Globe

LEVEL 2
B. BONUS ITEMS

Scorecard Item		Guiding Reference	Answer (Yes/No)	GLO Remarks
(B)A.	**Rights of shareholders**			
(B)A.1	**Does the company practice real time secure electronic voting in absentia at general meetings of shareholders?**			
(B)A.1.1	Does the company practice real time secure electronic voting in absentia at general meetings of shareholders?	**G20/OECD Principles of Corporate Governance (2023):** **II.C.6.** The objective of facilitating shareholder participation suggests that jurisdictions and/or companies promote the enlarged use of information technology in voting, including secure electronic voting in all listed companies. The principles recommend that voting by proxy be generally accepted. Indeed, it is important to the promotion and protection of shareholders rights that investors can place reliance upon directed proxy voting.	**YES**	Globe Telecom shareholders may vote by proxy and are provided two options when voting during ASMs – manual or electronic voting. In 2019, Globe enabled convenient and digital touchpoints with its stockholders through making available an additional real-time electronic channel for voting in absentia. Globe further improved and continued to implement the system in 2020 and 2021 through the Voting in Absentia & Shareholder (VIASH) System thereafter called the Ayala Group Voting System. 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. All stockholders are informed of these options prior to ASMs through the 'Notice and Agenda of ASMs' and the complete ASM kits sent to shareholders embodied in the DIS. The policy and procedures are reiterated by our Corporate Secretary during ASMs since then. The same is also reflected in the Notice and Agenda, and DIS for our most recent ASM. The validation and tabulation process follows our Proxy Validation and Tabulation Charter, which is disclosed on our website.

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

				GLO 2026 DIS - PDF p. 3-5; 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 GLO 2025 DIS - PDF p. 3-5; p. 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 GLO 2025 I-ACGR - Principle 13, Supplement to Recommendation 13.1 (Item 3), p. 152-154; Principle 13, Optional: Principle 13 (Item 2), 169 https://www.globe.com.ph/sites/default/files/2026-05/GLO-Redacted_SEC-Form-IACGR-2025.pdf GLO 2026 Minutes of the ASM - PDF p. 3-4 https://www.globe.com.ph/sites/default/files/2026-04/ASM2026-Draft-GLO-2026-Minutes-redacted.pdf GLO 2025 Minutes of the ASM - PDF p. 3-4 https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/GLO-ASM2024-Minutes.pdf Company website - Annual Stockholders' Meeting, Proxy Validation and Tabulation Charter https://www.globe.com.ph/sites/default/files/2026-05/GLOBE_Proxy-Validation-Charter.pdf

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

Scorecard Item		Guiding Reference	Answer (Yes/No)	GLO Remarks
(B)A.2	**Equitable treatment of shareholders**			
(B)A.2	**Notice of AGM**			
(B)A.2.1	Does the company release its notice of AGM (with detailed agendas and explanatory circulars), as announced to the Exchange, at least 28 days before the date of the meeting?	**G20/OECD Principles of Corporate Governance (2023):** **II.C.1.** Shareholders should be furnished with sufficient and timely information concerning the date, location and agenda of general meetings, as well as full and timely information regarding the issues to be decided at the meeting. **II.C.5** Effective shareholder participation in key corporate governance decisions, such as the nomination and election of board members, should be facilitated. **ICGN (2021) PRINCIPLE 10: 10.3 Meeting Notice** The board should ensure that the meeting agenda is posted on the company's website at least one month prior to the	**YES**	Globe provides its shareholders with the notice for all ASMs at least 21 days prior to the ASM, if not earlier, as done in previous years and provided in our MCG. The notice is included in an ASM kit along with the agenda for the ASM, explanation of agenda items, proxy form, and the DIS. The same is also properly submitted to and disclosed through the SEC and PSE. For our ASM held on 22 April 2025 , we first submitted the Notice of the virtual ASM to the PSE/Exchange and the SEC on 6 December 2024 , followed by the Notice with Agenda and Explanation of Agenda Items of the ASM on 20 February 2025 . We likewise sent the ASM kit to shareholders on 20 March 2025, which is more than twenty-eight (28) days before the date of the meeting. The ASM kit for shareholders include, among others, the Notice and Agenda of the ASM, Explanation of Agenda, as well as the requirements and procedure for electronic voting in absentia. In our most recent ASM held on 21 April 2026 22 April 2025, the initial notice was sent out on 09 December 2025 , the notice with the agenda for the 2026 ASM was posted on 18 Feb 2026 , the ASM kit was distributed to stockholders on 18 March 2026 , and the notice with agenda and explanation of agenda items for the ASM were also published in newspapers of general circulation, in print and online format, on March 20

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

		meeting taking place.		and 21, 2025, respectively. The foregoing were all done more than 28 days before the date of the meeting. GLO MCG - Article VI, Section 13.2, p. 44 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 GLO I-ACGR 2025 - Principle 13, Recommendation 13.2, p. 158-161 https://www.globe.com.ph/sites/default/files/2026-05/GLO-Redacted_SEC-Form-IACGR-2025.pdf Notice of the 2026 ASM https://www.globe.com.ph/sites/default/files/2025-12/glo-17-c-psesecreceived-09-december-2025-2026-asm-notice.pdf Notice and Agenda of the 2026 ASM https://www.globe.com.ph/sites/default/files/reports/secpse/2026/C.%20Other%20Reports/V.%20Other%20Disclosures/glo-17c-corporate-disclosure-2026-psesecreceived-18-february-2026-notice-and-agenda-redacted.pdf Notice of the 2025 ASM https://www.globe.com.ph/sites/globe.com.ph/files/2024-12/GLO-17-C-Corporate-Disclosure-PSESECReceived06December2024.pdf Notice and Agenda of the 2025 ASM https://www.globe.com.ph/sites/globe.com.ph/files/2025-02/GLO-17-C-Corporate-Disclosure-PSESECReceived-20February2025-Notice-and-Agenda.pdf

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

Scorecard Item		Guiding Reference	Answer (Yes/No)	GLO Remarks
(B)A.	**Rights of shareholders**			
(B)A.1	**Does the company practice real time secure electronic voting in absentia at general meetings of shareholders?**			
(B)A.1.1	Does the company practice real time secure electronic voting in absentia at general meetings of shareholders?	**G20/OECD Principles of Corporate Governance (2023):** **II.C.6.** The objective of facilitating shareholder participation suggests that jurisdictions and/or companies promote the enlarged use of information technology in voting, including secure electronic voting in all listed companies. The principles recommend that voting by proxy be generally accepted. Indeed, it is important to the promotion and protection of shareholders rights that investors can place reliance upon directed proxy voting.	**YES**	Globe Telecom shareholders may vote by proxy and are provided two options when voting during ASMs – manual or electronic voting. In 2019, Globe enabled convenient and digital touchpoints with its stockholders through making available an additional real-time electronic channel for voting in absentia. Globe further improved and continued to implement the system in 2020 and 2021 through the Voting in Absentia & Shareholder (VIASH) System thereafter called the Ayala Group Voting System. In our most recent ASM, Globe used ConveneAGM, another voting system which also enabled the stockholders to vote in absentia, via electronic means. All stockholders are informed of these options prior to ASMs through the 'Notice and Agenda of ASMs' and the complete ASM kits sent to shareholders embodied in the DIS. The policy and procedures are reiterated by our Corporate Secretary during ASMs since then. The same is also reflected in the Notice and Agenda, and DIS for our most recent ASM. Globe further enhanced this mechanism through the Ayala Group Voting System, which the Ayala Group of listed companies use: GLO 2025 DIS - PDF p. 3-5; p. 11-12; Item 19. p. 29-30 and Annex "F", PDF p. 336-337 https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20State

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

				ment%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf GLO 2025 I-ACGR - Principle 13, Supplement to Recommendation 13.1 (Item 3), p. 186-188; Principle 13, Optional: Principle 13 (Item 2), p. 206-207 https://www.globe.com.ph/sites/default/files/2026-06/Redacted_Complete%5BAmendment-1%5DGLO-i-ACGR-2025-compressed.pdf GLO 2026 Minutes of the ASM - PDF p. 1-2 https://www.globe.com.ph/sites/default/files/2026-04/ASM2026-Draft-GLO-2026-Minutes-redacted.pdf GLO 2025 Minutes of the ASM - PDF p. 3-4 https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/GLO-ASM2024-Minutes.pdf

Scorecard Item		**Guiding Reference**	**Answer (Yes/No)**	**GLO Remarks**
(B).B.	**Sustainability and Resilience**			
(B)B.1				
(B)B.1.1	Does the company disclose how it manages climate-related risks and opportunities?	**G20/OECD Principles of Corporate Governance (2023):** **VI.A.4**. If a company publicly sets a sustainability-related goal or target, the disclosure framework should ensure that	**YES**	Globe discloses how it manages climate-related risks and opportunities. The Board, through the Board Risk Oversight and Sustainability Committee (BROSC), is the highest body that governs sustainability in the company. The BROSC performs oversight functions on environment, social, and governance (ESG)-related risks and opportunities. The BROSC meets on a quarterly basis to be apprised of emerging regulations and risks, including climate, sustainability, and

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

		verifiable metrics are disclosed to allow investors to assess the credibility and progress toward meeting the announced goal or target. **ICGN (2021) PRINCIPLE 7: 7.5 Climate change** The board should assess the impact of climate change on the company business model and how it will be adapted to meet the needs of a net zero economy as part of a long-term strategy. This includes setting and disclosing targets to reduce carbon emissions and a period for achievement. Where climate change risks, whether physical or transitional, are identified as material and relevant, reporting should include discussion of the diligence process, strategy, metrics, targets and initiatives used to manage the risks. TCFD, Metrics and Targets a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with strategy and risk management process		environmental-related policies, that could affect the business and trade-offs associated with management of such risks. The Board also reviews climate-related performance, as well as decarbonization strategies towards Globe's net-zero target by 2050. The BROSC Chairperson then reports these to the Board of Directors on a semi-annual basis. Globe has consistently aligned with the Task Force on Climate-Related Financial Disclosures (TCFD), addressing the operational impacts and financial implications of climate change in its operations. Globe ensures that its risk management plans are implemented, climate-related risks and opportunities are appropriately assessed, and material information and its business impacts are fully considered and disclosed. Details on the progress towards its net-zero ambition is enclosed in the 2025 Integrated Report. Our commitment to internationally recognized reporting framework for sustainability and/or global reporting standards is discussed in our IR, as well as in our MCG. GLO 2025 IR - p. 53-64,94, 96-99 https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf Sustainability milestone: Globe is the First Publicly-Listed PH Company to Get its Net Zero Targets Validated by SBTi https://www.globe.com.ph/about-us/newsroom/corporate/first-publicly-listed-philippine-company-validated-by-sbti#gref Road to Net Zero: GHG Emissions & Reduction Strategies https://www.globe.com.ph/about-us/sustainability/race-to-net-zero

		b. Disclose Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and related risks c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets		GLO 17-Q 1Q2026 Quarterly Report - PDF p. 118-120 https://www.globe.com.ph/sites/default/files/reports/secpse/2026/B.%20Quarterly%20Reports/III.%20Quarterly%20Report%20(17Q)/GLO-1Q26-17Q.pdf GLO 17-Q 3Q2025 Quarterly Report - PDF p. 114-119 https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/II.%20Quarterly%20Report%20(17Q)/glo-3q25-17q.pdf GLO 17-Q 2Q2025 Quarterly Report - PDF p. 112-116 https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/II.%20Quarterly%20Report%20(17Q)/glo_2025-17q.pdf GLO 17-Q 1Q2025 Quarterly Report - PDF p. 111-114 https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/II.%20Quarterly%20Report%20%2817Q%29/glo-1q25-17q.pdf 4Q2025 GLO Quarterly Results Press Releases - p. 8 https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/III.%20Quarterly%20Results%20Press%20Release/glo-4q25-press-release.pdf 3Q2025 GLO Quarterly Results Press Releases - p. 7-8 https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/III.%20Quarterly%20Results%20Press%20Release/glo-3q25-press-release.pdf

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

				2Q2025 GLO Quarterly Results Press Releases - p. 7 https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/III.%20Quarterly%20Results%20Press%20Release/glo_2q25-press-release.pdf 1Q2025 GLO Quarterly Results Press Releases - p. 8 https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/III.%20Quarterly%20Results%20Press%20Release/glo-1q25-press-release.pdf GLO I-ACGR 2025 - Principle 10, Recommendation 10.1, p. 157-158 https://www.globe.com.ph/sites/default/files/2026-06/Redacted_Complete%5BAmendment-1%5DGLO-i-ACGR-2025-compressed.pdf GLO MCG - Article VII, Section 16.1 p. 53-54 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
(B).B.1.2	Does the company disclose that its Sustainability Report / Sustainability Reporting is externally assured?	**G20/OECD Principles of Corporate Governance (2023):** **VI.A.5.** Phasing in of requirements should be considered for annual assurance attestations by an independent, competent and qualified assurance service provider in	**YES**	The annual Integrated Report of Globe has been externally assured for more than a decade. Globe engaged DNV AS Philippine Branch to conduct limited external assurance over non-financial disclosures presented in the Integrated Report 2025. The company also obtained a GHG Independent Verification Statement for the same report. The assurance statements indicate the ESG indicators covered in the review process, the assurance standards used, and any limitations of the assurance process, among others.

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

		accordance with high quality international assurance standards in order to provide an external and objective assessment of a company's sustainability-related disclosure. **ICGN (2021) PRINCIPLE 7: 7.4 Sustainability reports** The board should provide sustainability reporting to reflect the complexities inherent in a contemporary business by blending financial, human and natural capital considerations in the context of a company's current and future strategic direction. Such disclosures should: be strengthened where possible by audit or independent assurance that is carried out annually having regard to established disclosure standards. **GRI 2-5 External assurance** The organization shall:		GLO 2025 IR - p. 3; p. 96-99 https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf GLO I-ACGR 2025 - Principle 10, Recommendation 10.1, p. 157-158 https://www.globe.com.ph/sites/default/files/2026-06/Redacted_Complete%5BAmendment-1%5DGLO-i-ACGR-2025-compressed.pdf

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

		describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved; If the organization's sustainability reporting has been externally assured: i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organization and the assurance provider.		
(B).B.1.3	Does the company disclose the engagement channel with stakeholder groups and how the company responds to stakeholders' ESG concerns?	**G20/OECD Principles of Corporate Governance (2023)**	**YES**	The company conducts stakeholder engagement in order to gather feedback, identify and address concerns and challenges, prevent or mitigate negative impacts, spot

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

		VI.B. Corporate governance frameworks should allow for dialogue between a company, its shareholders and stakeholders to exchange views on sustainability matters as relevant for the company's business strategy and its assessment of what matters ought to be considered material. **GRI 2-29** Approach to stakeholder engagement The organization shall describe its approach to engaging with stakeholders, including: i. the categories of stakeholders it engages with, and how they are identified; ii. the purpose of the stakeholder engagement; iii. how the organization seeks to ensure meaningful engagement with stakeholders		opportunities and communicate the company's responses. At the heart of stakeholder engagement is participation of relevant stakeholders. Globe uses different methods of engagement best suited to their needs, capacities, convenience, and ease. One example of a stakeholder group is our partner communities. Through our direct interaction with them and through non-government organizations (NGOs) and grassroot organizations, we are able to identify not only our impact on them but also areas we can assist them on such as connectivity support and digitalization. Even as we offer multiple channels of communication for our stakeholders, Globe Telecom continues to explore ways to improve customer interactions. Among the channels of communication made available to our stakeholders, the Company has quarterly media and investors'/analysts' briefings. We also have: ● Social Media Channels ○ Facebook account ○ X account ○ Instagram account ● Hotline ● E-mail ● Calendar of Media and Investors'/Analysts' Briefing ● Press Conferences ● Annual and Quarterly reporting, etc., ● GlobeOne Mobile Application, and ● Globe Whistleblowing Network (GWeN) Portal All of these are also made available through our website.

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

				GLO 2025 IR - Disclosure and Transparency p . 28; Stakeholder Engagement p. 37-41, 81-89 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 Financial Media Briefing https://www.globe.com.ph/about-us/newsroom SEC/PSE Disclosures – Annual, Quarterly and Periodic Reports and Briefings/Presentations https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures GLO I-ACGR 2025 - Principle 6, Recommendation 6.2 (Item 2) p. 112-113; Principle 11, Recommendation 11.1, p. 158-159; Principle 13, Optional: Principle 13, p. 203-207 https://www.globe.com.ph/sites/default/files/2026-06/Redacted_Complete%5BAmendment-1%5DGLO-i-ACGR-2025-compressed.pdf
(B).B.1.4	Does the company have a unit / division / committee who is specifically responsible to manage the sustainability matters?	**G20/OECD Principles of Corporate Governance (2023):** **VI.C.** The corporate governance framework should ensure that boards adequately consider material sustainability	**YES**	The Chief Sustainability Officer, along with a dedicated Sustainability team, drives and guides the integration of sustainability principles across the company and aligns its ESG commitments, policies, strategies, operations, targets, programs and disclosures with global sustainability frameworks and telecommunications / ICT sector priorities. The different business units collaborate with each other to address the material topics of the company.

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

		risks and opportunities when fulfilling their key functions in reviewing, monitoring and guiding governance practices, disclosure, strategy, risk management and internal control systems, including with respect to climate-related physical and transition risks. When fulfilling their key functions, boards are increasingly ensuring that material sustainability matters are also considered. For instance, boards may assess if and how sustainability matters affect companies' risk profiles. Such assessments may also relate to key executive remuneration and nomination (e.g. whether targets integrated into executives' compensation plans would be quantifiable, linked to financially material risks and incentivise a long-term view) or whether a board committee on sustainability would be useful.		Our Board also has a Board Risk Oversight and Sustainability Committee (BROSC) which tackles sustainability matters and reports periodically to our Board. The BROSC performs oversight functions on environment, social, and governance (ESG)-related risks and opportunities. These are presented at least twice a year wherein progress against addressing ESG-related risks and opportunities are discussed. GLO 2025 IR - Management p. 21; Sustainability at Globe p. 37-41; Business Model p. 42 https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf GLO I-ACGR 2025 - Principle 3, Recommendation 3.4 (Item 1) p. 82-83 https://www.globe.com.ph/sites/default/files/2026-06/Redacted_Complete%5BAmendment-1%5DGLO-i-ACGR-2025-compressed.pdf Company website - Board Committees https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees BROSC Charter https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/BROC_Charter_2021w.pdf GLO 2025 IR- Report of the Board Risk Oversight and Sustainability Committee to the Board of Directors, p. 105 https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

		ICGN (2021) PRINCIPLE 1: 1.1 Responsibilities e. accountability for the governance of sustainability ensuring the integration of human capital (particularly the workforce) and natural capital management in strategy, innovation and risk;		
(B).B.1.5	Does the company disclose board of directors/commissioners' oversight of sustainability-related risks and opportunities?	**G20/OECD Principles of Corporate Governance (2023)** **VI.C.** The corporate governance framework should ensure that boards adequately consider material sustainability risks and opportunities when fulfilling their key functions in reviewing, monitoring and guiding governance practices, disclosure, strategy, risk management and internal control systems, including with respect to climate-related physical and transition risks. **ICGN (2021) PRINCIPLE 1:** **1.1 Responsibilities** f. overseeing the company's	**YES**	The Board, through the Board Risk Oversight and Sustainability Committee (BROSC), is the highest body that governs sustainability in the company. The BROSC performs oversight functions on environment, social, and governance (ESG)-related risks and opportunities. These are presented to the BROSC at least twice a year wherein progress against addressing ESG-related risks and opportunities are discussed. Externally, Globe's website is updated regularly to communicate to its stakeholders on how the company addresses sustainability-related risks and captures opportunities for value creation. Aside from Globe's annual Integrated Report, the company reports on a quarterly basis its progress against ESG ambitions through the 17Q reports to the Securities and Exchange Commission (SEC) and through Financial Analysts and Media Briefings. GLO 2025 IR -Risk and Sustainability p. 32; Sustainability at Globe p. 37-41; Governance for Climate Action p.54 https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

		risk assessment and management (including relevant systemic risks such as climate change, ecological degradation, social inequality and digital transformation) that affect sustainable value creation and preservation and reviewing policies annually, or with any significant business change; TCFD, Governance. a. Describe the board's oversight of climate-related risks and opportunities.		GLO I-ACGR 2025 - Principle 3, Recommendation 3.4 (Items 1 and 2) p. 82-83 https://www.globe.com.ph/sites/default/files/2026-06/Redacted_Complete%5BAmendment-1%5DGLO-i-ACGR-2025-compressed.pdf Company Website - Board Committees https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees BROSC Charter https://www.globe.com.ph/sites/globe.com.ph/files/2024-08/BROC_Charter_2021w_0.pdf Report of the Board Risk Oversight and Sustainability Committee to the Board of Directors p.125 https://www.globe.com.ph/sites/globe.com.ph/files/2025-04/Globe-2024-Integrated-Report.pdf GLO 17-Q 1Q2026 Quarterly Report - PDF p. 118-120 https://www.globe.com.ph/sites/default/files/reports/secpse/2026/B.%20Quarterly%20Reports/III.%20Quarterly%20Report%20(17Q)/GLO-1Q26-17Q.pdf GLO 17-Q 3Q2025 Quarterly Report - PDF p. 114-119 https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/II.%20Quarterly%20Report%20(17Q)/glo-3q25-17q.pdf GLO 17-Q 2Q2025 Quarterly Report - PDF p. 112-116 https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/II.%20Quarterly%20Report%20(17Q)/glo_2025-17q.pdf

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

				GLO 17-Q 1Q2025 Quarterly Report - PDF p. 111-114 https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/II.%20Quarterly%20Report%20%2817Q%29/glo-1q25-17q.pdf 4Q2025 GLO Quarterly Results Press Releases - p. 8 https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/III.%20Quarterly%20Results%20Press%20Release/glo-4q25-press-release.pdf 3Q2025 GLO Quarterly Results Press Releases - p. 7-8 https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/III.%20Quarterly%20Results%20Press%20Release/glo-3q25-press-release.pdf 2Q2025 GLO Quarterly Results Press Releases - p. 7 https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/III.%20Quarterly%20Results%20Press%20Release/glo_2q25-press-release.pdf 1Q2025 GLO Quarterly Results Press Releases - p. 8 https://www.globe.com.ph/sites/default/files/reports/secpse/2025/B.%20Quarterly%20Reports/III.%20Quarterly%20Results%20Press%20Release/glo-1q25-press-release.pdf
(B).B.1.6	Does the company disclose the linkage between executive directors and senior management remuneration and sustainability performance for the previous year?	**G20/OECD Principles of Corporate Governance (2023):** **VI.C.** When fulfilling their key functions, boards are increasingly ensuring that material sustainability matters	**YES**	To accelerate the adoption of sustainability across the company, the organization has integrated ESG metrics into its performance management. Ten (10%) percent of the total Corporate Balanced Scorecard is ESG-linked, incentivizing employees who meet or exceed their overall BSC targets. Executives and senior leaders also have an ESG-linked Key Performance Indicator (KPI), which has a 5% weight, in their Long-Term Incentive Plan, directly tying their long-term

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

		are also considered. For instance, boards may assess if and how sustainability matters affect companies' risk profiles. Such assessments may also relate to key executive remuneration and nomination (e.g. whether targets integrated into executives' compensation plans would be quantifiable, linked to financially material risks and incentivise a long-term view) or how sustainability is approached by the board and its committees **ICGN (2021) PRINCIPLE 5: 5.3 Performance measures** In addition to financial performance metrics, quantifiable indicators that are material to the company's sustainable value creation and preservation, such as human capital and natural capital should be considered. Metrics guiding performance grants should be based on audited financial data, and, where possible, assured sustainability indicators.		incentives to the successful achievement of these sustainability goals. GLO 2025 IR - Remuneration of Executive Director and Senior Management p. 22; ESG-Linked Performance and Incentive p.23; Sustainability at Globe p. 37-41; Remuneration and Performance Incentive p. 54 https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

		GRI 2-19 Remuneration Policies The organization shall describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.		
(B).B.1.7	Is the company's Whistle Blowing System managed by independent parties / institutions?	**ICGN (2021) PRINCIPLE 4: Corporate culture** 4.2 Whistleblowing The board should ensure that the company has in place an independent, confidential mechanism whereby a worker, supplier, shareholder, or relevant stakeholder can (without fear of retribution) raise issues of particular concern with regard to potential or suspected breaches of a company's code of ethics or local law.	**YES**	Our whistleblowing policy ensures that whistleblowers' reports are kept confidential together with their identities, they are protected from retaliation and that points of contact for whistleblowers are available and easy to access. The Globe Whistleblower Network Facility (GWeN Portal), an online facility digitalizing whistleblower reports, administration of reports and communication with whistleblowers, is managed by an independent institution. GLO MCG - Article VII, Section 14.3, p. 46-47 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

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

				GLO 2025 IR - p. 24-25; Whistleblowing p. 26; Whistleblowing Mechanism p. 80 https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf Company website – Whistleblowing policy https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/company-policies/whistleblower-policy-2019.pdf Company website - GWeN Portal https://reportage.tips/GLOBE/ GLO I-ACGR 2025 - Principle 15, Recommendation 15.1, p. 218-219 https://www.globe.com.ph/sites/default/files/2026-06/Redacted_Complete%5BAmendment-1%5DGLO-i-ACGR-2025-compressed.pdf

Scorecard Item		**Guiding Reference**	**Answer (Yes/No)**	**GLO Remarks**
(B)C.	**Disclosure and transparency**			
(B)C.1	**Quality of Annual Report**			
(B)C.1.1	Are the audited annual financial report /statement released within 60 days from the financial year end?	**G20/OECD Principles of Corporate Governance (2023):** **IV.A.** IV.A.1. The financial and operating results of the company.	**YES**	Globe's Consolidated Audited Annual Financial Statements for the financial year ending 31 December 2025 was released and filed with pertinent regulators on 26 February 2026, which is earlier than 60 days after the financial year end. GLO 2025 Audited Financial Statements https://www.globe.com.ph/sites/default/files/reports/secpse/

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

		Audited financial statements showing the financial performance and the financial situation of the company (most typically including the balance sheet, the profit and loss statement, the cash flow statement and notes to the financial statements) are the most widely used source of information on companies.		2025/A.%20Annual%20Reports/II.%20Audited%20Financial%20Statements/pse-disclosure-globe-telecom-inc-and-subsidiaries-2025-consolidated-fs-redacted.pdf GLO I-ACGR 2025 - Principle 8, Supplement to Recommendations 8.1 (Items 1), p. 120-122 https://www.globe.com.ph/sites/default/files/2026-06/Redacted_Complete%5BAmendment-1%5DGLO-i-ACGR-2025-compressed.pdf

Scorecard Item		Guiding Reference	Answer (Yes/No)	GLO Remarks
(B)D.	**Responsibilities of the Board**			
		In this section, independent directors / commissioners, who have served for more than nine years or two terms of five years each (whichever is higher) in the same capacity, from their date of first appointment, will not be considered independent even if they are deemed to be as such in their respective jurisdictions.		

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

(B)D.1	**Board Competencies and Diversity**			
(B)D.1.1	Does the company have at least one female independent director/commissioner?	**G20/OECD Principles of Corporate Governance (2023):** **V.E.** V.E.4. Jurisdictions and companies should also consider additional and complementary measures to strengthen the female talent pipeline throughout the company and reinforce other policy measures aimed at enhancing board and management diversity.	**YES**	As part of our CG best practices and in the implementation of our Board diversity policy in the workplace, we have one (1) female independent director. Globe's female independent director is Ms. Natividad N. Alejo. Ms. Alejo was first elected during our ASM on April 25, 2023 and re-elected in our most recent ASM held on April 22, 2025. In our most recent ASM, Ms. Alejo stepped down as our ID and was succeeded by a new female ID, 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 director to three (3). GLO 2025 IR - p. 16; p. 18 https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf Company website - Board of Directors https://www.globe.com.ph/about-us/corporate-governance/board-of-directors GLO 2026 Minutes of the ASM - Item 8 - Election of external auditor and the fixing of its remuneration, PDF 6-7 https://www.globe.com.ph/sites/default/files/2026-04/ASM2026-Draft-GLO-2026-Minutes-redacted.pdf

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

				GLO 2025 ASM Voting Results - Item 4 Election of External Auditor and fixing its remuneration p. 2 https://www.globe.com.ph/sites/default/files/2026-04/Globe-2026-ASM-Voting-Results.pdf Results of the 2026 ASM and Organizational Meeting of the Board of Directors - Item 3, Election of Directors (including the Independent Directors), PDF p. 4 https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECReceived-21April2026-Results-of-ASM-and-OM-2026.pdf Minutes of the 2026 ASM - Item 6, Election of Directors (Including Independent Directors), PDF p. 5-6 https://www.globe.com.ph/sites/default/files/2026-04/ASM2026-Draft-GLO-2026-Minutes-redacted.pdf Globe 2026 ASM Voting Results - Item 3, Election of directors (including the independent directors), PDF p. 1-2 https://www.globe.com.ph/sites/default/files/2026-04/Globe-2026-ASM-Voting-Results.pdf GLO 2026 Results of the 2025 ASM and Organizational Board Meeting - PDF p. 4-6 https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECReceived-21April2026-Results-of-ASM-and-OM-2026.pdf GLO 2025 DIS - Annex "A" - DIRECTORS AND KEY OFFICERS, p. 36-37 https://www.globe.com.ph/sites/default/files/reports/secpse/2025/A.%20Annual%20Reports/III.%20Information%20State

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

				ment%20(20-IS-DIS)/glo-definitive-information-statement_covering-2025_final_mar12-redacted.pdf Company website - Natividad N. Alejo Profile in Board of Directors page https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/natividad-n-alejo GLO I-ACGR 2025 - Principle 1, Recommendation 1.4 (Item 1), p. 14-17 https://www.globe.com.ph/sites/default/files/2026-06/Redacted_Complete%5BAmendment-1%5DGLO-i-ACGR-2025-compressed.pdf
(B)D.1.2	Does the company have a policy and disclose measurable objectives for implementing its board diversity and report on progress in achieving its objectives?		**YES**	The Board of Directors, led by the Chairman, encourages its shareholders to nominate candidates who will diversify membership in the Board. Therefore, as company policy, no director or candidate for directorship shall be discriminated upon by reason of gender, age, disability, ethnicity, nationality or political, religious or cultural backgrounds. The Globe MCG reiterates this policy and further states that the Board must be composed of at least three independent directors, one of whom shall be a female, at all times. While the Company currently has two (2) female directors, the Company shall continue to study and revisit its diversity in the Board to consider a composition of 30% female directors, or at least three (3) female directors, whichever is lower, by 2026. 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 a Singaporean, and (2) Ms. Natividad N. Alejo, who is an independent director as well.

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

				In 2026, we elected three (3) female directors to our Board namely: (1) Ms. Rizalina G. Mantaring, our new female independent director; (2) Ms. Mariana Beatriz Zobel de Ayala, our new female non-executive director; and (3) Ms. Tan Mee Ling Aileen, who is a Singaporean and non-executive independent director 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. In our most recent ASM, Mr. Ng Kuo Pin stepped down from the Board, and was succeeded by Mr. Tan Tian Chong, 60 years old, Singaporean, with background in connectivity, cyber security, quantum computing and artificial intelligence, who also served the Singaporean Army, retiring at the rank of Colonel. Mr. Jaime Alfonso Antonio Zobel de Ayala was re-elected as Director and appointed as Co-Vince Chair of our Board in the organizational meeting held immediately after the ASM. GLO 2025 IR - p. 17-18; p. 27; p. 33-34 https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

				GLO Articles of Incorporation 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 GLO By-Laws 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 GLO MCG 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 Company website - Company Policies https://www.globe.com.ph/about-us/corporate-governance/company-policies Board Charter 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 Code of Conduct and Ethics 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 GLO I-ACGR 2025 - Principle 1, Optional: Recommendation 1.4 (Item 1) p. 14-17 https://www.globe.com.ph/sites/default/files/2026-06/Redact

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

				ed_Complete%5BAmendment-1%5DGLO-i-ACGR-2025-compressed.pdf
(B)D.2	**Board Structure**			
(B)D.2.1	Is the Nominating Committee comprised entirely of independent directors/ commissioners?	**ICGN (2021) PRINCIPLE 2:** 2.2 Independence levels The board should comprise a majority of independent non-executive directors as a general standard. This should be regarded as best practice not only for companies with widely-held share ownership, but also for companies with concentrated share ownership and subsidiary companies. At a minimum, controlled companies should seek to link board independence levels to the economic stake held by minority shareholders.	**YES**	As stipulated in the Nomination and Governance Committee Charter, the said Committee shall be composed of at least three (3) members, all of whom shall be independent directors including the Chairman. Globe's Nomination and Governance Committee members are Mr. Ramon L. Jocson who is the Chairman, Mr. Antonio Jose U. Periquet, Jr, and Mr. Cirilo P. Noel, all of whom are independent directors. GLO 2025 IR - pp. 15-16; p. 19 https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf Company Website - Nomination and Governance Committee https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees Nomination and Governance Committee Charter 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 GLO I-ACGR 2025 - Principle 3, Recommendation 3.3 (Item 2) p. 80-81 https://www.globe.com.ph/sites/default/files/2026-06/Redacted_Complete%5BAmendment-1%5DGLO-i-ACGR-2025-compressed.pdf

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

				GLO 2026 Results of the ASM and Organizational Meeting https://www.globe.com.ph/sites/default/files/2026-04/GLO-17-C-Corporate-Disclosure-PSESECReceived-21April2026-Results-of-ASM-and-OM-2026.pdf GLO 2025 Results of the ASM and Organizational Meeting 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
(B)D.2.2	Does the Nominating Committee undertake the process of identifying the quality of directors aligned with the company's strategic directions?	**G20/OECD Principles of Corporate Governance (2023)** **V.D.6.** Ensuring a formal and transparent board nomination and election process. The board, with the support of a nomination committee if established, has an essential role to play in ensuring that the nomination and election processes are respected. First, while actual procedures for nomination differ among jurisdictions, the board has the responsibility to make sure that established procedures are transparent and respected. Second, the board has a key role in defining the collective or individual profile of board members that the company may	**YES**	Globe's MCG explicitly states that one of the functions of the Nomination and Governance Committee is to "undertake the process of identifying the quality of directors aligned with Globe's…strategic directions". The Committee's Charter also states this. GLO MCG - Article II, Section 3.3 (Item h), p. 21-22 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 GLO 2025 IR - p. 19 https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf Nomination and Governance Committee Charter 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

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

		need at any given time, considering the appropriate knowledge, competencies and expertise to complement the existing skills of the board. Third, the board or nomination committee has the responsibility to identify potential candidates to meet desired profiles and propose them to shareholders, and/or consider those candidates advanced by shareholders.		GLO I-ACGR 2025 - Principle 2, Recommendation 2.6 (Items 1-6) p. 49-53 https://www.globe.com.ph/sites/default/files/2026-06/Redacted_Complete%5BAmendment-1%5DGLO-i-ACGR-2025-compressed.pdf
(B)D.3	**Board Appointments and Re-Election**			
(B)D.3.1	Does the company use 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/commissioners?	**G20/OECD Principles of Corporate Governance (2023):** **V.D.6.** The board or nomination committee has the responsibility to identify potential candidates to meet desired profiles and propose them to shareholders, and/or consider those candidates advanced by shareholders.	**YES**	Aligned with our Board Charter and the Nomination and Governance Committee Charter, Globe may use 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. GLO Board Charter - Article I, Section 1.6.3, p. 6-7 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 GLO Nomination and Governance Committee Charter - Section 4.3, PDF p. 5 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

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

				GLO I-ACGR 2025 - Principle 2, Optional: Recommendation to 2.6 (Item 1), p. 53-54 https://www.globe.com.ph/sites/default/files/2026-06/Redacted_Complete%5BAmendment-1%5DGLO-i-ACGR-2025-compressed.pdf
(B)D.4	**Board Structure & Composition**			
(B)D.4.1	Do independent non-executive directors/commissioners make up more than 50% of the board of directors/commissioners for a company with independent chairman?	**G20/OECD Principles of Corporate Governance (2023):** V.E.1. Boards should consider assigning a sufficient number of independent board members capable of exercising independent judgement to tasks where there is a potential for conflicts of interest. Examples of such key responsibilities are ensuring the integrity of financial and other corporate reporting, the review of related party transactions, and nomination and remuneration of board members and key executives.	**NO**	Globe ensures that its directors practice independent judgement and in the interest of the company and our stakeholders, such that "A director should view each problem/situation objectively and support plans and ideas which he believes are beneficial to the Corporation" as part of the specific duties and responsibilities of each director. We also ensure that Board diversity is observed through our Board Diversity policy. Globe's 11-member Board of Directors is comprised of ten (10) non-executive directors (NEDs), including four (4) independent directors (IDs). Among the IDs, the Board also appointed a Lead ID. Company website - Board of Directors https://www.globe.com.ph/about-us/corporate-governance/board-of-directors GLO MCG - Article II, Section 2.2 (Item a), p. 7; Article II, Section 2.3 (Item d), p. 10 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 GLO I-ACGR 2025 - Principle 5, Recommendation 5.1 p. 96 https://www.globe.com.ph/sites/default/files/2026-06/Redacted_Complete%5BAmendment-1%5DGLO-i-ACGR-2025-compr

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

				essed.pdf
(B)D.5	**Risk Oversight**			
(B)D.5.1	Does the company disclose that its Board identified key risk in relation to information technology including disruption, cyber security, and disaster recovery, to ensure that such risks are managed and integrated into the overall risk management framework?	**G20/OECD Principles of Corporate Governance (2023):** **V.D.2.** When fulfilling these key functions, the board should ensure that material sustainability matters are considered. With a view to increasing resilience, boards should also ensure that they have adequate processes in place within their risk management frameworks to deal with significant external company relevant risks, such as health crises, supply chain disruptions and geopolitical tensions. These frameworks should work ex ante (as companies should foster their resilience in the event of a crisis) and ex post (as companies should be able to set up crisis management processes at the onset of a sudden negative event). Of notable importance is the management of digital security risks, which	**YES**	The Board of Directors oversees and conducts an annual review of Globe's material controls, covering operational, financial and compliance areas and overall RM systems. The overall responsibility and accountability for RM oversight rests with the Board. To enable the Board to effectively discharge Globe's RM function, various Board committees have been designated to provide RM oversight for specific risk areas. 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. The BROSC is mandated to assist the Board in fulfilling its oversight responsibilities in relation to Risk Governance in Globe. This ensures that the Board and Globe's Management will be able to make well-informed and intelligent decisions based on thorough assessment of risks and opportunities. 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. The Chief Information Officer (CIO) is responsible and accountable for the overall governance of IT, and reports to the CEO. The CIO also reports on matters concerning IT risks to the

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

		are dynamic and can change rapidly. Risks may relate, among other matters, to data security and privacy, the handling of cloud solutions, authentication methods, and security safeguards for remote personnel working on external networks. As with other risks, these risks should be integrated more broadly within the overall cyclical company risk management framework.		BROSC. As Globe accelerates its digital transformation programs, ISG is well positioned in ensuring that cybersecurity and managed security services are effectively in place as Globe remains steadfast in prioritizing cybersecurity by running periodic vulnerability assessments, patch management, data loss prevention, event monitoring, and security threat detection to ensure assets are secured and protected. The Information Security and Data Privacy (ISDP) group, under the direction of Globe's Chief Information Security Officer, is in charge of preventing and mitigating unauthorized access, modification, disclosure, or destruction of personal data among other data privacy and cybersecurity incidents covering the entire Globe Group of companies. 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. Mr. Anton Reynaldo M. Bonifacio, the Chief Information Security Officer (CISO) and Chief Artificial Intelligence Officer (CAIO), leads both the Information Security and Data Privacy Group (ISDP), which is a fully-operationalized group that focuses on Globe's data privacy and cybersecurity matters, and the newly formed Artificial Intelligence Group (AIG), which focuses on strategic AI planning, development, business integration, and governance. The Board, through the ARC and the BROC, is provided regular updates on information security and data privacy matters by the CISO to ensure that cyber risks and technology or digital threats to the business and the customers are prepared for, addressed and managed effectively. Supporting the office of the CISO, the Chief Privacy Officer (CPO), Atty. Irish Krystle Almeida, performs her function in accordance with Philippine Republic

				Act 10173 or the Data Privacy Act of 2012 and its relevant implementing rules and circulars. As CPO, she also functions as the key liaison with the National Privacy Commission. The CISO also reports directly to the President and CEO, ensuring that cybersecurity and privacy remain priorities at Globe. The Board, through the ARC and the BROSC, is provided regular updates on information security and data privacy matters by the CISO to ensure that cyber risks and technology or digital threats to the business and the customers are prepared for, addressed and managed effectively. Supporting the office of the CISO, the Chief Privacy Officer (CPO), Atty. Irish Krystle Almeida, performs her function in accordance with Philippine Republic Act 10173 or the Data Privacy Act of 2012 and its relevant implementing rules and circulars. As CPO, she also functions as the key liaison with the National Privacy Commission. The CISO also reports directly to the President and CEO, ensuring that cybersecurity and privacy remains a priority at Globe. Among the identified risks of Globe are Information and Communications Technology Risk, Business Disruption Risk, Cybersecurity Risk, and Data Privacy Risk. The BROSC approves the top risks that are identified as a result of the annual enterprise-wide assessment of risks, sustainability-linked risks. This process starts with the identification of key risks that threaten the achievement of Globe's business and strategic objectives at the corporate and business unit level. These risks are then identified, analyzed, evaluated to identify the company's top risks for the next fiscal year. Each risk is assigned to the appropriate risk owner/s for the development of plans to manage said risks.

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

				GLO 2025 IR - p. 30-36; p. 105 https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf Business Continuity Management Policy https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/sustainability/policies/Globe-Business-Continuity-Management-BCM-Policy_July2022.pdf Company website - IT Governance and Cyber Security https://www.globe.com.ph/about-us/corporate-governance/company-policies GLO I-ACGR 2025 - Principle 12, Optional: Recommendation 12.1 (Item 1) p. 171-175 https://www.globe.com.ph/sites/default/files/2026-06/Redacted_Complete%5BAmendment-1%5DGLO-i-ACGR-2025-compressed.pdf
(B)D.6	**Board Performance**			
(B)D.6.1	Does the company have a separate board level Risk Committee?	**ICGN (2021) PRINCIPLE 6:** **6.5 Risk Committee** While ultimate responsibility for a company's risk management approach rests with the full board, having a risk committee can be an effective mechanism to bring the transparency, focus and independent judgement needed to oversee the	**YES**	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. The BROSC is mandated to assist the Board in fulfilling its oversight responsibilities in relation to Risk Governance in Globe. This ensures that the Board and Globe's Management will be able to make well-informed decisions based on thorough assessment of risks and opportunities.

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.

		company's approach to risk management and internal controls. A risk committee, and the board more generally, should be informed through the company's enterprise-wide internal control and risk management system.		Company website - Board Committees https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees BROSC Charter https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/BROC_Charter_2021w.pdf GLO 2025 IR - p. 19; p. 23; p. 30-36; p. 105 https://www.globe.com.ph/sites/default/files/2026-04/Globe-2025-Integrated-Report.pdf GLO I-ACGR 2025 - Principle 3, Recommendation 3.4 (Items 1 and 2) p. 82-83 https://www.globe.com.ph/sites/default/files/2026-06/Redacted_Complete%5BAmendment-1%5DGLO-i-ACGR-2025-compressed.pdf

Notes: Information used are as of 15 June 2026. Where applicable and for convenient reading, PDF pages (p.) will be used as reference.