

**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>OECD Principle II (C) (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>	YES	<p>In 2019, Globe enabled convenient and digital touchpoints with its stockholders through making available an additional electronic channel for voting <i>in absentia</i>. All stockholders are informed of these options prior to ASMs through the 'Notice and Agenda of ASMs' included in the DIS sent to shareholders. For the 2019 ASM, Globe released an additional corporate disclosure for the electronic voting via remote communication or <i>in absentia</i>. The policy and procedures are reiterated by our Corporate Secretary during ASMs. The same is also reflected in the Notice and Agenda, and DIS for our most recent ASM. Globe further enhanced this mechanism for its recent ASM through the Voting <i>in Absentia</i> & Shareholder (VIASH) System. Details on how to use the VIASH System were also included in the DIS for the shareholders.</p> <p><u>Notice and Agenda of the 2020 ASM, PDF p. 7</u> https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2020/GLO-17C-Notice-of-2020-ASM-with%20Agenda-and-Explanation-of-Agenda-Items-SECPSEReceived10Dec2019.pdf</p>



				<p>GLO DIS, p. PDF pp. 4 (Item 2), 10, 26 https://www.globe.com.ph/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2019/Annual/information-statement/GLO_Amended_SEC20IS_Mar23_final.pdf</p> <p>GLO 2020 Minutes of the ASM https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2020/GLO_ASM2020_Minutes.pdf</p> <p>GLO i-ACGR, pp. 116-117 (Optional: Principle 13(2)) https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2019/Globe_SEC_Form_i-ACGR(2019)(PSESECReceived30July2020).pdf</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?	<p>OECD Principle 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. (3) Effective shareholder participation in key corporate governance decisions, such as the nomination and election of board members, should be facilitated.</p>	YES	<p>Globe observes sending of notices of ASMs at least 28 days prior to the date of the actual meeting.</p> <p>For our most recent ASM held on 21 April 2020, we first submitted the Notice and Agenda of the ASM to the PSE and SEC on 10 December 2019 and posted the same on our website on the same date. We likewise sent the ASM kit to shareholders and published the Notice, Agenda and Explanation of</p>



		<p>OECD Principle III (A)</p> <p>ICGN 8.3.2 Shareholder participation in governance 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>ICGN 8.4.1 Shareholder ownership rights 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>CLSA-ACGA (2010) CG Watch 2010 – Appendix 2. (I) CG rules and practices (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>Agenda items in newspapers of general circulation on 24 March 2020, 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 Items, Proxy Form, Guidelines and Procedure for Electronic Voting through remote communication or <i>in absentia</i>, and the DIS.</p> <p><u>GLO i-ACGR, p. 108 (Recommendation 13.2)</u> <u>https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2019/Globe_SEC_Form_i-ACGR(2019)(PSESECRceived30July2020).pdf</u></p> <p><u>Notice and Agenda of the 2020 ASM</u> →<u>https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2020/GLO-17C-Notice-of-2020-ASM-with%20Agenda-and-Explanation-of-Agenda-Items-SECPSEReceived10Dec2019.pdf</u> →<u>https://edge.pse.com.ph/openDiscViewer.do?edge_no=1d098f7084d12110efdfc15ec263a54d#sthash.0DYT7i5B.dpbs</u></p> <p><u>GLO 2020 Minutes of the ASM, PDF pp. 2-3 (Item 2)</u> <u>https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2020/GLO_ASM2020_Minutes.pdf</u></p>
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(B) C. ROLE OF STAKEHOLDERS

Scorecard Item		Guiding Reference	Answer (Yes/No)	GLO Remarks
C.1				
(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	YES	<p>Globe adopts and observes international recognized reporting frameworks that include, among others, the Global Reporting Initiative (GRI) standards, International Integrated Reporting Council (IIRC) 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 and mentioned also in our MCG.</p> <p><u>GLO i-ACGR, p. 89 (Recommendation 10.1)</u> https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2019/Globe_SEC_Form_i-ACGR(2019)(PSESECRceived30July2020).pdf</p> <p><u>GLO IR, pp. 14-15</u> https://www.globe.com.ph/content/dam/globe/brie/About-us/sustainability/documents/GLO-Integrated-Report-2019.pdf</p> <p><u>GLO MCG, pp. 53-54 (Article VII, Section 16.1)</u> http://corporate-governance.globe.com.ph/content/dam/multi-microsites/docs/2017/GLOBE%20TELECOM,%20INC.%20MCG_SECReceived30May2017.pdf</p>

**(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?	OECD Principle V (A)	YES	<p>Globe's Consolidated Audited Annual Financial Statements for the financial year ending 31 December 2019 was released and filed with pertinent regulators on 28 February 2020, which is earlier than 60 days after the financial year end.</p> <p><u>GLO 2019 Audited Financial Statements</u> <u>https://www.globe.com.ph/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2019/Annual/audited-financial-statements/GLO-AFS-2019-v2.pdf</u></p> <p><u>GLO i-ACGR, pp. 67-68 (Supplement to Recommendation 8.1(1))</u> <u>https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2019/Globe_SEC_Form_i-ACGR(2019)(PSESECRceived30July2020).pdf</u></p>
(B)D.1.2	Does the company disclose details of remuneration of the CEO?			



				<p>discussion on our remuneration components is disclosed in our i-ACGR, IR and company website.</p> <p><u>GLO i-ACGR, pp. 73-74 (Recommendation 8.4(2))</u> https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2019/Globe_SEC_Form_i-ACGR(2019)(PSESECReceived30July2020).pdf</p> <p><u>GLO IR, pp. 51-53</u> https://www.globe.com.ph/content/dam/globe/brie/About-us/sustainability/documents/GLO-Integrated-Report-2019.pdf</p> <p><u>Rewards or Compensation Policy (Company website)</u> http://corporate-governance.globe.com.ph/company-policies.html</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?	OECD Principle VI (E) (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	YES	<p>Globe's female independent director is Ms. Saw Phaik Hwa. Ms. Saw was first elected during the ASM on April 07, 2015 and was re-elected during our most recent ASM on 21 April 2020.</p> <p><u>GLO 2020 Minutes of the ASM, PDF pp. 9-10 (Item 7)</u> https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2020/GLO_Minutes_of_the_ASM_2020.pdf</p>



				<p>stockholders-meeting/2020/GLO_ASM2020_Minutes.pdf</p> <p>GLO 2020 Voting Results during the ASM, PDF p. 2 (Item 4) https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2020/Voting_Results_ASM_2020.pdf</p> <p>Saw Phaik Hwa Profile in Board of Directors page (Company website) https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/saw-phaik-hwa.html</p> <p>GLO DIS, p. 33 ("Annex A") https://www.globe.com.ph/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2019/Annual/information-statement/GLO_Amended_SEC20IS_Mar23_final.pdf</p> <p>GLO IR, p. 38 https://www.globe.com.ph/content/dam/globe/brie/About-us/sustainability/documents/GLO-Integrated-Report-2019.pdf</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?	OECD Principle VI (E) (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	YES	As part of our CG best practices and in implementation of our board diversity policy in the workplace, we have at least one female independent director 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,



			<p>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. Apart from Filipinos, Globe also has a director from Singapore and the United States of America. The directors' age range from 40s 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> https://www.globe.com.ph/about-us/corporate-governance/board-of-directors.html</p> <p><u>GLO Board Charter (Company website)</u> https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</p> <p><u>GLO IR, pp. 41-43, 60-61</u> https://www.globe.com.ph/content/dam/globe/brie/About-us/sustainability/documents/GLO-Integrated-Report-2019.pdf</p> <p><u>GLO i-ACGR, pp. 10-11 (Optional: Recommendation 1.4)</u></p>
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E.2	Board Structure			
(B)E.2.1	Is the Nominating Committee comprise[d] entirely of independent directors/commissioners?	ICGN 2.4.4 Composition of board committees 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.	YES	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. Board Committees (Company website) https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees.html GLO 2020 Results of the ASM and Organizational Board Meeting, PDF p. 5 https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2020/SEC_Form_17-C_GLO_ASM2020_Results_and_OrgMeeting_Results(PSESECRceived21Apr2020).pdf GLO i-ACGR, pp. 44-45 (Recommendation 3.3(2)) https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2019/Globe_SEC_Form_i-ACGR(2019)(PSESECRceived30July2020).pdf



(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>OECD Principle VI (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 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>	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><u>GLO MCG, p. 21 (Article II, Section 3.3, (h))</u> <u>https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECREceived30May2017.pdf</u></p> <p><u>Nomination and Governance Committee Charter, PDF p. 9 (Section 3.2(b))</u> <u>https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Nomination-and-Governance-Committee-Charter.pdf</u></p> <p><u>GLO i-ACGR, pp. 28-29 (Recommendation 2.6(6))</u> <u>https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2019/Globe_SEC_Form_i-ACGR(2019)(PSESECREceived30July2020).pdf</u></p>
E.3	Board Appointments and Re-Election			
(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>OECD Principle VI (D) (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</p>	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.



		<p>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>WORLD BANK PRINCIPLE 6 (VI.I.21) Are the boards known to hire professional search firms when proposing candidates to the board?</p>		<p>GLO Board Charter, p. 7 (Article II, Section 1.6.3) https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</p> <p>GLO Nomination and Governance Committee Charter, PDF p. 5 (Section 4.3) https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Nomination-and-Governance-Committee-Charter.pdf</p>
E.4	Board Appointments and Re-Election			
(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?	<p>OECD Principle VI (E) (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.</p>	NO	<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". This is part of our Board's specific duties and responsibilities of each director. Globe's 11-member Board of Directors is comprised of ten (10) non-executive directors (NEDs), including three (3) independent directors (IDs). Among the IDs, the Board also appointed a Lead ID.</p> <p>GLO MCG, pp. 7, 10 (Article II, Section 2.2(a); Section 2.3 (d)) https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECRReceived30May2017.pdf</p> <p>Board of Directors (Company website) https://www.globe.com.ph/about-us/corporate-governance/board-of-directors.html</p>



				<p><u>GLO i-ACGR, p. 55-56, 59 (Recommendations 5.1, 5.5)</u> https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-corporate-governance-report/2019/Globe_SEC_Form_i-ACGR(2019)(PSESECRceived30July2020).pdf</p> <p><u>GLO 2020 Voting Results during the ASM, PDF p. 2 (Item 4)</u> https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2020/Voting_Results_ASM_2020.pdf</p> <p><u>GLO 2020 Results of the ASM and Organizational Board Meeting, PDF pp. 4-5 (Item 4)</u> https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2020/SEC_Form_17-C_GLO_ASM2020_Results_and_OrgMeeting_Results_(PSESECRceived21Apr2020).pdf</p>
E.5	Risk Oversight			
(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>King Code 2009</p> <p>5. The governance of information technology The board should be responsible for information technology (IT) governance 5.1.1. The board should assume the responsibility for the governance of IT and place it on the board agenda.</p>	YES	<p>Given the breadth, scope and complexity of Globe's business, critical risk areas are being managed by specific and specialized teams. This includes among others, Information Security and Data Privacy (ISDP), Business Continuity, Safety, Workplace and Environment, Property Risk, Fraud Risk, Etc. Focused mitigation plans and programs are being undertaken by each team to ensure focus on addressing and proactively managing the potential impact of such risks.</p>



		<p>5.1.2. The board should ensure that an IT charter and policies are established and implemented.</p>	<p>We completed the three-year program under our Cybersecurity Transformation journey in December 2017. Globe expanded the size of the cybersecurity team, adopted world-class technologies and standards, and worked with the best global partners in the space, among other measures. Globe launched the Advanced Security Operations Center (ASOC) to deliver services such as customer service platform management, threat detection, threat hunting, and incident response for both the Globe network and the network of its customers. 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. As Globe accelerates its digital transformation programs, ISG is well positioned to further its role in ensuring that cybersecurity and managed security services are effectively in place. We recognize that the risk of data leakage is high with the level of empowerment granted to in-house and outsourced employees handling sales and after sales support transactions to enable the efficient discharge of their functions. Management also appointed a Chief Information Security Officer (CISO) and Data Protection Officer (DPO) to strengthen management of risks relating to the confidentiality and integrity of customer information while ensuring compliance with Data Privacy act of 2012 (Republic Act 10173).</p> <p>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</p>
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			<p>Continuity Management (BCM) policy also serves as our guide to ensure that key risks are identified, managed and reported to our Management and Board. To mitigate the risk of business disruption and improve the capabilities to prepare for, respond to and recover immediately from any incident that could compromise the safety of its people and disrupt services, Globe continues to expand and elaborate on the details of its enterprise-wide BCM program. We continuously enhance our incident and crisis management plans and capabilities, and have incorporated disaster risk reduction and response objectives in our business continuity planning.</p> <p>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><u>GLO IR (pp. 61, 70, 75-77, 92, 106, 108, 119)</u> https://www.globe.com.ph/content/dam/globe/brie/About-us/sustainability/documents/GLO-Integrated-Report-2019.pdf</p> <p><u>Enterprise Risk Management</u> https://www.globe.com.ph/about-us/corporate-governance/enterprise-risk-management.html</p> <p><u>Response to COVID-19 (Company website)</u> →https://www.globe.com.ph/stay-safe-at-home/faq.html →https://www.globe.com.ph/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-</p>
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E.6	Board Performance			
(B)E.6.1	Does the company have a separate level Risk Committee?	<p>ICGN 5.5 Risk Committee 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.</p>	YES	<p>Board Committees (Company website) https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees.html</p> <p>GLO 2020 Results of the ASM and Organizational Board Meeting, PDF p. 6 https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2020/SEC_Form_17-C_GLO_ASM2020_Results_and_OrgMeeting_Results_(PSESECRceived21Apr2020).pdf</p>