

**LEVEL 2 – BONUS ITEMS****(B) A. RIGHTS OF SHAREHOLDERS**

Scorecard Item		Guiding Reference	Answer (Yes/No)	GLO Remarks
(B)A.1	Right to participate effectively in and vote in general shareholders meeting and should be informed of the rules, including voting procedures that govern general shareholders meeting.			
A.1.1(B)	Does the company allow the use of secure electronic voting in absentia at the general meetings of shareholders?	<p><b>OECD Principle II (C)</b> (4) Shareholders should be able to vote in person or in absentia, and equal effects should be given to votes whether cast in person or in absentia.</p>	<b>YES</b>	<p>All stockholders are informed of all options available for voting and participating at the Globe Annual Stockholders' Meetings (ASMs), which includes an option for secure electronic voting <i>in absentia</i>, prior to ASMs through the 'Notice and Agenda of ASMs' included in the DIS sent to shareholders. The policy and procedures are reiterated by our Corporate Secretary during ASMs. The same are also reflected in the Notice and Agenda, and DIS for our most recent ASM. Globe further enhanced this mechanism through the Voting <i>in Absentia</i> &amp; Shareholder (VIASH) System, which is used by the Ayala Group of listed companies. Details on how to use the VIASH System were also included in the DIS for the shareholders.</p> <p>Notice and Agenda of the 2023 ASM  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO-17-C-Notice-of-2023-ASM-with-Agenda-and-Explanation-of-Agenda-Items-PSESECRReceived06Feb2023.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO-17-C-Notice-of-2023-ASM-with-Agenda-and-Explanation-of-Agenda-Items-PSESECRReceived06Feb2023.pdf</a></p> <p>GLO DIS, p. PDF pp. 3 (Item 2), 28-29, 30 and Annex "F"</p>



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**(B) B. EQUITABLE TREATMENT OF SHAREHOLDERS**

Scorecard Item		Guiding Reference	Answer (Yes/No)	GLO Remarks
B.1	Notice of AGM			
B.1.1(B)	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?	<b>OECD Principle II (C)</b> (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. (3) Effective shareholder participation in key corporate governance decisions, such as the nomination and election of board members, should be facilitated.  <b>OECD Principle III (A)</b>  <b>ICGN 8.3.2 Shareholder participation in governance</b>	YES	Globe observes sending of notices of ASMs at least 28 days prior to the date of the actual meeting. All of the relevant materials are likewise posted publicly on the company website.  For our most recent ASM held on 25 April 2023, we first submitted the Notice of the virtual ASM to the PSE/Exchange and the SEC on 7 December 2022, followed by the Notice with Agenda and Explanation of Agenda Items of the ASM on 6 February 2023. We likewise sent the ASM kit to shareholders on 28 March 2023, which is 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



		<p>Shareholders should have the right to participate in key corporate governance decisions, such as the right to nominate, appoint and remove directors on an individual basis and also the right to appoint external auditors.</p> <p><b>ICGN 8.4.1 Shareholder ownership rights</b> The exercise of ownership rights by all shareholders should be facilitated, including giving shareholders timely and adequate notice of all matters proposed for shareholder vote.</p> <p><b>CLSA-ACGA (2010) CG Watch 2010 – Appendix 2.</b> <b>(I) CG rules and practices</b> (25) Do[es] the company release their AGM notices (with detailed agendas and explanatory circulars) at least 28 days before the date of the meeting?</p>	<p>Items, Proxy Form, Guidelines and Procedure for Electronic Voting through remote communication or <i>in absentia</i>, and the DIS. The same was published in newspapers of general circulation, in print and online format, on 27 and 28 of March 2023.</p> <p><u><a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRReceived08Aug2023-pse.pdf">GLO i-ACGR, pp. 99-100 (Recommendation 13.2)</a></u> <u><a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRReceived08Aug2023-pse.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRReceived08Aug2023-pse.pdf</a></u></p> <p><u><a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO-17-C-Setting-of-2023-ASM_PSESECRReceived07Dec2022.pdf">Initial Notice 2023 ASM</a></u> <u><a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO-17-C-Setting-of-2023-ASM_PSESECRReceived07Dec2022.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO-17-C-Setting-of-2023-ASM_PSESECRReceived07Dec2022.pdf</a></u></p> <p><u><a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO-17-C-Notice-of-2023-ASM-with-Agenda-and-Explanation-of-Agenda-Items-PSESECRReceived06Feb2023.pdf">Notice and Agenda of the 2023 ASM</a></u> <u><a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO-17-C-Notice-of-2023-ASM-with-Agenda-and-Explanation-of-Agenda-Items-PSESECRReceived06Feb2023.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO-17-C-Notice-of-2023-ASM-with-Agenda-and-Explanation-of-Agenda-Items-PSESECRReceived06Feb2023.pdf</a></u></p> <p><u><a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO-ASM2023-Minutes.pdf">GLO 2023 Minutes of the ASM, PDF p. 3 (Item 2)</a></u> <u><a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO-ASM2023-Minutes.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO-ASM2023-Minutes.pdf</a></u></p>
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**(B) C. ROLE OF STAKEHOLDERS**

*Notes: Information used are as of 30 June 2023. Where applicable and for convenient reading, PDF pages (pp.) will be used as reference.*



Scorecard Item		Guiding Reference	Answer (Yes/No)	GLO Remarks
<b>C.1</b>				
(B)C.1.1	Does the company adopt an internationally recognized reporting framework for sustainability (i.e. GRI, Integrated Reporting, SASB)?	OECD – IV. The role of Stakeholders	<b>YES</b>	<p>Globe adopts and observes internationally recognized reporting frameworks that include, among others, the Global Reporting Initiative (GRI) standards, Integrated Reporting Framework, and the Sustainability Accounting Standards Board (SASB).</p> <p>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.</p> <p><u><a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRceived08Aug2023-pse.pdf">GLO i-ACGR, pp. 81-82 (Recommendation 10.1)</a></u> <u><a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRceived08Aug2023-pse.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRceived08Aug2023-pse.pdf</a></u></p> <p><u><a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/investor-relations/integrated-report/Globe-2022-Integrated-Report.pdf">GLO IR, pp. 15, 96-99</a></u> <u><a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/investor-relations/integrated-report/Globe-2022-Integrated-Report.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/investor-relations/integrated-report/Globe-2022-Integrated-Report.pdf</a></u></p> <p><u><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-SECRceived30May2017.pdf">GLO MCG, pp. 53-54 (Article VII, Section 16.1)</a></u> <u><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-SECRceived30May2017.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-SECRceived30May2017.pdf</a></u></p>



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**(B) D. DISCLOSURE AND TRANSPARENCY**

Scorecard Item		Guiding Reference	Answer (Yes/No)	GLO Remarks
D.1				
(B)D.1.1	Are the audited annual financial report/ statement released within 60 days from the financial year end?	<b>OECD Principle V (A)</b>	<b>YES</b>	<p>Globe's Consolidated Audited Annual Financial Statements for the financial year ending 31 December 2022 was released and filed with pertinent regulators on <b>28 February 2023</b>, which is earlier than 60 days after the financial year end.</p> <p>GLO 2022 Audited Financial Statements  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2022/annual-v2/audited-financial-statements/Globe-Telecom-Inc-2022-Consolidated-Financial-Statements_SecReceived28Feb2023.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2022/annual-v2/audited-financial-statements/Globe-Telecom-Inc-2022-Consolidated-Financial-Statements_SecReceived28Feb2023.pdf</a></p> <p>GLO i-ACGR, pp. 61-62 (Supplement to Recommendation 8.1(1))  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRReceived08Aug2023-pse.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRReceived08Aug2023-pse.pdf</a></p>
(B)D.1.2	Does the company disclose details of remuneration of the CEO?		<b>YES</b>	<p>Globe's President and CEO is the sole executive director. The executive director does not receive per diem allowance/remuneration for his role as part of Globe Management. As such, our employee remuneration/compensation policy applies to Mr. Cu. Fixed remuneration is based on the value of the role, talent, and</p>



			<p>the prevailing market rates. More discussion on our remuneration components is disclosed in our i-ACGR, IR and company website.</p> <p>GLO i-ACGR, pp. 67-68 (Recommendation 8.4(2))  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRReceived08Aug2023-pse.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRReceived08Aug2023-pse.pdf</a></p> <p>GLO IR, pp. 40-42  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/investor-relations/integrated-report/Globe-2022-Integrated-Report.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/investor-relations/integrated-report/Globe-2022-Integrated-Report.pdf</a></p> <p>Rewards or Compensation Policy (Company website)  <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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**(B) E. RESPONSIBILITIES OF THE BOARD**

Scorecard Item		Guiding Reference	Answer (Yes/No)	GLO Remarks
E.1	Board Competencies and Diversity			
(B)E.1.1	Does the company have at least one female independent director/commissioner?	<b>OECD Principle VI (E)</b> (4) Countries may wish to consider measures such as voluntary targets, disclosure requirements, boardroom quotas, and private initiatives that enhances gender diversity on boards and in senior management	<b>YES</b>	<p>Globe's female independent director is <b>Ms. Natividad N. Alejo</b>. Ms. Alejo was first elected during the most recent ASM on April 25, 2023.</p> <p>GLO 2023 Minutes of the ASM, PDF pp. 9-11 (Item 7)  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO-ASM2023-Minutes.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO-ASM2023-Minutes.pdf</a></p>



				<p><u>GLO 2023 Voting Results of the ASM, PDF p. 2 (Item 4)</u>  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO_Voting_Results_ASM-2023.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO_Voting_Results_ASM-2023.pdf</a></p> <p><u>Natividad N. Alejo Profile in Board of Directors page (Company website)</u>  <a href="https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/natividad-n-alejo.html">https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/natividad-n-alejo.html</a></p> <p><u>GLO DIS, pp. 34-35 ("Annex A")</u>  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO_Definitive_Information_Statement_SEC_Received_March28_final.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO_Definitive_Information_Statement_SEC_Received_March28_final.pdf</a></p> <p><u>GLO i-ACGR, p. 42 (Recommendation 3.4(2))</u>  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECReceived08Aug2023-pse.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECReceived08Aug2023-pse.pdf</a></p>
(B)E.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?	<p><b>OECD Principle VI (E)</b>  (4) Countries may wish to consider measures such as voluntary targets, disclosure requirements, boardroom quotas, and private initiatives that enhances gender diversity on boards and in senior management</p>	<b>YES</b>	<p>As part of our CG best practices and in implementation of our board diversity policy in the workplace, Globe already has two (2) female independent directors in the Board. To have at least one (1) female director in our Board is also stated in our Board Charter. Our Board diversity policy also states that no director or candidate for director shall be discriminated upon by reason of gender, age, disability, ethnicity, nationality or political, religious, or cultural backgrounds. The Board of Directors, led by the Chairman, also encourages shareholders to nominate candidates who will diversify membership in the Board.</p>



			<p>As such, we have a very diverse mix of directors with professional backgrounds and experience in various industries other than the telco industry. The directors also come from various educational backgrounds and from different ethnic backgrounds with a mix of different nationalities. Globe also has a racially diverse Board with directors' age range from 30s to early 70s.</p> <p>Our directors' profiles are included in our IR and company website.</p> <p><u>Board of Directors (Company website)</u>  <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><u>GLO Board Charter (Company website)</u>  <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><u>GLO IR, pp. 36, 60-71</u>  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/investor-relations/integrated-report/Globe-2022-Integrated-Report.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/investor-relations/integrated-report/Globe-2022-Integrated-Report.pdf</a></p> <p><u>GLO i-ACGR, pp. 9-10 (Optional: Recommendation 1.4)</u>  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRceived08Aug2023-pse.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRceived08Aug2023-pse.pdf</a></p> <p><u>Policy on Board Diversity (Company website)</u>  <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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E.2	Board Structure			
(B)E.2.1	Is the Nominating Committee comprise[d] entirely of independent directors/commissioners?	<p><b>ICGN 2.4.4 Composition of board committees</b> The members of these key board committee should be solely non-executive directors, and in the case of the audit and remuneration committees, solely independent directors. All members of the nominations committee should be independent from management and at least a majority should be independent from dominant owners.</p>	YES	<p>Globe's Nomination and Governance Committee is composed of three (3) directors, all of whom are independent and non-executive directors including the Committee chairman.</p> <p>Board Committees (Company website) <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>GLO 2023 Results of the ASM and Organizational Board Meeting, PDF p. 5 <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/SEC-Form-17-C-GLO-ASM2023-Results-and-OrgMeeting-Results-PSESECRReceived25Apr2023.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/SEC-Form-17-C-GLO-ASM2023-Results-and-OrgMeeting-Results-PSESECRReceived25Apr2023.pdf</a></p> <p>GLO i-ACGR, pp. 41-42 (Recommendation 3.3(2)) <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRReceived08Aug2023-pse.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRReceived08Aug2023-pse.pdf</a></p>
(B)E.2.2	Does the Nominating Committee undertake the process of identifying the quality of directors aligned with the company's strategic directions?	<p><b>OECD Principle VI</b> (5) Ensuring a formal and transparent board nomination and election process. While actual procedures for nomination may differ among countries, the board or a nomination committee has a special responsibility to make sure that established procedures are transparent and respected. The board or nominating committee has a key role in (but not limited to): (i) Defining the general or individual</p>	YES	<p>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.</p> <p>GLO MCG, p. 21 (Article II, Section 3.3, (h)) <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>



		profile of board members that the company may need at any given time; (ii) Considering the appropriate knowledge, competencies and expertise to complement the existing skills of the board; (iii) Identifying potential candidates to meet desired profiles and proposing them to shareholders, and/or (iv) Considering those candidates advanced by shareholders with the right to make nominations		<p><a href="#">Nomination and Governance Committee Charter, PDF p. 9 (Section 3.2(b))</a>  <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>GLO i-ACGR, pp. 26-27 (Recommendation 2.6(6))  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRReceived08Aug2023-pse.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRReceived08Aug2023-pse.pdf</a></p>
<b>E.3</b>	<b>Board Appointments and Re-Election</b>			
(B)E.3.1	Does the company use professional 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?	<p><b>OECD Principle VI (D)</b>  (5) 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 with the right to make nominations. There are increasing calls for open search processes extending to a broad range of people.</p> <p><b>WORLD BANK PRINCIPLE 6</b>  (VI.I.21) Are the boards known to hire professional search firms when proposing candidates to the board?</p>	<b>YES</b>	<p>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.</p> <p>GLO Board Charter, p. 7 (Article II, Section 1.6.3)  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/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>GLO Nomination and Governance Committee Charter, PDF p. 5 (Section 4.3)  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/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>
<b>E.4</b>	<b>Board Appointments and Re-Election</b>			



(B)E.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?	<b>OECD Principle VI (E)</b> (1) Boards should consider assigning a sufficient number of non-executive board members capable of exercising independent judgement to tasks where there is a potential for conflict of interest.	<b>NO</b>	<p>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.</p> <p><u>GLO MCG, pp. 7, 10 (Article II, Section 2.2(a); Section 2.3 (d))</u>  <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><u>Board of Directors (Company website)</u>  <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><u>GLO i-ACGR, p. 50-51, 54 (Recommendations 5.1, 5.5)</u>  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRReceived08Aug2023-pse.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2022/Globe-Amended-SEC-Form%20i-ACGR-2022_PSESECRReceived08Aug2023-pse.pdf</a></p> <p><u>GLO 2023 Voting Results during the ASM, PDF p. 2 (Item 4)</u>  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO_Voting_Results_ASM-2023.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO_Voting_Results_ASM-2023.pdf</a></p>
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<b>E.5</b>	<b>Risk Oversight</b>			
(B)E.5.1	Does the board describe its governance process around IT issues including disruption, cyber security, disaster recovery, to ensure that all key risks are identified, managed and reported to the board?	<p><b>King Code 2009</b></p> <p>5. The governance of information technology The board should be responsible for information technology (IT) governance</p> <p>5.1.1. The board should assume the responsibility for the governance of IT and place it on the board agenda.</p> <p>5.1.2. The board should ensure that an IT charter and policies are established and implemented.</p>	<b>YES</b>	<p>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.</p> <p>A Board Risk Oversight Committee (BROC) 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 BROC will ensure an integrated and holistic oversight on RM at the Board level. The BROC 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.</p> <p>The Information Systems Group (ISG) is the information technology (IT) arm of Globe, committed</p>



			<p>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 BROCC. 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.</p> <p>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</p>
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			<p>2012 (Republic Act 10173). Mr. Anton Reynaldo M. Bonifacio, the Chief Information Security Officer (CISO), leads the Information Security and Data Privacy Division (ISDP), which is a fully-operationalized group that focuses on Globe’s data privacy and cybersecurity matters. The Board, through the ARC and the BROCC, 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.</p> <p>We also continue implementing best practices on business resiliency to assure customers and stakeholders of our preparedness in handling business disruptions in the event of a major incident or disaster such as, most recently, the COVID-19 global pandemic. Business continuity protocols include, among others, activating network contingencies that reduce the impact of service disruptions to customers. Our Business Continuity Management (BCM) policy also serves as our guide</p>
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			<p>to ensure that key risks are identified, managed and reported to our Management and Board.</p> <p>The Operational Risk Management and Business Continuity (ORB) team, under the Risk Management Office (RMO), is responsible for overseeing the company's implementation, review, and certification for the following management systems:</p> <ul style="list-style-type: none"> <li>• ISO 22301: Business Continuity 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.</li> <li>• ISO 14001: Environmental Management The program aims to ensure that the company's environmental impact is at a minimum, as a result of effective and efficient use of resources, pollution prevention, and waste management programs.</li> <li>• ISO 45001: Occupational Health and Safety The program aims to achieve a workplace with prime consideration for the safety and well-being of its employees, partners, and the public.</li> </ul> <p>ORB is also responsible for the development, implementation, activation, and review 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</p>
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			<p>and man-made disasters. Globe continues to be certified in ISO 22301:2019 – Business Continuity Management. Our IR also discusses our policy on data privacy and intellectual property rights, our identified IT issues, among other risk issues, and how we handle these and other activities we have in relation to these. We posted the same on our website including our response to COVID-19.</p> <p>Our IR also discusses our policy on data privacy and intellectual property rights, among other risk issues, and how we handle these and other activities we have in relation to these. We posted the same on our website including our response to COVID-19.</p> <p><u>GLO IR (pp. 55-56, 74-77, 80-83, 126-127)</u>  <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/investor-relations/integrated-report/Globe-2022-Integrated-Report.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/investor-relations/integrated-report/Globe-2022-Integrated-Report.pdf</a></p> <p><u>Enterprise Risk Management</u>  <a href="https://www.globe.com.ph/about-us/corporate-governance/enterprise-risk-management.html">https://www.globe.com.ph/about-us/corporate-governance/enterprise-risk-management.html</a></p> <p><u>Response to COVID-19 (Company website)</u>  → <a href="https://www.globe.com.ph/stay-safe-at-home/faq.html">https://www.globe.com.ph/stay-safe-at-home/faq.html</a>  → <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2020/Other-Reports/Other-Disclosures/GLO-17C-COVID-19-Response_200316.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2020/Other-Reports/Other-Disclosures/GLO-17C-COVID-19-Response_200316.pdf</a></p> <p><u>IT Governance and Cyber Security (Company website)</u></p>
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<b>E.6</b>	<b>Board Performance</b>			
(B)E.6.1	Does the company have a separate level Risk Committee?	<b>ICGN 5.5 Risk Committee</b> While ultimate responsibility for a company's risk management approach rests with the full board, having a risk committee (be it a stand-alone risk committee, a combined risk committee with nomination and governance, strategy, audit or other) can be an effective mechanism to bring the transparency, focus and independent judgement needed to oversee the company's risk management approach.	<b>YES</b>	Board Committees (Company website) <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>  GLO 2023 Results of the ASM and Organizational Board Meeting, PDF p. 6 <a href="https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/SEC-Form-17-C-GLO-ASM2023-Results-and-OrqMeeting-Results-PSESECREceived25Apr2023.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/SEC-Form-17-C-GLO-ASM2023-Results-and-OrqMeeting-Results-PSESECREceived25Apr2023.pdf</a>