



LEVEL 1

A. The Rights of Shareholders

Scorecard Item		Guiding Reference	Answer (Yes/No)	GLO Remarks
A.1	Basic Shareholder Rights			
A.1.1	Does the company pay (interim and final/annual) dividends in an equitable and timely manner, that is, all shareholders are treated equally and paid within 30 days after being (i) declared for interim dividends and (ii) approved by shareholders at general meetings for final dividends? In case the company has offered Scrip dividend, did the company pa[y] the dividend within 60 days?	G20/OECD (2015) Principle II: The Rights and Equitable Treatment of Shareholders and Key Ownership Functions (A) Basic shareholder rights should include the right to: (6) share in the profit of the corporation.	YES	<p>Globe Telecom, Inc. (GLO or Globe or the Company) practices payment of dividends in an equitable and timely manner where all shareholders, including minority shareholders, are treated equally. As part of our dividend policy, Globe observes a 30-day period for the payment of dividends to shareholders from the declaration date of such dividends. Disclosures on dividends are also made available through the company website:</p> <p>Company website – Company Policies, Dividend Policy https://www.globe.com.ph/about-us/corporate-governance/company-policies.html</p> <p>Company website – Disclosures on Dividends sorted by year https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures.html</p> <p>Company website – Historical Dividends https://www.globe.com.ph/about-us/investor-relations/stock-information/dividend-policy.html</p> <p>Integrated Annual Corporate Governance Report for 2022 (GLO i-ACGR), p. 57 https://www.globe.com.ph/about-us/sustainability/integrated-report.html#gref</p> <p>Definitive Information Statement for 2022 (GLO DIS), pp. 79-80, 142 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/iii-information-statement/GLO Definitive Information Statement SEC Received March28-final.pdf</p>



Scorecard Item		Guiding Reference	Answer (Yes/No)	GLO Remarks
A.2	Right to participate in decisions concerning fundamental corporate changes			
	Do shareholders have the right to participate in:			
A.2.1	Amendments to the company's constitution?	G20/OECD (2015) Principle II (B) Shareholders should be sufficiently informed about, and have the right to participate in, decisions concerning fundamental corporate changes such as: (1) amendments to the statutes, or articles of incorporation or similar governing documents of the company.	YES	<p>Shareholders have the right to participate in amendments to Globe's Articles of Incorporation/Constitution (AOI), By-Laws, and other corporate documents. Any proposed changes to the AOI and By-Laws are submitted to stockholders for approval at a stockholders' meeting.</p> <p>The AOI was amended in 2022 and the By-Laws in 2021. The Minutes of the Annual Stockholders' Meetings (ASMs) also reflect the participation of our shareholders with regard to the amendments.</p> <p>The same are also made publicly available through the company website. All of which are properly submitted to the pertinent regulatory agencies in a timely manner:</p> <p>GLO 2021 Minutes of the ASM, PDF pp. 10-11 (Item 6) https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2021/ASM2021_Minutes.pdf</p> <p>GLO 2022 Minutes of the ASM, PDF pp. 9-10 (Item 6) https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2022/Globe-ASM2022-Minutes.pdf</p> <p>GLO MCG, p. 44 (Article VI, Section 13.1(f)) 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</p> <p>GLO Articles of Incorporation, p.1 (Certification) https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/articles-of-incorporation/GLO-AOI-Certification.pdf</p>



				e/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
A.2.2	The authorisation of additional shares?	G20/OECD (2015) Principle II (B): (2) the authorisation of additional shares.	YES	<p>Shareholders have the right to participate in the authorisation of GLO's additional shares as indicated in our AOI.</p> <p>The same is also made publicly available through the company website. All of which are properly submitted to the pertinent regulatory agencies in a timely manner.</p> <p>The 2022 Minutes of the ASM reflects the participation of our shareholders with our AOI amendment in relation to the approval of the increase in the authorized capital stock:</p> <p>GLO 2022 Minutes of the ASM, PDF pp. 9-10 (Item 6) https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2022/Globe-ASM2022-Minutes.pdf</p> <p>GLO AOI 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</p> <p>GLO MCG, p. 44 (Article VI, Section 13.1(f)) 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</p>
A.2.3	The transfer of all or substantially all assets, which in effect results in the sale of the company?	G20/OECD (2015) Principle II (B): (3) extraordinary transactions, including the transfer of all	YES	<p>This is part of the rights of all shareholders, among other rights, as identified in our AOI and MCG. To-date, there has been no activity that required participation from the shareholders for such an event.</p>



		or substantially all assets, that in effect result in the sale of the company.		<p>GLO 2022 Minutes of the ASM, PDF pp. 9-10 (Item 6) https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2022/Globe-ASM2022-Minutes.pdf</p> <p>GLO AOI 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</p> <p>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</p> <p>GLO MCG, p. 44 (Article VI, Section 13.1(f)) 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</p>
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Scorecard Item		Guiding Reference	Answer (Yes/No)	GLO Remarks
A.3	Right to participate effectively in and vote in general shareholder meetings and should be informed of the rules, including voting procedures, that govern general shareholder meetings.			
A.3.1	Do shareholders have the opportunity, evidenced by an agenda item, to approve remuneration (fees, allowances, benefit-in-kind and other emoluments) or any increases in remuneration for the non-executive directors/commissioners?	G20/OECD (2015) Principle II (C): (4) Effective shareholder participation in key corporate governance decisions, such as the nomination and election of	YES	<p>GLO shareholders are given the right, among other rights, to participate in the approval of remuneration (fees, allowances, benefit-in-kind and other emoluments) or any increase in remuneration for the non-executive directors/commissioners as identified in the Company By-Laws and MCG.</p> <p>This is also evidenced by the 2022 ASM DIS and Minutes thereof, which are also made publicly available through the company website. The Minutes stated in part under Resolution No. S-06-2022, the shareholders "Resolved, to approve</p>



		board members, should be facilitated. Shareholders should be able to make their views known, including through votes at shareholder meetings, on the remuneration of board members and/or key executives, as applicable. The equity component of compensation schemes for board members and employees should be subject to shareholder approval.		<p>the increase in Directors' compensation structure in the form of retainer fees, in addition to the current attendance fees for each non-executive director..."</p> <p><u>GLO By-Laws</u> 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</p> <p><u>GLO MCG, p. 32 (Article III, Section 8.4)</u> 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</p> <p><u>GLO 2022 Minutes of the ASM, PDF pp. 12-13 (Item 9)</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2022/Globe-ASM2022-Minutes.pdf</p> <p><u>GLO 2022 DIS, p. 25</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AAbout-us/investor-relations/documents/SEC-PSE-Disclosures/2022/annual-v2/iii-information-statement/GLO_Definitive_Information_Statement_SEC_Received_March28-final.pdf</p> <p><u>GLO IR, pp. 41-42</u> https://www.globe.com.ph/about-us/sustainability/integrated-report.html#gref</p>
A.3.2	Does the company provide non-controlling shareholders a right to nominate candidates for board of directors/commissioners?		YES	<p>This is part of the rights of shareholders including non-controlling/minority shareholders as identified in the Company By-Laws, MCG, i-ACGR and Company policy on Board Composition. The most recent Minutes of the ASM (held in April 2023) also reflects that a minority shareholder nominated the candidates for membership to the Board:</p> <p><u>GLO MCG, pp. 11-12, 42-43 (Article II, Section 2.6; Article VI, Section 13.1(a))</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AAbout-us/corporate-governance/documents/manual-of-corporate-governance/GLO-MCG-SECReceived30May2017.pdf</p>



				<p>GLO IR, p. 37 https://www.globe.com.ph/about-us/sustainability/integrated-report.html#gref</p> <p>GLO DIS, p. 17 (Section B, Item 2. b. i. "Directors and Executive Officers") 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/iii-information-statement/GLO Definitive Information Statement SEC Received March28-final.pdf</p> <p>GLO By-Laws, pp. 3-4 (Article II, Sections 1 and 2) 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</p>
A.3.3	Does the company allow shareholders to elect directors/commissioners individually?		YES	<p>GLO allows shareholders to elect directors individually as identified in its By-Laws, MCG, i-ACGR and evidenced by our most recent Voting Results of the ASM and Minutes of the ASM:</p> <p>GLO IR, p. 37 https://www.globe.com.ph/about-us/sustainability/integrated-report.html#gref</p> <p>GLO DIS, p. 17 (Section B, Item 2. b. i. "Directors and Executive Officers") 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/iii-information-statement/GLO Definitive Information Statement SEC Received March28-final.pdf</p> <p>GLO By-Laws, p. 2 (Article II, Section 1) 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</p> <p>GLO MCG, pp. 3, 11; 33-34 (Article II, Section 1.1 and 2.6; Article VI, Section 13.1 (a))</p>



				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
A.3.4	Does the company disclose the voting procedures used before the start of meeting[s]?	G20/OECD (2015) Principle II (C): Shareholders should have the opportunity to participate effectively and vote in general shareholder meetings and should be informed of the rules, including voting procedures, that govern general shareholder meetings.	YES	<p>GLO's voting and vote tabulation procedures are properly disclosed and declared in our MCG and annual reports including in our DIS, i-ACGR, By-Laws, Notice and Agenda of ASMs and again reiterated by the Corporate Secretary during ASMs:</p> <p>GLO DIS, pp. 4, 12, 29 (Item 2 of "Explanation of Agenda Items"; Section B, Item 1. d. "Manner of Voting"; Section D, Item 5 "Voting Procedures") 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/iii-information-statement/GLO Definitive Information Statement SEC Received March28-final.pdf</p> <p>GLO i-ACGR, pp. 25-26; 96-98 (Recommendation 2.6(3); Supplemental 13.1(4-5)) 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</p> <p>GLO By-Laws, pp. 2-4 (Article I, Section 7; Article II, Sections 1 and 5) 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</p> <p>GLO MCG, pp. 11-13 (Article II, Section 2.6) 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</p>
A.3.5	Do the minutes of the most recent AGM record that the shareholders were given the opportunity to ask questions and the questions raised by shareholders and answers given recorded?	G20/OECD (2015) Principle II (C): (3) Shareholders should have the opportunity to ask questions to the board, including questions relating	YES	<p>The minutes of our most recent ASM record opportunities allowing shareholders to ask questions or raise issues, questions raised by the shareholders and answers given. The same information is on our i-ACGR.</p> <p>GLO 2023 Minutes of the ASM, PDF pp. 12-13 https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-</p>



A.3.6	Does the company disclose the voting results including approving, dissenting, and abstaining votes for all resolutions/each agenda item for the most recent AGM?	to the annual external audit, to place items on the agenda of general meetings, and to propose resolutions, subject to reasonable limitations.	YES	meeting/2023/GLO-ASM2023-Minutes.pdf The voting results of our most recent ASM include approving, dissenting (or votes against) and abstaining votes for all resolutions/each agenda item. GLO 2023 Voting Results during the ASM 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.3.7	Does the company disclose the list of board members who attended the most recent AGM?	G20/OECD (2015) Principle II (C); and ICGN (2014) 1.4: The board of directors should meet regularly to discharge its preparation and attendance. Board members should know the business, its operations and senior management well enough to contribute effectively to board discussions and decisions.	YES	The list of board members who attended the most recent ASM is disclosed through the Minutes of the ASM: GLO 2023 Minutes of the ASM, PDF pp. 1-2 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.3.8	Does the company disclose that all board members and the CEO (if he is not a board member) attended the most recent AGM?	The President and CEO (Ernest L. Cu) attended the most recent ASM, with the board members, and presented his Report to all shareholders as disclosed through the Minutes of the ASM: GLO 2023 Minutes of the ASM, PDF pp. 1-2 https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AAbout-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO-ASM2023-Minutes.pdf	YES	The President and CEO (Ernest L. Cu) attended the most recent ASM, with the board members, and presented his Report to all shareholders as disclosed through the Minutes of the ASM: GLO 2023 Minutes of the ASM, PDF pp. 1-2 https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AAbout-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO-ASM2023-Minutes.pdf
A.3.9	Does the company allow voting in absentia?	G20/OECD (2015) Principle II (C): (5) Shareholders should be able to vote in person or in absentia, and equal effect should be given to votes whether cast in person or in absentia.	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 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' and the complete ASM kits sent to shareholders embodied in the DIS. 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 through the Voting <i>in Absentia</i> & Shareholder (VIASH) System, which the Ayala Group of listed companies use: GLO DIS, pp. 2-3, 12, 29-30 and Annex "F"



				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/iii-information-statement/GLO Definitive Information Statement SEC Received March28-final.pdf GLO i-ACGR, pp. 106-107 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 GLO 2023 Minutes of the ASM, PDF p. 3 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.3.10	Did the company vote by poll (as opposed to by show of hands) for all resolutions at the most recent AGM?	G20/OECD (2015) Principle II (C)	YES	<p>Globe practices voting by poll, as opposed to by show of hands, for all resolutions decided and voted upon by shareholders during ASMs. Manner of voting and voting procedures are disclosed in the DIS, i-ACGR, By-Laws and MCG as well as stated by our Corporate Secretary during ASMs:</p> <p>GLO DIS, pp. 2-3, 12, 29-30 and Annex "F" 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/iii-information-statement/GLO Definitive Information Statement SEC Received March28-final.pdf GLO 2023 Minutes of the ASM, PDF p. 3 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 i-ACGR, pp. 106-107 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 </p>



				<p>GLO By-Laws, pp. 2-4 (Article I, Section 7; Article II, Sections 1 and 5) 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</p> <p>GLO MCG, pp. 42-43 (Article VI, Section 13.1 (a)) 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</p>
A.3.11	Does the company disclose that it has appointed an independent party (scrutineers/inspectors) to count and/or validate the votes at the AGM?		YES	<p>Identification of Globe's appointed independent party to validate the votes at the ASM is stated in the Minutes of the ASM, Voting Results of the ASM and disclosed in our i-ACGR as well as DIS. All votes are tabulated by the office of the Corporate Secretary and the results are counted and validated by the external auditor of the Company:</p> <p>GLO 2023 Minutes of the ASM 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</p> <p>GLO 2023 Voting Results during the ASM, PDF p. 2 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</p> <p>GLO DIS, pp. 3, 29 and Annex "F" 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/iii-information-statement/GLO_Definitive_Information_Statement_SEC_Received_March28-final.pdf</p> <p>GLO i-ACGR, p. 99 (Optional: Recommendation 13.1(1)) 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</p>



				<p>Our MCG also states that, as part of the election and voting procedures, an independent external auditor will validate the voting results and the final tally of votes at our ASMs:</p> <p>GLO MCG, p. 13 (Article II, Section 2.6.2 (f)) 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</p>
A.3.12	Does the company make publicly available by the next working day the result of the votes taken during the most recent AGM/EGM for all resolutions?	G20/OECD (2015) 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.	YES	<p>Globe ensures that the results of the votes taken at our ASMs are publicly available by the next working day through our website. The same is submitted to pertinent regulators. Our most recent ASM was held on April 25, 2023. The voting results were posted on our website on April 26, 2023:</p> <p>GLO 2023 Voting Results during the ASM 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</p> <p>GLO i-ACGR, p. 102 (Recommendation 13.3(1)) 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</p>
A.3.13	Does the company provide at least 21 days notice for all AGMs and EGMs?		YES	<p>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 most recent ASM, the ASM kit also included requirements and procedure for electronic voting <i>in absentia</i>. The ASM kit was distributed to stockholders on March 28, 2023, which is 28 days prior to the date of the ASM. 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 27 and 28.</p> <p>Notice on the schedule of the 2023 ASM ASM held on April 25, 2023 was first disclosed for all shareholders on December 7, 2022:</p> <p>GLO MCG, p. 44 (Article VI, Section 13.2)</p>



				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 Initial Notice of the 2023 ASM 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 Notice and Agenda of the 2023 ASM via DIS 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 GLO i-ACGR, pp. 99-100 (Recommendation 13.2) 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.3.14	Does the company provide the rationale and explanation for each agenda item which require shareholders' approval in the notice of AGM/circulars and/or the accompanying statement?		YES	<p>Globe provides the rationale and explanation for each agenda item that requires shareholders' approval as part of our Notice of the ASM with title "Explanation of Agenda Items". The same are properly submitted to pertinent regulators:</p> <p>GLO MCG, p. 44 (Article VI, Section 13.2) 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</p> <p>GLO i-ACGR, p. 101-102 (Optional 13.2) 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</p>
A.3.15	Does the company give the opportunity for shareholder[s] to place item/s on the agenda of AGM[s]?	G20/OECD (2015) Principle II (C): (3) Shareholders should have the opportunity to ask	YES	<p>Globe Telecom shareholders, including minority shareholders, have the right to propose items in the agenda of the meeting, as provided in our MCG:</p> <p>GLO MCG, p. 43 (Article VI, Section 13.1(d))</p>



		questions to the board, including questions relation to the annual external audit, to place items on the agenda of general meetings, and to propose resolutions, subject to reasonable limitations.		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 DIS, pp. 2, 5 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/iii-information-statement/GLO Definitive Information Statement SEC Received March28-final.pdf GLO i-ACGR, p. 97-98 (Supplement to Recommendation 13.1(5)) 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
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Scorecard Item		Guiding Reference	Answer (Yes/No)	GLO Remarks
A.4	Markets for corporate control should be allowed to function in an efficient and transparent manner.			
A.4.1	In cases of mergers, acquisitions and/or takeovers requiring shareholders' approval, does the board of directors/commissioners of the company appoint an independent party to evaluate the fairness of the transaction price?	G20/OECD (2015) Principle II (H): Markets for corporate control should be allowed to function in an efficient and transparent manner. (1) The rules and procedures governing the acquisition of corporate control in the capital markets, and extraordinary transactions such as mergers, and sales of substantial portions of corporate assets, should be clearly articulated and disclosed so that investors understand their rights and recourse. Transactions should occur at transparent prices and under fair conditions that protect the rights	YES	While this is not applicable to Globe Telecom for 2022 to date, to ensure the fairness of the transaction price in case of mergers, acquisitions and/or takeovers, the policy on appointment of a third party to evaluated fairness is included in Globe's MCG and policy on disclosure and transparency. Furthermore, our Board of Directors appoints an independent party to evaluate the fairness of the transaction price in case of mergers, acquisitions and/or takeovers. Globe likewise subjects itself to the rules and procedures as may be prescribed by the SEC and the PSE in relation to such events: GLO MCG, pp. 31-33 (Article III, Sections 8.1 and 8.6) 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 Disclosure and Transparency (Company website) https://www.globe.com.ph/about-us/corporate-governance/disclosure-transparency



		of all shareholders according to their class.		
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Scorecard Item		Guiding Reference	Answer (Yes/No)	GLO Remarks
A.5	The exercise of ownership rights by all shareholders, including institutional investors, should be facilitated.			
A.5.1	Does the company disclose its practices to encourage shareholders to engage the company beyond AGM?	G20/OECD (2015) Principle II (D): Shareholders, including institutional shareholders, should be allowed to consult with each other on issues concerning their basic shareholder rights as defined in the Principles, subject to exceptions to prevent abuse.	YES	<p>Globe Telecom recognizes the importance of regular communication with its investors and all shareholders, and is committed to high standards of disclosure, transparency, and accountability. As a company policy and to further strengthen Globe's accessibility to our shareholders, Globe encourages all its shareholders, including institutional shareholders, to attend its general meetings and investor briefings, and engage with the Company even beyond ASMs. This is provided in our MCG.</p> <p>In addition to the ASM, we extend different venues for our shareholders and various stakeholders to communicate effectively with us through the conduct of analysts' briefings, ad-hoc briefings, investor conferences, media briefings, one-on-one or small group meetings, and investor days that are organized by our Investor Relations Department and/or Corporate Communications Group or in partnership with our shareholders, broker or other partner stakeholders. Other than keeping the company website up-to-date, these venues provide alternative means for us to discuss our quarterly financial results, announcements, material disclosures and other relevant information with stakeholders. Measures adopted to promote stockholder participation and engagement are also identified in our i-ACGR:</p> <p>GLO MCG, pp. 31, 45-46 (Article VI, Section 13.2; Article VII, Section 14.2) 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</p> <p>GLO DIS 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/iii-information-statement/GLO Definitive Information Statement SEC Received March28-final.pdf</p>



				<p><u>Company website – Investor Relations and Media Events Calendar by Year</u> https://www.globe.com.ph/about-us/investor-relations.html</p> <p><u>Quarterly Results Press Release by year</u> https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</p> <p><u>Briefing/Presentations for Analysts/Investors by year</u> https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</p> <p><u>ASM Presentation by year</u> https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</p> <p><u>Briefing/Presentations for Media by year</u> https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</p> <p>We also continue to streamline communication efforts and open up several new customer touch points, enabling them to interact with us at their convenience. Among other enhancements, we utilize e-mail, live chat, SMS, website, and social media channels (e.g., Facebook, Twitter, Instagram) to provide our customers with real-time information and quicker responses to concerns. A conference call facility is set-up during analysts' briefings and meetings to enable wider participation among shareholders and other stakeholders. We also participate in both local and international investor conferences, which host various shareholders and other stakeholders. Details and information on these conferences are published on our corporate website. We have sustained this convenient and accessible line of communication through our Investor Relations and our Corporate Communications Programs in the last financial year and will continue to enhance this in the succeeding years.</p> <p>Policies for the Company's shareholders, including institutional shareholders, are included in our By-Laws and MCG. Furthermore, it is the duty of Globe's Board of Directors to foster communication with its shareholders and other stakeholders, ensuring that their rights are protected and observed at all times:</p> <p><u>GLO 2022 IR, pp. 56-57, 92-93</u> https://www.globe.com.ph/about-us/sustainability/integrated-report.html#gref</p>
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				GLO By-Laws, pp. 1-3 (Article I; Article II, Section 1) 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
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Notes: Information used are as of 30 June 2023. Where applicable and for convenient reading, PDF pages (pp.) will be used as reference.