

GLOBE TELECOM, INC.
CHARTER OF THE BOARD RISK OVERSIGHT AND SUSTAINABILITY COMMITTEE

1. Policy Declaration

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

2. Purpose

2.1. The Charter of the Board Risk Oversight and Sustainability Committee (“Charter”) sets out the purpose/mission, authority, roles, and responsibilities of Globe’s Board Risk Oversight and Sustainability Committee (“BROSC” or the “Committee”); including the rules governing the BROSC, as approved by the Board of Directors (“BOD or the “Board”).

2.2. The BROSC assists the BOD in fulfilling its oversight responsibilities in relation to risk and sustainability governance in Globe. This will ensure that the Board and Top Management will be able to make well-informed decisions based on thorough assessment of risks and opportunities. This includes:

2.2.1. Ensuring that there is an effective, efficient and integrated risk management and sustainability process working in place.

2.2.2. Enabling the identification, analysis, and assessment of key risk exposures, its impact to Globe’s strategic and business objectives, as well as the formulation of an effective RM strategy. This includes exposures related to Environmental, Social, and Governance (ESG) risks, as well as climate-related risks and opportunities.

2.2.3. Cultivating a sound organizational structure with effective Enterprise Risk Management (“ERM”) and Sustainability frameworks working in place.

2.2.4. Establishing clear definitions of risk-taking authority, ownership, accountability, and proper segregation of duties.

2.2.5. Fostering a risk-aware culture that is pervasive throughout Globe, and ensures transparency in reporting of key risks to relevant stakeholders.

3. Committee Structure and Composition

- 3.1. The Committee shall consist of at least three (3) members of the Board, majority of whom shall be independent directors of Globe. At least one member of the committee must have relevant and thorough knowledge and experience on risk and risk management.
- 3.2. The Board shall designate one member, who must be an independent director, to serve as the Committee Chairperson. The Chairperson should not be the Chairman of the Board or of any other committee.
- 3.3. The Board shall appoint the Committee members at its annual organizational meeting. Membership shall be reviewed annually subject to the approval of the Board.

4. Roles, Responsibilities and Authority of the BROSC

4.1. The BROSC shall have the following roles and responsibilities:

4.1.1. Develop a formal Enterprise Risk Management Framework that has the following key elements:

4.1.1.1. Common language or register of risks

4.1.1.2. Well-defined risk management goals

4.1.1.3. Enabling Enterprise Risk Management Organization

4.1.1.4. Process for assessing risks and approaches to designing and implementing strategies to manage risks

4.1.1.5. Continuing assessments to improve risk strategies, processes and measures

4.1.2. Provide oversight on Globe's activities in identifying and managing key enterprise-wide and operational risks (but not limited to): Strategy, Technology, Financial, Credit, Market, Information/Cybersecurity, Data Privacy, Business Disruption, Supply Chains, Legal, Regulatory, Fraud, Customer Experience, Environmental, Social, and Governance (ESG) risks, Climate-related risks and opportunities.

4.1.3. Through the Enterprise Risk Management Function, exercise oversight and guidance over Globe's risk management and governance structure:

4.1.3.1. RM and Sustainability processes and activities are embedded within Globe's policies, processes, activities, and in all strategic and operational decisions. The BROSC shall review the following:

- RM activities meant to scan for, identify, and assess the impact of near-term and forward-looking risks (e.g. emerging risk scanning, black swan events, etc.).

- Risk profile, on a periodic basis, and evaluate the likelihood of occurrence, severity of impact of risk exposures, and effectiveness and adequacy of RM strategies.
 - RM strategies to ensure that risk mitigation plans are on track, timely reported, and continuously reviewed by risk owners for effectiveness and adequacy.
 - RM strategies, activities, and mitigation plans related to the management of Environmental, Social, and Governance Risks, including Climate-related risks and opportunities, are in place and periodically reviewed by management and risk owners for effectiveness and adequacy.
 - Ownership and accountability over key risks to ensure that these are being managed.
- 4.1.3.2. Ensure the effective development, implementation, maintenance, adequacy, and continuous relevance, comprehensiveness and effectiveness of the RM function - its policies, frameworks, processes, and documentation.
- Review established risk policies, frameworks, and procedures, and ensure that they are being complied with.
 - Review RM processes and activities to ensure that they are working as intended.
 - Review the objectivity, effectiveness, and efficiency of Globe's RM function in the context of Globe's size, scale, complexity, and scope of operations.
- 4.1.3.3. Foster a risk-aware culture that is pervasive throughout the organization by promoting transparency and open discussions from all levels of the organization on risks faced by Globe, and its impact to Globe's objectives and strategies.
- 4.1.3.4. Advise the Board on risk appetite and risk tolerance levels to ensure that the risks accepted by Globe are appropriate.
- Review at least annually Globe's risk appetite levels and risk tolerance limits, considering developments in the industry, market shifts, regulations, etc.,
 - Recommend to the Management, Globe's levels of risk appetite and risk tolerance, and risk exposure allocation for approval by the BOD.
- 4.1.4. Oversee Globe's sustainability policies, strategies, and programs and ensure appropriateness in addressing sustainability-related risks and opportunities and effectiveness and alignment in addressing expectations of the stakeholders.
- 4.1.5. Monitor sustainability performance of the company, against management's committed targets and material topics, and communicate progress to the stakeholders.

- 4.1.6. Review and approve the annual work plan (e.g., activities and initiatives such as risk assessments, risk embedding programs, etc.) of the ERM function, based on the priorities and direction of the company, and ensure that it remains relevant, comprehensive, and effective.
 - 4.1.7. Review disclosures regarding risks and risk management and sustainability contained in Globe's Annual Integrated Report and other publicly-issued reports and statements as applicable.
 - 4.1.8. Ensure alignment, on a regular basis, with other assurance providers of Globe on critical risks and control identification and assessment.
 - 4.1.9. Secure independent expert advice on RM and sustainability matters where considered necessary or desirable.
 - 4.1.10. Perform other activities related to this Charter as requested by the Board.
- 4.2. The BROSC shall have the authority to perform the following:
- 4.2.1. Conduct risk assessments and reviews into any matters within the scope of its risk oversight responsibilities.
 - 4.2.2. Have full and unrestricted access to Globe's data, records and properties, as well as information from employees, officers, directors, Globe's subsidiaries (whether owned in full or in part), and external parties, to the extent that it is relevant in the discharge of its risk oversight functions.
 - 4.2.3. Obtain advice and assistance from external experts and advisors as necessary in the discharge of its risk oversight roles and responsibilities. Globe shall provide for appropriate funding, as determined by the Committee, for the services of said experts and advisors.
 - 4.2.4. Invite resource persons and/or subject matter experts (i.e., risk owners) within Globe during the Committee meetings, provided that they shall be instrumental in the discussions and be able to respond to the inquiries of the Committee.
 - 4.2.5. Call for separate executive sessions with the Chief Risk Officer ("CRO"/Chief Finance Officer, Chief Audit Executive ("CAE"), General Counsel/Chief Compliance Officer, and/or other members of the Management Team to discuss matters which the BROSC finds relevant to the identified principal risks of Globe and believes as critical to managing Globe's risks.
 - 4.2.6. Direct and oversee the discharge of Globe's Enterprise Risk Management function through the Enterprise Risk Management team, and Globe's Sustainability programs and initiatives through the Sustainability and Social Responsibility team.
- 4.3. With guidance provided by the BOD and sub-committees, Globe's management is fully responsible for decision-making over the day-to-day affairs of Globe including the design,

development and implementation of the RM strategies, policies and systems intended to address the identified risks.

5. Meetings and Schedules of Activities

- 5.1. The BROSC shall meet at least four (4) times a year, or as frequently as needed. All meetings shall be presided by the Committee chairperson attended by all committee members, whether in person or via teleconference or videoconference.
- 5.2. Minutes of the Committee meeting shall be recorded and maintained by the ERM Department and shall be presented to the BROSC at the next meeting for approval.
- 5.3. Aside from regular meetings, the Committee shall also develop and agree on an annual calendar, which will lay down the schedule of activities for the year. This shall provide a systematic guide for the discharge of the Committee's responsibilities.

6. Functional and Secretariat Support

The Enterprise Risk Management (ERM) team, shall support the BROSC in the discharge of its functions, specifically:

- 6.1. Act as the BROSC's secretariat.
- 6.2. Ensure that the Chief Risk Officer, Chief Sustainability Officer, Risk Owners, key members of the Management Team or their appointed designates are present during BROSC meetings.
- 6.3. Record and safekeep BROSC minutes of meetings. Minutes shall be made available for inspection by any member of the Board of Directors for inspection, as and when requested.
- 6.4. Review all papers for submission to the BROSC, including any proposals from management before these are submitted to the Committee for approval. If there are unresolved differences in opinion on any proposal between the proponent and Secretariat, these shall be highlighted to the Committee for consideration and decision.
- 6.5. The Secretariat shall perform other duties and responsibilities as may be provided by the BROSC in the discharge of the Committee's function.

7. Other Matters

7.1. Reports to the Board

At least two (2) times a year, the Committee chairperson shall submit and present a report to the Board, containing updates on all actions initiated by the Committee at the Board meeting following the BROSC meetings.

Similarly, the Committee chairperson shall also submit and present a year-end report to the Board, providing a summary of the Committee's activities during the year, confirmation of how the responsibilities in this Charter were discharged during the year, results of the assessment performed on the effectiveness of the Committee, and recommendations for improvement.

7.2. Performance Evaluation and Continuous Development

An annual performance evaluation shall be conducted by the BROSC as well as undergo relevant training to ensure that it fulfills the functions and responsibilities in accordance with Globe's Manual of Corporate Governance, the BROSC Charter and other regulatory requirements. The BROSC shall:

- 7.2.1. As a body, evaluate the effectiveness of the performance of the BROSC, using as baseline the expectations set out in this Charter.
- 7.2.2. Formulate and implement plans to continuously improve performance, using the results of its self-assessment.
- 7.2.3. Review the status of implementation of such plans for improvement.
- 7.2.4. The BROSC shall subject itself to an independent assessment by the Board of Directors as to its performance in accordance with the expectations set out in this Charter and the discharge of its responsibilities as specified in the Committee's Calendar of Activities.

7.3. Annual Charter Review

This Charter shall be reviewed annually by the Committee to ensure its continuing adequacy and consistency with the Board's objectives and responsibilities. Any proposed changes shall be approved by the Board.