



LEVEL 2

B. BONUS ITEMS

Scorecard Item				
(B)A.	Rights of shareholders			
(B)A.1	Does the company practice real time secure electronic voting in absentia at general meetings of shareholders?	Guiding Reference	Answer (Yes/No)	GLO Remarks
(B)A.1.1	Does the company practice real time secure electronic voting in absentia at general meetings of shareholders?	<p>G20/OECD Principles of Corporate Governance (2023):</p> <p>II.C.6. The objective of facilitating shareholder participation suggests that jurisdictions and/or companies promote the enlarged use of information technology in voting, including secure electronic voting in all listed companies. The principles recommend that voting by proxy be generally accepted. Indeed, it is important to the promotion and protection of shareholders rights that investors can place reliance upon directed proxy voting.</p>	YES	<p>Globe Telecom shareholders may vote by proxy and are provided two options when voting during ASMs – manual or electronic voting. In 2019, Globe enabled convenient and digital touchpoints with its stockholders through making available an additional real-time electronic channel for voting in absentia. All stockholders are informed of these options prior to ASMs through the 'Notice and Agenda of ASMs' and the complete ASM kits sent to shareholders embodied in the DIS. The policy and procedures are reiterated by our Corporate Secretary during ASMs since then.</p> <p>The same is also reflected in the Notice and Agenda, and DIS for our most recent ASM. Globe further enhanced this mechanism through the Ayala Group Voting System, which the Ayala Group of listed companies use:</p> <p><u>GLO 2023 DIS, PDF pp. 3-5, Document pp. 10-11, 28 and Annex "F"</u></p>

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



				https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/GLO-Definitive-Information-Statement_SECRReceived-March19v2.pdf GLO 2023 i-ACGR, p. 115 (Optional: Principle 13.2) https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECRReceived28May2024.pdf GLO 2024 Minutes of the ASM, PDF pp. 3-4 https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/GLO-ASM2024-Minutes.pdf GLO 2023 Minutes of the ASM, PDF pp.1-2 https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO-ASM2023-Minutes.pdf
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Scorecard Item				
(B)A.2	Equitable treatment of shareholders			
(B)A.2	Notice of AGM	Guiding Reference	Answer (Yes/No)	GLO Remarks
(B)A.2.1	Does the company release its notice of AGM (with detailed agendas and explanatory circulars), as announced to the Exchange, at least 28 days before the date of the meeting?	G20/OECD Principles of Corporate Governance (2023): II.C.1. Shareholders should be furnished with sufficient and	YES	Globe provides its shareholders with the notice for all ASMs at least 21 days prior to the ASM, if not earlier, as done in previous years and provided in our MCG. The notice is included in an ASM kit

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		<p>timely information concerning the date, location and agenda of general meetings, as well as full and timely information regarding the issues to be decided at the meeting.</p> <p>II.C.5 Effective shareholder participation in key corporate governance decisions, such as the nomination and election of board members, should be facilitated.</p> <p>ICGN (2021) PRINCIPLE 10: 10.3 Meeting Notice</p> <p>The board should ensure that the meeting agenda is posted on the company's website at least one month prior to the meeting taking place.</p>	<p>along with the agenda for the ASM, explanation of agenda items, proxy form, and the DIS. The same is also properly submitted to and disclosed through the SEC and PSE.</p> <p>For our ASM held on 25 April 2023, we first submitted the Notice of the virtual ASM to the PSE/Exchange and the SEC on 7 December 2022, followed by the Notice with Agenda and Explanation of Agenda Items of the ASM on 6 February 2023. We likewise sent the ASM kit to shareholders on 28 March 2023, which is twenty-eight (28) days before the date of the meeting. The ASM kit for shareholders include, among others, the Notice and Agenda of the ASM, Explanation of Agenda</p> <p>In our most recent ASM, the ASM kit also included requirements and procedure for electronic voting in absentia. The ASM kit was distributed to stockholders on March 22, 2024, which is 28 days prior to the date of the ASM. The notice with agenda and explanation of agenda items for the ASM were also published in newspapers of general circulation, in print and online format, on March 20 and 21, 2024.</p> <p>Notice on the schedule of our 2024 ASM held on April 24, 2024 was first disclosed for all shareholders on December 7, 2024:</p> <p><u>GLO MCG, p. 44 (Article VI, Section 13.2)</u></p>
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				2023/GLO-17-C-Setting-of-2023-ASM_PSESECREceived07Dec2022.pdf Notice and Agenda of the 2023 ASM https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/GLO-17-C-Notice-of-2023-ASM-with-Agenda-and-Explanation-of-Agenda-Items-PSESECREceived06Feb2023.pdf
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Scorecard Item				
(B).B.	Sustainability and Resilience			
(B)B.1		Guiding Reference	Answer (Yes/No)	GLO Remarks
(B)B.1.1	Does the company disclose how it manages climate-related risks and opportunities?	<p>G20/OECD Principles of Corporate Governance (2023): 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>	YES	<p>Globe discloses how it manages climate-related risks and opportunities. The Board, through the Board Risk Oversight and Sustainability Committee (BROSC), is the highest body that governs sustainability in the company. The BROSC performs oversight functions on environment, social, and governance (ESG)-related risks and opportunities. These are presented on at least an annual basis wherein progress against addressing ESG-related risks and opportunities are discussed.</p> <p>Globe has consistently aligned with the Task Force on Climate-Related Financial Disclosures (TCFD),</p>

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		<p>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 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.</p> <p>TCFD, Metrics and Targets</p> <p>a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with strategy and risk management process</p> <p>b. Disclose Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and related risks</p> <p>c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets</p>	<p>addressing the operational impacts and financial implications of climate change in its operations. Globe ensures that its risk management plans are implemented, climate-related risks and opportunities are appropriately assessed, and material information and its business impacts are fully considered and disclosed. Details on the progress towards its net-zero ambition is enclosed in the 2023 Integrated Report.</p> <p>Our commitment to internationally recognized reporting framework for sustainability and/or global reporting standards is discussed in our IR, as well as in our MCG.</p> <p><u>GLO 2023 IR, p. 142-154</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>Sustainability milestone: Globe is the First Publicly-Listed PH Company to Get its Net Zero Targets Validated by SBTi</u></p> <p>https://www.globe.com.ph/about-us/newsroom/corporate/first-publicly-listed-philippine-company-validated-by-sbti#gref</p> <p><u>GLO 17-Q 1Q2024 Quarterly Report, PDF pp. 54-57</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/GLO-1Q24-17Q.pdf</p>
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				<p>GLO 17-Q 3Q2023 Quarterly Report, PDF pp. 118-123</p> <p>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</p> <p>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> <p>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</p> <p>4Q2023 GLO Quarterly Results Press Releases, p. 7</p> <p>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</p> <p>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>
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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.



			<p>arterly-reports-press-release/GLO-3Q23-Press-Relea se.pdf</p> <p><u>2Q2023 GLO Quarterly Results Press Release, pp. 8-9</u> <a href="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-Relea
se.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/ content/dam/globe/brie/About-us/investor-relations/ documents/SEC-PSE-Disclosures/2023/quarterly/qu arterly-reports-press-release/GLO-2Q23-Press-Relea se.pdf</p> <p><u>1Q2023 GLO Quarterly Results Press Release, pp. 8-9</u> <a href="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-Relea
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ance/documents/manual-of-corporate-governance/
GLO-MCG-SECReceived30May2017.pdf">https://www.globe.com.ph/sites/globe.com.ph/files/ content/dam/globe/brie/About-us/corporate-govern ance/documents/manual-of-corporate-governance/ GLO-MCG-SECReceived30May2017.pdf</p>
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(B).B.1.2	Does the company disclose that its Sustainability Report / Sustainability Reporting is externally assured?	<p>G20/OECD Principles of Corporate Governance (2023) VI.A.5. Phasing in of requirements should be considered for annual assurance attestations by an independent, competent and qualified assurance service provider in accordance with high quality international assurance standards in order to provide an external and objective assessment of a company's sustainability-related disclosure.</p> <p>ICGN (2021) PRINCIPLE 7: 7.4 Sustainability reports The board should provide sustainability reporting to reflect the complexities inherent in a contemporary business by blending financial, human and natural capital considerations in the context of a company's current and future strategic direction. Such disclosures should: f. be strengthened where possible by audit or independent assurance that is carried out</p>	YES	<p>The annual Integrated Report of Globe has been externally assured for more than a decade.</p> <p>In 2023, Globe engaged DNV Business Assurance Singapore Pte. Ltd. to conduct assurance over non-financial disclosures presented in this Integrated Report 2023. The company also obtained its first GHG Independent Verification Statement for the same report.</p> <p><u>GLO 2023 IR, p. 3, 171-178</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>GLO i-ACGR 2023 pp. 87-88 (Recommendation 10.1)</u></p> <p>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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		<p>annually having regard to established disclosure standards.</p> <p>GRI 2-5 External assurance The organization shall: describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved; If the organization’s sustainability reporting has been externally assured:</p> <p>i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organization and the assurance provider.</p>		
(B).B.1.3	Does the company disclose the engagement channel with stakeholder groups and how the company responds to stakeholders’ ESG concerns?	<p>G20/OECD Principles of Corporate Governance (2023)</p> <p>VI.B. Corporate governance frameworks should allow for</p>	YES	The company conducts stakeholder engagement in order to gather feedback, identify and address concerns and challenges, prevent or mitigate negative impacts, spot opportunities and



		<p>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.</p> <p>GRI 2-29 Approach to stakeholder engagement</p> <p>The organization shall describe its approach to engaging with stakeholders, including:</p> <p>i. the categories of stakeholders it engages with, and how they are identified; ii. the purpose of the stakeholder engagement;</p> <p>iii. how the organization seeks to ensure meaningful engagement with stakeholders</p>	<p>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.</p> <p>One example of a stakeholder group is our partner communities. Through our direct interaction with them and through non-government organizations (NGOs) and grassroots organizations, we are able to identify not only our impact on them but also areas we can assist them on such as connectivity support and digitalization.</p> <p>Even as we offer multiple channels of communication for our stakeholders, Globe Telecom continues to explore ways to improve customer interactions. Among the channels of communication made available to our stakeholders, the Company has media and investors'/analysts' briefings. We also have:</p> <ul style="list-style-type: none"> • Social Media Channels <ul style="list-style-type: none"> o Facebook account o X account • Hotline • E-mail • Calendar of Media and Investors'/Analysts' Briefing • Press Conferences • Annual and Quarterly reporting, etc., <p>All of these are also made available through our</p>
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				<p>website.</p> <p><u>IR for 2023 (p. 56)</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>Company website – Contact Us</u></p> <p>https://www.globe.com.ph/contact-us</p> <p><u>Investor Relations/Media Calendar of Activities (By Year)</u></p> <p>https://www.globe.com.ph/about-us/investor-relations</p> <p>SEC/PSE Disclosures – Annual, Quarterly and Periodic Reports and Briefings/Presentations</p> <p>https://www.globe.com.ph/about-us/investor-relations/sec-psedisclosures</p> <p><u>GLO 2023 IR p. 57, 70-73</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>GLO i-ACGR 2023 p. 62 (Recommendation 6.2 (2))</u></p> <p>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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(B).B.1.4	Does the company have a unit / division / committee who is specifically responsible to manage the sustainability matters?	<p>G20/OECD Principles of Corporate Governance (2023):</p> <p>VI.C. 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, strategy, risk management and internal control systems, including with respect to climate-related physical and transition risks.</p> <p>When fulfilling their key functions, boards are increasingly ensuring that material sustainability matters are also considered. For instance, boards may assess if and how sustainability matters affect companies' risk profiles. Such assessments may also relate to key executive remuneration and nomination (e.g. whether targets integrated into executives' compensation plans would be quantifiable, linked to financially material risks and incentivise a</p>	YES	<p>The Chief Sustainability Officer, along with a dedicated Sustainability team, drives and guides the integration of sustainability principles across the company and aligns its ESG commitments, policies, strategies, operations, targets, programs and disclosures with global sustainability frameworks and telecommunications / ICT sector priorities.</p> <p>Our Board also has a Board Risk Oversight and Sustainability Committee (BROSC) which tackles sustainability matters and reports periodically to our Board. The BROSC performs oversight functions on environment, social, and governance (ESG)-related risks and opportunities. These are presented on at least an annual basis wherein progress against addressing ESG-related risks and opportunities are discussed.</p> <p><u>GLO 2023 IR p. 46, 62, 70, 142</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>GLO i-ACGR 2023 p. 46 (Recommendation 3.4 (1))</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECREceived28May2024.pdf</p> <p><u>Company Website: Board Committees:</u></p> <p>https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees</p>
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		<p>long-term view) or whether a board committee on sustainability would be useful.</p> <p>ICGN (2021) PRINCIPLE 1: 1.1 Responsibilities e. accountability for the governance of sustainability ensuring the integration of human capital (particularly the workforce) and natural capital management in strategy, innovation and risk;</p>		<p><u>BROSC Charter:</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/BROC_Charter_2021w.pdf</p>
(B).B.1.5	Does the company disclose board of directors/commissioners' oversight of sustainability-related risks and opportunities?	<p>G20/OECD Principles of Corporate Governance (2023) VI.C. 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, strategy, risk management and internal control systems, including with respect to climate-related physical and transition risks.</p>	YES	<p>The Board, through the Board Risk Oversight and Sustainability Committee (BROSC), is the highest body that governs sustainability in the company. The BROSC performs oversight functions on environment, social, and governance (ESG)-related risks and opportunities. These are presented on at least an annual basis wherein progress against addressing ESG-related risks and opportunities are discussed.</p> <p>GLO 2023 IR, p. 63, 70, 142 https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p>GLO i-ACGR 2023 p. 46 (Recommendation 3.4 (1)) https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECREce</p>



		<p>ICGN (2021) PRINCIPLE 1: 1.1 Responsibilities f. overseeing the company's risk assessment and management (including relevant systemic risks such as climate change, ecological degradation, social inequality and digital transformation) that affect sustainable value creation and preservation and reviewing policies annually, or with any significant business change;</p> <p>TCFD, Governance. a. Describe the board's oversight of climate-related risks and opportunities.</p>		<p>ived28May2024.pdf</p> <p>Company Website: Board Committees: https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees</p> <p>BROSC Charter: https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/BROSC_Charter_2021w.pdf</p>
(B).B.1.6	Does the company disclose the linkage between executive directors and senior management remuneration and sustainability performance for the previous year?	<p>G20/OECD Principles of Corporate Governance (2023): VI.C. When fulfilling their key functions, boards are increasingly ensuring that material sustainability matters are also considered. For instance, boards may assess if and how sustainability matters affect companies' risk profiles. Such assessments may also relate to</p>	YES	<p>Executives are provided with incentives through Long Term Incentive Plan (LTIP) to drive greater adoption and accountability of sustainability commitments and targets. Moreover, ten (10) percent of the KPIs of employees contained in the corporate balanced scorecard (BSC) is ESG-linked. Employees are incentivized when they meet or exceed their overall BSC targets (including ESG-linked targets), fostering a culture of responsibility and excellence. These incentive programs drive positive change at every level of the organization.</p>



		<p>key executive remuneration and nomination (e.g. whether targets integrated into executives' compensation plans would be quantifiable, linked to financially material risks and incentivise a long-term view) or how sustainability is approached by the board and its committees</p> <p>ICGN (2021) PRINCIPLE 5: 5.3 Performance measures</p> <p>In addition to financial performance metrics, quantifiable indicators that are material to the company's sustainable value creation and preservation, such as human capital and natural capital should be considered. Metrics guiding performance grants should be based on audited financial data, and, where possible, assured sustainability indicators.</p> <p>GRI 2-19 Remuneration Policies</p> <p>The organization shall describe how the remuneration policies for members of the highest governance body and senior executives relate to their</p>		<p>GLO 2023 IR, p. 49, 70, 76-79</p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p>
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		objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.		
(B).B.1.7	Is the company's Whistle Blowing System managed by independent parties / institutions?	<p>ICGN (2021) PRINCIPLE 4: Corporate culture</p> <p>4.2 Whistleblowing</p> <p>The board should ensure that the company has in place an independent, confidential mechanism whereby a worker, supplier, shareholder, or relevant stakeholder can (without fear of retribution) raise issues of particular concern with regard to potential or suspected breaches of a company's code of ethics or local law.</p>	YES	<p>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. The Globe Whistleblower Network Facility (GWeN Portal), an online facility digitalizing whistleblower reports, administration of reports and communication with whistleblowers, is managed by an independent party.</p> <p><u>MCG (Article VII, Section 14.2), pp. 46-47</u></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><u>GLO IR for 2023 (pp. 52, 54)</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>Company website – Whistleblowing policy</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-gover</p>



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Scorecard Item				
(B)C.	Disclosure and transparency			
(B)C.1	Quality of Annual Report	Guiding Reference	Answer (Yes/No)	GLO Remarks
(B)C.1.1	Are the audited annual financial report /statement released within 60 days from the financial year end?	G20/OECD Principles of Corporate Governance (2023): IV.A. IV.A.1. The financial and operating results of the company. Audited financial statements showing the financial performance and the financial situation of the company (most typically including the balance sheet, the profit and loss statement, the cash flow statement and notes to the financial statements) are the most widely used source of information on companies.	YES	Globe's Consolidated Audited Annual Financial Statements for the financial year ending 31 December 2023 was released and filed with pertinent regulators on 29 February 2024, which is earlier than 60 days after the financial year end. <u>GLO 2023 Audited Financial Statements</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/2023-Globe-Conso-AFS.pdf GLO i-ACGR 2023 p. 66-67 (Supplement to Recommendation 8.1 (1)) https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECREC



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Scorecard Item				
(B)D.	Responsibilities of the Board	In this section, independent directors / commissioners, who have served for more than nine years or two terms of five years each (whichever is higher) in the same capacity, from their date of first appointment, will not be considered independent even if they are deemed to be as such in their respective jurisdictions.		
(B)D.1	Board Competencies and Diversity	Guiding Reference	Answer (Yes/No)	GLO Remarks
(B)D.1.1	Does the company have at least one female independent director/commissioner?	G20/OECD Principles of Corporate Governance (2023): V.E. V.E.4. Jurisdictions and companies should also consider additional and complementary measures to strengthen the female talent pipeline throughout the company and reinforce other policy measures aimed at enhancing board and	YES	As part of our CG best practices and in the implementation of our Board diversity policy in the workplace, we have one (1) female independent director. Globe’s female independent director is Ms. Natividad N. Alejo. Ms. Alejo was first elected during our ASM on April 25, 2023 and re-elected in our most recent ASM held on April 24, 2024. <u>GLO 2023 IR p. 36, 40</u>

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



		management diversity.		<p>https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>Board of Directors (Company website)</u> https://www.globe.com.ph/about-us/corporate-governance/board-of-directors</p> <p><u>GLO 2023 Minutes of the ASM, PDF pp. 9-11 (Item 7)</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>GLO 2023 Voting Results of the ASM, p. 2 (Item 4)</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>Results of the 2023 ASM and Organizational Meeting of the Board of Directors, PDF pp. 4-5 (Item 4)</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/SEC-Form-17-C-GLO-ASM2023-Results-and-Org-Meeting-Results-PSESECREceived25Apr2023.pdf</p> <p><u>Minutes of the 2024 ASM, PDF pp. 5-7 (Item 6)</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/GLO-ASM2024-Minutes.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.



				<p><u>Voting Results of the 2024 ASM, PDF p. 1 (Item 4)</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>GLO 2024 Results of the 2024 ASM and Organizational Board Meeting, PDF pp. 4 -6</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-17-C-Corporate-Disclosure-PSESECRreceived24April2024-2024-Results-of-GLO-ASM-and-Org-Meeting-2.pdf</p> <p><u>GLO 2023 DIS, p. 30 ("Annex A")</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-03/GLO-Definitive-Information-Statement_SECRreceived-March19v2.pdf</p> <p><u>Natividad N. Alejo Profile in Board of Directors page (Company website)</u> https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/natividad-n-alejo</p> <p><u>GLO i-ACGR 2023 p. 8-9 (Supplement to Recommendation 1.4 (1))</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECRreceived28May2024.pdf</p>
(B)D.1.2	Does the company have a policy and disclose measurable objectives for implementing its board diversity and report		YES	The Board of Directors, led by the Chairman, encourages its shareholders to nominate candidates

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	on progress in achieving its objectives?			<p>who will diversify membership in the Board. Therefore, as company policy, no director or candidate for directorship shall be discriminated upon by reason of gender, age, disability, ethnicity, nationality or political, religious or cultural backgrounds. The Globe MCG reiterates this policy and further states that the Board must be composed of at least three independent directors, one of whom shall be a female, at all times. The Company shall study and revisit its diversity in the Board to consider composition of 20% female directors or 2 female directors by 2023 and 30% female directors or at least 3 female directors, whichever is lower, by 2025.</p> <p><u>GLO 2023 IR p. 39, 40, 55, 66</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>GLO Articles of Incorporation</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</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/by-laws/GLO-Amended-By-Laws-2021.pdf</p> <p><u>GLO MCG</u> https://www.globe.com.ph/sites/globe.com.ph/files</p>
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(B)D.2	Board Structure	Guiding Reference	Answer (Yes/No)	GLO Remarks
(B)D.2.1	Is the Nominating Committee comprised entirely of independent directors/commissioners?	ICGN (2021) PRINCIPLE 2: 2.2 Independence levels The board should comprise a	YES	As stipulated in the Nomination and Governance Committee Charter, the said Committee shall be composed of at least three (3) members, all of whom shall be independent directors including the

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		majority of independent non-executive directors as a general standard. This should be regarded as best practice not only for companies with widely-held share ownership, but also for companies with concentrated share ownership and subsidiary companies. At a minimum, controlled companies should seek to link board independence levels to the economic stake held by minority shareholders.	<p>Chairman.</p> <p><u>GLO 2023 IR p. 35,37,38 ,42</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>Website - Nomination and Governance Committee</u> https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees</p> <p><u>Nomination and Governance Committee Charter</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Nomination-and-Governance-Committee-Charter.pdf</p> <p><u>GLO i-ACGR 2023 p. 45-46 (Recommendation 3.3 (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 2023 Results of the ASM and Organizational Meeting</u> https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/annual-stockholders-meeting/2023/SEC-Form-17-C-GLO-ASM2023-Results-and-Organizational-Meeting-Results-PSESECREceived25Apr2023.pdf</p> <p><u>GLO 2024 results of the ASM and Organizational Meeting</u></p>
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				https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/GLO-17-C-Corporate-Disclosure-PSESECRReceived24April2024-2024-Results-of-GLO-ASM-and-Org-Meeting-2.pdf
(B)D.2.2	Does the Nominating Committee undertake the process of identifying the quality of directors aligned with the company's strategic directions?	<p>G20/OECD Principles of Corporate Governance (2023)</p> <p>V.D.6. Ensuring a formal and transparent board nomination and election process. The board, with the support of a nomination committee if established, has an essential role to play in ensuring that the nomination and election processes are respected. First, while actual procedures for nomination differ among jurisdictions, the board has the responsibility to make sure that established procedures are transparent and respected. Second, the board has a key role in defining the collective or individual profile of board members that the company may need at any given time, considering the appropriate knowledge, competencies and expertise to complement the existing skills of the board. Third, the board or nomination</p>	YES	<p>Globe's MCG explicitly states that one of the functions of the Nomination and Governance Committee is to "undertake the process of identifying the quality of directors aligned with Globe's...strategic directions". The Committee's Charter also states this.</p> <p><u>GLO MCG, p. 21 (Article II, Section 3.3, (h))</u></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><u>GLO 2023 IR p. 41-42</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>Nomination and Governance Committee Charter</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Nomination-and-Governance-Committee-Charter.pdf</p> <p><u>GLO i-ACGR 2023 p. 29 (Recommendation 2.6 (6))</u></p>



		committee has the responsibility to identify potential candidates to meet desired profiles and propose them to shareholders, and/or consider those candidates advanced by shareholders.		https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECREceived28May2024.pdf
(B)D.3	Board Appointments and Re-Election	Guiding Reference	Answer (Yes/No)	GLO Remarks
(B)D.3.1	Does the company use professional search firms or other external sources of candidates (such as director databases set up by director or shareholder bodies) when searching for candidates to the board of directors/commissioners?	G20/OECD Principles of Corporate Governance (2023): V.D.6. The board or nomination committee has the responsibility to identify potential candidates to meet desired profiles and propose them to shareholders, and/or consider those candidates advanced by shareholders.	YES	<p>Aligned with our Board Charter and the Nomination and Governance Committee Charter, Globe may use professional search firms or other external sources of candidates (such as director databases set-up by director or shareholder bodies) when searching for candidates to the board of directors.</p> <p><u>GLO Board Charter, p. 6-7 (Article II, Section 1.6.3)</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Board-of-Directors-Charter.pdf</p> <p><u>GLO Nomination and Governance Committee Charter, PDF p. 5 (Section 4.3)</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/Nomination-and-Governance-Committee-Charter.pdf</p> <p><u>GLO i-ACGR 2023 p. 29-30 (Optional:</u></p>



				<u>Recommendation to 2.6 (1))</u> https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECEceived28May2024.pdf
(B)D.4	Board Structure & Composition	Guiding Reference	Answer (Yes/No)	GLO Remarks
(B)D.4.1	Do independent non-executive directors/commissioners make up more than 50% of the board of directors/commissioners for a company with independent chairman?	G20/OECD Principles of Corporate Governance (2023): V.E.1. Boards should consider assigning a sufficient number of independent board members capable of exercising independent judgement to tasks where there is a potential for conflicts of interest. Examples of such key responsibilities are ensuring the integrity of financial and other corporate reporting, the review of related party transactions, and nomination and remuneration of board members and key executives.	NO	<p>Globe ensures that its directors practice independent judgement and in the interest of the company and our stakeholders, such that "A director should view each problem/situation objectively and support plans and ideas which he believes are beneficial to the Corporation" as part of the specific duties and responsibilities of each director. We also ensure that Board diversity is observed through our Board Diversity policy. Globe's 11-member Board of Directors is comprised of ten (10) non-executive directors (NEDs), including four (4) independent directors (IDs). Among the IDs, the Board also appointed a Lead ID.</p> <p><u>Board of Directors (Company website)</u></p> <p>https://www.globe.com.ph/about-us/corporate-governance/board-of-directors</p> <p><u>GLO MCG, pp. 7, 10 (Article II, Section 2.2(a); Section 2.3 (d))</u></p>



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(B)D.5	Risk Oversight	Guiding Reference		Answer (Yes/No)	GLO Remarks
(B)D.5.1	Does the company disclose that its Board identified key risk in relation to information technology including disruption, cyber security, and disaster recovery, to ensure that such risks are managed and integrated into the overall risk management framework?	G20/OECD Principles of Corporate Governance (2023): V.D.2. When fulfilling these key functions, the board should ensure that material sustainability matters are considered. With a view to increasing resilience, boards should also ensure that they have adequate processes in place within their risk management frameworks to deal with significant external company relevant risks, such as health crises, supply chain disruptions and geopolitical tensions. These frameworks should work ex ante (as companies should foster their		YES	<p>The Board of Directors oversees and conducts an annual review of Globe’s material controls, covering operational, financial and compliance areas and overall RM systems. The overall responsibility and accountability for RM oversight rests with the Board. To enable the Board to effectively discharge Globe’s RM function, various Board committees have been designated to provide RM oversight for specific risk areas.</p> <p>A Board Risk Oversight and Sustainability Committee (BROSC) was created to provide focus and effectively consolidate the decentralized and overlapping risk oversight duties performed by various Board sub-committees. The establishment of the BROSC will ensure an integrated and holistic oversight on RM at the Board level.</p> <p>The BROSC is mandated to assist the Board in</p>

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



		<p>resilience in the event of a crisis) and ex post (as companies should be able to set up crisis management processes at the onset of a sudden negative event). Of notable importance is the management of digital security risks, which are dynamic and can change rapidly. Risks may relate, among other matters, to data security and privacy, the handling of cloud solutions, authentication methods, and security safeguards for remote personnel working on external networks. As with other risks, these risks should be integrated more broadly within the overall cyclical company risk management framework.</p>	<p>fulfilling its oversight responsibilities in relation to Risk Governance in Globe. This ensures that the Board and Globe’s Management will be able to make well-informed and intelligent decisions based on thorough assessment of risks and opportunities.</p> <p>The Information Systems Group (ISG) is the information technology (IT) arm of Globe, committed to provide reliable and sustainable IT solutions for partners and stakeholders. The Chief Information Officer (CIO) is responsible and accountable for the overall governance of IT, and reports to the CEO.</p> <p>The CIO also reports on matters concerning IT risks to the BROCC. As Globe accelerates its digital transformation programs, ISG is well positioned in ensuring that cybersecurity and managed security services are effectively in place as Globe remains steadfast in prioritizing cybersecurity by running periodic vulnerability assessments, patch management, data loss prevention, event monitoring, and security threat detection to ensure assets are secured and protected. The Information Security and Data Privacy (ISDP) group, under the direction of Globe’s Chief Information Security Officer, is in charge of preventing and mitigating unauthorized access, modification, disclosure, or destruction of personal data among other data privacy and cybersecurity incidents covering the entire Globe Group of companies. We recognize that the risk of data leakage is high with the level of empowerment granted to in-house and</p>
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				<p>outsourced employees handling sales and after sales support transactions to enable the efficient discharge of their functions.</p> <p>Management also appointed a Chief Information Security Officer (CISO) and Data Protection Officer (DPO) to strengthen management of risks relating to the confidentiality and integrity of customer information while ensuring compliance with Data Privacy act of 2012 (Republic Act 10173). Mr. Anton Reynaldo M. Bonifacio, the Chief Information Security Officer (CISO), leads the Information Security and Data Privacy Division (ISDP), which is a fully operationalized group that focuses on Globe’s data privacy and cybersecurity matters.</p> <p>The Board, through the ARC and the BROSC, is provided regular updates on information security and data privacy matters by the CISO to ensure that cyber risks and technology or digital threats to the business and the customers are prepared for, addressed and managed effectively. Supporting the office of the CISO, the Chief Privacy Officer (CPO), Atty. Irish Krystle Almeida, performs her function in accordance with Philippine Republic Act 10173 or the Data Privacy Act of 2012 and its relevant implementing rules and circulars. As CPO, she also functions as the key liaison with the National Privacy Commission. The CISO also reports directly to the President and CEO, ensuring that cybersecurity and privacy remains a priority at Globe.</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.



				<p>We also continue implementing best practices on business resiliency to assure customers and stakeholders of our preparedness in handling business disruptions in the event of a major incident or disaster such as, most recently, the COVID-19 global pandemic. Business continuity protocols include, among others, activating network contingencies that reduce the impact of service disruptions to customers. Our Business Continuity Management (BCM) policy also serves as our guide to ensure that key risks are identified, managed and reported to our Management and Board. The Operational Risk Management and Business Continuity (ORB) team, under the Risk Management Office (RMO), is responsible for overseeing the company’s implementation, review, and certification for the following management systems:</p> <ul style="list-style-type: none"> • ISO 22301: Business Continuity The program aims to achieve a constant state of readiness to respond to disruptions through proactive and responsive teams, effective and efficient processes, and a resilient network, ensuring continued delivery of critical products and services. • ISO 14001: Environmental Management The program aims to ensure that the company’s environmental impact is at a minimum, as a result of effective and efficient use of resources, pollution prevention, and waste management programs. • ISO 45001: Occupational Health and Safety The program aims to achieve a workplace with prime consideration for the safety and well-being of its
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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.



				<p>employees, partners, and the public. ORB is also responsible for the development implementation, activation, and review of the company’s disaster response and recovery frameworks. This includes operationalizing the company’s disaster response capabilities to enable rapid, coordinated response towards various natural and man-made disasters. Globe continues to be certified in ISO 22301:2019 – Business Continuity Management. Our IR also discusses our policy on data privacy and intellectual property rights, our identified IT issues, among other risk issues, and how we handle these and other activities we have in relation to these. We posted the same on our website including our response to COVID-19. Our IR also discusses our policy on data privacy and intellectual property rights, our identified IT issues, among other risk issues, and how we handle these and other activities we have in relation to these. We posted the same on our website including our response to COVID-19.</p> <p>Among the identified risks of Globe are Information and Communications Technology Risk, Business Disruption Risk, Cybersecurity Risk, and Data Privacy Risk. The BROSC approves the top risks that are identified as a result of the annual enterprise-wide assessment of risks, sustainability-linked risks. This process starts with the identification of key risks that threaten the achievement of Globe’s business and strategic objectives at the corporate and business unit level. These risks are then identified, analyzed, evaluated</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.



				<p>to identify the company’s top risks for the next fiscal year. Each risk is assigned to the appropriate risk owner/s for the development of plans to manage said risks.</p> <p><u>GLO 2023 IR, p. 60-69, 183</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>Business Continuity Management Policy</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/AboutUs/sustainability/policies/Globe-Business-Continuity-Management-BCM-Policy_July2022.pdf</p> <p><u>IT Governance and Cyber Security (Company website)</u></p> <p>https://www.globe.com.ph/about-us/corporate-governance/company-policies</p> <p><u>GLO i-ACGR 2023 p. 94-96 (Optional: Recommendation 12.1 (1))</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/2024-05/Globe-SEC-Form-i-ACGR-2023-PSESECREceived28May2024.pdf</p>
(B)D.6	Board Performance	Guiding Reference	Answer (Yes/No)	GLO Remarks

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(B)D.6.1	Does the company have a separate board level Risk Committee?	<p>ICGN (2021) PRINCIPLE 6:</p> <p>6.5 Risk Committee</p> <p>While ultimate responsibility for a company's risk management approach rests with the full board, having a risk committee can be an effective mechanism to bring the transparency, focus and independent judgement needed to oversee the company's approach to risk management and internal controls. A risk committee, and the board more generally, should be informed through the company's enterprise-wide internal control and risk management system.</p>	YES	<p>A Board Risk Oversight and Sustainability Committee (BROSC) was created to provide focus and effectively consolidate the decentralized and overlapping risk oversight duties performed by various Board sub committees. The establishment of the BROSC will ensure an integrated and holistic oversight on RM at the Board level. The BROSC is mandated to assist the Board in fulfilling its oversight responsibilities in relation to Risk Governance in Globe. This ensures that the Board and Globe's Management will be able to make well-informed decisions based on thorough assessment of risks and opportunities.</p> <p><u>Company Website: Board Committees</u></p> <p>https://www.globe.com.ph/about-us/corporate-governance/board-of-directors/committees</p> <p><u>BROSC Charter</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/content/dam/globe/brie/About-us/corporate-governance/documents/board-of-directors/BROSC_Charter_2021w.pdf</p> <p><u>GLO 2023 IR p. 43, 50, 60-69, 183</u></p> <p>https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf</p> <p><u>GLO i-ACGR 2023 p. 46-47 (Recommendation 3.4 (1))</u></p>
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