)
- Philippines Software Industry Association
- Safety Organization of the Philippines
- Semiconductor and Electronics Industries in the Philippines Foundation, Inc. (SEIPI)
- Supply Chain Management Association of the Philippines (SCMAP)
- Telecommunications Management Network (TMN) Forum
- United Nations Global Compact (UNGC) - Global Compact Network Philippines (GCNP)
- Water Environment Association of the Philippines

Message from the Chairman

Review of Philippine Economic Performance in 2025

In 2025, the Philippine economy expanded at a slower pace, with GDP closing at 4.4%, affected by a wider current account deficit coupled with a soft investment climate, and declines in public infrastructure spending and household consumption. This GDP growth was the slowest annual growth rate since 2011, barring the COVID-19 pandemic. Consequently, the unemployment rate came in at 4.2% at year-end versus 3.1% in 2024.

Inflation was a bright spot, which stayed subdued at 1.7% for the full year, below the BSP's 2-4% target and the previous year's 3.2%, driven by lower food prices and broad price stability. Complementing this, OFW remittances remained an important anchor for the economy, totaling USD 35.6 billion and higher versus last year's USD 34.5 billion.

Global trade uncertainties, tariff shifts, and climate-related shocks posed risks to exports and investments, while domestic governance challenges restrained public infrastructure and investor confidence.

Likewise, with the ongoing hostilities between the US, Israel and Iran, this would adversely affect OFW remittances and the country's oil supply. The Middle East accounted for 18% of total OFW remittances for 2025. The spike in global oil prices will have direct and indirect effects on inflation due to its cascading effects on several CPI components. It will also compel the BSP to tighten the monetary reins. We hope that there will be a swift resolution.

Review of Globe's Performance in 2025

Globe celebrated 50 years as a publicly listed company on the Philippine Stock Exchange in 2025. Being listed for five (5) decades underscores our unwavering commitment to good corporate governance, ensuring we remain a trusted partner of our nation in driving inclusive growth and creating lasting value across generations.

Despite the challenging macroeconomic environment and increased competition, Globe delivered resilient growth, closing the year with unprecedented topline results. Gross service revenues reached an all-time high of PHP 165.1 billion, supported by strong demand for mobile data, fiber broadband, and enterprise services. Data revenues accounted for 88% of total service revenues.

Both mobile and corporate data businesses delivered record results, contributing a combined 74% to Globe's GSR. Mobile data revenues continued to grow amid successful data habituation, 5G adoption, and hyper-personalization, resulting in a 4% year-on-year growth, while corporate data showed strong growth momentum in core-adjacent ICT-related businesses. More importantly, 2025 marked a turnaround year for broadband, as the strong growth of fiber fully offset the softening revenues from our legacy businesses.

Globe's capital expenditure showed calibrated spending discipline, ending at approximately PHP 46 billion in 2025, with 90% allocated to data-related investments including 5G rollout, fiberization, and network upgrades. This led to a more efficient cash CAPEX-to-revenue ratio of 28%, while cash CAPEX-to-EBITDA improved to 53%. Compared to earlier expansion cycles with CAPEX exceeding in excess of 60% of revenue, 2025 reflects a shift toward optimization and efficiency.

Maximizing Value Back to Core

Continuing the thrust to enable the country's digitalization, Globe set out to be a hyperfocused digital company, strengthening its domain in core telco and fintech, while continuing to grow in adjacent areas that aim to deliver tangible value back to the core.

Globe's corporate venture builder, 917Ventures, maintained its strong digital services portfolio, including adtech and martech arm, Brave Connective, API monetization marketplace, Concati, loyalty and rewards platform, Rush, and pet care superapp, Pettr, among its digital ventures that maximize assets built from the strengths of the telco ecosystem and fintech businesses.

STTelemedia Global Data Centers expanded its footprint in 2025, building data center campuses specifically designed to capture the artificial intelligence boom and next-generation computing needs. Maintaining highly sustainable, secure, and efficient operations, STT GDC is in rapid growth mode, already at 72% utilization rate of its existing capacity.

In fintech, GCash remained the number one finance app in the country. From enabling access to delivering world class innovations, GCash's leadership is a testament to its unwavering commitment of Finance for All – pursuing financial inclusion for every Filipino.

Beyond its send money and pay bills feature, GCash successfully expanded its fintech portfolio with steadily growing businesses in lending, insurance, and wealth management. Over 10.5 million Filipinos were given access to short-term loans via GLoans, powered by its very own credit scoring facility, GScore. Availment of affordable insurance via GInsure increased 198% year-on-year, with a steady base growing 45% annually.

Similarly, GSave, GFunds, GStocks, and GCrypto continued to grow its user base, a healthy signal of the Filipinos' readiness to participate in diverse financial instruments to build their wealth.

GCash also strengthened its partnership with the public and private sectors to advance inclusion and progress. Through its work with the Department of Transportation (DOTr), various Local Government Units (LGUs), and Non-Government Organizations (NGOs), Filipinos can access government and social services with ease and security.

GCash will continue to be a part of the Filipinos' everyday lives, opening access to the underserved, deepening trust, and expanding its portfolio to financially empower every Filipino.

Embracing New Technologies of the Future

A step closer to ensuring 100% access to connectivity, Globe has partnered with satellite technology company Starlink, to offer Direct to Cell service to all Filipinos with standard LTE devices. In this historic milestone, Globe is the first in Southeast Asia to leverage Starlink's low-Earth orbit satellites to bridge coverage gaps in Geographically Isolated and Disadvantaged Areas (GIDA).

Globe also actively engages the Department of Information and Communications Technology (DICT) to strengthen the standards and metrics of the telecommunications industry in support of the Konektadong Pinoy Act (KPA or Republic Act 12234), which aims to accelerate the country's digital transformation by lowering the barriers of entry in the industry.

Recognizing the risks and opportunities that the new law presents, Globe is committed to partner with the government and multi-sectoral stakeholders to ensure that KPA delivers its intended goals while preserving security, stability, and public trust.

The implementation of the KPA IRR, effective January 2, 2026, is a significant regulatory inflection point that could structurally benefit Globe's operational and financial strategy. While further policies are pending, particularly spectrum management policies, lease rate structure, and the designation of players found to have significant market power, we view the KPA mandates as strategic levers to enhance efficiency and unlock asset value.

Commitment to Sustainable Development

Our pursuit of growth is inseparable from our commitment to environmental stewardship and social responsibility.

Globe remains a dedicated participant in the United Nations Global Compact, aligning its operations with universal principles on human rights, labor, environment, and anti-corruption. This global alignment reinforces our mission to build a resilient and inclusive digital nation while ensuring that our business practices contribute positively to the collective goals of the domestic and international community.

Our leadership in sustainable practices was further validated with our recognition this year as one of the World's Most Sustainable Companies 2025 by TIME Magazine and Statista. This accolade reflects our rigorous efforts to integrate ESG metrics into our core strategy. Central to this journey is our commitment to achieve our SBTi-validated Net Zero targets, as we continue to decarbonize our operations and leverage technology to mitigate the impacts of climate change.

In addition, Globe was honored as one of the Top 50 ASEAN Publicly Listed Companies (PLCs) and Top 5 PLCs in the Philippines. Globe also received the Five Golden Arrow Award from the Institute of Corporate Directors for the 4th consecutive year, cementing Globe's leadership and consistency in corporate governance.

Generating Sustained Value for Shareholders

Consistent with Globe's mission of delivering sustained shareholder value, the company has paid out PHP 14.4 billion in common share dividends, representing 67% of 2024 core net income. This is in line with Globe's dividend policy of issuing common share dividends amounting to 60 to 90% of its prior year's core net income.

This also translates to a 4.6% dividend yield, highlighting our competitiveness against other Philippine listed companies in terms of returning value to our shareholders. With this, Globe reiterates its commitment to a sustainable dividend policy in line with earnings and cash flow generation.

Closing Remarks

It is with pride that I congratulate Globe's leadership team and the entire organization for delivering exemplary results amidst a challenging economic and industry backdrop. This year's performance is a testament to the company's commitment to stability and growth, delivered by a fresh perspective and renewed dedication to serve individuals, homes, and communities around the country.

I would also like to thank our Board for its continued engagement, support, and enablement. And to our shareholders and stakeholders, my sincere gratitude for your continuing trust in Globe.

With today's volatile global economic and geopolitical environment, it is imperative for organizations to be agile and courageous as they strive to remain relevant to the changing times. I am encouraged that Globe continues to steadfastly adapt to today's challenges, through its constantly evolving portfolio, culture, and structure.

Since its inception and throughout its history Globe has been a valuable component of the Ayala Group and remains as a meaningful contributor to the country's march towards progress.

In the years to come, we continue to be fueled by our mission to uplift the everyday lives of Filipinos. We commit to building an admired digital nation where connections, experiences, and services are all within every Filipino's reach.

Jaime Augusto Zobel de Ayala
Chairman

In the years to come, we continue to be fueled by our mission to uplift the everyday lives of Filipinos.

Message from the President and CEO

2025 was a challenging year that tested our resilience, sharpened our vision, and reaffirmed our purpose. At Globe, we have always believed that connectivity is more than a service, it is a lifeline to many. This year, we carried that belief forward with renewed passion and energy, ensuring that every milestone is collectively achieved with our customers in mind.

Our strategy remains robust and clear. We are committed to earning customer loyalty by innovating products that truly serve and empower. We strive to deliver the best customer experience by ensuring consistent and reliable service across every touchpoint. And we pledge to serve our customers sustainably, embedding eco-friendly and socially inclusive practices in everything we do.

As we look back on 2025, we see a year of grit and growth, but most importantly, a year of unwavering malasakit for the Filipino customer. This is genuine care that is reflected in every investment, every innovation, and every act of service.

Financial Performance

Delivering strong on our top line results, our Core Net Income reached PHP 20.9 billion, balancing higher interest expenses and depreciation charges with increased efficiencies and stronger contributions from our affiliates.

Driven by a focus on healthy profitability and consistent service quality, our EBITDA reached a four-year high of PHP 87.6 billion, growing by 1% year-on-year. Our EBITDA margin remained exceptionally strong at 53%, well above the company's guidance. Mobile revenues hit a record PHP 116.9 billion, fueled by robust customer activity and sustained data usage across both Prepaid and Postpaid customers. This was led by an all-time high of PHP 101.2 billion in mobile data revenues, now 87% of the total, as we successfully pivoted our offerings to meet the evolving digital lifelines of our customers.

Our Broadband segment grew this year with PHP 24 billion in revenue, as customers migrate to Fiber technology. Fiber now accounts for 91% of segment revenues, with a subscriber base that expanded by 43%, ensuring more Filipino households enjoy the reliable connectivity they deserve.

Our Corporate Data business achieved record revenues of PHP 20.7 billion, signaling a stabilization in enterprise spending and a growing demand for our ICT-related services. By integrating AI and investing in critical infrastructure such as subsea cables and data centers, we are moving beyond simple connectivity to provide integrated, technology-led solutions that empower our nation's digital transformation.

More than our financial achievements; we focused on digital inclusion and customer experience, to sustain growth and create long-term value for our stakeholders.

Narrowing the Digital Divide at Scale

In 2025, Globe accelerated its efforts to bridge the digital divide. We added 1,549 new 5G sites and deployed 115,082 fiber-to-the-home lines, expanding access to high-speed internet for Filipinos. By year-end, Globe's 4G network reached 96.41% of the Philippine population, ensuring that nearly every Filipino has access to reliable connectivity.

Your company's sustained network investments to elevate customer experience and broaden access to high-speed internet were recognized by Ookla, naming Globe the Philippines' Most Consistent Mobile and Fixed Network for the period of 2H 2025 and Q4 2025, respectively. This recognition places Globe among the top Mobile and Fixed Broadband Operators in Southeast Asia to achieve national-level consistency awards across both mobile and fixed networks. In addition, Ookla also recognized Globe to have the widest 5G coverage in the country in 2H 2025.

Affordability is central to inclusion. Between 2019 and 2025, the price per gigabyte of our most popular mobile data plans[1] dropped by nearly 60%, with a further 17% decrease from 2024 to 2025. This downward trend extends to our entry level home fiber services; rates for our prepaid fiber decreased by 50% from 2022 to 2024, while our lowest postpaid plan saw a 75% price reduction. Today, customers enjoy 4x faster speed for the same cost as in 2022.

Through the Bayanihan SIM Project, Globe, in partnership with the Department of Information and Communications Technology, will provide SIMs to public school students and teachers in geographically isolated and disadvantaged areas. This marks a significant step in bringing free and reliable connectivity, helping learners and teachers in far-flung public schools gain access to digital tools, proving that every Filipino student deserves a fair chance to thrive in a connected world.

True digital empowerment also means equipping Filipinos with the skills to navigate the online world safely and responsibly. Through our Digital Thumbprint Program, Globe engaged with 16,560 students and educators in 2025 alone with hands-on workshops on digital citizenship, privacy and online safety, and child protection. Since its launch in 2016, DTP has reached nearly two million Filipino students nationwide.

[1]Go50 and Go+99

Serving Customers Where They Are

Customer centricity is embedded in our everyday operations both as a business practice and philosophy. In 2025, we deepened our engagement through innovative programs and physical touchpoints.

Globe has delivered enhancements in its queue and service management, with process optimization and automation as key enablers. These efforts have improved both waiting and handling times for our customers. The average waiting time in 2025 was reduced from 32 minutes to 17 minutes, marking a substantial 47% improvement. This is a direct reflection of our commitment to customer-centric service delivery and operational excellence.

We also expanded our reach through microshops in Vigan, Sorsogon and Boracay, and a new airport kiosk at NAIA Terminal 3. Combined with our renovated digital-first stores in Robinsons Manila and Alabang, these touchpoints ensure a seamless, inclusive experience across the archipelago.

The Globe Care Crew Program immersed nearly 70% of employees to Globe Stores to better understand customer needs firsthand and turn insights into action. By working on the frontlines, we strengthened customer experience as a true differentiator, reinforcing our commitment to be present when and where our customers need us most.

Wider Digital Trust

Recognizing that security and trust are the foundations of digital inclusion, Globe has taken bold and decisive steps to protect customers online and lead in addressing cybersecurity. Working with partners like GCash and BPI, we launched the testing of Silent Network Authentication, a next-generation technology that verifies identity directly through our network, eliminating the vulnerabilities of one-time passwords and shielding users from scams and fraud. This innovation, part of our G Verify portfolio, is a milestone in building safer, more intelligent digital experiences for millions of Filipinos.

Aside from removing clickable links from official Globe SMS advisories and being the first telecom company in the Philippines to implement non-delivery of all person-to-person SMS with clickable links within its network, we also successfully launched SMS Scam Shield on the GlobeOne App to protect users from spoofing sender IDs and phishing attacks. We also ensure close coordination with the Department of Information Communication and Technology, National Telecommunications Commission, National Privacy Commission, Cybercrime Investigation and Coordinating Center, and Bankers Association of the Philippines and their member-banks to combat ICT-enabled crimes.

Globe currently chairs the Global Anti-Scam Alliance Philippine Chapter, aligning with stakeholders across payments, banking, tech, and civil society to fight online scams.

These initiatives reaffirm our leadership in fraud protection and our commitment to safeguarding Filipinos in the digital space.

Future-Ready, Augmented Workforce

Our employees are our greatest asset. In 2025, Globe earned its first-ever Great Place to Work® Certification, with 85% of employees affirming Globe as a great place to work, 20% higher than the industry average.

At the 2025 ACES Awards, Globe was named Best Workplace in Asia, the highest distinction awarded among all Top Workplace finalists. The company has also now been recognized seven times in the Top Workplace in Asia category, earning The Virtuoso's Black and Gold Centaur Trophy. Together, these recognitions reinforce Globe's reputation as a trusted, people-first, and forward looking leader in the Philippines and across Asia.

The iSpeak survey recorded a 91% Sustainable Engagement score, underscoring the strength and continuity of our culture of care, inclusivity, and innovation. iSpeak is a platform where employees openly share their sentiments on key aspects of the workplace, ranging from culture and inclusivity to innovation and sustainability. This score reflects a high level of employee satisfaction and commitment, surpassing both the Philippine National Norm and Global High Performance Norm.

Globe also reinforced its zero-tolerance policy against corruption, upholding the highest standards of honesty and integrity across all operations. This continuing commitment ensures that our employees work in an environment built on trust, fairness, and accountability—values that safeguard both our people and our customers. With integrity at the core of our culture, we empower our teams to innovate with confidence, knowing that every action contributes to a workplace defined by transparency and ethical leadership.

At Globe, caring for our people means equipping them to thrive in a fast-changing world. Through our AI Group, employees now design and deploy their own copilots and agents, transforming Globe into an augmented organization. Our AI strategy combines broad employee enablement with focused enterprise initiatives to ensure innovation scales responsibly across the business.

The impact of this shift is tangible: 85% of our workforce using AI reported an increase in productivity with three (3) to four (4) hours saved per week, empowering our teams to serve customers faster, solve problems earlier, and innovate with confidence. From generative AI quality audits that save millions by optimizing and automating B2B's audit process, AI enables our people to focus on higher-value work while delivering more personalized, intuitive experiences for customers.

Resilience and Sustainable Progress

Sustainability is at the core of Globe's corporate strategy, reflecting its responsibility to both the planet and the nation. With climate change demanding drastic emissions reduction worldwide, and the Philippines among the most vulnerable, Globe is committed to leading in resilience and sustainability. The company balances ambitious carbon reduction targets with a strong focus on social empowerment, ensuring progress that protects communities while safeguarding the future.

On our path to Net Zero, we achieved a year-on-year 15% reduction in Scope 1 and 2 emissions and a 9% reduction in Scope 3, significantly outpacing our near-term linear annual reduction rate targets of 4.2% and 2.5%, respectively. To reflect our evolving business strategy, Globe will resubmit its emissions inventory to the Science Based Targets initiative. By establishing 2025 as the company's new base year, we are recalibrating our targets to remain transparent and fully aligned with our current operational footprint.

Central to this is the increase in renewable energy share in electricity consumption to 34%, as we work toward a 42% share by 2030. By year end 2025, over 300 sites of Globe are running on renewable energy due to accelerated on-site solar installation and leveraging power purchase agreements through Retail Aggregation Program, GEOP, and RCOA.

Your company's commitment to climate transparency and adoption of current best practices for environmental stewardship was recognized with an A- score for CDP Climate and A score for CDP Supplier Engagement Assessment for 2025, placing Globe among global leaders in driving climate action.

Globe is proud to be one of only six (6) telecom companies worldwide that joined the inaugural round of the GSMA Green Network Index. By contributing to research to further decarbonize network infrastructure and reduce greenhouse gas emissions in the industry, we are proving our dedication to climate leadership. Our efforts to drive greener networks go beyond compliance; they are vital investments for a more liveable future for all.

During typhoons and earthquakes, connectivity can spell the difference between safety and peril. We dispatch rapid-repair teams to reestablish connectivity quickly and we activate Libreng Tawag, Libreng Charge, and Libreng WiFi, or free calls, charging, and internet access, so families can reach loved ones and responders can coordinate relief. In 2025 alone, Globe, together with its partners, deployed relief operations in over 120 areas, and set up 93 LTLCLW sites to keep communities connected when they needed it most.

By the end of 2025, the Hapag Movement supported over 150,000 families including agricultural partners and public schools in donations from Globe customers and corporate partners. Moving into 2026, the program will scale its impact by prioritizing the fight against child stunting alongside supporting local community livelihood programs.

Globe's commitment to sustainable development was underscored by several recognitions in 2025. Globe was named the Best in ESG Practices in Telco- Philippines at the 2025 International Finance Awards and earned a Gold award in the Good Health and Well-being category at the 2025 Asia ESG Positive Impact Awards. Consumer sentiment further validated these efforts, with Globe winning Standard Insights' Consumer Choice Awards for Most Sustainable Mobile Network and Most Active Mobile Network for the Environment in the Philippines in the same year.

2026 will be an Acceleration Year

As we forge ahead, Globe is ready to Go Forward Together on all fronts. In 2026, we are embedding empathy and human intelligence into our AI-powered products, deepening partnerships with government units and industry leaders to strengthen disaster preparedness and digital inclusion, while upholding our values of care, integrity, and nation-building in everything we do.

To our investors, customers, employees, and partners, thank you for being part of our 2025 journey. I foresee 2026 to be a year of acceleration, where innovation, AI and customer focus will further dictate lasting and scalable impact. We are ready to shape a future where connectivity uplifts lives, strengthens resilience, and secures long-term value for all to create a Globe of Good.

Carl R. Cruz
President and CEO

Builders of the Digital Nation

1. **Jaime Augusto Zobel de Ayala**
   Chairman, Non-Executive Director
2. **Tan Mee Ling Aileen**
   Co-Vice Chair, Non-Executive Director
3. **Cezar P. Consing**
   Co-Vice Chair, Non-Executive Director
4. **Carl R. Cruz**
   Executive Director
   President and Chief Executive Officer
5. **Jaime Alfonso Antonio Zobel de Ayala**
   Non-Executive Director
6. **Delfin L. Lazaro**
   Non-Executive Director
7. **Ng Kuo Pin**
   Non-Executive Director
8. **Cirilo P. Noel**
   Non-Executive and
   Lead Independent Director
9. **Natividad N. Alejo**
   Non-Executive and
   Independent Director
10. **Ramon L. Jocson**
    Non-Executive and
    Independent Director
11. **Antonio Jose U. Periquet, Jr.**
    Non-Executive and
    Independent Director

1 JAIME AUGUSTO ZOBEL DE AYALA

CHAIRMAN, NON-EXECUTIVE DIRECTOR
COMMITTEE MEMBERSHIP:
Executive Committee (Chairman)

Mr. Zobel de Ayala, Filipino, 66, has been the Chairman of the Board since December 1996 and Director since March 1989. Among other current positions, he has also been the Chairman of Ayala Corporation since April 2006. Further, he is the Chairman of Ayala Land, Inc., Bank of the Philippine Islands, and Director of AC Energy and Infrastructure Corporation and Asiacom Philippines Inc.

SKILLS AND EXPERIENCE
Outside the Ayala group, he is a member of various business and socio-civic organizations in the Philippines and Outside the Ayala group, he is a member of various business and socio-civic organizations in the Philippines and abroad. He is a member of the Boards of Directors of Temasek Holdings, the J.P. Morgan International Council, the J.P. Morgan Asia Pacific Council, and LeapFrog Investments' Global Leadership Council. He sits on various advisory boards of Harvard University, including the Global Advisory Council and the Harvard Business School Asia-Pacific Advisory Board. He is Chairman Emeritus of the Asia Business Council and served as the Philippine Representative to the Asia-Pacific Economic Cooperation Business Advisory Council from 2010 to 2015. He is also a Steering Committee Member and Steward of the Council for Inclusive Capitalism and a Trustee Emeritus of Eisenhower Fellowships. He has been a director of the U.S.–Philippines Society since 2012 and assumed the Co-Chair position in 2024.

He was awarded the Presidential Medal of Merit in 2009, the Philippine Legion of Honor with the rank of Grand Commander in 2010, and the Order of Mabini with the rank of Commander in 2015 by the President of the Philippines. In 2017, he was recognized as a United Nations Sustainable Development Goals (SDG) Pioneer for his work in sustainable business strategy and operations. The first SDG Pioneer from the Philippines, he was one of ten (10) individuals recognized for championing sustainability and the pursuit of the 17 SDGs in business.

He received his BA in Economics (with honors) from Harvard University in 1981, his MBA from Harvard Business School in 1987, and an Honorary Doctorate in Management from the Asian Institute of Management in 2024.

DIRECTORSHIP IN OTHER PUBLICLY LISTED COMPANIES
Mr. Zobel de Ayala also holds directorships in Ayala Corporation, Ayala Land, Inc. and Bank of the Philippine Islands, all of which are listed on the Philippine Stock Exchange.

2 TAN MEE LING AILEEN

CO-VICE CHAIR, NON-EXECUTIVE DIRECTOR
COMMITTEE MEMBERSHIP:
Executive Committee (Co-Vice Chair),
Compensation and Remuneration Committee

Ms. Tan, Singaporean, 58, has served as Director since April 25, 2023. She is also Singtel Group's Chief People and Sustainability Officer and responsible for Singtel Group's overall strategic people and sustainability agenda. She has over 30 years of experience in various leadership roles spanning multiple industries and geographies. She joined Singtel in 2008 as the Group Director, Human Resources. In 2009, she built and spearheaded the group's sustainability function. In her current role, she focuses on developing a purpose-led organization, championing sustainability, creating an inspiring culture, and making Singtel Group a place for amazing people to deliver extraordinary impact. Under her leadership, Singtel has won numerous global and regional accolades for its leading people and sustainability practices.

She is a member of the Singapore University of Social Sciences Board of Trustees, Co-Vice Chairperson of the Globe Telecom Board, Health Sciences Authority Board, NTUC-U Care Fund Board of Trustees, Ministry of Finance's VITAL's Advisory Panel, Ministry of Manpower's Workplace Safety & Health Council in Singapore, Singapore's APEC Business Advisory Council alternate member, Singapore Business Federation's Sustainability Action Committee and Alliance of Actions (AfA) & Focus Group Discussions (FGDs) on Integration of Foreign Professionals.

SKILLS AND EXPERIENCE
Ms. Tan holds a Bachelor of Arts from the National University of Singapore and a Master of Science in Organisational Behaviour from the California School of Professional Psychology, Alliant International University, USA. She is a pioneer IHRP Master Professional, for being a role model for the HR profession. She is also a Certified Professional Corporate Coach. Ms. Tan received the Medal of Commendation (Gold) at the NTUC May Day Awards 2022 and the Public Service Medal in 2018 for her significant contributions to Singapore's workforce and human resources sector.

She is a widely recognised leader across Human Resources and Sustainability, with industry-wide reco

DIRECTORSHIP IN OTHER PUBLICLY LISTED COMPANIES
Ms. Tan is not a Director in any other publicly listed company.

3 CEZAR P. CONSING

CO-VICE CHAIR, NON-EXECUTIVE DIRECTOR
COMMITTEE MEMBERSHIP:
Executive Committee (Co-Vice Chair),
Finance Committee (Chairman)

Mr. Consing, Filipino, 66, has served as Director since April 2021 and Co-Vice Chair of the Board since November 2022. He has served as President and Chief Executive Officer (CEO) of Ayala Corporation since September 2022 and is the Chairman of ACEN Corporation. He is Vice Chairman of Bank of the Philippine Islands and Ayala Land, Inc.

He also serves as Chairman of AC Logistics Holdings Corporation, AC Infrastructure Holdings Corporation, AC Industrial Technology Holdings, Inc., AC Mobility Holdings Incorporated, and Globe Capital Venture Holdings, Inc. In addition, he is Vice Chairman of AC Energy and Infrastructure Corporation and Ayala Healthcare Holdings, Inc., and a Director of ACEN International, Inc., AC International Finance Limited, Asiacom Philippines, Inc., and Mynt, Inc.

He is the Chairman of the Philippine Dealing and Exchange Corporation and a non-executive Director of the Private Infrastructure Development Group, an infrastructure development and finance organization owned by the governments of Australia, Germany, the Netherlands, Norway, Sweden, Switzerland, and the United Kingdom. He is also a member of the Trilateral Commission. He is a member of the boards of trustees of the Philippine-American Educational (Fulbright) Foundation, the Philippines–Japan Economic Cooperation Committee, De La Salle University, and the Manila Golf Club Foundation.

SKILLS AND EXPERIENCE
Prior to being President and CEO of Ayala Corporation, Mr. Consing was President & CEO of Bank of the Philippine Islands. He was a Partner & Co-Head for Asia of The Rohatyn Group. He was an investment banker with J.P. Morgan & Co. For seven (7) years, Mr. Consing was Head or Co-Head of Investment Banking for Asia Pacific and President of J.P. Morgan Securities Asia. He also worked for the Bank of the Philippine Islands earlier in his career.

Mr. Consing has previously served as Chairman of Philippine Dealing System Holdings, Chairman of the College of St. Benilde, Chairman and President of the Bankers Association of the Philippines, President of BancNet, and Chairman of the National Reinsurance Corporation. He has previously served as an independent director of Jollibee Foods Corporation, CIMB Group Holdings Berhad, and First Gen Corporation. Mr. Consing has previously served as a board director of the Asian Youth Orchestra, the US-Philippines Society, Endeavor Philippines, and International Care Ministries.

Mr. Consing received an A.B. Economics degree, magna cum laude, and the gold medal for Economics, from De La Salle University, Manila, in 1979. He obtained an M.A. in Applied Economics from the University of Michigan, Ann Arbor, in 1980.

DIRECTORSHIP IN OTHER PUBLICLY LISTED COMPANIES
Mr. Consing also holds directorships in Ayala Corporation, Bank of the Philippine Islands, ACEN Corporation and Ayala Land, Inc., all of which are listed on the Philippine Stock Exchange.

4 CARL RAYMOND R. CRUZ

EXECUTIVE DIRECTOR, PRESIDENT, AND CHIEF EXECUTIVE OFFICER
COMMITTEE MEMBERSHIP:
Executive Committee

Mr. Cruz, Filipino, 55, was elected as Director, President and Chief Executive Officer (CEO) on April 22, 2025. He is a seasoned leader with over 30 years of experience in the fast-moving consumer goods (FMCG) industry, particularly in general management and marketing. He is also a Director for Bridge Mobile Alliance, Yondu Inc., GLOBE STT GDC INC., Mynt,Inc., Asiacom Philippines, Inc. and AC Mobility Holdings Incorporated, and the Chairman of GTI Business Holdings, Inc., Innove Communications, Inc., Bayan Telecommunications Inc. and Radio Communications of the Philippines Inc.

His extensive career includes serving as the CEO and Managing Director (MD) of Airtel Nigeria, one of the largest and most significant Airtel operations in Africa. Before this, he was the Managing Director of Unilever West Africa and MD/CEO of Unilever Nigeria, where he led operations in Nigeria, Ghana, and Francophone Africa. Mr. Cruz's career at Unilever spanned 30 years across various countries, including the Philippines, India, Thailand, Sri Lanka, and West Africa, and is recognized for his expertise in leading and transforming organizations in developing and emerging markets.

SKILLS AND EXPERIENCE
Mr. Cruz holds a Bachelor of Science in Marketing Management from De La Salle University.

DIRECTORSHIP IN OTHER PUBLICLY LISTED COMPANIES
Mr. Cruz is not a Director in any other publicly listed company.

5 JAIME ALFONSO ANTONIO ZOBEL DE AYALA

NON-EXECUTIVE DIRECTOR
COMMITTEE MEMBERSHIP:
Compensation and Remuneration Committee, Board Risk Oversight and Sustainability Committee

Mr. Zobel de Ayala, Filipino, 35, was elected as Director on November 11, 2022. He is the Chief Executive Officer (CEO) of ACMobility. He is a member of the Board of Directors of Globe STT GDC, INC., AC Industrials, Isuzu Philippines Corporation, BPI Capital Corporation, KP Motors, Automobile Central Enterprise Inc., Mobility Access Philippines Ventures Inc., and AC Mobility Holdings Incorporated.

In October 2024, he was appointed as Member of the Private Sector Representative from the National Capital Region of the Inter-Agency Investment Promotion Coordination Committee of the Department of Trade and Industry by the President.

SKILLS AND EXPERIENCE
Prior to the above, he was previously the Head of Business Development and Digital Ventures of Ayala Corporation and Head of Fixed-Mobile Convergence (Product Management) and Head of Business Development (Prepaid Division) of Globe.

Mr. Zobel de Ayala graduated from Harvard University, Cambridge, Massachusetts, USA with a Bachelor of Arts Degree, Primary Concentration in Government in 2013, and his Masters of Business Administration from Columbia Business School in New York in 2019.

DIRECTORSHIP IN OTHER PUBLICLY LISTED COMPANIES
Mr. Zobel de Ayala also holds directorships in AyalaLand Logistics Holdings Corp. and ACEN Corporation, all of which are publicly listed on the Philippine Stock Exchange.

6 DELFIN L. LAZARO

NON-EXECUTIVE DIRECTOR

Mr. Lazaro, Filipino, 79, has served as Director since January 1997. His other significant positions include Chairman of Atlas Fertilizer & Chemicals Inc., Chairman and President of A.C.S.T. Business Holdings, Inc., Co-Vice Chairman and President of Asiacom Philippines, Inc., Chairman and President of AYC Holdings, Ltd. He is also a Director of AC International Finance, Ltd., and AC Energy Infrastructure Corporation, as well as Director and Treasurer of Probe Productions, Inc. Apart from being an Independent Adviser to the Board of Directors of Ayala Land, Inc., Mr. Lazaro is also a Director of Purefoods International Ltd.

SKILLS AND EXPERIENCE
Mr. Lazaro graduated with BS Metallurgical Engineering at the University of the Philippines in 1967 and took his MBA (with Distinction) at Harvard Graduate School of Business in 1971.

DIRECTORSHIP IN OTHER PUBLICLY LISTED COMPANIES
Mr. Lazaro also holds directorship in Ayala Corporation, which is listed on the Philippine Stock Exchange.

7 NG KUO PIN

NON-EXECUTIVE DIRECTOR
COMMITTEE MEMBERSHIP:
Executive Committee, Finance Committee

Mr. Ng, Singaporean, 56, was elected as Director on October 8, 2021. He has been the Chief Executive Officer of NCS since August 2019 and in January 2021, he was appointed to Singtel's Management Committee. He leads NCS in executing its new vision, one that is committed to advancing communities by partnering with governments and enterprises to harness technology and bringing people together to make the extraordinary happen. As a leading technology services firm, NCS aims to accelerate growth and build up a strategic presence in the Asia Pacific region.

SKILLS AND EXPERIENCE
Prior to joining NCS, Mr. Ng had a 25-year career at Accenture and spent nine (9) years living and working in Beijing and Sydney. He started as an analyst in 1994 and was made partner in 2006. Between 2006 and 2018, he held senior leadership roles within the global Communications, Media and Technology (CMT) operating group as Head of CMT Singapore, Head of CMT Greater China, and finally as Head of Consulting for CMT Asia Pacific, Africa, and the Middle East. Mr. Ng currently sits as a Board Member in the National University of Singapore Institute of Systems Science (NUS-ISS).

Mr. Ng holds an Honours Degree in Engineering (Electrical and Electronics) from the Nanyang Technological University.

DIRECTORSHIP IN OTHER PUBLICLY LISTED COMPANIES
Mr. Ng is not a Director in any other publicly listed company.

8 CIRILO P. NOEL

NON-EXECUTIVE AND LEAD INDEPENDENT DIRECTOR
COMMITTEE MEMBERSHIP:
Audit and Related Party Transactions Committee (Chairman), Nomination and Governance Committee, Compensation and Remuneration Committee

Mr. Noel, Filipino, 68, has served as Independent Director since April 17, 2018. He is a lawyer and a Certified Public Accountant (CPA). He currently serves as Chairman of Security Bank Corporation, having been appointed to the Board of Directors in April 2018, named Vice Chairman in April 2020, and subsequently designated as Interim Chairman in May 2023 before assuming the role of Chairman on May 7, 2024. He is likewise the Chairman of Juxtapose Ergo Consultus Inc., Peakpower Energy Inc., Jin Navitas Electric Corporation, Jin Navitas Solaris Inc., and Confiar Land Corporation.

He is the Lead Independent Director of San Miguel Foods and Beverage, Inc., and an independent director of Robinsons Retail Holdings, Inc., First Philippine Holdings Corporation , Transnational Diversified Corporation, and LH Paragon Group, Golden ABC. He is a director of Eton Properties, Inc., and Infinity Energy Trading Systems Pte. Ltd. (formerly Amber Kinetics Holdings Co. Pte. Ltd.).

He is the Vice-Chairman of the Board of Trustees of St. Luke's Medical Center–Quezon City,St. Luke's Medical Center College of Medicine, and St. Luke's Foundation, Inc., as well as the Vice-Chairman of the Board of Directors of St. Luke's Medical Center–Global City.

He is currently affiliated with the Makati Business Club, Harvard Law School Association of the Philippines, and the Harvard Club of the Philippines.

SKILLS AND EXPERIENCE
He was awarded an Honorary Life Membership by the Philippine Institute of Certified Public Accountants in November 2024. He was also recognized as the Outstanding Professional of the Year in the field of Accountancy in 2019 by the Professional Regulation Commission for his distinguished contributions to the fields of accountancy, tax, and law. In 2021, he was named one of the 75 Most Outstanding UE Alumni by the University of the East. In March 2023, he received the Accountancy Centenary Award of Excellence from the Professional Regulatory Board of Accountancy as one of the country's notable CPAs.

He previously served as Chairman of Palm Concepcion Power Corporation, and a member of the Board of Directors of Philippine Airlines, PAL Holdings, Inc., and JG Summit Holdings, Inc. (from 2018 to 2021).

He held various leadership positions in SGV & Co., including Chairman, Managing Partner, Vice Chairman and Deputy Managing Director, Head of the Tax Division, and Partner, Tax Services.

For two terms, he served as a member of the Ernst & Young Global Advisory Council. He was also EY ASEAN Tax Head and Far East Area Tax Leader from 2004 to 2009, and Presiding Partner of the EY Asia Pacific Council.

He earned his Bachelor of Science in Business Administration from the University of the East, obtained his Bachelor of Laws from the Ateneo Law School, and completed his Master of Laws at Harvard Law School. He is a fellow of the Harvard International Tax Program and attended the Asian Institute of Management's Management Development Program.

DIRECTORSHIP IN OTHER PUBLICLY LISTED COMPANIES
Mr. Noel also holds directorships in Security Bank Corporation, First Philippine Holdings Corporation, San Miguel Food and Beverage Inc. and Robinsons Retail Holdings, Inc, all of which are listed on the Philippine Stock Exchange.

9 NATIVIDAD N. ALEJO

NON-EXECUTIVE AND INDEPENDENT DIRECTOR COMMITTEE MEMBERSHIP:
Board Risk Oversight and Sustainability Committee (Chairperson),
Audit and Related Party Transactions Committee,
Finance Committee

Ms. Alejo, Filipino, 69, has served as Independent Director since April 25, 2023. She is also an experienced Mergers and Acquisitions professional supporting clients in achieving transformational initiatives in her current role as Managing Director and Co-Founder of AlphaPrimus Advisors Inc., as well as in her previous role as the main M & A professional in BPI, leading the bank's various acquisitions and mergers from 1994 through 2006.

She is a seasoned senior banker with 30+ years of key leadership roles in Retail Banking, Microfinance, Investment Banking and Corporate Finance, and Strategic Planning in one of the largest Philippine banks. She has also held several leadership positions in the past, including President of BPI Family Savings Bank and BPI Capital Corporation, Chairperson of BPI Direct BanKo Inc., a member of the Filipina CEO Circle, Management Association of the Philippines, and as an advisor to the board of microfinance-oriented rural bank CARD MRI Rizal Bank, Inc. Ms. Alejo likewise serves as the Lead Independent Director of Singlife Phils., Inc. and an independent director of Grand Plaza Hotel Corporation.

SKILLS AND EXPERIENCE
Ms. Alejo graduated with a Bachelor of Arts degree in Economics (Summa Cum Laude and Gansewinkle Scholastic Trophy Award) from the Divine World University and took her Master's Degree in Economics at the University of the Philippines. She also completed an advanced management program at Harvard Business School in 2005.

DIRECTORSHIP IN OTHER PUBLICLY LISTED COMPANIES
Ms. Alejo also holds directorship in Grand Plaza Hotel Corporation, which is listed on the Philippine Stock Exchange.

10 RAMON L. JOCSON

NON-EXECUTIVE AND INDEPENDENT DIRECTOR COMMITTEE MEMBERSHIP:
Nomination and Governance Committee (Chairman),
Audit and Related Party Transactions Committee,
Board Risk Oversight and Sustainability Committee,
Compensation and Remuneration Committee

Mr. Jocson, Filipino, 65, has served as an Independent Director since April 25, 2023. He was most recently Chairman of Bankware Asia Pte. Ltd., a Singapore-based provider of Banking-as-a-Service (BaaS) solutions for financial institutions. He currently sits on the board of the Palawan Pawnshop Group as an Independent Director, serves as Vice-Chairman of SasonbiSolar Inc., and is a member of the Management Board of the National University of Singapore – Institute of Systems Science (NUS-ISS).

Prior to these roles, Mr. Jocson was Chief Operating Officer of the Bank of the Philippine Islands (BPI). As COO and Executive Vice President for Enterprise Services, he oversaw multiple key divisions—including Human Resources, Centralized Operations, Information Systems, Digital Channels, Business Transformation & Data Analytics, and Facilities Services—during his tenure from 2015 to 2022.

SKILLS AND EXPERIENCE
Mr. Jocson began his career as a Systems Analyst with IBM Philippines in 1982. Throughout his 33 years in IBM, he occupied different leadership positions, including that of Managing Director of IBM Philippines (1996-1999, Manila), General Manager of Global Services in ASEAN/South Asia (2000-2006, Singapore), General Manager of Applications Services for IBM's Growth Market Unit (2007-2009, Singapore), General Manager of Integrated Technology Services for Asia Pacific (2009-2012, Singapore), General Manager of IBM Global Services for Central and Eastern Europe (2013-2014, Prague), and General Manager of Strategic Outsourcing for Asia Pacific (2015, Singapore).

Mr. Jocson worked extensively in various industries, primarily in Financial Services, Industrial, Manufacturing and Telecommunications Sectors. While at IBM, he was a member of IBM's Growth & Transformation Team, which is composed of the top senior leaders in IBM Asia-Pacific, working directly with the Chairman on key/strategic initiatives. He also served on external advisory boards such as the Economic Development Board of Singapore from 2000 to 2005, the Cyber-Security Committee of the Bankers Association of the Philippines, where he was Vice-Chairman from 2016 to 2022, and the Digital Infrastructure sector of the Private Sector Advisory Council (Philippines) from 2022 to 2024.

Mr. Jocson graduated from the University of the Philippines in 1982 with a degree in B.S. Industrial Engineering. He obtained his Masters in Business Administration from the Ateneo Graduate School of Business in 1997.

DIRECTORSHIP IN OTHER PUBLICLY LISTED COMPANIES
Mr. Jocson is not a Director of any other publicly listed company.

11 ANTONIO JOSE U. PERIQUET, JR.

NON-EXECUTIVE AND INDEPENDENT DIRECTOR COMMITTEE MEMBERSHIP:
Compensation and Remuneration Committee (Chairman),
Audit and Related Party Transactions Committee,
Board Risk Oversight and Sustainability Committee,
Nomination and Governance Committee

Mr. Periquet, Filipino, 64, has served as Independent Director since April 25, 2023. He is Chairman and CEO of AB Capital & Investment Corporation, and Chairman of the Campden Hill Group, Inc. Mr. Periquet is also a director of The Straits Wine Co. Inc., Mynt, Inc. and Semirara Mining and Power Corporation, and an independent director of JG Summit Holdings, Inc., Universal Robina Corporation, Philippine Investment Management, Inc. (PHINMA), and the Albizia ASEAN Tenggara Fund. He is an Advisor to the ABS-CBN Corporation, DMCI Holdings, Inc., British International Investment (BII) and the Tech for Good Institute (Singapore). He is also a trustee of Lyceum University of the Philippines.

SKILLS AND EXPERIENCE
Mr. Periquet holds a Bachelor of Arts in Economics degree from the Ateneo de Manila University, a Master of Science degree in Economics from Oxford University and an MBA from the Darden School of Business, University of Virginia.

DIRECTORSHIP IN OTHER PUBLICLY LISTED COMPANIES
Mr. Periquet also holds directorships in JG Summit Holdings, Inc., Universal Robina Corporation, and Semirara Mining and Power Corporation, all of which are listed on the Philippine Stock Exchange.

Corporate Governance

In 2025, Globe celebrated its 50th year of public listing at the Philippine Stock Exchange (PSE), commemorating five decades of remarkable growth, innovation, and leadership in telecommunications and digital solutions. The ceremonial bell ringing was held on August 11, 2025 at the Philippine Stock Exchange (PSE). This celebrated the invaluable contributions of Globe's shareholders, Board of Directors, employees, and partners, whose continued trust and support have been instrumental in the company's 50-year journey, affirming that this milestone is a shared achievement, in both business resilience and good corporate governance.

Globe Telecom's corporate governance (CG) standards and practices remain strong and internationally competitive. As a result of its strong adherence to the pillars of corporate governance, Globe Telecom's CG standards and practices continue to be acknowledged by domestic and international award giving bodies. Globe received Five Golden Arrows for the fourth consecutive year, from the Institute of Corporate Directors (ICD) at the 2025 awarding ceremony, solidifying its position as a top-performing publicly-listed company in the Philippines under the ASEAN Corporate Governance Scorecard (ACGS), and the only Philippine telco to achieve this milestone.

Globe received Environment, Social, and Governance (ESG) scores, ratings and recognition from other award-giving bodies for its sustainability strategies, governance, and programs. In 2025, Globe maintained its Sustainalytics Medium Risk Rating and inclusion in the FTSE4Good Index Series. The Standard Insights' 2025 Consumer Choice Awards also recognized Globe as the Most Sustainable Mobile Network in the Philippines and Most Active Mobile Network for the Environment in the Philippines. These and other recognitions received by Globe are publicly accessible and reflected under the 'Awards' section of the CG webpage on the company website.

Notwithstanding the foregoing awards and recognition, Globe continues to proactively adopt policies and practices beyond the minimum requirements of applicable laws and regulations, and strives to implement global best practices for CG in its corporate culture and business conduct alongside providing quality business to our subscribers and customers. Globe fully appreciates and comprehends its strategic influence in the capital market and continues to balance its aggressive business environment with upholding a culture of good governance.

As strong advocates of fairness, accountability, transparency, integrity and sustainability in all aspects of the business, the Board of Directors, the Management, the officers, and all of Globe's employees commit to the principles and best practices of CG in the attainment of corporate goals aligned with the Company's overall strategic direction.

Globe's CG practices are principally contained in the Articles of Incorporation (AOI) and By-Laws, complemented by the Manual of Corporate Governance (MCG), company policies, Committee charters, the Board's charter, and the Code of Conduct and Ethics (CoC). The AOI and By-Laws maintain the basic structure of CG while the MCG, charters, policies and CoC act as supplements. These legal documents outline the core of Globe's operational framework including the principal duties of the members of the Board with emphasis on the governance structure, composition, and diversity in the Board, ensuring that duties and responsibilities are performed in a manner that safeguards the interests of the company and protects Globe's stakeholders amidst an increasingly competitive environment. The most recent amendments to the AOI and By-Laws that received approval from the Securities and Exchange Commission (SEC) were in October 2022 and February 2021, respectively. Globe's corporate documents are readily accessible on the company website.

In 2025, Globe updated the Anti-Corruption and Bribery Policy,which was introduced to employees, through extensive cascades, dissemination and training, including requiring every employee to acknowledge that they had read, understood and shall strictly comply with the contents thereof. The same acknowledgement exercise was done for the CoC. Thus, solidifying each and every employee's renewed commitment to these policies.

Globe likewise maintains the organization's compliance with the Securities and Exchange Commission's (SEC) Code of Corporate Governance, all listing rules of the Philippine Stock Exchange (PSE), and other regulations issued by the SEC, among other regulatory agencies applicable. An annual Certification of Compliance with the Company's MCG is issued and signed by the Chief Compliance Officer with the President and CEO. An annual Certification of Compliance with the CoC is issued and signed by the Chief Human Resource Officer (CHRO). These Certifications are also posted on the Company website's CG page and included in this Report.

See Statutory Reports for the Certifications.

Globe also continuously aligns the Company's policies and practices with the ASEAN Corporate Governance Scorecard (ACGS), which adopts international CG best practices and standards including the CG principles of the Organisation for Economic Co-operation and Development (OECD). The company website is maintained to ensure investor-friendliness and the convenient access of information for all of Globe's stockholders and various stakeholders in accordance with CG best practices. The Company website contains comprehensive information about Globe's business, products and services, disclosures and reports, CG scorecard, surveys and reports, press releases and an archive thereof, as well as the corporate policies, charters and manuals, vision, mission, core values, investor relations program, sustainability and corporate social responsibility activities, among others. Globe ensures that all information included in the Company website remains accurate, relevant, and up-to-date.

Globe's MCG complies with the SEC's Code of CG and is aligned with the CG best practices espoused in the SEC's Integrated Annual CG Report (i-ACGR). The Charter of the Board of Directors and different Board Committee Charters undergo regular review and enhancement in accordance with the Company's MCG, the ACGS and the SEC Code of CG, among other guidelines and regulatory issuances. Through keeping these CG structures effectively working and updated in place, coupled with continuous regulatory compliance, CG enables and nurtures Globe business to operate aggressively while ensuring the interests of the Company's customers – internal and external stakeholders – are protected and addressed.

Globe also maintains a structured and risk-based CG framework to oversee enterprise risk, technology, data protection, and the responsible use of artificial intelligence (AI). AI initiatives are governed under Globe's Enterprise AI Governance Policy, which establishes a proportionate, lifecycle-based oversight model designed to enable innovation while safeguarding trust, security, and human rights. It is also aligned with internationally recognized standards and frameworks.

The Company operates on a comprehensive Privacy Management Program supported by the Globe Privacy Policy, Employee Privacy Policy, and related procedural manuals, which govern the lawful collection, processing, retention, and protection of personal data across operations. All new projects including AI initiatives are subject to structured risk assessments integrating Privacy Impact Assessments (PIA), Vendor Risk Assessments (VRA), and security evaluations aligned with ISO/IEC 27001 and internal information security standards.

Globe also has in place a Personal Data Breach Management Policy, to address cyber security or data breach incidents, as well as a Vulnerability Disclosure Program to encourage responsible reporting of potential security weaknesses, strengthening proactive threat detection and response.

With this integrated governance architecture in place, Globe ensures that it is able to meet business targets and pursue innovations without compromising legal compliance, enterprise risk management, cybersecurity resilience, and customer and stakeholder trust.

Board of Directors

Board Composition

The Board of Directors (Board) is the supreme authority in matters of governance and management over the business of Globe. Within their chartered authority, the directors acting as a Board have the fullest powers to regulate the concerns of the company according to their best judgment. Eleven (11) board members are elected by the shareholders during Globe's Annual Stockholders' Meeting (ASM) and hold office for the ensuing year until the next ASM. The President and Chief Executive Officer (CEO) is elected as the sole executive director while the other members as non-executive directors (NEDs) who are not involved in the day-to-day management of Globe's business.

Among the 11 board members are four (4) independent NEDs, one of whom is appointed the lead independent director (ID). Our lead ID is the Chairman of the Audit and Related Party Transactions Committee (ARC) and not simultaneously the chair of our Board or any other committee. All IDs, as defined in our Manual of Corporate Governance (MCG), are independent of the Company, its Management and major/substantial stockholders, hold no interests or relationships with the Company that would interfere in their exercise of independent judgment in carrying out their responsibilities as directors.

Board Diversity and Skills Matrix

As part of our CG best practices and in the implementation of our Board diversity policy in the workplace, we have at least one (1) female ID on the Board. Our Board is composed of directors with a wide age range. None of our IDs serve in more than five (5) boards of publicly listed companies, nor have any of them served the company in the same capacity for more than nine (9) years, in full compliance with CG best practices and SEC

regulations on the tenure for IDs. Our executive director does not serve any other publicly listed company's board in the same capacity.

Our board members have different areas of expertise, corporate qualifications, and academic backgrounds.

Globe has a very diverse mix of directors with professional backgrounds and experience in various industries other than the telco industry, such as corporate law, accounting and audit, sales and marketing, network operations, IT solutions, customer and services management, corporate governance, strategic planning and risk management. They also have diverse educational backgrounds that include electrical engineering, electronics engineering, biochemistry, business administration, economics, marketing and finance, metallurgical engineering, and liberal arts, among others. The Board members also come from different ethnic backgrounds and are a mix of different nationalities.

Key Roles and Responsibilities

The Globe Board of Directors is the highest governance body in the organization. It establishes the Company's vision, mission, and strategic direction, as well as monitors the implementation of the corporate strategy and the overall corporate performance of the company to ensure transparency, accountability, integrity and fairness, and to protect the long-term interests of all stakeholders. The Board, through the Board Risk Oversight and Sustainability Committee (BROSC) with the support from other board committees, oversees and conducts a review of the overall risk management (RM) systems, and material controls, covering operational, financial and compliance areas. Finally, the Board approves corporate operation and capital budgets, major acquisition and disposal of assets, major investments, and changes in authority and approval limits. An annual review of the Globe mission, vision, and values, together with the Company's business strategies, is conducted to stay relevant to the growing needs of the business and stakeholders. The Board performed this exercise again in 2025.

The Board, as part of its functions and responsibilities, leads, develops, and reviews Globe's strategic direction and business strategies regularly. The Board created various committees to support Board functions and serve as venues to discuss business strategies, CG responsibilities, and Globe's strategic direction, among other business matters. These committees also serve as venues to discuss matters in relation to the specific responsibilities of each committee.

In upholding good CG within Globe's corporate culture, the Board also adheres to its own Charter, as a supplement to Globe's By-Laws, MCG and CoC. The Board also encourages environmental concerns, sustainability and social responsibility among Globe employees and stakeholders. It motivates the company to participate in domestic and regional CG forums, conferences, fellowships, and initiatives. It is instrumental in encouraging sustainable development, empowering the organization for responsible business operations, and working alongside local government and other institutional partners to contribute to solving complex global challenges that may affect the company. The Board sets the tone and makes a stand against corrupt practices reflected through Globe's anti-corruption policy and program espoused in the Globe CoC, coupled with Globe's whistleblower policy and channels.

The Board, in its decision-making function, is also encouraged to decide with integrity, accountability, and on behalf of the good interest of the organization and all its stakeholders. Among relevant considerations when carrying out its duties, the Board is aware of its duty as the governing body of a public utility rendering public service. Meanwhile, Management is entrusted with implementation and close monitoring of Board-approved business strategies, and is likewise tasked to conduct the Company's business with the highest CG standards and conduct.

Industry Knowledge/ Experience	Jaime Augusto Zobel de Ayala	Tan Mee Ling Aileen	Jaime Alfonso Antonio Zobel de Ayala	Carl Raymond R. Cruz	Delfin L. Lazaro	Ng Kuo Pin	Antonio Jose U. Periquet, Jr.	Cezar P. Consing	Ramon L. Jocson	Natividad N. Alejo	Cirilo P. Noel
Technology/digital expertise	●	●	●	●	●	●		●	●		●
Industry experience – Conglomerate	●	●	●	●	●	●	●	●	●	●	●
Understanding of business environment	●	●	●	●	●	●	●	●	●	●	●
Telco experience	●	●	●	●	●	●		●	●		●
Local market experience	●		●	●	●		●	●	●	●	●
Business and finance experience	●		●	●	●		●	●	●	●	●
Accounting expertise											●
Business process outsourcing				●					●		
Marketing				●							
Business management, strategy and administration	●	●	●	●	●	●	●	●	●	●	●
Legal expertise											●
International expertise	●	●	●	●		●	●		●		●
Audit and internal controls										●	●
Business strategies and planning	●	●	●	●	●	●	●	●	●	●	●
Economics	●						●			●	
Engineering					●	●			●		
Financial investments and investment banking			●				●	●	●	●	●
Sustainability and Corporate Governance	●	●	●		●	●		●			●
Racial diversity		●			●						
Gender diversity		●								●	
Board tenure (years)*	36	2	3	1	28	4	2	4	2	2	7
Age (years old)	66	58	35	55	79	56	64	66	65	69	68

*Board tenure as of 31 December 2025. For IDs (Mr. Noel, Ms. Alejo, Mr. Jocson, and Mr. Periquet), tenure as ID is reckoned from 2012 in compliance with SEC Memorandum Circular No. 9, Series of 2011.

Nomination and Election of Directors

The board members are highly qualified and have the ability to thoroughly examine issues and matters that affect Globe's business. In accordance with Globe By-Laws, MCG and company policies, any shareholder, including minority shareholders, may submit to the Nomination and Governance Committee the names of the nominees to the Board of Directors, including the IDs. The Corporate Secretary, supported by the Assistant Corporate Secretary, presents all nominations to the Committee together with profiles of each nominee that include, among others, their qualifications, expertise beneficial to the business, academic and professional backgrounds and notable corporate exposures relevant to Globe's business.

Prior to the election of directors at the ASM, the Nomination and Governance Committee, chaired by an ID, reviews the qualifications of each nominee. In addition to the qualifications and disqualifications stated in the Board and Nomination Policy, the Committee also considers other factors in the evaluation of nominee directors for election. These factors include their record of integrity and good repute, and their ability to promote smooth interaction among Board members, and other considerations in accordance with good CG principles and standards as well as the Nomination and Governance Committee Charter. As necessary, Globe uses professional search firms or other external sources of candidates (such as director databases set-up by director or shareholder bodies) when searching for candidates to the Board of Directors. Furthermore, Globe's board diversity policy states that no director or candidate for director

Board of Directors		
Director	Position	Nature of Appointment
Jaime Augusto Zobel de Ayala	Chairman	Non-Executive
Tan Mee Ling Aileen	Co-Vice Chair	Non-Executive
Cezar P. Consing	Co-Vice Chair	Non-Executive
Carl Raymond R. Cruz	Director, President and CEO	Executive
Jaime Alfonso Antonio Zobel de Ayala	Director	Non-Executive
Delfin L. Lazaro	Director	Non-Executive
Ng Kuo Pin	Director	Non-Executive
Cirilo P. Noel	Lead Independent Director	Non-Executive
Natividad N. Alejo	Independent Director	Non-Executive
Ramon L. Jocson	Independent Director	Non-Executive
Antonio Jose U. Periquet, Jr.	Independent Director	Non-Executive

shall be discriminated upon by reason of gender, age, disability, ethnicity, nationality or political, religious, or cultural backgrounds.

The profiles of the nominee directors are also provided in Globe's Definitive Information Statement (DIS or SEC Form 20-IS), which is submitted annually to pertinent regulators, disseminated to shareholders and posted on the Company website at least twenty-eight (28) days before the ASMs. The profiles of the Board are included in this report as well.

The full discussion of the procedures and criteria for election of the directors are included in the Globe By-Laws, MCG, company policies, and respective Board and Committee Charters. All of which are available on the Company website.

Board Committees

The Board may create committees as it deems necessary, in accordance with the Company By-Laws, MCG, and Charter of the Board of Directors to support it in the performance of its functions and to aid in CG responsibilities, among others. The 11 Board members are also members of the different Board Committees created. Appointments of directors to their respective Committees are completed at the organizational meeting held after the ASM. There are six (6) Board Committees subject to the authority of the Board as a whole. These committees are the Executive Committee, Audit and Related Party Transactions Committee (ARC), Compensation and Remuneration Committee, Nomination and Governance Committee, Finance Committee, and Board Risk Oversight and Sustainability Committee (BROSC).

All the Committees have their own charters that are aligned with the objectives and responsibilities of each Committee. All Committee charters are posted on the company website.

Executive

Chairman:
Jaime Augusto Zobel de Ayala (NED)

Co-Vice Chair:
Tan Mee Ling Aileen (NED)
Cezar P. Consing (NED)

Members:
Carl Raymond R. Cruz (ED)
Ng Kuo Pin (NED)

Provides guidance to management in:
a. formulating the basic strategies for achieving targets set by the Board;
b. putting in place the infrastructure for control and operational risk management (RM) systems that assess risks on an integrated cross-functional approach, and review and assess the adequacy of Globe's operational RM process, specifically on strategic, technology, and operational risk, jointly with Management. This function shall include receiving from senior management periodic information on risk exposures and RM activities;
c. considering and/or completing mergers, acquisitions and strategic investments; and,
d. undertaking strategic projects and significant transformation initiatives that include corporate governance campaigns, regulatory compliance and sustainability programs.

Audit and Related Party Transactions

Chairman:
Cirilo P. Noel* (NED, ID)

Members:
Natividad N. Alejo (NED, ID)
Antonio Jose U. Periquet, Jr. (NED, ID)
Ramon L. Jocson (NED, ID)

Provides assistance to the Board of Directors in fulfilling its oversight responsibility to the shareholders relating to:
a. the integrity of the financial statements and the disclosures; financial reporting process and principles;
b. internal controls;
c. policies and processes on external/independent auditor's appointment, enhancing independence and audit quality, remuneration, and assessment of performance of the external auditors;
d. adequacy and effectiveness of the internal audit function;
e. compliance with legal, regulatory, and corporate governance requirements; and,
f. assessment, review, approval and disclosure of related party transactions (RPTs) according to Globe's RPT Policy

Compensation and Remuneration

Chairman:
Antonio Jose U. Periquet, Jr. (NED, ID)

Members:
Cirilo P. Noel* (NED, ID)
Ramon L. Jocson (NED, ID)
Jaime Alfonso Antonio Zobel de Ayala (NED)
Tan Mee Ling Aileen (NED)

Provides assistance to the Board of Directors in governance matters relating to compensation and benefits of directors, key officers, personnel, and other employees of Globe.

Nomination and Governance

Chairman:
Ramon L. Jocson (NED, ID)

Members:
Cirilo P. Noel* (NED, ID)
Antonio Jose U. Periquet, Jr. (NED, ID)

Provides assistance to the Board of Directors in relation to:
a. the performance of its corporate governance and compliance responsibilities;
b. overseeing performance evaluation of the Board and its committees;
c. promulgating the guidelines or criteria to govern the conduct of the nomination, election, or replacement of directors to ensure that all directors to be nominated for election at the next annual regular stockholders' meeting have the qualifications and none of the disqualifications for directors stated in the Company's By-Laws, MCG and in relevant laws, rules and regulations;
d. selecting a mix of competent directors, each of whom can add value and create independent judgment as to the formulation of sound corporate strategies and policies aligned with Globe's vision, mission, core values and strategic direction; and
e. previewing and evaluating the qualifications of all persons nominated to positions in the corporation, which require appointment by the Board.

Finance

Chairman:
Cezar P. Consing (NED)

Members:
Ng Kuo Pin (NED)
Natividad N. Alejo (NED, ID)

Oversees Globe's financial policy and strategy, including capital structure, dividend policy, acquisitions and divestments, treasury activities, tax strategy and compliance, retirement fund contributions, and financing proposals brought to the Board of Directors for approval.

Board Risk Oversight and Sustainability

Chairperson:
Natividad N. Alejo (NED, ID)

Members:
Ramon L. Jocson (NED, ID)
Antonio Jose U. Periquet, Jr. (NED, ID)
Jaime Alfonso Antonio Zobel de Ayala (NED)

Provides assistance to the Board of Directors in relation to risk governance in Globe, which include, among others:
a. ensuring that there is an effective, efficient and integrated risk management (RM) process working in place;
b. enabling the identification, analysis, and assessment of key risk exposures, its impact to Globe's strategic and business objectives, as well as the formulation of an effective RM strategy. This includes exposures related to environmental, social, and governance (ESG) risks, as well as climate-related risks and opportunities;
c. cultivating a sound organizational structure with an effective enterprise RM (ERM) and sustainability frameworks working in place;
d. establishing clear definition of risk-taking authority, ownership, accountability, and proper segregation of duties; and,
e. fostering a risk-aware culture that is pervasive throughout Globe, and ensure transparency in reporting of key risks to relevant stakeholders.

*Lead ID
Notes: Non-Executive Director (NED), Independent Director (ID)

Board Meetings and Attendance

Board meetings are scheduled before the start of the financial year and the schedule is posted under the CG section of the Company website. Committee meetings are scheduled by the respective Committees. Consultation, reports, and discussions with Management on specific financial and operational matters take place as needed. In accordance with CG best practice and the Globe MCG, the Board receives board documents and materials containing reports on Globe's strategic, operational, and financial performance, and other regulatory and relevant matters, at least seven (7) business days in advance of Board meetings.

In 2025, the Board of Directors had a total of seven (7) Board meetings. Attendance of each director in Board meetings held in 2025 is enumerated below:

Attendance of Board Directors 2025

Board Member	Meetings Attended	Meetings Held	Percent Present
Jaime Augusto Zobel de Ayala	7	7	**100%**
Tan Mee Ling Aileen	7	7	**100%**
Jaime Alfonso Antonio Zobel de Ayala	7	7	**100%**
Ng Kuo Pin	7	7	**100%**
Carl Raymond R. Cruz*	5	5	**100%**
Ernest L. Cu*	2	2	**100%**
Delfin L. Lazaro	6	7	**85.71%**
Cezar P. Consing	6	7	**85.71%**
Cirilo P. Noel	6	7	**85.71%**
Natividad N. Alejo	7	7	**100%**
Ramon L. Jocson	7	7	**100%**
Antonio Jose U. Periquet, Jr.	7	7	**100%**

*Represents Board meetings held in 2025 and during the incumbency of the director.

The average rate of attendance of the Board of Directors was ninety-four point thirty two percent (94.32%) in 2024, which is more than compliant with the SEC's minimum attendance requirement of fifty percent (50%). The average attendance rate of the IDs was ninety-six point eighty-eight percent (96.88%) for the same year.

The attendance of each Director according to their respective Committee meetings is enumerated below:

Attendance of Board Directors per Committee

Total Meetings	Board Committee	Members	Present	Absent
4	Executive	Jaime Augusto Zobel de Ayala	3	1
		Cezar P. Consing	3	1
		Tan Mee Ling Aileen	4	-
		Carl Raymond R. Cruz*	3	-
		Ernest L. Cu*	1	-
		Ng Kuo Pin	4	-
4	Audit and Related Party Transactions	Cirilo P. Noel	4	-
		Natividad N. Alejo	3	1
		Antonio Jose U. Periquet, Jr.	4	-
		Ramon L. Jocson	4	-
2	Compensation and Remuneration	Antonio Jose U. Periquet, Jr.	2	-
		Cirilo P. Noel	2	-
		Ramon L. Jocson	2	-
		Jaime Alfonso Antonio Zobel de Ayala	2	-
		Tan Mee Ling Aileen	2	-
2	Nomination and Governance	Ramon L. Jocson	2	-
		Cirilo P. Noel	2	-
		Antonio Jose U. Periquet, Jr.	2	-
4	Finance	Cezar P. Consing	4	-
		Ng Kuo Pin	4	-
		Natividad N. Alejo	4	-
4	Board Risk Oversight and Sustainability	Natividad N. Alejo	4	-
		Ramon L. Jocson	4	-
		Antonio Jose U. Periquet, Jr.	4	-
		Jaime Alfonso Antonio Zobel de Ayala	4	-

Discussions with independent views during meetings are encouraged, given due consideration and properly documented through the minutes of meetings.

The Non-Executive Directors (NEDs) also meet separately during the year without any executives present. The NEDs held their meeting in November, which was led by Mr. Cirilo P. Noel, the lead ID. All NEDs were present at the meeting. Among the agenda items covered during the meeting were updates on transition and transformative moves.

The Board has access to the Corporate Secretary who, among her duties and responsibilities, acts as adviser to directors regarding their responsibilities and obligations, and oversees the flow of information prior to meetings. The Board is also assisted by the Chief Compliance Officer to ensure regulatory compliance and sustain engagement on CG-related matters, among other duties and responsibilities.

Board Remuneration

The Board's remuneration is set at an optimum level to attract and retain high caliber directors who continuously and effectively deliver services. In accordance with Globe's By-Laws, the Board may receive, pursuant to a resolution of the stockholders, fees and other compensation for their services as directors and members of committees of the Board of Directors.

Globe Telecom's directors receive PHP 200,000 per diem remuneration for every Board meeting and stockholders' meeting attended. This rate was based on a benchmark study against industry rates as well as a previous study in 2010 to standardize the pay of the Board of Directors across the Ayala Companies. Per diem remuneration of directors remains at PHP 100,000 for every committee meeting attended or such meetings other than those mentioned above. Globe's stockholders ratified this resolution at the regular ASM in April 2014. In a resolution at the ASM held on April 26, 2022, the stockholders approved the increase in Directors' compensation structure in the form of retainer fees, in addition to the current attendance fees for each non-executive director. Globe has no other arrangement with regard to the remuneration of its existing directors and officers aside from the compensation herein stated.

In accordance with the MCG and the Charter of the Board of Directors, no director participates in discussions or deliberations involving his/her own remuneration. The directors, including the IDs, do not receive options, performance shares or bonuses other than their per diem remuneration as directors. Meanwhile, the executive director does not receive per diem remuneration in addition to his remuneration as part of the Globe senior management in his role as the President and CEO.

The following NEDs, who were elected at the ASM on April 22, received gross per diem remuneration for their attendance in meetings for both the Board and their respective Committees in 2025:

Director	Gross Per diem Remuneration (in PHP)*	
	Meetings*	Retainer Fee
Jaime Augusto Zobel de Ayala	1,700,000.00	6,084,000.00
Tan Mee Ling Aileen***	-	-
Cezar P. Consing**	-	-
Jaime Alfonso Antonio Zobel de Ayala**	-	-
Delfin L. Lazaro**	-	-
Ng Kuo Pin***	-	-
Cirilo P. Noel	2,000,000.00	4,576,000.00
Natividad N. Alejo	2,500,000.00	3,042,000.00
Ramon L. Jocson	2,600,000.00	3,042,000.00
Antonio Jose U. Periquet, Jr.	2,600,000.00	3,042,000.00

*Represents Board and Committee meetings held in 2025
**The amount equivalent to the retainer and per diem was paid to the account of Ayala Corporation
***The amount equivalent to the retainer and per diem was paid to the account of Singapore Telecom Int'l Pte. Ltd.

Board Performance

The Board values inputs and suggestions that feedback mechanisms provide to assist them as they reflect on their performance as individual directors and as a governing body. As such, the Board of Directors participates in an annual self-assessment exercise to assess their individual and collective performance. This exercise also provides a means to assess a director's attendance at Board and committee meetings, participation in boardroom discussions, and manner of voting on material issues.

The self-assessment exercise, through a self-assessment questionnaire, is undertaken by each director to ensure the effectiveness of their governance, allow reflection on the performance of top management including the President and CEO, and provide feedback on strengths and areas of improvement. It is also a venue for the directors to identify priorities for the Board and the company for the succeeding year.

The questionnaire covers a thorough evaluation criteria focused on structure, efficiency, and effectiveness of the Board, participation and engagement of each Board member, contribution of each Board member to their respective Committees, as well as the performance of Management and the Chairman of the Board. The criteria also reflect the specific duties, responsibilities, and accountabilities

of each Board member assessed in line with Globe By-Laws, MCG, Charters and governing policies. For transparency and an additional layer of feedback mechanism for Globe shareholders, the questionnaire criteria are posted on the Company website. In 2025, the self-assessment questionnaire was digitized and updated, to include items relating to ESG where relevant.

The self-assessment exercise is facilitated by the Chief Compliance Officer. In accordance with our MGC and Charter of the Board, every three (3) years, the assessment is conducted by an external facilitator selected for this purpose. For 2023, Aon Hewitt Pte Ltd. was the external facilitator engaged by Globe to support the self-assessment exercise for the Board of Directors, covering their performance and service for the year 2022. For 2026, an external facilitator will again be engaged for the self-assessment exercise to cover the year 2025.

An annual executive session also takes place dedicated to evaluating and discussing matters concerning the Board, including evaluating Globe's performance and an independent review of its Management team. There is also an annual strategy workshop held at the beginning of the year to discuss Globe's strategic direction for the entire year.

Training and Continuing Education Program

To execute their roles effectively, training on CG is given to directors prior to assuming office. This is also institutionalized in the MCG and Charter of the Board. The Board, together with the key officers, also actively attend training programs annually to keep abreast of updates in CG standards and relevant discussions to support their leadership roles in Globe that cover issues and relevant market trends, new laws and regulations that can affect the business, sustainability, and CG matters, among others.

The directors and key officers attended various CG seminars conducted by SEC-accredited CG training providers throughout 2025. On November 04, our directors and key officers attended the 2025 Integrated Corporate Governance, Risk Management and Sustainability Summit, hosted by Ayala Corporation. On September 18, one of our directors attended the Corporate Governance in the Age of AI: Navigating Opportunities and Risks for a Future-Ready Gokongwei Group, hosted by JG Summit Holdings, Inc. On June 3 and June 4, our Chief Artificial Intelligence Officer (CAIO) and Chief Information Security Officer (CISO) attended the Corporate Governance Orientation Program. All aforementioned seminars were administered by or in partnership with the Institute of Corporate Directors, as well as other SEC-accredited training providers.

To supplement the foregoing, World Business Council for Sustainable Development (WBCSD) on-demand online courses on Sustainability were also made available to the directors. The courses included "Seizing the opportunities of sustainability transformation" and "Key Trends in Corporate Sustainability". The Office of the Chief Compliance Officer also hosted corporate governance training for the directors and officers of the Globe's portfolio companies. The courses included "Turbocharging Talent at the Top: The Board's Role in Succession, Leadership, and Rewards" and "Building Business Resilience in the Corporate Strategy". This was intended to reinforce the Globe Group's continued commitment to the highest standards of governance and leadership excellence.

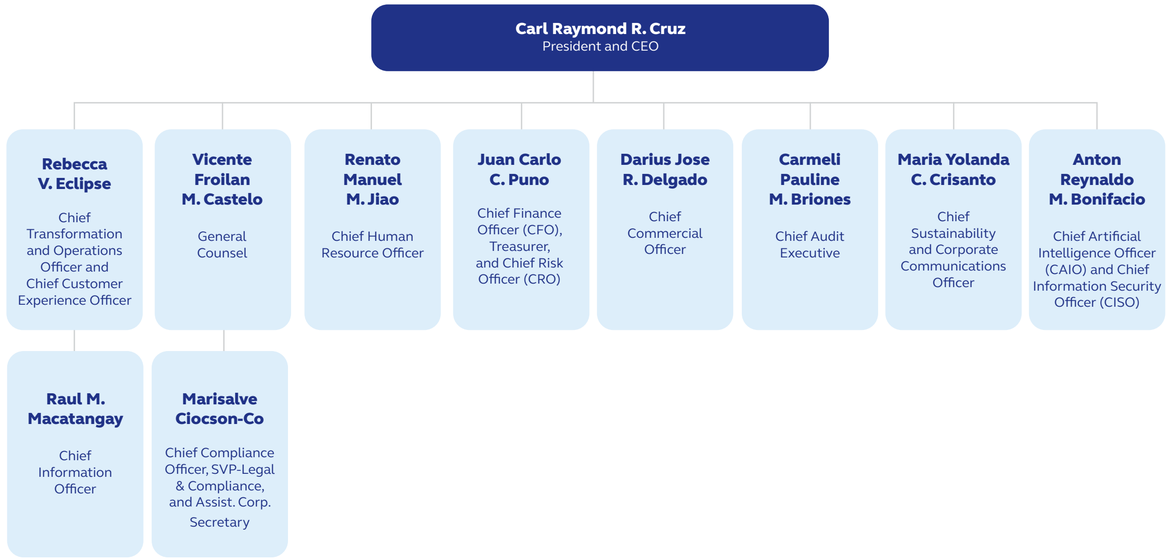
The attendance of the Board and key officers to required CG training programs and seminars are properly and timely disclosed through posting of the Certificates of Attendance and completion on the Globe website and the inclusion of the same in the Company's i-ACGR. All training programs and seminars attended by the directors and key officers fulfill compliance with the SEC directive for all key officers and members of the Board of publicly listed companies to attend a program on CG at least annually. Globe programs, practices, and activities implementing Company policies and standards on employee training and development are also included in this Report (see "**Human Capital**" chapter).

Management

The President and CEO is accountable to the Board for the development and recommendation of strategies, and the execution of the defined strategic imperatives. Through the Board and Executive Committee, the President and CEO is able to update and inform the Board of Globe's business strategies and plans, CG and sustainability initiatives and requirements, among other economic matters relevant to the performance of the business.

After the ASM, the newly-elected Board of Directors convenes an organizational meeting to setup its board committees and appoint key officers. Key officer appointments and board committee members are then disclosed to pertinent regulators alongside other relevant results of the ASM.

The President and CEO is assisted by the Key Officers, also referred to as senior management. The Chief Audit Executive (CAE) assists in discussions with and updates to the Board through the Audit and RPT Committee.



The CFO, Treasurer, and CRO reports and updates through the Finance Committee, Audit and RPT Committee, and BROSC. The Chief Compliance Officer assists the President and CEO to the Board through the Nomination and Governance Committee and Executive Committee with regard to CG, compliance, and sustainability strategies and matters. Support from the CHRO is most evident in the Compensation and Remuneration Committee. The General Counsel provides high-level legal consultation and updates to the Board together with the Corporate Secretary. The Chief Sustainability and Corporate Communications Officer (CSCCO) oversees ESG commitments and reporting, providing updates to the Board through the BROSC. The CISO and CAIO manages cybersecurity, data privacy, and AI governance, reporting digital risks to the ARC and BROSC. Other executive officers of the Company are invited during Board and Board Committee meetings as necessary.

In support of the foregoing, the Office of Strategy Management (OSM) reports to the President and CEO, and oversees Globe's strategy management processes, specifically strategy execution and performance tracking linked to the Company's Balanced Score Card (BSC). Globe reviews and formulates the Company's strategic priorities annually, which then guide the formulation of the key business strategies and goals for the year. Using the balanced scorecard framework, each business group identifies financial and non-financial objectives, and sets targets and initiatives to achieve them as reflected in the groups' terms of reference (TOR). To ensure line of sight, the group TORs are cascaded to all employees, making sure

Key Officers

Name	Position
Carl Raymond R. Cruz	President and Chief Executive Officer (CEO)
Juan Carlo C. Puno	Chief Finance Officer (CFO), Treasurer, and Chief Risk Officer (CRO)
Renato Manuel M. Jiao	Chief Human Resource Officer (CHRO)
Rebecca V. Eclipse	Chief Transformation and Operations Officer (CTOO) and Chief Customer Experience Officer (CCEO)
Vicente Froilan M. Castelo	General Counsel (GC)
Maria Franchette M. Acosta	Corporate Secretary
Marisalve Ciocson-Co	Chief Compliance Officer, Senior Vice President - Legal and Compliance, and Assistant Corporate Secretary
Carmeli Pauline M. Briones	Chief Audit Executive (CAE)
Darius Jose R. Delgado	Chief Commercial Officer (CCO)
Maria Yolanda C. Crisanto	Chief Sustainability and Corporate Communications Officer
Raul M. Macatangay	Chief Information Officer (CIO)
Anton Reynaldo M. Bonifacio	Chief Artificial Intelligence Officer (CAIO) and Chief Information Security Officer (CISO)

Key programs, projects, and major organizational initiatives are taken up by the senior management, and the heads of major business units and support groups. All budgets and major capital expenditures must be approved in accordance with Globe's limits of authority, and by the CEO prior to endorsement to the Board for approval. The senior management consults with the chief advisors to provide sound inputs and advice as required. They all meet at least once a week. Management is mandated to provide complete and accurate information on Globe's operations and affairs in a timely manner.

Management is also required to prepare financial statements for each preceding financial year, in accordance with Philippine Financial Reporting Standards (PFRS). Management's statement of responsibility with regard to the Company's financial statements and the fair and truthful preparation thereof is included in this annual report (see "**Statutory Reports**" chapter).

Corporate Objectives

Globe is not simply a telco company. Globe is an organization that creates and enables digital life for the Philippines, so Filipinos can access choices, overcome challenges, and discover new ways to enjoy life. Globe achieves this through obsessing about its customers, digitally transforming businesses, building the network of choice, and empowering its people. Globe continues to provide meaningful support to all its stakeholders and creates wonderful channels to the digital lifestyle for Filipinos and all stakeholders.

The strong thrust towards information and communications technology (ICT) infrastructure growth and network upgrades continued in 2025. Globe's accelerated rollout contributed to improving experience, having built 1,549 new 5G sites nationwide and deployed 115,082 fiber-to-the-home (FTTH) lines. Globe's network also showed sustained growth in ICT-related solutions. Globe's massive network investments attest to the company's strong support for the United Nations Sustainable Development Goals (UN SDG), particularly UN SDG No. 9, which aims to build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.

Globe will continue to champion the UN Global Compact principles alongside its CG campaign. For 2025, capex budget was amounted to PHP46.2 billion for the continued network expansion and enhancement. This included new cell site builds, upgrading of more existing sites to 4G/LTE, continuing rollout of 5G connectivity and the fiberization of Filipino homes nationwide, and further boosting the internet quality and coverage in the country, while reducing environmental impact. Alongside these infrastructure developments, Globe prioritizes the continuous upskilling of its workforce to ensure they remain future-ready in the digital age.

Remuneration of Executive Director and Senior Management

Globe's remuneration philosophy, policy, and framework is designed to attract, retain, and engage talents. It is designed to support the business strategies and enhance the value of the organization. The policy specifies the relationship between remuneration and performance, including but not limited to, specific financial and non-financial metrics.

- Encourage and nurture a strong performance-oriented culture;
- Recognize and reward talents who create value and contribute towards the attainment of business goals aligned to stakeholder interests
- Position the Company as a preferred employer in providing relevant total rewards experience encompassing competitive, market-driven and innovative remuneration to support personal and family needs.

In order to support the rewards philosophy, the targeted reward strategies are as follows:

- Adopt a total rewards approach, using both the tangible and intangible aspects of rewards to drive the Globe employment experience
- Market driven to attract and retain top talent in the business
- Provide different forms of rewards to talents anchoring on pay for performance
- Provide relevant rewards programs that support the different employee cycles, promote diversity and inclusion in the workplace and offer equal opportunity to all
- Globe rewards programs are anchored on business performance to drive shareholder value and optimize return on investment.
- Globe rewards programs are regulatory compliant

The benchmark for remuneration is developed through a rigorous review and evaluation by the Human Resources (HR) Group according to a comprehensive criteria that considers numerous factors, including market trends, employee roles in the organization, applicable laws and rules, and business competitors, among others. Through these annual sessions, the HR Group compares Globe remuneration components, packages and plans against target market companies across industries, such as fast-moving consumer goods, high technology, banking and financial services.

The financial capability is considered for any incentive payout. Performance evaluations for senior management were made according to these considerations and in accordance with the Charter of the Compensation and Remuneration Committee.

Current remuneration initiatives allow for certain incentives to be withheld, deferred or retracted in any year should an executive fail to meet performance requirements or be involved in any misconduct and are given a disciplinary action resulting in suspension or demotion. The criteria, mechanisms and operationalization of the foregoing are thoroughly documented and cascaded to the recipients.

Remuneration Components

The remuneration structure of Globe is composed of four (4) main components – fixed remuneration, benefits, short term incentives (performance bonus), and long term incentives. The structure is designed such that the variable component increases as the employee moves up in our corporate ladder. This only applies to the employees, including the executive director. Meanwhile, non-executive directors of the Board receive per diem remuneration approved by the shareholders. The Compensation and Remuneration Committee establishes the formal and transparent procedure for developing policy on executive remuneration and for fixing the remuneration packages of employees as provided in the Committee Charter.

Fixed Remuneration

The fixed remuneration is composed of the base salary, and is reflective of the value of the role in the prevailing market and the value of the role compared to the other roles in Globe. Other factors that come into play in the base salary are individual performance, competencies, and experience that the employee brings into the company. The year-on-year increases are determined by individual performances, prevailing market rates on annual salary increases, pay positioning, economic indicators, and Globe Telecom's performance and financial capability. In addition, fixed remuneration includes guaranteed bonuses and allowances based on the level and role.

Benefits

Globe benefits are consistent with local market practice and are relevant to meet the personal and family needs of employees. Included here are medical benefits for in-patient and out-patient care, life insurance, retirement benefits. Other benefits such as car and car-related expenses are provided for select roles. (Refer to "**Employees Benefits**" under Human Capital chapter for more information).

Short-Term Incentives (Performance Bonus)

The short-term incentive plan is Globe's Variable Pay Program, covering all employees, including union members. The Corporate Incentive Plan is for non-sales. The incentive is determined by the achievement of performance targets that are set at the beginning of the performance year. It considers delivery of corporate, business unit, and individual performance targets that are defined annually. This is usually paid out to employees upon confirmation of all performance targets and individual performance.

Corporate and Business unit targets are financial/operational targets set in order to support the overall business goals and thereby increasing value as a company. This incentive plan drives employees to work together towards achieving common goals and encourages performance in the Company. The award size for this incentive is differentiated by the employee's level, such that a higher incentive multiple is at stake as the employee moves up the organization.

On the other hand, sales employees are covered under a sales incentive plan to motivate them to work towards a set goal and drive the right behavior in ensuring an effective and high performing sales force. This is a short-term rewards program developed to reward sales employees for hitting or exceeding sales targets. This is paid closer to the time of the actual target attainment.

Long-Term Incentive Plan

The Long-Term Incentive Plan's primary objective is to drive long term performance in a highly competitive market by aligning management interest with the shareholders' interest. It also aims to motivate participants to sustain high levels of contribution. Furthermore, it is designed to attract and retain select executives and employees whose contributions are essential to Globe's growth and profitability through a rewards scheme that fosters a sense of genuine loyalty among employees and belongingness within the Globe community thereby retaining these talents even after payouts are given out. Lastly, the plan should propel shareholder value through superior business performance driven by happy and satisfied employees.

The incentive is delivered through a performance share based plan where it awards employees with company shares contingent upon the achievement of specified long-term goals over a specified performance period.

The plan allows for overlapping performance periods to support rolling multi-year business plans and employee retention.

To ensure alignment of employees' interest to that of Globe's, the plan includes a stock ownership requirement where the executives and qualified employees are required to maintain shares depending on their rank and specific internal HR policies.

ESG-Linked Performance and Incentive

To accelerate the adoption of sustainability across the company, the organization has integrated ESG metrics into its performance management. Ten (10%) percent of the total Corporate Balanced Scorecard is ESG-linked, incentivizing employees who meet or exceed their overall BSC targets. Select executive and employees also have an ESG-linked Key Performance Indicator (KPI), which has a 5% weight, in their Long-Term Incentive Plan, directly tying their long-term incentives to the successful achievement of these sustainability goals. (For more information, please refer to "**Sustainability at Globe**").

Accountability and Audit

To support the Board in the discharge of its functions, primarily on internal controls, material related party transactions (RPTs) and other key corporate governance matters, it is the policy of Globe (hereafter also referred to as "Globe Group" or "Company") to constitute and maintain a competent and working Audit and Related Party Transactions Committee (ARC or the "Committee") in fulfilling their oversight responsibility to the shareholders relating to:

a. the integrity of the financial statements and disclosures, financial reporting principles, processes, policies and systems;
b. internal controls;
c. policies and processes on external/independent auditor's appointment, enhancing independence and audit quality, remuneration, and assessment of performance of the external auditors;
d. adequacy and effectiveness of the internal audit function;
e. compliance with legal, regulatory, and corporate governance requirements; and
f. assessment, review, approval and disclosure of RPTs according to Globe's RPT policy.

Management, however, has primary responsibility for financial statements and disclosures, financial reporting process, internal controls, legal and regulatory compliance, and risk management. The ARC Charter approved by the Board defines clearly the roles and responsibilities of the Committee.

The ARC is composed of four (4) directors, all of which are independent and non-executive, including the Chairman. The Board appoints all members of the Committee.

The ARC meets at least four (4) times during the year and invites the President and Chief Executive Officer (CEO), Chief Finance Officer (CFO), and concurrently, the Treasurer and Chief Risk Officer (CRO), external auditors, internal auditors, and other members of management, as needed, based on the meeting agenda.

During these meetings, the Committee:

- Reviews the financial statements and all related disclosures and reports prepared and presented by the CFO and released to the public and/or submitted to the SEC and endorses these to the Board for approval. The Board of Directors, in turn, reviews, approves and affirms the true and fair representation of the annual audited consolidated financial statements and presents the same in the Annual Stockholders' Meeting (ASM).
- Approves the work plan of Globe Internal Audit (IA), as well as the overall scope and work plan of the external auditors to ensure that management is taking appropriate corrective actions on internal control issues and areas for improvement in a timely manner.
- Ensures the rotation of the lead engagement partner at least once every five (5) years, or earlier when the need arises as decided by the ARC. Consider whether there should be a regular rotation of the audit form itself.
- Recommends the appointment, retention or discharge of the external auditors, reviews audit fees or the remuneration of the external auditors and endorses these to the full Board. The Board, in turn, submits the appointment of the external auditors and audit fees for approval of the stockholders at the ASM.
- Reviews the external auditor's performance and assesses the external auditor's qualifications, skills, resources, effectiveness, and independence. The Committee also reviews and approves in advance, audit vs. non-audit services performed by the external auditors based on SEC requirements and the significance of the fees to the external audit firm's total service revenues and Globe's total consultancy expenses.
- Assesses the adequacy and effectiveness of the internal audit function by reviewing and approving Globe IA's scope of work, authority, independence, compliance to professional standards, reporting relationships, key responsibilities, and changes in their work plan.
- Reviews the results of management's annual risk assessments based on reports provided by CRO covering information on risk exposures and risk management activities, and as supported by the results of internal audit reviews.
- Reviews and discusses with management, the internal and external auditors; and reports annually to the Board of Directors, the adequacy and effectiveness of the company's internal controls in all material respects.
- Assesses, reviews, approves and discloses all covered and material RPT defined in Globe's RPT Policy, including write-off of exposures, policies on conflicts of interest (COI) or potential COI to the Board of Directors and ensures appropriate disclosure.

As part of the ARC's responsibilities set out in the ARC Charter, the following activities are also performed by the Committee:

- Reports regularly to the Board of Directors on internal controls, material RPTs, compliance, and other key corporate governance matters. With guidance provided by the Board, management remains primarily responsible for the development and implementation of risk management strategies, policies and systems.
- Provides a copy of the minutes of its meetings to the Board.
- Reviews and assesses the adequacy of its Charter annually, seeking Board approval for any amendments. The most recent Charter review and assessment was done on February 3, 2025 by which the ARC endorsed to the Board and the same was approved on February 6, 2025.
- Conducts an assessment of its performance and undergoes training, at least annually. The results of the assessment and any ensuing action plans are reported to the Board to ensure compliance with SEC and corporate governance requirements.
- Oversees the implementation of the system for identifying, monitoring, measuring, controlling, and reporting RPTs, and periodically reviews RPT policies and procedures.
- Reviews and approves identified material RPTs to ensure all transactions are done at arm's length and in accordance with the RPT policy. The latest review was conducted last February 3, 2025. For a disclosure of the covered RPTs, please refer to the 2024 Audited Consolidated Financial Statements.
- Receives and acknowledges the written certification from the President and CEO, CFO, and Chief Audit Executive (CAE) confirming the reliability of financial statements for the year; full compliance with financial, legal and regulatory requirements and reporting; attestation on Globe's sound internal controls and compliance system; and confirmation that the CAE reports functionally to the ARC and administratively to the CEO allowing IA to independently fulfill its responsibilities.

Responsibilities of ARC and Other Board Committees

Executive Committee
Oversight on corporate strategic risks, technology, and operational risk management, putting in place the infrastructure for risk management systems that assess risks on an integrated crossfunctional approach; reviews and assesses the adequacy of our strategic, technology, and operational risk management processes, jointly with Management.

Finance Committee
Oversees financial risk management, including risks related to capital structure, acquisitions and divestments, treasury activities, tax strategy and compliance.

Board of Directors
Risk Management Oversight

ARC
Oversight on the financial reporting and operational risks specifically on financial statements and reporting, internal controls, legal and regulatory compliance, corporate governance, fraud risks and RPTs.

Board Risk Oversight and Sustainability Committee
Assists the Board in fulfilling its oversight responsibilities in relation to Risk Governance in Globe.

Internal Audit

The establishment of an IA function is a fundamental part of Globe's corporate governance practices and policies. An IA Charter, approved by the ARC/Board, establishes the organizational status of the IA function in Globe, which specifies the following, among others:

- Purpose and mission of internal auditing;
- Commitment to adhering to the Global Internal Audit Standards and Code of Ethics;
- Mandate (e.g. authority, roles, key responsibilities, including scope of work and types of services);
- Organizational position and independence;
- Reporting and working relationships.

IA is a service, providing an independent and objective assurance, and advisory function within Globe that shares our common goal of creating and enhancing shareholder value and improving Globe's operations. This is done through a systematic, disciplined, and risk-based approach in evaluating and improving the effectiveness of risk management, control, and governance processes.

Globe IA provides reasonable assurance to the Board, management and stockholders, on the adequacy and effectiveness of controls encompassing the following areas of the organization:

Scope of Reasonable Assurance of IA

1. Governance, operations, processes, and information systems
2. Reliability and integrity of financial and operational information
3. Effectiveness and efficiency of operations, safeguarding of resources
4. compliance with laws, rules, regulations, and Contracts.

To perform its auditing functions effectively, Globe IA maintains its independence by reporting functionally to the Board, through the ARC and administratively, to the President and CEO. The ARC, having appointed the CAE, also concurs in his/her replacement, reassignment, or dismissal.

Working closely with the ARC, the CAE:

- Maintains an effective IA function by managing the entire operations, and strongly supports the attainment of corporate objectives through coverage of the most critical processes in the conduct of risk-based assurance reviews
- Reports the results of audit reviews and other activities in a manner that helps management take appropriate action on identified risks/issues within a reasonable period of time. Management remains primarily responsible for resolving the risks/issues
- Continuously improves the internal audit operating process and standards and ensures strict compliance with the Global Internal Audit Standards of the Institute of Internal Auditors (IIA) and alignment to global best practices
- Strengthens leadership and talent bench, uplifts performance management and ensures efficient deployment of resources
- Develops, maintains, and communicates an appropriate and effective quality assurance and improvement program (QAIP) that covers all aspects of internal audit reviews and activities to assess whether the internal audit mandate, as defined in the IA Charter, continues to be adequate and effective in enabling the internal audit function
- Responsible for overall conformance with the Global Internal Audit Standards

Globe IA maintains, reviews, and assesses the adequacy of its Charter periodically to ensure conformance with the Standards and SEC regulations. The result of the periodic assessment and any arising revisions are reviewed and approved by the ARC, with concurrence by the Board. The most recent Charter review and assessment was done on February 3, 2025 by which the ARC endorsed to the Board and the same was approved on February 6, 2025.

Globe IA periodically undergoes an independent external Quality Assurance Review (QAR) as part of our quality assurance process. The last external QAR was conducted in Q4 2023, where Globe IA obtained a "Generally Conforms" score and an "Optimized" rating for maturity assessment - the highest rating that can be given in an external QAR process. The Standards require an external assessment at least once every five (5) years. Globe IA also provides the ARC with periodic reports on the status of internal audit activities, achievement of key performance indicators, and QAIP.

Globe IA adopts a risk-based audit approach in developing its annual work plan ensuring that:

- Risks mapped to Globe's Process Taxonomy (i.e., based on eTOM or the enhanced telecommunications operations map and process simplification initiatives) and with integrated risk assessments for processes across the enterprise, are captured in the audit universe.
- The annual work plan is developed based on a prioritization of the audit universe using a risk-based methodology and framework to evaluate risk exposures and regularly cover areas relating to the Globe's governance activities, operations, and information systems, ethical standards, cybersecurity/information security, data privacy, and ESG, including input of senior management on Globe Group's strategic objectives, and the Board.
- The annual work plan is reassessed periodically and adjusted accordingly based on the Globe's risk profile and audit universe, including new or emerging risks, business trends, changes and initiatives, thereby allowing maximum and timely coverage of key/ critical risk areas.
- The annual work plan, including deviations and resource allocation which should focus on areas with highest risks, are approved by the ARC.

Globe IA is composed of certified professionals from varied disciplines including, but not limited to: certified accountants, certified internal auditors, IT and information security, engineers and data experts.

To promote excellence, Globe IA provides continuing professional and leadership development for all internal auditors to equip them in the conduct of reviews, with focus on acquiring expertise on Globe's business processes, network and IT systems, cybersecurity, ESG, internal controls, new accounting and auditing standards, data analytics and regulatory updates, among others.

In addition, Globe IA actively participates in the Ayala Group and Singtel Internal Audit Networks to enhance exposure and learning through various forums and programs.

Globe IA team members also pursue a continuing learning and development program, tapping both internal and external learning events, to acquire knowledge from industry thought leaders, and other relevant development programs. The IA team performs a continuous review, benchmarking and enhancement of audit practices and methodologies. The CAE and management continuously review the talent profile to ensure that the team possesses the requisite expertise and capabilities to effectively address the evolving risk landscape.

The ARC regards IA as a vital support in the effective discharge of the Committee's oversight role and responsibilities.

External Audit

The ARC ensures that Globe has set appropriate policies and processes that strengthen the external auditor's independence and improve its audit quality. The external auditors are directly responsible to the ARC in helping ensure the integrity of the company's financial statements and reporting process.

The Globe/ARC ensures the rotation of the lead engagement partner at least once every five (5) years, or earlier when the need arises as decided by the ARC, and considers whether there should be regular rotation of the audit firm itself. . Annually, the company conducts an evaluation of the external auditor's performance appraisal. From the results, the ARC evaluates and proposes to the Board for endorsement and approval of the stockholders, the appointment of the external auditors. The endorsement is presented to the stockholders for approval at the ASM. Representatives of the external auditors are expected to be present at the ASM to have the opportunity to make a statement on the company's financial statements and results of operations and be available to respond to appropriate questions during the meeting.

In line with Globe's MCG, the ARC has an existing policy to review and pre-approve the audit and non-audit services rendered by Globe's external auditors. It does not allow Globe to engage the external auditors for non-audit services prohibited expressly by SEC regulations. This is to ensure that the external auditors maintain the highest level of independence from the Globe Group, both in fact and appearance.

In the ASM last April 22, 2025, the shareholders appointed the accounting firm of Isla Lipana & Co. (IL), the Philippine member firm of the PricewaterhouseCoopers (PwC) global network, as the Independent Auditors of the Globe Group for the calendar year 2025. IL/PwC has been the external auditor of Globe Group since 2020. In accordance with regulations issued by the SEC and the ARC Charter, the audit partner principally handling the company's account shall be rotated every five (5) years or sooner. The most recent rotation occurred in 2023.

There were no disagreements with IL/PwC on any matter of accounting principles or practices, financial statement disclosures, auditing scope and procedures.

Fees approved in connection with the audit services rendered by IL/PwC pursuant to the regulatory and statutory requirements for the years ended 31 December 2025 and 2024, amount to PHP 18.19 million and PHP 17.34 million, exclusive of 3% out-of-pocket expenses (OPE), respectively.

In addition to performing the audit of Globe Group's financial statements and audit-related services, IL/PwC was also contracted to provide non-audit services in accordance with established oversight and procurement policies. The aggregate fees billed by IL/PwC in 2025 are shown below with comparative figures for 2024:

	2025	2024
	(Amount in millions)	
Total Audit Fees*	PHP 18.19	PHP 17.34
Non-audit services fees:	8.10	0.32
Tax services	1.50	
All other services	0.63	0.63
Total Non-audit fees	10.23	0.95
Total Audit and Non-audit fees	PHP 28.42	PHP 18.29

*Excludes 2025 and 2024 audit fees rendered by external auditors other than IL/PwC:
GT SG, PHP 440K in 2025 (PHP 339K in 2024) performed by Ardent Associates LLP
GT EU, PHP 457K in 2025 (PHP 210K in 2024) performed by Wellden and Turnbull LLP

Audit Fees represent the audit of Globe Group's annual financial statements and review of quarterly financial statements in connection with statutory and regulatory filings or engagements for the years ended 2025 and 2024.

Non-Audit Services Fees represent the following:

- Other assurance services rendered in relation to the issuance of comfort letters and agreed-upon procedures for the preferred shares offering. In 2025, these pertain to the agreed-upon procedures performed for the digital solutions businesses under Asticom.
- Tax services represent the professional tax advice and consultancy services on certain passive telecommunication assets. There were no tax services rendered by IL/PwC in 2024.
- All other services represent the fixed fee for Globe's whistleblowing reporting programs. In 2024, these pertain to the fixed fee for Globe's whistleblowing reporting programs.

IL/PwC has confirmed to the Committee that the 2025 non-audit services rendered by them are allowed to be provided to an audit client under existing SEC regulations and the Code of Ethics of Professional Accountants in the Philippines and do not conflict with their role as Independent Auditors of the Globe Group.

Ethics and Integrity

Globe respects the rights of all its stakeholders, including minority shareholders. Globe has adopted its CoC, and promulgated policies including, but not limited to, conflict of interest, whistleblowing, insider trading, RPTs, anti-corruption, protection of intellectual property rights and data privacy, and health, safety and welfare of employees. Globe also has existing formal policies concerning unethical, corrupt, and other prohibited practices covering its employees, Management and members of the Board. These policies serve as guides to matters involving work performance, dealings with employees, dealings with customers and suppliers, handling of assets, records and information, avoidance of conflict of interest situations and corrupt practices, as well as the reporting and handling of complaints from whistleblowers. These documents support, assist, and maintain the balance of business and governance in Globe. These are also on the Company website, under 'Company Policies' (https://www.globe.com.ph/about-us/corporate-governance/company-policies), for the reference of investors and other stakeholders.

Customer Welfare

Globe puts customers first. Globe truly makes a difference through superior, end-to-end customer experience brought to life by a genuine culture of service and caring. Service is embedded into Globe culture, as well as with the Company's vendor partners, sustaining the momentum of Globe's Circle of Happiness where happy employees create happy customers.

Employee Welfare, Health and Safety

Globe is committed to provide the best protection for the health and safety of all employees. The same is done to the communities surrounding its operations. It is Management's primary objective and the employee's individual and collective responsibility to meet this commitment. To this end, Globe shall:

- Continuously assess all health and safety hazards in the workplace and provide programs towards its eliminations;
- Comply with all occupational safety and health news and regulations applicable to telco business;
- Train and motivate employees to work in a safe manner and encourage business partners to adopt these principles;
- Report occupational safety and health performance to stakeholders;
- Conduct a regular review of management systems to ensure that the commitments of this policy are being delivered and that the same are included in Globe's continual improvement.

Globe programs, practices and activities implementing policies and standards on employee welfare, health and safety are also included in this Report (see "Human Capital" chapter").

Rewards or Compensation Policy

Globe attracts, retains and engages talents to support its business strategies and enhance value of the organization through its remuneration philosophy and framework. Globe puts a premium on workplace diversity, just compensation and benefits, engagement, safety and wellbeing, human rights, and continues to promote learning for every employee.

Policy on Suppliers and Vendor Audit

Globe follows socially responsible procurement practices for vendors. The team maximizes value through category management, selection of best-in class suppliers, and pursuit of process excellence in procurement and supply chain management.Vendor partners undergo a comprehensive accreditation process to assure their eligibility to conduct business. This covers assessment of their legal, technical, and financial qualifications and acknowledgement of the Globe Supplier Code of Ethics. Grounded on the practice of fair, ethical and governance policies, opportunity is equitably provided to the appropriate suppliers through competitive bidding and auctions. Proposals are evaluated on the basis of best-value including a consideration of their environmental and social policies and practices. Given equivalent proposals, preference for purchase award is given to local suppliers.

Relationships with suppliers are also highly valued as each is considered a business partner.Globe continues to recognize and foster strong business relations with its partners through the Business Partner Appreciation event. Vendors also provide learning opportunities through plant visits and technology briefings. Conversely, Vendor Clinics are initiated for selected vendors to help improve their performance and competitiveness.

As strong advocates of fairness, accountability, transparency, and integrity in all aspects of the business, Globe commits to the principles and best practices of CG and responsibility in the attainment of the company's corporate goals and strategic direction.

Furthermore, Globe recognizes the importance of institutionalizing practices in the pursuit of its goals. The Globe Supplier Code of Ethics establishes the principles of sustainable supply chain and business integrity. This includes ensuring working conditions are safe, workers are treated with respect and dignity, environmentally responsible practices are implemented, and business operations are conducted ethically.

The Supplier Code of Ethics shall be applicable to all vendors of Globe and its subsidiaries. Globe expects its vendors to acknowledge and actively support the Code and to continually seek to conform to the standards contained therein. Globe expects that the principles apply to vendors, their parent entities and subsidiaries or affiliated entities, and with other entities with whom they do business including employees, suppliers, subcontractors, and other parties.

Environmental Sustainability Policy

Globe is committed to reducing the company's impact to the environment and supporting a low carbon future to address climate change. Through the implementation of the company's Environmental and Energy Management Systems, Globe recognizes its responsibility to demonstrate high standards of environmental management and stewardship in order to reduce the company's impact, particularly in local communities surrounding our operations, and that of our stakeholders.

Community Engagement

The company engages its stakeholders to contribute to sustainable development through Globe of Good, the company's platform to create positive social and environmental impact. This is in line with Globe's commitment to the Ten Principles of the UN Global Compact on Human Rights, Labor, Environment and Anti-Corruption. The company is also committed to support 10 of 17 United Nations Sustainable Development Goals, with special focus on SDG 9 on Industry, Innovation and Infrastructure and SDG 13 on Climate Action. Action. For more information, please refer to the "Sustainability at Globe" chapter.

Globe conducts consultations with local communities for initiatives and interventions that benefit and affect them.

Conflict of Interest

Globe has implemented a comprehensive framework to prevent and mitigate conflicts of interest and to ensure full transparency with our stakeholders. Directors are required to complete annual and ongoing conflict-of-interest declarations, with particular scrutiny on issues such as cross-board memberships, cross-shareholdings with suppliers and other key stakeholders, and the impact of controlling shareholders.

In addition, any relationships, transactions, and outstanding balances involving related parties are meticulously reviewed and disclosed during quarterly governance sessions. These disclosures are then communicated to stakeholders through the Company's submissions such as its audited financial statements and Definitive Information Statement, as well as the Company website, ensuring that all potential conflicts are promptly identified, managed, and publicly disclosed to uphold the integrity of our decision-making process.

Globe is above board and, at all times, exercises discretion, prudence, and mature judgement when entering transactions for the company. In carrying out their duties with integrity and in the interest of the Company, it is the duty of board members to withdraw themselves from discussions that put them in a conflicted situation. This is likewise reiterated in the Charter of the Board of Directors. In the same manner, it is the obligation of every regular employee, officer and director of Globe and its subsidiaries, including consultants/project hires seconded to or engaged on a full-time basis by Globe, to declare and divulge in writing to the Company their own involvement in any conflict of interest with the Company. The CoC provides for the definition, guidelines and procedures, including the reportorial of any such circumstance, involving conflict of interest.

In general, conflict of interest will be deemed to exist where an employee has or may possibly have a financial or personal interest divergent with or in conflict with his professional obligations, or where financial or other personal considerations may compromise, or have the appearance of compromising the employee's judgment in the administration, management, decision-making, and discharge of his official functions. Personal interest is not confined to the personal involvement of the employee himself--it may also arise from the employee's family or close personal relationship with a contractor, sub-contractor, customer, competitor, creditor, or any other entity that does business with the Company. (See Code of Conduct for more information).

Globe HR Group requires all employees to submit annually the Related Party Disclosure Form, regardless if an employee has any declaration or none.

Anti-Corruption

Globe continues to adopt a zero-tolerance policy against corruption, extortion, bribery, and any act that compromises honesty and integrity. All leaders, employees, and third parties representing or transacting with Globe are expected to uphold the highest standards of ethical and professional conduct, and are prohibited from offering or receiving any consideration, monetary or otherwise, for himself or for another person, to facilitate access to goods, services, and/or information to which one is not entitled, to deny others access to goods and services to which they are legally entitled, or prevent the application of rules and regulations in a fair and consistent manner. Substantiated offenses are subject to the penalty of dismissal in accordance with the CoC, and possible criminal and civil action, as warranted by circumstances.

The enhanced Anti-Bribery and Corruption Policy cements Globe's committed to full and strict compliance with Philippine anti-bribery and corruption laws, as well as similar laws in places where we do business through:

- A clear and exhaustive definition, identifying acts constituting corruption, extortion, and bribery, including an enumeration of real-life scenarios and instances (e.g. facilitation payments, etc.) to provide guidance on prohibited activities and acceptable behaviors;
- Express guidance for employees and leaders with respect to training and information dissemination, and the reporting, handling, and documentation of relevant cases, including regular reminders to fill out gift disclosures in close coordination with the Human Resources Group;
- Supplemented by both internal and external audits performed periodically to ensure effective compliance and implementation; and
- Supporting internal procedures and policies that are aligned with relevant laws, rules, and regulations.

These updates were introduced to employees and partners, through extensive cascades, dissemination and training. The roll-out required every employee to acknowledge and sign off that they had read, understood and shall strictly comply with the contents thereof. This has also been included in the on-boarding of new employees. Finally, contract templates were also updated to ensure compliance by our partners and vendors. The foregoing solidifies Globe's renewed commitment to ethical best practices.

Whistleblowing

Globe is committed to compliance with laws, rules and regulations in force where Globe conducts its business. All leaders, employees, and third parties representing or transacting with Globe are required to observe and practice high standards of business and personal ethics in the discharge of their duties and responsibilities.

Globe's whistleblower policy provides various channels, which include a hotline, the Globe Whistleblower Network (GWeN) portal, and an electronic mail (e-mail) address, managed by an independent third party, that allow employees, suppliers, and even third parties to report suspected violations by employees, officers and directors, and suppliers and partners of its policies and/or the CoC. The Company aims to provide feedback within twenty-four (24) hours upon receipt of the e-mail. All reports, issues, concerns, and/or grievances submitted to the Company will be treated with confidentiality to ensure the safety of the whistleblower and parties involved. Reports may be done anonymously, and the identity and source of the information are likewise protected to the extent required by law. The GWeN Portal is managed by an independent institution, namely PricewaterhouseCoopers Consulting Services Philippines Co. Ltd.

The third-party complaint administrator manages, receives, collates, and submits all disclosure reports to the proper Globe Disclosure Committee. The administrator also notifies the whistleblower that the report has been received and the actions that will be undertaken in accordance with the Whistleblower Policy and other company policies. There are different Disclosure Committees identified to keep the integrity of reports received. The whistleblower policy and processes relevant thereto are available through the Company website, under 'Company Policies' (https://www.globe.com.ph/about-us/corporate-governance/company-policies).

COMPANY POLICIES

WHISTLEBLOWER POLICY

Insider Trading

All directors and key officers are required, within three (3) trading days upon any change in their ownership of Globe securities, to submit their statement of changes of ownership in relation to their trades to the Office of the Chief Compliance Officer for immediate submission and disclosure to pertinent regulators. All Covered Persons are required to report their trades to the Office of the Compliance Officer on a regular basis. Globe restricts trading of securities (buying or selling) by covered persons considered to have knowledge of material non-public information, during the blackout period, except in accordance with this policy. The Company's insider trading policy identifies the covered persons in relation to this matter.

Globe prohibits key officers, employees and other covered persons with access to material non-public information, including information on the quarterly results and other regular reports in the course of its review and preparation, from trading in company shares five (5) trading days before and 2 trading days after any structured report or disclosure, and two(2) trading days after an unstructured report or disclosure.

Related Party Transactions (RPTs)

Globe discloses, reviews, and approves RPTs, in accordance with the principles of transparency and fairness, to ensure that they are at arm's length, the terms are fair, and they will inure to the best interest of the Company, its subsidiaries or affiliates and all shareholders. Together with the other Company policies, the Policy on RPTs is posted on the Company website and embedded in the MCG and CoC.

RPTs are disclosed in the financial statements included in the Company's annual reports, and other applicable filings in accordance with the relevant rules and issuances of the SEC and other applicable regulatory bodies. The disclosure includes, but is not limited to, the name of the related party, relationship with the Company for each RPT, the nature, and value for each RPT. Such disclosure is also made publicly available, for all shareholders and other stakeholders, through the Company website and such other media channels as applicable.

Under the RPT policy, shareholders, including minority shareholders, and other stakeholders are provided with proper guidelines and procedures for right of action and remedies that are readily accessible in order to redress corporate conduct in case of any abuse on such transactions (e.g. email account and hotline numbers), as necessary. The policy contains this whistleblowing mechanism, provides for the creation of a dedicated committee for the review of material RPTs, and identifies materiality thresholds of such transactions including the SEC materiality threshold.

In accordance with the Policy on RPTs, the ARPT Committee convenes to review and monitor material RPTs to ensure the Company's best interest, its shareholders', and all other stakeholders', and that the RPTs are executed with fair and transparent terms prior to endorsement to the Board for approval. In the review of RPTs, the Committee considers, among others, the terms of the transaction, the aggregate value of the transaction, purpose and timing of the transaction, the fairness of the terms of the transaction, the extent of Related Party's interest in the transaction, and other material information or factors the Committee may deem relevant.

Non-compliance with any of the provisions of the policy on RPT shall result in the nullification of any agreement or contract involved in the execution of the RPT. A director, officer, employee, or Related Party is subject to the corresponding procedures and penalties under Globe's CoC and relevant laws, as applicable.

The role of the Audit and RPT Committee in the review and approval of all RPTs is discussed in this Report.

Creditors' Rights

It is Globe's policy to protect the rights of its creditors by maintaining, at all times, the Company's good credit standing. Globe strictly observes contractual obligations, and regards fair and truthful disclosure and transparency of financial records and dealings of utmost importance to assure creditors of the Company's continued credit worthiness. Globe's periodic reports to its creditors, such as the latest certified Financial Statements, Certificate of No Default, and CFO Certification on compliance with financial ratios, ensure the creditors of the Company's financial soundness.

Globe provides prompt and accurate reports of its financial standing to creditors by providing them with financial and operating results, Management and Discussion Analysis and Financial Statements on a periodic basis that allow the creditors to continuously evaluate and monitor the Company's performance and credit standing.

Moreover, Globe adopted an expanded CG approach in managing business risks. A strong and strictly-implemented Enterprise Risk Management Policy provides a better understanding of the different risks that could threaten the achievement of the Company's vision, mission, strategies, and goals. The policy also highlights the vital role that each individual plays in the organization from senior management to staff in managing risks and in ensuring that the Company's business objectives are attained. With this, it assures the creditors that Globe is proactive in managing Company risks and are committed to sustaining the growth of the Company. As part of the implementation, the Company regularly submits quarterly financial results to the PSE and SEC, among pertinent market regulators.

Loan agreements with banks and other financial institutions provide for certain restrictions and requirements with respect to, among others, maintenance of financial ratios and percentage of ownership of specific shareholders, incurrence of additional long-term indebtedness or guarantees and property encumbrances.

Board Diversity Policy

In addition to the qualifications, disqualifications, and other criteria set forth in the Company's corporate documents and relevant law in relation to the nomination and election of members of the Board, Globe is committed to promote and observe diverse membership among its directors.

The Board of Directors, led by the Chairman, encourages its shareholders to nominate candidates who will diversify membership in the Board. Therefore, as company policy, no director or candidate for directorship shall be discriminated upon by reason of gender, age, disability, ethnicity, nationality or political, religious or cultural backgrounds. The Globe MCG reiterates this policy and further states that the Board must be composed of at least three (3) independent directors, one of whom shall be a female, at all times. While the Company currently has two (2) female directors, the Company shall continue to study and revisit its diversity in the Board to consider a composition of 30% female directors, or at least three (3) female directors, whichever is lower, by 2026.

Directors must also understand the telecommunications industry or sufficient professional experience and competence in other relevant industries, which further encourage a diversified collaboration of views and skillset within the Board.

In 2024, Globe's female independent director was appointed as chairperson of the Board Risk Oversight and Sustainability Committee (BROSC).
The Company's directors have various nationalities such as Filipino and Singaporean with different religious and educational backgrounds as well. The directors' ages range from 30s to early 70s. The profiles of the members of the Board are part of this Report and posted on the Company website.

Data Privacy, Intellectual Property Rights, and Artificial Intelligence

The Privacy Policy outlines the standard and framework in relation to the collection, use, and protection of Customer Data to provide customers and other stakeholders with a wonderful experience. The Company notifies all customers and relevant stakeholders with any update on the Privacy Policy by posting it on the Company website for easy reference. Globe also initiates internal campaigns on data privacy and cybersecurity to ensure all internal stakeholders are fully aware of their rights and responsibilities in relation to the use of the products and services that the digital lifestyle offers.

Further, unlike most organizations, Globe has its Information Security and Data Privacy (ISDP) Group, which is a fully operationalized group that focuses on the Company's data privacy and cybersecurity matters. The CISO and CAIO, Mr. Anton Reynaldo M. Bonifacio, is the Head of ISDP. Supporting the office of the CISO, the CPO, Atty. Irish Krystle Almeida, performs her function in accordance with Philippine Republic Act 10173 or the Data Privacy Act of 2012 and its relevant implementing rules and circulars. As CPO, she also functions as the key liaison with the National Privacy Commission.

Globe respects customer and stakeholder privacy and intellectual property. As such, Globe secures and protects Customer Data with proper safeguards to ensure confidentiality and privacy, prevent loss, theft, or use for unauthorized purposes, and comply with the requirements of the law. Globe uses international and global frameworks as a reference for the control environment and utilizes the latest tools and technologies that allows the Company to prevent, detect, investigate, and respond to the various threats in its environment. Globe has a Security Operations Center (SOC) that monitors the Company's technology infrastructure and environment, operates 24x7, and is manned by a dedicated team. All systems and processes in the organization go through extensive assessments and reviews, targeting information collection, storage, and processing practices, to guard against unauthorized access, alteration, disclosure, or destruction. The status of all Globe's privacy and cybersecurity programs and operations are presented to and reviewed primarily by the BROSC regularly. However, depending on the issue, reports may also be presented to the Audit and RPT Committee. Annually, the Board also receives a full report and is updated on the matters.

Globe maintains a structured and risk-based corporate governance framework to oversee enterprise risk, technology, data protection, and the responsible use of artificial intelligence (AI). AI initiatives are governed under Globe's Enterprise AI Governance Policy, which establishes a proportionate, lifecycle-based oversight model designed to enable innovation while safeguarding trust, security, and human rights.

The policy is anchored on principles of accountability, transparency, fairness, safety, privacy-by-design, and meaningful human oversight. It aligns with internationally recognized standards and frameworks, including the OECD AI Principles, ASEAN guidance on AI governance, ISO/IEC standards (including ISO/IEC 42001 and ISO/IEC 27001), the NIST AI Risk Management Framework, and the GSMA Responsible AI Maturity Framework. Globe adopts a risk-tiered approach to AI oversight: all AI initiatives are logged through a centralized AI demand inventory and assessed proportionately based on impact and risk classification (e.g., Tier 1 and Tier 2). Higher-risk use cases are subject to enhanced controls, documentation, and governance review.

Operationally, Globe implements a Responsible AI (RAI) Tool that integrates a structured self-assessment checklist, documentation requirements, and readiness scoring to evaluate ethical, legal, security, and human-impact risks across the AI lifecycle. The governance model embeds shift-left principles requiring early-stage review of privacy, security, legal, and ethical considerations before procurement, development, or deployment. AI systems that involve manipulative practices, exploit vulnerable groups, enable unlawful surveillance, or otherwise contravene human rights and applicable law are not permitted.

Governance obligations extend to Globe's third-party ecosystem. AI vendors and suppliers are subject to due diligence requirements, including data protection reviews, security assessments, contractual safeguards, and alignment with Globe's Responsible AI and enterprise risk standards. Procurement workflows are integrated with AI governance controls to ensure that AI-related acquisitions undergo appropriate evaluation prior to onboarding.

Globe's broader data governance and cybersecurity architecture reinforces this framework. The Company maintains a comprehensive Privacy Management Program supported by the Globe Privacy Policy, Employee Privacy Policy, and related procedural manuals, which govern the lawful collection, processing, retention, and protection of personal data across operations. All new projects including AI initiatives are subject to structured risk assessments integrating Privacy Impact Assessments (PIA), Vendor Risk Assessments (VRA), and security evaluations aligned with ISO/IEC 27001 and internal information security standards.

In the event of a cybersecurity or data breach incident, Globe activates its Personal Data Breach Management Policy, which establishes clear escalation, containment, investigation, remediation, and regulatory notification protocols. Where required under applicable law, Globe adheres to the mandatory 72-hour notification requirement for reportable personal data breaches involving sensitive data and significant risk of harm. Complementing this, Globe maintains a Vulnerability Disclosure Program to encourage responsible reporting of potential security weaknesses by external stakeholders, strengthening proactive threat detection and response.

Among other safeguards, Globe keeps records as accurate as possible. If there are errors or inaccuracies in customer personal information, Globe provides ways to correct or update it. Registered customers may access account details, correct personal information and report abuse of privacy or intellectual property rights by contacting the Globe Customer Care (+632 77301000 or 211 via mobile phone); or their designated relationship manager, as may be applicable; or by visiting any Globe Store or the Company website at www.globe.com.ph. Contact details of the data privacy office are likewise publicly available through the website and effective procedures are in place in case of a report or complaint on data privacy or intellectual property. Rest assured, Globe does its utmost to comply with relevant rules and laws on data privacy and intellectual property rights.

Through this integrated governance architecture, Globe ensures that AI innovation is pursued responsibly balancing technological advancement with legal compliance, enterprise risk management, cybersecurity resilience, and the protection of customer and stakeholder trust.

CG Culture and Activities

Globe understands that governance is beyond regulatory compliance, reports, and disclosures. Globe believes that CG's relevance is most evident when its standards and practices are embedded in business culture and that having governance integrated in business operations is a commitment to a corporate journey that the Company chooses to invest time and effort in.

The celebration of Globe's 50th year of public listing at the PSE was not only a commemoration of five (5) decades of growth, innovation, and leadership in telecommunications and digital solutions, but a testament to Globe's consistent adherence to regulatory compliance and best practices in corporate governance. The ceremonial bell ringing was held on August 11, 2025 at the PSE, and livestreamed throughout Globe offices, in recognition of the contributions of Globe's shareholders, Board of Directors, employees, and partners, whose continued trust and support have been instrumental in the company's 50-year journey, as a shared achievement, in both business resilience and good corporate governance.

Fairness, transparency, integrity, sustainability and accountability must be experienced not only by the Company's customers and stakeholders, but also among its employees. As such, collaborations of the Compliance and Governance team, under the Corporate and Legal Services Group (CLSG), with the Internal Audit, Investor Relations, Corporate Communications and Human Resources are sustained. These collaborations result in regular campaigns that promote appreciation for principles and fundamentals of CG and sustainability among Globe employees as well as Globe's user-friendly and up-to-date website for investors and stakeholders.

Globe also continued to assist out to its internal stakeholders through the Attorney At Iba Pa (AttyATBP), an initiative led by the CLSG that extends corporate and legal services out of the daily contracts and reports into contributing to the practical needs of employees. This has been an annual event following its debut in October 2015. In 2024, CLSG embraced Globe's digitalization efforts, creating GLAD (Globe Legal Advisory Desk) AI, which took CLSG's existing free legal consultation service up a notch by innovating and converting its previous method of legal consultation via email correspondence, to a chatbot powered by Generative AI (Gen AI). It was born out of the desire to transform and modernize the traditional approach to legal consultation started by AttyATPB.

As more stakeholders benefit from these strategic initiatives and partnerships, the more valuable CG becomes for Globe business and its people. Through these kinds of activities, the Company is able to extend accountability, sustainability and care to its employees and communities that surround it.

Disclosure and Transparency

Management is continuously committed to high standards of disclosure, transparency, and accountability. The management established the sustainability policy and reviewed its adequacy at the highest level periodically and allocated resources to ensure effective implementation. The practice of sustainability reporting was implemented as a means to provide fair, accurate, and meaningful assessment of its overall performance on the triple bottom line (viz. Economic, Environment, and Social) responsibility to all stakeholders including investors.

As a listed company in the PSE, with reportorial requirements, rules and applicable laws as well as regulations of relevant regulatory agencies, Globe aims to provide a fair, accurate, complete and meaningful assessment of the Company's financial performance and prospects through the annual report, quarterly financial reports, and analyst presentations. Globe practices regular disclosure of its financial results. Quarterly financial results are immediately disclosed after the approval by the Board to PSE and SEC, among other pertinent market regulators. Quarterly and yearend financial statements and detailed management's discussion and analysis are filed within 45 and 105 calendar days, respectively, from the end of the financial period. Financial reporting disclosures are in compliance with the PSE and SEC requisites, among other pertinent market regulators. Globe continues to drive management and respective departments to release the audited financial statements within 60 days from financial year-end, in compliance with the ACGS standard that is earlier than the local regulatory deadline. These reports are made available to the analysts after disclosure, as well as released through various media channels, on the Company website.

In case of mergers, acquisitions and/or takeovers requiring shareholders' approval, the Board of the offeree company shall appoint an independent party to evaluate the fairness of the transaction price. Such information shall be disclosed in the financial statement and relevant reports. The Company shall also ensure compliance with applicable law, rules, and regulations prescribed by the SEC and the PSE. Any market-sensitive information such as dividend declaration is also disclosed to the SEC and PSE and then released through various modes of communication as applicable.

In accordance with the strong advocacy for CG, Globe recognizes the importance of regular communication with its investors, and is committed to high standards of disclosure, transparency, and accountability through its Investor Relations (IR) program. The IR Program is geared towards fulfilling Globe's commitment to a transparent disclosure regime and accessibility for all stakeholders.

Stakeholder Engagement

In addition to the ASM, Globe extends various venues for shareholders and other stakeholders to communicate effectively with the Company through the conduct of analysts' briefings, ad-hoc briefings, investor conferences, media briefings, one-on-one or small group meetings, and investor days that are organized by the IR Department and/or Sustainability and Corporate Communications Group or in partnership with Globe shareholders, broker or other partner institutions. Globe keeps the company website up-to-date, and provides other means to periodically discuss its quarterly financial results, announcements, material disclosures and other relevant information with its shareholders, the media and other stakeholders through regular analyst and media briefings. A conference call facility is set-up during all briefings and meetings to enable wider participation among shareholders, media, and other stakeholders. The Company also participates in both local and international investor conferences, which host various investors, shareholders and other stakeholders.

Globe is continuously streamlining and enhancing communication efforts and opening-up several new customer and stakeholder touch points, enabling them to interact with the Company at their convenience. Among other enhancements, Globe uses e-mail, live chat, SMS, website, and social media channels (e.g., Facebook, X, Instagram) to provide its customers with real-time information and quicker responses to concerns. Details and information on these conferences are published on the Company website. The IR program sustains this convenient and accessible line of communication and will continue to enhance this in the succeeding years.

Globe fully understands that the changes and progress in digital lifestyle include the fast-paced character of its customers, shareholders and different stakeholders. Because of this, the Company website must also be an effective channel of information and a manifestation of CG advocacy. Among other information, Globe keeps its website up-to-date with corporate announcements, reports and disclosures that are accessible to all stakeholders.

Globe maintains the Company website regularly to ensure user friendliness, accessibility, accuracy of information and relevance for all stakeholders. The Company website has dedicated pages for CG (https://www.globe.com.ph/about-us/corporate-governance), IR (https://www.globe.com.ph/about-us/investor-relations) and Sustainability (https://www.globe.com.ph/about-us/sustainability), among other relevant pages. The Company encourages its subscribers and stakeholders to explore the CG and IR pages of the Company website to learn more about Globe's wonderful corporate culture apart from its products and services. (For more information on Stakeholder Engagement, see "Sustainability at Globe").

Dividend Policy

Globe declares dividends to its common stockholders on a regular basis as may be determined by the Board of Directors. For 2025, Globe returns to its shareholders, dividends equivalent to 60-90%of the prior year's core net income. Dividends declared by the Company on its stocks are payable in cash or in additional shares of stock. As a policy and as much as practicable, Globe observes a 30-day period for the payment of dividends to shareholders from the declaration date of such dividends. Total common cash dividends distributed for 2025 are listed below:

The Board regularly reviews the Company's dividend policy, including the frequency of its distribution, taking into account the Company's operating results, cash flows, debt covenants, capital expenditure levels and liquidity. The payment of dividends in the future will depend upon the earnings, cash flow, and financial condition, among other factors.

Declaration Date	Per Share (in PHP)	Amount (in PHP Billion)	Record Date	Payment Date
Feb. 6	25.00	3.6	Feb. 20	Mar. 7
May 9	25.00	3.6	May 26	Jun. 5
Aug. 5	25.00	3.6	Aug. 19	Sept. 4
Nov. 6	25.00	3.6	Nov. 20	Dec. 5

Ownership Structure

Globe regularly discloses the top 100 shareholders of the Company's common and preferred equity. Disclosure is also made of the security ownership of certain record and beneficial owners who hold more than 5% of common and preferred shares. Finally, the shareholdings and percentage ownership of the directors and key officers are disclosed in the Definitive Information Statement sent to the shareholders prior to the ASM.

Dealings in Securities

Globe has implemented a comprehensive framework to prevent and mitigate conflicts of interest and to ensure full transparency with our stakeholders. Directors are required to complete annual and ongoing conflict-of-interest declarations, with particular scrutiny on issues such as cross-board memberships, cross-shareholdings with suppliers and other key stakeholders, and the impact of controlling shareholders.

In addition, any relationships, transactions, and outstanding balances involving related parties are meticulously reviewed and disclosed during quarterly governance sessions.

Globe has adopted strict policies and guidelines for trades involving the Company's shares made by directors and key officers and those with access to material non-public information. In accordance with the Company's blackout period rule under the insider trading policy, directors and key officers and covered persons with access to the quarterly financial and operating results, in the course of its review and preparation, are prohibited from trading Globe shares 5 trading days before until 2 trading days after Globe publicly discloses the results. Notices of trading blackouts are regularly issued to the directors and key officers concerned and to covered persons with access to such material non-public information. All directors and key officers are required, within 3 trading days upon change in their ownership of securities, to submit the statement of changes of ownership in Globe securities in relation to their trades to the office of the Chief Compliance Officer for immediate submission and disclosure to the SEC and the PSE, among other pertinent market regulators. Once submission and disclosure to pertinent regulatory agencies are completed, the same is reflected on the Company's relevant reports and the Company website under "PSE/SEC Disclosures" of the Investor Relations page. Reminders on the requirement to disclose such information are also regularly issued to directors and key officers.

BOARD OF DIRECTORS*

	Title of Class and Nature of Beneficial Ownership	2025 Beginning Balance in Company Shares	2025 Change/s in Shareholdings (A - Acquired; D - Disposed)	End Balance in Company Shares as of 31 December 2025
Jaime Augusto Zobel de Ayala	Common (Direct)	2	-	2
	Common (Indirect thru Ayala Corp)	1	-	1
Delfin L. Lazaro	Common (Direct)	1	-	1
Tan Mee Ling Aileen	Common (Direct)	2	-	2
Cezar P. Consing	Common (Direct)	1	-	1
Jaime Alfonso Antonio Zobel de Ayala	Common (Direct)	1	-	1
Natividad N. Alejo	Common (Indirect thru PCD)	100	-	100
Ng Kuo Pin	Common (Direct)	2	-	2
Cirilo P. Noel	Voting Preferred (Direct)	1	-	1
Antonio Jose U. Periquet, Jr.	Common (Indirect thru Camp-den Hill Group, Inc.)	32,485	-	32,485
	Voting Preferred (Direct)	1	-	1
Ramon L. Jocson	Voting Preferred (Direct)	1	-	1
Carl Raymond R. Cruz	Voting Preferred (Direct)	0	1 (A) April 10	1

KEY OFFICERS

	Title of Class and Nature of Beneficial Ownership	2025 Beginning Balance in Company Shares	2025 Change/s in Shareholdings (A - Acquired; D - Disposed)	End Balance in Company Shares as of 31 December 2025
Carl Raymond R. Cruz	Common shares (Direct)	0	1 (A) April 10	1
Juan Carlo C. Puno	Common (Direct)	1,270	370 (A) April 22	1,640
Renato Manuel M. Jiao	Common (Direct)	37,955	1,970 (A) April22	39,925
	Common (Indirect thru PCD)	2,883	-	2,883
Rebecca V. Eclipse	Common (Direct)	10,120	2,450 (A) April 22	12,570
	Common (Indirect thru PCD)	34,718	-	34,718
Vicente Froilan M. Castelo	Common (Direct)	4,031	970 (A)April 22	3,295[1]
	Common (Indirect thru PCD)	2,338	-	4,044[1]
Maria Franchette M. Acosta	Common (Direct)	0	-	0
Marisalve Ciocson-Co	Common (Direct)	9,675	620 (A) April 22	2,328[2]
	Common (Indirect thru PCD)	3,034	-	11,001[2]
Darius Jose R. Delgado	Common (Direct)	1,924	660 (A) April 22	2,584
Maria Yolanda C. Crisanto	Common shares (Direct)	3,760	1,060 (A) April 22	4,820
	Common shares (Indirect thru PCD)	2,904	-	2,904
Raul M. Macatangay	Common shares (Direct)	6,310	660 (A) April 22	6,970
	Common (Indirect thru PCD)	1,467	-	1,467
Carmeli Pauline M. Briones	Common shares (Direct)	16,557	660 (A) April 22	17,217
Anton Reynaldo M. Bonifacio	Common shares (Direct)	2,510	890 (A) April 22	3,400

None of the members of the Board of Directors and management owns 2% or more of the outstanding capital stock of Globe.

*Reflects Members of the Board of Directors and Key Officers as of 31 December 2025.

[1]Relevant changes in shareholdings reflected in the **13 February 2025** disclosure.

[2]Relevant changes in shareholdings reflected in the **24 January 2025** and **24 April 2025** disclosures.

Risk Management

Globe believes that effective Risk Management (RM) practices play a crucial role in ensuring sustainable company growth and building resiliency towards future risk scenarios. Hence, Globe ensures that RM remains a core capability and an integral part of how decisions are made in the organization to deliver value to shareholders. The company's thrust is to embed RM in the daily lives of employees, empowering them to make intelligent choices when confronted by risks and opportunities.

Globe lives out its RM philosophy via three key pillars - Structure, Process and Culture.

STRUCTURE
We strive to cultivate an organizational structure that supports strong corporate governance, clearly defines risk taking responsibility and authority, facilitates ownership and accountability for risk taking, and ensures proper segregation of duties.

PROCESS
We strive to sustain sound processes that facilitate the identification, assessment, quantification, mitigation, management, monitoring and communication of risks at the enterprise and operational level. We also regularly review our RM processes and policies on a continuing basis, and stay abreast of current developments to ensure that we remain robust and relevant, through benchmarking against industry and global best practices.

CULTURE
We strive to nurture a risk aware culture by setting the appropriate tone at the top, defining clear accountability for risks, espousing transparency and timeliness in sharing risk information, enabling risk-adjusted decisions, recognizing appropriate risk-taking attitudes, and embedding the right risk skills across the organization.

Roles and Responsibilities

Board of Directors

The Board of Directors ("Board") has the overall accountability in the oversight of Globe's risk management policies and practices. The Board oversees and conducts an annual review of the company's material controls, covering operational, financial and compliance areas and overall RM systems. To enable the Board to effectively discharge its roles and functions, various board sub-committees have been created that handle specific risk areas in accordance with sound corporate governance practices.

Board Risk Oversight and Sustainability Committee

A Board Risk Oversight and Sustainability Committee (BROSC) was created to provide focus and effectively consolidate the decentralized and overlapping risk oversight duties performed by various Board subcommittees. The establishment of the BROSC will ensure an integrated and holistic oversight on RM at the Board level.

The BROSC is mandated to assist the Board in fulfilling its oversight responsibilities in relation to Risk Governance in Globe. This ensures that the Board and Globe's Management will be able to make well-informed decisions based on thorough assessment of risks and opportunities. This includes:

- Ensuring that there is an effective, efficient and integrated risk management process in place;
- Enabling the identification, assessment, analysis, prioritization, and monitoring of key risk exposures, its impact to Globe's strategic and business objectives, and the formulation of an effective RM strategy. This includes exposures related to Environmental, Social, and Governance (ESG) risks, as well as climate-related risks and opportunities;
- Cultivating a sound organizational structure with effective Enterprise Risk Management ("ERM") and Sustainability frameworks working in place;
- Establishing clear definitions of risk-taking authority, ownership, accountability, and proper segregation of duties; and
- Fostering a risk-aware culture that is pervasive throughout Globe, and ensures transparency by reporting key risks to relevant stakeholders.

The BROSC is led by a Chairperson who must be an independent, non-executive director. At present, it is composed of four (4) directors, three (3) of which are independent, non-executive directors. The Board appoints all members of the committee.

The BROSC meets on a quarterly basis, or as frequently as needed. The BROSC also submits and presents a report to the Board at least two (2) times a year containing updates on all actions initiated by the committee at the board meeting following the BROSC meetings, as well as a year end report outlining the committee's actions for the year, confirmation of how its responsibilities were discharged, assessment performed on the effectiveness of the committee, and recommendations for improvement.

Management

With guidance provided by the Board and its subcommittees, Globe's management is collectively responsible and accountable for the design, implementation, and continuous improvement of Globe's RM strategies, culture, practices, and capabilities intended to address the identified risks that impact the delivery of the company's strategic and business objectives.

Chief Executive Officer

The Chief Executive Officer (CEO), with respect to RM, is primarily accountable for the company's overall RM strategies, culture, capabilities, and practices, in order to effectively mitigate risks that impact the achievement of the company's strategic and business objectives.

Chief Risk Officer

Chief Finance Officer (CFO), and concurrent Chief Risk Officer (CRO), supports the CEO and the BROSC at the Management level, and is responsible and accountable for the overall design, implementation, and continuous improvement of the company's ERM program.

This includes ensuring:

- There is adequate supervision and guidance over the development, implementation, maintenance and continuous improvement of RM policies, processes and documentation;
- Risk Management processes and activities are embedded within the organization's policies, business cycles, and operational decisions;
- Responsibilities for managing specific risks by Senior Management are clear;
- The level of risk accepted by the company is appropriate;
- An effective control environment exists for the company as a whole; and
- In collaboration with Senior Management, BOD and its sub-committees, and other stakeholders, provide periodic information on the results of the annual risk assessment exercise and updates on the status of top risks, key risk mitigation activities, key risk and performance indicators and emerging risks that could impact the attainment of Globe's objectives.

Enterprise Risk Management Team

The Enterprise Risk Management (ERM) team supports the CRO in undertaking their role. The ERM team is responsible for developing, implementing, maintaining, and continuously improving the company's ERM program. Key functions of the ERM team include:

- Assists the CRO and CEO in enabling the BROSC discharge its RM governance and oversight functions.
- Conducts the company's annual enterprise-wide risk assessment and monitoring exercise.
- Act as the RM Program Management Office (PMO), providing overall RM direction and guidance across all RM Functions within the second line of defense in RM to ensure that said functions are able to effectively and efficiently manage the company's risks, is integrated into the company's strategic and business objectives, and complements the overall ecosystem of RM capabilities and functions.
- Develop, implement, and improve risk culture building programs and activities, as well as supporting similar programs led by various RM functions within the company, that drive and embed the right RM disciplines and risk taking behaviors/attitudes across the organization.

On a quarterly basis, the Board, through the BROSC, is apprised of the company's critical risks, control issues, and key mitigation plans by the CRO and ERM team. Insights on the following are provided:

- Risk management processes are working as intended.
- Risk measures and mitigation plans are reported and continuously reviewed by risk owners for effectiveness.
- Established risk policies and procedures are being complied with.

The CRO and ERM team can schedule executive sessions outside the scheduled BROSC meetings with the BROSC Chairwoman, on an as-needed basis, to discuss new or emerging risks, as well as critical risk updates that need immediate attention.

To ensure that the competencies of the ERM team remain up-to-date, all ERM team members are trained in the ISO 31000:2018 standard and are holders of certifications related to RM. The team also actively participates in various training programs, summits, and professional organization events related to RM throughout the year.

Internal Audit

The Internal Audit Group (IAG) provides independent assurance on the effectiveness of risk management (RM) systems and processes. To ensure continuous and objective oversight, IAG executes a risk-based annual audit plan that prioritizes the review of control areas addressing the company's key risk domains. Internal Audit's examinations cover a regular evaluation of adequacy and effectiveness of RM and control processes encompassing the company's governance, operations, information systems, reliability and integrity of financial and operational information, effectiveness and efficiency of operations, safeguarding of assets and compliance with laws, rules and regulations.

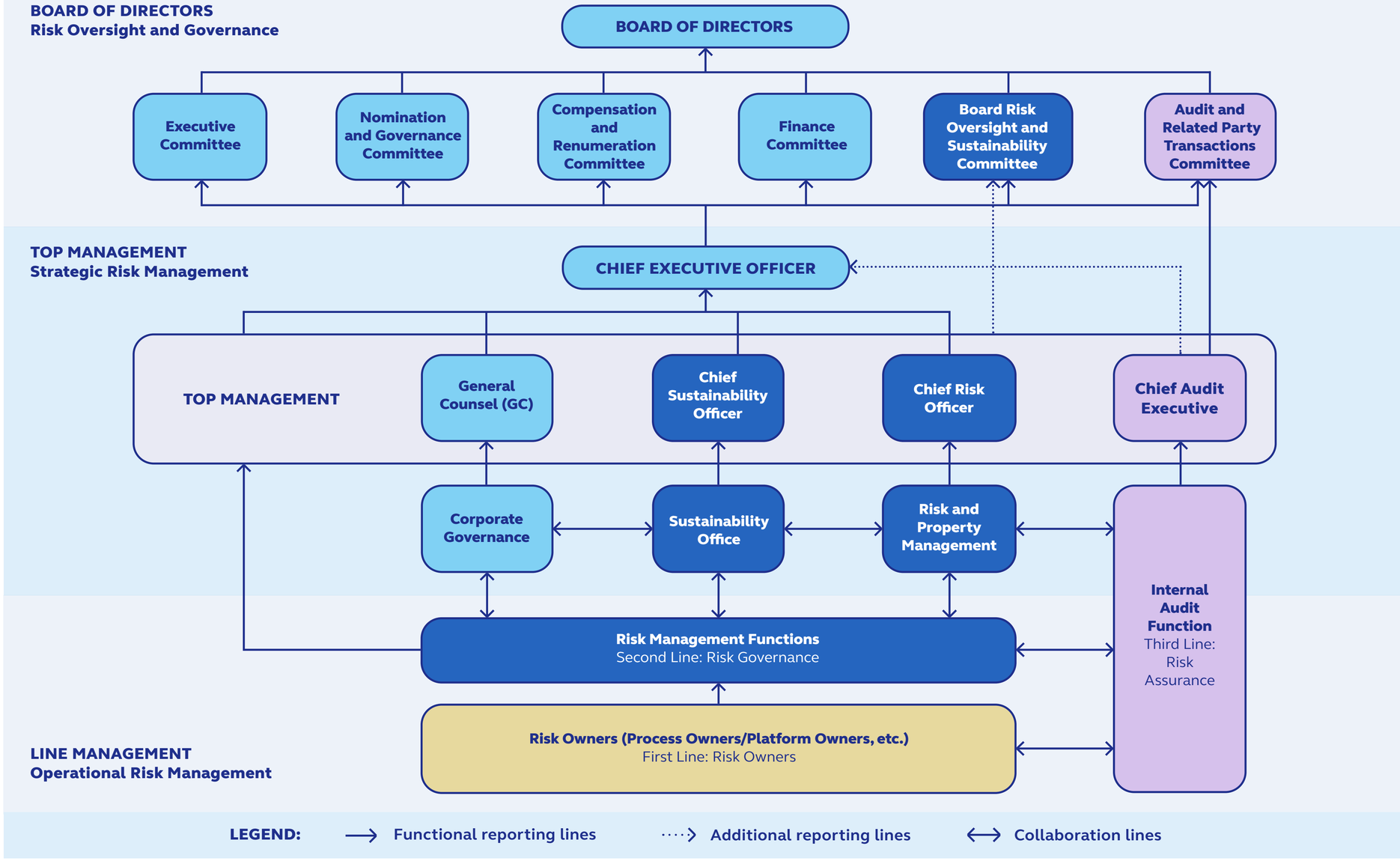
Risk Owner

Risk Owners and RM Functions (first and second line of defense in RM respectively) are primarily responsible and accountable for the effective management of the risks assigned by management and/or identified within their areas of responsibility. Their responsibilities and accountabilities include, but are not limited to:

- Understanding the risk/s and determining its drivers.
- Implementing Risk Management Practices and Capabilities (RMP&Cs) that operationalizes set RM strategies to effectively mitigate and manage risks.
- Monitoring and reviewing the level of risk exposures and continuing relevance of RM strategies and risk mitigation plans.
- Providing timely updates on the status of RM information and activities to concerned stakeholders.

In addition, specific responsibilities and accountabilities for RM functions include, but are not limited to:

- Planning for and executing appropriate RM strategies, including the adoption of the necessary RM framework/s, standard/s, and policy/ies.
- Design, develop, and continuously improve Risk Management Practices and Capabilities (RMP&Cs).
- Securing required resources needed to enable RMP&Cs.



Risk Management Approach

Globe Telecom's overall RM framework and policy is anchored on the ISO 31000:2018 framework for Risk Management. Given the complexities of the telecommunications sector, Globe is inherently exposed to a diverse set of risks from both internal and external factors. To ensure that these sets of risks are effectively and efficiently managed, Globe adopts a decentralized, 3-lines-of-defense model approach to effectively manage its risks.

- Risk Owners, having first hand experience and expertise in managing risks on a daily basis, are given primary responsibility and accountability to address risks, including the adoption of one or more specialized frameworks and best practices that enable sound RM practices. Risk owners report timely updates on its risks, and emerging threats to management.
- The CRO, enabled by the ERM, provides oversight of critical enterprise-wide and operational risks, to ensure that the individual RM practices of risk owners are designed, in accordance with the overall RM framework and policy, and managed appropriately in accordance with the company's set risk appetites and tolerance levels.
- The CAE, enabled by the Internal Audit team, provides independent assurance that the RM policies and practices are both designed effectively and operating as intended.

Both the CRO and CAE report to the board via the BROSC and Audit and Related Party Transactions (ARC) committees respectively. Through the BROSC and ARC, in conjunction with other board sub-committees, the board discharges and maintains its oversight role on the company's risks.

To ensure that our RM approach remains effective, efficient, and relevant, the ERM continues to iterate and improve upon the company's RM policies and ways of working throughout the year. In 2021, the team embarked on the process of adopting the COSO ERM Framework to improve its overall RM approach, as well as integrating specific requirements of the TCFD Framework to further strengthen Environmental (including Climate related risks and opportunities), Social, and Governance (ESG) risk oversight and improve overall program efficiency.

Risk Management Process

Globe's RM cycle starts with an enterprise-wide assessment of risks performed by the Management Team as part of the annual planning and budgeting process. This process starts with the identification of key risks that threaten the achievement of Globe's business and strategic objectives at the corporate and business unit level. These risks are then identified, analyzed, and evaluated to identify the company's top risks for the next fiscal year. These risks are approved up to the BROSC level, and are assigned to the appropriate risk owner/s for the development of plans to manage said risks.

To ensure effective risk oversight and governance over the company's risks, Globe, through the CRO and ERM, has institutionalized a process to monitor the status of risks through monitoring key risk indicators, key performance indicators, status of mitigation plans, and identification of any emerging risks. On a periodic basis, the ERM, together with the risk owners, provide reports on the status of said risks to the CRO, management, and to the board via the BROSC and other board committees. A summary of the risk topics discussed throughout the year can be found in the BROSC report to the BOD.

At the operational level, risk owners ensure that the established strategies and mitigation plans to address the risks are continuously developed, updated, improved, and reviewed for effectiveness throughout the year, as part of their BAU activities. The examinations performed by internal audit over internal controls, which include the review of established risk mitigation plans, provide independent assurance that said plans are in place.

Throughout the year, management through the various RM functions, including ERM, also conducts various coordinated, end-to-end risk assessment studies on identified critical risk areas and emerging risks. Management believes that these studies are essential for a strong RM process as it reinforces the lines of defense while providing relevant insights for both decision making and the management of Globe's top enterprise-wide risks. When necessary, the company seeks external technical support from third party experts to aid management and the board in the performance of their RM duties and responsibilities.

Fostering the Right Risk Culture

Globe believes that fostering a culture of risk awareness and intelligence across the organization is essential in embedding and ensuring consistent application of sound RM practices in every decision point by every Globe employee.

The ERM partners with various risk owners to ensure that RM advocacies are effectively cascaded to every employee through various culture building activities. Learning sessions, summits, and information drives are organized throughout the year by risk owners. These activities provide every Globe employee with opportunities to understand the latest technologies, solutions, and trends in various fields; and learn about the risks, both at present and in the future, and how they are effectively managed.

Strengthening the RM foundation, Globe recognizes that culture starts at the top, our non-executive directors are mandated to complete at least four (4) hours of continuing education on corporate governance annually. To further sharpen their strategic lens, directors are actively encouraged to participate in global-tier sessions such as the World Business Council for Sustainable Development (WBCSD) Sustainability Training and the Ayala Integrated Corporate Governance, Risk Management, and Sustainability Summit (CGRMS) (see "Training and Continuing Education Program" of the Corporate Governance Chapter for more information).

At the operational level, risk management education is decentralized to allow for specialized training within specific functional groups:

- Information Security & Data Privacy (ISDP) eCourse designed to strengthen employees' knowledge of data protection and cybersecurity. This mandatory training equips all employees to recognize risks, handle personal and company data responsibly, and uphold customer trust by safeguarding sensitive information (See "Data Privacy and Protection" in Intellectual Capital for more information);
- Data Empowerment for All (DEA) training is a mandatory course is part of the Data Literacy Fundamentals Track designed to empower employees with the skills and confidence to transform data into actionable insights to enhance customer experience, build a standout brand, explore and act on new growth opportunities;
- IMS training and eCourses on Business Continuity (BCM), Occupational Health and Safety (OHS), Environmental Management (EMS), and Energy Management (EnMS) for Risk Champions ensures RM practices follow international standards and best practices keeping RM as a core strategic enabler and sustaining ISO Excellence across all levels of the organization. (For more information, please refer to "Health and Safety" and "Advocating Climate Action" for other upskilling and awareness raising programs in Globe)

See "Trainings and Upskilling" in Human Capital for more information.

To ensure baseline competency across the entire organization, Globe integrates mandatory risk management training into its New Hire Orientation (NHO) onboarding process, establishing a risk-aware mindset for all individuals joining the company.

Risk Management is a core component embedded within Globe's business products and services throughout their entire lifecycle, spanning from ideation and development to market launch and post-launch monitoring. This "Concept to Launch" framework ensures that risk criteria are not merely a final verification step but a continuous governance requirement.

The process is anchored on functional governance and controls integrated during the product development phase, particularly within the areas of revenue assurance and product management. By embedding risk criteria across the product lifecycle, Globe identifies and mitigates potential vulnerabilities early, ensuring that new innovations meet the company's standards for security, compliance, and financial integrity.

Risk and Sustainability

Given the accelerated pace of change in the business landscape brought about by business disruptions, global megatrends, and changes in stakeholder mindsets, Globe's management looks into various Environmental (which include climate-related risks and opportunities), Social, and Governance (ESG)-linked risks, and how these interact with the company's principal risks. Globe has started integrating specific requirements of the Task Force on Climate-related Financial Disclosures (TCFD) Framework into its RM programs to further strengthen the climate-related risk oversight function of the BROSC. This was done through a climate-scenario analysis to contextualize the company's short-term, medium-term, and long-term climate-related risks (Physical and Transition) and opportunities as an input for financial and strategic decision-making. Globe also supports the Ayala vision of integrating RM and Sustainability practices as the way forward towards long-term sustainable business growth.

The ERM team, together with our Sustainability team, continue to work towards synergizing both practices to ensure that the company's ESG-linked risks are appropriately managed and in line with the company's sustainability commitments. Synergies include:

- Semi-annual reporting on ESG-linked risks and its management by the sustainability team to the BROSC;
- Integration of Sustainability-linked risks into the company's annual enterprise-level risk assessment exercise;
- Fulfilling sustainability disclosure requirements, as it relates to RM; and
- Working towards the adoption of, and transition to, the requirements outlined in IFRS S1 and S2.

Risk and Property Management

ERM is part of the Risk and Property Management (RPM) organization under Finance. RPM brings together several RM programs that espouses the right risk management practices and cultures across the company. Other RM programs alongside ERM in RPM include:

Integrated Management Systems (IMS) Program

The IMS program is a collective effort between a cross-functional team within RPM that is responsible for the design, implementation, review, continuous improvement, and certification of the following ISO certified management systems:

- ISO 22301: Business Continuity Management
  The program aims to achieve a constant state of readiness to respond to disruptions through proactive and responsive teams, effective and efficient processes, and a resilient network, ensuring continued delivery of critical products and services.
- ISO 14001: Environmental Management
  The program aims to ensure that the company's environmental impact is at a minimum, as a result of effective and efficient use of resources, pollution prevention, and waste management programs.

- ISO 45001: Occupational Health and Safety
  The program aims to achieve a workplace with prime consideration for the safety and well-being of its employees, partners, and the public.
- ISO 50001: Energy Management System
  The program aims to continuously improve the company's energy consumption and efficiency, either through energy consumption reduction and/or increasing the use of renewable energy solutions.

In addition, the same cross-functional team is responsible for the following:

- Works with risk owners to ensure compliance with the requirements of various government and regulatory bodies as it relates to the management systems under its scope. These include National Disaster Risk Reduction and Management Council (NDRRMC), Department of Labor and Employment (DOLE), Department of Health (DOH), the Department of Environment and Natural Resources (DENR), National Telecommunications Commission (NTC), among others.
- The development, implementation, activation, and continuous improvement of the company's disaster response and recovery frameworks. This includes operationalizing the company's disaster response capabilities to enable rapid, coordinated response towards various natural and man-made disasters.

Corporate Insurance Program

RPM is also responsible for the design, implementation, and continuous improvement of the company's corporate insurance program, ensuring that the company has sufficient and appropriate risk transfer solutions in place across various types of risk.

Globe Principal Risks

The achievement of Globe's key business objectives can be affected by a wide array of internal and external risk factors. Some of these risk factors are universal, while some are unique to the telecommunications industry. The risks vary widely in occurrence and severity – some of which are beyond the company's control. There may also be risks that are either presently unknown or not currently assessed as significant, which may later prove to be material.

Globe aims to manage these exposures through developing appropriate RM strategies, establishing strong internal controls and capabilities, risk transfer methodologies (e.g., insurance covers), and close monitoring of risks (including emerging risks) and mitigation plans. This section outlines the various principal risks that impact Globe, listed in no particular order of significance:

Political and Socio-Economic Risks (External)

Globe's growth and financial health is influenced by the nation's political and socio-economic structures and conditions. The uncertainties in the political, geopolitical, and social environment may have an adverse impact on the Philippine economy. In turn, this directly impacts the company's business, financial condition or results of operations, including the ability to sustain and enhance the growth of its customer base, improve its revenue base, and implement its business strategies.

Globe is also susceptible to regional and geopolitical shifts, as Globe relies on foreign vendors for telecommunications equipment/hardware, IT software and services, including cloud-based services, handsets, among others. Key areas of concern include, but are not limited to:

- International and regional conflicts, trade wars resulting in higher costs
- Protectionism and deglobalization leading to supply chain disruptions
- Threats to national security, such as terrorism, nation sponsored cyberattacks; and pandemics, among others, resulting in business disruptions

Mitigation

- A regular environmental scanning exercise is performed to ensure the identification of any uncertainties arising from global and local political and socio-economic factors
- Create contingency measures in cases of supply chain disruptions due to international trade ban and territorial lockdown
- Maintaining a healthy relationship with various government sectors including dialog with regulators and legislators
- Active engagement and alignment with government programs.

Regulatory Risk (External)

Globe is regulated by the National Telecommunications Commission (NTC), an attached agency of the Department of Information and Communications Technology (DICT), for its telecommunications business, and by the Securities and Exchange Commission (SEC) for other aspects of the business, as well as the Philippine Stock Exchange (PSE) as one of its capital market regulators, to name a few. In addition, the Philippine Competition Commission (PCC) has oversight on the company's mergers, acquisitions, and other similar transactions as it is tasked to effectively level the playing field among businesses and penalize anti-competitive agreements and abuse of market dominance.

Globe also works with the government in implementing key laws and regulations that affect the telecommunications industry. These include, but not limited to:

- Open access and infrastructure sharing/access obligations across operators
- Consumer protection and service quality requirements, including transparency obligations
- Pricing, tariff, and other market conduct rules
- Spectrum management (assignment, renewal, and refarming) and related obligations
- Competition and market conduct (mergers, acquisitions, and other transactions)
- Data privacy, cybersecurity, and critical infrastructure resilience requirements
- Sustainability-linked laws and regulations impacting the telecom sector

Globe closely monitors the developments in relation to laws and regulations and has taken the necessary steps to ensure compliance. Compliance to new laws or regulations may significantly affect the company's operations and increase compliance costs. The Company maintains strong lines of communication with its government partners both local and national levels and remains supportive and compliant with regulations set by the government.

Mitigation

- Maintain strong lines of communication with the government at the local and national levels, ensuring compliance with regulations set by the government
- Maintain active government engagement through industry consultation and public-private initiatives that help shape the regulatory landscape of the telecommunications sector
- Quarterly reporting to the Board of Directors on updates from upcoming laws and regulations and the current implementation status of new laws and regulations
- Enhance compliance effectiveness of Globe by/through:
  → Proactive internal compliance assessments
  → Enhancing internal controls on processes impacted by specific laws and regulations
  → Training the required staff and management on new laws and regulations
  → Programs that will establish and enhance the culture of compliance

Competition Risk (External)

Traditional Competition (External)

Competition remains intense in the Philippine telecommunications industry driven by a mature mobile market, continued growth in data demand, and aggressive acquisition and retention strategies from both incumbents and potential new market entrants.

The evolving regulatory and market environment may lower barriers to entry and enable new business models, which could increase pricing, churn, and competition across customers and enterprise segments. These dynamics may affect Globe's market share, revenues, and margins, and may require sustained investments in network, customer experience, and differentiated offerings.

Mitigation

- Assert Globe's market position through the offering of personalized plans and launching of innovative products and services that are relevant and responsive to the need of the customers, focusing on superior customer experience
- Continuously invest, build, and improve the Globe network to deliver superior network experience to customers
- Launch programs that aim to maintain high value customers and improve customer loyalty for both consumer and business segments
- Leverage synergies within the Globe group to deliver superior customer service

Substitute and Alternative Competition (External)
The competitiveness of the industry is further underscored by alternatives such as instant messaging, social network services and voice over internet protocol (VOIP). These alternatives are also driven by the proliferation of affordable smartphones and internet-capable mobile devices. The entry of Satellite Internet providers, using the Low Earth Orbit (LEO) technology, also poses a threat in disrupting the Telecom sector as a whole, with their promise of a high-speed broadband internet service available to areas unserved by local internet providers.

As customers move towards an "everything on demand" lifestyle, there is an increased demand for telecom operators to be more than just service providers, opening the door for companies to offer content, media, and other services bundled with internet services at competitive prices as substitute products and services as compared with traditional telecom data services.

As new technology and innovations emerge, such as Artificial Intelligence (AI), Smart Cities, exploration towards Satellite Internet Access, among others, potential new substitutes and alternatives to existing telecom services may arise in the future that can impact the company's growth and sustainability should it fail to respond well.

Mitigation
- Partner with leading providers of content, mobile messaging, social media and other popular applications in order to provide products and services that anticipate and cater to shifting customer preferences
- Enable swift responses to new market developments and customer preferences by implementing an agile organization and open technologies
- Develop innovative services with new business and pricing models that will cater to the changing needs of the customers, as well as adopt new technologies that improve overall service delivery
- Develop a monitoring program that will identify key changes and developments in market environment, supply chain management, technological advancements and customer preferences

Talent and Succession Risks (Internal)

Globe believes that its greatest asset is its people, thus ensuring that the company is able to acquire and retain competent, purpose-driven, and future-thinking talents is crucial to the company's continued success. Succession planning is also a critical area in order to build a Globe that lasts, developing the next generation of leaders ensures that there will always be people who can, and will, lead Globe into the future.

Increasing need for specialized talent that is in short supply, the threat of talent poaching both from competition and other industries that aim to acquire talents with telecom exposure, the allure of working abroad versus working locally due to better compensation, opportunities, and alternative working arrangements (e.g., full work from home, rise of digital nomads, etc.) are the key risks that Globe faces in securing talent. Conversely, the lack of ready-now talents for key leadership positions, as well as the inability to provide the right work environment, office culture, and development opportunities where high potential talents can thrive and develop into the next generation of leaders and where the entire people of the organization remains engaged and productive, are the key risks that Globe faces in retaining and developing talent.

Skills in digital, AI, and emerging technology continue to evolve rapidly, requiring Globe to accelerate capability building and targeted investments in upskilling and technology enablement.

Mitigation
- Development of a robust talent succession development program that identifies high potential talents and ensure a healthy supply of ready-now talents to key leadership positions
- Implementation of various people engagement and development programs and activities that boost employee morale, including programs that promote workplace psychological safety and fostering purpose-driven mindset to all Globe employees
- Robust internal training programs for continuous learning and development, including specialized courses that upskill the workforce to new technologies and disciplines that would otherwise be not readily available on traditional learning channels
- Strategic partnerships with universities and academic institutions to harness fresh talents and meet the organization's long-term talent needs and promote internal growth
- Strict compliance monitoring for accredited third party vendor partners on pertinent labor laws and regulations
- Implementing measures to secure employee health and wellbeing, including mental health

Financial Risk (External/Internal)

Foreign Exchange Risk (External)
Globe's revenues are predominantly denominated in Philippine Pesos, while some investment initiatives (ex. capex) and certain expenses, including debt obligations, are denominated in other currencies (principally U.S. dollars). Foreign exchange risks are managed such that foreign currency flows from operations (transaction exposures) are balanced or offset by the net foreign currency position (translation exposures). Transactional exposures are comprised of foreign currency linked revenues and expenses. Globe's foreign exchange translation exposures result primarily from movements of the Philippine Peso against foreign currency-denominated financial assets, liabilities and certain U.S. dollar-denominated assets.

There are no assurances that declines in the value of the peso will not occur in the future or that the availability of foreign exchange will not be limited. Recurrence of these conditions may adversely affect the company's financial condition and results of operations.

Mitigation
- Manage FOREX risks in such a way that transaction exposures will offset translation exposures. This is done by:
  → Regular monitoring and review of foreign currency exposures to ensure the Company remains within policy;
  → Assessing foreign exchange risk through sensitivity analysis to estimate the impact of foreign currency movements on the Profit & Loss (P&L);
  → Entering into appropriate hedging instruments, including foreign currency forwards, cross-currency swaps, and principal-only swaps, to manage transaction and translation exposures, including foreign exchange risk on principal repayments of foreign currency debt (USD and JPY).

Interest Rate Risk (External)
Globe is exposed to financial risks arising from fluctuations in interest rates on its debt obligations. Interest rates are influenced by many factors, including monetary policies and domestic and international economic and political conditions. An increase in interest rates may increase Globe's financial expenses. Globe seeks to manage its interest rate risk by using a mix of fixed and variable rate debt that is meant to achieve a balance between cost and volatility.

There are no assurances that any of the strategies implemented by Globe to manage its debt profile will be successful and any failure to manage interest rate risk could adversely affect the company's financial condition and results.

Mitigation
- Manage interest rate risk in such a way that levels of debt can achieve a balance between cost and volatility. This is achieved through:
  → Assessing interest rate risk exposures through sensitivity analysis to estimate the impact of interest rate movements on the P&L;
  → Setting a target level of fixed and variable debt mix; and
  → Entering into appropriate hedging instruments, including interest rate swaps to reduce volatility related to interest rate movements

Liquidity Risk (Internal)
The telecommunications industry is capital intensive. The pace at which new technologies are developed is rapid, and companies operating in the telecommunications industry need to keep up with these changes in order to remain competitive. This requires constant investment in updating technologies and corresponding funding needs. Globe has made, and intends to continue to make, capital investments to develop, launch and enhance its service offerings. These ongoing investments increase Globe's liquidity requirements and funding needs, requiring adequate operating cash flows and access to financing to support capital expenditures and debt refinancing.

Mitigation
- Regularly evaluate projected and actual cash flows and continuously assess financial markets conditions to identify and pursue funding opportunities;
- Strengthen capital expenditure (CAPEX) planning through a data-driven decision -making process;
- Maintain stable access to the bank financing and capital market by maintaining disciplined capital structure management, diversified funding sources, and adequate liquidity buffers; and
- Maintain strong and diversified relationships with partner banks and other creditors to support funding flexibility and reliable access to financing.

Information and Communications Technology Risk (Internal)

The transformation of Globe's product portfolio from traditional telecom services to a data driven ecosystem of product and service offerings is enabled by the right systems and technologies. Mobile data applications and the rising popularity of smartphones, social media platforms as enabled by mobile and connected devices continue to drive the exponential surge in data traffic. Consequently, this leads to a clamor for fast, reliable, yet affordable data services. In response, Globe's Network infrastructure and Information Technology platforms and systems undergo constant change and improvement to remain robust and anticipate and meet future demands. This ensures improved network quality, enhanced customer service and experience, and optimized total cost of ownership.

Globe considers the following factors as its key risks in this area:

- Anticipating and selecting the right mix of technologies to adopt and implement
- Constant change and improvement leading to disruption of customer service and experience
- Technology ecosystems not working harmoniously with one another
- Continuous upgrade and change-out of legacy/ outdated platforms
- Total cost of ownership and operation are not optimized
- The right technologies are not implemented at the right place at the right time

Mitigation

- Continuous environmental scanning for the latest innovations and trends in telecom technologies, devices, and gadgets to determine the right information and communication technologies needed to both support new products and services, and for future-proofing both from a technology and cost to maintain and operate perspective
- Adoption of best practice frameworks and standards to ensure that Network and IT transformation programs meet global standards in execution, efficiency, and security
- Institutionalize appropriate program governance organizations with Management oversight to ensure that key Network and IT transformation programs are on track, its risks managed, integrates harmoniously with the overall technology ecosystem, and does not result in unintended disruptions that negatively impact customer experience

Business Disruption Risk (External/Internal)

The quality and continued delivery of Globe's services are highly dependent on Globe's network/ IT infrastructure and a well-functioning work force, which are vulnerable to threats caused by extreme weather disturbances, natural calamities, fire, acts of terrorism, intentional damage, malicious acts, pandemic and other similar events which could negatively impact the attainment of revenue targets and the company's reputation.

Mitigation

- Enhance Globe's incident and crisis management plans and capabilities and incorporate disaster risk reduction and response objectives in the company's business continuity planning
- Regular exercising of established plans to ensure that they stay relevant and effective, updating the plans as needed
- Continuous partnerships with local and national government, as well as non-government organizations, in responding to natural and manmade crises

Cybersecurity Risk (External/Internal)

The cybersecurity landscape is rapidly evolving as AI-powered cybersecurity threats continue to rise and users are heavily relying on digitized information and sharing vast amounts of data across complex and inherently vulnerable networks. As Globe continues to introduce personalized products and services and customized transactions to its customers, it stores personal information through product and service preferences and transaction history. This exposes Globe to various forms of cyberattacks which could result in disruption of business operations, damage to reputation, legal and regulatory fines and customer claims.

New technologies and systems being installed in the name of advanced capabilities and processing efficiencies may introduce new risks which could outpace the organization's ability to properly identify, assess and address such risks. Further, new business models that rely heavily on global digitization, use of cloud, big data, mobile and social media expose the organization to even more cyberattacks.

Mitigation

- Strengthening and enhancement of Globe's existing security detection, vulnerability and patch management, configuration management, identity access management, event monitoring, data loss prevention and network/end-user perimeter capabilities to ensure that cyber threats are effectively managed
- Implementing programs that enhance information security awareness among the organization;
- Conducting information security reviews on outsourced processes and systems from Globe's third party suppliers
- Educating the youth to better understand the impact of their online behavior so they can be responsible digital citizens, thereby lessening cyber threats to Globe

Data Privacy Risk (External/Internal)

In the course of regular business, Globe acquires personal information of its customers and retains the same either electronically or via hard copies. Existing laws require that information, especially customer information, must be adequately protected against unauthorized access and or/disclosure. The risk of data leakage is high with the level of empowerment granted to in-house and outsourced employees handling sales and after sales support transactions to enable the efficient discharge of their functions.

A Chief Information Security Officer (CISO) ensures the adequacy of information/cybersecurity capabilities and controls. In contrast, a Data Protection Officer manages programs and initiatives to address the risks relating to the confidentiality and integrity of customer information while ensuring compliance with the Data Privacy Act of 2012 (Republic Act 10173).

Mitigation

- Promote employee awareness on data protection and loss prevention through regular corporate communication channels
- Enforce employee accountability on maintaining confidentiality of data handled, including disclosures and information shared in various social media platforms
- Strengthen controls over processes that require handling of customers' personal information and existing security capabilities to prevent compromise of customer data
- Conduct regular compliance reviews of third party suppliers handling customer information to Data Privacy Act of 2012 (Republic Act 10173)

Digital Transformation Risk (Internal)

In the age of Digital, Globe strives to be an agile organization - in the technologies it uses, in its day-to-day processes, and in its people and how the company is organized, to keep up with the needs and demands of its customers. Failure to drive the entire organization to quickly adapt to new ways of working, to new technologies that reduce complexity and increase efficiency, and make the right shift in skills and competencies necessary for Globe to lead in the digital space and forge into adjacent spaces, may lead to missed business opportunities, ineffective and bureaucratic processes and systems, and inefficient use of limited resources.

Mitigation

- Implement cultural change programs and adoption of new ways of working, focusing on customer centricity, innovation, and agile
- Opportunistic hiring of talents required for innovation and new investment areas
- Build the right leadership structures and systems that will support an agile, future-ready, and customer centric organization

Reputation and Customer Experience Risk (External)

Globe is recognized as one of the Philippines' top companies providing innovative and superior products and services, creating wonderful experiences and constantly striving to delight its customers at every corner. Globe is also recognized as a company that commits its purpose of creating a Globe of Good by helping build a Digital Nation, caring for the Environment, as well as treating people right and leaving a Positive Societal Impact to the nation.

These promises and commitments expose the company to reputational risks. Damage to Globe's reputation and erosion of brand equity could also be triggered by several factors such as the inability to swiftly and adequately handle customer complaints, negative social media sentiments, adverse public perceptions, failure to deliver on customer promises, inability to understand customer preferences and overall service experience, among others.

Mitigation
- Frequent reviews of existing processes influenced by customers to identify and address existing gaps, minimizing exposure from risk areas
- Train front line staff to enhance customer handling and dispute resolution
- Implement comprehensive programs that farm customer feedbacks effectively and analyze them to create customer centric strategies
- Closely monitor customer online sentiments to immediately address customer issues before it surfaces to mainstream online platforms

Revenue Leakage Risk (Internal)

The telecommunications industry is inherently vulnerable to revenue leakage, with the continuing innovations in Telecom Technologies, Network and IT systems and the multitude of its service/bundle/plan offerings accompanying such advancements. The pace at which new offers are launched in the market and the speed of technological innovations being adopted by Globe, coupled with the ongoing Network and IT transformation programs heightens the need to identify and plug revenue leakages becomes an even more important capability in maximizing revenues and returns.

Mitigation
- Identify and embed appropriate revenue assurance controls into new products and services
- Ensure solid internal controls on existing revenue-impacting processes through periodic controls review exercises, controls discovery and review of critical processes
- Implement a revenue assurance tool that would increase efficiency in its operations through automated execution of controls

Fraud Risk (Internal/External)

Globe runs the risk of falling victim to fraud perpetrated by unscrupulous persons or syndicates either to avail of “free” services, to take advantage of device offers or defraud Globe’s customers. With the increased complexity of technologies, network elements and IT infrastructure, new types of fraud that are more difficult to detect or combat could also arise. This risk also involves irregularities in transactions or activities executed by employees for personal gain.

Mitigation
- Institutionalize processes and build capabilities that enable the early detection, investigation, resolution and enforcement of sanctions and legal options, close monitoring and timely reporting of various instances of fraudulent activities
- Increase organizational awareness of fraud policies and its consequences through regular communication channels of the company. The company promotes a positive work environment through clear organizational structure, written policies and fair employment practices, effectively preventing employee fraud and theft
- Strengthen internal controls on processes with high vulnerability on fraud risks
- Implement various programs to equip its customers with the right information so that they do not fall victim to fraudsters
- Closely coordinates with law enforcement agencies to help protect its customers from activities meant to defraud them

Third Party Risk (External)

In an increasingly globalized and interconnected world, Globe seeks out various third party providers who play significant roles in delivering superior products and services, managing total cost to operate to remain competitive. Globe banks on the partners’ industry expertise and wealth of experience to extend the reach and expand the capabilities of the company. Currently, Globe engages third party partners across key aspects of the company’s operations - from supply chain and procurement, managed services, billing and collection, facilities management and security, call center services, store operations, among others.

As a result, these partners indirectly carry the Globe brand. Thus, this exposes the company to third party risks on business continuity, cybersecurity, legal and regulatory compliance, supply chain management, and responsible business operations, to name a few.

Mitigation
- Implementation of strict vendor accreditation, selection/award and retention process. Vendors are also closely monitored for compliance with agreed-upon quality and service level standards as a means for retention, and imposition of rewards and penalties
- Vendor trainings and indoctrination on Globe’s processes, policies, quality standards and targets
- Conduct third party partner audits on key standards and best practices such as business continuity management, information security management system, environmental compliance, among others
- Identification of alternative suppliers for key network components, devices, services, etc.

Environmental, Social, and Governance (ESG)-Linked Risks (Internal/External)

Globe regularly conducts a materiality assessment to determine sustainability-linked or ESG-linked risks. These risks can cause not just financial and reputational damage but also negative impacts to the environment and society if left unguarded. Globe’s stakeholders seek information on Globe’s ability to effectively mitigate these risks. Investors and creditors in particular are looking into how companies address ESG-linked risks as part of their investment decisions. Employees and customers have been seen to give more preference to companies that incorporate sustainable practices into their businesses. Governments and regulators around the world, including here in the Philippines, are ramping up regulations that will not only require companies to report on ESG-linked risks as part of ensuring good corporate governance practices, but also take measures to mitigate and address these risks. ESG-linked risks include, but are not limited to:

Environmental Risks - responsible use of natural resources, biodiversity conservation, responsible handling and disposal of waste, management and control of pollution, reduction of carbon and resource consumption footprint, assessment of vulnerability to climate-related risk and opportunities, adoption of green technologies and other opportunities.

Social Risks - human rights, adherence to labor standards, equal opportunities, employee health, safety, and welfare, transparency and accountability over products and services, privacy and data security, unfair and unethical sourcing of resources and labor, and delivering positive impact to the communities served.

Governance Risks - responsible business operations, commitment to good corporate governance practices, board management practices, transparency and accountability at the top management level, transparent and responsible reporting of financial and tax information, compliance with prevailing laws and regulations, stand against corruption and unethical business practices.

Mitigation
- Establish board oversight over the management of environmental, social, and governance (ESG) risks
- Commitments by management towards sustainability frameworks and principles that tackle one or more ESG-linked risks (e.g., UN SDGs, UN Global Compact, TCFD)
- Institutionalize capabilities, processes, and frameworks that address one or more ESG-linked risks, which include third party audit and certification of said capabilities wherever possible to ensure that practices are up to international and/or generally accepted standards as well as seek third party consultants’ help and expertise to build capabilities whenever applicable
- Institutionalize an enterprise-wide sustainability strategy that oversees Globe’s programs and initiatives as well as ensure monitoring and delivery of commitments made to various sustainability targets (e.g., UN SDG commitments, carbon reduction commitments, GSMA commitments, among others)
- Monitor ESG-linked trends to anticipate risks, opportunities, and impacts
- Regularly report on progress on sustainability-related targets and initiatives
- Regular awareness campaigns and training across the company to continuously build support for and raise appreciation on sustainable practices and how they contribute to the creation of value for the company

Sustainability at Globe

Globe operates with the guiding principle that sustainability is “Purpose in Action,” aiming to create a “Globe of Good” through responsible connectivity. This chapter outlines the company’s approach to embedding these principles into its daily operations and long-term vision.

Governance

Globe embeds Environmental, Social, and Governance (ESG) principles into its highest governance levels through a structured oversight model.

Board Oversight

The Board Risk Oversight and Sustainability Committee (BROSC) is the highest level where ESG principles are governed. The BROSC oversees Globe’s sustainability policies, strategies, and programs to ensure they are appropriate for addressing the company’s long-term ESG objectives. It enables the identification and assessment of ESG risks, including specific climate-related risks and opportunities.

The Chief Sustainability Officer (CSO), through the BROSC, has a direct channel to communicate sustainability-related strategies and issues to the Board. This reporting line keeps the Board informed of performance and emerging ESG-related risks and opportunities. Oversight includes reviewing risk mitigation plans to ensure they align with broader strategic goals.

The Board is provided with quarterly updates on ESG-linked regulations and their potential impacts on the company. The Board also receives bi-annual progress updates on key topics including net zero targets, cybersecurity and fraud, while employee wellbeing and network-related topics at least once a year. Board members undergo regular upskilling in risk management and corporate guidance to ensure effective guidance. (See “Training and Continuing Education Program” for more information).

Top and Line Management

The President and CEO serves as the primary visionary and is ultimately accountable to the Board for Globe’s sustainability performance. The role focuses on the high-level integration of ESG goals into the corporate strategy, and also oversees the allocation of capital and human resources to achieve sustainability commitments.

The Chief Sustainability Officer (CSO) serves as the strategic architect and lead executor of Globe’s ESG agenda. The role has direct oversight of ESG commitments, policies, and performance targets, and reports to the Board through the BROSC. As a key officer, the CSO regularly engages with the President and CEO, providing timely updates, technical insights, and discussion of ESG-related initiatives and risks. The function ensures that sustainability principles are integrated across all business units, shaping operations, products, and services. The CSO also advances Globe’s sustainability thought leadership in both international and local organizations and leads the preparation of sustainability-related disclosures, including the annual Integrated Report. Beyond formal reporting, the role actively facilitates the transfer of knowledge on emerging global ESG trends, enabling the organization to identify opportunities, manage risks, and continuously enhance its sustainability performance.

While Key Officers lead the development of specialized strategies, the responsibility for operationalizing these goals rests with Line Management within each business unit. This collaborative model thrives on employee-led initiatives and a shared responsibility for meeting sustainability targets. Furthermore, Line Management (see “Risk Management Approach” for more information) maintains a proactive stance by identifying and monitoring material ESG trends that may impact the business.

Remuneration

Globe has integrated ESG performance into its remuneration framework to institutionalize accountability and drive collective action.

The company’s remuneration strategy utilizes a tiered approach to incentivize sustainability at all levels of the organization.

- For the broader workforce, 10% of the Corporate Balanced Scorecard (BSC) is ESG-linked, directly rewarding employees who meet or exceed their overall BSC targets.
- At the leadership level, this commitment is further reinforced through a Long-Term Incentive Plan (LTIP), where a 5% weighting is given to specific ESG Key Performance Indicators (KPIs). By tying long-term incentives for select executives and employees to these goals, Globe ensures that its leadership remains focused on sustainability.

Risk Management

Sustainability is fully embedded into Globe’s Enterprise Risk Management (ERM) framework. Top management and management committees across Globe business units evaluate ESG-linked risks during annual assessments. This process is supported by biennial materiality assessments and annual research on industry trends, which are used to identify ESG-linked risks to be considered in the annual risk assessment. By integrating these findings, Globe can mitigate negative impacts and leverage opportunities.

Stakeholder Engagement

Globe uses a two-way communication process to engage with stakeholders. This engagement helps the company identify risks and opportunities by gathering stakeholder expectations, needs, concerns, and aspirations, while also effectively communicating engagement progress.

The company identifies diverse stakeholder groups, including investors, regulators, customers, employees, and local communities, who have interest in Globe, have influence in the company, are impacted or can be impacted by the business activities. Methods of engagement are tailored to the specific needs, capacities, and convenience of each group. This participation is essential for identifying the most relevant ESG issues for the business.

Stakeholder	Method of Engagement	Frequency	Stakeholder Concerns	Globe Initiatives
Customers	• Voice of Customer (Customer Feedback) Channels • Customer Interaction Channels	Regularly	• Network & Service Issues • Affordability • Data privacy and protection	• Network experience improvements • Customer engagement initiatives such as GDay celebration • Servicing improvements such as Stores/Counters augmentation • Voice of Customer & Closed Loop Process: Continuous listening, insighting and customer problem solving
Employees	• Employee Engagement Survey • Collab Index • Employee engagement programs • Lifecycle and Pulse Surveys • Competency Assessment • Performance Plan Evaluation • Individual Development Plan	Biennial Annually Regularly Annually	• Employee engagement including work-life balance and wellness • Employee development including career and growth opportunities • Employee benefits and total rewards competitiveness • Leadership Succession	• Globe internal communications channels • Quarterly Town Halls; Various social and volunteering programs • Holistic Wellness Programs (Mental, Physical, and Financial Wellness) • Globe University Programs; Leadership and Talent Mobility Programs • MyChoice/Flexben, Regular benchmarking and review of compben frameworks • Robust Talent Reviews and Succession Planning
Government: Executive Branch, Legislative Branch, and Local Government Units	• Mandatory reports • Public consultations and Hearings • Round Table Discussions • Participation in policy formulation	Regularly	• Compliance to government regulations and requirements • Support to government programs, especially in its digitalization initiatives • Support in any policy formulation to advance Gov’t and Globe’s Agenda • Advocacy programs that contribute to Nation Building • Disaster Relief Support	• Submission of position papers • Participation in public consultations and hearings • Active membership in the Private Sector Advisory Council and the Philippine Chamber of Telecommunications Operators • Rollout of advocacy programs for LGUs • Disaster relief efforts (relief goods and free call free text, and free internet) • Volunteering initiatives with DSWD
Local communities: Property developers, Homeowners Associations	Homeowners Association: • Public consultations and community hearings with residents and local stakeholders • Proactive Globe-initiated discussions to address concerns and align on requirements • Developer-initiated meetings for project updates, timelines, and issue resolution Property Developers: • Globe-initiated discussions (relative to builds of facilities, etc) • Developer initiated meetings (project updates, etc) • Globe Events (Techo Summit)	Homeowners Association: Regularly Property Developers: Everyweek	Homeowners Association: • Perceived health, safety, and environmental impact of cell sites on communities • Compliance with LGU and national regulatory requirements and permitting delays • Rising incidents of cable theft and cell site pilferage affecting service reliability Property Developers: • TImeliness of completion of Globe facilities • Weak indoor signal for their old buildings • Fast turn over of Account Managers	Homeowners Association: • Community fiber protection program with HOA security training and incentive-based reporting • Strengthened LGU and barangay partnerships for faster incident response and permit facilitation • Ongoing community education sessions on telco infrastructure importance and fiber theft prevention • Centralized HOA portal for service visibility, ticket tracking, and network updates • Livelihood, digital literacy, and youth engagement programs to build community ownership Property Developers: • Re-onboarding of the SPOCS on the required telco standards/checklist • Push for VoWifi apart from shared CAPEX for in building solutions joint meetings with B2B; • SPBD-B2B engagement framework

Stakeholder	Method of Engagement	Frequency	Stakeholder Concerns	Globe Initiatives
Partner communities, NGOs, Academe	• Dialogue • Partnership with non-government Organizations (NGOs) • Community visits and immersions	Regularly	• Connectivity and digital skills support • Help in the digitalization efforts of the organization • Support to community needs (e.g. education, health, environmental conservation, women empowerment, children's rights, livelihood, animal welfare, etc.) • Opportunities to scale by connecting with Globe's partners	• Resource mobilization through GlobeOne, specifically through Globe Rewards, GoGIVE, and Rewards Group Goals • Utilizing the NGO partners to co-develop programs (e.g. Hunger Alleviation, Education, Environmental Conservation) to reach more communities • Disaster response and rehabilitation through relief assistance • Volunteerism
Industry Associations	• Workshops, meetings • Conferences, fora • Program partnerships • Committee leadership, participation	Regularly	• Seamless connectivity services for industries/business enterprises • Attainment of UN SDGs, especially SDG 9: Industry, Innovation, and Infrastructure and SDG 13: Climate Action; this includes international industry alignment on new technologies and sustainability strategies • Nation-building programs linked to digital inclusion, fintech development, digital literacy and online safety for Filipinos	• Active participation in industry associations such as GSMA, UNGC Global Compact Network Philippines, Makati Business Club, and Management Association of the Philippines • Leadership roles in industry associations to advance the country's digital roadmap agenda • Partnership programs with other like minded business entities/ industries to design and launch programs impacting the general public/ communities (CSR, social impact)
Investors	• Annual Stockholders' Meeting • Investor days	Annually/ Quarterly	• Uncertainty over the Konektadong Pinoy Act and its impact on operations and competition • Calls for complete and timely disclosures, especially on Mynt profitability • Emphasis on maintaining a culture of integrity and good governance • Transparency and dividend consistency	• Annual report, quarterly reports, analyst presentations • Regular update of website content • Increased number of independent directors and female directors in the Board • Continued commitment to transparency, strong governance, and regular investor engagement
	• Analysts'/Investors' briefings	Quarterly		
	• Investor conferences • One-on-one/small group meetings	Regularly		
Media	• News Seeding, Press Conferences, Media Relations and Partnerships, Media/Corporate Events, Thought Leadership Fora/Conferences, Economic Forum/Summit, Kapihan RTDs etc., Podcasts and Fireside Chats	Regularly	• Company status and performance • Latest technologies and innovations • Digital inclusion efforts in support of the Phil Govt/public sector • Digital/Online Safety concerns and programs (scamming, OSAEC etc.)	• Daily news seeding • Media-related events (e.g. quarterly reports, launches, conferences) • Thought leadership events to widen discussion on key industry topics/concerns • Amplification of key messages to advance digital inclusion advocacies
Partner Vendors and Suppliers	• Vendor accreditation and onboarding • Bid events • Project management and delivery • Supplier assessment • Vendor dialogue • Online communication channels	Regularly	• Long-term partnership, sustained project/PO awards • Clear Procurement Policies and purchasing requirements • Conduct of fair and Ethical procurement policies/ processes • Efficient systems and prompt Payment • Globe sustainability requirements	• Business Partner Recognition • Vendor Dialogue and Briefing • Procurement AdvisoriesChatbot on general procurement guidelines • System-supported Procurement and Invoicing processes • Sustainable Supply Chain Management Program

Materiality Assessment

Following global best practices, Globe, together with external partners, conducted its first double materiality assessment (DMA) and plans to conduct this every two (2) years to identify the company's material sustainability topics.

The output of the DMA allows the company to identify which material topics to prioritize and address, and evaluate existing strategies or develop new ones. Visibility on the full spectrum of ESG impacts, risks, and opportunities (IROs) across Globe's value chain enables the company to address risks, leverage opportunities, minimize negative impacts, and maximize its positive contribution to society and environmental action.

In contrast to the previous materiality approach, the newly adopted DMA approach considers two (2) perspectives: financial materiality and impact materiality. Financial materiality ("outside-in") looks at how ESG issues affect the company's enterprise value. Impact materiality ("inside-out") examines Globe's impact on people and the environment over the short-, medium-, or long-term. Thresholds were determined by the Finance and Sustainability departments and used as the basis for scoring IROs. Through the DMA, material information about sustainability-related risks and opportunities (SRROs) were determined.

By identifying and prioritizing these topics, Globe ensures that its management approach is aligned with global standards. This includes a clear list of Material Sustainability Topics and a defined strategy for the management of these topics; and thus ensuring that both financial performance and impact on society and environment are safeguarded. Furthermore, the identified IROs are systematically integrated into Globe's broader risk and business processes so that the company can actively mitigate these as well as leverage financial opportunities.

Information on material topics identified through the materiality assessment and progress on these are presented to BROSC. The Integrated Report, Globe website, Press Releases, and regular engagements with stakeholders provide avenues for Globe to share progress on its identified material topics.

Process to Determine Material Topics

The DMA is conducted through a structured four-stage process to ensure comprehensive coverage of all potential issues. An external consultant assisted Globe to co-implement the DMA, in alignment with standards, especially the European Sustainability Reporting Standards (ESRS).

1

DESKTOP ASSESSMENT

Desktop research was conducted on Globe's peers in the telecommunications industry, industry association (GSMA) material ESG topics, sustainability frameworks and standards, Globe value chain, and relevant news to provide contextual information.

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2

DEPLOYMENT OF SURVEY THROUGH STAKEHOLDER ENGAGEMENT

After conducting briefings with finance teams (for Financial Materiality), and other internal teams who engage frequently with external stakeholders (for Impact Materiality), two (2) types of questionnaires were used to score IROs:

- **Financial Materiality**: An assessment of sustainability-related risks and opportunities (SRROs) was carried out. The criteria, which aligns with the enterprise risk framework, used for this evaluation were:
  - → Size of Financial Effect: evaluated the potential magnitude of financial impact, such as on Strategy Execution, Business Operations & Continuity, Reputation & Compliance, Earnings, Revenue, and Income.
  - → Likelihood: assessed the probability of the risk and opportunity occurring based on experience, industry trends, and business outlook.

This questionnaire also asked the respondents to determine where in the value chain the SRRO occurs. This helped ensure that the company is not limiting its view to internal operations but also considering the entire value chain.

- **Impact Materiality Scoring**: Conducted a survey with stakeholders within the company who regularly interact with external stakeholders regarding Globe's impacts on the environment and society. To ensure a balanced view, the following variables and dimensions were used:
  - → Scale: how severe or beneficial the impact is.
  - → Scope: how widespread the impact is across the value chain.
  - → Irremediability/Ability to Remedy: assesses how difficult it is to reverse or remedy potential harm, ability to restore the situation or remedy the impact (only for negative impacts).
  - → Likelihood: probability that a potential impact will actually occur.

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3

ANALYSIS AND SYNTHESIS

The findings from both the Financial Materiality and Impact Materiality surveys, including both qualitative and quantitative inputs, were then synthesized. Results were further integrated with desktop research to identify the top material topics, and IROs.

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4

REVIEW AND REPORTING OF MATERIAL TOPICS

Top material topics and IROs are reviewed and to be reported to the management.

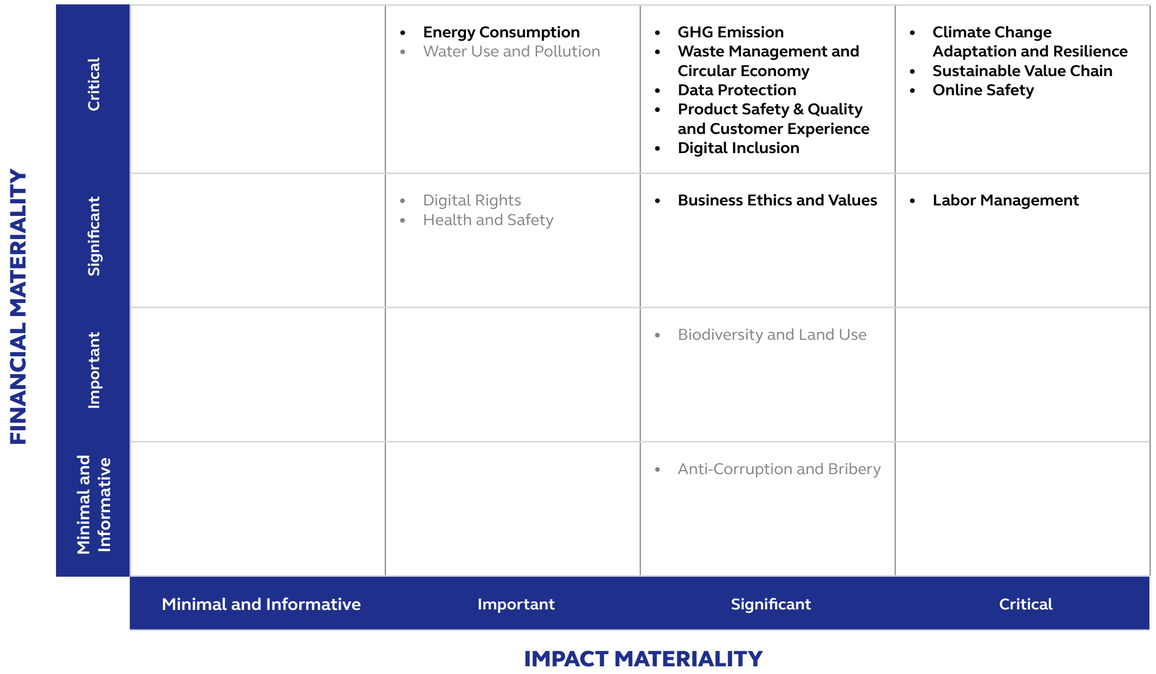
Results of the DMA

The following are the material impacts, risks, and opportunities (IROs) identified through the DMA that Globe will focus on. These represent areas that can potentially affect the company and therefore serve as a guide for proactive preparation. The table below shows the management approach for the identified IROs.

Sustainability Topic	IRO	Description	Management approach
Road to Net Zero			
Climate Adaptation and Resilience	Impact	Improved public safety & disaster response due to climate change readiness	Fortifying Network Resiliency ↗
	Risk	Inability to prepare for physical climate change effects	Driving Climate Action & Transition ↗
	Opportunity	Enhanced network resilience & business continuity in the face of climate change	Accelerating the Clean Energy Transition ↗
GHG Emissions	Impact	Scope 1, 2 & 3 GHG emissions	Driving Climate Action & Transition ↗
	Risk	Increased carbon-related operational costs	
	Risk	Regulatory compliance costs for emissions reduction	Accelerating the Clean Energy Transition ↗
	Opportunity	Benefits from renewable energy transition	
Energy Consumption	Impact	Clean energy investment improves energy security	Driving Climate Action & Transition ↗
	Risk	Energy price volatility, supply insecurity & increased operating costs	
	Opportunity	Significant cost reduction via systemic energy efficiency programs	Accelerating the Clean Energy Transition ↗
Waste Management and Circular Economy	Impact	E-waste generation & improper disposal leading to pollution	Operationalizing Circularity ↗
	Risk	Non-compliance with e-waste regulations & EPR schemes	
	Risk	Increased operational costs for waste disposal	
	Opportunity	Resource efficiency & revenue generation from circular economy models	
Digital First Filipino			
Online Safety	Impact	Network-enabled online harms and cyber-exploitation of vulnerable users	Championing a Safe Digital Ecosystem ↗
	Risk	Regulatory penalties, legal liabilities & reputational damage from inadequate online safety measures	Safeguarding Vulnerable Populations ↗
	Opportunity	Revenue generation & enhanced trust from advanced online safety tools & services	
	Opportunity	Enhanced brand reputation as a responsible digital citizen through collaborative safety initiatives	
Data Protection	Impact	Violation of customer privacy rights through data mismanagement	Championing a Safe Digital Ecosystem ↗
	Risk	Severe penalties, legal action & sanctions for data breaches	
	Risk	Loss of customer trust, churn & market share erosion post-breach	Safeguarding Vulnerable Populations ↗
	Opportunity	Competitive advantage & enhanced trust via superior data governance	Innovations ↗
Product Safety & Quality and Customer Experience	Impact	Poor service quality leading to customer dissatisfaction & exclusion	Elevating Customer Experience ↗
	Risk	Significant customer churn, revenue loss & increased operational costs from poor cx/quality	Democratizing Access through Affordability, Accessibility and Digital Empowerment ↗
	Risk	Severe reputational damage & brand erosion from negative customer experience	
	Opportunity	Premium brand positioning, market share growth & differentiation through excellence	Enabling Enterprises & SME Digital Transformation ↗
			Bridging the Digital Divide ↗
			Strengthening the Digital Backbone ↗
			Pioneering Frontier Network Technologies ↗

Sustainability Topic	IRO	Description	Management approach
Digital First Filipino			
Digital Inclusion	Impact	Enabling essential services through connectivity	Bridging the Digital Divide ↗
	Impact	Economic empowerment, including SME digitalization and livelihood creation	Strengthening the Digital Backbone ↗
	Impact	Perpetuation of digital divide & socio-economic exclusion	Pioneering Frontier Network Technologies ↗
	Risk	Increased customer support costs & dissatisfaction due to low digital literacy	Democratizing Access through Affordability, Accessibility and Digital Empowerment ↗
	Risk	Failure to meet universal service obligations or public expectations leading to sanctions/reputational damage	
	Risk	Competitive disadvantage & market share loss due to inferior network reach or quality	Enabling Enterprises & SME Digital Transformation ↗
	Opportunity	Market growth through inclusive digital expansion	Driving Social Impact at Scale ↗
			Positioning for Value Beyond Connectivity ↗
Inclusive Business			
Labor Management	Risk	Adverse impacts on own workforce from unfair practices and mental health	Championing Holistic Diversity & Inclusion ↗
	Impact	Adverse impacts on supply and distribution chain workers	Fostering Employee Well-being & Engagement ↗
	Risk	Operational disruptions & talent management costs from poor labor relations	Cultivating a Future and AI-Ready Workforce ↗
	Opportunity	Improved productivity & human capital value via fair labor practices	Upholding Ethical Practices ↗
			Championing a Responsible Supply Chain ↗
Operational Resilience			
Sustainable Value Chain	Impact	Improving value chain environmental sustainability standards across industry	Championing a Responsible Supply Chain ↗
	Risk	Value chain instability due to suppliers' labor issues	Decarbonizing the Supply Chain ↗
	Risk	Reputational damage from association with unethical suppliers	
	Risk	Value chain disruption from suppliers' other esg issues, i.e. climate	
	Opportunity	Supply chain optimization through supplier collaboration on esg	
Responsible Culture			
Business Ethics and Values	Impact	Erosion of stakeholder trust due to unethical conduct	Corporate Governance ↗
	Risk	Reputational damage & value erosion from ethical lapses	Risk Management ↗
	Opportunity	Enhanced reputation & stakeholder loyalty via strong ethics	Upholding Ethical Practices ↗
	Opportunity	Strengthened organisational resilience through ethical culture	

Materiality Matrix



Disclaimer: Surveys for Impact Materiality were distributed before end-February when energy supply and delivery from the Middle East was disrupted. Therefore, stakeholder perspectives on Impact Materiality, particularly "Energy Consumption" and the economic effects of this energy supply disruption was not reflected.

Through Globe's Double Materiality Assessment (DMA), 11 key sustainability topics were identified. This report focuses on the ten (10) topics deemed 'Significant' and 'Critical' from both the impact and financial materiality perspectives. In addition to these, "Energy Consumption" is currently considered given constraints on the supply of energy products from the Middle East starting end-February and March 2026. The related sustainability-related risks and opportunities will be discussed in the following Integrated Report Capitals.

Strategy

The Globe Sustainability Framework, articulated as "Purpose in Action," serves as a strategic blueprint that integrates ESG principles into the company's core business model to ensure long-term resilience and value creation. This framework moves beyond tactical Corporate Social Responsibility by embedding sustainability into the organization's DNA, aiming to harmonize technological advancement with environmental stewardship and social equity. As the DMA was conducted in parallel to the development of this Integrated Report, full integration in the sustainability strategy will be implemented in 2026.

- **Environment: Climate Resilience and Environmental Conservation**
  Central to the environmental pillar is a dual approach strategy for climate leadership, focusing on both climate mitigation and adaptation. By securing Science Based Targets initiative (SBTi) approval for its **Net Zero** roadmap, Globe has committed to structural transformation of its energy consumption, prioritizing renewable energy transition and deploying energy-efficient infrastructure. This strategy views resource efficiency as a critical lever for reducing greenhouse gas emissions and conserving natural resources, institutionalizing circularity as a core operational principle.

- **Social: Inclusive Digital Society**
  Globe's social strategy centers on inclusive digital transformation, positioning connectivity as a primary driver of national development. By advocating for a **Digital First Filipino**, Globe shifts from providing mere utility to enabling a "purposeful connectivity" ecosystem that empowers diverse stakeholders, to safely participate in the digital economy. Complementing this is a commitment to **Inclusive Business**, which emphasizes building human capital resilience. This focuses on fostering a diverse, future-ready workforce through AI upskilling and the institutionalization of Diversity, Equity, Inclusion, and Belonging (DEIB), both within the organization and across its stakeholders.

- **Governance: Responsible Business Culture Across the Value Chain**
  Governing these ambitions is a commitment to **Responsible Culture** and **Operational Resilience** across the entire value chain. By upholding good corporate governance and fostering a culture of accountability and transparency from the top down, Globe ensures that its practices are not only ethical and compliant but also go beyond standard legal and regulatory requirements. This governance extends to proactive supplier engagement, promoting sustainable practices that ensure the resilience of the broader ecosystem.

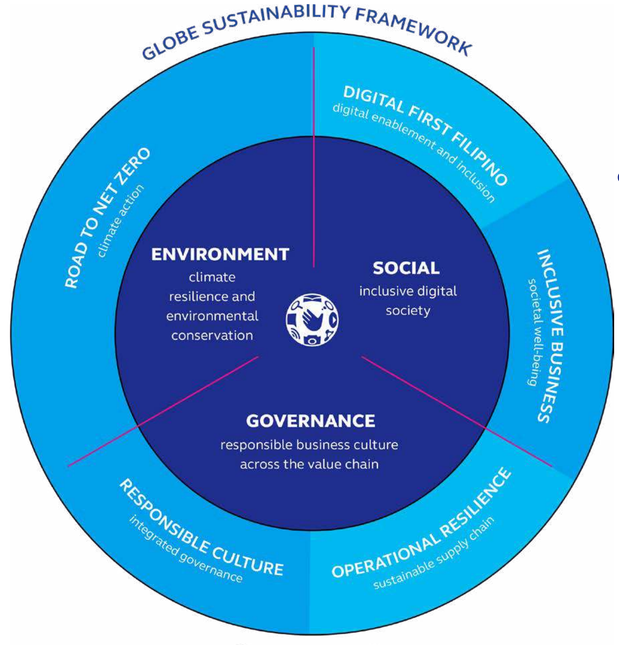
Together, these pillars build a "Globe of Good" robust enough to navigate the complexities of a changing global landscape.

To ensure that its Sustainability Framework translates into measurable impact, Globe has operationalized sustainability by embedding it into its organizational DNA. A primary driver of this integration is the 10% ESG-linked Corporate Balanced Scorecard, a mechanism that ensures sustainability performance is directly tied to business success, incentivizing the workforce to meet or exceed specific KPIs. These efforts are steered by dedicated task forces that ensure strategic alignment across various business units, transforming broad goals into synchronized actions. Globe also utilizes an ESG data management system to be able to track performance on ESG-related metrics.

The strategy further prioritizes human capital empowerment and cultural alignment to sustain long-term change. Starting in the second half of 2025, Globe has integrated sustainability orientation into its enterprise-wide onboarding process for all new hires, ensuring that the company's values are instilled from day one. Continuous learning is facilitated through Globe University's Newton platform, which offers on-demand learning modules to build internal expertise. This is complemented by regular internal communication materials that translate complex material topics and IROs into actionable insights for the workplace and home. Through tailored town hall presentations, Globe fosters a culture where sustainability is viewed as a collective mission rather than a corporate mandate.

ROAD TO NET ZERO
Operationalize green network and building strategies towards net zero GHG emissions by 2050

RESPONSIBLE CULTURE
Champion purpose and uphold universal sustainability principles in the way we do business



DIGITAL FIRST FILIPINO
Contribute to nation building through life-enabling digital solutions

INCLUSIVE BUSINESS
Drive positive impact by advocating DEIB and sustainability-driven stakeholder engagement

OPERATIONAL RESILIENCE
Cultivate sustainable practices across the Globe value chain

Sustainability Commitments and Affiliations

Globe maintains a steadfast commitment to ethical business practices and environmental stewardship. This dedication is reflected through policies and active participation in global and local sustainability alliances.

Policies

- ENVIRONMENTAL SUSTAINABILITY
- CODE OF CONDUCT
- HUMAN RIGHTS COMMITMENT
- DIVERSITY, EQUITY, AND INCLUSION COMMITMENT
- HEALTH AND SAFETY
- ANTI-BRIBERY AND CORRUPTION
- SUSTAINABLE SUPPLY CHAIN COMMITMENT
- SUPPLIER CODE OF ETHICS
- RESPONSIBLE MANAGEMENT REORGANIZATION COMMITMENT
- BUSINESS CONTINUITY MANAGEMENT
- TAX STATEMENT
- WHISTLEBLOWER POLICY

Compliance and Ethical Conduct

Globe acts as a digital enabler for social good through a foundation of trust and accountability. No monetary losses were recorded from legal proceedings related to anti-competitive behavior or regulatory non-compliance. There were zero instances of non-compliance with laws and regulations for which fines or non-monetary sanctions were incurred.

Affiliations

GSMA

As a member of GSMA, Globe actively participates in several sustainability-linked taskforces to drive positive change in the industry.

- Climate Action: Globe pioneered the adoption of the Green Network Index (GNI) in the Philippines, along with five (5) other companies worldwide. This index provides a standard to measure the environmental sustainability of telecom networks. Globe further influenced global standards by contributing to the creation of the Climate Transition Planning Guidance which bridges climate commitments and planning for implementation, and the Scope 3 Tool, which provides a common reference for Scope 3 Emission Factors. In circularity, Globe is part of the Refurbished Phone Labelling Working Group which seeks to establish standards for the secondary market to reduce electronic waste and encourage sustainable consumption.
- Sustainability Network: Globe supplied inputs to the development of the "The Business Imperative for Digital Inclusion" which provided the industry with a unified framework on digital inclusion, utilizing shared definitions, standardized measurements, and engagement principles.
- AI for Impact: As a member, Globe provided input to policy papers to help shape a global AI ecosystem that balances national strategic interests with responsible innovation.

SCIENCE BASED TARGETS INITIATIVE (SBTI)

Globe leads the Philippine private sector as the first company to have its net-zero targets verified by the SBTi. This milestone serves as a call to action for local corporations to urgently reduce their greenhouse gas emissions.

UN GLOBAL COMPACT - GLOBAL COMPACT NETWORK PHILIPPINES

Since 2019, Globe has been a Participant of the UN Global Compact and committed to the implementation of universal sustainability principles on human rights, labor, environment, and anti-corruption (Ten Principles of the UN Global Compact). As a Climate Action supporter of the Faster Forward, Globe drove collective action by co-organizing the first peer learning session on climate action in 2025. It also actively participated in the Climate Action Accelerator Program, sharing technical expertise to influence other local companies towards net-zero.

RACE TO ZERO

Through the Business Ambition for 1.5ºC, Globe advocates for the highest level of climate ambition. By committing to Net Zero by 2050, the company demonstrates to the broader business community that alignment with the Paris Agreement is necessary.

PHILIPPINE ENERGY EFFICIENCY ALLIANCE (PE2)

Globe continues to support national energy efficiency policy reform by participating in consultative processes. The non-profit organization, PE2, continues to advocate for regulations and incentives that accelerate the deployment of cleaner and more energy efficient solutions across various energy end-use sectors.

Sustainable Development Goals Progress

Globe recognizes its role as a key contributor to the 2030 Agenda for Sustainable Development. The company focuses its resources on goals where its digital expertise and infrastructure can create the most significant impact. Specifically, Globe's business strategy aligns with SDG 9: Industry, Innovation and Infrastructure, and SDG 13: Climate Action.

- **SDG 9: Industry, Innovation and Infrastructure**
  Globe advances national development by expanding its nationwide footprint and building resilient digital infrastructure. The company supports Target 9.c by striving to provide universal and affordable access to the internet for all Filipinos. It also aligns with Target 9.1 by developing sustainable infrastructure that supports economic growth and well-being. By integrating Target 9.4, Globe demonstrates how it is upgrading its network with clean technologies to improve resource efficiency.

  By the end of 2025, Globe reached 96.41% of the Philippine population through its 4G network. The company significantly expanded its high-speed connectivity by installing 1,549 new 5G sites. It also deployed 115,082 fiber-to-the-home lines allowing for more stable internet to be available in households and business hubs. These efforts bridge the digital divide and enable marginalized communities in geographically isolated areas to participate in the digital economy. For more information on network expansion and digital inclusion programs, please refer to the "Manufactured Capital" and "Social and Relationship Capital" chapters.

- **SDG 13: Climate Action**
  The company integrates climate resilience into its core operations to mitigate environmental risks. Globe aligns with Target 13.2 by embedding its SBTi -validated Net Zero roadmap into its corporate strategy. It also supports Target 13.1 by strengthening its adaptive capacity to climate-related hazards and natural disasters. Furthermore, Globe contributes to Target 13.3 by improving institutional awareness and capacity for climate change mitigation.

  In 2025, Globe achieved a 15.13% year-on-year reduction in its Scope 1 and 2 greenhouse gas emissions. The company successfully transitioned 358 sites to renewable energy through various power purchase agreements and on-site solar installations. This shift increased the share of renewable energy in Globe's total electricity consumption e to 34%. Additionally, the company processed 984 emergency alerts to protect public safety during calamities. For more details on the decarbonization strategy and disaster response initiatives, please refer to the "Natural Capital" and "Manufactured Capital" chapters.

<IR> Business Model

Inputs

FINANCIAL CAPITAL
- Use of capital expenditure

MANUFACTURED CAPITAL
- Cell site builts, fiber-to-the-home (FTTH) lines deployment, mobile sites upgrades
- International and local submarine cables and cable landing stations

INTELLECTUAL CAPITAL
- AI Governance and Systems
- Cybersecurity and information systems
- Investment in site and SMS blocking
- Security Operations Center

HUMAN CAPITAL
- Workforce recruitment and retention strategies
- Learning and development investment
- Institutionalization of DEIB policies and practices

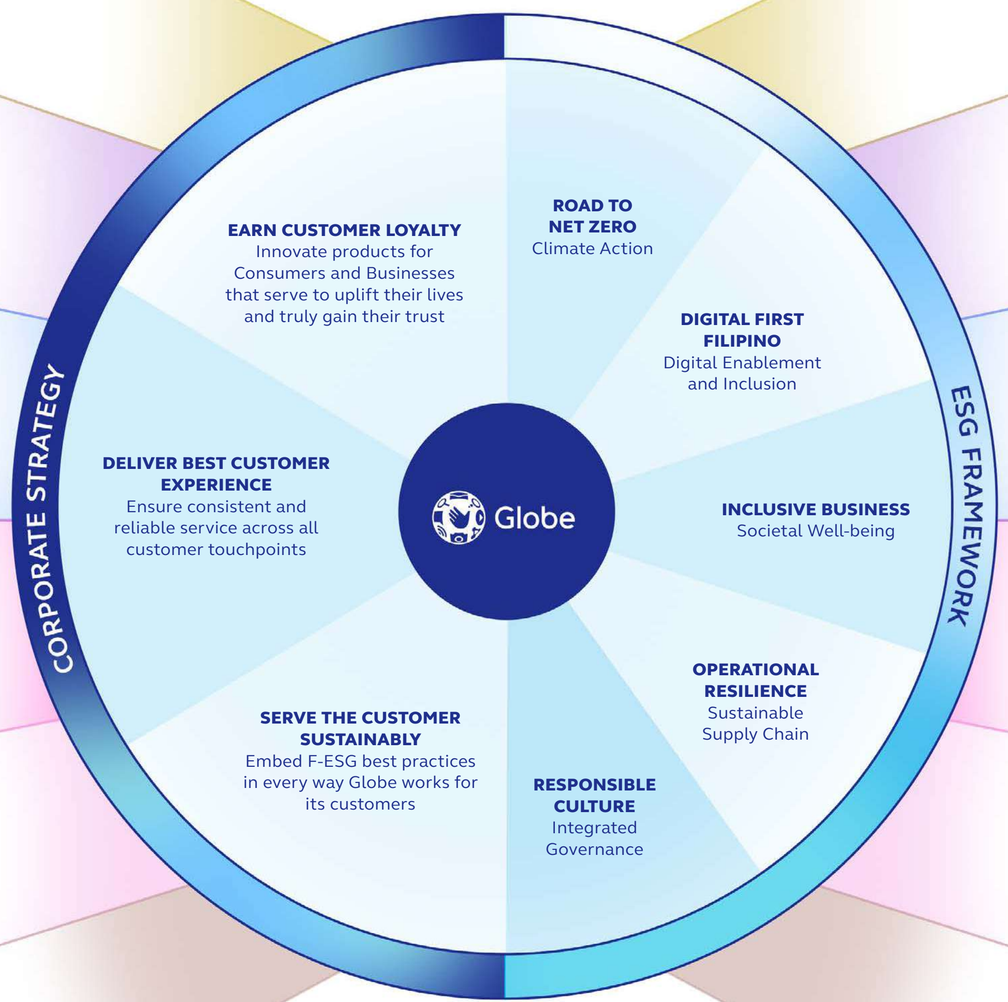
SOCIAL AND RELATIONSHIP CAPITAL
- Diverse products and services
- Stakeholder engagement through collaboration and partnerships
- Supplier engagement

NATURAL CAPITAL
- Transition sites to renewable energy and deployment of energy efficiency measures
- Efficient energy, water, and resource use and management
- Implementation of management systems

What We Do

VISION We see a Philippines where families' dreams come true, businesses flourish, and the nation is admired.

MISSION Uplift the Lives of Filipinos Every Day



PURPOSE In everything we do, we treat people right to create a Globe of Good.

VALUES We put customers first. We value people and together, we make the difference. We act with integrity. We care like an owner. We keep things simple. We move fast, we are better, everyday.

Value Created

FINANCIAL CAPITAL
- Healthy balance sheets
- Economic value generated

MANUFACTURED CAPITAL
- Digital inclusion in Geographically Isolated and Disadvantaged Areas
- Support to hyperscalers and business, driving digitalization
- Resilient networks

INTELLECTUAL CAPITAL
- Data protection for customers
- Driving efficiency across the organization through AI

HUMAN CAPITAL
- Generated employment
- Purpose-led and empowered workforce

SOCIAL AND RELATIONSHIP CAPITAL
- Inclusive products and services
- Mainstreamed sustainability practices to customers and supply chain
- Support to communities

NATURAL CAPITAL
- Reduced GHG emissions
- Overall lower use of resources

Key Outcomes

GLOBE'S UTILIZATION OF ITS ASSETS GENERATED:
- All-time high service revenues of PHP 165.1 billion
- 28% CAPEX-to-Revenue Ratio; PHP 46.3 billion CAPEX in 2025

GLOBE'S INFRASTRUCTURE INVESTMENTS PRODUCED:
- Increased network coverage (96.41% 4G; 36.39% 5G)
- Most Consistent Fixed Network and Most Consistent Mobile Network for the period of 2H 2025 and Q4 2025

THROUGH GLOBE'S SECURITY-FOCUSED UNDERTAKINGS:
- Zero cases of customer data leak, theft, or loss
- 967,546,844 spam and scam messages blocked
- 30+ employee-designed tools and bots

GLOBE'S PROMOTION OF EMPLOYEE WELL-BEING AND DEVELOPMENT RESULTED IN:
- 44% female representation in the workforce
- 91 score in Sustainable Engagement
- Earned Great Place to Work® Certification

THROUGH EFFORTS TO BUILD POSITIVE RELATIONSHIP WITH STAKEHOLDERS:
- 8% and 23% increase in mobile and broadband customer base, respectively
- 49 NPS score
- Delivering positive societal impact through bayanihan

GLOBE'S CLIMATE SOLUTIONS TRANSLATED INTO:
- On track in reducing Scope 1 & 2 GHG emissions vs. base year
- 358 facilities using 100% renewable energy
- A- score in CDP Climate 2025 and B score in CDP Water 2025

Megatrends

Amid shifting political landscapes, a significant backlash has emerged against net-zero goals and "ESG" terminology, with 90% of executives expecting this pressure to persist or intensify.[1] This sentiment is compounded by "ESG fatigue," as a 30% increase in monitored KPIs has crowded leadership agendas. To navigate this, a shift is recommended: moving away from exhaustive checklists toward a targeted approach focused on high-impact areas where an organization possesses unique capabilities, such as the telecommunications industry's role in bridging the digital divide.[2]

To resolve reporting fragmentation, the global landscape is rapidly standardizing under the International Sustainability Standards Board (ISSB). By early 2026, 21 jurisdictions had adopted these standards to provide a consistent basis for disclosing sustainability-related financial information.[3] This shift toward global benchmarks enables organizations to move beyond mere compliance toward integrated thinking.

In alignment with this shift toward a targeted and value-driven approach, the following megatrends represent the areas where Globe applies its unique capabilities. These forces define the current operating environment and inform how the company prioritizes its resources to navigate risks and capture opportunities for long-term growth.

5G Expansion and Barriers to Meaningful Access

Global mobile connectivity is currently undergoing a major technological shift. While almost 93% of the world's population now has 4G coverage, investment has shifted toward 5G, which now covers 54% of the global population.[4]

Despite this broad coverage, a significant "Usage Gap" remains. Approximately 3.1 billion people live within a mobile broadband footprint but do not use mobile internet.[5] Bridging this gap requires addressing the specific barriers that prevent people from fully adopting digital tools.

Globally, and specifically within the Philippines, three (3) primary hurdles hinder further mobile internet use:

- Safety and Security: This is the most frequently cited top barrier for urban users globally and the primary concern for both urban and rural users in the Philippines. Concerns often relate to scams, fraud, and information security.[6]

  See **Intellectual Capital** for more information on Globe's cybersecurity and data privacy initiatives.

- Connectivity Experience: Even with wide coverage, many users face challenges with connection speeds and consistency. In the Philippines, this remains among the top-three barriers to deeper digital engagement.[7]

  See **Manufactured Capital** for more information on Globe's 2025 network builds and 5G deployment.

- Affordability: While handset costs are a barrier to initial adoption, data affordability is the more pressing concern for existing users. This is a consistent challenge for the Philippine market.[8]

  See **Social and Relationship Capital** for more information on Globe's affordable data plans and "sachet" digital services.

AI Integration and Emerging Information Risk

The global landscape in 2025 is defined by the rapid rise of sophisticated digital threats and the accelerating integration of Artificial Intelligence (AI). Misinformation and disinformation currently ranks as the fourth top global risk for 2025 but is expected to become the number one threat by 2027. This challenge is deeply linked to the evolution of technology, as Generative AI (GenAI) lowers the barriers to producing and distributing inaccurate content at an unprecedented scale.[9]

Differentiating between human-generated and AI-generated content, including video, images, and text, is increasingly difficult. These tools enable threat actors to automate and expand disinformation campaigns, which can erode public trust in information and institutions. Consequently, "Adverse outcomes of AI technologies" has been identified as one of the risks rising most significantly in 10-year rankings as these threats become more pervasive.[10]

Amid these risks, businesses are aggressively moving toward a "TechCo" model through widespread AI adoption.

- Workforce Readiness: Nearly all employees (94%) and C-suite leaders (99%) report familiarity with GenAI tools.[11]
- Perception Gap: Leaders significantly underestimate AI usage, often believing only 4% of their teams use it daily, while the actual self-reported usage is three (3) times higher.[12]
- Adoption Barriers: While 92% of executives plan to increase AI spending, talent skill gaps remain a major hurdle.[13]
- The Ethics Gap: Current benchmarking is heavily focused on operational performance. Only 17% of leaders who use benchmarks prioritize ethical and compliance concerns, such as fairness, privacy, and bias.[14]

See **Intellectual Capital** and **Human Capital** for more information on Globe's AI innovations and strategy for AI adoption in the workforce.

See **Social and Relationship Capital** for details on Globe's digital literacy programs and initiatives to protect customers from online threats.

Extreme Weather Events and Environmental Risks Intensify

The global environment is at a critical juncture, with climate and ecological risks now dominating the long-term threat landscape.[15] For businesses, navigating this boundary requires a proactive shift to minimize environmental impact and build resilience.

- Extreme Weather Events and Environmental Risks: Extreme weather events are now ranked as the top risk over a 10-year horizon for the second consecutive year. Other critical long-term threats include biodiversity loss, ecosystem collapse, and critical changes to Earth's systems. As these events worsen in frequency and severity, protecting physical infrastructure is no longer optional for business continuity.[16]

  See **Manufactured Capital** for more information on how Globe builds resilient networks to withstand extreme weather

- The Strategic Shift to Circularity: Moving away from traditional linear models is now both an environmental necessity and a strategic business opportunity. Manufacturing accounts for 70% to 90% of a mobile phone's total carbon footprint. By extending device longevity through refurbishment, carbon emissions can be reduced by 80% to 90% compared to new devices. Consumers are supporting this shift, with average upgrade cycles slowing to 3.5 years and 70% of users willing to pay more for eco-friendly devices. Circularity also offers social benefits; for example, refurbished phones can bridge the digital divide in low-income areas where new devices often cost a significant portion of monthly income.[17]

  See **Social and Relationship Capital** for details on Globe's phone refurbishment and community distribution initiatives.

  See **Natural Capital** for more information on Globe's device trade-in programs

- Transition to Renewable Energy: Decarbonizing operations relies heavily on the transition to clean energy sources. By the end of 2024, renewable energy (RE) reached 46% of global installed power capacity.[18] In the Philippines, RE accounted for 30% of total electricity capacity.[19] While the shift to RE is progressing in the power sector, other industries like transportation remain heavily reliant on traditional energy sources, ranking first in overall industry energy consumption.[20] For technology companies, securing a stable supply of RE is a primary lever for reaching net-zero targets.

  See **Natural Capital** for more information on Globe's adoption of RE across its sites and facilities and the use of electric vehicles for its fleet.

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[20] Ibid.

FINANCIAL CAPITAL

Sustaining Resilience and Strategic Growth

Globe

Cultivating Shared Economic Value

	2023 (in PHP billion)*	2024 (in PHP billion)*	2025 (in PHP billion)
Direct Economic Value Generated	189.25	186.92	180.99
Economic Value Distributed	112.27	111.23	107.71
Operating Costs	55.43	54.53	54.23
Employee Wages and Benefits	18.81	17.83	17.64
Payments to Providers of Capital	28.85	29.77	29.54
Payments to Government	9.14	9.03	6.26
Community Investment	0.035	0.072	0.042
Economic Value Retained	76.98	75.69	73.28

Driving Growth through Connectivity Leadership

Topline Revenue Performance

Results of Operations	2023 (in PHP billion)		2024 (in PHP billion)		2025 (in PHP billion)	
Operating Revenues	180.16		180.59		178.24	
Consolidated Service Revenues	162.33	Common size	165.02	Common size	165.08	Common size
Mobile[1]	112.38	69.23%	116.71	70.72%	116.85	70.78%
Home Broadband[2]	25.11	15.47%	23.79	14.42%	23.98	14.53%
Corporate Data[3]	18.32	11.29%	20.38	12.35%	20.67	12.52%
Fixed Line Voice[4]	1.59	0.98%	1.50	0.91%	1.25	0.76%
Others[5]	4.93	3.04%	2.64	1.60%	2.32	1.41%
Non-Service Revenues	17.83		15.57		13.16	

*Prior years amount were recasted to align with the current year's presentation
[1] Includes mobile voice, SMS, data revenues and fully mobile broadband services.
[2] Includes revenues from wired and fixed wireless.
[3] Includes international and domestic data services, corporate internet access, business application and data center solutions.
[4] Includes revenues from landline and DUO services.
[5] Others includes non-telco revenues from subsidiaries.

Globe posted a record PHP 165.1 billion in consolidated gross service revenues for full-year 2025, continuing its growth trajectory and beating record levels achieved in 2024. Despite persistent inflation and the compounded impact of severe natural calamities during the year, Globe hit superior topline performance. (Please see "Manufactured Capital" for more information on network resilience). Globe's burgeoning digital ecosystem served as a key revenue driver in 2025, with data-related services encompassing mobile data, home broadband, and enterprise connectivity, accounting for 88% of total consolidated service revenues, up from 86% in 2024. This highlights the success of the company's core and digital services in powering everyday connectivity.

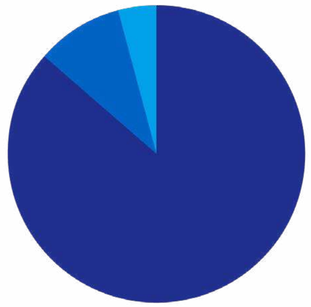
Mobile Business

The mobile business delivered another record year in 2025, posting an all-time high of PHP 116.9 billion in service revenues, slightly higher than PHP 116.7 billion in 2024, despite a challenging macroeconomic backdrop. The segment ended the year on a strong note, with fourth quarter service revenues rising 5% sequentially to PHP 30.7 billion, driven by robust customer activity and sustained data usage across both prepaid and postpaid. This improvement was anchored on deeper data habituation, accelerating 5G adoption, and hyper-personalized offers that reinforced customer loyalty and engagement. Globe's sustained investments in network reliability and capacity expansion supported these gains, ensuring consistent service quality and an enhanced user experience nationwide. By the end of 2025, Globe's total mobile subscriber base rose to 65.8 million, up a solid 8% from 60.9 million in 2024, attesting to the brand's enduring market position and ability to attract new customers.

Within the mobile segment, mobile data revenues climbed to a new record of PHP 101.2 billion in 2025, up 4% from PHP 97.4 billion the previous year. This was fueled by superior data monetization and continued 5G expansion, supported by rising engagement in digital content, streaming, and cashless platforms. Total mobile data traffic came in at 6,614 petabytes by the end of 2025, up 4% versus the prior year, confirming Globe's ability to capture greater value from each gigabyte consumed. Mobile top-up activity held steady throughout the year, indicating consistent reload behavior across Globe's prepaid brands. A seasonal uplift in the fourth quarter reinforced overall stability in the mobile business. By the end of 2025, Globe's mobile data user base expanded to 39.2 million, up 5% year-on-year from 37.4 million, reflecting sustained adoption and usage despite a softer macroeconomic backdrop. Mobile data now accounts for 87% of total mobile service revenues, up from 83% in 2024, as customers increasingly prioritize data-centric experiences. This performance underscores the ongoing shift toward digital and app-based communication, even as traditional voice and SMS services continue their gradual decline.

	Data	Voice	SMS	Total
Revenue (in PHP billion)	101.2	10.9	4.8	116.9
YoY Change	↑4%	↓14%	↓28%	=

87% Data
9% Voice
4% SMS



	Mobile subscribers	Mobile data users	Mobile data traffic	Mobile data monthly ATPU
	65.8 million	39.2 million	6,614 petabytes	15.1 GB
YoY Change	↑8%	↑5%	↑4%	=

Home Broadband

	Fixed Wireless	Wired	Total Home Broadband
Subscribers (in Mn)	0.3	1.8	2.1
YoY Change in Subscribers	↓26%	↑40%	↑23%
YoY Change in Revenues	↓32%	↑4%	↑1%

	Total FY25 Broadband Revenue	Total Fiber Revenues	Total Fiber Subscribers
	PHP 24.0 billion		
YoY Change	↑1%	↑6%	↑43%

In 2025, Globe's home broadband business delivered a solid performance, generating PHP 24.0 billion in revenues, up 1% from PHP 23.8 billion in 2024, as sustained fiber adoption offset the decline in legacy fixed wireless services. Fiber revenues grew 6% year-on-year, now contributing 91% of total broadband revenues versus 87% in 2024, as customers increasingly preferred high-speed and stable connectivity. Total home broadband subscriber base now stands at 2.1 million compared to 1.7 million the previous year, with fixed wired customers posting a 40% uplift, partially offsetting the 26% decline in fixed wireless.

OVER **820K** GFP Subscribers ↑18% QoQ

Within this segment, GFiber Prepaid (GFP) gained remarkable traction, further solidifying its position as the country's #1, fastest-growing prepaid fiber service. The GFP subscriber base climbed to over 820 thousand by the end of 2025, showing Globe's success in democratizing fiber home internet access and extending reach across more Filipino households. The brand's accessible and flexible offers resonate with customers, driving broader adoption and deeper engagement. This strong performance in GFP and fiber overall highlights Globe's effective execution of its connectivity transformation strategy, ensuring that more homes benefit from consistent internet access.

↑6% QoQ to PHP 5.7B

PHP **20.7B** Total FY25 Corporate Data Revenues ↑1% YoY

↓12% Core Services: YoY

↑23% ICT-Related Services: YoY

Corporate Data and ICT Solutions

The corporate data business generated an all-time high PHP 20.7 billion in revenues for full-year 2025, up 1% from PHP 20.4 billion in 2024, marking a stabilization in enterprise spending. The year's performance was mainly driven by sustained growth in ICT-related solutions, including cybersecurity, cloud solutions and Business Application Solutions, as partly offset by the decline in core data services due to cautious enterprise spending. Globe is progressing its enterprise portfolio through AI integration and investments in high-impact digital infrastructure such as subsea cables and data centers, positioning the company to capture emerging demand from digital transformation initiatives across both the public and private sectors. The corporate data business remains a strategic pillar of Globe's enterprise portfolio, reinforcing the company's transition beyond connectivity toward integrated, technology-led solutions that power the country's evolving digital economy.

Non-Telco Portfolio

PHP **2.3B** total FY25 non-telco revenues

PHP **6.8B** total FY25 equity share in affiliates

PHP **6.1B** mynt

PHP **0.7B** others

Beyond its core businesses, Globe's non-telco portfolio posted PHP 2.3 billion in revenues for 2025, 12% lower year-on-year, amid softer advertising results from AdSpark and lower Asticom revenues outweighed improvements from Yondu.

Cost Management and Bottom-Line Profitability

Globe's focused cost management initiatives delivered efficiencies, resulting in total operating expenses and subsidy amounting to PHP 77.5 billion, a 1% decline from the prior year. This overall efficiency was primarily driven by strategic reductions across several areas: marketing and subsidy costs fell by 25%, while provisions decreased by 9%, services and other costs declined by 3%, and staff expenses were reduced by 1%. Additionally, utilities and administrative costs decreased by 2%. These significant savings successfully offset the increases in interconnect (+18%), lease (+10%), and repairs and maintenance (+10%) costs.

Overall, Globe's total costs and expenses, including depreciation and amortization, remained stable at PHP 131.3 billion in 2025, up 2% year-on-year, reflecting ongoing investments in network expansion and digital infrastructure.

Consolidated EBITDA amounted to PHP 87.6 billion for full-year 2025, up 1% year-on-year, driven by cost savings and operational efficiency gains. The EBITDA margin stood at 53.1%, surpassing the company's guidance, showcasing Globe's ability to sustain profitability while maintaining investments in network quality and customer experience.

Mynt, the parent company of GCash, delivered a solid performance in 2025, maintaining its position as the Philippines' leading digital financial platform. The company demonstrated resilience, supported by healthy transaction volumes and sustained profitability. Mynt continued to enable the growth of digital finance through its payments, lending, and financial management services, extending access to millions of Filipinos nationwide. For the full year ended December 2025, Globe's equity share in Mynt amounted to PHP 6.1 billion, contributing around 22% of the company's pre-tax income. Mynt was a significant contributor to Globe's earnings and a cornerstone of its digital ecosystem, supporting the country's ongoing digital and financial inclusion efforts.

For the full year ended December 2025, Globe recorded a consolidated net income of PHP 23.3 billion, a 4% decline compared to PHP 24.3 billion in 2024. This result includes non-recurring gains from the deemed disposal of Mynt shares following MUFG's equity infusion and from tower sale and leaseback transactions. Excluding these one-off items, normalized net income stood at PHP 20.8 billion, which was 4% below last year's performance.

Accordingly, core net income which excludes non-recurring items such as gains from asset disposals, foreign exchange fluctuations, and mark-to-market adjustments, amounted to PHP 20.9 billion in 2025, representing a 3% year-on-year decline from PHP 21.5 billion in 2024.

Balance Sheet, Cash Flows, and Shareholder Returns

Consolidated Return on Average Equity (ROE) registered at 13.6% as of end-December 2025, compared to 14.8% in 2024 using trailing 12 months net income and based on average equity balances for the year ended. Using trailing 12 months core net income, which excludes the effects of non-recurring expenses on net income, return on average equity as of end-December 2025 and 2024 were 12.2% and 13.1% respectively.

Consequently, consolidated basic earnings per common share were PHP 151.21 and PHP 158.48, while consolidated diluted earnings per common share were PHP 150.44 and PHP 157.83 as of end-December 2025 and 2024, respectively.

To support optimized CAPEX spend (Please see "Strategic CAPEX Deployment" for more information on CAPEX) and ensure long-term balance sheet strength, Globe successfully secured key credit facilities in 2025. This move signals continued lender confidence and supports the company's strategic transition. Globe signed term loan facilities with Bank of Commerce (PHP 5.0 billion), Mizuho Bank (¥20.0 billion / ~PHP 7.54 billion), BDO Unibank, Inc. (PHP 10.0 billion), and Metropolitan Bank & Trust Company (PHP 10.0 billion) to partially finance CAPEX requirements, debt refinancing, and general corporate purposes. (Please see "Note 17 Loans Payable" of the 2025 Audited Financial Statement for more information)

By channeling these resources toward essential, targeted network initiatives, Globe is ensuring the network remains responsive to emerging technologies and digital demand.

As of end-December 2025, Globe maintained a solid financial position, with total debt of PHP 256.3 billion, up 3% from PHP 249.5 billion at the end of 2024. The increase came from prudent funding activities that supported ongoing capital investments. Leverage ratios stayed well within covenant thresholds, with Gross Debt to EBITDA at 2.63x, Net Debt to EBITDA at 2.38x, and a Debt Service Coverage Ratio of 3.20x. These metrics demonstrate Globe's discipline in managing its capital structure and preserving balance sheet strength.

For the full year 2025, Globe's consolidated assets stood at PHP 656.0 billion, 4% higher from the PHP 633.6 billion reported on December 31, 2024. Similarly, consolidated cash and cash equivalents reached PHP 25.0 billion by the end of December 2025, compared to PHP 21.4 billion reported at the end of December 2024. Globe's cash equivalents consist of highly liquid short-term time deposit placements.

Net cash flows provided by operating activities in 2025 was at PHP 79.5 billion, or 6% lower versus the previous year. Meanwhile, net cash used in investing activities amounting to PHP 36.3 billion, was 18% higher from the year earlier. Consolidated net cash used for financing activities amounted to PHP 39.2 billion in 2025 versus last year's PHP 49.5 billion.

Globe also paid out PHP 14.4 billion in common cash dividends in 2025, representing 67% of full year 2024 core net income which is in line with the company's dividend policy.

Optimizing Capital for Financial Resilience

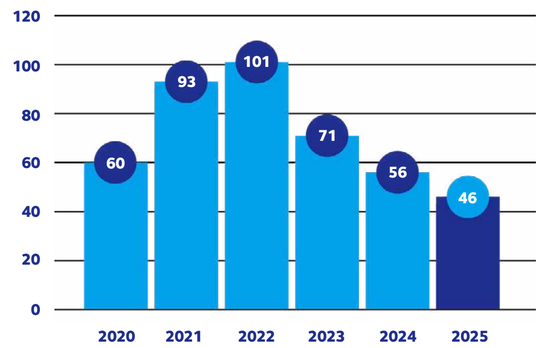
Strategic CAPEX Deployment

Globe's cash capital expenditures for full-year 2025 amounted to PHP 46.2 billion, down 18% from PHP 56.2 billion in 2024, reinforcing the company's disciplined and strategic capital deployment in line with full-year guidance of below USD 1 billion. This level of spending represents 28% of service revenues, underscoring Globe's sustained focus on capital efficiency and prudent financial execution. Supported by stable topline performance and prudent resource allocation, Globe delivered positive free cash flow for the year, in line with expectations.

The capex-to-EBITDA ratio likewise declined to 53% from 65% a year ago. These improvements strengthened Globe's financial flexibility and capacity to fund targeted network projects. Approximately 90% of total capex was allocated to data-related initiatives, enabling investments in connectivity and digital infrastructure across the country. (Please see "Manufactured Capital" for more information on network builds)

Globe's sustained network investments to elevate customer experience and broaden access to high-speed internet were recognized by Ookla, naming Globe the Philippines' Most Consistent Fixed Network and Most Consistent Mobile Network for the period of 2H 2025 and Q4 2025. This recognition places Globe among the top selected Mobile and Fixed Operators in Southeast Asia to achieve national-level consistency awards across both fixed broadband and mobile networks.

As of December 2025, Globe officially turned over 6,945 towers under its Sale and Leaseback portfolio, generating approximately PHP 89.3 billion in proceeds. A total of 2,410 towers were transferred in 2022, followed by 2,057 in 2023, 2,205 in 2024. In 2025, 273 towers were closed, generating approximately PHP 3.5 billion in proceeds. (Please see "Natural Capital" for more information on the impact of tower sales in Globe's environmental footprint)



CAPEX (IN PHP BILLION)

Positioning for Value Beyond Connectivity

Globe Fintech Innovations, Inc. ("Mynt")/GCash

Globe Fintech Innovations, Inc. ("Mynt") is a strategic partnership between Globe, Ayala Corporation, and Ant International, a Singapore-headquartered leading global digital payment, digitization, and financial technology provider.

Mynt is a leader in mobile financial services focused on accelerating financial inclusion through mobile money, financial services, and technology. Mynt primarily operates through two (2) wholly-owned subsidiaries: G-Xchange, Inc. ("GXI"), the mobile wallet operator of GCash, offering convenient financial services to Filipinos, and Fuse Financing Inc. ("Fuse"), a technology-based lending company, which empowers Filipinos with access to microloans and business loans.

Based on third-party provider Sensor Tower, as of December 31, 2025, GCash remains as the number one finance super-app in the country, bannered by ubiquity across its active user base. Under its Payments offerings, customers can easily send and receive money anywhere in the Philippines, even to other bank accounts, purchase prepaid airtime load, pay bills nationwide, and purchase from their partner merchants and social sellers.

GCash has also gone beyond the nation's borders. It offers payments in over 220 countries and territories with the GCash Visa Card and Global Pay, in partnership with Alipay+, to enable a seamless and secure payment experience across millions of merchants abroad through Scan to Pay. Through GCash Overseas, overseas Filipinos in 145 countries can also use the GCash app with their international mobile numbers, giving them access to services such as Send Money, Pay Bills, and Buy Load. In 2025, GCash also introduced the GCash Virtual US Account, enabling its users to directly receive US dollars in their e-wallets, converting them to Philippine Pesos as needed with reduced fees compared to traditional methods.

Beyond Payments, the GCash app also features a range of Digital Financial Services through its CreditTech and WealthTech products. On CreditTech, backed by a proprietary trust platform and credit scoring via GScore, Fuse has provided credit access to millions of borrowers, of which the majority are from lower socio-economic classes. These milestones were achieved through innovative lending products covering credit lines (via GCredit), cash loans (via GLoan), buy-now-pay-later (via GGives), and micro-credit starter loans (via Sakto Loan and Borrow Load), providing loans to more Filipinos who need it the most. The GCash application also provides a comprehensive suite of WealthTech services, covering savings (via GSave), investments (via GFunds, GStocks, GCrypto, and the newly launched GBonds), and insurance products (via GInsure).

Moving beyond transactions, GCash incorporates sustainability across its innovation initiatives. The GForest movement empowers users to accumulate green energy and plant trees by simply using GCash. As of December 31, 2025, more than 4.7 million trees have been planted, enabling GCash users to build a greener tomorrow.

917Ventures

917Ventures, Globe's corporate venture builder, has a diverse portfolio of companies, including Brave Connective Holdings, Inc. (BCHI), which focuses on data-driven business solutions that enhance customer connections through data, analytics, targeting, and storytelling. BCHI's subsidiaries include AdSpark, a digital advertising firm specializing in Marketing and Advertising Technology (MADTech) solutions; iNQUiRO, a cutting-edge data analytics company that transforms insights into actionable intelligence for businesses; and M360, a leading communications platform offering seamless, multi-channel solutions through its innovative One API.

ST Telemedia Global Data Centres Philippines (STT GDC Philippines)

ST Telemedia Global Data Centres Philippines (STT GDC Philippines) is a joint venture partnership between Globe Telecom, ST Telemedia Global Data Centres, and Ayala Corporation. It is dedicated to providing state-of-the-art digital infrastructure and data center services, with a focus on operational excellence, sustainability, and innovation. During the last quarter of 2025, STT Fairview 1 successfully opened its first data hall and is now operational with a key 1MW customer deployment. The Level 2 fit-out is ongoing, and STT Cavite 2 has been energized, with testing and commissioning currently in progress. STT GDC Philippines continues to pursue high-visibility activities focused on industry advocacy through key events, engagements with relevant business organizations, and various sales campaigns.

Outlook

For service revenues, Globe continues to guide low- to mid-single digit growth versus the all-time-high figures of 2025, buoyed by growth across existing product platforms and continued momentum in mobile, broadband, and fintech services. Globe's EBITDA margin is projected to remain in the low 50s, with the expanding mix of lower-margin data-related products partially offset by ongoing cost management and operational efficiency initiatives. This outlook is subject to global macroeconomic uncertainties, including the impact of the hostilities in the Middle East on supply chains and global operating costs.

Meanwhile, 2026 capex is projected to be below USD 1.0 billion, reflecting Globe's disciplined approach to capital optimization and focus on extracting greater returns from prior network investments. Underpinning the company's overall outlook for the year is Globe's commitment to strengthening free cash flow, which turned positive before dividends in the first half of 2025 ahead of expectations.

MANUFACTURED CAPITAL

Infrastructure for Inclusion

Sustainability Topic
Digital Inclusion

Management
Bridging the Digital Divide

Strengthening the Digital Backbone

Pioneering Frontier Network Technologies

Sustainability Topic
Climate Adaptation and Resilience

Management
Fortifying Network Resiliency

See also Natural Capital

Metric	Target	2024	2025
Digital Inclusion	**96.6% of population covered at -115dBm by 4G by year 2027**	4G: 95.97% 5G: 34.26%	4G: 96.41% 5G: 36.39%
Business Resilience	**Ensure the availability of services to customers**	Recertification on ISO 22301 for Business Continuity Management System Deployed green network solutions	Maintained certification on ISO 22301 for Business Continuity Management System, with expanded scope Deployed green network solutions

Bridging the Digital Divide

Globe views its role as extending beyond simple connectivity. Reliable network access serves as a foundation for deeper social impact, enabling communities to access essential services such as education, healthcare, and livelihood opportunities. As digital lifestyles evolve, data consumption continues to grow, with average user usage now exceeding 30 GB per month.

Network Coverage Expansion

The Philippines currently has approximately 40,000 towers serving over 115 million people, indicating low tower density relative to the total population and relative to its surrounding countries. Building new infrastructure remains a complex process. Expansion is often slowed by lengthy permitting requirements, site acquisition hurdles, and various local restrictions. To hasten network development, Globe is advocating for more streamlined processes and stronger coordination with stakeholders.

To accelerate deployment, Globe focuses on three (3) core strategies:

- Enhancing existing cell sites to improve service quality;
- Migrating legacy networks to more reliable LTE and 5G services;
- Optimizing shared infrastructure to improve efficiency.

The company aligns its network strategy with national programs, including the DICT's National Broadband Plan and GIDA initiatives, ensuring its focus on high-need and high-impact areas helps to close the digital divide and enable economic participation for everyone.

Globe continues to lead the 5G revolution by installing 1,549 new 5G sites in 2025, a significant jump from the 587 sites added in 2024. This 164% growth in 5G deployment focuses on high-density urban centers and strategic industrial zones. This expansion supports the rising demand for low-latency applications and high-bandwidth services required by the digital economy.

The transition to fiber continued with the deployment of 115,082 fiber-to-the-home (FTTH) lines in 2025. Over 600 towns across 70 provinces have been moved to full fiber connectivity. This initiative aims to eliminate copper from the network, providing residents with faster and more stable internet.

Coverage	2022	2023	2024	2025
5G sites installed	2,267	894	587	1,549
Fiber-to-the-Home (FTTH) lines built	1.4 million	199 thousand	67,456	115,082
5G Outdoor coverage: National Capital Region (NCR)	97.20%	97.90%	98.69%	98%
5G Outdoor coverage: key cities in Visayas and Mindanao	90.20%	92.36%	96.95%	

The increase in site builds also translated to an increase in site densification by 23%. With these improvements Globe was named by Ookla as the Philippines' Most Consistent Fixed Network and Most Consistent Mobile Network for the period of 2H 2025 and Q4 2025.

Recognizing higher demand for faster connection, Globe proactively migrated its technology from 3G to 4G starting in 2022. This move occurred well ahead of the National Telecommunications Commission's (NTC) Memorandum Circular No. 003-09-2025, which requires the termination of 3G services by December 31, 2026.

Population covered by mobile network[1]	2022	2023	2024	2025
3G	Not applicable	Not applicable	Not applicable	Not applicable
4G	95%	95.54%	95.97%	96.41%
5G	29%	32.54%	34.26%	36.39%

Connectivity in GIDA and Remote Areas

Globe reached 96.41% of the Philippine population by the end of 2025. Despite this progress, approximately four million people of the population remain in areas with limited or no connectivity.

The company prioritizes expansion in regions where coverage is below 50%. These areas are often found in remote mountain ranges and isolated islands. To address these challenges, Globe collaborates with government agencies to identify feasible, high-impact solutions for difficult terrains. A key focus remains on Geographically Isolated and Disadvantaged Areas (GIDAs).

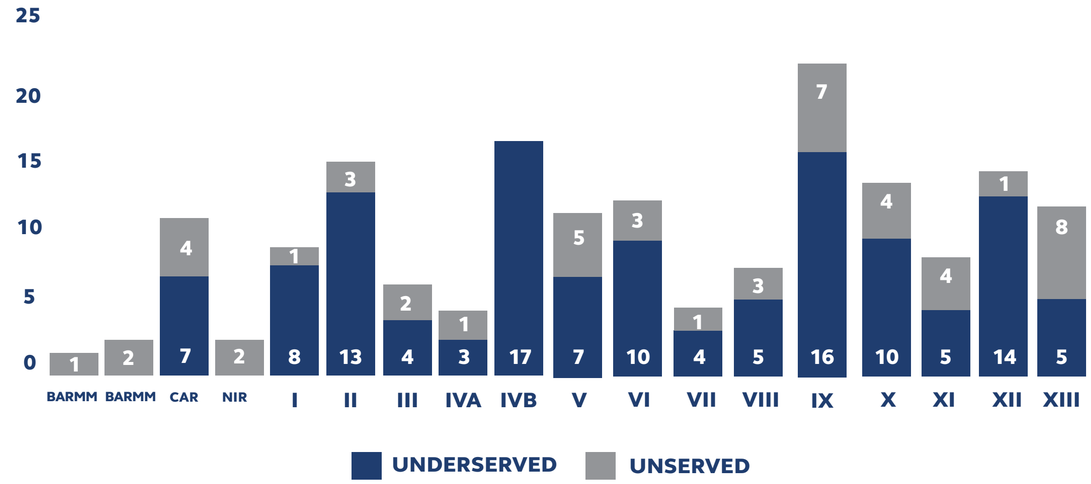
The Bayanihan SIM Project is a landmark collaboration between the Department of Information and Communications Technology (DICT) and telecommunications companies in the Philippines, including Globe. Operating under the DICT's "Free Public Internet Access Program", this project is specifically designed to bridge the digital divide in the Philippines by providing free internet access to public schools and communities located in GIDA. The program tackles the dual challenges of affordability and coverage by offering demand-side subsidies for internet access and aggressively expanding network infrastructure into regions that have historically lacked connectivity.

Under the terms of the partnership, Globe was awarded 180 lots[2], which translates to 118 areas. This undertaking involves the activation of 500,400 TM-branded SIM cards to identified beneficiaries by 2026. Each of these SIMs comes pre-loaded with 25GB of monthly data for a full 12-month period, ensuring that students and community members have access to educational and digital resources. The network scope covers 128 underserved sites where existing capacity is being maximized, and 52 unserved sites that require the construction of new cellular towers.

Majority of the sites covered by Globe in the Bayanihan Project are in Region IX (Zamboanga Peninsula) and Region IVB (MIMAROPA), accounting for over 22% of the total project lots. The two (2) primary unserved lots requiring new infrastructure development are located in Region XIII (Caraga Region) and Region IX.

Upon receiving their SIMs, beneficiaries are assisted by Globe representatives in completing SIM registration in compliance with the SIM Registration Act. The provided data is location-based, meaning it is active only when the user is within a designated GIDA site.

As of year end 2025, Globe has activated 2,662 SIMs in underserved areas. The remaining SIMs in underserved and unserved areas will be completed in 2026.



[1]Computed based on guidance provided in GSMA ESG Metrics for Mobile. Globe migrated its technology from 3G to 4G in 2022.
[2]Starting with an initial award of 118 lots, Globe successfully acquired 62 more through subsequent rebidding and tie-resolution processes.

Pioneering Frontier Network Technologies

Globe continues to transition from a traditional telecommunications provider to a leading techco by integrating cutting-edge network technologies. The company prioritizes innovations that deliver fiber-like performance and reliable connectivity to even the most geographically challenging locations.

5G and 5G-Advanced Deployment

Globe is at the forefront of the 5G revolution, focusing on technologies that offer higher speeds, lower latency, and enhanced reliability.

In partnership with Nokia, Globe successfully deployed 5G millimeter wave (mmWave) technology combined with WiFi 7. This solution delivers fiber-like internet speeds without physical cables. During field tests in Zamboanga City, the technology achieved peak speeds of 4.3 Gbps. The Philippine Marines are the first users of this technology, utilizing it to strengthen communications for national security. By year end 2025, aside from Zamboanga City, 5G mmWave was operational in Quezon City, and Rizal province.

Globe has also tested 5G Stand-alone (SA) networks featuring Massive MIMO and Carrier Aggregation of three (3) 5G/NR Component Carriers (3NRCA). These advancements support a combined 210MHz bandwidth, reaching download throughput of approximately 2.5 Gbps. This infrastructure is designed to support emerging technologies like Extended Reality (XR), the Industrial Internet of Things (IIoT), and AI-driven applications.

Globe has also pioneered the deployment of High-Gain Beamforming (HGBF), an amplifier technology for microwave backhaul that significantly enhances network efficiency, particularly in the Philippines' unique archipelago setting. Traditional microwave backhaul for inter-island connections often requires large antennas and dual equipment setups to overcome signal reflection from the water. HGBF's amplification allows for signal transmission using only a single microwave unit, eliminating the need for a second set of equipment. By reducing the quantity of heavy antennas and equipment on site, HGBF minimizes the physical load on telecom towers and reduces power consumption.

Satellite and LEO Technologies

To achieve universal connectivity, Globe is actively testing Non-Terrestrial Networks (NTN). These satellite-based solutions are designed to reach remote communities and support communications in disaster-prone areas where traditional infrastructure is difficult to build.

A major milestone was achieved through a partnership with Lynk Global in Bagac, Bataan. In this rural area with no existing terrestrial network, Globe completed the first voice call in the Philippines using a Low Earth Orbit (LEO) satellite. The call connected directly to a standard, unmodified mobile phone, proving that satellite technology can provide a vital link without the need for specialized equipment.

The voice service trial was conducted during scheduled satellite passes. Currently, these passes occur two (2) to three (3) times a day and last approximately four (4) minutes each. While these time windows are specific, the successful trial confirms the viability of satellite-to-mobile technology.

Network Innovations

Globe adopts interim backhaul solutions to accelerate connectivity with fiber-to-the-home (FTTH) rollouts and new site builds in challenging areas. This includes solutions that leverage strategic partnerships to provide temporary connectivity, secured with IPSEC encryption to ensure data privacy and integrity. In parallel, Globe continues to deploy a wide range of emerging and complementary technologies such as mmWave, full outdoor access routers, LEO satellite connectivity, and PTMP microwave solutions, among others, to enhance network reach and resilience. Once Globe's FTTH infrastructure is completed, sites can be seamlessly migrated to fiber, enabling faster and more stable connectivity. On the other hand Wireline Access (WoWA) maximizes Globe's existing FTTH footprint to backhaul and power new site builds for wireless coverage.

Moreover, the company adopted Free Space Optics (FSO), a wireless communication technology using lasers to transmit data through air rather than fiber optic cables, as a transport solution following successful partnerships with Transcelestial Technologies. While this technology has its drawbacks such as decreased performance during heavy rains and fog, FSOs are less expensive and ideal for last-mile connectivity. It has proven particularly effective across its initial pilot sites in the NCR, South Luzon, and Mindanao regions. This includes a successful trial in Bulacan where the FSO was used to provide backhaul capacity for mobile cellsites during a major event.

The company also reached a major milestone through a collaboration with its subsidiary, Fiber Infrastructure and Network Services Inc. (FINSI), and Google X's TAARA project. They successfully completed a field trial of long-range FSO technology across Laguna Lake. This trial achieved 10 Gbps wireless optical connectivity over an 11-kilometer distance.

These network innovations allow Globe to deploy high-speed connections while reducing the time and cost of infrastructure builds. This flexibility is essential for reaching remote islands and mountainous areas.

In 2025, Globe also pioneered the deployment of Road Tape, an installation method for underground fiber optic cables designed for residential subdivisions and industrial parks that lack existing underground conduits. This solution eliminates the need for massive excavations and heavy construction. Following results from its pilot site, Globe plans to integrate Road Tape into its network strategy starting in 2026 to accelerate internet delivery.

Network Intelligence and Automation

As modern networks become complex to manage, Globe has moved beyond traditional automation. The company has pilot tested an Autonomous Network Level 4 solution that is powered by Agentic AI and Digital Twin Technology. It exhibits self-x capability or the capacity to self-optimize, self-heal, and operate with zero-touch intelligence. The integration of this solution has already delivered positive results, specifically a 30% reduction in operational costs through automation.

Moreover, to manage the growing complexity of combined 2G, 4G, and 5G infrastructure, Globe deployed Centralized Self-Organizing Networks (C-SON). This AI-powered technology framework replaces manual maintenance with intelligent automation. In 2025, this solution bridged technical capability with business performance by automating over 6.4 million maintenance tasks. This system stabilized core networks, reducing data drops and limiting structural errors to ensure a consistent customer experience.

Globe also developed an in-house tool to monitor network capacity and utilization monitoring. This allows the company to automatically detect network congestion. This also uses AI to predict if certain areas will be congested in the next three (3) to six (6) months. This insight equips Globe to proactively determine areas to expand and optimize.

Strengthening the Digital Backbone

The Philippines is at a critical juncture where digital connectivity has moved from a luxury to a national necessity. With Filipinos spending over 4 hours daily on social media and data consumption surging, robust infrastructure is essential to prevent bottlenecks in the digital economy. As the government pushes for a "Digital Philippines," the ability to provide reliable, low-latency, and high-capacity connections is what will determine the country's competitiveness as a regional alternative hub.

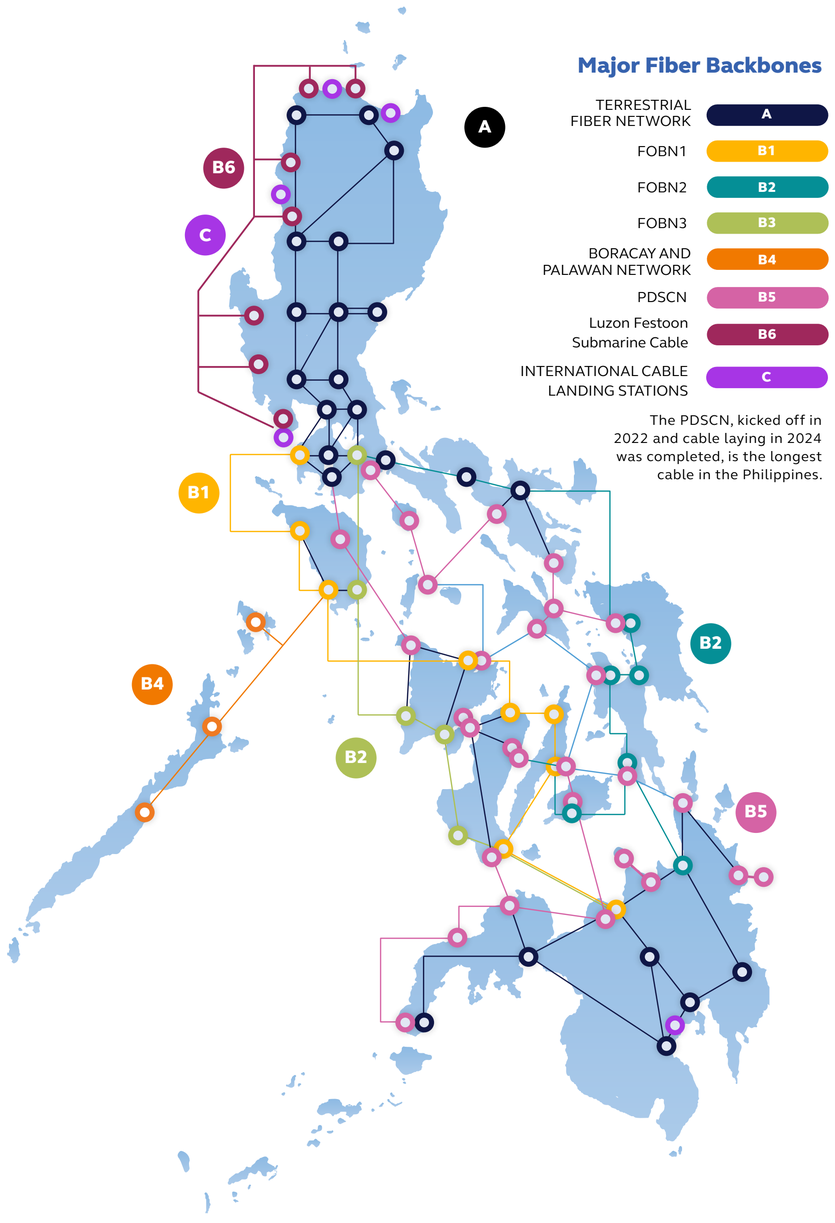
Globe's domestic cable system provides a robust network infrastructure that ensures business continuity as terrestrial networks are vulnerable to fiber cuts. The company has established multiple fiber backbones, comprising both submarine cable systems and terrestrial networks.

In 2025, Globe completed a 9,500 km underground fiber overlay and is deploying the Luzon Festoon Submarine Cable System to create redundant "loops" that ensure business continuity.

With eight (8) data centers in and around Metro Manila, Globe provides the high-availability and disaster recovery solutions required by global hyperscalers and AI-driven enterprises.

Globe also connects the Philippines to the world through five (5) major international cable systems, specifically the Tata Global Network Intra-Asia, Southeast Asia-Japan Cable System (SJC), East Asia Cable-City to City Cable (EAC-C2C), South East Asia-United States Cable (SEA-US), and the upcoming Asia Link Cable (ALC) slated for 2026. The company also joined the Asia United Gateway East (AUG East) submarine cable system consortium to help address East Asia's growing demand for high-speed, high-capacity connectivity required by artificial intelligence (AI) and other data-intensive technologies. The cable system is expected to be completed by end of 2029.

Globe currently has three (3) operational cable landing stations located in Ballesteros, Nasugbu and Davao. The company is increasing its international entry points with new Cable Landing Stations in Luna (La Union) and Claveria (Cagayan), bringing its total to five (5) strategically located stations across the archipelago.



A. DOMESTIC TERRESTRIAL FIBER NETWORK
Total km length: 19,784 kms

B. DOMESTIC SUBMARINE CABLE SYSTEM
Total km length: 6,165 kms

1. Fiber Optic Backbone Network 1 (FOBN1)
Total km length: 1,263 kms

2. Fiber Optic Backbone Network 2 (FOBN2)
Total km length: 658 kms

3. Telic Phil Network (FOBN3)
Total km length: 1,348 kms

4. Boracay and Palawan Network
Total km length: 328 kms

5. Philippine Domestic Submarine Cable Network (PDSCN)
Total km length: 2,568 kms

6. Luzon Festoon Submarine Cable
Total km length: 913 kms

C. INTERNATIONAL CABLE LANDING STATIONS
1. Ballesteros, Cagayan
2. Nasugbu, Batangas
3. Davao City
4. Claveria, Cagayan
5. Luna, La Union

Fortifying Network Resiliency

In an increasingly digital world where connectivity serves as a vital lifeline for the Filipino people, Globe is aggressively fortifying its network architecture to ensure that its critical services remain consistent and reliable. By achieving a remarkable network availability of over 99% in 2025, the company has delivered a superior user experience defined by fewer video stalls and seamless app performance. This is further evidenced by improved internet speeds, which enable everything from daily online transactions to essential emergency communications.

Network Reliability and Quality

Network availability of Globe in 2025 was above 99% based on independent tests, fewer video stalls and smoother app performance. Globe's average speeds continue to improve, reaching 34.8 Mbps on mobile and 120.4 Mbps on broadband, supporting everyday use such as streaming, calls, and online transactions.

Cable theft and pilferage are identified as top causes of intentional fiber cuts, disrupting network reliability. To mitigate service disruptions, Globe established an internal "Task Force" which works with the Department Of Public Works And Highways (DPWH) and local government units. Through the proactive measures taken by the team, there was a 17% reduction in fiber cut incidents nationwide, representing 1,769 fewer incidents compared to 2024, thereby improving mobile, broadband, and enterprise connectivity.

Strategies to address fiber cuts include:

- Public awareness: Launched a campaign through press releases and tapping an influencer to educate the public that fiber cables have no scrap value, discouraging theft.
- Armored cables: Piloted armored Optical Ground Wire (OPGW) aerial cables in high-risk areas which makes it difficult to cut.
- Enhanced engineering guidelines: Reinforced resilience through compliance with DPWH Department Order No. 26, s. 2011 on underground utility placement, the installation of higher poles, proactive fiber quality monitoring and the implementation of dual door Network Access Points (NAPs).
- Legacy migration: Declared 600 towns copper-free, replacing theft-prone copper with fiber optic cables (FOCs).

Globe also performed preventive maintenance on its NAPs and FOCs, especially in areas with high incidents of fiber cuts. Restoration in residential subdivisions and villages was further improved by leveraging the Department of Human Settlements and Urban Development (DHSUD) Department Order No. 2022-012, which streamlines processes for repairs.

These proactive and corrective measures have protected revenue and generated operational savings reducing unnecessary dispatch of technicians and repair crew to perform on-site work. Furthermore, this enabled Globe to achieve a fiber connectivity availability above its target.

The company will also continue to roll out embedded Optical Time-Domain Reflectometers (OTDR) in its network. Previously, the technology was only available for the backbone sites, but headways on innovation have allowed deployments on wireless sites and FTTH cabinets. This is an innovative test tool that traces or maps network health, eliminating intrusive methods which often result in downtime. This enables Globe to remotely identify the affected area, increasing operational efficiency and restoration time and reducing costs.

Storage Optimization in Network Functions Virtualization (NFV) is used to reduce energy use by shutting down unused storage servers that consume power without carrying any load. Through real-time monitoring and automation, only the necessary modules remain active. This strengthens network resilience through automated protocols that ensure seamless service availability even during hardware stress or localized outages.

Business Continuity Management

Globe remains committed to maintaining a resilient network architecture capable of withstanding disruptive events and ensuring the availability of critical services. At the core of this strategy is the maintenance and regular renewal of the ISO 22301 certification for the company's Business Continuity Management System (BCMS).

A central pillar of the BCMS is the Business Impact Analysis which allows the company to identify critical business functions and assess the consequences of potential disruptions. The process evaluates essential activities, resource requirements, and operational dependencies, enabling Globe to develop recovery strategies that prioritize restoration efforts and minimize service loss.

The BIA framework focuses on three (3) areas:

- Business Impact Analysis: Identifying key business processes and establishing clear recovery timelines
- Minimum Operating Requirements: Determining the essential manpower and resources needed to maintain basic operations during a crisis
- Business Continuity Plan (BCP): Outlining specific actions to transition back to normal operations while managing interdependencies between different teams.

Globe regularly conducts simulations to test the effectiveness of its recovery plans. In 2025, the company concluded a Cyber Attack simulation with the Globe executives. As part of the simulation, the BCP's of key groups were reviewed and updated to ensure their robustness against the evolving threats.

Globe recognizes that its resilience depends on the stability of its entire ecosystem. The company evaluated the BCPs of over 208 vendors in 2025 to ensure they can maintain service delivery during emergencies. Globe also shares best practices with critical suppliers to strengthen the reliability of the entire value chain.

Operational Task Forces and Infrastructure Redundancy

- Core Facility Resilience: Globe Core/Data Center sites are built with inherent resiliency. Power supplies feature N+1 redundancy, especially high-value sites (switching hubs and data centers)
  → On-site fuel reserves cover 3 days of operation.
  → Building structures are elevated to protect equipment from floods.
- 24/7 Surveillance: Network Operation Centres (NOC) provide end-to-end surveillance.

Power Reliability and Innovation

Globe continuously assesses the commercial power grid to align backup availability with supply, proactively increasing battery capacity or deploying gensets in areas with frequent interruptions.

- Regional Charging Hubs: These hubs have been established to charge batteries and deploy them to typhoon-affected areas when power is unavailable for extended periods.
- Power Redundancies and Resilience: A number of sites are both powered by on-site hybrid solar PV with gensets, while also connected to the electricity grid to provide enhanced energy security.
- Government Coordination: The organization uses National Electrification Agency (NEA) data combined with internal outage data to prioritize power restoration for critical sites
- Globe has existing gensets for identified critical sites, strengthened by the Globe Fuel BCP (pre-arrangements with partner fuel providers that will prioritize fuel delivery to Globe sites during crises or disasters).

Climate Change Adaptation

Globe proactively hardens physical assets against the increasing frequency and severity of extreme weather events. (See "Natural Capital" for more information on climate risks). The company integrates historical and recent geohazard data into its site selection and construction processes to ensure assets, especially critical network nodes, remain resilient.

Rigorous Engineering Standards

Cell towers of Globe comply with the 7th edition of the National Structural Code of the Philippines (NSCP). New and existing structures are designed or retrofitted to withstand wind speeds between 240 KPH and 340 KPH. To prevent water damage, especially from flooding, facility designs include elevated base pads. These engineering standards also account for other natural hazards, including tsunamis, earthquakes, liquefaction, and volcanic eruptions.

Asset Monitoring and Maintenance

Globe conducts annual inspections across all Globe-owned cell sites. Structural investigations are performed to ensure stability and regulatory compliance. These assessments confirm that towers can support the load of new or upgraded equipment and can withstand typhoons, flooding, and seismic activity. Inspections also verify that sites are safe for technicians who perform essential maintenance at height.

Strategic Retrofitting

The results of these annual assessments determine which cell sites require retrofitting. This process serves a dual purpose: it maintains structural integrity against climate risks and upgrades capacity ratings to support network growth.

Managing Water Stress

Globe identified water stress as a physical risk linked to climate change. To mitigate this, the company operates a rainwater harvesting and graywater recycling system at its headquarters. As the company's highest water-consuming facility, this initiative reduces reliance on local water utilities and promotes resource circularity. (For more information, please refer to the "Natural Capital" chapter).

Disaster Response and Recovery

As a provider of critical services, Globe utilizes strategies to support the nation during emergencies.

In line with the Free Mobile Disaster Alerts Act (RA 10639), Globe utilizes its Cell Broadcast System (CBS) to deliver location-specific emergency alerts and warnings via SMS and cell broadcasts. In 2025, the company processed 984 emergency alert and warning messages (EAWM), – a 40% increase from 2024 due to the increase in number of requests from NDRRMC.

When connectivity is compromised, Globe deploys specialized hardware solutions:

- Cell Site on Wheels (COW) and Tower on Wheels (TOW): These provide wide coverage (approx. 3-5km) and high capacity (approx. 1,000 simultaneous calls) with congestion control.
- Genset on a Truck (GOAT): Mobile generators specifically designed to power COWs and other mobile units.
- Cell Site at Less Footprint (CALF): A solution requiring minimal space (2x2 meters) and lower power (220V), deployable from 10 meters to several kilometers.
- Emergency Base Station: Allows any mobile phone to connect to an emergency network via an SMS Access Code routed to the Emergency Response Team.

Moving forward, Globe will leverage innovative technology, including Satellite-to-Mobile connectivity using Low Earth Orbit (LEO) satellites, to ensure network availability even when terrestrial systems fail.

(For more information on LEO satellites, see "Pioneering Frontier Network Technologies". For more information on Disaster Assistance provided by Globe, see "Disaster Relief and Assistance")

Outlook

Globe remains committed to delivering faster, more reliable connectivity, reinforcing the company's leadership in Mobile, expanding Broadband access, and empowering businesses with future-ready solutions, all while maintaining a resilient, sustainable, and efficient network.

NATURAL CAPITAL

Driving Climate and Nature Action

Sustainability Topic
GHG Emissions

Management
Driving Climate Action & Transition

Accelerating the Clean Energy Transition

Sustainability Topic
Energy Consumption

Management
Accelerating the Clean Energy Transition

Sustainability Topic
Climate Adaptation and Resilience

Management
Driving Climate Action & Transition

See also Manufactured Capital

Sustainability Topic
Waste Management and Circular Economy

Management
Operationalizing Circularity

Metric	Target	2024[1]	2025
Scope 1 & 2 Emission Reduction (by 2030) vs. 2021 base year	**42% reduction in absolute Scope 1 and Scope 2 GHG emissions**	12.87%	19.22%
Scope 3 Emission Reduction (by 2030) for near-term categories: Purchased Goods and Services, Capital Goods, Fuel and Energy-Related Activities, Use of Sold Products, and End of Life of Sold Products vs. 2021 base year	**25% reduction in absolute Scope 3 GHG emissions**	11.50%	19.90%
Energy Consumption	**42% renewable energy mix by 2030**	26%	34%
Waste Management	**Increase take-back of mobile phones** by 2030, the number of used mobile devices collected through operator take-back schemes amount to at least 20% of the number of new mobile devices distributed directly to Customers	0.28%	0.32%
	Boost recovery of mobiles and prevent devices going to landfill or incineration By 2030, 100% of used mobile devices collected through operator take-back schemes will be repaired, reused, or transferred to controlled recycling organizations	81.82%	94.75%

[1]Restated to reflect Globe's updated operational footprint. This adjustment accounts for the transfer of sites to TowerCos and STT, with their associated emissions now reclassified under Scope 3: Category 8 (Upstream Leased Assets) for TowerCos, and Category 15 (Investments) for STT.

Driving Climate Action & Transition

At the core of Globe's environmental commitment is its Environmental Sustainability Policy, which serves as the foundational mandate for embedding climate action into the enterprise business strategy. By operationalizing this policy, Globe transforms environmental stewardship into a competitive advantage and operationalizes responsible business practice. The company's commitment to a Net-Zero future is strengthened by cross-functional accountability and alignment with global benchmarks, ensuring that the company remains a key contributor to the Philippine's Nationally Determined Contribution (NDC) and the global 2050 Net-Zero target. Globe is positioning itself as a champion in building a climate-resilient and low-carbon economy as it aligns the enterprise with the 1.5°C global warming limit set by the Paris Agreement.

Governance for Climate Action

Globe maintains a governance structure where the oversight and management of environmental and climate-related issues are strategically partitioned between the Board of Directors and executive management. This approach ensures that environmental stewardship is both a high-level strategic priority and an operationalized reality across the enterprise.

Board Oversight

The company's commitment to a sustainable future is anchored at the highest level of leadership through the Board Risk Oversight and Sustainability Committee (BROSC). The BROSC's mandate, as disclosed in its Charter, involves overseeing sustainability, including climate-related public policies and monitoring progress toward the company's science-based net-zero targets and broader environmental performance.

The Board engages in regular training on climate risks and decarbonization strategies, and taps its internal subject-matter experts to inform its strategic decision-making. In 2025, the annual Ayala Integrated Corporate Governance, Risk Management, and Sustainability (ACGRMS) Summit, attended by the Board, included sessions on rational sustainability and best practice on decarbonization. The ACGRMS and other learning sessions draw on external expertise to share knowledge and experience, further deepening the Board's and the company's understanding of sustainability, including climate change. To ensure continuous learning, the Board was provided access to the World Business Council for Sustainable Development (WBCSD) Academy, which contains modules on Sustainability in Business and Net Zero.

The BROSC meets on a quarterly basis to be apprised of emerging regulations and risks, including climate, sustainability, and environmental-related policies, that could affect the business and trade-offs associated with management of such risks. The board also reviews climate-related performance, as well as decarbonization strategies towards Globe's net-zero target by 2050. The BROSC Chairperson then reports these to the Board of Directors on a semi-annual basis.

Another board of directors committee, the Audit and Related Party Transaction Committee (ARC), oversees and reviews the internal controls on sustainability, especially against metrics monitored by shareholders.

Management's Role

Role / Entity	Key Functions
President & CEO	The President and CEO holds the highest level of accountability for the company's Risk Management (RM) priorities. This role involves recommending strategies, risk tolerances, and policies to the Board for approval. The CEO acts as the final enforcer of the RM process, which includes: • Organizational Structure & Authority: Establishing the structure and assigning authority to risk owners to ensure RM activities are effectively carried out • Climate Risk Management: Designating management of key risks (including climate risks) to specific owners and reviewing the continued effectiveness of the RM framework and processes • Communication: Regularly communicating the results of climate risk management activities, such as announcing investments related to climate action, including electric vehicles and Renewable Energy (RE) solutions
Chief Sustainability & Corporate Communications Officer (CSCCO)	Operational management of climate and ESG commitments; oversight of policies, targets, and public disclosures. The CSCCO has direct oversight of the company's ESG commitments, strategies, and programs. Key responsibilities include: • Board Communication: Serving as the bridge between management and the Board (via the President/CEO and the Board Risk Oversight and Sustainability Committee) regarding sustainability- and climate-related risks and opportunities. • Reporting & Disclosure: Leading the development of the annual integrated report and reviewing environmental and social aspects, including progress against climate targets. • Strategy & Knowledge: Facilitating knowledge transfer on ESG trends to maximize opportunities and overseeing the implementation of the company's Net Zero strategy. • Cross-Functional Leadership: Communicating initiatives from cross-functional teams to the board quarterly to address sustainability risks, including climate risks.
Chief Risk Officer (CRO), CFO & Treasurer	The Chief Finance Officer (CFO), who concurrently serves as the Chief Risk Officer (CRO), supports the CEO in fulfilling risk management duties. This involves: • Overseeing the annual enterprise-wide risk assessment, which includes assessing sustainability- and climate-related risks. • Risk Oversight: ensuring adequate supervision over Risk Management policies and processes, and embedding these activities into business cycles and operational decisions, including sustainability and climate risks affecting business continuity management. • Monitoring & Reporting: Providing periodic updates to Senior Management and the Board on top risks and emerging risks that could impact company objectives. • Budget Approval: As CFO/CRO, this role reviews and approves budgets for climate action initiatives, including capital and operational expenditure allocations necessary to address climate risks and opportunities, such as insurance aligned with climate-intensified weather events.

Remuneration and Performance Incentive

To ensure that climate-related strategies are prioritized in day-to-day operations, Globe has established clear linkages between sustainability performance and remuneration.

- 5% of the Long-Term Incentive Plan (LTIP) for select executives and employees is linked to ESG targets, including the company's Net Zero goals
- 10% of the corporate Balanced Scorecard (BSC) is dedicated to ESG metrics, such as carbon reduction.

Climate Strategy

Globe integrates climate resilience strategies into its core operations, balancing climate mitigation with climate adaptation to minimize its environmental footprint while fortifying infrastructure. Recognizing that the Philippines is considered a country highly vulnerable to climate change and prone to disasters triggered by natural hazards projected to intensify under climate change, Globe has integrated climate resilience strategies in its operations.[2] [3] This section discusses the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects and business strategy. It also discusses the strategies the company will employ to mitigate risks and strategies to ensure long-term value creation.

Climate-related Risks and Opportunities

To identify and prepare for future environmental shifts, Globe utilizes findings from a Climate Scenario Analysis (CSA) aligned with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations to identify climate-related risks and opportunities (CRROs). The CSA used by Globe was conducted in 2021 through Aon Global Risk Consultants utilizing the Climanomics risk analytics platform, a product by The Climate Service (an S&P Global company).

The 2021 CSA identified the top physical and transition CRROs located in Globe's value chain,

[2] World Bank and Asian Development Bank
https://www.adb.org/sites/default/files/publication/722241/climate-risk-country-profile-philippines.pdf
[3] Germanwatch e.V. (Climate Risk Index 2026)
https://www.germanwatch.org/sites/default/files/2025-11/CRI%2026%20full%20report.pdf

specifically its operations, including high-value assets, such as data centers, corporate offices, network facilities, and stores in the Philippines. Aside from being high-value assets, these facilities were identified based on vulnerable geographical locations and asset-level carbon emissions.

Globe is currently undergoing an updated CSA, which is guided by the Intergovernmental Panel on Climate Change (IPCC) 6th Assessment Report, along with the Shared Socioeconomic Pathway (SSP) scenarios. The new CSA results will be released in the next reporting cycle.

The organization evaluated its resilience using Representative Concentration Pathways (RCP) 4.5 (intermediate emissions) as the realistic scenario and RCP 8.5 (high emissions) as the worst case scenario as aligned with the IPCC 5th Assessment Report (AR5). For both scenarios, transition risks evaluated were Policy, Market, Reputation, Carbon Pricing, and Technology. Physical risks evaluated were both acute and chronic risks.

Assumptions

Scenario 1 (Low Emissions): RCP 4.5

- Coordinated action to limit greenhouse gas emissions to achieve a global temperature warming limit of approximately 2 degrees Celsius
- Total radiative forcing is stabilized before 2100 by employment of a range of technologies and strategies for reducing greenhouse gas emissions
- If the pledges and voluntary agreements of the Paris agreement were implemented in full, the implied warming is approximately 3.0 degrees Celsius
- End-of-century increases in global mean surface temperature will be in the range of 1.7 to 3.2 degrees Celsius

Scenario 2 (High Emissions): RCP 8.5

- Assumes that no major global effort to limit greenhouse gas emissions will go into effect
- Increasing greenhouse gas emissions over time is representative for scenarios in the literature that lead to high greenhouse gas concentration levels
- End-of-century increases in global mean surface temperature will be in the range of 4.2 to 5.4 degrees Celsius

The company used the RCP 4.5 scenario as it is highly relevant for understanding the company's exposure to transition risks and identifying opportunities in resource efficiency and renewable energy. Conversely, the company used the RCP 8.5 scenario as a worst-case baseline is essential for stress-testing the physical resilience of its critical infrastructure against severe, intensifying hazards, such as coastal flooding and water stress.

The following time horizons were identified for the purposes of the climate scenario analysis.

SHORT TERM
0-9 years (2021-2030)

This is aligned with the approved near-term GHG reduction of Globe under the Science Based Targets Initiative (SBTi), with 2021 as the baseline year. This also aligns with the Nationally Determined Contribution of the Philippine government to the Paris Agreement.

MEDIUM TERM
9-19 years (2031-2040)

Considering the local context of the Philippines, the majority of transition risks and opportunities will have an impact on the company's operations and decarbonization plans during this timeframe

LONG TERM
19-29 years (2041-2050)

This is in line with the commitment to achieve Net Zero GHG Emissions by 2050 and GSMA's science-based pathway for the ICT and Mobile industry to achieve Net Zero GHG emissions by 2050. This also aligns with the IPCC recommendation to achieve net zero by 2050 to limit warming to 1.5°C.

Climate Strategy: The Three Pillars

Globe's response to climate-related risks and opportunities is anchored in three operational pillars:

1

Decarbonization of Operations: Scaling renewable energy and energy-efficient technologies to reduce climate transition risks and capitalize on opportunities.

2

Operational and Infrastructure Resilience: Strengthening infrastructure and business continuity plans (BCPs) to minimize climate physical risks.

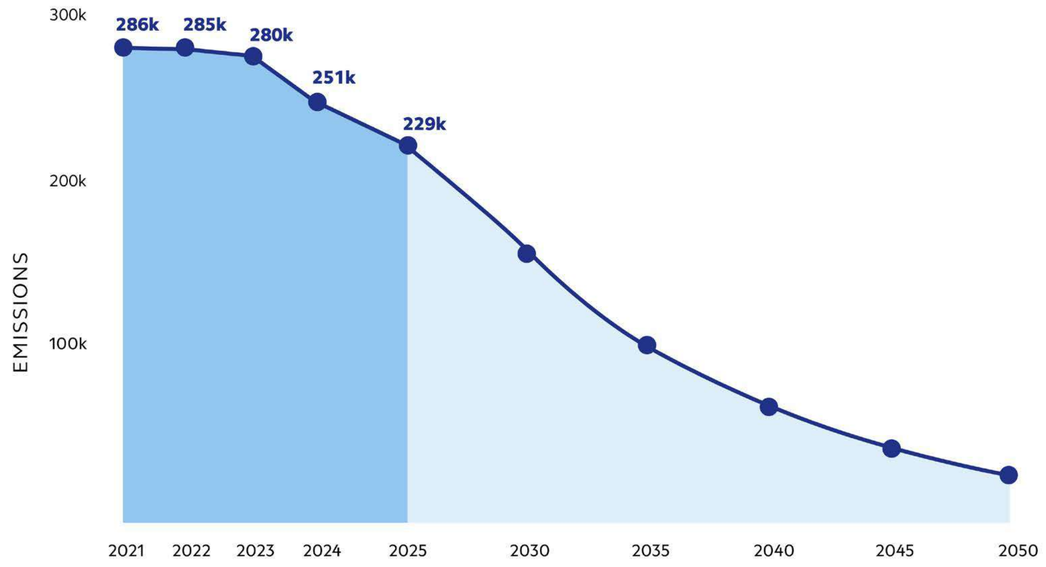
3

Value Chain Engagement: Decarbonizing the supply chain by targeting Scope 3 GHG emission areas to mitigate both climate physical and transition risks.

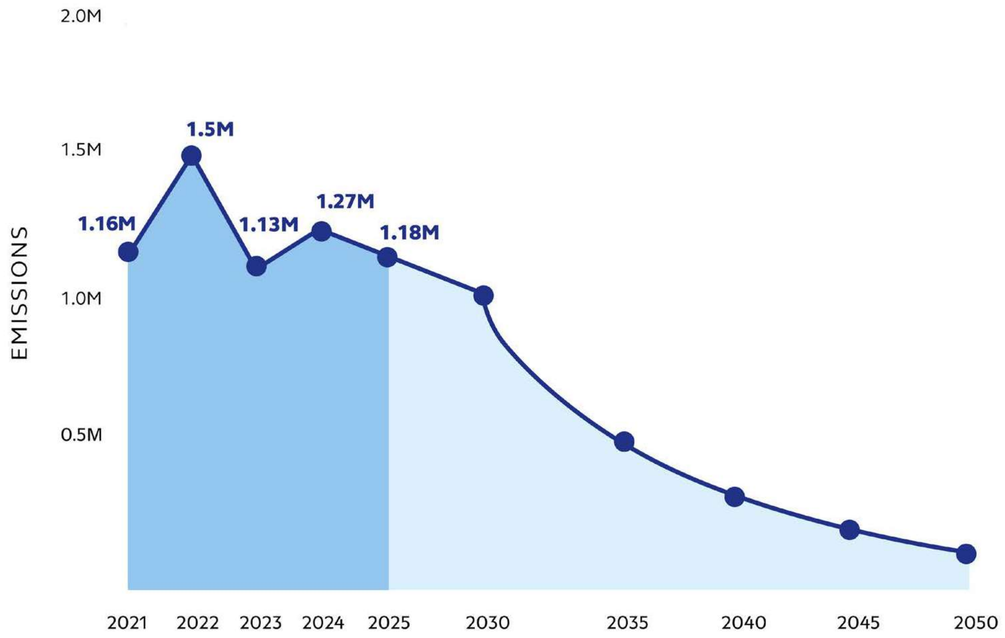
Science Based Targets initiative (SBTi) and Trajectory

Globe is dedicated to the global pursuit of Net-Zero emissions by 2050, with a science-based roadmap validated by the Science Based Targets initiative (SBTi) aligned with a 1.5°C pathway. Transition planning is embedded within Globe's governance structure, with board-level oversight provided by the Board Risk Oversight and Sustainability Committee (BROSC), and applies to the company's value chain.

Scope 1+2 Emissions (tC02e)



Scope 3 Total Emissions (tC02e)



Climate-related Financial Effects

Globe proactively addressed escalating climate-related physical risks and anticipated transition risks, with the associated financial effects of these risks. The company invested PHP 507.9 million in capital expenditure to manage physical climate risks on its infrastructure, while maintaining robust property insurance as a financial risk transfer mechanism. These efforts are also envisioned to safeguard an anticipated PHP 80.6 billion in property assets vulnerable to physical climate risks by the 2030s. Simultaneously, Globe continues to manage climate transition risks by investing at least PHP 173 million capital expenditure for Green Network energy efficiency initiatives, as well as anticipated future carbon policies, by implementing a shadow Internal Carbon Price (ICP) of USD 20 per ton, a strategic tool that has successfully steered procurement toward sustainable assets like hybrid electric vehicle fleets and higher-efficiency inverter cooling systems. Additionally, the company has leveraged on climate-related opportunities, such as green network upgrades and the upgrade of legacy equipment to more energy efficient technologies, which have led to PHP 510 million in energy savings in 2025.

Breakdown by mitigation of climate transition and physical risks, as well as leveraging climate-related opportunities are as follows:

Climate-related Financial Effects

Coastal flooding was the highest risk in the 2030s among the modelled physical risks for both scenarios.

Physical Risks (Short term to long term)	Anticipated Business Impact	Risk Mitigation
Top Physical Risks • COASTAL FLOODING Changes in the frequency of coastal flooding of various magnitudes • WATER STRESS Changes in the World Resource Institute (WRI) Aqueduct water stress index until 2040 • TEMPERATURE EXTREMES Changes in the frequency of occurrence of temperature extremes • DROUGHT Changes in frequency of drought conditions • RIVER FLOODING Annual probability of a 100-year flood, relative to the historical baseline of 1950-1999 • WILDFIRE Annual probability of the 90th percentile wildfire concerns • TROPICAL CYCLONE Changes in the location and intensity of hurricanes or tropical cyclones	Asset Exposure: Estimated PHP 80.6 billion of the company's property asset base is in the path of the top material physical risk anticipated for the 2030s Operational and Business Continuity Risk: Service disruptions and potential for prolonged outages in high-risk coastal areas	• Network Hardening: PHP 507.9 million • Property insurance is used as climate risk mitigation instrument in response to risks including, but not limited to, tropical cyclones/typhoons • Site acquisition plans and business continuity plans • Backup batteries with advanced capacity generators • Underground fiber optic cables • Access technologies and redundant facilities • Prepositioning Network Solutions: COW (Cell site On Wheels), TOW (Tower on Wheels)

Due to the types of facilities subjected to the CSA, the facilities with the highest physical risks are the core sites and data centers in low lying areas nationwide. These sites are most at risk to coastal flooding, water stress, and extreme temperature.

Transition Risks and Mitigation

Among the modelled transition risks, technology was the highest risk in the 2030s for both scenarios.

Transition Risks (Short term to long term)	Anticipated Business Impact	Risk Mitigation
Top Transition Risks • TECHNOLOGY Failure to adopt new technologies reduce competitiveness, production efficiency, and/or demand • REPUTATION Perceptions of an organization's "social license to operate" • MARKET How low-carbon economy transition affects both supply and demand for products and services • LITIGATION Costs to defend against climate-related claims (i.e. failure to mitigate, adapt, and disclose risks) • POLICY Policies and regulations that may impose a carbon price (i.e. carbon taxes & trading)	Financial Outlook: Higher upfront costs for green tech, but lower operating costs over time Projected Carbon Tax: Potential annual impact of PHP 8.29 billion by 2030 (based on USD 50/tonne of CO_2)* Used price modelled by the International Monetary Fund (IMF), in their study for the Philippines, Source: https://www.elibrary.imf.org/view/journals/002/2022/370/article-A003-en.xml Financial Impact: Potential increase in demand for green products and services with lesser environmental impact	Green Network and Energy Efficiency Upgrades: PHP 173 million capital expenditure for energy efficiency upgrades of Building, Network, and IT platforms to meet future demand and optimize total cost of ownership (also covered by Energy Efficiency climate-related opportunity factor below). Carbon Removals and Credits (Pending): While Globe's primary focus remains on achieving a 90% absolute reduction in GHG emissions (Abatement), the company is evaluating the most effective carbon removal technologies and possible purchase of carbon credits to neutralize its remaining 10% residual emissions as aligned with the net-zero roadmap submitted to SBTi. Internal Carbon Pricing (ICP): Shadow price of USD 20/tonne of CO_2 utilized to steer capital from internal combustion engine (ICE) vehicles to hybrid electric fleet vehicles, and procurement for inverter air conditioning units in 2025 Risk assessments: ESG-linked integration into annual risk assessments and public policy monitoring

Technology is the top transition risk towards the company's net-zero target due to the high upfront costs. However, investments in green technology over time will spread the investment costs over a longer period, and result in lower operating costs.

Leveraging Climate-Related Opportunities

Globe capitalizes on climate-related factors to drive long-term energy efficiency and improve financial resilience.

Opportunity Factor	Business Activities Aligned with Climate-Related Opportunities	Financial Effect
Renewable Energy (RE): Harnessing RE through the grid and Power Purchase Agreements (PPAs) enabled by the Philippine government	Leveraging PPAs to reduce utility expenses without capital expenditure burdens	Cost Avoidance of PHP 115 million (Actual)* achieved through PPAs versus market electricity prices (for RE sourcing) Reduced exposure to volatile costs of fossil fuel **Generation rate cost savings*
Energy Efficiency: Implementing Energy Management Systems and deploying green network technologies	Investment in more efficient technologies, such as AI-driven tools that optimize energy use	Green Network Savings: PHP 510 Million (Actual) in Energy Savings from upgrades to more energy efficient technologies and retirement of legacy equipment lower operational expenses Apart from savings, investments in energy efficiency also mitigate exposure to volatile fossil fuel markets
Business Innovation: Developing sustainability-linked business cases	Fostering GHG reduction via bundling solar PV with broadband offerings, and GHG reduction enablement through remote working and remote education offerings	Revenue (Potential): Enhanced revenue through GHG reduction enablement product offerings, as well as broadband bundling with solar PV and battery solutions
Resource Management: Water efficiency and proactive leak detection	Asset growth balanced with expense reduction to ensure consistent cash flows	Resource efficiency (Actual): Lower operational expenditure through water use efficiency

Lastly, Globe has committed to the GSMA, the international mobile operator industry association, to publish a Climate Transition Plan (CTP). The current climate transition strategy prioritizes key decarbonization levers, including renewable energy adoption and energy efficiency, to mitigate climate impact across the company's operations. Key assumptions and dependencies of the CTP will follow upon its publication.

Further details of the company's climate transition strategy to respond to climate-related risks and opportunities are enumerated in the following sections in Natural Capital:

- Accelerating the Clean Energy Transition
- Decarbonizing the Supply Chain
- Operationalizing Circularity
- Investing in Nature-Based Solutions

Government and Industry Advocacy

The company actively engages with governments and industry bodies to support the Paris Agreement, Net-Zero goals, and regional climate policies. For instance, Globe has invited the Department of Energy (DOE) and the Energy Regulatory Commission (ERC) to its events, particularly its Energize Summit to encourage adoption of energy efficiency and renewable energy among the company's business partners, and the launch of the Retail Aggregation Program (RAP) that will eventually cover at least 3000 sites for renewable energy (RE) sourcing by 2028. Furthermore, Globe has advocated for lowering of the RAP threshold to enable more of its cell sites and other small facilities to be powered by RE through the grid.

EXISTING CLIMATE-RELATED REGULATORY REQUIREMENTS	• RA 6969: Toxic Substances and Hazardous and Nuclear Wastes Control Act of 1990 • RA 8749: Philippine Clean Air Act of 1999 • RA 8749: Philippines Clean Air Act of 1999 • RA 9003: Ecological Solid Waste Management Act of 2000 • RA 9275: Philippine Clean Water Act of 2004 • RA 9367: Biofuels Act of 2006 • RA 9513: Renewable Energy Act of 2008 • RA 9729: Climate Change Act of 2009 • RA 10121: Philippine Disaster Risk Reduction and Management Act of 2010 • RA 10174: People's Survival Fund Act of 2012 • RA 10771: Philippine Green Jobs Act of 2016 • RA 11285: Energy Efficiency and Conservation Act of 2019 • RA 11898: Extended Producer Responsibility Act of 2022
TO MITIGATE LEGAL AND REGULATORY RISKS, GLOBE	• Ensures compliance through operational excellence by implementing ISO-certified management systems on Environmental Management (ISO 14001), Occupational Health and Safety (ISO 45001), Business Continuity (ISO 22301), and Energy Management (ISO 50001). • Globe's updated climate scenario analysis to evaluate long-term financial resilience and ensure alignment with emerging reporting standards is slated for 2026 • In response to new legal protections for ecosystems and coastal environments, the organization is initiating nature-related financial disclosure baselining • The company regularly monitors regulations and rulings, especially those that could negatively impact the business, and implements government-relations management strategies. • Reports quarterly to the Board of Directors, through the BROSC, on updates from upcoming laws and regulations and the current implementation status of new laws and regulations.
EMERGING CLIMATE-RELATED REGULATORY REQUIREMENTS	• Carbon Pricing Instruments through mechanisms, such as carbon taxes or emissions trading scheme (ETS) • Emerging climate and accountability regulations require companies to establish formal decarbonization plans, align with global temperature targets, and report greenhouse gas emissions across their entire value chain. → These frameworks introduce mandatory carbon pricing for emissions exceeding set allowances, where excess funds must be diverted into dedicated internal decarbonization projects. • Financial transparency is heavily emphasized through required SEC disclosures and strict anti-greenwashing provisions that carry penalties. • New mechanisms for carbon credit ownership and trading are being established, offering tax incentives for sequestration and renewable energy projects. • Infrastructure and coastal management mandates impose stricter spatial planning for infrastructure assets → New legal frameworks grant natural ecosystems the status of legal persons, shifting the burden of proof to corporations and introducing fines for ecological disruption. → Furthermore, restricted zones in mangrove and beach forests may require the removal of unauthorized structures, supported by daily fines for non-compliance. → While these measures complicate route planning, they also introduce expedited "green lanes" and fiscal incentives for projects that qualify as sustainable ocean-based investments.

Climate Risk Management

Risk Identification and Assessment

The Climate Scenario Analysis (CSA) managed by the Sustainability team serves as a foundational process for the identification of climate risks, specifically by modelling the long-term implications under RCP 4.5 and RCP 8.5 scenarios.

Afterwards, the assessment, and prioritization of risks, including those that are climate-related, are facilitated by the Enterprise Risk Management (ERM) team and addressed by Risk Owners in the organization through a multi-layered process anchored on the ISO 31000:2018 framework.

By aligning these management system inputs with the enterprise-wide risk universe, Globe ensures that sustainability- and climate-related variables are integrated into overall enterprise risk management and mitigation strategy, including in business continuity.

Prioritization, Monitoring, and Management

The prioritization of climate-related risks, relative to other principal risks, such as Political, Socio-Economic, or Cybersecurity risks, is determined through the organization's governance structure and internal thresholds. The Board Risk Oversight and Sustainability Committee (BROSC) provides integrated oversight on these risks.Once prioritized, these risks are monitored by Risk Owners and the ERM team, often in collaboration with the Sustainability team.

To manage these risks effectively, Globe commits to implementing robust management system programs that protect employees, enable operational resilience, manage environmental impact, and ensure compliance with relevant laws and regulations in the Philippines. In pursuit of these commitments, Globe implements an Integrated Management System (IMS). This IMS streamlines common requirements and processes across various management systems, allowing the company to effectively utilize limited resources while securing enterprise-wide ISO certifications.

This integrated approach is anchored on the ISO 31000:2018 Risk Management framework, and operationalized through the certified ISO 14001:2015 Environmental Management System (EMS) and ISO 50001:2018 Energy Management System (EnMS). These standards foster a culture of proactive environmental stewardship, moving the company beyond mere regulatory compliance. The Board, through the BROSC, receives updates on risk velocity and mitigation efficacy, including:

- **Operational Controls:** Through the EMS and EnMS, Globe manages and tracks performance on solid waste, hazardous waste, water, and energy use.
- **Financial Safeguards:** To address residual risks, Globe secures comprehensive insurance coverage through the Risk and Property Management (RPM) group's Corporate Insurance Program and conducts regular assessment for infrastructure sites to ensure compliance and readiness.

Metrics and Targets

Globe's climate targets are validated by the Science Based Targets initiative (SBTi). The baseline year for measuring near-term and long-term GHG reduction targets is 2021. To track greenhouse gas (GHG) emissions, the company has consistently applied the GHG Protocol Corporate Accounting and Reporting Standard since 2008.

Data for wholly-owned subsidiaries are fully consolidated based on the operational control approach, while GHG emissions for Mynt and STT GDC Philippines are limited to Scope 1 and Scope 2; this reflects their classification as investments under the GHG Protocol Corporate Value Chain (Scope 3) Standard, where Globe accounts for its proportional share of their direct impacts under Category 15.

Furthermore, due to the transition of infrastructure to TowerCos and STT GDC, the company has recalculated its base year and historical emissions (2021-2024) to accurately reflect business changes aligned with the GHG Protocol[4]. This adjustment ensures that Globe's decarbonization progress remains transparent and consistent with its current operational structure. The company will submit its updated GHG emissions inventory to the SBTi for revalidation in 2026-2027. Following this, the tables below reflect the recalculated data for 2021-2024.

Through Globe's decarbonization strategy, the company achieved a 15.13% absolute year-on-year reduction for its gross Scope 1 and 2 GHG emissions and 9.49% absolute year-on-year reduction for Scope 3 gross GHG emissions.

Greenhouse Gas (GHG) Emissions
Scope 1 and 2 GHG Emissions (Gross, Absolute)

Greenhouse gas emissions specifically measured by the organization, and included in the SBTi target, are CO_2 (Carbon Dioxide), CH_4 (Methane), and N_2O (Nitrous Oxide).

Metric	2021[5]	2022[5]	2023[5]	2024[5]	2025
Scope 1 GHG emissions in tCO_2e (Gross, Absolute)	31,327.77	36,666.33	32,335.94	30,743.92	19,835.38
Fuel Combustion (Stationary)[6]	21,979.54	27,518.69	24,019.64	21,811.78	14,708.97
tCO_2 (Carbon Dioxide)	21,648.90	27,103.28	23,688.76	21,416.94	14,598.35
tCH_4 (Methane)	2.47	2.96	3.08	2.76	1.81
tN_2O (Nitrous Oxide)	300.52	377.72	297.08	268.56	1.76
Biodiesel ME and Bioethanol tCO_2e[7]	27.64	34.73	30.72	123.54	107.05
Fuel Combustion (Mobile)[8]	5,367.77	6,370.32	6,160.73	4,903.50	3,535.94
tCO_2 (Carbon Dioxide)	5,306.540	6,300.36	6,097.23	4,850.33	3,491.90
tCH_4 (Methane)	6.16	7.71	7.86	5.87	0.57
tN_2O (Nitrous Oxide)	57.23	62.25	55.65	47.30	43.47
Biodiesel ME and Bioethanol tCO_2e[7]	5.39	6.11	6.10	58.74	17.65
Fugitive - Refrigerants[9]	3,980.47	2,777.32	2,155.56	4,028.63	1,592.91
Scope 2 GHG emissions[10] (Gross, Absolute)	253,286.29	247,862.89	248,573.50	220,426.89	210,077.70
Location-based[11]	297,183.03	304,644.82	318,532.53	295,763.45	317,151.52
Market-based[12]	253,286.29	247,862.89	248,573.50	220,426.89	210,077.70
Total GHG emissions (Scope 1 and 2, Gross Absolute)[13]	284,614.06	284,529.22	280,909.44	247,995.34	229,835.94
GHG emissions intensity (tCO_2e/Billion Pesos Gross Service Revenue)	1,869.26	1,801.05	1,730.48	1,502.82	1,392.27
GHG emissions intensity (tCO_2e/Billion Pesos Total Revenue)	1,689.10	1,625.51	1,559.22	1,373.25	1,373.25

[4]GHG Protocol Corporate Accounting and Reporting Standard, pp. 34-39
[5]Restated to reflect Globe's updated operational footprint. This adjustment accounts for the transfer of sites to TowerCos and STT, with their associated emissions now reclassified under Scope 3: Category 8 (Upstream Leased Assets) for TowerCos, and Category 15 (Investments) for STT.
[6]Stationary emissions are emissions coming from the company's genset fuel consumption across its network facilities (i.e., core network, cell sites, etc.), corporate offices and mixed-use facilities; calculated based on the actual volume of fuel consumed and using emission factors from UK BEIS.
[7]Incorporating mandated Philippine fuel blends (10% bioethanol for 2021-2025; 2% biodiesel for 2021-2023, and 3% biodiesel for 2024-2025)
[8]Calculated from actual fuel consumption of company-owned and leased vehicles using UK BEIS emission factors.
[9]Emissions sources include R134A, R141B, R22, R32, R407C, R410A and calculated using UK BEIS emission factors.
[10]Reported as Scope 2 Market-based emissions
[11]Calculated using PH DOE 2019-2021 emission factors
[12]Calculated using PH DOE 2019-2021 emission factors; includes RE PPAs and GEOP
[13]Calculated using Scope 1 + Scope 2 Market-based emissions

Scope 3 GHG Emissions (Gross, Absolute)

Category (in tCO_2e)	2021	2022	2023	2024	2025	Driver for Change (2025 from 2024)
Category 1: Purchased Goods and Services[14]	578,465.25	629,526.20	523,718.75	488,636.07	367,767.80	The 24.74% reduction was attributed to a decrease in operational expenditures, including lower spend on professional services, facility maintenance, and software commodities.
Category 2: Capital Goods[15]	373,222.63	407,631.36	219,641.90	217,826.58	150,294.82	The 31.00% reduction was attributed to a decrease in capital expenditures, particularly on network equipment, battery storage systems, and electrical infrastructure.
Category 3: Fuel- and Energy- Related Activities[16]	135,809.10	151,219.89	150,176.34	173,922.14	185,897.65	The 6.89% increase was attributed to higher energy consumption in upstream leased assets. This is also reflected in Scope 3 Category 8
Category 4: Upstream Transportation and Distribution[17]	9,530.00	3,634.25	2,395.78	2,455.92	2,821.02	The 14.87% increase was attributed to an increase in overall transportation expenditure.
Category 5: Waste Generated in Operations[18]	44.56	111.8	99.19	103.19	107.91	The 4.57% increase was attributed to an increase of non-hazardous waste generation from site clean-ups.
Category 6: Business Travel[19]	3,197.00	1,283.06	1,004.59	974.74	1,700.55	The 74.46% increase was attributed to greater frequency of employee business travel for field operations.
Category 7: Employee Commuting[20]	4,618.00	6,470.82	5,191.53	4,847.84	5,114.85	The 5.51% reduction was attributed to a decrease in employee headcount
Category 8: Upstream Leased Assets[21]	147,513.90	182,360.15	136,931.66	238,486.46	252,959.05	The 6.07% increase was attributed to an increase in consumption of leased network towers, resulting from network upgrades. This growth is driven by the deployment of high-capacity technology to the leased network towers. Since 2022, a total of 6,945 towers have been transferred through this deal, contributing to the rise in leased asset emissions. In addition, other towers are covered under a built-to-suit arrangement and remain under lease, further adding to the overall increase in emissions reported under this category.
Category 9: Downstream Transportation and Distribution	0.00	0.00	0.00	0.00	0.00	Downstream Transportation and Distribution, which pertains to transport undertaken by the customers themselves (e.g., pick-up at stores), has not been accounted for.
Category 10: Processing of Sold Products	0.00	0.00	0.00	0.00	0.00	Emissions category is not applicable, as Globe does not manufacture or sell intermediate products that undergo further processing before end use.
Category 11: Use of Sold Products[22]	120,239.51	132,269.84	73,850.31	129,470.61	208,836.08	The 61.30%increase was attributed to a higher volume of broadband devices and decommissioned network equipment sold.
Category 12: End-of-Life Treatment of Sold Products[23]	3,068.55	5,774.51	6,188.81	2,908.59	3,814.30	The 31.14% increase was attributed to a higher volume of broadband devices and decommissioned network equipment sold.
Category 13: Downstream Leased Assets	0.00	0.00	0.00	0.00	0.00	Emissions for facilities leased by Globe to other companies already included under Scope 1 and Scope 2.
Category 14: Franchises[24]	545.00	11,211.99	10,352.89	9,582.14	7,188.19	The 24.98% reduction was attributed to a significant decrease in electricity spend of Globe Premium Dealer Stores.
Category 15: Investments[25]	154.19	154.19	1,334.55	1,635.06	1,240.85	The 24.11% reduction was primarily attributed to the transition of STT GDC to full renewable energy for its operations.
Total GHG emissions (in tCO_2e)	1,165,069.54	1,531,648.07	1,130,886.31	1,270,849.33	1,187,743.07	The 6.54% reduction was largely attributed to the decrease of purchases by Globe.

[14]Emissions sources include the company's operational expenditures. Calculated from product-specific metrics based on quantity, and supplier-specific and commodity-based metrics using aggregated spend per supplier and aggregated spend per commodity using GSMA and OpenCEDA emission factors. 2021–2024 Data was recalculated to reflect updated methodology.

[15]Emissions sources include the company's capital expenditures. Calculated using actual fuel and electricity consumption of the company using IEA emission factors. 2021–2024 Data was recalculated to reflect updated methodology

[16]Emissions sources include fuel and electricity consumption from the company's operations from its own facilities and from leased facilities. Calculated using aggregated spend for transport and logistics using EPA emission factors.

[17]Emissions sources include overall spend on inbound freight. Calculated based on aggregated spend and using EPA emission factors.

[18]Emissions sources include solid and hazardous waste generated from the company's operations. Calculated based on actual solid and hazardous waste generation of the company. 2025 Data reflects an enhanced data scope which now includes broader hazardous waste categories (contaminated containers and materials, grease waste, infectious and clinical wastes).

[19]Emissions sources include air, land, and sea modes of transport of employee business travel. Calculated based on business travel spend using Cornerstone Sustainability Data Initiative (formerly US EPA) emission factors. From 2021-June 2024, a hybrid methodology was applied - land and sea travel emissions were calculated based on spend; air travel emissions followed an activity-based approach. Beginning July 2024, all business travel emissions were calculated using a fully spend-based methodology due to a shift in data collection methods from a platform transition.

[20]Emissions sources include employee commute transport modes (by car, motorcycle, public transport, company shuttle, cycling, and walking). 2021-2024 Data was estimated using a 2021 survey. In 2025, the employee commute profile was updated based on the average distance of each employee from their work location and integrating internal data on car plan availment, EV benefit, and utilization of company EV shuttles and. UKBEIS and ADEME emission factors were used.

[21]Emissions sources include electricity and genset fuel consumption of the company's operations in leased facilities. Calculated using the company's electricity and fuel consumption from leased facilities using PH DOE and UKBEIS emission factors. 2021- 2024 Figures restated to reflect reallocation from Scopes 1 and 2 to Scope 3 for the transfer of sites to TowerCos. Incorporating mandated Philippine fuel blends (10% bioethanol for 2021-2025; 2% biodiesel for 2021-2023, and 3% biodiesel for 2024-2025).

[22]Emissions sources include sold broadband devices, mobile phones, and decommissioned network equipment. Calculated by combining product-specific data and device-type metrics. 2021-2024 Figures were recalculated using GSMA emission missions sources include sold broadband devices, mobile phones, and decommissioned network equipment. factors and PH DOE emission factors. Moreover, due to enhanced data collection methodology, Categories 11 and 12 now include broadband devices and decommissioned network equipment, both of which were previously unaccounted for.

[23]Emissions sources include sold broadband devices, mobile phones, and decommissioned network equipment. Emissions were calculated based on the actual quantity of devices sold, along with the e-waste and packaging weights. Recycling and landfilling rates are applied to determine the distribution between disposal and treatment methods. Emission factors used were from UK BEIS. 2021-2024 Figures were recalculated to include broadband and network equipment were previously unaccounted for.

[24]Emissions sources include electricity consumption of Globe Premium Dealer Stores. Calculated based on electricity spend of Globe Premium Dealer Stores and using EXIOBASE emission factors..

[25]Emissions sources include joint ventures of the company. Calculated based on the investment amount per industry group; 2025 data includes Scopes 1 and 2 emissions of STT-GDC and Mynt, proportional to Globe's equity share. Investments contributing less than 0.1% of total Scope 3 emissions were excluded from the inventory. Disclosure is limited to Globe's proportional share of their Scope 1 and Scope 2 emissions based on an operational control boundary, while excluding smaller investments that fall below the materiality threshold for the Group's consolidated footprint

Energy Performance Metrics:

Fuel Consumption within the Organization

	2021[26]	2022[26]	2023[26]	2024[26]	2025
FACILITY GENERATORS					
Diesel In Liters	8,234,044.08	10,471,668.97	9,153,092.31	7,137,143.21	5,705,685.28
Diesel In GJ	317,834.10	404,206.42	353,309.36	322,707.37	220,239.45
Gasoline In Liters	56,986.34	48,348.95	63,621.53	55,676.35	28,465.44
Gasoline In GJ	1,948.93	1,653.53	2,175.86	1,904.13	1,098.77
FLEET VEHICLES					
Diesel In Liters	1,395,464.37	1,523,306.84	1,549,976.51	1,349,640.04	1,350,359.53
Diesel In GJ	53,864.92	58,799.64	59,829.09	52,096.11	52,123.88
Gasoline In Liters	792,033.24	1,111,939.95	1,005,065.00	756,483.90	780,569.19
Gasoline In GJ	27,087.54	38,028.35	34,373.22	25,871.75	26,695.47

Electricity Consumption Performance (in kWh)

Electricity consumption (in kWh)	2021[26]	2022[26]	2023[26]	2024[26]	2025
Electricity consumption from Network Facilities	332,283,841.87	338, 968,351.92	367,807,981.64	337,505,636.29	373,728,732.19
Electricity consumption from Corporate and Mixed-use facilities	81,534,764.03	84,188,140.83	72,684,540.10	71,689,577.43	68,851,943.89
Total electricity consumption	**728,901,141.61**	**729,236,993.80**	**483,506,421.25**	**409,195,213.72**	**442,580,676.087**
Total electricity consumption from the grid	626,464,273.95	595,656,720.70	406,508,524.78	302,455,957.73	290,875,074.72
Total electricity consumption from renewable energy sources (grid + non-grid)	62,194,312.48	80,450,451.77	99,120,190.57	99,120,190.57	151,705,601.36

[26]Restated to reflect Globe's updated operational footprint. This adjustment accounts for the transfer of sites to TowerCos and STT-GDC.

Energy Consumption Performance (in GJ)

Energy consumption within the organization (in GJ)	2021[26]	2022[26]	2023[26]	2024[26]	2025
Energy consumed by network facilities	2,330,518.96	2,322,175.87	1,478,958.77	1,535,173.72	1,561,839.34
Energy consumed by corporate facilities and mixed-use	293,525.15	303,077.31	261,664.34	262,540.55	251,593.30
Total net energy consumption	2,624,044.11	2,625,253.18	2,142,753.13	1,797,714.27	1,813,432.64

Accelerating the Clean Energy Transition

Globe's clean energy transition strategy is designed to align the organization's power requirements with long-term operational resilience, while reducing the company's GHG emissions and impact on the environment. This strategy modernizes the company's energy profile and future-proofs its infrastructure against volatile legacy energy markets dependent on imported fuels.

The company is steadily transitioning its operations to renewable energy and more energy-efficient technologies, recognising that these initiatives not only reduce greenhouse gas emissions but also deliver cost savings through improved resource efficiency and lower electricity procurement costs under power purchase agreements (PPAs) compared with market prices. These actions position the company not only as a leader in building a greener future for the next generation; but also as a champion of business resilience in the face of climate change and threats to energy security.

While the company has seen an increase in total energy consumption due to the expansion of its operations, this growth is also largely attributed to the increase in RE integration across its portfolio.

Renewable Energy and Energy Efficiency

The company's environmental strategy is anchored by a firm commitment to achieve a minimum of 42% of total electricity consumption from renewable energy (RE) sources by 2030.

Metric	2021[26]	2022[26]	2023[26]	2024[26]	2025	2030 Target
Share of total electricity from RE	15%	19%	22.5%	26%	34%	42%

To drive this transformation, Globe is shifting its electricity mix toward renewables by leveraging high-impact programs, such as the Green Energy Option Program (GEOP), Retail Competition and Open Access (RCOA), and the Retail Aggregation Program (RAP).

Globe has accelerated its decarbonization strategy, expanding its renewable energy footprint to 358 sites through a mix of off-site and on-site solutions. This represents a twelve-fold (12x) increase from the 29 sites recorded the previous year, demonstrating a scalable transition toward clean operations.

Simultaneously, the organization is transitioning network facilities to on-site solar power to reduce dependence on fossil fuels. Of the 358 total RE-powered sites, 15 combine on-site solar PV with off-site renewable electricity sourced from the grid through PPAs under RAP, GEOP, and RCOA. Globe is also deploying hybrid energy solutions that integrate solar PV with gensets and battery storage, particularly in off-grid locations or areas with unreliable grid supply, to ensure 24/7 connectivity, while reducing facilities' carbon footprints.

RAP: Scaling-up Renewable Energy (RE)

By proactively adopting the Philippine government's Retail Aggregation Program (RAP) in 2025, the company has now integrated distributed assets, such as cell sites and small facilities. This strategic use of Power Purchase Agreements (PPAs) maximizes sourcing of electricity from renewable energy through the national grid, significantly reducing carbon intensity while strengthening long-term operational resilience and value.

358 sites powered by RE

179 cell sites powered by on-site solar PV installations

32 data centers, and corporate offices powered by off-site RE under GEOP and RCOA

132 cell sites sourcing off-site RE under the Retail Aggregation Program (RAP)

15 sites powered by both on-site solar and off-site RE under the GEOP, RCOA, and RAP

Globe is targeting to expand its RE sourcing to at least 3,000 sites by 2028. This is estimated to reduce emissions by at least 5.5 million kg of CO_2e annually once all these sites have been transitioned.

Hybrid Electric Vehicle Roll-out

Globe has scaled up its sourcing of electric vehicles (EVs) and hybrid EVs to reduce fuel consumption and realize savings. A total of 245 hybrid and electric vehicles have been sourced for the company fleet, car plans, and employee shuttles, representing 6.85% of the company's combined fleet and car plans to cleaner vehicle alternatives.

Globe has established a target to transition nearly 500 vehicles of the company's fleet to hybrid or fully electric models by 2028, which is projected to save at least PHP 100 million in fuel costs and avoid 5 million kg of CO_2e emissions over the fleet's five-year lifecycle.

The pursuit of energy efficiency involves adoption of innovative new technologies, such as alternative fuels, energy storage systems, AI and machine learning. By automating infrastructure provisioning and utilizing real-time optimization, the organization ensures precise resource allocation; effectively eliminating redundant energy usage across network assets. Progress on these fronts, spanning GHG reductions, energy efficiency, and the resulting cost savings, is reported to Management quarterly to ensure strategic guidance and accountability

Pillar	Program	Objectives	2025 Results
Sustainable Power Sources and Self Generation: Shifting eligible sites to renewable energy and enable self-generation for energy use in network facilities	Renewable energy transition	Shift sourcing of power for key facilities and cell sites to RE	34% of electricity consumption of Globe is RE
Green Network Equipment and Solutions: Evolving network equipment across different domains to energy efficient platform and solutions and infrastructure modernization	Overall Green Network	Maximize energy efficiency without compromising user experience	20,800 new deployments of energy-saving solutions in 2025
	Integration of advanced Artificial Intelligence (AI) and Machine Learning (ML)	Recalibrate cell site parameters based on real-time demand	Up to 6.5% reduction in energy consumption resulting in total electricity savings exceeding 15,848 MWh in 2025 Incorporate these AI and ML power-saving capabilities into cell sites sold to TowerCos, facilitating additional electricity savings and decarbonization of the broader industry supply chain
	Retirement of end-of-use-life equipment, shutdown, and implementation of equipment densification	Consolidate multiple legacy functions to modern hardware	Reduced energy use by 6.4 million kWh in 2025
	Network Function Virtualization (NFV) Storage Optimization	Reduce energy use by shutting down unused storage servers that consume power without carrying any load Through real-time monitoring and automation, only the necessary modules remain active.	
Eco-Friendly Facilities: Transitioning various Globe network facilities to sustainable operations in energy consumption	Genset Rationalization and Power Modernization	Transition from from diesel-reliant gensets to permanent commercial grid power	Saved over one million liters of fuel and generated approximately PHP 153 million in cost savings
	Lithium-ion and non-toxic sodium-nickel (SoNick) "Molten Salt" alternatives	Replace traditional lead-acid batteries Implement thermal management, including Free Cooling systems that leverage ambient air to reduce mechanical refrigeration requirements	Installed in core sites, realizing PHP 712k in cost savings
	RuralLink units	Merges the capabilities of multiple antennas into a single, compact unit, with a lighter build that decreases structural load	Consumed 65% less power than standard macro sites

The company regularly reviews energy reduction and efficiency plans for its sites and introduces initiatives to identify areas for improvement. This review is done every month for 14 large facilities, including those certified under ISO 50001:2018 (Energy Management System (EnMS)). This framework ensures rigorous energy mapping and real-time tracking of key performance indicators, such as Power Usage Effectiveness (PUE). By transitioning large-scale facilities to energy-efficient LED lighting, upgrading air handling units, and replacing belt-driven exhaust systems with modern ceiling-mounted alternatives, the company maintains compliance with the Department of Energy's regulatory standards while driving down overhead. This culture of efficiency is reinforced by an internal rewards program that incentivizes data center operators to achieve record-low PUE levels, fostering a competitive environment where facilities are benchmarked against annual reduction targets.

Moving forward, the existing AI-driven technology that controls cooling in Globe's buildings and reduces energy consumption will continue to be deployed and is expected to cover two (2) additional large sites in 2026.

GSMA Green Network Index[27]

Metric	2024 Performance	2025 Performance
New green network solutions deployments in 2025	Over 15,000	Over 20,800
Total Energy Consumption[28]	817,525.79 MWh	520,503.00 MWh
Average PUE (Power Usage Effectiveness) of Data Centers[29]	1.72	1.64
Renewable Production Factor[30]	5.04	3.40

Advocating Climate Action

Globe views the transition to a low-carbon economy as both a technical and a cultural shift, requiring the active engagement of its employees and the broader industry ecosystem. This commitment to climate literacy is exemplified by the company's participation in Earth Hour 2025, where collective energy conservation efforts across Globe facilities resulted in an estimated avoidance of 188 kg CO_2e in greenhouse gas emissions. Beyond this symbolic action, the company maintains an internal awareness program, regularly distributing communication materials to employees across its sites. These initiatives are designed to deepen the workforce's understanding of climate change impacts, the direct correlation between energy consumption and GHG emissions, and the specific operational and personal practices Globe employs to mitigate its environmental footprint.

To extend this capacity-building beyond the organization, Globe hosted "Energize," a two-day summit focused on accelerating energy efficiency, conservation, and the integration of renewable energy without compromising operational resilience. The event served as a platform for knowledge exchange by bringing together over 1,000 industry stakeholders and key government leaders from the Department of Energy (DOE) and the Energy Regulatory Commission (ERC). By facilitating plenary sessions and technology showcases, Globe empowered its business partners and technical teams with the insights necessary to navigate regulatory compliance and deploy the tools required for a greener, more resilient network. This collaborative approach ensures that the company's decarbonization journey is supported by a value chain that is both informed and technically equipped for the clean energy transition.

[27]Includes mobile network share only
[28]Total energy consumption of mobile network, including electricity and fuel
[29]Total energy consumed by mobile network divided by power used by IT equipment
[30]GSMA Green Network Index (GNI) Metric

Decarbonizing the Supply Chain

Supplier Environmental Assessment

Selection and retention of partners are governed by a due diligence process that factors in the sustainability practices of vendors.

Vendors are required to complete an assessment form declaring alignment with sustainability standards. These assessments are thoroughly evaluated, and the final form is integrated into the legal contract of the winning bidder. For specific categories, sustainability criteria have been institutionalized to evaluate:

- Energy Management: Compliance with ISO 50001 (Energy Management System) for large-scale procurement.
- Resource Efficiency: The percentage of post-consumer recycled plastics used in products and the recyclability of packaging.
- Circular Commitments: Provision of product take-back services for reuse, refurbishment, and recycling, alongside options for purchasing replacement components to extend product longevity.

Globe's partnership with givvable, a global AI-powered platform for supplier sustainability diligence, continues to provide critical insights into the ESG performance of its vendor base. In 2025, the company recorded a 10%year-on-year increase compared to 2024 in environmental credentials across 300 monitored suppliers. For more information on supplier assessment, please see "Championing a Responsible Supply Chain."

Sustainable Business Partnerships

For Globe, sustainability is a collective mission powered by strategic partnerships. By weaving Environmental, Social, and Governance (ESG) principles into the fabric of its business collaborations, the company creates a "multiplier effect" that drives systemic change across industries. These partnerships support Globe's contribution to building a low-carbon economy and a more inclusive digital society.

The path to Net Zero requires bold shifts in energy and mobility, achieved through high-impact collaborations within the Ayala Group and beyond.

- Strategic Energy Alliances: Since 2019, Globe has partnered with ACEN and other retail electricity suppliers (RES) to secure clean power through Power Purchase Agreements (PPAs).
- Sustainable Mobility: Through a strategic partnership with AC Mobility and BPI Tokyo Century, Globe is decarbonizing its logistics by transitioning to Hybrid Electric Vehicles (HEVs).
- Green Infrastructure: Globe collaborates with tower companies, or TowerCos to build greener cell sites, focusing on integrating more renewable energy and battery energy storage systems (BESS).

Operationalizing Circularity

Globe is committed to transitioning toward a circular economy by embedding resource efficiency and waste minimization into its core operations and value chain. By prioritizing the reuse, upcycling, and responsible recycling of materials, the company seeks to reduce its environmental footprint while fostering a culture of mindful consumption among its employees and customers.

Waste Diversion and Recycling

Solid Waste Management

Globe implements a solid waste management program that aligns with Republic Act 9003 (Ecological Solid Waste Management Act of 2000) and implements an Environmental Management Standard with its ISO 14001:2015 certification. The company integrates waste minimization strategies across its operations, promoting reuse, recycling, and responsible disposal. Initiatives include encouraging the use of reusables in cafeterias, complemented by a "bring-your-own-container" incentive program to reduce single-use packaging.

Additionally, Globe enforces strict segregation practices across its operations, supported by on-site Materials Recovery Facilities (MRFs) at key locations that streamline sorting, storage, and collection. These facilities ensure that recyclables like bottles, paper, and cardboard are sent to certified partners for resource recovery. Meanwhile, biodegradables such as food scraps, along with residuals like snack wrappers and soiled tissues, are managed responsibly in compliance with environmental regulations.

Total solid waste generation (in tonnes)	2023	2024	2025
Recyclables generated	6.73	15.20	21.33
Biodegradables generated	21.21	30.56	45.79
Residuals generated	136.60	160.07	163.64
Total solid waste generated	164.54	205.83	230.76
Total solid waste diverted from disposal	6.73	15.20	21.33
Total solid waste directed to disposal	153.70	190.63	209.43

In 2025, Globe generated 230.76 tonnes of solid waste, reflecting a 12% increase compared to 2024. This change is primarily attributed to an increase of on-site engagements and increase in foot traffic in the offices. Despite fluctuations in waste generation, the company remains steadfast in its commitment to waste reduction and implements stringent waste management measures, including enhanced monitoring and expanded recycling partnerships. Moving forward, Globe will continue to refine its waste management approach to further align with circular economy principles, ensuring greater resource efficiency and reduced landfill dependence.

Hazardous Waste Management

Globe upholds compliance with Republic Act No. 6969 (Toxic Substances and Hazardous and Nuclear Wastes Control Act of 1990), ensuring the safe handling, monitoring, and disposal of hazardous waste generated from its operations. The company employs accredited Pollution Control Officers (PCOs) to oversee this process, ensuring full regulatory compliance while implementing best practices to minimize environmental risks.

The company's hazardous waste stream primarily includes used lead-acid batteries from telecommunications equipment, rectifiers, and generator sets, as well as electronic and electrical waste (e-waste) from daily business activities. Additionally, used oil generated during preventive maintenance of power generators and busted fluorescent lamps (BFLs) are carefully managed.

Globe has established designated hazardous waste storage areas across its sites, ensuring appropriate

storage until proper collection and disposal. All hazardous waste is transported and treated exclusively by Department of Environment and Natural Resources (DENR)-accredited Treatment, Storage, and Disposal (TSD) facilities. Upon completion through proper treatment and secure storage, Globe receives a Certificate of Treatment from the TSD facilities, verifying compliance with national environmental regulations.

In 2025, Globe treated and disposed of 519.03 tonnes of hazardous waste, reflecting the company's continuous enhancement of its hazardous waste management framework. The significant decrease in volume was driven primarily by a reduction in legacy network equipment disposal.

Total hazardous waste generation (in tonnes)	2023	2024	2025
Used oil generated	22.66	19.74	18.62
E-waste generated	164.87	95.57	32.47
Used batteries generated	708.51	470.38	464.38
Busted fluorescent lamps (BFLs) generated	0.33	2.07	1.40
Contaminated containers and materials generated[31]	-	-	3.33
Grease waste generated[31]	-	-	0.20
Infectious and clinical wastes generated[31]	-	-	0.58
Total hazardous waste generated	896.37	587.76	520.98
Total hazardous waste diverted from disposal	896.37	587.76	520.98

In 2025, there were no significant instances or incidence of non-compliance with environmental rules and regulations. This translates to zero significant monetary fines, zero non-monetary sanctions, and zero number of cases brought through dispute resolution mechanisms.

E-Waste Management and Take-Back Programs

Electronic waste remains a critical focal area, given its potential environmental impact and the valuable secondary materials it contains.

[31]Reflects specific hazardous waste categories included for the first time in 2025. While materials were present in previous years, inclusion of these categories now highlights ongoing enhancements to the company's data capture and monitoring systems.
[32]An average Filipino household consumes about 200 to 250 kWh of electricity per month, equivalent to approximately 138 to 173 kg CO_2e per month (PH DOE).

Gadget Xchange is an exclusive device protection program designed as a safety net for phones acquired through Globe Postpaid or Platinum plans, the program actively promotes circularity and reduces environmental impact by extending the lifespan of mobile hardware. There was a remarkable 357% increase of active subscribers from 19,507 in 2024 to 89,186 in 2025. This service allows for a Device Switch to change colors or models within a similar range, and a Device Replacement for units that are lost, stolen, or damaged beyond repair. These replacements utilize refurbished devices, allowing for a seamless process that does not require police reports or affidavits. Additionally, Globe provides Screen Replacement services to address accidental display damage.

The **Globe Trade-In Program** provides a streamlined process for Globe Postpaid customers to give their old smartphones, tablets, or watches a second life, facilitating 613 trade-ins in 2025 increasing by 11% from 2024 trade-ins of 552 devices. This initiative enables customers to retire their old technology responsibly while gaining value for it, which prevents functional hardware from being discarded as waste. The program is accessible to Globe Postpaid subscribers and receives their trade-in value as a bill credit. The process is efficient, allowing for an online estimation or an in-store evaluation at participating Globe locations to determine a final price. Additionally, customers may benefit from extra value through occasional promotional top-ups during the trade-in process. By ensuring used technology is refurbished for others or recycled properly, Globe continues to promote a sustainable device lifecycle and a circular economy.

Customer Device Returns
Defective mobile phones returned by customers undergo rigorous assessment for refurbishment and resale. This process prioritizes life-extension; in 2025, 743 units were successfully refurbished and reintroduced to the market, avoiding an estimated **726 kg CO_2e**[32] in lifecycle emissions, approximately equal to the emissions of five (5) average Filipino households for a month.

Employee Device Lifecycle
Through the iOwn Program, Globe empowers employees to embrace device ownership at the end of their use by offering the option to purchase these tools for free. Laptops not purchased are systematically assessed for a second life either redeployed internally as loaner devices or donated to schools and NGOs. In 2025, over 79% of unpurchased laptops were designated for internal reuse, effectively narrowing the demand for new hardware.

Operational Scrapping and Collection
Globe conducted targeted e-waste collection drives during the reporting period, recovering 120 kg of scrap waste for professional recycling.

Network Equipment Circularity
To maximize the residual value of decommissioned infrastructure, Globe facilitates lot sales for network equipment reaching 412 tonnes in 2025. This ensures that secondary materials, such as metals from old towers and antennas, are reintegrated into the industrial economy rather than being discarded.

Materials Use and Efficiency

Sustainable Events
Globe has rolled out sustainable guidelines for its events, mandating that all internal and external engagements operate as cashless, paperless, and strictly plastic-free ecosystems under the 'Wag sa Single-Use Plastic' (WasSUP) advocacy. Beyond a mere policy, this initiative is enforced through a governance process: events are preceded by alignments and briefings to ensure adherence to Globe's circularity standards, ensuring that materials are minimized or replaced with digital alternatives.

Circular and Upcyclable Packaging
Globe released 58,100 recyclable and upcyclable of GFiber Prepaid and GOMO Fiber broadband boxes, engineered for an extended lifespan. These boxes, crafted from responsibly sourced, certified materials and printed with non-toxic inks, eliminate the need for plastic pouches and printed manuals by directing customers to digital-first resources. Beyond waste reduction, the packaging features a structural design that encourages customers to repurpose the box into a durable laptop stand, effectively delaying the disposal of materials.

2025 also marked a decisive transition in our retail footprint. Globe moved away from coated glossy paper bags by deploying 260,000 kraft paper bags across our st stores nationwide. This shift is equivalent to saving approximately 22 full-grown trees.[33]

EcoSIM and eSIM Innovation

Globe released 365,276 Postpaid EcoSIM units in 2025. These are made from 100% recycled plastic. Following the success in Postpaid, Globe introduced EcoSIMs to the Prepaid and TM market in 2025, distributing 16,342,174 units. To further minimize environmental impact at this scale, the Prepaid EcoSIMs were introduced in a half-card format. By reducing the carrier to half the standard card size, it reduces the plastic weight per unit, contributing to the broader EcoSIM movement which avoids a total of 34.15 tonnes of virgin plastic consumption across Globe's entire mobile portfolio in 2025.

The company continues to lead the market in digital-only alternatives. A recorded 133% surge in eSIM downloads amounting to 597,559 in 2025 helped avoid the production of approximately 2,390 kg[34] of plastic.

Paperless Operations

Internal digital tools like MemoApp and AppSheet have transformed administrative workflows. By automating document routing and queuing systems, these platforms collectively saved approximately 365 reams of paper (equivalent to 182,410 sheets of paper or 22 full-grown trees[33]) during the reporting period. AppSheet, a no-code platform primarily used for customer-facing applications like store queuing systems, empowers employees to create their own apps for automation, consolidation, and inventory management without developer support where Globe currently has 6,767 apps running.

Paperless Billing

Globe has championed paperless billing as a core initiative to reduce environmental impact and paper consumption. By transitioning Globe Postpaid & Broadband and Globe Business customers to email-based statements, the company has successfully saved over 122,707,344 sheets of paper.

[33]Environmental Paper Network
[34]Approximate weights of Postpaid EcoSIM (full card) and Prepaid EcoSIM (half card) are 4 grams and 2 grams, respectively.

Water Consumption and Management

Water is a material climate-related risk for Globe, and water efficiency remains a key focus of its sustainability approach. Globe also understands that groundwater is a finite resource with declining quality, driven by increased human population growth, economic development, and environmental change.[35] Hence, all water used by Globe is sourced from city or municipal utility providers; the company does not engage in the direct extraction of water from surface or groundwater bodies. Globe also maintains oversight of its water cycle by conducting rigorous physico-chemical analysis on effluent from key facilities to ensure all discharged water meets environmental standards. The company also assumes that water withdrawal is equivalent to consumption and subsequent discharge due to measurement limitations.

The company manages water resources through a combination of operational controls and employee engagement. Technical measures at the headquarters, where majority of the employees of Globe are housed, include the use of motion-sensor faucets and a rainwater harvesting and water recycling system that captures rainwater, air-conditioning condensate, and chiller cooling water. The recovered water is treated for non-potable use such as sanitation, landscaping, and facility maintenance. In 2025, Globe consumed and reused 35,775.6 cubic meters of graywater, representing a 6.51% increase from 33,589.20 cubic meters in 2024, contributing to reduced freshwater withdrawal. Water use and reuse are tracked through integrated wastewater monitoring and the company's environmental management system (EMS).

To complement these technical controls, Globe conducts awareness programs to foster responsible consumption habits among its workforce. These initiatives prioritize practical conservation measures, such as ensuring faucets are fully closed, reducing water flow during use, and the immediate reporting of infrastructure leaks to facilities management.

Total water consumption (in cubic meters)	2023	2024	2025
Water Consumption in Network Facilities	26,183.75	21,375.32	19,322.26
Water Consumption in Corporate Offices and Mixed Use	99,925.40	95,390.45	84,405.05
Total Water Consumption	126,109.15	116,765.77	103,727.31
Water Intensity (cubic meter/ total revenue in PHP million)	0.78	0.71	0.63

Investing in Nature-Based Solutions

Biodiversity Protection and Impact

In support of a climate-resilient future, Globe has partnered with the Department of Environment and Natural Resources (DENR) by signing a Memorandum of Understanding for the Forests for Life: 5M Trees by 2028 initiative.

Under this agreement, Globe will contribute to reforestation efforts, plantation maintenance, and capacity-building programs. Furthermore, the company will empower local communities through sustainable forest management and employee volunteerism with the help of its NGO partners.

In partnership with the Philippine Eagle Foundation, Globe supports the Monkayo Pag-asa Carbon Forest (MPCF), a community-led restoration initiative within a 22.4-hectare conservation area in Monkayo, Davao de Oro. Globe funded the planting of 3,000 native trees across 2.5 hectares between October and December 2025, demonstrating private-sector investment in forest rehabilitation. Implemented with the Banlag Santol Kinaiyahan Workers Association (BASAKWA), the project advances ecosystem restoration while strengthening local stewardship and livelihood opportunities through community-based nursery, planting, and maintenance activities.

- Ecological indicators: 3,000 trees composed of 57 indigenous species planted. 22 of these are endemic to the Philippines, such as: Almon (Lauan), Anahaw, Bakan, Bayog, Dao, Hagimit, Hanagdong, Kalantas, Kalumpit, Kamagong, Katmon, Lawaan, Magaray, Malabakan, Mammaon, Mangkono, Narra, Nato, Pangi, Pili, Salingugon, and Toog, supporting the conservation of the country's unique biodiversity while enhancing local ecosystems.
- Biodiversity indicators: recorded 43 bird species as of November 2025, indicating improving habitat quality within the restoration area.
- Social indicators: 41 BASAKWA members, including women, senior citizens, and 18 children, directly and indirectly benefits the project, reinforcing intergenerational stewardship of the forest via paid restoration work

Other notable programs include:
Mangrove Conservation Partnering with the Zoological Society of London (ZSL) Philippines for a five-year engagement on the rehabilitation and conservation of mangroves in coastal ecosystems, such as in Iloilo.

[35]Velasco, A. B., Magbanua, F. S., del Rosario, J. S., Estrada, J. L., Fraga, J. K. R., Mondejar, J. P., Sapitan, J. F. J. F., Geroza, I. P., Tenoc, G. L., & Husana, D. E. M. (2025). Groundwater quality variations during wet and dry seasons in agricultural and forested areas in the Philippines. Water Resources, 51(Suppl. 1), S293–S305. https://doi.org/10.1134/S0097807824604849

"We are inspired to do the tree planting, and we will continue doing it. This area is our home. The trees will give us a better environment — *ang mga tanom maghatag ug kabugnaw sa palibot ug dili mawala usab ang among tubig, mabuhi mi.*"

Erlinda Tautho, a 68-year-old active member of BASAKWA, shared how the project has strengthened her resolve to care for the land they call home. For her, the trees represent shade, water security, and a sustainable future for her grandchildren. She is grateful to the Philippine Eagle Foundation and Globe Telecom for the livelihood opportunities, which help support daily household needs, including food for her grandchildren on-site.

Rainforestation with Hineleban Foundation is dedicated to restoring critical ecosystems and supporting biodiversity. This involves planting interim species, Calliandra, to prepare the soil, and a diverse mix of indigenous trees to restore primary rainforests in Bukidnon and Lanao del Sur.
Marine Conservation Collaboration with Save Philippines Seas since 2018 to advance climate action and marine biodiversity awareness; enabled by Globe Rewards (See "Driving Social Impact at Scale" under Social Capital for more information)

Environmental Action

Reinforcing its commitment to collective environmental stewardship, Globe sustained its collaboration with the DENR for the fourth consecutive year through the "Mga Kwentong KLIMAlikasan Tungo sa Katatagan: A Climate and Disaster Resiliency Recognition Awards." This initiative serves as a platform for identifying and supporting exemplary local solutions in environmental protection, climate resilience, and sustainable practices of individuals, organizations, and local government units.

The program received 96 entries from various sectors, a 92% increase from 2024, highlighting innovative local solutions that promote sustainable practices, net-zero lifestyles, digital innovation, responsible resource use, and strengthened community resilience to climate change.

To further emphasize the intersectionality of environmental action, the program features three (3) specialized categories that focus on inclusivity, digital transformation, and youth involvement.

- The Gender Equality, Women's Empowerment, and Climate Change Award showcases the role of women, the different enabling policies and programs, and other innovative approaches and solutions that contribute to the gender-responsiveness and climate-responsiveness of the initiatives.
- The Digital Technology for Climate Resilience Award underscores the role of digital technologies such as Artificial Intelligence (AI), robotics, sensor-driven tools, smartphone applications, the Internet-of-Things (IoT), SMS, and social media to increase resilience.
- The Kabataang Resilient Awards, introduced by UNICEF, is a special youth-focused recognition spotlighting innovation, leadership, and impact in climate action and disaster risk reduction.

The wide geographic representation of winners and participants reflects the increasing urgency and innovative spirit in addressing the environmental and climate crisis at the grassroots level.

Outlook

Globe will continue to refine its decarbonization journey by re-baselining its GHG emissions inventory across Scopes 1, 2, and 3 in alignment with the SBTi. The company will also conduct an updated Climate Scenario Analysis and enhance supply chain engagement to better manage climate-related risks and opportunities. These strategies will improve emissions data accuracy and support the company's net zero roadmap, alongside the development of a GSMA-aligned Climate Transition Plan.

The baseline for nature-related impact will also be identified within the next two (2) years.

INTELLECTUAL CAPITAL

Securing the Digital Ecosystem

Sustainability Topic
Data Protection

Management
Championing a Safe Digital Ecosystem

Safeguarding Vulnerable Populations Innovations

Innovations

Sustainability Topic
Online Safety

Management
Championing a Safe Digital Ecosystem

Safeguarding Vulnerable Populations

Metric	Target	2024	2025
Data Protection	Zero Breaches	Zero Breaches	Zero Breaches
Online Safety	Block spam and scam messages	978,106,959	967,546,844
	Blacklist SIMs from other networks as reported via the StopSpam portal	95,012	244,957
	Block URLs and domains containing Child Sexual Abuse or Exploitation Materials (CSAEM)	417,640	438,446

Globe's AI Strategy: Enabling Scalable and Responsible Growth

At Globe, Artificial Intelligence is a core enterprise capability that supports operational efficiency, customer experience, and long-term growth. AI is embedded across the organization to convert large data sets into actionable insights, improve decision-making, optimize costs, and support revenue growth.

To ensure AI can scale effectively, Globe follows a foundation-first approach. Instead of deploying isolated AI solutions, the company has established a centralized AI environment, referred to as the "AI Kitchen", which provides shared platforms, tools, and governance. This structure strengthens risk management and ensures AI initiatives remain aligned with business priorities.

EMPOWERMENT AND ENABLEMENT AS KEY ELEMENTS TO DEMOCRATIZE AND FEDERATE AI USE

80%
Bottom-Up Empowerment

Driven from the ground up, enabling teams closest to customers and operations to apply AI to practical business needs

20%
Top-Down Enablement

Dedicated to high-complexity use cases that support enterprise-wide strategic business objectives for long-term value creation

AI Governance and Principles

AI governance at Globe is anchored on an established enterprise governance foundation, with clear executive accountability, defined principles, and Board-level oversight. Building on this foundation, Globe is continuing to develop and strengthen its AI governance framework to ensure responsible, secure, and accountable AI use across the organization.

Executive accountability for AI is assigned to the Chief Artificial Intelligence Officer (CAIO), who also serves as the Chief Information Security Officer (CISO). This role ensures close alignment between AI innovation, cybersecurity, and enterprise risk management. The CAIO is supported by the Artificial Intelligence Group (AIG), which drives strategic AI planning, lifecycle governance, and business integration, while progressively embedding AI governance mechanisms across Globe's operations.

Board-level oversight of AI is exercised through the Audit and Related Parties Committee (ARC) and the Board Risk Oversight and Sustainability Committee (BROSC). AI-related matters are incorporated into Board discussions as part of enterprise risk, technology, and sustainability governance. As Globe's AI footprint expands, Board oversight continues to evolve, with increasing focus on AI risk posture, ethical considerations, material incidents, and emerging regulatory developments.

Through this approach, Globe treats AI not only as a technology enabler, but as an enterprise accountability and risk domain, supported by a governance framework that is both operational and designed to scale in maturity over time.

Ethical AI Practices

Globe's ethical AI practices are grounded in its Artificial Intelligence Governance Policy, which establishes the principles of Transparency, Accountability, Safety and Security, and Human-centricity as core commitments for all AI use.

These principles are aligned with internationally recognized guidance, including the OECD AI Principles, ASEAN's Guide on AI Governance and Ethics, the UNESCO Recommendation on the Ethics of AI, Universal Declaration for Human Rights, and the GSMA Responsible AI framework. Globe actively participates in industry engagements, such as the GSMA, OpenAI, International Organization for Standardization, and Singtel's Global Telco AI Alliance to benchmark and mature its responsible AI practices in a telco context.

Ethical AI at Globe is advanced through a defined governance model that is intended to systematically operationalize responsible AI practices across the organization. As part of this end-state approach, AI initiatives are designed to be assessed using the Responsible AI (RAI) Checklist to evaluate ethical, societal, and human-impact considerations. This is complemented by Privacy, Security, and Risk Assessments.

Under the target governance model, AI-related risks are intended to be managed through a proportionate, lifecycle-based approach, with early review of ethical and fairness risks and additional controls applied to higher-risk use cases. These practices are being progressively embedded as Globe's AI governance framework continues to evolve.

Key ethical commitments embedded in Globe's AI Governance Policy include:

- Respect for data privacy and lawful data use
- Protection of AI systems and supporting infrastructure against cybersecurity risks
- Identification and mitigation of bias and unfair outcomes
- Meaningful human oversight and the ability to intervene or override AI systems
- Transparency and explainability of AI-driven outcomes, proportionate to risk
- Clear definition of system purpose and boundaries for what AI can and cannot do

Globe Principles for AI Use

AI that works for **people**. **Governed** with **care**. **Built** for **trust**. **#AITheGlobeWay**

TRANSPARENCY

Users should be reasonably informed when AI systems are used especially when it involves decision-making. The reasoning behind AI outputs should be understandable to the intended audience.

Globe sets clear expectations for data use, access, and purpose, and promotes transparency for both internally-developed and vendor-sourced AI tools.

ACCOUNTABILITY

Designers, developers, engineers, and users must be accountable for the development and use of AI systems.

AI systems should not result in unfair bias or discrimination and must be aligned with all relevant laws, internal policies, and ethical standards.

Accountability entails preventing unjust outcomes across demographics and ensuring governance at every stage from design and development to deployment.

SAFETY AND SECURITY

AI systems should not lead to risk or harm where human life, health, or property is threatened. It should be secure against malicious attacks and not result in negative societal or environmental impact.

AI systems must be able to cope with errors and operate reliably, delivering consistent results even in complex or stressful conditions.

HUMAN-CENTRICITY

AI systems must respect human values and enhance, not replace, human judgment. It should support the well being, fairness, and productivity of Globe employees, customers, and communities.

AI systems must include human oversight and be used in ways that promote inclusive, people-first outcomes.

AI Acceptable Use Guidelines

Purpose: These guidelines apply to all Globe employees and partners who use AI tools or systems. They promote responsible, compliant, and secure use of AI in line with company values and policies.

APPROPRIATE USE

Align AI use with Globe's purpose, overall strategy, and business objectives. Personal use of Globe approved, enterprise-level AI tools may be allowed as long as it does not violate the Company's Code of Conduct and internal policies. When in doubt, reach out to AIG.

LAWS AND REGULATIONS

Adhere to company policies and relevant laws, rules, and regulations including but not limited to those involving data privacy, cybersecurity, and intellectual property.

PRIVACY AND DATA PROTECTION

When using Globe-approved, enterprise-level third-party AI tools, enable privacy controls like "do not train on my data" or "disable activity tracking". Only input information you are authorized to use and exercise diligence in using confidential company information and personal data.

INTELLECTUAL PROPERTY

Use AI in a manner that respects copyright and intellectual property laws. Obtain necessary permissions or licenses before using third-party materials, source codes, or datasets.

USE OF PUBLIC OR UNLICENSED AI

Do not input confidential company information and personal data into third party or publicly-available AI tools without prior approval. Avoid using your Globe email address to register for third-party or publicly-available AI tools for personal or non-work-related purposes.

Globe prohibits AI systems that engage in manipulative practices, exploit human vulnerabilities, perform social scoring, or enable unauthorized biometric surveillance. Environmental sustainability is also being integrated into AI design and sourcing decisions in alignment with Globe's broader sustainability commitments.

Ethical AI expectations extend to Globe's supplier ecosystem. AI solutions involving third-party vendors are governed through due diligence, data protection assessments, and security reviews, with Globe continuing to enhance oversight of third-party AI use to ensure alignment with its Responsible AI principles and risk management standards.

PHILIPPINES HOLDS A LEADERSHIP ROLE IN ISO'S IT DOMAIN FOR THE FIRST TIME
Derick Adil, Globe's Senior Director for AI & Privacy Governance, has been elected Co-Convenor of the ISO/IEC Joint Advisory Group on AI and Sustainability under JTC 1/SC 42 and SC 39 of the International Organization for Standardization (ISO) for a three-year term. This milestone positions the Philippines to help shape global standards on AI and sustainability while reinforcing Globe's leadership in responsible AI governance, enabling global frameworks to be translated into practical, locally relevant impact.

AI Innovation and Use Cases

Globe employs a dual-track approach to empower both citizen developers and developers themselves. The first track, **Citizen Development**, focuses on enabling employees to harness AI through accessible tools, learning, and initiatives. This empowers teams to turn ideas into AI solutions that deliver efficiency and innovation, as employees are given access to Gemini, ChatGPT, and AI-driven development tools. Coupled with programs such as the PLAI:Offs, where employees are able to build their own solutions, the company has successfully turned fear into curiosity and built AI fluency across the organization. The Globe AI Community, which serves as a community of practice, now represents 21.3% of the workforce.

The second track is **Developer Enablement**, which is centered on equipping developers with reusable assets, frameworks, and a secure platform. This focus accelerates the creation of scalable, production-grade AI applications across the enterprise. At the heart of this enablement is the AI Landing Zone, a toolkit that makes it easy to create, deploy, and scale AI applications.

Globe Business has developed their first custom Sales Assistant GPT, transforming how Globe engages with customers by providing comprehensive responses on solutioning, objection handling, and cross-sell opportunities.

G.A.I.L. is an AI-powered platform optimized for managing Globe's extensive partnership network of over 300 partners. Automating scoring, compliance, sponsorship assessments, and ROI predictions, G.A.I.L. streamlines partnership management, enabling smarter decisions and more impactful collaborations.

AI-RELATED INVESTMENTS

PHP 16M
AI Security

PHP 40M
Data Security/Encryption

PHP 9M
Data Leakage Prevention

AI and Data Security Governance
Globe continues to strengthen its AI and data security framework to ensure that AI-driven solutions operate in accordance with their intended design while safeguarding sensitive information. Robust controls are in place to maintain system integrity, mitigate risks, and protect customer and enterprise data.

Key safeguards implemented include:

- AI Security Controls – Monitoring and governance mechanisms to ensure responsible and secure AI operations
- Data Encryption – End-to-end encryption protocols to protect data in transit and at rest
- Data Loss Prevention (DLP) – Proactive measures to detect and prevent unauthorized data access, exposure, or leakage

These measures reinforce Globe's commitment to responsible AI deployment, regulatory compliance, and the protection of stakeholder data across all digital platforms.

80% FASTER
Bug resolution

3-4x QUICKER
Test creation

5x FASTER
Building internal tools

This accelerated backend development for Field Services Management by embedding AI into every stage, from debugging and unit testing to documentation and optimization.

FROM **3 DAYS** DOWN TO **4 MINS**

Improving backend efficiency by using AI-driven automation to streamline DynamoDB pattern extraction for Globe's Electronic Creditable Withholding Tax (eCWT) system.

This shared infrastructure has democratized AI development, leading to the creation of over 30+ employee-designed tools and bots.

PRODUCTIVITY GAINS

- 84% of employees reported increased productivity
- Three (3) to four (4) hours (average) per week per employee saved through Gemini Workspace
  → AI was especially helpful for automating tasks such as: 77% research and brainstorming, 61% data analysis and reporting, 52% email and schedule management
- Reduced processing time of risk insights from weeks to days, providing leadership with real-time, actionable dashboards.

INNOVATION

- 90% innovation score - users of Build Your Own AI Tools believe it contributes to the incubation of their new initiatives
- 92% felt inspired to explore new and innovative ways of working
- Users experimented with automation, prompt engineering, and advanced data analysis techniques
- Users are enabled to explore creative ways of problem solving

REAL-WORLD IMPACT

- Manual Quality Audit to GenAI Quality Audit
  → Effectively switched from manual Quality Audits to Generative AI Quality Audit using Build Your Own AI tools, drastically cutting down annual costs and bringing down the required manpower from five (5) to one (1).
  → Reduced quality assurance costs from millions of pesos per month to PHP 2000 per month
- Procurement and Logistics
  → Piloted a chatbot that answers all Procurement and Logistics inquiries immediately
  → Can handle an average of 1,500 monthly queries
- Personalization
  → PHP 50 million GMV from real-time engagement (cart nudges, expiry alerts)
  → 9x higher conversions with AI-driven segmentation
  → PHP 4.4 million revenue boost from 10.8x better upsell conversions
  → 317% increase in upsell acceptance with AI-powered offers
- Network Reliability
  → AI-driven fault detection achieved 90% accuracy, while the mean time to restore service (MTTR) fell by 70%.

Innovations

Innovation at Globe is viewed as an inherently experiential process. The company operates with the understanding that to sustain innovation, it is imperative to iterate rapidly by developing new tools and services without over-investing, and applying minimal resources to achieve maximum productivity. This agile approach enables teams to assess the impact of ideas early, while knowing when to scale or stop. By leveraging its in-house talent, the company is able to develop solutions that effectively optimize productivity.

Digital Trust Innovation: SMS Scam Shield

SMS Scam Shield offers real-time security protection integrated directly into the GlobeOne app for Android users, serving as a proactive defense against the growing threat of text-based phishing and brand spoofing. Developed as a low-touch innovation, the feature utilizes the existing GlobeOne app infrastructure to provide a seamless security layer that identifies and flags suspicious links and fraudulent sender IDs, especially those sent through International Mobile Subscriber Identity (IMSI) catchers.

By providing these automated and easily accessible safeguards, Globe empowers its customers to navigate the digital landscape with greater confidence, fostering a deeper sense of trust in the company through improved digital safety. In 2025, the feature has achieved over 242,000 activations and has successfully detected more than 16.4 million potential scam events, which includes 1.25 million critical warnings.

242,000
Number of customers who have activated Scam Shield

16.4M
Warnings detected

1.25M
Cautions detected

Gaining positive reviews from customers, the SMS Scam Shield feature will be made available to iOS users early 2026.

Customer Experience Innovation: GoGIVE

GoGIVE is a social innovation that allows Prepaid customers to convert their mobile data usage into charitable contributions. The program holds a strong appeal for customers who are eager to support social causes but may have limited financial resources for direct donations, as it allows them to create a positive impact simply through their regular digital activity. By opting into the program, users earn "hearts" for every gigabyte of data consumed, which can then be donated to various environmental, educational, and disaster relief causes.

In 2025, over 56,000 contributors generated a total of 2.9 billion hearts, providing essential support for relief efforts following earthquakes in Cebu and Davao, as well as recovery programs for shelters hit by Typhoon Tino and Super Typhoon Uwan. This platform effectively transforms mundane digital consumption into a powerful vehicle for collective social action.

(For more information on the social impact of GoGIVE, please refer to the chapter on "Social Capital")

2.9B
Total Hearts donated through GoGIVE

Customer Experience Innovation: Virtual Assistant (VinA)

VinA is an Insight Studio project that accelerates AI and data empowerment across Globe. During its pilot phase, VinA LITE showcases the use of AI to interpret questions and deliver unified, clear answers instantly. This simplifies the management and delivery of insights, ensuring that data is not just stored but actively utilized to improve decision-making speed and accuracy. By transforming a static data repository into a responsive, AI-driven assistant, Globe has created a scalable internal tool that significantly reduces operational friction and fosters a culture of data-driven leadership.

FROM **2 WEEKS** | TO **1 DAY**
Reduced time in generating insights

In-house tools, such as VinA, will then be productized and made available to the market.

Silent Network Authentication (SNA)

In 2025, Globe accelerated its digital transformation through the commercial launch of Silent Network Authentication under the GSMA Open Gateway initiative.

SNA replaces vulnerable SMS-based One-Time Passwords (OTPs) with real-time, network-level authentication, reducing fraud risks such as phishing, and OTP Interception and SMS spoofing attacks while delivering a seamless user experience. Successful Proof of Concept engagements with BPI, GCash, Twilio, and Concati, along with strong interest from other institutions, validated enterprise demand and commercial readiness.

Open Gateway is a cornerstone of Globe's multi-year strategy to generate new API-driven revenue streams by exposing standardized, CAMARA-compliant network APIs to banks, fintechs, and digital platforms. The model supports scalable, usage-based monetization, positioning Globe to benefit from the industry shift toward stronger authentication frameworks as regulators, including the BSP, encourage alternatives to SMS OTPs.

Through Open Gateway, Globe leverages its mobile network as a secure, programmable asset, strengthening enterprise partnerships, diversifying revenue streams, and reinforcing its role as a trusted digital identity enabler in the Philippine digital economy.

Championing a Safe Digital Ecosystem

Globe remains committed to maintaining a secure and trustworthy digital environment for its customers and stakeholders. Data Protection and Online Safety are top material topics, reflecting the company's commitment to safeguarding stakeholder data and protecting information systems like IT networks, infrastructure, and applications from evolving cyberthreats. Digital safety is integrated into core operations through ongoing investments in advanced technologies to mitigate risks and sustain a secure ecosystem. In 2025, Globe invested USD 12.9 million to strengthen its security posture through network and IT security infrastructure modernization and the adoption of innovative solutions which replace SMS-based One-Time Passwords (OTPs) with automatic, real-time, network-level identity verification.

Cybersecurity Governance and Strategy

The Board of Directors maintains oversight through the Audit and Related Party Transactions Committee (ARC) and the Board Risk Oversight and Sustainability Committee (BROSC). The Chief Information Security Officer (CISO) provides these committees with updates on information security and data privacy to ensure that digital threats to the business and its customers are identified and managed effectively.

At the management level, the CISO leads the Information Security and Data Privacy Group (ISDP), a fully operational unit focused on cybersecurity and privacy. The CISO reports directly to the Globe President. The Chief Privacy Officer (CPO): (a) supports the CISO by ensuring compliance with Philippine Republic Act No. 10173, otherwise known as the Data Privacy Act of 2012, its implementing rules and regulations, and other relevant issuances; and (b) serves as the primary liaison with the National Privacy Commission. The ISDP team consists of specialists holding internationally recognized certifications, including:

- Certified Ethical Hacker (CEH)
- CompTIA Security+
- Certified Information Security Manager (CISM)
- Certified Information Systems Security Professional (CISSP)
- Certified Information Systems Auditor (CISA)
- Certified Payment-Card Industry Security Implementer
- Certified Public Accountant (CPA)
- CompTIA Network+
- Information Technology Infrastructure Library - ITIL 4
- ISC2 Certified in Cybersecurity (CC)
- ISO 27001 - Foundation Certification
- ISO 31000 - Risk Management
- NIST Cybersecurity Framework Lead Implementer
- Red Hat Certified System Administrator (RHCSA)
- MGT512: Security Leadership Essentials for Managers (GSLC)
- SEC488: Cloud Security Essentials (GCLD)
- SEC504: Hacker Tool, Techniques, Exploits and Incident Handling (GCIH)
- SEC511: Continuous Monitoring and Security Operations (GMON)
- Sherwood Applied Business Security Architecture (SABSA) Foundation 1 & 2
- AIGP (AI Governance Professional)
- London School of Economics and Political Science (LSE) Data: Law, Policy and Regulation
- Certified Information Privacy Manager (CIPM)
- Certified Information Privacy Technologist (CIPT)

Globe's cybersecurity framework aligns with international standards, specifically ISO 27001, which governs critical operations to ensure the confidentiality, integrity, and availability of information assets. Globe operates a 24/7 Security Operations Center (SOC) to monitor and defend against emerging threats. The company adheres to rigorous global standards and frameworks, including PCI-DSS, NIST, MITRE, SWIFT, and CIS.

Internal cybersecurity assessments are conducted regularly through a Risk-Based Vulnerability Management (RBVM) program. This program includes:

- Continuous scanning for potential vulnerabilities across all infrastructure
- Categorizing vulnerabilities by impact to ensure swift remediation of critical threats
- Rigorous and continuous assessment of vulnerabilities and validation to ensure timely resolution
- Using in-depth insights to implement effective security controls

Globe maintains a Vulnerability Disclosure Policy, encouraging stakeholders, including customers, to report security issues through a dedicated portal: https://vdp.globe.com.ph/p/Send-a-report.

To ensure 100% compliance with Philippine laws related to information security, privacy, and data protection, for all projects and initiatives, Globe mandates a Privacy and Security Risk Assessment (PSRA). This involves vendor risk management, privacy impact assessments, and security standard reviews.

1. Vendor Risk Assessment: manages the organization's risk exposure from third-party vendors providing IT products and services that involve or impact personal information

2. Privacy Impact Assessment: ensures compliance with local and international privacy standards and requires projects to implement specified privacy controls
3. Security Risk Assessment: ensures compliance with Globe's Security Standards, which are also aligned with the different International Security Standards including but not limited to NIST, CIS Benchmarks, PCI-DSS, ISO 27001, SWIFT, etc. to ensure systems and applications are secure prior to the launch of a project or initiative

Globe proponents receive a PSRA certificate upon successful completion of these steps.

Globe also performs regular audits, vulnerability assessments, and penetration testing (VAPT) to maintain robust privacy and security measures, in addition to working with vendor partners to supplement these efforts. Both internal and external audits are utilized to improve regulatory compliance and manage potential risks. A Privacy and Security Audit conducted by an external party is done annually covering various areas of scope. The most recent cyber maturity assessment was conducted in 2024, where the external auditor rated Globe with a 3.6 out of 5 maturity score, well beyond the telecommunications global average score of 3.0.

Globe is also certified under ISO 22301:2019, ensuring information security controls support resilience against cyber threats, system disruptions, and data breaches.

Privacy and Data Protection

Globe maintains strict adherence to the Data Privacy Act of 2012 (DPA). The Globe Privacy Policy, supplemented by a Privacy Manual and a Privacy Management Program (PMP), outlines how Globe collects, uses, and otherwise processes its customers' personal data. It governs all operations of the company, including Prepaid, Postpaid, TM, GOMO, and Globe Business.

Subsidiaries and affiliates of Globe are guided by policies heavily based on the foregoing core standards. Employee and contractor data is further protected by an internal Employee Privacy Policy.

The company is committed to upholding data subject rights, including the rights to be informed, object to processing, access data, request corrections or deletions, and request data portability. While the Data Privacy Act of 2012 allows data sharing with/by external parties, Globe requires prior consent from individuals unless another legal basis exists to justify the sharing. Customers can manage their consent preferences, including for credit scoring, business analytics, and product development, through the Privacy Dashboard in the GlobeOne app.

Data subject access requests, within the limits of the Data Privacy Act of 2012, are handled by a dedicated team at Globe. Customers must first submit identifying documents, which are verified for authenticity. Processing of requests typically takes seven (7) working days. Verified data is transmitted via a secure, time-bound email link from privacy@globe.com.ph.

Adherence to the Data Privacy Act of 2012 enabled the company to avoid penalties and fines of up to 0.5% to 3% of the prior year's annual gross income of the prior year's annual gross income for grave infractions of the law.

To foster a culture of privacy and data protection, Globe requires all employees to complete annual cybersecurity and data privacy training. Specialized roles receive advanced training and international certifications. Aside from these formal training programs, regular updates on securing devices and data from external vulnerabilities, awareness of various phishing scams (e.g. QR Phishing) are sent to employees through internal communication channels. In 2025, Globe celebrated Privacy Awareness Week with "Privacy Talkbacks," an interactive event aimed at strengthening the privacy-first mindset. During Cybersecurity Awareness Month in October 2025, the company hosted an interactive booth installation to educate employees on data classification, data leak prevention, and scam protection, including the risks posed by IMSI Catchers.

95%
Completion rate for Annual Cybersecurity and data privacy training

The internal ISDP Support Channel Operator or "iSCO" is a chatbot for the workforce. It assists employees with privacy and cybersecurity questions. This tool enables the reporting of suspicious activities or messages. The company also maintains a list of email addresses for specific support needs.

Globe requires all vendors to follow the Supplier Code of Ethics. This code mandates compliance with the Data Privacy Act of 2012. The company also performs Vendor Risk Assessments through PSRA to evaluate vendor information security and data privacy practices. These reviews ensure that all partners align with the high standards of the organization.

Security Incident Prevention and Response

Globe, through its Personal Data Breach Management Policy, maintains a comprehensive protocol for identifying, containing, and remediating security incidents and personal data breach. The protocol mandates notifying affected individuals and regulatory bodies within seventy-two (72) hours of discovery if unauthorized access to personal data occurs that involves sensitive information, risks enabling identity fraud, or poses a significant threat of serious harm to the data subjects. There were zero (0) personal data breaches reported in 2025.

Metric	Target
No. of substantiated complaints concerning breaches of data privacy from outside parties and substantiated by the organization	Zero
No. of substantiated complaints received concerning breaches of customer privacy from regulatory bodies	Zero
% of data breaches in which personally identifiable information (PII) was subject to data breach	Zero
Total no. of identified leaks, thefts, or losses of customer data	Zero
Total amount of monetary losses incurred during FY 2025 as a result of legal proceedings associated with incidents relating to customer privacy	Zero
Total number of unique customers whose information was requested by government or law enforcement agencies	230
Total number of unique requests for customers information, customer content and non-content data, from government or law enforcement agencies	181
Percentage of government and law enforcement requests that resulted in disclosure to the requesting party for Globe-registered numbers	70.2%

Safeguarding Vulnerable Populations

Globe maintains a holistic approach to digital safety by establishing a suite of technological controls and educational programs designed to protect its customers, especially children and other vulnerable groups, from online harm.

Fraud Protection

The digital fraud landscape in the Philippines remains a significant challenge, with a digital fraud rate of 13.4% in 2024, which is notably higher than the global average of 5.4% based on the study conducted by TransUnion.[1] The median value for fraud loss was USD 768, exceeding PHP 44,700 in local currency, which is equivalent to at least two (2) months of salary for a minimum wage earner.[2]

Fraudsters have used more sophisticated technology, especially the International Mobile Subscriber Identity (IMSI) catchers, or rogue base stations, to intercept communications and send malicious SMS that bypass telco networks by mimicking legitimate sender IDs. In response, Globe has taken proactive measures to curb spoofing tactics by working with government agencies to cut off the supply of these devices and their components.

Globe has invested over USD 26 million in accumulated capital expenditures for boosting cybersecurity defenses against fraud, messaging, and voice call-related attacks. The Globe Security Operations Center (SOC) adheres to rigorous global standards and frameworks, including ISO 27001, PCI-DSS, NIST, MITRE, SWIFT, and CIS, to proactively detect and neutralize threats, ensuring a secure digital environment for customers.

Technological innovation remains central to the company's anti-fraud strategy, highlighted by the 2025 launch of the SMS Scam Shield for Android users. Integrated into the GlobeOne app, this feature automatically filters and shields users from fraudulent messages, particularly those using

[1] Transunion (2025) Philippines Suspected Digital Fraud Rate Higher Than Global Level for Fifth Consecutive Year, Avaialble at https://newsroom.transunion.ph/philippines-suspected-digital-fraud-rate-higher-than-global-level-for-fifth-consecutive-year/ (Accessed 20 January 2026)
[2] Transunion (2025) H1 2025 Update: State of Omnichannel Fraud Report Trends and strategies for protecting organizations and consumers from fraud, Available at https://www.transunion.ph/fraud-trends/reports/h1-2025-update-state-of-omnichannel-fraud-report?utm_campaign=H1+2025+Fraud+Report+press+release&utm_keyword=&utm_medium=press-release&utm_source=press-release&utm_content= (Accessed 20 January 2026)

spoofed Globe or GCash sender IDs. This automated defense is further strengthened by the development of the Globe Guard AI (GG AI), which uses Natural Language Processing (NLP) and behavioral analysis to identify and block malicious messages and SMS scams in real time. To complement these technical controls, the company continues to operate the StopSpam portal, a platform where customers can report suspicious messages. These strategies build upon the company's history of proactive industry leadership, including the removal of clickable links from official Globe SMS advisories and the early implementation of the non-delivery of all person-to-person (P2P) SMS containing clickable links within its network. Introduced in 2022 ahead of the National Telecommunications Commission's memorandum in 2023, this measure reinforces Globe's commitment to protecting customers from fraud and enhancing trust in digital communications.

Through all of these technologies, Globe has blocked more than 900 million spam and scam messages.

Fraud Detection Highlights	
Spam and scam messages blocked	967,546,844
Blacklisted SIMs from other networks through StopSPAM portal	244,957
Deactivated Globe SIMs through StopSPAM portal	27,789

Globe's leadership in the digital safety space is further demonstrated by its strategic partnerships and national coordination efforts. The company was appointed as the chair of the Global Anti-Scam Alliance (GASA) Philippines Chapter in 2025, where it leads a multi-sectoral coalition. This alliance focuses on sharing fraud intelligence, aligning enforcement efforts, and building collaboration across telco companies, e-commerce, government agencies (DICT, PNP Anti-Cybercrime Group), and civil society groups.

Globe maintains a strong partnership with the Bankers Association of the Philippines (BAP) with the shared objective of eliminating bank-related spam and scam SMS. As of 2025, Globe has executed ten (10) data sharing agreements with the BAP's member banks and other financial institutions to facilitate real-time blocking of phishing sites, spam messages, and fake sender IDs through sender ID whitelisting and immediate blocking of numbers and URLs used for smishing and vishing.

Child Online Safety and Rights

Online safety, particularly for children, remains a material topic for Globe and the telecommunications industry as the company upholds its commitment to protecting the most vulnerable members of society. The company actively reviews online harms, specifically focusing on child rights risks and impacts within the digital environment. These assessments are conducted through strategic partnerships with the Internet Watch Foundation (IWF) and the Canadian Centre for Child Protection (C3P), as well as active participation in the National Coordination Center Against Online Sexual Abuse or Exploitation of Children and Child Sexual Abuse or Exploitation Materials (NCC-OSAEC-CSAEM) Technical Working Group. By collaborating with these global and local bodies, Globe is not only able to identify emerging risks and patterns of exploitation before they escalate, but also shape discussions and policies aimed at eradicating online child exploitation.

Globe strictly adheres to the Anti-Child Pornography Act (RA 9775), which requires internet service providers to block Child Sexual Abuse and Exploitation Materials (CSAEM). The company has proactively expanded to include Non-Photographic Imagery (NPI). Since August 2024, the company has also targeted AI-generated child sexual abuse materials, which has become increasingly realistic,[3] to ensure that evolving technological threats do not bypass existing safety barriers.

The company has invested over USD 2.7 million in advanced content filtering and blocking systems designed to detect and prevent access to illegal content across its network. These efforts resulted in the blocking of 438,446 domains and URLs containing CSAEM in 2025, of which 18,367 were specifically identified as containing AI-generated NPI.

Child Online Safety Metrics	
Blocked URLs and domains containing Child Sexual Abuse or Exploitation Materials (CSAEM)	438,446
Blocked Domains and URLs with Non-Photographic Imagery (NPI)	18,367

Stakeholders can report concerns about child rights in the digital environment, including OSAEC and CSAEM, and privacy violations through privacy@globe.com.ph.

Online Safety Awareness

Globe's strategy for fostering a safe online culture is centered on providing accessible educational resources for children, parents, and the broader community. A primary component of this educational outreach is the partnership with the Center for Art, New Ventures, and Sustainable Development (CANVAS), which led to the co-development of the award-winning book, "Safe Space: A Kid's Guide to Data Privacy". This resource is designed to translate complex privacy concepts into relatable lessons for children, teaching them the fundamental value of protecting personal information and practical methods for maintaining privacy online. In 2025, Globe further extended the reach of these lessons by supporting CANVAS in the"Tumba-Tumba: A Retrospective" year-long exhibit at the National Museum of the Philippines. This unique installation allows visitors to interact with materials inspired by the book, reinforcing lessons on digital footprints, online boundaries, and respectful digital behavior.

Beyond children's education, Globe provides dedicated support for parents through the MakeItSafe website, offering guidance on interpreting internet slang and identifying behavioral changes that may indicate online exploitation. This focus on family-centric safety was further demonstrated during the 10th anniversary of the 917 GDay celebrations. Held at Museo Pambata, the Family Day event brought together parents and children aged seven (7) to fourteen (14) for specialized training focused on digital safety, cybersecurity, privacy, and responsible online behavior, delivered through Globe's Digital Thumbprint Program and the Safe Space book initiative. In addition, parents and their children were also introduced to how to use the Khan Academy website to increase their knowledge on digital skills.

(For more information on DTP and Khan Academy, please refer to the Chapter on "Social Capital".)

Outlook

In 2026, Globe will further advance its transformation into a more intelligent, secure, and trusted digital service provider by scaling both artificial intelligence and cybersecurity capabilities in a more structured and value-driven manner.

Building on strong foundations in AI adoption, the focus will shift toward deepening enterprise impact. Priorities will center on strengthening AI platforms and architecture, executing high-value use cases, and scaling what already works. AI efforts will focus on initiatives that will further improve customer experience and unlock new revenue opportunities, alongside other priority value drivers.

Globe will also continue to strengthen its commitment to responsible and ethical AI, embedding governance, transparency, and accountability across the full lifecycle of AI solutions. By integrating these principles into platforms, processes, and decision-making, the enterprise aims to scale innovation while maintaining the highest standards of trust and integrity.

Recognizing that trust is a critical enabler of digital growth, Globe will further enhance its cybersecurity and data privacy capabilities. This includes advancing a proactive, "security-by-design" approach, expanding threat detection and response capabilities, and modernizing its infrastructure to address evolving risks. These efforts reinforce Globe's role in safeguarding customer data and ensuring the resilience of its digital ecosystem.

Beyond internal transformation, Globe will continue to play an active role in fostering a safer digital environment. Through sustained investments in digital safety tools, awareness programs, and ecosystem partnerships, the company remains committed to protecting its customers from online threats while promoting responsible digital participation.

Through these initiatives, Globe aims to deliver long-term value by aligning innovation with responsibility, positioning itself as a trusted enabler of secure digital experiences for the communities it serves.

[3] https://www.iwf.org.uk/media/nadlcb1z/iwf-ai-csam-report_update-public-jul24v13.pdf

HUMAN CAPITAL

Culture of Care and Innovation

Sustainability Topic

Labor Management

Management

Championing Holistic Diversity & Inclusion

Fostering Employee Well-being & Engagement

Cultivating a Future and AI-Ready Workforce

Upholding Ethical Practices

Sustainability Topic

Business Ethics and Values

Management

Upholding Ethical Practices

See also Corporate Governance and Risk Management

Metric	Target	2024	2025
Diversity, Equity, and Inclusion	Gender balanced workforce	44% female workforce	44% female workforce
	Foster and inclusive environment	Established strategic partnerships with the Project Inclusion Network (PIN) and the Philippine Business and Disability Network (PBDN) Joined Publicis Groupe's 'Working with Cancer' initiative to support the global campaign against cancer stigma in the workplace	Institutionalized trainings including Diversity Training, SOGIE 101, Trans 101, Deaf Awareness Orientation, etc Hosted the forum "Equity by Design: Leveraging Technology for Disability Inclusion" with PBDN, held during National Disability Rights Week
Learning and Development	Uplift competencies of employees	98.9% [1] of individual contributors completed three (3) or more learning and development (L&D) interventions aligned with Individual Development Plan (IDP) development areas or upskilling TechCo, Digital, and Group or Functional competencies	96% of Individual Contributors completed at least three (3) learning interventions
	Upskill employees with relevant Digital Skills	Launched Digital4All - OneGlobe program aiming to level up every Ka-Globe on foundational techco and digital knowledge, mindsets, and competencies Launched SALy (or Self-directed Autonomous Learning for You) - An AI-enabled learning companion in Workday that recommends competency-aligned courses to individual employees Launched the Techo Learning Hub - a one-stop shop for strategically curated learning paths geared towards digital upskilling and groupspecific learning focus	Introduced Coach Newton which filters through over 10,000 modules to curate bespoke curricula tailored to an individual's specific required competencies Engaged close to 3,000 participants on Globe Learning Expo
Corporate Governance and Business Ethics	Ensure up-to-date policies covering critical areas of the business	Released an updated Code of Conduct	Updated Anti-Bribery and Corruption policy

[1]In 2024, Globe strategically shifted from learning hours to a more impactful KPI: completing targeted interventions aligned with IDPs, TechCo, Digital4All, and functional competency development.

Championing Holistic Diversity & Inclusion

Globe views a diverse workforce as a fundamental prerequisite for innovation and a reflection of the customers and communities it serves. The company is dedicated to fostering a "Culture of Care" where every employee feels a genuine sense of belonging and is empowered to thrive.

Governance and Policies

The Chief Human Resources oversees the human capital strategy of Globe and provides regular reports to the various board committees which are then shared with to the Board.

Board Committee	Frequency	Function
Board Risk Oversight and Sustainability Committee (BROSC)	Once a year	Oversight on talent management and succession planning to ensure a diverse and capable pipeline
Nomination and Governance Committee	As needed	Recommending and overseeing the appointment of the executive management and board members
Compensation and Remuneration Committee	Annually or semi-annually	Oversight of compensation policies to attract and retain talent
Audit and Related Party Transaction Committee	Quarterly	Oversight of internal controls and compliance programs related to human capital

The company's approach is guided by a policy framework that includes the **Code of Conduct, and the Diversity, Equity, and Inclusion Policy Commitment**, which serves as the foundational framework for its inclusive culture.

By integrating DEIB principles across the entire talent lifecycle, from recruitment and onboarding to development and offboarding, Globe ensures that inclusion is not a standalone initiative but a core component of its corporate identity.

Diversity and Inclusion at Globe

Globe aims to ensure employees feel valued, supported, and celebrated throughout their professional aspirations. The company's diversity and inclusion program as detailed below is applied throughout the organization.

Hiring Strategy

In its commitment to building a diverse and inclusive talent pipeline, Globe leverages AI to reduce human bias in recruitment. Its AI-powered hiring platform prioritizes objective criteria, such as skills, competencies, and credentials, ensuring a more equitable and merit-based screening process, while widening access to opportunities.

This digital integration has also improved efficiency and hiring outcomes. It enhances the experience for both candidates and hiring managers, with conversion rates from interview to offer increasing from 43% to 85%.

Aligned with the company's Responsible AI Ethics Principles, human centricity remains essential. AI supports objective initial screening but does not replace human judgment. Hiring managers continue to lead final evaluations, ensuring each candidate is assessed with empathy and context, reinforcing Globe's "Culture of Care".

To diversify and expand its talent sources, Globe has deliberately strengthened its academe partnerships as a key pipeline strategy. The company grew its university network from 5 to 13 partner schools, expanding its reach from 26 to 109 campuses nationwide, enabling access to a broader and more regionally diverse talent pool.

This expanded network is complemented by targeted initiatives such as the Code to Career Hackathon, a one-day hiring event where emerging tech talent demonstrate capabilities in coding, cloud, and AI through real-world challenges. Supported by industry experts from Google, AWS, UpLift Code Camp, and F5, the program resulted in the successful hiring of 15 engineers and developers.

Pipeline programs like the Data Analytics Bootcamp (DAB) further reinforce this approach by equipping early-career talent with critical data science skills, ensuring a steady, future-ready talent pipeline for the Globe ecosystem.

To further empower its workforce, Globe maximizes its internal communication platform to promote job vacancies through regular "Jobs in the Spotlight" and "EXP+" on the internal career marketplace. This initiative fosters seamless internal mobility across departments, helping employees advance their careers within the organization. By combining this marketplace with employee referrals and traditional recruitment methods, the company also successfully hired additional store employees nationwide in 2025, reinforcing its commitment to customer-centricity.

Inclusive Culture

Globe champions LGBTQIA+ inclusion through strategic partnerships and continuous advocacy. In collaboration with the Philippine Financial & Inter-Industry Pride (PFIP), the company upskilled nearly 200 participants (including those from other organizations) through "Trans 101" training, and around 150 Globe employees through SOGIESC (Sexual Orientation, Gender Identity, Gender Expression, and Sex Characteristics) training, fostering a culture of acceptance and psychological safety.

This commitment to supporting the LGBTQIA+ community was further solidified when Globe's President and CEO signed the PFIP Pledge of Support, reinforcing a workplace culture based on respect and inclusion. Internally, the Pride Network Employee Resource Group provides a dedicated space for LGBTQIA+ employees and allies to cocreate a culture of belonging.

Further demonstrating its commitment to inclusive workplaces, Globe became the first local company to host the Philippine Business and Disability Network (PBDN) networking meeting, in partnership with Project Inclusion Network. This event brought together representatives from 36 multinational and national companies to collaborate on solving realworld challenges related to workplace inclusion for persons with disabilities. The company also promoted deaf awareness by hosting sessions on Filipino Sign Language and inclusive communication practices in partnership with the St. Benilde School for Deaf Education and Applied Studies, reaching more than 150 participants, during the National Deaf Awareness Week.

Beyond training and awareness building, Globe invests in inclusive facilities to ensure a comfortable environment for all. The company provides genderinclusive restrooms, offering 20 at the Metro Manila headquarters and 27 across various regional offices. For persons with disabilities, basic accessible building features are present in Globe's Headquarters, a persons with disabilities (PWD) ramp or an accessible ramp, flashing indicators in elevators, and presence of signages. However, Globe remains committed to continuous improvement, having identified specific areas for enhancement following a rapid review of the facilities at the headquarters.

Women represent a significant portion of the Globe workforce, accounting for 44% of the total 6,684 employees. The company supports female career growth and community-building through the G Network, a women-led employee resource group that hosts initiatives such as the "G Network Roundtable" and "Stories That Move Women Forward." (See "**Family-Friendly Benefits**" for more details on support provided to mothers).

Employee and Diversity Data

Permanent Employees[2]

	Total no. of employees	Total no. of male employees	Total no. of female employees
Total Employees			
Permanent	6,684	3,776	2,908
By Age Group			
Under 30 years old	645	373	272
30-50 years old	5,316	2,915	2,401
Over 50 years old	723	488	235
By Level			
Rank and File	607	279	328
Middle Management	5,542	3,217	2,235
Senior Management	535	280	255
By Region			
Luzon	5,788	3,199	2,589
Visayas	473	294	179
Mindanao	423	283	140
Other Diversity Metrics			
STEM[3]	2,944	2,118	826
Revenue generating departments[4]	2,949	1,429	1,520
Persons with Disability	49	26	23

New Hires[2]

	Total no. of employees	Total no. of male employees	Total no. of female employees
New Employee Hires	811	464	347
By Age Group			
Under 30 years old	276	173	103
30-50 years old	522	283	239
Over 50 years old	13	8	5
By Level			
Rank and File	167	89	78
Middle Management	615	361	254
Senior Management	29	14	15
By Region			
Luzon	720	410	310
Visayas	35	18	17
Mindanao	56	36	20
Persons with DIsability			
Employee count	5	4	1

Employee Turnover[2]

	Total no. of employees	Total no. of male employees	Total no. of female employees
Attrition Rate[5]	3.80%	4.65%	2.69%
Employee Turnover[6]	514	264	250
By Type			
Voluntary	476	243	233
Involuntary	38	21	17
By Age Group			
Under 30 years old	90	46	44
30-50 years old	386	192	194
Over 50 years old	38	26	12
By Level			
Rank and File	66	25	41
Middle Management	398	205	193
Senior Management	50	34	16
By Region			
Luzon	456	239	217
Visayas	20	10	10
Mindanao	38	15	23
Persons with DIsability			
Employee count	3	1	2

Generational Diversity[2]

	Total no. of employees	Total no. of male employees	Total no. of female employees
Baby Boomers (born between 1946 and 1964)	10 (0.15%)	5 (0.08%)	5 (0.08%)
Gen X (born between 1965 and 1980)	1694 (25.34%)	1015 (15.19%)	679 (10.16%)
Millennials (born between 1981 and 1996)	4335 (64.86%)	2383 (35.65%)	1952 (29.20%)
Gen Z (born between 1997 and 2013)	645 (9.65%)	373 (5.58%)	272 (4.07%)
Average of employees	40	40	39

Women in the Workforce[2]

	2023	2024	2024
Female representation in total workforce	3,342 (44%)	2,810 (44%)	2,908 (44%)
By Level			
Rank and File	618 (56%)	399 (57%)	328 (54%)
Middle Management	2464 (42%)	2,168 (42%)	2,325 (42%)
Senior Management	260 (46%)	243 (46%)	255 (48%)
Female Executives	43 (48%)	37 (47%)	39 (51%)
Female Key Officers (C-suite)	6 (55%)	5 (42%)	5 (42%)

[2]Data as of year end 2025
[3]Includes professional roles across Science, Technology, Engineering, and Mathematics, including information technology segments, network operations, scientific research, and specialized technical, data-related, or analytical roles.
[4]Includes business units within the commercial cluster focused on the direct sale of products and services.

[5]Defined as the difference between the number of new hires and the number of turnovers, divided by the average of the total number of employees from the previous year and the total number of employees from the current year.
[6]Defined as employees who leave the organization voluntarily or due to dismissal, retirement, or death in service. In 2025, there were 49 employees who retired in Globe. Cessation of employment through retirement can be either voluntary early retirement or involuntary retirement upon reaching the mandatory age of 65.

Fostering Employee Well-Being & Engagement

Globe prioritizes employee well-being by integrating Occupational Health and Safety standards with a comprehensive suite of competitive benefits. This commitment is reinforced through proactive engagement initiatives and family-friendly policies designed to ensure the long-term satisfaction and resilience of the workforce.

Health and Safety

Occupational Health and Safety

Guided by its Health and Safety Policy, Globe is committed to providing a safe and healthy workplace through a comprehensive Occupational Health and Safety (OHS) management system. Implemented across all facilities and operations, this system adheres to the internationally recognized ISO 45001 standard and complies with all applicable regulations from the Philippine Department of Labor and Employment (DOLE). The OHS management system covers all employees and relevant non-employees within the company's operational control. In 2025, the company conducted training courses focused on safety compliance, emergency life support, and disaster resilience to ensure personnel are prepared for workplace hazards and emergencies.

Central to Globe's OHS program is the Globe Risk Assessment (GRA) Tool, which facilitates the proactive identification, assessment, and documentation of occupational hazards. In accordance with DOLE guidelines, employees are required to report any identified work hazards. When unacceptable risks are found, Globe mandates the implementation of specific Objectives, Targets, and Programs (OTPs) as control measures. These interventions follow a formal hierarchy of hazard control, prioritizing the elimination of hazards or their substitution with safer alternatives before relying on engineering controls or personal protective equipment.

To ensure continuous improvement, Globe maintains a structured incident investigation and reporting process. All workplace accidents are promptly reported to the Admin and Safety team to determine root causes and implement preventive controls. Collaborative oversight is provided by the Safety, Health, and Environmental committee, which meets monthly to review safety protocols and systems.

Process for Identifying and Assessing Hazards

1. Define the scope
2. Identify the risks
3. Assess the risks
4. Control the risks
5. Monitor and review the process

Hierarchy of Hazard Control

- Eliminate the hazard
- Substitute the hazard
- Modify the process
- Isolate the hazard
- Implement engineering controls
- Use a combination of controls
- Use back up controls such as personal protective equipment

INVESTIGATION PROCESS

1. Incident Response and Immediate Actions. Secure the incident scene to prevent further incidents or damage.
   RESPONSIBLE PERSON | Employee
2. Accomplish Incident Reporting and Investigation Form and Injury Register (if injured) within 24 hours
   RESPONSIBLE PERSON | Employee
3. Report injury to the insurer and enforcing authority (if applicable)
   RESPONSIBLE PERSON | Responsible Manager
4. Implement interim actions to minimize risk within the workplace
   RESPONSIBLE PERSON
   Management, in consultation with employees
5. Conduct investigation on incidents and review concerns raised
   RESPONSIBLE PERSON
   Responsible Manager, together with necessary risk management group
6. Develop risk register and action plan outlining corrective and preventive actions to address risks and prevent future incidents
   RESPONSIBLE PERSON | Responsible Manager
7. Implement corrective actions based on the risk action plan
   RESPONSIBLE PERSON
   Concerned employees/departments
8. Follow up and evaluate the effectiveness of the actions
   RESPONSIBLE PERSON
   Employee, Responsible Manager

Globe empowers its workforce through OHS training programs. All employees are required to complete mandatory OSH training to understand their rights and the company's obligations. Furthermore, specialized training is provided for specific roles, including articulated driving, construction safety, industrial climbing, and first aid. In 2025, these trainings that were shouldered by the company continued to ensure that employees are equipped to perform their duties safely. This commitment resulted in 234 employees completing a total of 9,360 training hours across various specialized tracks, including Occupational First Aid and Occupational First Aid with Basic Life Support (BLS), Cardiopulmonary Resuscitation (CPR), and Automated External Defibrillator (AED), Occupational First Aid, Basic Occupational Safety and Health (BOSH), Disaster Management with an Overview of Rapid Earthquake Damage Assessment System (REDAS) Training, Industrial First Aid & Basic Life Support using AED, and Construction Occupational Safety & Health.

	2021[7]	2022[7]	2023[7]	2024[7]	2025		
	Total	Total	Total	Total	Total	Male	Female
Total hours worked	16,702,560	16,428,384	15,199,944	12,455,712	13,005,360	7,352,208	5,653,152
No. of non-disabling work-related injuries	0	0	3	5	1	1	0
No. of disabling (high consequence) work-related injuries (excluding fatalities)	0	0	0	0	0	0	0
Fatalities as a result of work-related injury	0	0	0	0	1	1	0

The effectiveness of these proactive strategies is reflected in the company's 2025 OHS performance. As part of the 2025 assessment, the company refined its reporting methodology to focus exclusively on physical, work-related injuries (such as broken limbs, concussions, slips, falls, and cuts) rather than property-only damages. Consequently, previous years figures were restated to exclude motor vehicle accidents that did not result in personal injuries. Under this updated definition, the organization's total non-disabling work-related injuries, particularly first aid cases, decreased to one (1), down from five (5) in the previous year. However, the company recorded one fatality during the period. In response to the incident, Globe remains committed to enforcing its comprehensive occupational health and safety policy; and continues to refine its safety protocols to protect its workforce from operational hazards. Specifically, to address the direct risks associated with this fatality, the organization has reinforced key initiatives including comprehensive driver education through mandatory motor vehicle courses, stringent precautionary measures for vehicle maintenance, and the implementation of fatigue management protocols.

Physical Health and Wellness

Beyond safety, the company actively promotes worker health through comprehensive medical services and wellness initiatives. The company's Annual Physical Examination (APE), which is mandated for all employees, goes beyond the standard "basic five" tests (complete blood count, urinalysis, fecalysis, and chest x-ray) by offering a more comprehensive health screening program. Alongside a thorough physical exam and medical history review, the expanded APE includes additional screenings for early detection of critical conditions such as cardiovascular disease, diabetes, hypertension, and kidney and colon illnesses, reinforcing the company's proactive approach to preventive care and employee well-being. For female employees aged 35 and above, the APE includes a pap smear test. Following these exams, Globe provides a post-APE consultation to help employees interpret their results and identify specific areas for health improvement. All personal health-related information of employees, including information obtained through the onsite clinic operated by qualified medical professionals, is kept strictly confidential and is not used in decisions regarding employment status or engagement.

Beyond hosting educational webinars on topics like meal planning, food safety, and cancer prevention, in 2025, Globe provided a nutritionist onsite to support employees' nutritional wellness. They were given dietary recommendations based on their recent APE results.

To encourage an active lifestyle, the company removes financial and time-related barriers by providing free access to onsite gyms and organized fitness classes, such as Yoga and TRX, in its headquarters. These facilities are available from Monday to Friday, between 6:00 AM and 9:30 PM, accommodating various work schedules. Other employees also enjoy discounted gym memberships.

Mental Health and Psychological Safety

The Globe Mental Health Program is fully compliant with the Philippine Mental Health Act (RA 11036) and Department of Labor and Employment (DOLE) guidelines. The program is dedicated to removing the stigma around mental health and providing a safe, supportive environment for employees who may be at risk.

Key components of the mental health support system include:

- HopeChat 2.0: A free, 24/7 mental health consultation service powered by **Intellect** that is exclusive to Globe employees. In comparison with HopeChat v.1, this platform does not only offer clinical counseling, but also provide live and text-based behavioral coaching, and self-care programs through self-paced modules. In 2025, over 685 employees used the Intellect App.
- Specialized Care: Employees can access and reimburse consultations with licensed psychiatrists or telepsychiatry services through partner health provider.
- Financial Support: Globe allows employees to reimburse expenses for prescribed psychiatric medicines based on established company thresholds.
- Work-Life Boundaries: To prevent burnout and promote mental clarity, the company has implemented "Thursday by the Desk," which prohibits meetings from 12:00 PM until the end of the day. Dedicated Quiet Rooms are also available at the office for stress reduction, mental clarity improvement, and the practice of religion.

[7]Restated figures to exclude motor vehicle accidents that did not result in personal injuries. While these incidents were historically captured to align with DOLE reporting requirements, they have been removed for alignment with GRI 403, which focuses the reporting of physical, work-related injuries over property-only damages.

Employee Engagement and Satisfaction

Feedback and Continuous Listening

The company prioritizes open dialogue through a continuous listening strategy. In 2025, Globe conducted its annual (iSpeak survey), which achieved a 95% response rate and a sustainable engagement score of 91%. This score reflects a high level of employee commitment and surpasses both the Philippine National Norm and Global High Performance Norm.

Beyond the annual survey, Globe employs various "Pulse Surveys," (e.g. State of the Globe Way, Wellness Survey, iSpeak Pulse Survey, to gather real-time insights into employee sentiment. These tools allow management to enhance recruitment, onboarding, and overall workplace dynamics by addressing concerns and scaling effective practices.

Collaboration

To support a hybrid and digital-first workforce, Globe has designed its physical and digital environments to foster seamless teamwork. The company's headquarters features collaborative areas characterized by open spaces, huddle rooms, and dedicated meeting rooms designed for agile interaction.

Digitally, Globe has transformed the end-to-end employees experience, ensuring efficient access to applications and simplified collaboration with colleagues across the Philippines. Globe was a pioneer in adopting Google Workspace with Gemini AI in the country, which has boosted productivity and satisfaction.

Employee Interest Clubs

Globe supports over 20 Employee Interest Clubs (G-Clubs) that serve as vital outlets for stress management and social connection. The company facilitates these communities through logistical support, marketing, and financial assistance. Operating nationwide across headquarters and regional offices, these clubs host inclusive events that welcome employees' families to watch and support them, strengthening the bond between their professional and personal lives.

Engagement extends beyond the company through active participation in Ayala-led sports and group-wide competitions. Homegrown talents, such as the 917 Dance Crew and Globe Voices, perform at both internal and external Ayala events, showcasing Globe's culture on a broader stage. Ultimately, these clubs foster a unified community, break down organizational silos through cross-functional networking, and empower employees to develop leadership skills within their respective interest groups.

Volunteerism

Volunteerism is a cornerstone of the Globe employee experience, enabling the workforce to drive nation-building through advocacies such as digital skills, education, hunger alleviation, and environmental conservation. In 2025, participation rose by 7%, with 4,016 unique employees contributing nearly 27,000 hours of service. Reflecting a deep-seated culture of service, 1,863 employees volunteered multiple times, moving beyond one-off activities to embrace sustained social impact.

2025 marked the 10th anniversary of Globe's Volunteer Time Off (VTO) policy, which grants every employee one paid day annually for community service. A highlight of this commitment was the GDay celebration, where 2,500 employees simultaneously dedicated 91.7 minutes each to a nationwide day of collective action.

Demonstrating a strong sense of ownership, employees personally pledged PHP 2 million to support these initiatives. These collective efforts reached over 7,000 beneficiaries, providing disaster relief, livelihood assistance for women, and hunger alleviation efforts, while strengthening partnerships with local governments and civil society. By integrating service into the professional journey, Globe fosters a shared sense of purpose that directly contributes to high employee retention and satisfaction. (For more information on impact of volunteerism, see Chapter on "**Social Capital**")

Employee and Company Recognition

Internal recognition is another key driver of employee engagement as it spotlights high-performing individuals and teams who embody the company values and drive innovation. This is exemplified by the Globe Excellence Award, which honors those who lead beyond the ordinary across various categories: Volunteerism (Group and Individual), Outstanding Achievement in Wonderful Service, Outstanding Achievement in Innovation, Outstanding Achievement in Collaboration, Excellence in Leadership, and Employee of the Year. Make it Blue Recognition highlights employees who demonstrated the Globe Values of "We Put Customers First" and "We Care like an Owner". This recognizes employees and groups who provided exceptional service and genuine care to Globe customers and who pursued reaching more households for Globe Broadband.

The success of Globe's internal employee inclusive and wellness programs is reflected in external accolades. In 2025, Globe received the Great Place to Work® Certification with 85% of employees affirming that Globe is a great place to work.

Great Place to Work® Certification

Great Place to Work® Certification

Institute of Research and Data Aggregation

Leading Employer for 2025
(Top 1% of companies)

Stevie® Awards for Great Employers

- Gold - Leading Transformation Award
- Gold - Best Use of People Analytics
- Silver - Achievement in Executive Development, Most Innovative Deployment, and HR Technology Innovation
- Bronze - New Employee Onboarding and Best Talent Acquisition Process

HR Asia Award

Best Companies to Work For
(5th Consecutive Win)

Stevie® Awards for Technology Excellence

Silver Stevie® for Technology Team of the Year

HR Excellence Awards 2025

- Overall Grand Winner
- Gold - Excellence in Employee Advocacy and Brand Ambassadors, Excellence in Learning and Development, Excellence in Talent Management, and Excellence in Addressing Urban Workforce Challenges
- Silver - Excellence in Hybrid Working, and Excellence in Employee Volunteerism
- Bronze - Excellence in Talent Mobility, and Excellence in Talent Acquisition

Asia Corporate Excellence & Sustainability (ACES) Awards

- Top Workplaces in Asia (7th win)
- Industry Champions of the Year (5th win)

Employee Benefits

Globe maintains full compliance with the mandatory benefits required by the Philippine Department of Labor and Employment while actively monitoring market trends and industry standards to benchmark its total rewards package. The company provides compensation that exceeds the minimum wage, recognizing that competitive benefits are essential for fostering a motivated, engaged, and satisfied employee experience. A cornerstone of this approach is "MyChoice," a flexible benefits program that allows employees to customize their benefits and those of their dependents to best suit their individual needs.

Permanent employees[8] at Globe receive a comprehensive suite of benefits:

Benefit	Frequency
Government benefits	Includes mandatory benefits namely SSS, PhilHealth, Pag-IBIG.
Leaves	All employees (except those governed by the collective bargaining agreement) are entitled to vacation leave, sick leave, paid time-off, volunteer time-off, and study leave. The following are the **paid** parental leaves that employees can avail: • Maternity leave (primary caregiver) - 105 days; additional 15 days for solo parent • Paternity leave (secondary caregiver) - 10 days (3 days more than the required leaves by the Philippine government) • Solo parent leave - seven (7) days (annually for either male or female)
Bonus	Employees are provided with guaranteed 13th and 14th month pay.
Variable Performance-based pay	On top of the 13th and 14th month bonuses, **all employees** may receive variable performance-based pay upon reaching the company's defined targets and attaining a minimum score based on the employee's year-end performance. Long Term Incentive Plan is also provided to eligible employees (see "Corporate Governance" for more information).
Personal Accident Policy, Life Insurance, Disability and Invalidity Coverage	These security and protection policies of Globe provide coverage for accidents, permanent and total disabilities, or death.
Medical benefits and reimbursement	All employees of Globe and their dependents, specifically their spouse, if married, and children, and/or extended dependents (based on the qualifications identified by the company) are covered by a healthcare plan under a partner health maintenance organization (HMO). The main corporate offices of Globe have onsite pharmacies and clinics that offer employees the convenience of obtaining prescribed medicines for free (within certain limits). The company also allows employees to reimburse prescribed medicines (within certain limits) purchased from partner and nonpartner pharmacies.
Common-law/domestic partner (same-sex or opposite sex)	Same-sex partners of legally married employees are eligible for all company-provided benefits. Employees with common-law partners and their children may also avail of benefits through the myChoice program.
Paw-rents Benefit	Employees, as part of the myChoice program, can avail of grooming and medical insurance for their pets.
Mental Health Benefit	All employees can reimburse mental health expenses for consultations and telepsychiatry services with licensed psychiatrists or accredited facilities, as well as psychiatric medicines prescribed for treatment. Absence from work, for the purpose of undergoing treatment or rehabilitation, as prescribed by the attending psychiatrist, may be charged to the available Sick Leave and other related paid leaves of the employee.
Longevity Program	With the Longevity Award Program, Globe gives back to its tenured employees who, with their loyalty and dedication, have contributed to the company's success. Since 2022, the company has has shifted its rewards for tenured employees with shares of the company. Through this, the awardees become part owners of the company.

[8]Globe does not have temporary employees.

Benefit	Frequency
Retirement benefits	Retirement benefits of Globe are compliant with the Retirement Pay Law, Republic Act No. 7641 Retirement benefits are given to Globe employees who have rendered at least ten (10) years of service upon their retirement at the age of 65. The benefits provided include five-year extended medical coverage, five-year extended life insurance coverage, bereavement assistance benefits, and career transition services on financial wellness, investments, and portfolio management. Employees who are at least 50 years old with at least ten (10) years of tenure in the company can also avail of early retirement. Benefits include non-taxable retirement pay and five-year extended life insurance coverage. See Note 27.1 Pension Benefits of the AFS for more details.
Tools of Work	This includes a laptop and a mobile phone, depending on the work requirement. These assets are company-owned for a certain period, after which ownership can then be transferred to the employee. Furthermore, service vehicles are provided to sales and field-related roles.
Car Plan	Managers and above are also provided with a car plan.
Financial Assistance	This includes bereavement and calamity assistance.
Loan Programs	Employees can access immediate loans to cover expenses related to hospitalization, special health-related, bereavement, and calamities. There are also loan options available for education and house/condo/lot acquisition/ renovation.
Employee Discounts and Subsidies	Various discounts and subsidies are offered to employees covering Globe Broadband products and exclusive discounts and promotions offered by the Ayala Group of Companies.

To promote a "Green Culture", Globe provides shuttle services primarily using electric vehicles, encourages carpooling through its internal communication platform, and offers a biking rack at its offices. Through the "G-evolution" program, employees with car plans can access discounted prices for electric vehicles offered by partner companies. (See "Natural Capital" for more information on total EV adoption in Globe). Globe utilizes a hybrid work model where employees work from the office three (3) times a week and have flexible locations for the remaining two (2) days.

Supporting financial empowerment, the Globe Coop serves as an employee-owned cooperative dedicated to helping its members achieve long-term financial stability and personal goals through savings, capital building, and fair access to lending. The cooperative pursues financial literacy among its members and provides them with affordable loans for tuition, home renovations, and retirement planning, as well as yearly dividends, patronage refunds, and exclusive perks.

The "ShowBiz" program complements these financial services by providing a platform for employees with small businesses to showcase their products and services during company events. This initiative supports the entrepreneurial aspirations of the workforce, creating further opportunities for their economic growth and empowerment.

Family-Friendly Benefits

Globe recognizes that the well-being of its employees is deeply connected to the well-being of their families. The company ensures that its workforce is supported through various life stages, particularly during parenthood and family caregiving. The company maintains full compliance with Philippine labor laws, including, the 105-Day Expanded Maternity Leave Law (RA 11210), the Paternity Leave Act of 1996 (RA 8187), and the Expanded Solo Parents Welfare Act (RA 11861).

To support primary caregivers, Globe provides 105 days of paid maternity leave, with an additional 15 days granted to solo parents. For secondary caregivers, the company offers 10 days of paid paternity leave, which exceeds the government-mandated seven (7) days by three (3) additional days. Furthermore, solo parents are entitled to seven (7) days of annual parental leave to fulfill duties. All female employees are entitled to maternity leave, while male employees who are married or have declared themselves as fathers are entitled to paternity leave.

	2024[9]			2025		
	Total no. of employees	**Total no. of male employees**	**Total no. of female employees**	**Total no. of employees**	**Total no. of male employees**	**Total no. of female employees**
Employees Entitled to Parental Leave (Total)	**4,940**	2,130	2,810	**5,179**	2,271	2,908
Employees Who Took Parental Leave (Total)[10]	**283**	159	124	**379**	265	114
Employees Who Returned to Work after Parental Leave Ended (Total)[11]	**286**	159	127	**362**	265	97
Employees Who Returned to Work After Parental Leave Ended and Were Still Employed 12 Months After Their Return to Work (Total)[12]	**282**	165	117	**286**	159	127
Return to Work Rate of Employees Who Took Parental Leave	**101%**	100%	102%	**96%**	100%	85%

Beyond leave credits, Globe extends comprehensive health and financial support to families. Children of employees are included as qualified dependents in the company's healthcare plan, ensuring they have access to medical coverage. The company also provides financial assistance for childbirth and allows for the reimbursement of prescribed medicines. At its headquarters and regional offices, Globe has established dedicated lactation rooms to provide breastfeeding mothers with a private and comfortable space to express milk during work hours. For members of the Globe Coop, the company offers specialized loans to help cover the costs of children's education.

Globe also creates opportunities for employees to integrate their family lives with the workplace community. In 2025, the company celebrated its annual Halloween event, which saw participation from over 1,200 families and children. The celebration featured themed booths and storytelling activities designed to bring families together in a joyful and safe environment.

Freedom of Association and Collective Bargaining

Globe upholds the fundamental right of its employees to form and join trade unions without fear of reprisal, as stipulated in the corporate Code of Conduct. Unionized employees are treated equally and receive the same favorable conditions regarding wages, working hours, and health benefits as the rest of the permanent employees. The company protects these individuals from any anti-union discrimination and provides the Globe Whistleblower Network (GWeN) portal as a secure channel for raising concerns without prejudice. Members can also raise any concerns directly through the Human Resources Group.

The Globe Telecom Employees' Union is the sole union within the organization. Labor relations are managed through a Collective Bargaining Agreement (CBA) that is reviewed in its third year to ensure provisions remain relevant. The most recent review took place in 2024, during which Globe provided the union with the necessary data to facilitate meaningful negotiations. Union members enjoy all standard company benefits plus additional specialized benefits defined within the CBA, reinforcing the company's commitment to fair labor practices.

1
Employee Union

149
No. of permanent employees covered by trade unions/ collective agreements

2.23%
Employees covered by trade unions/collective agreements

[9]Restating 2024 Figures to reflect late filing of parental leaves in 2024
[10]This data pertains to the total number of unique male and female employees who availed of parental leave in 2025.
[11]The data tracks the same employees who took parental leave and then returned to work after their leave.
[12]The data tracks the same employees who took parental leave and then returned to work after their leave and are still employed 12 months after.

Cultivating a Future and AI-Ready Workforce

As the telecommunications industry rapidly shifts toward digital-first ecosystems, Globe Telecom is accelerating its transformation. Central to this evolution is a workforce equipped with future-critical skills, agile mindsets, and the ability to navigate increasing technological complexity enabling sustained innovation, operational excellence, and long-term value creation.

Competency Management

Globe leverages a structured competency framework to define the critical skills required for evolving roles and anticipate future capability needs. This forward-looking approach enables early identification and closure of skill gaps, minimizing operational risk while accelerating workforce readiness. At the same time, it creates clear intervention for employee growth and mobility, strengthening the company's ability to sustain performance and adapt in a rapidly changing environment.

Building Competencies of the Workforce

Core Competencies

Competencies that are essential now to effectively perform in current role

Emerging Competencies

The critical skills required to succeed in the roles of the future and sustain organizational relevance.

7 Leadership Competencies

The capabilities that drive consistent performance and business impact operationalized through the 7 Leadership Competencies (7LC): Customer Orientation, People Development, Learning Agility, Entrepreneurial Mindset, Execution Excellence, Digital Innovation, and Strategic Thinking.

Career Growth Assessment

The Individual Development Plan (IDP) is a collaborative effort between the employee and their immediate supervisor, designed to create a personalized career path that supports competency development, assists the career growth of the employee, and contributes to the company's business objectives. In 2025, all employees have completed their IDPs.

IDP Completion[13]

	Total no. of male employees	Total no. of female employees
Total No. of employees with completed IDP	3,776	2,908
By Age Group		
Under 30 years old	373	272
30-50 years old	2,915	2,401
Over 50 years old	488	235
By Level		
Rank and File	279	328
Middle Management	3,217	2,325
Senior Management	280	255

Performance Management and Evaluation

To support performance and growth, Globe utilizes a performance management system that measures both business and behavioral objectives. Continuous feedback and coaching between employees and their immediate supervisor are central to this process throughout the year. Employees participate in a mid-year review to assess progress on business and behavioral goals, re-align goals, recalibrate priorities based on evolving business needs, and re-upskill for future readiness. A comprehensive full-year review follows, involving self-assessment, peer evaluation, and supervisor feedback to recognize achievements and plan next steps for development. Employees that fall short in their performance have a Performance Individual Plan. The process is anchored on regular Performance SOULversations or dialogues, promoting a culture of transparency, continuous feedback, and shared responsibility for growth.

Performance Evaluation[14]

	Total no. of male employees	Total no. of female employees
Total No. of employees with completed Performance evaluation	3,640	2,794
By Age Group		
Under 30 years old	333	252
30-50 years old	2,824	2,310
Over 50 years old	483	232
By Level		
Rank and File	199	256
Middle Management	3,151	2,286
Senior Management	290	252

Trainings and Upskilling

Globe adopts a holistic 70-20-10 Learning Model. This framework ensures that upskilling across the company, regardless of gender, is not merely an academic exercise but a strategic integration of hands-on application, social collaboration, and structured education.

70%

EXPERIENTIAL LEARNING Experience Learning Through Doing and Innovation

The majority of professional development at Globe happens through immersive, real-world experiences that challenge employees to apply new technologies to actual business problems.

- **Data Analytics Bootcamp (DAB):** In partnership with Eskwelabs, this 12-week intensive program provides fresh graduates new hires and a career-shifting opportunity for employees to transition into data-centric roles. The bootcamp involved face-to-face learning sessions, hands-on activities, sprint presentations, and a culminating capstone project. In 2025, cadets mastered data science methodologies, including Python and machine learning, specifically tailored to the Globe ecosystem.
- **NextGen Rising (High Performing Early Careers):** The NextGen Program is an initiative designed to accelerate the development of high-performing early-career talents at Globe. The participants were selected based on sustained performance and strong track records. The program equips participants with capabilities in process optimization, automation, and innovation, enabling them to drive efficiency, simplify operations, and support business transformation. Guided by "InnoMentors", it culminates in a final project presentation to an executive panel, showcasing data-driven solutions with measurable business impact.
- **PLAI:Offs (AI Innovation Challenge):** This competition encourages cross-functional teams to build AI-driven solutions. Participants attended five (5) expert-led workshops that provided essential AI knowledge, tools, and frameworks to develop impactful project proposals addressing real business needs. Notable 2025 projects included AIRA (AI Repair Assistant), a conversational AI chatbot which provides real-time troubleshooting steps for broadband technicians in the field, and QualifAI, which automates complex API testing to accelerate software delivery.

PROMPT LIKE A PRO

Over 1,000 employees participated in Prompt like a Pro, a large-scale capability-building initiative, significantly strengthening the organization's AI readiness. The program went beyond foundational awareness—equipping talent with practical expertise in responsible AI use, advanced prompting techniques leveraging Gemini tools, and hands-on development of customized virtual AI assistants through Gemini's "Gems" functionality.

This investment accelerates enterprise-wide productivity, enhances decision-making capabilities, and positions the workforce to effectively integrate AI into core business operations at scale.

One of the teams, BAPEvolution, stood out by rethinking how network issues are managed. Instead of relying on time-consuming manual checks, their AI-powered solution helps detect potential problems early and recommends preventive actions before outages happen.

By automating diagnostics and maintenance planning, their approach saves time, reduces costs, and improves accuracy. The result is a more reliable network and a smoother experience for both teams and customers, shifting from reactive fixes to proactive, intelligent operations.

[13] 100% of eligible/required employees have completed their IDP for 2025

[14] 100% of eligible/required employees (hired until October 1 and active as of December 31) have completed their performance evaluation

20%

EXPOSURE
Social Learning and Mentorship

Globe recognizes that workforce resilience is strengthened through the exchange of knowledge. This focuses on building professional networks and providing access to industry leaders.

GLOBE LEARNING EXPO 2025 (GLX)

The Globe Learning Expo 2025 serves as a powerful enabler of the eXponential mindset required to thrive in a fast-changing, technology-driven landscape, anchored in continuous learning, adaptability, and innovation.

"Grow" emphasizes ongoing capability building and adaptive leadership. "Forward" highlights innovation and purposeful action in response to evolving industry dynamics. "Together" reinforces a culture of collaboration and shared growth across the organization.

Anchored on the eXponential potential of every Ka-Globe, GLX 2025 is guided by the belief that meaningful learning comes from eXposure, eXperience, and eXchange. As a strategic platform, it enables employees to explore emerging trends and translate insights into action in support of Globe's 80-30-50 ambitions. Delivered through a hybrid format, the initiative engaged close to 3,000 participants across face-to-face sessions, livestream audiences, and regional teams, ensuring nationwide inclusion.

Through this approach, Globe continues to shape a future-ready organization, growing forward, together.

- Globe's Mentoring Program: This is a key driver in building a strong learning culture, improving performance and leadership readiness, directly supporting the execution of Globe's strategic ambitions. In 2025, nine (9) out of ten (10) executives are mentors, a 7% increase from the previous year, supporting 830 mentoring relationships, more than double the 2024 mentorships. This growth highlights the strength and scalability of Globe's mentoring framework. The program's impact is driven by a diverse mentor pool, combining strategic leadership, career guidance, and deep technical expertise, enabling Globe to build a future-ready leadership pipeline and strengthen overall organizational capability.
- The G Network: Globe offers specialized professional development for its women employees. The G Network provides a platform for mentorship, leadership coaching, and formal sponsorship. By connecting women in STEM and IT roles with senior executives, Globe ensures they have the visibility and support needed to ascend to leadership positions.
- AI Guild: This community of practice serves as a hub for peer-to-peer learning. Members share best practices in AI and responsible innovation, ensuring that as the company adopts new tools, the knowledge is disseminated horizontally across the organization.

10%

EDUCATION
Formal Upskilling and Digital Hubs

Structured learning provides the foundational theory and knowledge necessary to advance the career of employees. Aside from onsite training, Globe has digitized its education ecosystem to make learning accessible and personalized.

- Globe University:
  This internal academy offers formal face-to-face/ hybrid training programs. This includes leadership training courses designed for all organizational levels, ensuring a continuous pipeline of leaders.
- The Future of Growth: The Digital Learning Ecosystem

  Globe is redefining professional development by transitioning from traditional training to a 24/7 digital learning ecosystem integrated directly into the daily workflow.

  1. Intentionality via Coach Newton
     At the heart of this ecosystem is Newton, the company's central intelligence hub. To help employees navigate a vast landscape of development opportunities, Globe introduced Coach Newton, an AI-powered learning advisor.

     Hyper-Personalization: Coach Newton filters through over 10,000 modules to curate bespoke curricula tailored to an individual's specific required competencies.

     Gap-to-Growth Mapping: The tool identifies skill gaps, ensuring that learning is purposeful and prepares employees for their next internal career opportunity.
  2. AI-Powered "Safe-to-Fail" Environments
     The ecosystem prioritizes experiential learning through AI-powered simulations, allowing employees to refine their skills.

     Real-Time Practice: Employees engage with AI personas to role-play difficult conversations, technical troubleshooting, or leadership scenarios.

     Instant Feedback Loops: Learners receive immediate, data-driven critiques on their performance, allowing for rapid skill refinement in a safe, low-stakes environment before applying them in the field.
  3. Specialized Ecosystem Extensions
     While Newton provides the foundation, Globe offers "deep-dive" platforms for specialized roles to ensure hyper-relevance across all business functions. A key example is Reforge, which provides advanced, high-impact frameworks specifically for product and growth leaders seeking to drive business transformation.

- **Global certifications:** Employees are also supported to acquire global certifications. For instance, in 2025, ten (10) Globe Business employees acquired TM Forum certification, mastering global frameworks like ODF, eTOM, and SID.

Training Highlights

	Total no. of male employees	Total no. of female employees
Total no. of training hours	114,796	87,955
Average training hours	30.4	30.2
By Age Group		
Under 30 years old	12,365	9,142
30-50 years old	89,103	72,243
Over 50 years old	13,328	6,570
By Level		
Rank and File	4,680.67	6,547.59
Middle Management	76,182.13	104,358.47
Senior Management	5,225.21	5,757.00

Upholding Ethical Practices

Globe maintains a steadfast commitment to high ethical standards. Ethical practices within the organization are overseen by both the Human Resources Group and the Corporate Governance department to ensure that the company's values are translated into daily operations. Furthermore, Globe ensures that its labor and business practices remain in full compliance with the regulations of the Department of Labor and Employment (DOLE) and other relevant Philippine laws.

Code of Conduct and Compliance

The Globe Employee Code of Conduct serves as the primary governing document for professional behavior within the organization. To ensure that these standards remain clear and actionable, the company carries out regular orientations and refreshers for its workforce, with the most recent session completed on July 3, 2025 and annual Code of Conduct acceptance & confirmation exercise.

In 2025, Globe also implemented a Safe Space Policy, which is designed to maintain a zero-tolerance stance on harassment. This policy fosters a culture of trust by empowering employees to call out microaggressions and support one another in a secure environment. Any actions that violate this commitment are met with appropriate corrective measures to ensure the workplace remains a positive environment for all. The Code of Conduct includes specific Rules of Disciplinary Proceedings and Special Rules on Sexual Harassment Cases to ensure fair and standardized handling of misconduct.

(A "Certification of Compliance" with the Code of Conduct is found in the annex of this Report).

Human Rights Commitment

Globe is dedicated to protecting the human rights of all individuals within its operations and value chain. This commitment is strictly integrated into the Code of Conduct and Human Rights Policy Commitment and aligned with international labor standards. In 2025, there were no recorded forced labor, child labor, discrimination cases against fellow employees or indigenous people, or human rights abuses.

- Prohibition of Forced Labor: The company maintains a strict prohibition against any form of forced, bonded, indentured, or involuntary labor.
- Abolition of Child Labor: Globe does not hire any person under the age of 18, or under the age required for completing compulsory education. This is enforced through a rigorous screening process during employment, where applicants must submit mandatory documentary requirements to verify their age.
- Operational Changes: The company manages significant organizational shifts with empathy and responsibility, guided by the Globe Responsible Management of Reorganization Policy Commitment.

By strictly adhering to these principles, Globe ensures that its growth is built on a foundation of respect for human dignity and fair labor practices.

Anti-Bribery and Corruption

Globe maintains a zero-tolerance policy toward all offenses against honesty and integrity, including acts of corruption, extortion, and bribery. This commitment is formalized through the updated **Anti-Bribery and Corruption (ABC) Policy** issued in 2025. The policy aligns with the Anti-Graft and Corrupt Practices Act (Republic Act 3019) and serves as a vital component of the company's broader ethical framework. It complements other key governing documents, such as the Globe Employee Code of Conduct, Supplier Code of Ethics, Manual of Corporate Governance, and Whistleblower Policy.

The ABC Policy provides a clear and exhaustive definition of prohibited activities, identifying specific acts that constitute corruption, extortion, and bribery and serves as a guide on prohibited activities and acceptable behaviors. Every individual associated with Globe is expected to demonstrate the highest standards of ethical and professional conduct in all business dealings. Globe recorded zero confirmed incidents of corruption during the 2025 reporting period.

To ensure widespread awareness and compliance, the company actively communicates these standards across the organization. The updated ABC had a high level of acknowledgment reflects Globe's success in fostering a strong culture of compliance where employees understand their role in protecting the organization's integrity.

Whistleblowing Mechanisms

Globe, as detailed in its **Whistleblower Policy**, encourages its stakeholders to play an active role in maintaining organizational integrity by providing a secure channel for reporting suspected policy violations. This is facilitated through the Globe Whistleblower Network (GWeN), an independent, 24/7 reporting platform accessible to employees, suppliers, customers, and other stakeholders. The platform is designed to handle reports concerning improper activities, breaches of the Code of Conduct, and human rights or ethical violations concerning Globe employees (including officers, directors) and Globe suppliers and third party partners. To ensure the platform is accessible to all stakeholders in the Philippines, reports can be submitted in both English and Filipino.

A core component of the whistleblowing framework is the protection of the individuals who come forward. Globe strictly enforces a non-retaliation policy, ensuring that anyone who makes a disclosure in good faith can do so without fear of reprisal or professional prejudice. All reports are treated with high confidentiality, and the Whistleblower Policy provides a clear outline of how disclosures are processed and investigated to ensure fairness for all parties involved. This mechanism is proactively communicated to both employees and suppliers to reinforce a transparent "Culture of Care" and the Globe value of "Care like an Owner" across the entire value chain.

Outlook

As Globe looks toward 2026, its People Agenda positions the organization to meet the demands of a rapidly evolving industry by prioritizing its workforce. The company is building a future-ready workforce by attracting and developing top talent, strengthening leadership depth, and reshaping the organization for greater agility and customer-centricity.

Central to this strategy is a commitment to continuous learning, internal talent mobility, and inspiring leadership, ensuring Globe employees are equipped with the skills, mindset, and resilience required for the future of work. While Globe continues to harness emerging technologies like AI to enhance operations, its primary differentiator remains a culture that embodies the "Globe Way"—collaborative, inclusive, and purpose-driven. Through these efforts, the organization is not merely adapting to change but is proactively shaping a workforce ready to thrive in the years ahead.

SOCIAL AND RELATIONSHIP CAPITAL

Creating Shared Value

Sustainability Topic

Product Safety & Quality and Customer Experience

Management

Elevating Customer Experience

Democratizing Access through Affordability, Accessibility and Digital Empowerment

Enabling Enterprises & SME Digital Transformation

See also Manufactured Capital

Sustainability Topic

Digital Inclusion

Management

Democratizing Access through Affordability, Accessibility and Digital Empowerment

Enabling Enterprises & SME Digital Transformation

Driving Social Impact at Scale

See also Manufactured Capital and Financial Capital

Sustainability Topic

Sustainable Value Chain

Management

Championing a Responsible Supply Chain

See also Natural Capital

Metric	Target	2024	2025
Customer Service	Deliver seamless end-to-end customer experience	NPS: 43.3	NPS: 49
Digital Inclusion	Affordable and accessible fiber connection	Connected 260 thousand subscribers through GFiber Prepaid, predominantly composed of Socio-Economic Class (SEC) D households, representing a 74% QoQ growth	Reached over 820 thousand subscribers through GFiber Prepaid
Digital Skills	Empower more MSMEs in their digital transformation through upskilling opportunities	Sustained five (5) masterclass webinars and expanded to four (4) topics that are most pressing for MSMEs last year: (1) Digital Marketing, (2) Social Media Marketing, (3) Cybersecurity, (4) Introduction to AI The webinar series engaged 1,300 participants from 1,118 companies	Upskilled 3,021 SMEs nationwide through "The Breakthrough Masterclass: Small Biz Edition" Continued to empower companies on digital transformation through learning sessions (e.g. Cyberheist, Mindhive)
Supply Chain	Top 300 suppliers screened against ESG criteria	300 suppliers screened	300 suppliers screened through sustainability intelligence platform 'givvable', covering Globe's top vendors in four (4) major commodities: Network, Information Technology, Facilities, and Marketing and General Purchases

Elevating Customer Experience

Globe prioritizes superior customer experience to drive customer loyalty and brand value.

Customer Trust

Customer satisfaction remains a core performance metric. Globe monitors this through the Net Promoter Score (NPS), which measures customers' willingness to recommend its services. Globe's NPS score increased to 49 in 2025 from 43.3 in 2024, well above the telco industry benchmark of 31, indicating customer satisfaction.

NPS SCORE

2022	2023	2024	2025
37	43	43.3	49

In 2025, Globe's mobile network delivered a median download speed of 34.8 Mbps, representing 8% year-on-year growth. Even more notable is the performance of its broadband services, which surged by 36% to 120.4 Mbps. These speeds comfortably exceed the bandwidth required for seamless experiences on high-demand platforms such as YouTube, Zoom, and Facebook.

To stay ahead of evolving customer needs, Globe maintains a continuous feedback loop. The company employs the following strategies to align its innovations with customer expectations:

- Customer Focus: Globe conducts an annual Insights Summit to keep Globe employees updated on key trends to guide them on their innovation process and address the pain points of customers. In 2025, this includes the political and economic landscape and outlook, AI use cases, and customer behavior and preferences.
- Continuous Feedback: Regular on-ground and online surveys provide insights into on service performance and product relevance.
- Globe Care Crew: This is a new program in which employees take on frontline roles to experience the customer journey firsthand.

Store Experience Optimization

Globe continues to reinvest in its physical touchpoints across the Philippines. While the company maintains a strong online presence, it recognizes that many customers still prefer face-to-face transactions.

By the end of 2025, Globe operated 94 stores nationwide. On top of these, microstores were established in communities such as Vigan, Sorsogon City, and Boracay and an airport kiosk in NAIA Terminal 3. These engagement areas bring essential services closer to customers, especially in provincial areas and those tourists and balikbayan arriving in the Philippines.

A key objective for 2025 was to enhance the walk-in experience by significantly cutting customer wait times. Globe achieved this through updated systems and streamlined frontline processes.

Concern	Action Taken
Excessive Wait Times: Customers faced unreasonably long physical wait times for simple transactions or when using priority lanes.	Process Optimization: Introduced fast lane queues for change SIM, SIM purchase, bill payment, network concerns, device pickup.Separate queues for priority customers (Senior Citizens/Persons with Disabilities) were also established. Rolled out Universalist Training to eliminate hand-offs and allow staff to handle a wider variety of customer needs independently.
Rigid Policy Barriers: Strict documentation requirements for essential services like SIM replacement or reactivation created significant service barriers.	Policy Simplification: Rationalized the Change SIM Policy and allowed the use of SCR Data for prepaid customer verification to reduce documentation burdens.
GCash & Digital Gaps: High volumes of GCash concerns required specialized in-store support that was often missing, leading to frustration when customers were redirected back to hotlines.	Dedicated GCash Support: Implemented an In-Store GCash Escalation Process to handle specific concerns directly rather than redirecting customers.

Aligned with Globe's value of "Care like an Owner", Globe also started the Globe Care Crew, a program that fosters a "culture of care" by connecting employees directly with customer needs. Participants, starting with the company leadership, spend a full working day in Globe stores to gain firsthand exposure to customer pain points and provide support service such as SIM replacement, bills payment, and digital adoption through the GlobeOne app during low-traffic periods.

In 2025, the program achieved a sign-up rate of 91% and a completion rate of 68%. The program excludes employees already in sales roles, pregnant women, and persons with disabilities or special health conditions.

The initiative has identified key operational improvements in both store and corporate processes and fostered deeper personal commitments among the workforce to enhance the customer experience within their own respective roles.

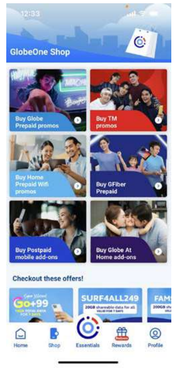
As a result of these improvements and immersion of employees in the stores, Globe has observed significant changes in Globe Stores. The average wait times, which previously was about 32 minutes, were reduced to just 17 minutes.

GlobeOne

The GlobeOne app serves as the primary digital hub for Prepaid, Postpaid, and Broadband customers, centralizing account management into a single, efficient dashboard.

Key features:

- Account Management: Real-time data tracking and multi-account control.
- Transactions: Seamless loading, promo subscriptions, and Globe or third party bill payment.
- Self-Service: Direct access to billing history, service requests and support.
- Rewards and Lifestyle: Redemption and management of Globe Rewards, and access to exclusive discounts from partner establishments.

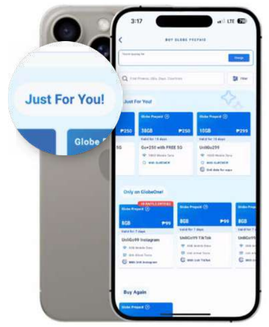


Globe continuously updates its GlobeOne app to deliver faster, personalized, and inclusive experiences for its customers.

Hyperpersonalization

Globe leverages data analytics to understand unique usage patterns. This allows the company to anticipate customer needs through hyperpersonalization. By analyzing these insights, Globe provides the right promotion, particularly the "Top 3" recommendations, at the most relevant time. For instance, a customer can receive a streaming data pack offer just before their current one expires.

Launched in the first quarter of 2025, the implementation of AI-driven offer recommendations has significantly increased the relevance and acceptance of offers across Globe's digital platforms.



Personalized offers in the 'Just For You' (JFY) resulted in growth as 88% of the livebase received personalized offers via the JFY Menu across GCash, GlobeOne, Meta and GBenta. Furthermore, the ecosystem successfully engaged 62% of the total livebase, with customers actively availing of tailored offers, rewards, or loans.

This performance highlights the increased customer resonance across these digital platforms and its ability to drive meaningful customer interaction through AI data-driven offer recommendations.

2025 New GlobeOne Features

SIM SERVICES

- App-based SIM Replacement: Customers can now request a replacement for lost or damaged SIMs directly through the app, with options for flexible payment and delivery.
- Instant eSIM Migration: Prepaid and Postpaid users can now convert their physical SIM to an eSIM instantly within the app.
- Instant 5G Upgrades: The app includes a 5G readiness checker and allows users to order 5G-enabled SIMs for delivery.

GUEST MODE FOR BOTH GLOBE AND NON-GLOBE USERS

- Without having to log in or create a full profile first, users can now register SIMs, buy load, subscribe to promos, and purchase eSIMs. This was designed to lower the barrier for tourists and new customers.

ENHANCED LIFESTYLE & TRAVEL TOOLS

- Beetzee "Piso Serye": Integration of a short-form drama platform where users can watch episodes for as low as PHP1 each, paid via load or GCash within the app.
- Advanced Roaming Booking: Customers can now book roaming promos up to one year in advance. Payment can be made via GCash, credit card, or charged to your bill.
- GoGIVE Advocacy: A new feature that allows users to convert their mobile data usage into "hearts" to support partner NGOs.

OPTIMIZED TECHNICAL PERFORMANCE

- The app was re-engineered to be smaller in file size and faster to load, specifically to ensure inclusivity for users with entry-level smartphones.

Globe Rewards
Globe designs its rewards program to maximize the value of every peso spent by its customers. For Globe Postpaid (SIM only) and Platinum subscribers, the "**Rewards Forever**" feature ensures that earned points do not expire. This benefit remains active as long as the customer stays on an eligible plan, removing the pressure of time-bound redemption. (For more information on how to use Globe Rewards points, see "Driving Social Impact at Scale")

The company also expanded its digital rewards through "Gokens." Customers can convert their Rewards points into exclusive in-game tokens. Users can use Gokens to participate in various game mechanics and win prizes from products within the Globe ecosystem and partner. This initiative deepens customer engagement by awarding digital behaviors and blending loyalty rewards with digital entertainment.

Globe Roaming
Globe offers affordable international connectivity through GoRoam. This service provides data rates comparable to local prices in key global destinations. GoRoam is accessible to all mobile users, regardless of their device type. It avoids complex setup and hardware limitations. Users can activate their connection in minutes upon arrival.

To enhance convenience, Globe introduced a travel bundle that combines roaming data with insurance coverage. This integrated solution removes the need for separate purchases. Customers use the GlobeOne app to select their destination and roaming package. The insurance benefit is automatically included in the bundle for a seamless travel experience.

Flagship Forever Program
To further elevate the ownership experience for Postpaid and Platinum customers, Globe offers the Flagship Forever Program. This initiative ensures that loyal customers always have access to the latest mobile technology through a seamless upgrade experience.

Through this program, Globe provides a guaranteed pathway for customers to upgrade to the next flagship device as early as the 12th month of their existing plan—without needing to wait for the full contract term to end. This not only drives high satisfaction among tech-enthusiasts but also promotes a circular economy by ensuring older devices are professionally refurbished or recycled.

Product Safety and Responsibility

Globe ensures its infrastructure meets the highest safety standards to protect the public and the environment.

- Radiation Safety: Whenever necessary, Globe towers undergo radiation safety evaluation by the Department of Health (DOH) to verify that its cell sites meet national safety standards for non-ionizing radiation.
- Compliance with Global Standards: Globe complies with global health standards, specifically the guidelines set by the International Commission on Non-Ionizing Radiation Protection (ICNIRP).
- Responsible Battery Disposal: End-of-life batteries are collected and transported through DENR-accredited hazardous waste handlers to manage their responsible disposal and treatment, ensuring safety for people and the environment.

Globe works closely with Local Government Units (LGUs) and engages communities to share clear, science-backed information. This includes raising awareness on electromagnetic fields during these interactions, particularly when communities express concerns about the impact of cell sites. These activities help build trust and show that Globe delivers its services with care.

Responsible Marketing

As a member of the Philippine Association of National Advertisers (PANA), Globe strictly adheres to the Ad Standards Council (ASC) Code of Ethics and Standard Manual of Procedures. This adherence ensures that the company's messaging respects consumer rights and upholds high moral standards, including the protection of children.

Globe secures ASC permits in compliance with the rules and regulations for its marketing materials to ensure claims are transparent and do not mislead consumers.

- Protection of Minors: Globe secures permits from the Department of Labor and Employment (DOLE) whenever children or minors (individuals below 18 years old) are featured as talents in marketing materials. To ensure their welfare is protected, all minor talents must be accompanied by a parent or guardian during production.
- Consumer Protection: For materials involving sales promotions, Globe secures permits from the Department of Trade and Industry (DTI) to guarantee that promo mechanics are fair and transparent.

In 2025, Globe had zero (0) incidents of non-compliance with regulations resulting in a fine or penalty, and zero (0) incidents of non-compliance with regulations resulting in a warning. To ensure that these standards are understood and implemented across the organization, Globe conducts annual training for employees involved in the creation and approval of marketing materials. These sessions focus on ASC and DTI guidelines and emerging best practices in responsible marketing.

Democratizing Access through Affordability, Accessibility and Digital Empowerment

As one of the world's most active digital communities, the Global Digital Report 2025[1] ranks the Philippines third globally in daily internet use and sixth in AI adoption. Globe democratizes access by integrating affordability into its network expansion and fostering inclusion through targeted education and skill-building.

Digital Inclusion Programs

Globe is dedicated to fostering an inclusive digital economy through affordable services, accessible infrastructure, and tools for social and economic enablement. Through these, the company empowers Filipinos to thrive in a modern, connected society.

Affordability
Globe has significantly reduced the cost of data to ensure that even the most cost-conscious segments can participate in the digital economy. Between 2019 and 2025, mobile data rates dropped by nearly 60%, with a further 17% decrease in 2025.

Across Globe brands, Globe enables its customers to have more flexibility and control over their data. Through GlobeOne, Globe provides best value-for-money deals and promos for its customers through hyperpersonalization.

[1] https://www.meltwater.com/en/blog/social-media-statistics-philippines

MOBILE: GLOBE PREPAID

The "Go+" series remains the flagship value offering, providing high-speed 5G data paired with "choice" apps for lifestyle and productivity.

Promo	Price	Validity	Key Features
Go+99	PHP 99	7 days	8GB All-sites + 8GB Choice of Apps + 4GB 5G + Unli Texts + 1 Lifestyle Voucher of Choice

MOBILE: TM

As the budget-friendly brand, TM introduced the EasySURF series in 2025, offering increased gigabytes at lower price points.

Promo	Price	Validity	Key Features
EasySURF50	PHP 50	7 days	4GB data + 2GB 5G data + 3GB (1GB/day) access to apps + Unli All-net Texts

MOBILE+ BROADBAND: GOMO

GOMO continues to redefine digital convenience by streamlining how users connect, whether at home or across the globe. By eliminating traditional barriers like roaming fees and multiple subscriptions, these latest innovations offer a "borderless" and flexible lifestyle.

- UNSTPPBL GBs: Introduces the Philippines' first borderless data, allowing users to use their local data abroad instantly, eliminating the need for roaming packs, SIM swaps, or extra steps while traveling.
- UNLI Fiber + Data: Simplifies connectivity by bundling unlimited home fiber and mobile data into a single subscription, ensuring a seamless experience for streaming and working both at home and on the go.
- 'Mo Creds: Offers maximum flexibility by allowing users to convert "No Expiry" GBs into unlimited access for popular apps like Netflix, YouTube, and TikTok, ensuring an uninterrupted digital life with no hidden charges.

BROADBAND: GLOBE GFIBER PREPAID

Designed for the mass market, this service reached over 820,000 customers in 2025. It uses an unli reloadable model with no lock-in periods, making high-speed home fiber accessible for as low as Php 249. GFiber Prepaid is able to support online learning, remote work requirements, e-commerce, online side-hustles, and family entertainment at home.

Accessibility
Globe extends its reach to communities, especially Geographically Isolated and Disadvantaged Areas (GIDAs), through infrastructure and donated technology. GIDAs are defined as communities with marginalized populations, physically and socio-economically separated from the mainstream society.[2] By expanding and improving site builds and developing inclusive products, the company removes the physical and digital barriers to participation.

For the country's most vulnerable households, Globe partnered with the DSWD and GCash to provide refurbished smartphones to over 1,000 4Ps (Pantawid Pamilyang Pilipino Program) beneficiaries in Palawan, Navotas, and Malabon. These beneficiaries are identified by the government as Level 1 4Ps or those in the survival stage who struggle to meet basic needs and who are in receipt of grants from the government. Particularly for families in Palawan, the transition to digital grants eliminated the need for eight-hour journeys to the nearest ATM, allowing parents to focus on their livelihoods and family care instead of the logistics of aid.

By donating refurbished smartphones and conducting digital literacy training, beneficiaries had both the tools and the skills to navigate the digital economy. This initiative goes beyond financial inclusion, empowering families to use their devices for education and livelihood, effectively turning a "survival level" grant into a platform for long-term resilience.

For more information on Globe's practices on Circularity, please refer to "Operationalizing Circularity".

Accessibility also extends to the future of the Filipino workforce through the digitalization of public schools.[3] In partnership with DICT's Bayanihan SIM program, Globe has activated 2,662 SIMS that are preloaded with 25GB of monthly data for students in public schools and 4Ps in unserved and underserved areas. This aims to support access to online learning, government services, communication, and other online services. For more information on "Connectivity in GIDA and Remote Areas", please refer to Manufactured Capital.

Through the G-Gantic Goals program, Globe empowered five (5) public schools, including CENTEX Manila and Lahug Elementary School, by donating 100 AI-powered tablets paired with high-speed fiber connectivity. These devices feature Globe's Digital Thumbprint Program (DTP) modules, Khan Academy resources, and other AI applications to foster creativity and productivity. The initiative aims to bridge the digital gap by providing students with access to interactive tools. By integrating these resources, Globe is focused on building AI literacy, essential digital skills, and a culture of responsible internet use among the youth.

Sixty (60) 5G phones and six (6) Globe AT HOME 5G WiFi units were donated to three (3) public schools in the National Capital Region. High-speed 5G connectivity empowers students and teachers with quicker access to educational platforms, video lessons, and interactive resources. This technology enriches the daily learning experience by fostering a more immersive, dynamic, and highly connected classroom environment.

In a strategic partnership with unconnected.org, Globe has deployed internet connectivity to remote schools and GIDAs. As of year-end 2025, this initiative has successfully reached over 100 sites, providing support for the education and livelihoods of students and local communities.

Globe also empowers local government units to serve their constituents with greater speed through digitalization. In Bohol, the donation of 10 refurbished laptops to various barangays has supported the *Lupon Tagapamayapa* (Peace Council). This streamlines the administrative processes of local leaders, reducing manual errors and making records more accessible.

Inclusive Design
Globe is incorporating "accessibility personas" in its product development to ensure platforms such as the GlobeOne app are usable. The company is seeking to align with the internationally recognized Web Content Accessibility Guidelines (WCAG) standards, developed by the World Wide Web Consortium (W3C), to ensure digital content is accessible to people with disabilities. This includes using high-contrast color palettes to assist those with color blindness and poor vision, and simplified language to lower entry barriers.

Livelihood Enablement
Globe leverages its digital ecosystem to create income opportunities for small businesses and individuals. By providing accessible tools for entrepreneurship, the company empowers Filipinos to participate in the digital economy and improve their financial resilience.

- Sari-Sari Store Integration: Globe has integrated GFiber Prepaid reloading into neighborhood sari-sari stores. These "mom-and-pop" convenience stores are vital to the Philippine economy. There are over 1.3 million sari-sari stores nationwide, contributing between PHP 1.12 trillion and PHP 1.46 trillion to the economy.[4] This integration allows store owners to gain a new revenue stream. It also provides a familiar, cash-based payment option for customers who do not use e-wallets.
- Globe Benta App: The Globe Benta app, accessible only to retailers with AMAX (AutoloadMax) Retailer SIM is designed to help store owners grow their income. This enables them to sell load and data promos for various brands, including Globe Prepaid, TM, GOMO, GFiber Prepaid, and Globe at Home Prepaid.
- TM EasyRaket: TM EasyRaket is a feature within the GlobeOne app that supports the local "gig economy." It allows any regular TM or Globe Prepaid SIM to function as a "retailer SIM." This enables ordinary users, such as students and households to earn extra income by selling load and promos. This feature removes the need for a specialized AMAX Retailer SIM, making entrepreneurship more inclusive.

Digital Literacy and Skills Training

As AI transforms the global landscape, youth must develop critical thinking and human judgment to navigate risks like misleading information and algorithmic bias. The UNESCO report "World Youth Skills Day 2025 Youth survey report on AI and digital skills" (2025) warns that without equitable access and formal training, the digital divide threatens to deepen, further isolating marginalized youth from the connected world.

Launched nearly ten (10) years ago in partnership with Optus and Singtel, the **Digital Thumbprint Program (DTP)** is Globe's cornerstone initiative for digital citizenship. The program began by teaching data privacy and cyber safety to students and teachers. The modules have been adopted by the Department of Education in 2019, institutionalizing and integrating lessons on responsible online behavior in the school curriculum. It has since evolved into a comprehensive upskilling platform. To ensure high comprehension and inclusivity, training sessions are delivered in local dialects.

DTP currently offers 36 stackable modules. This modular structure allows Globe to customize training based on the specific needs of a community. The curriculum covers a wide range of topics, ensuring Filipinos are prepared for the future of work. Among the topics covered are: Device Familiarity, Social Media Essentials, Digital Navigation & Collaboration, Web Basics, Mobile Phone Basics, File Management, Cloud Mastery, Cybersecurity, Common Productivity Tools, Ethics in AI, Introduction to Machine Learning, Blockchain, and Web3.

In 2025, DTP reached 16,560 students and teachers nationwide. This represents a 167% increase compared to the previous year. Since its launch, the program has reached a cumulative total of over two million participants.

The program's massive scale is supported by "DTP Ambassadors." Originally limited to Globe, student and teacher DTP ambassadors can now serve as peer mentors and facilitate workshops in their own communities, further amplifying the reach of DTP.

Globe has expanded the DTP framework to include the **#SeniorDigizen** initiative. This program equips elderly Filipinos with the specific skills needed to recognize and avoid cyber fraud. By focusing on practical digital safety, Globe ensures that the elderly can benefit from digital services like e-wallets and telehealth without falling victim to scams.

Enabling Enterprises & MSME Transformation

Globe Business serves as a strategic partner to the Philippine business community, guiding enterprises and Small and Medium Enterprises (SMEs) to transform with courage. By integrating world-class connectivity, secure cloud infrastructure, and human-centric AI, Globe empowers organizations to co-create future-ready digital ecosystems where innovation and security thrive together.

Strengthening the Digital Core through Connectivity and Cloud

Globe is redefining the digital core of Philippine enterprises by transitioning from traditional network provision to building an "intelligent platform of trust." This ensures that connectivity, cloud infrastructure, and security are woven into a single, resilient fabric that supports a digital-first economy.

- Cloud Optimization: Globe Premium Cloud Connect (GPCC) serves as the secure foundation for the next generation of cloud innovation. By providing a private, deterministic path to major cloud providers like AWS, Azure, and GCP, we enable an optimized connection that bypasses public internet threats and reduces egress costs, allowing enterprises to scale their cloud investments with confidence.
- Next-Generation IoT: Globe is the first Philippine telco to test the GSMA SGP.32 standard, deploying eSIM IoT Remote Manager (EIM) and Fleet Manager solutions in partnership with Thales and the Bridge Alliance. This allows businesses to manage

[2] https://fnri.dost.gov.ph/index.php/programs-and-projects/news-and-announcement/752-fieldnotes-covering-gidas-geographycally-isolated-and-disadvantaged-areas#:~:text=GIDAs%20are%20defined%20by%20the,separated%20from%20the%20mainstream%20society.
[3] Public schools are defined as educational institutions established and administered by the government (https://elibrary.judiciary.gov.ph/thebookshelf/showdocs/2/13524).
[4] PhilStar (June 18, 2025) "Sari-sari store sales to hit P2.4 trillion by 2030" https://www.philstar.com/business/2025/06/18/2451288/sari-sari-store-sales-hit-p24-trillion-2030.

deployments, such as smart meters or international fleets, with unprecedented flexibility, allowing them to remotely provision connectivity profiles in bulk.

Building a Foundation of Digital Trust and Cybersecurity

In an era of decentralized work and evolving threats, Globe Business ensures sustainable digital growth by weaving security into every solution.

- Incident Response and Resilience: Globe offers a fixed-cost cyber incident response service. This solution equips businesses with continuous vulnerability scanning and immediate access to professional containment and recovery services, ensuring that any security breach is managed with a complete, end-to-end response.
- Proactive Threat Intelligence: Globe provides comprehensive Threat Intelligence by collecting and analyzing data from diverse sources, including dark web monitoring, to identify potential risks like leaked credentials and brand impersonations before they can be exploited.
- Empowering Hybrid Work Mobility: Globe enables a "work-from-anywhere" culture by securing the tools teams use most. Globe's Unified Endpoint Management (UEM) and Mobile Threat Defense (MTD) solutions act as the first line of defense for remote endpoints, ensuring employees stay productive on the go, while corporate data remains isolated from mobile threats.
- API Ecosystem: A key component of this digital core is the transformation of the network into an open ecosystem. By exposing telco capabilities through GSMA- standard Open APIs, Globe allows businesses to integrate network-level intelligence directly into their applications. For example, Number Verification APIs enable seamless, real-time identity authentication that is more secure than the SMS-based one-time passwords (OTPs), as it eliminates the risk of interception.
- Globe Business Cyberheist: An award-winning program, Cyberheist is an immersive thought-leadership program that translates abstract strategies into tangible simulations, through a gamified approach. The program, with 90 onsite attendees and 370 online participants, continues to equip Philippine leaders to outsmart a new wave of digital threats.

Empowering MSMEs and Industry-Specific Growth

To bridge the SME confidence gap when navigating digital transformation, Globe Business addresses these barriers by transitioning from a service provider to a foundational mentor, providing the scalable knowledge platforms and capacity-building necessary to democratize digital progress.

The Breakthrough Masterclass: Small Biz Edition
In 2025, Globe Business launched The Breakthrough Masterclass: Small Biz Edition, a flagship initiative that reached over 3,000 SMEs to bridge the SME resource gap. Aligned with the national SME digitalization agenda and delivered in partnership with the Department of Trade and Industry (DTI) and the Philippine Council for Small and Medium Businesses (PCSMB), the six-part curriculum focused on five (5) critical pillars: AI & Decision-Making, HR Automation, Global Market Access, Strategic Digital Marketing, and Strategic Execution.

Beyond live sessions, Globe maintains a digital Knowledge Resource Bank. This repository translates global technological trends into the local Philippine context, suggesting right-sized solutions that help SMEs meet enterprise-grade standards and integrate seamlessly into larger global supply networks.

Strategic Roadmapping through Digitest
Recognizing that transformation is not one-size-fits-all, Globe Business utilizes Digitest, a proprietary digital maturity assessment tool. This framework evaluates their readiness and receives a personalized roadmap to prioritize their technological investments. The tool assesses companies against six (6) core dimensions: Vision & Strategy, Customer Experience & Channels, Operations & Processes, Data & Technology Readiness, People & Capabilities, and Investment & Prioritization.

Sectoral Innovation
Globe provides tools to drive efficiency in high-impact sectors. For retail and supply chain partners, the company offers AI-powered solutions to aid in inventory and forecasting to optimize operations. In the marketing and data space, data enrichment solutions from Inquiro and messaging platform m360 empower brands to use data for omnichannel engagement and measurable ROI.

Beyond hardware and software, Globe supports the long-term resilience of its clients by offering value-added services, such as free ISO certification training programs. This initiative ensures that enterprises can meet international standards for quality and sustainability, strengthening their ESG-linked credentials.

Mindhive 3.0
Through Mindhive 3.0, Globe Business has transitioned from a traditional telco to a strategic digital navigator. To bridge the application gap in testing emerging technologies, Globe Business launched an Interactive Sandboxing Ecosystem featuring two (2) tracks. The Next-Gen Synergy utilizes Google Gemini to help participants develop real-time AI roadmaps without heavy hardware costs, while the Data Coach track leverages Inquiro to help businesses monetize underutilized customer data through omnichannel analytics and alternative credit scoring. This integrated education model provides authoritative upskilling over traditional sales, successfully engaging 56 C-suite leaders across 13 major conglomerates.

Driving Social Impact at Scale

Globe acts as a catalyst for national development by leveraging its digital ecosystem to address social challenges. The company views social impact not as a separate initiative, but as a core component of its value creation strategy. By bridging the digital divide and supporting vulnerable populations, Globe strives to be a digital enabler for social good.

Community Engagement and Development

Globe recognizes that driving positive societal impact requires collective effort. The company collaborates with Non-Governmental Organizations (NGOs) that align with its mission and purpose to amplify its social footprint. These partnerships focus on scaling solutions that address the country's most pressing needs.

To maintain high standards of accountability, Globe implemented a stricter due diligence process in 2025. The process ensures that all collaborations are built on the foundation of transparency and mutual trust. NGOs must present how their organizational goals support Globe's mission, purpose, and strategic priorities. Potential partners are then required to submit comprehensive documentation, including proof of registration, governance structures, regulatory and tax compliances, and accreditation documents.

Once onboarded, NGOs gain access to Globe's extensive resource network to drive meaningful change. These partners engage in several key collaborative streams such as Globe Volunteering, Globe Rewards, GoGIVE, and Rewards Group Goals.

Globe has embedded the Kaagapay Donations Portal directly into the GlobeOne app. This integration allows users to seamlessly support over 900 accredited Social Welfare and Development Agencies (SWDAs) and various DSWD-managed centers nationwide. The platform facilitates both cash contributions via GCash and Landbank, as well as in-kind donations through accredited couriers, directly benefiting vulnerable sectors including the elderly, persons with disabilities, and displaced families.

The portal also plays a critical role in disaster resilience by connecting donors to DSWD Disaster Relief Operations. This ensures immediate humanitarian aid reaches those affected by recent calamities, such as typhoons and earthquakes, through a transparent and convenient digital channel. By leveraging its technology to bridge the gap between donors and communities in need, Globe continues to strengthen national social welfare systems and promote a culture of shared responsibility. As of year-end 2025, over 8,000 Globe customers accessed the Kaagapay Donations Portal through the GlobeOne app.

GLOBE VOLUNTEERING

Employees actively support various causes through volunteerism. These can either be Globe-led activities or employee-initiated programs.

For more information, see "Human Capital" Chapter.

GOGIVE

Globe Prepaid users earn digital "hearts" simply by using their mobile data for activities like streaming, gaming, and messaging. Hearts earned are donated automatically.

More than 56,000 unique Globe Prepaid customers engaged.

6
Advocacies supported in partnership with 6 NGO partners

4
Campaigns released to support Disaster Relief in collaboration with 4 NGO partners

For more information, see "Social and Relationship Capital" Chapter.

GLOBE REWARDS

Customers can donate their Globe Rewards points in GlobeOne to the company's community partners.

Php 6.17M
funds raised in 2025

365,944
unique customers donated

REWARDS GROUP GOALS

This time-bound crowdfunding channel in GlobeOne allows customers to donate their Globe Reward points to help reach specific point targets.

344,656*
customers engaged
*customers can join once for every advocacy

2
advocacies supported

Donated an animal playpen and PHP 400,000 worth of support in Bulacan. Meanwhile in Bacolod, donated a puppy nursery and PHP 400,000 worth of support in partnership with Pawssion Project Foundation.

Donated 300 Go Bags for 300 families and 50 shelter kits for 50 families who were affected by the earthquakes and typhoons in Cebu, Davao, and Palawan in partnership with Ayala Foundation, Inc.

Community Impact
By leveraging customer support through the Globe digital platforms and corporate donations, Globe drives nationwide impact across various advocacies such as Education, Health, Environment, Animal Welfare, Livelihood, and Supplemental Feeding. These milestones are the result of strategic collaborations with a network of partner NGOs and stakeholders, as detailed in this section.

EDUCATION

Partners: Ayala Foundation, Inc., Teach for the Philippines (TFP), HERO Foundation, ABS-CBN Foundation Inc.

EDCOM 2 Final Report Development

Through **Ayala Foundation**, Globe supported the development of EDCOM 2's final report, Turning Point: A Decade of Necessary Reform (2026-2035). This report outlines key recommendations and a results framework to address the learning crisis in the Philippines, including strategies to embed nutrition, digital transformation, and workforce upskilling into the national education agenda.

654 teachers **7** public schools

Teach for the Philippines implemented the KATIG® workshops on integrating life skills in teaching literacy across seven public schools in Quezon City, reaching 654 teachers. The program applies key principles from TFP's Tara, Kaya! Program to strengthen classroom reading instruction for struggling readers, in a way that complements the DepEd ARAL Program.

128 learners supported

ABS-CBN Foundation Inc. Programa Genio is strengthening access to education and improving learning conditions for out-of-school youth and adult learners across multiple barangays by providing desktops, printers, LCD projectors, and tablets.

11 students supported

HERO Foundation was provided with financial support for seven (7) Elementary & four (4) High School Hero military orphan scholars for the School Year 2025-2026 whose stipends were not covered by direct sponsors under the General Fund. All Hero scholars are currently under the age of 18, wherein five (5) are male and six (6) are female.

Enabling Support for CENTEX Digital Education

Globe supports the development of **Ayala Foundation**'s CENTEX Digital Education program, a "High Touch, High Tech" model that integrates adaptive digital tools with real-time data and in-person coaching. A SY 2024-2025 pilot in Zambales demonstrated the program's impact, with students doubling math scores in just 12 weeks through targeted, data-driven instruction. Expected to benefit over 8,000 students and 300 teachers, the initiative ensures long-term scalability and sustainability through strategic alignment with the Department of Education and local government units.

HEALTH

Partners: Natasha Goulbourn Foundation, Inc., Special Olympics Pilipinas, PGH Medical Foundation, Inc.

31,423 calls

With the support from Globe, the **Natasha Goulbourn Foundation, Inc.** managed 31,423 crisis calls nationwide, addressing sustained post-pandemic mental health needs. The service primarily supported calls from ages 5-9 years old (3%), 10-19 years old- (22%), and 20-39 years old (44%). Nearly 23.5% of calls were classified as High Risk, 49% were Moderate Risk, providing essential intervention for issues ranging from anxiety and depression to suicidal ideation and addiction.

198 Special Olympics Athletes

Special Olympics Pilipinas screened athletes with intellectual and developmental disabilities through the Healthy Athletes System (HAS): Opening Eyes (OE) and FUNfitness (FF), enabled by stable internet connectivity used by 200 health professionals for HAS data capture, and by providing 400 Healthy Athletes hygiene kits.

603 patients/ month

Healthcare services were improved in Philippine General Hospital, through Globe's partnership with the **PGH Medical Foundation, Inc.** This mostly served the marginalized sectors of society, ranging from newborn babies to seniors.

LIVELIHOOD

Partners: ABS-CBN Foundation Inc.
(For other livelihood support, please see "Hapag Movement")

25 direct beneficiaries across 6 People's Organizations

ABS-CBN Foundation Inc., through GaLing Pamayanan, supported the Food Processing Community-Based Social Enterprises in Lobo, Batangas and Development of Community Based Social Enterprise in Pola, Oriental Mindoro.

ENVIRONMENTAL CONSERVATION

Partners: Save Philippine Seas (SPS), ABS-CBN Foundation Inc.
(For Philippine Eagle Foundation refer to "Natural Capital")

168 students and **87** teachers upskilled

11 climate action projects launched

Change the Current 3.0, a project of **Save Philippine Seas** in partnership with the Department of Education, UNICEF Philippines, and Globe Rewards, supported students and educators to identify climate-related issues within their schools and develop their own climate action proposals. Eleven (11) proposals were chosen to receive micro-grants to support the implementation of solutions.

26 community members

ABS-CBN Foundation Inc., through their Citizen Science program, equipped communities living near mangrove ecosystems of Brgy. Batuhan in Pola, Oriental Mindoro with practical skills to actively support mangrove protection and management, including monitoring them using accessible digital tools.

ANIMAL WELFARE

Partners: Philippine Animal Welfare Society (PAWS), Pawssion Project Foundation, Inc.

2,087 animals spayed/ neutered

Philippine Animal Welfare Society (PAWS) prevented thousands of unwanted litters from low-income pet owners such as senior citizens caring for companion animals, persons with disabilities (PWDs), informal workers (e.g., drivers, household helpers), community feeders and animal caregivers, and independent rescuers managing multiple animals. Globe also supported the expanded outreach to 11 communities with limited veterinary access.

2,000+ animals rescued

Pawssion Project Foundation, Inc. provided critical relief to affected shelters and strays, especially during the recent typhoons.

SUPPLEMENTAL FEEDING

Partners: GMA Kapuso Foundation, Rise Against Hunger Philippines, Scholars of Sustenance Philippines
(For other supplemental feeding support, please see "Hapag Movement")

2,300 school children

GMA Kapuso Foundation, through Give a Gift project, distributed Noche Buena packs, toys, and hygiene kits to children in impoverished and disaster-stricken areas, including those from farming/fishing families, indigenous groups, and conflict-affected zones such as Cebu, Davao, and Camarines Sur.

1,000 individuals served

Rise Against Hunger Philippines, through their Mobile Kitchen Program, delivered freshly cooked, nutritious meals directly to selected communities experiencing food insecurity in Mandaluyong City.

1,500 meals served to communities **2** rescue kitchen programs

Scholars of Sustenance Philippines through their Rescue Kitchen Program in Malambing, Quezon City and Sta. Ana, Manila, engaged volunteers to cook and distribute nutritious meals to low-income families, children, senior citizens, and persons with disabilities.

Hapag Movement Impact in 2025

Ayala Foundation

1,825 students

13.8% improvement in attendance and engagement

120 days of extended feeding in 37 elementary schools, with a total of 8,570 food packs distributed to families and child development centers in Makati City, Lamitan City in Basilan, Puerto Galera in Oriental Mindoro, and El Nido in Palawan. These sustained attendance for Ayala Foundation's CENTEX Early Grades program, bolstering early childhood learning systems and preventing stunted development. Since implementation began in September 2025, engagement among pre-kindergarten and kindergarten students in Lamitan, Basilan grew by 13.8%.

900 parents & teachers

12 capacity-building sessions held in Oriental Mindoro elementary schools, providing trainings on nutrition fundamentals, ensuring proper nutrition starts at home and is sustained into everyday life.

PROJECT PEARLS

90 students

Provided with sustained nutritious breakfast school feeding in partner communities in Manila, Cavite, and Bulacan.

Rise Against Hunger Philippines

267 students & **200** families supported

Nutritious rice-soy meals given every school day through the Dietary Supplementation Program, to address undernutrition and support health and learning outcomes of Kinder to Grade 6 students in Magdalena, Laguna.

28,192 families

Supported through its Farm Rescue Program, in collaboration with 80 agricultural partners. This addressed three (3) interrelated goals: reducing post-harvest losses, strengthening the financial resilience of farmers, and improving access to nutritious food in underserved areas. With the support of local community organizations, rescued produce is redistributed to those most in need, including children, elderly individuals, low-income households, and persons deprived of liberty within the Metro Manila justice system.

Tzu Chi Philippines

500 families

Received medical and educational assistance, technical-vocational scholarship programs, and rice and grocery relief alongside vegetable seeds to promote household food security.

3,300% increase

In 2025, a second batch of 100 Ata Manobo farmers in Davao del Norte were supported under Tzu Chi's Seed of Change Project through the provision of banana seedlings, fertilizers, tools, training, and other inputs, building on the success of the 2023 cohort whose incomes increased from PHP 500 to an average of PHP 17,000.

WFP World Food Programme

2,070 school children

Served hot, nutritious meals for one school year under the school feeding program, supported through UN WFP's ShareTheMeal across Isabela Maguindanao del Norte, and Maguindanao del Sur. WFP's home-grown school feeding (HGSF) directly sources from to smallholder farmers ensuring a diverse supply of food and improved farmer livelihoods.

World Vision

3,882 children

Fed nutritious meals to address hunger and malnutrition in World Vision's Batangas 2 Area Program, covering Laurel, Batangas.

1,558 community members engaged in farming

Done in 2 batches to bolster community resource management by equipping farming families in Laurel, Batangas with sustainable agricultural technologies (Sloping Agricultural Land Technology, Food Always in the Home gardening, community-based Air Space Agriculture and Natural Farming System) while institutionalizing financial governance among 17 core leaders from partner community organizations. Integrated technical productivity with transparent financial policies, for long-term ecological resilience and organizational accountability.

2,110 households benefitted

Continuous support to enhance income-generating potential through farming and the establishment of small enterprises in Laurel, Batangas.

The Hapag Movement #GlobeOfGood™

On its fourth year, the movement addressed involuntary hunger by providing sustainable feeding, livelihood training, and nutrition education. It reached its target of supporting 100,000 families a year early, eventually helping over 150,000 families through more than PHP 54.9 million in total donations. Looking ahead, Globe will work closely with its partners to focus on one of the country's most persistent and urgent issues: addressing child stunting.

Disaster Relief and Assistance

Globe's disaster relief efforts are built on a unified disaster resilience framework focused on three (3) pillars: proactive readiness, immediate restoration, and long-term recovery.

#AlagangGlobe

The company prioritizes public safety by sending geo-tagged emergency alerts to affected residents through the use of Cell Broadcast Systems (CBS), in line with the Free Mobile Disaster Alerts Act. These alerts ensure timely communication before and during crises. Globe's readiness is further validated by its ISO 22301:2019 certification for Business Continuity Management, which ensures the protection of customer data and the maintenance of operations during disasters. In 2025, Globe released 984 NDRRMC Emergency Alert and Warning Messages.

Aside from CBS, Globe also sends SMS to customers during earthquakes, tsunamis, and typhoons, aiming to ensure customer safety. These remind them to prepare emergency essentials, charge devices, and follow safety protocols from trusted sources such as their local government units or PHIVOLCS.

When disasters strike, Globe activates its #AlagangGlobe response to provide immediate connectivity and relief. The company deploys Libreng Tawag, Libreng Charging, and Libreng WiFi (LTLCLW) stations in affected areas. To ease the burden on affected customers, Globe provides specific support:

- Globe Prepaid and TM: Subscribers receive free unlimited calls and texts to all networks, 100MB for all apps, and 100MB for Facebook/Viber, valid for one day.
- Globe Postpaid and GFiber Postpaid: The company extends payment due dates for customers located in affected areas.
- Broadband: Eligible Globe At Home Prepaid WiFi users receive 5GB of free open-access data for three (3) days, while GFiber Prepaid users receive a three-day promo extension.

Digital Fundraising and Disaster Relief

Through GlobeOne app, the company provides customers with seamless, integrated channels to support disaster relief and long-term community rehabilitation. (See "Community Engagement and Development" for more information). By transforming everyday digital interactions into meaningful social contributions, Globe empowers its millions of users to become active participants in national recovery.

Globe supported rapid relief operations for communities affected by calamities, including typhoons and earthquakes. Efforts focused on immediate food distribution, provision of relief goods, and animal rescue and feeding. In 2025, Globe was able to raise PHP 6.15 million for Disaster Response through various platforms such as Globe Rewards, GoGIVE, and Rewards Group Goals in the GlobeOne app, and support from Globe's Business Units.

Reach of Disaster Assistance

DIRECT BENEFICIARIES

~3,000 families via #BrigadangAyala led by Ayala Foundation, Inc.

70 families via the Philippine Eagle Foundation

17,432 individuals via Rise Against Hunger Philippines

235 children provided with psychosocial support via Ayala Foundation, Inc.

1,049 families via Philippine Red Cross Rizal Chapter, Makati City Branch

1 animal shelter rehabilitated, over 2,000 strays and rescued dogs and cats of other shelter beneficiaries via Pawssion Project Foundation, Inc.

VULNERABLE GROUPS

Earthquake & Typhoon Victims, Senior Citizens, Indigenous People, Persons with Disabilities, Women, and Children

Globe recognizes that recovery extends beyond immediate relief assistance and physical infrastructure. In partnership with the Ayala Foundation, the company supported Project ALIMA to establish safe spaces for 235 children in Cebu and Davao affected by earthquake trauma. These spaces utilize Psychosocial First Aid (PFA) through guided arts and play to foster emotional resilience. In addition, Globe's support, together with the Ayala Group of Companies, also went to disaster resilience workshops and trainings in select LGUs, running six (6) of Ayala Foundation's Maging Handa sessions in El Nido and Mindoro, working with 851 volunteers to deliver these trainings.

Youth Empowerment

Globe views the youth as critical drivers of national development and digital transformation. Through the **Globe Student Program**, the company provides a platform for students to create social impact using technology. This initiative aims to make technology more accessible while encouraging students to explore how digital solutions can advance the economy and their local communities.

By the end of 2025, Globe's youth-focused initiatives engaged 41,000 students and 690 student organizations across 1,027 schools nationwide.

The Globe Community Builders Program is designed to nurture the next generation of leaders, creators, and changemakers. It provides a platform where student-led initiatives receive direct support through mentorship, collaboration, and funding.

- Mentorship and Skill Building: Globe leaders and industry experts act as mentors, offering students insights into the professional world. In 2025, events like Innovania exposed engineering and computer science students to developments in 5G, the Internet of Things (IoT), and gamification. Through partnerships with universities, Globe employees also serve as panelists for student theses, bridging the gap between academic theory and industry practice.
- Professional Exposure: Globe offers three- to six-month internships in marketing, technology, and business. These roles provide hands-on experience, giving students a sense of confidence as they prepare for their future careers.
- Student Grants: Students can pitch innovative ideas under themes such as tech, financial literacy, advocacy, and social impact, among others, to receive logistics, marketing, or funding support from Globe. During Globe's first pitch day,, over 150 students from 63 student organizations across Metro Manila, Bulacan, and Cavite participated. Students were studying in the tracks of Humanities and Social Sciences (HUMSS), Science, Technology, Engineering, and Mathematics (STEM), or Accountancy, Business, and Management (ABM).
- Student Volunteer and Ambassadorship: The program also offers ambassadorship roles where students help deliver the Digital Thumbprint Program, create social media content for Globe events, or join in volunteering programs.

Globe Hangouts: Students got to attend a series of specialized masterclasses in partnership with industry leaders, including Game Development with the Game Development Association of the PH, an Own the Spotlight Theater Masterclass with Barefoot Theater Collaborative, and the "Step up sa Pangarap" initiative with Mapúa Malayan Digital College. These collaborations were designed to equip young creators and students with industry future skills and digital-first educational pathways to help them achieve their creative and career aspirations while exploring their passions.

Globe encourages students to use digital tools to create a compounding effect in their communities. By providing access to tech events and infrastructure, the company empowers the youth to make technology more accessible to others while preparing them for the future of work.

- Innovania 2025: This event focused on students in Electronics and Communications Engineering (ECE) and Computer Engineering. Over 100 students from 19 universities nationwide joined learning sessions on 5G, the Internet of Things (IoT), and gamification. During the **Ideathon** in Innovania, student teams pitched real-world solutions to pressing challenges. Winning teams received a Cubikit and mentorship from Cubicore, enabling them to refine their tech projects with professional guidance.
- DevCon 2025: The event gathered over 1,000 participants, including 194 students from 27 universities, to explore AI-driven solutions for real-world problems.

Globe's partnership with **Khan Academy Philippines** further empowers the youth by providing world-class learning content through the GlobeOne app. This collaboration supports the Department of Education's digitalization reforms by offering free courses aligned with the national curriculum.

Through Khan Academy, students gain access to lessons in Science, Technology, Engineering, and Mathematics (STEM), digital literacy, and online safety. The learning platform also features Khanmigo, an AI-powered teaching assistant. This tool supports instruction in several Philippine languages, including Tagalog, Waray, Cebuano, Hiligaynon, Ilocano, making advanced learning more inclusive for students in various regions. As of year-end 2025, over 31,000 Globe customers have access to the Khan Academy.

Stories from Our Partner Communities

Aurora Province: Globe volunteers delivered education and livelihood support to students and families at Dingalan Community College through its CAREavan outreach, providing selected students with school supplies and household livelihood packages that include basic mobile tools and micro-retailing resources, and featuring a Digital Thumbprint Program workshop to enhance digital skills and responsible online behavior. Dingalan Community College is a municipal higher education institution in Dingalan, Aurora, providing local students with access to tertiary education and community-focused programs.

Manila: Globe partnered with Technological Institute of the Philippines to launch the Digital Thumbprint Ambassador Program, training students as peer advocates for online safety and responsible digital citizenship through mentorship, resources, and campus-based cyber-wellness initiatives.

Puerto Galera, Mindoro: Globe powered up 16 GFiber Prepaid sites in the Talapanan Mangyan Village, enabling indigenous families to access online learning and e-commerce. Talapanan Mangyan Village is a community of the Iraya Mangyan indigenous people in Puerto Galera, Oriental Mindoro, Philippines, focused on preserving their culture, traditional crafts, and providing access to education, housing, and livelihood opportunities.

Cebu City: Globe Platinum hosted Gastronome Giving in Cebu, a curated fine-dining event that transformed premium culinary experiences into support for the Hapag Movement, Globe's flagship initiative to combat involuntary hunger, by directing proceeds from reserved meals toward hunger alleviation and livelihood programs for Filipino families.

Iloilo: Globe expanded its network infrastructure in Iloilo Province by building more than 10 new cell sites in 2024 to strengthen broadband and mobile connectivity. The expansion aims to support the province's growing digital economy by improving access to online services for businesses, residents, and tourists, while helping bridge connectivity gaps in both urban and rural areas and enabling key sectors such as retail, transportation, and financial services to benefit from enhanced digital infrastructure.

Cagayan de Oro City: Globe strengthened industry–academe collaboration in Northern Mindanao by partnering with USTP and MSU-IIT to prepare students for careers in the digital economy. The initiative provides digital skills training through the Digital Thumbprint Program, improves campus connectivity, and offers internships for engineering students to gain hands-on telecom experience, building a stronger talent pipeline while supporting regional workforce development and the Philippines' digital transformation.

Misamis Oriental: Globe advanced digital inclusion and environmental protection through programs with Western Mindanao State University, including digital literacy and youth empowerment initiatives, cyber awareness campaigns, and mangrove planting under the Coastal Digital Roots project, reinforcing its commitment to underserved communities and ecosystem stewardship.

Davao City: 66 senior citizens participated in a digital literacy training co-organized by Globe and the University of Mindanao at Barangay Maa to help them navigate the online world safely, protect personal information, and avoid scams, reflecting efforts to enhance digital inclusion and safeguard vulnerable groups from online threats.

Zamboanga City: Globe enhanced its fight against human trafficking and online child exploitation through a collaborative campaign with IACAT, government agencies, and local authorities, combining digital safety programs, education, and technology-based measures to protect children and promote safer online environments.

Tawi-tawi: Globe supported the Digital Bayanihan initiative in Tawi-Tawi, expanding connectivity and promoting digital inclusion in underserved communities. Through upgraded cell sites and mobile services, the company enables access to digital tools and financial assistance, reinforcing its role in empowering remote areas.

Championing a Responsible Supply Chain

Globe views its supply chain as a vital component of its commitment to sustainability and ethical business conduct.

Governance

Led by the Vice President for Procurement and Logistics, the procurement team champions this by seeking to embed ESG criteria into every stage of the purchasing lifecycle. By ensuring that partners align with Globe's values of integrity and responsibility, Globe guides the supply chain toward minimizing environmental footprint and upholding higher ethical conduct.

Supply chain governance is anchored in the Sustainable Supply Chain Policy Commitment and the Supplier Code of Ethics (SCOE), ensuring ethical growth aligned with international ESG standards.

Achieving a responsible supply chain involves the coordinated efforts of these internal groups:

- **Proponents**: Drive the procurement process by defining requirements, leading technical evaluations, and managing project-specific risks and vendor delivery.
- **Procurement Team**: Serve as strategic partners managing the end-to-end process—from RFP to PO issuance—while ensuring strict policy compliance.
- **Legal Team**: Provide contractual safeguards and provide guidance for vendor negotiations to facilitate final agreement and closure.
- **Sustainability Team**: Develop ESG evaluation criteria and monitor performance to ensure alignment with global best practices and evolving legislation.

Supplier Assessment and Monitoring

Globe recorded a reduction of vendors compared to 2024 but saw an increase in total budget spend. Globe remains focused on diversifying its supply chain by engaging 709 local and foreign vendors. The year-on-year increase in spend on local suppliers was primarily driven by capital expenditure (CAPEX) for Network Infrastructure (See "Manufactured Capital" for more information).

Indicator	2025
Total Number of Active Vendors	709
Local Vendors[5]	596
Foreign Vendors[6]	113
Total Procurement PO Spend	Php 71.12 billion
Spend on Local Suppliers	74.96%
Spend on Foreign Suppliers	25.04%

The company utilizes a multi-layered assessment process to identify potential risks, including ESG-linked risks, from the supply chain and monitor the performance of vendors to ensure alignment with Supplier Code of Ethics (SCOE).

Vendor Accreditation and Onboarding
All Globe vendors undergo a rigorous onboarding process that verifies legal, technical, and financial standing, alongside Safety and Environment Policies and Practices Self-Assessments and Information Security and Data Privacy Assessment. Vendors are also asked to acknowledge the SCOE, which contains expectations on environmental, social, and governance standards. Globe has also integrated Supply Chain Continuity Management (SCCM) into its procurement framework since 2017; making it mandatory for critical vendors to maintain a Business Continuity Plan as a standard annex component of all Globe contracts since 2021.

Tender Process
During the bidding process, suppliers are evaluated against financial and technical requirements. Currently, ESG criteria form an integral part of the technical evaluation for categories such as network equipment, power purchases, broadband packaging, and corporate events. Suppliers are not only informed of the criteria but also guided to help them understand the requirements and sustainability goals of Globe. This layer of due diligence minimizes supply chain risks and ensures alignment with Globe's sustainability goals. Building on this foundation, the company plans to progressively roll out ESG integration across additional procurement categories, further strengthening ethical and environmental oversight across the entire supply chain. Engaged suppliers sign a Master Purchase Agreement, which includes adherence to the Ten Principles of the UN Global Compact and anti-bribery and anti-corruption laws, and Purchase Orders that include sustainability provisions.

Vendor Performance Monitoring
Since 2022, Globe has engaged givvable, an Australia-based AI-powered platform designed to help organizations automate the mapping, monitoring, and tracking of their suppliers' ESG credentials, to strengthen responsible procurement and supply chain governance. This platform enhances visibility into vendor ESG performance, identifies sustainability gaps, and supports continuous improvement across its vendor ecosystem. The automated screening tracks actions, initiatives, and programs collectively called credentials, which cover Diversity & Inclusion, Environmental, Governance, Social Impact, Ethical, and Community.

In 2025, 300 suppliers were screened, covering the top vendors of Globe across four (4) major commodities: Network, Information Technology, Facilities, and Marketing and General Purchases. A total of 229 unique credentials were recorded. 47.2% of these credentials pertained to memberships and initiatives such as United Nations Global Compact (UNGC), Responsible Business Alliance (RBA), and Business for Social Responsibility (BSR). Additionally, 40.5% involved ESG ratings such as CDP and EcoVadis. The remaining 12.3% comprised certifications and accreditations, including Forest Stewardship Council (FSC) and Science Based Targets Initiative (SBTi) commitments. Based on the screening, it was determined that 19% of Globe's top suppliers are aligned with the United Nations Sustainable Development Goals (UN SDGs).

Additionally, to further fortify risk management, Globe has started enhancing its supply chain oversight by conducting desktop monitoring of the sustainability performance of key suppliers. By leveraging public disclosures and third-party reports, this screening process identifies ESG-related controversies, ensuring that suppliers remain aligned with Globe's ethical and environmental standards.

Supplier Engagement

Engagement in 2025 focused on proactive dialogue and the deployment of digital tools to reduce operational friction and foster a culture of integrity.

A performance cycle is institutionalized through Globe's vendor management portal for the top vendors in major commodities: Network, Information Technology, Facilities, and Marketing and General Purchases. The proponents and procurement team are surveyed twice per year based on quality, service, and delivery of the vendors, with scores and specific action plans communicated to drive mutual excellence.

On a more regular basis, in-person Vendor Dialogues are conducted to provide a forum for partners to learn about or refresh their knowledge of procurement policies and Globe thrusts, as well as to share pertinent concerns with the organization. These surveys and the feedback gathered regarding procedural challenges were instrumental in the design of the VIA (Vendor Integrated Assistant) chatbot. VIA serves as a specialized procurement chatbot designed to respond to pertinent and frequently asked inquiries on procurement policies, guidelines, and procedure.

Globe also reinforces its policies on governance and ethics through regular email communications to all vendors containing reminders on strict adherence to Globe policies. This also includes promoting the **Globe Whistleblower Network (GWeN)**, the formal, confidential channel available for vendors to report concerns regarding human rights or labor rights violations. Additionally, partners can communicate directly with the Procurement team through dedicated email channels, ensuring multiple avenues for raising concerns and maintaining ethical alignment across the value chain.

Outlook

Globe remains committed to uplift the lives of every Filipino by delivering superior customer experience and inclusive products. The company will continue to prioritize a customer-centric approach through its mobile and broadband offerings to meet the evolving needs of Filipino consumers and businesses. Globe will further expand digital inclusion through broader connectivity access, digital literacy initiatives, and collaboration with partner communities. In parallel, the company will continue to champion sustainability in its supply chain.

[5] Local Suppliers are entities legally registered and operating within the Philippines, regardless of the origin of their parent company.
[6] Foreign Suppliers are defined as those with a registered business address outside of the Philippines.

Indices

GRI Content Index

Statement of Use: Globe Telecom, Inc. has reported the information cited in this GRI content index for the period January 1, 2025 to December 31, 2025 with reference to the GRI Standards.
GRI 1 Used: GRI 1: Foundation 2021
Applicable GRI Sector Standard(s): N/A

GRI Standard	Disclosure	Report Reference	Page Number
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	About Globe Telecom, Inc.	4
	2-2 Entities included in the organization's sustainability reporting	About this Integrated Report	3
		Conglomerate Map	6
	2-3 Reporting period, frequency and contact point	About this Integrated Report	3
	2-4 Restatements of information	About this Integrated Report	3
	2-5 External assurance	Independent Assurance Statements	97-99
	2-6 Activities, value chain and other business relationships	About Globe	4-5
		Globe Presence	
	2-7 Employees	Human Capital	71-80
	2-8 Workers who are not employees	3,120 indirect hires (from Property & facilities, Guards, Caretakers, Vendor employees, Fleet Management) in year end 2025	N/A
	2-9 Governance structure and composition	Corporate Governance	17-29
	2-10 Nomination and selection of the highest governance body	Corporate Governance - Nomination and Election of Directors	18-19
	2-11 Chair of the highest governance body	Corporate Governance	18-19
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	2-13 Delegation of responsibility for managing impacts	Corporate Governance - Board Committees	19
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance - Board Committees	19
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	2-24 Embedding policy commitments	Corporate Governance - Ethics and Integrity	25-27
	2-25 Process to remediate negative impacts	Corporate Governance - Whistleblowing	26
	2-26 Mechanisms for seeking advice and raising concerns	Corporate Governance - Whistleblowing	26
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	2-28 Membership associations	Memberships	9
	2-29 Approach to stakeholder engagement	Sustainability at Globe - Stakeholder Engagement	37-38
	2-30 Collective Bargaining Agreements	Human Capital - Freedom of Association and Collective Bargaining	77
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GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability at Globe - Materiality Assessment	38-40
	3-2 List of material topics		
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GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at Globe - Materiality Assessment	38-40
		Natural Capital - Metrics and Targets	58-60
GRI 302: Energy 2016	302-1 Energy consumption within the organization		
	302-2 Energy consumption outside of the organization		
	302-3 Energy intensity		
	302-4 Reduction of energy consumption		
	302-5 Reductions in energy requirements of products and services		
Energy Consumption			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at Globe - Materiality Assessment	38-40
		Natural Capital - Metrics and Targets	58-60
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		
	305-2 Energy indirect (Scope 2) GHG emissions		
	305-3 Other indirect (Scope 3) GHG emissions		
	3305-4 GHG emissions intensity		
	305-5 Reduction of GHG emissions		
	305-6 Emissions of ozone-depleting substances (ODS)		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		

GRI Standard	Disclosure	Report Reference	Page Number
Climate Adaptation and Resilience			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at Globe - Materiality Assessment	38-40
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Natural Capital - Driving Climate Action & Transition	54-58
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GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at Globe - Materiality Assessment	38-40
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	Natural Capital - Water Consumption and Management	64
	303-2 Management of water discharge -related impacts		
	303-3 Water withdrawal		
	303-4 Water discharge		
	303-5 Water Consumption		
Biodiversity and Land Use			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at Globe - Materiality Assessment	38-40
GRI 304: Biodiversity	304-2 Significant impacts of activities, products and services on biodiversity	Natural Capital - Investing in Nature-Based Solutions	64
GRI 413: Local Communities	413-2 Operations with significant actual and potential negative impacts on local communities		
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GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at Globe - Materiality Assessment Natural Capital - Operationalizing Circularity	38-40 62-63
GRI 303: Water and Effluents	306-1 Waste generation and significant waste -related impacts		
	306-2 Management of significant waste -related impacts		
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GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at Globe - Materiality Assessment Social and Relationship Capital - Championing a Responsible Supply Chain	38-40 89
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		

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GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Social and Relationship Capital - Championing a Responsible Supply Chain	89
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GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at Globe - Materiality Assessment	38-40
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Intellectual Capital - Security Incident Prevention and Response	69
Non-GRI	Child Online Safety	Intellectual Capital - Safeguarding Vulnerable Populations	69-70
Digital Inclusion			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at Globe - Materiality Assessment	38-40
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Financial Capital - Sustaining Resilience and Strategic Growth	44-47
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Financial Capital - Sustaining Resilience and Strategic Growth	44-47
	203-2 Significant indirect economic impacts	Social and Relationship Capital - Creating Shared Value	81-89
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Non-GRI	Customer Experience & Service	Social and Relationship Capital - Elevating Customer Experience	82-83
Non-GRI	Business Continuity	Manufactured Capital - Fortifying Network Resilience	51-52
Labor Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at Globe - Materiality Assessment	38-40
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Human Capital - Employee and Diversity Data	73
	401-2 Benefits provided to full -time employees that are not provided to temporary or part-time employees	Not applicable; Globe has no temporary or part-time employees	N/A
	401-3 Parental leave	Human Capital - Family-Friendly Benefits	77
GRI 402: Labor/ Management Relations	402-1 Minimum notice periods regarding operational changes	Human Capital - Human Rights Commitment	80
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Human Capital - Cultivating a Future and AI-Ready Workforce	78-79
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Capital - Employee Benefits	76-77
	404-3 Percentage of employees receiving regular performance and career development reviews		

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GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Human Capital - Employee and Diversity Data	73
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Human Capital - Human Rights Commitment	80
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GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at Globe - Materiality Assessment	38-40
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Human Capital - Health and Safety	74-75
	403-2 Hazard identification, risk assessment, and incident investigation		
	403-3 Occupational health services		
	403-4 Worker participation, consultation and communication on occupational health and safety		
	403-5 Worker training on occupational health and safety		
	403-6 Promotion of worker health		
	403-8 Workers covered by an occupational health and safety management system		
	403-9 Work-related injuries		
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Corporate Governance & Business Ethics; Anti-Corruption and Bribery			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability at Globe - Materiality Assessment	38-40
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Corporate Governance - Ethics and Integrity	25-27
	205-2 Communication and training about anti-corruption policies and procedures	Corporate Governance - Ethics and Integrity Human Capital - Upholding Ethical Practices	25-27 81
	205-3 Confirmed incidents of corruption and actions taken	Human Capital - Upholding Ethical Practices	25-27
GRI 415: Public Policy 2016	415-1 Political contributions	Sustainability at Globe; No direct or indirect political or in-kind contributions	N/A
Non-GRI	Public Policy & Compliance	Risk Management	30-36

SASB Index - Telecommunication Services

Code	Metric	Category	Unit	Report Reference	Number
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TC-TL-000.B	Number of wireline subscribers	Quantitative	Number	Financial Capital - Driving Growth through Connectivity Leadership	44-46
TC-TL-000.C	Number of broadband subscribers	Quantitative	Number		
TC-TL-000.D	Network traffic	Quantitative	Petabytes		
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TC-TL-130a.1	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	Natural Capital - Metrics and Targets	58-60
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TC-TL-220a.1	Description of policies and practices relating to behavioral advertising and customer privacy	Discussion and Analysis	N/A	Intellectual Capital - Security Incident Prevention and Response	69
TC-TL-220a.3	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	Quantitative	Reporting currency		
TC-TL-220a.4	(1) Number of law enforcement requests for customer information, (2) number of customers whose information was requested, (3) percentage resulting in disclosure	Quantitative	Number, Percentage (%)		
Data Security					
TC-TL-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	Number, Percentage (%)	Intellectual Capital - Security Incident Prevention and Response	69
TC-TL-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	N/A	Intellectual Capital - Championing a Safe Digital Ecosystem	68-79
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TC-TL-440a.1	(1) Materials recovered through take back programs, percentage of recovered materials that were (2) reused, (3) recycled, and (4) landfilled	Quantitative	Metric tons (t), Percentage (%)	Natural Capital - Operationalizing Circularity	62-63
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TC-TL-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Presentation currency	Sustainability at Globe - Sustainability Commitments and Affiliations	41
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TC-TL-550a.2	Discussion of systems to provide unimpeded service during service disruptions	Discussion and Analysis	N/A	Manufactured Capital - Fortifying Network Resiliency	51-52

Other data on SASB metrics are available internally.

The Ten Principles of the UN Global Compact Index

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Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	Intellectual Capital	65-70
	Human Capital	71-80
	Social and Relationship Capital	81-89
Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	Intellectual Capital	65-70
	Human Capital	71-80
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Labor		
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Human Capital	71-80
	Social and Relationship Capital	81-89
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.		
Principle 5: Businesses should uphold the effective abolition of child labor.		
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.		
Environment		
Principle 7: Businesses should support a precautionary approach to environmental challenges.	Natural Capital	71-80
	Manufactured Capital	81-89
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.		
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.		
Anti-Corruption		
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Human Capital	71-80
	Social and Relationship Capital	81-89

TCFD Index

General Disclosures	TCFD Recommendations	Report Reference	Page Number
Governance			
TCFD	Describe the board's oversight of climate-related risks and opportunities.	Corporate Governance	17-29
		Risk Management	30-36
	Describe management's role in assessing and managing climate-related risks and opportunities.	Sustainability at Globe	38-43
		Natural Capital - Driving Climate Action & Transition	54-58
Strategy			
TCFD	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Natural Capital - Climate Strategy	55-57
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.		
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.		
Risk Management			
TCFD	Describe the organization's processes for identifying and assessing climate-related risks.	Natural Capital - Climate Risk Management	58
	Describe the organization's processes for managing climate-related risks.		
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.		
Metrics and Targets			
TCFD	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Natural Capital - Metrics and Targets	58-59
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.		
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.		

GSMA ESG METRICS FOR MOBILE INDUSTRY REPORTING FRAMEWORK

GSMA ESG Metrics for Mobile

Pillar	Topic	Metric (family)	Metric (name)	Data	Report Reference	Page Number
Environment	Emissions	Science-based targets	1.1a Disclose whether the company has set, or committed to set, near-term science-based targets: [Yes/No]	Near-term and net-zero science-based greenhouse gas (GHG) emission reduction targets validated by SBTi	Natural Capital - Metrics and Targets	58-59
			1.1a i. If answer to 1.1a is yes, provide the: temperature alignment	Limit warming to 1.5°C above pre-industrial levels		
			1.1a ii. If answer to 1.1a is yes, provide the: target approval/ validation status	Approved in 2024		
			1.1b Disclose whether the company has set a corporate net zero target (covering Scopes 1, 2, and 3): [Yes/No]	Yes		
			1.1b i. If answer to 1.1b is yes, provide the: Net zero target year	2050		
			1.1b ii. If answer to 1.1b is yes, provide the: target approval/ validation status	Approved in 2024		
		Scope 1 and 2 GHG emissions	1.2a i. Scope 1 emissions (tonnes CO_2e)	19,758.2	Natural Capital - Metrics and Targets	58-59
			1.2a ii. Scope 2 emissions, location-based (tonnes CO_2e)	317,151.52		
			1.2a iii. Scope 2 emissions, market-based (tonnes CO_2e)	210,077.70		
			1.2a iv. Percentage change in combined Scope 1 + 2 emissions since last reporting period (specify if Scope 2 emissions are location-based or market-based)	15.13% reduction vs. last year (2024) (market-based)		
			1.2a v. Combined Scope 1 + 2 emissions per unit total revenue (tonnes CO2e per currency) (specify if Scope 2 emissions are location-based or market-based)	1,392.74 (GHG emissions intensity in tCO_2e/Billion Pesos Gross Service Revenue; market-based)		
		Scope 3 GHG emissions	1.2b i. Total Scope 3 emissions (tonnes CO_2e)	1,187,743.07		
			1.2b ii. Scope 3 emissions, by category (tonnes CO_2e)	See Section on Scope 3 in Natural Capital for breakdown		
	Energy	Energy consumption	1.3a i. Total energy consumption (MWh)	442,658,334.98	Natural Capital - Metrics and Targets	60
			1.3a ii. Purchased electricity, total (MWh)	290,875,074.72		
			1.3a iii. Purchased electricity, from renewable sources (MWh)	151,705,601.364		
			1.3a iv. Generated electricity consumed by the company, from renewable sources (MWh)	4,061,009.79		
			1.3a iv. Total diesel consumption in generators (litres)	7,056,044.81		
		Network energy consumption	1.3b i. Total network energy consumed, including core, fixed, and mobile networks (MWh)	373,728,732.19	Natural Capital - Metrics and Targets	60
			1.3b ii. Energy consumed by mobile networks (MWh)	N/A (Energy consumption includes all network elements which is not limited to mobile networks)	N/A	N/A
			1.3b iii. Total network energy consumed per unit data (MWh/PB) or subscription (kWh per subscription)	N/A (Energy consumption includes all network elements which is not limited to mobile networks)	N/A	N/A
			1.3b iv. Percentage change in network energy intensity (MWh/PB or kWh per subscription) since the last reporting period	N/A (Energy consumption includes all network elements which is not limited to mobile networks)	N/A	N/A
	Circular economy	Circularity of network equipment	1.4a i. Percentage of network equipment decommissioned in the reporting period that was repaired, reused, or sold to another company (%, by units)	No available data but will collect within the next three (3) years	N/A	N/A
			1.4a ii. Percentage of network equipment installed in the reporting period that was reused or refurbished, as a share of total network equipment installed in the reporting period (%, by units)	No available data but will collect within the next three (3) years	N/A	N/A
		Circularity of mobile devices	1.4b i. Used mobile devices collected through operator take-back schemes in the reporting period as a percentage of new mobile devices distributed directly to customers in the reporting period (%)	0.32%	Natural Capital - E-Waste Management and Take-Back Programs	63
			1.4b ii. Percentage of used mobile devices collected through operator take-back schemes in the reporting period that were repaired, reused, or recycled, i.e. diverted from landfill or incineration (%)	94.75%	Natural Capital - E-Waste Management and Take-Back Programs	63
			1.4b iii. Percentage of refurbished, repaired, or used mobile devices distributed to customers for reuse in the reporting period, as a share of all mobile devices distributed directly to customers in the reporting period (%)	0.17%	N/A	N/A

Pillar	Topic	Metric (family)	Metric (name)	Data	Report Reference	Page Number
Environment	Circular economy	Circularity of customer premises equipment (CPE)	1.4c i. Used CPE collected through operator take-back schemes in the reporting period as a percentage of CPE distributed to customers in the reporting period (%)	No available data but will collect within the next three (3) years	N/A	N/A
			1.4c ii. Percentage of used CPE collected through operator take-back schemes in the reporting period that were repaired, reused, or recycled, i.e. diverted from landfill or incineration (%)	No available data but will collect within the next three (3) years	N/A	N/A
			1.4c iii. Percentage of refurbished, repaired, or used CPE distributed to customers in the reporting period as a share of all CPE distributed to customers in the reporting period (%)	No available data but will collect within the next three (3) years	N/A	N/A
		Electronic waste	1.5a i. Total electronic waste generated (tonnes)	32.47	Natural Capital - Waste Diversion and Recycling	62-63
			1.5a ii. Percentage of electronic waste reused or recycled, by weight (%)	100%		
Digital Inclusion	Network coverage	Population covered by mobile network	2.1 Percentage of population covered by operator's mobile network. Please disclose each network generation (3G, 4G, 5G) separately	3G = Not Applicable 4G = 96.41% 5G = 36.39%	Manufactured Capital - Network Coverage Expansion	48-49
	Affordability	Device and subscription affordability	2.2a Retail price of the most affordable smartphone	No available data but will collect within the next three (3) years	Social and Relationship Capital - Digital Inclusion Programs	83-84
			2.2b Retail price of the most affordable way of purchasing 1GB of data	Please refer to Social and Relationship Capital: Flexibility and affordability		
	Digital skills	Digital skills programs	2.3 Number of people (excluding employees) who have completed a basic, intermediate or advanced digital skills training programme divided by total subscribers	16,560 students and educators reached under the Digital Thumbprint Program.	Social and Relationship Capital - Digital Literacy and Skills Training	84
Digital Integrity	Data protection	Customer data incidents	3.1a Number of data breaches, per million subscribers	No data breaches detected in 2025	Intellectual Capital - Privacy and Data Protection; Security Incident Prevention and Response	69
			3.1b Percentage of data breaches involving Personal Identifiable Information (PII)			
			3.1c Number of customers affected, per million subscribers			
			3.1d Number of regulatory actions for data protection violations (e.g. marketing-related complaints, data breaches), per million subscribers			
	Digital rights	Digital rights policy	3.2 Is there a policy specifically covering digital rights protection and transparency, privacy, freedom of expression, government mandates to shut down or restrict access, and/or government requests for data? (yes/no)	Yes: Data Privacy Policy, Policy and Procedure Manual for Requests for Call, SMS, and Data Records	Intellectual Capital - Privacy and Data Protection; Security Incident Prevention and Response	69
	Online safety	Online safety measures	3.3 Do you have controls or programmes in place to improve online safety for children and other vulnerable groups? (yes/no) Please state which vulnerable groups it covers	Yes: Digital Thumbprint Program, Senior Digizen, Safe Space Book, makeITsafe.ph, AlagangGlobe Advisories	Intellectual Capital - Child Online Safety and Rights; Online Safety Awareness	70
					Social and Relationship Capital - Digital Literacy and Skills Training	84
Supply Chain	Sustainable supply chain	Sustainable procurement policy	4.1a Do you have a sustainable procurement policy in place? (yes/no)		Social and Relationship Capital - Championing a Responsible Supply Chain	89
			4.1b If answer to 4.1a is yes, how many of the following elements does it cover? Please state which elements it covers. a. Organisational governance b. Human rights c. Labour practices d. Environment e. Fair operating practices f. Consumer issues g. Community involvement and development	Yes: Governance, Human Rights, Labour Practices, Environment		
		Supplier assessments	4.2a Percentage of suppliers screened against the sustainable procurement policy using company defined and documented assessment procedure, within the previous two (2) years to the reporting period	Top 300 vendors by spend were screened using a platform (givvable)		
			4.2b Percentage of suppliers assessed against the sustainable procurement policy through site visits, within the previous two (2) years to the reporting period	No available data but will collect within the next three years		

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INDEPENDENT ASSURANCE STATEMENT

Introduction

DNV AS Philippine Branch ('DNV'), has been commissioned by Globe Telecom (Securities and Exchange Commission Identification Number: PW00001177, hereafter referred to as 'Globe' or 'the Company') to undertake an independent assurance of the Company's sustainability/non-financial disclosures in its Integrated Report (hereafter referred as 'Report').

The disclosures have been prepared by Globe Telecom:

- In reference to the requirements of Global Reporting Initiative (GRI) sustainability reporting standards 2021
- Integrated Reporting (<IR>) framework of the International Integrated Reporting Council (IIRC)
- Sustainability Accounting Standards Board (SASB)
- Greenhouse Gas Protocol: *A Corporate Accounting and Reporting Standard.*
- ISO 14064-1:2018 - *Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals.*

DNV has carried out the assurance engagement in accordance with the Verisustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - *Assurance Engagements other than Audits or Reviews of Historical Financial Information.* DNV's Verisustain™ Protocol has been developed in accordance with the most widely accepted reporting and assurance standards. Apart from DNV's Verisustain™ protocol, the DNV team has also followed ISO 14064-3 - *Specification with guidance for the verification and validation of greenhouse gas statements*; to evaluate indicators wrt greenhouse gases.

The intended user of this assurance statement is the Management of Globe Telecom Inc.

We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company's website for the current reporting period.

Responsibilities of the Management of Globe Telecom and of the Assurance Provider

The Management of Globe Telecom has the sole responsibility for the preparation of the Report and is responsible for all information disclosed in the Report. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information, as well as ensuring the quality and consistency of the information presented in the Report. Globe Telecom is also responsible for ensuring the maintenance and integrity of its website and any referenced disclosures on their website.

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company.

Scope, Boundary and Limitations

The agreed scope of work included a limited level of assurance of the information on non-financial performance which was disclosed in the Report prepared by Globe based on the GRI Topic-specific Standards and Sustainability Accounting Standards Board (SASB) for the identified material topics for the activities undertaken by the Company during the reporting period 01 January 2025 to 31 December 2025. The reported topic boundaries of non-financial performance are based on the internal and external materiality assessment covering the Company's operations as described in 'About this Integrated Report' section of the report.

The boundary of the assessment covers the performance of Globe operations in the Philippines that fall under the direct operational control of the Company's Legal structure. Based on the agreed scope with the Company, the boundary of assurance covers Globe's sites within the Philippines.

Inherent Limitation(s):

DNV's assurance engagements are based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith, are true, and are free from material misstatements.
The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV does not take any responsibility for the financial data reported in the audited financial report of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.

[Legal information]

- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.

DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Assurance process

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of Globe Telecom. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders. We carried out the following activities:

Limited Level of Assurance
Reviewed the disclosures in the report. Our focus included general disclosures, management processes, principle wise performance (essential indicators, and leadership indicators) and any other key metrics specified under the reporting framework.
Understanding the key systems, processes and controls for collecting, managing and reporting the non-financial disclosures in report.
Walk-through of key data sets. Understand and test, on a sample basis, the processes used to adhere to and evaluate adherence to the reporting principles.
Collect and evaluate documentary evidence and management representations supporting adherence to the reporting principles.
Interviews with the senior managers responsible for management of disclosures. We were free to choose interviewees. We interviewed those with overall responsibility for monitoring, data collation and reporting the selected indicators.
The DNV audit team conducted on-site audits for corporate offices and sites. Sample-based assessment of site-specific data disclosures was carried out. We were free to choose sites for conducting our assessment.
Reviewed the process of reporting as defined in the assessment criteria.

Conclusion

On the basis of the Limited level of assessment undertaken, nothing has come to our attention to suggest that the disclosures are not fairly stated and are not prepared, in all material aspects, in accordance with the reporting criteria. Without affecting our assurance opinion, we provide the following observations against the principles of VeriSustain™ and the GRI Reporting Principles applicable to the disclosure of selected subject matter.

Materiality

The process of determining the issues that are most relevant to an organization and its stakeholders.

The Report explains the materiality assessment process carried out by the Company which has considered concerns of internal and external stakeholders, and inputs from peers and the industry, as well as issues of relevance in terms of impact on Globe's business. The list of topics has been prioritized, reviewed and validated, and the Company has indicated that there is no significant change in material topics from the previous reporting period.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Materiality.

Stakeholder Inclusiveness

The participation of stakeholders in developing and achieving an accountable and strategic response to Sustainability.

The Report presents stakeholders who have been identified as significant to Globe, including the modes of engagement established by the Company to interact with these stakeholder groups. The key topics of concern and needs of each stakeholder group which have been identified through these channels of engagement are further brought out in the Report.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Stakeholder Inclusiveness.

Responsiveness

The extent to which an organization responds to stakeholder issues.

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The Report adequately brings out the Company's policies, strategies, management systems and governance mechanisms in place to respond to topics identified as material and significant concerns of key stakeholder groups.

Nothing has come to our attention to believe that the Report does not meet the requirements related to the Principle of Responsiveness.

Completeness

How much of all the information that has been identified as material to the organization and its stakeholders is reported?

The Report presents the Company's performance, governance and approaches related to the environmental, social and governance issues that it has identified as material for its business coming under the boundary of the report, for the chosen reporting period while applying and considering the requirements of Principle of Completeness.

Nothing has come to our attention to suggest that the Report does not meet the Principle of Completeness with respect to scope, boundary and time.

Reliability

The accuracy and comparability of information presented in the report, as well as the quality of underlying data management systems.

The Report outlines the systems and processes the Company has implemented to capture and report its performance on identified material topics within its reporting boundary. Most of the information, verified through remote assessments with Globe's management teams and process owners at the Corporate Office and sampled sites, was found to be accurate and reliable. Some data inaccuracies identified during the verification process were due to transcription, interpretation, and aggregation errors. These inaccuracies have been communicated for correction, and the related disclosures were reviewed post correction. Some indicators for the reporting year 2021-2024 have been restated in the report and verified by us.

Nothing has come to our attention to believe that the Report does not meet the principle of Reliability and Accuracy.

Neutrality

T*he extent to which a report provides a balanced account of an organization's performance, delivered in a neutral tone.*

The Report brings out the disclosures related to Globe's performance during the reporting period in a neutral tone in terms of content and presentation, while considering the overall macroeconomic and industry environment.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Neutrality.

Statement of Competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO IEC 17029:2019 – *Conformity assessment – General principles are requirements for validation and verification bodies* and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We have complied with the DNV Code of Conduct[1] during the assurance engagement. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement for internal use of Globe Telecom.

Purpose and Restriction on Distribution and Use

This assurance statement, including our conclusion has been prepared solely for the Company in accordance with the agreement between us. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Management of the Company for our work or this report.

For DNV AS Philippine Branch,

Gangwar, Vishal Digitally signed by Gangwar, Vishal Date: 2026.04.07 16:58:15 +08'00'	Yun, Chang Rok Digitally signed by Yun, Chang Rok Date: 2026.04.07 18:02:51 +09'00'
Vishal Gangwar Lead Verifier, Sustainability Services	Chang Rok Yun Assurance Reviewer, Sustainability Services
Justine Repalam (Verifier)	

7 April 2026

DNV AS Philippine Branch is part of DNV, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. www.dnv.com

[1] *DNV Corporate Governance & Code of Conduct - https://www.dnv.com/about/in-brief/corporate-governance.html*

Annex I

Verified disclosures

- GRI 2-7 Employees
- GRI 2-8 Workers who are not employees
- GRI 305-1 Direct (Scope 1) GHG emissions
- GRI 305-2 Energy indirect (Scope 2) GHG emissions
- GRI 305-3 Other indirect (Scope 3) GHG emissions
  - Category 1: Purchased goods and services
  - Category 2: Capital goods
  - Category 3: Fuel- and energy-related activities
  - Category 4: Upstream transportation
  - Category 5: Waste generated
  - Category 6: Business travel
  - Category 7: Employee commuting
  - Category 8: Upstream leased assets
  - Category 11: Use of sold products
  - Category 12: End-of-life treatment of sold products
  - Category 14: Franchises
  - Category 15: Investments
- GRI 305-4 GHG emissions intensity
- GRI 305-5 Reduction of GHG emissions
- GRI 302-1 Energy consumption within the organization
- GRI 302-2 Energy consumption outside of the organization
- GRI 302-3 Energy intensity
- GRI 302-4 Reduction of energy consumption
- GRI 303-3 Water withdrawal
- GRI 303-4 Water discharge
- GRI 303-5 Water consumption
- GRI 306-3 Waste generated
- GRI 306-4 Waste diverted from disposal
- GRI 306-5 Waste directed to disposal
- GRI 401-1 New employee hires and employee turnover
- GRI 401-3 Parental leave
- GRI 405-1 Diversity of governance bodies and employees GRI
- GRI 403-1 Occupational health and safety management system
- GRI 403-2 Hazard identification, risk assessment, and incident investigation
- GRI 403-3 Occupational health services
- GRI 403-4 Worker participation, consultation, and communication on occupational health and safety
- GRI 403-5 Worker training on occupational health and safety
- GRI 403-6 Promotion of worker health
- GRI 403-8 Workers covered by an occupational health and safety management system
- GRI 403-9 Work-related injuries
- GRI 403-10 Work-related ill health
- GRI 404-1 Average hours of training per year per employee
- GRI 404-2 Programs for upgrading employee skills and transition assistance programs
- GRI 404-3 Percentage of employees receiving regular performance and career development reviews
- GRI 405-1 Diversity of governance bodies and employees
- GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data
- SASB TC-TL-130a.1 Total energy consumed, percentage grid electricity, percentage renewables
- SASB TC-TL-440a.1 Materials recovered through take back programs, percentage of recovered materials that were reused, recycled, landfilled
- SASB TC-TL-230a.1 Number of data breaches, percentage involving personally identifiable information, number of customers affected
- SASB TC-TL-230a.2 Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards

Restatements for the following indicators for 2021-2024:

- GRI 305-1 Direct (Scope 1) GHG emissions
- GRI 305-2 Energy indirect (Scope 2) GHG emissions
- GRI 305-3 Other indirect (Scope 3) GHG emissions
  - Category 1: Purchased goods and services
  - Category 2: Capital goods
  - Category 3: Fuel- and energy-related activities
  - Category 8: Upstream leased assets

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- Category 11: Use of sold products
- Category 12: End-of-life treatment of sold products

- GRI 305-4 GHG emissions intensity
- GRI 302-1 Energy consumption within the organization
- GRI 302-2 Energy consumption outside of the organization
- GRI 401-3 Parental leave
- GRI 403-9 Work-related injuries
- SASB TC-TL-130a.1 Total energy consumed, percentage grid electricity, percentage renewables

Annex II

Sites selected for On-site audits

S.no	Site	Location
1.	The Globe Tower (Headquarters)	32nd Street corner 7th Avenue, Bonifacio Global City, Taguig, 1634 Metro Manila, Philippines
2.	General Trias Network Facility	General Trias, Cavite
3.	Nasugbu Network Facility	Nasugbu, Batangas

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Certificate No: C864068

INDEPENDENT VERIFICATION STATEMENT

Introduction

DNV AS Philippine Branch ("DNV") has been commissioned by the management of Globe Telecom, Inc ('Globe' or 'the Company', Securities and Exchange Commission Identification Number: PW00001177) to carry out verification of Greenhouse Gases ("GHGs") emissions comprising of Scopes 1, 2 and 3 as part of its sustainability reporting and for the Company's Carbon Disclosure Project ("CDP") response.

DNV has carried out assurance engagement in accordance with DNV's VeriSustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's Verisustain™ Protocol has been developed in accordance with the most widely accepted reporting and assurance standards. Apart from DNV's Verisustain™ protocol, the DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements; to evaluate indicators with respect to greenhouse gases disclosures.

We planned and performed our work to obtain the evidence we considered sufficient to provide a basis for our conclusion, so that the risk of this conclusion being in error is reduced but not reduced completely.

Our responsibility in performing this work is to the management of Globe only and in accordance with terms of reference agreed with the Company. The verification engagement is based on the assumption that the data and information provided to us is complete, sufficient, true and free from misstatements. DNV disclaims any liability or co-responsibility for any decision a person or entity would make based on this verification statement. The verification was carried out during the period December 2025 to April 2026.

Scope, Boundary and Limitations of Verification

The agreed scope of work included a limited level of assurance of the following reported data of GHG emissions (Scope 1, 2 and 3 as stated below), for the reporting period 1 January 2025 to 31 December 2025 and the re-statements for the selected disclosures for the earlier reported period (2021, 2022, 2023 and 2024), in accordance with the requirements of the WRI/WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard. The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/measurement errors and omissions.

The Scope 1 emissions arising from:

a. Diesel and Gasoline consumption in the generator sets owned or operated by Globe;
b. Fuel (Diesel and Gasoline) consumption in owned and leased vehicles of Globe;
c. Refrigerant usage – R123, R134A, R141B, R22, R32, R407C, R410A

The Scope 2 emissions arising from use of purchased grid electricity.

The Scope 3 emissions arising from Category 1 purchased goods and services, Category 2 capital goods, Category 3 fuel and energy- related activities not included in Scope 1 and 2, Category 4 upstream transportation and distribution, Category 5 waste generated in operations, Category 6 business travel, Category 7 employee commuting, Category 8 upstream leased assets, Category 11 use of sold products, Category 12 end-of-life treatment of sold products, Category 14 franchises, and Category 15 investments.

The organizational boundary as set out by Globe covers facilities in the Philippines, where Globe has operational control. During the process of verification, we did not come across any limitations to the agreed scope of work.

Verification Methodology

During the verification engagement, we have adopted a risk-based approach, and we have verified the GHG emissions disclosed in the Integrated Report and assessed the robustness of the underlying data management system, information flow and controls. We have carried out the following activities:

- Desk review of Globe's reported emissions provided to us in spreadsheets to select sample sites for on-site verification.
- Management interaction to review data management systems of Globe including review of data completeness, emission factors used, assumptions applied, fuel consumption in generator sets owned or operated by Globe and, fuel consumption in owned and leased vehicles, and refrigerant usage for its operations;
- On site verification of data aggregation systems and related evidence related to Scope 1 emissions, Scope 2 emissions reported for sample sites i.e. Globe Headquarters (The Globe Tower), Nasugbu Network Facility, and General Trias Network Facility; Scope 3 emissions reported for purchased goods and services, capital goods, fuel- and energy- related activities not Included in Scope 1 or Scope 2, upstream transportation & distribution, waste generated in operations, business travel, employee commuting, upstream leased assets, use of sold products, end-of-life treatment of sold products, franchises, and investments; and
- Review of feedback from Globe on reported observations arising from offsite verification.

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Certificate No: C864068

Conclusion

On the basis of our verification methodology, nothing has come to our attention that would cause us not to believe that the GHG emissions below are not a fair representation of Globe's GHG Scope 1, 2 and 3 emissions. Some data inaccuracies identified for the sampled sites, during the verification process were found to be attributable to transcription, interpretation and aggregation errors, and the errors have been communicated for correction and corrected by Globe.

Verified Emissions

Scope	Tonnes of CO_2e Emission (tCO_2e)				
	2021	2022	2023	2024	2025
Scope 1	31,327.77	36,666.33	32,335.94	30,743.92	19,835.38
Scope 2 Location Based	297,183.03	304,644.82	318,532.53	295,763.45	317,151.52
Scope 2 Market Based	253,286.29	247,862.89	248,573.50	220,426.89	210,077.70
Scope 3 (All categories)	1,165,069.54	1,531,648.07	1,130,886.31	1,270,849.33	1,187,743.07

Statement of Competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO IEC 17029:2019 - Conformity Assessment – General principles and requirements for validation and verification bodies, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We have complied with the DNV Code of Conduct during the assurance engagement and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals.
DNV was not involved in the preparation of any statement or datum included in the Report except for this Verification Statement and Assurance Statement of the 2025 Integrated Report.

Purpose and Restriction on Distribution and Use

This verification statement, including our conclusion, has been prepared solely for the Company in accordance with the agreement between us. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company for our work or this report.

For DNV AS Philippine Branch,

Gangwar, Vishal Digitally signed by Gangwar, Vishal Date: 2026.04.10 10:39:59 +08'00'	Jang, Yu Lee Digitally signed by Jang, Yu Lee Date: 2026.04.10 11:53:15 +09'00'
Vishal Gangwar Lead Verifier, Sustainability Services	Jang Yu Lee Assurance Reviewer, Sustainability Services
Justine Repalam (Verifier)	

10 April 2026

DNV AS Philippine Branch is part of DNV, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. www.dnv.com

bsi.

Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

This is to certify that:

Globe Telecom, Inc.
The Globe Tower
32nd Street corner 7th Avenue
Bonifacio Global City, Taguig
Philippines

Holds Certificate Number: **EMS 706665**

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

The delivery of Voice, SMS, Data products, Internet and Data Centre related services, through its mobile and fixed line networks to its domestic and international customers by its functional units from its facilities at Metro Manila, Cebu, Tarlac, Nasugbu, Iligan, Ballesteros, Cabanatuan, Aurora, Canero, Mandaluyong, San Juan, Bacoor, Carmona, Talisay, Cagayan de Oro, General Trias and Davao.

For and on behalf of BSI:

Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2019-07-05
Latest Revision Date: 2024-07-03

Effective Date: 2024-07-05
Expiry Date: 2027-07-04

Page: 1 of 4

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This certificate is valid only if provided original copies are in complete set.

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.

2025 GLOBE INTEGRATED REPORT

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Certificate of Registration

ENERGY MANAGEMENT SYSTEM - ISO 50001:2018

This is to certify that:

Globe Telecom, Inc.
The Globe Tower
32nd Street corner 7th Avenue
Bonifacio Global City, Taguig
Philippines

Holds Certificate Number: **ENMS 769515**

and operates an Energy Management System which complies with the requirements of ISO 50001:2018 for the following scope:

The delivery of Voice, SMS, Data products, Internet and Data Centre related services, through its mobile and fixed line networks to its domestic and international customers by its functional units from its facilities at The Globe Tower, GT Plaza 1 & 2, Valero Telepark, Gen Trias Data Center,GTIT Plaza Cebu, Tarlac MSC, San Juan MSC, Canero MSC, Bayantel Roosevelt, Julia vargas, ICONIC Store, Iloilo Host, Mandalagan Host, Bacoor MSC

For and on behalf of BSI:

Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2022-07-05
Latest Revision Date: 2025-06-20

Effective Date: 2025-07-05
Expiry Date: 2028-07-04

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2025 GLOBE INTEGRATED REPORT

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Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

This is to certify that:

Globe Telecom, Inc.
The Globe Tower
32nd Street corner 7th Avenue
Bonifacio Global City, Taguig
Philippines

Holds Certificate Number: **OHS 706668**

and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope:

The delivery of Voice, SMS, Data products, Internet and Data Centre related services, through its mobile and fixed line networks to its domestic and international customers by its functional units from its facilities at Metro Manila, Cebu, Tarlac, Nasugbu, Iligan, Ballesteros, Cabanatuan, Aurora, Canero, Mandaluyong, San Juan, Bacoor, Carmona, Talisay, Cagayan de Oro, General Trias and Davao.

For and on behalf of BSI:

Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2019-07-05
Latest Revision Date: 2024-07-03

Effective Date: 2024-07-05
Expiry Date: 2027-07-04

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BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.

2025 GLOBE INTEGRATED REPORT

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Certificate of Registration

BUSINESS CONTINUITY MANAGEMENT SYSTEM - ISO 22301:2019

This is to certify that:

Globe Telecom, Inc.
The Globe Tower
32nd Street corner 7th Avenue
Bonifacio Global City, Taguig
Philippines

Holds Certificate Number: **BCMS 807094**

and operates a Business Continuity Management System which complies with the requirements of ISO 22301:2019 for the following scope:

The delivery of Voice, SMS, Data products, Internet and Data Centre related services, including Innove Data Products and Data Centre related services, through its mobile and fixed line networks to its domestic and international customers by its functional units from its facilities at Metro Manila, Cebu, Tarlac, Nasugbu, Iligan, Ballesteros, Cabanatuan, Aurora, Canero, San Juan, Bacoor, Carmona, Talisay, Cagayan de Oro, General Trias and Davao

For and on behalf of BSI:

Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2024-06-07
Latest Revision Date: 2025-06-04

Effective Date: 2024-06-07
Expiry Date: 2027-06-06

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A Member of the BSI Group of Companies.

2025 GLOBE INTEGRATED REPORT

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Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

This is to certify that:

Globe Telecom
- Business to Business Customer Experience Management (B2B CXM)
25th Floor The Globe Tower
BGC Taguig City
Philippines

Holds Certificate Number: **FS 751697**

and operates a Quality Management System which complies with the requirements of ISO 9001:2015 for the following scope:

The provision of aftersales and support services to Globe Telecom Business clients under GLOBE Business to Business Customer Experience Management. Based on the latest version of the Service Catalogue.

For and on behalf of BSI:

Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2017-02-02
Latest Revision Date: 2024-11-25

Effective Date: 2025-01-07
Expiry Date: 2028-01-06

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BSI Assurance UK Limited, registered in England under number 7805321 at Seventh and Eighth Floors, The Acre, 90 Long Acre, London, WC2E 9RA, UK.
A Member of the BSI Group of Companies.

2025 GLOBE INTEGRATED REPORT

bsi.

Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

This is to certify that:

Globe Telecom, Inc.
Innove Communications, Inc.
Globe Data Center
111 Valero St., Salcedo Village
Makati City
Philippines

Holds Certificate Number: **FS 753082**

and operates a Quality Management System which complies with the requirements of ISO 9001:2015 for the following scope:

Operation of an Internet Data Center

For and on behalf of BSI:

Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2016-12-22
Latest Revision Date: 2024-11-25

Effective Date: 2024-11-25
Expiry Date: 2027-12-12

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A Member of the BSI Group of Companies.

2025 GLOBE INTEGRATED REPORT

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Certificate of Registration

INFORMATION SECURITY MANAGEMENT SYSTEM - ISO/IEC 27001:2022

This is to certify that:

Globe Telecom, Inc.
Innove Communications, Inc.
Globe Data Center
111 Valero St., Salcedo Village
Makati City
Philippines

Holds Certificate Number: **IS 815419**

and operates an Information Security Management System which complies with the requirements of ISO/IEC 27001:2022 for the following scope:

Operation of an Internet Data Center

For and on behalf of BSI:

Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2024-11-25
Latest Revision Date: 2024-11-25

Effective Date: 2024-11-25
Expiry Date: 2027-11-24

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Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.

2025 GLOBE INTEGRATED REPORT

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Certificate of Registration

IT SERVICE MANAGEMENT SYSTEM - ISO/IEC 20000-1:2018

This is to certify that:

Globe Telecom, Inc.
Innove Communications, Inc.
Globe Data Center
111 Valero St., Salcedo Village
Makati City
Philippines

Holds Certificate Number: **ITMS 815421**

and operates an IT Service Management System which complies with the requirements of ISO/IEC 20000-1:2018 for the following scope:

Operation of an Internet Data Center

For and on behalf of BSI:

Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2024-11-25
Latest Revision Date: 2024-11-25

Effective Date: 2024-11-25
Expiry Date: 2027-11-24

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Further clarifications regarding the scope of this certificate and the applicability of ISO/IEC 20000-1:2018 requirements may be obtained by consulting the organization.
This certificate is valid only if provided original copies are in complete set.

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.

2025 GLOBE INTEGRATED REPORT

bsi.

Certificate of Registration

IT SERVICE MANAGEMENT SYSTEM - ISO/IEC 20000-1:2018

This is to certify that:

Globe Telecom
- Business to Business Customer Experience Management (B2B CXM)
25th Floor The Globe Tower
BGC Taguig City
Philippines

Holds Certificate Number: **ITMS 816026**

and operates an IT Service Management System which complies with the requirements of ISO/IEC 20000-1:2018 for the following scope:

The provision of aftersales and support services to Globe Telecom Business clients under GLOBE Business to Business Customer Experience Management

For and on behalf of BSI:

Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2024-11-25
Latest Revision Date: 2025-11-10

Effective Date: 2024-11-25
Expiry Date: 2027-11-24

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Further clarifications regarding the scope of this certificate and the applicability of ISO/IEC 20000-1:2018 requirements may be obtained by consulting the organization.
This certificate is valid only if provided original copies are in complete set.

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at Seventh and Eighth Floors, The Acre, 90 Long Acre, London, WC2E 9RA, UK.
A Member of the BSI Group of Companies.

2025 GLOBE INTEGRATED REPORT

ControlCase

PCI DSS LEVEL-1

CERTIFICATE OF COMPLIANCE

Innove Communications, Inc.
- Globe Data Center

9th Floor, The Globe Tower Cebu, Samar Loop Corner Panay Road. Cebu Business Park, Cebu City 6000, Philippines

has been validated by ControlCase and found to be in compliance with requirements of **Payment Card Industry Data Security Standard (PCI DSS) Version 4.0.1** as per Report on Compliance issued on **October 07, 2025.**

ControlCase is a Qualified Security Assessor (QSA) certified by the PCI Security Standards Council

Please note that this certificate does not substitute for the need to register with the card brands directly in order to be listed on their websites and for them to confirm you as compliant per their individual programs.

REFERENCE NO.:	10072025CEBICI	EXPIRATION DATE:	October 06, 2026	ASSESSED BY:	ControlCase

2025 GLOBE INTEGRATED REPORT

Globe Telecom, Inc.
The Globe Tower
32nd Street corner 7th Avenue,
Bonifacio Global City,
Taguig, Philippines 1634
+632.7972000
www.globe.com.ph

CERTIFICATION OF COMPLIANCE WITH THE CODE OF CONDUCT

Globe Telecom, Inc.'s Code of Conduct adopts the leading practices and principles of good corporate governance and is in accordance with the Code of Corporate Governance of the Securities and Exchange Commission as well as relevant regulations related thereto, and to the best of my knowledge and belief, full compliance therewith has been made since its adoption.

This Certification is issued in accordance with our thrust to sustain good corporate governance standards and practices in our business culture, and is executed to attest to the truth of the foregoing facts.

January 31, 2026, Taguig City.

RENATO MANUEL M. JIAO
Chief Human Resource Officer

2025 GLOBE INTEGRATED REPORT

Globe Telecom, Inc.
The Globe Tower
32nd Street corner 7th Avenue,
Bonifacio Global City,
Taguig, Philippines 1634

CERTIFICATION OF COMPLIANCE WITH THE MANUAL OF CORPORATE GOVERNANCE

Globe Telecom, Inc.'s Manual of Corporate Governance adopts the leading practices and principles of good corporate governance and is in accordance with the Code of Corporate Governance of the Securities and Exchange Commission as well as relevant regulations related thereto, and to the best of my knowledge and belief, full compliance therewith and with our internal company policies have been made since the adoption of the Manual.

This Certification is issued in accordance with our thrust to sustain good corporate governance standards and practices in our business culture, and is executed to attest to the truth of the foregoing facts.

January 31, 2026, Taguig City

MARISALVE CIOCSON-CO
Chief Compliance Officer, Senior Vice President – Legal and Compliance, and Assistant Corporate Secretary

Countersigned by:

CARL RAYMOND R. CRUZ
President and Chief Executive Officer

2025 GLOBE INTEGRATED REPORT

Report of the Board Risk Oversight and Sustainability Committee to the Board of Directors

For the year ended December 31, 2025

The Board Risk Oversight and Sustainability Committee (BROSC) was established to assist the Board in fulfilling its oversight responsibilities in relation to risk governance in Globe. The BROSC ensured, among others, that the Board and Management made well-informed decisions based on prudent assessment of risks and opportunities.

In line with the Board Risk Oversight and Sustainability Committee Charter, we confirm that for 2025, we have fulfilled our risk governance responsibilities to the Board by:

- Maintaining and managing an effective, efficient and integrated risk management process in Globe.
- Ensuring a sound organizational structure with an effective Enterprise Risk Management (ERM) framework and function in place
- Performing Identification, analysis and assessment of key exposures, its impact to strategic business objectives and formulation of risk management strategies.
- Clearly defining the risk-taking authority, ownership, accountability and proper segregation of duties
- Continuously developing a risk-aware culture that is pervasive throughout Globe - ensuring transparency in reporting of risks.

The Committee reports that for 2025:

- The BROSC is composed of four (4) members, three (3) of which including the Chairwoman are independent directors.
- A total of Four (4) Quarterly meetings were held for the year. All BROSC meetings were conducted virtually (via Zoom).
- All meetings met the necessary requirement for quorum before proceeding.
- Globe's Chief Risk Officer (CRO), the Chief Audit Executive (CAE), members of Top Management and shareholder representatives from both Singtel and Ayala Corporation were also present in all meetings.
- We exercised oversight and guidance over Globe's Risk Management and governance structure, through the ERM Department.
- Risk Management activities are aligned with the Internal Audit work plan, to avoid duplication of efforts.
- Our meetings are set on a quarterly basis. In 2025, we met four times, in February, May, August and the last meeting was on November 5th.
- The following key matters were discussed during the meetings:
  - We reviewed and approved Globe's Top Enterprise-wide Risks for this year, including the risk mitigation strategies and key risk indicators identified by management for monitoring, monitored said risks throughout the year on a quarterly basis placing high focus on the top fifteen (15) risks identified, namely:
    - Cybersecurity and Data Privacy
    - Transform and Evolve IT
    - Network Coverage & Service Quality
    - Business Disruption
    - Competition
    - Talent and Succession
    - Third Party Risk Exposures
    - Company Culture
    - Financial Sustainability
    - Operational Vulnerabilities
    - Geopolitical Conflict
    - Strategy Alignment
    - New Growth Areas & Strategies
    - Political & Regulatory Uncertainties
    - Black Swan: "Achilles' Heel" Vulnerabilities *(Natural, Man-made Disasters)*
  - We discussed and reviewed the following matters as related to the top risks, key operational risk areas, and key emerging risks, namely:
    - Globe's Risk Maturity Rating and AC-Aon RMI Study Recommendations to the ERM Work Plan (Enterprise Risk Management)
    - Updates on Globe's Cybersecurity and Data Privacy program. (Chief Information Security Officer, Chief AI Officer)
    - Updates on Globe's Fraud Risk Management program (Fraud & Revenue Assurance Head)
    - Updates on Globe's Business Continuity Management and Crisis Management Programs (Operational Risk & BCM Head)
    - Globe's The BIG One Response & Readiness Program Update (Network Technical Group Head)
    - Globe's Critical Third Party Partners assessment and the potential impact of the New Elevated U.S Tariffs (Enterprise Risk Management)
    - The effect of Value-Added Tax on foreign digital services procured or offered by Globe in relation to RA 12023 (Enterprise Risk Management)
    - Updates on Globe's IT Transformation Programs (Chief Information Officer)
    - Highlights on ICT of President Bongbong Marcos' SONA (General Counsel, Corporate Legal Services Group)
    - Updates on RA 12234 (Konektadong Pinoy Act) Implementing Rules and Regulations requirements, strategic implications, and dependencies; readiness assessment through identification of risks and opportunities (Enterprise Risk Management)
    - Globe's Network Coverage and Service Quality Risks and Mitigation programs (Head of Network Technical Group)
    - Globe's People and Culture Risk update and Mitigation Strategies (Chief Human Resource Officer)
    - Updates on Globe's IFRS S1 & S2 ESG Reporting and Sustainable Finance Framework Update (Chief Sustainability and Corporate Communications Officer)
    - Analysis of various Emerging Risks on the potential impact to Globe (Enterprise Risk Management)

March 24, 2026.

NATIVIDAD N. ALEJO
Chairwoman

ANTONIO JOSE U. PERIQUET JR.
Member

RAMON L. JOCSON
Member

JAIME ALFONSO A. ZOBEL DE AYALA
Member

2025 GLOBE INTEGRATED REPORT

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Report of the Audit and Related Party Transactions Committee to the Board of Directors
For the Year Ended 31 December 2025

The Audit and Related Party Transactions Committee (the Committee) upholds strong corporate governance supporting Globe's long term success and commitment to create sustainable value for its shareholders and stakeholders, through its oversight responsibilities relating to Globe's: a) financial statements and disclosure, financial reporting principles, process, policies and systems; b) internal controls; c) external/independent auditors; d) internal audit function; e) compliance with relevant legal, regulatory and corporate governance requirements; and f) related party transactions (RPT). Globe's Management, however, is responsible for ensuring the integrity of Globe's financial statements, reporting and disclosures; and establishing and maintaining a strong and effective system of internal controls to ensure the integrity, transparency and proper governance in the conduct of business.

For the year 2025, the Committee reports:

- The Committee is composed of four (4) members, all of whom are Independent Directors.
- We had four (4) meetings. The Chief Audit Executive (CAE) and the appointed External/Independent Auditors, Isla Lipana & Co./PwC Philippines (IL/PwC), attended all the four (4) quarterly Committee meetings together with the other members of Management, while the Chief Financial Officer (CFO) attended and discussed matters when necessary in accordance with the Committee's Charter and Company policies. The Committee Chairman had executive sessions with the CFO, Chief Commercial Officer, Chief Human Resources Officer (CHRO), Chief Compliance Officer, and other members of Management and IL/PWC during the year.
- We discussed and agreed with IL/PwC the overall scope and focus areas of the 2025 statutory audit plan, approved the same and reviewed the 2025 audit performance; and discussed IL/PwC's responses and actions to continuously improve the quality of audit services.
- We reviewed and discussed the reports of IL/PwC on the 2025 financial statements (FS), overall Company and business units' performance, revenue contribution of major Non-Telco Portfolio Companies, quality of subscriber receivables and tests performed to establish adequacy of the related allowance for doubtful accounts, goodwill impairment reviews and Yondu sale updates and sale and leaseback of Telco towers, which is at 93% completion as of year end. No material control weaknesses or proposed adjustments were noted.
- We discussed the ongoing Management initiative to recalibrate the expected credit loss (ECL) model, to better reflect current market realities.
- We conferred the need to monitor high technology obsolescence for IT assets including the shift to cloud-based expenditures/subscriptions (i.e., hardware to OPEX-heavy cloud models) and its implications to the capitalization policies.
- We touched on the need to undertake a regular benchmarking study on asset useful lives to ensure Globe remains aligned with industry standards and comparable to regional and local peers.
- We noted that PWC expressed an unqualified opinion on the financial statements of the Globe Group, and confirmed the Firm's continued independence with respect to Globe.
- We reviewed and discussed the results of the 2025 quarterly unaudited financial statements and the audited annual financial statements of Globe Telecom, Inc. and subsidiaries (Globe Group) for the year ended 31 December 2025, including the key audit matter covering Revenue Recognition, highlights of Management's Discussion and Analysis of financial condition and the results of operations with IL/PwC.
- Management's highlights on results of operations as presented to the Committee included the following:
  - Globe's decline in Free Cash Flow (FCF) by 26% to P26.7Bn which was due to the 6% dip in operating cash flow and drop in asset sale proceeds despite the reduction in capex spending by 23%.
  - Core operations did not fully cover the P14.4Bn returned to shareholders which resulted in a FCF after common dividends of -P2.1Bn. Despite this, positive FCF after net debt repayment of P4.1Bn was maintained, thus ending the year with a strong cash buffer of P25Bn.
  - Globe's Balance Sheet grew by 4% YoY driven by continuous build of core business and increase from Mynt's gain on dilution along with share in equity.
  - Liabilities increased by 3% due to an 11% rise in lease liability and increased debt level by P6.9Bn, while other liabilities were reduced by 4%. SHE remains robust at P174.5Bn.
  - Lender-imposed limits where Debt to EBITDA was at 2.63x, significantly below the 3.5:1 maximum cap. Debt Service Coverage ratio at 3.2X, comfortably exceeding the 1.3:1 minimum requirement.
  - Established internal cap on the obligation to EBITDA ratio at 4.5x. Globe is monitoring this ratio which is currently at 4.3x.
- We discussed the results of Internal Audit reviews and advisory engagements for 2025, noting that there was sufficient coverage of critical risk areas and alignment with the Business' priorities. We were apprised on the status of the annual work plan, key metrics indicating value delivered and the implementation status of audit recommendations. The Committee noted Management's attention to the closure of all issues and the continuous improvement of internal control and compliance systems. We reviewed the operational effectiveness of Internal Audit (IA) function ensuring compliance with the International Standards for the Professional Practice of Internal Auditing.
- We reviewed and approved the CAE's proposed 2026 IA annual work plan, detailing its alignment with business objectives, key focus areas, and enablement required for its successful execution such as skills uplifting in business acumen, leadership, and AI/data analytics, as well as aligned assurance activities in collaboration with the Enterprise Risk Management team.
- We reviewed and discussed with the Corporate and Legal Services Management relevant regulatory and legal updates, and obtained confirmation from the Compliance Officer that there were no issues on Globe's compliance with existing rules and regulations.
- We reviewed and discussed with the CHRO, updates on Globe Whistleblower reports and planned enhancements to the whistleblower portal.
- We assessed and discussed the Committee's performance for 2025, in accordance with SEC's guidelines.
- We reviewed the performance and approved the services rendered by IL/PwC including the regulatory disclosure on audit and non-audit services and fees, in accordance with the relevant policies in the Committee's Charter. We concluded that these services and fees do not impair their independence.
- Based on the reviews and discussions referred to above, the Committee: 1) endorses the financial statement and all related disclosures to the Board for approval, 2) recommends that the audited financial statements be included in the Annual Report for the year ended 31 December 2025 for filing with the SEC, and 3) Recommends the re-appointment of IL/PwC as the Globe Group's external/independent auditor for 2026, subject to ratification at the Annual Shareholders' Meeting in April 2026.

Based on the above, we can confirm that the Company's internal controls and compliance systems are adequate and effective in all material respects.

03 February 2026 Signed by:

CIRILO P. NOEL	NATIVIDAD N. ALEJO	RAMON L. JOCSON	ANTONIO JOSE U. PERIQUET, JR.
Chairman	Member	Member	Member

2025 GLOBE INTEGRATED REPORT

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COVER SHEET

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G L O B E T E L E C O M , I N C .

(Company's Full Name)

T H E G L O B E T O W E R
3 2 N D S T R E E T C O R N E R 7 T H A V E N U E
B O N I F A C I O G L O B A L C I T Y T A G U I G

(Business Address: No. Street City / Town / Province)

JUAN CARLO C. PUNO — Contact Person

7797-2000 — Company Telephone Number

1 2 (*Month*) 3 1 (*Day*) — Fiscal Year

A F S — FORM TYPE

0 4 (*Month*) 2 1 — Annual Meeting

Firstary License Type, if Applicable

Dept. Requiring this Doc.

Amended Articles Number/Section

Total Amount of Borrowings

Total No. Of Stockholders

Domestic

Foreign

To be accomplished by SEC Personnel concerned

File Number

LCU

Document I.D.

Cashier

STAMPS

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SECURITIES AND EXCHANGE COMMISSION

SEC FORM 17-C
CURRENT REPORTUNDER SECTION 17
OF THE SECURITIES REGULATIONS CODE (SRC)
AND SRC RULE 17(a)-1(b)(3) THEREUNDER

1. **26 February 2026**
   Date of Report(Dateof earliest event reported)

2. **1177** — SEC Identification Number
3. **000-768-480-000** — BIRTaxIdentification Number

4. **GLOBE TELECOM, INC.**
   ExactNameofregistrantas specified in its charter

5. **METRO MANILA, PHILIPPINES** — Province, country or other jurisdiction of incorporation
6. (SEC Use Only) — Industry Classification Code

7. **The Globe Tower, 32nd Street corner 7th Avenue, Bonifacio Global City, Taguig** — Address of principaloffice; **1634** — Postal code

8. **(02) 7797-2000**
   Registrant'stelephone number, including area code

9. Former name or former address, if changed since last report

10. Securities registered pursuant to Sections 4 and 8 of the SRC

Title of Each Class	Number of Shares of Common Stock Outstanding and Amount of Debt Outstanding (as of December 31, 2025)
COMMON SHARES	144,468,524
TOTAL DEBT (in Millions of Pesos)	256,313

Indicate the item numbers reported herein : **Please refer to attached**

Re: Globe Telecom, Inc. and Subsidiaries FY 2025 Consolidated Financial Statements

*Pursuant to the requirements of the Securities Regulations Code, the registrant has duly caused this report to be signedon its behalf by the undersigned hereunto duly authorized.

GLOBE TELECOM, INC.
Registrant

Date : **26 February 2026**

JUAN CARLOC. PUNO
ChiefFinanceOfficer,Treasurerand
Chief Risk Officer

Docusign Envelope ID: 3A5A7C31-D1A0-44C6-BA6E-FECF6FE354C1

Globe

Globe Telecom, Inc.
The Globe Tower
32nd Street corner 7th Avenue,
Bonifacio Global City,
Taguig, Philippines 1634
www.globe.com.ph

26 February 2026

SECURITIES AND EXCHANGE COMMISSION
The SEC Headquarters, 7907 Makati Avenue
Barangay Bel-Air,Makati City 1227

Attention: **Atty. Oliver O. Leonardo**
Director, Markets and Securities Regulation Department

Atty. Rachel Esther J.Gumtang-Remalante
Director, Corporate Governance and Finance Department

THEPHILIPPINE STOCKEXCHANGE, INC.
5th Avenue corner 28th Street
Bonifacio Global City, Taguig City
Philippines 1634

Attention: **Atty. Johanne Daniel M. Negre**
Officer-in-Charge, Disclosure Department

Gentlemen/Mesdames:

Attached is the audited consolidated financial statements of Globe Telecom, Inc. and its subsidiaries, which comprise the consolidated statements of financial position as at December 31, 2025 and 2024, the consolidated statements of comprehensive income, consolidated statements of changes in equity and consolidated statements of cash flows for the financial years ended December 31, 2025, 2024, and 2023, and a summary of significant accounting policies and other explanatory information.

Thank you very much.

Very truly yours,

DocuSigned by:

JUAN CARLO C. PUNO
Chief Finance Officer, Treasurer and
Chief Risk Officer

Globe

Globe Telecom, Inc.
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Bonifacio Global City,
Taguig, Philippines 1634

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STATEMENT OF MANAGEMENT'S RESPONSIBILITY FOR CONSOLIDATED FINANCIAL STATEMENTS

The management of Globe Telecom, Inc. and Subsidiaries ("Globe") is responsible for the preparation and fair presentation of the consolidated financial statements including the schedules attached therein, as at December 31, 2025 and 2024 and for each of the three years in the period ended December 31, 2025, in accordance with Philippine Financial Reporting Standards (PFRS) Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing Globe's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate Globe or to cease operations, or has no realistic alternative but to do so.

The Board of Directors is responsible for overseeing Globe's financial reporting process.

The Board of Directors reviews and approves the consolidated financial statements including the schedules attached therein, and submits the same to the stockholders.

Isla Lipana & Co., the independent auditors appointed by the stockholders, has audited the consolidated financial statements of Globe in accordance with Philippine Standards on Auditing, and in its report to the stockholders, has expressed its opinion on the fairness of presentation upon completion of such audit.

JAIME AUGUSTO ZOBEL DE AYALA
Chairman of the Board

Signed this 3rd day of February 2026

SUBSCRIBED AND SWORN to before me this FEB 0 3 2026 at MAKATI CITY City, affiants who are personally known to me or identified through competent evidence of identity, to wit:

Name	Passport or ID No.	Date of Issue	Expiry Date
Jaime Augusto Zobel De Ayala			

Doc. No. : 91
Page No. : 20
Book No. : I
Series of 2024

ATTY. JUSTIN NICO L. RAVAGO
Notary Public

Globe

Globe Telecom, Inc.
The Globe Tower
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Bonifacio Global City,
Taguig, Philippines 1634

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The Board of Directors is responsible for overseeing Globe's financial reporting process.

The Board of Directors reviews and approves the consolidated financial statements including the schedules attached therein, and submits the same to the stockholders.

Isla Lipana & Co., the independent auditors appointed by the stockholders, has audited the consolidated financial statements of Globe in accordance with Philippine Standards on Auditing, and in its report to the stockholders, has expressed its opinion on the fairness of presentation upon completion of such audit.

CARL RAYMOND R. CRUZ
President and Chief Executive Officer

Signed this 3rd day of February 2026

SUBSCRIBED AND SWORN to before me this FEB 0 3 2026 at MAKATI CITY City, affiants who are personally known to me or identified through competent evidence of identity, to wit:

Name	Passport or ID No.	Date of Issue	Expiry Date
Carl Raymond R. Cruz			

Doc. No. : 93
Page No. : 20
Book No. : I
Series of 2024

ATTY. JUSTIN NICO L. RAVAGO
Notary Public

Globe

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STATEMENT OF MANAGEMENT'S RESPONSIBILITY FOR CONSOLIDATED FINANCIAL STATEMENTS

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The Board of Directors is responsible for overseeing Globe's financial reporting process.

The Board of Directors reviews and approves the consolidated financial statements including the schedules attached therein, and submits the same to the stockholders.

Isla Lipana & Co., the independent auditors appointed by the stockholders, has audited the consolidated financial statements of Globe in accordance with Philippine Standards on Auditing, and in its report to the stockholders, has expressed its opinion on the fairness of presentation upon completion of such audit.

JUAN CARLO C. PUNO
Chief Finance Officer, Treasurer and Chief Risk Officer

Signed this 3rd day of February 2026

SUBSCRIBED AND SWORN to before me this FEB 0 3 2026 at MAKATI CITY City, affiants who are personally known to me or identified through competent evidence of identity, to wit:

Name	Passport or ID No.	Date of Issue	Expiry Date
Juan Carlo C. Puno			

Doc. No. : 92
Page No. : 20
Book No.: I
Series of 2026

ATTY. JUSTIN NICO L. RAVAGO
Notary Public

pwc Isla Lipana & Co.

Independent Auditor's Report

To the Board of Directors and Shareholders of
Globe Telecom, Inc.
The Globe Tower, 32nd Street corner 7th Avenue
Bonifacio Global City, Taguig City

Our Opinion

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of Globe Telecom, Inc. and its subsidiaries (together, the "Group") as at December 31, 2025 and 2024, and their consolidated financial performance and their consolidated cash flows for each of the three years in the period ended December 31, 2025, in accordance with Philippine Financial Reporting Standards (PFRS) Accounting Standards.

What we have audited

The consolidated financial statements of the Group comprise:

- the consolidated statements of financial position as at December 31, 2025 and 2024;
- the consolidated statements of total comprehensive income for each of the three years in the period ended December 31, 2025;
- the consolidated statements of changes in equity for each of the three years in the period ended December 31, 2025;
- the consolidated statements of cash flows for each of the three years in the period ended December 31, 2025; and
- the notes to the consolidated financial statements, comprising material accounting policy information and other explanatory information.

Isla Lipana & Co., 29th Floor, AIA Tower, 8767 Paseo de Roxas,
1226 Makati City, Philippines
+63 (2) 8845 2728

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Basis for Opinion

We conducted our audits in accordance with Philippine Standards on Auditing (PSA). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audits of the Consolidated Financial Statements section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Group in accordance with the Code of Ethics for Professional Accountants in the Philippines (Code of Ethics), as applicable to audits of consolidated financial statements of public interest entities, together with the ethical requirements that are relevant to our audits of consolidated financial statements of public interest entities in the Philippines. We have also fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics.

Our Audit Approach

As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the consolidated financial statements. In particular, we considered where management made subjective judgments; for example, in respect of material accounting estimates that involved making assumptions and considering future events that are inherently uncertain.

As in all of our audits, we also addressed the risk of management override of internal controls, including among other matters, consideration of whether there was evidence of bias that represented a risk of material misstatement due to fraud.

We tailored the scope of our audit in order to perform sufficient work to enable us to provide an opinion on the consolidated financial statements as a whole, taking into account the structure of the Group, the accounting processes and controls, and the industry in which the Group operates.

Key Audit Matter

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key audit matter identified in our audit is revenue recognition.

Key audit matter	How our audit addressed the key audit matter
Revenue recognition Refer to Note 2.14 to the consolidated financial statements. Revenue recognition was identified as a key audit matter due to the high volume of transactions processed through various systems which heavily relies on automated processes and controls from account activation, recording of usage, billing and revenue recognition. In particular, the Group's revenue streams include a significant amount of postpaid service revenues which are billed under various cycles, hence, timing of revenue recognition requires significant audit attention.	We addressed the matter by understanding the Group's revenue recognition policies in accordance with PFRS 15, Revenue from Contracts with Customers, and the related business processes and information technology (IT) environment. We evaluated the design and tested the operating effectiveness of key automated and manual controls over the revenue process, including controls from account activation to termination, provisioning, call data capture, charging, billing interface and revenue recording. With the assistance of our IT specialists, we evaluated the design and tested the operating effectiveness of IT general controls over the relevant IT systems, including the interface controls between IT systems and applications.

Key audit matter	How our audit addressed the key audit matter
	To address the risk related to the timing of recognition of postpaid service revenues, we performed a combination of controls and substantive testing approach as follows: • We tested the design and operating effectiveness of key controls over charging, billing and recording of revenue transactions. • We tested the reliability of key system generated reports and reconciliations which serve as basis for recognizing postpaid service revenues in the correct reporting period. • We performed substantive audit procedures, on a sampling basis, over postpaid service revenues recognized before and after the reporting period end to validate that the sampled subscriber transactions are recognized in the correct reporting period.

Other Information

Management is responsible for the other information. The other information comprises the information included in the SEC Form 20-IS (Definitive Information Statement), SEC Form 17-A and Integrated Report, but does not include the consolidated financial statements and our auditor's report thereon. The SEC Form 20-IS (Definitive Information Statement), SEC Form 17-A and Integrated Report are expected to be made available to us after the date of this auditor's report.

Our opinion on the consolidated financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audits of the consolidated financial statements, our responsibility is to read the other information identified above when these becomes available and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audits, or otherwise appears to be materially misstated.

When we read the other information identified above which have not yet been received, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with PFRS Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the ability of the Group to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate or to cease operations of the Group, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audits of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with PSA will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with PSA, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. 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.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the consolidated financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

Independent Auditor's Report
To the Board of Directors and Shareholders of
Globe Telecom, Inc.
Page 8

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

The engagement partner on the audit resulting in this independent auditor's report is Aldie P. Garcia.

Isla Lipana & Co.

Aldie P. Garcia
Partner
CPA Cert. No. 0107076
P.T.R. No. 0011459, issued on January 8, 2026, Makati City
SEC A.N (Individual) as general auditors 107076-SEC, Category A;
valid to audit 2019 to 2025 financial statements
SEC A.N (Firm) as general auditors 0142-SEC, Category A;
valid to audit 2020 to 2025 financial statements
TIN 923-763-007
BIR A.N. 08-000745-143-2025, issued on January 8, 2025; effective until January 7, 2028
BOA/PRC Reg. No. 0142, effective until November 14, 2028

Makati City
February 3, 2026

pwc Isla Lipana & Co.

Statement Required by Rule 68
Securities Regulation Code (SRC)

To the Board of Directors and Shareholders of
Globe Telecom, Inc.
The Globe Tower, 32nd Street corner 7th Avenue
Bonifacio Global City, Taguig City

We have audited in accordance with Philippine Standards on Auditing, the consolidated financial statements of Globe Telecom, Inc. (the "Parent Company") and its subsidiaries (together, the "Group") as at December 31, 2025 and 2024 and for each of the three years in the period ended December 31, 2025, and have issued our report thereon dated February 3, 2026. Our audits were made for the purpose of forming an opinion on the basic consolidated financial statements taken as a whole. The Supplementary Schedule on Financial Soundness Indicators, including their definitions, formulas, calculation, and their appropriateness or usefulness to the intended users, is the responsibility of the Group's management. These financial soundness indicators are not measures of operating performance defined by PFRS Accounting Standards and may not be comparable to similarly titled measures presented by other companies. This supplementary schedule is presented for the purpose of complying with the Revised SRC Rule 68 issued by the Securities and Exchange Commission, and is not a required part of the basic consolidated financial statements prepared in accordance with PFRS Accounting Standards. The components of these financial soundness indicators have been traced to the Group's consolidated financial statements as at December 31, 2025 and 2024 and for each of the three years in the period ended December 31, 2025 and no material exceptions were noted.

Isla Lipana & Co.

Aldie P. Garcia
Partner
CPA Cert. No. 107076
P.T.R. No. 0011459, issued on January 8, 2026, Makati City
SEC A.N (Individual) as general auditors 107076-SEC, Category A;
valid to audit 2019 to 2025 financial statements
SEC A.N (firm) as general auditors 0142-SEC, Category A;
valid to audit 2020 to 2025 financial statements
TIN 923-763-007
BIR A.N. 08-000745-143-2025, issued on January 8, 2025; effective until January 7, 2028
BOA/PRC Reg. No. 0142, effective until November 14, 2028

Makati City
February 3, 2026

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Isla Lipana & Co.

Statement Required by Rule 68
Securities Regulation Code (SRC)

To the Board of Directors and Shareholders of
Globe Telecom, Inc.
The Globe Tower, 32nd Street corner 7th Avenue
Bonifacio Global City, Taguig City

We have audited the consolidated financial statements of Globe Telecom, Inc. (the "Parent Company") and its subsidiaries (together the "Group") as at December 31, 2025 and 2024 and for each of the three years in the period ended December 31, 2025, on which we have rendered the attached report dated February 3, 2026. The Supplementary Information shown in the Reconciliation of Parent Company's Retained Earnings Available for Dividend Declaration, Map of Relationships of the Companies within the Group, and Schedules A, B, C, D, E, F, and G, as additional components required by the Revised SRC Rule 68, is presented for purposes of filing with the Securities and Exchange Commission and is not a required part of the basic consolidated financial statements. Such Supplementary Information is the responsibility of management and has been subjected to auditing procedures applied in the audit of the basic consolidated financial statements.

In our opinion, the Supplementary Information has been prepared in accordance with the Revised SRC Rule 68.

Isla Lipana & Co.

Aldie P. Garcia
Partner
CPA Cert. No. 107076
P.T.R. No. 0011459, issued on January 8, 2026, Makati City
SEC A.N (Individual) as general auditors 107076-SEC, Category A;
valid to audit 2019 to 2025 financial statements
SEC A.N (firm) as general auditors 0142-SEC, Category A;
valid to audit 2020 to 2025 financial statements
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Makati City
February 3, 2026

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GLOBE TELECOM, INC. AND SUBSIDIARIES

Consolidated Financial Statements
December 31, 2025, 2024 and 2023

Globe

GLOBE TELECOM, INC. AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

	Notes	December 31 2025	2024
		(In Thousand Pesos)	
ASSETS			
Current Assets			
Cash and cash equivalents	5	**₱25,029,857**	₱21,353,659
Trade receivables – net	6	**17,892,540**	19,508,236
Contract assets – net	7.1	**4,512,486**	5,442,961
Inventories and supplies – net	9	**2,318,950**	2,964,814
Derivative assets – current	8	**112,445**	177,153
Prepayments and other current assets	10.1	**20,135,505**	20,122,348
		70,001,783	69,569,171
Assets classified as held-for-sale	1.15, 11, 13.1, 14.2	**5,912,496**	7,648,795
		75,914,279	77,217,966
Noncurrent Assets			
Property and equipment – net	11	**356,127,191**	352,115,098
Intangible assets and goodwill – net	12	**20,827,976**	20,130,902
Right of use assets – net	13.1	**99,418,585**	90,464,458
Investments in joint ventures	14	**67,717,570**	59,368,924
Derivative assets – net of current portion	8	**5,936,109**	5,041,998
Deferred income tax assets – net	28	**2,262,717**	1,971,459
Other noncurrent assets	10.1	**27,787,480**	27,325,318
		580,077,628	556,418,157
TOTAL ASSETS		**₱655,991,907**	₱633,636,123
LIABILITIES AND EQUITY			
Current Liabilities			
Trade payables and accrued expenses	15	**₱72,188,252**	₱78,107,332
Loans payable – current	17	**22,218,988**	26,349,796
Lease liabilities – current	13.2	**9,067,593**	8,175,643
Deferred revenues – current	7.2	**5,912,304**	6,049,750
Provisions	16	**3,732,047**	3,393,957
Income tax payable	28	**1,365,512**	902,334
Derivative liabilities – current	8	**606,638**	573,005
		115,091,334	123,551,817
Liabilities classified as held-for-sale	1.15	**519,974**	-
		115,611,308	123,551,817
Noncurrent Liabilities			
Loans payable – net of current portion	17	**234,094,409**	223,110,113
Lease liabilities – net of current portion	13.2	**120,177,863**	107,932,231
Pension liability	27.1	**4,516,831**	2,826,848
Deferred income tax liabilities – net	28	**3,541,847**	4,363,232
Deferred revenues – net of current portion	7.2	**381,550**	644,855
Other long-term liabilities	18	**3,149,085**	3,427,798
		365,861,585	342,305,077
Total Liabilities		**481,472,893**	465,856,894
Equity			
Capital Stock	20	**9,016,001**	9,011,592
Additional paid in capital		**54,862,551**	54,568,560
Cost of share-based compensation		**1,041,026**	871,722
Capital securities	20.3	**29,977,639**	29,977,639
Other reserves	20.8	**(3,412,319)**	(2,269,627)
Treasury shares	20.4	**(10,000,000)**	(10,000,000)
Retained earnings		**92,984,846**	85,588,481
Equity attributable to equity holders of the Parent		**174,469,744**	167,748,367
Non-controlling interest		**49,270**	30,862
Total Equity		**174,519,014**	167,779,229
TOTAL LIABILITIES AND EQUITY		**₱655,991,907**	₱633,636,123

See accompanying Notes to Consolidated Financial Statements.

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GLOBE TELECOM, INC. AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF TOTAL COMPREHENSIVE INCOME

	Notes	For the Years Ended December 31 2025	2024	2023
			(In Thousand Pesos, Except Per Share Figures)	
REVENUES				
Service revenues		**₱165,077,658**	₱165,016,289	₱162,333,484
Nonservice revenues		**13,162,186**	15,569,771	17,830,971
	32	**178,239,844**	180,586,060	180,164,455
INCOME				
Equity share in net income of joint ventures	14	**6,392,043**	3,897,012	2,214,761
Interest income	21	**821,815**	918,338	677,570
Gain on sale and leaseback of telecom towers - net	11	**380,717**	3,482,083	7,258,378
Gain on disposal of property and equipment – net		**283,559**	206,500	371,655
Other income – net	22	**3,870,814**	1,734,944	959,898
		11,748,948	10,238,877	11,482,262
COSTS AND EXPENSES				
General, selling and administrative expenses	23	**72,207,939**	72,836,753	74,681,050
Depreciation and amortization	24	**53,871,127**	50,473,040	47,356,043
Financing costs	25	**16,456,490**	14,444,270	12,145,879
Cost of inventories sold	9	**13,487,058**	16,428,713	18,217,044
Interconnect costs	32, 33.1	**1,911,763**	1,619,788	1,367,052
Impairment and other losses	26	**3,827,345**	4,691,290	5,463,979
		161,761,722	160,493,854	159,231,047
INCOME BEFORE INCOME TAX		**28,227,070**	30,331,083	32,415,670
PROVISIONS (BENEFIT) FOR INCOME TAX				
Current		**5,593,063**	6,919,731	7,853,664
Deferred		**(628,053)**	(874,417)	(16,004)
	28	**4,965,010**	6,045,314	7,837,660
NET INCOME		**23,262,060**	24,285,769	24,578,010
OTHER COMPREHENSIVE INCOME (LOSS)				
Items that will be reclassified into profit or loss in subsequent periods:				
Transactions on cash flow hedges – net		**(139,085)**	(870,457)	185,047
Exchange differences arising from translations of foreign investments		**92,989**	270,419	(22,443)
	20.8	**(46,096)**	(600,038)	162,604
Item that will not be reclassified into profit or loss in subsequent periods:				
Changes in fair value of financial assets at fair value through other comprehensive income		**141,406**	155,313	231,871
Remeasurement gain (loss) on defined benefit plan		**(1,191,284)**	(499,467)	(1,604,048)
	20.8	**(1,049,878)**	(344,154)	(1,372,177)
TOTAL OTHER COMPREHENSIVE LOSS		**(1,095,974)**	(944,192)	(1,209,573)
TOTAL COMPREHENSIVE INCOME		**₱22,166,086**	₱23,341,577	₱23,368,437

(Forward)

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GLOBE TELECOM, INC. AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF TOTAL COMPREHENSIVE INCOME

	Notes	For the Years Ended December 31 2025	2024	2023
		(In Thousand Pesos, Except Per Share Figures)		
Total net income attributable to:				
Equity holders of the Parent		**₱23,263,760**	₱24,304,433	₱24,512,760
Non-controlling interest		**(1,700)**	(18,664)	65,250
		23,262,060	24,285,769	24,578,010
Total other comprehensive income (loss) attributable to:				
Equity holders of the Parent	20.8	**(1,097,218)**	(936,374)	(1,216,947)
Non-controlling interest	20.8	**1,244**	(7,818)	7,374
		(1,095,974)	(944,192)	(1,209,573)
Total comprehensive income attributable to:				
Equity holders of the Parent		**22,166,542**	23,368,059	23,295,813
Non-controlling interest		**(456)**	(26,482)	72,624
		₱22,166,086	₱23,341,577	₱23,368,437
Earnings Per Share				
Basic	29	**₱151.21**	₱158.48	₱160.45
Diluted	29	**₱150.44**	₱157.83	₱159.74
Cash dividends declared per common share	20.5	**₱100.00**	₱100.00	₱100.00

See accompanying Notes to Consolidated Financial Statements.

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GLOBE TELECOM, INC. AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY

	Notes	For the Year Ended December 31, 2025 Capital Stock (Note 20)	Additional Paid-in Capital	Cost of Share-Based Compensation	Capital Securities (Note 20.3)	Other Reserves (Note 20.8)	Retained Earnings	Treasury Shares (Note 20.4)	Total Equity Attributable to Parent	Non-controlling Interest	Total
		(In Thousand Pesos)									
As of January 1, 2025		**₱9,011,592**	**₱54,568,560**	**₱871,722**	**₱29,977,639**	**(₱2,269,627)**	**₱85,588,481**	**(₱10,000,000)**	**₱167,748,367**	**₱30,862**	**₱167,779,229**
Total comprehensive income for the year		-	-	-	-	**(1,097,218)**	**23,263,760**	-	**22,166,542**	**(456)**	**22,166,086**
Dividends on:	20.5										
Common Stock		-	-	-	-	-	**(14,444,648)**	-	**(14,444,648)**	-	**(14,444,648)**
Preferred Stock - voting		-	-	-	-	-	**(61,297)**	-	**(61,297)**	-	**(61,297)**
Distributions on Capital Securities	20.3	-	-	-	-	-	**(1,361,450)**	-	**(1,361,450)**	-	**(1,361,450)**
Share-based compensation	27.3.1	-	-	**467,704**	-	-	-	-	**467,704**	-	**467,704**
Issue of shares under share-based compensation plan		**4,409**	**293,991**	**(298,400)**	-	-	-	-	-	-	-
Non-controlling interest adjustment arising from increase in ownership share	1.8, 1.16	-	-	-	-	-	-	-	-	-	-
As of December 31, 2025		**₱9,016,001**	**₱54,862,551**	**₱1,041,026**	**₱29,977,639**	**(₱3,412,319)**	**₱92,984,846**	**(₱10,000,000)**	**₱174,469,744**	**₱49,270**	**₱174,519,014**

See accompanying Notes to Consolidated Financial Statements (Forward)

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GLOBE TELECOM, INC. AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY

		For the Year Ended December 31, 2023									
	Notes	Capital Stock (Note 20)	Additional Paid-in Capital	Cost of Share-Based Compensation	Capital Securities (Note 20.3)	Other Reserves (Note 20.8)	Retained Earnings	Treasury Shares (Note 20.4)	Total Equity Attributable to Parent	Non-controlling Interest	Total
		(In Thousand Pesos)									
As of January 1, 2023		₱8,995,602	₱53,944,871	₱848,890	₱29,977,639	(₱116,306)	₱68,539,651	(₱10,000,000)	₱152,190,347	₱342,523	₱152,532,870
Total comprehensive income for the year		-	-	-	-	(1,216,947)	24,512,760	-	23,295,813	72,624	23,368,437
Dividends on:	20.5										
Common Stock		-	-	-	-	-	(14,418,658)	-	(14,418,658)	-	(14,418,658)
Preferred Stock - voting		-	-	-	-	-	(50,027)	-	(50,027)	-	(50,027)
Distributions on Capital Securities	20.3	-	-	-	-	-	(1,330,619)	-	(1,330,619)	-	(1,330,619)
Share-based compensation	27.3.1	-	-	285,888	-	-	-	-	285,888	-	285,888
Issue of shares under share-based compensation plan		8,428	323,649	(332,077)	-	-	-	-	-	-	-
Non-controlling interest adjustment arising from subsidiary classified as assets held-for-sale	14.2	-	-	-	-	-	-	-	-	(357,303)	(357,303)
Others		-	-	-	-	-	(103,850)	-	(103,850)	-	(103,850)
As of December 31, 2023		₱9,004,030	₱54,268,520	₱802,701	₱29,977,639	(₱1,333,253)	₱77,149,257	(₱10,000,000)	₱159,868,894	₱57,844	₱159,926,738

See accompanying Notes to Consolidated Financial Statements

Globe

GLOBE TELECOM, INC. AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY

		For the Year Ended December 31, 2024									
	Notes	Capital Stock (Note 20)	Additional Paid-in Capital	Cost of Share-Based Compensation	Capital Securities (Note 20.3)	Other Reserves (Note 20.8)	Retained Earnings	Treasury Shares (Note 20.4)	Total Equity Attributable to Parent	Non-controlling Interest	Total
		(In Thousand Pesos)									
As of January 1, 2024		₱9,004,030	₱54,268,520	₱802,701	₱29,977,639	(₱1,333,253)	₱77,149,257	(₱10,000,000)	₱159,868,894	₱57,844	₱159,926,738
Total comprehensive income for the year		-	-	-	-	(936,374)	24,304,433	-	23,368,059	(26,482)	23,341,577
Dividends on:	20.5										
Common Stock		-	-	-	-	-	(14,434,240)	-	(14,434,240)	-	(14,434,240)
Preferred Stock - voting		-	-	-	-	-	(61,297)	-	(61,297)	-	(61,297)
Distributions on Capital Securities	20.3	-	-	-	-	-	(1,369,672)	-	(1,369,672)	-	(1,369,672)
Share-based compensation	27.3.1	-	-	376,623	-	-	-	-	376,623	-	376,623
Issue of shares under share-based compensation plan		7,562	300,040	(307,602)	-	-	-	-	-	-	-
Others		-	-	-	-	-	-	-	-	(500)	(500)
As of December 31, 2024		₱9,011,592	₱54,568,560	₱871,722	₱29,977,639	(₱2,269,627)	₱85,588,481	(₱10,000,000)	₱167,748,367	₱30,862	₱167,779,229

See accompanying Notes to Consolidated Financial Statements
(Forward)

Globe

GLOBE TELECOM, INC. AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CASH FLOWS

	Notes	For the Years Ended December 31 2025	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES				
Income before income tax		**₱28,227,070**	₱30,331,083	₱32,415,670
Adjustments for:				
Depreciation and amortization	24	**53,871,127**	50,473,040	47,356,043
Impairment and other losses	26	**3,827,345**	4,691,290	5,463,979
Financing cost	25	**16,456,490**	14,444,270	12,145,879
Equity share in net (income) in joint ventures	14	**(6,392,043)**	(3,897,012)	(2,214,761)
Foreign exchange losses (gains) – net	22	**369,803**	2,431,889	(1,042,052)
Loss (gain) on derivative instruments	22	**(772,855)**	(2,957,406)	740,686
Pension expense	27	**947,838**	930,637	842,239
Share-based compensation	27	**467,704**	376,623	285,888
Interest income	21	**(821,815)**	(918,338)	(677,570)
Gain on deemed sale of Investment in Mynt	14.2, 22	**(2,560,357)**	-	-
Loss on settlement and remeasurement of ARO	18, 22	**56,594**	**-**	**-**
Gain on sale and leaseback of telecom towers - net	11	**(380,717)**	(3,482,083)	(7,258,378)
Gain on disposal of property and equipment		**(283,559)**	(206,500)	(371,655)
Gain on sale of investments	14, 22	**(21,093)**	-	(76,669)
Operating income before working capital changes		**92,991,532**	92,217,493	87,609,299
Changes in operating assets and liabilities:				
Decrease (Increase) in:				
Trade receivables – net		**(1,081,665)**	(2,292,557)	(2,036,751)
Inventories and supplies		**523,436**	267,560	89,047
Contract assets		**278,255**	113,163	(279,226)
Prepayments and other current assets		**967,722**	440,718	(1,021,630)
Other noncurrent assets		**(1,017,993)**	1,499,941	547,578
Increase (Decrease) in:				
Trade payables and accrued expenses		**(6,520,240)**	(720,722)	382,459
Deferred revenues		**(363,885)**	(1,224,997)	47,019
Other long-term liabilities		**(856,812)**	(1,613,598)	(2,397,643)
Cash generated from operations		**84,920,350**	88,687,001	82,940,152
Income taxes paid		**(5,378,583)**	(3,905,160)	(2,493,272)
Net cash flows from operating activities		**79,541,767**	84,781,841	80,446,880
CASH FLOWS FROM INVESTING ACTIVITIES				
Additions to:				
Property and equipment	11	**(46,067,462)**	(55,960,088)	(70,534,793)
Investment in joint ventures	14	**-**	(270,150)	(749,390)
Intangible assets	12	**(97,942)**	(233,565)	(92,878)
Release of loans receivable to related parties	10	**-**	-	(636,000)
Proceeds from sale and leaseback of telecom towers - net	11	**3,222,201**	27,821,162	24,858,693
Collections of loans receivable from related parties	10	**3,023,935**	101,000	-
Proceeds from the sale of subsidiary	14.2	**962,500**	-	-
Cash from deconsolidated subsidiary	1.17	**-**	-	(2,457,220)
Interest received		**747,897**	857,470	660,328
Dividends received	14	**654,500**	598,500	-
Proceeds from redemption of investments	14.1	**600,000**	-	-
Proceeds from sale of property and equipment		**1,068,690**	1,068,740	747,121
Proceeds from sale of investments	14.8	**200,595**	-	-
Cash used in investing activities		**(35,685,086)**	(26,016,931)	(48,204,139)
Income taxes paid		**(636,366)**	(4,728,481)	(6,274,463)
Net cash flows used in investing activities		**(36,321,452)**	(30,745,412)	(54,478,602)

(Forward)

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GLOBE TELECOM, INC. AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CASH FLOWS

	Notes	For the Years Ended December 31 2025	2024	2023
			(In Thousand Pesos)	
CASH FLOWS FROM FINANCING ACTIVITIES				
Proceeds from borrowings:				
Long-term	17	**₱32,500,303**	₱27,000,000	₱45,000,000
Short-term	17	**1,036,000**	23,310,000	63,250,000
Repayments of borrowings:				
Long-term	17	**(19,102,080)**	(18,396,869)	(20,214,691)
Short-term	17	**(8,298,500)**	(34,572,500)	(70,905,167)
Payments of dividends to stockholders:	20.5			
Common		**(14,444,648)**	(14,434,240)	(14,418,658)
Preferred		**(61,297)**	(61,297)	(50,027)
Distributions to holders of capital securities	20.3	**(1,361,450)**	(1,369,672)	(1,330,619)
Cash outflow on acquisition of additional ownership share in subsidiaries	1.8, 1.16	**(29,519)**	-	-
Payments of lease liabilities	13.2	**(15,731,076)**	(17,035,519)	(15,841,394)
Interest paid		**(13,667,616)**	(13,901,534)	(13,048,218)
Net cash used in financing activities		**(39,159,883)**	(49,461,631)	(27,558,774)
NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS		**4,060,432**	4,574,798	(1,590,496)
NET FOREIGN EXCHANGE DIFFERENCE ON CASH AND CASH EQUIVALENTS		**145,528**	**133,784**	**201,788**
CASH AND CASH EQUIVALENTS RECLASSIFIED TO ASSETS HELD-FOR-SALE	1.15	**(529,762)**	**-**	**-**
CASH AND CASH EQUIVALENTS AT THE BEGINNING OF YEAR		**21,353,659**	16,645,077	18,033,785
CASH AND CASH EQUIVALENTS AT THE END OF YEAR	5	**₱25,029,857**	₱21,353,659	₱16,645,077

See accompanying Notes to Consolidated Financial Statements.

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GLOBE TELECOM, INC. AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

1 Corporate Information

1.1 Globe Telecom, Inc.

Globe Telecom, Inc. (hereafter referred to as "Globe Telecom" or the "Parent Company") is a stock corporation organized under the laws of the Philippines on January 16, 1935, and enfranchised under Republic Act (RA) No. 7229 and its related laws to render any and all types of domestic and international telecommunications services. Globe Telecom is one of the leading providers of digital wireless communications services in the Philippines under the Globe Postpaid and Prepaid (including fully Mobile, internet-on-the-go service and GOMO), and Touch Mobile (TM). Globe provides digital mobile communication and internet-on-the-go services nationwide using a fully digital network. It provides voice, SMS, data and value-added services to its mobile subscribers. It also offers domestic and international long distance communication services or carrier services. Globe Telecom's head office is located at The Globe Tower, 32nd Street corner 7th Avenue, Bonifacio Global City, Taguig, Metropolitan Manila, Philippines. Globe Telecom is listed in the Philippine Stock Exchange (PSE) and has been included in the PSE composite index since September 17, 2001. Major stockholders of Globe Telecom include Ayala Corporation (AC), Singapore Telecom International Pte Ltd. (Singtel) and Asiacom Philippines, Inc. None of these companies exercise control over Globe Telecom.

1.2 Innove Communications, Inc. (Innove)

Globe Telecom owns 100% of Innove, a stock corporation organized under the laws of the Philippines and enfranchised under RA No. 11151 and its related laws to render any and all types of domestic and international telecommunications services. Innove holds a license to provide digital wireless communication services in the Philippines. Innove also has a license to establish, install, operate and maintain a nationwide local exchange carrier (LEC) service, particularly integrated local telephone service with public payphone facilities and public calling stations, and to render and provide international and domestic carrier and leased line services.

1.3 GTI Business Holdings, Inc. (GTI) and Subsidiaries

Globe Telecom owns 100% of GTI. GTI was incorporated and registered under the laws of the Philippines, on November 25, 2008, as a holding company.

1.4 GTI Corporation (GTIC)

In July 2009, GTI incorporated a wholly owned subsidiary, GTIC, a company organized under the General Corporation Law of the United States of America, State of Delaware as a wireless and data communication services provider.

1.5 Globe Telecom HK Limited (GTHK)

In December 2011, GTI incorporated a wholly owned subsidiary, GTHK, a limited company organized under the Companies Ordinance of Hong Kong as a marketing and distribution company.

On March 17, 2015, GTHK applied for a services-based operator license (SBO) with the Office of the Communications Authority in Hong Kong (OFCA) which was subsequently approved on May 7, 2015.

As of June 1, 2020, the SBO was cancelled and surrendered to the OFCA and GTHK has been winding down its operations. GTHK was previously engaged in the marketing and selling of telecommunication products and services in the international market, except the United States of America and the Philippines, under a distributor arrangement.

On March 27, 2024, the sole director resolved and signed a written resolution with the purpose of placing GTHK into liquidation. As of the reporting date, the completion of the regulatory requirements on the liquidation of GTHK is still in process.

1.6 Globetel European Limited (GTEU)

On May 10, 2013, GTI incorporated a wholly owned subsidiary, GTEU as holding company for the operating companies of Globe located in the United Kingdom, Spain and Italy.

1.7 Globetel Singapore Pte. Ltd. (GTSG)

On November 12, 2014, GTI incorporated GTSG, a wholly owned subsidiary, for the purpose of offering full range of international data services in Singapore under a facilities-based operations license (FBO) with Infocomm Media and Development Authority (IMDA) in Singapore which was granted on January 7, 2015.

1.8 CaelumPacific Corp.(CaelumPacific) and Subsidiaries

On July 30, 2020, GTI incorporated CaelumPacific, a wholly owned subsidiary organized under the laws of the Philippines for the purpose of providing technical consulting and IT related services.

On July 31, 2020, Caelum US Holdings Inc. (Caelum US), a wholly owned subsidiary of CaelumPacific, was incorporated under the laws of the state of Delaware as holding company.

On August 3, 2020, Caelum Northwest Corp. (Caelum Northwest), a wholly owned subsidiary of Caelum US, was incorporated under the laws of the state of Washington for the purpose of customized cloud software development and providing cloud consulting services.

On November 3, 2020, the definitive agreements between Caelum Group and Cascadeo have been signed and executed following the completion of all relevant conditions relating to the sale of assets of Cascadeo in the Philippines and the US. Cascadeo is a group of companies in the Philippines and US which offers cloud-native consulting and managed services capabilities for enterprises and small and medium business customers. The asset purchase agreement entered into by Caelum Group and Cascadeo entities also mandated a holding company established by the sellers to invest in 16.67% of CaelumPacific's capital, effectively reducing GTI's ownership to 83.33%.

On May 30, 2021, the Board of Directors approved GTI's additional capital infusion amounting to $500,000, effectively increasing GTI's ownership to 85%.

On February 11, 2022, the Board of Directors approved GTI's additional capital infusion amounting to $2.00 million, which further increased GTI's ownership to 88%.

On December 15, 2022, the ownership of CaelumPacific and Subsidiaries was transferred from GTI to Yondu, Inc., a wholly-owned subsidiary of Globe Telecom.

On March 7, 2024, the director of Caelum Northwest and Caelum US approved the dissolution of the companies. Subsequently, on July 29, 2024, the Department of Revenue State of Washington issued a revenue clearance certificate, allowing the companies to proceed with its dissolution. As of the reporting date, regulatory requirements for the dissolution of both companies are still subject to completion.

On October 28, 2024, the ownership of CaelumPacific and Subsidiaries was transferred from Yondu, Inc. to GTI, a wholly-owned subsidiary of Globe Telecom.

On February 6, 2025, GTI and Cirrus Mountain Investments (Cirrus) signed a deed of assignment for the latter's transfer of its 51 million shares in CaelumPacific to GTI for a total consideration of $0.39 million (₱22.55 million). The excess of consideration over the carrying amount of the non-controlling interest was recognized under equity reserves amounting to ₱40.89 million (see Note 20.8). The acquisition increased GTI's ownership to 100%.

On May 30, 2025, the CaelumPacific's Board of Directors (BOD) and Shareholders approved resolutions of shortening the Company's corporate term to end on July 30, 2027 and subsequent closure.

1.9 Kickstart Ventures, Inc. (Kickstart) and Subsidiaries

On March 28, 2012, Globe Telecom incorporated Kickstart, a stock corporation organized under the laws of the Philippines and formed primarily for the purpose of investing in individual, corporate, or start-up businesses, and to do research, technology development and commercializing of new business ventures.

In February 2014, Kickstart acquired 40% equity interest in Flipside Publishing Services, Inc. (FPSI). Since Kickstart was able to demonstrate control over FPSI despite having less than 50% ownership interest, FPSI was assessed to be a subsidiary of Kickstart and is included in the consolidation of Globe. FPSI is engaged in acquiring publishing rights to produce, publish, market, and sell printed and electronic books (e-books) and other electronic documents and content for international and domestic sales. FPSI ceased operations in July 2016. FPSI remains a dormant company as of reporting date.

In February 2020, Kickstart registered three Cayman Islands exempted companies with limited liabilities, namely (1) Kickstart Capital Co. Ltd. (KCCL), a wholly owned subsidiary of Kickstart; (2) AG Active Associated I, Limited (AAAL), a wholly owned subsidiary of KCCL; and, (3) Kickstart Ventures Co. Ltd. (KVCL), a 65% owned subsidiary of KCCL. These entities were formed as a platform for the management of third party venture capital investment funds.

On December 15, 2023, KCCL incorporated its wholly-owned subsidiary, Kickstart Holdings Company, Ltd., (KHCL) for future offshore venture capital investments.

1.10 Asticom Holding Co. Inc. (Asticom, formerly known as Asticom Technology, Inc.) and Subsidiaries

On June 3, 2014, Globe Telecom acquired 100% of Asticom, a corporation primarily engaged in providing business process and shared service support, as well as IT system integration and consultancy services.

On August 20, 2020, Asticom incorporated its wholly owned subsidiary, Asti Business Services, Inc. (ABSI). ABSI was incorporated to leverage Asticom's business growth, particularly its full-BPO services offering.

On January 26, 2021, Asticom incorporated its wholly owned subsidiary, Fiber Infrastructure and Network Services Inc. (FINSI). FINSI was incorporated to provide end-to-end services and industry-specific solutions to telecommunications and telecommunications-related companies. FINSI started its commercial operation in March 2021.

On April 12, 2021, Asticom incorporated its wholly owned subsidiary, BRAD Warehouse and Logistics Services Inc. (BRAD). BRAD was incorporated to engage in the business of transporting, shipping, receiving, storing and managing products and services using technology platforms for third-party providers.

On November 29, 2021, ABSI acquired 100% of HCX Technology Partners, Inc., a full-fledged systems integration company offering human capital, customer relationship management and digital solutions to its clients.

On July 27, 2022, Asticom incorporated its wholly owned subsidiary, Acquiro Solutions and Tech Inc. (ACQR) to provide manpower services for support and shared services of administrative functions, information technology including consultancy services for offshore development services and other related services.

On June 14, 2024, SEC approved the amendment of Asticom's article of incorporation which effectively changes its corporate name to Asticom Holding Co. Inc., as well as its primary purpose as an investing and holding company.

1.11 Globe Capital Venture Holdings Inc. (GCVHI) and Subsidiaries

On June 29, 2015, Globe Telecom incorporated its wholly owned subsidiary, GCVHI as an investing and holding company primarily engaged in purchasing, subscribing, owning, holding, assigning real and personal property, shares of stock and other securities. In August 2019, GCVHI was rebranded to "917 Ventures" to house Globe Telecom's non-telco incubated products.

On October 13, 2015, GCVHI incorporated its wholly owned subsidiary Adspark Holdings, Inc. (AHI), a holding company established for the acquisition of additional investment in Globe Telecom's non-core business. AHI holds 100% of Adspark Inc. (AI), an advertising company. AI holds 100% of Socialytics Inc. (Socialytics), a social media marketing firm. On September 1, 2021, AHI acquired 100% of Techgroowers, Inc., a company engaged in data- and software-related services through the utilization of telecommunications facilities. On March 22, 2022, the SEC approved the amendment of Techgroowers' articles of incorporation which effectively changes its corporate name to M360, Inc., as well as its primary purpose which is to engage in the business of application-to-person (A2P) messaging.

On February 4, 2020, GCVHI incorporated 917Ventures, Inc. as a holding company for GCVHI's business incubators.

On December 1, 2022, AHI acquired 49% and 51% of outstanding shares of Inquiro from 917Ventures, Inc. and Jerusalem Ventures Holdings Inc. (JVHI), respectively. The acquisition increased Globe's ownership interest from 49% to 100% and was accounted for as an acquisition of a subsidiary. Inquiro was incorporated to provide data management and other data-related services, through the utilization of telecommunication facilities.

On February 14, 2023, the SEC approved the amendment of AHI's articles of incorporation which effectively change its corporate name to Brave Connective Holdings, Inc. (BCHI).

On June 5, 2023, 917Ventures, Inc. incorporated its wholly owned subsidiary Slyce Digital, Inc. to engage in the business of developing, marketing, advertising, managing, and operating technology platforms.

1.12 Bayan Telecommunications Inc. (BTI) and Subsidiaries

Globe owns 99% of BTI, a stock corporation organized under the laws of the Philippines and enfranchised under RA No. 11503 and its related laws to render domestic and international telecommunications services. BTI is a facilities-based provider of data services and fixed-line telecommunications.

BTI's subsidiaries are: Radio Communications of the Philippines, Inc. (RCPI), Telecoms Infrastructure Corp. of the Philippines (Telicphil), Sky Internet, Incorporated (Sky Internet), GlobeTel Japan (formerly BTI Global Communications Japan, Inc.), and NDTN Land, Inc. (NLI), (herein collectively referred to as "BTI Group").

1.13 TaoDharma Inc. (Tao)

Globe Telecom owns 67% of Tao, an entity incorporated and registered under the laws of the Philippines. Tao operates and maintains retail stores in strategic locations within the Philippines that sells telecommunications or internet-related services, and devices, gadgets and accessories.

1.14 GTowers Inc (GTowers)

On August 17, 2018, GTowers was incorporated as a wholly owned subsidiary of Globe Telecom. GTowers is still under pre-operating stage as of reporting date.

1.15 Yondu, Inc. and Subsidiaries

Globe Telecom owns 100% of Yondu an entity engaged in the development and creation of wireless products and services accessible through mobile devices or other forms of communication devices. It also provides internet and mobile value-added services, information technology and technical services including software development and related services. Yondu is registered with the Department of Transportation and Communication (DOTC) as a content provider.

Yondu holds 100% of Rocket Search, Inc. (formerly Yondu Software Labs, Inc.), a company primarily engaged in providing information technology (IT) products and services and engaged in IT placement services.

On December 15, 2022, Yondu acquired the ownership of Third Pillar Business Applications, Inc. (TPBAI) and Subsidiaries and CaelumPacific and Subsidiaries from GTI, a wholly-owned subsidiary of Globe Telecom.

On October 28, 2024, Yondu sold its ownership of CaelumPacific and Subsidiaries to GTI, a wholly-owned subsidiary of Globe Telecom.

On March 26, 2025, Globe Telecom entered into an agreement with NCSI Holdings Pte. Ltd (NCSI) to hold 51% ownership in Globe's subsidiary, Yondu, as well as Yondu's acquisition of NCSI Philippines (NCS PH), making NCS PH a fully owned subsidiary of Yondu. Upon closing, Globe will retain 49% ownership in Yondu and NCS PH. Consequently, Yondu's assets and liabilities with net book value ₱1,665.16 million (including cash and cash equivalents of ₱529.76 million, see Note 5) and ₱519.97 million, were reclassified as assets held-for-sale and liabilities held-for-sale, respectively, in Globe's consolidated statements of financial position as of December 31, 2025.

Yondu, while a distinct Cash Generating Unit, is not considered as a separate major line of business. Consequently, it's operational results will continue to be reported as part of Globe's continuing operations in the consolidated statements of comprehensive income until the transaction's closing date.

As of December 31, 2025, the closing of the transaction and actual transfer of ownership are still in progress.

1.16 Third Pillar Business Applications, Inc. (TPBAI)

On August 17, 2020, GTI entered into a Share Purchase Agreement for the acquisition of 67% of TPBAI. TPBAI, a corporation organized under the laws of the Philippines, is engaged in systems integration, license reselling, and data management services.

Third Pillar Global Delivery Center Inc. (TPGDC) is a wholly owned subsidiary of TPBAI that is engaged in software implementation and maintenance services and the outsourcing arm of TPBAI.

On January 1, 2022, TPBAI incorporated Third Pillar Asia Pacific Pte. Ltd. (TPAPPL), a wholly owned subsidiary organized under the laws of Singapore, as part of TPBAI's expansion to Asia Pacific.

On December 15, 2022, the ownership of TPBAI and Subsidiaries was transferred from GTI to Yondu, Inc., a wholly-owned subsidiary of Globe Telecom.

On July 8, 2024, the Board of Directors approved Yondu's additional capital infusion amounting to ₱20.00 million, which further increased Yondu's ownership to 85%.

In April 2025, Yondu and Third Pillar's minority shareholders signed a deed of assignment to transfer the latter's shares to Yondu for a total consideration of ₱6.80 million. The excess of consideration over the carrying amount of the non-controlling interest was recognized under equity reserves amounting to ₱4.58 million (see Note 20.8). The acquisition increased Yondu's ownership in Third Pillar to 100%.

1.17 Electronic Commerce Payments, Inc. (ECPay)

On October 25, 2019, Globe Telecom acquired 77% ownership of ECPay. ECPay is primarily engaged in the business of providing IT and e-commerce solutions, including, but not limited to, prepaid phone and in ternet products, bills payments and others.

On September 29, 2023, Globe Telecom entered into a Share Purchase Agreement with Mynt for the sale of Globe's 77% investment in ECPay for a total consideration of ₱2,310.00 million. Thereafter, Globe Telecom ceased to consolidate ECPay as certain terms and conditions in the Share Purchase Agreement constrained Globe's ability to exercise control over ECPay's relevant activities, including its exposures and rights to variable returns. At the date of deconsolidation, the fair value of Globe's interest in ECPay was reclassified to Assets classified as held-for-sale under the current assets sections in Globe's consolidated statement of financial position. The resulting gain, amounting to ₱76.67 million (see Note 22) was recognized in the consolidated statements of comprehensive income in 2023.

The closing of the transaction and actual transfer of ownership was subjected to review by the PCC.

On May 14, 2025, PCC issued a certification allowing the transaction to proceed, subject to strict compliance by ECPay and Mynt of their voluntary commitments.

On August 5, 2025, the closing of the transaction and transfer of ownership were completed.

2 Summary of Material Accounting Policies

2.1 Basis of Preparation and Presentation

The consolidated financial statements of Globe Telecom, Inc. and its subsidiaries, collectively referred to as "Globe", have been prepared under the historical cost convention method, except for:

- certain financial instruments carried at fair value;
- certain financial instruments,lease liabilities and asset retirement obligation carried at amortized cost;
- inventories carried at net realizable value;
- investments in joint ventures in which equity method of accounting is applied; and,
- retirement benefit obligation measured at the present value of the defined benefit obligation net of the fair value of the plan assets.

The classification of accounts are consistent across all periods, except for certain accounts in prior years that were reclassified to align with the current year's presentation. For material reclassifications, additional disclosures are provided to describe the nature and impact of the reclassifications in all the periods affected.

The consolidated financial statements of Globe are presented in Philippine Peso (₱), which is Globe Telecom's functional currency, and rounded to the nearest thousands, except when otherwise indicated.

On February 3, 2026, the BOD approved and authorized the release of the consolidated financial statements of Globe Telecom, Inc. and its subsidiaries as of December 31, 2025 and 2024 and each of the three years in the period ended December 31, 2025.

2.2 Statement of Compliance

The consolidated financial statements of Globe have been prepared in accordance with PFRS Accounting Standards, which comprise the following authoritative literature:

- PFRS Accounting Standards,
- PAS Standards, and
- Interpretations issued by the International Financial Reporting Interpretations Committee (IFRIC), Philippine Interpretations Committee (PIC), and Standing Interpretations Committee (SIC) as approved by the Financial and Sustainability Reporting Standards Council (FSRSC) and the Board of Accountancy, and adopted by the Securities and Exchange Commission (SEC).

2.3 Composition of the Group

The accompanying consolidated financial statements include the accounts of Globe Telecom and the following subsidiaries:

Name of Subsidiary	Place of Incorporation[5]	Principal Activity	Parent Company's Percentage of Ownership 2025	2024
Innove	Philippines	Wireline voice and data communication services	**100%**	100%
GTI	Philippines	Holding company	**100%**	100%
GTIC	United States	Wireless and data communication services	**100%**	100%
GTHK	Hong Kong	Marketing and distribution company	**100%**	100%
GTSG	Singapore	Wireless and data communication services	**100%**	100%
GTEU	United Kingdom	Holding company	**100%**	100%
Caelum Pacific1[1, 3]	Philippines	Technical and IT consulting services	**100%**	88%
Caelum US [1, 3]	United States	Holding company	**100%**	100%
Caelum Northwest[1, 3]	United States	Cloud software development and consulting services	**100%**	100%
KVI	Philippines	Venture capital company	**100%**	100%
FPSI[1]	Philippines	E-book solutions	**40%**	40%
KCCL	Cayman Islands	Management of capital investment funds	**100%**	100%
KVCL	Cayman Islands	Management of capital investment funds	**65%**	65%
KHCL	Cayman Islands	Management of capital investment funds	**100%**	100%
AAAL	Cayman Islands	Management of capital investment funds	**100%**	100%
Asticom	Philippines	Support and shared services provider	**100%**	100%
ABSI	Philippines	Support and shared services provider	**100%**	100%
HCX	Philippines	Human capital management services	**100%**	100%
FINSI	Philippines	Support and industry specific solutions	**100%**	100%
BRAD	Philippines	Warehouse and logistics	**100%**	100%
ACQR	Philippines	Support and shared services provider	**100%**	100%
GCVHI	Philippines	Holding Company	**100%**	100%
917V	Philippines	Venture capital company	**100%**	100%
Slyce	Philippines	Management of technology platforms	**100%**	100%
BCHI	Philippines	Holding company	**100%**	100%
AI	Philippines	Advertising company	**100%**	100%
Socialytics	Philippines	Advertising company	**100%**	100%
M360	Philippines	A2P messaging	**100%**	100%
Inquiro	Philippines	Data management services	**100%**	100%
BTI	Philippines	Wireline voice and data communication services	**99%**	99%
RCPI	Philippines	Wireline communication services	**91%**	91%
Telicphil[1]	Philippines	Telco equipment administration and maintenance	**58%**	58%
Sky Internet	Philippines	Data communication services	**100%**	100%
GlobeTel Japan	Japan	Wireless and data communication services	**100%**	100%
NLI	Philippines	Land holding company	**70%**	70%
Tao	Philippines	Distribution company	**67%**	67%
GTowers Inc.	Philippines	Tower company	**100%**	100%
Yondu[4]	Philippines	Information technology and software development	**100%**	100%
Rocket Search	Philippines	Information technology and software development	**100%**	100%
TPBAI	Philippines	Data management services	**100%**	85%
TPGDC	Philippines	Support and shared services provider	**100%**	100%
TPAPPL	Singapore	Data management services	**100%**	100%
EC Pay[2]	Philippines	Information technology and electronic services	-	77%

[1] *Ceased operations*
[2] *Included under Assets classified as held for sale in 2024 and 2023*
[3] *Transferred to GTI in 2024*
[4] *Included under Assets classified as held for sale in 2025*
[5] *Same with principal place of business*

2.4 Business Combination and Goodwill

Acquisitions of businesses are accounted for using the purchase method. The consideration transferred in a business combination is measured at fair value, which is calculated as the sum of the acquisition-date fair values of the assets transferred by Globe, liabilities incurred by Globe to the former owners of the acquiree and the equity interest issued by Globe in exchange for control of the acquiree. Acquisition related costs are generally recognized in profit or loss as incurred.

At the acquisition date, the identifiable assets acquired and the liabilities assumed are recognized at their fair value except that:

- deferred tax assets or liabilities, and assets or liabilities related to employee benefit arrangements are recognized and measured in accordance with PAS 12, Income Taxes and PAS 19, Employee Benefits, respectively;
- liabilities and equity instruments related to share-based payment arrangements of the acquiree or share-based payment arrangement of Globe entered into to replace share-based payment arrangements of the acquiree are measured in accordance with PFRS 2, Share-based Payment, at the acquisition date; and
- assets (or disposal groups) that are classified as held for sale in accordance with PFRS 5, Non-current assets Held for Sale and Discontinued Operations are measured in accordance with that Standard.

Goodwill is measured as the excess of the sum of the consideration transferred, the amount of any non-controlling interest in the acquiree, and the fair value of the acquirer's previously held equity interest in the acquiree (if any) over the net of the acquisition-date amounts of the identifiable assets acquired and the liabilities assumed. If, after reassessment, the net of the acquisition-date amounts of the identifiable assets acquired and liabilities assumed exceeds the sum of the consideration transferred, the amount of any non-controlling interests in the acquiree and the fair value of the acquirer's previously held interest in the acquiree (if any), the excess is recognized immediately in the consolidated profit or loss as bargain purchase gain.

Goodwill is not amortized but is reviewed for impairment at least annually. For purposes of impairment testing, goodwill is allocated to each of Globe's cash-generating units (CGU) that are expected to benefit from the synergies of the combination. In certain circumstances where it is not possible to complete the initial allocation of the goodwill to a CGU or group of CGUs for impairment purposes before the end of the annual period in which the combination is effected, the goodwill (or part of it) is left unallocated for that period. Goodwill must then be allocated before the end of the first annual period beginning after the acquisition date.

Non-controlling interests that are present ownership interests and entitle their holders to a proportionate share of the entity's net assets in the event of liquidation may be initially measured either at fair value or at the non-controlling interests' proportionate share of the recognized amounts of the acquiree's identifiable net assets. The choice of measurement basis is made on a transaction-by-transaction basis. Other types of non-controlling interest are measured at fair value or, when applicable, on the basis specified in another PFRS.

When the consideration transferred by Globe in a business combination includes assets or liabilities resulting from a contingent consideration arrangement, the contingent consideration is measured at its acquisition-date fair value and included as part of the consideration transferred in a business combination. Changes in the fair value of the contingent consideration that qualify as measurement period adjustments are adjusted retrospectively, with corresponding adjustments against goodwill. Measurement period adjustments are adjustments that arise from additional information obtained during the measurement period (which cannot exceed one year from acquisition date) about facts and circumstances that existed at the acquisition date.

The subsequent accounting for the changes in fair value of the contingent consideration that do not qualify as measurement period adjustments depends on how the contingent consideration is classified. Contingent consideration that is classified as equity is not measured at subsequent reporting dates and its subsequent settlement is accounted for within equity. Contingent consideration that is classified as an asset or a liability is remeasured at subsequent reporting dates in accordance with PFRS 9, Financial Instruments, or PAS 37, Provisions, Contingent Liabilities and Contingent Assets, as appropriate, with the corresponding gain or loss being recognized in profit or loss.

When a business combination is achieved in stages, Globe's previously held equity interest in the acquiree is remeasured to its acquisition-date fair value and the resulting gain or loss, if any, is recognized in profit or loss. Amount arising from interests in the acquiree prior to the acquisition date that have previously been recognized in other comprehensive income are reclassified to profit or loss where such treatment would be appropriate if that interest were disposed of.

If the initial accounting for a business combination is incomplete by the end of the reporting period in which the combination occurs, Globe reports provisional amounts for the items for which the accounting is incomplete. Those provisional amounts are adjusted during the measurement period, or additional assets or liabilities are recognized, to reflect new information obtained about facts and circumstances that existed at the acquisition date that, if known, would have affected the amounts recognized at that date.

2.4.1 Consolidation procedures

The assets, liabilities, income and expense of subsidiaries are consolidated from the date on which control is transferred to the Parent Company and ceases to be consolidated from the date on which control is transferred out of the Parent Company.

The financial statements of the subsidiaries are prepared for the same reporting year as the Parent Company as well as accounting policies for like transactions and other events in similar circumstances. When necessary, adjustments are made to the financial statements of the subsidiaries to bring their accounting policies in line with Globe's accounting policies.

All significant intercompany balances and transactions, including intercompany profits and losses, were eliminated in full during consolidation.

For the purposes of presenting these consolidated financial statements, the assets and liabilities of Globe's foreign operations are translated into Philippine Peso using exchange rates prevailing at the end of each reporting period. Income and expense items are translated at the average exchange rates for the period. Exchange differences arising from the translation, if any, are recognized in other comprehensive income and accumulated in other equity reserves.

On the disposal of a foreign operation, all of the exchange differences accumulated in equity reserves in respect of that operation attributable to the owners of the Company are reclassified to profit or loss.

2.4.2 Determination of control

The Parent Company controls an investee if and only if the Parent Company has:

- power over the investee (i.e., existing rights that give it the current ability to direct the relevant activities of the investee);
- exposure, or rights, to variable returns from its involvement with the investee; and
- the ability to use its power over the investee to affect its returns.

When the Parent Company has less than a majority of the voting or similar rights of an investee, the Parent Company considers all relevant facts and circumstances in assessing whether it has power over an investee, including:

- the contractual arrangement with the other vote holders of the investee;
- rights arising from other contractual arrangements; and
- the Parent Company's voting rights and potential voting rights.

Globe re-assesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control.

2.4.3 Changes in ownership without loss of control

A change in the ownership interest of a subsidiary, without a loss of control, is accounted for as an equity transaction. The carrying amounts of Globe's interests and the non-controlling interests are adjusted to reflect the changes in their relative interest in the subsidiaries. Any difference between the amount by which the non-controlling interest are adjusted and the fair value of the consideration paid or received is recognized directly in equity and attributed to the equity holders of the Parent Company.

2.4.4 Changes in ownership with loss of control

If Globe loses control over a subsidiary, it derecognizes the related assets (including goodwill), liabilities, non-controlling interest and other components of equity while any resulting gain or loss is recognized in profit or loss. Any investment retained is recognized at fair value.

2.5 Financial Instruments

2.5.1 Initial Recognition

Financial instruments are recognized in Globe's consolidated statements of financial position when Globe becomes a party to the contractual provisions of the instrument.

Purchases or sales of financial assets that require delivery of assets within the time frame established by regulation or convention in the marketplace are recognized on the trade date, i.e., the date that Globe commits to purchase or sell the asset.

Financial instruments are recognized initially at fair value. Transaction costs are included in the initial measurement of Globe's financial instruments, except for financial instruments classified at fair value through profit or loss (FVPL).

2.5.2 Classification and Subsequent Measurement of Financial Assets

Globe classifies its financial assets into the following categories: financial assets at FVPL, financial assets at amortized cost and financial assets at fair value through other comprehensive income (FVOCI).

2.5.2.1 Financial assets at FVPL

Globe classifies the following investments as financial assets at FVPL:

- investments in equity securities unless irrevocably elected at initial recognition to be measured at FVOCI;
- investments in debt instruments held within a business model whose objective is to sell prior to maturity or has contractual terms that does not give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding, unless designated as effective hedging instruments under a cash flow hedge;
- investments that contain embedded derivatives; and
- investment in debt instruments designated as financial assets at FVPL at initial recognition.

Financial assets at FVPL are carried at fair value at the end of each reporting period with any resultant gain or loss recognized in profit or loss.

Financial assets classified under this category are disclosed in Note 31.1.

2.5.2.2 Financial assets at amortized cost

Investments in debt instrument, loans, trade and other receivables that are held within a business model whose objective is to collect the contractual cash flows and has contractual cash flows that are solely payments of principal and interest on the principal amount outstanding are classified as financial assets at amortized cost, unless the asset is designated at FVPL under the fair value option.

Subsequent to initial recognition, financial assets classified under this category are measured at amortized cost using effective interest method, less any impairment.

Interest income is recognized by applying the effective interest rate, except for short-term receivables when the effect of discounting is not material.

Financial assets classified under this category are disclosed in Note 31.1.

2.5.2.3 *Financial assets at fair value through other comprehensive income*

Globe classifies the following investments as financial assets at FVOCI:

- Investments in debt instrument that is held within a business model whose objective is achieved both by collecting contractual cash flows and selling financial assets and has contractual terms that give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding, unless the asset is designated at FVPL under the fair value option;
- Investments in equity securities irrevocably elected to be measured at FVOCI; and
- Derivative designated as effective hedging instruments under cash flow hedges.

Financial assets at FVOCI are carried at fair value at the end of each reporting period. Changes in the carrying amount financial assets at FVOCI arising from movements in fair value are recognized in other comprehensive income and accumulated in other equity reserves. When the investment is disposed of, the cumulative gain or loss previously accumulated in equity reserves is reclassified directly to retained earnings.

Financial assets classified under this category are disclosed in Notes 31.1.

2.5.3 *Impairment of Financial Assets and Contract Assets at amortized cost*

Globe assesses at end of the reporting date whether a financial asset or group of financial assets is impaired.

Globe recognizes a loss allowance for expected credit losses on investments in debt instruments that are measured at amortized cost, loans, trade receivables and contract assets. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial instrument.

Globe applies the simplified ECL approach and always recognizes lifetime ECL for trade receivables and contract assets. The expected credit losses on these financial assets are estimated based on the characteristics of the product and payment behavior of the subscriber at the reporting date.

For all other financial instruments, Globe recognizes lifetime ECL when there has been a significant increase in credit risk since initial recognition. However, if the credit risk on the financial instrument has not increased significantly since initial recognition, Globe measures the loss allowance for that financial instrument at an amount equal to 12-month ECL.

Lifetime ECL represents the expected credit losses that will result from all possible default events over the expected life of a financial instrument. In contrast, 12-month ECL represents the portion of lifetime ECL that is expected to result from default events on a financial instrument that are possible within 12 months after the reporting date.

Globe measures ECL on an individual basis, or on a collective basis for portfolios of receivables that share similar economic risk characteristics.

Significant increase in credit risk

In assessing whether the credit risk on non-trade receivables has increased significantly since initial recognition, Globe compares the risk of a default occurring on the financial instrument at the reporting date with the risk of a default occurring on the financial instrument at the date of initial recognition. In making this assessment, Globe considers both quantitative and qualitative information that is reasonable and supportable, including historical experience and forward-looking information. The forward-looking information considered includes the future prospects of the industries in which Globe's debtors operate.

In particular, the following information is taken into account when assessing whether credit risk has increased significantly since initial recognition:

- an actual or expected significant deterioration in the financial instrument's credit rating;
- significant deterioration in external market indicators of credit risk for a particular financial instrument;
- existing or forecast adverse changes in business, financial or economic conditions that are expected to cause a significant decrease in the debtor's ability to meet its debt obligations;
- an actual or expected significant deterioration in the operating results of the debtor;
- significant increases in credit risk on other financial instruments of the same debtor;
- an actual or expected significant adverse change in the regulatory, economic, or technological environment of the debtor that results in a significant decrease in the debtor's ability to meet its debt obligations.

Despite the foregoing, Globe assumes that the credit risk on non-trade receivables has not increased significantly since initial recognition if the instrument is determined to have low credit risk at the reporting date. Globe considers a financial asset to have low credit risk when the counterparty has a strong financial position and there is no past due amounts. An instrument is determined to have low credit risk if:

- The financial instrument has a low risk of default,
- The debtor has a strong capacity to meet its contractual cash flow obligations in the near term, and
- Adverse changes in economic and business conditions in the longer term may, but will not necessarily, reduce the ability of the borrower to fulfil its contractual cash flow obligations.

Globe regularly monitors the effectiveness of the criteria used to identify whether there has been a significant increase in credit risk and revises them as appropriate to ensure that the criteria are capable of identifying significant increase in credit risk before the amount becomes past due.

Definition of default

For subscribers receivable and contract assets, Globe considers that default has occurred when the subscriber has been permanently disconnected.

For all other receivables, Globe considers the following as constituting an event of default as historical experience indicates that financial assets that meet either of the following criteria are generally not recoverable:

- when there is a breach of financial covenants by the debtor; or
- information developed internally or obtained from external sources indicates that the debtor is unlikely to pay its creditors, including Globe, in full (without taking into account any collateral held by Globe).

Irrespective of the above analysis, Globe considers that default has occurred when a financial asset is more than 90 days past due unless Globe has reasonable and supportable information to demonstrate that a more lagging default criterion is more appropriate.

Credit-impaired financial assets

A financial asset is credit-impaired when one or more events that have a detrimental impact on the estimated future cash flows of that financial asset have occurred. Evidence that a financial asset is credit-impaired includes observable data about the following events:

- significant financial difficulty of the issuer or the borrower;
- a breach of contract, such as a default or past due event;
- the lender(s) of the borrower, for economic or contractual reasons relating to the borrower's financial difficulty, having granted to the borrower a concession(s) that the lender(s) would not otherwise consider;
- it is becoming probable that the borrower will enter bankruptcy or other financial reorganization; or
- the disappearance of an active market for that financial asset because of financial difficulties.

Write-off policy

Globe writes off a financial asset when there is information indicating that the debtor is in severe financial difficulty and there is no realistic prospect of recovery, (e.g. when the debtor has been placed under liquidation or has entered into bankruptcy proceedings, or when Globe has effectively exhausted all collection efforts). Financial assets written off may still be subject to enforcement activities under Globe's recovery procedures, taking into account legal advice where appropriate. Any recoveries made are recognized in profit or loss.

Measurement and recognition of expected credit losses

The measurement of expected credit losses is a function of the probability of default, loss given default (i.e. the magnitude of the loss if there is a default) and the exposure at default. The assessment of the probability of default and loss given default is based on historical data adjusted by forward-looking information as described above.

As for the exposure at default, this is represented by the assets' gross carrying amount at the reporting date.

The expected credit loss is estimated as the difference between all contractual cash flows that are due to Globe in accordance with the contract and all the cash flows that Globe expects to receive, discounted at the original effective interest rate.

If Globe has measured the loss allowance for a financial instrument at an amount equal to lifetime ECL in the previous reporting period, but determines at the current reporting date that the conditions for lifetime ECL are no longer met, Globe measures the loss allowance at an amount equal to 12-month ECL at the current reporting date, except for assets such as trade receivables and contract assets for which simplified approach was used.

Globe recognizes an impairment gain or loss in profit or loss for all financial instruments with a corresponding adjustment to their carrying amount through a loss allowance account.

2.5.4 Classification of financial liabilities and equity

Debt and equity instruments are classified as either financial liabilities or as equity in accordance with the substance of the contractual arrangements and the definitions of a financial liability and equity instrument.

2.5.4.1 Classification and Subsequent Measurement of Financial liabilities

Globe further classifies its financial liabilities into financial liabilities at FVPL and financial liabilities at amortized cost. The classification depends on the nature and purpose of the financial liability and is determined at the time of initial recognition.

2.5.4.1.1 Financial liabilities at FVPL

This category consists of financial liabilities that were designated by management as FVPL on initial recognition and derivative financial liabilities not designated as effective hedging instruments under cash flow hedges.

Financial liabilities at FVPL are carried in the consolidated statements of financial position at fair value, with changes in fair value recognized in profit or loss.

Financial liabilities classified under this category are disclosed in Note 31.1.

2.5.4.1.2 Financial liabilities at amortized cost

Loans, trade and other payables which are not designated as financial liabilities at FVPL are classified as financial liabilities at amortized cost. Financial liabilities classified under this category are subsequently measured at amortized cost using the effective rate method. Financial liabilities classified under this category are disclosed in Note 31.1.

2.5.4.1.3 Equity instruments

Capital Stock

Capital stock is recognized as issued when the stock is paid for or subscribed under a binding subscription agreement and is measured at par value. The transaction costs incurred as a necessary part of completing an equity transaction are accounted for as part of that transaction and are deducted from additional paid-in capital, net of related income tax benefits.

Additional Paid-in Capital

Additional paid-in capital includes any premium received in excess of par value on the issuance of capital stock.

Capital Securities

Capital Securities are perpetual securities in respect of which there is no fixed redemption date and the redemption is at the option of Globe. Globe also has the sole and absolute discretion to defer payment of any or all of the distribution.

The proceeds received from the issuance of the securities are credited to capital securities account under the equity section of the consolidated statements of financial position. Incremental costs directly attributable to the issuance of capital securities are recognized as a deduction from equity, net of tax.

Treasury Shares

Own equity instruments which are reacquired are carried at cost and deducted from equity. No gain or loss is recognized on the purchase, sale, reissuance or cancellation of the Parent Company's own equity instruments. When the shares are retired, the capital stock account is reduced by its par value and the excess of cost over par value upon retirement is debited to additional paid -in capital to the extent of the specific or average additional paid-in capital when the shares were issued and to retained earnings for the remaining balance.

Retained Earnings

Retained earnings represent accumulated profit attributable to equity holders of the Parent Company after deducting dividends declared. Retained earnings may also include effect of changes in accounting policy as may be required by the standard's transitional provisions.

2.5.5 Derivative Instruments

Derivative financial instruments are initially recognized at fair value on the date on which a derivative contract is entered into and are subsequently measured at fair value. Derivatives are carried as financial assets when the fair value is positive and as financial liabilities when the fair value is negative.

The method of recognizing the resulting gain or loss depends on whether the derivative is designated as a hedge of an identified risk and qualifies for hedge accounting treatment. The objective of hedge accounting is to match the impact of the hedged item and the hedging instrument in the consolidated profit or loss. To qualify for hedge accounting, the hedging relationship must comply with requirements such as the designation of the derivative as a hedge of an identified risk exposure, hedge documentation, probability of occurrence of the forecasted transaction in a cash flow hedge, assessment (both prospective and retrospective bases) and measurement of hedge effectiveness, and reliability of the measurement bases of the derivative instruments.

Upon inception of the hedge, Globe documents the relationship between the hedging instrument and the hedged item, its risk management objective and strategy for undertaking various hedge transactions, and the details of the hedging instrument and the hedged item. Globe also documents its hedge effectiveness assessment methodology, both at the hedge inception and on an ongoing basis, as to whether the derivatives that are used in hedging transactions are highly effective in offsetting changes in fair values or cash flows of hedged items.

Hedge effectiveness is likewise measured, with any ineffectiveness being reported immediately in the consolidated profit or loss.

2.5.5.1 Types of Hedges

Globe designates derivatives which qualify as accounting hedges as either:

- a hedge of the fair value of a recognized fixed rate asset, liability or unrecognized firm commitment (fair value hedge); or
- a hedge of the cash flow variability of recognized floating rate asset and liability or forecasted sales transaction (cash flow hedge).

Fair Value Hedges

Fair value hedges are hedges of the exposure to variability in the fair value of recognized assets, liabilities or unrecognized firm commitments. The gain or loss on a derivative instrument designated as a fair value hedge, as well as the offsetting loss or gain on the hedged item attributable to the hedged risk, are recognized in the consolidated profit or loss in the same accounting period. Hedge effectiveness is determined based on the hedge ratio of the fair value changes of the hedging instrument and the underlying hedged item. When the hedge ceases to be highly effective, hedge accounting is discontinued.

Cash Flow Hedges

A cash flow hedge is a hedge of the exposure to variability in future cash flows related to a recognized asset, liability or a forecasted sales transaction. Changes in the fair value of a hedging instrument that qualifies as a highly effective cash flow hedge are recognized in other comprehensive income and accumulated in other equity reserves. Any hedge ineffectiveness is immediately recognized in the consolidated profit or loss.

If the hedged cash flow results in the recognition of a nonfinancial asset or liability, gains and losses previously recognized in other comprehensive income are transferred from equity and included in the initial measurement of the cost or carrying value of the asset or liability. Otherwise, for all other cash flow hedges, gains and losses initially recognized in equity are transferred to consolidated profit or loss in the same period or periods during which the hedged forecasted transaction or recognized asset or liability affect earnings.

Hedge accounting is discontinued prospectively when the hedge ceases to be highly effective. When hedge accounting is discontinued, the cumulative gains or losses on the hedging instrument that has been recognized in OCI is retained in other equity reserves until the hedged transaction impacts consolidated profit or loss. When the forecasted transaction is no longer expected to occur, any net cumulative gains or losses previously recognized in other equity reserves is immediately reclassified in the consolidated profit or loss.

2.5.6 Other Derivative Instruments Not Accounted for as Accounting Hedges

Certain freestanding derivative instruments that provide economic hedges under Globe's policies either do not qualify for hedge accounting or are not designated as accounting hedges. Changes in the fair values of derivative instruments not designated as hedges are recognized immediately in the consolidated profit or loss.

2.5.7 Offsetting

Financial assets and financial liabilities are offset and the net amount is reported in the consolidated statements of financial position if, and only if, there is a currently enforceable legal right to offset the recognized amounts and there is an intention to settle on a net basis, or to realize the asset and settle the liability simultaneously.

2.5.8 Derecognition of Financial Instruments

2.5.8.1 Financial Asset

Globe derecognizes a financial asset only when the contractual rights to the cash flows from the asset expire or when Globe transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity. If Globe neither transfers nor retains substantially all the risks and rewards of ownership and continues to control the transferred asset, Globe recognizes its retained interest in the asset and an associated liability for amounts it may have to pay. If Globe retains substantially all the risks and rewards of ownership of a transferred financial asset, Globe continues to recognize the financial asset and also recognizes a collateralized borrowing for the proceeds received.

On derecognition of financial asset in its entirety, the difference between the asset's carrying amount and the sum of the consideration received and receivable are recognized in the consolidated profit or loss.

2.5.8.2 Financial Liability

A financial liability is derecognized when the obligation under the liability is discharged, cancelled or expired. On derecognition of financial liabilities, the difference between the carrying amount of the financial liability derecognized and the sum of consideration paid and payable is recognized in the consolidated profit or loss.

Modification of Debt Terms in a Financial Liability

A modification of debt terms may include changes to stated interest rate for the remaining original life of the debt, maturity date or dates, currency denomination, and face amount of the debt, among others.

A substantial modification of the terms in a financial liability is accounted for as an extinguishment of the original liability and recognition of a new liability.

When the modification of debt terms in a financial liability is not substantial, the revised cash flows as a result of the modification should be discounted at the date of the modification at the original effective interest rate. The difference between the carrying amount of the liability immediately before the modification and the sum of the present value of the cash flows of the modified liability discounted at the original EIR should be recognized in profit or loss as a modification gain or loss.

A modification is deemed to be substantial if the net present value of the cash flows under the modified terms, including fees paid or received between the borrower and the lender and fees paid or received by either the borrower or lender on the other's behalf , is at least 10 per cent different from the net present value of the remaining cash flows of the liability prior to the modification, both discounted at the original effective interest rate of the liability prior to the modification.

2.6 Inventories

Inventories are initially measured at cost. Subsequently, inventories are stated at the lower of cost and net realizable value. The costs of inventories are calculated using the moving average method. Net realizable value represents the estimated selling price less all costs necessary to make the sale.

When the net realizable value of the inventories is lower than the cost, Globe provides for an allowance for the decline in the value of the inventory and recognizes the write-down as an expense in the consolidated profit or loss. The amount of any reversal of any write-down of inventories, arising from an increase in net realizable value, is recognized as a reduction in the amount of inventories recognized as an expense in the period in which the reversal occurs.

2.7 Prepayments

Prepayments represent expenditures not yet incurred but already paid in cash. Prepayments are initially recorded as assets and measured at the amount of cash paid. Prepayments related to acquisition of property and equipment are subsequently capitalized as an item of property and equipment. All other prepayments are subsequently charged to profit or loss as they are consumed in operations or expire with the passage of time.

Prepayments are classified in the consolidated statement of financial position as current assets when the cost of goods or services related to the prepayments are expected to be incurred within one year. Otherwise, prepayments are classified as non-current assets.

2.8 Property and Equipment

Property and equipment are initially measured at cost. The cost of an item of property and equipment comprises:

- its purchase price, including import duties and non-refundable purchase taxes, after deducting trade discounts and rebates;
- any costs directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management; and
- the initial estimate of the future costs of dismantling and removing the item and restoring the site on which it is located.

The cost of self-constructed assets includes the cost of materials and direct labor, any other costs directly attributable to bringing the assets to a working condition for their intended use, the costs of dismantling and removing the items and restoring the site on which they are located, and borrowing costs on qualifying assets.

Major spare parts and stand-by equipment qualify as property and equipment when Globe expects to use them during more than one period. Similarly, if the spare parts and servicing equipment can be used only in connection with an item of property and equipment, they are accounted for as property and equipment.

At the end of each reporting period, items of property and equipment are carried at cost less any subsequent accumulated depreciation and impairment losses.

Subsequent expenditures relating to an item of property and equipment that have already been recognized are added to the carrying amount of the asset when it is probable that future economic benefits, in excess of the originally assessed standard of performance of the existing asset, will flow to Globe. All other subsequent expenditures are recognized as expenses in the period in which those are incurred.

Depreciation is computed on the straight-line method based on the estimated useful lives (EUL) of the assets as follows:

	Years
Telecommunications equipment:	
Tower	20
Switch	7-10
Outside plant, cellsite structures and improvements	10-20
Distribution dropwires and other wireline asset	2-10
Cellular equipment and others	3-15
Buildings	20-25
Cable systems (including IRUs)	5-20
Office equipment	3-7
Transportation equipment	3-5

Leasehold improvements are amortized over the shorter of their EUL or the corresponding lease terms.

The EUL of property and equipment are reviewed annually based on expected asset utilization or expected future technological developments and market behavior including shift in subscribers' requirements.

Assets in the course of construction are carried at cost, less any recognized impairment loss. These are transferred to the related property and equipment account when the construction or installation and the related activities necessary to prepare the property and equipment for their intended use are complete, and the property and equipment are ready for service. Depreciation of these assets, on the same basis as other property and equipment, commences at the time the assets are ready for their intended use.

An item of property and equipment is derecognized upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Gain or loss arising on the disposal or retirement of an asset is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognized in the consolidated profit or loss.

2.9 Assets Held for Sale (AHFS)

An assets is classified as held for sale if its carrying amount will be recovered principally through a sale transaction rather than through continuing use. This condition is regarded as met only when the sale is highly probable and the asset is available for immediate sale in its present condition.

A sale is considered highly probable if:

- the appropriate level of management is committed to a plan to sell the asset;
- an active program to locate a buyer and complete the plan have been initiated;
- the asset is actively marketed for sale at a price that is reasonable in relation to its current fair value; and
- the sale is expected to qualify for recognition as a completed sale within one year from the date of classification, and actions required to complete the plan indicate that it is unlikely that significant changes to the plan will be made or that the plan will be withdrawn.

Certain events or circumstances may extend the period to complete the sale beyond one year. Provided that the delay is caused by events or circumstances beyond Globe's control and there is sufficient evidence that Globe remains committed to its plan to sell the asset, such extension does not preclude an asset from being classified as held for sale.

Assets classified as held for sale are not depreciated. Instead, these are measured at lower of carrying amount and fair value less cost to sell.

Assets and liabilities classified as held for sale are presented separately as current items in the consolidated statement of financial position.

Globe assesses whether the disposal group is a discontinued operation and presents it separately in the profit or loss. A discontinued operation is a component that either has been disposed of, or is classified as held for sale, and:

- represents a separate major line of business or geographical area of operations,
- is part of a single coordinated plan to dispose of a separate major line of business or geographical area of operations or
- is a subsidiary acquired exclusively with a view to resale.

2.10 Intangible Assets

Intangible assets acquired separately

Intangible assets with finite useful lives that are acquired separately are initially recognized at cost. Subsequent to initial recognition, intangible assets with finite useful lives are carried at cost less accumulated amortization and accumulated impairment losses. Amortization is recognized on a straight-line basis over their EUL. The EUL and amortization method are reviewed at the end of each reporting period, with the effect of any changes in estimate being accounted for on a prospective basis.

Internally-generated intangible assets

An internally-generated intangible asset arising from development (or from the development phase of an internal project) is recognized if, and only if, all of the following conditions have been demonstrated:

- technical feasibility of completing the intangible asset so that it will be available for use or sale;
- intention to complete the intangible asset and use or sell it;
- ability to use or sell the intangible asset;
- how the intangible asset will generate probable future economic benefits;
- availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset; and
- ability to measure reliably the expenditure attributable to the intangible asset during its development.

The amount initially recognized for internally-generated intangible assets is the sum of the expenditure incurred from the date when the intangible asset first meets the recognition criteria listed above. Where no internally-generated intangible asset can be recognized, development expenditure is recognized in the consolidated profit or loss in the period in which it is incurred.

Subsequent to initial recognition, internally-generated intangible assets are reported at cost less accumulated amortization and accumulated impairment losses, on the same basis as intangible assets that are acquired separately.

Intangible assets acquired in a business combination

Intangible assets acquired in a business combination and recognized separately from goodwill are recognized initially at their fair value at the acquisition date (which is regarded as their cost).

Subsequent to initial recognition, intangible assets acquired in a business combination are reported at cost less accumulated amortization and accumulated impairment losses, on the same basis as intangible assets that are acquired separately.

Amortization of intangible asset is computed based on the EUL of the assets below:

	Years
Software	3-10
Spectrum and franchise	10-59
Customer contracts	4

Derecognition of Intangible assets

Intangible assets are derecognized upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Gain or loss arising on the disposal or retirement of an asset is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognized in the consolidated profit or loss.

2.11 Investments in Joint Venture

A joint venture (JV) is a type of joint arrangement whereby the parties that have joint control of the arrangement have rights to the net assets of the joint venture. Joint control is the contractually agreed sharing of control of an arrangement, which exists only when decisions about the relevant activities require unanimous consent of the parties sharing control.

The considerations made in determining joint control are similar to those necessary to determine control over subsidiaries.

Investments in JV are measured initially at cost. Subsequent to initial recognition, Globe's investments in its JV are accounted for using the equity method. Under the equity method, the investments in JV are carried in the consolidated statements of financial position at cost plus post-acquisition changes in Globe's share in net assets of the JV, less any allowance for impairment losses. The consolidated profit or loss includes Globe's share in the results of operations of its JV. Distributions received from the JV reduce the carrying amount of the investments in JV. Any change in OCI of those investees is presented as part of Globe's OCI. In addition, where there has been a change recognized directly in the equity of the JV, Globe recognizes its share of any changes and presents this, when applicable, directly in equity.

When the share of losses recognized under the equity method has reduced the investment to zero, Globe shall discontinue recognizing its share of further losses and apply it to other interests that, in substance, form part of Globe's net investment in the JV. If the JV subsequently reports profits, Globe will resume recognizing its share of those profits only after its share of the profits equal the share in losses not recognized.

The financial statements of the joint venture are prepared for the same reporting period as Globe.

Globe discontinues the use of the equity method from the date when the investment ceases to be a joint venture. When Globe retains an interest in the former joint venture and the retained interest is a financial asset, Globe measures the retained interest at fair value at that date and the fair value is regarded as its new carrying amount. The difference between the carrying amount of the joint venture at the date the equity method was discontinued, and the fair value of any retained interest and any proceeds from disposing of a part interest in the joint venture is recognized in the consolidated profit or loss. In addition, Globe accounts for all amounts previously recognised in other comprehensive income in relation to that joint venture on the same basis as would be required if that joint venture had directly disposed of the related assets or liabilities.

When Globe reduces its ownership interest in a joint venture but Globe continues to use the equity method, Globe derecognizes the portion of the carrying amount of the investment that was disposed of. The difference between the amount of investment derecognized and any proceeds from disposing of a part interest in the joint venture is included in the determination of the gain or loss on disposal of the joint venture.

Globe's interest in a joint venture may also be reduced other than by an actual disposal. Such a reduction in interest, which is commonly referred to as a deemed disposal, may arise for a number of reasons, including:

- the investor does not take up its full allocation in a rights issue by the joint venture;
- the joint venture declares scrip dividends which are not taken up by the investor so that its proportional interest is diminished;
- another party exercises its options or warrants issued by the joint venture; or
- the joint venture issues shares to third parties.

Globe accounts for a deemed disposal on the same basis as a regular disposal. Any resulting gain or loss on deemed disposal is recognized in the consolidated profit or loss.

Venture capital exemption

At initial recognition, Globe, through venture capital subsidiary, may elect to measure its investments in joint ventures at FVPL. Subsequent to the initial recognition, investments in joint ventures at FVPL are carried at fair value with any resultant gain or loss recognized in profit or loss.

2.12 Impairment of Nonfinancial Assets

At the end of each reporting period, Globe assesses whether there is any indication that any of its tangible and intangible assets with finite useful lives may have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss, if any.

When it is not possible to estimate the recoverable amount of an individual asset, Globe estimates the recoverable amount of the cash-generating unit to which the asset belongs. When a reasonable and consistent basis of allocation can be identified, assets are also allocated to individual cash-generating units, or otherwise they are allocated to the smallest group of cash-generating units for which a reasonable and consistent allocation basis can be identified.

Goodwill, intangible assets with indefinite useful lives and intangible assets not yet available for use are tested for impairment annually and whenever there is an indication that the asset may be impaired.

At the time of impairment testing a cash-generating unit to which goodwill has been allocated, there may be an indication of an impairment of an asset within the unit containing the goodwill. In such circumstances, the asset is tested for impairment first, and an impairment loss is recognized for that asset before testing for impairment the cash-generating unit containing the goodwill.

Recoverable amount is the higher of fair value less costs to sell and value-in-use. In assessing value-in-use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset or cash-generating unit is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognized as an expense. Impairment losses recognized in respect of CGUs are allocated first to reduce the carrying amount of any goodwill allocated to the units, and then to reduce the carrying amounts of the other assets in the unit (group of units) on a pro rata basis.

Impairment losses recognized in prior periods are assessed at the end of each reporting period for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortization, if no impairment loss had been recognized. A reversal of an impairment loss is recognized as income. Impairment losses relating to goodwill cannot be reversed in future periods.

2.13 Provisions

Provisions are recognized when Globe has a present obligation, either legal or constructive, as a result of a past event and it is probable that Globe will be required to settle the obligation through an outflow of resources embodying economic benefits, and the amount of the obligation can be estimated reliably.

The amount of the provision recognized is the best estimate of the consideration required to settle the present obligation at the end of each reporting period, taking into account the risks and uncertainties surrounding the obligation. A provision is measured using the cash flows estimated to settle the present obligation; its carrying amount is the present value of those cash flows.

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, the receivable is recognized as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

Provisions are reviewed at end of each reporting period and adjusted to reflect the current best estimate.

If it is no longer probable that a transfer of economic benefits will be required to settle the obligation, the provision should be reversed.

2.14 Revenue Recognition

Revenue is measured based on the consideration specified in an arrangement with the customer, net of any amounts collected on behalf of third parties. Globe recognizes revenue upon transfer of control of a product or service to a customer.

In arrangements where another party is involved in providing the services, Globe assesses whether the nature of its promise in the arrangement is to provide the specified services itself or to arrange

for those services to be provided by the other party. If the promise in an arrangement is to provide the services itself, Globe recognizes the service revenue at gross amount of consideration, with the amount remitted to the other party being recognized as expense. However, if the promise is to simply arrange for those services to be provided by the other party, Globe recognizes service revenues equivalent only to the extent of fees or commission to which it expects to be entitled in exchange for arranging the services.

Globe recognizes revenues from the following sources:

- Mobile services provided to subscribers at prepaid or postpaid arrangements such as Short Messaging Services (SMS), voice, data communication, and other value added services (Note 2.14.1);
- Wireline services provided to subscribers under subscription arrangements such as, voice, corporate communication, and home broadband internet (Note 2.14.1);
- Inbound traffic originating from other telecommunications providers that terminates at Globe's network (Note 2.14.2);
- Inbound roaming due from foreign carriers (Note 2.14.3);
- Postpaid wireless communication services bundled with sale of handsets and other devices (Note 2.14.4);
- Postpaid wireline communication services bundled with equipment installation services (Note 2.14.5);
- Leases, interests and management fees.

2.14.1 Mobile, broadband and corporate data services

Monthly service fees from mobile and wireline services under postpaid subscriptions are recognized as service revenues throughout the subscription period.

Proceeds from over-the-air reloading channels and sale of prepaid cards are initially recognized as deferred revenues. These are eventually credited to service revenues upon actual usage of load value. Any unused remaining load value after the prescribed validity period are immediately recognized as service revenue.

Subscription to promotional offer of SMS, voice, data communication, broadband internet, and other services, are recognized as service revenue over the promotional period.

Globe also provides corporate data services which include end-to-end data solutions customized according to the needs of businesses to various customers. Similarly, monthly service fees from corporate data services are recognized as revenues over time in the period the services are rendered.

2.14.2 Inbound traffic

Inbound traffic originating from other telecommunications providers that terminates at Globe's network are recognized as service revenues in the period the inbound traffic occurred based on agreed rates with the other telecommunication providers.

2.14.3 Inbound roaming services

Service revenues from foreign carriers for inbound roaming transactions at Globe's network are recognized in the period the inbound roaming connection is provided.

2.14.4 Postpaid mobile services and sale of mobile handsets and other devices

Globe provides postpaid wireless communication services which are bundled with sale of mobile handsets and other devices. The postpaid wireless communication services and the sale of devices

are considered two separate performance obligations which are capable of being distinct and separately identifiable. Globe allocates the contract consideration between the two performance obligations based on their corresponding relative stand-alone selling prices (SSP). The stand-alone selling prices are determined based on the expected cost plus margin or adjusted market approach. The amount allocated to the postpaid wireless communication service is recognized as service revenue over the period of subscription. Any amount allocated to the sale of device is immediately recognized as non-service revenue upon delivery of the item. Contract assets are recognized for the unbilled portion of the consideration allocated to the sale of devices which are subsequently reduced as the monthly service fees are billed to the subscribers.

2.14.5 Postpaid subscription to wireline services and equipment installation services

Globe provides equipment installation services which are bundled with postpaid wireline services. The promise to install the equipment is not considered as a distinct service from the postpaid wireline service since the subscriber may not be able to benefit from the installation services without the availability of the postpaid wireline services. Accordingly, the two services are deemed as one performance obligation.

Service revenues from the equipment installation and postpaid wireline services are recognized over time throughout the period of subscription. Outright payments received from the installation services are initially recognized as contract liabilities and subsequently credited to service revenues over the period of subscription.

2.14.6 Globe Rewards

Globe operates Globe Rewards Program through which subscribers accumulate points upon purchase of certain products and services. The Globe Rewards points may be redeemed in the form of mobile promos, bill rebates, gadgets and gift certificates, or use the earned points as cash at partner stores. The promise to provide free products and rebates to the subscribers give rise to a performance obligation that is distinct and separately identifiable. Accordingly, Globe allocates a portion of the transaction price from its service revenues to Globe Rewards points awarded to subscribers based on its relative stand-alone selling price and the estimated number of points that will be eventually redeemed. The stand-alone selling price per point is estimated based on the discount or free products to be given when the points are redeemed by the subscriber. Amounts allocated to Globe Rewards points are initially recognized as deferred revenues and subsequently credited as service revenues either upon redemption of points or upon expiration.

2.14.7 Deferred contract costs

Costs to obtain contracts with customers that would not have been incurred if the contracts were not obtained are recognized as deferred contract costs. Deferred contract costs are subsequently recognized as expense on a straight-line basis over the contract period.

Costs to obtain contracts with customers that would have been incurred irrespective of whether the contract were obtained are immediately recognized as expense.

Costs incurred to fulfill a contract are capitalized as deferred contract costs if all of the following conditions are met:

- The costs relate directly to a contract or to an anticipated contract that Globe can specifically identify;
- The costs generate or enhance resources of Globe that will be used in satisfying performance obligation in the future; and
- The costs are expected to be recovered.

2.15 Staff Costs

2.15.1 Short-term benefits

Globe recognizes a liability net of amounts already paid and an expense for services rendered by employees during the accounting period. A liability is also recognized for the amount expected to be paid under short-term cash bonus or profit sharing plans if Globe has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

Short-term employee benefit obligations are measured on an undiscounted basis and are expensed as the related service is provided.

2.15.2 Post Employment benefits

Globe has a funded non-contributory defined benefit retirement plan. For the defined benefit retirement plan, the cost of providing benefits is determined using the projected unit credit method, with actuarial valuations being carried out at the end of each annual reporting period. Remeasurements, comprising actuarial gains and losses, the effect of the changes to the asset ceiling (if applicable) and the return on plan assets (excluding interest), is reflected immediately in the consolidated statements of financial position with a charge or credit recognized in other comprehensive income in the period in which they occur. Past service cost is recognized in the consolidated profit or loss in the period of a plan amendment. Net interest is calculated by applying the discount rate at the beginning of the period to the net defined benefit liability or asset.

Defined benefit costs are categorized as follows:

- Service cost (including current service cost, past service cost, as well as gains and losses on curtailments and settlements)
- Net interest expense or income
- Remeasurement

Globe presents service cost and interest in the consolidated profit or loss in the line item pension costs and finance cost, respectively. Curtailment gains and losses are accounted for as past service costs.

The retirement benefit obligation recognized in the consolidated statements of financial position represents the present value of the defined benefit obligation as reduced by the fair value of plan assets.

Plan assets are assets held by a long-term employee benefit fund. Plan assets are not available to the creditors of Globe, nor can they be paid directly to Globe. Fair value of plan assets is based on market price information.

2.16 Share-based Payment Transactions

The cost of equity-settled transactions with employees and directors is measured by reference to the fair value at the date at which they are granted. In valuing equity-settled transactions, vesting conditions, including performance conditions, other than market conditions (conditions linked to share prices), shall not be taken into account when estimating the fair value of the shares or share options at the measurement date. Instead, vesting conditions are taken into account in estimating the number of equity instruments that will vest.

The cumulative expense recognized for equity-settled transactions at each reporting date until the vesting date reflects the extent to which the vesting period has expired and the number of awards that, in the opinion of the management of Globe at that date, based on the best available estimate of the number of equity instruments, will ultimately vest.

2.17 Borrowing Costs

Borrowing costs are capitalized if these are directly attributable to the acquisition, construction or production of a qualifying asset. Capitalization of borrowing costs commences when the activities for the asset's intended use are in progress and expenditures and borrowing costs are being incurred. Borrowing costs are capitalized until the assets are ready for their intended use. Borrowing costs include interest charges and other related financing charges incurred in connection with the borrowing of funds, as well as exchange differences arising from foreign currency borrowings used to finance these projects to the extent that they are regarded as an adjustment to interest costs.

Other borrowing costs are recognized as expense in the period in which these are incurred.

2.18 Leases

2.18.1 Globe as Lessee

Globe assesses whether a contract is or contains a lease, at inception of the contract. Globe recognizes a right of use asset and a corresponding lease liability with respect to all lease arrangements in which it is the lessee, except for short-term leases (defined as leases with a lease term of 12 months or less) and leases of low value assets.

Short-term leases and leases of low value assets

For short-term leases and leases of low value assets, Globe recognizes the lease payments as an operating expense on a straight-line basis over the term of the lease unless another systematic basis is more representative of the time pattern in which economic benefits from the leased assets are consumed.

In identifying the lease term, Globe takes into account the non-cancellable period for which it has the right to use the underlying asset, together with all of the following:

- the periods covered by an enforceable option to extend the lease (if Globe is reasonably certain to exercise that option); and
- the periods covered by an enforceable option to terminate the lease (if Globe is reasonably certain not to exercise that option).

The lease terms in arrangements wherein both the lessor and the lessee has the right to terminate the lease without incurring significant amount of penalty are excluded as part of the non-cancellable period of the lease.

Sublease arrangements

Globe has leases of right-of-use assets in a sublease arrangements and classifies the sublease by reference to the right-of-use assets arising from the original lease. Globe accounts its sublease arrangements as follows:

- derecognizes the right-of-use assets relating to the original lease that it transfers to the sublease and recognizes the sublease receivable in the sublease.
- recognizes any difference between the right-of-use asset and the net investment in the sublease in profit or loss.
- retains the lease liability relating to the original lease in its statement of financial position, which represents the lease payments owed to the lessor.

The lease receivable is presented as reduction to the lease liabilities of the original lease in Globe's statement of financial position. Interest income from the lease receivable is netted against interest expense from the original lease in Globe's statement of comprehensive income.

Lease Liabilities

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using Globe's incremental borrowing rate.

Lease payments included in the measurement of the lease liability comprise:

- Fixed lease payments (including in-substance fixed payments), less any lease incentives receivable;
- Variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;
- The amount expected to be payable by the lessee under residual value guarantees;
- The exercise price of purchase options, if the lessee is reasonably certain to exercise the options; and
- Payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

The lease liability is presented as a separate line in the consolidated statement of financial position. The lease liability is subsequently measured by increasing the carrying amount to reflect interest on the lease liability (using the effective interest method) and by reducing the carrying amount to reflect the lease payments made.

Globe remeasures the lease liability (and makes a corresponding adjustment to the related right of use asset) whenever:

- The lease term has changed or there is a significant event or change in circumstances resulting in a change in the assessment of exercise of a purchase option, in which case the lease liability is remeasured by discounting the revised lease payments using a revised discount rate.
- The lease payments change due to changes in an index or rate or a change in expected payment under a guaranteed residual value, in which cases the lease liability is remeasured by discounting the revised lease payments using an unchanged discount rate (unless the lease payments change is due to a change in a floating interest rate, in which case a revised discount rate is used).
- A lease contract is modified and the lease modification is not accounted for as a separate lease, in which case the lease liability is remeasured based on the lease term of the modified lease by discounting the revised lease payments using a revised discount rate at the effective date of the modification.

Globe reassesses whether it is reasonably certain to exercise an extension option, or not to exercise a termination option, upon the occurrence of either a significant event or a significant change in circumstances that:

- Is within the control of Globe; and
- Affects whether Globe is reasonably certain to exercise an option not previously included in its determination of the lease term, or not to exercise an option previously included in its determination of the lease term.

Globe revises the lease term if there is a change in the non-cancellable period of a lease.

Right of Use Assets

The right of use assets comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement day, less any lease incentives received and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and impairment losses.

Right of use assets are depreciated over the shorter period of lease term and useful life of the underlying asset. The depreciation starts at the commencement date of the lease.

The right of use assets are presented as a separate line in the consolidated statement of financial position.

Globe applies its accounting policy on impairment of non-financial assets in determining whether a right of use asset is impaired and in accounting for any identified impairment loss.

Sale and Leaseback

If Globe (the seller-lessee) transfers the control of an asset to another entity (the buyer-lessor) and leases that asset back from the buyer-lessor, Globe accounts for the transaction as sale and leaseback. Accordingly, Globe derecognizes the carrying amount of the asset sold; measures the lease liabilities arising from the leaseback at the present value of the future lease payments discounted using Globe's incremental borrowing rate; measures the right-of-use asset arising from the leaseback at the proportion of the previous carrying amount of the asset that relates to the right of use retained by the seller-lessee; and recognizes only the amount of any gain or loss that relates to the rights transferred to the buyer-lessor.

2.19 Foreign Currency Transactions

Transactions in currencies other than functional currency of the entities included in Globe are recorded at the rates of exchange prevailing on the dates of the transactions. At the end of each reporting period, monetary assets and liabilities that are denominated in currencies other than the functional currencies of the entities in Globe are retranslated at the rates prevailing at the end of the reporting period. Gains and losses arising on retranslation are included in the consolidated profit or loss for the year. Non-monetary assets and liabilities that are measured in terms of historical cost in a foreign currency are not retranslated.

2.20 Income Tax

Income tax expense represents the sum of the current tax expense and deferred tax.

2.20.1 Current Income Tax

The current tax expense is based on taxable profit for the year. Taxable profit differs from net profit as reported in the consolidated statements of comprehensive income because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible.

2.20.2 Deferred Income Tax

Deferred tax is recognized on temporary differences between the carrying amounts of assets and liabilities in the consolidated financial statements and the corresponding tax bases used in the computation of taxable profit. Deferred tax liabilities are generally recognized for all taxable temporary differences. Deferred tax assets are generally recognized for all deductible temporary differences to the extent that it is probable that taxable profits will be available against which those deductible temporary differences can be utilized. Such deferred tax assets and liabilities are not recognized if the temporary difference arises from the initial recognition (other than in a business combination) of assets and liabilities in a transaction that affects neither the taxable profit nor the accounting profit. In addition, deferred tax liabilities are not recognized if the temporary difference arises from the initial recognition of goodwill.

Deferred tax liabilities are recognized for taxable temporary differences associated with investments in subsidiaries and associates, and interests in joint ventures, except where Globe is able to control the reversal of the temporary difference and it is probable that the temporary difference will not reverse in the foreseeable future. Deferred tax assets arising from deductible temporary differences associated with such investments and interests are only recognized to the extent that it is probable that there will be sufficient taxable profits against which to utilize the benefits of the temporary differences and they are expected to reverse in the foreseeable future.

The carrying amount of deferred tax assets is reviewed at the end of each reporting period and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered.

Deferred tax liabilities and assets are measured at the tax rates that are expected to apply in the period in which the liability is settled or the asset realized, based on tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period.

Current tax and deferred tax for the year are recognized in the consolidated profit or loss, except when they relate to items that are recognized in other comprehensive income or directly in equity, in which case, the current and deferred tax are also recognized in other comprehensive income or directly in equity respectively. Where current tax or deferred tax arises from the initial accounting for a business combination, the tax effect is included in the accounting for the business combination.

2.21 EPS

Basic EPS is computed by dividing net income attributable to common stock by the weighted average number of common shares outstanding, after giving retroactive effect for any stock dividends, stock splits or reverse stock splits during the period.

Diluted EPS is computed by dividing net income attributable to common shareholders by the weighted average number of common shares outstanding during the period, after giving retroactive effect for any stock dividends, stock splits or reverse stock splits during the period, and adjusted for the effect of dilutive options and dilutive convertible preferred shares. Outstanding stock options will have a dilutive effect under the treasury stock method only when the average market price of the underlying common share during the period exceeds the exercise price of the option. If the required dividends to be declared on convertible preferred shares divided by the number of equivalent common shares, assuming such shares are converted, would decrease the basic EPS, then such convertible preferred shares would be deemed dilutive. Where the effect of the assumed conversion of the preferred shares and the exercise of all outstanding options have anti-dilutive effect, basic and diluted EPS are stated at the same amount.

2.22 Fair Value Measurement

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

- In the principal market for the asset or liability, or
- In the absence of a principal market, in the most advantageous market for the asset or liability.

The principal or the most advantageous market must be accessible to Globe.

The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

Globe uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximizing the use of relevant observable inputs and minimizing the use of unobservable inputs.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorized within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- Level 1 - Quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2 - Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3 - Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

For the purpose of fair value disclosures, Globe has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy as explained above (see Note 31.3).

3 Adoption of New Standards, Amendments to Standards and Interpretations

The accounting policies adopted in the preparation and presentation of the consolidated financial statements are consistent with prior years, except for the effects of the adoption of new and revised accounting standards set out below.

3.1 Adoption of New and Revised Standards Effective January 1, 2025

In the current year, Globe has applied a number of amendments to PFRS and Interpretations issued by International Accounting Standards Board (IASB) that are effective for the annual period that begins on January 1, 2025. The adoption has not had any material impact on the disclosures or on the amounts reported in the consolidated financial statements.

3.1.1 Amendments to PAS 21 The Effects of Changes in Foreign Exchange Rates titled Lack of Exchangeability

The amendments specify how to assess whether a currency is exchangeable, and how to determine the exchange rate when it is not.

The amendments state that a currency is exchangeable into another currency when an entity is able to obtain the other currency within a time frame that allows for a normal administrative delay and through a market or exchange mechanism in which an exchange transaction would create enforceable rights and obligations.

An entity assesses whether a currency is exchangeable into another currency at a measurement date and for a specified purpose. If an entity is able to obtain no more than an insignificant amount of the other currency at the measurement date for the specified purpose, the currency is not exchangeable into the other currency. The assessment of whether a currency is exchangeable into another currency depends on an entity's ability to obtain the other currency and not on its intention or decision to do so.

When a currency is not exchangeable into another currency at a measurement date, an entity is required to estimate the spot exchange rate at that date. An entity's objective in estimating the spot exchange rate is to reflect the rate at which an orderly exchange transaction would take place at the measurement date between market participants under prevailing economic conditions.

The amendments do not specify how an entity estimates the spot exchange rate to meet that objective. An entity can use an observable exchange rate without adjustment or another estimation technique.

Examples of an observable exchange rate include:

- A spot exchange rate for a purpose other than that for which an entity assesses exchangeability
- The first exchange rate at which an entity is able to obtain the other currency for the specified purpose after exchangeability of the currency is restored (first subsequent exchange rate).

An entity using another estimation technique may use any observable exchange rate—including rates from exchange transactions in markets or exchange mechanisms that do not create enforceable rights and obligations—and adjust that rate, as necessary, to meet the objective as set out above.

When an entity estimates a spot exchange rate because a currency is not exchangeable into another currency, the entity is required to disclose information that enables users of its financial statements to understand how the currency not being exchangeable into the other currency affects, or is expected to affect, the entity's financial performance, financial position and cash flows.

The amendments are effective for annual reporting periods beginning on or after January 1, 2025, with earlier application permitted. An entity is not permitted to apply the amendments retrospectively. Instead, an entity is required to apply the specific transition provisions included in the amendments.

3.2 New and Revised Standards Not Yet Effective

At the date of authorization of these consolidated financial statements, Globe has not applied the following new and revised PFRS that have been issued but are not yet effective. Globe anticipates that the application of these new and revised standards will not have material impact on Globe's consolidated financial statements in future periods, unless otherwise stated.

3.2.1 PFRS 18 – Presentation and Disclosure in Financial Statements

PFRS 18 replaces PAS 1, carrying forward many of the requirements in PAS 1 unchanged and complementing them with new requirements. In addition, some PAS 1 paragraphs have been moved to PAS 8 and PFRS 7. Furthermore, the IASB has made minor amendments to PAS 7 and PAS 33 Earnings per Share.

PFRS 18 introduces new requirements to:

- Present specified categories and defined subtotals in the statement of profit or loss
- Provide disclosures on management-defined performance measures (MPMs) in the notes to the financial statements
- Improve aggregation and disaggregation.

An entity is required to apply PFRS 18 for annual reporting periods beginning on or after January 1, 2027, with earlier application permitted. The amendments to PAS 7 and PAS 33, as well as the revised PAS 8 and PFRS 7, become effective when an entity applies PFRS 18. PFRS 18 requires retrospective application with specific transition provisions.

Globe anticipates that the application of these amendments may have an impact on the presentation of Globe's consolidated financial statements in future periods.

3.2.2 Amendments to PFRS 9 and 7 – Amendments to the classification and measurement of Financial Instruments

The Amendments to IFRS 9 and IFRS 7 introduce clarifications and additional requirements relating to the classification, measurement, derecognition, and disclosure of financial instruments.

Derecognition of a financial liability settled through electronic transfer

The amendments to IFRS 9 clarify when a financial liability settled through an electronic payment system may be derecognised before the settlement date, provided specified criteria are met. If this accounting policy is elected, it must be applied consistently to all settlements made through the same electronic payment system.

Classification of financial assets

The amendments also provide additional guidance on assessing whether contractual cash flows of a financial asset are consistent with a basic lending arrangement, including assets with environmental, social, and governance (ESG)-linked features. Further clarifications are provided on financial assets with non-recourse features and on contractually linked instruments, including the characteristics that distinguish such instruments and the role of waterfall payment structures in creating concentrations of credit risk.

Disclosure of financial instruments

The amendments to IFRS 7 introduce additional disclosure requirements. These include enhanced disclosures for investments in equity instruments designated at fair value through other comprehensive income (FVTOCI), requiring entities to separately disclose fair value gains or losses relating to investments derecognised during the period and those held at the end of the reporting period. Additional disclosures are also required for contractual terms that could change the timing or amount of contractual cash flows upon the occurrence (or non-occurrence) of contingent events that are not directly related to basic lending risks and costs.

The amendments are effective for annual reporting periods beginning on or after January 1, 2026, with earlier application permitted. If an entity elects early adoption, it is required to either apply all

amendments at the same time or apply only the amendments related to the classification of financial assets, and disclose that fact. The amendments are required to be applied retrospectively in accordance with PAS 8, subject to specific transition provisions.

4 Management's Significant Accounting Judgments and Use of Estimates and Assumptions

The preparation of the consolidated financial statements in conformity with PFRS Accounting Standards requires management to make judgments, estimates and assumptions that affect the amounts reported in the consolidated financial statements and accompanying notes. The judgments, estimates and assumptions used in the consolidated financial statements are based upon management's evaluation of relevant facts and circumstances as of the date of the consolidated financial statements. Actual results could differ from such judgments, estimates and assumptions.

Judgments, estimates and assumptions are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

4.1 Critical Accounting Judgments

4.1.1 Contract Assets on Bundled Products

Globe provides wireless communication services to subscribers which are bundled with handset sales. Based on Globe's assessment, the performance obligations from the wireless communication services and the sale of handsets are both capable of being distinct and separately identifiable. Accordingly, Globe allocates the total contract consideration to the two performance obligations based on their corresponding relative SSP. Contract asset is recognized for any unbilled amount allocated to the revenue from handset sales.

4.1.2 Deferred Contract Costs

Globe incurs certain commissions and installation costs in relation to the service provided to its subscribers. Based on Globe's assessment, these costs are incremental in obtaining and fulfilling its performance obligations. Accordingly, Globe recognizes deferred contracts costs which are amortized as expense throughout the period of the subscription contract.

4.1.3 Determination of Whether Globe is Acting as a Principal or an Agent

Globe offers a full range of value-added services (VAS) such as mobile commerce services, and content streaming and downloading, among others wherein another party is involved in providing such services. In such case, Globe assesses each arrangement and determines whether the nature of its promise is to provide the specified services itself or to arrange for those services to be provided by the other party.

If the promise in an arrangement is to provide the services itself, Globe recognizes the service revenue at gross amount of consideration. Otherwise, Globe recognizes service revenues equivalent only to the extent of fees or commission to which it expects to be entitled in exchange for arranging the services.

4.1.4 Determination of lease term in lease agreements

Globe has certain lease agreements with renewal options, which Globe applied judgment in evaluating its overall lease term. Globe considered financial and operational factors in determining whether it is reasonably certain that these renewal options will be exercised.

4.2 Key Estimation Uncertainties

4.2.1 ECL Impairment on Subscribers Receivables and Contract Assets

When measuring ECL Globe uses reasonable and supportable forward looking information, which is based on assumptions for the future movement of different economic drivers and how these drivers will affect each other. Loss given default is an estimate of the loss arising on default. It is based on the difference between the contractual cash flows due and those that the lender would expect to receive, taking into account cash flows from collateral and integral credit enhancements.

Probability of default constitutes a key input in measuring ECL. Probability of default is an estimate of the likelihood of default over a given time horizon, the calculation of which includes historical data, assumptions and expectations of future conditions.

An increase in ECL rates on subscribers receivables and contract assets would increase the loss allowance recognized in the consolidated profit or loss.

Impairment loss recognized using ECL in 2025 and 2024 on subscribers receivable amounted to ₱2,600.08 million and ₱2,886.12 million (see Note 6), and contract assets amounted to ₱643.77 million and ₱667.47 million, respectively (see Notes 7.1 and 26).

4.2.2 Determination of SSP in arrangements with multiple performance obligations

In revenue arrangements involving multiple performance obligations, the transaction price is allocated to each separate performance obligation based on the relative SSP of the goods or services being provided to the customer. The best evidence of SSP is the price an entity charges for that good or service when the entity sells it separately in similar circumstances to similar customers. However, goods or services are not always sold separately. In such case, the SSP needs to be estimated or derived by other means.

Globe maximized the use of all available observable inputs and applied the expected cost plus margin or adjusted market approach as the estimation method in determining the SSP of the goods and services in arrangements with multiple performance obligations.

4.2.3 Inventory Obsolescence and Market Decline

Globe, in determining the NRV, considers any adjustment necessary for obsolescence which is generally provided for nonmoving items after a certain period. Globe adjusts the cost of inventory to the recoverable value at a level considered adequate to reflect market decline in the value of the recorded inventories. Globe reviews the classification of the inventories and generally provides adjustments for recoverable values of new, actively sold and slow-moving inventories by reference to prevailing values of the same inventories in the market. In assessing the recoverability of inventories that are bundled with mobile services, Globe also takes into account the total cash flows from the bundled goods and services.

The amount and timing of recorded expenses for any period would differ if different estimates were utilized. An increase in allowance for inventory obsolescence and market decline would decrease the profit for the period, and decrease current assets.

Inventory obsolescence and market decline in 2025, 2024 and 2023 amounted to ₱122.43 million, ₱156.05 million, and ₱399.50 million, respectively (see Notes 9 and 26).

Inventories and supplies, net of allowances, amounted to ₱2,318.95 million and ₱2,964.81 million as of December 31, 2025 and 2024, respectively (see Note 9).

4.2.4 EUL of Property and Equipment, Intangible Assets and Right of Use Assets

The useful life of each of the item of property and equipment, intangible assets and right of use assets with finite useful lives is estimated based on the period over which the asset is expected to be available for use. Such estimation is based on a collective assessment of industry practice, internal technical evaluation and experience with similar assets and expected asset utilization based on future technological developments, market behavior and limits on legal rights.

It is possible that future results of operations could be materially affected by changes in these estimates brought about by changes in the factors mentioned. A reduction in the EUL of property and equipment, intangible assets and right of use assets would increase the recorded depreciation and amortization expense and decrease noncurrent assets.

The table below presents the carrying values of Globe's property and equipment, intangible assets and right of use assets with finite useful lives as of December 31, 2025 and 2024:

	Notes	**2025**	2024
		(In Thousand Pesos)	
Property and equipment – net*	11	**₱273,236,902**	₱254,618,575
Right of use assets – net	13	**99,418,585**	90,464,458
Intangible assets – net	12	**19,687,728**	18,450,131
		₱392,343,215	₱363,533,164

**Property and equipment – net also excludes Land amounting to ₱1,965.39 million and AUC amounting to ₱80,924.90 million and ₱95,531.13 million as of December 31, 2025 and 2024, respectively.*

4.2.5 Impairment of Non-financial Assets Other Than Goodwill

Globe performs an impairment review when certain impairment indicators are present.

Determining the recoverable amounts of non-financial assets requires Globe to make estimates and assumptions on the cash flows expected to be generated from those assets. While Globe believes that the assumptions are appropriate and reasonable, significant changes in the assumptions may materially affect the assessment of recoverable values and may lead to impairment charges. Any resulting impairment loss could have a material adverse impact on the financial position and results of operations.

The table below presents the carrying values of Globe's non-financial assets as of December 31, 2025 and 2024:

	Notes	2025	2024
		(In Thousand Pesos)	
Property and equipment – net	11	**₱356,127,191**	₱352,115,098
Right of use assets – net	13	**99,418,585**	90,464,458
Investments in joint ventures	14	**67,717,570**	59,368,924
Intangible assets - net (excluding Goodwill)	12	**19,687,728**	18,450,131
Advance payments to suppliers and contractors	10.1	**14,554,399**	12,172,430
		₱557,505,473	₱532,571,041

Impairment loss recognized on property and equipment amounted to nil, ₱410.56 million, and ₱92.44 million in 2025, 2024 and 2023, respectively (see Note 26).

4.2.6 Impairment of Goodwill

Globe's impairment test for goodwill is based on value in use calculations that use a discounted cash flow model. The cash flows of the CGU are derived from the business plan for the next five years and do not include restructuring activities that Globe is not yet committed to or significant future investments that will enhance the asset base of the CGU being tested. The recoverable amount is most sensitive to the discount rate used for the discounted cash flow model as well as the expected future cash inflows and the growth rate used for extrapolation purposes. As of December 31, 2025 and 2024, the carrying value of goodwill amounted to ₱1,140.25 million and ₱1,680.77 million, respectively (see Note 12).

Impairment loss recognized on goodwill amounted nil, ₱53.43 million and ₱154.61 million in 2025, 2024 and 2023, respectively (see Note 26).

4.2.7 Deferred Income Tax Assets

The carrying amounts of deferred income tax assets are reviewed at each reporting date and reduced to the extent that it is no longer probable that sufficient taxable income will be available to allow all or part of the deferred income tax assets to be utilized.

As of December 31, 2025 and 2024, the combined gross deferred tax assets of Globe amounted to ₱44,829.55 million and ₱39,188.19 million, respectively (see Note 28).

4.2.8 Pension Benefits

The determination of the retirement obligation cost and retirement benefits is dependent on the selection of certain assumptions used by independent actuaries in calculating such amounts. Those assumptions include among others, discount rates and rates of compensation increase. Actual results that differ from the assumptions are charged to other comprehensive income and therefore, generally affect the equity and recorded obligation. While Globe believes that the assumptions are reasonable and appropriate, significant differences in the actual experience or significant changes in the assumptions may materially affect the pension and other retirement obligations.

The net pension liability as of December 31, 2025 and 2024 amounted to ₱4,516.83 million and ₱2,826.85 million, respectively (see Note 27.1).

4.2.9 Provisions and Contingencies

Globe is currently involved in various legal proceedings and disputes in the ordinary course of business. The estimate of the probable costs for the resolution of these claims has been developed in consultation with internal and external counsel handling Globe's defense in these matters and is based upon an analysis of potential results. Globe believes that sufficient provision has been recognized in the consolidated statements of financial position in relation to these proceedings. It is possible, however, that future financial performance could be materially affected by changes in the estimates or in the strategies relating to these proceedings.

Globe's provisions as of December 31, 2025 and 2024 amounted to ₱3,732.05 million and ₱3,393.96 million, respectively (see Note 16).

4.2.10 Determination of incremental borrowing rates in lease agreements

Globe entered into various lease agreements where the Right-of-use assets and corresponding lease liabilities were measured at present value at initial recognition at interest rate implicit in the lease, or if not determinable, the incremental borrowing rates. Incremental borrowing rate is the rate that a lessee would have to pay to borrow over a similar term, and with a similar security, the funds necessary to obtain an asset of a similar value to the right of use asset in a similar economic environment.

Globe uses published government bond rates as the risk free input plus a spread adjustment using Globe's credit worthiness.

Lease liabilities amounted to ₱129,245.46 million and ₱116,107.87 million as of December 31, 2025 and 2024, respectively (see Note 13.2).

5 Cash and Cash Equivalents

The cash and cash equivalents account consists of the following as of December 31:

	2025	2024
	(In Thousand Pesos)	
Cash on hand and in banks	**₱8,234,554**	₱6,651,217
Short-term money market placements	**16,795,303**	14,702,442
	₱25,029,857	₱21,353,659

Cash in banks earn interest at respective bank deposit rates.

Short-term money market placements are highly liquid investments that earn interest at prevailing rates and are readily convertible to known amounts of cash which are subject to an insignificant risk of changes in value. Globe classifies an investment as short-term money market placements if that investment has a maturity of three months or less from the date of acquisition.

Cash and cash equivalents of Yondu amounting to ₱529.76 million as of December 31, 2025 were shown as part of Assets held for sale in the consolidated statement of financial position following the agreement with NCS to hold 51% ownership in the subsidiary (See Note 1.15).

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Interest income from cash and cash equivalents are as follows (see Note 21):

	2025	2024	2023
		(In Thousand Pesos)	
Short-term money market placements	**₱466,699**	₱567,639	₱374,055
Cash in banks	**104,301**	65,227	75,980
	₱571,000	₱632,866	₱450,035

The consolidated statements of cash flows presents cash flow from financing activities, which encompass cash flows related to lease liabilities, interest in loans and loans payables. Details of cash and non-cash movements from these accounts are disclosed in Notes 13.2 and 17, respectively.

6 Trade receivables - net

This account consists of receivables from:

	Notes	2025	2024
		(In Thousand Pesos)	
Subscribers		**₱19,215,108**	₱21,274,625
Traffic settlements - net	31.2, 33.1	**938,823**	907,175
Dealers		**505,716**	640,035
Others		**4,918,498**	4,696,156
		25,578,145	27,517,991
Less allowance for impairment losses:			
Subscribers		**6,870,560**	7,216,550
Traffic settlements and others		**815,045**	793,205
		7,685,605	8,009,755
		₱17,892,540	₱19,508,236

Trade receivables are noninterest-bearing and are generally due within 30 to 60 days.

Subscriber receivables arise from wireless and wireline voice, data communications and broadband internet services provided by Globe under postpaid arrangements.

Traffic settlement receivables are presented net of traffic settlement payables from the same carrier (see Notes 31.2 and 33.1).

Others include trade receivables of non-telco subsidiaries and receivables from credit card companies.

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The following is a reconciliation of the changes in the allowance for impairment losses for trade receivables as of December 31:

	Consumer	Key Corporate Accounts	Other Corporations and SME	Total Subscribers	Traffic Settlements and Others	Total
			(In Thousand Pesos)			
2025						
December 31, 2024	**₱4,599,773**	**₱2,136,116**	**₱480,661**	**₱7,216,550**	**₱793,205**	**₱8,009,755**
Charges for the period (Note 26)	**2,084,029**	**329,161**	**186,890**	**2,600,080**	**90,523**	**2,690,603**
Write-offs and recoveries – net	**(2,597,317)**	**(155,398)**	**(193,355)**	**(2,946,070)**	**(68,683)**	**(3,014,753)**
December 31, 2025	**₱4,086,485**	**₱2,309,879**	**₱474,196**	**₱6,870,560**	**₱815,045**	**₱7,685,605**
2024						
December 31, 2023	₱5,657,773	₱2,140,484	₱550,018	8,348,275	₱1,180,862	₱9,529,137
Charges for the period (Note 26)	2,641,800	94,255	150,069	2,886,124	5,910	2,892,034
Write-offs and recoveries – net	(3,699,800)	(98,623)	(219,426)	(4,017,849)	(393,567)	(4,411,416)
December 31, 2024	₱4,599,773	₱2,136,116	₱480,661	₱7,216,550	₱793,205	₱8,009,755

7 Contract Assets and Liabilities

7.1 Contract Assets – net

Movements in the contract assets for the periods are as follows:

	Note	2025	2024
-		*(In Thousand Pesos)*	
Contract assets			
Balance at beginning of the year		**₱5,442,961**	₱6,223,595
Additions during the year		**5,001,052**	5,908,810
Billed to subscribers during the year		**(5,287,757)**	(6,021,973)
Impairment loss	26	**(643,770)**	(667,471)
Net contract assets, December 31		**₱4,512,486**	₱5,442,961

Globe provides wireless communication services to subscribers which are bundled with sale of handsets and other devices. Globe allocates the revenue based on the SSP of each performance obligation. Contract assets are recognized for the unbilled portion of revenue allocated to the sale of handset and other devices which will be reduced as the monthly service fees are billed to the subscribers.

7.2 *Deferred Revenues*

The following table provides information about the contract liabilities and other deferred revenues:

	2025	2024
	(In Thousand Pesos)	
Advance monthly service fees	**₱3,917,823**	₱3,924,745
Deferred revenue from wireless subscribers under prepaid arrangements	**2,276,806**	2,655,614
Deferred revenue rewards	**35,698**	58,148
Others	**63,527**	56,098
	6,293,854	6,694,605
Less current portion	**5,912,304**	6,049,750
Non current portion	**₱381,550**	₱644,855

Advance monthly service fees represent advance billings to postpaid subscribers arising from contracts.

Deferred revenues from wireless subscribers under prepaid arrangements are recognized as revenues upon actual usage of airtime value, consumption of prepaid subscription fees or upon expiration of the unused load value.

Deferred revenues from wireless subscribers under prepaid arrangements, deferred revenue rewards and advance monthly service fees are recognized as revenues within 12 months.

Deferred revenue rewards represent unredeemed customer award credit under customer loyalty program.

The following table shows the roll forward analysis of contract liabilities and other deferred revenues:

	2025	2024
	(In Thousand Pesos)	
Balance at the beginning of the year	**₱6,694,605**	₱7,919,602
Additions during the year	**132,441,133**	142,426,808
Recognized as revenue during the year	**(132,841,884)**	(143,651,805)
Balance at end of year	**₱6,293,854**	₱6,694,605

8 Derivative Financial Instruments

The table below sets out information about Globe's derivative financial instruments and the related fair values as of December 31:

2025

	USD Notional Amount	PHP Notional Amount	JPY Notional Amount	Derivative Assets	Derivative Liabilities
			(In Thousands)		
Derivative instruments designated as hedges					
Cash flow hedges					
Cross currency swaps	**$163,275**	**₱ -**	**¥20,000,000**	**₱1,418,419**	**₱114,622**
Principal only swaps	**680,000**	**-**	**-**	**4,583,527**	**465,240**
Derivative instruments not designated as hedges					
Freestanding					
Deliverable forwards	**426,000**	**-**	**-**	**40,189**	**26,776**
Non-deliverable forwards	**3,382**	**-**	**-**	**6,419**	**-**
				₱6,048,554	**₱606,638**
Less current portion				**112,445**	**606,638**
Non current portion				**₱5,936,109**	**₱-**

2024

	USD Notional Amount	PHP Notional Amount	Derivative Assets	Derivative Liabilities
			(In Thousands)	
Derivative instruments designated as hedges				
Cash flow hedges				
Cross currency swaps	$173,000	₱ -	₱1,526,688	₱-
Principal only swaps	680,000	-	3,682,802	339,862
Derivative instruments not designated as hedges				
Freestanding				
Deliverable forwards	448,500	-	9,661	233,143
			₱5,219,151	₱573,005
Less current portion			177,153	573,005
Non current portion			₱5,041,998	₱-

The subsequent sections will discuss Globe's derivative financial instruments according to the type of financial risk being managed and the details of derivative financial instruments that are categorized into those accounted for as hedges and those that are not designated as hedges.

8.1 Derivative Instruments Accounted for as Hedges

The following sections discuss in detail the derivative instruments accounted for as cash flow hedges.

- *Currency Swaps and Cross Currency Swaps*

Globe entered into cross currency swap contracts and principal only swaps contract to hedge the foreign exchange and interest rate risk on dollar and yen loans. The cross currency swaps have a notional amount of USD163.28 million and USD173.00 million as of December 31, 2025 and 2024, respectively, and JPY20,000 million as of December 31, 2025. Principal only swaps have a notional amount of USD680.00 million as of December 31, 2025 and 2024. The fair values of the currency swaps as of December 31, 2025 and 2024 amounted to net asset of ₱5,422 .08 million and ₱4,869.63 million, respectively, of which ₱2,006.00 million and ₱1,866.91 million (net of tax), respectively is included in "Other reserves" in the equity section of the consolidated statements of financial position (see Note 20.8).

Swap costs arising from cross currency swaps recognized as financing cost amounted to ₱464.87 million, ₱318.44 million, and ₱490.05 million in 2025, 2024 and 2023, respectively (see Note 25).

8.2 Freestanding Derivatives

Freestanding derivatives that are not designated as hedges consist of currency forwards entered into by Globe. Fair value changes on these instruments are accounted for directly in consolidated profit or loss.

Globe has USD426.00 million and USD448.50 million deliverable currency forward contracts as of December 31, 2025 and 2024, respectively, and USD3.38 million non-deliverable currency forward contracts not designated as hedges as of December 31, 2025.

8.3 Hedge Effectiveness Results

As of December 31, 2025 and 2024, the effective fair value changes on Globe's cash flow hedges that were deferred in equity amounted to loss of ₱2,006.00 million and ₱1,886.91 million, net of tax, respectively (see Note 20.8). Derivatives designated as cash flow hedges for the years ended December 31, 2025, 2024 and 2023 are fully effective with a hedge ratio of 1:1. Accordingly, no hedge ineffectiveness was recognized in the consolidated profit or loss.

The distinction of the results of hedge accounting into "Effective" or "Ineffective" represent designations based on PFRS 9 and are not necessarily reflective of the economic effectiveness of the instruments.

8.4 Fair Value Changes on Derivatives

The net movements in fair value changes of all derivative instruments are as follows:

	2025	2024
	(In Thousand Pesos)	
At beginning of year	**₱4,646,146**	₱4,234,782
Net changes in fair value of derivatives:		
Designated as cash flow hedges (Note 20.8)	**87,587**	262,102
Not designated as cash flow hedges	**34,950**	1,216,255
	4,768,683	5,713,139
Fair value of settled instruments	**673,233**	(1,066,993)
At end of period	**₱5,441,916**	₱4,646,146

Details of amounts reclassified from cash flow hedge reserve to profit or loss in relation to hedge accounting transactions are shown below.

	Notes	**2025**	2024	2023
			(In Thousand Pesos)	
Gain (loss) on derivative instruments – net		**₱737,905**	₱1,741,151	(₱609,572)
Swap costs	25	**(464,870)**	(318,440)	(490,046)
	20.8	**₱273,035**	₱1,422,711	(₱1,099,618)

9 Inventories and Supplies - net

This account consists of:

	2025	2024
	(In Thousand Pesos)	
Handsets, devices and accessories	**₱1,544,792**	₱2,154,304
Supplies	**349,211**	481,703
Broadband device	**145,712**	136,852
SIM cards and SIM packs	**169,288**	65,893
Modem and accessories	**31,355**	52,194
Others	**78,592**	73,868
	₱2,318,950	₱2,964,814

Breakdown of cost of inventories recognized as expense are as follows:

	Note	**2025**	2024	2023
			(In Thousand Pesos)	
Cost of inventories sold		**₱13,487,058**	₱16,428,713	₱18,217,044
Repairs and maintenance		**459,555**	523,142	1,394,034
Inventory obsolescence	26	**122,428**	156,046	399,495
		₱14,069,041	₱17,107,901	₱20,010,573

Cost of inventories sold and services consists of:

	2025	2024	2023
		(In Thousand Pesos)	
Handsets, devices and accessories	**₱12,389,926**	₱14,681,876	₱16,611,417
SIM cards and SIM packs	**401,252**	336,913	557,551
Modems and accessories	**314,245**	259,734	167,053
Broadband device	**37,338**	135,550	428,700
Supplies	**125**	185,238	19,645
Others	**344,172**	829,402	432,678
	₱13,487,058	₱16,428,713	₱18,217,044

10 Prepayment and Other Assets

10.1 Prepayments and Other Assets - net

This account consists of:

	Notes	2025	2024
		(In Thousand Pesos)	
Advance payments to suppliers and contractors	33.2	**₱ 14,554,399**	₱12,172,430
Input VAT – net		**6,530,969**	6,672,173
Investment property		**5,616,728**	5,620,496
Prepayments		**5,887,702**	5,525,460
Investments in equity and debt securities		**4,741,533**	4,083,797
Non-trade receivables – net	10.2	**3,648,674**	3,324,995
Security deposits		**1,734,996**	1,579,260
Creditable withholding tax		**1,284,388**	1,155,326
Loans receivable from related parties	19.3	**740,000**	3,763,935
Deferred contract costs	10.3	**587,805**	551,231
Others		**2,595,791**	2,998,563
		47,922,985	47,447,666
Less current portion		**20,135,505**	20,122,348
Non current portion		**₱27,787,480**	₱27,325,318

Investment properties consist of land and building which are held to earn rentals and for capital appreciation. Depreciation and amortization of investment properties amounted to ₱3.67 million, ₱3.77 million and ₱4.03 million in 2025, 2024 and 2023, respectively (see Note 24).

The "Prepayments" account includes prepaid insurance, rent, maintenance, and licenses fees among others.

Fair value gain (loss) from investment in equity securities recognized in consolidated OCI amounted to ₱116.90 million, ₱229.66 million and ₱224.06 million in 2025, 2024 and 2023, respectively (see Note 20.8).

10.2 Non-trade receivables - net

Non-trade receivables – net consists of:

	Note	2025	2024
		(In Thousand Pesos)	
Due from related parties	19	**₱2,083,241**	₱1,170,419
Advances to employees		**298,773**	186,986
Others		**1,284,310**	1,981,303
		3,666,324	3,338,708
Allowance for impairment loss		**(17,650)**	(13,713)
		₱3,648,674	₱3,324,995

10.3 Deferred Contract Costs

Deferred contract costs pertain to incremental costs incurred in the effort to obtain and fulfill the contract with subscribers. Details are as follows:

	2025	2024
	(In Thousand Pesos)	
Cost to obtain contracts with customers:		
Commissions	**₱232,819**	₱352,079
Cost to fulfill contracts with customers		
Installation costs	**354,986**	199,152
	₱587,805	₱551,231

Deferred contract costs are capitalized and subsequently amortized on a straight-line basis over the term of the subscription contract. Movements in the deferred contract costs for the period are as follows:

	2025	2024
	(In Thousand Pesos)	
Balance at beginning of the year	**₱551,231**	₱1,676,459
Amounts capitalized during the period	**671,632**	1,059,332
Amounts recognized as expense	**(635,058)**	(2,184,560)
Balance at the end of the year	**₱587,805**	₱551,231

Globe

2024

	Telecommunication Equipment	Buildings, Land and Leasehold Improvement	Cable System	Office Equipment	Transportation Equipment	Assets Under Construction	Total
			(In Thousand Pesos)				
Cost							
At January 1, 2024	₱444,716,637	₱66,178,280	₱25,078,243	₱17,161,554	₱4,854,430	₱104,824,628	₱662,813,772
Additions	1,577,507	415,181	588,814	144,730	494,790	53,182,030	56,403,052
Retirements/disposals	(3,377,505)	(622,881)	(915,873)	(224,569)	(690,463)	(51,478)	(5,882,769)
Reclassifications and transfers (Notes 12 and 13)	57,831,828	2,836,509	(506,940)	487,600	6,322	(62,428,436)	(1,773,117)
Others	21,245	-	182,362	126	-	6,431	210,164
At December 31, 2024	500,769,712	68,807,089	24,426,606	17,569,441	4,665,079	95,533,175	711,771,102
Accumulated Depreciation and Amortization							
At January 1, 2024	259,939,230	26,318,666	17,764,034	15,622,564	3,352,690	-	322,997,184
Depreciation and amortization (Note 24)	29,543,890	2,959,536	937,065	979,398	556,380	-	34,976,269
Retirements/disposals	(2,176,461)	(444,622)	(332,680)	(174,512)	(542,511)	-	(3,670,786)
Reclassifications and transfers (Notes 12 and 13)	692,300	484,432	(93,913)	6,556	-	-	1,089,375
Others	14,325	-	84,184	138	-	-	98,647
At December 31, 2024	288,013,284	29,318,012	18,358,690	16,434,144	3,366,559	-	355,490,689
Accumulated Impairment Losses							
At January 1, 2024	5,298,174	106,409	-	3,352	-	-	5,407,935
Write-off	(630,370)	-	-	-	-	-	(630,370)
Reclassifications	(548,254)	(62,818)	-	(3,224)	-	2,046	(612,250)
At December 31, 2024	4,119,550	43,591	-	128	-	2,046	4,165,315
Carrying amount at December 31, 2024	₱208,636,878	₱39,445,486	₱6,067,916	₱1,135,169	₱1,298,520	₱95,531,129	₱352,115,098

Globe

11 Property and Equipment – net

The rollforward analysis of this account follows:

2025

	Telecommunication Equipment	Buildings, Land and Leasehold Improvement	Cable System	Office Equipment	Transportation Equipment	Assets Under Construction	Total
			(In Thousand Pesos)				
Cost							
At January 1, 2025	**₱500,769,712**	**₱68,807,089**	**₱24,426,606**	**₱17,569,441**	**₱4,665,079**	**₱95,533,175**	**₱711,771,102**
Additions	**2,905,356**	**100,638**	**-**	**221,178**	**498,130**	**44,684,774**	**48,410,076**
Retirements/disposals	**(2,043,847)**	**(114,435)**	**-**	**(185,199)**	**(392,244)**	**(48,683)**	**(2,784,408)**
Reclassifications and transfers (Note 12)	**49,908,572**	**1,361,917**	**(198)**	**243,101**	**12,201**	**(59,239,870)**	**(7,714,277)**
Adjustment due to subsidiary's assets reclassification to assets-held-for-sale (Note 1.15)	**-**	**(41,398)**	**-**	**(95,076)**	**-**	**(5,035)**	**(141,509)**
Others	**20,939**	**-**	**102,469**	**399**	**-**	**2,580**	**126,387**
At December 31, 2025	**551,560,732**	**70,113,811**	**24,528,877**	**17,753,844**	**4,783,166**	**80,926,941**	**749,667,371**
Accumulated Depreciation and Amortization							
At January 1, 2025	**288,013,284**	**29,318,012**	**18,358,690**	**16,434,144**	**3,366,559**	**-**	**355,490,689**
Depreciation and amortization (Note 24)	**31,078,906**	**2,694,919**	**799,505**	**603,025**	**504,428**	**-**	**35,680,783**
Retirements/disposals	**(1,158,701)**	**(31,365)**	**-**	**(178,274)**	**(321,744)**	**-**	**(1,690,084)**
Adjustment due to subsidiary's assets reclassification to assets-held-for-sale (Note 1.15)	**-**	**(29,906)**	**-**	**(49,214)**	**-**	**-**	**(79,120)**
Others	**5,516**	**-**	**59,171**	**(5,842)**	**-**	**-**	**58,845**
At December 31, 2025	**317,939,005**	**31,951,660**	**19,217,366**	**16,803,839**	**3,549,243**	**-**	**389,461,113**
Accumulated Impairment Losses							
At January 1, 2025	**4,119,550**	**43,591**	**-**	**128**	**-**	**2,046**	**4,165,315**
Write-off	**(86,248)**	**-**	**-**	**-**	**-**	**-**	**(86,248)**
At December 31, 2025	**4,033,302**	**43,591**	**-**	**128**	**-**	**2,046**	**4,079,067**
Carrying amount at December 31, 2025	**₱229,588,425**	**₱38,118,560**	**₱5,311,511**	**₱949,877**	**₱1,233,923**	**₱80,924,895**	**₱356,127,191**

Assets under construction include intangible components of a network system and indefeasible right of use (IRU) which are reclassified to intangible assets and right of use assets, respectively, subject to amortization only when assets become available for use (see Notes 12 and 13). As of December 31, 2025 and 2024, assets under construction reclassified to intangible assets and rights of use assets totaled to ₱7,714.28. million and ₱4,372.17 million, respectively.

Investments in cable systems include the cost of Globe's ownership share in the capacity of certain cable systems under a joint undertaking or a consortium or private cable set-up. It also includes the cost of cable landing station and transmission facilities where Globe is the landing party.

Globe uses its borrowed funds to finance self-constructed property and equipment. Borrowing costs incurred relating to these qualifying assets were included in the cost of property and equipment using 5.24% and 5.45% capitalization rates in 2025 and 2024, respectively. Globe's total capitalized borrowing costs amounted to ₱5,566.47 million and ₱6,500.67 million in 2025 and 2024, respectively (see Note 17).

Impairment loss recognized on property and equipment amounted to nil, ₱410.56 million and ₱92.44 million in 2025, 2024 and 2023, respectively (See Note 26).

The reconciliation of total additions to property and equipment and actual cash flows from acquisition of property and equipment are shown below:

	2025	2024	2023
		(In Thousand Pesos)	
Additions to property and equipment	**₱48,410,076**	₱56,403,052	₱97,167,960
Effect of movements in liabilities and prepayments	**3,223,854**	6,063,510	(19,922,882)
Capitalized ARO (Note 18)	**-**	(5,800)	-
Capitalized interest (Note 17)	**(5,566,468)**	(6,500,674)	(6,710,285)
Cash flows from acquisition of property and equipment	**₱46,067,462**	₱55,960,088	₱70,534,793

Sale and Leaseback of Telecom Towers

In 2022 and 2023, Globe signed sale and leaseback agreements with four tower companies consisting of 7,506 telecom towers and related passive telecom infrastructure. The closing of the agreements will be on a staggered basis depending on the satisfaction of closing conditions, according to the number of towers transferred.

Information on Globe's sale of telecom towers were as follows:

	2025	2024
		(In Thousand Pesos except no. of Telecom Towers)
Telecom towers sold *(in absolute numbers in units)*	**273**	2,205
Cash consideration net of direct costs	**₱3,222,201**	₱27,821,162
Gain on sale on leaseback of telecom towers – net	**380,717**	3,482,083

The leaseback arrangements for those telecom towers sold took effect at the date of sale.

The gain recognized from the sale and leaseback transaction represents only the amount relating to the rights in the underlying assets that were transferred to the buyer-lessor after considering the lease liabilities recognized from the leaseback (see Note 13).

As of December 31, 2025 and 2024, Globe completed the sale of 6,945 and 6,672 telecom towers, representing 93% and 89%, respectively, of the total towers portfolio subject to sale.

As of December 31, 2025 and December 31, 2024, property and equipment with net book value of ₱3,041.42 million and ₱4,520.41 million, respectively, were continued to be classified as assets-held-for-sale as Globe remains committed to its plan to sell the telecom towers.

12 Intangible Assets and Goodwill - net

The rollforward analysis of this account follows:

2025

	Application Software and Licenses	Goodwill	Other Intangible Assets	Total Intangible Assets and Goodwill
Cost				
At January 1	**₱74,312,700**	**₱1,680,771**	**₱5,993,692**	**₱81,987,163**
Additions	**97,942**	**-**	**-**	**97,942**
Adjustment due to subsidiary's assets reclassification to assets-held-for-sale (Note 1.15)	**(26,158)**	**(540,523)**	**-**	**(566,681)**
Retirements/disposals	**(310,118)**	**-**	**-**	**(310,118)**
Transferred from property equipment (Note 11)	**3,985,577**	**-**	**3,728,700**	**7,714,277**
Others	**5**	**-**	**-**	**5**
At December 31	**78,059,948**	**1,140,248**	**9,722,392**	**88,922,588**
Accumulated Amortization				
At January 1	**59,668,328**	**-**	**2,187,933**	**61,856,261**
Amortization (Note 24)	**6,461,913**	**-**	**77,491**	**6,539,404**
Retirements/disposals	**(284,500)**	**-**	**-**	**(284,500)**
Adjustment due to subsidiary's assets reclassification to assets-held-for-sale (Note 1.15)	**(15,718)**	**-**	**-**	**(15,718)**
Others	**(835)**	**-**	**-**	**(835)**
At December 31	**65,829,188**	**-**	**2,265,424**	**68,094,612**
Carrying Amount at December 31, 2025	**₱12,230,760**	**₱1,140,248**	**₱7,456,968**	**₱20,827,976**

2024

	Application Software and Licenses	Goodwill	Other Intangible Assets	Total Intangible Assets and Goodwill
Cost				
At January 1	₱71,184,561	₱1,734,205	₱5,993,692	₱78,912,458
Additions	233,565	-	-	233,565
Retirements/disposals	(282,226)	-	-	(282,226)
Transferred from property equipment (Note 11)	3,178,116	-	-	3,178,116
Impairment and others	(1,316)	(53,434)	-	(54,750)
At December 31	74,312,700	1,680,771	5,993,692	81,987,163
Accumulated Amortization				
At January 1	53,607,495	-	1,931,857	55,539,352
Amortization (Note 24)	6,275,049	-	256,076	6,531,125
Retirements/disposals	(214,851)	-	-	(214,851)
Others	635	-	-	635
At December 31	59,668,328	-	2,187,933	61,856,261
Carrying Amount at December 31, 2024	₱14,644,372	₱1,680,771	₱3,805,759	₱20,130,902

Application software licenses and other intangible assets

Other intangible assets consist of customer contracts, franchise and spectrum. As of December 31, 2025 and 2024, there was no indication that the application software licenses and other intangible assets are impaired.

Goodwill

Globe recognized goodwill from business combination. Details of Globe's goodwill are as follows:

	2025	2024	2023
		(In Thousand Pesos)	
BTI	**₱1,140,248**	₱1,140,248	₱1,140,248
Yondu	**-**	540,523	540,523
Others	**-**	-	53,434
	₱1,140,248	₱1,680,771	₱1,734,205

As of December 31, 2025, Goodwill on Yondu amounting to ₱540.52 million were reclassified to Assets held-for-sale following the agreement with NCSI for the latter to hold 51% ownership in Yondu and Yondu's acquisition of NCS-PH (See Note 1.15).

Globe conducts its annual impairment test of goodwill in the third fiscal quarter of each year. The table below presents Globe's allocation of goodwill to the relevant CGUs for impairment testing purposes:

	2025	2024
Mobile communications CGU	BTI	BTI
Standalone CGU	-	Yondu and others

The recoverable amount of the CGUs are determined based on value in use calculations using cash flow projections from business plans covering a five-year period. Based on the Goodwill impairment testing performed in the third fiscal quarter of 2025 and 2024, the recoverable amounts of the CGUs where the goodwill were allocated were substantially in excess of their carrying amounts.

Sensitivity Analysis

Globe has determined that the recoverable amount calculations are most sensitive to changes in assumptions on cash flow projections, discount rate, and verifiable industry growth rates. In 2025 and 2024, the pre-tax discount rates applied to cash flow projections for mobile communications CGU were 10.30% and 9.87%, respectively. In 2024, the pre-tax discount rates applied to cash flow projections for Yondu standalone CGU was 14.00%. The cash flows beyond the five-year period were extrapolated using the average terminal growth rate for telecommunication industry of 1.50% and 2.00% in 2025 and 2024, respectively.

Globe has conducted an analysis of the sensitivity of the impairment test to changes in the key assumptions used to determine the recoverable amount of the CGU. Management believes that any reasonably possible change in the key assumptions on which the recoverable amount of the CGU is based would not result in impairment loss due to the substantial headroom.

13 Lease Commitments

13.1 Right of use assets – net

The rollforward analysis of this account follows:

2025

	Network Sites	Leased lines, IRUs and Data Centers	Transportation Equipment	Corporate Office	Stores	Total
			(In Thousand Pesos)			
At January 1	**₱83,747,805**	**₱5,500,744**	**₱586,630**	**₱518,895**	**₱110,384**	**₱90,464,458**
Additions	**18,876,955**	**1,295,896**	**290,616**	**-**	**120,745**	**20,584,212**
Terminations and modifications	**53,277**	**(69,122)**	**(8,968)**	**16,992**	**25,004**	**17,183**
Depreciation (Note 24)	**(8,453,753)**	**(2,338,822)**	**(409,648)**	**(305,529)**	**(139,516)**	**(11,647,268)**
Carrying Amount at December 31	**₱94,224,284**	**₱4,388,696**	**₱458,630**	**₱230,358**	**₱116,617**	**₱99,418,585**

2024

	Network Sites	Leased lines, IRUs and Data Centers	Transportation Equipment	Corporate Office	Stores	Total
			(In Thousand Pesos)			
At January 1	₱64,591,245	₱3,634,838	₱504,368	₱783,106	₱25,239	₱69,538,796
Additions	24,603,249	1,846,782	513,489	57,545	167,077	27,188,142
Transfers from property and equipment (Note 11)	-	1,194,051	-	-	-	1,194,051
Terminations and modifications	1,232,160	287,052	(21,796)	(9,704)	17,635	1,505,347
Depreciation (Note 24)	(6,678,849)	(1,461,979)	(409,431)	(312,052)	(99,567)	(8,961,878)
Carrying Amount at December 31	₱83,747,805	₱5,500,744	₱586,630	₱518,895	₱110,384	₱90,464,458

Network sites leases include ground lease occupied by self constructed tower assets, Tower leases from sale and leaseback arrangements with Tower Companies and Tower Leases from Build to Suite arrangement with Tower Companies.

Sale and Leaseback of Telecom Towers

As disclosed in Note 11 – Property and Equipment, Globe signed sale and leaseback agreements consisting of 7,506 telecom towers and related passive telecom infrastructure. The contract also covers the leaseback of the sold telecom towers for an initial period of 15 years with option to extend upon agreement by the parties.

The leaseback arrangements for those telecom towers sold took effect at the date of sale. Information on Globe's leaseback arrangements follows:

	2025	2024
	(In Thousand Pesos except no. of Telecom Towers)	
Telecom towers sold *(in absolute numbers in units)*	**273**	2,205
Recognition of lease liabilities	**₱2,888,582**	₱23,575,501
Recognition of ROU assets	**1,327,820**	12,879,334

The recognition of additional ROU assets represents only the rights retained by Globe over the telecom towers leased back from the tower companies.

As of December 31, 2025 and 2024, ROU assets with remaining net book value of ₱1,205.92 million and ₱1,318.89 million, respectively, were continued to be classified as assets-held-for-sale as Globe remains committed to its plan to sell the telecom towers.

13.2 Lease liabilities

The following table provides the lease liabilities in relation to leased assets:

	2025	2024
	(In Thousand Pesos)	
Network sites – net	**₱126,751,492**	₱111,850,877
Leased lines, IRU and Data Centers	**1,749,686**	3,178,316
Transportation Equipment	**417,799**	520,332
Stores	**174,925**	131,324
Corporate Office	**151,554**	427,025
	129,245,456	116,107,874
Less current portion	**9,067,593**	8,175,643
Non current portion	**₱120,177,863**	₱107,932,231

Network sites consist of telecom towers and ground leases.

The rollforward analysis of this account follows:

2025

	Network Sites - net	Leased Lines, IRUs and Data Centers	Corporate Office	Transportation Equipment	Stores	Total
			(In Thousand Pesos)			
At January 1, 2025	**₱111,850,877**	**₱3,178,316**	**₱427,025**	**₱520,332**	**₱131,324**	**₱116,107,874**
Additions	**20,437,717**	**233,214**	**-**	**290,616**	**120,745**	**21,082,292**
Interests (Note 25)	**7,849,293**	**135,442**	**20,464**	**28,767**	**5,005**	**8,038,971**
Settlements	**(13,199,669)**	**(1,698,352)**	**(312,927)**	**(412,948)**	**(107,180)**	**(15,731,076)**
Terminations and modifications	**(186,726)**	**(98,934)**	**16,992**	**(8,968)**	**25,031**	**(252,605)**
At December 31, 2025	**₱126,751,492**	**₱1,749,686**	**₱151,554**	**₱417,799**	**₱174,925**	**₱129,245,456**

2024

	Network Sites - net	Leased Lines, IRUs and Data Centers	Corporate Office	Transportation Equipment	Stores	Total
			(In Thousand Pesos)			
At January 1, 2024	₱84,180,567	₱3,323,048	₱714,477	₱479,221	₱27,169	₱88,724,482
Additions	35,299,416	1,846,782	57,545	513,489	167,077	37,884,309
Interests (Note 25)	6,510,105	171,617	39,402	25,167	3,223	6,749,514
Settlements	(13,653,451)	(2,451,114)	(373,452)	(476,394)	(81,108)	(17,035,519)
Terminations and modifications	(485,760)	287,983	(10,947)	(21,151)	14,963	(214,912)
At December 31, 2024	₱111,850,877	₱3,178,316	₱427,025	₱520,332	₱131,324	₱116,107,874

The table below presents the maturity profile of Globe's lease liabilities using undiscounted cash flows of future lease payments.

2025

	1 year	More than 1 year but not more than 5 years	More than 5 years	Total
		(In Thousand Pesos)		
Network Sites	**₱14,839,798**	**₱62,712,752**	**₱115,377,328**	**₱192,929,878**
Transportation equipment	**303,709**	**140,476**	**-**	**444,185**
Corporate office	**106,378**	**55,017**	**21,495**	**182,890**
Stores	**156,479**	**35,669**	**-**	**192,148**
Leased lines and Data Centers	**1,392,885**	**436,623**	**1,806**	**1,831,314**
	₱16,799,249	**₱63,380,537**	**₱115,400,629**	**₱195,580,415**

2024

	1 year	More than 1 year but not more than 5 years	More than 5 years	Total
		(In Thousand Pesos)		
Network Sites	₱13,289,273	₱53,119,911	₱108,724,659	₱175,133,843
Transportation equipment	316,333	217,191	-	533,524
Corporate office	296,836	135,744	29,985	462,565
Stores	121,248	16,310	773	138,331
Leased lines and Data Centers	1,773,438	1,609,544	-	3,382,982
	₱15,797,128	₱55,098,700	₱108,755,417	₱179,651,245

As of December 31, 2025 and 2024, lease liabilities on network sites represent net obligations to lessors after offsetting lease receivables amounting to ₱730.77 million and ₱789.19 million, respectively. Interest income from sublease receivables amounted to ₱38.24 million and ₱17.38 million in 2025 and 2024, respectively presented net of interest expense on lease liabilities (See Note 25). Collections from sublease receivables amounted to ₱142.02 million and ₱133.75 million in 2025 and 2024, respectively.

As of December 31, 2025 and 2024, the portion of the lease liabilities related to ROU assets that are reclassified to assets classified as held-for-sale amounted to ₱1.52 billion and ₱1.60 billion. Such liabilities will remain as Globe's liability until the closing conditions on the transfer of assets are met, on which date, these liabilities will be pre-terminated.

13.3 Short-term Leases and Leases of Low Value Assets

Short-term leases and leases of low-value assets charged as operating expenses in the consolidated profit or loss amounted to ₱3,283.07 million, ₱2,983.98 million and ₱2,828.28 million in 2025, 2024 and 2023, respectively (see Note 23). The related cash outflows from these leases are presented as net cash flows from operating activities amounting to ₱3,568.25 million, ₱2,959.25 million and ₱3,499.15 million in 2025, 2024 and 2023, respectively.

14 Investments in joint ventures

This account consists of the following as of December 31:

		2025	2024
		(In Thousand Pesos)	
Vega	14.1	**₱33,488,757**	₱34,180,363
Mynt	14.2	**24,003,286**	15,293,630
GSG	14.3	**9,458,861**	9,086,466
Gogoro Philippines, Inc.	14.7	**234,135**	234,135
TechGlobal	14.4	**189,898**	148,498
Bridge Mobile Pte. Ltd (BMPL)	14.5	**61,104**	56,810
Telecommunications Connectivity, Inc. (TCI)	14.6	**43,503**	41,809
Others	14.8	**238,026**	327,213
		₱67,717,570	₱59,368,924

Details of Globe's investments in joint venture and the related percentages of ownership as of December 31 are shown below:

	Country of Incorporation	Principal Activities	2025	2024
Joint Ventures				
VTI	Philippines	Telecommunications	**50%**	50%
BAHC	Philippines	Holding company	**50%**	50%
BHC	Philippines	Holding company	**50%**	50%
Konsulta**	Philippines	Health hotline facility	**-**	50%
TechGlobal	Philippines	Installation and management of data centers	**49%**	49%
Mynt	Philippines	Holding company	**34%**	36%
BMPL	Singapore	Mobile technology infrastructure and common service	**10%**	10%
TCI	Philippines	Telecommunications	**33%**	33%
Rush	Philippines	Cloud-based solutions	**49%**	49%
PureGo	Philippines	E-commerce platform	**50%**	50%
GSG	Philippines	Data centers management	**50%**	50%
Gogoro	Philippines	E-vehicle and battery swapping	**49%**	49%
GoLearn	Philippines	Web development education	**49%**	49%
QuickClose*	Philippines	Digital services for real estate brokers and developers	**49%**	49%

**Incorporated in 2024*
***A joint venture of Globe until April 11, 2025 (See Note 14.8)*

Equity share in net (loss) income from investment in joint ventures are as follows:

	2025	2024	2023
		(In Thousand Pesos)	
Investments in joint ventures:			
Mynt	**₱6,149,299**	₱3,759,146	₱2,369,752
GSG	**372,395**	473,876	330,051
Vega	**(128,980)**	44,262	28,176
TCI	**1,694**	(770)	2,117
BMPL	**3,307**	(1,242)	(2,107)
TechGlobal	**41,400**	(44,945)	33,360
Others	**(47,072)**	(333,315)	(546,588)
	₱6,392,043	₱3,897,012	₱2,214,761

Investment in joint ventures share in other comprehensive income (loss) are as follows:

	Note	2025	2024	2023
			(In Thousand Pesos)	
Investments in joint ventures:				
Vega		**₱37,373**	(₱40,904)	₱68,949
BMPL		**987**	4,949	(291)
	20.8	**₱38,360**	(₱35,955)	₱68,658

The movement in investments in joint ventures are as follows:

	Notes	2025	2024
			(In Thousand Pesos)
Costs			
At January 1		**₱58,365,603**	₱58,193,453
Gain on deemed sale of investment in Mynt	14.2, 22	**2,560,357**	-
Additional capital contributions during the year			
Others	14.8	**-**	270,150
Redemption of investments	14.1	**(600,000)**	-
Return on investment	14.4	**-**	(98,000)
Disposal	14.8	**(818,900)**	
At December 31		**59,507,060**	58,365,603
Accumulated Equity in Net Losses			
At January 1		**580,274**	(3,316,738)
Equity share in net income		**6,392,043**	3,897,012
Disposal	14.8	**776,786**	-
At December 31		**7,749,103**	580,274
Other Comprehensive Income			
At January 1		**423,047**	459,002
Equity share in currency translation adjustment	20.8	**987**	4,949
Equity share in investment in equity securities	20.8	**53,729**	(16,932)
Equity share in retirement obligation	20.8	**(16,356)**	(23,972)
At December 31		**461,407**	423,047
Carrying Value at December 31		**₱67,717,570**	₱59,368,924

The table below presents the summarized financial information lifted from the unaudited statutory financial statements of Globe's investments in joint ventures:

2025

	Vega	Mynt	TechGlobal	BMPL	GSG	TCI	Others
			(In Thousand Pesos)				
Statements of Financial Position:							
Current assets	**₱4,521,866**	**₱237,149,696**	**₱336,790**	**₱ 810,036**	**₱5,761,557**	**₱141,557**	**₱346,378**
Noncurrent assets	**43,143,170**	**11,957,645**	**104,725**	**39,231**	**20,960,320**	**10,331**	**446,702**
Current liabilities	**2,651,098**	**181,339,358**	**28,223**	**217,752**	**2,068,056**	**21,380**	**494,057**
Noncurrent liabilities	**9,819,758**	**2,473,697**	**25,745**	**20,471**	**12,434,166**	**-**	**103,769**
Equity attributable to Parent Company	**31,328,024**	**65,294,286**	**387,547**	**611,038**	**12,219,655**	**130,508**	**195,254**
Statements of Comprehensive Income:							
Revenue	**4,904,339**	**79,843,092**	**63,962**	**604,420**	**2,808,568**	**84,492**	**8,812**
Costs and expenses	**(4,965,036)**	**(54,991,115)**	**21,603**	**(571,353)**	**(1,893,319)**	**(77,808)**	**(103,965)**
Income (loss) before tax	**(60,697)**	**24,851,977**	**85,565**	**33,067**	**915,249**	**6,684**	**(95,153)**
Income tax	**(37,229)**	**(7,087,648)**	**(1,076)**	**-**	**(170,459)**	**(1,603)**	**-**
Profit (Loss) for the period	**(97,926)**	**17,764,329**	**84,489**	**33,067**	**744,790**	**5,081**	**(95,153)**
Equity holders of the parent	**(257,960)**	**17,764,329**	**84,489**	***33,067***	**744,790**	**5,081**	**(95,153)**
Non-controlling interest	**160,034**	**-**	**-**	**-**	**-**	**-**	**-**
Other comprehensive income	**74,746**	**-**	**-**	**9,870**	**-**	**-**	**-**
Total comprehensive income (loss)	**(₱23,180)**	**₱17,764,329**	**₱84,489**	**₱42,937**	**₱744,790**	**₱5,081**	**(₱95,153)**

2024

	Vega	Mynt	TechGlobal	BMPL	GSG	TCI	Others
			(In Thousand Pesos)				
Statements of Financial Position:							
Current assets	₱5,490,996	₱181,573,373	₱227,693	₱743,444	₱4,974,915	₱135,856	₱457,307
Noncurrent assets	43,665,842	5,409,702	133,414	15,775	13,462,192	23,793	468,306
Current liabilities	2,666,581	139,277,911	21,901	190,114	1,442,125	34,221	401,613
Noncurrent liabilities	9,851,978	9,249,796	36,146	1,007	5,520,118	-	52,269
Equity attributable to Parent Company	32,711,240	38,455,368	303,060	568,098	11,474,865	125,428	471,731
Statements of Comprehensive Income:							
Revenue	4,707,733	62,768,930	94,042	516,805	2,533,421	71,942	82,557
Costs and expenses	(4,265,936)	(47,720,716)	(180,925)	(529,225)	(1,261,412)	(73,830)	(590,331)
Income before tax	441,797	15,048,214	(86,883)	(12,420)	1,272,009	(1,888)	(507,774)
Income tax	(130,414)	(4,467,894)	(4,841)	-	(324,257)	(421)	-
Profit (Loss) for the period	311,383	10,580,320	(91,724)	(12,420)	947,752	(2,309)	(507,774)
Equity holders of the parent	*88,524*	*10,580,320*	*(91,724)*	*(12,420)*	*947,752*	*(2,309)*	*(507,774)*
Non-controlling interest	*222,859*	-	-	-	-	-	-
Other comprehensive income (loss)	(81,808)	-	-	49,490	-	-	-
Total comprehensive income (loss)	₱229,575	₱10,580,320	(₱91,724)	₱37,070	₱947,752	(₱2,309)	(₱507,774)

14.1 Investment in Vega

On May 30, 2016, Globe Telecom's BOD, through its Executive Committee, approved the signing of a Sale and Purchase Agreement (SPA) and other related definitive agreements for acquisition of 50% equity interest in the telecommunications business of San Miguel Corporation (SMC), Schutzengel Telecom, Inc. and Grace Patricia W. Vilchez-Custodio (the "Sellers"; SMC being the major seller) through their respective subsidiaries namely, VTI, BAHC and BHC, respectively (the Acquirees). The remaining 50% equity stake in VTI, BAHC and BHC was acquired by Philippine Long Distance Telephone Company (PLDT) under similar definitive agreements.

Globe's investment in VTI includes redeemable preference share, which VTI partially redeemed on September 2, 2025, at the issue price, resulting in ₱600.00 million proceeds in cash for Globe.

VTI owns an equity stake in Liberty Telecom Holdings, Inc. (LIB), a publicly-listed company in the Philippine Stock Exchange. It also owns, directly and indirectly, equity stakes in various enfranchised companies, including Bell Telecommunication Philippines, Inc. (Bell Tel), Eastern Telecom Philippines, Inc. (Eastern Telecom), Cobaltpoint Telecommunication, Inc (formerly Express Telecom, Inc.), and Tori Spectrum Telecom, Inc., among others.

The acquisition provided Globe Telecom an access to certain frequencies assigned to Bell Tel in the 700 Mhz, 900 Mhz, 1800 Mhz, 2300 Mhz and 2500 Mhz bands through a co-use arrangement approved by the NTC on May 27, 2016.

The memorandum of agreement between Globe and PLDT provides for both parties to pool resources and share in the profits and losses of the companies on a 50%-50% basis with a view to being financially self-sufficient and able to operate or borrow funds without recourse to the parties.

Notional goodwill recognized as part of investment in Vega amounted to ₱17.8 billion as of December 31, 2025 and 2024.

The table below presents the additional financial information of Vega:

	2025	2024
		(In Thousand Pesos)
Items in the Statements of Financial Position		
Cash and cash equivalents	**₱2,006,239**	₱3,009,985
Items in the Statements of Comprehensive Income		
Depreciation and amortization	**₱1,105,532**	₱1,158,994
Interest income	**125,373**	128,160
Interest expense	**-**	-

14.2 Investment in Mynt

Mynt is engaged in purchasing, subscribing, owning, holding and assigning real and personal property, shares of stock and other securities. Mynt holds 100% ownership interest in G-Xchange, Inc. (GXI) and Fuse. GXI is registered with the Bangko Sentral ng Pilipinas (BSP) as a remittance agent and electronic money issuer under the GCash brand. Fuse is the lending arm of Mynt with a financing license under the Securities and Exchange Commission (SEC). Mynt's key products and services include: in payments, allowing customers to send and receive money anywhere in the Philippines and to other bank accounts, purchase prepaid load, pay bills nationwide, and purchase from merchants and social sellers both online and offline; In digital financial services, giving users access to credit, savings, investments, and insurance.

On August 1, 2024, Mynt secured fresh strategic investments from AC, through its wholly-owned subsidiary, AC Ventures Holdings, Inc. (ACV), and Mitsubishi UFJ Financial Group (MUFG), through its

consolidated subsidiary, MUFG Bank Ltd., pushing Mynt's valuation to $5 billion. On February 12, 2025, Mynt and MUFG closed its transaction on MUFG's acquisition of Mynt shares, completing MUFG's 8% stake in Mynt. The deal resulted in the dilution of Globe's ownership in Mynt from 36% to 34%. Accordingly, gain on deemed sale of investment in Mynt amounting to ₱2,560.36 million was recognized in the consolidated statements of comprehensive income (See Note 22).

On June 2, 2025, the Board of Directors and shareholders of Mynt approved the amendments to the articles of incorporation by amending the number of common shares and par value from 2,149,773,612 shares with par value of ₱1.00 per share to 71,659,120,400 shares with par value of ₱0.03 per share with authorized capital stock being retained at ₱2,149,773,612. The Securities and Exchange Commission (SEC) subsequently approved these changes on October 27, 2025.

Notional goodwill recognized as part of investment in Mynt amounted to ₱1,576.34 million and ₱1,630.59 million as of December 31, 2025 and 2024, respectively.

The table below presents the additional financial information of Mynt:

	2025	2024
	(In Thousand Pesos)	
Items in the Statements of Financial Position		
Cash and cash equivalents	**₱79,311,235**	₱123,556,940
Current financial liabilities, excluding trade and other payables and provisions	**145,745,351**	120,240,945
Items in the Statements of Comprehensive Income		
Revenues	**₱79,843,092**	₱62,768,929
Depreciation and amortization	**673,761**	268,654
Interest income	**3,995,322**	2,359,015
Interest expense	**116,057**	61,946
Net income	**17,764,329**	10,580,320

Share Purchase Agreements

ECPAY

On September 29, 2023, Globe Telecom entered into a Share Purchase Agreement with Mynt for the sale of Globe's 77% investment in ECPay for a total consideration of ₱2,310.00 million. Thereafter, Globe Telecom ceased to consolidate ECPay as certain terms and conditions in the Share Purchase Agreement constrained Globe's ability to exercise control over ECPay's relevant activities, including its exposures and rights to variable returns. In 2023, the fair value of Globe's interest in ECPay was reclassified to Assets classified as held-for-sale under the current assets sections in Globe's consolidated statement of financial position. The resulting gain of ₱76.67 million was recognized in the 2023 consolidated statements of comprehensive income (See Note 22).

In September 2024, April 2025 and July 2025, ECPay declared dividends to its existing shareholders representing a return of investment. Globe Telecom received ₱500.50 million, ₱308.00 million and ₱346.50 million in cash proceeds, respectively.

The closing of the transaction and actual transfer of ownership was subjected to review by the PCC. On May 14, 2025, PCC issued a certification allowing the transaction to proceed, subject to strict compliance by ECPay and Mynt of their voluntary commitments.

The transaction's closing and actual transfer of ownership were completed on August 5, 2025 with Globe receiving ₱962.50 million of the proceeds.

Assets held-for-sale relating to Globe's interest in ECPay amounted to nil and ₱1,809.50 million as of December 31, 2025 and 2024, respectively, presented in the consolidated statements of financial position (See Note 1.17).

AB Capital Securities, Inc. ("ABCSI")

On September 8, 2023, Mynt entered into a definitive agreement with AB Capital & Investment Corporation, an entity controlled by a member of the Board of Directors of Globe, to acquire up to a 50.0% equity stake in ABCSI. As of December 31, 2025, Mynt has closed the three investment tranches and currently owns 24.5% of ABSCI.

14.3 Investment in Globe STT GDC, Inc. (GSG, formerly known as KarmanEdge)

KarmanEdge is engaged in installing, building, owning, operating, maintaining and managing data centers and other related infrastructure, information technology equipment and facilities. On May 19, 2022, the SEC approved the amendment of KarmanEdge's articles of incorporation which effectively changes its corporate name to Globe STT GDC, Inc. Globe owns 50% ownership in GSG.

Notional goodwill recognized as part of investment in GSG amounted to ₱3,349.03 million as of December 31, 2025 and 2024.

The table below presents the additional financial information of Globe STT GDC, Inc.:

	December 31	
	2025	2024
Items in the Statements of Financial Position	*(In Thousand Pesos)*	
Cash and cash equivalents	**₱2,401,375**	₱959,158
Non-current financial liabilities, excluding trade and other payables and provisions	**10,924,319**	3,971,579
Items in the Statements of Comprehensive Income		
Depreciation and amortization	**₱502,534**	₱412,222
Interest income	**60,116**	61,929
Interest expense	**146,835**	72,953

14.4 Investment in TechGlobal

On November 2, 2015, Innove and Techzone Philippines incorporated TechGlobal, a Joint Venture Company, formed to install, own, operate, maintain and manage all kinds of data centers and to provide information technology-enabled services and computer-enabled support services. Innove and Techzone hold ownership interest of 49% and 51%, respectively. TechGlobal started commercial operations in August 2017.

Dividends from TechGlobal amounted to nil and ₱98.00 million in 2025 and 2024, respectively.

14.5 Investment in BMPL

Globe Telecom and other leading Asia Pacific mobile operators (JV partners) signed an Agreement in 2004 (JV Agreement) to form a regional mobile alliance, which will operate through a Singapore-incorporated company, BMPL. The JV company is a commercial vehicle for the JV partners to build and establish a regional mobile infrastructure and common service platform and deliver different regional mobile services to their subscribers.

14.6 Investment in TCI

On January 17, 2020, Globe Telecom, Dito Telecommunity and Smart Communications incorporated a joint venture company, Telecommunications Connectivity, Inc. (TCI) in line with the new mobile number portability initiative of the government under RA 11202 also known as the "Mobile Number Portability Act" ("the MNP Act"). As committed to the National Telecommunications Commission, TCI commenced commercial operations on September 30, 2021 through the implementation of MNP services.

TCI is expected to bring in the technical infrastructure to fulfill its primary function as a clearing house for the three mobile operators to ensure the smooth implementation of number porting services.

14.7 Investment in Gogoro

On June 5, 2023, 917Ventures, Inc., Gogoro Network Pte. Ltd and Ayala Corporation formed Gogoro Philippines Inc. (Gogoro), a Joint Venture company established to engage in, operate, conduct, and maintain the business of importing, selling, distributing, operating, managing, and maintaining two-wheeled and three-wheeled electric vehicles, for retail, and battery-swapping stations, and to provide after-sales services. Globe owns 49% of Gogoro. Initial investment infused by Globe amounted to ₱234.14 million in 2023.

14.8 Others

Globe has investments in non-telco business offering healthcare and digital solutions, among others, which are individually immaterial. Globe invested a total of nil, ₱270.15 million and ₱515.26 million of additional capital in 2025, 2024 and 2023, respectively.

On March 6, 2025, GCVH, Vigos and Salud entered into a Sale and Purchase Agreement with mWell for the acquisition of 100% of Konsulta's shares for a total consideration of ₱200.60 million. On April 11, 2025, the closing of the transaction and transfer of ownership were completed resulting in the recognition of the ₱21.09 million gain on sale of Investment in Konsulta in the consolidated statements of comprehensive income (See Note 22).

15 Trade Payables and Accrued Expenses

This account consists of:

	Notes	2025	2024
		(In Thousand Pesos)	
Accrued project costs	33.2	**₱25,674,506**	₱30,740,903
Accrued expenses		**22,502,392**	23,159,507
Trade payable		**9,693,982**	8,525,360
Taxes payable		**7,753,842**	9,958,773
Traffic settlements – net	31.2, 33.1	**839,018**	749,690
Other creditors		**5,724,512**	4,973,099
		₱72,188,252	₱78,107,332

Traffic settlements payable are presented net of traffic settlements receivable from the same carrier (see Note 31.2).

Accrued expenses consists of the following:

	2025	2024
	(In Thousand Pesos)	
Professional and other contracted services	**₱2,996,429**	₱3,321,742
Staff costs	**3,615,210**	3,586,565
Repairs and maintenance	**3,317,424**	3,055,762
Utilities, supplies and other administrative expenses	**3,523,743**	2,895,099
Taxes and licenses	**2,030,887**	2,081,415
Lease	**1,273,173**	1,558,352
Selling, advertising and promotions	**1,220,214**	1,541,434
Interest on loans	**1,338,606**	1,438,267
Others	**3,186,706**	3,680,871
	₱22,502,392	₱23,159,507

16 Provisions

The rollforward analysis of this account follows:

	Notes	2025	2024
		(In Thousand Pesos)	
At beginning of year		**₱3,393,957**	₱2,960,993
Provisions for claims	26	**829,941**	874,255
Reversals for claims	26	**(491,851)**	(441,291)
At end of year		**₱3,732,047**	₱3,393,957

Provisions pertain to probable liabilities related to various pending unresolved claims over Globe's businesses such as provision for taxes and various labor cases.

The information usually required by PAS 37, *Provisions, Contingent Liabilities and Contingent Assets*, is not disclosed as it may prejudice the outcome of these on-going claims and assessments. As of December 31, 2025, the remaining claims are still being resolved.

17 Loans Payable

Globe's loans payable consists of the following:

	2025	2024
	(In Thousand Pesos)	
Term Loans:		
Peso	**₱199,627,533**	₱200,472,330
Dollar	**14,293,662**	14,605,104
Yen	**7,399,458**	-
	221,320,653	215,077,434
Retail bonds dollar	**34,992,744**	34,382,475
	256,313,397	249,459,909
Less current portion	**22,218,988**	26,349,796
Net of current portion	**₱234,094,409**	₱223,110,113

The rollforward analysis of this account follows:

	Note	2025	2024
		(In Thousand Pesos)	
At beginning of year		**₱249,459,909**	₱249,955,569
Cash items			
Proceeds from long term borrowings		**32,500,303**	27,000,000
Proceeds from short term borrowings		**1,036,000**	23,310,000
Repayments of long term borrowings		**(19,102,080)**	(18,396,869)
Repayments of short borrowings		**(8,298,500)**	(34,572,500)
		6,135,723	(2,659,369)
Non-cash items			
Debt issuance cost		**(340,469)**	(248,019)
Amortization of debt issue cost		**220,874**	273,568
Foreign exchange loss (gain)		**837,360**	2,138,160
		717,765	2,163,709
At end of year		**₱256,313,397**	₱249,459,909

The maturities of loans payable at nominal values as of December 31, 2025 follow (in thousands):

Due in:	
2026	**₱22,240,913**
2027	**23,562,725**
2028	**23,589,765**
2029	**24,175,531**
2030 and thereafter	**164,098,140**
	₱257,667,074

The interest rates and maturities of the above debts are as follows:

	Maturities	Interest Rates
Term Loans:		
Peso	2026-2040	4.00% to 7.00% in 2025
	2025-2039	4.00% to 7.11% in 2024
Dollar	2026-2027	4.80% to 7.04% in 2025
	2025-2027	5.51% to 8.10% in 2024
Yen	2028-2032	1.09% in 2025
Retail bonds Dollar	2030-2035	3.13% to 3.75% in 2025
	2030-2035	3.13% to 3.75% in 2024

Total interest expense recognized in the consolidated profit or loss related to long-term debt amounted to ₱7,752.01 million, ₱7,204.47 million and ₱6,723.60 million in 2025, 2024 and 2023, respectively (see Note 25).

The reconciliation of total interest on loans and actual interest paid are shown below:

	Notes	2025	2024
		(In Thousand Pesos)	
Interest on loans	25	**₱7,752,005**	₱7,204,469
Capitalized interest	11	**5,566,468**	6,500,674
Effect of movements in liabilities		**349,143**	196,391
Interest paid		**₱13,667,616**	₱13,901,534

Total interest expenses capitalized as part of property and equipment amounted to ₱5,566.47 million and ₱6,500.67 million in 2025 and 2024, respectively (see Note 11).

17.1 Term Loans and Corporate Notes

Globe Telecom has unsecured term loans which consist of peso, dollar and yen-denominated term loans subject to fixed and floating interest rates.

17.2 Retail Bonds Peso

On July 17, 2013, Globe Telecom issued ₱7,000.00 million fixed rate bond. The amount comprises ₱4,000.00 million and ₱3,000.00 million bonds due in 2020 and 2023, with interest rate of 4.8875% and 5.2792%, respectively. The net proceeds of the issue were used to partially finance Globe Telecom's capital expenditure requirements in 2013.

The seven-year and ten-year retail bonds may be redeemed in whole, but not in part only, starting two years for the seven-year bonds and three years for the ten-year bonds before the maturity date and on the anniversary thereafter at a price ranging from 101.0% to 100.5% and 102.0% to 100.5%, respectively, of the principal amount of the bonds and all accrued interest depending on the year of redemption. Globe fully redeemed its ₱4,000.00 million and ₱3,000.00 million retail bonds in July 2020 and July 2023, respectively.

17.3 Retail Bonds Dollar

On July 23, 2020, Globe Telecom issued a USD 300 million 10-year and USD 300 million 15-year US dollar denominated senior notes with a coupon rate of 2.5% and 3.0%, respectively. The notes are unrated and have been listed on the Singapore Exchange Securities Trading Limited on July 24, 2020. The net proceeds from the issue of the notes was used to finance Globe's capital expenditures, refinance maturing and/or existing obligations, and for general corporate requirements.

17.4 Loan Covenants

The loan agreements with banks and other financial institutions provide for certain restrictions and requirements with respect to, among others, maintenance of financial ratios and percentage of ownership of specific shareholders, incurrence of additional long-term indebtedness or guarantees and creation of property encumbrances. Globe's loan agreements contain covenants that restrict dividend declarations and payments if such would trigger a default on principal or interest, or materially impair Globe's ability to meet its debt obligations.

The financial tests under Globe's loan agreements include compliance with the following ratios:

- Total debt* to EBITDA not exceeding 3.5:1;
- Debt service coverage exceeding 1.3 times; and
- Secured debt ratio not exceeding 0.2 times.

**Composed of loans payable and net derivative liabilities.*

As of December 31, 2025 and 2024, Globe is not in breach of any loan covenants.

18 Other Long-term Liabilities

This account consists of:

	2025	2024
	(In Thousand Pesos)	
Asset retirement obligation (ARO)	**₱1,900,305**	₱2,018,702
Others	**1,248,780**	1,409,096
	₱3,149,085	₱3,427,798

ARO represents Globe's estimated dismantling cost of property and equipment and obligation to restore leased properties to their original condition. The rollforward analysis of Globe's ARO follows:

	Notes	2025	2024
		(In Thousand Pesos)	
At beginning of year		**₱2,018,702**	₱2,253,106
Accretion expense during the year	25	**11,130**	11,272
Capitalized to property and equipment during the year	11	**-**	5,800
Settlements, remeasurements and others		**(129,527)**	(251,476)
At end of year		**₱1,900,305**	₱2,018,702

Loss on settlement and remeasurement of ARO recognized in consolidated profit or loss amounted to ₱56.59 million in 2025 (see Note 22).

19 Related Party Transactions

Parties are considered to be related to Globe if they have the ability, directly or indirectly, to control Globe or exercise significant influence over Globe in making financial and operating decisions, or vice versa, or where Globe and the party are subject to common control or common joint control. Related parties may be individuals (being members of key management personnel, significant shareholders and/or their close family members) or entities and include entities which are under the significant influence of related parties exercising control or joint control over Globe, and post-employment benefit plan which are for the benefit of employees of Globe or of any entity that is a related party of Globe.

Globe, in their regular conduct of business, enter into transactions with their major stockholders, AC and Singtel, joint ventures and certain related parties.

Globe's audit and related party transactions committee (Committee) reviews and approves all covered related party transactions in accordance with Globe's corporate governance policy. The Committee endorses the covered related party transactions to the Board of Directors for final approval.

Globe

2024

	Note	Amount of transaction: Revenue and Other Income	Amount of transaction: Costs and Expenses charged to Profit or Loss	Amount of transaction: Cost and Expenses capitalized as Asset	Outstanding Balance: Cash and Cash Equivalents	Outstanding Balance: Amounts Owed by Related Parties	Outstanding Balance: Amounts Owed to Related Parties	Terms	Conditions
Entities with joint control over the Company									
Singtel Group	19.1	₱250,336	₱217,487	₱-	₱-	₱27,066	₱149,473	Interest-free, settlement in cash	Unsecured, no impairment
AC	19.1	41,836	58,414	-	-	20,683	44,439	Interest-free, settlement in cash	Unsecured, no impairment
Jointly controlled entities									
BMPL	19.2	-	39,210	-	-	-	4,595	Interest-free, settlement in cash	Unsecured, no impairment
Mynt	19.2	186,206	4,114,351	-	344,959	635,204	-	Interest-free, settlement in cash	Unsecured, no impairment
Globe STT GDC, Inc.	19.2	768,088	-	1,747,480	-	412,116	2,598,798	Interest-free, settlement in cash	Unsecured, no impairment
Other related parties									
GRP	19.3	155,424	-	-	-	2,547,935	-	3-5 years, 4.25-6.00%, settlement in cash	Unsecured, no impairment
BEAM	19.3	-	203,000	-	-	-	-	-	-
JVHI	19.3	81,340	-	-	-	1,216,000	-	5-6 years, 5.94%-7.88%, settlement in cash	Unsecured, no impairment
Key management personnel	19.4	-	419,900	-	-	-	-	-	-
Others	19.3	618,651	215,277	83,837	245,941	105,200	26,879	Interest-free excluding cash and cash equivalents, settlement in cash	Unsecured, no impairment
		₱2,101,881	₱5,267,639	₱1,831,317	₱590,900	₱4,964,204	₱2,824,184		

Globe

The summary of balances arising from related party transactions for the relevant financial year follows (in thousand pesos):

2025

	Note	Amount of transaction: Revenue and Other Income	Amount of transaction: Costs and Expenses charged to Profit or Loss	Amount of transaction: Cost and Expenses capitalized as Asset	Outstanding Balance: Cash and Cash Equivalents	Outstanding Balance: Amounts Owed by Related Parties	Outstanding Balance: Amounts Owed to Related Parties	Terms	Conditions
Entities with joint control over the Company									
Singtel Group	19.1	**₱251,655**	**₱239,645**	**₱-**	**₱-**	**₱63,733**	**₱184,764**	Interest-free, settlement in cash	Unsecured, no impairment
AC	19.1	**31,368**	**30,328**	**-**	**-**	**25,306**	**19,054**	Interest-free, settlement in cash	Unsecured, no impairment
Jointly controlled entities									
BMPL	19.2	**-**	**22,411**	**-**	**-**	**-**	**377**	Interest-free, settlement in cash	Unsecured, no impairment
Mynt	19.2	**248,309**	**4,317,566**	**-**	**353,057**	**1,001,730**	**-**	Interest-free, settlement in cash	Unsecured, no impairment
Globe STT GDC, Inc.	19.2	**543,572**	**-**	**124,895**	**-**	**909,184**	**892,367**	Interest-free, settlement in cash	Unsecured, no impairment
Other related parties									
GRP	19.3	**131,643**	**-**	**-**	**-**	**-**	**-**	3-5 years, 4.25-6.00%, settlement in cash	Unsecured, no impairment
BEAM	19.3	**-**	**70,000**	**-**	**-**	**-**	**-**	-	-
JVHI	19.3	**68,063**	**-**	**-**	**-**	**740,000**	**-**	5-6 years, 5.94%-7.88%, settlement in cash	Unsecured, no impairment
Key management personnel	19.4	**-**	**427,400**	**-**	**-**	**-**	**-**	-	-
Others	19.3	**467,593**	**320,684**	**96,646**	**394,273**	**109,283**	**34,227**	Interest-free excluding cash and cash equivalents, settlement in cash	Unsecured, no impairment
		₱1,742,203	**₱5,428,034**	**₱221,541**	**₱747,330**	**₱2,849,236**	**₱1,130,789**		

Amounts owed by related parties are presented in the statement of financial position as follows:

	Notes	2025	2024
		(In Thousand Pesos)	
Trade receivables – net		**₱25,995**	₱29,850
Due from related parties	10.2	**2,083,241**	1,170,419
Loans to related parties	10	**740,000**	3,763,935
		₱2,849,236	₱4,964,204

Amounts owed to related parties amounting to ₱1,130.79 million and ₱2,824.18 million as of December 31, 2025 and 2024, respectively are presented under trade payables and accrued expenses account in the statements of financial position.

As of December 31, 2025 and 2024, total related party trade and other receivables with and among subsidiaries that were eliminated at consolidation against related party trade and other payables amounted to ₱79,057.06 million and ₱81,574.63 million, respectively. These are mostly unsecured, interest-free and settled in cash.

19.1 Entities with Joint Control over Globe - AC and Singtel Group

Singtel Group

Interconnection agreements

Globe Telecom has interconnection agreements with Singtel Group. The interconnection revenues recognized in relation to the agreements amounted to ₱251.66 million, ₱250.34 million and ₱336.00 million in 2025, 2024 and 2023, respectively. The interconnection costs recognized in relation to the agreements amounted to ₱21.76 million, ₱15.30 million and ₱23.05 million in 2025, 2024 and 2023, respectively.

Technical assistance agreement

Globe Telecom and Singtel Group have a technical assistance agreement whereby Singtel Group will provide consultancy and advisory services, including those with respect to the construction and operation of Globe Telecom's networks and communication services, equipment procurement and personnel services. In addition, Globe Telecom has software development, supply, license and support arrangements, lease of cable facilities, maintenance and restoration costs and other transactions with Singtel Group. General and administrative expenses charged to profit or loss in relation to the agreement amounted to ₱217.89 million, ₱202.19 million and ₱267.68 million in 2025, 2024 and 2023, respectively.

AC

Subscription receivable

Globe Telecom, Innove and BTI earn subscriber revenues from AC. Service revenues recognized from AC amounted to ₱31.37 million, ₱41.84 million and ₱39.22 million in 2025, 2024 and 2023, respectively.

Cost reimbursements

Globe Telecom reimburses AC for certain operating expenses. Total expense recognized by Globe from the transaction amounted to ₱30.33 million, ₱58.41 million and ₱54.87 million in 2025, 2024 and 2023, respectively.

19.2 Joint Ventures in which Globe is a venturer

BMPL

Globe Telecom has preferred roaming service contract with BMPL. Under this contract, Globe Telecom will pay BMPL for services rendered by the latter which include, among others, coordination and facilitation of preferred roaming arrangement among JV partners, and procurement and maintenance of telecommunications equipment necessary for delivery of seamless roaming experience to customers. Globe Telecom also incurs commission from BMPL for regional top-up service provided by the JV partners. The net outstanding liabilities to BMPL related to these transactions amounted to ₱0.38 million and ₱4.60 million as of December 31, 2025 and 2024, respectively. Total expenses recognized related to these transactions amounted to ₱22.41 million, ₱39.21 million and ₱20.14 million in 2025, 2024, and 2023, respectively.

Mynt

Management support services

Globe renders certain management support services to Mynt. The management services also include the use of Globe's network and facilities to conduct Mynt's operations. Management fee income amounted to ₱119.70 million, ₱80.84 million and ₱64.77 million in 2025, 2024, and 2023, respectively (see Note 22).

Leases

Globe has lease arrangements with Mynt for the use of certain office space. Lease income recognized in relation to the agreement amounted to ₱128.60 million, ₱105.36 million and ₱16.47 million in 2025, 2024 and 2023, respectively.

Service arrangement

Mynt offers over-the-air reloading to the mobile prepaid subscribers of Globe using the Gcash mobile application. This entitles Mynt to a certain percentage share of the prepaid load sales through the Gcash platform.

Mynt also provides virtual GCash wallet to Globe and functions as an Internet Payment Gateway. This enables the subscribers of Globe to purchase Globe products and settle postpaid bills using the GCash platform.

Expense charged to profit or loss in relation to these arrangements amounted to ₱3,924.32 million, ₱3,651.09 million and ₱3,883.58 million in 2025, 2024 and 2023, respectively.

Outstanding Gcash wallet balance as of December 31, 2025 and 2024 amounted to ₱353.06 million and ₱344.96 million, respectively.

ECPAY

Share Purchase Agreement

On September 29, 2023, Globe Telecom entered into a Share Purchase Agreement with Mynt for the sale of Globe's 77% investment in ECPay for a total consideration of ₱2,310.00 million. Thereafter, Globe Telecom ceased to consolidate ECPay as certain terms and conditions in the Share Purchase Agreement constrained Globe's ability to exercise control over ECPay's relevant activities, including its exposures and rights to variable returns. In 2023, the fair value of Globe's interest in ECPay was reclassified to Assets classified as held-for-sale under the current assets sections in Globe's consolidated statement of financial position. The resulting gain, amounting to ₱76.67 million was recognized in the consolidated statements of comprehensive income in 2023 (See Note 22).

In September 2024, April 2025 and July 2025, ECPay declared dividends to its existing shareholders representing a return of investment. Globe Telecom received ₱500.50 million, ₱308.00 million and ₱346.50 million from these cash proceeds, respectively.

The closing of the transaction and actual transfer of ownership was subjected to review by the PCC. On May 14, 2025, PCC issued a certification allowing the transaction to proceed, subject to strict compliance by ECPay and Mynt of their voluntary commitments.

The transaction's closing and actual transfer of ownership were completed on August 5, 2025 with Globe receiving ₱962.50 million of the proceeds.

Distributorship agreement

Globe entered into a distributorship agreement with ECPay, wherein ECPay is accredited to distribute over-the-air prepaid load and gaming e-pins to subscribers. Payout incurred by Globe in relation to the transaction amounted to ₱393.25 million (includes ₱152.32 million consolidated under Mynt following the share purchase agreement completed on August 5, 2025), ₱463.26 million and ₱125.31 million in 2025, 2024 and 2023, respectively.

AB Capital Securities, Inc. ("ABCSI")

On September 8, 2023, Mynt entered into a definitive agreement with AB Capital & Investment Corporation, an entity controlled by a member of the Board of Directors of Globe, to acquire up to a 50.0% equity stake in ABCSI. As of December 31, 2025, Mynt has closed the three investment tranches and currently owns 24.5% of ABSCI.

Globe STT GDC, Inc.

Management fees

Globe renders certain management support services to Globe STT GDC. Management fees recognized in relation to the services rendered amounted to ₱34.73 million, ₱36.56 million and ₱75.75 million in 2025, 2024 and 2023, respectively (See Note 22).

Reimbursement of expenses

In the normal course of business, Globe STT GDC reimburse expenses to Globe amounting to ₱390.29 million, ₱618.36 million and ₱41.80 million recognized as other income in 2025, 2024 and 2023, respectively.

Leases

Globe has lease arrangements with Globe STT GDC for the use of certain telecommunication and data center facilities. Lease expense capitalized as right of use assets amounted to ₱124.90 million and ₱1,747.48 million in 2025 and 2024, respectively.

Globe has lease arrangements with Globe STT GDC for the use of certain office space. Lease income recognized in relation to the agreement amounted to ₱118.55 million, ₱113.17 million and ₱113.05 million in 2025, 2024 and 2023, respectively.

19.3 Transactions with the other related parties

Globe Retirement Plan (GRP)

On May 5, 2021, Globe granted additional loans to the GRP at an interest rate of 6%, which will mature on May 26, 2026. The loan was fully settled in November 2025. Interest income amounted to ₱131.64 million, ₱155.42 million and ₱155.00 million in 2025, 2024 and 2023, respectively (see Note 21). As of December 31, 2025 and 2024, the outstanding balance of loan receivable from GGRP amounted to nil and ₱2,547.94 million, respectively (see Note 10).

BHI

GRP owns 100% of BHI, a domestic corporation organized to invest in media ventures. BHI has controlling interest in Altimax Broadcasting Co., Inc. (Altimax) and Broadcast Enterprises and Affiliated Media Inc. (BEAM), respectively.

BEAM

On February 1, 2009, Globe entered into a memorandum of agreement (MOA) with BEAM for the latter to render mobile television broadcast service to Globe subscribers using the mobile TV service. Globe recognized expense amounting to ₱70.00 million, ₱203.00 million and ₱215.00 million in 2025, 2024 and 2023, respectively.

JVHI

Globe granted loan to JVHI at an interest rate of 5.94%, which will mature on January 19, 2028. In 2023, Globe granted additional loan to JVHI at an interest of 7.88%, which will mature on January 19, 2028. In October 2024 and August 2025, Globe Telecom collected ₱101.00 million and ₱476.00 million, respectively, as partial settlement of the loan. Interest income amounted to ₱68.06 million, ₱81.34 and ₱59.79 million in 2025, 2024 and 2023, respectively (see Note 21). As of December 31, 2025 and 2024, the outstanding balance of loan receivable from JVHI amounted to ₱740.00 million and ₱1,216.00 million, respectively (see Note 10).

917Ventures Group Retirement Plan owns 99.99% of JVHI's outstanding shares. The Plan was established by GCVHI and registered with the Bureau of Internal Revenue on May 12, 2021 to fund the retirement and separation benefits of the participating and qualified employees of 917Ventures, BCHI and AI.

Others

Globe earns service revenues, maintains money market placements and cash in bank balances, acquires transportation equipment and incurs general, selling and administrative expenses such as rentals, utilities and customer contract services, from entities which are either controlled, jointly controlled or significantly influenced by AC.

19.4 Transactions with key management personnel of Globe

The following compensation of key management personnel were recognized as expenses in 2025 and 2024 which includes accrued but unpaid amounts for the years ended:

	2025	2024
	(In Thousand Pesos)	
Short-term employee benefits	**₱293,700**	₱282,900
Share-based payments	**116,900**	119,300
Post-employment benefits	**16,800**	17,700
	₱427,400	₱419,900

There are no agreements between Globe and any of its directors and key officers providing for benefits upon termination of employment, except for such benefits to which they may be entitled under Globe's retirement plans.

20 Equity and Other Comprehensive Income

As of December 31, 2025 and 2024, Globe Telecom's authorized capital stock consists of (amounts in thousand pesos and number of shares):

	Shares	**Amount**
	(In Thousand Pesos and Number of Shares)	
Voting preferred stock -₱5 per share	**160,000**	**₱800,000**
Non-voting preferred stock -₱50 per share	**40,000**	**2,000,000**
Common stock -₱50 per share	**168,934**	**8,446,719**

Globe Telecom's issued, subscribed and fully paid capital stock consists of:

	2025		2024	
	Shares	**Amount**	Shares	Amount
	(In Thousand Pesos and Number of Shares)			
Voting preferred stock	**158,515**	**792,575**	158,515	₱792,575
Non-voting preferred stock	**20,000**	**1,000,000**	20,000	1,000,000
Common stock	**144,468**	**7,223,426**	144,380	7,219,017
Total capital stock		**₱9,016,001**		₱9,011,592

Below is the summary of Globe Telecom's track record of registration of securities:

	Number of shares registered	Issue/offer price	Date of approval
	(In Thousands, Except for Issue/Offer price)		
Voting preferred stock	158,515	₱5.00	June 2001
Non-voting preferred stock	20,000	500.00	August 11, 2014
Common stock*	30,000	0.50	August 11, 1975
Common stock*	10,119	1,680	October 28, 2022

**Initial number of registered shares only*

20.1 Preferred Stock

Non-Voting Preferred Stock

Non-voting preferred stock has the following features:

- Issued at ₱50 par;
- Dividend rate to be determined by the BOD at the time of issue;
- Redemption - at Globe Telecom's option at such times and price(s) as may be determined by the BOD at the time of issue, which price may not be less than the par value thereof plus accrued dividends;
- Eligibility of investors - Any person, partnership, association or corporation regardless of nationality wherein at least 60% of the outstanding capital stock shall be owned by Filipino;
- No voting rights;
- Cumulative and non-participating;
- No pre-emptive rights over any sale or issuance of any share in Globe Telecom's capital stock; and
- Stocks shall rank ahead of the common shares and equally with the voting preferred stocks in the event of liquidation.

On August 22, 2021, Globe Telecom redeemed the 20 million non-voting preferred shares for ₱10,000.00 million which were recognized as treasury shares in the consolidated statements of financial position (see Note 20.4).

On April 22, 2025, the shareholders approved and authorized the offer, issuance or re-issuance, and listing of up to 40 million non-voting preferred shares, and, among others, the delegation to the Board of Directors full authority to approve any offering, issuance or re-issuance, and listing on an appropriate securities exchange of any class, series or tranche of the non-voting preferred shares from the authorized capital stock of the Corporation, from time to time, including the terms, denomination, and timing of such offer, issuance or re-issuance, and listing.

On August 5, 2025, the Board of Directors approved and authorized the offering and issuance or re-issuance of up to Twenty Million (20,000,000) non-voting preferred shares with a par value of Fifty Pesos (₱50.00) per share in one or more tranches, or one or more series per tranche, upon such terms and conditions as may be determined by the Board of Directors (the "Offer Shares"), and to authorize and approve the filing of the Offer Shares under a shelf registration to be issued for a period of three (3) years, or such longer period as may be approved by the Securities and Exchange Commission or allowed under its rules and regulations.

Additionally, the Board of Directors approved and authorized the initial offering and listing of such non-voting preferred shares with an aggregate amount of Twenty-Five Billion Pesos (₱25,000,000,000) subject to the registration requirements of the Securities and Exchange Commission and the listing requirements of the Philippine Stock Exchange.

Voting Preferred Stock

Voting preferred stock has the following features:

- Issued at ₱5 par;
- Dividend rate to be determined by the BOD at the time of issue;
- One preferred share is convertible to one common share starting at the end of the 10th year of the issue date at a price to be determined by Globe Telecom's BOD at the time of issue which shall not be less than the market price of the common share less the par value of the preferred share;
- Call option - Exercisable any time by Globe Telecom starting at the end of the 5th year from issue date at a price to be determined by the BOD at the time of issue;
- Eligibility of investors - Only Filipino citizens or corporations or partnerships wherein 60% of the voting stock or voting power is owned by Filipino;
- With voting rights;
- Cumulative and non-participating;
- Preference as to dividends and in the event of liquidation; and
- No pre-emptive right to any share issue of Globe Telecom, and subject to yield protection in case of change in tax laws.

The dividends for preferred stocks are declared upon the sole discretion of Globe Telecom's BOD.

20.2 Common Stock

The rollforward of outstanding common shares follows:

	2025		2024	
	Shares	**Amount**	Shares	Amount
	(In Thousand Pesos and Number of Shares)			
At beginning of year	**144,380**	**₱7,219,017**	144,229	₱7,211,455
Issuance of shares under share-based compensation plan and exercise of stock options	**88**	**4,409**	151	7,562
At end of year	**144,468**	**₱7,223,426**	144,380	₱7,219,017

Holders of fully paid common stock are entitled to voting and dividends rights.

20.3 Capital Securities

On November 2, 2021, Globe Telecom issued US$600 million senior perpetual capital securities with an initial distribution rate of 4.20% payable semi-annually and callable on or after August 2, 2026. The distribution rate is subject to step up on the fifth anniversary and shall be recalculated every five years thereafter. The capital securities were classified as equity since there is no fixed redemption date and the redemption is at the option of Globe Telecom. Globe Telecom also has the right to defer payment of any or all of the distribution. On November 3, 2021, the capital securities were listed in Singapore Exchange Securities Trading Limited.

Distributions to holders of capital securities amounted to ₱1,361.45 million, ₱1,369.67 million and ₱1,330.62 million in 2025, 2024 and 2023, respectively.

20.4 Treasury Shares

Globe's treasury shares pertain to the 20 million non-voting preferred shares that were redeemed on August 22, 2021 for ₱10,000.00 million (see Note 20.1).

20.5 Cash Dividends

Information on Globe Telecom's BOD declaration of cash dividends follows:

			Date	
	Per Share	Amount	Record	Payment
	(In Thousand Pesos, Except Per Share Figures)			
Dividends on Voting Preferred stock:				
November 3, 2023	0.32	50,027	November 17, 2023	December 1, 2023
November 7, 2024	0.39	61,297	November 21, 2024	December 6, 2024
November 6, 2025	0.39	61,297	November 20, 2025	December 5, 2025
Dividends on Common stock:				
February 6, 2023	25.00	3,601,514	February 20, 2023	March 8, 2023
May 4, 2023	25.00	3,605,714	May 18, 2023	June 2, 2023
August 11, 2023	25.00	3,605,715	August 29, 2023	September 8, 2023
November 3, 2023	25.00	3,605,715	November 17, 2023	December 1, 2023
February 6, 2024	25.00	3,605,716	February 21, 2024	March 7, 2024
May 14, 2024	25.00	3,609,508	May 28, 2024	June 13, 2024
August 6, 2024	25.00	3,609,508	August 20, 2024	September 5, 2024
November 7, 2024	25.00	3,609,508	November 21, 2024	December 6, 2024
February 6, 2025	25.00	3,609,508	February 20, 2025	March 7, 2025
May 9, 2025	25.00	3,611,713	May 26, 2025	June 5, 2025
August 5, 2025	25.00	3,611,713	August 19, 2025	September 4, 2025
November 6, 2025	25.00	3,611,714	November 20, 2025	December 5, 2025

20.6 Common Stock Dividend

The dividend policy of Globe Telecom as approved by the BOD is to declare cash dividends to its common stockholders on a regular basis as may be determined by the BOD.

The dividend distribution policy is reviewed annually and subsequently each quarter of the year, taking into account Globe Telecom's operating results, cash flows, debt covenants, capital expenditure levels and liquidity.

In 2023, Globe Telecom distributes cash dividends to its shareholders at the rate of 60% to 75% of prior year's core net income, and is committed to a sustainable dividend policy in line with earnings and cash flow generation.

On February 6, 2024, the BOD approved the proposed change in the dividend policy to 60% to 90% of the prior year's core net income, to be applied starting 2024 dividend declarations.

20.7 Retained Earnings Available for Dividend Declaration

The total unrestricted retained earnings available for dividend declaration amounted to ₱16,796.46 million and ₱12,582.82 million as of December 31, 2025 and 2024, respectively. This amount excludes the undistributed net earnings of consolidated subsidiaries, accumulated equity in net earnings of joint ventures accounted for under the equity method, and unrealized gains recognized on asset and liability, currency translations and unrealized gains on fair value adjustments. Globe is also subject to loan covenants that limits its ability to pay dividends (see Note 17).

20.8 Other Comprehensive Income

Other Reserves

2025

	Cash flow hedges (Note 8)	Investment in equity securities (Note 10)	Currency translation adjustment	Remeasurement on pension liabilities (Note 27)	Others	Total
			(Unaudited and In Thousand Pesos)			
As of January 1	**(₱1,866,910)**	**₱1,372,507**	**₱915,075**	**(₱2,690,299)**	**₱-**	**(₱2,269,627)**
Fair value changes	**87,587**	**116,903**		**-**	**-**	**204,490**
Share in OCI from investment in joint venture (see Note 14)	**-**	**53,729**	**987**	**(16,356)**	**-**	**38,360**
Remeasurement on pension liabilities	**-**	**-**		**(1,566,571)**	**-**	**(1,566,571)**
Transferred to profit or loss	**(273,035)**	**-**	**-**	**-**	**-**	**(273,035)**
Exchange differences	**-**	**-**	**92,002**	**-**	**-**	**92,002**
Income tax effect (see Note 28)	**46,363**	**(29,226)**	**-**	**391,643**	**-**	**408,780**
Other comprehensive income for the period	**(139,085)**	**141,406**	**92,989**	**(1,191,284)**	**-**	**(1,095,974)**
Other comprehensive income attributable to non-controlling interest	**-**	**-**	**(2,993)**	**1,749**	**-**	**(1,244)**
Other comprehensive income attributable to equity holders of the Parent	**(139,085)**	**141,406**	**89,996**	**(1,189,535)**		**(1,097,218)**
Non-controlling interest adjustment arising from increase in ownership share (see Notes 1.8 and 1.16)					**(45,474)**	**(45,474)**
As of December 31	**(₱2,005,995)**	**₱1,513,913**	**₱1,005,071**	**(₱3,879,834)**	**(₱45,474)**	**(₱3,412,319)**

2024

	Cash flow hedges (Note 8)	Investment in equity securities (Note 10)	Currency translation adjustment	Remeasurement on pension liabilities (Note 27)	Total
		(Unaudited and In Thousand Pesos)			
As of January 1	(₱996,453)	₱1,217,194	₱637,601	(₱2,191,595)	(₱1,333,253)
Fair value changes	262,102	229,660	-	-	491,762
Share in OCI from investment in joint venture (see Note 14)	-	(16,932)	4,949	(23,972)	(35,955)
Remeasurement on pension liabilities	-	-	-	(633,993)	(633,993)
Transferred to profit or loss	(1,422,711)	-	-	-	(1,422,711)
Exchange differences	-	-	265,470	-	265,470
Income tax effect (see Note 28)	290,152	(57,415)	-	158,498	391,235
Other comprehensive income for the period	(870,457)	155,313	270,419	(499,467)	(944,192)
Other comprehensive income attributable to non-controlling interest	-	-	7,055	763	7,818
Other comprehensive income attributable to equity holders of the Parent	(870,457)	155,313	277,474	(498,704)	(936,374)
As of December 31	(₱1,866,910)	₱1,372,507	₱915,075	(₱2,690,299)	(₱2,269,627)

2023

	Cash flow hedges (Note 8)	Investment in equity securities (Note 10)	Currency translation adjustment	Remeasurement on pension liabilities (Note 27)	Total
		(Unaudited and In Thousand Pesos)			
As of January 1	(₱1,181,500)	₱985,323	₱663,055	(₱583,184)	(₱116,306)
Fair value changes	(852,889)	224,064	-	-	(628,825)
Share in OCI from investment in joint venture (see Note 14)	-	63,823	(291)	5,126	68,658
Remeasurement on pension liabilities	-	-	-	(2,145,565)	(2,145,565)
Transferred to profit or loss	1,099,618	-	-	-	1,099,618
Exchange differences	-	-	(22,152)	-	(22,152)
Income tax effect (see Note 28)	(61,682)	(56,016)	-	536,391	418,693
Other comprehensive income for the period	185,047	231,871	(22,443)	(1,604,048)	(1,209,573)
Other comprehensive income attributable to non-controlling interest	-	-	(3,011)	(4,363)	(7,374)
Other comprehensive income attributable to equity holders of the Parent	185,047	231,871	(25,454)	(1,608,411)	(1,216,947)
As of December 31	(₱996,453)	₱1,217,194	₱637,601	(₱2,191,595)	(₱1,333,253)

21 Interest Income

Interest income is earned from the following sources:

	Notes	2025	2024	2023
			(In Thousand Pesos)	
Short-term placements	5	**₱466,699**	₱567,639	₱374,055
Loans receivable:				
GRP	19.3	**131,643**	155,424	154,999
JVHI	19.3	**68,063**	81,340	59,790
Cash in banks	5	**104,301**	65,227	75,980
Others		**51,109**	48,708	12,746
		₱821,815	₱918,338	₱677,570

22 Other Income - net

This account consists of:

	Notes	2025	2024	2023
			(In Thousand Pesos)	
Gain on deemed sale of Investment in Mynt	14.2	**₱2,560,357**	₱-	₱-
Gain (loss) on derivatives instruments – net		**772,855**	2,957,406	(740,686)
Foreign exchange gain (loss) - net		**(369,803)**	(2,431,889)	1,042,052
Management fees:				
Mynt	19.2	**119,704**	80,841	64,767
Globe STT GDC	19.2	**34,730**	36,557	75,750
Others		**14,045**	98,446	45,142
Lease		**273,046**	276,909	160,381
Gain on sale of investments	14.8	**21,093**	**-**	76,669
Loss on settlement and remeasurement of ARO	18	**(56,594)**	-	-
Others		**501,381**	716,674	235,823
		₱3,870,814	₱1,734,944	₱959,898

23 General, Selling and Administrative Expenses

This account consists of:

	Notes	2025	2024	2023
			(In Thousand Pesos)	
Staff costs	27	**₱17,709,349**	₱17,920,270	₱18,959,128
Repairs and maintenance		**14,531,401**	13,207,896	13,345,136
Professional and other contracted services		**14,219,209**	14,095,009	14,938,459
Utilities, supplies and other administrative expenses		**11,349,219**	11,530,087	11,426,299
Taxes and licenses		**3,326,374**	4,336,674	3,816,353
Selling, advertising and promotions		**3,310,630**	3,978,198	4,776,126
Lease	13.3	**3,283,068**	2,983,982	2,828,275
Insurance and security services		**1,546,814**	1,591,082	1,916,654
Courier and delivery		**530,663**	437,757	246,937
Others		**2,401,212**	2,755,798	2,427,683
		₱72,207,939	₱72,836,753	₱74,681,050

24 Depreciation and amortization

The account consists of:

	Notes	2025	2024	2023
			(In Thousand Pesos)	
Property and equipment	11	**₱35,680,783**	₱34,976,269	₱33,477,566
Intangible assets	12	**6,539,404**	6,531,125	6,979,156
Right of use assets	13	**11,647,268**	8,961,878	6,895,289
Investment properties	10	**3,672**	3,768	4,032
		₱53,871,127	₱50,473,040	₱47,356,043

25 Financing Costs

This account consists of:

	Notes	2025	2024	2023
			(In Thousand Pesos)	
Lease liabilities - net	13.2	**₱8,038,971**	₱6,749,514	₱4,867,242
Loans payable*	17	**7,752,005**	7,204,469	6,723,599
Swap costs	8.4	**464,870**	318,440	490,046
Pension cost	27.1.1	**165,725**	134,378	33,584
ARO accretion expense	18	**11,130**	11,272	8,250
Others		**23,789**	26,197	23,158
		₱16,456,490	₱14,444,270	₱12,145,879

**This account is net of the amount capitalized borrowing costs (see Notes 11 and 17).*

26 Impairment and other losses

This account consists of:

	Notes	2025	2024	2023
			(In Thousand Pesos)	
Impairment loss on				
Trade receivables	6	**₱2,690,603**	₱2,892,034	₱3,494,061
Contract assets	7.1	**643,770**	667,471	947,087
Property and equipment	11	**-**	410,563	92,441
Other assets		**-**	53,434	154,614
Provisions for (reversal of):				
Inventory obsolescence	9	**122,428**	156,046	399,495
Other probable losses – net	16	**338,090**	432,964	377,517
Other assets		**32,454**	78,778	(1,236)
		₱3,827,345	₱4,691,290	₱5,463,979

27 Staff Cost

This account consist of:

	Recognized in profit or loss (Note 23)	Recognized in OCI (Note 20.8)
2025		*(In Thousand Pesos)*
Compensation and short-term benefits	**₱16,293,807**	**₱-**
Pension benefits	**947,838**	**1,566,571**
Share based compensation	**467,704**	**-**
	₱17,709,349	**₱1,566,571**
2024		
Compensation and short-term benefits	₱16,613,010	₱-
Pension benefits	930,637	633,993
Share based compensation	376,623	-
	₱17,920,270	₱633,993
2023		
Compensation and short-term benefits	₱17,831,001	₱-
Pension benefits	842,239	2,145,565
Share based compensation	285,888	-
	₱18,959,128	₱2,145,565

27.1 Pension Benefits

The details of pension liability recognized in the consolidated statements of financial position are as follows:

	2025	2024
	(In Thousand Pesos)	
Globe Retirement Plan (GRP)	**₱4,420,699**	₱2,694,709
Other pension benefits	**96,132**	132,139
	₱4,516,831	₱2,826,848

The details of pension expense recognized in the consolidated statements of comprehensive income are as follows:

	Recognized in profit or loss	Recognized in OCI
2025	*(In Thousand Pesos)*	
GRP	**₱882,193**	**₱1,564,119**
Others	**65,645**	**2,452**
	₱947,838	**₱1,566,571**
2024		
GRP	₱901,657	₱629,584
Others	28,980	4,409
	₱930,637	₱633,993
2023		
GRP	₱773,424	₱2,224,333
Others	68,815	(78,768)
	₱842,239	₱2,145,565

27.1.1 Globe Retirement Plan

Globe sponsors Globe Retirement Plan (GRP), a noncontributory defined benefit plan for qualifying employees of Globe Telecom and Innove. GRP is administered by a separate fund that is legally separated from the entity. The Board of Trustees (BOT) of the pension fund are required by law to act in the interest of the fund and of all relevant stakeholders in the plan. The BOT members are unanimously appointed by Globe Telecom acting through its BOD.

The BOT are authorized to appoint one or more fund managers to hold, invest and reinvest the assets of the Plan and execute an Investment Agreement with the said fund managers. The BOT sets the investment policies and limits of the Plan, and appoints fund managers to assist in the investment management of the Plan. The objective of the portfolio is capital preservation by earning higher than regular deposit rates over a long period given a small degree of risk on principal interest.

Asset - liability matching strategies

The investment policy in managing liquidity is to have sufficient liquidity at all times to meet the Plan's maturing liabilities, including benefit payments to qualified employees who are expected to avail of their retirement benefits when due, without incurring unnecessary funding costs.

The Plan's liquidity risk is managed on a daily basis by the Plan's investment managers in accordance with the policies and procedures duly approved by the BOT. The Plan's overall liquidity position for the year is monitored on a regular basis by the BOT.

Funding policy

The plan should have at least 100% solvency levels at all times. If a solvency deficiency exists, the deficit must be immediately funded.

Risks associated with the Plan

The retirement plan typically expose the participants to actuarial risks such as investment risk, interest rate risk, longevity risk and salary risk.

Investment risk

The present value of the defined benefit plan liability is calculated using a discount rate determined by reference to government bond yields; if the return on plan asset is below this rate, it will result in remeasurement loss and may create a plan deficit.

Interest rate risk

A decrease in the government bond interest rate will increase the plan liability; however, this will be partially offset by an increase in the return on the plan's debt investments.

Salary risk

The present value of the defined benefit plan liability is calculated by reference to the future salaries of plan participants. As such, an increase in the salary of the plan participants will increase the plan's liability.

The most recent actuarial valuation of the plan assets and the present value of the defined benefit obligation were carried out at December 31, 2025 by an Independent Actuary. The present value of the defined benefit obligation, and the related current service cost and past service cost, were measured using the projected unit credit method.

The components of pension expense (included in staff costs under "General, selling and administrative expenses" account) in the consolidated statements of comprehensive income are as follows:

	2025	2024	2023
		(In Thousand Pesos)	
Current service cost	**₱996,146**	₱994,654	₱847,295
Less: components capitalized as property and equipment	**(113,953)**	(92,997)	(73,871)
Amount recognized in profit or loss	**882,193**	901,657	773,424
Net interest expense (Note 25)	**165,725**	134,378	33,584
Components of defined benefit costs recognized in profit or loss	**1,047,918**	1,036,035	807,008
Remeasurement on the net defined benefit liability:			
Return on plan assets (excluding amounts included in net interest expense)	**929,036**	(64,951)	528,921
Actuarial gains and losses:			
from changes in assumptions	**446,493**	523,065	1,764,509
from experience adjustments	**188,590**	171,470	(69,097)
Components of defined benefit costs recognized in other comprehensive income	**1,564,119**	629,584	2,224,333
	₱2,612,037	₱1,665,619	₱3,031,341

The breakdown of pension liability is as follows:

	2025	2024
		(In Thousand Pesos)
Present value of benefit obligation	**₱15,992,069**	₱14,546,217
Less: fair value of plan assets	**11,571,370**	11,851,508
Pension liability	**₱4,420,699**	₱2,694,709

The following tables present the changes in the present value of defined benefit obligation and fair value of plan assets:

Present value of defined benefit obligation

	2025	2024
		(In Thousand Pesos)
Balance at beginning of year	**₱14,546,217**	₱14,316,235
Current service cost	**996,146**	994,654
Interest cost	**817,833**	841,355
Benefits paid	**(1,003,210)**	(2,244,554)
Transfer of employees	**-**	(56,008)
Remeasurements in other comprehensive income:		
Actuarial gains and losses arising from changes in assumptions	**446,493**	523,065
Actuarial gains and losses arising from experience adjustments	**188,590**	171,470
Balance at end of year	**₱15,992,069**	₱14,546,217

Fair value of plan assets

	2025	2024
	(In Thousand Pesos)	
Balance at beginning of year	**₱11,851,508**	₱11,680,142
Remeasurement (gains)/losses:		
Return on plan assets (excluding amounts included in net interest expense)	**(929,036)**	64,951
Contributions from the employer	**1,000,000**	1,700,000
Interest income	**652,108**	706,977
Benefits paid	**(1,003,210)**	(2,244,554)
Transfer payments	**-**	(56,008)
Balance at end of year	**₱11,571,370**	₱11,851,508
Actual return on plan assets	**(₱276,928)**	₱771,928

The expected contribution for Globe retirement fund for the year 2026 is approximately ₱2.7 billion. This amount is based on Globe's actuarial valuation report as of December 31, 2025.

The allocation of the fair value of the plan assets of Globe as of December 31 is as follows:

	2025	2024
	(In Thousand Pesos)	
Cash and cash equivalents	**₱2,121**	₱157
Investment in debt securities	**4,820,063**	3,231,769
Investment in equity shares	**6,749,186**	8,619,582
	₱11,571,370	₱11,851,508

The assumptions used to determine pension benefits for Globe are as follows:

	2025	2024
Discount rate	**6.40%**	6.15%
Salary rate increase	**5.00%**	4.50%

The assumptions regarding future mortality rates which are based on the 2017 Philippine Intercompany Mortality Table which is based on a recent study by the Actuarial Society of the Philippines.

In 2025 and 2024, Globe applied a single weighted average discount rate that reflects the estimated timing and amount of benefit payments.

The sensitivity analysis below has been determined based on reasonably possible changes of each significant assumption on the defined benefit obligation as of December 31, 2025 and 2024, assuming all other assumptions were held constant (in thousand pesos):

December 31, 2025

	Increase (decrease) in basis points	Increase (decrease) on defined benefit obligation
Discount rates	**+0.50%**	**(784,755)**
	-0.50%	**850,287**
Future salary increases	**+0.50%**	**894,528**
	-0.50%	**(831,545)**
Mortality	**+10.00%**	**(33,435)**
	-10.00%	**33,394**

December 31, 2024

	Increase (decrease) in basis points	Increase (decrease) on defined benefit obligation
Discount rates	+0.50%	(699,605)
	-0.50%	758,647
Future salary increases	+0.50%	800,126
	-0.50%	(743,075)
Mortality	+10.00%	(20,339)
	-10.00%	19,725

There were no changes from the previous period in the methods and assumptions used in preparing sensitivity analysis.

The objective of the plan's portfolio is capital preservation by earning higher than regular deposit rates over a long period given a small degree of risk on principal and interest. Asset purchases and sales are determined by the plan's investment managers, who have been given discretionary authority to manage the distribution of assets to achieve the plan's investment objectives. The compliance with target asset allocations and composition of the investment portfolio is monitored by the BOT on a regular basis.

The sensitivity analysis presented above may not be representative of the actual change in the defined benefit obligation as it is unlikely that the changes in assumptions would occur in isolation of one another as some of the assumptions may be correlated.

In presenting the above sensitivity analysis, the present value of the defined benefit obligation has been calculated using the Projected Unit Credit Method at the end of the reporting period, which is the same as that applied in calculating the defined benefit obligation recognized in the consolidated statement of financial position.

The plan contributions are based on the actuarial present value of accumulated plan benefits and fair value of plan assets are determined using an independent actuarial valuation.

The average duration of the defined benefit obligation at the end of the reporting period is 13.70 years and 13.99 years in 2025 and 2024, respectively.

Shown below is the maturity analysis of the undiscounted benefit payments as of December 31:

	2025	2024
	(In Thousand Pesos)	
Within 1 year	**₱1,294,960**	₱1,648,259
More than 1 year to 5 years	**4,101,705**	3,638,966
5 years to 10 years	**3,085,284**	1,063,255
	₱8,481,949	₱6,350,480

27.2 Other Pension Benefits

Other pension benefits pertain to the pension liabilities recognized by Globe's subsidiaries who do not participate in the GRP. Other pension benefits are primarily recognized for the minimum retirement benefits provided by the Philippine Retirement Law under Republic Act 7641.

27.3 Share-based Compensations

Globe Telecom has stock plans for its employees. The number of shares allocated under these plans shall not exceed the aggregate equivalent of 6% of the authorized capital stock.

27.3.1 Long-Term Incentive Plan

In November 2014, Globe obtained approval from the BOD to implement a Long-Term Incentive Plan (LTIP) also called a Performance Share Plan (PSP) covering key executives and senior management. Under the PSP, the grantees are awarded a specific number of shares at the start of the performance period which vest over a specified performance period and contingent upon the achievement of specified long-term goals.

The following are the stock grants to key executives and senior management personnel of Globe under the LTIP:

Date of Grant	Number of Grants at Grant Date	Settlement Dates	Fair Value of Each Grants	Fair Value Measurement
January 1, 2020	230,360	100% after 3 years subject to attainment of plan targets and subject to stock ownership requirements	1,970.2	Market price
January 1, 2021	200,830	100% after 3 years subject to attainment of plan targets and subject to stock ownership requirements	2,027.30	Market price
January 1, 2022	128,260	100% after 3 years subject to attainment of plan targets and subject to stock ownership requirements	3,384.00	Market price
January 1, 2023	208,970	100% after 3 years subject to attainment of plan targets and subject to stock ownership requirements	2,199.00	Market price
January 1, 2024	287,500	100% after 3 years subject to attainment of plan targets and subject to stock ownership requirements	1,714.00	Market price
January 1, 2025	234,200	100% after 3 years subject to attainment of plan targets and subject to stock ownership requirements	2,090.00	Market price

The fair value is based on the average quoted market price for the last 20 trading days preceding the approval date of the stock option grant.

Cost of share-based compensation in 2025, 2024 and 2023 amounted to ₱467.70 million, ₱376.62 million and ₱285.89 million, respectively.

28 Income Tax

Income Tax Expense

Income tax expense charged to profit or loss includes the following:

	2025	2024	2023
		(In Thousand Pesos)	
Current	**₱5,593,063**	₱6,919,731	₱7,853,664
Deferred	**(628,053)**	(874,417)	(16,004)
	₱4,965,010	₱6,045,314	₱7,837,660

Deferred tax expense (benefit) recognized in the consolidated other comprehensive income amounted to (₱408.78) million, (₱391.24) million and (₱418.69) million in 2025, 2024 and 2023, respectively (see Note 20.8).

The reconciliation of the provision for income tax at statutory tax rate and the actual current and deferred provision for income tax follows:

	2025	2024	2023s
		(In Thousand Pesos)	
Income before income tax	**₱28,227,070**	₱30,331,083	₱32,415,670
Multiplied by statutory income tax rate	**25%**	25%	25%
Provision at statutory income tax rate	**7,056,767**	7,582,771	8,103,918
Add (deduct) tax effects of:			
Equity in net (income)losses of associates and joint ventures	**(1,598,011)**	(974,253)	(553,690)
Gain on deemed sale of Investment in Mynt	**(256,036)**	-	-
Income subjected to lower tax rates	**49,343**	(340,443)	71,477
Others	**(287,053)**	(222,761)	215,955
Actual provision for income tax	**₱4,965,010**	₱6,045,314	₱7,837,660

The current provision for income tax includes the following:

	2025	2024	2023
		(In Thousand Pesos)	
RCIT or MCIT, whichever is higher	**₱5,421,908**	₱6,751,507	₱7,713,544
Final tax	**171,155**	168,224	140,120
	₱5,593,063	₱6,919,731	₱7,853,664

Globe has available NOLCO which can be carried over and applied against taxable income.

NOLCO:

Year Incurred	Availment Period	Balance at beginning of year	Incurred	Used / Expired	Balance at end of year
			(in Thousand Pesos)		
2025	**2026-2028**	**₱-**	**₱206,332**	**₱-**	**₱206,332**

Details of excess MCIT that can be claimed against RCIT payable follows:

Excess MCIT:

Year Incurred	Availment Period	Balance at beginning of year	Incurred	Used / Expired	Balance at end of year
2025	**2026-2028**	**₱-**	**₱2,173,948**	**₱-**	**₱2,173,948**

Deferred Income Tax Assets and Liabilities

Net deferred tax assets and (liabilities) presented in the consolidated statements of financial position on a net basis by entity are as follows:

	2025	2024
		(In Thousand Pesos)
Net deferred income tax assets	**₱2,262,717**	₱1,971,459
Net deferred income tax liabilities	**(3,541,847)**	(4,363,232)
	(₱1,279,130)	(₱2,391,773)

The significant components of the deferred income tax assets and liabilities of Globe represent the deferred income tax effects of the following (In Thousand Pesos):

	2025	2024
	(In Thousand Pesos)	
Deferred tax assets		
Lease liabilities	**₱32,321,157**	₱29,042,343
MCIT	**2,173,948**	-
Unrealized foreign exchange losses	**2,082,237**	1,877,592
Allowance for impairment losses on receivables	**1,904,786**	1,990,313
Accrued pension	**1,719,279**	1,387,147
Accumulated impairment losses on property and equipment	**1,046,979**	1,068,541
Accrued manpower cost	**1,014,036**	1,047,897
Unearned revenues and advances already subjected to income tax	**803,143**	1,121,544
Provision for claims and assessment	**768,325**	678,254
NOLCO	**51,583**	-
ARO	**394,618**	463,251
Cost of share-based compensation	**260,256**	217,931
Inventory obsolescence and market decline	**150,557**	205,878
Others	**138,644**	87,500
	44,829,548	39,188,191
Deferred tax liabilities		
Right of use assets	**(23,842,364)**	(21,641,619)
Excess of accumulated depreciation and amortization of Globe Telecom equipment for (a) tax reporting over (b) financial reporting	**(15,552,298)**	(13,665,982)
Unrealized gain on derivative transaction	**(1,360,479)**	(1,161,537)
Contract asset	**(1,275,073)**	(1,498,548)
Others	**(4,078,464)**	(3,612,278)
	(46,108,678)	(41,579,964)
Net deferred income tax liabilities	**(₱1,279,130)**	(₱2,391,773)

The rollforward analysis of Globe's net deferred tax assets (liabilities) follows:

	2025	2024
	(In Thousand Pesos)	
At beginning of year	**(₱2,391,773)**	(₱3,703,975)
Deferred income tax recognized in profit or loss		
Deferred tax relating to temporary difference	**628,053**	874,417
Deferred income tax recognized in comprehensive income		
Deferred tax relating to temporary difference (Note 20.8)	**408,780**	391,235
Others	**75,810**	46,550
At end of year	**(₱1,279,130)**	(₱2,391,773)

29 Earnings Per Share

Globe's earnings per share amounts were computed as follows:

	2025	2024	2023
	(In Thousand Pesos and Number of Shares Except per Share Figures)		
Net income attributable to common shareholders	**₱23,263,760**	₱24,304,433	₱24,512,760
Less dividends on preferred shares:			
Capital securities	**1,361,450**	1,369,672	1,330,619
Convertible voting preferred shares	**61,297**	61,297	50,027
Net income attributable to common shareholders for basic earnings per share (a)	**21,841,013**	22,873,464	23,132,114
Add dividends on convertible voting preferred shares	**61,297**	61,297	50,027
Net income attributable to common shareholders for diluted earnings per share (b)	**21,902,310**	22,934,761	23,182,141
Common shares outstanding, beginning	**144,380**	144,229	144,060
Add Weighted average number of issued shares under share-based compensation	**66**	101	112
Weighted average number of shares for basic earnings per share (c)	**144,446**	144,330	144,172
Add Dilutive shares arising from:			
Convertible preferred shares	**446**	390	442
Share based compensation plans	**695**	592	509
Adjusted weighted average number of common shares for diluted earnings per share (d)	**145,587**	145,312	145,123
Basic earnings per share (a/c)	**₱151.21**	₱158.48	₱160.45
Diluted earnings per share (b/d)	**₱150.44**	₱157.83	₱159.74

30 Capital and Financial Risk Management and Financial Instruments

Globe adopts an expanded corporate governance approach in managing its business risks. An Enterprise Risk Management Policy was developed to systematically view the risks and to provide a better understanding of the different risks that could threaten the achievement of Globe's mission, vision, strategies, and goals, and to provide emphasis on how management and employees play a vital role in achieving Globe's mission of transforming and enriching lives through communications.

The policies are not intended to eliminate risk but to manage it in such a way that opportunities to create value for the stakeholders are achieved. Globe risk management takes place in the context of the normal business processes such as strategic planning, business planning, operational and support processes.

The application of these policies is the responsibility of the BOD through the Chief Executive Officer. The Chief Finance Officer and concurrent Chief Risk Officer champion oversees the entire risk management function. Risk owners have been identified for each risk and they are responsible for coordinating and continuously improving risk strategies, processes and measures on an enterprise-wide basis in accordance with established business objectives.

The risks are managed through the delegation of management and financial authority and individual accountability as documented in employment contracts, consultancy contracts, letters of authority, letters of appointment, performance planning and evaluation forms, key result areas, terms of reference and other policies that provide guidelines for managing specific risks arising from Globe's business operations and environment.

Globe continues to monitor and manage its financial risk exposures according to its BOD approved policies.

The succeeding discussion focuses on Globe's capital and financial risk management.

30.1 Capital Risk Management Objectives and Policies

Capital represents equity attributable to equity holders of the Parent Company.

The primary objective of Globe's capital management is to ensure that it maintains a strong credit rating and healthy capital ratios in order to support its business and maximize shareholder value.

Globe monitors its use of capital using leverage ratios, such as debt to total capitalization and makes adjustments to it in light of changes in economic conditions and its financial position. The ratio of debt to total capitalization for the years ended December 31, 2025 and 2024 was at 59% and 60%, respectively.

Globe's loan agreements include compliance with certain ratios which are also regularly monitored (see Note 17.4).

30.2 Financial Risk Management Objectives and Policies

Globe's main risks arising from the use of financial instruments are market risk, credit risk and liquidity risk. Globe Telecom's BOD is ultimately responsible for reviewing and approving the policies for managing each of these risks. Globe's risk management policies are summarized below:

30.2.1 Market Risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Globe is mainly exposed to two types of market risk: interest rate risk and currency risk.

Globe seeks to minimize the effects of these risks by using derivative financial instruments to hedge these risk exposures. Globe uses a combination of natural hedges and derivative hedging to manage its foreign exchange exposure as discussed in Note 8. It uses interest rate derivatives to reduce earnings volatility related to interest rate movements, and principal only swaps to hedge the foreign exchange risk exposure to principal repayments on USD and JPY debt.

It is Globe's policy to ensure that capabilities exist for active but conservative management of its foreign exchange and interest rate risks. Globe does not engage in any speculative derivative transactions. Authorized derivative instruments include currency forward contracts, currency swap contracts, interest rate swap contracts and currency option contracts.

The sensitivity analyses in the following sections relate to the position as of December 31, 2025 and 2024. The analyses exclude the impact of movements in market variables on the carrying value of pension, provisions and on the non-financial assets and liabilities of foreign operations.

The following assumptions have been made in calculating the sensitivity analyses:

- The sensitivity of the relevant profit or loss item is the effect of the assumed changes in respective market risks. This is based on the financial assets and financial liabilities held as of December 31, 2025 and 2024 including the effect of hedge accounting.
- The sensitivity of equity is calculated by considering the effect of any associated cash flow hedges for the effects of the assumed changes in the underlying.
- The assumed changes in market rates applied in the sensitivity analyses were based on historical information and may not necessarily reflect the actual movements that may occur in the future periods.

30.2.1.1 Interest Rate Risk

Globe's exposure to market risk from changes in interest rates relates primarily to Globe's long-term debt obligations.

Globe's policy is to manage its interest cost using a mix of fixed and variable rate debt. To manage this mix in a cost-efficient manner, Globe enters into interest rate swaps, in which Globe agrees to exchange, at specified intervals, the difference between fixed and variable interest amounts calculated by reference to an agreed-upon notional principal amount.

After taking into account the effect of interest rate swaps, the ratio of loans with fixed interest rates to total loans are as follows:

	2025	2024
USD fixed rate loans	**88%**	88%
PHP fixed rate loans	**53%**	62%

The loans receivable from related parties are subject to fixed interest rates and therefore not exposed to market interest rate risk.

Due to the short term maturities of cash and cash equivalents, its exposure to interest rate risk is not considered to be significant.

The following tables demonstrate the sensitivity of income before tax and equity to a reasonably possible change in interest rates after the impact of hedge accounting, with all other variables held constant.

	Increase/ Decrease in basis Points	Effect on income before income tax Increase (Decrease)	Effect on equity Increase (Decrease)
		(In Thousand Pesos except changes in bps)	
2025			
USD	**+75bps**	**93,256**	**4,583**
	-75bps	**(93,256)**	**(4,585)**
PHP	**+100bps**	**(453,498)**	**17,124**
	-100bps	**453,498**	**(17,136)**
JPY	**+50 bps**	**3,600**	**(65)**
	-50 bps	**(3,600)**	**66**
PHP	**+100 bps**	**7,240**	**3,394**
	-100 bps	**(7,240)**	**(3,395)**
2024			
USD	+120bps	56,669	(11,636)
	-120bps	(56,669)	11,648
PHP	+100bps	(170,016)	5,822
	-100bps	164,880	(5,827)

30.2.1.2 Foreign Exchange Risk

Globe's foreign exchange risk results primarily from movements of the PHP against the USD and JPY with respect to USD-denominated financial assets, USD and JPY-denominated financial liabilities and certain USD-denominated revenues. Majority of revenues are generated in PHP, while substantially all of capital expenditures are in USD. In addition, 19.24% and 19.68% of debt as of December 31, 2025 and 2024, respectively, are denominated in USD and 2.93% is denominated in JPY as of December 31, 2025, before taking into account any swap and hedges.

Information on Globe's foreign currency-denominated monetary assets and liabilities and their PHP equivalents are as follows:

	2025			2024	
	US Dollar	**JP Yen**	**Peso Equivalent**	US Dollar	Peso Equivalent
			(In Thousand)		
Assets					
Cash and cash equivalents	**$80,394**	**¥-**	**₱4,726,351**	$86,607	₱5,009,969
Trade Receivables	**22,796**	**-**	**1,340,188**	49,125	2,841,710
	103,190	**-**	**6,066,539**	135,732	7,851,679
Liabilities					
Trade payable and accrued expenses	**604,751**	**-**	**35,553,338**	606,829	35,103,209
Loans payable	**843,275**	**20,000,000**	**57,124,773**	853,000	49,343,491
	1,448,026	**20,000,000**	**92,678,111**	1,459,829	84,446,700
Net foreign currency - denominated liabilities	**$1,344,836**	**¥20,000,000**	**₱86,611,572**	$1,324,097	₱76,595,021

The following table demonstrates the sensitivity to a reasonably possible change in foreign exchange rates, with all other variables held constant, of Globe's income before tax (due to changes in the fair value of foreign currency-denominated assets and liabilities).

	Increase/Decrease in Peso to US Dollar and JP Yen exchange rate	Effect on income before income tax Increase (Decrease)	Effect on equity Increase (Decrease)
		(In Thousand Pesos except change in bps)	
2025			
USD			
	+0.70	**(₱732,485)**	**₱496,680**
	-0.70	**732,485**	**(496,680)**
JPY			
	+0.10	**-**	**2,056,196**
	-0.10	**-**	**(2,056,196)**
2024			
USD			
	+1.00	(₱878,234)	₱713,634
	-1.00	878,234	(713,634)

The movement in equity arises from changes in the fair values of derivative financial instruments designated as cash flow hedges.

Globe's foreign exchange risk management policy is to maintain a hedged financial position, after taking into account expected USD flows from operations and financing transactions. Globe enters into short-term foreign currency forwards and long-term foreign currency swap contracts in order to achieve this target.

30.2.2 Credit Risk

Credit Risk Exposure

The table below details Globe's exposure to credit risk:

	Notes	2025	2024
			(In Thousand Pesos)
Cash and cash equivalents	5	**₱25,029,857**	₱21,353,659
Trade receivables – net	6	**17,892,540**	19,508,236
Contract assets – net	7.1	**4,512,486**	5,442,961
Derivative assets	8	**6,048,554**	5,219,151
Loans receivable from related parties	10	**740,000**	3,763,935
Non-trade receivables	10	**3,648,674**	3,324,995
Security deposits	10	**1,734,996**	1,579,260
Investment in debt securities	31.1	**138,156**	142,304
		₱59,745,263	₱60,334,501

Globe has not executed any credit guarantees in favor of other parties.

Credit Risk Management

Credit exposures from subscribers are managed closely by the Credit, Billing and Risk Management of Globe. Applications for postpaid service are subjected to standard credit evaluation and verification procedures. The Credit, Billing and Risk Management of Globe continuously reviews credit policies and processes and implements various credit actions, depending on assessed risks, to minimize credit exposure. Receivable balances of postpaid subscribers are being monitored on a regular basis and appropriate credit treatments are applied at various stages of delinquency. Likewise, net receivable balances from carriers of traffic are also being monitored and subjected to appropriate actions to manage credit risk.

Globe analyzes its subscribers' receivables and contract assets based on internal credit risk rating. The table below shows the analysis of Globe's subscribers' receivables and contract assets as of December 31, 2025 and 2024.

	High Quality	Medium Quality	Low Quality	Terminated Accounts	Total
			(In Thousand Pesos)		
2025					
Wireless subscribers receivables:					
Consumer	**₱5,276,082**	**₱746,446**	**₱494,554**	**₱758,263**	**₱7,275,345**
Key corporate accounts	**193,620**	**239,311**	**30,515**	**444,438**	**907,884**
Other corporations and SMEs	**338,649**	**91,726**	**3,540**	**118,758**	**552,673**
	5,808,351	**1,077,483**	**528,609**	**1,321,459**	**8,735,902**
Wireline subscribers receivables:					
Consumer	**522,544**	**354,595**	**402,673**	**2,304,364**	**3,584,176**
Key corporate accounts	**895,547**	**1,833,230**	**469,202**	**3,015,110**	**6,213,089**
Other corporations and SMEs	**126,045**	**120,348**	**49,000**	**386,548**	**681,941**
	1,544,136	**2,308,173**	**920,875**	**5,706,022**	**10,479,206**
Total subscribers' receivables	**7,352,487**	**3,385,656**	**1,449,484**	**7,027,481**	**19,215,108**
Wireless contract assets					
Consumer	**3,104,075**	**442,491**	**152,903**	**33,387**	**3,732,856**
Key corporate accounts	**208,109**	**208,147**	**8,107**	**4,390**	**428,753**
Other corporations and SMEs	**300,135**	**44,297**	**3,474**	**2,971**	**350,877**
	3,612,319	**694,935**	**164,484**	**40,748**	**4,512,486**
Total subscribers' receivables and contracts assets	**₱10,964,806**	**₱4,080,591**	**₱1,613,968**	**₱7,068,229**	**₱23,727,594**

	High Quality	Medium Quality	Low Quality	Terminated Accounts	Total
			(In Thousand Pesos)		
2024					
Wireless subscribers receivables:					
Consumer	₱5,821,415	₱909,916	₱572,368	₱1,234,782	₱8,538,481
Key corporate accounts	219,116	355,126	37,371	590,687	1,202,300
Other corporations and SMEs	418,238	81,057	3,610	163,083	665,988
	6,458,769	1,346,099	613,349	1,988,552	10,406,769
Wireline subscribers receivables:					
Consumer	534,435	426,520	410,650	3,129,164	4,500,769
Key corporate accounts	989,395	1,289,003	373,872	3,024,787	5,677,057
Other corporations and SMEs	135,198	127,724	50,975	376,133	690,030
	1,659,028	1,843,247	835,497	6,530,084	10,867,856
Total subscribers' receivables	8,117,797	3,189,346	1,448,846	8,518,636	21,274,625
Wireless contract assets					
Consumer	3,795,410	541,042	186,957	40,824	4,564,233
Key corporate accounts	230,832	230,875	8,992	4,870	475,569
Other corporations and SMEs	344,857	50,897	3,991	3,414	403,159
	4,371,099	822,814	199,940	49,108	5,442,961
Total subscribers' receivables and contracts assets	₱12,488,896	₱4,012,160	₱1,648,786	₱8,567,744	₱26,717,586

Globe's credit risk rating comprises the following categories:

- High quality accounts are accounts considered to be of good quality, have consistently exhibited good paying habits, and are unlikely to miss payments. High quality accounts primarily include strong corporate and consumer accounts with whom Globe has excellent payment experience. ECL rates applied in this category ranges from 0-10%.
- Medium quality accounts are accounts that exhibited good paying habits but may require minimal monitoring with the objective of moving accounts to high quality rating. Medium quality accounts primarily include subscribers whose creditworthiness can be moderately affected by adverse changes in economic and financial conditions, but will not necessarily, reduce the ability of the subscriber to fulfill its obligations. It includes customers with whom Globe has limited experience and therefore, creditworthiness needs to be further established over time. ECL rates applied in this category ranges from 10.1-50%.
- Low quality accounts are accounts which exhibit characteristics that are identified to have increased likelihood to miss payments. Low quality accounts are subject to closer monitoring and scrutiny with the objective of managing risk and moving accounts to improved rating category. It primarily includes mass consumer, corporate and SME customers whose creditworthiness are easily affected by adverse changes in economic and financial conditions. ECL rates applied in this category ranges from 50.1-100%.
- Terminated accounts are accounts in cancelled status. Although there is a possibility that terminated accounts may still be collected by exhausting collection efforts, the probability of recovery has significantly deteriorated. ECL rates applied in this category is 100% with recovery rates assumptions.

For traffic settlements and other trade receivables, Globe uses delinquency and past due information to analyze the credit risk. The following tables show the aging analysis of Globe's traffic settlements and other trade receivables as of December 31, 2025 and 2024.

2025

	Current	Less than 30 days past due	31 to 60 days past due	61 to 90 days past due	Over 90 days past due	Total
			(In Thousand Pesos)			
Traffic receivables:						
Foreign	**₱475,185**	**₱-**	**₱10,992**	**₱6,262**	**₱209,931**	**₱702,370**
Local	**81,691**	**4,266**	**1,298**	**1,219**	**147,979**	**236,453**
	556,876	**4,266**	**12,290**	**7,481**	**357,910**	**938,823**
Other trade receivables	**3,169,088**	**724,743**	**261,065**	**132,392**	**1,136,926**	**5,424,214**
Total	**₱3,725,964**	**₱729,009**	**₱273,355**	**₱139,873**	**₱1,494,836**	**₱6,363,037**

2024

	Current	Less than 30 days past due	31 to 60 days past due	61 to 90 days past due	Over 90 days past due	Total
			(In Thousand Pesos)			
Traffic receivables:						
Foreign	₱333,591	₱-	₱39,851	₱30,623	₱209,875	₱613,940
Local	88,784	4,491	3,434	1,082	195,444	293,235
	422,375	4,491	43,285	31,705	405,319	907,175
Other trade receivables	2,918,329	25,221	385,389	168,741	1,838,511	5,336,191
Total	₱3,340,704	₱29,712	₱428,674	₱200,446	₱2,243,830	₱6,243,366

With respect to receivables from related parties, non-trade receivables and security deposits, the exposure to credit risk is managed on a group basis. Credit risks covering these accounts are reviewed based on credit worthiness of concerned parties. There are no assessed credit risks as of December 31, 2025 and 2024.

For investments with banks and other counterparties, Globe has a risk management policy which allocates investment limits based on counterparty credit rating and credit risk profile. Globe makes a quarterly assessment of the credit standing of its investment counterparties, and allocates investment limits based on size, liquidity, profitability, and asset quality. The usage of limits is regularly monitored.

Non-telco subsidiaries mainly trades with recognized and creditworthy third parties. Non-telco customers who wish to trade on credit terms are subject to credit verification procedures.

For its derivative counterparties, Globe deals only with counterparty banks with investment grade ratings and major universal and commercial local banks. Credit ratings of derivative counterparties are reviewed quarterly.

Globe's exposures with its investment counterparties for time deposits as of December 31 are as follows:

	2025	2024
Local bank deposits	**70%**	62%
Onshore foreign bank	**30%**	38%

30.2.3 Liquidity Risk

Globe seeks to manage its liquidity profile to be able to finance capital expenditures and service maturing debts. To cover its financing requirements, Globe intends to use internally generated funds and available long-term and short-term credit facilities.

The following table shows Globe's available credit facilities (in millions):

	2025	2024
Short term		
Committed		
USD	**$50**	$50
PHP	**₱3,000**	₱3,000
Uncommitted		
USD	**$114**	$114
PHP	**₱83,949**	₱85,788

As part of its liquidity risk management, Globe regularly evaluates its projected and actual cash flows. It also continuously assesses conditions in the financial markets for opportunities to pursue fund raising activities, in case any requirements arise. Fund raising activities may include bank loans, export credit agency facilities, and capital market issues.

The following tables show comparative information about Globe's financial instruments as of the end of the reporting period presented by maturity profile including forecasted interest payments for the next five years.

Loans Payable

2025

	Less than 1 year	1 to 3 years	Over 3 years
		(In Thousands)	
Loans Payable			
Fixed Rate			
USD notes	**$-**	**$-**	**$600,000**
Philippine peso	**₱21,879,500**	**₱38,269,000**	**₱39,020,000**
Floating rate			
USD notes	**$1,725**	**$241,550**	**$-**
Philippine peso	**₱260,000**	**₱16,345,000**	**₱84,770,000**
Japanese Yen	**¥-**	**¥-**	**¥20,000,000**
Interest payable*			
PHP debt	**₱10,444,122**	**₱25,683,920**	**₱32,219,509**
USD debt	**$33,736**	**$68,063**	**$76,875**
JPY debt	**¥288,426**	**¥837,049**	**¥334,174**

**Used PHP BVAL, Term SOFR, JPY TONA Reference rates.*

2024

	Less than 1 year	1 to 3 years	Over 3 years
		(In Thousands)	
Loans Payable			
Fixed Rate			
USD notes	$-	$-	$600,000
Philippine peso	₱25,304,500	₱48,803,500	₱50,365,000
Floating rate			
USD notes	$9,725	$1,725	$241,550
Philippine peso	₱502,500	₱5,150,000	₱71,225,000
Interest payable*			
PHP debt	₱10,569,670	₱26,563,825	₱31,379,778
USD debt	$35,637	$83,777	$97,500

**Used PHP BVAL, Term SOFR Reference rates.*

The following tables present the maturity profile of Globe's other liabilities and derivative instruments (undiscounted cash flows including swap costs payments/receipts except for other long-term liabilities) as of December 31, 2025 and 2024 (in thousand pesos).

2025

Other Financial Liabilities

	Less than 1 year	1 to 5 years	Over 5 years	Total
Trade payables and accrued expenses*	**₱64,434,410**	**₱-**	**₱-**	**₱64,434,410**
Other long-term liabilities*	-	-	**929,642**	**929,642**
	₱64,434,410	**₱-**	**₱929,642**	**₱65,364,052**

**Excludes ARO and taxes payable which are deemed non-financial liabilities.*

Derivative Instrument

	Less than 1 year		1 to 3 years		Over 3 years	
	Receive	Pay	Receive	Pay	Receive	Pay
Projected Swap Coupons:						
Interest Rate Swap-USD	**₱-**	**₱-**	**₱-**	**₱-**	**₱-**	**₱-**
Cross Currency Swap	**₱545,328**	**₱790,469**	**₱641,031**	**₱1,353,981**	**₱218,290**	**₱482,023**
Principal Only Swap	**₱-**	**₱543,020**	**₱-**	**₱1,421,524**	**₱-**	**₱1,468,198**

	Less than 1 year		1 to 3 years		Over 3 years	
	Receive	Pay	Receive	Pay	Receive	Pay
Projected Principal Exchanges:						
Forward Purchase of USD	**$3,382**	**₱192,510**	**$ -**	**₱-**	**$ -**	**₱-**
Forward Sale of USD	**₱-**	**$-**	**₱-**	**$-**	**₱-**	**$ -**
FX Swap	**$426,000**	**₱25,079,511**	**$ -**	**₱-**	**$ -**	**₱-**
Cross Currency Swaps- PHP	**₱-**	**₱87,823**	**₱-**	**₱8,239,331**	**₱-**	**₱-**
Cross Currency Swaps- USD	**$1,725**	**$-**	**$161,550**	**$-**	**$-**	**$-**
Cross Currency Swaps- PHP	**₱-**	**₱-**	**₱-**	**₱2,514,150**	**₱-**	**₱5,035,850**
Cross Currency Swaps- JPY	**¥-**	**¥-**	**¥6,660,000**	**¥-**	**¥13,340,000**	**¥-**
Principal Only Swaps- PHP	**₱-**	**₱-**	**₱-**	**₱4,031,200**	**₱-**	**₱29,118,475**
Principal Only Swaps- USD	**$-**	**$-**	**$80,000**	**$-**	**$600,000**	**$-**

2024

Other Financial Liabilities

	Less than 1 year	1 to 5 years	Over 5 years	Total
Trade payables and accrued expenses*	₱68,148,559	₱-	₱-	₱68,148,559
Other long-term liabilities*	-	-	1,018,474	1,018,474
	₱68,148,559	₱-	₱1,018,474	₱69,167,033

**Excludes ARO and taxes payable which are deemed non-financial liabilities .*

Derivative Instrument

	Less than 1 year		1 to 3 years		Over 3 years	
	Receive	Pay	Receive	Pay	Receive	Pay
Projected Swap Coupons:						
Interest Rate Swaps-USD	₱-	₱-	₱-	₱-	₱-	₱-
Cross Currency Swaps	₱511,786	₱397,007	₱693,727	₱568,980	₱-	₱-
Principal Only Swaps	₱-	₱579,872	₱-	₱1,616,908	₱-	₱1,475,040

	Less than 1 year		1 to 3 years		Over 3 years	
	Receive	Pay	Receive	Pay	Receive	Pay
Projected Principal Exchanges:						
Forward Purchase of USD	$-	₱-	$ -	₱-	$ -	₱-
Forward Sale of USD	₱-	$-	₱-	$-	₱-	$ -
FX Swap	$448,500	₱26,243,373	$ -	₱-	$ -	₱-
Cross Currency Swaps- PHP	₱-	₱507,823	₱-	₱8,327,153	₱-	₱-
Cross Currency Swaps- USD	$9,725	$-	$163,275	$-	$-	$-
Principal Only Swaps- PHP	₱-	₱-	₱-	₱4,031,200	₱-	₱29,118,475
Principal Only Swaps- USD	$-	$-	$80,000	$-	$600,000	$-

Lease Liabilities

The maturity profile of Globe's lease liabilities using undiscounted cash flows of future lease payments has been disclosed in Note 13.2.

31 Financial Assets and Liabilities

31.1 Categories of Financial Assets and Financial Liabilities

The table below presents the carrying value of Globe's financial instruments by category as of December 31 based on the classification requirements of PFRS 9:

	2025	2024
	(In Thousand Pesos)	
Financial Assets		
Derivative assets:		
Derivative assets designated as cash flow hedges (FVOCI)	**₱6,001,946**	₱5,209,490
Derivative assets not designated as hedges (FVPL)	**46,608**	9,661
Financial assets at FVOCI:		
Investment in equity securities	**4,603,377**	3,941,493
Financial assets at FVPL:		
Investment in debt securities	**138,156**	142,304
Financial assets at amortized cost		
Cash and cash equivalents	**25,029,857**	21,353,659
Trade receivables – net	**17,892,540**	19,508,236
Contract assets – net	**4,512,486**	5,442,961
Non-trade receivables	**3,648,674**	3,324,995
Loans receivable from related parties	**740,000**	3,763,935
	₱62,613,644	₱62,696,734
Financial Liabilities:		
Derivative liabilities		
Derivative liabilities designated as cash flow hedges (FVOCI)	**₱579,862**	₱339,862
Derivative liabilities not designated as hedges (FVPL)	**26,776**	233,143
Financial liabilities at amortized cost		
Trade payables and accrued expenses*	**64,434,410**	68,148,559
Loans payable	**256,313,397**	249,459,909
Lease liabilities - net	**129,245,456**	116,107,874
Other long term liabilities**	**929,642**	1,018,474
	₱451,529,543	₱435,307,821

**Trade payables and accrued expenses exclude taxes payables which are deemed non-financial liabilities*
***Other long term liabilities exclude ARO and taxes payables which are deemed non-financial liabilities*

31.2 Offsetting Financial Assets and Financial Liabilities

Globe has financial instruments that have offsetting arrangements as follows:

	Gross amounts	Amounts offset under PAS 32	Reported amounts in the consolidated statements of financial position	Amounts offset under master netting arrangements or other similar contracts	Net exposure
			(In Thousand Pesos)		
December 31, 2025					
Derivative assets	**₱6,048,554**	**₱-**	**₱6,048,554**	**(₱606,638)**	**₱5,441,916**
Derivative liabilities	**606,638**	**-**	**606,638**	**(606,638)**	**-**
Traffic settlements receivable (Note 6)	**1,647,355**	**(708,532)**	**938,823**	**-**	**938,823**
Traffic settlements payable (Note 15)	**1,547,550**	**(708,532)**	**839,018**	-	**839,018**
Sublease receivables (Note 13.2)	**730,769**	**(730,769)**	**-**	-	**-**
Lease liabilities (Note 13.2)	**129,976,225**	**(730,769)**	**129,245,456**	-	**129,245,456**
December 31, 2024					
Derivative assets	₱5,219,151	₱-	₱5,219,151	(₱573,005)	₱4,646,146
Derivative liabilities	573,005	-	573,005	(573,005)	-
Traffic settlements receivable (Note 6)	2,026,837	(1,119,662)	907,175	-	907,175
Traffic settlements payable (Note 15)	1,869,352	(1,119,662)	749,690	-	749,690
Sublease receivables (Note 13.2)	789,189	(789,189)	-	-	-
Lease liabilities (Note 13.2)	116,897,063	(789,189)	116,107,874	-	116,107,874

Globe makes use of master netting agreements with counterparties with whom a significant volume of transactions are undertaken. Such arrangements provide for single net settlement of all financial instruments covered by the agreements in the event of default on any one contract. Master netting arrangements do not normally result in an offset of balance sheet assets and liabilities unless certain conditions for offsetting under PAS 32 apply.

Although master netting arrangements may significantly reduce credit risk, it should be noted that:

- Credit risk is eliminated only to the extent that amounts due to the same counterparty will be settled after the assets are realized; and
- The extent to which overall credit risk is reduced may change substantially within a short period because the exposure is affected by each transaction subject to the arrangement and fluctuations in market factors.

Globe

31.3 Fair Values of Financial Assets and Financial Liabilities

The table below presents a comparison of carrying amounts and estimated fair values of all Globe's financial instruments as of December 31:

	2025		2024	
	Carrying Value	**Fair Value**	Carrying Value	Fair Value
	(In Thousand Pesos)			
Financial Assets				
Derivative assets[1]	**₱6,048,554**	**₱6,048,554**	₱5,219,151	₱5,219,151
Investment in debt and equity securities[1]	**4,741,533**	**4,741,533**	4,083,797	4,083,797
	₱10,790,087	**₱10,790,087**	₱9,302,948	₱9,302,948
Financial Liabilities				
Derivative liabilities[1]	**₱606,638**	**₱606,638**	₱573,005	₱573,005
Loans payables [2]	**256,313,397**	**263,169,651**	249,459,909	249,032,055
	₱256,920,035	**₱263,776,289**	₱250,032,914	₱249,605,060

[1] *Measured at fair value on a recurring basis*

The following discussions are methods and assumptions used to estimate the fair value of each class of financial instrument for which it is practicable to estimate such value.

31.3.1 Non-Derivative Financial Instrument

The fair values of cash and cash equivalents, trade receivables, contract assets, non-trade receivables, trade payables and accrued expenses are approximately equal to their carrying amounts considering the short-term maturities of these financial instruments.

The fair value of loans receivable from related parties was estimated based on the present value of all future cash flows discounted using the prevailing market rate of interest for a similar instrument. The resulting fair value of loans receivable from related parties approximates the carrying amount.

The fair value of investments in debt and equity securities are based on:

- Level 1 - Quoted prices of similar instruments
- Level 2 - Recent funding round prices of identical or similar instruments
- Level 3 - Sales enterprise value multiple of comparable companies ranging from 2.3x to 7.1x in 2025 and 2.3x to 5.5x in 2024

For variable rate loans payable that reprice every three months, the carrying value approximates the fair value because of recent and regular repricing based on current market rates. For variable rate loans payable that reprice every six months, the fair value is determined by discounting the principal amount plus the next interest payment using the prevailing market rate for the period up to the next repricing date.

For noninterest bearing and fixed rate loans payable, the fair value was estimated as the present value of all future cash flows discounted using the prevailing market rate of interest for a similar instrument.

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31.3.2 Derivative Instrument

The fair value of freestanding and embedded forward exchange contracts is calculated by using the interest rate parity concept.

The fair values of interest rate swaps and cross currency swap transactions are determined using valuation techniques with inputs and assumptions that are based on market observable data and conditions and reflect appropriate risk adjustments that market participants would make for credit and liquidity risks existing at the end each of reporting period. The fair value of interest rate swap transactions is the net present value of the estimated future cash flows. The fair values of currency and cross currency swap transactions are determined based on changes in the term structure of interest rates of each currency and the spot rate.

The fair values were tested to determine the impact of credit valuation adjustments. However, the impact is immaterial given that Globe deals its derivatives with large foreign and local banks with very minimal risk of default.

31.3.3 Fair Value Hierarchy

The following tables provide the fair value measurement hierarchy of Globe's assets and liabilities:

	Fair value measurement using			
	Level 1	**Level 2**	**Level 3**	**Total**
2025		*(In Thousand Pesos)*		
Financial Assets				
Derivative assets	**₱-**	**₱6,048,554**	**₱-**	**₱6,048,554**
Investment in debt and equity securities	**768,240**	**3,436,842**	**536,451**	**4,741,533**
Financial Liabilities				
Derivative liabilities	**-**	**606,638**	**-**	**606,638**
Loans payable	**-**	**263,169,651**	**-**	**263,169,651**
2024				
Financial Assets				
Derivative assets	₱-	₱5,219,151	₱-	₱5,219,151
Investment in debt and equity securities	804,240	2,244,100	1,035,457	4,083,797
Financial Liabilities				
Derivative liabilities	-	573,005	-	573,005
Loans payable	-	249,032,055	-	249,032,055

There were no transfers from Level 1 and Level 2 fair value measurements for the years ended December 31, 2025 and 2024.

For financial instruments at fair value measured under Level 3, significant unobservable input includes sales enterprise value multiple of comparable companies and risk-adjustment rates.

As at December 31, 2025 and 2024, Globe's sensitivity analysis shows that if the sales enterprise value multiple of comparable companies increased by 100 basis points, with all other variables held constant, income before income tax and equity would increase while an increase in risk-adjustment rates by 100 basis points, with all other variables held constant, income before income tax and equity would decrease.

32 Operating Segment Information

Globe's reportable segments consist of: (1) mobile communications services; and (2) wireline communication services; which Globe operates and manages as strategic business units and organize by products and services. Globe presents its various operating segments based on segment net income.

Intersegment transfers or transactions are entered into under the normal commercial terms and conditions that would also be available to unrelated third parties. Segment revenue, segment expense and segment result include transfers between business segments. Those transfers are eliminated in consolidation.

Most of Globe's revenues are derived from operations within the Philippines, hence, Globe does not present geographical information required by PFRS 8, *Operating Segments*. Globe does not have a single customer that will meet the 10% reporting criteria.

Globe also presents the different product types that are included in the report that is regularly reviewed by the chief operating decision maker in assessing the operating segments performance.

Segment assets and liabilities are not measures used by the chief operating decision maker since the assets and liabilities are managed on a group basis.

Globe's segment information is as follows:

	2025			
	Mobile Communications Services	Wireline Communications Services	Others	Consolidated
	(In Thousand Pesos)			
REVENUES:				
Service revenues:				
External customers:				
Data	₱101,166,061	₱ 20,670,497	₱-	₱121,836,558
Voice	10,882,048	1,251,135	-	12,133,183
SMS	4,801,389	-	-	4,801,389
Broadband	-	23,980,120	-	23,980,120
Others	-	-	2,326,408	2,326,408
	116,849,498	45,901,752	2,326,408	165,077,658
Nonservice revenues:				
External customers	13,050,019	29,979	82,188	13,162,186
Segment revenues	129,899,517	45,931,731	2,408,596	178,239,844
Operating costs and expenses-net	(59,438,040)	(28,688,290)	(2,489,198)	(90,615,528)
EBITDA	70,461,477	17,243,441	(80,602)	87,624,316
Depreciation and amortization	(36,088,839)	(17,596,793)	(185,495)	(53,871,127)
EBIT	34,372,638	(353,352)	(266,097)	33,753,189
Finance cost and non-operating expenses – net	(6,531,820)	43,305	962,396	(5,526,119)
NET INCOME (LOSS) BEFORE TAX	27,840,818	(310,047)	696,299	28,227,070
Provision for income tax	(4,826,408)	23,203	(161,805)	(4,965,010)
NET INCOME (LOSS)	23,014,410	(₱286,844)	534,494	₱23,262,060
Intersegment revenues	(₱1,022,962)	(1,670,570)	(6,293,874)	(₱8,987,406)
Core net income after tax				₱20,888,350
Operating costs and expenses - net				
Operating expenses-net[1]	(43,030,383)	(26,029,726)	(2,329,253)	(71,389,362)
Cost of inventories sold	(13,015,996)	(371,780)	(99,282)	(13,487,058)
Impairment/recovery and other losses[2]	(2,339,599)	(1,427,042)	(60,704)	(3,827,345)
Interconnect costs	(1,052,062)	(859,742)	41	(1,911,763)
	(59,438,040)	(28,688,290)	(2,489,198)	(90,615,528)
Finance costs and non-operating charges				
Finance costs	(16,272,690)	(160,010)	(23,790)	(16,456,490)
Equity share in net profit of JVs	5,978,249	413,794	-	6,392,043
Interest income	471,491	147,545	202,779	821,815
Other non-operating income-net[3]	3,291,130	(358,024)	783,407	3,716,513
	(6,531,820)	43,305	962,396	(5,526,119)
Cash Flows				
Net cash from (used in):				
Operating activities	₱51,669,495	₱27,927,901	(₱55,629)	₱79,541,767
Investing activities	(23,123,543)	(13,181,152)	(16,757)	(36,321,452)
Financing activities	(37,289,856)	(1,631,189)	(238,838)	(39,159,883)

[1]*Operating expenses-net primarily includes general, selling and admin expenses net of income from leases, management fees and other operating income*
[2]*Impairment/recovery and other losses includes impairment loss on receivables, contract assets, inventories, provision for probable losses and other assets*
[3]*Other non-operating income primarily includes gain on deemed sale of investment in Mynt and gain on sale and leaseback of telecom towers – net under mobile communications services, net gain (loss) on derivative instruments, net foreign exchange gain (loss), net gain on disposal of property and equipment, net gain (loss) on ARO and other non-operating income/charges*

	2024			
	Mobile Communications Services	Wireline Communications Services	Others	Consolidated
	(In Thousand Pesos)			
REVENUES:				
Service revenues:				
External customers:				
Data	₱97,368,837	₱20,379,506	₱-	₱117,748,343
Voice	12,652,830	1,500,199	-	14,153,029
SMS	6,691,721	-	-	6,691,721
Broadband	-	23,785,396	-	23,785,396
Others	-	-	2,637,800	2,637,800
	116,713,388	45,665,101	2,637,800	165,016,289
Nonservice revenues:				
External customers	15,201,455	275,435	92,881	15,569,771
Segment revenues	131,914,843	45,940,536	2,730,681	180,586,060
Operating costs and expenses-net	(62,023,847)	(29,023,427)	(2,725,110)	(93,772,384)
EBITDA	69,890,996	16,917,109	5,571	86,813,676
Depreciation and amortization	(33,872,521)	(16,337,933)	(262,586)	(50,473,040)
EBIT	36,018,475	579,176	(257,015)	36,340,636
Finance cost and non-operating expenses – net	(5,968,552)	(194,618)	153,617	(6,009,553)
NET INCOME (LOSS) BEFORE TAX	30,049,923	384,558	(103,398)	30,331,083
Provision for income tax	(5,965,078)	(162,183)	81,947	(6,045,314)
NET INCOME (LOSS)	₱24,084,845	₱222,375	(₱21,451)	₱24,285,769
Intersegment revenues	(₱1,036,603)	(₱2,209,280)	(₱5,597,524)	(₱8,843,407)
Core net income after tax				₱21,497,995
Operating costs and expenses - net				
Operating expenses-net[1]	(42,665,146)	(25,769,915)	(2,597,532)	(71,032,593)
Cost of inventories sold	(15,199,428)	(1,117,123)	(112,162)	(16,428,713)
Impairment/recovery and other losses[2]	(3,188,139)	(1,487,793)	(15,358)	(4,691,290)
Interconnect costs	(971,134)	(648,596)	(58)	(1,619,788)
	(62,023,847)	(29,023,427)	(2,725,110)	(93,772,384)
Finance costs and non-operating charges				
Finance costs	(14,245,860)	(172,118)	(26,292)	(14,444,270)
Equity share in net profit of JVs	3,468,081	428,931	-	3,897,012
Interest income	480,720	197,400	240,218	918,338
Other non-operating income-net[3]	4,328,507	(648,831)	(60,309)	3,619,367
	(5,968,552)	(194,618)	153,617	(6,009,553)
Cash Flows				
Net cash from (used in):				
Operating activities	₱71,897,654	₱12,868,594	₱15,593	₱84,781,841
Investing activities	(15,299,725)	(15,423,744)	(21,943)	(30,745,412)
Financing activities	(46,996,258)	(2,424,738)	(40,635)	(49,461,631)

[1]Operating expenses-net primarily includes general, selling and admin expenses net of income from leases, management fees and other operating income
[2]Impairment/recovery and other losses includes impairment loss on receivables, contract assets, inventories, provision for probable losses and other assets
[3]Other non-operating income primarily includes, gain on sale and leaseback of telecom towers – net under mobile communications services, net gain (loss) on derivative instruments, net foreign exchange gain (loss), net gain on disposal of property and equipment, net gain (loss) on ARO and other non-operating income/charges

	2023			
	Mobile Communications Services	Wireline Communications Services	Others	Consolidated
	(In Thousand Pesos)			
REVENUES:				
Service revenues:				
External customers:				
Data	₱90,894,707	₱18,319,203	₱-	₱109,213,910
Voice	13,505,925	1,595,674	-	15,101,599
SMS	7,975,319	-	-	7,975,319
Broadband	-	25,111,748	-	25,111,748
Others	-	-	4,930,908	4,930,908
	112,375,951	45,026,625	4,930,908	162,333,484
Nonservice revenues:				
External customers	17,457,309	262,738	110,924	17,830,971
Segment revenues	129,833,260	45,289,363	5,041,832	180,164,455
Operating costs and expenses-net	(64,308,442)	(30,812,730)	(3,616,537)	(98,737,709)
EBITDA	65,524,818	14,476,633	1,425,295	81,426,746
Depreciation and amortization	(32,471,473)	(14,599,070)	(285,500)	(47,356,043)
EBIT	33,053,345	(122,437)	1,139,795	34,070,703
Finance cost and non-operating expenses – net	(1,343,333)	(89,900)	(221,800)	(1,655,033)
NET INCOME (LOSS) BEFORE TAX	31,710,012	(212,337)	917,995	32,415,670
Provision for income tax	(7,654,942)	45,664	(228,382)	(7,837,660)
NET INCOME (LOSS)	₱24,055,070	(₱166,673)	₱689,613	₱24,578,010
Intersegment revenues	(₱1,091,461)	(₱2,028,645)	(₱6,841,972)	(₱9,962,078)
Core net income after tax				₱18,915,767
Operating costs and expenses - net				
Operating expenses-net[1]	(43,149,184)	(27,064,200)	(3,476,250)	(73,689,634)
Cost of inventories sold	(17,289,667)	(797,580)	(129,797)	(18,217,044)
Impairment/recovery and other losses[2]	(3,040,665)	(2,412,838)	(10,476)	(5,463,979)
Interconnect costs	(828,926)	(538,112)	(14)	(1,367,052)
	(64,308,442)	(30,812,730)	(3,616,537)	(98,737,709)
Finance costs and non-operating charges				
Finance costs	(11,912,325)	(198,200)	(35,354)	(12,145,879)
Equity share in net profit of JVs	1,851,350	363,411	-	2,214,761
Interest income	418,031	112,729	146,810	677,570
Other non-operating income-net[3]	8,299,611	(367,840)	(333,256)	7,598,515
	(1,343,333)	(89,900)	(221,800)	(1,655,033)
Cash Flows				
Net cash from (used in):				
Operating activities	₱65,974,197	₱14,292,582	₱180,101	₱80,446,880
Investing activities	(35,606,141)	(18,821,989)	(50,472)	(54,478,602)
Financing activities	(25,303,012)	(2,222,596)	(33,166)	(27,558,774)

[1]Operating expenses-net primarily includes general, selling and admin expenses net of income from leases, management fees and other operating income
[2]Impairment/recovery and other losses includes impairment loss on receivables, contract assets, inventories, provision for probable losses and other assets
[3]Other non-operating income primarily includes, gain on sale and leaseback of telecom towers – net under mobile communications services, net gain (loss) on derivative instruments, net foreign exchange gain (loss), net gain on disposal of property and equipment, net gain (loss) on ARO and other non-operating income/charges

The reconciliation of the EBITDA to income before income tax presented in the consolidated statements of comprehensive income is shown below:

	Notes	2025	2024	2023
		(In Thousand Pesos)		
EBITDA		**₱87,624,316**	₱86,813,676	₱81,426,746
Depreciation and amortization	24	**(53,871,127)**	(50,473,040)	(47,356,043)
Financing costs	25	**(16,456,490)**	(14,444,270)	(12,145,879)
Impairment of property and equipment	26	**-**	(410,563)	(92,441)
Equity in net income (losses) of joint ventures	14	**6,392,043**	3,897,012	2,214,761
Foreign exchange gain (loss) – net	22	**(369,803)**	(2,431,889)	1,042,052
Gain (loss) on derivative instruments	22	**772,855**	2,957,406	(740,686)
Interest income	21	**821,815**	918,338	677,570
Gain on disposal of property and equipment - net		**283,559**	206,500	371,655
Gain on deemed sale of Investment in Mynt	14.2	**2,560,357**	-	-
Gain on sale and leaseback of telecom towers - net	11	**380,717**	3,482,083	7,258,378
Gain on sale of investments		**21,093**	-	76,669
Other items		**67,735**	(184,170)	(317,112)
Income before income tax		**₱28,227,070**	₱30,331,083	₱32,415,670

The reconciliation of core net income after tax (core NIAT) to NIAT is shown below:

	2025	2024	2023
	(In Thousand Pesos)		
Core NIAT	**₱20,888,350**	₱21,497,995	₱18,915,767
Foreign exchange gains (losses)	**(277,352)**	(1,823,917)	781,538
Gain (loss) on derivatives instruments	**579,641**	2,218,055	(555,515)
Gain on sale and leaseback of telecom towers – net	**285,538**	2,611,562	5,443,784
Gain on deemed sale of Investment in Mynt	**2,176,304**	-	-
Others	**(390,421)**	(217,926)	(7,564)
NIAT	**₱23,262,060**	₱24,285,769	₱24,578,010

32.1 Mobile Communications Services

This reporting segment is made up of digital cellular telecommunications services which includes mobile voice, mobile SMS and mobile data.

Globe Telecom offers its mobile communications services to consumers, corporate and small and medium enterprise (SME) clients through the following three (3) brands: Globe Postpaid, Globe Prepaid and Touch Mobile (including fully Mobile, internet-on-the-go service and GOMO).

32.1.1 Mobile Voice

Mobile voice include local, national and international long-distance call services. In addition to Globe's standard, pay-per-use rates, subscribers can choose from bulk and unlimited voice offerings for all-day, and in several denominations.

32.1.2 Mobile SMS

Mobile SMS consist of local and international revenues from inbound and outbound SMS.

32.1.3 Mobile Data

Mobile Data services allow subscribers to access the internet using their internet-capable mobile devices or laptops with USB modems. Mobile data also includes local and international revenues from value-added services such as content downloading, mobile commerce services, and other add-on VAS.

32.2 Wireline Communications Services

This reporting segment is made up of fixed line voice, corporate data and home broad band services.

Globe offers a full range of fixed line communications services, wired and wireless Broadband access, and end-to-end connectivity solutions customized for consumers, SMEs (Small & Medium Enterprises), large corporations and businesses.

32.2.1 Fixed Line Voice

Globe's fixed line voice services include local, national and international long-distance calling services in postpaid and prepaid packages through its Globelines brand. For corporate and enterprise customers, Globe offers voice solutions that include regular and premium conferencing, enhanced voice mail, IP-PBX solutions and domestic or international toll-free services.

32.2.2 Corporate Data

Corporate data services include end-to-end data solutions customized according to the needs of businesses. Globe's product offerings include international and domestic leased line services, wholesale and corporate internet access, data center services and other connectivity solutions tailored to the needs of specific industries. Among the products and solutions are as follows:

- Connectivity - Globe connectivity services provides an up to speed with a fast and resilient connection powered by dedicated and reliable technologies. This service includes domestic data, international data, and other internet services.
- Cloud computing - Globe's range of cloud computing services provides improved efficiency and agility in the face of evolving business environments while keeping costs low
- Data Centers - Globe Data Center offers outsourced data center hosting and management for a superior experience that goes beyond technology.
- Cybersecurity - Globe cybersecurity provides enterprises the access to the best-in-class tool sets, hardware, software, and even niche technology experts to handle security threats and IT infrastructure in a cost-effective manner.

- Business Continuity - Globe business continuity services provides the right digital solutions for uninterrupted business operations. The product offers seamless connectivity through Prepaid Mobile WiFi or Corporate Managed Broadband, empowered remote workforce using collaboration tools, and security for their business operations with Backup-as-a-Service (BaaS) and Disaster-Recovery-as-a-Service (DRaaS), among others.
- Business Applications - Globe offers a diverse range of business applications solutions to streamline and enhance the business' operations, and raise efficiency, productivity, and customer satisfaction.

32.2.3 Home Broadband

Globe offers wired and fixed wireless Broadband services, across various technologies and connectivity speeds for its residential and business customers. Globe Home Broadband consists of wired postpaid and prepaid Fiber broadband packages and wireless Home Prepaid WiFi

32.3 Others

Globe offers non-telecommunications products and services in e-commerce, adtech and manpower among others.

33 Significant Agreements

33.1 Agreements and Commitments with Other Carriers

Globe Telecom, Innove and BTI have existing international telecommunications service agreements with various foreign administrations and interconnection agreements with local telecommunications companies for their various services. Globe Telecom also has international roaming agreements with other foreign operators, which allow its subscribers access to foreign networks. The agreements provide for sharing of toll revenues derived from the mutual use of telecommunication networks.

The interconnect costs for the period 2025, 2024 and 2023 amounted to ₱1,911.76 million, ₱1,619.79 million and ₱1,367.05 million, respectively.

Net traffic settlement receivables amounted to ₱938.82 million and ₱907.18 million while net traffic settlement payables amounted to ₱839.02 million and ₱749.69 million as of December 31, 2025 and 2024, respectively (see Notes 6 and 15).

33.2 Arrangements and Commitments with Suppliers

Globe has entered into agreements with various suppliers for the development or construction, delivery and installation of property and equipment. Under the terms of these agreements, advance payments and down payments are made to suppliers upon submission of required documentation. While the development or construction is in progress, project costs are accrued based on the project status. Billings are based on the progress of the development or construction and advance payments are being applied proportionately to the milestone billings. When development or construction and installation are completed and the property and equipment is ready for service, the value of unbilled but delivered goods or services from the related purchase orders is accrued.

The accrued project costs as of December 31, 2025 and 2024 included in the "Trade payables and accrued expenses" account in the consolidated statements of financial position amounted to ₱25,674.51 million and ₱30,740.90 million , respectively (see Note 15). The settlement of these liabilities is dependent on the payment terms and project milestones agreed with the suppliers and contractors. As of December 31, 2025 and 2024, the unapplied advances made to suppliers and

contractors relating to purchase orders issued amounted to ₱14,554.40 million and ₱12,172.43 million, respectively (see Note 10).

Also, Globe has existing agreements with various Tower Companies for the use of Telecom Towers. In relation to these arrangements, Globe has 897 and 776 tower lease commitments in which leases have not yet commenced as of December 31, 2025 and 2024, respectively.

34 Contingencies

Globe is contingently liable for various claims arising in the ordinary conduct of business and certain tax assessments which are either pending decision by the courts or are being contested, the outcome of which are not presently determinable. In the opinion of management and legal counsel, the possibility of outflow of economic resources to settle the contingent liability is remote.

Interconnection Charge for Short Messaging Service

On October 10, 2011, the NTC issued Memorandum Circular (MC) No. 02-10-2011 titled Interconnection Charge for Short Messaging Service requiring all public telecommunication entities to reduce their interconnection charge to each other from ₱0.35 to ₱0.15 per text, which Globe Telecom complied as early as November 2011. On December 11, 2011, the NTC One Stop Public Assistance Center (OSPAC) filed a complaint against Globe Telecom, Smart and Digitel alleging violation of the said MC No. 02-10-2011 and asking for the reduction of SMS off-net retail price from P1.00 to P0.80 per text. Globe Telecom filed
its response maintaining the position that the reduction of the SMS interconnection charges does not automatically translate to a reduction in the SMS retail charge per text.

On November 20, 2012, the NTC rendered a decision directing Globe Telecom to:

- Reduce its regular SMS retail rate from P1.00 to not more than ₱0.80;
- Refund/reimburse its subscribers the excess charge of ₱0.20; and
- Pay a fine of ₱200.00 per day from December 1, 2011 until date of compliance.

On May 7, 2014, NTC denied the Motion for Reconsideration (MR) filed by Globe Telecom last December 5, 2012 in relation to the November 20, 2012 decision. Globe Telecom's assessment is that Globe Telecom is in compliance with the NTC Memorandum Circular No. 02-10-2011. On June 9, 2014, Globe Telecom filed petition for review of the NTC decision and resolution with the Court of Appeals (CA).

The CA granted the petition in a resolution dated September 3, 2014 by issuing a 60-day temporary restraining order on the implementation of Memorandum Circular 02-10-2011 by the NTC. On October 15, 2014, Globe Telecom posted a surety bond to compensate for possible damages as directed by the CA.

On June 27, 2016, the CA rendered a decision reversing the NTC's abovementioned decision and resolution requiring telecommunications companies to cut their SMS rates and return the excess amount paid by subscribers. The CA said that the NTC order was baseless as there is no showing that the reduction in the SMS rate is mandated under MC No. 02-10-2011; there is no showing, either that the present P1.00 per text rate is unreasonable and unjust, as this was not mandated under the memorandum. Moreover, under the NTC's own MC No. 02-05-2008, SMS is a value added service (VAS) whose rates are deregulated. The respective motions for reconsideration filed by NTC and that of intervenor Bayan Muna Party List (Bayan Muna) Representatives Neri Javier Colmenares and Carlos Isagani Zarate were both denied.

The NTC thus elevated the CA's ruling to the Supreme Court (SC) via a Petition for Review on Certiorari dated September 15, 2017.

For its part, Bayan Muna filed its own Petition for Review on Certiorari of the CA's Decision. On January 4, 2018, Globe received a copy of the SC's Resolution dated November 6, 2017, requiring it to comment on said petition of Bayan Muna. Subsequently, on February 21, 2018, Globe received a copy of the SC's Resolution dated December 13, 2017 consolidating the Petitions for Review filed by Bayan Muna and NTC, and requiring Globe to file its comment on the petition for review filed by NTC. Thus, on April 2, 2018, Globe filed its Consolidated Comment on both Bayan Muna and the NTC's petitions for review. On September 18, 2018, Globe received a copy of Bayan Muna's Consolidated Reply to Globe's Consolidated Comment and Digitel and Smart's Comment.

Globe Telecom believes that it did not violate NTC MC No. 02-10-2011 when it did not reduce its SMS retail rate from Php 1.00 to Php 0.80 per text, and hence, would not be obligated to refund its subscribers. However, if it is ultimately decided by the Supreme Court (on the appeal taken thereto by the NTC from the adverse resolution of the CA) that Globe Telecom is not compliant with said circular, Globe may be contingently liable to refund to its subscribers the ₱0.20 difference (between ₱1.00 and ₱0.80 per text) reckoned from November 20, 2012 until said decision by the SC becomes final and executory. Management does not have an estimate of the potential claims currently.

Guidelines on Unit of Billing of Mobile Voice Service

On July 23, 2009, the NTC issued NTC MC No. 05-07-2009 (Guidelines on Unit of Billing of Mobile Voice Service). The MC provides that the maximum unit of billing for the Cellular Mobile Telephone System (CMTS) whether postpaid or prepaid shall be six (6) seconds per pulse. The rate for the first two (2) pulses, or equivalent if lower period per pulse is used, may be higher than the succeeding pulses to recover the cost of the call set-up. Subscribers may still opt to be billed on a one (1) minute per pulse basis or to subscribe to unlimited service offerings or any service offerings if they actively and knowingly enroll in the scheme.

On December 28, 2010, the Court of Appeals (CA) rendered its decision declaring null and void and reversing the decisions of the NTC in the rates applications cases for having been issued in violation of Globe Telecom and the other carriers' constitutional and statutory right to due process. However, while the decision is in Globe Telecom's favor, there is a provision in the decision that NTC did not violate the right of petitioners to due process when it declared via circular that the per pulse billing scheme shall be the default.

On January 21, 2011, Globe Telecom and two other telecom carriers, filed their respective Motions for Partial Reconsideration (MPR) on the pronouncement that "the Per Pulse Billing Scheme shall be the default". The petitioners and the NTC filed their respective Motion for Reconsideration, which were all denied by the CA on January 19, 2012.

On March 12, 2012, Globe and Innove elevated to the SC the questioned portions of the Decision and Resolution of the CA dated December 28, 2010 and its Resolution dated January 19, 2012. The other service providers, as well as the NTC, filed their own petitions for review. The adverse parties have filed their comments on each other's petitions, as well as their replies to each other's comments. Parties were required to file their respective Memoranda and Globe filed its Memorandum on May 25, 2018.

On September 18, 2024, Globe and Innove received the SC's Decision promulgated on February 13, 2023 sustaining the CA's Decision dated December 28, 2010 and Resolution dated January 19, 2012 which

reversed and set aside the NTC's Orders dated December 5, 2009 and Show Cause Orders and Cease and Desist Orders dated December 9, 2009. The High Court also made permanent the writ of preliminary injunction issued by the CA enjoining the NTC from enforcing its assailed Orders.

In due course, the NTC filed its Motion for Reconsideration (MR) of the SC's aforesaid decision.

On August 5, 2025, Globe and Innove received the Supreme Court Resolution's dated May 19, 2025, denying the NTC's MR with FINALITY, the basic issues raised therein having been duly considered and passed upon by the court in its aforesaid decision. On August 27, 2025, Globe and Innove received a copy of the Entry of Judgement rendering the case closed and terminated.

Acquisition by Globe Telecom and PLDT of the Entire Issued and Outstanding Shares of VTI

In a letter dated June 7, 2016 issued by Philippine Competition Commission (PCC) to Globe Telecom, PLDT, SMC and VTI regarding the Joint Notice filed by the aforementioned parties on May 30, 2016, disclosing the acquisition by Globe Telecom and PLDT of the entire issued and outstanding shares of VTI, the PCC claims that the Notice was deficient in form and substance and concludes that the acquisition cannot be claimed to be deemed approved.

On June 10, 2016, Globe Telecom formally responded to the letter reiterating that the Notice, which sets forth the salient terms and conditions of the transaction, was filed pursuant to and in accordance with MC No. l6-002 issued by the PCC. MC No. 16-002 provides that before the implementing rules and regulations for RA No. 10667 (the Philippine Competition Act of 2015) come into full force and effect, upon filing with the PCC of a notice in which the salient terms and conditions of an acquisition are set forth, the transaction is deemed approved by the PCC and as such, it may no longer be challenged. Further, Globe Telecom clarified in its letter that the supposed deficiency in form and substance of the Notice is not a ground to prevent the transaction from being deemed approved. The only exception to the rule that a transaction is deemed approved is when a notice contains false material information. In this regard, Globe Telecom stated that the Notice does not contain any false information.

On June 17, 2016, Globe Telecom received a copy of the second letter issued by PCC stating that notwithstanding the position of Globe Telecom, it was ruling that the transaction was still subject for review.

On July 12, 2016, Globe Telecom asked the CA to stop the government's anti-trust body from reviewing the acquisition of SMC's telecommunications business. Globe Telecom maintains the position that the deal was approved after Globe Telecom notified the PCC of the transaction and that the anti-trust body violated its own rules by insisting on a review. On the same day, Globe Telecom filed a Petition for Mandamus, Certiorari and Prohibition against the PCC, docketed as CA-G.R. SP No. 146538. On July 25, 2016, the CA, through its 6th Division issued a resolution denying Globe Telecom's application for TRO and injunction against PCC's review of the transaction. In the same resolution, however, the CA required the PCC to comment on Globe Telecom's petition for certiorari and mandamus within 10 days from receipt thereof. The PCC filed said comment on August 8, 2016. In said comment, the PCC prayed that the ₱70.00 billion deal between PLDT-Globe Telecom and San Miguel be declared void for PLDT and Globe Telecom's alleged failure to comply with the requirements of the Philippine Competition Act of 2015. The PCC also prayed that the CA direct Globe Telecom to: cease and desist from further implementing its co-acquisition of the San Miguel telecommunications assets; undo all acts consummated pursuant to said acquisition; and pay the appropriate administrative penalties that may be imposed by the PCC under the Philippine Competition Act for the illegal consummation of the subject acquisition.

Meanwhile, PLDT filed a similar petition with the CA, docketed as CA G.R. SP No. 146528, which was raffled off to its 12th Division. On August 26, 2016, PLDT secured a TRO from said court. Thereafter, Globe Telecom's petition was consolidated with that of PLDT, before the 12th Division. The consolidation effectively extended the benefit of PLDT's TRO to Globe Telecom. The parties were required to submit their respective Memoranda, after which, the case shall be deemed submitted for resolution.

On February 17, 2017, the CA issued a Resolution denying PCC's Motion for Reconsideration dated September 14, 2016 for lack of merit. In the same Resolution, the Court granted PLDT's Urgent Motion for the Issuance of a Gag Order and ordered the PCC to remove the offending publication from its website and also to obey the sub judice rule and refrain from making any further public pronouncements regarding the transaction while the case remains pending. The Court also reminded the other parties, PLDT and Globe, to likewise observe the sub judice rule. For this purpose, the Court issued its gag order admonishing all the parties "to refrain, cease and desist from issuing public comments and statements that would violate the sub judice rule and subject them to indirect contempt of court. The parties were also required to comment within ten days from receipt of the Resolution, on the Motion for Leave to Intervene, and Admit the Petition-in Intervention dated February 7, 2017 filed by Citizenwatch, a non-stock and non-profit association.

On April 18, 2017, PCC filed a petition before the SC docketed as G.R. No. 230798, to lift the CA's order that has prevented the review of the sale of San Miguel Corp.'s telecommunications unit to PLDT Inc. and Globe Telecom. On April 25, 2017, Globe filed before the SC a Motion for Intervention with Motion to Dismiss the petition filed by the PCC.

As of June 30, 2017, the SC did not issue any TRO on the PCC's petition to lift the injunction issued by the CA. Hence, the PCC remains barred from reviewing the SMC deal.

On July 26, 2017, Globe received the SC en banc Resolution granting Globe's Extremely Urgent Motion to Intervene. In the same Resolution, the Supreme Court treated as Comment, Globe's Motion to Dismiss with Opposition Ad Cautelam to PCC's Application for the Issuance of a Writ of Preliminary Injunction and/or TRO.

On August 31, 2017, Globe received another Resolution of the SC en banc, requiring the PCC to file a Consolidated Reply to the Comments respectively filed by Globe and PLDT, within ten (10) days from notice.

On 16 November 2017, after several extensions of time were granted to the PCC, the Corporation through its external counsel, received a copy of the Consolidated Reply dated 7 November 2017 filed by the PCC.

In the meantime, in a Decision dated October 18, 2017, the CA, in CA-G.R. SP No. 146528 and CA-G.R. SP No. 146538, granted Globe and PLDTs Petition to permanently enjoin and prohibiting PCC from reviewing the acquisition and compelling the PCC to recognize the same as deemed approved. PCC elevated the case to the SC via Petition for Review on Certiorari.

On 1 June 2018, the Corporation received a copy of the Court of Appeals' Notice of Resolution dated 25 May 2018 and attached Resolution dated 24 May 2018 denying Citizenwatch's Motion for Partial Reconsideration on the ground of lack of legal standing and mootness. No further action has been taken since the Resolution dated 24 May 2018 of the Court of Appeals.

Co-use of frequencies by PLDT/Smart and Globe Telecom as a result of the acquisition of controlling shares in VTI

On January 21, 2019, Globe filed its Comment to a petition filed by lawyers Joseph Lemuel Baligod and Ferdinand Tecson before the Supreme Court, against the NTC, PCC, Liberty Broadcasting Network, Inc., (LBNI), Bell Telecommunications Inc. (BellTel), Globe, PLDT and Smart, docketed as G.R. No. 242352. The petition sought to, among others, enjoin PLDT/Smart and Globe from co-using the frequencies assigned to LBNI and BellTel in view of alleged irregularities in NTC's assignment of these frequencies to these entities. In its Comment, Globe argued that the frequencies were assigned in accordance with existing procedures prescribed by law and that to prevent the use of the frequencies will only result to its being idle and unutilized. Moreover, in view of the substantial investments made by Globe, for the use of these frequencies, enjoining its use will cause grave and irreparable injury not only to Globe but to subscribers who will be deprived of the benefits of fast and reliable telecommunications services. The other Respondents have likewise filed their respective Comments to the petition.

35 Konektadong Pinoy Act

Republic Act No. 12234 titled "An Act Establishing a Comprehensive and Inclusive Data Transmission and Connectivity Framework for the Philippines" or the Konektadong Pinoy Act (KPA) lapsed into law on August 24, 2025 and took effect on September 13, 2025. The KPA aims to promote digital inclusion and bridge the digital divide by providing affordable, reliable, secure and accessible data connectivity services through fair, open and sustainable competition in the data transmission industry, infrastructure-sharing, and investment in data transmission infrastructure and services.

Under the KPA, new operators classified as Data Transmission Industry Participants (DTIP) who will engage in the provision of data transmission services no longer need to secure a legislative franchise from Congress as a prerequisite to launching a data service. Also, the KPA mandates infrastructure sharing and co-location, requiring incumbents to provide access to network and facilities to other DTIPs and permitting direct satellite access without NTC approval. Likewise, the KPA will establish a Spectrum Management Policy Framework (SMPF) to govern the management, and more crucially, the assignment and even recall of spectrum.

The implementing rules and regulations of the KPA took effect on January 2, 2026. On February 2, 2026, the NTC issued Memorandum Circular No. 02-02-2026 which prescribes the legal, financial and technical eligibility requirements for DTIPs and the registration and authorization processes for applicant DTIPs. Further regulations are expected to be released pursuant to the KPA, such as those relating to the SMPF, digital infrastructure access list and the designation of players found to have significant market power.

36 Events After Reporting Period

Sale of Yondu

On January 2, 2026, Globe completed the closing of the sale of Yondu and transfer of ownership to NCSI. The transaction diluted Globe's ownership from 100% to 49% and resulted in a loss of control over Yondu. Thereafter, the investment in Yondu was accounted for as an investment in associate since Globe has significant influence in the financial and operating policy decisions of Yondu.

Dividend Declaration

On February 3, 2026, the BOD approved the declaration of the first quarter cash dividend of ₱25 per common share, payable to common stockholders of record as of February 18, 2026. Total dividends amounting to ₱3.6 billion will be payable on March 5, 2026.

Globe

GLOBE TELECOM, INC. AND SUBSIDIARIES

Index to the Consolidated Financial Statements and Supplementary Schedules

Schedule 1 - Financial Soundness Indicators

Schedule 2 - Reconciliation of retained earnings available for dividend declaration

Schedule 3 - Map of the relationships of the companies within Globe

Schedule 4 - Schedule for Listed Companies with a Recent Offering of Securities to the Public

Schedule 5 - Supplementary Schedules required by Annex 68-J

Schedule 6 – Schedule of External Auditor Fee-Related information

Globe

Schedule 1

FINANCIAL SOUNDNESS INDICATORS	Formula	December 31 2025	December 31 2024
FINANCIAL RATIOS			
Interest Coverage Ratio	EBITDA / Interest Expense gross of capitalized borrowing costs	**4.51**	4.55
Debt to Equity (D/E Ratio)	Total Debt / Total Equity	**1.47**	1.49
Total Asset to Equity Ratio	Total Assets / Total Equity	**3.76**	3.78
Current Ratio	Current Assets / Current Liabilities	**0.66**	0.62
Solvency Ratio	Net Income + Depreciation and Amortization + Provisions for Doubtful Accounts / Total Liabilities	**0.17**	0.17
Acid test ratio	Current Assets – Inventories and Supplies – net / Current Liabilities	**0.64**	0.60
PROFITABILITY MARGINS			
EBITDA Margins	EBITDA / Service Revenues	**53%**	53%
Net Profit Margin	Net Income / Service Revenues	**14%**	15%
Return on Asset	Net Income / Total Assets	**4%**	4%
Return on Equity	Net Income / Total Average Equity	**14%**	15%

Globe

Schedule 2

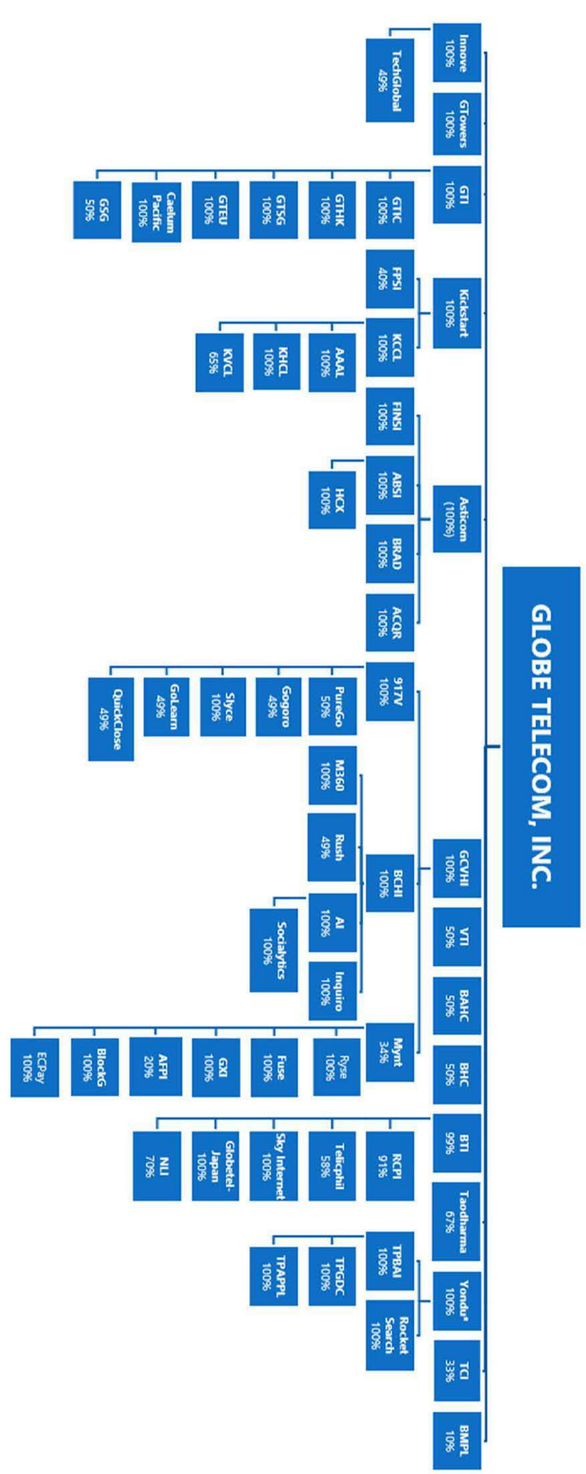
RECONCILIATION OF RETAINED EARNINGS AVAILABLE FOR DIVIDEND DECLARATION AS OF DECEMBER 31, 2025

Items	Amount (In thousands)
Unappropriated Retained Earnings, beginning	₱12,582,820
Less: Category B – Items that are directly debited to Unappropriated Retained Earnings	
Dividends during the reporting period	(14,505,945)
Distribution on capital securities	(1,361,450)
Unappropriated Retained Earnings, as adjusted	**3,248,575**
Net income during the period closed to Retained Earnings	**24,486,265**
Less: Category C.1 – Unrealized income recognized in the profit or loss during the reporting period	
Unrealized fair value gain on derivatives net of previously recognized accumulated unrealized loss	(6,668,198)
Category C.1 – Subtotal	**(6,668,198)**
Add: Category C.2 – Unrealized income recognized in the profit or loss in prior reporting periods but realized in the current reporting period	
Unrealized fair value gain on derivatives from prior period realized during the year	5,834,163
Category C.2 – Subtotal	**5,834,163**
Adjusted net income during the period	**23,652,230**
Less: Category F - Other items that should be excluded from the determination of the amount of available dividends distribution	
Deferred tax assets realized during the year	(3,571,200)
Unappropriated Retained Earnings, as adjusted, ending	**₱16,796,455**

Globe

Schedule 3

MAP OF THE RELATIONSHIP OF THE COMPANIES WITHIN GLOBE AS OF DECEMBER 31, 2025



*Reclassified to assets held-for-sale

Globe

Schedule 4

SCHEDULE FOR LISTED COMPANIES WITH A RECENT OFFERING OF SECURITIES TO THE PUBLIC
AS OF DECEMBER 31, 2025

	Planned Application Proceeds	Actual Disbursement	Balance of Offering Proceeds

Not Applicable

Globe

SCHEDULE 5A – FINANCIAL ASSETS
DECEMBER 31, 2025

Name of Issuing entity and association of each issue	Number of shares or principal amount of bonds and notes	Amount shown in the balance sheet	Income received and accrued

Not Applicable

Globe

Schedule 5C - Trade & Other Receivables Eliminated During Consolidation

Creditor	Creditor's Relationship to the Reporting Company (Subsidiary or Parent)	Account Type	Beginning Balance (January 1, 2025)	Net Movement	Outstanding Balance (December 31, 2025)
				(In thousands)	
Globe	Parent	Traffic Receivables	₱314,789	(₱112,222)	₱202,567
	Parent	Trade Receivables	439,211	(439,211)	-
	Parent	Other Receivables	32,081,145	2,858,741	34,939,886
Innove	Subsidiary	Trade Receivables	90,948	(1,346)	89,602
	Subsidiary	Other Receivables	32,302,662	(4,139,044)	28,163,618
	Co-Subsidiary	Trade Receivables	36,295	(10,529)	25,766
	Co-Subsidiary	Other Receivables	574,945	(28,335)	546,610
	Co-Subsidiary	Traffic Receivables	151	(81)	70
Asticom	Subsidiary	Trade Receivables	691,392	(164,827)	526,565
	Co-Subsidiary	Trade Receivables	29,018	19,025	48,043
	Co-Subsidiary	Other Receivables	240,131	459,614	699,745
BTI	Subsidiary	Other Receivables	4,338,145	42,109	4,380,254
	Subsidiary	Traffic Receivables	3,126	(1,939)	1,187
	Subsidiary	Trade Receivables	4,886	(3,355)	1,531
	Co-Subsidiary	Trade Receivables	6,168	(89)	6,079
	Co-Subsidiary	Traffic Receivables	441	(441)	-
	Co-Subsidiary	Other Receivables	6,370,610	24,110	6,394,720

(forward)

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SCHEDULE 5B – Amounts Receivable from Directors, Officers, Employees, Related Parties and principal Stockholders (Other than Related parties)

Name and Designation of debtor	Balance at the beginning of period (January 1, 2025)	Additions	Amounts collected	Current	Non-current	Balance at the end of period (December 31, 2025)
			(In thousands)			
Education Loan	₱86,024	₱114,410	₱116,852	₱83,582	₱-	₱83,582
Hospitalization Loan	14,312	95,192	28,382	81,122	-	81,122
Housing and Renovation Loan	50,065	72,823	64,720	58,168	-	58,168
Medical and Health Related Loan	10,922	59,761	21,399	49,284	-	49,284
Others	3,191	24,317	8,737	18,771	-	18,771
Total	**₱164,514**	**₱366,503**	**₱240,090**	**₱290,927**	**₱-**	**₱290,927**

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SCHEDULE 5D – LONG TERM DEBT
DECEMBER 31, 2025

Title of issue and type of obligation	Amount authorized by indenture	Amount shown under caption "Current portion of Long-Term Debt" in related statement of financial position	Amount shown under caption "Long-Term Debt" in related statement of financial position		
			Amount	**Interest rates**	**Maturity dates**
			(In thousands)		
Term Loans:					
Peso	₱209,000,000	₱22,117,704	₱177,509,829	4.00% to 7.00%	2026-2040
Dollar	$350,000	101,284	14,192,378	4.80% to 7.04%	2026-2027
Yen	¥20,000,000	-	7,399,458	1.09%	2028-2032
Retail Bonds Dollar	$600,000	-	34,992,744	3.13% to 3.75%	2030-2035
		₱22,218,988	**₱234,094,409**		

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Creditor	Creditor's Relationship to the Reporting Company (Subsidiary or Parent)	Account Type	Beginning Balance (January 1, 2025)	Net Movement	Outstanding Balance (December 31, 2025)
GCVH	Subsidiary	Trade Receivables	654,508	(31,494)	623,014
	Subsidiary	Other Receivables	271,070	(62,229)	208,841
	Co-Subsidiary	Other Receivables	1,771,145	(1,001,571)	769,574
	Co-Subsidiary	Trade Receivables	138,447	(1,517)	136,930
GTI	Subsidiary	Trade Receivables	615	(615)	-
	Subsidiary	Other Receivables	102,251	9,223	111,474
	Co-Subsidiary	Trade Receivables	1,177	2,829	4,006
	Co-Subsidiary	Other Receivables	539,323	(10,890)	528,433
TAOD	Subsidiary	Other Receivables	7,284	-	7,284
	Co-Subsidiary	Other Receivables	73	-	73
Kickstart	Co-Subsidiary	Other Receivables	151,942	149,373	301,315
	Subsidiary	Other Receivables	8,710	5,322	14,032
Yondu	Subsidiary	Trade Receivables	60,897	6,106	67,003
	Co-Subsidiary	Trade Receivables	156,327	(969)	155,358
	Co-Subsidiary	Other Receivables	186,799	(83,317)	103,482
TOTAL			**₱81,574,631**	**(₱2,517,569)**	**₱79,057,062**

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SCHEDULE 5E – INDEBTEDNESS TO RELATED PARTIES (LONG-TERM LOANS FROM RELATED COMPANIES
DECEMBER 31, 2025

Name of Related Party	Balances at beginning of period	Balance at end of period
Not Applicable		

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SCHEDULE 5F – GUARANTEES OF SECURITIES OF OTHER ISSUERS
DECEMBER 31, 2025

Name of issuing entity of securities guaranteed by the company for which this statement is filed	Title of issue of each class of securities guaranteed	Total amount guaranteed and outstanding	Amount owned by person for which this statement is filed	Nature of guarantee
Not Applicable				

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Schedule 6

SCHEDULE OF EXTERNAL AUDITOR FEE-RELATED INFORMATION
AS OF DECEMBER 31, 2025

	2025	2024
	(In millions)	
Total Audit Fees	**₱18.19**	₱17.34
Non-audit services fees:		
Other assurance services	**8.10**	0.32
Tax services	**1.50**	-
All other services	**0.63**	0.63
Total Non-audit Fees	**10.23**	0.95
Total Audit and Non-audit Fees	**₱28.42**	₱18.29

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SCHEDULE 5G - CAPITAL STOCK
DECEMBER 31, 2025

Title of issue	Number of shares authorized	Number of shares issued and outstanding as shown under related balance sheet caption	Number of shares reserved for options, warrants, conversion and other rights	Number of shares held by related parties	Directors, officers and employees	Others
			(In thousands)			
Common	168,934	144,468	10,136	111,731	1,218	31,519
Voting preferred stock	160,000	158,515	-	158,515	-	-
Non-voting preferred stock*	40,000	-	-	-	-	-

**20,000 shares reacquired as treasury*

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