



Globe Diversity, Equity, and Inclusion (DEI) Policy Commitment

PURPOSE

The driving force for Globe's creative and innovative products and services is our diverse and inclusive working environment. The diverse, equitable and inclusive culture strengthens trust within our business culture, which is extended through our service and equitable treatment of our customers, communities, shareholders and other stakeholders.

By valuing diversity, we are able to nurture a wide range of perspectives representing different sectors of society and we are able to adapt to the changing environment.

By upholding equity, we break down barriers to encourage people to do and be more.

By being inclusive, we leave no one behind and we empower people to contribute towards creating a Globe of Good.

OUR COMMITMENTS AND PRINCIPLES

EMPLOYEES

Our Code of Conduct and Human Rights Policy elucidate the values and systems that create an inclusive and supportive work environment. Globe does not tolerate any forms of discrimination and we treat all employees with respect and dignity.

As an equal employer, we **welcome and embrace diversity** regardless of, but not limited to:

- race, color, ethnicity
- age
- gender, gender identity, gender expression, sexual orientation
- disability
- religion, political affiliation, union membership
- marital status
- social and economic status.

We support the UN Standards of Conduct for Tackling Discrimination against LGBTI individuals. We respect the rights of the LGBTQIA+ and we are taking active steps to prevent, protect against, and eliminate discrimination, harassment and violence directed against them. Diversity helps Globe attract and retain talent, giving us a competitive advantage.

We commit to provide **equal opportunities** for employment, promotion, development, advancement, without regard to background and within the qualifications set forth in. Recognition and promotion are given to employees based on performance and merit and not based on favoritism or affinity. Same-sex legal spouse¹ of regular employees are qualified as dependents and as additional beneficiaries to selected company-initiated benefits.

¹ Based on existing company policies of Globe, "same-sex spouse" is defined as the same-sex partner of an employee, married/joined/registered in a country where same-sex marriage/civil union/civil partnership/registered partnership is legally accepted, and is co-habiting with him/her.



In Globe, our commitment to **diversity, equity, and inclusive workplace** creates a conducive work environment that enables participation, free exchange of ideas that fosters collaboration without fear of exclusion. Employees have the right to privacy. We ensure that their personal information is protected and shall not be divulged to any third party, unless we obtain their consent or are otherwise required or allowed by law to do so. We respect and promote work-life integration among Globe employees. We strive to make our workplace inclusive to the diverse needs of our employees.

We support and commit to promote gender equality and women empowerment in hiring, employment policies and practices including but not limited to pay, promotions, rewards, training and career development.

Further, our Board Diversity Policy stipulates our commitment to promote and observe diverse membership among our directors.

CUSTOMERS

We commit to treat our customers with respect and dignity. We also commit to make our marketing products and advertisements inclusive and sensitive to our diverse set of customers of varying race, color, age, gender, gender identity, sexual orientation, ethnicity, disability, religion, for instance.

We recognize that our customers have challenges in access to telecommunications. We commit to contribute to digital inclusion and enablement by making our products and services accessible and affordable to more members of society. In times of disaster, we seek ways to provide immediate service to limit disruptions in communications.

DUE DILIGENCE AND REMEDIATION

Globe regularly assesses risks and impacts to human rights across the value chain. To achieve this, we engage stakeholders in order to identify their interests and concerns and develop strategies to address these. Further procedures will be developed to support this.

Any employee, supplier, and even third parties may use the [Globe Whistleblower Network \(GWeN\)](#) portal to report suspected violations of the DEI Policy Commitment and other company's ethical standards by employees, officers and directors, and suppliers and partners. All reports are treated with confidentiality to ensure the safety of the whistleblower and parties involved as stipulated in our Whistleblower Policy.

Where Globe has been found to have caused or contributed to adverse impacts related to the provisions of this policy commitment, we will provide for, or cooperate in, the remediation.

Globe shall monitor and report on human rights impacts through dialogues with affected stakeholders and/or through formal reporting.

We will periodically review this policy statement.



SCOPE OF APPLICATION

DEI is a shared responsibility. This policy must be observed and practiced by all. This policy applies to Globe and can function as a guide for our subsidiaries and affiliates under the Globe Group.

Similarly, our suppliers are encouraged to adopt similar DEI principles and are required to comply with the Suppliers Code of Ethics which resonates respect for human rights.

COMMUNICATION

For employees, this policy and any revision thereof will be posted through internal communication channels of Globe. E-learning modules will also be made available. All covered persons are responsible to read and implement this policy.

This policy will be made available on the company's website for all other stakeholders.

RELEVANT POLICIES

Also read Code of Conduct, Human Rights Policy Commitment, Manual of Corporate Governance, Board Diversity Policy

Approved by: Ernest L. Cu, President and CEO
May 2023