



LEVEL 1

C. Disclosure and Transparency

| Scorecard Item | | Guiding Reference | Answer (Yes/No) | GLO Remarks |
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| C.1 | Transparent Ownership Structure | | | |
| C.1.1 | Does the information on shareholdings reveal the identity of beneficial owners, holding 5% shareholding or more? | <p>G20/OECD Principles of Corporate Governance (2023):</p> <p>IV.A. Disclosure should include, but not be limited to, material information on:</p> <p>IV.4. Major share ownership, including beneficial owners, and voting rights.</p> <p>One of the basic rights of investors is to be informed about the ownership structure of the company and their rights vis-a-vis the rights of other owners. The right to such information should also extend to information about the structure of a group of companies and intra-group relations. Such disclosures should make the objectives, nature and structure of the group transparent. Disclosure of ownership data should be provided once certain thresholds of ownership are</p> | YES | <p>Information on shareholdings reveals the identity of beneficial owners holding 5% shareholding or more. We disclose information on company shareholdings of beneficial owners, holding 5% shareholdings or more through our Top 20 Shareholders report and or Top 100 Shareholders Report submitted to pertinent regulators and made available through our company website. Likewise, this information is disclosed through our financial reports, most recent annual Information Statement (SEC Form 20-IS or DIS), Annual Report (SEC Form 17-A) and most recent annual Integrated Report (iR):</p> <p><u>Top 20 Shareholders (Company website)</u> https://www.globe.com.ph/about-us/investor-relations/stock-information</p> <p><u>Top 100 Shareholders by quarter and by year (Company website)</u> https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures.html</p> <p><u>Shareholding Structure (Company website)</u> https://www.globe.com.ph/about-us/corporate-governance/shareholding-structure</p> <p><u>GLO 2023 DIS, p. 11 (Section B, Item 1(e)(i))</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/GLO-Definitive-Information-Statement_SECReceived-March19v2.pdf</p> <p><u>GLO SEC Form 17-A, PDF pp. 131 (Part III, Item 9)</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p> |



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| | | passed. In equity markets characterised by dispersed ownership structures where small shareholdings may exert significant influence over a company, these thresholds could be set lower. Such disclosure might include data on major shareholders and others that, directly or indirectly, may significantly influence or control the company through, for example, special voting rights, shareholder agreements, the ownership of controlling or large blocks of shares, the use of holding company structures involving layering of companies or significant cross-shareholding relationships and cross guarantees. It is also required or considered good practice in some jurisdictions to disclose shareholdings of directors, including non-executives, and it is good practice that such disclosure is made on an ongoing basis. | | <p>GLO 2023 IR, p. 58 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> |
| C.1.2 | Does the company disclose the direct and indirect (deemed) shareholdings of major and/or substantial shareholders? | <p>For enforcement purposes in particular, and to identify potential conflicts of interest, related party</p> | YES | <p>Globe discloses direct and indirect shareholdings of major and/or substantial shareholders through the company website, financial reports, DIS, SEC Form 17-A and Integrated Annual Corporate Governance Report (i-ACGR). A quarterly report on the Top 100 shareholders is likewise submitted to the SEC and PSE, which is made available through our company website together with the report on Top 20 shareholders.</p> <p><u>Shareholding Structure (Company website)</u> https://www.globe.com.ph/about-us/corporate-governance/shareholding-structure</p> <p>GLO 2023 DIS, p. 11 (Section B, Item 1(e)) https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/GLO-Definitive-Information-Statement_SECReceived-March19v2.pdf</p> <p>GLO i-ACGR, pp. 68-69 (Supplement to Recommendation 8.2) https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECReceived28May2024.pdf</p> <p>GLO SEC Form 17-A, PDF pp. 131 (Part III, Item 9) https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p> <p>GLO 2023 IR, p. 58 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> |



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| | | transactions, insider trading, and market manipulation information about record ownership needs to be complemented with current information about beneficial ownership. An increasing number of jurisdictions use a centralised national registry while others may require a company-level registry to facilitate access to up-to-date and accurate information on beneficial ownership. In cases where such registries are not available, information about the beneficial owners should be obtainable at least by regulatory and enforcement agencies and/or through the judicial process. In addition, guidance issued by the Financial Action Task Force and the IMF that advocates a multi-pronged approach to ensure availability of information on beneficial ownership can be useful in this regard. | | |
| C.1.3 | Does the company disclose the direct and indirect (deemed) shareholdings of directors (commissioners)? | | YES | <p>Globe discloses the direct and indirect shareholdings of the directors through our financial reports, DIS, SEC Form 17-A, i-ACGR and IR, as well as on our company website.</p> <p>Periodic reports on changes of beneficial ownership of our directors (SEC Form 23-A/B) are likewise filed with the SEC and the PSE according to regulatory requirements and our company policy on dealings in securities by directors. To date, none of our directors owns 2% or more of the outstanding capital stock of the Company:</p> <p><u>GLO 2023 DIS, p. 12 (Section B, Item 1(e))</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/GLO-Definitive-Information-Statement_SECReceived-March19v2.pdf</p> <p><u>GLO SEC Form 17-A, PDF pp. 132 (Part III, Item 9)</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p> <p><u>GLO 2023 IR, p. 58-59</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>Statements of Beneficial Ownership by year (Company website)</u> https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</p> |
| C.1.4 | Does the company disclose the direct and indirect (deemed) shareholdings of senior management? | | YES | Globe discloses the direct and indirect shareholdings of senior management through its financial reports, DIS, SEC Form 17-A, ACGR and IR. |



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| | | | | <p>Periodic reports on changes of beneficial ownership of our key officers or senior management (SEC Form 23-A/B) are likewise filed with the SEC and the PSE according to regulatory requirements and our company policy on dealings in securities by directors. To date, none of the members of our senior management owns 2% or more of the outstanding capital stock of the Company:</p> <p><u>GLO 2023 DIS, p. 12-13 (Section B, Item 1(e))</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/GLO-Definitive-Information-Statement_SECReceived-March19v2.pdf</p> <p>GLO i-ACGR, pp. 68-69 (Supplement to Recommendation 8.2) https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECReceived28May2024.pdf</p> <p>GLO SEC Form 17-A, PDF pp. 132-133 (Part III, Item 9) https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p> <p>GLO 2023 IR, p. 59 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>Statements of Beneficial Ownership by year (Company website)</u> https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</p> |
| C.1.5 | Does the company disclose details of the parent/holding company, subsidiaries, associates, joint ventures and special purpose enterprises/ vehicles (SPEs)/ (SPVs)? | | YES | <p>Globe discloses details of the parent/holding company, subsidiaries, associates, joint ventures and special purpose enterprises/vehicles through the financial reports. An illustration of the Globe group, including subsidiaries, associates, joint ventures and special purpose enterprise/vehicles, is disclosed in our company website.</p> |



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| | | | | <p>Globe transactions or dealings with such related parties are also disclosed through our financial reports and any material transaction shall be covered by our Policy on RPTs. All of these are also publicly available through our company website:</p> <p><u>Conglomerate Map (Company website)</u> https://www.globe.com.ph/about-us/corporate-governance/conglomerate-map.html</p> <p><u>GLO 2023 DIS, p. 20-23 (Section B, Item 1(e))</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/GLO-Definitive-Information-Statement_SECReceived-March19v2.pdf</p> <p><u>GLO SEC Form 17-A, PDF pp. 4-8, 133-136, 138</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p> <p><u>GLO 2023 IR, p. 6-7</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> |
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| | Scorecard Item | Guiding Reference | Answer (Yes/No) | GLO Remarks |
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| C.2 | Quality of Annual Report | | | |
| | <i>Does the Company’s Annual Report disclose the following:</i> | | | |
| C.2.1 | Corporate Objectives | G20/OECD Principles of Corporate Governance (2023): IV.A. Disclosure should include, but not be limited to, material information on: IV.A.1. The financial and operating results of the company. | YES | <p><u>GLO 2023 IR, pp. 47-48</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>Corporate Objectives (Company website)</u> https://www.globe.com.ph/about-us/corporate-governance/corporate-objectives.html</p> |

Notes: Information used are as of 30 June 2020. Where applicable and for convenient reading, PDF pages (pp.) will be used as reference.



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| | | IV.A.2. Company objectives and sustainability-related information. | | GLO i-ACGR, p. 77 (Optional: Principle 8(1)(a)) https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SE-C-Form-i-ACGR-2023-PSESECREceived28May2024.pdf |
| C.2.2 | Financial Performance Indicators | IV.A.5. Information about the composition of the board and its members, including their qualifications, the selection process, other company directorships and whether they are regarded as independent by the board. IV.A.6. Remuneration of members of the board and key executives. IV.A.8. Foreseeable risk factors. IV.A.10. Debt contracts, including the risk of non-compliance with covenants. ICGN (2021) PRINCIPLE 2: Leadership and independence | YES | <p>We regularly review our performance against our operating and financial plans and strategies, and use key performance indicators to monitor our progress. Except for net income, our financial performance indicators are not measurements in accordance with Philippine Financial Reporting Standards (PFRS) and should not be considered as an alternative to net income or any other measure of performance which are in accordance with PFRS.</p> <p>GLO 2023 IR, pp. 9, 10-11, 16-21, 24-27 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p>GLO SEC Form 17-A, PDF pp. 60-89 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p> <p>GLO i-ACGR, p. 77 (Optional: Principle 8(1)(b)) https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SE-C-Form-i-ACGR-2023-PSESECREceived28May2024.pdf</p> |
| C.2.3 | Non-financial performance indicators | ICGN (2021) PRINCIPLE 3: Composition and appointment ICGN (2021) PRINCIPLE 5: Remuneration | YES | <p>We also use a non-financial performance indicator to measure the success of the business and emphasize our commitment to sustainability. These include: (1) employee engagement score; (2) customer satisfaction; (3) environmental and social impacts; among others.</p> <p>GLO 2023 IR, pp. 11-13, 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, p. 77 (Optional: Principle 8(1)(c))</p> |



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| | | | | https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECRReceived28May2024.pdf |
| C.2.4 | Dividend Policy | | YES | <p>GLO 2023 IR, p. 57 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p>GLO i-ACGR, pp. 77, 106 (Optional: Principle 8(1)(d); Supplement to Recommendation 13.1(7)) https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECRReceived28May2024.pdf</p> <p>GLO SEC Form 17-A, PDF p. 56-57 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p> <p>Dividend Policy (Company website) https://www.globe.com.ph/about-us/investor-relations/stock-information/dividend-policy</p> |
| C.2.5 | Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and any other directorships of listed companies) of all directors/commissioners | | YES | <p>GLO 2023 IR, p. 28-38 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p>GLO i-ACGR, p. 78 (Optional: Principle 8(1)(e)) https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECRReceived28May2024.pdf</p> <p>GLO SEC Form 17-A, PDF p. 117-124 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p> <p>GLO 2023 DIS, pp. 30-37 (Annex "A")</p> |



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| | | | | https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/GLO-Definitive-Information-Statement_SECReceived-March19v2.pdf Board of Directors (Company website) https://www.globe.com.ph/about-us/corporate-governance/board-of-directors |
| Corporate Governance Confirmation Statement | | | | |
| C.2.6 | Does the Annual Report contain a statement confirming the company's full compliance with the code of corporate governance and where there is non-compliance, identify and explain reasons for each such issue? | G20/OECD Principles of Corporate Governance (2023): IV.A. Disclosure should include, but not limited to, material information on: IV.A.9. Governance structures and policies, including the extent of compliance with national corporate governance codes or policies and the process by which they are implemented. | | An annual Certification of Compliance is issued and signed by our Chief Compliance Officer and countersigned by our President and CEO. Our Chief Human Resource Officer signs a similar Certification for the CoC. The Certificates of Compliance are also posted on our website. <u>GLO 2023 IR, pp. 180-181</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf <u>GLO i-ACGR, p. 78 (Optional: Principle 8(2))</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECReceived28May2024.pdf <u>Certificate of Compliance by year (Company website)</u> https://www.globe.com.ph/about-us/corporate-governance/certificate-of-compliance |

Notes: Information used are as of 30 June 2020. Where applicable and for convenient reading, PDF pages (pp.) will be used as reference.



| Scorecard Item | | Guiding Reference | Answer (Yes/No) | GLO Remarks |
|----------------|---|---|--------------------|---|
| C.3 | Remuneration of Members of the Board and Key Executives | | | |
| C.3.1 | Is there disclosure of the fee structure for non-executive directors/commissioners? | <p>ICGN (2021) PRINCIPLE 5:</p> <p>5.9. Non-executive director remuneration</p> <p>The board, or shareholders as required by law in some jurisdictions, should determine levels of pay for non-executive directors and the non-executive chair and ensure that it is structured in a way which ensures independence, objectivity and alignment with the long- term interests of the company and all its shareholders.</p> <p>Remuneration paid to non-executive directors should be publicly disclosed.</p> <p>Performance-based pay or share options should not be granted to non-executive directors and nonexecutive chairs.</p> | YES | <p>In a resolution at the Annual Stockholders' Meeting held on April 26, 2022, the stockholders approved the increase in Directors' compensation structure in the form of retainer fees, in addition to the current attendance fees for each non-executive director. This is indicated in the 2022 ASM Minutes and Voting Results.</p> <p>Further, information on board remuneration is disclosed yearly in our DIS, IR and 17-A.</p> <p><u>2022 ASM Minutes of the Meeting</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>2022 ASM Voting Results</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2022/GLO-Voting-Results-ASM-2022v3.pdf</p> <p><u>GLO 2023 DIS, pp.24-25</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/GLO-Definitive-Information-Statement_SECReceived-March19v2.pdf</p> <p><u>GLO 2023 IR, pp. 44-45</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>GLO SEC 17-A, pp.129-130</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p> |



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| C.3.2 | Does the company publicly disclose [i.e. annual report or other publicly disclosed documents] details of remuneration of each non-executive director/commissioner? | G20/OECD Principles of Corporate Governance (2023): IV.A. Disclosure should include, but not be limited to, material information on: IV.A.6 Remuneration of members of the board and key executives Disclosure on an individual basis (including termination and retirement provisions) is increasingly regarded as good practice and is now required or recommended in most jurisdictions. Some of these jurisdictions call for remuneration of a certain number of the highest paid executives to be disclosed, while in others it is confined to specified positions. | YES | <p>The details of remuneration of each non-executive director is disclosed in our Annual Reports and also posted on our website.</p> <p>GLO 2023 DIS, pp.24-25 https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/GLO-Definitive-Information-Statement_SECReceived-March19v2.pdf</p> <p>GLO 2023 IR, pp. 44-45 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p>GLO SEC 17-A, pp.129-130 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p> <p>Company Website (Board of Directors - Remuneration) https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/remuneration</p> |
| C.3.3 | Does the company disclose its remuneration (fees, allowances, benefit-in-kind and other emoluments) policy/practices (i.e. the use of short term and long term incentives and performance measures) for its executive directors and CEO? | G20/OECD Principles of Corporate Governance (2023): V.D. The board should fulfil certain key functions, including: V.D.5 Aligning key executive and board remuneration with the longer term interests of the company and its shareholders. | YES | <p>We disclose information on the remuneration of our executive officers, including our CEO in our DIS, IR and 17-A.</p> <p>GLO 2023 DIS, pp. 23-24, Note 27 of Annexed AFS, PDF pp. 257-263 https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/GLO-Definitive-Information-Statement_SECReceived-March19v2.pdf</p> <p>GLO 2023 IR, pp. 48-49, 70, 127 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p> |



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| | | <p>It is regarded as good practice for boards to develop and disclose a remuneration policy statement covering board members and key executives, as well as to disclose their remuneration levels set pursuant to this policy. Such policy statements may specify, especially with respect to executives, the relationship between remuneration and performance with ex ante criteria linked to performance, and include measurable standards that emphasise the long-term interests of the company and the shareholders over short-term considerations. Such measurable standards among others may relate to total shareholder return and appropriate sustainability goals and metrics. Policy statements generally tend to set conditions for payments to board members for extra-board activities, such as consulting. They also often specify terms to be observed by board members and key executives about holding</p> | | <p>GLO SEC 17-A, pp. 130-131, Note 27 of annexed AFS, PDF pp. 248-254 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p> |
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Notes: Information used are as of 30 June 2020. Where applicable and for convenient reading, PDF pages (pp.) will be used as reference.



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| | | and trading the stock of the company, and the procedures to be followed in granting and re-pricing options. In some jurisdictions, policy statements also provide guidance on the payments to be made when hiring and/or terminating the contract of an executive. The board may also monitor the implementation of the policy statement on remuneration. | | |
| C.3.4 | Does the company publicly disclose [i.e. annual report or other publicly disclosed documents] the details of remuneration of each of the executive directors and CEO [if he/she is not a member of the Board]? | <p>G20/OECD Principles of Corporate Governance (2023): IV.A.6. Remuneration of members of the board and key executives</p> <p>...Disclosure on an individual basis (including termination and retirement provisions) is increasingly regarded as good practice and is now required or recommended in most jurisdictions. Some of these jurisdictions call for remuneration of a certain number of the highest paid executives to be disclosed, while in others it is confined to specified positions...</p> | NO | <p>The Chief Executive Officer is a member of our Board of Directors as an executive director. However, we disclose information on the remuneration of our executive officers, including our CEO in our DIS, IR and 17-A.</p> <p>GLO 2023 DIS, pp. 23-24, Note 27 of Annexed AFS, PDF pp. 257-263 https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/GLO-Definitive-Information-Statement_SECReceived-March19v2.pdf</p> <p>GLO 2023 IR, pp. 48-49, 70, 127 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p> <p>GLO SEC 17-A, pp. 130-131, Note 27 of annexed AFS, PDF pp. 248-254 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p> |



| Scorecard Item | | Guiding Reference | Answer (Yes/No) | GLO Remarks |
|----------------|---|--|-----------------|--|
| C.4 | Disclosure of related party transactions (RPT) | | | |
| C.4.1 | Does the company disclose its policy covering the review and approval of material RPTs? | G20/OECD Principles of Corporate Governance (2023): IV.A. Disclosure should include, but not limited to, material information on: IV.A.7. Related party transactions. ICGN (2021) PRINCIPLE 9: 9.4 Related party transactions The board should develop, adopt and disclose a related party transactions (RPT) Policy and have a robust process for approving, reviewing and monitoring RPTs and any inherent | YES | The review and approval of material RPTs are covered by our Policy on RPTs. The Policy also discusses the role of the Audit and RPT Committee in the review and approval of material RPTs. Our Policy on RPTs is disclosed in our company website, i-ACGR, IR and included in our MCG: Policy on RPTs (Company website) https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/related-party-transactions/Policy-on-RPTs/GLO-RPT-Policy-2019.pdf GLO 2023 IR, pp. 49-50, 55 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf GLO i-ACGR, p. 78 (Optional: Principle 8(3)) https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECREceived28May2024.pdf GLO MCG, pp. 16-21 (Article II, Section 2.12. 3.2) 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 |
| C.4.2 | Does the company disclose the name, relationship, nature and value for each material RPTs | | YES | Our Policy on RPTs and RPT disclosure policy state that RPTs are disclosed in our financial statements, annual reports including, but not limited to, the i-ACGR, and other applicable filings in accordance with the relevant rules and issuance of the SEC and other applicable |



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| | | <p>conflicts of interest. This includes establishing a committee of independent directors, either as a separate committee, or an existing committee comprised of independent directors, for example the audit committee. The committee should review significant related party transactions to determine whether they are in the best interests of the company and, if so, to determine what terms are fair and reasonable. The conclusion of committee deliberations on significant related party transactions should be disclosed in the company's annual report to shareholders</p> | | <p>regulatory bodies. The disclosure includes, but is not limited to, the name of the related party, relationship with Globe for each RPT, the nature and value for each RPT. Such disclosure is also made publicly available through our website and such other media channels as applicable. Disclosure of RPTs is included in our i-ACGR, SEC Form 17-A, DIS, and company website:</p> <p><u>GLO i-ACGR, pp. 73-74 (Recommendation 8.5(2))</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 SEC Form 17-A, PDF p. 133 and Note 19 of the Audited Financial Statements, PDF pp. 233-239</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p> <p><u>GLO 2023 DIS, Note 19 of Audited Financial Statements (Annex "E")</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/GLO-Definitive-Information-Statement_SECREceived-March19v2.pdf</p> <p><u>Historical List of RPTs by year – Policy on Related Party Transactions (Company website)</u> https://www.globe.com.ph/about-us/corporate-governance/related-party-transactions</p> |
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| Scorecard Item | | Guiding Reference | Answer (Yes/No) | GLO Remarks |
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| C.5 | Directors and commissioners dealings in shares of the company | | | |
| C.5.1 | Does the company disclose trading in the company's shares by insiders? | <p>G20/OECD Principles of Corporate Governance (2023): IV.A. Disclosure should include, but not be limited to, material information on:</p> <p>IV.A.4. Major share ownership, including beneficial owners, and voting rights</p> <p>ICGN (2021) PRINCIPLE 4: 4.4 Employee share dealing</p> <p>The Board should develop clear rules regarding any trading by directors and employees in the company's own securities. Individuals should not benefit directly or indirectly from knowledge which is not generally available to the market.</p> <p>ICGN (2021) PRINCIPLE 5: 5.5 Share ownership</p> | YES | <p>All Globe directors and key officers are required, within three (3) trading days upon change in ownership of securities, to submit a report on their trades to the Office of our Chief Compliance Officer for immediate submission/ disclosure to pertinent regulators.</p> <p>Globe discloses the trading in the company's shares by insiders, its board of directors and key officers, through periodic reports (Statement of Beneficial Ownership, or SEC Form 23-A/B) submitted to pertinent regulators. These are also posted on the company website. A summary of which is annually disclosed through our annual reports:</p> <p>GLO SEC Form 17-A, pp. 132-133 (Part III, Item 9(B)) https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p> <p>GLO 2023 IR, pp. 58-59 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p>GLO i-ACGR, pp. 67-69 (Recommendation 8.2; Supplement to Recommendation 8.2) https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECRReceived28May2024.pdf</p> <p>Statements of Beneficial Ownership by year (Company website) https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</p> |



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| | | <p>The board should disclose the company policy concerning ownership of shares of the company by the CEO, non-executive directors and executives. This should include the company policy as to how share ownership requirements are to be achieved and for how long they are to be retained. While CEO and executive share ownership is encouraged, the use of derivatives or other structures that enable the hedging of an individual's exposure to the company's shares should be prohibited.</p> | | |
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| Scorecard Item | | Guiding Reference | Answer (Yes/No) | GLO Remarks |
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| C.6 | External auditor and Auditor Report | | | |
| Where the same audit firm is engaged for both audit and non-audit services | | | | |
| C.6.1 | Are the audit and non-audit fees disclosed? | G20/OECD Principles of Corporate Governance (2023): IV.C. An annual external audit should be conducted by an independent, competent and qualified auditor in accordance with | YES | <u>GLO 2023 IR, pp. 52</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf <u>GLO i-ACGR, pp. 84-86 (Recommendation and Supplement to Recommendation 9.3)</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECRceived28May2024.pdf |

Notes: Information used are as of 30 June 2020. Where applicable and for convenient reading, PDF pages (pp.) will be used as reference.



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| | | <p>internationally recognised auditing, ethical and independence standards in order to provide reasonable assurance to the board and shareholders on whether the financial statements are prepared, in all material respects, in accordance with an applicable financial reporting framework.</p> <p>G20/OECD Principles of Corporate Governance (2023): IV.D. External auditors should be accountable to the shareholders and owe a duty to the company to exercise due professional care in the conduct of the audit in the public interest.</p> <p>ICGN (2021) PRINCIPLE 8: 8.3 Audit Committee</p> <p>The terms of reference for the committee should be publicly disclosed and include: f) Recommending the appointment, reappointment and, if necessary, the removal of the external auditor, as well as approving audit fees. Any non-audit fees should</p> | | <p>“External Audit” under Internal Control Mechanism (Company website) https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism.html</p> |
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Notes: Information used are as of 30 June 2020. Where applicable and for convenient reading, PDF pages (pp.) will be used as reference.



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| | | normally be less than the audit fee and, if not, there should be a clear explanation as to why it was necessary for the auditor to provide these services and how the independence and objectivity of the audit was assured. | | |
| C.6.2 | Does the non-audit fee exceed the audit fees? | <p>ICGN (2021) PRINCIPLE 8: 8.3 Audit Committee</p> <p>The terms of reference for the committee should be publicly disclosed and include:</p> <p>f) Recommending the appointment, reappointment and, if necessary, the removal of the external auditor, as well as approving audit fees. Any non-audit fees should normally be less than the audit fee and, if</p> | YES | <p>The Audit and RPT Committee has reviewed and approved services rendered by the external/independent auditors, in accordance with the relevant policies in the Committee’s Charter, and concluded that the services and fees do not impair their independence.</p> <p>Fees incurred in relation to the engagement of our external/independent auditor is disclosed in our IR and i-ACGR:</p> <p><u>GLO 2023 IR, p. 52</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p>GLO i-ACGR, pp. 85-86 (Supplement to Recommendation 9.3) https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECRReceived28May2024.pdf</p> <p>“External Audit” under Internal Control Mechanism (Company Website) https://www.globe.com.ph/about-us/corporate-governance/internal-control-mechanism</p> |

Notes: Information used are as of 30 June 2020. Where applicable and for convenient reading, PDF pages (pp.) will be used as reference.



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| | | not, there should be a clear explanation as to why it was necessary for the auditor to provide these services and how the independence and objectivity of the audit was assured. | | |
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| Scorecard Item | | Guiding Reference | Answer (Yes/No) | GLO Remarks |
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| C.7 | Medium of communications | | | |
| Does the company use the following modes of communication? | | | | |
| C.7.1 | Quarterly reporting | G20/OECD Principles of Corporate Governance (2023): IV.E. Channels for disseminating information should provide for equal, timely and cost-efficient access to relevant information by users. ICGN (2021) PRINCIPLE 7: Corporate Reporting | YES | Quarterly financial results are immediately disclosed, after the approval by the Board, to PSE and SEC. Quarterly and year-end financial statements and detailed management's discussion and analysis are filed within 45 and 105 calendar days, respectively, from the end of the financial period. These reports are also posted on our website: <u>GLO 2023 IR, pp. 56-57</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf <u>GLO i-ACGR, pp. 66-68 (Supplement to Recommendation 8.1)</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECReceived28May2024.pdf |

Notes: Information used are as of 30 June 2020. Where applicable and for convenient reading, PDF pages (pp.) will be used as reference.



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| | | Boards should oversee timely and reliable company disclosures for shareholders and relevant stakeholders relating to the company's financial position, approach to sustainability, performance, business model, strategy, and long-term prospects. | | <p><u>Quarterly Report by year (Company website)</u> https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</p> |
| C.7.2 | Company website | | YES | <p>Globe fully understands that the changes and progress in digital lifestyle include the fast-paced character of its customers, shareholders and different stakeholders. Because of this, the company website must also be an effective channel of information and a manifestation of CG advocacy. Among other information, the website is updated with corporate announcements, reports and disclosures that are accessible to all stakeholders as well as dedicated pages for CG, Investor Relations, and Sustainability.</p> <p>The website is maintained regularly to ensure user-friendliness, accessibility, accuracy of information and relevance for all our stakeholders:</p> <p><u>About Globe (Company website)</u> https://www.globe.com.ph/about-us.html</p> <p><u>Corporate Governance (Company website)</u> https://www.globe.com.ph/about-us/corporate-governance.html</p> <p><u>Investor Relations (Company website)</u> https://www.globe.com.ph/about-us/investor-relations.html</p> <p><u>Sustainability (Company website)</u> https://www.globe.com.ph/about-us/sustainability.html</p> |



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| C.7.3 | Analyst's briefing | | YES | <p>Analysts' briefings, market announcements and investor conferences, among others, are organized by Globe's Investor Relations Department to provide a venue for effective communication with our investors, analysts and other stakeholders. Globe recognizes the importance of regular communication with all of our stakeholders, and is committed to high standards of disclosure, transparency, and accountability. The Investor Relations section of the website also contains the annual Investor Relations/Media Calendar of activities, which includes, among others, schedules of analysts' briefings:</p> <p><u>GLO 2023 IR, pp. 56-57</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. 88 (Recommendation 11.1)</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECRReceived28May2024.pdf</p> <p><u>Analysts' Briefings Materials by year (Company website)</u> https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</p> <p><u>IR/Media Calendar by year – Investor Relations (Company website)</u> https://www.globe.com.ph/about-us/investor-relations</p> |
| C.7.4 | Media briefings /press conferences | | YES | <p>Media briefings, analysts' briefings, market announcements and investor conferences, among others, are organized by Globe's Investor Relations Department to provide a venue for effective communication with our investors, analysts and other stakeholders. Globe recognizes the importance of regular communication with all of our stakeholders, and is committed to high standards of disclosure, transparency, and accountability.</p> |



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| | | | | <p>Part of our company website is dedicated to a section that contains disclosures and reports, including presentations during analysts’ and media briefings. The Investor Relations section of the website also contains our annual Investor Relations/Media Calendar of activities, which includes, among others, schedules of media briefings:</p> <p><u>GLO 2023 IR, pp. 56-57</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. 88 (Recommendation 11.1)</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECREceived28May2024.pdf</p> <p><u>Analysts’ Briefings Materials by year (Company website)</u> https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</p> <p><u>IR/Media Calendar by year – Investor Relations (Company website)</u> https://www.globe.com.ph/about-us/investor-relations</p> |
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| C.8 | Timely filing/release of annual/financial reports | Guiding Reference | Answer (Yes/No) | GLO Remarks |

Notes: Information used are as of 30 June 2020. Where applicable and for convenient reading, PDF pages (pp.) will be used as reference.



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| C.8.1 | Are the audited annual financial report / statement released within 120 days from the financial year end? | <p>G20/OECD Principles of Corporate Governance (2023): IV.A. Disclosure should include, but not be limited to, material information on: IV.A.1. The financial and operating results of the company.</p> <p>G20/OECD Principles of Corporate Governance (2023): IV.C. An annual external audit should be conducted by an independent, competent and qualified auditor in accordance with internationally recognised auditing, ethical and independence standards in order to provide reasonable assurance to the board and shareholders on whether the financial statements are prepared, in all material respects, in accordance with an applicable financial reporting framework.</p> <p>G20/OECD Principles of Corporate Governance (2023): IV.E. Channels for disseminating information should provide for equal, timely and cost-efficient</p> | YES | <p>Globe is more than compliant with the SEC and PSE requisite on submission/release of the annual financial statement. Our submission of our consolidated audited financial statements for the financial year ended December 31, 2023 was on February 29, 2024, which is sixty (60) days from the financial year end.</p> <p><u>GLO 2023 Audited Financial Statements</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/2023-Globe-Conso-AFS.pdf</p> <p>It is Globe Telecom's policy and practice to release its audited financial statements within 60 days from financial year end. This is in accordance with CG best practices.</p> <p><u>GLO Consolidated Audited Financial Statements by year</u> https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</p> |
| C.8.2 | Is the annual report released within 120 days from the financial year end? | <p>G20/OECD Principles of Corporate Governance (2023): IV.E. Channels for disseminating information should provide for equal, timely and cost-efficient</p> | YES | <p>Globe is more than compliant with the SEC and PSE requisite on submission/release of the annual report. Globe's Annual Report for the year ended December 31, 2023 was released on April 12, 2024, which is one hundred three (103) days from financial year end. Meanwhile, Globe's IR, released on April 15, 2024, contains information about the company's strategy, governance, and performance in the context of its external environment and how this creates value for stakeholders. These are also posted on our company website:</p> <p><u>Annual Report (SEC Form 17-A) by year (Company website)</u> https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures</p> <p><u>GLO SEC Form 17-A</u></p> |



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| | | <p>access to relevant information by users.</p> <p>ICGN (2021) PRINCIPLE 7: Corporate Reporting</p> <p>Boards should oversee timely and reliable company disclosures for shareholders and relevant stakeholders relating to the company's financial position, approach to sustainability, performance, business model, strategy, and long-term prospects.</p> | | <p>https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf</p> <p>https://edge.pse.com.ph/openDiscViewer.do?edge_no=29aeb3ca96484e8dabca0fa0c5b4e4d0</p> <p>GLO IR by year (Company website) https://www.globe.com.ph/about-us/corporate-governance</p> <p>GLO 2023 IR https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> |
| C.8.3 | Is the true and fairness/fair representation of the annual financial statement/reports affirmed by the board of directors/commissioners and/or the relevant officers of the company? | <p>ICGN (2021) PRINCIPLE 7: 7.3 Financial reports</p> <p>The board should affirm that the company's annual report and accounts present a true and fair view of the company's position and long-term prospects.</p> | YES | <p>Globe's Statement of Management's Responsibility for Financial Statements (SMR) is included in our Audited Financial Statements, which form part of our SEC Form 17-A and IR.</p> <p>The SMR attests to the responsibility of Globe and its Subsidiaries for the preparation and fair presentation of the consolidated financial statements for the year ended December 31, 2023. The same contains an attestation of the Board of Directors and their review and approval of the consolidated financial statements and submission of the same to the Company's stockholders. The SMR is signed by our Chairman, President and CEO, and Treasurer and CFO:</p> <p>GLO 2023 AFS, PDF pp. 4-6 https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/2023-Globe-Conso-AFS.pdf</p> <p>GLO SEC Form 17-A, PDF pp. 144-147</p> |



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| | | | | https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-SEC-2023_17-A.pdf GLO 2023 IR, pp. 198-200 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf |
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| Scorecard Item | | Guiding Reference | Answer (Yes/No) | GLO Remarks |
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| C.9 | Company Website | | | |
| Does the company have a website disclosing up-to-date information on the following: | | | | |
| C.9.1 | Financial statements/reports (latest quarterly) | G20/OECD Principles of Corporate Governance (2023): IV.A. Disclosure should include, but not be limited to, material information on: IV.A.1. The financial and operating results of the company. G20/OECD Principles of Corporate Governance (2023) IV.E. Channels for disseminating information should provide for equal, timely and cost-efficient access to relevant information by users. | YES | Globe’s Investor Relations page, in the company website, has a dedicated section for our financial statements/reports (current and up to five years prior). GLO Quarterly Reports by year (Company website) https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures GLO Audited Financial Statements by year (Company website) https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures Other Reports by year (Company website) https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures |
| C.9.2 | Materials provided in briefings to analysts and media | ICGN (2021) | | YES |

Notes: Information used are as of 30 June 2020. Where applicable and for convenient reading, PDF pages (pp.) will be used as reference.



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| | | PRINCIPLE 7: Corporate Reporting Boards should oversee timely and reliable company disclosures for shareholders and relevant stakeholders relating to the company's financial position, approach to sustainability, performance, business model, strategy, and long-term prospects. | | Analysts' and Media Briefing Materials by year (Company website) https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures GLO Quarterly Results Press Release by year (Company website) https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures Investor Relations/Media Calendar – Investor Relations by year (Company website) https://www.globe.com.ph/about-us/investor-relations.html |
| C.9.3 | Downloadable annual report | | YES | Globe's Annual Report is viewable and easily downloadable through the company website (current and up to five years prior): GLO Annual Reports by year (Company website) https://www.globe.com.ph/about-us/investor-relations/sec-pse-disclosures GLO Annual Integrated Reports by year (Company website) https://www.globe.com.ph/about-us/investor-relations.html GLO Annual i-ACGR by year (Company website) https://www.globe.com.ph/about-us/corporate-governance/annual-corporate-governance-report.html |
| C.9.4 | Notice of AGM and/or EGM | | YES | A page of Globe's website is dedicated to the ASMs or Annual Stockholders' Meetings. This page contains relevant information for Globe's stockholders, including the Notice and Agenda of ASMs (current and up to five years prior): Annual Stockholders' Meetings by year (Company website) https://www.globe.com.ph/about-us/corporate-governance/annual-stockholders-meetings.html |



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| C.9.5 | Minutes of AGM and/or EGM | | YES | <p>A page of Globe's website is dedicated to the ASMs. This page contains relevant information for Globe's stockholders, including the Minutes and Voting Results of ASMs (current and up to five years prior):</p> <p><u>Annual Stockholders' Meetings by year (Company website)</u> https://www.globe.com.ph/about-us/corporate-governance/annual-stockholders-meetings.html</p> |
| C.9.6 | Company's constitution (company's by-laws, memorandum and articles of association) | | YES | <p>Globe's "Governance" page, in the company website, contains our constitution (Articles of Incorporation), including the By-Laws, memorandum and other policies. Other corporate documents and governance-related documents are also available:</p> <p><u>Corporate Governance (Company website)</u> https://www.globe.com.ph/about-us/corporate-governance.html</p> <p><u>GLO Articles of Incorporation (Company website)</u> 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><u>GLO By-Laws (Company website)</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>ASEAN Corporate Governance Scorecard (Company website)</u> https://www.globe.com.ph/about-us/corporate-governance/asean-corporate-scorecard</p> <p><u>GLO Manual of Corporate Governance</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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| | | | | <p>GLO Code of Conduct and Ethics 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 (Company website) https://www.globe.com.ph/about-us/corporate-governance/company-policies.html</p> <p>Vision, Mission and Values (Company website) https://www.globe.com.ph/about-us/corporate-governance/corporate-objectives.html</p> |
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| Scorecard Item | | Guiding Reference | Answer (Yes/No) | GLO Remarks |
|----------------|--|---|-----------------|--|
| C.10 | Investor relations | | | |
| C.10.1 | Does the company disclose the contact details (e.g. telephone, fax, and email) of the officer / office responsible for investor relations? | <p>G20/OECD Principles of Corporate Governance (2023):</p> <p>V.D. The board should fulfil certain key functions, including:</p> <p>V.D.9. Overseeing the process of disclosure and communications. The functions and responsibilities of the board and management with respect to disclosure and communication need to be</p> | YES | <p>Contact details of Globe’s Investor Relations Director, Mr. Jose Mari S. Fajardo, are disclosed in our company website and i-ACGR:</p> <p><u>Investor Relations Contacts at the bottom of the IR page (Company website)</u> https://www.globe.com.ph/about-us/investor-relations.html</p> <p>GLO i-ACGR, p. 112 (Recommendation 13.5) https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECREceived28May2024.pdf</p> |

Notes: Information used are as of 30 June 2020. Where applicable and for convenient reading, PDF pages (pp.) will be used as reference.



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| | | clearly established by the board. In some jurisdictions, the appointment of an investor relations officer who reports directly to the board is considered good practice for publicly traded companies. | | |
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