

# COVER SHEET

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S.E.C. Registration Number

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

<b>MARISALVE CIOCSON-CO</b>
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Contact Person

<b>7797-2000</b>
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Company/Telephone Number

1	2
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Month

3	1
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Day

<b>I-ACGR</b>
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FORM TYPE

0	4
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Month

2	1
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Day

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Secondary License Type, If Applicable

M	S	R	D
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Dept. Requiring this Doc.

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Amended Articles Number/Section

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Total No. of Stockholders

Total Amount of Borrowings

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Domestic

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Foreign

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**To be accomplished by SEC Personnel concerned**

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File Number

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Document I.D.

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Cashier

STAMPS

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# COVER SHEET

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S.E.C. Registration Number

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(Company's Full Name)

T	H	E		G	L	O	B	E		T	O	W	E	R								
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A	V	E	N	U	E	,		B	O	N	I	F	A	C	I	O						
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G	L	O	B	A	L		C	I	T	Y	,		T	A	G	U	I	G				
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Cashier

STAMPS

Remarks - pls. use black ink for scanning purposes



 Globe Telecom, Inc.  
The Globe Tower  
32nd Street corner 7th Avenue,  
Bonifacio Global City,  
Taguig, Philippines 1634  
 [www.globe.com.ph](http://www.globe.com.ph)

28 May 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

**THE PHILIPPINE STOCK EXCHANGE, INC.**

5th Avenue corner 28th Street  
Bonifacio Global City, Taguig City  
Philippines 1634

Attention: **Atty. Johanne Daniel M. Negre**  
Head, Disclosure Department

Gentlemen/Mesdames:

In compliance with the SEC Memorandum Circular No. 15, Series of 2017 supplemented by the PSE Memorandum Circular No. 2017-0079 on the Integrated Annual Corporate Governance Report (i-ACGR), we submit to your good offices Globe Telecom, Inc.'s i-ACGR covering the year 2025. Rest assured, our Report shall be posted on our company website.

We submit this information in accordance with our corporate governance standards and pertinent disclosure rules and regulations.

Thank you very much.

Very truly yours,



**ATTY. MARISALVE CIOCSON-CO**

Chief Compliance Officer, Senior Vice President –  
Legal and Compliance, and Assistant Corporate Secretary



## SEC FORM – I-ACGR

### INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

1. For the fiscal year ended 31 December 2025
  2. SEC Identification Number 1177 3. BIR Tax Identification No. 000-768-480-000
  4. Exact name of issuer as specified in its charter Globe Telecom, Inc.
  5. Metro Manila, Philippines 6.  (SEC Use Only)
- |  |                               |
|--|-------------------------------|
| Province, Country or other jurisdiction of incorporation or organization | Industry Classification Code: |
|--|-------------------------------|
7. The Globe Tower, 32<sup>nd</sup> Street corner 7<sup>th</sup> Avenue, Bonifacio Global City, Taguig City 1634  
Address of principal office Postal Code
  8. (632) 7797-2000  
Issuer's telephone number, including area code
  9. N.A.  
Former name, former address, and former fiscal year, if changed since last report.

**INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT**

	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
<b>The Board's Governance Responsibilities</b>			
<b>Principle 1:</b> The company should be headed by a competent, working board to foster the long- term success of the corporation, and to sustain its competitiveness and profitability in a manner consistent with its corporate objectives and the long- term best interests of its shareholders and other stakeholders.			
<b>Recommendation 1.1</b>			
1. Board is composed of directors with collective working knowledge, experience or expertise that is relevant to the company's industry/sector.	COMPLIANT	<p>Our board members are highly qualified and competent to thoroughly examine issues and matters that affect Globe Telecom's business.</p> <p>Prior to election of directors at our Annual Stockholders' Meeting (ASM), our Nomination and Governance Committee, reviews the qualifications of each nominee to ensure that each member of our Board will be effective in his/her role as director and function as such in the best interest of the company and our stakeholders. In accordance with this and our Board Diversity Policy, our Board is composed of directors with collective working knowledge, experience and/or expertise which are necessary and relevant to effectively lead the company.</p> <p>The profiles of our directors for the years 2025 and 2026 are included in our 2025 Annual Report (SEC Form 17-A or Annual Report), Definitive Information Statement (SEC Form 20-IS or DIS) and reflected in our 2025 Integrated Report (IR), all of which are uploaded on our company website, which our stakeholders can easily access, view and/or download:</p>	

		<p>IR for 2025 (pp. 13-19)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>SEC form 17-A for 2025 (pp. 134-150)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p> <p>DIS for 2025 (pp. 32-43)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p> <p>Our company website also has a dedicated section for corporate governance (CG)-related information  <a href="https://www.globe.com.ph/about-us/corporate-governance">https://www.globe.com.ph/about-us/corporate-governance</a></p> <p>This section includes, among others, the profiles of our Board of Directors that are regularly updated:  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors</a></p> <p>Guidelines for the nomination, selection and election of directors are also reflected on our website:</p> <p>By-Laws (Article I, Section 7; Article II, Section 2), pp. 2-4  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf</a></p>	
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		<p>Company website – Policies on Board Nomination and Election, and Board Diversity  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies">https://www.globe.com.ph/about-us/corporate-governance/company-policies</a></p> <p>Charter of the Nomination and Governance Committee (Section 4 and 6), PDF pp. 3-8  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Nomination-and-Governance-Committee-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Nomination-and-Governance-Committee-Charter.pdf</a></p> <p>Manual of Corporate Governance (MCG) (Article II, Section 2.6, 2.8, 3.3, 5.2), pp. 11-15, 21-22, 27-28  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p>	
<p>2. Board has an appropriate mix of competence and expertise.</p>	<p>COMPLIANT</p>	<p>We have a very diverse mix of directors with professional backgrounds and experience in various industries other than the telco industry brought by a rigorous evaluation of qualifications of board nominees guided by, among others, our board diversity policy, board nomination and election policy, By-Laws and the Charter of our Nomination and Governance Committee.</p> <p>Our Board is composed of directors from various professional and academic backgrounds that include, among others, accounting and audit, sales and marketing, network operations, IT solutions, digital life, customer and services management, corporate governance and strategic planning, as well as educational backgrounds that include biochemistry, business administration, marketing, economics</p>	

		<p>and finance, and metallurgical engineering, and mathematical sciences. Our IR contains the Board skills matrix, which reflects the different knowledge, skills, experience, expertise and diversity attributes of our directors.</p> <p>The profile of our directors for the years 2025 and 2026 are included in our Annual Report, DIS and reflected in our IR. All of which are uploaded on our company website, which our stakeholders can easily access, view and/or download:</p> <p><a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">IR for 2025 Directors' Profile (pp. 13-18)</a>  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>SEC Form 17-A for 2025 (pp. 134-147)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p> <p>DIS for 2025 (pp. 32-43)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_coving-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_coving-2025_final_mar12-redacted.pdf</a></p> <p>Our company website also has a dedicated section for corporate governance-related information  <a href="https://www.globe.com.ph/about-us/corporate-governance">https://www.globe.com.ph/about-us/corporate-governance</a></p> <p>This section includes, among others, the profiles of our Board of Directors that are regularly updated:  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors</a></p>	
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		<p>Guidelines for the nomination, selection and election of directors are also reflected on our website:</p> <p>By-Laws (Article I, Section 7; Article II, Section 2), pp. 2-4  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf</a></p> <p>Company website – Policies on Board Nomination and Election, and Board Diversity  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies">https://www.globe.com.ph/about-us/corporate-governance/company-policies</a></p> <p>Charter of the Nomination and Governance Committee (Section 4 and 6), pp. 3-8  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Nomination-and-Governance-Committee-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Nomination-and-Governance-Committee-Charter.pdf</a></p> <p>MCG (Article II, Section 2.6, 2.8, 3.3, 5.2), pp. 11-13, 21-22, 27-28  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p>	
<p>3. Directors remain qualified for their positions individually and collectively to enable them to fulfill their roles and responsibilities and respond to the needs of the organization.</p>	<p>COMPLIANT</p>	<p>In 2025, our directors attended various corporate governance seminars and training programs conducted by SEC-accredited corporate governance training providers. Topics and discussions during these seminars/programs included the 2025 Ayala Integrated Corporate Governance, Risk Management and Sustainability Summit, Corporate</p>	

		<p>Governance in the Age of AI: Navigating Opportunities and Risks, and the Corporate Governance Orientation Program, among others. 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”. Attendance to these training programs and seminars are properly disclosed and posted on our website, as well as through the ACGR page and our IR:</p> <p>Company website - Annual Corporate Governance Report  <a href="https://www.globe.com.ph/about-us/corporate-governance/annual-corporate-governance-report#gref">https://www.globe.com.ph/about-us/corporate-governance/annual-corporate-governance-report#gref</a></p> <p>IR for 2025 (p. 21)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Certificates of Attendances for 2025  <a href="https://www.globe.com.ph/sites/default/files/2025-12/globe-corp-governance-seminar-2025-certificates-of-attendance.pdf">https://www.globe.com.ph/sites/default/files/2025-12/globe-corp-governance-seminar-2025-certificates-of-attendance.pdf</a></p> <p>The Board, together with our key officers, actively attend training programs annually to keep abreast of updates in corporate governance standards and relevant discussions to support their leadership roles in Globe Telecom that cover issues and relevant market trends, new laws and regulations that can affect the business, sustainability and corporate governance, among others. This is contained in the Charter of our Board of Directors and our MCG:</p>	
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		<p>Charter of the Board of Directors (Article II, Section 1.5), pp. 15-16  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>Manual of Corporate Governance (MCG) (Article II, Section 1.2), pp. 3-4  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p>	
<b>Recommendation 1.2</b>			
1. Board is composed of a majority of non-executive directors.	COMPLIANT	<p>The Globe Telecom Board of Directors is composed of eleven (11) board members who are elected by our shareholders during our ASM and hold office for the ensuing year until the next ASM. The President and CEO is elected as the sole executive director while the other members are non-executive directors (NEDs) who are not involved in the day-to-day management of business including our four (4) independent NEDs, one of whom is the lead independent director (ID). Results of the election of our directors during all ASMs are properly disclosed and posted on our website.</p> <p>Our 2025 ASM was held on 22 April 2025, while our most recent ASM was held on 21 April 2026:</p> <p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECReceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECReceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p>	

		<p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>The profiles of our 2025 and 2026 Board of Directors are included in our Annual Report and reflected in our IR. The profiles are also uploaded on our company website, which our stakeholders can easily access, view, and/or download:</p> <p>IR for 2025 Directors' Profile (pp. 13-18)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>SEC Form 17-A for 2025 (pp. 142-147)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p> <p>DIS for 2025 (pp. 32-43)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove ring-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove ring-2025_final_mar12-redacted.pdf</a></p> <p>Our company website also has a dedicated section for corporate governance-related information  <a href="https://www.globe.com.ph/about-us/corporate-governance">https://www.globe.com.ph/about-us/corporate-governance</a></p> <p>This section includes, among others, the profiles of our current Board of Directors, which are regularly updated:  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors</a></p>	
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**Recommendation 1.3**

<p>1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.</p>	<p>COMPLIANT</p>	<p>Globe Telecom provides in its Board Charter and Manual on Corporate Governance a policy on training of directors. Globe also participates in the annual Ayala-wide integrated Corporate Governance, Risk Management and Sustainability Summit. This serves as compliance to the requirement on directors' and key officers' annual attendance to corporate governance training programs. The agenda for the Summit is submitted to the SEC for review and approval before the event is finalized. Other training programs are made available to directors as needed and relevant to their roles and responsibilities. As part of our company policy, funds may be allocated for this purpose as necessary:</p> <p>Charter of the Board of Directors (Article I, Section 1.9(h)), page 11-12 <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>MCG (Article II, Section 2.3(h)), pp. 10-11 <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>In 2025, our directors attended corporate governance seminars and training programs conducted by SEC-accredited corporate governance training providers, including the 2025 Ayala Integrated Corporate Governance, Risk Management and Sustainability Summit, Corporate Governance in the Age of AI: Navigating Opportunities and Risks, and the Corporate Governance Orientation Program.</p>	
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		<p>To supplement the foregoing, WBCSD on-demand online courses on Sustainability were also made available to the directors. Attendance to these training programs and seminars are properly disclosed and posted on our website, as well as through the ACGR page and our IR:</p> <p>Company website - Annual Corporate Governance Report  <a href="https://www.globe.com.ph/about-us/corporate-governance/annual-corporate-governance-report">https://www.globe.com.ph/about-us/corporate-governance/annual-corporate-governance-report</a></p> <p>Company website - Certificates of Attendance for 2025  <a href="https://www.globe.com.ph/sites/default/files/2025-12/globe-corp-governance-seminar-2025-certificates-of-attendance.pdf">https://www.globe.com.ph/sites/default/files/2025-12/globe-corp-governance-seminar-2025-certificates-of-attendance.pdf</a></p> <p>IR for 2025 (pp. 21)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
<p>2. Company has an orientation program for first time directors.</p>	<p>COMPLIANT</p>	<p>In accordance with applicable SEC rules and regulations, first-time directors shall attend at least an eight-hour orientation program. This is expressly stated in our MCG and Charter of the Board of Directors. While we have this policy and have complied with the same when applicable, none of our directors in 2025 was a first-time director.</p> <p>Charter of the Board of Directors (Article I, Section 1.9(h)), pp 11-12  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>MCG (Article II, Section 2.3(h)), pp. 10-11  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/ma">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/ma</a></p>	

		<a href="#">nual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a>  All our directors in 2025 have had prior experience serving as such in other corporations prior to their directorship in Globe Telecom.	
3. Company has relevant annual continuing training for all directors.	COMPLIANT	All directors attended corporate governance training seminar programs in 2025 conducted by SEC-accredited corporate governance training providers together with other key officers, including the 2025 Ayala Integrated Corporate Governance, Risk Management and Sustainability Summit, Corporate Governance in the Age of AI: Navigating Opportunities and Risks, and the Corporate Governance Orientation Program. Their participation in these training programs are properly disclosed:  Company website - 2025 Attendance to the Integrated CG, RM and Sustainability Summit <a href="https://www.globe.com.ph/sites/default/files/2025-12/globe-corp-governance-seminar-2025-certificates-of-attendance.pdf">https://www.globe.com.ph/sites/default/files/2025-12/globe-corp-governance-seminar-2025-certificates-of-attendance.pdf</a>  Company website - Annual Corporate Governance Report <a href="https://www.globe.com.ph/about-us/corporate-governance/annual-corporate-governance-report.html">https://www.globe.com.ph/about-us/corporate-governance/annual-corporate-governance-report.html</a> IR for 2025 (pp. 21) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>	
<b>Recommendation 1.4</b>			
1. Board has a policy on board diversity.	COMPLIANT	In line with our corporate governance best practices and our Board Diversity Policy, we have two (2) female non-executive directors in the Board – Ms. Tan Mee Ling Aileen, and Ms.	

		<p>Natividad N. Alejo, who is also an independent director. We also have Mr. Ng Kuo Pin who is 56 years old and a Singaporean with international leadership experience in global communications, media and technology, among his other covered roles. Finally, a very young member of our Board, Mr. Jaime Alfonso Antonio Zobel de Ayala, 34 years old, Associate Director and Co-CEO of AC Industrials Technology Holdings, Inc. and President/CEO of AC Mobility Holdings Incorporated, was elected as director on November 11, 2022 and re-elected for 2025. The different skills, experience, expertise, knowledge and diversity attributes of our directors are reflected in our Board skills matrix in our IR.</p> <p>Furthermore, as stated in our Board Diversity Policy, no director or candidate for director shall be discriminated upon by reason of gender, age, disability, ethnicity, nationality or political, religious, or cultural backgrounds.</p> <p>Following our 2026 ASM, we now have three (3) female non-executive directors--Ms. Tan, Ms. Mariana Beatriz Zobel de Ayala, and Ms. Rizalina G. Mantaring, who is also an independent director. Mr. Ng was succeeded by Mr. Ng Tian Chong, 60 years old, also a Singaporean with a background in</p> <p>Company Website - Company Policies, Policy on Board Diversity  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies">https://www.globe.com.ph/about-us/corporate-governance/company-policies</a></p> <p>Charter of the Board of Directors (Article II, Section 1.2), page 15</p>	
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<b>Optional: Recommendation 1.4</b>			
1. Company has a policy on and discloses measurable objectives for implementing its board	COMPLIANT	In addition to the qualifications, disqualifications, and other criteria set forth in our corporate documents and relevant laws in relation to the nomination and election of members of	

<p>diversity and reports on progress in achieving its objectives.</p>		<p>the Board, we are committed to promote and observe diversity among our directors.</p> <p>Our board diversity objectives are to encourage and have:</p> <ul style="list-style-type: none"> <li>a) at least three (3) independent directors, one (1) of whom shall be female, at all times;</li> <li>b) at least one (1) member director with global expertise in digital technology;</li> <li>c) at least one non-Filipino member director; and,</li> <li>d) a young and experienced member director to offer fresh ideas and add diversity in opinion to the Board.</li> </ul> <p>Directors must also understand the telecommunications industry or have sufficient professional experience and competence in other relevant industries, which further encourage a diversified collaboration of views and skillset within the Board.</p> <p>Company Website - Company Policies, Board Diversity Policy  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies#gref">https://www.globe.com.ph/about-us/corporate-governance/company-policies#gref</a></p> <p>Charter of the Board of Directors (Article II, Section 1.2), page 15  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>MCG (Article II, Section 1.3), page 4  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/ma">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/ma</a></p>	
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		<p><a href="#">nual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>In the implementation of our board diversity policy for 2025, we elected two (2) female non-executive directors on our Board: (1) Ms. Tan Mee Ling Aileen who is Singaporean, and (2) Ms. Natividad N. Alejo, who is an independent director as well.</p> <p>In our most recent ASM, Ms. Alejo stepped down as our ID and was succeeded by Ms. Rizalina G. Mantaring. The shareholders also elected another female non-executive director, Ms. Mariana Beatriz Zobel de Ayala, increasing the count of our female non-executive directors to three (3).</p> <p>Aside from our female ID, we have three (3) other independent directors: Mr. Cirilo P. Noel who is our lead independent director for 2025 and 2026, Mr. Ramon L. Jocson, and Mr. Antonio Jose U. Periquet, Jr. All four (4) independent directors were elected in the 2025 ASM and re-elected in our most recent ASM.</p> <p>In 2025, we also had Mr. Ng Kuo Pin who is 56 years old, Singaporean, and with international leadership experience in global communications, media and technology, among his other covered roles. Finally, a very young member of our Board, Mr. Jaime Alfonso Antonio Zobel de Ayala, 34 years old, Associate Director and Co-CEO of AC Industrials Technology Holdings, Inc. and President/CEO of AC Mobility Holdings Incorporated, was elected as director on November 11, 2022 and re-elected for 2025. The different skills, experience, expertise, knowledge and diversity attributes of our directors are reflected in our Board skills matrix in our IR.</p>	
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<b>Recommendation 1.5</b>			
1. Board is assisted by a Corporate Secretary.	COMPLIANT	<p>Our incumbent Corporate Secretary is Atty. Maria Franchette M. Acosta, whose appointment and ratification were on April 4, 2024 and April 22, 2024, respectively. Atty. Acosta was then appointed as Corporate Secretary during the Organizational Meeting of the Board held after the 2025 ASM. Atty. Acosta was re-appointed as our Corporate Secretary in our most recent ASM. All these changes were disclosed and reflected in our company website.</p> <p>2026 Results of the ASM and Board Organizational Meeting</p>	

		<p><a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>IR for 2025 (pp. 20-21)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>DIS for 2025 (pp. 54, 56-57)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_coving-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_coving-2025_final_mar12-redacted.pdf</a></p> <p>Company website – Key Officers  <a href="https://www.globe.com.ph/about-us/corporate-governance/key-officers">https://www.globe.com.ph/about-us/corporate-governance/key-officers</a></p> <p>Disclosure of Atty. Acosta’s Appointment  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-17-C-Corporate-Disclosure-PSESECREceived05April2024-Appointment-of-Corporate-Secretary.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-17-C-Corporate-Disclosure-PSESECREceived05April2024-Appointment-of-Corporate-Secretary.pdf</a></p> <p>Disclosure of the Ratification of Atty. Acosta’s Appointment  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-17-C-Corporate-Disclosure-PSESECREceived22April2024-Amendment-of-Disclosure-on-Corp-Sec-3.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-17-C-Corporate-Disclosure-PSESECREceived22April2024-Amendment-of-Disclosure-on-Corp-Sec-3.pdf</a></p>	
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<p>2. Corporate Secretary is a separate individual from the Compliance Officer.</p>	<p>COMPLIANT</p>	<p>Our Corporate Secretary is Atty. Maria Franchette M. Acosta, who was appointed on April 4, 2024, ratified on April 22, 2024, and re-appointed during the Organizational Meeting of the Board, held immediately after the 2025 ASM. Atty. Acosta was again re-appointed as our Corporate Secretary in our most recent ASM.</p> <p>Our Chief Compliance Officer is Atty. Marisalve Ciocson-Co. Atty. Ciocson-Co was re-appointed as such during the Organizational Meeting of the Board held after the 2025 and 2026 ASMs. Information on Atty. Acosta and Atty. Ciocson-Co was properly disclosed. The same is reflected in our IR, DIS and company website:</p> <p>2026 Results of the ASM and Board Organization Meeting</p>	

		<p><a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>Disclosure of Atty. Acosta's Appointment  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-17-C-Corporate-Disclosure-PSESECREceived05April2024-Appointment-of-Corporate-Secretary.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-17-C-Corporate-Disclosure-PSESECREceived05April2024-Appointment-of-Corporate-Secretary.pdf</a></p> <p>Disclosure of the Ratification of Atty. Acosta's Appointment  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-17-C-Corporate-Disclosure-PSESECREceived22April2024-Amendment-of-Disclosure-on-Corp-Sec-3.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-17-C-Corporate-Disclosure-PSESECREceived22April2024-Amendment-of-Disclosure-on-Corp-Sec-3.pdf</a></p> <p>IR for 2025 (pp. 20-23)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>DIS for 2025 (pp. 54-57)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p> <p>Company website – Key Officers  <a href="https://www.globe.com.ph/about-us/corporate-governance/key-officers">https://www.globe.com.ph/about-us/corporate-governance/key-officers</a></p>	
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<p>3. Corporate Secretary is not a member of the Board of Directors.</p>	<p>COMPLIANT</p>	<p>Atty. Maria Franchette M. Acosta, our incumbent Corporate Secretary, is not a member of the Board of Directors. This information was properly disclosed. The same is reflected in our IR, our annual DIS and company website:</p> <p>2026 Results of the ASM and Board Organization Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>Disclosure of Atty. Acosta's Appointment  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived05April2024-Appointment-of-Corporate-Secretary.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived05April2024-Appointment-of-Corporate-Secretary.pdf</a></p> <p>Disclosure of the Ratification of Atty. Acosta's Appointment  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived22April2024-Amendment-of-Disclosure-on-Corp-Sec-3.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived22April2024-Amendment-of-Disclosure-on-Corp-Sec-3.pdf</a></p> <p>IR for 2025 (13-16)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>DIS for 2025 (pp. 54-57)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statem</a></p>	
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4. Corporate Secretary attends training/s on corporate governance.	COMPLIANT	Atty. Maria. Franchette M. Acosta, our incumbent Corporate Secretary, attended corporate governance training seminar programs in 2025 conducted by SEC-accredited training providers together with our Board and other key officers. Her participation in the Ayala-wide Integrated Corporate Governance, Risk Management and Sustainability Summit is properly disclosed:  2025 Attendance to the Integrated CG, RM and Sustainability Summit <a href="https://www.globe.com.ph/sites/default/files/2025-12/globe-corp-governance-seminar-2025-certificates-of-attendance.pdf">https://www.globe.com.ph/sites/default/files/2025-12/globe-corp-governance-seminar-2025-certificates-of-attendance.pdf</a>  Company website - Annual Corporate Governance Report <a href="https://www.globe.com.ph/about-us/corporate-governance/annual-corporate-governance-report.html">https://www.globe.com.ph/about-us/corporate-governance/annual-corporate-governance-report.html</a>  IR for 2025 (pp. 21-22) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>	
<b>Optional: Recommendation 1.5</b>			
1. Corporate Secretary distributes materials for board meetings at least five business days before scheduled meeting.	COMPLIANT	Under Globe Telecom policy on meetings of the Board, Board materials/papers shall be provided to each director at least seven (7) days prior to the meeting. This way, the Corporate Secretary ensures that materials for our Board meetings are distributed to and received by each member of	

		<p>the Board within five (5) business days before scheduled Board meetings.</p> <p>Charter of the Board of Directors (Article I, Section 1.3 (1.13.1)), page 13  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>MCG (Article II, Section 4.1), pp. 25-26  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p>	
<b>Recommendation 1.6</b>			
1. Board is assisted by a Compliance Officer.	COMPLIANT	<p>Our Chief Compliance Officer is Atty. Marisalve Ciocson-Co. As indicated in the Charter of the Board, part of the responsibilities of our Chief Compliance Officer is to assist our Board in relation to compliance and governance matters. Atty. Ciocson-Co was re-appointed as our Chief Compliance Officer during the Organizational Meeting of the Board held after the 2025 and 2026 ASMs. This information was properly disclosed. The same is reflected in our IR, DIS and company website:</p> <p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting</p>	

		<p><a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>Charter of the Board of Directors (Article II, Section 1.1 and 1.5; Article III, Section 1.1), pp. 14-15, 19-20  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>IR for 2025 (pp. 22-23)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>DIS for 2025 (pp. 54-57)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p> <p>Company website – Key Officers  <a href="https://www.globe.com.ph/about-us/corporate-governance/key-officers">https://www.globe.com.ph/about-us/corporate-governance/key-officers</a></p>	
<p>2. Compliance Officer has a rank of Senior Vice President or an equivalent position with adequate stature and authority in the corporation.</p>	<p>COMPLIANT</p>	<p>Atty. Marisalve Ciocson-Co is a Senior Vice President and Chief Compliance Officer. Her appointment was properly disclosed in April 2017 and was re-appointed during the 2025 and 2026 Organizational Meetings.</p> <p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p>	

		<p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>Change in Appointment of Key Officer  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2017/Other-Reports/Other-Disclosures/GLO-Form-17C-Change-in-Appointment-of-Key-Officer.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2017/Other-Reports/Other-Disclosures/GLO-Form-17C-Change-in-Appointment-of-Key-Officer.pdf</a></p> <p>As mentioned in our Charter of the Board of Directors, the Board shall also be assisted by a Compliance Officer who should have a rank of Senior Vice President or an equivalent position with adequate stature and authority in Globe Telecom. MCG (Article II, Section 1.5), page 5  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECRReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECRReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article III, Section 1.1), pp. 19-20  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p>	
3. Compliance Officer is not a member of the board.	COMPLIANT	Atty. Marisalve Ciocson-Co, our Chief Compliance Officer, is not a member of the Board of Directors. This information was properly disclosed. The same is reflected in our IR, our DIS and company website:	

		<p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April2025-ASM-and-OM-Results.pdf</a></p> <p>IR for 2025 (pp. 22-23)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>DIS for 2025 (pp. 54-57)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p> <p>Company website – Key Officers  <a href="https://www.globe.com.ph/about-us/corporate-governance/key-officers">https://www.globe.com.ph/about-us/corporate-governance/key-officers</a></p>	
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<p>4. Compliance Officer attends training/s on corporate governance.</p>	<p>COMPLIANT</p>	<p>Atty. Ciocson-Co attended the Ayala-wide Integrated CG, Risk Management and Sustainability (CGRMS) Summit in November 2025 together with our directors and other key officers. Attendance to the Summit was properly disclosed:</p> <p>2025 Certificate of Attendance  <a href="https://www.globe.com.ph/sites/default/files/2025-12/globe-corp-governance-seminar-2025-certificates-of-attendance.pdf">https://www.globe.com.ph/sites/default/files/2025-12/globe-corp-governance-seminar-2025-certificates-of-attendance.pdf</a></p> <p>IR for 2025 (pp. 21)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
<p>Principle 2: The fiduciary roles, responsibilities and accountabilities of the Board as provided under the law, the company's articles and by-laws, and other legal pronouncements and guidelines should be clearly made known to all directors as well as to stockholders and other stakeholders.</p>			
<p><b>Recommendation 2.1</b></p>			
<p>1. Directors act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company.</p>	<p>COMPLIANT</p>	<p>Directors actively attend regular board and committee meetings.</p> <p>Directors are provided with board materials seven (7) days before the date of the meeting. For ASMs, our directors, together with our shareholders, also receive a copy of the Notice and Agenda as well as relevant materials ahead of the meeting.</p> <p>Our Board held seven (7) Board meetings in 2025. In addition, the Executive Committee held 4 meetings, the Audit and Related Party Transactions Committee (ARC) held four (4) meetings, the Compensation and Remuneration Committee held two (2) meetings, the Nomination and Governance Committee held two (2) meetings, the Finance Committee held four (4) meetings, and the Board Risk</p>	

		<p>Oversight Sustainability Committee (BROSC) held four (4) meetings during the year. Attendance of each director in board and committee meetings held in 2025 are enumerated in our IR and posted on our website.</p> <p>The meetings held and attendance of our directors thereto show active participation among directors in our Board. The average rate of attendance of our directors to Board meetings was over ninety-six percent (96.10%) in 2025, which is more than compliant with the SEC’s minimum attendance requirement of 50%. The average attendance rate of our IDs was 96.43%.</p> <p>IR for 2025 (pp. 17-23)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Company website – Board Meeting Attendance  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/meetings.html">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/meetings.html</a></p> <p>Company website – Board Committee Attendance  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees.html">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees.html</a></p> <p>Charter of the Board of Directors (Article I, Section 1.13.1), page 13  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p>	
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<b>Recommendation 2.2</b>			
<p>1. Board oversees the development, review and approval of the company's business objectives and strategy.</p>	<p>COMPLIANT</p>	<p>Our Board of Directors is our highest governance body. It establishes our 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 our stakeholders. Through its various committees, the Board also oversees and conducts a review of our overall risk management (RM) systems, and our material controls, covering operational, financial and compliance areas, and overall RM-related systems. Finally, they approve corporate operation and capital budgets, major acquisition and disposal of assets, major investments, and changes in authority and approval limits. An annual review of our mission, vision, and values, together with our business strategies, is conducted to stay relevant to the growing needs of our stakeholders. The Board performed this exercise again in 2025.</p> <p>As attested to by our Corporate Secretary, the Board is able to fulfill its responsibilities in overseeing the development,</p>	

<p>2. Board oversees and monitors the implementation of the company's business objectives and strategy.</p>	<p>COMPLIANT</p>	<p>review and approval of Globe Telecom's business objectives, strategies and implementation of the same through Board discussions that take place in Board meetings before the Board gives approval for quarterly financial results and annual consolidated audited financial statements.</p> <p>The Statement of Management's Responsibility for Consolidated Financial Statements (SMR) also states, among others, that our Board is responsible for overseeing financial reporting process, review and approval for financial statements. Our SMR and ARC report are included in our IR.</p> <p>IR for 2025 (pp. 108-109)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
		<p>Attendance of Directors to Board Meetings in 2025  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/meetings.html">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/meetings.html</a></p> <p>Attendance of Directors to Committee Meetings in 2025  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees.html">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees.html</a></p> <p>As part of our shareholders' rights, any shareholder can have access to minutes of the Board meetings and other resolutions upon request.</p>	
<p><b>Supplement to Recommendation 2.2</b></p>			
<p>1. Board has a clearly defined and updated vision, mission and core values.</p>	<p>COMPLIANT</p>	<p>Our mission, vision, and values are posted on our company website and also included in our annual IR.</p>	

		<p>IR for 2025 (p. 4)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Company website – Vision, Mission and Values  <a href="https://www.globe.com.ph/about-us/corporate-governance/corporate-objectives.html">https://www.globe.com.ph/about-us/corporate-governance/corporate-objectives.html</a></p> <p>According to our MCG and Charter of the Board of Directors, our vision, mission, values and strategic objectives are subject to review by our Board at least once every five years, if not sooner as the Board deems necessary. 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.</p> <p>MCG (Article II, Section 2.1(b)), page 6  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article I, Section 1.8.1(ii)), page 7  <a href="https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p>	
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<p>2. Board has a strategy execution process that facilitates effective management performance and is attuned to the company's business environment, and culture.</p>	<p>COMPLIANT</p>	<p>Our key business strategies are identified and discussed in our IR.</p> <p>IR for 2025 (pp. 18, 20, 21-22); Risk Management (pp. 30-36); Sustaining Resilience and Strategic Growth (pp. 37-47)</p> <p><a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
<b>Recommendation 2.3</b>			
<p>1. Board is headed by a competent and qualified Chairperson.</p>	<p>COMPLIANT</p>	<p>As defined in our MCG and Charter of the Board of Directors, our Board shall be headed by a competent and qualified Chairman. For 2025, Mr. Jaime Augusto Zobel de Ayala was Globe Telecom's Chairman of the Board. The profile of Mr. Zobel is on our company website, IR and DIS.</p> <p>In our most recent ASM held on 21 April 2026, Mr. Zobel de Ayala stepped down as Chairman and Director, after serving as Chairman since December 1996 and Director since March 1989. He is succeeded by Mr. Cezar P. Consing, who was appointed as Chairman at the Organizational Meeting held immediately after our ASM. The disclosures were posted on our company website.</p> <p>Company website – Board of Directors  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors.html">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors.html</a></p> <p>IR for 2025 (pp. 13-19)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	

		<p>DIS for 2025 (pp. 32-43)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p> <p>MCG (Article II, Section 2.4), page 11  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article I, Section 1.10), page 12  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>Corporate Disclosure on Jaime Augusto Zobel de Ayala Stepping Down as Chairman of Globe and Appointment of Cezar P. Consing as New Chairman  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2026/C.%20Other%20Reports/V.%20Other%20Disclosures/GLO-17-C-Corporate-Disclosure-PSESECReceived-21April2026-JAZA-CPC.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2026/C.%20Other%20Reports/V.%20Other%20Disclosures/GLO-17-C-Corporate-Disclosure-PSESECReceived-21April2026-JAZA-CPC.pdf</a></p>	
<b>Recommendation 2.4</b>			
1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	COMPLIANT	<p>Our policy on succession planning is posted on our website and included in our MCG and Charter of the Board of Directors.</p> <p>Company website - Company Policies, Policy on Succession Planning</p>	

		<p><a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies.html">https://www.globe.com.ph/about-us/corporate-governance/company-policies.html</a></p> <p>IR for 2025 (pp. 17-19, 28, 33-34, 85–87)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>MCG (Article II, Section 2.11), page 16  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article I, Section 1.8.1-1.8.2, 1.14, Article II, Section 1.4, ), pp.7-11, 14, 15  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>We regularly disclose changes in directors, key officers, and management, in accordance with the process for management succession.</p> <p>In 2024, we disclosed the appointment of Mr. Darius Jose R. Delgado as Chief Commercial Officer, succeeding Ms. Maria Louisa Guevarra-Cabreira. We also disclosed the appointment of Mr. Juan Carlo C. Puno as Chief Finance Officer, Treasurer, and Chief Risk Officer, succeeding Ms. Rosemarie Maniego-Eala.</p> <p>We further disclosed the appointment of Carl Raymond R. Cruz as Deputy CEO, with effect from January 2025, and later on, his appointment as President and Chief Executive</p>	
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		<p>Officer at the organizational meeting held immediately after our 2025 ASM. Mr. Ernest Cu's retirement was also disclosed as he stepped down from the Board as Director and as President and Chief Executive Officer.</p> <p>In our most recent ASM, we disclosed that Mr. Jaime Augusto Zobel de Ayala stepped down as Chairman and Director, after serving as Chairman since December 1996 and Director since March 1989, and that he is succeeded by Mr. Cezar P. Consing.</p> <p>The foregoing disclosures are also published on our website.</p> <p>Disclosure of the Appointment of Darius Jose R. Delgado succeeding Maria Louisa Guevarra-Cabreira as Chief Commercial Officer (CCO)  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-08/GLO-17-C-Corporate-Disclosure-PSE-SEC-Received-28August2024-Change-in-Key-Officer.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-08/GLO-17-C-Corporate-Disclosure-PSE-SEC-Received-28August2024-Change-in-Key-Officer.pdf</a></p> <p>Disclosure of the Appointment of Juan Carlo C. Puno succeeding Rosemarie Maniego-Eala as Treasurer, Chief Finance Officer (CFO), and Chief Risk Officer (CRO)  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-09/GLO-17-C-Corporate-Disclosure-SECPSEReceived-16Sep2024.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-09/GLO-17-C-Corporate-Disclosure-SECPSEReceived-16Sep2024.pdf</a></p> <p>Disclosure of the Appointment of Carl Raymond R. Cruz as Deputy CEO  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-10/GLO-17-C-Corporate-Disclosure-PSE-SECReceived22October2024-Deputy-CEO.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-10/GLO-17-C-Corporate-Disclosure-PSE-SECReceived22October2024-Deputy-CEO.pdf</a></p>	
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<p>2. Board adopts a policy on the retirement for directors and key officers.</p>	<p>COMPLIANT</p>	<p>Our policy on retirement for directors and key officers is embedded in our Policy on Succession Planning. It is also posted on our website and included in our MCG and Charter of the Board of Directors.</p> <p>Company website - Company Policies, Policy on Succession Planning  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies.html">https://www.globe.com.ph/about-us/corporate-governance/company-policies.html</a></p> <p>MCG (Article II, Section 2.11), page 16  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECREceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECREceived30May2017.pdf</a></p>	

		Charter of the Board of Directors (Article I, Section 1.8.1-1.8.2, 1.14, Article II, Section 1.4, ), pp.7-11, 14, 15 <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a>	
<b>Recommendation 2.5</b>			
1. Board aligns the remuneration of key officers and board members with long-term interests of the company.	COMPLIANT	This is included in our MCG and Charter of the Board of Directors. Our policy on remuneration of the Board as well as policy on employee rewards or compensation are also posted on our website. The same are discussed in our IR and Charter of the Compensation and Remuneration Committee. The directors, including the IDs, do not receive performance shares or bonuses other than their stockholders-approved per diem remuneration as directors. Globe's executive director does not receive per diem remuneration in addition to his role as an executive director. In a resolution at its meeting held on 26 April 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.  Company website – Company Policies, Employee Rewards or Compensation Policy and Policy on Remuneration of Board <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies.html">https://www.globe.com.ph/about-us/corporate-governance/company-policies.html</a>	

<p>2. Board adopts a policy specifying the relationship between remuneration and performance.</p>	<p>COMPLIANT</p>	<p>MCG (Article II, Section 2.2(c, g); Section 3.3; Section 3.4.3; Article III, Section 8.4; Article VII, Section 15.5), pp. 7-8, 21, 23, 32-33, 51-52  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article I, Section 1.8.2(c, g); Article III, Section 1.2), pp. 8-9, 20  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>IR for 2025 (pp. 20; 22-23)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>DIS for 2025 (pp. 25-26)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p> <p>Charter of the Compensation and Remuneration Committee (Article III), PDF pp.2-3  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/GLO-CG-CompenCommittee-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/GLO-CG-CompenCommittee-Charter.pdf</a></p>	
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<p>3. Directors do not participate in discussions or deliberations involving his/her own remuneration.</p>	<p>COMPLIANT</p>	<p>This is included in our MCG and Charter of the Board of Directors. Our policy on remuneration of the Board as well as policy on employee rewards or compensation are also posted on our website. The same are discussed in our IR and Charter of the Compensation and Remuneration Committee. The Directors, including the IDs, do not receive performance shares or bonuses other than their stockholders-approved per diem remuneration as directors. Our Executive Director does not receive per diem remuneration in addition to his role as an executive director. In a resolution at its meeting held on 26 April 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.</p> <p>Company website – Company Policies, Employee Rewards or Compensation Policy and Policy on Remuneration of Board  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies.html">https://www.globe.com.ph/about-us/corporate-governance/company-policies.html</a></p> <p>MCG (Article II, Section 2.2(c, g); Section 3.3; Section 3.4.3; Article III, Section 8.4; Article VII, Section 15.5), pp. 7-8, 21, 23, 32-33, 51-52  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p>	
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<b>Optional: Recommendation 2.5</b>			
1. Board approves the remuneration of senior executives.	COMPLIANT	Our Board evaluates and approves the remuneration components of our senior executives aligned with our remuneration policy such as incentive programs that include, among others, our employee stock grant plan, corporate incentive plan and the long-term incentive plan. With recommendation from our Compensation and Remuneration Committee, the Board also conducts an annual review of the incentive plans, or more frequently as needed.	

		<p>MCG (Article II, Section 3.3 (d)), page 21  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Compensation and Remuneration Committee (Article III), PDF pp.2-3  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/GLO-CG-CompenCommittee-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/GLO-CG-CompenCommittee-Charter.pdf</a></p> <p>IR for 2025 (pp. 22-23)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
<p>2. Company has measurable standards to align the performance-based remuneration of the executive directors and senior executives with long-term interest, such as claw back provision and deferred bonuses.</p>	<p>COMPLIANT</p>	<p>The remuneration of our Executive Director and senior executives is composed of four 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 our corporate ladder. Current remuneration initiatives allow for certain incentives to be withheld or deferred in any year should an executive fail to meet performance requirements or be involved in any misconduct and are given a disciplinary action resulting to suspension or demotion. These are discussed in our IR and in Note 27 of our Consolidated Audited Financial Statements (AFS).</p> <p>IR for 2025 (pp. 22-23)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	

		AFS for 2025 (Note 27 of the AFS) <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsiaries-2025-consolidated-fs-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsiaries-2025-consolidated-fs-redacted.pdf</a>	
<b>Recommendation 2.6</b>			
1. Board has a formal and transparent board nomination and election policy.	COMPLIANT	Our Board nomination and election policy is disclosed in our MCG, website and our Charter of the Board of Directors. The nominations of the 2025 and 2026 directors were initiated by a minority shareholder as indicated in our DIS.	
2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	COMPLIANT	<p>MCG (Article II, Section 2.6), pp. 11-13  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Board Nomination and Election Policy  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies.html">https://www.globe.com.ph/about-us/corporate-governance/company-policies.html</a></p> <p>DIS for 2025 (pp. 11-12, 14-17, 29-30)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove-ring-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove-ring-2025_final_mar12-redacted.pdf</a></p> <p>Charter of the Board of Directors (Article I, Section 1.6), pp. 5-7</p>	

		<a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a>	
<p>3. Board nomination and election policy includes how the company accepted nominations from minority shareholders.</p>	<p>COMPLIANT</p>	<p>Our Board nomination and election policy includes how we accept nominations from all shareholders, including minority shareholders, and how the list of candidates is shortlisted or how the shortlist of candidates is developed after deliberation of candidates. The nomination of the shareholder of the directors is also acknowledged in our annual DIS.</p> <p>By-Laws (Article I, Sections 4 &amp; 7; Article II, Section 2), pp. 2-4  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf</a></p> <p>MCG (Article II, Section 2.6), pp. 11-13  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Board Nomination and Election Policy  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies.html">https://www.globe.com.ph/about-us/corporate-governance/company-policies.html</a></p> <p>Charter of the Nomination and Governance Committee, PDF pp. 3-5  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Nomination-and-Governance-Committee-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Nomination-and-Governance-Committee-Charter.pdf</a></p>	

<p>4. Board nomination and election policy includes how the board shortlists candidates.</p>	<p>COMPLIANT</p>	<p>Charter of the Board of Directors (Article I, Section 1.6), pp. 5-7  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>DIS for 2025 (pp. 11-12, pp. 15-16, pp. 29-30)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p> <p>DIS for 2024 (pp. 11-12, 15-17, 29-30)  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-03/GLO-Definitive-Information-Statement_covering-2024.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-03/GLO-Definitive-Information-Statement_covering-2024.pdf</a></p>	
<p>5. Board nomination and election policy includes an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director.</p>	<p>COMPLIANT</p>	<p>Our Board nomination and election policy ensures that the process in relation to the nomination and election of our directors is convenient for our shareholders and includes a process for identifying the quality of directors aligned with the strategic direction of the company. Our MCG and Charter of the Board of Directors also identify the qualifications and disqualifications considered in evaluating board members. Further, our Corporate Secretary and Chief Compliance Officer ensure that the processes in nomination, election or replacement of a director remain effective and aligned with our By-Laws and corporate governance practices.</p> <p>By-Laws (Article I, Sections 4 &amp; 7; Article II, Section 2), pp. 2-4  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf</a></p>	

<p>6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.</p>	<p>COMPLIANT</p>	<p>MCG (Article II, Section 2.6, 2.8-2.10), pp. 11-15  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Board Nomination and Election Policy  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies.html">https://www.globe.com.ph/about-us/corporate-governance/company-policies.html</a></p> <p>Charter of the Nomination and Governance Committee, PDF pp. 3-8  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Nomination-and-Governance-Committee-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Nomination-and-Governance-Committee-Charter.pdf</a></p> <p>Charter of the Board of Directors (Article I, Section 1.2-1.6), pp. 2-7  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>DIS for 2025 (pp.11-12, 14-17, 29-30)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p>	
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<b>Optional: Recommendation to 2.6</b>			
<p>1. Company 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.</p>	<p>COMPLIANT</p>	<p>Our Board nomination and election policy states that we may use professional search firms or external sources when searching for candidates to the Board.</p> <p>Charter of the Nomination and Governance Committee (Section 4.3), PDF p. 5  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Nomination-and-Governance-Committee-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Nomination-and-Governance-Committee-Charter.pdf</a></p> <p>Charter of the Board of Directors (Article I, Section 1.6), pp. 5-7  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p>	
<b>Recommendation 2.7</b>			
<p>1. Board has overall responsibility in ensuring that there is a group-wide policy and system governing related party transactions (RPTs) and other unusual or infrequently occurring transactions.</p>	<p>COMPLIANT</p>	<p>Our policy on RPTs includes, among others, definition of RPTs, coverage and materiality threshold, guidelines to ensure arm's length terms, identification and prevention or management of potential or actual conflicts of interest, the role of and review by the Audit and RPT Committee in relation to RPTs, whistle-blowing mechanism, restitution of losses and other remedies for abusive RPTs, and proper disclosure of RPTs.</p> <p>Policy on RPTs  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/related-party-transactions/Policy-on-RPTs/GLO-RPT-Policy-2019.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/related-party-transactions/Policy-on-RPTs/GLO-RPT-Policy-2019.pdf</a></p>	

<p>2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.</p>	<p>COMPLIANT</p>	<p>By-Laws (Article II, Section 10), page 5  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf</a></p> <p>Our RPTs for 2025 are disclosed and discussed in Note 19 of our Notes to the Consolidated AFS, respectively, as reflected in our AFS, DIS and SEC Form 17-A.</p>	
<p>3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.</p>	<p>COMPLIANT</p>	<p>AFS for 2025 (Note 19 of the AFS), pp. 79-86  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsiaries-2025-consolidated-fs-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsiaries-2025-consolidated-fs-redacted.pdf</a></p> <p>DIS for 2025 (Note 19 of the AFS) PDF pp. 270-276  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove ring-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove ring-2025_final_mar12-redacted.pdf</a></p> <p>SEC Form 17-A for 2025 (pp. 260-267)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p> <p>Company website - Company Policies; Whistleblowing  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies">https://www.globe.com.ph/about-us/corporate-governance/company-policies</a></p> <p>ARC Charter (Section 6 - Related Party Transactions pp 15-17)  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Au">https://www.globe.com.ph/sites/default/files/2026-05/2026-Au</a></p>	

		<a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">dit-and-RPT-Committee-Charter.pdfhttps://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a>	
<b>Supplement to Recommendations 2.7</b>			
1. Board clearly defines the threshold for disclosure and approval of RPTs and categorizes such transactions according to those that are considered de minimis or transactions that need not be reported or announced, those that need to be disclosed, and those that need prior shareholder approval. The aggregate amount of RPTs within any twelve (12) month period should be considered for purposes of applying the thresholds for disclosure and approval.	COMPLIANT	<p>Our policy on RPTs identifies its coverage and materiality thresholds as well as transactions that are excluded from the policy and therefore shall not be subject to the review of our Audit and RPT Committee.</p> <p>Policy on RPTs (Section III), pp. 1-3  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/related-party-transactions/Policy-on-RPTs/GLO-RPT-Policy-2019.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/related-party-transactions/Policy-on-RPTs/GLO-RPT-Policy-2019.pdf</a></p> <p>Company website – Company Policies, Policy on RPTs  <a href="https://www.globe.com.ph/about-us/corporate-governance/related-party-transactions.html">https://www.globe.com.ph/about-us/corporate-governance/related-party-transactions.html</a></p>	
2. Board establishes a voting system whereby a majority of non-related party shareholders approve specific types of related party transactions during shareholders' meetings.	COMPLIANT	<p>Should the transactions require shareholders' approval during an ASM, Globe Telecom will provide its shareholders with complete information of the RPTs as stated in our policy on RPTs. Our voting procedures are included in our By-Laws, MCG and in our DIS.</p> <p>Policy on RPTs (Section VIII), page 5  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/related-party-transactions/Policy-on-RPTs/GLO-RPT-Policy-2019.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/related-party-transactions/Policy-on-RPTs/GLO-RPT-Policy-2019.pdf</a></p>	

		<p>By-Laws (Article II, Section 10), page 5  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf</a></p> <p>MCG (Article II, Section 2.6.2), pp. 12-13  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>DIS for 2025 (pp. 14-16; 29-30)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p> <p>DIS for 2024 (pp. 15-17)  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-03/GLO-Definitive-Information-Statement_covering-2024.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-03/GLO-Definitive-Information-Statement_covering-2024.pdf</a></p>	
<b>Recommendation 2.8</b>			
<p>1. Board is primarily responsible for approving the selection of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).</p>	<p>COMPLIANT</p>	<p>At the organizational meetings of the Board held immediately after each ASM, the Board approves the key officers for appointment for the year. These officers in Management include our Chief Risk Officer (CRO), Chief Compliance Officer and Chief Audit Executive (CAE). A disclosure is released on this, and the same is posted on the company website. This is also stated as part of the general responsibilities of our Board in our MCG and Charter of the Board of Directors.</p>	

		<p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April2025-ASM-and-OM-Results.pdf</a></p> <p>MCG (Article II, Section 2.1(e)), page 6  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article I, Section 1.8.1(v)), page 7  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p>	
<p>2. Board is primarily responsible for assessing the performance of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).</p>	<p>COMPLIANT</p>	<p>Our MCG and Charter of the Board of Directors state that the selection of and assessment of the performance of Management is one of the general responsibilities of the Board.</p> <p>MCG (Article II, Section 2.1(e)), page 6  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p>	

		<p>Charter of the Board of Directors (Article I, Section 1.8.2 (v)), page 7  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>The Board's assessment of Management performance, including the CEO, CRO, CAE and Chief Compliance Officer, is covered by the Board's annual self-assessment.</p> <p>Company website - Board Performance  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/performance">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/performance</a></p>	
<b>Recommendation 2.9</b>			
<p>1. Board establishes an effective performance management framework that ensures that Management's performance is at par with the standards set by the Board and Senior Management.</p>	<p>COMPLIANT</p>	<p>The Board's assessment of Management performance is covered by the Board's annual self-assessment. The Board, as it deems necessary, may re-evaluate performance of Management more frequently within a year in accordance with targets and performance indicators set forth at the beginning of the year. Among others, these would also include business objectives mentioned in our IR.</p> <p>In 2026, Teneo Asia Pacific Pte. Ltd. has been engaged as the external facilitator of the assessment of the Board covering its performance for the year 2025. An annual executive session also takes place dedicated to evaluating and discussing matters concerning the Board, including evaluating the performance and an independent review of its Management team.</p> <p>Company website - Board Performance  <a href="https://www.globe.com.ph/about-us/corporate-governance/b">https://www.globe.com.ph/about-us/corporate-governance/b</a></p>	

<p>2. Board establishes an effective performance management framework that ensures that personnel's performance is at par with the standards set by the Board and Senior Management.</p>	<p>COMPLIANT</p>	<p><a href="#">oard-of-directors/performance</a></p> <p>Self-Assessment Form  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-Board-Self-Assessment-Form-2024.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-Board-Self-Assessment-Form-2024.pdf</a></p> <p>MCG (Article II, Section 1.1; Section 2.1(b, e-f); Section 6), pp. 3, 6, 30  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article I, Section 1.8.1.vi); Article I, Section 1.14), pp. 7, 14  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>Company website – Employee Rewards or Compensation Policy, and Policy on Remuneration of Board  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies.html">https://www.globe.com.ph/about-us/corporate-governance/company-policies.html</a></p> <p>IR for 2025 (pp. 20-21)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
<p><b>Recommendation 2.10</b></p>			
<p>1. Board oversees that an appropriate internal control system is in place.</p>	<p>COMPLIANT</p>	<p>Our MCG and Charter of the Board of Directors state that one of the Board's general responsibilities is to ensure the presence and adequacy of internal control mechanisms and systems for good governance within the company. The</p>	

		<p>Board also created its Audit and RPT Committee to assist in its function in ensuring the company's internal control system is effectively working and in place. The annual report by our Audit and RPT Committee also shows that the Board oversees the company's internal control system.</p> <p>MCG (Article II, Section 2.1.g; Section 2.2 (e and m); Section 3.2; Section 7.2; Article V), pp. 6-8, 17-21, 31, 36-41  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article I, Section 1.8.1.vii; Article II, Section 1.1), pp. 7-8, 14  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>IR for 2025 (pp. 104-105)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Charter of the ARC (p. 4)  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p> <p>Company website - Certificate of Compliance (Attestation on Sound Internal Controls and Compliance Systems for 2025)  <a href="https://www.globe.com.ph/sites/default/files/2026-02/2025_year_end_attestation.pdf">https://www.globe.com.ph/sites/default/files/2026-02/2025_year_end_attestation.pdf</a></p> <p>Company website – Internal Control Mechanism</p>	
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		<a href="https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism">https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism</a>	
2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	COMPLIANT	<p>Our MCG and Charter of the Board of Directors lay out corporate governance principles to ensure objective and independent decision-making by the Board to avoid conflict of interest situations. Our policy on conflict of interest under our Code of Conduct covers Board and Management as well.</p> <p>MCG (Article II, Section 3.5), pp. 24-25  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article II, Section 1.6), pp. 16-17  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>Code of Conduct (pp. 13-15)  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/company-policies/Code-of-Conduct-2022-v2.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/company-policies/Code-of-Conduct-2022-v2.pdf</a></p> <p>Company website – Company Policies  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies.html">https://www.globe.com.ph/about-us/corporate-governance/company-policies.html</a></p>	

<p>3. Board approves the Internal Audit Charter.</p>	<p>COMPLIANT</p>	<p>The Internal Audit Charter is reviewed and approved by the Audit and RPT Committee (ARC) and subsequently presented and approved by the of the Board through the Audit and RPT Committee Report presented by the Chairman of the Committee. The Internal Audit Charter is also reviewed annually as part of their oversight function.</p> <p>Internal Audit Charter (pp 1)  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Globe-Internal-Audit-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Globe-Internal-Audit-Charter.pdf</a></p> <p>Company Website - Internal Audit  <a href="https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism">https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism</a></p> <p>IR for 2025 (p. 23-25)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
<b>Recommendation 2.11</b>			
<p>1. Board oversees that the company has in place a sound enterprise risk management (ERM) framework to effectively identify, monitor, assess and manage key business risks.</p>	<p>COMPLIANT</p>	<p>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 sub committees. The establishment of the BROSC will ensure an integrated and holistic oversight on RM at the Board level.</p> <p>The BROSC is mandated to assist the Board in fulfilling its oversight responsibilities in relation to Risk Governance within the company. This ensures that the Board and Management will be able to make well-informed and intelligent decisions based on thorough assessment of risks</p>	

<p>2. The risk management framework guides the board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of risk management strategies.</p>	<p>COMPLIANT</p>	<p>and opportunities.</p> <p>Part of the BROSC's roles and responsibilities include (but not limited to) is the development of a formal Enterprise Risk Management Framework and to provide oversight on company activities in identifying and managing key enterprise-wide and operational risks.</p> <p>With guidance provided by the Board, our Management is fully responsible for decision-making over the day-to-day affairs of Globe including the design, development and implementation of the RM strategies, policies and systems intended to address the identified risks.</p> <p>Globe Telecom's overall RM framework and policy are based on the ISO 31000:2018 framework for RM. As risks continue to evolve, Globe Telecom adopts a decentralized, 3-lines-of-defense model approach to effectively manage its risks. Risk owners, having the experience and expertise in managing risks on a daily basis, are empowered to adopt one or more specialized frameworks and best practices to address said risks and provide regular updates to management. Discussion on our RM framework and process as well as the oversight of the Board over RM and interaction with Management in relation thereto are in our IR.</p> <p>Our MCG and Charter of the Board of Directors state the Board responsibilities in relation to oversight over the company's ERM and to ensure that an ERM framework is working effectively. The Board also created the Audit and RPT Committee to assist it further in its oversight over matters related to ERM.</p>	
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<b>Recommendation 2.12</b>			
1. Board has a Board Charter that formalizes and clearly states its roles, responsibilities and accountabilities in carrying out its fiduciary role.	COMPLIANT	Globe Telecom’s Charter of the Board of Directors is posted on our company website. The Board Charter, among others, formalizes and clearly states the Board’s roles, responsibilities and accountabilities in carrying out its fiduciary duties and serve as a guide to the directors in the	

2. Board Charter serves as a guide to the directors in the performance of their functions.	COMPLIANT	performance of their functions. The Board Charter supplements our By-Laws, MCG and Code of Conduct in upholding good corporate governance within Globe Telecom’s corporate culture, which begins at the Board level.	
3. Board Charter is publicly available and posted on the company’s website.	COMPLIANT	Charter of the Board of Directors <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a>	
<b>Additional Recommendation to Principle 2</b>			
1. Board has a clear insider trading policy.	COMPLIANT	Our insider trading policy is posted on our company website and included in our MCG.  Company website – Company Policies, Insider Trading Policy <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies">https://www.globe.com.ph/about-us/corporate-governance/company-policies</a>  MCG (Article VII, Section 15.3), pp. 49-50 <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a>	
<b>Optional: Principle 2</b>			
1. Company has a policy on granting loans to directors, either forbidding the practice or ensuring that the transaction is conducted at arm’s length basis	COMPLIANT	Loans or advances to and from individual directors, including their spouses, children and dependent siblings and parents are covered by our policy on RPTs and is identified under the policy’s coverage and materiality threshold to ensure transactions are conducted at arm’s length and fairly.	

and at market rates.		<p>Policy on RPTs (Section III), PDF pp. 4-5  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/related-party-transactions/Policy-on-RPTs/GLO-RPT-Policy-2019.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/related-party-transactions/Policy-on-RPTs/GLO-RPT-Policy-2019.pdf</a></p>	
2. Company discloses the types of decision requiring board of directors' approval.	COMPLIANT	<p>Globe Telecom's Charter of the Board of Directors is posted on our company website. The Board Charter, among others, formalizes and clearly states the Board's roles, responsibilities and accountabilities in carrying out its fiduciary duties and serve as a guide to the directors in the performance of their functions. The Board Charter supplements our By-Laws, MCG and Code of Conduct in upholding good corporate governance within Globe Telecom's corporate culture, which begins at the Board level.</p> <p>Charter of the Board of Directors  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p>	
<b>Principle 3: Board committees should be set up to the extent possible to support the effective performance of the Board's functions, particularly with respect to audit, risk management, related party transactions, and other key corporate governance concerns, such as nomination and remuneration. The composition, functions and responsibilities of all committees established should be contained in a publicly available Committee Charter.</b>			
<b>Recommendation 3.1</b>			
1. Board establishes board committees that focus on specific board functions to aid in the optimal performance of its roles and responsibilities.	COMPLIANT	<p>Board Committees created by our Board are appointed during the organizational meeting of the Board held immediately after ASMs. For 2025 and 2026, there were six Board Committees created, namely the Executive Committee, Audit and RPT Committee, Compensation and</p>	

		<p>Remuneration Committee, Nomination and Governance Committee, the Finance Committee, and the Board Risk Oversight and Sustainability Committee. Disclosures on the organization of the Board Committees are on our website.</p> <p>Company website – Board Committees  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees</a></p> <p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>IR for 2025 (pp. 18-20)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
<b>Recommendation 3.2</b>			
<p>1. Board establishes an Audit Committee to enhance its oversight capability over the company’s financial reporting, internal control system, internal and external audit processes, and compliance with applicable laws and regulations.</p>	<p>COMPLIANT</p>	<p>Our Audit and RPT Committee (ARC) Charter states, among others, the oversight capability of the ARC over our financial reporting, internal control system, internal and external/independent audit processes, and compliance with other applicable laws and regulations as well as recommendatory function in appointing and/or removing our external/independent auditor. Our MCG serves as a supplement to the ARC Charter.</p>	

		<p>Charter of the ARC (p.4 and 9)  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p> <p>MCG (Article II, Section 3.2), pp. 17-21  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Company Website – Board Committees  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees</a></p>	
<p>2. Audit Committee is composed of at least three appropriately qualified non-executive directors, the majority of whom, including the Chairman is independent.</p>	<p>COMPLIANT</p>	<p>Our ARC composed entirely of non-executive directors (NEDs), all four (4) whom are independent directors including the Committee Chairman. The profiles of our directors for the years 2025 and 2026 are contained in our IR, Annual Report and DIS. Updated profiles of our directors are found on our website. Our entire Board, including our ARC, is composed of appropriately qualified directors with relevant background, knowledge, skills and/or experience in the areas of accounting, auditing and finance.</p> <p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf</a></p>	

<p>3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.</p>	<p>COMPLIANT</p>	<p>IR for 2025 (pp. 15-16, 23-25)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>SEC Form 17-A for 2025 (pp. 138-141)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p> <p>DIS for 2025 (pp. 37-39)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p> <p>Audit and Related Party Transactions Committee Charter  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p> <p>Company website - Board Committees  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees</a></p>	
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<p>4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.</p>	<p>COMPLIANT</p>	<p>The 2025 Chairman of our ARC is Atty. Cirilo P. Noel. Atty. Noel is not the Chairman of the Board or of any other committee. Atty. Noel was re-appointed as the Chairman of the ARC for 2026.</p> <p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>IR for 2025 (pp. 15-16, 23-25)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>SEC Form 17-A for 2025 (pp. 138-139)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p> <p>DIS for 2025 (Chairman of Audit Committee pp. 35-36)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_coving-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_coving-2025_final_mar12-redacted.pdf</a></p> <p>Company website – Director Cirilo P. Noel  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/cirilo-p-noel">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/cirilo-p-noel</a></p>	
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**Supplement to Recommendation 3.2**

<p>1. Audit Committee approves all non-audit services conducted by the external auditor.</p>	<p>COMPLIANT</p>	<p>Part of the responsibilities of the ARC is to review and approve non-audit services conducted by the external/independent auditor, as mandated in the ARC Charter. This was also stated in annual report of the ARC, which is included in our IR.</p> <p>Charter of the ARC (Section 3.8), page 10  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p> <p>IR for 2025 (pp. 23-25, 106)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>MCG (Article II, Section 3.2.ii.k), page 19  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>DIS for 2025 (d. Audit and Audit-Related Fes pp. 27-28)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove-ring-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove-ring-2025_final_mar12-redacted.pdf</a></p> <p>Company website – ARC  <a href="https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism">https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism</a></p>	
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<p>2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.</p>	<p>COMPLIANT</p>	<p>Our ARC held a total of four (4) regular meetings in 2025. The ARC holds regular dialogues with our external/independent auditor and executive sessions as necessary. This was stated in the annual report of the ARC in our IR.</p> <p>Charter of the ARC (pp. 10, 16-17)  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p> <p>IR for 2025 (pp. 23-25, 106)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>MCG (Article II, Section 3.2.ii.n), page 19  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p>	
<p><b>Optional: Recommendation 3.2</b></p>			
<p>1. Audit Committee meet at least four times during the year.</p>	<p>COMPLIANT</p>	<p>Our ARC met four (4) times in 2025. This is identified in our IR, posted on our website and included in the ARC annual report.</p> <p>IR for 2025 (pp. 20, 23, 106)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Company website – Board Committee Attendance  <a href="https://www.globe.com.ph/about-us/corporate-governance/bo">https://www.globe.com.ph/about-us/corporate-governance/bo</a></p>	

		<p><a href="#">ard-of-directors/committees</a></p> <p>Charter of the ARC, (pp. 10, 16-17)  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p> <p>Company website – ARC  <a href="https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism">https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism</a></p>	
<p>2. Audit Committee approves the appointment and removal of the internal auditor.</p>	<p>COMPLIANT</p>	<p>In line with our ARC Charter, the Committee recommends the appointment and/or grounds for approval of the Chief Audit Executive and directs the Internal Audit function. Globe Telecom has an in-house internal audit function.</p> <p>Charter of the ARC (Section 4.3, 4.4), page 12  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p> <p>MCG (Article II, Section 3.2.ii.e), page 18  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>IR for 2025 (pp. 23-25)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Company website – ARC (Internal Audit)  <a href="https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism">https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism</a></p>	

**Recommendation 3.3**

<p>1. Board establishes a Corporate Governance Committee tasked to assist the Board in the performance of its corporate governance responsibilities, including the functions that were formerly assigned to a Nomination and Remuneration Committee.</p>	<p>COMPLIANT</p>	<p>Our Board has a Nomination and Governance Committee with members appoint at the organizational meeting held immediately after our ASMs.</p> <p>Our Nomination and Governance Committee's Charter states, among others, the function of the Committee in assisting the Board in the performance of its corporate governance responsibilities. Identifying the quality of directors aligned with the company's strategic direction, vision, mission and values is also part of the Committee's responsibility. Our MCG serves as a supplement to the Committee's Charter.</p> <p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>2026 Voting Results of the ASM  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2026-ASM-Voting-Results.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2026-ASM-Voting-Results.pdf</a></p> <p>2025 Voting Results at the ASM  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/Globe-2025-ASM-Voting-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/Globe-2025-ASM-Voting-Results.pdf</a></p>	
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<b>Recommendation 3.4</b>			
<p>1. Board establishes a separate Board Risk Oversight Committee (BROC) that should be responsible for the oversight of a company's Enterprise Risk Management system to ensure its functionality and effectiveness.</p>	<p>COMPLIANT</p>	<p>The Board Risk Oversight and Sustainability Committee (BROSC) is mandated to assist the Board in fulfilling its oversight responsibilities in relation to risk governance in Globe. This includes, but is not limited to, ensuring that Management maintains an effective and efficient risk management system and enabling Management to make well-informed decisions based on prudent assessment of risks and opportunities.</p> <p>The BROSC is enabled by the Chief Risk Officer (CRO) together with the Enterprise Risk Management (ERM) Department, working in collaboration with the entire organization to ensure that the risk management agenda set by the BROSC are effectively carried out.</p> <p>For 2025, the BROSC was composed of 4 members, 3 of whom are IDs including the Committee Chairperson, one of our female IDs, Ms. Natividad N. Alejo. For 2026, Ms. Alejo stepped down as our ID, and was succeeded by Ms. Rizalina</p>	

<p>2. BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.</p>	<p>COMPLIANT</p>	<p>G. Mantaring as Chairperson of the BROSC.</p> <p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>Company website – Board Committees  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees</a></p> <p>IR for 2025 (pp. 19)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
<p>3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.</p>	<p>COMPLIANT</p>	<p>The Chairperson of our BROSC in 2025 was Ms. Natividad N. Alejo, who is not the Chairman of the Board or of any other committee. Ms. Alejo, together with the other director members of the BROSC, have relevant thorough knowledge of and experience on risk and RM in their previous corporate backgrounds and executive roles. Ms. Alejo's profile, together with our other directors', is in our IR, DIS, Annual Report, and regularly updated on our website. For 2026, Ms. Rizalina G. Mantaring, who is also an independent director and is not the Chairman of the Board or of any other committee, succeeded Ms. Alejo as Chairperson of our BROSC.</p> <p>2026 Results of the ASM and Board Organizational Meeting</p>	

<p>4. At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.</p>	<p>COMPLIANT</p>	<p><a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>IR for 2025 (pp. 13-16; 19) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>DIS for 2025 (pp. 32-43) <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove-ring-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove-ring-2025_final_mar12-redacted.pdf</a></p> <p>Company website – Board of Directors <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors</a></p> <p>Company website – Key Officers <a href="https://www.globe.com.ph/about-us/corporate-governance/key-officers">https://www.globe.com.ph/about-us/corporate-governance/key-officers</a></p>	
<p><b>Recommendation 3.5</b></p>			
<p>1. Board establishes a Related Party Transactions (RPT) Committee, which is tasked with reviewing all material related party transactions of the</p>	<p>COMPLIANT</p>	<p>Our Audit and RPT Committee (ARC) is composed entirely of IDs, including the Chairman. The Committee Charter states, among others, the function of the Committee in reviewing all material RPTs of Globe. Our policy on RPTs and MCG serve as supplements to the ARC Charter.</p>	

<p>company.</p>		<p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April2025-ASM-and-OM-Results.pdf</a></p> <p>Charter of the ARC (pp. 15-16)  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p> <p>Policy on RPTs  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/related-party-transactions/Policy-on-RPTs/GLO-RPT-Policy-2019.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/related-party-transactions/Policy-on-RPTs/GLO-RPT-Policy-2019.pdf</a></p> <p>MCG (Article II, Section 3.2.iii), pp. 17-20  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECRReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECRReceived30May2017.pdf</a></p> <p>IR for 2025 (pp. 19, 23-25, 104)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Company website – Board Committees  <a href="https://www.globe.com.ph/about-us/corporate-governance/bo">https://www.globe.com.ph/about-us/corporate-governance/bo</a></p>	
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2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the Chairman.	COMPLIANT	Our ARC is composed of four (4) NEDs, all of whom are IDs, including the Committee Chairman, Atty. Cirilo P. Noel. The profiles of our directors for the years 2025 and 2026 are contained in our IR, Annual Report and DIS. Profiles of our directors are regularly updated through our website.  2026 Results of the ASM and Board Organizational Meeting <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a>  2025 Results of the ASM and Board Organizational Meeting <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf</a>  IR for 2025 (pp. 19, 23-25, 26) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  SEC Form 17-A for 2025 (pp. 138-141) <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a>  DIS for 2025 (pp. 15-18,35-38) <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement</a>	

		<p><a href="#">ent%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p> <p>Company website – Board Committees <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees</a></p> <p>Company website – Board of Directors <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors</a></p> <p>Internal Control Mechanism - ARC <a href="https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism">https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism</a></p>	
<b>Recommendation 3.6</b>			
<p>1. All established committees have a Committee Charter stating in plain terms their respective purposes, memberships, structures, operations, reporting process, resources and other relevant information.</p>	<p>COMPLIANT</p>	<p>All our Board Committees have their respective Charters, which are all posted on our company website. These Charters also supplement in evaluating the performance of the Committees, which is embedded in the Board self-assessment questionnaire.</p> <p>Company website – Board Committees and their Charters <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees</a></p> <p>Board Self-Assessment <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/performance">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/performance</a></p> <p>Board Self-Assessment Form <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/LO-Board-Self-Assessment-Form-2024.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/LO-Board-Self-Assessment-Form-2024.pdf</a></p>	

2. Committee Charters provide standards for evaluating the performance of the Committees.	COMPLIANT		
3. Committee Charters were fully disclosed on the company's website.	COMPLIANT		
Principle 4: To show full commitment to the company, the directors should devote the time and attention necessary to properly and effectively perform their duties and responsibilities, including sufficient time to be familiar with the corporation's business.			
<b>Recommendation 4.1</b>			
1. The Directors attend and actively participate in all meetings of the Board, Committees and shareholders in person or through tele-/videoconferencing conducted in accordance with the rules and regulations of the Commission.	COMPLIANT	In accordance with our Charter of the Board of Directors and MCG, members of the Board should attend and actively participate in all regular and special meetings of the Board, Committees, and shareholders' in person or via teleconference or videoconference or by any other technological means allowed by the SEC. A director's presence in meetings is still prioritized. The absence of a director in more than fifty percent (50%) of all regular and special meetings of the Board during his/her incumbency is a ground for disqualification in the succeeding election, unless the absence is due to illness, death in the immediate family, serious accident or other unforeseen or fortuitous events. Such meetings shall be scheduled before the start of the	

<p>2. The directors review meeting materials for all Board and Committee meetings.</p>	<p>COMPLIANT</p>	<p>financial year and the schedule shall be made available through our website. Board materials/papers shall be provided to each director at least seven (7) days prior to the meetings set. Directors are encouraged to review meeting materials and if called for, ask the necessary questions or seek clarifications and explanations. Discussions with independent views during meetings are encouraged, given due consideration and properly documented through the minutes of meetings. Our Corporate Secretary and Chief</p>	
<p>3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.</p>	<p>COMPLIANT</p>	<p>Compliance Officer attest to these facts as attendees in the Board and some of the Committee meetings.</p> <p>MCG (Article II, Section 4.1), pp. 25-26  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article II, Section 1.13.1), page 13  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>Attendance of Directors to Board Meetings in 2025  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/meetings">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/meetings</a></p> <p>Attendance of Directors to Committee Meetings in 2025  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees</a></p>	
<p><b>Recommendation 4.2</b></p>			

<p>1. Non-executive directors concurrently serve in a maximum of five publicly-listed companies to ensure that they have sufficient time to fully prepare for minutes, challenge Management’s proposals/views, and oversee the long-term strategy of the company.</p>	<p>COMPLIANT</p>	<p>None of our non-executive directors holds directorship in more than 5 publicly-listed companies.</p> <p>Company Website - Board of Directors  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors</a></p> <p>MGC (Article II, Section 4.2), p. 26  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article II, Section 1.9) p. 18  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>DIS 2025 - Certification of Independent Directors (PDF 45 - 52)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove-ring-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove-ring-2025_final_mar12-redacted.pdf</a></p>	
<p><b>Recommendation 4.3</b></p>			
<p>1. The directors notify the company’s board before accepting a directorship in another company.</p>	<p>COMPLIANT</p>	<p>In accordance with our MCG and Charter of the Board of Directors , a director shall notify the Board where he/she is an incumbent director before accepting a directorship in another corporation. This is for the Corporation to be able to assess if his/her present responsibilities and commitment to</p>	

		<p>the Corporation will be affected and if the director can still adequately provide what is expected of him/her in his/her function as director. Our Chief Compliance Officer attests that the directors in our Board comply with this provision in our MCG and Charter of the Board of Directors. This is also covered by the Certification of Compliance with our MCG.</p> <p>Charter of the Board of Directors (Article II, Section 1.9), page 18  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>MCG (Article II, Section 4.2), page 26  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>IR for 2025 (pp. 15-16; 17-18; 26; 105)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
<b>Optional: Principle 4</b>			
<p>1. Company does not have any executive directors who serve in more than two boards of listed companies outside of the group.</p>	<p>COMPLIANT</p>	<p>In accordance with our Charter of the Board of Directors and MCG, our President and CEO and sole executive director, Mr. Carl Raymond R. Cruz, does not serve as such on more than two (2) boards of publicly-listed companies outside our company's group.</p> <p>Mr. Cruz, does not serve as an executive director in any listed company other than Globe Telecom.</p>	

		<p>Charter of the Board of Directors (Article II, Section 1.9), page 11  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>MCG (Article II, Section 4.2), page 26  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>IR for 2025 (pp. 13-16)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>SEC Form 17-A for 2025 (pp. 134-147)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p> <p>DIS for 2025 Directors and Key Officers (pp. 32 - 38)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove-ring-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove-ring-2025_final_mar12-redacted.pdf</a></p> <p>Company website – Board of Directors, Profile of Mr. Cruz  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/carl-r-cruz">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/carl-r-cruz</a></p>	
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<p>2. Company schedules board of directors' meetings before the start of the financial year.</p>	<p>COMPLIANT</p>	<p>In accordance with our MCG and Charter of the Board of Directors, our Board meetings are scheduled before the start of the financial year and the schedule is made available through our company website together with the disclosure of attendance of directors for the most recently concluded year:</p> <p>MCG (Article II, Section 4.1), page 25  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article II, Section 1.13.1), page 13  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>Company website – Board Meetings  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/meetings">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/meetings</a></p>	
<p>3. Board of directors meet at least six times during the year.</p>	<p>COMPLIANT</p>	<p>Our Board held seven (7) Board meetings in 2024. This is on our company website:</p> <p>Company website – Board Meetings  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/meetings">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/meetings</a></p> <p>Attendance of Directors to Board Meetings in 2025  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/meetings">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/meetings</a></p> <p>IR for 2025 (pp. 20)</p>	

		<a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>	
4. Company requires as minimum quorum of at least 2/3 for board decisions.	COMPLIANT	<p>This is in our By-Laws, which is posted on our company website:</p> <p>GLO By-Laws (Article II, Section 3), page 4  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf</a></p>	
<b>Principle 5: The board should endeavor to exercise an objective and independent judgment on all corporate affairs</b>			
<b>Recommendation 5.1</b>			
1. The Board has at least 3 independent directors or such number as to constitute one-third of the board, whichever is higher.	COMPLIANT	<p>Results of the ASM on 22 April 2025 and our most recent ASM on 21 April 2026 were properly disclosed, where, among other approved resolutions by our shareholders, our Board of Directors for the years were elected including independent directors (IDs). Four (4) IDs were elected to serve in 2025 and 2026. The disclosures are posted on our company website:</p> <p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April-2025-ASM-and-OM-Results.pdf</a></p>	
<b>Recommendation 5.2</b>			

<p>1. The independent directors possess all the qualifications and none of the disqualifications to hold the positions.</p>	<p>COMPLIANT</p>	<p>All our IDs go through evaluation/deliberation of qualifications upon nomination to ensure that they are all qualified and do not possess any of the disqualifications in accordance with applicable law, our MCG, Charter of the Board of Directors and Charter of the Nomination and Governance Committee. Likewise, our IDs' profiles, together with the rest of the Board, are disclosed in our DIS, Annual Report and IR. Our directors' profiles are also updated regularly on our company website.</p> <p>MCG (Article II, Section 5.2), pp. 27-28  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article II, Section 1.4), pp. 4-5  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>Charter of the Nomination and Governance Committee (Section 6), PDF pp.5-8  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Nomination-and-Governance-Committee-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Nomination-and-Governance-Committee-Charter.pdf</a></p> <p>IR for 2025 (pp. 15-16; 17-19)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
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		<p>SEC Form 17-A for 2025 (pp. 138-141)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p> <p>DIS for 2025 Directors and Key Officers (pp. 32 - 38)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove ring-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statem ent%20(20-IS-DIS)/glo-definitive-information-statement_cove ring-2025_final_mar12-redacted.pdf</a></p>	
<b>Supplement to Recommendation 5.2</b>			
1. Company has no shareholder agreements, by-laws provisions, or other arrangements that constrain the directors' ability to vote independently.	COMPLIANT	<p>We have no shareholder agreements, by-laws provisions or other arrangements that constrain our directors' ability to vote independently. Globe, in fact, encourages all directors, including IDs, to vote and decide independently. This is also included in our MCG and Charter of the Board of Directors.</p> <p>MCG (Article II, Section 2.3(d)), page 10  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article II, Section 1.8.2(a, d); Section 1.9(d)), pp. 8-9, 11  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p>	
<b>Recommendation 5.3</b>			
1. The independent directors serve for a cumulative term of nine years (reckoned from	COMPLIANT	In line with our MCG and Charter of the Board of Directors, our IDs may serve as such for a maximum cumulative term of nine (9) years in accordance with the SEC Code of	

2012).		Corporate Governance. After which, the ID is perpetually	
2. The company bars an independent director from serving in such capacity after the term limit of nine years.	COMPLIANT	barred from re-election as such in Globe Telecom, but may be re-elected as a non-independent or regular director. Should we want to retain the ID even after the nine (9) years, the Board must provide meritorious justification on the matter and seek shareholders' approval during an ASM. None of our IDs have reached this maximum limit.	
3. In the instance that the company retains an independent director in the same capacity after nine years, the board provides meritorious justification and seeks shareholders' approval during the annual shareholders' meeting.	COMPLIANT	<p>MCG (Article II, Section 5.3), page 28  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article II, Section 1.3), page 15  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>IR for 2025 (pp. 17-18, 13-16)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>SEC Form 17-A for 2025 (pp. 134-147)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p> <p>DIS for 2025 Directors and Key Officers (pp. 32 - 38)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove</a></p>	

		<a href="#">ring-2025_final_mar12-redacted.pdf</a>	
<b>Recommendation 5.4</b>			
1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	COMPLIANT	<p>The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals. In our 2025 ASM, the appointed Chairman of the Board of Directors was Mr. Jaime Augusto Zobel de Ayala, while the appointed President and CEO was Mr. Carl Raymond R. Cruz.</p> <p>In our most recent ASM held on 21 April 2026, Mr. Jaime Augusto Zobel de Ayala stepped down as Chairman and Director, after serving as Chairman since December 1996 and Director since March 1989. He is succeeded by Mr. Cezar P. Consing, who was appointed as Chairman at the Organizational Meeting held immediately after our ASM. The disclosures were posted on our company website.</p> <p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>Corporate Disclosure on Jaime Augusto Zobel de Ayala Stepping Down as Chairman of Globe and Appointment of Cezar P. Consing as New Chairman  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2026/C.%20Other%20Reports/V.%20Other%20Disclosures/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-JAZA-CPC.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2026/C.%20Other%20Reports/V.%20Other%20Disclosures/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-JAZA-CPC.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-Results-of-ASM-and-OM-2025.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-Results-of-ASM-and-OM-2025.pdf</a></p>	

		<a href="#">25-ASM-and-OM-Results.pdf</a>	
2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.	COMPLIANT	<p>Our Chairman of the Board and CEO are separate individuals. Their duties and responsibilities are clearly defined in our By-Laws, MCG and Charter of the Board of Directors.</p> <p>By-Laws (Article II, Section 8; Article III, Section 5), pp. 5, 7  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf</a></p> <p>MCG (Article II, Section 2.4 and Section 5.4), pp. 11, 28-29  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article I, Section 1.10), page 12  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p>	
<b>Recommendation 5.5</b>			
1. If the Chairman of the Board is not an independent director, the board designates a lead director among the independent directors.	COMPLIANT	<p>Atty. Cirilo P. Noel was elected as our lead independent director (ID) for 2025 and 2026. Our lead ID's roles and responsibilities are in our MCG and Charter of the Board of Directors.</p> <p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECReceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECReceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p>	

		<p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>MCG (Article II, Section 5.5), page 29  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article I, Section 1.10), p. 12  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>Company website – Board of Directors, Profile of Mr. Noel  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/cirilo-p-noel">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/cirilo-p-noel</a></p> <p>DIS for 2025 - Mr. Noel (p. 35-36)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_coving-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_coving-2025_final_mar12-redacted.pdf</a></p> <p>SEC Form 17-A for 2025 - Mr. Noel (pp. 138-139)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p>	
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		IR for 2025 - Mr. Noel (p. 15-16) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>	
<b>Recommendation 5.6</b>			
1. Directors with material interest in a transaction affecting the corporation abstain from taking part in the deliberations on the transaction.	COMPLIANT	<p>Our MCG provides for the liability of directors to abstain from taking part in the deliberations of any transaction that a director has a material interest in. There was no transaction in 2025 that required any director to abstain from its deliberation. All our RPTs are disclosed in our AFS, DIS and SEC Form 17-A.</p> <p>MCG (Article II, Section 5.6), page 29 <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>AFS for 2025 (Note 19 of the AFS), PDF pp. 79-86) <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsidiaries-2025-consolidated-fs-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsidiaries-2025-consolidated-fs-redacted.pdf</a></p> <p>SEC Form 17-A for 2025 (PDF pp. 79-86) <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p>	
<b>Recommendation 5.7</b>			
1. The non-executive directors (NEDs) have separate periodic meetings with the external auditor and heads of the internal	COMPLIANT	Our NEDs, under our MCG, have separate periodic meetings with the external auditor and heads of the internal audit, compliance and risk functions, without any executive director present to ensure that proper checks and balances are in	

audit, compliance and risk functions, without any executive present.		place. Our NEDs may consult with relevant heads in management as necessary. NED meetings are chaired by our lead ID. As such, the NED meeting in November 20254, as identified in our IR and attested to by our IDs present during the said meeting in this report, was led by Atty. Noel.	
2. The meetings are chaired by the lead independent director.	COMPLIANT	<p>MCG (Article II, Section 5.7), page 30  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>IR for 2025 (p. 30)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
<b>Optional: Principle 5</b>			
1. None of the directors is a former CEO of the company in the past 2 years.	COMPLIANT	<p>None of the directors is a former CEO of the company in the past years. Mr Ernest L. Cu, who was our past President and CEO for the past 2 years is not a member of the Globe board. Mr. Cu, was our CEO since 2009 and served as such until our 2025 ASM held April 22, 2025, where he was succeeded by Mr. Carl Raymond R. Cruz, who was re-appointed in our most recent ASM. Thus, none of the current directors has been our CEO for the past 2 years.</p> <p>Profiles for both Mr. Cu and Mr. Cruz were included in our DIS, IR, and 17-A for 2024, while Mr. Cruz's profile is also found in our 2025 DIS, IR and 17-A, and posted on our company website.</p> <p>Company website – Board of Directors, Profile of Mr. Cruz</p>	

		<p><a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/carl-r-cruz">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/carl-r-cruz</a></p> <p>DIS for 2024 - Mr. Cu (p. 34); Mr. Cruz (p. 39)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2024/A.%20Annual%20Reports/III.%20Information%20Statement%20%2820-IS-DIS%29/glo-definitive-information-statement_covering-2024.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2024/A.%20Annual%20Reports/III.%20Information%20Statement%20%2820-IS-DIS%29/glo-definitive-information-statement_covering-2024.pdf</a></p> <p>DIS for 2025 - Mr. Cruz (p. 34; 41)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p> <p>IR for 2024 - Mr. Cu (p. 21);  <a href="https://www.globe.com.ph/sites/default/files/2025-04/Globe-2024-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2025-04/Globe-2024-Integrated-Report.pdf</a></p> <p>SEC Form 17-A for 2025 - Mr. Cruz (p. 136; 144)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p> <p>IR for 2025 - Mr. Cruz (p. 15)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
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Principle 6: The best measure of the Board’s effectiveness is through an assessment process. The Board should regularly carry out evaluations to appraise its performance as a body, and assess whether it possesses the right mix of backgrounds and competencies.

**Recommendation 6.1**

1. Board conducts an annual self-assessment of its performance as a whole.	COMPLIANT	<p>Our MCG and Charter of the Board of Directors provide our policy and procedures for our Board's annual self-assessment done through a Self-Assessment Form. The Self-Assessment Form includes evaluation of the performance of our Chairman, individual members, each committee and Management. Details on our Board self-assessment exercise are available on our company website.</p> <p>Our Chief Compliance Officer facilitates the annual self-assessment, collates accomplished questionnaires and creates a summary of results thereafter. The results of the annual self-assessments of our Board are kept by the Office of our Chief Compliance Officer. An assessment conducted by an external facilitator selected for this purpose is conducted every three (3) years. In 2023, Aon Hewitt Pte Ltd. was the external facilitator engaged by Globe Telecom to support the self-assessment exercise for the Board of Directors covering their performance and service for the year 2022. For 2026, Teneo Asia Pacific Pte. Ltd. has been engaged as the external facilitator of the assessment of the Board covering its performance for the year 2025.</p> <p>MCG (Article II, Section 6), page 30  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article I, Section 1.14), page 14  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/boa">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/boa</a></p>	
2. The Chairman conducts a self-assessment of his performance.	COMPLIANT		
3. The individual members conduct a self-assessment of their performance.	COMPLIANT		
4. Each committee conducts a self-assessment of its performance.	COMPLIANT		

		<p><a href="#">rd-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>IR for 2025 (p. 20-21)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Company website – Board Performance  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/performance">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/performance</a></p> <p>Self-Assessment Form  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-Board-Self-Assessment-Form-2024.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-Board-Self-Assessment-Form-2024.pdf</a></p> <p>Certificate of Compliance for 2025  <a href="https://www.globe.com.ph/sites/default/files/2026-02/globe-certification-of-compliance-with-mcg-2025-signed.pdf">https://www.globe.com.ph/sites/default/files/2026-02/globe-certification-of-compliance-with-mcg-2025-signed.pdf</a></p>	
<p>5. Every three years, the assessments are supported by an external facilitator.</p>	<p>COMPLIANT</p>	<p>In line with our MCG and Charter of the Board of Directors, the self-assessment exercise is supported by an external facilitator selected for this purpose every three (3) years. In 2023, Aon Hewitt Pte Ltd. was the external facilitator engaged by Globe Telecom to support the self-assessment exercise for the Board of Directors covering their performance and service for the year 2022. For 2026, Teneo Asia Pacific Pte. Ltd. has been engaged as the external facilitator of the assessment of the Board covering its performance for the year 2025.</p> <p>IR for 2025 (p. 20-21)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	

		<p>MCG (Article II, Section 6), page 30  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article I, Section 1.14), page 14  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p>	
<b>Recommendation 6.2</b>			
<p>1. Board has in place a system that provides, at the minimum, criteria and process to determine the performance of the Board, individual directors and committees.</p>	<p>COMPLIANT</p>	<p>Our MCG and Charter of the Board of Directors provide for criteria and process to determine performance of the Board, directors and committees, which are evaluated through our Board Self-Assessment Form. The criteria for evaluation is as follows, and is also indicated in the Self-Assessment Form, which is available on our company website:</p> <p>5 Outstanding  4 Exceeds Expectations  3 Fully Meets Expectations  2 Partially Meets Expectations  1 Needs Significant Improvement</p> <p>MCG (Article II, Section 6), page 30  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p>	

		<p>Charter of the Board of Directors (Article I, Section 1.14), page 14  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>Company website – Board Performance  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/performance">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/performance</a></p> <p>Self-Assessment Form  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-Board-Self-Assessment-Form-2024.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-Board-Self-Assessment-Form-2024.pdf</a></p>	
<p>2. The system allows for a feedback mechanism from the shareholders.</p>	<p>COMPLIANT</p>	<p>Our MCG and Charter of the Board of Directors lay out our policy and practice in promoting stakeholder feedback and engagement. Apart from our ASMs, we make various communication channels available to our stakeholders so we are in tune with feedback from our shareholders, subscribers and other stakeholders. These channels include, among others, investor briefings, press conferences, road shows, our social media accounts (i.e. X, Facebook, E-mail) and hotline. In addition to all the foregoing, Globe Telecom has also developed platforms specifically made to engage with its stakeholders (including shareholders) through the GlobeOne application and the Globe Whistleblowing Network (GWeN). These channels are discussed in our IR and posted on our website.</p> <p>IR for 2025 (pp. 3-4, 17-23, 30-33)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	

		<p>MCG (Article II, Section 6.2), page 30  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article II, Section 1.11), page 19  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>Company website – Contact Us  <a href="https://www.globe.com.ph/contact-us">https://www.globe.com.ph/contact-us</a></p> <p>Company website - Company Policies; Whistleblowing  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies">https://www.globe.com.ph/about-us/corporate-governance/company-policies</a></p>	
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**Principle 7: Members of the Board are duty-bound to apply high ethical standards, taking into account the interests of all stakeholders.**

**Recommendation 7.1**

1. Board adopts a Code of Business Conduct and Ethics, which provide standards for professional and ethical behavior, as well as articulate acceptable and unacceptable conduct and practices in internal and external dealings of the company.	COMPLIANT	In addition to our MCG, Charter of the Board of Directors and different committee Charters, our Board also subjects itself to the policies, guidelines and rules under our Code of Conduct. The Board recognizes that corporate values and governance as well as making a stand against corrupt practices are part of setting good corporate governance culture in the organization. As such, the Board looks to the anti-corruption policy and other values espoused in the Code of Conduct As part of a new director’s and employee’s orientation into	
2. The Code is properly	COMPLIANT	Globe, a director/employee is oriented with our policies and practices that include, among others, our MCG, Charter of	

<p>disseminated to the Board, senior management and employees.</p>		<p>the Board, different committee Charters and our Code of Conduct. Our Code of Conduct is on our company website and discussed in our IR. In addition, an annual Certification of Compliance with our Code of Conduct is issued and signed by our Chief Human Resource Officer (CHRO).</p>	
<p>3. The Code is disclosed and made available to the public through the company website.</p>	<p>COMPLIANT</p>	<p>Company website - Certificate of Compliance with CoC for 2025  <a href="https://www.globe.com.ph/sites/default/files/2026-02/certificate-of-compliance-with-coc-for-2025.pdf">https://www.globe.com.ph/sites/default/files/2026-02/certificate-of-compliance-with-coc-for-2025.pdf</a></p> <p>IR for 2025 (p. 105)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Code of Conduct  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/company-policies/Code-of-Conduct-2022-v2.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/company-policies/Code-of-Conduct-2022-v2.pdf</a></p> <p>In 2025, Globe updated its Anti-Bribery and Corruption Policy, which 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. The update reiterated Globe's zero-tolerance for compromising acts, provided clear definitions and real-life examples to model acceptable behavior, as well as highlighted training, information dissemination, and clear reporting and documentation procedures, all aligned with internal policies, laws and regulations. The updated policy was also introduced to employees, and required each to acknowledge that they had read, understood and shall strictly comply with</p>	

		<p>the contents thereof.</p> <p>Company website – Company Policies, Anti-Corruption Policy  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies">https://www.globe.com.ph/about-us/corporate-governance/company-policies</a></p>	
<b>Supplement to Recommendation 7.1</b>			
<p>1. Company has clear and stringent policies and procedures on curbing and penalizing company involvement in offering, paying and receiving bribes.</p>	<p>COMPLIANT</p>	<p>Our policy and procedures for curbing and penalizing company involvement in offering, paying and receiving bribes are contained in our Code of Conduct and anti-corruption policy. The same is identified under grounds for disqualification of our directors under our MCG and Charter of the Board of Directors.</p> <p>The updated 2025 Anti-Bribery and Corruption Policy reiterates Globe’s zero-tolerance for compromising acts, provides clear definitions and real-life examples to model acceptable behavior, as well as highlights training, information dissemination, and clear reporting and documentation procedures, all aligned with internal policies, laws and regulations. The updated policy was also introduced to employees, and required each to acknowledge that they had read, understood and shall strictly comply with the contents thereof.</p> <p>Code of Conduct (pp. 6-7, 13)  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-01/Globe-Code-of-Conduct-V4.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-01/Globe-Code-of-Conduct-V4.pdf</a></p> <p>MCG (Article II, Section 2.9; Article VII, Section 15.6), pp. 13-15, 52  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/da">https://www.globe.com.ph/sites/globe.com.ph/files/content/da</a></p>	

		<p><a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">m/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article I, Section 1.3.1.c), page 2  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>Company website – Company Policies, Anti-Corruption Policy  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies">https://www.globe.com.ph/about-us/corporate-governance/company-policies</a></p>	
<b>Recommendation 7.2</b>			
1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.	COMPLIANT	<p>Part of the responsibilities of our Board is to comply with relevant rules and regulations of the company and other applicable laws, as well as ensure compliance with the same by the organization. The Corporate Secretary and Chief Compliance Officer assist the Board in compliance with relevant rules and regulations. Our Code of Conduct covers all directors and Globe employees. There has been no incident of non-compliance with the Code of Conduct at the Board level, meanwhile any finding of non-compliance or violation with our Code of Conduct among employees remains confidential with our HR Labor Relations team. Rest assured, proper processes are in place to ensure such non-compliance is resolved and addressed properly, in accordance with our Code of Conduct and applicable labor laws. In accordance with our thrust to sustain good corporate governance in our business culture, our CHRO certifies our</p>	
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	COMPLIANT		

		<p>annual compliance with our Code of Conduct.</p> <p>Code of Conduct  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-01/Globe-Code-of-Conduct-V4.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-01/Globe-Code-of-Conduct-V4.pdf</a></p> <p>MCG (Article II, Section 1.4-1.5, 7.2), pp. 4-5, 31  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article II, Section 1.1; Article III, Section 1.1), pp. 14, 19-20  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>Certificate of Compliance with the Code of Conduct 2026  <a href="https://www.globe.com.ph/sites/default/files/2026-02/globe-certification-of-compliance-with-mcg-2025-signed.pdf">https://www.globe.com.ph/sites/default/files/2026-02/globe-certification-of-compliance-with-mcg-2025-signed.pdf</a></p>	
<b>Disclosure and Transparency</b>			
Principle 8: The company should establish corporate disclosure policies and procedures that are practical and in accordance with best practices and regulatory expectations.			
<b>Recommendation 8.1</b>			
1. Board establishes corporate disclosure policies and procedures to ensure a comprehensive, accurate, reliable and timely report to shareholders and other stakeholders that gives a fair	COMPLIANT	Apart from applicable laws, our MCG and Charter of the Board of Directors provide for disclosure requirements of our Board. These include, among others, disclosure on our quarterly financial performance, dividend declarations, disclosure form on changes in a director's ownership of securities of the company, and the integrated report. Our DIS and Annual Report also contain annual audited financial	

<p>and complete picture of a company's financial condition, results and business operations.</p>		<p>statements. All our reports and disclosures are available on our company website. Disclosures submitted to the SEC and PSE are also provided a separate section on our company website.</p> <p>MCG (Article II, Section 3; Article III, Section 8), pp. 17-20; pp. 31-33  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>IR for 2025 (pp. 3, 28)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Company website – SEC/PSE Disclosures  <a href="https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures">https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</a></p> <p>Charter of the Board of Directors (Article II, Section 1.7, Section 1.8, Section 1.10), pp. 17-18  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>SEC Form 17-A for 2025 (67-114, PDF 169-442)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p> <p>AFS for 2025</p>	
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<b>Supplement to Recommendations 8.1</b>			
1. Company distributes or makes available annual and quarterly consolidated reports, cash flow statements, and special audit revisions. Consolidated financial statements are published within ninety (90) days from the end of the fiscal year, while interim reports are published within forty-five (45) days from the end of the reporting period.	COMPLIANT	Submissions of our consolidated AFS and quarterly reports for the year 2025 were as follows:  Consolidated Audited Financial Statements for 2025 Submission date – February 26, 2026 End of fiscal year – December 31, 2025 Number of days between submission/release and end of fiscal year – 58 days <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsidiaries-2025-consolidated-fs-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsidiaries-2025-consolidated-fs-redacted.pdf</a>  Quarterly Report for 1Q2025 Submission date – May 9, 2025 End of quarter – March 31, 2025 Number of days between submission/release and end of reporting period – 40 days <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/III.%20Quarterly%20Results%20Press%20Release/glo-1q25-press-release.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/III.%20Quarterly%20Results%20Press%20Release/glo-1q25-press-release.pdf</a>	

		<p><a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/GLO-1Q24-Press-Release.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/GLO-1Q24-Press-Release.pdf</a></p> <p>Quarterly Report for 2Q2025  Submission date – August 5, 2025  End of quarter – June 30, 2025  Number of days between submission/release and end of reporting period – 37 days  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/III.%20Quarterly%20Results%20Press%20Release/glo_2q25-press-release.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/III.%20Quarterly%20Results%20Press%20Release/glo_2q25-press-release.pdf</a></p> <p>Quarterly Report for 3Q2025  Submission date – November 6, 2025  End of quarter – September 30, 2025  Number of days between submission/release and end of reporting period – 38 days  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/III.%20Quarterly%20Results%20Press%20Release/glo-3q25-press-release.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/III.%20Quarterly%20Results%20Press%20Release/glo-3q25-press-release.pdf</a></p> <p>Quarterly Report for 4Q2025 is included in our SEC Form 17-A submission  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/III.%20Quarterly%20Results%20Press%20Release/glo-4q25-press-release.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/III.%20Quarterly%20Results%20Press%20Release/glo-4q25-press-release.pdf</a></p>	
<p>2. Company discloses in its annual report the principal risks associated with the identity of the company’s controlling shareholders; the degree of ownership concentration;</p>	<p>COMPLIANT</p>	<p>Globe’s Annual Report and IR, among other operational and financial information, also contain the principal risks of the company. In addition, the BROSC, apart from its meetings, presents a report to the Board of Directors twice a year, outlining the risk topics discussed by the committee during the year.</p>	

<p>cross-holdings among company affiliates; and any imbalances between the controlling shareholders' voting power and overall equity position in the company.</p>		<p>These risks as stated in our IR are assessed as enterprise-wide, and thus, affect all our shareholders. These top enterprise-wide risks resulted from assessments made by Management. Minority shareholders' risks may also be derived from the discussion of risks included in our AFS. Management feels that there are no risks to our minority shareholders associated with the identity of our controlling shareholders. As such, Globe Telecom recognizes that our identified risks to shareholders will affect both majority and minority shareholders. More importantly, Globe Telecom treats all shareholders equally. Meanwhile, cross-holdings or our conglomerate map is also in our IR and posted on our website.</p> <p>IR for 2025 (pp. 30-36)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>SEC Form 17-A for 2025 (pp. 38-53)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p> <p>AFS for 2025  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsidaries-2025-consolidated-fs-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsidaries-2025-consolidated-fs-redacted.pdf</a></p>	
<b>Recommendation 8.2</b>			
1. Company has a policy	COMPLIANT	In line with our MCG and Charter of the Board of Directors,	

<p>requiring all directors to disclose/report to the company any dealings in the company's shares within three business days.</p>		<p>our directors and key officers are required, within three (3) trading days upon change in their ownership of company securities, to submit the statement of changes of ownership in securities to the office of the Chief Compliance Officer for immediate submission to the SEC and PSE and other relevant regulators. These are also posted on our website.</p>	
<p>2. Company has a policy requiring all officers to disclose/report to the company any dealings in the company's shares within three business days.</p>	<p>COMPLIANT</p>	<p>The summary of our directors' and officers' dealings in company securities is identified in our IR, including the number of shares, nature of ownership of shares and date of transaction/s.</p> <p>MCG (Article III, Section 8.2), page 32  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article II, Section 1.7), page 17  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>Company website – Statements of Beneficial Ownership of Securities of Directors and Key Officers for 2024 (SEC Forms 23-A and 23-B)  <a href="https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures">https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</a></p> <p>IR for 2025 (pp. 29)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	

		<p>DIS for 2025 (pp. 13-14)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p>	
<b>Supplement to Recommendation 8.2</b>			
<p>1. Company discloses the trading of the corporation's shares by directors, officers (or persons performing similar functions) and controlling shareholders. This includes the disclosure of the company's purchase of its shares from the market (e.g. share buy-back program).</p>		<p>Apart from our disclosure of changes on company securities by our directors and officers, we also disclose our quarterly public ownership report and periodic updates to our top 100 shareholders which are all posted on our company website together with our conglomerate map.</p> <p>IR for 2025 (pp. 29)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Company website – Statements of Beneficial Ownership of Securities of Directors and Key Officers for 2025 (SEC Forms 23-A and 23-B)  <a href="https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures">https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</a></p> <p>Company website – Top 100 Shareholders  <a href="https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures">https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</a></p> <p>Company website – Public Ownership Report  <a href="https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures">https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</a></p>	

		<p>Company website – Conglomerate Map  <a href="https://www.globe.com.ph/about-us/corporate-governance/conglomerate-map">https://www.globe.com.ph/about-us/corporate-governance/conglomerate-map</a></p> <p>DIS for 2025 (pp. 13-14)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p>	
<b>Recommendation 8.3</b>			
<p>1. Board fully discloses all relevant and material information on individual board members to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.</p>	<p>COMPLIANT</p>	<p>The profiles of our directors are disclosed in our DIS, Annual Report and IR. The disclosure includes, among others, the name, age, nationality, academic and corporate background, qualifications, expertise, company shareholdings and company affiliations of each director. Our directors' profiles are also posted on our website. Trainings attended by our directors are disclosed through advisement letters submitted to regulators as well as discussed in our IR, and posted on our website. Our IDs also submit a Certification that contains their relevant institutional and corporate affiliations, which we attach with our DIS.</p> <p>IR for 2025 (pp. 13-17)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>DIS for 2025 Directors and Key Officer, (pp. 32-38);  Nominees to the board of Directors (38-43)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p>	

		<p><a href="#">ring-2025_final_mar12-redacted.pdf</a></p> <p>SEC Form 17-A for 2025 (pp. 134-147)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p> <p>Company website – Board Members  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors</a></p> <p>2025 Trainings attended by our Directors  <a href="https://www.globe.com.ph/sites/default/files/2025-12/globe-corp-governance-seminar-2025-certificates-of-attendance.pdf">https://www.globe.com.ph/sites/default/files/2025-12/globe-corp-governance-seminar-2025-certificates-of-attendance.pdf</a></p> <p>Company website – Director Training and Continuing Education Program  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/performance">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/performance</a></p> <p>Charter of the Board of Directors (Article I, Section 1.9(a); Article II Section 1.6), pp. 11, 16-17  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p>	
<p>2. Board fully discloses all relevant and material information on key executives to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.</p>	<p>COMPLIANT</p>	<p>The profiles of our key officers are disclosed in our DIS and SEC Form 17-A. The disclosure includes, among others, the name, age, nationality, academic and corporate background, qualifications, expertise, company shareholdings and company affiliations of each officer. Trainings attended by our key officers are disclosed through advisement letters submitted to regulators as well as discussed in our IR.</p>	

		<p>IR for 2025 (pp. 13-16)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>SEC Form 17-A for 2025 (pp. 134-147)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p> <p>DIS for 2025 (pp. 32-38)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p>	
<b>Recommendation 8.4</b>			
<p>1. Company provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same.</p>	<p>COMPLIANT</p>	<p>In accordance with our By-Laws, MCG and Charter of the Board of Directors, the Board receives, pursuant to a resolution of the shareholders, fees and other compensation for their services as directors and members of committees of the Board of Directors. The per diem remuneration received by each director is disclosed in our annual reports and reflected in our website. The executive director shall not receive per diem remuneration in addition to his remuneration as part of the Corporation's Management in his role as the President and CEO.</p> <p>MCG (Article III, Section 8.4), pp. 32-33  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p>	

		<p>By-Laws (Article II, Section 7), pp. 4-5  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf</a></p> <p>Charter of the Board of Directors (Article III, Section 1.2), page 20  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>DIS for 2025 (pp. 25-26)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_coving-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_coving-2025_final_mar12-redacted.pdf</a></p> <p>IR for 2025 (pp. 20)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
<p>2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.</p>	<p>COMPLIANT</p>	<p>In accordance with our MCG, the policy and procedure for setting executive remuneration is disclosed in our annual reports. Our Board, through the Compensation and Remuneration Committee, also develops the policy on executive remuneration and remuneration packages for officers. The structure shall be kept such that the variable component increases as the executive moves up in the corporate ladder, which is discussed in our pertinent annual reports.</p> <p>MCG (Article III, Section 8.4), pp. 32-33  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/ma">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/ma</a></p>	

		<p><a href="#">nual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Compensation and Remuneration Committee  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/GLO-CG-CompenCommittee-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/GLO-CG-CompenCommittee-Charter.pdf</a></p> <p>DIS for 2025 Executive Compensation (pp. 25)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove-ring-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove-ring-2025_final_mar12-redacted.pdf</a></p> <p>IR for 2025 (pp.22)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
<p>3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.</p>	<p>COMPLIANT</p>	<p>Our employee and executive remuneration components are disclosed in our IR and other annual reports. Actual compensation of our President and CEO is disclosed together with compensation of our identified top paid officers in our DIS. Our MCG contains our retirement provisions for directors and employees.</p> <p>DIS for 2025 Executive Compensation (pp. 25)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove-ring-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove-ring-2025_final_mar12-redacted.pdf</a></p> <p>IR for 2025 (21-22)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	

		<p>SEC Form 17-A for 2025 (p. 152)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p> <p>MCG (Article II, Section 2.11), page 16  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p>	
<b>Recommendation 8.5</b>			
<p>1. Company discloses its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions in their Manual on Corporate Governance.</p>	<p>COMPLIANT</p>	<p>Our RPT policy is outlined in the Manual of Corporate Governance (MCG) and disclosed on our company website. No director has had a conflict of interest in a transaction discussed at the Board level.</p> <p>MCG (Article II, Section 2.12 and Article III, Section 8.5), pp. 16, 33  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Policy on RPTs  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/related-party-transactions/Policy-on-RPTs/GLO-RPT-Policy-2019.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/related-party-transactions/Policy-on-RPTs/GLO-RPT-Policy-2019.pdf</a></p> <p>Charter of the ARC (Section 6), pp. 15-16  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Au">https://www.globe.com.ph/sites/default/files/2026-05/2026-Au</a></p>	

		<a href="#">dit-and-RPT-Committee-Charter.pdf</a>	
2. Company discloses material or significant RPTs reviewed and approved during the year.	COMPLIANT	<p>Our RPTs for the year are disclosed in our annual reports. Per our policy on RPTs, such 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. A historical list of RPTs is also available on our website.</p> <p>AFS for 2025 (Noted 19 of the AFS), PDF pp. 79-86)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsiaries-2025-consolidated-fs-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsiaries-2025-consolidated-fs-redacted.pdf</a></p> <p>DIS for 2025 Note 19 of the AFS (PDF pp. 79- 86)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove ring-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statem ent%20(20-IS-DIS)/glo-definitive-information-statement_cove ring-2025_final_mar12-redacted.pdf</a></p> <p>SEC Form 17-A for 2025 (pp. 79-86)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsiaries-2025-consolidated-fs-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsiaries-2025-consolidated-fs-redacted.pdf</a></p> <p>Company website – Related Party Transactions  <a href="https://www.globe.com.ph/about-us/corporate-governance/related-party-transactions">https://www.globe.com.ph/about-us/corporate-governance/related-party-transactions</a></p> <p>MCG (Article II, Section 2.12, Article III, Section 8.5), pp. 16, 33  <a href="https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-gover">https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-gover</a></p>	

		<a href="#">nance/GLO-MCG-SECReceived30May2017.pdf</a> Charter of the ARC (pp. 15-16) <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a>	
<b>Supplement to Recommendation 8.5</b>			
1. Company requires directors to disclose their interests in transactions or any other conflict of interests.	COMPLIANT	<p>In accordance with our MCG and Charter of the Board of Directors, the Board shall fully disclose all relevant and material information to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment. Our directors also accomplish a conflict of interest disclosure and voluntarily disclose any conflict of interest that may arise within the year. Our policy for directors in relation to their dealings in company securities also state that they must disclose properly to our Chief Compliance Officer their dealings in company securities within three (3) trading days of the transaction.</p> <p>MCG (Article II, Section 2.3(a); Article III, Section 8.2), pp. 10, 32  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article II, Section 1.6), p. 16  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p>	

		<p>Policy on RPTs (Article V), page 4  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/related-party-transactions/Policy-on-RPTs/GLO-RPT-Policy-2019.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/related-party-transactions/Policy-on-RPTs/GLO-RPT-Policy-2019.pdf</a></p> <p>Company website – Policy on Dealings in Securities by Directors  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies">https://www.globe.com.ph/about-us/corporate-governance/company-policies</a></p>	
<b>Recommendation 8.6</b>			
<p>1. Company makes a full, fair, accurate and timely disclosure to the public of every material fact or event that occur, particularly on the acquisition or disposal of significant assets, which could adversely affect the viability or the interest of its shareholders and other stakeholders.</p>	COMPLIANT	<p>Our internal policies and MCG are in place to ensure that we make a full, fair, accurate and timely public disclosure of every material fact or event that occur which could adversely affect the viability or the interest of our stakeholders. These periodic material disclosures are also posted on our website.</p> <p>MCG (Article III, Section 8.6), page 33  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>SEC/PSE Disclosures – Other Disclosures  <a href="https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures">https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</a></p>	
<p>2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.</p>	COMPLIANT	<p>Our MCG provides for our policy to ensure that our Board will appoint an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets should such event take place.</p> <p>MCG (Article III, Section 8.6), page 33</p>	

		<a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECREceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECREceived30May2017.pdf</a>	
<p>1. Company discloses the existence, justification and details on shareholder agreements, voting trust agreements, confidentiality agreements, and such other agreements that may impact on the control, ownership, and strategic direction of the company.</p>	<p>COMPLIANT</p>	<p>As stated in its Charter, our Audit and RPT Committee (ARC), ensures that Globe Telecom has set appropriate policies and processes that strengthen the external/independent auditor's independence and improve audit quality. The ARC's role in and process for approving, recommending for appointment, re-appointment and/or removal, and fees of the company's external auditor are contained in its Charter. The implementation of which is manifested by our ASM wherein our shareholders approve, among others, the appointment, re-appointment, removal and fees of our external auditor.</p> <p>Charter of the ARC (Section 3), pp. 9-11  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p> <p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>MCG (Article II, Section 3.2(h)), page 18  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/ma">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/ma</a></p>	

		<a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">nual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a>  IR for 2025 (pp. 23-25) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  Company website - ARC, External Audit <a href="https://www.globe.com.ph/about-us/corporate-governance/external-control-mechanism">https://www.globe.com.ph/about-us/corporate-governance/external-control-mechanism</a>	
<b>Recommendation 8.7</b>			
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	COMPLIANT	Our MCG is posted on our company website, specifically on the Governance section of our website. The same was submitted to the SEC and PSE in May 2017.  Company website – Corporate Governance <a href="https://www.globe.com.ph/about-us/corporate-governance">https://www.globe.com.ph/about-us/corporate-governance</a>	
2. Company's MCG is submitted to the SEC and PSE.	COMPLIANT	MCG <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a>	
3. Company's MCG is posted on its company website.	COMPLIANT	<a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a>	
<b>Supplement to Recommendation 8.7</b>			
1. Company submits to the SEC and PSE an updated MCG to disclose any changes in its corporate governance practices.	COMPLIANT	Our MCG, posted on our company website, also reflects the SEC stamp as proof of our most recent submission of the Manual which was on May 30, 2017.  MCG <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a>	

		<a href="#">ay2017.pdf</a>	
<b>Optional: Principle 8</b>			
1. Does the company's Annual Report disclose the following information:		Our annual integrated report (IR) discloses all of the following components identified in the i-ACGR.	
a. Corporate Objectives	COMPLIANT	IR 2025 (p. 22) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>	
b. Financial performance indicators	COMPLIANT	Globe is committed to efficiently managing the Company's resources and enhancing shareholder value. The Company regularly reviews its performance against its operating and financial plans and strategies, and uses key performance indicators to monitor its progress. Some of its key performance indicators are set out here: <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2023/B.%20Quarterly/IV.%20Quarterly%20Report%20%2817Q%29/GLO-3Q23-17Q.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2023/B.%20Quarterly/IV.%20Quarterly%20Report%20%2817Q%29/GLO-3Q23-17Q.pdf</a>  Except for Net Income, these key performance indicators are not measurements in accordance with Philippine Financial Reporting Standards (PFRS) and should not be considered as an alternative to net income or any other measure of performance which are in accordance with PFRS.  IR 2025 (pp. 65-70) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>	
c. Non-financial performance indicators	COMPLIANT	We also use a non-financial performance indicator to measure the success of the business and emphasize our commitment to sustainability. These include: (1) employee engagement score; (2) customer satisfaction; (3)	

		sustainability through environment, social and governance (ESG) metrics; among others, which are discussed in this Report.  IR 2025 (pp. 40) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>	
d. Dividend Policy	COMPLIANT	IR 2025 (p. 28) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>	
e. Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and other directorships in listed companies) of all directors	COMPLIANT	IR for 2025 (pp. 13-19) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>	
f. Attendance details of each director in all directors meetings held during the year	COMPLIANT	IR 2025 (p. 20) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>	
g. Total remuneration of each member of the board of directors	COMPLIANT	IR for 2025 (pp. 21) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>	
2. The Annual Report contains a statement confirming the company's full compliance with the Code of Corporate Governance and where there is non-compliance, identifies and explains reason for each such issue.	COMPLIANT	IR 2025 (pp. 17–20, 104–105) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>	
3. The Annual Report/Annual	COMPLIANT	IR 2025 (pp. 17–20, 104–105)	

CG Report discloses that the board of directors conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems.		<a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>	
4. The Annual Report/Annual CG Report contains a statement from the board of directors or Audit Committee commenting on the adequacy of the company's internal controls/risk management systems.	COMPLIANT	IR 2025 (p. 106) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>	
5. The company discloses in the Annual Report the key risks to which the company is materially exposed to (i.e. financial, operational including IT, environmental, social, economic).	COMPLIANT	IR for 2025 Risk Management (pp. 30- 36) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>	
<b>Principle 9: The company should establish standards for the appropriate selection of an external auditor, and exercise effective oversight of the same to strengthen the external auditor's independence and enhance audit quality.</b>			
<b>Recommendation 9.1</b>			
1. Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of the external auditors.	COMPLIANT	As stated in its Charter, our Audit and RPT Committee (ARC), ensures that Globe Telecom has set appropriate policies and processes that strengthen the external/independent auditor's independence and improve audit quality. The ARC's role in and process for approving, recommending for appointment, re-appointment and/or	

		<p>removal, and fees of the company's external auditor are contained in its Charter. The implementation of which is manifested by our ASM wherein our shareholders approve, among others, the appointment, re-appointment, removal and fees of our external auditor.</p> <p>Charter of the ARC (Section 3), pp. 9-11  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>2024 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived24April2024-2024-Results-of-GLO-ASM-and-Org-Meeting-2.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived24April2024-2024-Results-of-GLO-ASM-and-Org-Meeting-2.pdf</a></p> <p>MCG (Article II, Section 3.2(h)), page 18  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECRReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECRReceived30May2017.pdf</a></p> <p>IR for 2025 (pp. 23-25)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Company website - ARC, External Audit  <a href="https://www.globe.com.ph/about-us/corporate-governance/external-control-mechanism">https://www.globe.com.ph/about-us/corporate-governance/external-control-mechanism</a></p>	
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<p>2. The appointment, reappointment, removal, and fees of the external auditor is recommended by the Audit Committee, approved by the Board and ratified by the shareholders.</p>	<p>COMPLIANT</p>	<p>Our shareholders approve, among others, the appointment, re-appointment, removal and fees of our external auditor. The ratification of the appointment of the new external auditor (when applicable), re-appointment of external auditor and fees of the external auditor are recorded via our disclosure on results of the ASM and minutes of the ASM. Both of which are posted on our website.</p> <p>The percentage of shareholders that ratified the re-appointment and fees of our external auditor for 2025 was 99.88%. The percentage of shareholders that ratified the appointment of the external auditor and their fees for 2026 was 99.98%.</p> <p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>2026 Voting Results at the ASM  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2026-ASM-Voting-Results.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2026-ASM-Voting-Results.pdf</a></p> <p>2025 Voting Results at the ASM  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/Globe-2025-ASM-Voting-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/Globe-2025-ASM-Voting-Results.pdf</a></p> <p>MCG (Article II, Section 3.2(h)), page 18</p>	
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<p>3. For removal of the external auditor, the reasons for removal or change are disclosed to the regulators and the public through the company website and required disclosures.</p>	<p>COMPLIANT</p>	<p>Our MCG states that should the external auditor be removed or changed, disclosure on the reasons for his removal shall be clearly contained in the said disclosure. For the calendar year 2025, the accounting firm of Isla Lipana &amp; Co./ PwC Philippines (PwC), a member firm of PwC global network, with Mr. Aldie P. Garcia as the Partner In-charge was recommended for election at the ASM in line with Globe Telecom’s corporate governance policy. The same firm and lead engagement Partner was re-elected at our most recent ASM.</p> <p>MCG (Article III, Section 9.1(c)), page 34  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>DIS for 2025 Audit and Audit-Related fees (pp. 27-28)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove</a></p>	

		<p><a href="#">ring-2025_final_mar12-redacted.pdf</a></p> <p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>Draft Minutes of the 2026 ASM  <a href="https://www.globe.com.ph/sites/default/files/2026-04/ASM2026-Draft-GLO-2026-Minutes-redacted.pdf">https://www.globe.com.ph/sites/default/files/2026-04/ASM2026-Draft-GLO-2026-Minutes-redacted.pdf</a></p> <p>Minutes of the 2025 ASM  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Approved-GLO-ASM-2025-Minutes-redacted.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Approved-GLO-ASM-2025-Minutes-redacted.pdf</a></p> <p>Charter of the ARC, (Sections 3.2), page 9  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p>	
<b>Supplement to Recommendation 9.1</b>			
1. Company has a policy of rotating the lead audit partner every five years.	COMPLIANT	<p>Our MCG states that the lead partner of our external auditor is rotated at least once every 5 years, or earlier and even consider whether a rotation of the audit firm itself is necessary. The most recent rotation occurred in 2023.</p> <p>MCG (Article III, Section 9.1(b)), page 34  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/ma">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/ma</a></p>	

		<a href="#">nual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a>  Charter of the ARC, (Sections 3.3), page 9 <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a>  IR for 2025 (pp. 3, 24) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  Company website – External Audit <a href="https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanis">https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanis</a>	
<b>Recommendation 9.2</b>			
1. Audit Committee Charter includes the Audit Committee’s responsibility on: i. assessing the integrity and independence of external auditors; ii. exercising effective oversight to review and monitor the external auditor’s independence and objectivity; and iii. exercising effective oversight to review and monitor the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.	COMPLIANT	At the minimum, our ARC Charter includes the Committee’s responsibilities in relation to the duties and deliverables of our external/independent auditor as well as monitoring of the same to ensure the auditor’s continuous suitability and effectiveness.  Charter of the ARC (Section 3), pp. 9-11 <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a>  IR for 2025 (pp. 23) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  MCG (Article III, Section 9), page 34 <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/ma">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/ma</a>	

2. Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.	COMPLIANT	<a href="https://www.globe.com.ph/about-us/corporate-governance/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">nual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a>  Company website – ARC, External Audit <a href="https://www.globe.com.ph/about-us/corporate-governance/external-control-mechanism">https://www.globe.com.ph/about-us/corporate-governance/external-control-mechanism</a>	
<b>Supplement to Recommendations 9.2</b>			
1. Audit Committee ensures that the external auditor is credible, competent and has the ability to understand complex related party transactions, its counterparties, and valuations of such transactions.	COMPLIANT	Our ARC Charter includes the Committee's responsibility in relation to ensuring that our external/independent auditor is credible, competent and has the ability to understand complex RPTs, its counterparties, and valuations of such transactions.  Charter of the ARC (Section 3), pp. 9-11 <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a>  MCG (Article III, Section 9) page 34 <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a>  IR for 2025 (pp. 22-25) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  Company website – ARC, External Audit <a href="https://www.globe.com.ph/about-us/corporate-governance/external-control-mechanism">https://www.globe.com.ph/about-us/corporate-governance/external-control-mechanism</a>	
2. Audit Committee ensures that the external auditor has	COMPLIANT	The ARC Charter includes the ARC's responsibility in strengthening the external auditor's independence and audit	

<p>adequate quality control procedures.</p>		<p>quality, including an annual review of their performance covering quality of services and processes to also ensure that the external auditor has adequate quality control or checks and balances procedures, among others.</p> <p>Charter of the ARC (Section 3), pp. 9-11  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p> <p>MCG (Article III, Section 9) page 34  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>IR for 2025 (pp. 22-25)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Company website – ARC, External Audit  <a href="https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism">https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism</a></p>	
<b>Recommendation 9.3</b>			
<p>1. Company discloses the nature of non-audit services performed by its external auditor in the Annual Report to deal with the potential conflict of interest.</p>	<p>COMPLIANT</p>	<p>Our external/independent auditor was engaged to perform non-audit services for 2025. The ARC has reviewed and approved services rendered by the external/independent auditors, in accordance with the relevant policies in the ARC Charter as well as applicable SEC rules, and concluded that the services and fees do not impair their independence.</p> <p>Our ARC Charter also states the responsibilities of the Committee in relation to the non-audit work performed by the</p>	

		<p>external/independent auditor and its corresponding disclosure, if any.</p> <p>IR for 2025 (pp. 23-25, 106)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>DIS for 2025 (pp. 27-28)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p> <p>Charter of the ARC (Section 3.4, 3.8, 3,15), p. 10-11  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p> <p>MCG (Article II, Section 3.2(k); Article III, Section 9.1(a)(iv)), pp. 19, 34  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Company website – External Audit  <a href="https://www.globe.com.ph/about-us/corporate-governance/external-control-mechanism">https://www.globe.com.ph/about-us/corporate-governance/external-control-mechanism</a></p>	
<p>2. Audit Committee stays alert for any potential conflict of interest situations, given the guidelines or policies on non-audit services, which could be viewed as impairing the</p>	<p>COMPLIANT</p>	<p>Our ARC Charter guides our Committee in ensuring the objectivity and independent judgment of our external/independent auditor.</p> <p>Charter of the ARC (Section 3.13, 3.15), page 11  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Au">https://www.globe.com.ph/sites/default/files/2026-05/2026-Au</a></p>	

external auditor's objectivity.		<a href="#">dit-and-RPT-Committee-Charter.pdf</a>  MCG (Article II, Section 3.2(k); Article III, Section 9.1(a)(iv)), pp. 19, 34 <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a>  IR for 2025 (pp. 23-25, 106) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  Company website - ARC, External Audit <a href="https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism">https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism</a>	
<b>Supplement to Recommendation 9.3</b>			
1. Fees paid for non-audit services do not outweigh the fees paid for audit services.	COMPLIANT	Fees paid for non-audit services do not outweigh the fees paid for audit services in 2025.  IR for 2025 (pp. 23-25, 106) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  DIS for 2025 (pp. 27-28) <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a>  MCG (Article II, Section 3.2(k); Article III, Section 9.1(a)(iv)), pp. 19, 34	

		<a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a>  Charter of the ARC (Section 3.8), Page 10 <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a>  Company website – ARC, External Audit <a href="https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism">https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism</a>	
<b>Additional Recommendation to Principle 9</b>			
1. Company's external auditor is duly accredited by the SEC under Group A category.	COMPLIANT	<p>In accordance with SEC rules and regulations, Globe Telecom engages only SEC-accredited external/independent auditors. Information on our external auditor for 2025 and 2024, Isla Lipana &amp; Co./PwC Philippines (PwC) are disclosed in our DIS, the results of our ASM, minutes of our ASM, and IR in addition to the accreditation details identified below:</p> <p>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  TIN 923-763-007  BIR A.N. 08-000745-143-2025; issued on January 8,2024; effective until January 7,2028  BOA/PRC Reg. No. 0142/P-002, effective until November</p>	

		<p>14, 2028</p> <p>Isla Lipana &amp; Co./PwC Philippines (PwC) SEC A.N. (firm) as general auditors 0142-SEC, Category A; valid to audit 2020 to 2025 financial statements</p> <p>DIS for 2025 Independent Public Accountants (pp. 27-28) <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove-ring-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove-ring-2025_final_mar12-redacted.pdf</a></p> <p>Results of the ASM and Board Organizational Meeting <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECReceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECReceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>IR for 2025 (p. 23-25) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>AFS for 2025, PDF pp. 7-15 <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsi-daries-2025-consolidated-fs-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsi-daries-2025-consolidated-fs-redacted.pdf</a></p>	
2. Company's external auditor agreed to be subjected to the SEC Oversight Assurance Review (SOAR) Inspection	COMPLIANT	PwC recognizes that it is subjected to the SEC SOAR inspection program and shall comply with relevant guidelines and requirements related thereto.	

Program conducted by the SEC's Office of the General Accountant (OGA).			
<b>Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.</b>			
<b>Recommendation 10.1</b>			
1. Board has a clear and focused policy on the disclosure of non-financial information, with emphasis on the management of economic, environmental, social and governance (EESG) issues of its business, which underpin sustainability.	COMPLIANT	Globe Telecom discloses financial and non-financial (sustainability) information through its Integrated Report (IR), which is published annually. The practice of sustainability reporting was implemented as a means to provide fair, accurate, and meaningful assessment of the company's overall performance on EESG to all stakeholders including investors. We continue adopting the integrated reporting for our IR. The company's 2025 IR has been prepared in reference to the Global Reporting Initiative (GRI) Standards, the principles of International Integrated Reporting Council (IIRC) IR Framework, and incorporates industry-specific metrics from the 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 principles (UNGC) Communication of Progress, United Nations Sustainable Development Goals (UN SDGs), and GSMA ESG Metrics for Mobile. The reporting parameters and integrated approach of our IR are discussed in the Report.	
2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	COMPLIANT	IR for 2025 (p. 3)	

<https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf>

**Principle 11: The company should maintain a comprehensive and cost-efficient communication channel for disseminating relevant information. This channel is crucial for informed decision-making by investors, stakeholders and other interested users.**

**Recommendation 11.1**

1. Company has media and analysts' briefings as channels of communication to ensure the timely and accurate dissemination of public, material and relevant information to its shareholders and other investors.

COMPLIANT

Globe Telecom continues to explore ways to improve customer interactions and the various channels of communication with your stakeholders. Among the channels of communication available to our stakeholders are media and investors'/analysts' briefings. We also have:

- Social Media Channels
  - o Facebook account
  - o X account
- Hotline
- E-mail
- Calendar of Media and Investors'/Analysts' Briefing
- Press Conferences
- Annual and Quarterly reporting, etc.,

All of these are also made available through our website.

IR for 2025 (p. 13-19)

<https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf>

Company website – Contact Us

<https://www.globe.com.ph/contact-us>

Investor Relations/Media Calendar of Activities (By Year)

<https://www.globe.com.ph/about-us/investor-relations>

		SEC/PSE Disclosures – Annual, Quarterly and Periodic Reports and Briefings/Presentations <a href="https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures">https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</a>	
<b>Supplemental to Principle 11</b>			
1. Company has a website disclosing up-to-date information on the following:		Among the reports and corporate disclosures/ documents on our website for our stakeholders, we also maintain our website with up-to-date information on the following:	
a. Financial statements/reports (latest quarterly)	COMPLIANT	2025 Audited Financial Statements <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsiaries-2025-consolidated-fs-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsiaries-2025-consolidated-fs-redacted.pdf</a>  Company website – Quarterly Reports tab by year <a href="https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures">https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</a>	
b. Materials provided in briefings to analysts and media	COMPLIANT	Company website – Analysts Briefing Materials tab by year <a href="https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures">https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</a>  Company website – Quarterly Results Press Release tab by year <a href="https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures">https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</a>  Company website – Annual Stockholders’ Meeting Presentation tab by year <a href="https://www.globe.com.ph/about-us/corporate-governance/annual-stockholders-meetings">https://www.globe.com.ph/about-us/corporate-governance/annual-stockholders-meetings</a>	

c. Downloadable annual report	COMPLIANT	<p>Downloadable annual reports (SEC Form 17-A) tab by year  <a href="https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures">https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</a></p> <p>Downloadable Annual Integrated Report by year  <a href="https://www.globe.com.ph/about-us/sustainability/integrated-report">https://www.globe.com.ph/about-us/sustainability/integrated-report</a></p> <p>2025 Annual Report  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsiaries-2025-consolidated-fs-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsiaries-2025-consolidated-fs-redacted.pdf</a></p> <p>2025 IR  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
d. Notice of ASM and/or SSM	COMPLIANT	<p>ASM Materials and Information by year  <a href="https://www.globe.com.ph/about-us/corporate-governance/annual-stockholders-meetings">https://www.globe.com.ph/about-us/corporate-governance/annual-stockholders-meetings</a></p> <p>Notice on the Setting of the Schedule of the 2026 ASM</p> <p>(a)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2026/Other%20Reports/Other%20Disclosures/glo-17c-corporate-disclosure-2026-psecreceived-18-february-2026-notice-and-agenda-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2026/Other%20Reports/Other%20Disclosures/glo-17c-corporate-disclosure-2026-psecreceived-18-february-2026-notice-and-agenda-redacted.pdf</a></p> <p>(b)  <a href="https://www.globe.com.ph/sites/default/files/2025-12/glo-17-c-psecreceived-09-december-2025-2026-asm-notice.pdf">https://www.globe.com.ph/sites/default/files/2025-12/glo-17-c-psecreceived-09-december-2025-2026-asm-notice.pdf</a></p> <p>(c)</p>	

		<p><a href="https://www.globe.com.ph/sites/default/files/2025-12/glo-17-c-psesecreceived-09-december-2025-2026-asm-notice.pdf">https://www.globe.com.ph/sites/default/files/2025-12/glo-17-c-psesecreceived-09-december-2025-2026-asm-notice.pdf</a></p> <p>Notice on the Setting of the Schedule of the 2025 ASM (a) <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-02/GLO-17-C-Corporate-Disclosure-PSESECRReceived-06February202-2025-ASM-Notice-of-Conduct.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-02/GLO-17-C-Corporate-Disclosure-PSESECRReceived-06February202-2025-ASM-Notice-of-Conduct.pdf</a></p> <p>(b) <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-02/GLO-17-C-Corporate-Disclosure-PSESECRReceived-20February2025-Notice-and-Agenda.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-02/GLO-17-C-Corporate-Disclosure-PSESECRReceived-20February2025-Notice-and-Agenda.pdf</a></p> <p>(c) <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-12/GLO-17-C-Corporate-Disclosure-PSESECRReceived06December2024.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-12/GLO-17-C-Corporate-Disclosure-PSESECRReceived06December2024.pdf</a></p>	
e. Minutes of ASM and/or SSM	COMPLIANT	<p>ASM Meeting Materials and Information by year <a href="https://www.globe.com.ph/about-us/corporate-governance/annual-stockholders-meetings">https://www.globe.com.ph/about-us/corporate-governance/annual-stockholders-meetings</a></p> <p>Draft Minutes of the 2026 ASM <a href="https://www.globe.com.ph/sites/default/files/2026-04/ASM2026-Draft-GLO-2026-Minutes-redacted.pdf">https://www.globe.com.ph/sites/default/files/2026-04/ASM2026-Draft-GLO-2026-Minutes-redacted.pdf</a></p> <p>Minutes of the 2025 ASM <a href="https://www.globe.com.ph/sites/default/files/2026-04/Approved-GLO-ASM-2025-Minutes-redacted.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Approved-GLO-ASM-2025-Minutes-redacted.pdf</a></p>	
f. Company's Articles of Incorporation and By-Laws	COMPLIANT	<p>Articles of Incorporation <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/arti">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/arti</a></p>	

		<a href="#">cles-of-incorporation/GLO-Amended-AOI-2022.pdf</a>  By-Laws <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf</a>	
<b>Additional Recommendation to Principle 11</b>			
1. Company complies with SEC-prescribed website template.	COMPLIANT	<p>In accordance with the SEC-prescribed website template, Globe Telecom maintains its company website updated with relevant disclosures, corporate documents and reports for all stakeholders. Our website contains dedicated sections for these that include, but not limited to:</p> <p>Corporate Governance page  <a href="https://www.globe.com.ph/about-us/corporate-governance">https://www.globe.com.ph/about-us/corporate-governance</a></p> <p>Investor Relations page  <a href="https://www.globe.com.ph/about-us/investor-relations">https://www.globe.com.ph/about-us/investor-relations</a></p> <p>Sustainability page  <a href="https://www.globe.com.ph/about-us/sustainability">https://www.globe.com.ph/about-us/sustainability</a></p> <p>Integrated Report page  <a href="https://www.globe.com.ph/about-us/corporate-governance">https://www.globe.com.ph/about-us/corporate-governance</a></p>	
<b>Internal Control System and Risk Management Framework</b>			
<b>Principle 12: To ensure the integrity, transparency and proper governance in the conduct of its affairs, the company should have a strong and effective internal control system and enterprise risk management framework.</b>			
<b>Recommendation 12.1</b>			
1. Company has an adequate and effective internal control system in the conduct of its	COMPLIANT	At the Board level, our Audit and RPT Committee exists to, among its many responsibilities, ensure internal audit functions and internal control systems are in place and	

<p>business.</p>		<p>working effectively. Our Internal Audit (IA) Group supports the Board, at the Management level, in its internal control functions and responsibilities. Our IA Group has its own charter, which is also posted on our website.</p> <p>As discussed in our IR, on an annual basis, our President and CEO, CFO and CRO, and CAE provide a written certification to the Audit and RPT Committee confirming the reliability of financial statements for the year; full compliance with financial, legal and regulatory requirements and reporting; attestation on Globe Telecom's sound internal controls and compliance system.</p> <p>In addition to the foregoing, the Board Risk Oversight and Sustainability Committee (BROSC) was established to consolidate the Board's oversight responsibilities in relation to risk governance, ensuring that Management maintains an effective and efficient risk management system and enabling Management to make well-informed decisions based on prudent assessment of risks and opportunities, among others.</p> <p>MCG (Article V, Sections 12.1-12.2), pp. 36-38  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Internal Audit Group (pp 1-5)  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Globe-Internal-Audit-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Globe-Internal-Audit-Charter.pdf</a></p> <p>IR for 2025 (p. 23-25, 106)</p>	
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<p>2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.</p>	<p>COMPLIANT</p>	<p>Globe Telecom’s overall RM framework and policy are based on the ISO 31000:2018 framework for Risk Management. As Risks continue to evolve, Globe Telecom adopts a decentralized, 3-lines-of-defense model approach to effectively manage its risks. Risk owners, having the experience and expertise in managing risks on a daily basis, are empowered to adopt one or more specialized frameworks and best practices to address said risks and provide regular updates to management. Our RM procedures and processes, key risks of the company and how we are managing these are discussed in our IR.</p> <p>Globe’s RM cycle starts with an enterprise-wide assessment of risks performed by the Management Team as part of the</p>	

		<p>annual planning and budgeting process. These risks are identified, analyzed, evaluated, and approved up to the BROSC level, and assigned to appropriate risk owners for the development and implementation of risk management plans. Globe, through the CRO and ERM, has also institutionalized a process to monitor risks through key risk indicators, key performance indicators, status of mitigation plans, and identification of emerging risks.</p> <p>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. The BROSC also meets quarterly, or as frequently as needed, and reports to the Board at least twice a year on the actions initiated by the Committee and the discharge of its responsibilities.</p> <p>Globe further integrates ESG-linked and climate-related risks into its ERM framework, including semi-annual reporting of ESG-linked risks to the BROSC, integration of sustainability-linked risks into the annual enterprise-level risk assessment, and continuing work towards the adoption of IFRS S1 and S2.</p> <p>On an annual basis, our President and CEO, CFO and CRO, and CAE provide a written certification to the Audit and RPT Committee confirming the reliability of financial statements for the year; full compliance with financial, legal and regulatory requirements and reporting; attestation on Globe Telecom's sound internal controls and compliance system. Our IR also contains the report of the BROSC to the Board where the Committee confirmed that, among other matters fulfilled in accordance with the Committee's responsibilities, it</p>	
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		<p>ensured that an effective ERM framework is functioning and in place.</p> <p>Charter of the BROSC  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-08/BROC_Charter_2021w_0.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-08/BROC_Charter_2021w_0.pdf</a></p> <p>MCG (Article V, Section 12.3), pp. 38-39  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>IR for 2025 (pp. 60-65, 96-106)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Company website – Attestation on Sound Internal Controls and Compliance Systems  <a href="https://www.globe.com.ph/sites/default/files/2026-02/2025_year_end_attestation.pdf">https://www.globe.com.ph/sites/default/files/2026-02/2025_year_end_attestation.pdf</a></p>	
<b>Supplement to Recommendations 12.1</b>			
<p>1. Company has a formal comprehensive enterprise-wide compliance program covering compliance with laws and relevant regulations that is annually reviewed. The program includes appropriate training and awareness initiatives to facilitate understanding, acceptance and compliance with</p>	<p>COMPLIANT</p>	<p>Globe’s Chief Compliance Officer exists to, among other duties and responsibilities, ensure enterprise-wide compliance with the relevant laws, internal company policies, rules and regulations, and all governance issuances of pertinent regulatory agencies that include, among others, the PSE and SEC. Other regulators we are subjected to include the National Telecommunications Commission (NTC) and Department of Labor (DOLE). For other regulators such as these, our office of the Chief Compliance Officer collaborates with other internal units responsible such as the Legal team</p>	

<p>the said issuances.</p>		<p>and HR.</p> <p>The Chief Compliance Officer annually reviews the relevance of the MCG and other company policies in accordance with rules and regulations as well as the compliance of the company with its MCG and the standards espoused in it that is aligned with the SEC Code of CG. Our Chief Compliance Officer issues an annual Certification of Compliance with the MCG, countersigned by our President and CEO, which is posted on our website and included in our IR.</p> <p>Our Code of Conduct further supplements our enterprise-wide compliance program. Our Code of Conduct, with our MCG and other policies, are provided to employees during on-boarding programs. On an annual basis, our Chief Human Resource Officer, issues a Certification of Compliance with the Code of Conduct, which is posted on our website and included in our IR.</p> <p>MCG (Article II, Section1.5), page 5  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Company website – Certificate of Compliance with MCG  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-03/Globe-Certification-of-Compliance-with-MCG-2024-signed.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-03/Globe-Certification-of-Compliance-with-MCG-2024-signed.pdf</a></p> <p>IR for 2025 (pp. 17, 21, 104-105)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
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<b>Optional: Recommendation 12.1</b>			
<p>1. Company has a governance process on IT issues including disruption, cyber security, and disaster recovery, to ensure that all key risks are identified, managed and reported to the board.</p>	<p>COMPLIANT</p>	<p>As risks continue to evolve, Globe Telecom adopts a decentralized, 3-lines-of-defense model approach to effectively manage its risks. Risk owners, having the experience and expertise in managing risks on a daily basis, are empowered to adopt one or more specialized frameworks and best practices to address said risks and provide regular updates to management. As such, specialized teams were created to proactively address specific critical risk areas.</p> <p>Globe Telecom's Risk and Property Management (RPM) team brings together several Risk Management programs that espouses the right risk management practices and cultures across the company. Aside from the ERM program, RPM is also responsible for the following:</p> <p>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:</p>	

		<p><b>ISO 22301: BUSINESS CONTINUITY MANAGEMENT</b>  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.</p> <p><b>ISO 14001: ENVIRONMENTAL MANAGEMENT</b>  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.</p> <p><b>ISO 45001: OCCUPATIONAL HEALTH AND SAFETY</b>  The program aims to achieve a workplace with prime consideration for the safety and well-being of its employees, partners, and the public.</p> <p><b>ISO 50001: ENERGY MANAGEMENT SYSTEM</b>  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.</p> <p>In addition, the same cross-functional team is responsible for the following:</p> <ul style="list-style-type: none"> <li>• 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</li> </ul>	
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		<p>Department of Environment and Natural Resources (DENR), National Telecommunications Commission (NTC), among others.</p> <ul style="list-style-type: none"> <li>• 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.</li> </ul> <p>The Information Systems Group (ISG) is the information technology (IT) arm of Globe, committed to provide reliable and sustainable IT solutions for partners and stakeholders. Unlike most organizations, Globe has its Information Security and Data Privacy Division (ISDP), which is a fully operationalized, separate and independent group that focuses on the company's privacy and cybersecurity matters. Together, these two groups are well positioned to further its role in ensuring that cybersecurity and data privacy practices are effectively in place.</p> <p>We embarked on a Cybersecurity Transformation journey back in 2014 and completed the three-year program in December 2017. We expanded the size of our cybersecurity team, adopted world-class technologies and standards, and worked with the best global partners in the space. These measures will ensure that customers are protected against cybersecurity threats, Globe launched the Advanced Security Operations Center (ASOC) to deliver services such as customer service platform management, threat detection, threat hunting, and incident response for both the Globe</p>	
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		<p>network and the network of its customers. We recognize that 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. Management also appointed a Chief Information Security Officer (CISO) and Data Protection Officer (DPO) to strengthen management of risks relating to the confidentiality and integrity of customer information while ensuring compliance with Data Privacy act of 2012 (Republic Act 10173).</p> <p>Our IR also discusses our policy on data privacy and intellectual property rights, our identified IT and Cybersecurity issues, the risks they bring and how we handle these and other activities we have in relation to these.</p> <p>IR for 2025 (p. 23-25, 105-106)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
<b>Recommendation 12.2</b>			
<p>1. Company has in place an independent internal audit function that provides an independent and objective assurance, and consulting services designed to add value and improve the company's operations.</p>	<p>COMPLIANT</p>	<p>The establishment of an IA function is a fundamental part of Globe Telecom's corporate governance practices and policy. Our IA group is led by our CAE, Ms. Carmeli Pauline M. Briones. Our IA group has their own Charter that is posted on our website that is reviewed annually and approved by the Audit and RPT Committee/Board.</p> <p>Charter of the Internal Audit Group  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Globe-Internal-Audit-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Globe-Internal-Audit-Charter.pdf</a></p>	

		<p>MCG (Article II, Section 3.2(e)), page 18  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the ARC  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p> <p>IR for 2025 (p. 23-27)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Company website – Internal Audit  <a href="https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism">https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism</a></p>	
<b>Recommendation 12.3</b>			
1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	COMPLIANT	Ms. Carmeli Pauline M. Briones, our CAE, was appointed by our Board of Directors at their board meeting held on 07 December 2023. Ms. Briones has since been re-appointed in both the 2025 and 2026 ASM. The relevant disclosures are posted on the company website, while Ms. Briones' profile is included in our DIS and Annual Report.	
2. CAE oversees and is responsible for the internal audit activity of the organization, including that portion that is outsourced to a third party service provider.	COMPLIANT	Our IA Group has their own Charter that is posted on our website, which is reviewed annually and approved by the Audit and RPT Committee/Board. The Charter also outlines the functions and responsibilities of the CAE including, but not limited to, the CAE's responsibility over the IA activities of the company.	

		<p>Disclosure on Change in Key Officer dated 07 December 2023  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-01/GLO-17-C-Corporate-Disclosure-%28PSESECREceived07December2023%29-CAE.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-01/GLO-17-C-Corporate-Disclosure-%28PSESECREceived07December2023%29-CAE.pdf</a></p> <p>Key Officers (Company Website)  <a href="https://www.globe.com.ph/about-us/corporate-governance/key-officers">https://www.globe.com.ph/about-us/corporate-governance/key-officers</a></p> <p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>IR for 2025 (p. 23-27)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>DIS for 2025 Officer (pp. 54-57)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p> <p>SEC Form 17-A for 2025 (p. 147, 150)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20</a></p>	
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		<p><a href="#">(17-A)/GLO_17-A_2025.pdf</a></p> <p>Internal Audit Charter  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Globe-Internal-Audit-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Globe-Internal-Audit-Charter.pdf</a></p> <p>MCG (Article II, Section 3.2(ii)(e)), page 18  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the ARC (pp.12-13)  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p> <p>Company website – Internal Audit  <a href="https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism">https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism</a></p>	
<p>3. In case of a fully outsourced internal audit activity, a qualified independent executive or senior management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.</p>	<p>NOT APPLICABLE</p>	<p>Our IA group is in-house as abovementioned in Recommendation 12.3.2.</p> <p>MCG (Article II, Section 3.2(ii)(e)), page 18  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the ARC (Section 4), pp 12-13  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p> <p>IR for 2025 (pp. 23-25)</p>	

		<a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  IA Charter <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Globe-Internal-Audit-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Globe-Internal-Audit-Charter.pdf</a>	
<b>Recommendation 12.4</b>			
1. Company has a separate risk management function to identify, assess and monitor key risk exposures.	COMPLIANT	<p>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 sub-committees. The BROSC is mandated to assist the Board in fulfilling its oversight responsibilities in relation to risk governance in Globe Telecom. This includes, but not limited to, ensuring Management maintains an effective and efficient risk management system and enabling Management to make well-informed decisions based on prudent assessment of risks and opportunities.</p> <p>Globe Telecom has a dedicated Enterprise Risk Management (ERM) team that supports the CRO, management, and the BROSC in dispensing their RM governance and oversight responsibilities. This includes, but not limited to, ensuring Management maintains an effective and efficient risk management system and enabling Management to make well-informed decisions based on prudent assessment of risks and opportunities.</p> <p>Key functions of the ERM include:</p> <ul style="list-style-type: none"> <li>• Assisting the CRO and CEO in enabling the BROSC to discharge its RM governance and oversight functions.</li> <li>• Conducting the company's annual enterprise-wide risk</li> </ul>	

		<p>assessment and monitoring exercise.</p> <ul style="list-style-type: none"> <li>• Providing guidance on enterprise risk management across all RM capabilities and functions within the company to ensure that said capabilities and functions are able to effectively and efficiently manage the company's risks, is integrated into the organization's strategic and business objectives, and complements the overall ecosystem of RM capabilities and functions.</li> <li>• Developing, implementing and improving risk culture building programs, 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.</li> </ul> <p>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:</p> <ul style="list-style-type: none"> <li>• Risk management processes are working as intended;</li> <li>• Risk measures and mitigation plans are reported and continuously reviewed by risk owners for effectiveness; and</li> <li>• Established risk policies and procedures are being complied with.</li> </ul> <p>The CRO and ERM team can schedule executive sessions outside the scheduled BROSC meetings with the BROSC Chairperson on an as-needed basis to discuss new or emerging risks, as well as critical risk updates that need immediate attention.</p> <p>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</p>	
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		<p>to RM. The team also actively participates in various training programs, summits and professional organization events related to RM throughout the year.</p> <p>Our RM function is discussed in our IR and guided by our Charter of the BROSC, both of which are posted on our company website.</p> <p>IR for 2025 (pp. 30-31, 105)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Charter of the BROSC  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-08/BROC_Charter_2021w_0.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-08/BROC_Charter_2021w_0.pdf</a></p>	
<b>Supplement to Recommendation 12.4</b>			
1. Company seeks external technical support in risk management when such competence is not available internally.	COMPLIANT	<p>Globe Telecom is currently able to find internal talent sufficient to manage the ERM program. These talents continue to build their competencies in RM through regular training, are active members of Ayala's ERM Council, and regularly participates in various RM focused conferences led by Ayala and other professional organizations such as PARIMA.</p> <p>While we have not engaged external professionals or firms to support our Board in RM, our Charter of the Board of Directors states that we may seek external technical support from third party experts to aid our Board in the performance of its duties and responsibilities including in the field of RM.</p> <p>Charter of the Board of Directors (Article III, Section 1.1), pp. 19-20</p>	

		<a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a>  IR for 2025 (p. 32) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>	
<b>Recommendation 12.5</b>			
1. In managing the company's Risk Management System, the company has a Chief Risk Officer (CRO), who is the ultimate champion of Enterprise Risk Management (ERM).	COMPLIANT	<p>On September 16, 2024 the Board appointed Juan Carlo C. Puno as our Chief Risk Officer. Mr. Puno was then re-appointed during the Organizational Meeting of the Board held after the 2025 and 2026 ASM. Mr. Puno's profile is included in our DIS and Annual Report. As Treasurer, CFO, and CRO, Mr. Puno has adequate authority, stature, resources and support from Management and our Board to fulfill his responsibilities.</p> <p>Our BROSC Charter also outlines the functions and responsibilities of our CRO in the company. The same is discussed in our IR.</p> <p>Disclosure on the Change in Key Officer  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-09/GLO-17-C-Corporate-Disclosure-SECPSEReceived-16Sep2024.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-09/GLO-17-C-Corporate-Disclosure-SECPSEReceived-16Sep2024.pdf</a></p> <p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting</p>	
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	COMPLIANT		

		<p><a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>Charter of the BROSC  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-08/BROC_Charter_2021w_0.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-08/BROC_Charter_2021w_0.pdf</a></p> <p>DIS for 2025 (pp. 54)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p> <p>17-A for 2025 (pp. 36-37, 147)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p>	
<b>Additional Recommendation to Principle 12</b>			
<p>1. Company's Chief Executive Officer and Chief Audit Executive attest in writing, at least annually, that a sound internal audit, control and compliance system is in place and working effectively.</p>	<p>COMPLIANT</p>	<p>As discussed in our IR, on an annual basis, our President and CEO, CFO and CRO, and CAE provide a written certification to the Audit and RPT Committee confirming the reliability of financial statements for the year; full compliance with financial, legal and regulatory requirements and reporting; attestation on Globe Telecom's sound internal controls and compliance system.</p> <p>Company website – Attestation on Internal Controls and Compliance Systems  <a href="https://www.globe.com.ph/sites/default/files/2026-02/2025_year_end_attestation.pdf">https://www.globe.com.ph/sites/default/files/2026-02/2025_year_end_attestation.pdf</a></p>	

		<p>IR for 2025 (p. 23)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Charter of the ARC (Section 2.5), Page 8  <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p> <p>Company website – ARC  <a href="https://www.globe.com.ph/about-us/corporate-governance/intermal-control-mechanism">https://www.globe.com.ph/about-us/corporate-governance/intermal-control-mechanism</a></p>	
<b>Cultivating a Synergic Relationship with Shareholders</b>			
<b>Principle 13: The company should treat all shareholders fairly and equitably, and also recognize, protect and facilitate the exercise of their rights.</b>			
<b>Recommendation 13.1</b>			
1. Company's common share has one vote for one share.	COMPLIANT	<p>In accordance with our Articles of Incorporation (AOI), Globe Telecom common shares have one vote per share. Our AOI also identifies information about each class of shares of the company.</p> <p>In accordance with our MCG and By-Laws, Globe Telecom treats shareholders of the same class equally with respect to voting rights, subscription rights and transfer rights, including minority shareholders. Likewise, these documents state our effective, secure and efficient voting system. Our voting procedures are also reiterated in our DIS, which provides that each outstanding share of stock entitles the registered stockholder to one vote, stockholders may opt for manual or electronic voting, and that every stockholder will be entitled to cumulate his votes. Beginning 2019, Globe Telecom added an additional manner of voting for all stockholders through the electronic voting in absentia system. Globe further improved and continued to implement the system in</p>	
2. Board ensures that all shareholders of the same class are treated equally with respect to voting rights, subscription rights and transfer rights.	COMPLIANT		
3. Board has an effective, secure, and efficient voting system.			

		<p>2020 and 2021 through the Voting in Absentia &amp; Shareholder (VIASH) System thereafter called the Ayala Group Voting System.</p> <p>For 2025 and in our most recent ASM, Globe used ConveneAGM, another voting system which also enabled the stockholders to vote in absentia, via electronic means.</p> <p>The validation and tabulation process follows our Proxy Validation and Tabulation Charter, which is disclosed on our website.</p> <p>Articles of Incorporation (Article VII), PDF pp. 5-7  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/articles-of-incorporation/GLO-Amended-AOI-2022.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/articles-of-incorporation/GLO-Amended-AOI-2022.pdf</a></p> <p>MCG (Article II, Section 2.6), pp. 11-13  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf</a></p> <p>By-Laws (Article I, Section 5), page 2  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf</a></p> <p>DIS for 2025 (pp. 11-12, 29-30)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2">https://www.globe.com.ph/sites/default/files/reports/secpse/2</a></p>	
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<p>4. Board has an effective shareholder voting mechanisms such as supermajority or “majority of minority” requirements to protect minority shareholders against actions of controlling shareholders.</p>	<p>COMPLIANT</p>	<p>Our Board has an effective shareholder voting mechanism. This is included in our By-Laws, DIS, Notice to stockholders of the ASM and implemented during ASM. Validation of votes is done by an external validator selected for the purpose. Results of the voting during ASMs are likewise uploaded on our company website.</p> <p>Further, rights of minority shareholders are protected at all times, especially from abusive actions by, or in the interest of controlling shareholders. Globe Telecom ensures that policies and processes cater to the best interest of all its shareholders, including minority shareholders, and other stakeholders. All transactions including material RPTs that require shareholders' approval are submitted to all shareholders, including minority shareholders, for approval. As part of shareholders' rights, including minority shareholders, shareholders can propose nominees to the Board for election at the ASM as reflected in our DIS on the nomination of the directors to the Board by a minority shareholder.</p> <p>By-Laws (Article I, Section 5), page 2  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-l">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-l</a></p>	

		<p><a href="#">aws/GLO-Amended-By-Laws-2021.pdf</a></p> <p>DIS for 2025 (pp. 11-12, 29-30)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove ring-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove ring-2025_final_mar12-redacted.pdf</a></p> <p>Draft Minutes of the 2026 ASM  <a href="https://www.globe.com.ph/sites/default/files/2026-04/ASM2026-Draft-GLO-2026-Minutes-redacted.pdf">https://www.globe.com.ph/sites/default/files/2026-04/ASM2026-Draft-GLO-2026-Minutes-redacted.pdf</a></p> <p>Minutes of the 2025 ASM  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Approved-GLO-ASM-2025-Minutes-redacted.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Approved-GLO-ASM-2025-Minutes-redacted.pdf</a></p>	
<p>5. Board allows shareholders to call a special shareholders' meeting and submit a proposal for consideration or agenda item at the AGM or special meeting.</p>	<p>COMPLIANT</p>	<p>This is provided in our DIS. While there was no instance of a special shareholders' meeting in 2025, our MCG also provides for the rights of shareholders to call for a meeting and propose items in the agenda for the stockholders' meeting. The nominations of directors for the years 2025 - 2026 were initiated by a minority shareholder.</p> <p>MCG (Article II, Section 2.6; Article VI, Section 13.1 (d)), pp. 11-13, 43  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>DIS for 2025 (PDF p. 3)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove</a></p>	

		<a href="#">ring-2025_final_mar12-redacted.pdf</a> DIS for 2024 (PDF p.3) <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-03/GLO-Definitive-Information-Statement_covering-2024.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-03/GLO-Definitive-Information-Statement_covering-2024.pdf</a>	
6. Board clearly articulates and enforces policies with respect to treatment of minority shareholders.	COMPLIANT	Our MCG provides for policies with respect to treatment of our shareholders, including our minority shareholders.  MCG (Article VI; Article VII, Section 14.2), pp. 42-46 <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a>  Company website – Company Policies, Shareholders’ Rights <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies">https://www.globe.com.ph/about-us/corporate-governance/company-policies</a>  Company website – Stakeholders <a href="https://www.globe.com.ph/about-us/corporate-governance/stakeholders">https://www.globe.com.ph/about-us/corporate-governance/stakeholders</a>	
7. Company has a transparent and specific dividend policy.	COMPLIANT	Our dividend policy and our declared dividends are in our IR and company website. In accordance with company policy and as much as practicable, Globe Telecom observes a 30-day period for the payment of dividends to shareholders from the declaration date of such dividends.  MCG (Article VI, Section 13.1 (e)), pp. 43-44 <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a>	

		<p>Company website – Dividend Policy  <a href="https://www.globe.com.ph/about-us/investor-relations/stock-information/dividend-policy">https://www.globe.com.ph/about-us/investor-relations/stock-information/dividend-policy</a></p> <p>IR for 2025 (p. 28)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Company website – Historical Dividends  <a href="https://www.globe.com.ph/about-us/investor-relations/stock-information/dividend-policy">https://www.globe.com.ph/about-us/investor-relations/stock-information/dividend-policy</a></p> <p>Company website – Company Policies  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies">https://www.globe.com.ph/about-us/corporate-governance/company-policies</a></p>	
<b>Optional: Recommendation 13.1</b>			
1. Company appoints an independent party to count and/or validate the votes at the Annual Shareholders' Meeting.	COMPLIANT	<p>Sycip Gorres Velayo &amp; Co. was appointed as the independent validator of votes for the 2025 ASM held on 22 April 2025 and at our most recent ASM on 21 April 2026. The validation was conducted in coordination with Globe Internal Audit.</p> <p>The validation and tabulation process follows our Proxy Validation and Tabulation Charter, which is disclosed on our website.</p> <p>2026 Voting Results at the ASM  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2026-ASM-Voting-Results.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2026-ASM-Voting-Results.pdf</a></p> <p>2025 Voting Results at the ASM</p>	

		<a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/Globe-2025-ASM-Voting-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/Globe-2025-ASM-Voting-Results.pdf</a>  Company website - Annual Stockholders' Meeting, Proxy Validation and Tabulation Charter <a href="https://www.globe.com.ph/sites/default/files/2026-05/GLOBE_Proxy-Validation-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/GLOBE_Proxy-Validation-Charter.pdf</a>	
<b>Recommendation 13.2</b>			
1. Board encourages active shareholder participation by sending the Notice of Annual and Special Shareholders' Meeting with sufficient and relevant information at least 28 days before the meeting.	COMPLIANT	<p>The notice was first disclosed and posted for the 2025 ASM on December 6, 2024, while the notice with the agenda of the 2025 ASM was disclosed and posted on February 20, 2025 for the meeting on April 22, 2025 which is more than 28 days before the meeting. Meanwhile, the complete materials for the meeting were sent out to shareholders on March 20, 2025.</p> <p>In our most recent ASM, the notice was first sent out on December 9, 2025, while the notice with the agenda of the 2026 ASM were posted on February 3, 2026 for the meeting on April 21, 2026, which is more than 28 days before the meeting. The complete materials for the meeting were sent out to shareholders on March 18, 2026, which is more than 28 days before the meeting.</p> <p>Items for approval by shareholders during the ASM are included in the materials sent out to stockholders including the DIS.</p> <p>Initial Notice and Agenda of 2026 ASM  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2026/Other%20Reports/Other%20Disclosures/glo-17c-corporate-disclosure-2026-psesececeived-18-february-2026-notice">https://www.globe.com.ph/sites/default/files/reports/secpse/2026/Other%20Reports/Other%20Disclosures/glo-17c-corporate-disclosure-2026-psesececeived-18-february-2026-notice</a> </p>	

		<p><a href="#">-and-agenda-redacted.pdf</a></p> <p>Initial Notice and Agenda of 2025 ASM  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-02/GLO-17-C-Corporate-Disclosure-PSESECREceived-20February2025-Notice-and-Agenda.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-02/GLO-17-C-Corporate-Disclosure-PSESECREceived-20February2025-Notice-and-Agenda.pdf</a></p> <p>DIS for 2025  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p>	
<b>Supplemental to Recommendation 13.2</b>			
<p>1. Company's Notice of Annual Stockholders' Meeting contains the following information:</p>		<p>The initial notice of the ASM is usually disclosed after the last meeting of our Board of the immediately preceding year.</p> <p>Initial Notice and Agenda of 2026 ASM  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2026/Other%20Reports/Other%20Disclosures/glo-17c-corporate-disclosure-2026-psecreceived-18-february-2026-notice-and-agenda-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2026/Other%20Reports/Other%20Disclosures/glo-17c-corporate-disclosure-2026-psecreceived-18-february-2026-notice-and-agenda-redacted.pdf</a></p> <p>Initial Notice of the 2025 ASM  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-12/GLO-17-C-Corporate-Disclosure-PSESECREceived06December2024.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-12/GLO-17-C-Corporate-Disclosure-PSESECREceived06December2024.pdf</a></p> <p>Our complete shareholder materials for ASMs (ASM kit) includes our DIS for the completed year, which provides for the profiles of our directors or nominee directors, auditors seeking appointment/re-appointment, and proxy documents, among others.</p>	

		<p>DIS for 2025  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p> <p>DIS for 2024  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-03/GLO-Definitive-Information-Statement_covering-2024.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-03/GLO-Definitive-Information-Statement_covering-2024.pdf</a></p>	
a. The profiles of directors (i.e., age, academic qualifications, date of first appointment, experience, and directorships in other listed companies)	COMPLIANT	<p>DIS for 2025 (pp. 32-43)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p> <p>DIS for 2024 (pp. 32-39)  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-03/GLO-Definitive-Information-Statement_covering-2024.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-03/GLO-Definitive-Information-Statement_covering-2024.pdf</a></p>	
b. Auditors seeking appointment/re-appointment	COMPLIANT	<p>DIS for 2025 (PDF pp. 3-7, pp. 27-PDF pp. 32)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p> <p>DIS for 2024 (PDF pp. 3-6, pp. 27-31)  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-03/GLO-Definitive-Information-Statement_covering-2024.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-03/GLO-Definitive-Information-Statement_covering-2024.pdf</a></p>	
c. Proxy documents	COMPLIANT	<p>Notice of 2026 ASM including DIS (PDF 6-7)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p>	

		<a href="#">ring-2025_final_mar12-redacted.pdf</a> Notice of 2025 ASM including DIS (PDF p 6) <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-03/GLO-Definitive-Information-Statement_covering-2024.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-03/GLO-Definitive-Information-Statement_covering-2024.pdf</a>	
<b>Optional: Recommendation 13.2</b>			
1. Company provides rationale for the agenda items for the annual stockholders meeting.	COMPLIANT	The rationale or explanation of the agenda items for the ASM is included when we first declare or disclose the date of our ASM. The same is also included in our DIS.  Notice and Agenda of the 2026 ASM <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2026/Other%20Reports/Other%20Disclosures/glo-17c-corporate-disclosure-2026-psesececeived-18-february-2026-notice-and-agenda-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2026/Other%20Reports/Other%20Disclosures/glo-17c-corporate-disclosure-2026-psesececeived-18-february-2026-notice-and-agenda-redacted.pdf</a>  Notice and Agenda of the 2025 ASM <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-02/GLO-17-C-Corporate-Disclosure-PSESECREceived-20February2025-Notice-and-Agenda.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-02/GLO-17-C-Corporate-Disclosure-PSESECREceived-20February2025-Notice-and-Agenda.pdf</a>  DIS for 2025 (PDF pp. 3-7) <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a>  DIS for 2024 (PDF pp. 3-6) <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/GLO-Definitive-Information-Statement_SECREceived-March19v2.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/GLO-Definitive-Information-Statement_SECREceived-March19v2.pdf</a>	
<b>Recommendation 13.3</b>			

<p>1. Board encourages active shareholder participation by making the result of the votes taken during the most recent Annual or Special Shareholders' Meeting publicly available the next working day.</p>	<p>COMPLIANT</p>	<p>Results from our ASMs are submitted to pertinent regulators and posted on the company website on the afternoon immediately after the meeting. Meanwhile, voting results are posted on the company website on the next working day.</p> <p>2026 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a></p> <p>2026 Voting Results at the ASM  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2026-ASM-Voting-Results.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2026-ASM-Voting-Results.pdf</a></p> <p>2025 Results of the ASM and Board Organizational Meeting  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf</a></p> <p>2025 Voting Results at the ASM  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/Globe-2025-ASM-Voting-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/Globe-2025-ASM-Voting-Results.pdf</a></p>	
<p>2. Minutes of the Annual and Special Shareholders' Meetings were available on the company website within five business days from the end of the meeting.</p>	<p>COMPLIANT</p>	<p>The draft Minutes of the 2025 ASM were made available and posted on our website on April 28, 2025, 5 business days after our ASM on 22, April 2025. Meanwhile, the Draft Minutes of the 2026 ASM and the approved 2025 Minutes were made available and posted on our website on 28 April 2026, 4 business days after our ASM on 21 April 2026.</p> <p>Draft Minutes of the 2026 ASM  <a href="https://www.globe.com.ph/sites/default/files/2026-04/ASM2026-Draft-GLO-2026-Minutes-redacted.pdf">https://www.globe.com.ph/sites/default/files/2026-04/ASM2026-Draft-GLO-2026-Minutes-redacted.pdf</a></p>	

		Minutes of the 2025 ASM <a href="https://www.globe.com.ph/sites/default/files/2026-04/Approved-GLO-ASM-2025-Minutes-redacted.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Approved-GLO-ASM-2025-Minutes-redacted.pdf</a>	
<b>Supplement to Recommendation 13.3</b>			
1. Board ensures the attendance of the external auditor and other relevant individuals to answer shareholders questions during the ASM and SSM.	COMPLIANT	<p>Our external/independent auditor was present during our 2025 and 2026 ASMs along with our Board of Directors and Key Officers. Among other key officers present were our President and CEO, Corporate Secretary, CAE, CFO, Treasurer and CRO, CIO and CSCCO, General Counsel and Chief Compliance Officer.</p> <p>Draft Minutes of the 2026 ASM <a href="https://www.globe.com.ph/sites/default/files/2026-04/ASM2026-Draft-GLO-2026-Minutes-redacted.pdf">https://www.globe.com.ph/sites/default/files/2026-04/ASM2026-Draft-GLO-2026-Minutes-redacted.pdf</a></p> <p>Minutes of the 2025 ASM <a href="https://www.globe.com.ph/sites/default/files/2026-04/Approved-GLO-ASM-2025-Minutes-redacted.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Approved-GLO-ASM-2025-Minutes-redacted.pdf</a></p> <p>MCG (Article II, Section 3.2 (ii.(o)), page 19 <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the ARC (Section 3.14), page 11 <a href="https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf">https://www.globe.com.ph/sites/default/files/2026-05/2026-Audit-and-RPT-Committee-Charter.pdf</a></p>	
<b>Recommendation 13.4</b>			
1. Board makes available, at the option of a shareholder, an alternative dispute mechanism	COMPLIANT	To resolve intra-corporate disputes, a shareholder, at his option, may file for mediation under the Alternative Dispute Resolution Act of 2004. If the intra-corporate dispute is not	

to resolve intra-corporate disputes in an amicable and effective manner.		resolved by mediation, the parties may bring the matter to arbitration in accordance with the Philippine Arbitration Law, then in force. While there was no such instance where our policy on alternative dispute resolution was required, our policy is included in our MCG and Charter of the Board of Directors.	
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	COMPLIANT	<p>MCG (Article VI, Section 13.3), page 44  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article II, Section 1.12), page 19  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p>	
<b>Recommendation 13.5</b>			
1. Board establishes an Investor Relations Office (IRO) to ensure constant engagement with its shareholders.	COMPLIANT	Our Investor Relations Office exists to ensure constant engagement with our shareholders. The contact details of our IRO, including name, number and email, are published on our company website, particularly at the bottom of the investor relations page as seen below. Our IRO is also present at all stockholders meetings.	
2. IRO is present at every shareholder's meeting.	COMPLIANT	<p>Jose Mari S. Fajardo (Director, Investor Relations)  Telephone: (02) 77974307  E-mail: ir@globe.com.ph</p> <p>Investor Relations – Investor Relations Contact  <a href="https://www.globe.com.ph/about-us/investor-relations">https://www.globe.com.ph/about-us/investor-relations</a></p>	

		Company Website - ASM-Related Materials (see Minutes of ASM) <a href="https://www.globe.com.ph/about-us/corporate-governance/annual-stockholders-meetings#gref">https://www.globe.com.ph/about-us/corporate-governance/annual-stockholders-meetings#gref</a>	
<b>Supplemental Recommendations to Principle 13</b>			
1. Board avoids anti-takeover measures or similar devices that may entrench ineffective management or the existing controlling shareholder group	COMPLIANT	<p>Globe Telecom does not have anti-takeover measures or similar devices that may entrench ineffective management. In accordance with our internal policies, we treat all shareholders and stakeholders equally and have specific corporate acts submitted for their approval at every stockholders' meeting.</p> <p>Articles of Incorporation, Art. 7 (specifically on Voting Rights), PDF pp.5-7 <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/articles-of-incorporation/GLO-Amended-AOI-2022.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/articles-of-incorporation/GLO-Amended-AOI-2022.pdf</a></p> <p>MCG (Article IV – Article VII), pp. 35-54 <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>DIS for 2025 (PDF pp. 87-88) <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p>	
2. Company has at least thirty percent (30%) public float to	NON-COMPLIANT		Our public float is currently at 21.88%. This is well over

increase liquidity in the market.			<p>the requirement under the law and the SEC and PSE regulations, which state that companies must keep 20% public float at all times. Globe Telecom also complies with the SEC and PSE quarterly reportorial requirement of our public ownership.</p> <p>Quarterly Public Ownership Report (by year and by quarter)  <a href="https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures.html">https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures.html</a></p>
<b>Optional: Principle 13</b>			
1. Company has policies and practices to encourage shareholders to engage with the company beyond the Annual Stockholders' Meeting	COMPLIANT	<p>Our MCG and Charter of the Board provide for our Board's and Management's roles in communicating and engaging with our shareholders and other stakeholders, including the promotion of equitable treatment of shareholders.</p> <p>MCG (Article VII), pp. 45-54  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board (Article I, Section 1.10), page 12  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/boa">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/boa</a></p>	

		<p><a href="#">rd-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>In addition to the ASM, we extend different venues for our shareholders and stakeholders to communicate effectively with us 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 our Investor Relations Department and/or Corporate Communications Group or in partnership with our shareholders, broker or other partner institutions. Other than keeping the company website up-to-date, these venues provide alternative means for us to discuss our quarterly financial results, announcements, material disclosures and other relevant information with stakeholders.</p> <p>Company website – Investor Relations and Media Calendar of Activities by year  <a href="https://www.globe.com.ph/about-us/investor-relations">https://www.globe.com.ph/about-us/investor-relations</a></p> <p>Quarterly Results Press Release by year  <a href="https://www.globe.com.ph/about-us/investor-relations/sec-press-disclosures">https://www.globe.com.ph/about-us/investor-relations/sec-press-disclosures</a></p> <p>Briefing/Presentations for Analysts/Investors by year  <a href="https://www.globe.com.ph/about-us/investor-relations/sec-press-disclosures">https://www.globe.com.ph/about-us/investor-relations/sec-press-disclosures</a></p> <p>ASM Presentation by year  <a href="https://www.globe.com.ph/about-us/investor-relations/sec-press-disclosures">https://www.globe.com.ph/about-us/investor-relations/sec-press-disclosures</a></p> <p>Briefing/Presentations for Media by year  <a href="https://www.globe.com.ph/about-us/investor-relations/sec-press-disclosures">https://www.globe.com.ph/about-us/investor-relations/sec-press-disclosures</a></p>	
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		<p><a href="#">e-disclosures</a></p> <p>Furthermore, as stated in our IR, we have been further streamlining communication efforts and opening up several new customer touch points, enabling them to interact with us at their convenience. Among other enhancements, we utilized email, live chat, SMS, website, and social media channels (e.g., Facebook, X, Instagram) to provide our customers with real-time information and quicker responses to concerns.</p> <p>A conference call facility is set-up during analysts' briefings and meetings to enable wider participation among shareholders and other stakeholders. We also participate in both local and international investor conferences, which host various shareholders and other stakeholders. Details and information on these conferences are published on our corporate website. We have sustained this convenient and accessible line of communication through our IR Program in the last financial year and will continue to enhance this in the succeeding years.</p> <p>In addition to all the foregoing, Globe Telecom has also developed platforms specifically made to engage with its stakeholders (including shareholders) through the GlobeOne application and the Globe Whistleblowing Network (GWeN).</p> <p>IR for 2025 (pp. 26-27)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Company Policies; Whistleblowing  <a href="https://www.globe.com.ph/sites/default/files/content/dam/glob">https://www.globe.com.ph/sites/default/files/content/dam/glob</a></p>	
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		<a href="https://www.globe.com.ph/sites/default/files/whistleblower-policy-2019.pdf">e/brie/About-us/corporate-governance/documents/company-policies/whistleblower-policy-2019.pdf</a>	
2. Company practices secure electronic voting in absentia at the Annual Shareholders' Meeting.	COMPLIANT	<p>Globe Telecom shareholders may vote by proxy and are provided two options when voting during ASMs – manual or electronic voting. Beginning 2019, Globe enabled convenient and digital touchpoints with its stockholders through making available an additional electronic channel for voting in absentia. This channel, through the Voting in Absentia &amp; Shareholder (VIASH) System, thereafter called Ayala Group Voting System, was used in the 2023 and 2024 ASMs.</p> <p>For 2025 and in our most recent ASM, Globe used ConveneAGM, a platform which served the same purpose as the Ayala Group Voting System, which was to make voting in absentia via electronic means as an additional option.</p> <p>All stockholders are informed of these options prior to ASMs through the ASM kit sent to all stockholders at least 28 days prior to the meeting. The ASM kit includes, among others, the DIS which also contains the requirements and procedure for the use of the Voting System and participation by remote communication by stockholders. The same are reiterated by our Corporate Secretary during ASMs.</p> <p>DIS for 2025 (PDF pp. 3-7, pp. 10 &amp; 28)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove ring-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove ring-2025_final_mar12-redacted.pdf</a></p>	

**Duties to Stakeholders**

**Principle 14: The rights of stakeholders established by law, by contractual relations and through voluntary commitments must be respected. Where stakeholders' rights and/or interests are at stake, stakeholders should have the opportunity to obtain prompt effective redress for the**

violation of their rights.

**Recommendation 14.1**

1. Board identifies the company's various stakeholders and promotes cooperation between them and the company in creating wealth, growth and sustainability.

COMPLIANT

The MCG enumerates Globe Telecom's duties to its stakeholders, which are translated into our company policies. These policies are also published on our website. Our company policies reflect our Board's understanding of the interests of our stakeholders, and our continued commitment to protecting the same.

MCG (Article VII), pp. 45-54 (specifically Section 14.1)  
<https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf>

Charter of the Board of Directors (Article II, Sections 1.10 – 1.11), pp. 18-19  
<https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf>

Company website – Company Policies  
<https://www.globe.com.ph/about-us/corporate-governance/company-policies>

Globe Telecom recognizes that continued cooperation, engagement and care are essential to how the business becomes the network of choice among our subscribers and stakeholders. We continue to see value in identifying, sustaining programs for and developing collaborations with our stakeholders.

		<p>As discussed in our IR, Globe Telecom's stakeholder's expectations, needs, and aspirations are at the core of the company's purpose. The company considers it important to periodically engage with its wide range of stakeholders to capture the multitude of expectations they have from the business.</p> <p>Understanding the company's stakeholders is imperative to align the corporate strategy and enhance the relevance of communications published through various platforms. Globe Telecom employs a range of engagement techniques with various stakeholders spanning from one to one meetings, surveys, online platform-based dialogue and group interactions. The company's identified medium of engagement is tailored for each stakeholder group depending on stakeholder convenience. The response received is reviewed by the management periodically and incorporated into business strategy and implementation.</p> <p>IR for 2025 - Company Policies (pp. 24-28); Stakeholder Engagement (pp. 28, 37-38)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
<b>Optional: Recommendation 13.2</b>			
<p>1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.</p>	<p>COMPLIANT</p>	<p>The MCG contains the policies of Globe Telecom for our stakeholders, particularly highlighting the Board's duty to ensure equitable treatment of stakeholders. These policies are also posted on our website. In addition, programs for our stakeholders are discussed in our IR.</p> <p>MCG (Article VII), pp. 45-54 (specifically Section 14.2)  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/da">https://www.globe.com.ph/sites/globe.com.ph/files/content/da</a></p>	

		<p><a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">m/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board (Article II, Sections 1.10 – 1.11), pp. 18-19  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p> <p>IR for 2025 (pp. 38-48, 52-56)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	
<b>Recommendation 14.3</b>			
1. Board adopts a transparent framework and process that allow stakeholders to communicate with the company and to obtain redress for the violation of their rights.	COMPLIANT	<p>We have no shareholder agreements, by-laws provisions or other arrangements that constrain our directors' ability to vote independently. Globe, in fact, encourages all directors, including IDs, to vote and decide independently. This is also included in our MCG and Charter of the Board of Directors.</p> <p>MCG (Article II, Section 2.3(d)), page 10  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board of Directors (Article II, Section 1.8.2(a, d); Section 1.9(d)), pp. 8-9, 11  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p>	
<b>Supplement to Recommendation 14.3</b>			

<p>1. Company establishes an alternative dispute resolution system so that conflicts and differences with key stakeholders is settled in a fair and expeditious manner.</p>	<p>COMPLIANT</p>	<p>To resolve intra-corporate disputes, a shareholder, at his option, may file for mediation under the Alternative Dispute Resolution Act of 2004. If the intra-corporate dispute is not resolved by mediation, the parties may bring the matter to arbitration in accordance with the Philippine Arbitration Law, then in force. While there was no such instance where our policy on alternative dispute resolution was required, our policy is included in our MCG and Charter of the Board of Directors.</p> <p>MCG (Article VI, Section 13.3), page 44  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Charter of the Board (Article II, Section 1.12), page 19  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</a></p>	
<b>Additional Recommendations to Principle 14</b>			
<p>1. Company does not seek any exemption from the application of a law, rule or regulation especially when it refers to a corporate governance issue. If an exemption was sought, the company discloses the reason for such action, as well as presents the specific steps being taken to finally comply with the applicable law, rule or</p>	<p>COMPLIANT</p>	<p>Globe Telecom did not seek exemption from the application of any law, rule or regulation relative to corporate governance issues in 2025. As a company listed on the PSE, we comply with all reportorial requirements, as well as applicable laws, rules and regulations of relevant regulatory agencies. This is reflected throughout our company policies, reports and pertinent pages in our company website.</p> <p>Certification of Compliance with MCG for 2025  <a href="https://www.globe.com.ph/sites/default/files/2026-02/globe-certification-of-compliance-with-mcg-2025-signed.pdf">https://www.globe.com.ph/sites/default/files/2026-02/globe-certification-of-compliance-with-mcg-2025-signed.pdf</a></p>	

regulation.		<p>IR for 2025 (pp. 17, 104-105)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Company Website - Company Policies, Anti-Corruption Policy  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies">https://www.globe.com.ph/about-us/corporate-governance/company-policies</a></p> <p>Code of Conduct  <a href="https://www.globe.com.ph/sites/default/files/2025-01/Globe-Code-of-Conduct-V4.pdf">https://www.globe.com.ph/sites/default/files/2025-01/Globe-Code-of-Conduct-V4.pdf</a></p>	
2. Company respects intellectual property rights.	COMPLIANT	<p>There are no cases relating to infringement of intellectual property rights against Globe Telecom in 2025. Our policy on data privacy and intellectual property rights and respecting confidential information are also embedded in our MCG, company policies and IR.</p> <p>MCG (Article VII, Section 15.7), pp. 52-53  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</a></p> <p>Company website - Company Policies, Policy on Data Privacy and Intellectual Property Rights  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies">https://www.globe.com.ph/about-us/corporate-governance/company-policies</a></p> <p>IR for 2025 (pp. 27, 91-92)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p>	

**Optional: Principle 14**

<p>1. Company discloses its policies and practices that address customers' welfare</p>	<p>COMPLIANT</p>	<p>Our policy and practices on customers' welfare is on our website and discussed in our IR 2025.</p> <p>Relevant policies include the:</p> <p>Code of Conduct (p. 8) <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-01/Globe-Code-of-Conduct-V4.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-01/Globe-Code-of-Conduct-V4.pdf</a></p> <p>Diversity, Equity, and Inclusion Policy Commitment <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/corporate-governance-document/policies/Globe-Diversity-Equity-and-Inclusion-Policy-Commitment-May2023.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/corporate-governance-document/policies/Globe-Diversity-Equity-and-Inclusion-Policy-Commitment-May2023.pdf</a></p> <p>Human Rights Policy Commitment <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/corporate-governance-document/policies/Globe_Human-Rights-Policy-Commitment-May2023.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/corporate-governance-document/policies/Globe_Human-Rights-Policy-Commitment-May2023.pdf</a></p> <p>Environmental Sustainability Policy <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/sustainability/policies/Globe-Environmental-Sustainability-Policy_July2022.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/sustainability/policies/Globe-Environmental-Sustainability-Policy_July2022.pdf</a></p> <p>Health and Safety Policy <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/sustainability/policies/Globe-Health-and-Safety-Policy_July2022.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/sustainability/policies/Globe-Health-and-Safety-Policy_July2022.pdf</a></p> <p>Business Continuity Policy <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/sustainability/policies/Globe-Business-Continuity-Policy_July2022.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/sustainability/policies/Globe-Business-Continuity-Policy_July2022.pdf</a></p>	
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2. Company discloses its policies and practices that address supplier/contractor selection procedures	COMPLIANT	<p>In support of Globe Telecom's accreditation and onboarding processes undertaken by suppliers and contractors, company policies and selection procedures are published on our website and discussed in our IR 2025.</p> <p>Sustainable Supply Chain Policy Commitment  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/sustainability/documents/Globe-Sustainable-Supply-Chain-Policy-Commitment_May2023.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/sustainability/documents/Globe-Sustainable-Supply-Chain-Policy-Commitment_May2023.pdf</a></p> <p>Supplier Code of Ethics  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/sustainability/documents/Globe-Supplier-Code-of-Ethics_June-2023.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/sustainability/documents/Globe-Supplier-Code-of-Ethics_June-2023.pdf</a></p> <p>IR for 2025 (pp. 25, 51-52,89)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>Company Website - Company Policies, Policy on Suppliers and Vendor Audit  <a href="https://www.globe.com.ph/about-us/corporate-governance/company-policies">https://www.globe.com.ph/about-us/corporate-governance/company-policies</a></p> <p>Safety, Health and Environmental Management Conditions  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/co">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/co</a></p>	

		<a href="#">mpany-policies/SHEM-Conditions.pdf</a> Safety, Health and Environmental Checklist <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/company-policies/SHEMCHECKLIST.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/company-policies/SHEMCHECKLIST.pdf</a>	
<b>Principle 15: A mechanism for employee participation should be developed to create a symbiotic environment, realize the company's goals and participate in its corporate governance processes.</b>			
<b>Recommendation 15.1</b>			
1. Board establishes policies, programs and procedures that encourage employees to actively participate in the realization of the company's goals and in its governance.	COMPLIANT	Our ARC is composed of four (4) NEDs, all of whom are IDs, including the Committee Chairman, Atty. Cirilo P. Noel. The profiles of our directors for the years 2025 and 2026 are contained in our IR, Annual Report and DIS. Profiles of our directors are regularly updated through our website.  2026 Results of the ASM and Board Organizational Meeting <a href="https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf">https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-21April2026-Results-of-ASM-and-OM-2026.pdf</a>  2025 Results of the ASM and Board Organizational Meeting <a href="https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/GLO-17-C-Corporate-Disclosure-PSESECREceived-22April-2025-ASM-and-OM-Results.pdf</a>  IR for 2025 (pp. 18-20, 23-25, 26) <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a>  SEC Form 17-A for 2025 (pp. 138-141)	

		<p><a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/IV.%20Annual%20Report%20(17-A)/GLO_17-A_2025.pdf</a></p> <p>DIS for 2025 (pp. 15-18,35-38)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove%20ring-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_cove%20ring-2025_final_mar12-redacted.pdf</a></p> <p>Company website – Board Committees  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees</a></p> <p>Company website – Board of Directors  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors</a></p>	
<b>Supplement to Recommendation 15.1</b>			
<p>1. Company has a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures.</p>	<p>COMPLIANT</p>	<p>Globe Telecom has a Long-Term Incentive Plan (LTIP) to drive long term performance in a highly competitive market by aligning management interest with the shareholders' interest, and aims to motivate participants to sustain high levels of contribution. Furthermore, it is designed to attract and retain key executives whose contributions are essential to our 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.</p>	

		<p>IR for 2025 (pp. 22)  <a href="https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf">https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf</a></p> <p>AFS for 2025 (Note 27 p. 94-95)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsiaries-2025-consolidated-fs-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsiaries-2025-consolidated-fs-redacted.pdf</a></p> <p>DIS for 2025 (p. 26-27, PDF p. 96-97)  <a href="https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf">https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20Statement%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf</a></p>	
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Pursuant to the requirement of the Securities and Exchange Commission, this Integrated Annual Corporate Governance Report (I-ACGR) is assigned on behalf of the registrant by the undersigned.

**SIGNATURE PAGES FOLLOW:**




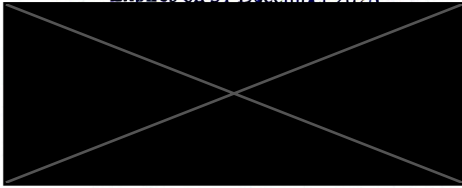
**CEZAR P. CONSING**  
**Chairman of the Board**

SUBSCRIBED AND SWORN to before me this \_\_\_\_ day of MAY 11 2026, affiant exhibiting to me her  
Passport Number as follows:

NAME/NO.	DATE OF ISSUE	PLACE OF ISSUE
CEZAR P. CONSING		

Doc No. 153;  
Page No. 32;  
Book No. I;  
Series of 2026

  
**ATTY. JUSTIN NICOL RAVAGO**  
Notary Public  
Appointment No. M-047  
Makati City Metro Manila  
Expires on 31 December 2026



[Redacted]  
*MR* **CARL RAYMOND R. CRUZ**  
**President and Chief Executive Officer**

SUBSCRIBED AND SWORN to before me this \_\_\_\_ day of MAY 06 2026, affiant exhibiting to me his Passport Number as follows:


NAME/NO.	DATE OF ISSUE	PLACE OF ISSUE
CARL RAYMOND R. CRUZ	[Redacted]	[Redacted]

Doc No. 140 ;  
Page No. 30 ;  
Book No. 1 ;  
Series of 2026.

[Redacted]

**ATTY. JUSTIN NICOL RAVAGO**  
Notary Public  
Appointment No. M-0-7  
Makati City Metro Manila  
Expires on 31 December 2026


[Redacted]

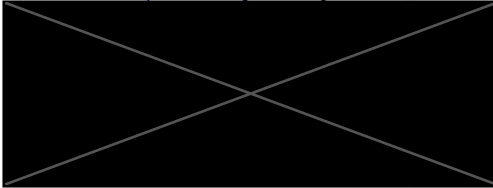
  
CIRILO P. NOEL  
Lead Independent Director

SUBSCRIBED AND SWORN to before me this \_\_\_\_ day of MAY 06 2026, affiant exhibiting to me his  
Passport Number as follows:

NAME/NO.	DATE OF ISSUE	PLACE OF ISSUE
CIRILO P. NOEL		



Doc No. 141 ;  
Page No. 30 ;  
Book No. I ;  
Series of 2026.

  
ATTY. JUSTIN NICO L. RAVAGO  
Notary Public  
Appointment No. M-047  
Makati City Metro Manila  
Expires on 31 December 2026




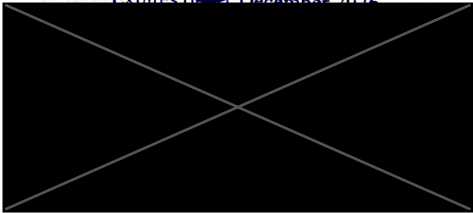
  
RIZALINA G. MANTARING  
Independent Director

SUBSCRIBED AND SWORN to before me this \_\_\_\_ day of MAY 11 2026, affiant exhibiting to me his  
Passport Number as follows:

NAME/NO.	DATE OF ISSUE	PLACE OF ISSUE
RIZALINA G. MANTARING		

Doc No. 154;  
Page No. 52;  
Book No. 1;  
Series of 2026.



  
ATTY. ~~JUSTIN~~ NICO L. RAVAGO  
Notary Public  
Appointment No. M-047  
Makati City Metro Manila  
Expires on 31 December 2026





ANTONIO JOSE U. PERIQUET, JR.  
Independent Director

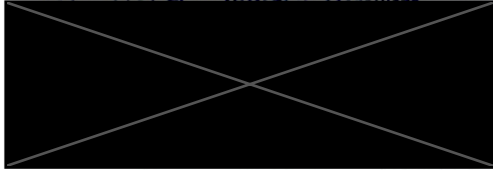
SUBSCRIBED AND SWORN to before me this \_\_\_\_ day of MAY 06 2026, affiant exhibiting to me his  
Passport Number as follows:

NAME/NO.	DATE OF ISSUE	PLACE OF ISSUE
ANTONIO JOSE U. PERIQUET, JR.		

Doc No. 140 ;  
Page No. 29 ;  
Book No. 5 ;  
Series of 2026.



ATTY. JUSTIN NICO L. SAVAGO  
Notary Public  
Appointment No. M-047  
Makati City Metro Manila  
Expires on 31 December 2026





**RAMON L. JOCSON**  
**Independent Director**

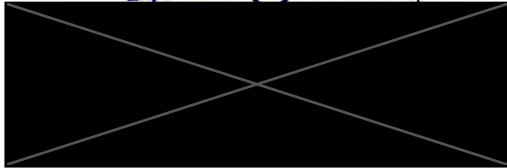
SUBSCRIBED AND SWORN to before me this \_\_\_\_ day of MAY 11 2026, affiant exhibiting to me his  
Passport Number as follows:

NAME/NO.	DATE OF ISSUE	PLACE OF ISSUE
RAMON L. JOCSON		

Doc No. 152;  
Page No. 32;  
Book No. 1;  
Series of 2026.



**ATTY. JUSTIN NICO I. RAVAGO**  
Notary Public  
Appointment No. M-047  
Makati City Metro Manila  
Expires on 31 December 2026



[REDACTED]  
MARIA FRANCHETTE M. ACOSTA  
Corporate Secretary

SUBSCRIBED AND SWORN to before me this 11 day of MAY 11 2026, affiant exhibiting to me her  
Passport Number as follows:

NAME/NO.	DATE OF ISSUE	PLACE OF ISSUE
MARIA FRANCHETTE M. ACOSTA	[REDACTED]	[REDACTED]

Doc No. 156;  
Page No. 33;  
Book No. 1;  
Series of 2026

[REDACTED]  
**ATTY. JUSTIN NICOL RAVAGO**  
Notary Public  
Appointment No. M-047  
Makati City Metro Manila  
Expires on 31 December 2026

[REDACTED]



MARISALVE CIOCSON-CO  
Chief Compliance Officer

SUBSCRIBED AND SWORN to before me this \_\_\_\_ day of MAY 11 2026, affiant exhibiting to me her Passport Number as follows:

NAME/NO.	DATE OF ISSUE	PLACE OF ISSUE
MARISALVE CIOCSON-CO		

Doc No. 155;  
Page No. 32;  
Book No. 5;  
Series of 2026.



**ATTY. JUSTIN NICO L. RAVAGO**  
Notary Public  
Appointment No. M-047  
Makati City Metro Manila  
Expires on 31 December 2026  
15th and 16th Floors, BDO Life Mega Plaza  
358 Sen. Gil Puyat Avenue,  
1200 Makati City, Philippines  
Attorney's Roll No. 73881  
PTR No. 10764065/01.02.2026/Makati City  
IBP No. 583692/01.02.2026/RSM  
MCLE Compliance No. VIII-0032524/05.07.25