



GLOBE Artificial Intelligence Governance Policy

1. Purpose

Globe Telecom, Inc. ("GLOBE") is committed to the responsible, secure, and ethical use of Artificial Intelligence ("AI") to create meaningful value for customers, employees, and society.

This Policy establishes GLOBE's enterprise-wide governance commitment in relation to AI, setting principles, direction, and expectations that guide how AI systems are designed, developed, acquired, deployed, operated, and decommissioned across the organization.

This Policy provides management direction for GLOBE's Artificial Intelligence Management System ("AIMS").

2. Scope

This Policy applies to:

- All GLOBE Board of Directors, key officers, employees, and third parties who act on behalf of GLOBE, and function as a guide for GLOBE subsidiaries and affiliates. Accordingly, we ensure that all third parties we engage with adhere to the same standards and principles set forth in this Policy.
- All AI systems, including but not limited to:
 - Machine learning models
 - Generative AI and large language models
 - Autonomous or agentic AI systems
 - Embedded or decision support AI
- All deployment contexts, including internal tools, customer-facing systems, and vendor-hosted platforms.
- The full AI lifecycle, from ideation and intake to decommissioning.

3. AI Governance Principles

All AI initiatives at GLOBE must be governed by the following principles, which represent GLOBE's authoritative and non-negotiable commitments in relation to AI use.

- **Transparency**
 - AI use at GLOBE must be transparent and appropriately disclosed. Where AI systems influence material decisions, outcomes, or customer interactions, such involvement must be clearly communicated in a manner

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- proportional to the context and risk.
- AI outputs and decisions must be explainable.
- Where applicable, AI outputs and decisions must be traceable to the intended audience.
- Clear expectations regarding data use, system purpose, limitations, and intended scope must be defined and communicated.
- **Accountability**
 - AI system owners and sponsors remain accountable for decisions and outcomes informed by AI systems. AI augments, and does not replace, human judgment and responsibility.
 - Accountable parties must ensure that AI systems under their responsibility operate in accordance with GLOBE's policies, governance requirements, and applicable laws.
 - Clear ownership, oversight mechanisms, and escalation pathways must be maintained throughout the AI lifecycle to ensure that AI-related risks are identified, managed, and addressed in a timely and responsible manner.
- **Safety and Security**
 - AI systems must be designed and operated to prevent harm to individuals, communities, the organization, and the broader environment.
 - AI systems must be secure against malicious attacks, resilient under stress, and capable of operating reliably under expected conditions.
- **Human Centricity**
 - AI must augment, not replace, human decision-making, particularly in high-risk or sensitive contexts.
 - AI systems must respect human dignity, promote fairness and inclusivity by preventing misuse and algorithmic bias, and incorporate appropriate human oversight mechanisms to monitor, intervene, or override AI systems when necessary.

4. Governance Commitment

To give effect to this Policy, GLOBE commits to:

- Establish and maintain an AI governance framework that defines lifecycle governance, roles, accountability, and risk-based oversight.
- Apply proportionate governance controls based on the risk, impact, and autonomy of AI systems. The risk classification methodology, criteria, and corresponding governance control requirements are defined in the AI Governance Manual.

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- Require documented risk assessment, approval, and oversight for AI systems as defined in the supporting governance documents.
- Integrate AI governance with GLOBE's existing privacy, security, risk management, and compliance frameworks.

5. Supporting Documents

This Policy is operationalized and enforced through the following companion documents:

- The **AI Governance Manual** defines the AI lifecycle governance, roles and responsibilities, risk classification, and required governance artifacts.
- The **AI Security Playbook** defines technical and operational security controls for AI systems.
- The **AI Principles and Acceptable Use Guidelines** translate GLOBE's AI principles into behavioral expectations for all officers, employees, contractors, and third parties.

In the event of conflict, this Policy shall prevail over-all other supporting or companion documents.

This Policy shall be read and applied in conjunction with Globe's existing and duly approved enterprise governance, risk management, information security, privacy, and technology management policies and standards. AI governance requirements under this Policy supplement, and do not replace, applicable obligations under such frameworks.

6. Communication, Training, and Awareness

This Policy is made readily and easily available to all officers, employees, and third-party users. This Policy and any amendments thereto will also be posted through the internal communication channels and the corporate website of GLOBE. All covered persons are responsible for reading and implementing this policy at all times.

7. Compliance and Review

Compliance with this Policy is mandatory. Violations may result in corrective actions in accordance with GLOBE's corporate policies.

The Information Security Policy will be reviewed annually and whenever significant changes to internal or external factors occur.

Approved by:

Anton Reynaldo Bonifacio
Chief Artificial Intelligence Officer and Chief Information Security Officer
March 2026

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