



LEVEL 1

B. Sustainability and Resilience

Scorecard Item		Guiding Reference		
B.1	Sustainability-related disclosure should be consistent, comparable and reliable, and include retrospective and forward-looking material information that a Guiding Reference reasonable investor would consider important in making an investment or voting decision			
Material Sustainability-related information should be specified			Answer (Yes/No)	GLO Remarks
B.1.1	Does the company identify/report ESG topics that are material to the organization’s strategy?	G20/OECD Principles of Corporate Governance (2023): VI.A.1. Sustainability-related information could be considered material if it can reasonably be expected to influence an investor’s assessment of a company’s value, investment or voting decisions. ICGN (2021) PRINCIPLE 7: 7.7 Materiality and sustainability	YES	<p>Globe conducts materiality studies to identify the significant impact it has on society and the environment. The study is conducted every two (2) years and is due for the next round in 2024 where the company plans to conduct a double materiality study. The annual Integrated Report provides insight into how Globe actively addresses its material issues. It details how these issues are strategically integrated into the company’s development plans and prioritized in program implementation to maximize value creation.</p> <p>Progress towards addressing the ESG-linked risks, including the corresponding material topics, are presented at least twice a year to the Board Risk Oversight and Sustainability Committee (BROSC) as indicated in the Report of the Committee to the Board in page 183 of the 2023 Integrated Report.</p> <p><u>GLO 2023 IR, p. 73-74, 183</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p>



		<p>Sustainability disclosures should focus on materially relevant factors, with many environmental and social factors being sector specific, linked to the company’s management of its natural and human capital. Where possible, sustainability related reporting should also seek to address “double materiality”, for reporting on the company’s external impacts on society and the environment, as well as internal impacts on the company’s own financial performance. Moreover, boards should build an awareness of “dynamic materiality”, recognising that materiality evolves over time alongside factors including emerging technology, product innovation and regulatory developments.</p>		
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B.1.2	Does the company identify climate change as an issue?	<p>G20/OECD Principles of Corporate Governance (2023): VI. ... Investors are increasingly considering disclosures about how companies assess, identify and manage material climate change and other sustainability risks and opportunities, including for human capital management...</p> <p>ICGN (2021) PRINCIPLE 7: 7.5 Climate Change</p> <p>The board should assess the impact of climate change on the company business model and how it will be adapted to meet the needs of a net zero economy as part of a long-term strategy. This includes setting and disclosing targets to reduce carbon emissions</p>	YES	<p>As Climate Risk is one of the material topics of Globe, Climate Action, containing the company's Net Zero Roadmap, is integral in the sustainability strategy of the company. In 2024, Globe was the first publicly-listed company in the Philippines to have its science-based net-zero target approved by the Science Based Targets initiative (SBTi). Progress towards our net-zero ambition is enclosed in the 2023 Integrated Report, as well as in our press releases.</p> <p>GLO 2023 IR, p. 73-79, 140-154 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p>Sustainability milestone: Globe is the First Publicly-Listed PH Company to Get its Net Zero Targets Validated by SBTi https://www.globe.com.ph/about-us/newsroom/corporate/first-publicly-listed-philippine-company-validated-by-sbti#gref</p> <p>GLO 17-Q 1Q2024 Quarterly Report, PDF pp. 54-57 https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/GLO-1Q24-17Q.pdf</p> <p>GLO 17-Q 3Q2023 Quarterly Report, PDF pp. 118-123 https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2023/quarterly/quarterly-report-17q/GLO-3Q23-17Q.pdf</p> <p>GLO 17-Q 2Q2023 Quarterly Report, PDF pp. 116-122 https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2023/quarterly/quarterly-report-17q/GLO-17Q-2Q23.pdf</p> <p>GLO 17-Q 1Q2023 Quarterly Report, PDF pp. 118-122</p>
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		and a period for achievement. Where climate change risks, whether physical or transitional, are identified as material and relevant, reporting should include discussion of the diligence process, strategy, metrics, targets and initiatives used to manage the risks. Disclosure around these actions would help investors understand the resilience of companies facing climate change risks and to assess progress towards achieving net zero targets.		https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2023/quarterly/quarterly-report-17q/GLO-17Q-1Q23.pdf 4Q2023 GLO Quarterly Results Press Releases, p. 7 https://www.globe.com.ph/sites/globe.com.ph/files/2024-02/GLO-4Q23-Press-Release.pdf 3Q2023 GLO Quarterly Results Press Release, pp. 7-9 https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2023/quarterly/quarterly-reports-press-release/GLO-3Q23-Press-Release.pdf 2Q2023 GLO Quarterly Results Press Release, pp. 8-9 https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2023/quarterly/quarterly-reports-press-release/GLO-2Q23-Press-Release.pdf 1Q2023 GLO Quarterly Results Press Release, pp. 8-9 https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2023/quarterly/quarterly-reports-press-release/GLO-1Q23-Press-Release.pdf
B.1.3	Does the company adopt an internationally recognized reporting framework or standard for sustainability (i.e. GRI, Integrated Reporting, SASB, IFRS Sustainability Disclosure Standards)?	G20/OECD Principles of Corporate Governance (2023): VI.A.3. Disclosure of sustainability matters, financial reporting and	YES	Globe continues to adopt Integrated Reporting in accordance with the International Integrated Reporting Framework advocated by the International Integrated Reporting Council (IIRC) and in reference to the Global Reporting Initiative (GRI) standards, the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. This is in line with the Securities and Exchange Commission's



		<p>other information should be connected.</p> <p>Corporate disclosure frameworks, including financial reporting standards and regulatory filing requirements (e.g. public offering prospectuses), should have the same goal of providing information that a reasonable investor would consider important in making an investment and voting decision. It follows that information understood as material in a sustainability-related report should also be considered and assessed in the preparation and presentation of the financial statements. The same level of rigour applied to the measurement and reporting of financial</p>		<p>Memorandum Circular No. 4, series of 2019 which mandates publicly-listed companies to submit a sustainability report. Beyond these frameworks and standards, Globe also aligns its Integrated Report with the United Nations Sustainable Development Goals (SDGs) and the United Nations Global Compact principles (UNGC), and has adopted the GSMA ESG Metrics for Mobile, the first-of-its-kind mobile sector ESG reporting framework aiming to drive consistency and comparability across the industry</p> <p><u>GLO 2023 IR, p. 3, 160-168</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p>
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		information should be applied to the measurement and reporting of sustainability-related information.		
If a company publicly sets a sustainability-related goal or target, the disclosure framework should provide that reliable metrics are regularly disclosed in an easily accessible form				
B.1.4	Does the company disclose quantitative sustainability target?	<p>G20/OECD Principles of Corporate Governance (2023):</p> <p>VI.A.4. If a company publicly sets a sustainability-related goal or target, the disclosure framework should provide that reliable metrics are disclosed in an easily accessible form to allow investors to assess the credibility and progress toward meeting the announced goal or target.</p>	YES	<p>Globe discloses its quantitative sustainability targets, which are laid out in the annual Integrated Report, as well as in our quarterly reports and press releases.</p> <p>For 2023, Globe solidified its position as a sustainability leader in the Philippines by implementing ambitious climate action plans, including a net-zero target as approved by the Science-based Target Initiative. Further, Globe continues to be a champion of digital enablement and inclusion by providing accessible and innovative solutions tailored to the changing needs of the Filipino customer. Globe’s commitment extends beyond its core operations, with a focus on responsible business practices throughout the company’s value chain, as evidenced by its strategic policies and deepened supply chain engagement. Details on the targets of Globe are disclosed in the 2023 Integrated Report</p> <p>GLO 2023 IR, p. 76-79 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p>GLO 17-Q 1Q2024 Quarterly Report, PDF pp. 54-57 https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/GLO-1Q24-17Q.pdf</p> <p>GLO 17-Q 3Q2023 Quarterly Report, PDF pp. 118-123</p>



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B.1.5	Does the company disclose sustainability-related performance progress in relation to its previously set targets?	<p>G20/OECD Principles of Corporate Governance (2023):</p> <p>VI.A.4. If a company publicly sets a sustainability-related goal or target, the disclosure framework should ensure that verifiable metrics are disclosed to allow investors to assess the credibility and progress toward meeting the announced goal or target.</p> <p>ICGN (2021) PRINCIPLE 7:</p> <p>7.4 Sustainability reports</p> <p>The board should provide sustainability reporting to reflect the complexities inherent in a contemporary business by blending financial, human and natural</p>	YES	<p>As strong advocates of fairness, accountability, transparency, and integrity in all aspects of the business, Globe regularly reports progress towards its sustainability ambitions. Details are disclosed in the 2023 Integrated Report, and our quarterly press release results.</p> <p><u>GLO 2023 IR, p. 76-79, 97, 99, 109-112, 117-118, 124, 129-130, 136-139, 147-159</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>4Q2023 GLO Quarterly Results Press Releases, p. 7</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-02/GLO-4Q23-Press-Release.pdf</p> <p><u>3Q2023 GLO Quarterly Results Press Release, pp. 7-9</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2023/quarterly/quarterly-reports-press-release/GLO-3Q23-Press-Release.pdf</p> <p><u>2Q2023 GLO Quarterly Results Press Release, pp. 8-9</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2023/quarterly/quarterly-reports-press-release/GLO-2Q23-Press-Release.pdf</p> <p><u>1Q2023 GLO Quarterly Results Press Release, pp. 8-9</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2023/quarterly/quarterly-reports-press-release/GLO-1Q23-Press-Release.pdf</p>



		<p>capital considerations in the context of a company’s current and future strategic direction.</p> <p>Such disclosures should:</p> <p>b. put historical performance into context, and portray the risks, opportunities and prospects for the company in the future;</p> <p>d. explain key performance indicators to measure progress towards achieving sustainability related targets;</p>		
B.1.6	Does the company confirm that its Sustainability Report / Reporting is reviewed and /or approved by the Board or Board Committee?	<p>G20/OECD Principles of Corporate Governance (2023):</p> <p>VI.A.3. Disclosure of sustainability matters, financial reporting and other information should be connected.</p>	YES	<p>Our Manual of Corporate Governance (MCG) states that there should be increased focus on non-financial and sustainability reporting.</p> <p>Environment, Social and Governance (ESG)-linked risks, including the corresponding material topics and progress towards addressing them, are presented at least twice a year to the Board Risk Oversight and Sustainability (BROSC). A copy of the Report of the Committee to the Board is available in the 2023 Integrated Report.</p>



		<p>Corporate disclosure frameworks, including financial reporting standards and regulatory filing requirements (e.g. public offering prospectuses), should have the same goal of providing information that a reasonable investor would consider important in making an investment and voting decision. It follows that information understood as material in a sustainability-related report should also be considered and assessed in the preparation and presentation of the financial statements. The same level of rigour applied to the measurement and reporting of financial information should be applied to the measurement and reporting of</p>	<p>Finally, the annual Integrated Report of Globe, which contains our report on sustainability, is presented to and noted by the Board and stockholders during the Annual Stockholders' Meeting.</p> <p><u>Minutes of the 2023 ASM</u> 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><u>Voting Results of the 2023 ASM</u> 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><u>Minutes of the 2024 ASM</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/GLO-ASM2024-Minutes.pdf</p> <p><u>Voting Results of the 2024 ASM</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-ASM-2024-Voting-Results.pdf</p> <p><u>GLO MCG, p. 35 (Article III, Section 10)</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>
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		sustainability-related information.		
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Scorecard Item		Guiding Reference	Answer (Yes/No)	GLO Remarks
B.2	Corporate governance frameworks should allow for dialogue between a company, its shareholders and stakeholders to exchange views on sustainability matters			
B.2.1	Does the company engage internal stakeholders to exchange views and gather feedback on sustainability matters that are material to the business of the company?	G20/OECD Principles of Corporate Governance (2023): VI.A.1: The determination of which information is material may vary over time, and according to the local context, company-specific circumstances, and jurisdictional requirements. The assessment of material information may also consider sustainability matters that are critical to a company’s workforce and other key stakeholders.	YES	Globe engages its internal stakeholders to exchange views and gather feedback on sustainability matters. It champions a workplace culture that values the voices of its employees as the company believes that this is key to building a better organization. We conduct a biennial engagement survey to gather feedback from employees about the company and its leaders, and the support needed. Globe employees periodically accomplish Topical Pulse Surveys, usually delivered through Dude Bot, to understand the work attitudes and behaviors, struggles, and challenges of employees. The results of the survey help Globe produce relevant materials and activities that meet the needs of its employees and address any concerns and suggestions. GLO 2023 IR p. 70-73, 121 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf



		G20/OECD Principles of Corporate Governance (2023): VI.B: Corporate governance frameworks should allow for dialogue between a company, its shareholders and stakeholders to exchange views on sustainability matters as relevant for the company’s business strategy and its assessment of what matters ought to be considered material.		
B.2.2	Does the company engage external stakeholders to exchange views and gather feedback on sustainability matters that are material to the business of the company?	G20/OECD Principles of Corporate Governance (2023): VI.A.1: Sustainability-related information could be considered material if it can reasonably be expected to influence an investor’s assessment of a company’s value,	YES	<p>The company regularly conducts stakeholder engagement with its external stakeholders in order to gather feedback, identify and address concerns and challenges, prevent or mitigate negative impacts, spot opportunities and communicate the company’s responses. At the heart of stakeholder engagement is participation of relevant stakeholders. Globe uses different methods of engagement best suited to their needs, capacities, convenience, and ease. Aside from the regular touchpoints, stakeholders are also engaged in the biennial materiality study.</p> <p>GLO 2023 IR p. 70-74, 121 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf </p>



		<p>investment or voting decisions.</p> <p>The determination of which information is material may vary over time, and according to the local context, company-specific circumstances, and jurisdictional requirements. The assessment of material information may also consider sustainability matters that are critical to a company's workforce and other key stakeholders.</p> <p>G20/OECD Principles of Corporate Governance (2023):</p> <p>VI.B:</p> <p>Corporate governance frameworks should allow for dialogue between a company, its shareholders and</p>	<p>4Q2023 GLO Quarterly Results Press Releases, p. 7 https://www.globe.com.ph/sites/globe.com.ph/files/2024-02/GLO-4Q23-Press-Release.pdf</p> <p>3Q2023 GLO Quarterly Results Press Release, pp. 7-9 https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2023/quarterly/quarterly-reports-press-release/GLO-3Q23-Press-Release.pdf</p> <p>2Q2023 GLO Quarterly Results Press Release, pp. 8-9 https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2023/quarterly/quarterly-reports-press-release/GLO-2Q23-Press-Release.pdf</p> <p>1Q2023 GLO Quarterly Results Press Release, pp. 8-9 https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/investor-relations/documents/SEC-PSE-Disclosures/2023/quarterly/quarterly-reports-press-release/GLO-1Q23-Press-Release.pdf</p>
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		stakeholders to exchange views on sustainability matters as relevant for the company’s business strategy and its assessment of what matters ought to be considered material.		
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Scorecard Item		Guiding Reference		
B.3	The corporate governance framework should ensure that boards adequately consider material sustainability risks and opportunities when fulfilling their key functions in reviewing, monitoring and guiding governance practices, disclosure, risk management and internal control systems, including with respect to climate-related physical and transition risks			
<i>Boards should assess whether the company’s capital structure is compatible with its strategic goals and its associated risk appetite to ensure it is resilient to different scenarios</i>				
B.3.1	Does the company disclose that the board reviews on an annual basis that the company's capital and debt structure is compatible with its strategic goals and its associated risk appetite?	G20/OECD Principles of Corporate Governance (2023): VI.C.2: Boards should assess whether the company's	YES	Our Board reviews on an annual basis the compatibility between its capital and debt structure and its strategic goals and associated risk appetite through the review of the weighted average cost of capital (WACC) which takes into consideration the capital structure of the company. Any changes in the WACC would have to be recommended to the Board via our Finance Committee, should the resulting change be greater than +/- 100 bps. The review of the WACC is done



		<p>capital structure is compatible with its strategic goals and its associated risk appetite to ensure it is resilient to different scenarios.</p> <p>The management and board members are best placed to decide if the capital structure of a company is compatible with the strategic goals and its associated risk appetite, within existing restrictions established by shareholders. In order to ensure the company's financial soundness, the board should monitor the capital structure and capital sufficiency with due consideration to different scenarios, including those with low probability but high impact.</p>		<p>quarterly and the discount rate is included in the financial statements. This is also included in the financial reports during our scheduled Board meeting.</p> <p>Our MCG, further, enumerates in detail that the Board should regularly review the company's financial condition.</p> <p><u>GLO By-Laws, Article II. Section 11, p. 6</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>Finance Committee charter, Section III, PDF pp.1-2</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Finance-Committee-Charter.pdf</p> <p><u>MGC, Article II, Sec. 2, pp. 5-11, 22-23</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>
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Scorecard Item	Guiding Reference		
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B.4	The corporate governance framework should recognise the rights of stakeholders established by law or through mutual agreements and encourage active co-cooperation between corporations and stakeholders in creating wealth, jobs, and the sustainability of financially sound enterprises.			
Does the company disclose a policy and practices that address :			Answer (Yes/No)	GLO Remarks
B.4.1	The existence and scope of the company's efforts to address customers' welfare?	G20/OECD Principles of Corporate Governance (2023): VI.D.1: The rights of stakeholders are to a large extent established by law (e.g. labour, business, commercial, environmental, and insolvency laws) or by contractual relations that companies must respect. In some jurisdictions, it is mandatory for companies to carry out human rights and environmental due diligence. Nevertheless, even in areas where stakeholder interests are not legislated or established by contract, many companies make	YES	<p>Our overall purpose and corporate culture are geared toward the fulfillment of quality service for our customers. Globe values the growing network of customers, suppliers and communities that it has been able to partner with over the years. The company believes in forging strong relationships based on trust, mutual respect, cooperation and a vision of shared growth with all its stakeholders.</p> <p>Globe nurtures its relationships with its customers through the philosophy of "Treating People Right to Create a Globe of Good."</p> <p>As stated in our MCG, we identify our customers as one of our stakeholders. Our Board is tasked to promote equitable treatment of all our stakeholders, including shareholders and customers. The rights of our stakeholders are in our MCG and are likewise covered by specific company policies such as, among others, whistleblower policy, policy on RPTs, conflict of interest policy, privacy policy and policy in relation to health, safety and welfare of our customers and employees.</p> <p>Further, we put a premium on ensuring the health and safety in Globe workplaces and even outside of it. We do this through our strict adherence to the government's Occupational Safety and Health (OSH) standards and the ISO45001 Occupational Health and Safety Management Systems Standards, among other standards and</p>



		<p>additional commitments to stakeholders, given that concern over corporate reputation and corporate performance often requires the recognition of broader interests. This may in some jurisdictions be achieved by companies using the OECD Guidelines for Multinational Enterprises and associated due diligence standards for risk-based due diligence to identify, prevent and mitigate actual and potential adverse impacts of their businesses, and account for how these impacts are addressed. jurisdictions, it is mandatory for companies to carry out human rights and environmental due diligence. Nevertheless, even in areas where stakeholder interests are not legislated or established by contract, many companies make additional commitments</p>	<p>certifications, as well as a host of other related programs. This ensures that we minimize everyone’s exposure to risk and accidents, including contractors, vendors, visitors to our sites, customers and our employees. Our Occupational Safety and Health Policy guides us in protecting the health and safety of our employees, customers and the surrounding communities where we operate.</p> <p>Providing the best customer experience is a key strategic priority at Globe, and the defining factor that makes the organization unique. Among other initiatives, Globe has also established various other platforms to interact with customers such as the User Council, Business Advisory Council and the Women’s Council to help with ideation and testing of products and services. This also deepens the understanding of customer engagement activities and aids in contributing to better customer experience.</p> <p>GLO MCG (Article I; Article VII, Section 14.1- 14.3, 15.2-15.4 ,15.7, pp. 2; 45-52) 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 2023 IR, pp. 52-54, 70-73, 116-131, 132-139 140-159 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p>GLO i-ACGR, pp. 119-120 (Optional: Principle 14(1)) https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECReceived28May2024.pdf</p>
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		to stakeholders, given that concern over corporate reputation and corporate performance often requires the recognition of broader interests. This may in some jurisdictions be achieved by companies using the OECD Guidelines for Multinational Enterprises for risk-based due diligence to identify, prevent and mitigate actual and potential adverse impacts of their businesses, and account for how these impacts are addressed.		<p>Policy in relation to Health, Safety and Welfare of Customers and Suppliers and Vendor Audit (Company website) https://www.globe.com.ph/about-us/corporate-governance/company-policies</p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/sustainability/policies/Globe-Health-and-Safety-Policy_July2022.pdf</p>
B.4.2	Supplier/contractor selection procedures?		YES	<p>Globe conducts due diligence to its suppliers and selects suppliers based on an assessment criteria that factors in sustainability commitments, practices, and performance, as indicated in the Sustainable Supply Chain Policy Commitment approved by the CEO and President.</p> <p>The team maximizes value through commodity management, selection of best-in-class suppliers, and pursuit of process excellence in procurement and supply chain management. Vendors/suppliers undergo a comprehensive accreditation process which includes assessment of their technical and financial capability, business continuity, safety, health, and environmental policies. Grounded on the practice of fair, ethical, and governance policies, opportunity is equitably provided to the appropriate suppliers through competitive bidding and auctions. Proposals are evaluated on the basis of best-value including a consideration of environment friendly policies and practices. Given equivalent proposals, preference for purchase award is given to local suppliers and proposals aligned with green practices.</p> <p>Relationships with suppliers are also highly valued, with each considered a business partner. Globe continues to recognize and foster strong business relations with its partners through its established programs like the Business Partner Awards. Vendors/suppliers also provide learning opportunities through plant visits and technology briefings. Conversely,</p>



			<p>Vendor Clinics are initiated for selected vendors/suppliers/contractors to help improve their performance and competitiveness.</p> <p>The Globe Telecom Supplier Code of Conduct and Ethics (SCOE), as approved by the CEO and President, establishes standards of quality and business integrity to ensure that working conditions are safe, workers are treated with respect and dignity and that business operations are environmentally responsible and conducted ethically. The Supplier Code of Ethics shall be applicable to all vendors/suppliers of the Globe Group of companies. Globe expects its vendors to acknowledge and actively support the Code and to continually seek to conform to the standards contained therein. Globe expects that the principles apply to vendors, their parent entities and subsidiaries or affiliate entities, and with other entities with whom they do business including employees, suppliers, subcontractors, and other parties.</p> <p>This policy and its corresponding activities and programs are also disclosed in our IR and i-ACGR, all of which are in the company website. Globe’s company website also dedicates a section for information and policies that cater to the Company’s stakeholders:</p> <p>GLO MCG (Article I; Article VII, Section 14.1-14.3, 15.2-15.4, 15.7, pp. 2; 45-52)</p> <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</p> <p>Policy on Suppliers and Vendor Audit (Company website)</p> <p>https://www.globe.com.ph/about-us/corporate-governance/company-policies</p> <p>Stakeholders - Creditors and Vendor Partners (Company website)</p> <p>https://www.globe.com.ph/about-us/corporate-governance/stakeholders</p>
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				<p><u>GLO 2023 IR, p. 53, 138-139, 153-154</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>Sustainable Supply Chain Policy Commitment</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/corporate-governance-document/policies/Globe-Sustainable-Supply-Chain-Policy-Commitment-May2023.pdf</p> <p><u>Supplier Code of Ethics</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/corporate-governance-document/policies/Globe-Supplier-Code-of-Ethics-June2023.pdf</p> <p><u>GLO 2023 i-ACGR (Optional: Principle 14(2)), p. 120</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECREceived28May2024.pdf</p> <p><u>GLO 2023 SEC Form 17-A, p. 43</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p>
B.4.3	The company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?		YES	<p>Aligned with our MCG, we not only comply with existing regulations, but also voluntarily employ value chain processes that take into consideration economic, environmental, social and governance issues and concerns in accordance with our own sustainability framework and adopted global reporting standard.</p> <p>Globe recognizes that one of our immediate responsibilities, as part of business operations, is on environmental sustainability. Our Environmental and Sustainability policy outlines our commitment to managing our business in a sustainable manner. Our appointed Chief</p>



			<p>Sustainability and Corporate Communications Officer (CSCCO) is Ms. Maria Yolanda C. Crisanto.</p> <p>We also forge partnerships to continue to enrich the whole value chain for our customers. Other programs and activities to ensure our value chain is environment-friendly and is in promotion of sustainable development are discussed in our IR and i-ACGR. Our policies on our value chain and sustainable development are also in our MCG and company website:</p> <p><u>GLO MCG (Article VII, Section 16.1, pp. 53-54)</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-SECRReceived30May2017.pdf</p> <p><u>GLO 2023 IR, pp. 70-81</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>GLO i-ACGR, pp. 127-131 (Optional: Principle 16)</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECRReceived28May2024.pdf</p> <p><u>Globe Sustainable Supply Chain Policy Commitment</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/corporate-governance-document/policies/Globe-Sustainable-Supply-Chain-Policy-Commitment-May2023.pdf</p> <p><u>Globe Supplier Code of Ethics</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/sustainability/policies/Globe-Environmental-Sustainability-Policy_July2022.pdf</p> <p>Globe Environmental Sustainability Policy</p>
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				https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/sustainability/policies/Globe-Environmental-Sustainability-Policy_July2022.pdf <u>Stakeholders (Company website)</u> https://www.globe.com.ph/about-us/corporate-governance/stakeholders
B.4.4	The company's efforts to interact with the communities in which they operate?		YES	<p>Globe engages its stakeholders to contribute to sustainable development through Globe of Good, the company's digital empowerment platform. Customers can help communities based on their advocacies through Globe Rewards.</p> <p>GLO 2023 IR, p. 70-73, 102-103, 135-138 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>Globe of Good</u> https://www.globe.com.ph/about-us/sustainability/globe-of-good#gref</p>
B.4.5	The company's anti-corruption programmes and procedures?		YES	<p>As stated in our Anti-Corruption Policy, Globe employees shall maintain the highest standards of honesty and professional conduct. Seeking undue financial and material advantage from transactions with Globe is a breach of trust between the employee and the Company. The employee, by virtue of his employment, is bound not to betray that trust by seeking to gain any undue personal or pecuniary advantage (other than the rightful proceeds of employment) from his dealings with or for and on behalf of the Company.</p> <p>As part of Globe's campaign for anti-corruption, employees are reminded through internal communications channels to fill out gift disclosures especially during national festivities. The form is then submitted to employees' respective group heads who will decide whether the gift shall be returned, kept by the employee, or be</p>



			<p>surrendered to Human Resources Group for possible use during company events.</p> <p>Our MCG and company website contain our anti-corruption policy. Our <u>Code of Conduct</u> promulgates, among others, policies concerning Unethical, Corrupt, and Other Prohibited Practices covering both its employees and the members of the Board. These policies serve as guide to matters involving work performance, dealings with employees, customers and suppliers, handling of assets, records and information, avoidance of conflict of interest situations and corrupt practices, as well as the reporting and handling of complaints from whistleblowers. The Company also conducts periodic lectures and seminars on anti-corruption initiatives to all employees.</p> <p><u>GLO 2023 IR, pp. 53-54, 129-131</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>GLO i-ACGR, pp. (Supplement 7.1; Recommendation 15.2 (1), pp. 63-64; 123)</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECRReceived28May2024.pdf</p> <p><u>GLO MCG (Article VII, Section 15.6, p. 52)</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-SECRReceived30May2017.pdf</p> <p><u>Company Policies – Anti-Corruption Policy (Company website)</u> https://www.globe.com.ph/about-us/corporate-governance/company-policies</p> <p><u>GLO CoC, pp. 6-7</u></p>
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				https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/company-policies/Code-of-Conduct-2022-v2.pdf
B.4.6	How creditors' rights are safeguarded?		YES	<p>It is our policy to protect the rights of our creditors by maintaining, at all times, our good credit standing. We thus strictly observe contractual obligations, and regard fair and truthful disclosure and transparency of financial records and dealings of utmost importance to assure creditors of our continued credit worthiness. Our periodic reports to our creditors such as our latest certified Financial Statements, Certificate of No Default, and Chief Finance Officer Certification on compliance with financial ratios ensure the Creditors of the company's financial soundness.</p> <p>We provide prompt and accurate reports of our financial standing to creditors by providing them our financial and operating results, Management and Discussion Analysis, and Financial Statements on a periodic basis to allow the creditors to continuously evaluate and monitor our performance and credit standing.</p> <p>Moreover, we adopted an expanded corporate governance approach in managing business risks. A Revised Enterprise Risk Management Policy was developed to provide a better understanding of the different risks that could threaten the achievement of our vision, mission, strategies, and goals. The policy also highlights the vital role that each individual plays in the organization from Senior Management to staff in managing risks and in ensuring that the company's business objectives are attained. With this, it assures the creditors that we are proactive in managing our risks and are committed to sustaining the growth of the company. As part of the implementation, we regularly submit our quarterly financial results to the PSE and SEC.</p> <p>The loan agreements with banks and other financial institutions provide for certain restrictions and requirements with respect to,</p>



				<p>among others, maintenance of financial ratios and percentage of ownership of specific shareholders, incurrence of additional long-term indebtedness or guarantees, and property encumbrances.</p> <p><u>Company Policies – Policy Protecting Creditors (Company website)</u> https://www.globe.com.ph/about-us/corporate-governance/company-policies</p> <p><u>GLO 2023 IR, p. 55</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>Stakeholders - Creditors and Vendor Partners (Company website)</u> https://www.globe.com.ph/about-us/corporate-governance/stakeholders</p>
B.4.7	Does the company have a separate report/section that discusses its efforts on environment/economy and social issues?		YES	<p>As the Integrated Report follows the Integrated Reporting Framework, the chapters on the six capitals (i.e. Financial, Manufactured, Intellectual, Human, Social and Relationship, and Natural Capitals), alongside the chapter on Sustainability at Globe, are dedicated to environmental, social, governance (ESG) issues and activities, other than the regular business, financial and economic discussions. The IR has also undergone third party external assurance conducted by DNV Business Assurance Singapore-GL. Our IR is also available on our company website as well as submitted to the SEC and PSE.</p> <p>Our Chief Sustainability Officer ensures that our annual reports, through its Integrated Report, are aligned with our environmental and sustainability policy and that our overall sustainability framework is observed and remains relevant. As such and in accordance with our MCG, Globe has adopted a global reporting standard that showcases full year with year-on-year comparisons, as applicable, of economic,</p>



			<p>environmental, social, governance and sustainability company information.</p> <p>The Integrated Report (IR) of Globe is aligned with the principles of the following sustainability reporting frameworks - the Global Reporting Initiative (GRI) Standards, International Integrated Reporting Council (IIRC) Framework, Task Force on Climate-related Financial Disclosures (TCFD) recommendations, Sustainability Accounting Standards Board (SASB), the United Nations Sustainable Development Goals (UN SDGs), the United Nations Global Compact principles (UNGC), to name a few.</p> <p><u>GLO 2023 IR (pp. 2, 11-13, 54-69, 70-81, 82-178)</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>GLO MCG (Article III, Section 10, Principle 10, p. 35)</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 2023 i-ACGR (Recommendation 10.1), pp. 87-88</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECCReceived28May2024.pdf</p>
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Scorecard Item		Guiding Reference		
B.5	Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.			
			Answer (Yes/No)	GLO Remarks



B.5.1	Does the company provide contact details via the company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public etc.) can use to voice their concerns and/or complaints for possible violation of their rights?	G20/OECD Principles of Corporate Governance (2023): VI.D.2: The legal framework and process should be transparent and not impede the ability of stakeholders to communicate and to obtain redress for the violation of rights at a reasonable cost and without excessive delay	YES	<p>To establish a continuous dialogue with its customers, Globe has designed a blended approach to customer engagement which combines technology and human interface to create unique customer touchpoints.</p> <p>Traditional hotline numbers are still available via landline (+63277301000) and mobile phone (211) with options to self-serve if transactions can be done via the interactive voice response (IVR) system.</p> <p>Globe's Human Resources Group also updated the whistleblower policy last 2019 and launched the Globe Whistleblower Network Facility (GweN Portal), an online facility digitalizing whistleblower reports, administration of reports and communication with whistleblowers. Reports or concerns may also be sent via e-mail: gt_whistleblower@globe.com.ph. Globe does its utmost to provide feedback within twenty-four (24) hours upon receipt of the e-mail. All reports, issues, concerns and/or grievances submitted to Globe will be treated with confidentiality to ensure the safety of the whistleblower and parties involved.</p> <p>The Help and Support page on our company website (https://www.globe.com.ph/help) is also available for quick and ready answers to problems related to offers, promos and activities. Customers can also follow these social media accounts for information on telco products and services: @globeiph on Facebook and Youtube, @enjoyglobe on X, Instagram, and TikTok, and Globe Telecom on LinkedIn. For corporate news on Globe, customers can follow @GlobeIcon on Facebook and @globe_icon on Instagram. Globe streamlined seven different Globe apps into a single platform through the GlobeOne app to provide a unified business-to-customer (B2C) digital experience from initial discovery to ongoing care. IFrom multiple online platforms, Globe has now provided another unified B2C</p>



			<p>shopping experience across Mobile and Broadband through Globe Online.</p> <p>For other concerns, the Investor Relations section of the company website contains sufficient information on the contact person available to all stakeholders. Mr. Jose Mari Fajardo is Globe’s Senior Director for Investor Relations. Furthermore, our “Contact Us” page also offers easy options for our customers and stakeholders to reach us, including our enhanced whistleblower channel.</p> <p>Globe ensures these channels are available to the public through the company website, IR and the i-ACGR:</p> <p><u>Investor Relations Contacts (Company website)</u> https://www.globe.com.ph/about-us/investor-relations</p> <p><u>Contact Us (Company website)</u> https://www.globe.com.ph/contact-us.html</p> <p><u>Company Policies - Whistleblower Policy (Company website)</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/company-policies/whistleblower-policy-2019.pdf</p> <p><u>GLO Whistleblower Network Portal (GWeN)</u> https://reportage.tips/GLOBE/</p> <p><u>IR for 2023 (pp. 3, 45, 54, 57, 70-73)</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>GLO 2023 i-ACGR (Recommendations 6.2(2), 11.1, 13.5, 14.1, 14.3), pp. 62, 88-90, 112, 115-118)</u></p>
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				https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SE-C-Form-i-ACGR-2023-PSESECREceived28May2024.pdf MCG (Article II, Section 6.2), page 30 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
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Scorecard Item		Guiding Reference		
B.6	Mechanisms for employee participation should be permitted to develop.			
			Answer (Yes/No)	GLO Remarks
B.6.1	Does the company explicitly disclose the policies and practices on health, safety and welfare for its employees?	G20/OECD Principles of Corporate Governance (2023): VI.D.3: The degree to which employees participate in corporate governance depends on national laws and practices, and may vary from company to company as well. In the context of corporate governance, mechanisms for participation may benefit companies directly as	YES	Globe is committed to provide the best protection for the health and safety of its employees. We provide the same to the communities surrounding our operations. It is the management’s primary objective and the employee’s individual and collective responsibility to meet this commitment.To this end, we continue to strongly adhere to our policy on health, safety and welfare for employees. Globe’s Health and Safety Policy, aims to ensure the health, safety, and welfare not only for its employees but also the communities surrounding its operations, as they are critical to the success of our business. Strong Occupational Health and Safety Management System (OHSMS) which covers all facilities and activities of the company is the foundation for Globe’s resilient safety culture. It has been implemented as part of its commitment to a safe and healthy workplace, which is also in compliance with legal and other regulatory requirements. Guided by best practices, the company has received an enterprise-wide certification on ISO 45001, which is implemented



		<p>well as indirectly through the readiness by employees to invest in firm specific skills. Examples of mechanisms for employee participation include employee representation on boards and governance processes such as works councils that consider employee viewpoints in certain key decisions. International conventions and national norms also recognise the rights of employees to information, consultation and negotiation. With respect to performance enhancing mechanisms, employee stock ownership plans or other profit sharing mechanisms can be found in many jurisdictions. Pension commitments are also often an element of the relationship between the company and its past and present employees. Where such commitments involve</p>	<p>under the Integrated Management System. Globe's Integrated Management System Committee regularly reviews the workplace hazards and risk assessment of the company's activities to ensure the protection and welfare of its employees, workers, and the general public.</p> <p>Globe's policy on health, safety and welfare of its employees as well as practices and actual programs thereof are disclosed in our IR, i-ACGR and company website. Our MCG and CoC also include our policy on health, safety and welfare for employees. :</p> <p><u>GLO i-ACGR, p. 122 (Supplement to Recommendation 15.1(2))</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECRReceived28May2024.pdf</p> <p><u>GLO 2023 IR, pp. 11, 53, 63-64, 116-131</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>GLO MCG (Article VII, Section 15.1, 15.4, pp. 47, 50-51)</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-SECRReceived30May2017.pdf</p> <p><u>GLO CoC, pp. 11-13</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/company-policies/Code-of-Conduct-2022-v2.pdf</p> <p>Company Policies - Policy and Data Relating to Health, Safety and Welfare of Customers and Employees (Company website)</p>
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		establishing an independent fund, its trustees should be independent of the company's management and manage the fund in the interest of all beneficiaries.		https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/sustainability/policies/Globe-Health-and-Safety-Policy_July2022.pdf
B.6.2	Does the company explicitly disclose the policies and practices on training and development programmes for its employees?		YES	<p>One of our Board's responsibilities for good CG is to create and sustain a corporate culture where employees are actively involved in the realization of Globe's vision, mission, goals and corporate governance such that employees experience a sense of accountability and inspiration in the workplace. Our MCG encourages employee engagement such that Globe must provide opportunities for training and development for employees and policies and activities relating to health, safety and welfare of all employees. This policy is also in our company website. Our i-ACGR and IR showcase the activities and programs we have for training and development of our employees. Our policies and practices training and development of employees are discussed in our IR.</p> <p>Globe is committed to providing its employees with an enriching work experience that nurtures their innate talents and helps them tap into their complete potential. To fuel the growth and development of each employee, the company consistently works towards creating learning opportunities for them. Globe has developed digital platforms and various programs to enable employee development.</p> <p><u>GLO 2023 IR (pp. 53, 57, 63-64, 70-73, 101, 107-108, 122-125)</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>Company website – Policy and Data in relation to Health, Safety and Welfare of Employees including Trainings</u> https://www.globe.com.ph/about-us/corporate-governance/company-policies</p>



				<p><u>GLO MCG (Article II, Sections 15.1, 15.4, pp. 47, 50-51)</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 i-ACGR pp. 122 (Supplement to Recommendation 15.1 (3))</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECReceived28May2024.pdf</p>
B.6.3	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?		YES	<p>Globe Telecom has a Long Term Incentive Plan. The plan's primary objective is to drive long term performance in a highly competitive market by aligning management interest with the shareholders' interest. It also aims to motivate participants to sustain high levels of contribution. Furthermore, it is designed to attract and retain key employees whose key contributions are essential to Globe's growth and profitability through a rewards scheme that fosters a sense of genuine loyalty among employees and belongingness within the Globe community thereby retaining these talents even after payouts are given out. Lastly, the plan should propel shareholder value through superior business performance driven by happy and satisfied employees.</p> <p>Globe's long term incentive plan and reward/compensation policy are discussed in our i-ACGR and IR. Our IR also discusses other long term benefits for our employees. The policy is also on our MCG and company website:</p> <p><u>i-ACGR for 2023 (Supplement to Recommendation 15.1 (1)), pp. 121-122</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECReceived28May2024.pdf</p> <p>GLO IR for 2023 (pp. 48-49)</p>



			https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf AFS for 2023 (Note 27 of the AFS) https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/2023-Globe-Conso-AFS.pdf DIS for 2023, p. 25 and Note 27 of the AFS as Annex "E" https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/GLO-Definitive-Information-Statement_SECRceived-March19v2.pdf
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Scorecard Item		Guiding Reference		
B.7	Stakeholders including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this.			
			Answer (Yes/No)	GLO Remarks
B.7.1	Does the company have a whistle blowing policy which includes procedures for complaints by employees and other stakeholders concerning alleged illegal and unethical behaviour and provide contact details via the company's website or annual report	G20/OECD Principles of Corporate Governance (2023): VI.D.5. Unethical and illegal practices by corporate officers may not only violate the rights of stakeholders but also be detrimental to the company in terms of reputational effects. It is	YES	Globe’s procedures for complaints by employees and other stakeholders concerning illegal (including corruption) and unethical behavior are stated in our whistleblowing policy that is also mentioned in our MCG. Our whistleblowing policy ensures that whistleblowers’ reports are kept confidential together with their identities, they are protected from retaliation and that points of contact for whistleblowers are available and easy to access. In 2019, Globe updated the whistleblower policy and launched the Globe Whistleblower Network Facility (GWeN Portal), an online facility digitalizing whistleblower reports, administration of reports and communication with whistleblowers. More details on our whistleblower policy are disclosed in our website, MCG, i-ACGR and IR.



		therefore important for companies to establish a confidential whistleblowing policy with procedures and safe-harbours for complaints by workers, either personally or through their representative bodies, and others outside the company, concerning illegal and unethical behaviour. The board should be encouraged to protect these individuals and representative bodies and to give them confidential direct access to someone independent on the board, often a member of an audit or an ethics committee.		<p>MCG (Article VII, Section 14.2), pp. 46-47 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, pp. 124-125 (Recommendation 15.3) https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECReceived28May2024.pdf</p> <p>GLO IR for 2023 (pp. 52, 54) https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p>Company website – Whistleblowing policy https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/company-policies/whistleblower-policy-2019.pdf</p> <p>GWeN Portal (Company website) https://reportage.tips/GLOBE/</p>
B.7.2	Does the company have a policy or procedures to protect an employee/person who reveals alleged illegal/unethical behaviour from retaliation?		YES	<p>Our whistleblowing policy is in our MCG and discussed in our IR and the website. Our whistleblowing policy ensures that whistleblowers' reports are kept confidential together with their identities, they are protected from retaliation and that points of contact for whistleblowers are available and easy to access. In 2019, Globe updated the whistleblower policy and launched the Globe Whistleblower Network Facility (GWeN Portal), an online facility digitalizing whistleblower reports, administration of reports and communication with whistleblowers. Through various channels which, among others, include a hotline (0917-8189934), and an e-mail address (gt_whistleblower@globe.com.ph), we provide a mechanism that allows employees and even third parties to report suspected violations of company policies by employees, officers, directors, and</p>



			<p>partners, on unethical and corrupt practices, misappropriation of company assets, fraudulent reporting practices, and other violations of our Code of Conduct, MCG, and Securities Regulation Code. As part of our policy, whistleblowing-related disclosures made in good faith are protected by keeping the information confidential. The identity and source of the information are likewise protected to the extent required by law.</p> <p><u>MCG (Article VII, Section 14.2), pp. 46-47</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>Company website – Whistleblowing policy</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/company-policies/whistleblower-policy-2019.pdf</p> <p><u>IR for 2023 (pp. 52, 54)</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p>
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