



**Uplifting
Lives
Everyday**





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MESSAGE FROM THE CHAIRMAN



MESSAGE FROM THE PRESIDENT



MESSAGE FROM THE DEPUTY CEO



You may access and download the 2024 Integrated Report through the QR Code. The 2024 Audited Consolidated Financial Statements as filed with relevant regulators on February 27, 2025 are accessible at www.globe.com.ph. For further information regarding the 2024 Integrated Report, please contact ir@globe.com.ph or gtcorpcomm@globe.com.ph.

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About this Integrated Report

REPORTING FRAMEWORKS

The 2024 Integrated Report has been prepared in reference to the Global Reporting Initiative (GRI) Standards, the principles of International Integrated Reporting Council (IIRC) <IR> Framework, and incorporates industry-specific metrics from Sustainability Accounting Standards Board (SASB). The climate-related disclosures are aligned with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, as incorporated into IFRS S2. The report also considers guidance from the Securities and Exchange Commission (SEC) recommendations, specifically the Integrated Annual Corporate Governance Report (i-ACGR) and Sustainability Reporting Guidelines, United Nations Global Compact (UNGC) Communication of Progress, United Nations Sustainable Development Goals (UN SDGs), and GSMA ESG Metrics for Mobile.

REPORT BOUNDARY AND SCOPE

This report covers the business activities of Globe and its portfolio companies, including Innove, and functions as an extension of 2023's Integrated Report. The scope encompasses Globe's operational performance and strategies for the financial year January 1, 2024, to December 31, 2024. Globe will report the following changes from the 2023 report: 2022 employee headcount (see "Human Capital" for more details), 2021-2023 Scope 1, 2, 3 GHG emissions and Waste (see "Natural Capital" for more details). Globe's 2024 Audited Annual / Consolidated Financial Statements released and filed to relevant regulators on February 27, 2025 can be accessed from <https://www.globe.com.ph/about-us/investor-relations>.

THIRD PARTY ASSURANCE AND DISCLAIMER

Globe has engaged DNV AS Philippine Branch to conduct assurance over non-financial disclosures presented in this Integrated Report 2024. Isla Lipana & Co./ PricewaterhouseCoopers Philippines (IL/PwC) is the independent auditor of the company's financial statements. In accordance with the Securities and Exchange Commission and the Globe Audit and Related Party Transactions Committee Charter, the audit partner principally handling the company's account is to be rotated every five (5) years, or when the need arises as decided by the Committee.

RESPONSIBILITY STATEMENT

The Board acknowledges the contents of this report and believes that this report fairly presents the overall financial, operational, and sustainability performance of Globe for the reporting year 2024.

FEEDBACK

Globe encourages its stakeholders to share their insights and feedback on this report and the company's sustainability performance. Feedback may be coursed through ir@globe.com.ph and gtcpcorcomm@globe.com.ph.

FORWARD LOOKING STATEMENTS

This report contains forward-looking statements which have not been reviewed or reported by the company's auditors. These statements relate to future business strategies, dividend policy, financial performance, and market conditions. For most parts, forward-looking statements are identified by dates in the future or words like "will," "anticipates," "aims," "could," "may," "should," "expects," "believes," "intends," "plans," or "targets." These statements inherently involve risks and uncertainty because of their dependence on future circumstances that may, or may not, occur. Actual results may differ from these statements due to various factors, such as financial, market, and regulatory conditions, partnerships, acquisitions, competition, costs or capital expenditure, customer growth and retention, and tax considerations. Globe expressly disclaims any liability for forward-looking statements, and has no responsibility to update or revise them with regard thereto or any change in events, conditions, or circumstances on which any such forward-looking statement is based.



About Globe Telecom, Inc.

Globe Telecom, Inc. is a leading digital platform in the Philippines, with major interests in telecommunications, venture capital and venture building, shared services and digital marketing solutions. The company serves the telecommunications and technology needs of consumers and businesses across an entire suite of products and services, including mobile, fixed, broadband, data connectivity, internet and managed services.

Globe is one of the largest companies in the country, and has been consistently recognized, both locally and internationally, for its corporate governance practices. It is listed on the Philippine Stock Exchange under the ticker symbol GLO, and had a market capitalization of US\$5.5 billion as of the end of December 2024. Globe's inclusion in the Fortune Southeast Asia 500 list is a testament to its growth and unwavering commitment to serving customers with purpose.

The Company's principal shareholders are Ayala Corporation and Singapore Telecom – both acknowledged industry leaders in the country and in the region. Aside from providing financial support, this partnership has created various synergies, and has enabled the sharing of best practices in the areas of procurement, technical and IT operations, and marketing, among others.

Vision

We see a Philippines where families' dreams come true, businesses flourish, and the nation is admired.

Mission

We create wonderful experiences for people to have choices, overcome challenges and discover new ways to enjoy life.

Purpose

Uplift Filipino Lives Everyday

Values

We put customers first.
We value people and together, we make the difference.
We act with integrity.
We care like an owner.
We keep things simple.
We move fast, we are better, everyday.



Brands, Products and Services

- **Globe Postpaid**
- **Globe Prepaid**
 - Prepaid (including GOMO)
 - TM
- **Fixed Line and Home Broadband Business**
 - Home Broadband
 - Corporate Data
 - Fixed Line Voice
- **International Long Distance Services**
- **Subsidiaries**
 - Innove Communications, Inc. (Innove)
 - GTI Business Holdings, Inc. (GTI) and Subsidiaries
 - CaelumPacific Corp. (CaelumPacific) and Subsidiaries
 - Kickstart Ventures, Inc. (Kickstart) and Subsidiaries
 - Asticom Holding Co. Inc. and Subsidiaries
- Globe Capital Venture Holdings Inc. (GCVHI) and Subsidiaries
- Bayan Telecommunications Inc. (BTI) and Subsidiaries
- Taodharma Inc. (Tao)
- GTowers Inc (GTowers)
- Yondu, Inc. and Subsidiaries
- Electronic Commerce Payments, Inc. (ECPay)

Globe Presence



5G Roaming Sites

205
PARTNERS

99
COUNTRIES

For the full list of 5G Roaming sites and Globe Stores (as of December 31, 2024), please refer to [Statutory Reports](#).

Corporate Offices and Mixed-Use Sites

- Bacolod City
- Cagayan De Oro City
- Cebu City
- Davao City
- Iloilo City
- Makati City
- Mandaluyong City
- Pampanga City
- Quezon City
- Taguig City

Renewable Energy Sites

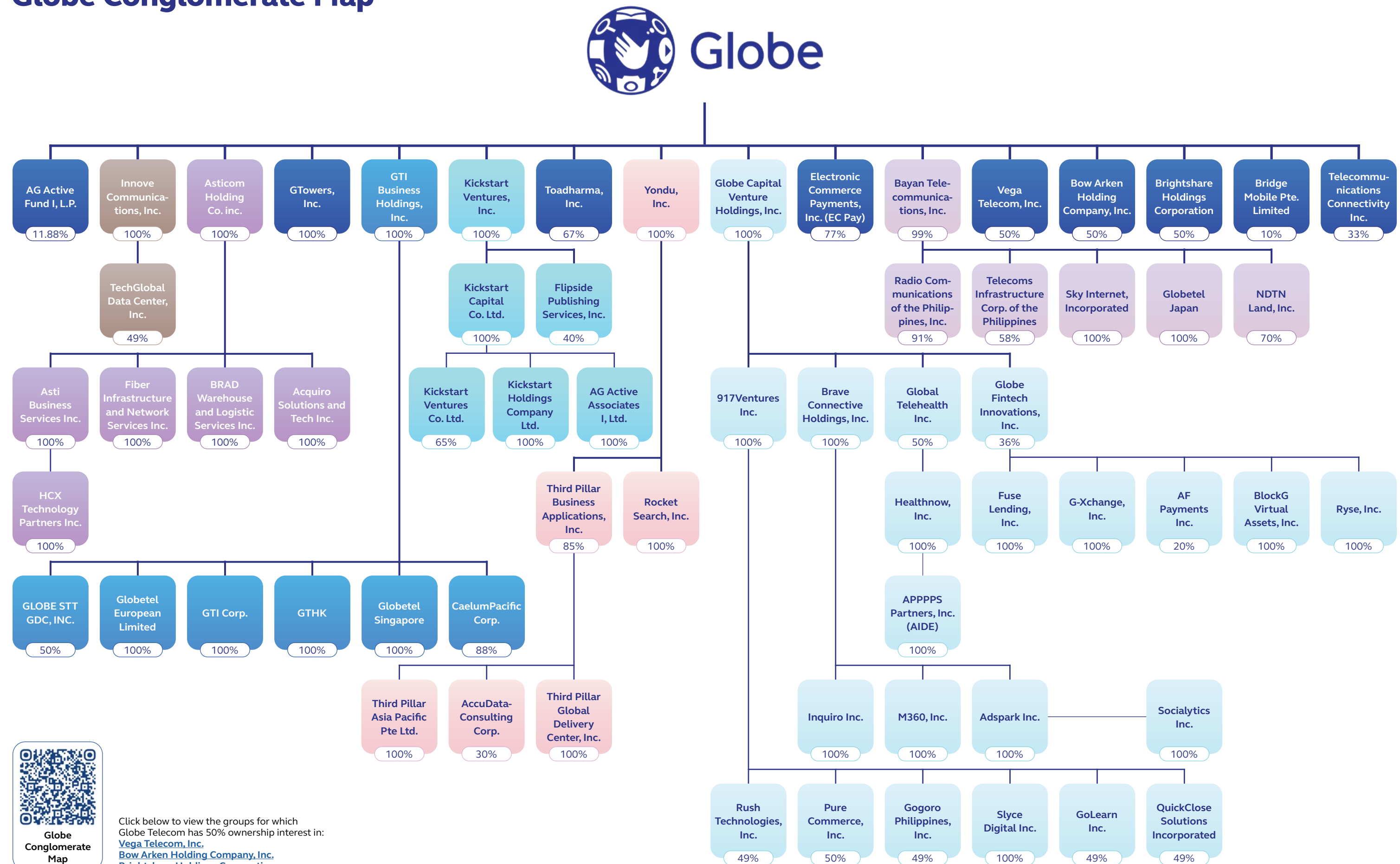
- Batangas (3 sites)
- Caloocan City
- Capiz
- Cavite (4 sites)
- Cebu (4 sites)
- Davao Del Sur
- Iloilo
- Laguna
- Makati City

- Manila
- Marikina City
- Misamis Oriental (2 sites)
- Negros Occidental
- Negros Oriental
- Quezon City (3 sites)
- San Juan City
- Taguig City
- Tarlac



5G Roaming Sites

Globe Conglomerate Map



Globe
Conglomerate
Map

Click below to view the groups for which
Globe Telecom has 50% ownership interest in:
[Vega Telecom, Inc.](#)
[Bow Arken Holding Company, Inc.](#)
[Brightshare Holdings Corporation](#)

Globe At A Glance

Five-year Financial Highlights

Globe Telecom, Inc.	2020	2021	2022	2023	2024
Gross Service Revenues (in Billion Pesos)	146.388	152.263	157.979	162.333	165.016
EBITDA (in Billion Pesos)	73.512	74.922	79.092	81.427	86.814
Net Income After Tax (in Billion Pesos)	18.623	23.724	34.604	24.578	24.286
Return on Equity (ROE)	23%	24%	26%	16%	15%
CAPEX (in Billion Pesos)	60.302	92.808	101.367	70.628	56.194
CAPEX-to-Revenue Ratio	41%	61%	64%	44%	34%
Divident Payment to Common Shareholders (in Billion Pesos)	14.403	14.426	14.442	14.419	14.434
Market Capitalization (in Billion Pesos)	270.868	443.883	314.052	248.073	315.327

2025 Consolidated Outlook

Globe’s consolidated outlook extends through 2025, with free cash flow positive territory within sight:

REVENUES	CASH CAPEX	EBITDA MARGIN	FREE CASH FLOW
LOW- TO MID-SINGLE DIGIT PERCENT GROWTH	US\$ 1.0 B	~ 50 %	POSITIVE BY 2025

More information can be found in the Financial Capital section of this report (refer to pages 59-62).

Recognitions



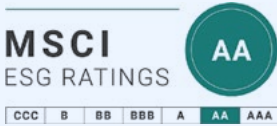
Globe- Fortune Southeast Asia 500 List Fortune Southeast Asia



Most Sustainable Brand in the 2024 Consumer Choice Awards Philippines: Mobile Network Survey by Standard Insights 2024 Standard Insights

ESG RATINGS AND SCORES

MSCI ESG Rating
AA Rating¹



Sustainalytics
Medium Risk ESG Rating²



FTSE4Good
A constituent company in the FTSE4Good Index Series for nine (9) straight years



FTSE4Good

ECONOMIC	ENVIRONMENT	SOCIAL	GOVERNANCE
1,212 new site builds, including in-building sites	SBTI-VALIDATED net-zero targets	44 % female workforce	FIVE GOLDEN ARROW AWARD ASEAN Corporate Governance Scorecard Golden Arrow Awards by the Institute of Corporate Directors
587 new 5G sites	38k green solutions deployed since 2014	ZERO FATALITIES 18.75% decline in non-disabling injuries	
4,613 upgraded existing mobile sites with LTE technology	29 key facilities running on renewable energy	43.3 Net Promoter Score	HR ASIA BEST COMPANIES TO WORK FOR IN ASIA, THE PHILIPPINES CHAPTER 2024 HR Asia (Five-peat winner)
67,456 Fiber-to-the-home (FTTH) deployed	24.34 % total energy consumption powered by renewable energy	Zero data breach	
84.97 % of suppliers are local	ISO 14001:2015 re-certification of Environmental Management System	978 M spam and scam messages blocked	TOP WORKPLACES IN ASIA AND INDUSTRY CHAMPIONS OF THE YEAR ACES Awards 2024
60.32 % of overall procurement budget spent on local suppliers		417,640 URLs & DOMAINS BLOCKED filtered out Child Sexual Abuse or Exploitation Materials (CSAEM)	

¹Disclaimer: The use by Globe of any MSCI ESG Research LLC or its affiliates (“MSCI”) Data, and the use of MSCI logos, trademarks, service marks, or index names herein do not constitute a sponsorship, endorsement, recommendation, or promotion of Globe by MSCI. MSCI services and data are the property of MSCI or its information providers and are provided ‘as-is’ and without warranty. MSCI names and logos are trademarks or service marks of MSCI.
²Copyright © 2025 Morningstar Sustainalytics. All rights reserved. This 2024 Globe Integrated Report contains information developed by Sustainalytics (www.sustainalytics.com). Such information and data are proprietary of Sustainalytics and/or its third party suppliers (Third Party Data) and are provided for informational purposes only. They do not constitute an endorsement of any product or project, nor an investment advice and are not warranted to be complete, timely, accurate or suitable for a particular purpose. Their use is subject to conditions available at <https://www.sustainalytics.com/legal-disclaimers>.

Globe Innovations Over the Years: A Journey of Shared Growth

Future-proofing the network



2009 - 2013

- **TGN-Intra Asia Cable System**
6,800 kilometers of undersea fiber-optic cables linking Philippines to Singapore, Japan, and Hong Kong
- **Globe Duo Introduced**
Pioneered two-in-one mobile and landline service, an easier and more economical way to stay in touch with other Duo users and landline users
- **Bangon Pinoy Initiative**
Launched unified disaster relief efforts across its products and services, geared towards the benefit of communities devastated by calamities
- **4G Era Ushered In**
Enabled faster mobile browsing and downloads, improving the mobile internet experience
- **Network Modernization Program**
Invested US\$790 million to strengthen mobile data infrastructure
- **Southeast Asia-Japan Cable System (SJC)**
8,300 kilometers of undersea fiber-optic cables linking Philippines to Singapore, Japan and Hong Kong
- **Kickstart Ventures Incorporated**
Established for the purpose of investing in individual, corporate, or start-up businesses, and to do research, technology development and commercializing of new business ventures.
- **GoSakto Introduced**
Empowered customers to have control over their prepaid data, promoting affordability and flexibility.

Creating Wonderful Experiences for our Customers



2014 - 2015

- **Globe University**
Company's learning academy
- **Entertainment Partnerships with Spotify and NBA Pioneered**
Enhanced mobile entertainment, allowing customers to enjoy music and sports on the go
- **Globe Generation 3 Stores Introduced**
Designed by Tim Kobe and featured interactive lifestyle vignettes to engage customers
- **#StopSPAM Campaign Launched**
Equipped customers with information on spam and became a platform to crowdsource reports
- **Asticom Stake Acquired**
Gained 100% ownership of Asticom, a subsidiary that provides business process and shared service support, IT system integration and consultancy services.
- **Globe Capital Venture Holdings Inc. (GCVHI) Incorporated**
Established GCVHI, a subsidiary of Globe that invests and is a holding company primarily engaged in purchasing, subscribing, owning, holding, assigning real and personal property, shares of stock and other securities

Purveyor of the Filipino Digital Lifestyle



2016 - 2019

- **The Globe Purpose Launched**
"In everything we do, we treat people right to create a Globe of Good."
- **Southeast Asia-United States (SEA-US) Cable System**
14,500 kilometers of undersea fiber-optic cables linking Davao, Philippines to the United States
- **Netflix Offered**
Became first PH telco to provide accessible streaming entertainment
- **ICONIC Globe Store Opened**
Launched innovative and experiential retail telco store
- **Globe Lifestyle Launched**
Introduced apparel design collections, originally designed for Globe employees which later on caught the eye of customers with its collections
- **917 Celebration Launched**
Celebrated customer loyalty with rewards and events
- **Home Prepaid WiFi Launched**
Expanded affordable and flexible home internet access
- **GlobeOne App Enhanced**
Improved customer experience by making it easier for customers to manage their Globe accounts and services
- **eSIM Made Available**
First telco in the PH to offer eSIM, a more convenient alternative to physical SIM cards
- **5G Spearheaded in the Philippines**
Ushered in the new mobile technology, promising faster speeds and new possibilities
- **Online Safety Program Scaled Up**
Integrated Digital Thumbprint Program into the Department of Education's Curriculum – advocating proper online behavior

Expanding Digital Inclusivity



2020 - 2022

- **Communities Supported During Pandemic**
Launched #OneGlobevsCovid fundraising campaign– funds raised used for support to quarantine facilities, purchase and donation of COVID-19 test kits, PPE donation, support to NGOs
- **Customer Care Initiative**
Launched #AlagangGlobe to assist customers during the pandemic with various digital customer engagement programs
- **Redefining Home Internet with broadband home fiber plans**
Provided faster and more reliable home internet, supporting the growing demand for bandwidth
- **GlobeOne App Enhanced as Digital Companion**
Enhanced app features for a one-stop Globe service experience
- **Prepaid Travel eSIM Connected Tourists**
Simplified connectivity for international visitors
- **Globe Gamer Grounds Launched**
Created a dedicated platform for esports and gaming enthusiasts
- **Data Center Business Joint Venture**
Formed JV with Ayala Corporation and ST Telemedia Global Data Centres

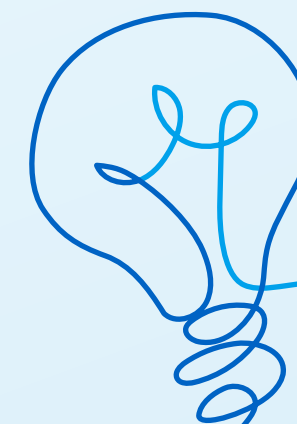
AI and the Future of Connectivity



2023 - 2024

- **Unlimited Prepaid Fiber WiFi Plans**
Made home internet more accessible and affordable
- **FTTR Technology Pioneered in Public Schools**
Improved internet connectivity for digital learning
- **Adspark Holdings now Brave Connective**
Continued support to businesses in strengthening their connection with customers through the use of data, analytics, targeting, and storytelling
- **Cross-Border Telco Rewards Program**
Formed alliance with Singtel, AIS, Globe, HKT, Optus, Taiwan Mobile and Telkomsel for international customer benefits
- **Globe Artificial Intelligence (AI) Group Established**
Integrated AI into operations
- **Globe Rewards+ Launched**
Designed program to reward high-value Globe Prepaid customers
- **GOMO Fiber Launched**
Leveraged mobile strength to expand broadband access
- **Mynt Recognized as first US\$ 5B Unicorn in PH**
Increased in value by twofold since reaching "double unicorn" status in 2021
- **UN Partnership for Disaster Response**
Partnered with [United Nations - DISHA](#) for AI-driven disaster preparedness and response
- **Hapag Movement Target Completed Ahead of Schedule**
Reached impact goal one year early – supporting over 120,000 Filipino families

Refer to the [Sustainability Journey](#) for more information.



Awards and Recognitions



ACES Awards 2024

Top Workplaces in Asia
Industry Champions of the Year



AIBP Enterprise Innovation Awards

Enterprise Innovation Award in the Data and
AI category - Next Best Offer (NBO) solution



Department of Energy

Energy Efficiency Excellence,
Special Award for Innovative Contributions



Institute of Corporate Directors

Five Golden Arrow Award



5G Core Awards

Best Network Reliability Solution



2024 HR Excellence Awards

Employer of the Year
Gold - Total Rewards Strategy
Gold - In-House Talent Pipeline Strategy
Silver - Best HR Team (MNC)
Silver - Business Transformation
Silver - Change Management



2024 HR Asia

Winner - HR Asia Best Companies to Work For in Asia,
The Philippines Chapter (2024)

Telecom Review Leaders' Summit Excellence Award

- Winner - Most Innovative Product/Service for Automation

ET HRWorld Southeast Asia's #HRicons2024

- Renato Jiao, Chief Human Resources Officer

IDATE

- Winner - All-Optical Technology Innovation and Digital Enablement award

Brand Finance Telecoms 150

- Most Valuable Telecom Brand

2024 Asian Telecom Awards

- ESG Initiative of the Year Award for the Philippines

Twimbit Telecom Awards

- Lifetime Achievement Award- Ernest L. Cu

Fortune Southeast Asia

- Globe- Fortune Southeast Asia 500 List

Standard Insights

- Most Sustainable Brand in the 2024 Consumer Choice Awards Philippines: Mobile Network Survey by Standard Insights

Stevie® Awards

- Gold - Innovative Use of Technology in Customer Service (Telecom) for "Project 5-Star: Next Gen CX"
- Gold - Innovation in Technology Management, Planning & Implementation (Telecom) for "Mindhive - The 2023 Innovation Series: An Immersive Learning Hackathon"
- Silver - Innovation in Community Relations or Public Service Communications for "Project *Pinaypreneurs*: Globe Business' International Women's Month Campaign"
- Silver - Innovation in the Use of Events for "Mindhive - The 2023 Innovation Series: An Immersive Learning Hackathon"
- Silver - Innovation in the Use of Video for "At your SerBiz: Video Podcast Campaign"
- Silver - Thought Leadership Campaign of the Year for "G Summit 2023: Phase Forward"
- Bronze - Innovation in the Use of Events for "Project Cyber Madness: A Cybersecurity Experiential Event for C-Suite and Working Teams"
- Bronze - Innovative Achievement in Thought Leadership for "Mindhive - The 2023 Innovation Series: An Immersive Learning Hackathon"

The Legal 500: GC Powerlist Philippines Teams 2024

- In-house Legal team

Stevie® Great Employer Awards

- Gold Stevie Award - Engagement/Happiness Team of the Year
- Silver - Employer of the Year - Telecommunications
- Silver - Achievement in Organizational Culture:
- Silver - Best Reward & Recognition Strategy

ASEAN Federation of Engineering Organisation

- 2024 ASEAN Outstanding Engineering Achievement Award (Project Category)-Project G-Innov8 (Delivering Innovative Telecom Solutions To Address Community Pain Points)

Asia Pacific Business Awards

- Gold Awardee for Innovation in Technology Management, Planning and Implementation- Project Catapult: Mindhive
- Gold Awardee for Innovative Use of Technology in Customer Service- Project Five Star
- People's Choice Stevie Awards- Project Cybermadness

International Business Awards

- Communications or PR Campaign of the Year - Marketing - Business-to-Business- Project Pinarypreneurs 2023

Smarties Philippines

- Marketing Impact Category, Instant Impact / Promotion Award- Tahoe
- Marketing Impact: Instant Impact / Promotion
- Emerging Tech Marketing: Programmatic- Go+- Merida and Tahoe

Marketing-Interactive PR Awards

- Gold for Best PR Campaign: Government/Public Services- SIM Registration: Number Mo, Identity Mo
- Gold for Best Use of Social Media- #MakeITSafePH Campaign
- Silver for Best PR Campaign for a Specific Audience- #MakeITSafePH Campaign

Memberships

- American Chamber of Commerce of the Philippines, Inc. (AmCham)
- Asia-Pacific Telecommunity (APT)
- Asia Pacific Network Information Centre (APNIC)
- Asia Video Industry Association (AVIA)
- Business Continuity Managers of the Philippines (BCMAP)
- Chamber of Cosmetics Industry of the Philippines, Inc.
- Chamber of Pawnbrokers of the Philippines, Inc.
- Contact Center Association of the Philippines (CCAP)
- Cooperative Development Authority
- Data Privacy (DP) Council
- Emergency Telecommunications Cluster
- Entrepreneurs' Organization
- Federation of International Cable TV and Telecommunications Association of the Philippines
- Foundational Support of the IAPP AI Governance Center
- GoNegosyo
- GSM Association (GSMA)
- International Association of Privacy Professionals (IAPP)
- International Telecommunication Union
- Internet Watch Foundation
- IT and Business Process Association Philippines (IBPAP)
- League of Cities of the Philippines
- Liveable Cities Challenge
- Makati Business Club (MBC)
- Management Association of the Philippines (MAP)
- Microfinance Council of the Philippines Inc.
- Philippine Association of National Advertisers (PANA)
- Philippines Cable and Telecommunications Association, Inc.
- Philippine Chamber of Commerce and Industry (PCCI)
- Pollution Control Association of the Philippines, Inc. (PCAPI)
- Philippine Chamber of Telecommunications Operators (PCTO)
- Philippine Energy Efficiency Alliance Inc. (PE2)
- Philippine Network Operators Group (PHNOG)
- Philippine Retailers Association
- Private Sector Advisory Council- Digital Infrastructure
- Philippine Open Internet eXchange (PHOpenIX)
- Philippines Software Industry Association
- Rural Bankers Association
- Safety Organization of the Philippines
- Semiconductor and Electronics Industries in the Philippines Foundation, Inc. (SEIPI)
- Supply Chain Management Association of the Philippines (SCMAP)
- Telecommunications Management Network (TMN) Forum
- United Nations Global Compact (UNGC)-Global Compact Network Philippines (GCNP)
- Water Environment Association of the Philippines
- Women's Business Council Philippines



Awards and
Recognitions



GOVERNANCE

ADVANCE

Message from the Chairman



“Globe ended 2024 with strong results, setting a new record gross service revenues of Php165.0 billion.”

Review of Philippine Economic Performance in 2024

The Philippine economy once again showed resiliency in the face of global geopolitical tensions, macroeconomic headwinds, and extreme weather events with GDP growing by 5.6%, slightly higher versus last year's 5.5%. Unemployment averaged 3.8% in 2024, which was lower than 4.4% the prior year. The total number of unemployed was recorded at 1.63 million, slightly higher compared to 1.60 million in 2023, with the labor force participation rate estimated at 65.1% versus 66.6% last year.

Remittances again proved to be a bright spot, setting another all-time high at US\$34.5 billion, up 3% versus the previous record of US\$33.4 billion set last year. This continued to support the country's consumption-driven economy.

The growth outlook for 2025 appears promising with moderating inflation, easing interest rates and election-related spending alleviating the pressure on consumer wallets, particularly those belonging to the lower socio-economic segments. However, risks from global economic policy uncertainties, particularly those related to Trump 2.0 policies, may stifle the country's economic growth momentum.

Review of Globe's Performance in 2024

Despite the challenging global and business environment, Globe ended 2024 with strong results, setting a new record with gross service revenues of Php165.0 billion, reflecting a steady 2% growth compared to 2023.

The mobile and corporate data businesses powered this performance, contributing a combined 83% to total consolidated gross service revenues, up from 81% in the previous year. Notably, mobile revenues increased by 4%, while corporate data revenues surged by 11% in comparison to 2023. The shift towards data-driven services continues, with data revenues now representing 86% of consolidated gross service revenues, up from 83% in the prior year.

Globe's cash capital expenditures or capex for 2024 reached approximately Php56.2 billion, a 20% decrease compared to 2023. This strategic reduction aims to optimize capital utilization and achieve positive free cash flows by 2025. The cash capex to revenue ratio decreased from 44% in 2023 to a more sustainable 34% in 2024. Similarly, the cash capex to EBITDA ratio showed significant improvement, falling from 87% to 65% over the same period.

Notably, 90% of the capex was invested in data requirements, ensuring uninterrupted access to digital solutions and connectivity services for Globe's customers.

“By working together, the government and the private sector can accelerate infrastructure development, promote digital literacy, and create an environment where technology drives inclusive economic growth.”

Globe Leads in Innovative Digital Solutions

Globe’s corporate venture builder 917Ventures enhanced its portfolio through Brave Connective Holdings, Inc. Within Brave Connective are highly valuable companies that help businesses strengthen their connection with customers through the use of data, analytics, targeting, and storytelling.

In fintech, GCash remains the number one finance super-app and the largest digital cashless ecosystem in the country, bannered by ubiquity across its active user base.

To complement its ubiquity across its consumers, GCash has also built the largest network of online and offline merchants, and social sellers numbering over 6 million partners, while hosting over 1,000 merchant partners in its app, via GLife.

Also, GCash boasts the most comprehensive suite of digital financial services, covering savings, investments, and insurance products. On credit, backed by its proprietary trust platform and credit scoring via GScore, GCash has provided access to credit to over 7.8 million borrowers, of which the majority are from the lower socio-economic classes and two-thirds are women. These milestones were achieved through game-changing lending products covering credit lines, cash loans, buy-now-pay-later arrangements, and micro-credit starter loans, providing financing to more Filipinos who need it the most.

In line with its financial inclusion mandate, GCash has gone beyond the nation’s borders and now offers payments in 51 countries through GCash Global Pay. In partnership with Alipay+, this feature offers a hassle-free travel experience abroad through a seamless and secure payment experience across various merchants through Scan to Pay.

GCash also empowers overseas Filipinos in 16 countries to manage their finances through GCash Overseas, which allows them to use their international mobile number to register for the GCash App and gives them access to services such as Buy Load, Pay Bills, and Send Money.

Beyond financial inclusion, Globe Fintech Innovations, Inc. or Mynt, the operator of GCash, has cemented its status as a benchmark for fintech innovation in the region, following the investment from MUFG and Ayala Corporation last August. The deal was the largest ever fintech transaction in the Philippines. It also more than doubled the previous valuation of Mynt, making it the first and only US\$5 billion unicorn in the Philippines.

Commitment to Sustainable Development

Globe continues to lead by example on sustainability. As an active Participant of the United Nations Global Compact since 2019, Globe upholds the Ten Principles on Human Rights, Labor, Environment, and Anti-Corruption. It remains resolute in supporting the Sustainable Development Goals, especially SDG 9 on Industry, Innovation, and Infrastructure and SDG 13 on Climate Action, pushing sustainability within its operations and value chain, with digitalization as a driver for positive impact.

For the second consecutive year, Globe has received an “AA” rating from MSCI ESG Rating, demonstrating its continued ESG leadership in sustainability in the Philippines. The company has maintained a Medium Risk rating in Sustainalytics, and has been a constituent company in the FTSE4Good Index Series for nine straight years.

Globe solidifies its leadership in corporate governance as the only Philippine telco to receive the Institute of Corporate Directors’ Five Golden Arrow Award for three consecutive years.

Globe Calls for Public-Private Collaboration to Boost the Country’s Digital Economy

The advancement of digital transformation in the Philippines hinges on the strength of public-private partnerships, which are crucial in bridging connectivity gaps and driving the effective use of technology. Globe, a steadfast proponent of PPPs, actively engages in initiatives such as the Connectivity Plan Task Force, led by the Private Sector Advisory Council and composed by mobile network operators, tower companies, and government stakeholders.

As the Philippines continues its journey towards digital transformation, PPPs remain an essential mechanism for expanding access and ensuring that no one is left behind. By working closely with the government and other stakeholders, Globe is driving initiatives to deliver universal connectivity and foster meaningful digital inclusion.

By working together, the government and the private sector can accelerate infrastructure development, promote digital literacy, and create an environment where technology drives inclusive economic growth.

Globe’s Mission of Generating Sustained Value for Shareholders

Consistent with Globe’s mission of generating sustained value for its shareholders, the company paid out Php14.4 billion in common share dividends. This represents 76% of 2023 core net income, in line with our dividend policy of 60 to 90% of prior year’s core net income.

This also translates to a 5.8% dividend yield, which is more competitive than the yields of other Philippine listed companies. Globe reiterates its commitment to a sustainable dividend policy in line with earnings and cash flow generation.

MESSAGE FROM THE CHAIRMAN

Key Management Change

We welcome the appointment of Mr. Carl Raymond R. Cruz as our Deputy Chief Executive Officer who started last January. Carl has also been nominated as a member of our Board of Directors for election in this Annual Stockholders' Meeting, as well as President and Chief Executive Officer for election at the Organizational Meeting of our Board of Directors following the ASM.

Carl brings with him a wealth of experience, a proven track record of success, and a deep understanding of the telecom industry. He has over 30 years of experience across multiple geographies in Africa and Asia. He was the CEO of Airtel Nigeria, which is the largest operating company of Airtel Africa with revenues of over US\$2 billion.

Prior to Airtel, he was the regional Managing Director of Unilever West Africa, where he was responsible for Nigeria, Ghana, and Francophone African countries. Previously, he served as the Vice President for Customer Development at Unilever Philippines. He has a successful history of transforming businesses, building strong teams, and delivering exceptional results. I'm confident that with Carl's expertise and leadership, Globe will soar to even greater heights.

On behalf of the Board, let me take this opportunity to thank Ernest for his visionary and transformative leadership. He has been the prime catalyst behind Globe's success, delivering landmark achievements that have shaped our company's future and guiding it through some of its most challenging periods. A "technopreneur" at heart, Ernest brought passion, a Day One attitude, and a keen eye for business opportunities to Globe. He accomplished several milestones, winning markets and beating competition, building a stronger Globe which brought the digital lifestyle and financial inclusion to millions of Filipinos.

To name a few landmark achievements under Ernest's tenure, Globe modernized its network and IT infrastructure, cultivated a strong collaborative and service-oriented culture, and successfully created product innovations in its core business segments. Globe has since outperformed industry growth, breaking records across all key product groups, brands, and market segments, catapulting Globe to be the most preferred and top performing mobile brand in the country.

Ernest was also pivotal in driving financial inclusion across the Philippines and transforming its digital economy through GCash, providing millions of Filipinos access to digital financial services and empowering them to improve their lives.

Along the way, Ernest garnered several awards and recognitions: he was hailed as the Philippines' Best CEO by Finance Asia in 2010 and again in 2017. He was also named CEO of the Year in 2012 by Frost & Sullivan Asia Pacific and CEO of the Year at the Asia Communications Awards in 2017.

For five years (2013 to 2017) he was included in the list of 100 most influential telecom leaders worldwide by London-based Global-Telecoms Business Magazine Power 100. Ernest was also named the Best Telecommunications CEO at the 2021 International Finance Awards and Asia's Best CEO by Corporate Governance Asia at their 10th Asian Excellence Awards in 2020. He was hailed as the Best Telco CEO by London-based business magazine The Global Economics in its 2022 Awards.

Most recently, Ernest was conferred with an Outstanding Contribution to the Asia Mobile Industry Award 2024 by GSMA and a similar award given by Twimbit, a research and advisory firm based in Singapore.

Closing Remarks

In closing, I congratulate the Globe leadership team and the entire organization for their commitment to innovation, sustainability, and inclusive growth as the company reaches new heights, further expands its digital infrastructure, and introduces groundbreaking solutions that cater to the evolving needs of its customers and communities.

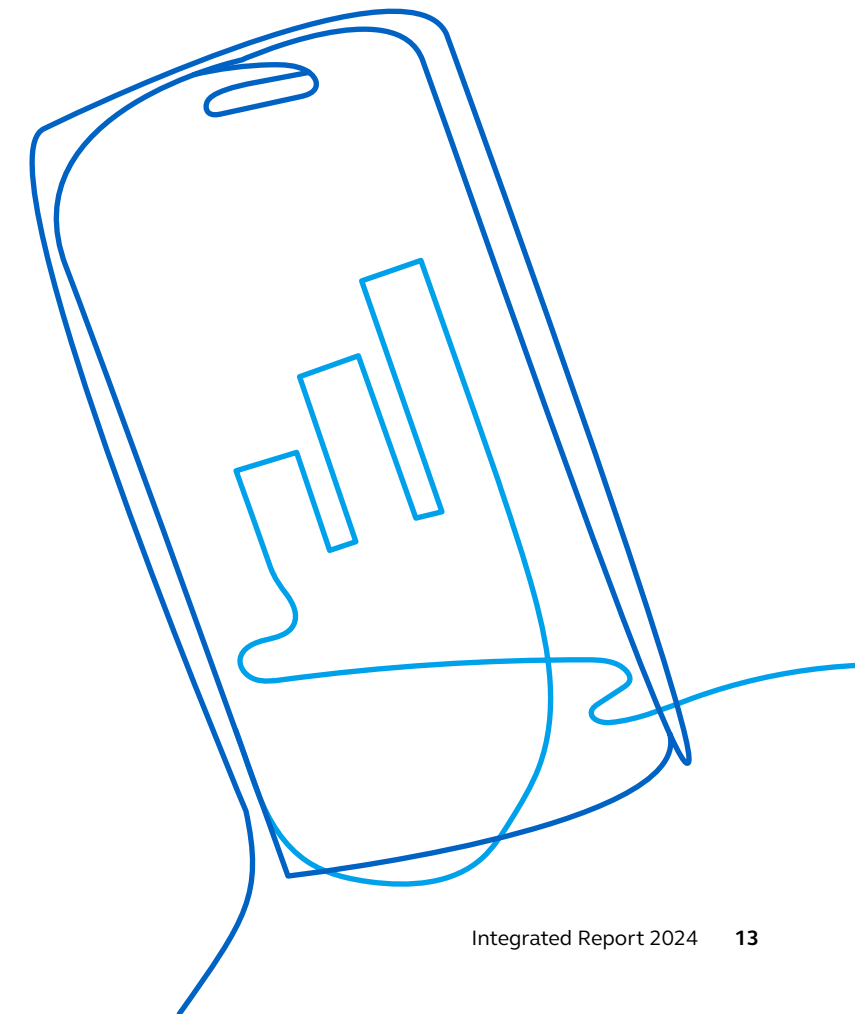
I would also like to thank our Board for its engagement and advice amid another challenging year. And lastly, I thank you, our shareholders and stakeholders, for your continuing trust in Globe.

And as our fellow Filipinos adopt the digital lifestyle and become more informed, empowered, and emboldened to go further than they have ever gone before and engage with the rest of the world, count on Globe to lead the nation forward.



Jaime Augusto Zobel de Ayala
CHAIRMAN

“Globe modernized its network and IT infrastructure, cultivated a strong collaborative and service-oriented culture, and successfully created product innovations in its core business segments.”



Message from the **President**

To Our Valued Stakeholders,

In a year defined by both extraordinary challenges and significant milestones, Globe has remained steadfast in its mission to uplift the lives of Filipinos. By providing enhanced value, elevating customer experience, and deepening our commitment to safeguard the planet, we aim to create a lasting positive impact for our customers and communities to thrive. Reflecting on this journey, we are profoundly grateful for your unwavering trust and support, all essential in fulfilling our goal towards building a digitally empowered Philippines.

Our dedicated corps of talents have consistently performed their roles to enhance our standing as a leader in the telecommunications industry.

Showcasing Performance

Globe closed the year 2024 with solid financial results owing to a strong commitment to market repair and fiscal responsibility. We achieved Net Income After Tax (NIAT) of Php24.3 billion. Accordingly, Core NIAT reached Php21.5 billion, reflecting a solid 14% surge and marking the second-highest in Globe's storied history. Our EBITDA grew Php86.8 billion, a 7% increase year-on-year, further punctuating our drive for profitability and operational efficiency.

We maintained our status as a revenue market leader, with mobile and corporate data segments playing pivotal roles. Mobile revenues climbed to a record-breaking Php116.7 billion, surpassing 2023's Php112.4 billion, accounting for 71% of consolidated service revenues. Mobile data revenues also reached an all-time high of Php97.4 billion, growing by 7%, driven by the evolving digital habits of Filipinos reliant on

mobile applications for their diverse needs. Similarly, our corporate data business posted a record Php20.4 billion in revenues, impressively growing by 11%, buoyed by strong demand for ICT and core data services.

Still a strong third player in Broadband, we realized a 2% increase in Fiber Broadband revenues with a 16% uptick in subscriber count, reflecting the growing adoption of GFiber Prepaid (GFP). GFP achieved a 74% quarter-on-quarter subscriber growth, underlining the effectiveness of our strategy to make data-driven services more affordable and accessible to mass markets. These milestones reinforce Globe's position as a leader in connectivity and digital solutions, even as we strengthen the digital ecosystem of our country.

Uplifting Lives

This inclusive play requires a robust and reliable network infrastructure. In 2024, we built 1,212 new cell sites, including in-building sites, upgraded 4,613 sites with LTE, deployed 67,456 FTTH lines, and added 587 5G sites. These efforts brought near-universal coverage to key regions, reaching 98.69% in the National Capital Region and 96.95% in key cities of Visayas and Mindanao. We connected over 9 million devices to our 5G network for the month of December alone, up by 55% from 2023 of the same month.

We are thrilled to be recognized by an international party, Ookla, for our reliable connectivity. Globe was named the Most Consistent Network in the Philippines from 2022 to 2024. Ultimately, the consistency of our high performing network is the heartbeat of our business.



“We are profoundly grateful for your unwavering trust and support, all essential in fulfilling our goal towards building a digitally empowered Philippines.”

MESSAGE FROM THE PRESIDENT

Elevating Customer Experience

With consistent network performance, our transactional Net Promoter Score grew steadily, reaching 43.3 in 2024.

The GlobeOne application is the centerpiece of our customer experience transformation efforts. This super app is a comprehensive, user-centric tool designed to streamline service management making it easier for our customers to transact with us.

- **Efficiency and Accessibility.** The implementation of instant eSIM activation and easy fiber application has significantly reduced customer friction, eliminating the need for physical store visits and expediting service acquisition.
- **Financial Empowerment.** The integration of AI-driven personalized spending insights and flexible data management options, such as GPlan PLUS, has empowered customers to optimize their expenditure and derive maximum value from our services. Furthermore, the enablement of prepaid users as digital entrepreneurs has created tangible economic opportunities.
- **Enhanced User Engagement.** The gamified rewards and savings system, coupled with the advance booking of roaming promos, has enhanced user engagement and extended value for money for every customer transaction.

Our goal is to ensure that every interaction with Globe is characterized by efficiency, value, and seamlessly digital.

Moving forward, our priority will focus on customer experience to ensure any technological advancement will translate into tangible benefits for our customers.

Empowering Each Ka-Globe

Globe champions its people-first philosophy by fostering a high-performing organization rooted in empowerment, collaboration, and innovation. At the heart of this culture is a purpose-driven workforce, where every Ka-Globe is equipped with the tools, support, and opportunities needed to thrive in today's digital and technology-driven environment.

Diversity, Equity, and Inclusion and Belonging (DEIB)

Globe maintains a gender-balanced workforce, with 44% of our team being female. Demonstrating our commitment to inclusivity, the company debuted its disability sensitivity training, aimed at equipping teams to better engage with persons with disabilities (PWDs). This initiative ensures that new PWD employees experience a seamless onboarding and immersion within their teams. Strategic partnership with organizations such as Project Inclusion Network (PIN) and the Philippine Business Diversity Network (PBDN) further enhances Globe's robust DEIB agenda.

Additionally, your company became the first telco in the region to align with the global Working With Cancer pledge, joining over 1,700 organizations worldwide committed to supporting employees battling cancer.

#AlagangGlobe – Care in Action

Through our #AlagangGlobe initiative, we advocate authenticity, genuine care, and compassion.

By putting its people first, Globe empowers each Ka-Globe to deliver impactful results while fostering a workplace and community where innovation, respect, and inclusion flourish.

Beyond the borders of the company, we concluded the Hapag Movement, a program dedicated to combatting involuntary hunger through feeding initiatives, livelihood training, and education. We successfully met our four-year target of assisting 100,000 vulnerable families one year ahead of schedule.

By end 2024, the Hapag Movement provided support to 120,455 families, backed by Php53 million in donations from corporate partners and Globe customers. Efforts to sustain and expand the program will continue in 2025, with particular focus on livelihood enrichment and alleviating child stunting to help nurture the next generation of healthy Filipinos.

“Our goal is to ensure that every interaction with Globe is characterized by efficiency, value, and seamlessly digital.”

Embedding Sustainability Into Operations

Your company's resolve to create a Globe of Good has never been stronger, embedding sustainability into every aspect of our operations and ensuring that our growth contributes to a healthier planet and more equitable society.

Environmental Stewardship

- **Decarbonization Journey.** Our dedication to mitigating climate change began in 2014, predating the validation of our net-zero targets by the Science-Based Targets initiative in 2024. We have since deployed over 38,000 green solutions, demonstrating our tangible commitment to reducing our environmental footprint.
- **Renewable Energy Transition.** As the first telecommunications company in the Philippines to achieve ISO 50001 certification for Energy Management Systems, we have established a robust framework for energy efficiency. In 2024, 29 high-energy utilization sites are powered by renewable energy, contributing to 24% of our total electricity consumption being sourced from renewable sources.

Digital Integrity and Safety

- **Cybersecurity and Data Privacy.** One of the unintended consequences of digitalization is the rise of cyber threats. Globe has made online safety one of our key priorities. In 2024, we blocked 978,106,959 spam and scam messages and 417,640 domains and URLs containing child sexual abuse and exploitation materials. We also pioneered the blocking of non-photographic imagery (NPI) of child sexual abuse, including AI-generated content, further enhancing our efforts to safeguard children online.
- **Campaigns:** Our #PlayItRight campaign combats digital piracy, educating the public on the importance of consuming content from legitimate sources. The #MakeITSafePH campaign provides practical cybersecurity education, empowering Filipinos to protect themselves from online threats.

“Through your steadfast support and our shared commitment to innovation, we achieved what we thought was impossible — a digitally-empowered Philippines and overall mobile leadership.”

Supply Chain Sustainability

- **Vendor Empowerment.** Recognizing the importance of collective action, we have launched the Sustainability Academy for Supply Chain, providing our vendors with the knowledge and tools to integrate sustainable practices into their operations. In 2024, we engaged with over 56 vendors through webinars focused on GHG emissions and sustainable supply chain management.

Global Collaboration

- **GSMA Membership.** As an active member of the GSMA's Sustainability Network Group, Climate Action Taskforce, and AI for Impact Taskforce, we contributed to industry-wide discussions and the development of best practices in sustainability. The GSMA's ESG Metrics for Mobile has been instrumental in shaping our sustainability strategy.

All these efforts have been acknowledged by Filipino consumers, who awarded Globe the Most Sustainable Brand in the 2024 Consumer Choice Awards Philippines: Mobile Network Survey by Standard Insights, marking our second win.

We will continue to leverage technology and our resources to create positive impact, giving priority to initiatives that promote environmental stewardship, digital integrity, and sustainable supply chain practices. We will remain mindful and true to the practice so that our growth contributes to a more sustainable and responsible future.

Maraming Salamat, Globe

2024 marked my sixteenth and final year as your President and CEO – a truly incredible chapter in my life and in Globe's remarkable story. It is often said that all good things must come to an end, and my tenure has reached its sunset. Steering Globe has been akin to navigating a vast ocean – sometimes weathering unexpected storms, other times sailing through calm waters illuminated by unending horizons of opportunities. Through it all, we have kept our course steady – customer-centric innovation to grow the business, uplift lives, and steer communities towards progress.

When I first joined, Globe held about 33% of the mobile market—a distant second at the time, caught between a strong incumbent and an aggressive third player. Yet, through your steadfast support and our shared commitment to innovation, we achieved what we thought was impossible—a digitally-empowered Philippines and overall mobile leadership. We transformed our network, aggressively shifted our strategy to deliver reliable internet access to millions of Filipinos nationwide. By making customer centricity our core strength and key differentiator, we built a strong foundation, found in the Globe Way culture to always put customers first.

Having transformed ourselves from a traditional telco company into a leading digital solutions provider, we created a US\$5 billion unicorn in GCash and advanced financial inclusion in our country. We have expanded our digital platforms and businesses through 917Ventures. We have also funded more advanced digital ecosystems through Kickstart Ventures. Through these initiatives, Globe has spearheaded groundbreaking solutions in fintech, adtech, e-commerce, and more, furthering its commitment to nation-building through digital transformation. We also thank our strategic partners who have bravely collaborated with us and helped steer the company to success.

Together, we have redefined what it means to be a purpose-driven company, continuously breaking barriers, enriching lives, and elevating experiences. This milestone is not the close of a chapter, but the beginning of new opportunities, with Globe continuing to thrive and expand its horizons.

As I pass on the helmship to Carl R. Cruz, I do so with confidence that under his stewardship, the Circle of Happiness we have nurtured will continue to spin, touching lives and inspiring countless others. Carl's wealth of experience, especially in consumer markets, will guide Globe into an even brighter future and continued service to the Filipino people.

With deep gratitude and immense hope, I am excited to witness the next chapter unfold.

Thank you for the years of trust and confidence.



Ernest L. Cu
PRESIDENT AND CEO

Message from the Deputy CEO



“As I navigate our way forward, I go back to my personal purpose — that is, to take the team through an exciting journey to a great destination. And for me, that destination can only mean one thing — telco market leadership and to be the most admired company.”

Coming in fresh into the company, I am very proud to share that 2024 was a milestone year for Globe, setting new records on consolidated gross service revenues and EBITDA, not to mention core net income hitting the second highest in the company's history. Globe has maintained its strong leadership across Mobile, Corporate Reputation Index, global sustainability ratings and ASEAN Corporate Governance Scorecard.

I thank each and every Ka-Globe for the outstanding work they have done the past year.

Connectivity Wins & Challenges

I am excited to take the reins of this prestigious organization and eager to see what we can do together for our customers and stakeholders.

As I navigate our way forward, I go back to my personal purpose—that is, to take the team through an exciting journey to a great destination. And for me, that destination can only mean one thing—telco market leadership and to be the most admired company.

Over the years, the company has gained market share in a very competitive industry. Today, the company stands not just as the leading mobile operator in the country but one that offers an ecosystem of digital solutions designed to help Filipinos address day-to-day challenges. Today, Globe brand is synonymous with innovation, delivering first-to-market digital products and services that make life easier and more convenient.

“Globe has been at the forefront of efforts against these crimes, enforcing unprecedented counter measures to proactively block these threats from the network, including those that particularly target children.”

5G holds tremendous promise in enhancing customer experience and driving business growth. Responding to higher 5G adoption rates, Globe has been densifying its network in high-demand areas to provide superior connectivity and a seamless user experience. 5G technologies will enable lightning fast connectivity, better quality streaming, video surveillance and calls, more intelligent homes, and next-level gaming, among other applications.

Artificial Intelligence is another platform for differentiation for operational efficiency and customer satisfaction. The global industry outlook shows how AI could deliver enhancements across many aspects of telco operations. Globe has been leading the pack in this arena as well, exemplifying the company's commitment to harness the power of AI not just to improve the bottomline, but more to deliver a better experience for customers.

Another exciting development is working with the government to gain subsidies for the first time in connecting the Geographically Isolated and Disadvantaged Areas (GIDA). These are areas that currently have no mobile signal nor internet connectivity, depriving residents of the life-enabling benefits of digital technology.

In order for the company to maintain its revenue growth trajectory going forward, we are hopeful that the industry will continue to foster market repair. Combined with our ongoing cost transformation program and sustainable capex strategy, our goal of returning to positive free cash flow status this 2025 will be achieved.

Meanwhile, in areas where connectivity is ubiquitous, digital technology has given rise to various security risks, with fraud schemes evolving in sophistication. Globe has been at the forefront of efforts against these crimes, enforcing unprecedented counter measures to proactively block these threats from the network, including those that particularly target children. We also provide customers with channels to report malicious SMS or suspicious content, such as its #StopSpam portal.

From Strength to Strength

There are more battles to be won and we will endeavor to lead, not only in Mobile, but also in Broadband and data connectivity. We aspire to be the most admired brand and the most profitable telco in the country.

To do this, we will continue to strengthen our core business with laser focus on our North Star—the customer. Combined with best-in-class network infrastructure, staying focused on our customers' needs will be the cornerstone of our business success. We will continue to invest in both network and IT platforms to bring innovative and superior customer experience, adapting to their changing needs. We are building long-term relationships with our customers by delivering value that resonates with their evolving digital lifestyles. We must obsessively learn about them, understand their habits, so that we'd know them better than themselves. We will be productively paranoid—never complacent, always competitive—and win our customers' hearts.

I look forward to an exciting journey with all our fellow Ka-Globe and work closely with you, our shareholders, so that together we will bring Globe to greater heights.

I do believe the best is yet to come for all of us.


Carl Raymond R. Cruz
DEPUTY CEO

Board of Directors

1. Jaime Augusto Zobel de Ayala
Chairman, Non-Executive Director

2. Tan Mee Ling Aileen
Co-Vice Chair, Non-Executive Director

3. Cezar P. Consing
Co-Vice Chair Non-Executive Director

4. Ernest L. Cu
Executive Director
President and Chief Executive Officer

5. Jaime Alfonso Antonio Zobel de Ayala
Non-Executive Director

6. Delfin L. Lazaro
Non-Executive Director

7. Ng Kuo Pin
Non-Executive Director

8. Cirilo P. Noel
Non-Executive and Lead Independent Director

9. Natividad N. Alejo
Non-Executive and Independent Director

10. Ramon L. Jocson
Non-Executive and Independent Director

11. Antonio Jose U. Periquet, Jr.
Non-Executive and Independent Director



Jaime Augusto Zobel de Ayala Chairman, Non-Executive Director

Committee Membership Executive Committee (Chairman)

Mr. Zobel de Ayala, Filipino, 65, has been the Chairman of the Board since December 1996 and Director since March 1989. Among other current positions, he has also been the Chairman of Ayala Corporation since April 2006. Further, he is the Chairman of Ayala Land, Inc., Bank of the Philippine Islands, AC Energy and Infrastructure Corporation (formerly AC Energy, Inc.) and Asiacom Philippines, Inc.

Skills and experience:

Outside the Ayala Group, he is a member of various business and socio-civic organizations in the Philippines and abroad. He is a member of the Board of Directors of Temasek Holdings, JP Morgan International Council, JP Morgan Asia Pacific Council, and LeapFrog Investment's Global Leadership Council. He sits on various advisory boards of Harvard University, including the Global Advisory Council, and HBS Asia-Pacific Advisory Board. He is Chairman Emeritus of the Asia Business Council, a Trustee of Endeavor Philippines, the Philippine Representative to the Asia Pacific Economic Cooperation Business Advisory Council from 2010-2015, a Steering Committee Member and Steward of the Council for Inclusive Capitalism, and a Trustee Emeritus of Eisenhower Fellowships. He has been a Director of the US-Philippines Society since 2012, and assumed the Co-Chair position in 2024. He is a Steering Committee member of the Indo-Pacific Partnership for Prosperity.

Mr. Zobel de Ayala was awarded the Presidential Medal of Merit in 2009, the Philippine Legion of Honor with rank of Grand Commander in 2010, and the Order of Mabini with rank of Commander in 2015 by the President of the Philippines. In 2017, he was recognized as a United Nations Sustainable Development Goals Pioneer for his work in sustainable business strategy and operations. The first SDG Pioneer from the Philippines, he was one of 10 individuals recognized for championing sustainability and the pursuit of the 17 SDGs in business.

He received his BA in Economics (with honors) from Harvard University in 1981, MBA from the Harvard Graduate School of Business Administration in 1987, and Honorary Degree of Doctorate in Management from Asian Institute of Management in 2024.

Directorship in other publicly listed companies:

Mr. Zobel de Ayala also holds directorship in Ayala Corporation, Ayala Land, Inc., and Bank of the Philippine Islands, all of which are listed on the Philippine Stock Exchange.



Tan Mee Ling Aileen

Co-Vice Chair, Non-Executive Director

Committee Membership Executive Committee (Co-Vice Chair) | Compensation and Remuneration Committee

Ms. Tan, Singaporean, 57, has served as Director since April 25, 2023. She is also Singtel Group’s Chief People and Sustainability Officer and responsible for Singtel Group’s overall strategic people and sustainability agenda. She has over 30 years of experience in various leadership roles spanning multiple industries and geographies. She joined Singtel in 2008 as the Group Director, Human Resources. In 2009, she built and spearheaded the group’s sustainability function. In her current role, she focuses on developing a purpose-led organization, championing sustainability, creating an inspiring culture, and making Singtel Group a place for amazing people to deliver extraordinary impact. Under her leadership, Singtel has won numerous global and regional accolades for its leading people and sustainability practices.

She is a member of the Singapore University of Social Sciences Board of Trustees, Co-Vice Chairperson of the Globe Telecom Board, Health Sciences Authority Board, NTUC-U Care Fund Board of Trustees, Ministry of Finance’s VITAL’s Advisory Panel, Ministry of Manpower’s Workplace Safety & Health Council in Singapore, Singapore’s APEC Business Advisory Council alternate member, Singapore Business Federation’s Sustainability Action Committee and Alliance of Actions (AfA) & Focus Group Discussions (FGDs) on Integration of Foreign Professionals.

Skills and experience:

Ms. Tan holds a Bachelor of Arts from the National University of Singapore and a Master of Science in Organisational Behaviour from the California School of Professional Psychology, Alliant International University, USA. She is a pioneer IHRP Master Professional, for being a role model for the HR profession. She is also a Certified Professional Corporate Coach. Ms. Tan received the Medal of Commendation (Gold) at the NTUC May Day Awards 2022 and the Public Service Medal in 2018 for her significant contributions to Singapore’s workforce and human resources sector.

Directorship in other publicly listed companies:

Ms. Tan is not a Director in any other publicly listed company.



Cezar P. Consing

Co-Vice Chair, Non-Executive Director

Committee Membership Executive Committee (Co-Vice Chair) | Finance Committee (Chairman)

Mr. Consing, Filipino, 65, has served as Director since April 2021 and Co-Vice Chairman of the Board since November 2022. He is the President & CEO of Ayala Corporation since September 27, 2022, and has been a member of the Ayala Group Management Committee since April 2013. He is the Chairman of ACEN CORPORATION, and Vice Chairman of the Bank of the Philippine Islands, Ayala Land, Inc., and Globe Telecom, Inc. He holds the following positions in the Ayala Group’s unlisted companies: Chairman of AC Logistics Holdings Corporation, AC Infrastructure Holdings Corporation, AC Industrial Technology Holdings, Inc., AC Ventures Holding Corp., and AC Mobility Holdings Incorporated; Vice Chairman of AC Energy and Infrastructure Corporation and Ayala Healthcare Holdings, Inc.; and, Director of Asiacom Philippines, Inc. and ACEN International, Inc. Mr. Consing is the Chairman of the Philippine Dealing System and the College of St. Benilde. He is a member of the Trilateral Commission. He is a member of the boards of trustees of the Philippine-American Educational (Fulbright) Foundation, the Philippines – Japan Economic Cooperation Committee and the Manila Golf Club Foundation.

Skills and experience:

Prior to being President and CEO of Ayala Corporation, Mr. Consing was President & CEO of Bank of the Philippine Islands from 2013-2021. He was a Partner & Co-Head for Asia of the Rohatyn Group from 2004-2013. He was an investment banker with J.P. Morgan & Co. from 1985-2004. For 7 years, Mr. Consing was the Head or Co-Head of Investment Banking for Asia Pacific and President of J.P. Morgan Securities Asia. He worked for Bank of the Philippine Islands from 1981-1985. Mr. Consing has previously served as Chairman and President of the Bankers Association of the Philippines, President of Bancnet, and Chairman of the National Reinsurance Corporation. He has previously served as an independent director of Jollibee Foods Corporation, CIMB Group Holdings Berhad and First Gen Corporation. Mr. Consing has previously served as a board director of the Asian Youth Orchestra, the US-Philippines Society, La Salle Greenhills, Endeavor Philippines, and International Care Ministries.

Mr. Consing received an A.B. Economics degree (Accelerated Program), Magna Cum Laude, and the gold medal for Economics, from De La Salle University, Manila, in 1979. He obtained an M.A. in Applied Economics from the University of Michigan, Ann Arbor, in 1980.

Directorship in other publicly listed companies:

Mr. Consing also holds directorships in Ayala Corporation, Bank of the Philippine Islands and ACEN Corporation, all of which are listed in the Philippine Stock Exchange.



Ernest L. Cu

Executive Director, President and Chief Executive Officer

Committee Membership Executive Committee

Mr. Cu, Filipino, 64, is Globe Telecom, Inc.’s President and Chief Executive Officer (CEO). He has served as a Director since April 2009 and as a Board’s Executive Committee Member. Mr. Cu was officially appointed President and CEO on April 2, 2009, less than a year after he joined Globe in October 2008. Under his visionary leadership, Globe has outperformed industry growth, breaking records across all key product groups, brands, and market segments, catapulting Globe as the top mobile brand. He has been pivotal in driving financial inclusion across the Philippines through Mynt (GCash), providing millions of Filipinos access to digital financial services and empowering them to improve their lives. He positioned the app as a key player in transforming the Philippines’ digital economy.

Mr. Cu is also the Chairman of Globe Fintech Innovations, Inc. (GCash), the number one financial

superapp in the country, Globe Capital Venture Holdings, Inc., Globe’s corporate incubator, 917Ventures, Inc., Kickstart Ventures, Inc., GLOBE STT GDC, INC., and Techglobal Data Center, Inc. He is a Director of AC Mobility Holdings Inc., Asiacom Philippines Inc., Innove Communications Inc., GTI Business Holdings, Inc., Bridge Mobile Alliance, and Prople BPO Inc. He is a member of the GSMA Board, representing Globe Telecom Inc. Further, Mr. Cu is also a trustee of Ayala Foundation, Inc. and Hero Foundation, Inc., as well as a member of the current Philippine administration’s Private Sector Advisory Council (PSAC), Digital Infrastructure Sector.

Skills and experience:

Prior to Globe, Mr. Cu was President and CEO of SPi Technologies. At the cusp of the new millennium, he spurred the beginning of the BPO business model for the Philippines, earning him recognition as one of the founding fathers of BPO in the country. Lauding his pioneering spirit, Ernst & Young named him ICT Entrepreneur of the Year in 2003.

Mr. Cu’s ability to inspire and lead by example has earned him numerous honors. After only two years in the telco industry, he was hailed as the Philippines’ Best CEO by Finance Asia and received the award again in 2017. Mr. Cu was also named CEO of the Year in 2012 by Frost & Sullivan Asia Pacific and CEO of the Year at the Asia Communications Awards in 2017. For five years (2013 to 2017), he was included in the list of 100 most influential telecom leaders worldwide by London-based Global-Telecoms Business Magazine Power 100. He was named the Best Telecommunications CEO at the 2021 International Finance Awards and Asia’s Best CEO by Corporate Governance Asia at their 10th Asian Excellence Awards in 2020. He was hailed as the Best Telco CEO by London-based business magazine The Global Economics in its 2022 Awards. Most recently, he was conferred with an Outstanding Contribution to the Asia Mobile Industry Award 2024 by GSMA and a similar award given by Twimbit, a research and advisory firm based in Singapore.

Mr. Cu has a Bachelor of Science in Industrial Management Engineering from De La Salle University in Manila and an M.B.A. from the J.L. Kellogg Graduate School of Management, Northwestern University.

Directorship in other publicly listed companies:

Mr. Cu is not a Director in any other publicly listed company.



Jaime Alfonso Antonio Zobel de Ayala

Non-Executive Director

Committee Membership Compensation and Remuneration Committee Board Risk and Oversight Committee (Chairman)

Mr. Zobel de Ayala, Filipino, 34, was elected as Director on November 11, 2022. He is the Chief Executive Officer of ACMobility. He is a member of the Board of Directors of Globe STT GDC, Inc., AC Industrials, Isuzu Philippines Corporation, BPI Capital Corporation, KP Motors, Automobile Central Enterprise Inc., Mobility Access Philippines Ventures Inc., and AC Mobility Holdings Incorporated. He is the President of the Harvard Club of the Philippines Global and a member of the Global Ideas Committee of the Makati Business Club.

In October 2024, he was appointed as Member of the Private Sector Representative from the National Capital Region of the Inter-Agency Investment Promotion Coordination Committee of the Department of Trade and Industry by the President.

Skills and experience:

Prior to the above, he was previously the Head of Business Development and Digital Ventures of Ayala Corporation and Head of Fixed-Mobile Convergence (Product Management) and Head of Business Development (Prepaid Division) of Globe.

Mr. Zobel de Ayala graduated at Harvard University, Cambridge, Massachusetts, USA with a Bachelor of Arts Degree, Primary Concentration in Government in 2013, and his Masters of Business Administration from Columbia Business School in New York in 2019.

Directorship in other publicly listed companies:

Mr. Zobel de Ayala also holds directorships in AyalaLand Logistics Holdings Corp. and ACEN Corporation, all of which are publicly listed in the Philippine Stock Exchange.



Delfin L. Lazaro
Non-Executive Director

Mr. Lazaro, Filipino, 78, has served as Director since January 1997. His other significant positions include Chairman of Atlas Fertilizer & Chemicals Inc., Chairman and President of A.C.S.T. Business Holdings, Inc., Vice Chairman and President of Asiacom Philippines, Inc., Chairman and President of AYC Holdings, Ltd. He is also a Director of AC International Finance, Ltd., and AC Energy Infrastructure Corporation, as well as Director and Treasurer of Probe Productions, Inc. Apart from being an Independent Adviser to the Board of Directors of Ayala Land, Inc., Mr. Lazaro is also a member of the BPI Advisory Council.

Skills and experience:

He earned his Bachelor of Science in Metallurgical Engineering from the University of the Philippines in 1967 and his Masters of Business Administration (with distinction) from the Harvard Graduate School of Business in 1971.

Directorship in other publicly listed companies:

Mr. Lazaro also holds directorship in Ayala Corporation, which is listed in the Philippine Stock Exchange.



Ng Kuo Pin
Non-Executive Director

Committee Membership Executive Committee | Finance Committee

Mr. Ng, Singaporean, 56, was elected as Director on October 8, 2021, and serves as Member of the Executive and Finance Committees. He has been the Chief Executive Officer of NCS since August 2019 and in January 2021, he was appointed to Singtel's Management Committee. He leads NCS in executing its new vision, one that is committed to advancing communities by partnering with governments and enterprises to harness technology and bringing people together to make the extraordinary happen. As a leading technology services firm, NCS aims to accelerate growth and build up a strategic presence in the Asia Pacific region.

Skills and experience:

Prior to joining NCS, Mr. Ng had a 25-year career at Accenture and spent nine years living and working in Beijing and Sydney. He started as an analyst in 1994 and was made partner in 2006. Between 2006 and 2018, he held senior leadership roles within the global Communications, Media and Technology (CMT) operating group as Head of CMT Singapore, Head of CMT Greater China, and finally as Head of Consulting for CMT Asia Pacific, Africa, and the Middle East. Mr. Ng currently sits as a Board Member in the National University of Singapore Institute of Systems Science (NUS-ISS).

Mr. Ng holds an Honours Degree in Engineering (Electrical and Electronics) from the Nanyang Technological University.

Directorship in other publicly listed companies:

Mr. Ng is not a Director in any other publicly listed company.



BOARD OF DIRECTORS

Cirilo P. Noel

Non-Executive and Lead Independent Director

Committee Membership Audit and Related Party Transactions Committee (Chairman) |
Nomination and Governance Committee | Compensation and Remuneration Committee

Mr. Noel, Filipino, 67, has served as Independent Director since April 17, 2018. He is a lawyer and certified public accountant (CPA). He is the Chairman of PLC - Security Bank Corporation since May 7, 2024; a member of the Board of Directors since April 2018, appointed as Vice Chairman in April 2020, and Interim Chairman in May 2023. He is likewise the Chairman of Palm Concepcion Power Corporation (since June 2018), Juxtapose Ergo Consultus, Inc. (since May 2019), and Confiar Land Corp (since September 2021).

He is also a member of the Board of Directors PLC-San Miguel Foods and Beverage, Inc. (since September 2018), PLC-Robinsons Retail Holdings (since August 2020), PLC-First Philippine Holdings Corporation (since May 2021), Eton Properties, Inc. (since April 2019), Transnational Diversified Corporation (since August 2019), Amber Kinetics Holdings Co., PTE Ltd. (since March 2018), and LH Paragon Group, Golden ABC (since January 2018).

Globe

He is a member of the Board of Trustees of St. Luke's Medical Center Quezon City (since August 2017) and St. Luke's Medical Center College of Medicine (since September 2018). He sits as a board member of St. Luke's Medical Center-Global City (since August 2017) and St. Luke's Foundation, Inc. (since August 2018).

He was a member of the Board of Directors of Philippine Airlines (from 2018 to 2019), PLC-PAL Holdings, Inc. (from 2018 to 2019), and PLC-JG Summit Holdings (from 2018 – 2021).

He is currently affiliated with the Makati Business Club, Harvard Law School Association of the Philippines, and Harvard Club of the Philippines.

Skills and experience:

He was awarded an Honorary Life Member by the Philippine Institute of Certified Public Accountants in November 2024. He was also recognized as the Outstanding Professional of the Year in 2019 in the field of Accountancy by Professional Regulations Commission for his distinguished contributions to the fields of accountancy, tax, and law. Mr. Noel was awarded as one of the 75 Most Outstanding UE Alumni by the University of the East in 2021. In March 2023, he was presented the Accountancy Centenary Award of Excellence by the Professional Regulatory Board of Accountancy for being one of the notable CPAs in the country.

He held various positions in SGV & Co., including Chairman (from 2010 to 2017), Managing Partner (from 2009 to 2010), Vice Chairman & Deputy Managing Director (from 2004 to 2009), Head of Tax Division (from 2001 to 2008) and Partner, Tax Services (from 1993 to 2017).

For two terms, he was an E&Y Global Advisory Council member. He was also Ernst & Young (EY) ASEAN Tax Head and Far East Area Tax Leader from 2004 to 2009 and the Presiding Partner of E&Y Asia Pacific Council.

Mr. Noel graduated from the University of the East with a Bachelor of Science degree in Business Administration and obtained his Bachelor of Laws from the Ateneo Law School. He took Master of Laws at Harvard Law School. He is a Harvard International Tax Program fellow and attended the Asian Institute of Management's Management Development Program.

Directorship in other publicly listed companies:

Mr. Noel also holds directorships in Security Bank Corporation, First Philippine Holdings Corporation, San Miguel Food and Beverage Inc. and Robinsons Retail Holdings, Inc, all of which are listed in the Philippine Stock Exchange.

Natividad N. Alejo

Non-Executive and Independent Director

Committee Membership Board Risk and Oversight Committee (Chairman) | Finance Committee |
Audit and Related Party Transactions Committee

Ms. Alejo, Filipino, 68, has served as Independent Director since April 25, 2023. She is also an experienced Mergers and Acquisitions professional supporting clients in achieving transformational initiatives in her current role as Managing Director of AlphaPrimus Advisors Inc. as well as in her previous role as the main M & A professional in BPI, leading the bank's various acquisitions and mergers from 1994 through 2006.

She is a seasoned senior banker with 30+ years of key leadership roles in Retail Banking, Microfinance, Investment Banking and Corporate Finance, and Strategic Planning in one of the largest Philippine banks. She has also held several leadership positions in the past, including President of BPI Family Savings Bank and BPI Capital Corporation, Chairperson of BPI Direct BanKo Inc., and as an Advisor to the board of microfinance-oriented rural bank CARD MRI Rizal Bank, Inc. Ms. Alejo likewise serves as an independent director of Singlife Phils., Inc. and Grand Plaza Hotel Corporation. She is also a member of the Filipina CEO Circle and the Management Association of the Philippines.

Skills and experience:

Ms. Alejo graduated with a Bachelor of Arts degree in Economics (Summa Cum Laude and Gansewinkle Scholastic Trophy Award) from the Divine World University and took her Master's Degree in Economics at the University of the Philippines. She also completed an advanced management program at Harvard Business School in 2005.

Directorship in other publicly listed companies:

Ms. Alejo also holds directorship in Grand Plaza Hotel Corporation, which is listed in the Philippine Stock Exchange.

Ramon L. Jocson

Non-Executive and Independent Director

Committee Membership Nomination and Governance Committee (Chairman) | Audit and Related Party Transactions Committee | Board Risk Oversight and Sustainability Committee | Compensation and Remuneration Committee

Mr. Jocson, Filipino, 64, has served as Independent Director since April 25, 2023. He is also the Chairman of Bankware Asia, Pte. Ltd., a Singapore-based provider of Banking-as-a-Service (BaaS) solutions for financial institutions. Mr. Jocson is also the Lead Director for Meliora Consulting Pte. Ltd., a boutique consulting group focused on Digital Transformation services for Banks and Financial Institutions.

Mr. Jocson also serves as an Independent Director on the boards of the following companies: Palawan Pawnshop Group and SasonbiSolar. He is also a Member of the National University of Singapore-Institute of Systems Science (NUS-ISS) Management Board and is a Member of Yoma Bank's (Myanmar) Technology Advisory Committee.

Mr. Jocson was most recently the Chief Operating Officer of the Bank of the Philippine Islands (BPI). As COO and Executive Vice President for Enterprise Services, he led multiple divisions within BPI, which included Human Resources, Centralized Operations, Information Systems, Digital Channels, Business Transformation & Data Analytics, and Facilities Services from 2015 to 2022.

Mr. Jocson began his career as a Systems Analyst with IBM Philippines in 1982. Throughout his 33 years in IBM, he occupied different leadership positions, including that of Managing Director of IBM Philippines (1996-1999, Manila), General Manager of Global Services in ASEAN/South Asia (2000-2006, Singapore), General Manager of Applications Services for IBM's Growth Market Unit (2007-2009, Singapore), General Manager of Integrated Technology Services for Asia Pacific (2009-2012, Singapore), General Manager of IBM Global Services for Central and Eastern Europe (2013-2014, Prague), and General Manager of Strategic Outsourcing for Asia Pacific (2015, Singapore).

Mr. Jocson worked extensively in various industries, primarily in Financial Services, Industrial, Manufacturing and Telecommunications Sectors. While at IBM, he was a member of IBM's Growth & Transformation Team, which is composed of the top senior leaders in IBM Asia-Pacific, working directly with the Chairman on key/strategic initiatives. He also served on external advisory boards such as the Economic Development Board of Singapore from 2000 to 2002, the Cyber-Security Committee of the Bankers Association of the Philippines, where he was Vice-Chairman from 2017 to 2022, and the Digital Infrastructure sector of the Private Sector Advisory Council (Philippines) from 2022 to 2024.

Skills and experience:

Mr. Jocson graduated from the University of the Philippines in 1982 with a degree in B.S. Industrial Engineering. He obtained his Masters in Business Administration from the Ateneo Graduate School of Business in 1997.

Directorship in other publicly listed companies:

Mr. Jocson is not a Director in any other publicly listed company.



Antonio Jose U. Periquet, Jr.

Non-Executive and Independent Director

Committee Membership Compensation and Remuneration Committee (Chairman) | Nomination and Governance Committee | Audit and Related Party Transactions Committee | Board Risk Oversight and Sustainability Committee

Mr. Periquet, Filipino, 63, has served as Independent Director since April 25, 2023. He is also the Executive Chairman of AB Capital & Investment Corporation, and Chairman of the Campden Hill Group, Inc. Mr. Periquet is also an independent director of the Albizia ASEAN Tenggara Fund, Globe Fintech Innovations, Inc., Semirara Mining and Power Corporation, Universal Robina Corporation and a Board Advisor to the ABS-CBN Corporation, DMCI Holdings, Inc., and the Tech for Good Institute (Singapore). He is also a member of the SEA Advisory Committee of British International Investments, a trustee of Lyceum University of the Philippines and a member of the Dean's Global Advisory Council at the University of Virginia's Darden School of Business.

Skills and experience:

Mr. Periquet holds a Bachelor of Arts in Economics degree from the Ateneo de Manila University, a Master of Science degree in Economics from Oxford University and an MBA from the Darden School of Business, University of Virginia.

Directorship in other publicly listed companies:

He also holds directorships in Semirara Mining and Power Corporation, Universal Robina Corporation, ABS-CBN Corporation, and DMCI Holdings, Inc., all of which are listed on the Philippine Stock Exchange.



Corporate Governance



(L-R) Atty. Pedro H. Maniego, Jr., Institute of Corporate Directors Chairman; Atty. Roel A. Refran, PSE EVP and COO; Atty. Marisalve Ciocon-Co, Globe's Chief Compliance Officer, SVP for Legal and Compliance and Assistant Corporate Secretary; Atty. Emilio B. Aquino, SEC Chairman; Ida Ceniza Tiongson, ICD Vice-Chairperson; and Ma. Victoria C. España, ICD Treasurer

Alongside business resilience, Globe Telecom's corporate governance (CG) standards and practices remain strong and internationally competitive. As a result of its strong adherence to the pillars of corporate governance, Globe Telecom's CG standards and practices continue to be acknowledged by domestic and international award giving bodies. Globe received Five Golden Arrows for the third consecutive year, from the Institute of Corporate Directors (ICD) at the 2024 awarding ceremony, solidifying its position as a top-performing publicly-listed company in the Philippines under the ASEAN Corporate Governance Scorecard (ACGS), and the only Philippine telco to achieve this milestone.

Globe received Environment, Social, and Governance (ESG) scores, ratings and recognition from other award-giving bodies for its sustainability strategies, governance, and programs. In 2024, Globe maintained its MSCI ESG Rating "AA" for the second consecutive year and the highest MSCI ESG Rating for Philippine telcos, while maintaining its Sustainability Medium Risk Rating and inclusion in the FTSE4Good Index Series. The 2024 Consumer Choice Awards Philippines: Mobile Network Survey by Standard Insights also recognized Globe as the Most Sustainable Brand. These and other recognition received by Globe are publicly accessible and reflected under the 'Awards' section of the CG webpage on the company website.

Notwithstanding the CG awards and recognition, Globe proactively adopts policies and practices that are beyond the minimum requirements of applicable laws and regulations, and perseveres to sustain good CG standards embedded in the corporate culture and business conduct alongside providing quality business to our subscribers and customers. Globe fully appreciates and comprehends its strategic influence in the capital market and continues to balance its aggressive business environment with upholding a culture of good governance.

As strong advocates of fairness, accountability, transparency, integrity and sustainability in all aspects of the business, the Board of Directors, the Management, the officers, and all of Globe's employees commit to the principles and best practices of CG in the attainment of corporate goals aligned with the Company's overall strategic direction.

Globe's CG practices are principally contained in the Articles of Incorporation (AOI) and By-Laws, complemented by the Manual of Corporate Governance (MCG), company policies, Committee charters, the Board's charter, and the Code of Conduct and Ethics (CoC). The AOI and By-Laws maintain the basic structure of CG while the MCG, charters, policies and CoC act as supplements. These legal documents outline the core of Globe's operational framework including the principal duties of the members of the Board with emphasis on the governance structure, composition, and diversity in the Board, ensuring that duties and responsibilities are performed in a manner that safeguards the interests of the

company and protects Globe's stakeholders amidst an increasingly competitive environment. The most recent amendments to the AOI and By-Laws that received approval from the Securities and Exchange Commission (SEC) were in October 2022 and February 2021, respectively. Globe's corporate documents are readily accessible on the company website.

Alongside its CG campaign, Globe is likewise dedicated to maintaining the organization's compliance with the Securities and Exchange Commission's (SEC) Code of Corporate Governance, all listing rules of the Philippine Stock Exchange (PSE), and other regulations issued by the SEC, among other regulatory agencies applicable. An annual Certification of Compliance with the Company's MCG is issued and signed by the Chief Compliance Officer with the President and CEO. An annual Certification of Compliance with the CoC is issued and signed by the Chief Human Resource Officer (CHRO). These Certifications are also posted on the Company website's CG page and included in this Report.

See [Statutory Reports](#) for the Certifications.

Globe also continues to align the Company's policies and practices with the ASEAN Corporate Governance Scorecard (ACGS), which adopts international CG best practices and standards including the CG principles of the Organisation for Economic Co-operation and Development (OECD). The company website is maintained to ensure investor-friendliness and the convenient access of information for all of Globe's stockholders and various stakeholders in accordance with CG best practices. The Company website contains comprehensive information about Globe's business, products and services, disclosures and reports, CG scorecard, surveys and reports, press releases and an archive thereof, as well as the corporate policies, charters and manuals, vision, mission, core values, investor relations program, sustainability and corporate social responsibility activities, among others. Globe ensures that all information included in the Company website remains accurate, relevant, and up-to-date.

Globe's MCG, likewise, complies with the SEC's Code of CG and is aligned with the CG best practices espoused in the SEC's Integrated Annual CG Report (i-ACGR). The Charter of the Board of Directors and different Board Committee Charters undergo regular review and enhancement in accordance with the Company's

MCG, the ACGS and the SEC Code of CG, among other guidelines and regulatory issuances. Through keeping these CG structures effectively working and updated in place, coupled with continuous regulatory compliance, CG enables and nurtures Globe business to operate aggressively while ensuring the interests of the Company's customers – internal and external stakeholders – are protected and addressed.

Board of Directors

Board Composition

The Board of Directors (Board) is the supreme authority in matters of governance and management over the business of Globe. Within their chartered authority, the directors acting as a Board have the fullest powers to regulate the concerns of the company according to their best judgment. Eleven (11) board members are elected by the shareholders during Globe's Annual Stockholders' Meeting (ASM) and hold office for the ensuing year until the next ASM. The President and Chief Executive Officer (CEO) is elected as the sole executive director while the other members as non-executive directors (NEDs) who are not involved in the day-to-day management of Globe's business.

Among the 11 board members are four (4) independent NEDs, one of whom is appointed the lead independent director (ID). Our lead ID is the Chairman of the Audit and Related Party Transactions Committee (ARC) and not simultaneously the chair of our Board or any other committee. All IDs, as defined in our Manual of Corporate Governance (MCG), are independent of the Company, its Management and major/substantial stockholders, hold no interests or relationships with the Company that would interfere in their exercise of independent judgment in carrying out their responsibilities as directors.

Board Diversity and Skills Matrix

As part of our CG best practices and in the implementation of our Board diversity policy in the workplace, we have at least one (1) female ID on the Board. Our Board is composed of directors with a wide age range. None of our IDs serves in more than five boards of publicly listed companies and has served the company in the same capacity for more than nine (9) years, in accordance with CG best practices and the prescribed tenure for independent directors by the SEC. Our executive director does not serve any other publicly listed company’s board in the same capacity. Our board members have different areas of expertise, corporate qualifications, and academic backgrounds.

Globe has a very diverse mix of directors with professional backgrounds and experience in various industries other than the telco industry such as corporate law, accounting and audit, sales and marketing, network operations, IT solutions, customer and services management, corporate governance and strategic planning. They also have diverse educational backgrounds that include electrical engineering, electronics engineering, biochemistry, business administration, economics, marketing and finance, metallurgical engineering, and liberal arts, among others. The Board members also come from different ethnic backgrounds and are a mix of different nationalities.

¹ Board tenure as of 31 December 2024. For IDs (Atty. Noel, Ms. Alejo, Mr. Jocson, and Mr. Periquet), tenure as ID is reckoned from 2012 in compliance with SEC Memorandum Circular No. 9, Series of 2011.

Industry Knowledge/ Experience	Jaime Augusto Zobel de Ayala	Tan Mee Ling Aileen	Jaime Alfonso Antonio Zobel de Ayala	Ernest L. Cu	Delfin L. Lazaro	Ng Kuo Pin	Antonio Jose U. Periquet, Jr.	Cezar P. Consing	Ramon L. Jocson	Natividad N. Alejo	Cirilio P. Noel
Technology/ digital expertise	●	●	●	●	●	●		●	●		●
Industry experience – Conglomerate	●	●	●	●	●	●	●	●	●	●	●
Understanding of business environment	●	●	●	●	●	●	●	●	●	●	●
Telco experience	●	●	●	●	●	●		●	●		●
Local market experience	●		●	●	●		●	●	●	●	●
Business and finance experience	●		●	●	●		●	●	●	●	●
Accounting expertise											●
Business process outsourcing				●					●		
Marketing				●							
Business management, strategy and administration	●	●	●	●	●	●	●	●	●	●	●
Legal expertise											●
International expertise	●	●	●	●		●	●		●		●
Audit and internal controls										●	●
Business strategies and planning	●	●	●	●	●	●	●	●	●	●	●
Economics	●						●			●	
Engineering				●	●	●			●		
Financial investments and investment banking			●				●	●	●	●	●
Sustainability and Corporate Governance	●	●	●	●	●	●		●			●
Racial diversity		●				●					
Gender diversity		●								●	
Board tenure (years) ¹	35	1	2	15	27	3	1	3	1	1	6
Age (years old)	65	57	34	64	78	56	63	65	65	68	67

CORPORATE GOVERNANCE

Key roles and responsibilities

The Globe Board of Directors is the highest governance body in the organization. The Board establishes the Company's vision, mission, and strategic direction, as well as monitors the implementation of the corporate strategy and the overall corporate performance of the company to ensure transparency, accountability, integrity and fairness, and to protect the long-term interests of all stakeholders. The Board, through the Board Risk Oversight and Sustainability Committee (BROSC) with support from the various committees, also oversees and conducts a review of the overall risk management (RM) systems, and material controls, covering operational, financial and compliance areas, and overall RM-related systems. Finally, the Board approves corporate operation and capital budgets, major acquisition and disposal of assets, major investments, and changes in authority and approval limits. An annual review of the Globe mission, vision, and values, together with the Company's business strategies, is conducted to stay relevant to the growing needs of the business and stakeholders. The Board performed this exercise again in 2024.

The thrust for a CG proactive business culture emanates from the top. The Board, as part of its functions and responsibilities, leads, develops, and reviews Globe's strategic direction and business strategies regularly. The Board created various committees to support Board functions and serve as venues to discuss business strategies, CG responsibilities, and Globe's strategic direction, among other business matters. These committees also serve as venues to discuss matters in relation to the specific responsibilities of each committee.

In upholding good CG within Globe's corporate culture, the Board also adheres to its own Charter, as a supplement to Globe's By-Laws, MCG and CoC. The Board also encourages environmental concerns, sustainability and social responsibility among Globe employees and stakeholders. It motivates the company to participate in domestic and regional CG forums, conferences, fellowships, and initiatives. It is instrumental in encouraging sustainable development, empowering the organization for responsible business operations, and working alongside local government and other institutional partners to contribute to solving complex global challenges that may affect the company. The Board

sets the tone and makes a stand against corrupt practices reflected through Globe's anti-corruption policy and program espoused in the Globe CoC, coupled with Globe's whistleblower policy and channels.

The Board, in its decision-making function, is also encouraged to decide with integrity, accountability, and on behalf of the good interest of the organization and all its stakeholders. Among relevant considerations when carrying out its duties, the Board is aware of its duty as the governing body of a public utility rendering public service. Meanwhile, Management is entrusted with implementation and close monitoring of Board-approved business strategies, and is likewise tasked to conduct the Company's business with the highest CG standards and conduct.

Nomination and election of directors

The board members are highly qualified and have the ability to thoroughly examine issues and matters that affect Globe's business. In accordance with Globe By-Laws, MCG and company policies, any shareholder, including minority shareholders, may submit to the Nomination and Governance Committee the names of the nominees to the Board of Directors, including the IDs. The Corporate Secretary, supported by the Assistant Corporate Secretary, presents all nominations to the Committee together with profiles of each nominee that include, among others, their qualifications, expertise beneficial to the business, academic and professional backgrounds and notable corporate exposures relevant to Globe's business.

Prior to the election of directors at the ASM, the Nomination and Governance Committee, chaired by an ID, reviews the qualifications of each nominee. In addition to the qualifications and disqualifications stated in the Board and Nomination Policy, the Committee also considers other factors in the evaluation of nominee directors for election. These factors include their record of integrity and good repute, and their ability to promote smooth interaction among Board members, and other considerations in accordance with good CG principles and standards as well as the Nomination and Governance Committee Charter. As necessary, Globe uses 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. Furthermore, Globe's board diversity policy states that no director or candidate for director shall be discriminated upon by reason of gender, age, disability,

ethnicity, nationality or political, religious, or cultural backgrounds.

The profiles of the nominee directors are also provided in Globe's Definitive Information Statement (DIS or SEC Form 20-IS), which is annually submitted annually to pertinent regulators, disseminated to shareholders and posted on the Company website at least twenty-eight (28) days before the ASMs. The profiles of the Board are included in this report as well.

GLOBE TELECOM BOARD OF DIRECTORS

Director	Position	Nature of Appointment
Jaime Augusto Zobel de Ayala	Chairman	Non-Executive
Tan Mee Ling Aileen	Co-Vice Chairman	Non-Executive
Cezar P. Consing	Co-Vice Chairman	Non-Executive
Ernest L. Cu	Director, President and CEO	Executive
Jaime Alfonso Antonio Zobel de Ayala	Director	Non-Executive
Delfin L. Lazaro	Director	Non-Executive
Ng Kuo Pin	Director	Non-Executive
Cirilo P. Noel	Lead Independent Director	Non-Executive
Natividad N. Alejo	Independent Director	Non-Executive
Ramon L. Jocson	Independent Director	Non-Executive
Antonio Jose U. Periquet, Jr.	Independent Director	Non-Executive

The full discussion of the procedures and criteria for election of the directors are included in the Globe By-Laws, MCG, company policies, and respective Board and Committee Charters. All of which are available on the Company website.

Board Committees

The Board may create committees as it deems necessary, in accordance with the Company By-Laws, MCG, and Charter of the Board of Directors to support it in the performance of its functions and to aid in CG responsibilities, among others. The eleven Board members are also members of the different Board Committees created. Appointments of directors to their respective Committees are completed at the organizational meeting held after the ASM. There are six Board Committees subject to the authority of the Board as a whole. These committees are the Executive Committee, Audit and Related Party Transactions Committee (ARC), Compensation and Remuneration Committee, Nomination and Governance Committee, Finance Committee, and Board Risk Oversight and Sustainability Committee (BROSC).

All the Committees have their own charters that are aligned with the objectives and responsibilities of each Committee. All Committee charters are posted on the company website.

CORPORATE GOVERNANCE

Executive

Provides guidance to management in:

- a. formulating the basic strategies for achieving targets set by the Board;
- b. putting in place the infrastructure for control and operational risk management (RM) systems that assess risks on an integrated cross-functional approach, and review and assess the adequacy of Globe’s operational RM process, specifically on strategic, technology, and operational risk, jointly with Management. This function shall include receiving from senior management periodic information on risk exposures and RM activities;
- c. considering and/or completing mergers, acquisitions and strategic investments; and,
- d. undertaking strategic projects and significant transformation initiatives that include corporate governance campaigns, regulatory compliance and sustainability programs.

Chairman:

Jaime Augusto Zobel de Ayala (NED)

Co-Vice Chair:

Tan Mee Ling Aileen (NED)
Cezar P. Consing (NED)

Members:

Ernest L. Cu (ED)
Ng Kuo Pin (NED)

Audit and Related Party Transactions

Provides assistance to the Board of Directors in fulfilling its oversight responsibility to the shareholders relating to:

- a. the integrity of the financial statements and the disclosures; financial reporting process and principles;
- b. internal controls;
- c. policies and processes on external/independent auditor’s appointment, enhancing independence and audit quality, remuneration, and assessment of performance of the external auditors;
- d. adequacy and effectiveness of the internal audit function;
- e. compliance with legal, regulatory, and corporate governance requirements; and,
- f. assessment, review, approval and disclosure of related party transactions (RPTs) according to Globe’s RPT Policy

Chairman:

Cirilo P. Noel³ (NED, ID)

Members:

Natividad N. Alejo (NED, ID)
Antonio Jose U. Periquet, Jr. (NED, ID)
Ramon L. Jocson (NED, ID)

Compensation and Remuneration

Provides assistance to the Board of Directors in governance matters relating to compensation and benefits of directors, key officers, personnel, and other employees of Globe.

Chairman:

Antonio Jose U. Periquet, Jr. (NED, ID)

Members:

Cirilo P. Noel² (NED, ID)
Ramon L. Jocson (NED, ID)
Jaime Alfonso Antonio Zobel de Ayala (NED)
Tan Mee Ling Aileen (NED)

Nomination and Governance

Provides assistance to the Board of Directors in relation to:

- a. the performance of its corporate governance and compliance responsibilities;
- b. overseeing performance evaluation of the Board and its committees;
- c. promulgating the guidelines or criteria to govern the conduct of the nomination, election, or replacement of directors to ensure that all directors to be nominated for election at the next annual regular stockholders’ meeting have the qualifications and none of the disqualifications for directors stated in the Company’s By-Laws, MCG and in relevant laws, rules and regulations;
- d. selecting a mix of competent directors, each of whom can add value and create independent judgment as to the formulation of sound corporate strategies and policies aligned with Globe’s vision, mission, core values and strategic direction; and
- e. previewing and evaluating the qualifications of all persons nominated to positions in the corporation, which require appointment by the Board.

Chairman:

Ramon L. Jocson (NED, ID)

Members:

Cirilo P. Noel³ (NED, ID)
Antonio Jose U. Periquet, Jr. (NED, ID)

Finance

Oversees Globe’s financial policy and strategy, including capital structure, dividend policy, acquisitions and divestments, treasury activities, tax strategy and compliance, retirement fund contributions, and financing proposals brought to the Board of Directors for approval.

Chairman:

Cezar P. Consing (NED)

Members:

Ng Kuo Pin (NED)
Natividad N. Alejo (NED, ID)

Board Risk Oversight and Sustainability

Provides assistance to the Board of Directors in relation to risk governance in Globe, which include, among others:

- a. ensuring that there is an effective, efficient and integrated risk management (RM) process working in place;
- b. enabling the identification, analysis, and assessment of key risk exposures, its impact to Globe’s strategic and business objectives, as well as the formulation of an effective RM strategy. This includes exposures related to environmental, social, and governance (ESG) risks, as well as climate-related risks and opportunities;
- c. cultivating a sound organizational structure with an effective enterprise RM (ERM) and sustainability frameworks working in place;
- d. establishing clear definition of risk-taking authority, ownership, accountability, and proper segregation of duties; and,
- e. fostering a risk-aware culture that is pervasive throughout Globe, and ensure transparency in reporting of key risks to relevant stakeholders.

Chairman:

Natividad N. Alejo (NED, ID)

Members:

Ramon L. Jocson (NED, ID)
Antonio Jose U. Periquet, Jr. (NED, ID)
Jaime Alfonso Antonio Zobel de Ayala (NED)

² Lead ID
Notes: Non-Executive Director (NED), Independent Director (ID)

Board Meetings and Attendance

Board meetings are scheduled before the start of the financial year and the schedule is posted under the CG section of the Company website. Committee meetings are scheduled by the respective Committees. Consultation, reports, and discussions with Management on specific financial and operational matters take place as needed. In accordance with CG best practice and the Globe MCG, the Board receives board documents and materials containing

reports on Globe’s strategic, operational, and financial performance, and other regulatory and relevant matters, at least seven (7) business days in advance of Board meetings.

In 2024, the Board of Directors had a total of eight (8) Board meetings. Attendance of each director in Board meetings held in 2024 is enumerated below:

ATTENDANCE OF BOARD DIRECTORS			
2024			
Board Member	Meetings Attended	Meetings Held ³	Percent Present
Jaime Augusto Zobel de Ayala	7	8	87.5%
Tan Mee Ling Aileen	8	8	100%
Jaime Alfonso Antonio Zobel de Ayala	7	8	87.5%
Ng Kuo Pin	6	8	75%
Ernest L. Cu	8	8	100%
Delfin L. Lazaro	8	8	100%
Cezar P. Consing	8	8	100%
Cirilo P. Noel	8	8	100%
Natividad N. Alejo	7	8	87.5%
Ramon L. Jocson	8	8	100%
Antonio Jose U. Periquet, Jr.	8	8	100%

The average rate of attendance of the Board of Directors was ninety-four point thirty two percent (94.32%) in 2024, which is more than compliant with the SEC’s minimum attendance requirement of fifty percent (50%). The average attendance rate of the IDs was ninety-six point eighty-eight percent (96.88%) for the same year.

94.32% Average rate of attendance of the Board of Directors in 2024

96.88% Average rate of attendance of the Independent Directors in 2024

³ Represents Board meetings held in 2024 and during the incumbency of the director.

The attendance of each Director according to their respective Committee meetings is enumerated below:

TOTAL MEETINGS	BOARD COMMITTEE	MEMBERS	PRESENT	ABSENT
4	Executive	Jaime Augusto Zobel de Ayala	4	-
		Cezar P. Consing	4	-
		Tan Mee Ling Aileen	4	-
		Ernest L. Cu	4	-
		Ng Kuo Pin	3	1
4	Audit and Related Party Transactions	Cirilo P. Noel	4	-
		Natividad N. Alejo	4	-
		Antonio Jose U. Periquet, Jr.	4	-
		Ramon L. Jocson	4	-
2	Compensation and Remuneration	Antonio Jose U. Periquet, Jr.	2	-
		Cirilo P. Noel	2	-
		Ramon L. Jocson	2	-
		Jaime Alfonso Antonio Zobel de Ayala	2	-
		Tan Mee Ling Aileen	2	-
2	Nomination and Governance	Ramon L. Jocson	2	-
		Cirilo P. Noel	2	-
		Antonio Jose U. Periquet, Jr.	2	-
5	Finance	Cezar P. Consing	5	-
		Ng Kuo Pin	5	-
		Natividad N. Alejo	5	-
4	Board Risk Oversight and Sustainability	Natividad N. Alejo	4	-
		Ramon L. Jocson	4	-
		Antonio Jose U. Periquet, Jr.	4	-
		Jaime Alfonso Antonio Zobel de Ayala	4	-

Discussions with independent views during meetings are encouraged, given due consideration and properly documented through the minutes of meetings.

The Non-Executive Directors (NEDs) also meet separately during the year without any executives present. The NEDs held their meeting in November, which was led by Mr. Cirilo P. Noel, the lead ID. All NEDs were present at the meeting. Among the agenda items covered during the meeting were updates on succession and transition plans.

The Board has access to the Corporate Secretary who, among her duties and responsibilities, acts as adviser to directors regarding their responsibilities and obligations, and oversees the flow of information prior to meetings. The Board is also assisted by the Chief Compliance Officer to ensure regulatory compliance and sustain engagement on CG-related matters, among other duties and responsibilities.

Board Remuneration

The Board’s remuneration is set at an optimum level to attract and retain high caliber directors who continuously and effectively deliver services. In accordance with Globe’s By-Laws, the Board may receive, pursuant to a resolution of the stockholders, fees and other compensation for their services as directors and members of committees of the Board of Directors.

Globe Telecom’s directors receive Php200,000 per diem remuneration for every Board meeting and stockholders’ meeting attended. This rate was based on a benchmark study against industry rates as well as a previous study in 2010 to standardize the pay of the Board of Directors across the Ayala Companies. Per diem remuneration of directors remains at Php100,000 for every committee meeting attended or such meetings other than those mentioned above. Globe’s stockholders ratified this resolution at the regular ASM in April 2014. In a resolution at the ASM 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. Globe has no other arrangement with regard to the remuneration of its existing directors and officers aside from the compensation herein stated.

In accordance with the MCG and the Charter of the Board of Directors, no director participates in discussions or deliberations involving his/her own remuneration. The directors, including the IDs, do not receive options, performance shares or bonuses other than their per diem remuneration as directors. Meanwhile, the executive director does not receive per diem remuneration in addition to his remuneration as part of the Globe senior management in his role as the President and CEO.

The following NEDs, who were elected at the ASM on April 24, received gross per diem remuneration for their attendance in meetings for both the Board and their respective Committees in 2024:

GROSS PER DIEM REMUNERATION (IN Php) ⁴		
Director	Meetings ⁴	Retainer Fee
Jaime Augusto Zobel de Ayala	1,800,000.00	6,084,000.00
Tan Mee Ling Aileen	2,200,000.00	3,042,000.00
Cezar P. Consing	2,500,000.00	3,042,000.00
Jaime Alfonso Antonio Zobel de Ayala	2,000,000.00	3,042,000.00
Delfin L. Lazaro	1,600,000.00	3,042,000.00
Ng Kuo Pin	2,000,000.00	3,042,000.00
Cirilo P. Noel	2,400,000.00	4,576,000.00
Natividad N. Alejo	2,700,000.00	3,042,000.00
Ramon L. Jocson	2,800,000.00	3,042,000.00
Antonio Jose U. Periquet, Jr.	2,800,000.00	3,042,000.00
TOTAL	22,800,000.00	34,996,000.00

Board Performance

The Board values inputs and suggestions that feedback mechanisms provide to assist them as they reflect on their performance as individual directors and as a governing body. As such, the Board of Directors participates in an annual self-assessment exercise to assess their individual and collective performance. This exercise also provides a means to assess a director’s attendance at Board and committee meetings, participation in boardroom discussions, and manner of voting on material issues.

The self-assessment exercise, through a self-assessment questionnaire, is given to each director to ensure the effectiveness of their governance, to reflect on the performance of top management including the President and CEO, to highlight specific strengths, and to identify areas of improvement. It also provides a venue for the Board members to identify priorities for the Board and the company for the succeeding year. The assessment consists of appraisal of the Board, of individual directors, of the different Board Committees, the Management, and of the Chairman of the Board.

The questionnaire covers a thorough evaluation criteria focused on structure, efficiency, and effectiveness of the Board, participation and engagement of each Board member, contribution of each Board member to their respective Committees, as well as the performance of Management and the Chairman of the Board. The criteria also reflect the specific duties, responsibilities, and accountabilities of each Board member assessed in line with Globe By-Laws, MCG, Charters and governing policies. For transparency and an additional layer of feedback mechanism for Globe shareholders, the questionnaire criteria are posted on the Company website.

The self-assessment exercise is facilitated by the Chief Compliance Officer. Every three years, the assessment shall also be supported by an external facilitator selected for this purpose. For 2023, Aon Hewitt Pte Ltd. was the external facilitator engaged by Globe to support the self-assessment exercise for the Board of Directors, covering their performance and service for the year 2022. An annual executive session also takes place dedicated to evaluating and discussing matters concerning the Board, including evaluating Globe’s performance and an independent review of its Management team.

There is also an annual strategy workshop held at the beginning of the year to discuss Globe’s strategic direction for the entire year.

Training and Continuing Education Program

To execute their roles well, training on CG is given to directors prior to assuming office. This is also institutionalized in the MCG and Charter of the Board. The Board, together with the key officers, also actively attend training programs annually to keep abreast of updates in CG standards and relevant discussions to support their leadership roles in Globe that cover issues and relevant market trends, new laws and regulations that can affect the business, sustainability, and CG matters, among others.

The directors and key officers attended various CG seminars conducted by SEC-accredited CG training providers throughout 2024. On July 26, one of our directors attended a Masterclass with the theme “Building a Working and Effective Board: Essential Steps to Success,” facilitated by the Institute of Corporate Directors (ICD). On September 10, one of our directors attended the 2024 Gokongwei Group CG Training for Directors and Officers with the theme “Building a

“The Board values inputs and suggestions that feedback mechanisms provide to assist them as they reflect on their performance as individual directors and as a governing body.”

Resilient Gokongwei Group: Corporate Governance Training on Sustainability, Cybersecurity and Integrity” facilitated by JG Summit Holdings, Inc. On November 5, most of our directors and key officers attended the ICD-facilitated 2024 Ayala Integrated CG, Risk Management, and Sustainability Summit alongside other leaders and executives. The Summit’s theme was “The Board’s Agenda: Building Businesses that Enable People to Thrive” that included various topics and discussions such as “Net Positive: How Enterprises Can Build A World Where Everyone Thrives”, “Driving Sustainability Performance Through Excellent Reporting, Ratings, Strategy, and Board Leadership”, “The Latest on Climate Science and its Impact on Southeast Asia and the Philippines”, and “Enhancing Climate Risk Management Through Innovation”, as well as a social impact session on “Pairing Catalytic Capital and Purpose-Driven Talent for Social Impact and Sustainability”. On November 29 and December 13, some of our directors and some key officers attended ICD-conducted seminars with the themes “Who is Responsible for Your Corporate Culture” and “Health Governance: The Value for Strategic Purchasing,” respectively.

The attendance of the Board and key officers to the CG training programs and seminars are properly and timely disclosed through posting of the Certificates of Attendance and completion on the Globe website and the inclusion of the same in the Company’s i-ACGR. All training programs and seminars attended by the directors and key officers fulfill compliance with the SEC directive for all key officers and members of the Board of publicly listed companies to attend a program on CG at least annually. Globe programs, practices, and activities implementing Company policies and standards on employee training and development are also included in this Report

See Human Capital chapter.

⁴ Represents Board and Committee meetings held in 2024

Management

The President and CEO is accountable to the Board for the development and recommendation of strategies, and the execution of the defined strategic imperatives. Through the Board and Executive Committee, the President and CEO is able to update and inform the Board of Globe’s business strategies and plans, CG and sustainability initiatives and requirements, among other economic matters relevant to the performance of the business.

After the ASM, the newly-elected Board of Directors convenes an organizational meeting to set-up its board committees and appoint key officers. After the ASM on April 24, the key officer appointments and board committee members were disclosed to pertinent regulators alongside other relevant results of the ASM.

On April 4, 2024, Atty. Maria Franchette M. Acosta was appointed as the Company’s Corporate Secretary, due to the resignation of Atty. Hermosura and his transition to government service. On August 28, 2024, Mr. Darius Jose R. Delgado was appointed as the Company’s Chief Commercial Officer, with effect from September 1, 2024, to succeed Maria Louisa Guevarra-Cabreira.

The President and CEO is assisted by the senior management. The Chief Audit Executive (CAE) assists in discussions with and updates to the Board through the Audit and RPT Committee while the CFO, Treasurer, and CRO reports and updates through the Finance Committee, Audit and RPT Committee, and BROSC. Meanwhile, the Chief Compliance Officer assists the President and CEO to the Board through the Nomination and Governance Committee and Executive Committee with regard to CG, compliance, and sustainability strategies and matters. Support from the CHRO is most evident in the Compensation and Remuneration Committee. The General Counsel provides high-level legal consultation and updates to the Board together with the Corporate Secretary. Other executive officers are invited during Board and Board Committee meetings as necessary.

Meanwhile, the Chief Sustainability and Corporate Communications Officer (CSCCO), Ms. Maria Yolanda C. Crisanto, has direct oversight on the company’s ESG (Environment, Social and Governance) commitments,

⁵ Member, Board of Directors

⁶ Corporate Disclosure for the appointment of Mr. Juan Carlo C. Puno as Chief Financial Officer (CFO), Treasurer, and Chief Risk Officer (CRO) was submitted on [16 September 2024](#).

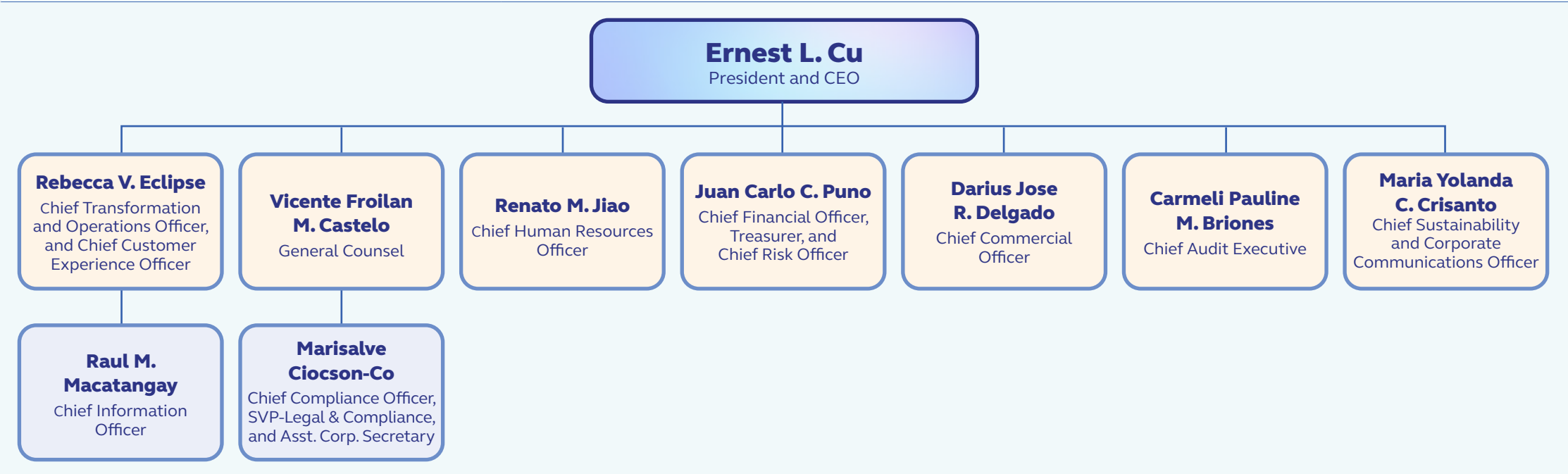
⁷ Corporate Disclosure for the appointment of Atty. Maria Franchette M. Acosta as our Corporate Secretary was submitted on [05 April 2024](#).

⁸ Corporate Disclosure for the appointment of Mr. Darius Jose R. Delgado as our Chief Commercial Officer (CCO) was submitted on [28 August 2024](#).

⁹ Corporate Disclosure for the appointment of Mr. Carl Raymond R. Cruz as Deputy Chief Executive Officer was submitted on [22 October 2024](#).

KEY OFFICERS

Name	Position
Ernest L. Cu ⁵	President and Chief Executive Officer (CEO)
Juan Carlo C. Puno ⁶	Chief Financial Officer (CFO), Treasurer, and Chief Risk Officer (CRO)
Renato M. Jiao	Chief Human Resource Officer (CHRO)
Rebecca V. Eclipse	Chief Transformation and Operations Officer (CTOO) and Chief Customer Experience Officer (CCEO)
Vicente Froilan M. Castelo	General Counsel (GC)
Maria Franchette M. Acosta ⁷	Corporate Secretary
Marisalve Ciocon-Co	Chief Compliance Officer, Senior Vice President - Legal and Compliance, and Assistant Corporate Secretary
Carmeli Pauline M. Briones	Chief Audit Executive (CAE)
Darius Jose R. Delgado ⁸	Chief Commercial Officer (CCO)
Maria Yolanda C. Crisanto	Chief Sustainability and Corporate Communications Officer (CSCCO)
Raul M. Macatangay	Chief Information Officer (CIO)
Carl Raymond R. Cruz ⁹	Deputy Chief Executive Officer



policies, strategies, targets, programs and disclosures and reports to the Board through BROSC.

Ms. Crisanto and the Sustainability and Social Responsibility team oversees the integration of ESG in the company’s business operations. In 2020, the CSCCO led the integration of ESG in the corporate Balanced Scorecard (BSC) where 10% of the company targets are dedicated to ESG metrics. They collaborate across the organization to monitor the performance of the company against ESG commitments and metrics that are aligned with global standards. In 2021, the CEO

together with the CSCCO, rallied the company towards supporting the Taskforce on Climate-Related Financial Disclosures and committing to set science-based targets through the Science-Based Targets Initiative (SBTi) aligned with limiting global warming within the 1.5 degree pathway. In 2023, she was also instrumental in including an ESG metric in the company’s Long-Term Incentive Plan (LTIP), as part of the company’s ESG-linked Performance strategy.

Part of Ms. Crisanto’s duties and responsibilities as the CSCCO is to communicate ESG-related concerns and initiatives between the management and the Board through the President and CEO, and through the Board Risk Oversight Committee (BROSC), a body that enables Globe’s strategy for ESG and corporate governance.

The CSCCO also leads the development of the company’s annual integrated report and reviews the environmental and social aspects of the report. She facilitates knowledge transfer of trends and developments in ESG, and ensures opportunities are maximized within the organization. As a Key Officer, Ms. Crisanto reports directly to the President and CEO and is part of the senior management team.

Mr. Anton Reynaldo M. Bonifacio, the Chief Information Security Officer (CISO) and Chief Artificial Intelligence Officer (CAIO), leads both the Information Security and Data Privacy Division (ISDP), which is a fully-operationalized group that focuses on Globe’s data privacy and cybersecurity matters, and the newly formed Artificial Intelligence Group (AIG), which focuses on

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strategic AI planning, development, business integration, and governance. 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 remain priorities at Globe.

In addition, the Office of Strategy Management (OSM) reports to the President and CEO, and oversees Globe's strategy management processes, specifically strategy execution and performance tracking linked to the Company's Balanced Score Card (BSC). Globe reviews and formulates the Company's strategic priorities annually, which then guide the formulation of the key business strategies and goals for the year. Using the balanced scorecard framework, each business group identifies financial and non-financial objectives, and sets targets and initiatives to achieve them as reflected in the groups' terms of reference (TOR). To ensure line of sight, the group TORs are cascaded to all employees, making sure that everyone understands and appreciates their contribution to the group goals.

Key programs, projects, and major organizational initiatives are taken up by the senior management, composed of the President and CEO, and the heads of each major business unit and support groups. All budgets and major capital expenditures must be approved in accordance with Globe's limits of authority, and by the CEO prior to endorsement to the Board for approval. The senior management consults with the chief advisors to provide sound inputs and advice as required. They all meet at least once a week. Management is mandated to provide complete and accurate information on Globe's operations and affairs in a timely manner.

Management is also required to prepare financial statements for each preceding financial year, in accordance with Philippine Financial Reporting Standards (PFRS). Management's statement of responsibility with regard to the Company's financial statements and the fair and truthful preparation thereof is included in this annual report

See [Statutory Reports](#) chapter.

Corporate Objectives

Globe is not simply a telco company. Globe is an organization that creates and enables digital life for the Philippines, so Filipinos can access choices, overcome challenges, and discover new ways to enjoy life. Globe achieves this through obsessing about its customers, digitally transforming businesses, building the network of choice, and empowering its people. Globe continues to provide meaningful support to all its stakeholders and creates wonderful channels to the digital lifestyle for Filipinos and all stakeholders.

The strong thrust towards information and communications technology (ICT) infrastructure growth and network upgrades continued in 2024. Globe's accelerated rollout contributed to improving experience, having built 1,212 new cell sites and upgraded 4,614 mobile sites to LTE with 587 new 5G sites nationwide, among other notable achievements. Globe's network also showed substantial improvements with corporate data services reaching a record high from growing demand, especially for ICT services. Globe's massive network investments attest to the company's strong support for the United Nations Sustainable Development Goals (UN SDG), particularly UN SDG No. 9, which aims to build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.

Globe will continue to champion the UN Global Compact principles alongside its CG campaign. For 2024, capex budget was approximately Php56.0 billion for the continued network expansion and enhancement. This included new cell site builds, upgrading of more existing sites to 4G/LTE, continuing rollout of 5G connectivity and the fiberization of Filipino homes nationwide, and further boosting the internet quality and coverage in the country.

Remuneration of Executive Director and Senior Management

Globe's remuneration philosophy, policy, and framework is designed to attract, retain, and engage talents. It is designed to support the business strategies and enhance the value of the organization. The policy specifies the relationship between remuneration and performance, including but not limited to, specific financial and non-financial metrics.

- Encourage and nurture a strong performance-oriented culture;
- Recognize and reward talents who create value; and contribute towards the attainment of business goals aligned to stakeholder interests

“Globe is an organization that creates and enables digital life for the Philippines, so Filipinos can access choices, overcome challenges, and discover new ways to enjoy life.”

- Position the Company as a preferred employer in providing relevant total rewards experience encompassing competitive, market-driven and innovative remuneration to support personal and family needs.

In order to support the rewards philosophy, the targeted reward strategies are as follows:

- Adopt a total rewards approach, using both the tangible and intangible aspects of rewards to drive the Globe employment experience
- Market driven to attract and retain top talent in the business
- Provide different forms of rewards to talents anchoring on pay for performance
- Provide relevant rewards programs that support the different employee cycles, promote diversity and inclusion in the workplace and offer equal opportunity to all
- Globe rewards programs are anchored on business performance to drive shareholder value and optimize return on investment
- Globe rewards programs are regulatory compliant

The benchmark for remuneration is developed through a rigorous review and evaluation by the Human Resources (HR) Group according to a comprehensive criteria that consider numerous factors, including market trends, employee roles in the organization, applicable laws and rules, and business competitors, among others. Through these annual sessions, the HR Group compares Globe remuneration components, packages and plans against target market companies across industries, such as fast-moving consumer goods, high technology, banking and financial services.

The financial capability is considered for any incentive payout. Performance evaluations for

senior management were made according to these considerations and in accordance with the Charter of the Compensation and Remuneration Committee.

Current remuneration initiatives allow for certain incentives to be withheld, deferred or retracted in any year should an executive fail to meet performance requirements or be involved in any misconduct and are given a disciplinary action resulting in suspension or demotion.

Remuneration Components

The remuneration structure of Globe is composed of four main components – Fixed Remuneration, Benefits, Short Term Incentives (Performance Bonus), and Long Term Incentives. The structure is designed such that the variable component increases as the employee moves up in our corporate ladder. This only applies to the employees, including the executive director. Meanwhile, non-executive directors of the Board receive per diem remuneration approved by the shareholders. The Compensation and Remuneration Committee establishes the formal and transparent procedure for developing policy on executive remuneration and for fixing the remuneration packages of employees as provided in the Charter of the Committee.

Fixed Remuneration

The fixed remuneration is composed of the base salary, and is reflective of the value of the role in the prevailing market and the value of the role compared to the other roles in Globe Telecom. Other factors that come into play in the base salary are individual performance, competencies, and experience that the employee brings into the company. The year-on-year increases are determined by individual performances, prevailing market rates on annual salary increases, pay positioning, economic indicators, and Globe Telecom's performance and financial capability. In addition, fixed remuneration includes guaranteed bonuses and allowances based on the level and role.

Benefits

Globe benefits, covering all employees including union members, are consistent with local market practice and are relevant to meet the personal and family needs of employees. Included here are medical benefits for in-patient and out-patient care, life insurance, retirement benefits. Other benefits such as car and car-related expenses are provided for select roles.

Refer to Employees Benefits under [Human Capital](#) for more information.

Short-Term Incentives (Performance Bonus)

The short-term incentive plan is Globe Telecom’s Variable Pay Program, covering all employees, including union members. The Corporate Incentive Plan is for non-sales. The incentive is determined by the achievement of performance targets that are set at the beginning of the performance year. It considers delivery of corporate, business unit, and individual performance targets that are defined annually. This is usually paid out to employees upon confirmation of all performance targets and individual performance.

Corporate and Business unit targets are financial/ operational targets set in order to support the overall business goals and thereby increasing value as a company. This incentive plan drives employees to work together towards achieving common goals and encourages performance in the Company. The award size for this incentive is differentiated by the employee’s level, such that a higher incentive multiple is at stake as the employee moves up the organization.

On the other hand, sales employees are covered under a sales incentive plan to motivate them to work towards a set goal and drive the right behavior in ensuring an effective and high performing sales force. This is a short-term rewards program developed to reward sales employees for hitting or exceeding sales targets. This is paid closer to the time of the actual target attainment.

Long-Term Incentive Plan

The Long-Term Incentive Plan’s primary objective is to drive long term performance in a highly competitive market by aligning management interest with the shareholders’ interest. It also aims to motivate participants to sustain high levels of contribution. Furthermore, it is designed to attract and retain key executives whose contributions are essential to Globe’s growth and profitability through a rewards scheme that fosters a sense of genuine loyalty among employees and belongingness within the Globe community thereby retaining these talents even after payouts are given out. Lastly, the plan should propel shareholder value through superior business performance driven by happy and satisfied employees.

The incentive is delivered through a performance share based plan where it awards executives with company shares contingent upon the achievement of specified long-term goals over a specified performance period.

The plan allows for overlapping performance periods to support rolling multi-year business plans and employee retention.

To ensure alignment of executives’ and qualified employees’ interest to that of Globe’s, the plan includes a stock ownership requirement where the executives and qualified employees are required to maintain shares depending on their rank and specific internal HR policies.

ESG-linked Performance and Incentive

To accelerate the adoption of sustainability across the company, the organization has integrated ESG metrics into its performance management. Ten (10%) percent of the total Corporate Balanced Scorecard is ESG-linked, incentivizing employees who meet or exceed their overall BSC targets. Executives and senior leaders also have an ESG-linked Key Performance Indicator (KPI), which has a 5% weight, in their Long-Term Incentive Plan, directly tying their long-term incentives to the successful achievement of these sustainability goals.

For more information, please refer to [Sustainability at Globe](#).

Accountability and Audit

To support the Board in the discharge of its functions, primarily on internal controls, material related party transactions (RPTs), and other key corporate governance matters, it is the policy of Globe (hereafter also referred to as “Globe Group” or “Company”) to constitute and maintain a competent and working Audit and Related Party Transactions Committee (ARC or the “Committee”) in fulfilling their oversight responsibility to the shareholders relating to:

- a. the integrity of the financial statements and disclosures, financial reporting principles, processes, policies and systems;
- b. internal controls;
- c. policies and processes on external/independent auditor’s appointment, enhancing independence and audit quality, remuneration, and assessment of performance of the external auditors;
- d. adequacy and effectiveness of the internal audit function;
- e. compliance with legal, regulatory, and corporate governance requirements; and
- f. assessment, review, approval and disclosure of RPTs according to Globe’s RPT policy.

Management, however, has primary responsibility for financial statements and disclosures, financial reporting process, internal controls, legal and regulatory

compliance, and risk management. The ARC Charter approved by the Board defines clearly the roles and responsibilities of the Committee.

The ARC is composed of four (4) directors, all of which are independent and non-executive, including the Chairman. The Board appoints all members of the Committee.

During these meetings, the Committee:

Reviews the financial statements and all related disclosures and reports prepared and presented by the CFO and released to the public and/or submitted to the SEC, and endorses these to the Board for approval. The Board of Directors, in turn, reviews, approves, and affirms the true and fair representation of the annual audited consolidated financial statements and presents the same in the Annual Stockholders’ Meeting (ASM).

Recommends the appointment, retention, or discharge of the external auditors, reviews audit fees or the remuneration of the external auditors, and endorses these to the full Board. The Board, in turn, submits the appointment of the external auditors and audit fees **for approval of the stockholders at the ASM.**

Assesses the adequacy and effectiveness of the internal audit function by reviewing and approving Globe IA’s scope of work, authority, independence, compliance to professional standards, reporting relationships, key responsibilities, and changes in their work plan.

Reviews and discusses with management, the internal and external auditors; and reports annually to the Board of Directors, the adequacy and effectiveness of the company’s internal controls in all material respects.

The ARC meets at least four (4) times during the year, and invites the President and Chief Executive Officer (CEO), Chief Financial Officer (CFO), and concurrently, the Treasurer and Chief Risk Officer (CRO), external auditors, internal auditors, and other members of management, as needed, based on the meeting agenda.

Approves the work plan of Globe Internal Audit (IA), as well as the overall scope and work plan of the external auditors, to ensure that management is taking appropriate corrective actions on internal control issues and areas for improvement in a timely manner.

Ensures tenders for external audit services are conducted every five (5) years, or when the need arises as decided by the ARC.

Reviews the external auditor’s performance and assesses the external auditor’s qualifications, skills, resources, effectiveness, and independence. The Committee also **reviews and approves in advance, audit vs. non-audit services performed by the external auditors based on SEC requirements**, and the significance of the fees to the external audit firm’s total service revenues and Globe’s total consultancy expenses.

Reviews the results of management’s annual risk assessments based on reports provided by CRO covering information on risk exposures and risk management activities, and as supported by the results of internal audit reviews.

Assesses, reviews, approves, and discloses all covered and material RPT defined in Globe’s RPT Policy, including write-off of exposures, policies on conflicts of interest (COI) or potential COI to the Board of Directors, and ensures appropriate disclosures.

As part of the ARC’s responsibilities set out in the ARC Charter, the following activities are also performed by the Committee:

- Reports regularly to the Board of Directors on internal controls, material RPTs, compliance, and other key corporate governance matters. With guidance provided by the Board, management remains primarily responsible for the development

and implementation of risk management strategies, policies and systems.

- Provides a copy of the minutes of its meetings to the Board.
- Reviews and assesses the adequacy of its Charter annually – seeking Board approval for any amendments. The most recent Charter review and assessment was done on February 3, 2025 by which

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the ARC endorsed to the Board, and the same was approved on February 6, 2025.

- Conducts an assessment of its performance and undergoes training, at least annually. The results of the assessment, and any ensuing action plans, are reported to the Board to ensure compliance with SEC and corporate governance requirements.
- Oversees the implementation of the system for identifying, monitoring, measuring, controlling, and reporting RPTs, and periodically reviews RPT policies and procedures.
- Reviews and approves identified material RPTs to ensure all transactions are done at arm's length, and in accordance with the RPT policy. The latest review

was conducted last February 3, 2025. For a disclosure of the covered RPTs, please refer to the 2024 Audited Consolidated Financial Statements.

- Receives and acknowledges the written certification from the President and CEO, CFO, and Chief Audit Executive (CAE) confirming the reliability of financial statements for the year; full compliance with financial, legal and regulatory requirements and reporting; attestation on Globe's sound internal controls and compliance system; and confirmation that the CAE reports functionally to the ARC and administratively to the CEO allowing IA to independently fulfill its responsibilities.

Responsibilities of ARC and other board committees:

Executive Committee	Board of Directors
Oversight on corporate strategic risks, technology, and operational risk management – putting in place the infrastructure for risk management systems that assess risks on an integrated crossfunctional approach.	Risk Management Oversight
Reviews and assesses the adequacy of our strategic, technology, and operational risk management processes, jointly with Management.	ARC
	Oversight on the financial reporting and operational risks, specifically on financial statements and reporting, internal controls, legal and regulatory compliance, corporate governance, fraud risks, and RPTs.
Finance Committee	Board Risk Oversight and Sustainability Committee
Oversees financial risk management, including risks related to capital structure, acquisitions and divestments, treasury activities, tax strategy and compliance.	Assists the Board in fulfilling its oversight responsibilities in relation to Risk Governance in Globe.

Internal Audit

The establishment of an IA function is a fundamental part of Globe's corporate governance practices and policies. An IA Charter, approved by the ARC/Board, establishes the organizational status of the IA function in Globe, which specifies the following, among others:

- Purpose and mission of internal auditing
- Commitment to adhering to the Global Internal Audit Standards and Code of Ethics
- Mandate (e.g. authority, roles, key responsibilities, including scope of work and types of services)
- Organizational position and independence
- Reporting and working relationships

IA is a service, providing an independent and objective assurance, and advisory function within Globe that shares our common goal of creating and enhancing shareholder value and improving Globe's operations. This is done through a systematic, disciplined, and risk-based approach in evaluating and improving the effectiveness of risk management, control, and governance processes.

Globe IA provides reasonable assurance to the Board, management and stockholders, on the adequacy and effectiveness of controls encompassing the following areas of the organization:

Scope of reasonable assurance of IA

Governance, Operations, Processes, and Information Systems

Reliability and Integrity of Financial and Operational Information

Effectiveness and Efficiency of Operations, Safeguarding of Resources

Compliance with Laws, Rules, Regulations, and Contracts

To perform its auditing functions effectively, Globe IA maintains its independence by reporting functionally to the Board, through the ARC and administratively, to the President and CEO. The ARC, having appointed the CAE, also concurs in his/her replacement, reassignment, or dismissal.

Working closely with the ARC, the CAE:

- Maintains an effective IA function by managing the entire operations, and strongly supports the attainment of corporate objectives through coverage of the most critical processes in the conduct of risk-based assurance reviews
- Reports the results of audit reviews and other activities in a manner that helps management take appropriate action on identified risks/issues within a reasonable period of time, whereas management remains primarily responsible for resolving the risks/issues
- Continuously improves the internal audit operating process and standards, and ensures strict compliance with the Global Internal Audit Standards of the Institute of Internal Auditors (IIA) and alignment to global best practices
- Strengthens leadership and talent bench, uplifts performance management, and ensures efficient deployment of resources
- Develops, maintains, and communicates an appropriate and effective quality assurance and improvement program (QAIP) that covers all aspects of internal audit reviews and activities to assess whether the internal audit mandate, as defined in the IA Charter, continues to be adequate and effective in enabling the internal audit function
- Responsible for overall conformance with the Global Internal Audit Standards

Globe IA maintains, reviews, and assesses the adequacy of its Charter periodically to ensure conformance with the Standards and SEC regulations. The result of the periodic assessment and any arising revisions are reviewed and approved by the ARC, with concurrence

by the Board. The most recent Charter review and assessment was done on February 3, 2025, by which the ARC endorsed to the Board and the same was approved on February 6, 2025.

Globe IA periodically undergoes an independent external Quality Assurance Review (QAR) as part of our quality assurance process. The last external QAR was conducted in Q4 2023, where Globe IA obtained a "Generally Conforms" score and an "Optimized" rating for maturity assessment – the highest rating that can be given in an external QAR process. The Standards require an external assessment at least once every five (5) years. Globe IA also provides the ARC with periodic reports on the status of internal audit activities, achievement of key performance indicators, and QAIP.

Globe IA adopts a risk-based audit approach in developing its annual work plan ensuring that:

- Risks mapped to Globe's Process Taxonomy (i.e., based on eTOM or the enhanced telecommunications operations map and process simplification initiatives) and with integrated risk assessments for processes across the enterprise, are captured in the audit universe.
- The annual work plan is developed based on a prioritization of the audit universe using a risk-based methodology and framework to evaluate risk exposures and regularly cover areas relating to the Globe's governance activities, operations, and information systems, ethical standards, cybersecurity/information security, data privacy, and ESG, including input of senior management on Globe Group's strategic objectives, and the Board.
- The annual work plan is reassessed periodically and adjusted accordingly, based on the Globe's risk profile and audit universe, including new or emerging risks, business trends, changes and initiatives – thereby allowing maximum and timely coverage of key/critical risk areas.
- The annual work plan, including deviations and resource allocation which should focus on areas with highest risks, are approved by the ARC.

Globe IA is composed of certified professionals from varied disciplines including, but not limited to: certified accountants, certified internal auditors, IT and information security, engineers and data experts.

To promote excellence, Globe IA provides continuing professional and leadership development for all internal auditors to equip them in the conduct of reviews, with focus on acquiring expertise on Globe’s business processes, network and IT systems, cybersecurity, ESG, internal controls, new accounting and auditing standards, data analytics and regulatory updates, among others.

In addition, Globe IA actively participates in the Ayala Group and Singtel Internal Audit Networks, to enhance exposure and learning through various forums and programs.

Globe IA team members also pursue a continuing learning and development program, tapping both internal and external learning events, to acquire knowledge from industry thought leaders, and other relevant development programs. The IA team performs a continuous review, benchmarking and enhancement of audit practices and methodologies. The CAE and management continuously review the talent profile to ensure that the team possesses the requisite expertise and capabilities to effectively address the evolving risk landscape.

The ARC regards IA as a vital support in the effective discharge of the Committee’s oversight role and responsibilities.

External Audit

The ARC ensures that Globe has set appropriate policies and processes that strengthen the external auditor’s independence and improve its audit quality. The external auditors are directly responsible to the ARC in helping ensure the integrity of the company’s financial statements and reporting process.

The Globe/ARC performs regular rotation for external auditing services every 5 years, as part of the governance process. The last tender bid process for the external auditor’s annual statutory audit was conducted in Q2 2019, and the deferment of bid was approved in Q3 2024 due to the recent rotation in principal partner. Annually, the company conducts an external auditor’s performance appraisal. From the results, the ARC evaluates and proposes to the Board for endorsement and approval of the stockholders, the appointment of the external auditors. The endorsement is presented to the stockholders for approval at the ASM. Representatives of the external auditors are expected to be present at the ASM to have the opportunity to make a statement on the company’s financial statements and results of operations and be available to respond to appropriate questions during the meeting.

In line with Globe’s MCG, the ARC has an existing policy to review and pre-approve the audit and non-audit services rendered by Globe’s external auditors. It does not allow Globe to engage the external auditors for non-audit services prohibited expressly by SEC regulations. This is to ensure that the external auditors maintain the highest level of independence from the Globe Group, both in fact and appearance.

In the ASM last 24 April 2024, the shareholders appointed the accounting firm of Isla Lipana & Co. (IL), the Philippine member firm of the PricewaterhouseCoopers (PwC) global network, as the Independent Auditors of the Globe Group for the calendar year 2024. IL/PwC has been the external auditor of Globe Group since 2020. In accordance with regulations issued by the SEC and the ARC Charter, the audit partner principally handling the company’s account shall be rotated every five (5) years or sooner. The most recent rotation occurred in 2023.

There were no disagreements with IL/PwC on any matter of accounting principles or practices, financial statement disclosures, auditing scope and procedures.

Fees approved in connection with the audit services rendered by IL/PwC pursuant to the regulatory and statutory requirements for the years ended 31 December 2024 and 2023, amount to Php17.34 million and Php17.02 million, exclusive of 3% out-of-pocket expenses (OPE), respectively.

In addition to performing the audit of Globe Group’s financial statements and audit-related services, IL/PwC was also contracted to provide non-audit services in accordance with established oversight and procurement policies. The aggregate fees billed by IL/PwC in 2024 are shown below with comparative figures for 2023:

(AMOUNT IN MILLIONS)	2024	2023
Total Audit Fees ¹⁰	Php17.34	Php17.02
Non-audit services fees:		
Other assurance services	0.32	2.85 ¹¹
All other services	0.63	2.36
Total Non-audit fees	0.95	5.21
Total Audit and Non-audit fees	Php18.29	Php22.23

Audit Fees represent the audit of Globe Group’s annual financial statements and review of quarterly financial statements in connection with statutory and regulatory filings or engagements for the years ended 2024 and 2023.

- Non-Audit Services Fees represent the following:
- Other assurance services rendered were in relation to the agreed-upon procedures performed. In 2023, these pertain to the valuation and due diligence services rendered for the company.
 - All other services represent the fixed fee for Globe’s whistleblowing reporting programs. In 2023, these pertain to the valuation services performed, and the fixed fee for Globe’s whistleblowing reporting programs.

IL/PwC has confirmed to the Committee that the 2024 non-audit services rendered by them are allowed to be provided to an audit client under existing SEC regulations and the Code of Ethics of Professional Accountants in the Philippines, and do not conflict with their role as Independent Auditors of the Globe Group.

Ethics and Integrity

Globe respects the rights of all its stakeholders, including minority shareholders. Globe has adopted its CoC, and promulgated policies including, but not limited to, conflict of interest, whistleblowing, insider trading, RPTs, anti-corruption, protection of intellectual property rights and data privacy, and health, safety and welfare of employees. Globe also has existing formal policies concerning unethical, corrupt, and other prohibited practices covering its employees, Management and members of the Board. These policies serve as guides to matters involving work performance, dealings with employees, dealings with customers and suppliers, handling of assets, records and information, avoidance of conflict of interest situations and corrupt practices, as well as the reporting and handling of complaints from whistleblowers. These documents support, assist, and maintain the balance of business and governance in Globe.. These are also on the Company website, under ‘Company Policies’ (<https://www.globe.com.ph/about-us/corporate-governance/company-policies.html>), for the reference of investors and other stakeholders.



¹⁰ Excludes 2024 and 2023 audit fees rendered by external auditors other than IL/PwC: GT SG, Php339K in 2024 (Php396K in 2023) performed by Ardent Associates LLP GT EU, Php210K in 2024 (Php221K in 2023) performed by Wellden and Turnbull LLP ¹¹ The Php2.85Mn fees in 2023, previously presented as audit-related services, are now presented under non-audit services (i.e. other assurance services) in compliance with SEC’s Memorandum Circular No. 18, Series of 2024.

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Customer Welfare

Globe puts customers first. Globe truly makes a difference through superior, end-to-end customer experience brought to life by a genuine culture of service and caring. Service is embedded into Globe culture, as well as with the Company's vendor partners, sustaining the momentum of Globe's Circle of Happiness where happy employees create happy customers.

Employee Welfare, Health and Safety

Globe is committed to provide the best protection for the health and safety of all employees. The same is done to the communities surrounding its operations. It is Management's primary objective and the employee's individual and collective responsibility to meet this commitment. To this end, Globe shall:

- Continuously assess all health and safety hazards in the workplace and provide programs towards its eliminations;
- Comply with all occupational safety and health news and regulations applicable to telco business;
- Train and motivate employees to work in a safe manner and encourage business partners to adopt these principles;
- Report occupational safety and health performance to stakeholders;
- Conduct a regular review of management systems to ensure that the commitments of this policy are being delivered and that the same are included in Globe's continual improvement.

Globe programs, practices and activities implementing policies and standards on employee welfare, health and safety are also included in this Report.

See [Human Capital](#) chapter.

Rewards or Compensation Policy

Globe attracts, retains and engages talents to support its business strategies and enhance value of the organization through its remuneration philosophy and framework. Globe puts a premium on workplace diversity, just compensation and benefits, engagement, safety and wellbeing, human rights, and continues to promote learning for every employee.

Policy on Suppliers and Vendor Audit

Globe follows socially responsible procurement practices for vendors. The team maximizes value through commodity management, selection of best-in class suppliers, and pursuit of process excellence in procurement and supply chain management. Vendor partners undergo a comprehensive accreditation process to assure their eligibility to conduct business. This covers assessment of their legal, technical, and financial qualifications and acknowledgement of the Globe Supplier Code of Ethics. Grounded on the practice of fair, ethical and governance policies, opportunity is equitably provided to the appropriate suppliers through competitive bidding and auctions. Proposals are evaluated on the basis of best-value including a consideration of their environmental and social policies and practices. Given equivalent proposals, preference for purchase award is given to local suppliers.

Relationships with suppliers are also highly valued as each is considered a business partner. Globe continues to recognize and foster strong business relations with its partners through the Business Partner Appreciation event. Vendors also provide learning opportunities through plant visits and technology briefings. Conversely, Vendor Clinics are initiated for selected vendors to help improve their performance and competitiveness.

As strong advocates of fairness, accountability, transparency, and integrity in all aspects of the business, Globe commits to the principles and best practices of CG and responsibility in the attainment of the company's corporate goals and strategic direction.

Furthermore, Globe recognizes the importance of institutionalizing practices in the pursuit of its goals. The Globe Supplier Code of Ethics establishes the principles of sustainable supply chain and business integrity. This includes ensuring working conditions are safe, workers are treated with respect and dignity, environmentally responsible practices are implemented, and business operations are conducted ethically.

The Supplier Code of Ethics shall be applicable to all vendors of Globe and its subsidiaries. Globe expects its vendors to acknowledge and actively support the Code and to continually seek to conform to the standards contained therein. Globe expects that the principles apply to vendors, their parent entities and subsidiaries or affiliated entities, and with other entities with whom they do business including employees, suppliers, subcontractors, and other parties.

Environmental Sustainability Policy

Globe is committed to reducing the company's impact to the environment and supporting a low carbon future to address climate change. Through the implementation of the company's Environmental and Energy Management Systems, Globe recognizes its responsibility to demonstrate high standards of environmental management and stewardship in order to reduce the company's impact, particularly in local communities surrounding our operations, and that of our stakeholders.

Community Engagement

The company engages its stakeholders to contribute to sustainable development through Globe of Good, the company's platform to create positive social and environmental impact. This is in line with Globe's commitment to the Ten Principles of the UN Global Compact on Human Rights, Labor, Environment and Anti-Corruption. The company is also committed to support 10 of 17 United Nations Sustainable Development Goals, with special focus on SDG 9 on Industry, Innovation and Infrastructure and SDG 13 on Climate Action.

Globe conducts consultations with local communities for initiatives and interventions that benefit and affect them.

For more information, please refer to the [Sustainability at Globe](#) chapter.

Conflict of Interest

Globe has implemented a comprehensive framework to prevent and mitigate conflicts of interest and to ensure full transparency with our stakeholders. Directors are required to complete annual and ongoing conflict-of-interest declarations, with particular scrutiny on issues such as cross-board memberships, cross-shareholdings with suppliers and other key stakeholders, and the impact of controlling shareholders.

In addition, any relationships, transactions, and outstanding balances involving related parties are meticulously reviewed and disclosed during quarterly governance sessions. These disclosures are then communicated to stakeholders through the Company's submissions such as its audited financial statements and Definitive Information Statement, as well as the Company website, ensuring that all potential conflicts are promptly identified, managed, and publicly disclosed to uphold the integrity of our decision-making process.

Globe is above board and, at all times, exercises discretion, prudence, and mature judgement when

entering transactions for the company. In carrying out their duties with integrity and in the interest of the Company, it is the duty of board members to withdraw themselves from discussions that put them in a conflicted situation. This is likewise reiterated in the Charter of the Board of Directors. In the same manner, it is the obligation of every regular employee, officer and director of Globe and its subsidiaries, including consultants/project hires seconded to or engaged on a full-time basis by Globe, to declare and divulge in writing to the Company their own involvement in any conflict of interest with the Company. The CoC provides for the definition, guidelines and procedures, including the reportorial of any such circumstance, involving conflict of interest.

In general, conflict of interest will be deemed to exist where an employee has or may possibly have a financial or personal interest divergent with or in conflict with his professional obligations, or where financial or other personal considerations may compromise, or have the appearance of compromising the employee's judgment in the administration, management, decision-making, and discharge of his official functions. Personal interest is not confined to the personal involvement of the employee himself-- it may also arise from the employee's family or close personal relationship with a contractor, sub-contractor, customer, competitor, creditor, or any other entity that does business with the Company.

See [Code of Conduct](#) for more information

Globe HR Group requires all employees to submit annually the Related Party Disclosure Form, regardless if an employee has any declaration or none.

Anti-Corruption

The employee, by virtue of his or her employment, is bound not to betray that trust by seeking to gain any undue personal or pecuniary advantage (other than the rightful proceeds of employment) from his dealings with or for and in behalf of Globe.

Globe employees maintain the highest standards of honesty and professional conduct. Seeking undue financial and material advantage from transactions with Globe is a breach of trust between the employee and the company. Corruption is penalized with Dismissal as contained in the Code of Conduct.

As part of the anti-corruption programs and initiatives of the Company, employees are reminded through internal communications channel to fill out various

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disclosure forms especially during national festivities. The form is submitted to the employees' respective group heads who will decide whether the gift shall be returned or kept by the employee or be surrendered to Human Resources Group for possible use during company events. Globe also conducts periodic lectures and seminars on anticorruption initiatives through the Human Resources Group for all employees. The same is also included in the on-boarding orientation program attended by new employees.

Whistle-blowing

Globe is committed to comply with laws and regulations which the Company are subject to and conducts its business in accordance with ethical standards. All Globe officers and employees, and all suppliers and business partners, are thus required to observe and practice high standards of business and personal ethics in the conduct of their duties and responsibilities.

Globe Telecom's whistleblower policy provides various channels, which include the Globe Whistleblower Network (GWeN) portal, that allow employees, suppliers, and even third parties to report suspected violations by employees, officers and directors, and suppliers and partners of Company policies on improper activities, and other violations of the Company Code of Conduct or the Company's ethical standards. The Company aims to provide feedback within twenty-four (24) hours upon receipt of the e-mail. All reports, issues, concerns, and/or grievances submitted to the Company will be treated with confidentiality to ensure the safety of the whistleblower and parties involved. The identity and source of the information are likewise protected to the extent required by law. The GWeN Portal is managed by an independent institution, namely PricewaterhouseCoopers Consulting Services Philippines Co. Ltd.

These are by no means the only channels by which disclosures may be received. Persons or units within the organization who receive disclosures shall forward or relay the disclosures to the GWeN Portal. Reports may also be submitted via the dedicated e-mail address or the hotline. The Complaint Administrator administrates the portal, and receives, collates, and submits all disclosure reports to the proper Globe Disclosure Committee. The Portal Administrator shall send a notice to the whistleblower that the report has been received and that it shall be processed in accordance with the Whistleblower Policy. There are different Disclosure Committees identified to keep the integrity of reports received. The whistleblower policy and processes relevant thereto are available through the Company website, under 'Company Policies' (<https://www.globe.com.ph/about-us/corporate-governance/company-policies#gref>).



Insider Trading

All directors and key officers are required, within three (3) trading days upon any change in their ownership of Globe securities, to submit their statement of changes of ownership in relation to their trades to the Office of the Chief Compliance Officer for immediate submission and disclosure to pertinent regulators. All Covered Persons are required to report their trades to the Office of the Compliance Officer on a regular basis. Globe restricts trading of securities (buying or selling) by covered persons considered to have knowledge of material non-public information, during the blackout period, except in accordance with this policy. The Company's insider trading policy identifies the covered persons in relation to this matter.

Globe prohibits key officers, employees and other covered persons with access to material non-public information, including information on the quarterly results and other regular reports in the course of its review and preparation, from trading in company shares five (5) trading days before and 2 trading days after any structured report or disclosure, and two(2) trading days after an unstructured report or disclosure.

Related Party Transactions (RPTs)

Globe discloses, reviews, and approves RPTs, in accordance with the principles of transparency and fairness, to ensure that they are at arm's length, the terms are fair, and they will inure to the best interest of the Company, its subsidiaries or affiliates and all shareholders. Together with the other Company policies, the Policy on RPTs is posted on the Company website and embedded in the MCG and CoC.

RPTs are disclosed in the financial statements included in the Company's annual reports, and other applicable filings in accordance with the relevant rules and issuances of the SEC and other applicable regulatory bodies. The disclosure includes, but is not limited to, the name of the related party, relationship with the Company for each RPT, the nature, and value for each RPT. Such disclosure is also made publicly available, for all shareholders and other stakeholders, through the Company website and such other media channels as applicable.

Under the RPT policy, shareholders, including minority shareholders, and other stakeholders are provided with proper guidelines and procedures for right of action and remedies that are readily accessible in order to

redress corporate conduct in case of any abuse on such transactions (e.g. email account and hotline numbers), as necessary. The policy contains this whistle-blowing mechanism, provides for the creation of a dedicated committee for the review of material RPTs, and identifies materiality thresholds of such transactions including the SEC materiality threshold.

In accordance with the Policy on RPTs, the ARPT Committee convenes to review and monitor material RPTs to ensure the Company's best interest, its shareholders', and all other stakeholders', and that the RPTs are executed with fair and transparent terms prior to endorsement to the Board for approval. In the review of RPTs, the Committee considers, among others, the terms of the transaction, the aggregate value of the transaction, purpose and timing of the transaction, the fairness of the terms of the transaction, the extent of Related Party's interest in the transaction, and other material information or factors the Committee may deem relevant.

Non-compliance with any of the provisions of the policy on RPT shall result in the nullification of any agreement or contract involved in the execution of the RPT. A director, officer, employee, or Related Party is subject to the corresponding procedures and penalties under Globe's CoC and relevant laws, as applicable.

The role of the Audit and RPT Committee in the review and approval of all RPTs is discussed in this Report.

Globe is committed to comply with laws and regulations which the Company are subject to and conducts its business in accordance with ethical standards.

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Creditors' Rights

It is Globe's policy to protect the rights of its creditors by maintaining, at all times, the Company's good credit standing. Globe strictly observes contractual obligations, and regards fair and truthful disclosure and transparency of financial records and dealings of utmost importance to assure creditors of the Company's continued credit worthiness. Globe's periodic reports to its creditors, such as the latest certified Financial Statements, Certificate of No Default, and CFO Certification on compliance with financial ratios, ensure the creditors of the Company's financial soundness.

Globe provides prompt and accurate reports of its financial standing to creditors by providing them with financial and operating results, Management and Discussion Analysis and Financial Statements on a periodic basis that allow the creditors to continuously evaluate and monitor the Company's performance and credit standing.

Moreover, Globe adopted an expanded CG approach in managing business risks. A strong and strictly-implemented Enterprise Risk Management Policy provides a better understanding of the different risks that could threaten the achievement of the Company's vision, mission, strategies, and goals. The policy also highlights the vital role that each individual plays in the organization from senior management to staff in managing risks and in ensuring that the Company's business objectives are attained. With this, it assures the creditors that Globe is proactive in managing Company risks and are committed to sustaining the growth of the Company. As part of the implementation, the Company regularly submits quarterly financial results to the PSE and SEC, among pertinent market regulators.

Loan agreements with banks and other financial institutions provide for certain restrictions and requirements with respect to, among others, maintenance of financial ratios and percentage of ownership of specific shareholders, incurrence of additional long-term indebtedness or guarantees and property encumbrances.

Board Diversity Policy

In addition to the qualifications, disqualifications, and other criteria set forth in the Company's corporate documents and relevant law in relation to the nomination and election of members of the Board, Globe is committed to promote and observe diverse membership among its directors.

The Board of Directors, led by the Chairman, encourages its shareholders to nominate candidates 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. While the Company currently has two female directors, the Company shall continue to study and revisit its diversity in the Board to consider a composition of 30% female directors, or at least 3 female directors, whichever is lower, by 2026.

Directors must also understand the telecommunications industry or sufficient professional experience and competence in other relevant industries, which further encourage a diversified collaboration of views and skillset within the Board.

In 2024, Globe's female independent director was appointed as chairperson of the Board Risk Oversight and Sustainability Committee (BROSC). The Company's directors have various nationalities such as Filipino and Singaporean with different religious and educational backgrounds as well. The directors' ages range from 30s to early 70s. The profiles of the members of the Board are part of this Report and posted on the Company website.

Data Privacy and Intellectual Property Rights

The Privacy Policy outlines the standard and framework in relation to the collection, use, and protection of Customer Data to provide customers and other stakeholders with a wonderful experience. The Company notifies all customers and relevant stakeholders with any update on the Privacy Policy by posting it on the Company website for easy reference. Globe also initiates internal campaigns on data privacy and cybersecurity to ensure all internal stakeholders are fully aware of their rights and responsibilities in relation to the use of the products and services that the digital lifestyle offers.

Further, unlike most organizations, Globe has its Information Security and Data Privacy (ISDP) Group, which is a fully operationalized group that focuses on the Company's data privacy and cybersecurity matters. The CISO and CAIO, Mr. Anton Reynaldo M. Bonifacio, is the Head of ISDP. Supporting the office of the CISO, the 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.

Globe respects customer and stakeholder privacy and intellectual property. As such, Globe secures and protects Customer Data with proper safeguards to ensure confidentiality and privacy, prevent loss, theft, or use for unauthorized purposes, and comply with the requirements of the law. Globe uses international and global frameworks as a reference for the control environment and utilizes the latest tools and technologies that allows the Company to prevent, detect, investigate, and respond to the various threats in its environment. Globe has a Security Operations Center (SOC) that monitors the Company's technology infrastructure and environment, operates 24x7, and is manned by a dedicated team. All systems and processes in the organization go through extensive assessments and reviews, targeting information collection, storage, and processing practices, to guard against unauthorized access, alteration, disclosure, or destruction. The status of all Globe's privacy and cybersecurity programs and operations are presented to and reviewed primarily by the BROSC regularly. However, depending on the issue, reports may also be presented to the Audit and RPT Committee. Annually, the Board also receives a full report and is updated on the matters.

Among other safeguards, Globe keeps records as accurate as possible. If there are errors or inaccuracies in customer personal information, Globe provides ways to correct or update it. Registered customers may access account details, correct personal information and report abuse of privacy or intellectual property rights by contacting the Globe Customer Care (+632 77301000 or 211 via mobile phone) or their designated relationship manager, as may be applicable; or by visiting any Globe Store or the Company website at www.globe.com.ph. Contact details of the data privacy office are likewise publicly available through the website and effective procedures are in place in case of a report or complaint on data privacy or intellectual property. Rest assured, Globe does its utmost to comply with relevant rules and laws on data privacy and intellectual property rights.

CG Culture and Activities

Globe understands that governance is beyond regulatory compliance, reports, and disclosures. Globe believes that CG's relevance is most evident when its standards and practices are embedded in business culture and that having governance integrated in business operations is a commitment to a corporate journey that the Company chooses to invest time and effort in. Therefore, fairness, transparency, integrity, sustainability and accountability must be experienced not only by the Company's customers and stakeholders, but also among its employees. As such, collaborations of the Compliance and Governance team, under the Corporate and Legal Services Group (CLSG), with the Internal Audit, Investor Relations and Corporate Communications groups are sustained. These collaborations result in regular campaigns that promote appreciation for principles and fundamentals of CG and sustainability among Globe employees as well as Globe's user-friendly and up-to-date website for investors and stakeholders.

Globe also continued to assist out to its internal stakeholders through the Attorney At Iba Pa (AttyATBP), an initiative led by the CLSG that extends corporate and legal services out of the daily contracts and reports into contributing to the practical needs of employees. This has been an annual event following its debut in October 2015. In 2024, CLSG embraced Globe's digitalization efforts, creating GLAD (Globe Legal Advisory Desk) AI, which took CLSG's existing free legal consultation service up a notch by innovating and converting its previous method of legal consultation via email correspondence, to a chatbot powered by Generative AI (Gen AI). It was born out of the desire to transform and modernize the traditional approach to legal consultation started by AttyATPB.

As more stakeholders benefit from these strategic initiatives and partnerships, the more valuable CG becomes for Globe business and its people. Through these kinds of activities, the Company is able to extend accountability, sustainability and care to its employees and communities that surround it.

Disclosure and Transparency

Management is continuously committed to high standards of disclosure, transparency, and accountability. The management established the sustainability policy and reviewed its adequacy at the highest level periodically and allocated resources to ensure effective implementation. The practice of sustainability reporting was implemented as a means to provide fair, accurate, and meaningful assessment of its overall performance on the triple bottom line (viz. Economic, Environment, and Social) responsibility to all stakeholders including investors.

As a listed company in the PSE and PDEX, with reportorial requirements, rules and applicable laws as well as regulations of relevant regulatory agencies, Globe aims to provide a fair, accurate, complete and meaningful assessment of the Company's financial performance and prospects through the annual report, quarterly financial reports, and analyst presentations. Globe practices regular disclosure of its financial results. Quarterly financial results are immediately disclosed after the approval by the Board to PSE and SEC, among other pertinent market regulators. Quarterly and yearend 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. Financial reporting disclosures are in compliance with the PSE and SEC requisites, among other pertinent market regulators. Globe continues to drive management and respective departments to release the audited financial statements within 60 days from financial year-end, in compliance with the ACGS standard that is earlier than the local regulatory deadline. These reports are made available to the analysts after disclosure, as well as released through various media channels, on the Company website.

In case of mergers, acquisitions and/or takeovers requiring shareholders' approval, the Board of the offeree company shall appoint an independent party to evaluate the fairness of the transaction price. Such information shall be disclosed in the financial statement and relevant reports. The Company shall also ensure compliance with applicable law, rules, and regulations prescribed by the SEC and the PSE. Any market-sensitive information such as dividend declaration is also disclosed to the SEC and PSE and then released through various modes of communication as applicable.

In accordance with the strong advocacy for CG, Globe recognizes the importance of regular communication with its investors, and is committed to high standards of disclosure, transparency, and accountability through its Investor Relations (IR) program. The IR Program is geared towards fulfilling Globe's commitment to a transparent disclosure regime and accessibility for all stakeholders.

Stakeholder Engagement (Consulting stakeholders about ESG)

In addition to the ASM, Globe extends various venues for stakeholders to communicate effectively with the Company through the conduct of analysts' briefings, ad-hoc briefings, investor conferences, media briefings, one-on-one or small group meetings, and investor days that are organized by the IR Department and/or Corporate Communications Group or in partnership with Globe shareholders, broker or other partner institutions. Other than keeping the company website up-to-date, these venues provide another means for Globe to discuss its quarterly financial results, announcements, material disclosures and other relevant information with its stakeholders. In the past years, Globe has been further streamlining communication efforts and opening-up several new customer touch points, enabling them to interact with the Company at their convenience. Among other enhancements, Globe uses e-mail, live chat, SMS, website, and social media channels (e.g., Facebook, Twitter, Instagram) to provide its customers with real-time information and quicker responses to concerns. A conference call facility is set-up during analysts' briefings and meetings to enable wider participation among shareholders and other stakeholders. The Company also participates in both local and international investor conferences, which host various investors, shareholders and other stakeholders. Details and information on these conferences are published on the Company website. The IR program sustains this convenient and accessible line of communication and will continue to enhance this in the succeeding years.

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, Globe keeps its website up-to-date with corporate announcements, reports and disclosures that are accessible to all stakeholders.

Globe maintains the Company website regularly to ensure user friendliness, accessibility, accuracy of

information and relevance for all stakeholders. The Company website has dedicated pages for CG (<https://www.globe.com.ph/about-us/corporate-governance.html>), IR (<https://www.globe.com.ph/about-us/investor-relations.html>) and Sustainability (<https://www.globe.com.ph/about-us/sustainability.html>), among other relevant pages. The Company encourages its subscribers and stakeholders to explore the CG and IR pages of the Company website to learn more about Globe's wonderful corporate culture apart from its products and services.

Dividend Policy

DECLARATION DATE (2024)	PER SHARE (IN Php)	AMOUNT (IN Php billion)	RECORD DATE (2024)	PAYABLE DATE
February 6	25.00	3.6	February 21	March 7
May 14	25.00	3.6	May 28	June 13
August 6	25.00	3.6	August 20	September 5
November 7	25.00	3.6	November 21	December 6

Globe declares dividends to its common stockholders on a regular basis as may be determined by the Board of Directors. For 2024, Globe returns to its shareholders, dividends equivalent to 60-90% of the prior year's core net income. Dividends declared by the Company on its stocks are payable in cash or in additional shares of stock. As a policy and as much as practicable, Globe observes a 30-day period for the payment of dividends to shareholders from the declaration date of such dividends. Total common cash dividends distributed for 2024 are listed above.

The Board regularly reviews the Company's dividend policy, including the frequency of its distribution, taking into account the Company's operating results, cash flows, debt covenants, capital expenditure levels and liquidity. The payment of dividends in the future will depend upon the earnings, cash flow, and financial condition, among other factors.

Ownership Structure

Globe regularly discloses the top 100 shareholders of the Company's common and preferred equity. Disclosure is also made of the security ownership of certain record and beneficial owners who hold more than 5% of common and preferred shares. Finally, the shareholdings and percentage ownership of the directors and key officers are disclosed in the Definitive Information Statement sent to the shareholders prior to the ASM.



Dealings in Securities

Globe has adopted strict policies and guidelines for trades involving the Company’s shares made by directors and key officers and those with access to material non-public information. In accordance with the Company’s blackout period rule under the insider trading policy, directors and key officers and covered persons with access to the quarterly financial and operating results, in the course of its review and preparation, are prohibited from trading Globe shares 5 trading days before until 2 trading days after Globe publicly discloses the results. Notices of trading blackouts are regularly issued to the directors and key officers concerned and to covered persons with access to such material non-public information. All directors and key officers are required, within 3 trading days upon change in their ownership of securities, to submit the statement of changes of ownership in Globe securities in relation to their trades to the office of the Chief Compliance Officer for immediate submission and disclosure to the SEC and the PSE, among other pertinent market regulators. Once submission and disclosure to pertinent regulatory agencies are completed, the same is reflected on the Company’s relevant reports and the Company website under “PSE/ SEC Disclosures” of the Investor Relations page. Reminders on the requirement to disclose such information are also regularly issued to directors and key officers.

None of the members of the Board of Directors and management owns 2% or more of the outstanding capital stock of Globe.

¹² Reflects Members of the Board of Directors and Key Officers as of 31 December 2023.
¹³ Relevant changes in shareholdings reflected in the [28 May 2024 disclosure](#)
¹⁴ Corporate Disclosure for the appointment of Mr. Juan Carlo C. Puno as Chief Financial Officer (CFO), Treasurer, and Chief Risk Officer (CRO) was submitted on [16 September 2024](#).
¹⁵ Corporate Disclosure for the appointment of Atty. Maria Franchette M. Acosta as our Corporate Secretary was submitted on [05 April 2024](#).
¹⁶ Corporate Disclosure for the appointment of Mr. Darius Jose R. Delgado as our Chief Commercial Officer (CCO) was submitted on [28 August 2024](#).
¹⁷ Corporate Disclosure for the appointment of Mr. Carl Raymond R. Cruz as Deputy Chief Executive Officer was submitted on [22 October 2024](#).
¹⁸ Relevant changes in shareholdings reflected in the [28 May 2024](#) and [16 October 2024](#) disclosures
¹⁹ Relevant changes in shareholdings reflected in the [15 November 2024](#) disclosure

		TITLE OF CLASS AND NATURE OF OWNERSHIP	2024 BEGINNING BALANCE IN COMPANY SHARES	2024 CHANGE/S IN SHAREHOLDINGS (A - ACQUIRED; D - DISPOSED)		END BALANCE IN COMPANY SHARES AS OF 31 DECEMBER 2024
BOARD OF DIRECTORS ¹²	Jaime Augusto Zobel de Ayala	Common (Direct)	2	-	-	2
		Common (Indirect thru Ayala Corp)	1	-	-	1
	Delfin L. Lazaro	Common (Direct)	1	-	-	1
	Tan Mee Ling Aileen	Common (Direct)	2	-	-	2
	Cezar P. Consing	Common (Direct)	1	-	-	1
	Jaime Alfonso Antonio Zobel de Ayala	Common (Direct)	1	-	-	1
	Natividad N. Alejo	Common (Indirect thru PCD)	100	-	-	100
	Ng Kuo Pin	Common (Direct)	2	-	-	2
	Cirilo P. Noel	Voting Preferred (Direct)	1	-	-	1
	Antonio Jose U. Periquet, Jr.	Common (Indirect Campden Hill Group, Inc.)	32,485	-	-	32,485
		Voting Preferred (Direct)	1	-	-	1
	Ramon L. Jocson	Voting Preferred (Direct)	1	-	-	1
	Ernest L. Cu	Common (Direct)	190,624	18,490 (A)	May 24	107,044 ¹³
		Common (Indirect thru PCD)	100,331	10 (A)	January 17	200,723 ¹³
Common (Indirect thru spouse)		1,688	-	-	1,688	
Voting Preferred (Direct)		1	-	-	1	
KEY OFFICERS ¹²	Juan Carlo C. Puno ¹⁴	Common (Direct)	1,270	-	-	1,270
		Common (Indirect thru PCD)	0	-	-	0
	Renato M. Jiao	Common (Direct)	34,895	3,060 (A)	May 24	37,955
		Common (Indirect thru PCD)	2,883	-	-	2,883
	Rebecca V. Eclipse	Common (Direct)	26,000	3,180 (A)	May 24	10,120 ¹³
		Common (Indirect thru PCD)	20,658	5,000 (D)	October 11	34,718 ¹³
	Vicente Froilan M. Castelo	Common (Direct)	15,769	1,880 (A)	May 24	4,031 ¹⁸
		Common (Indirect thru PCD)	1,992	15 (A) 3,000 (D) 3,007 (D) 110 (D) 7,170 (D)	February 22 June 10 September 3 October 14 October 17	2,338 ¹⁸
	Maria Franchette M. Acosta ¹⁵	Common (Direct)	0	-	-	0
	Marisalve Ciocson-Co	Common (Direct)	2,770	970 (A)	May 24	9,675 ¹³
		Common (Indirect thru PCD)	8,969	-	-	3,034 ¹³
	Darius Jose R. Delgado ¹⁶	Common (Direct)	3,070	-	-	1,924 ¹⁹
		Common (Indirect thru PCD)	0	1,146 (D)	November 15	0 ¹⁹
	Maria Yolanda C. Crisanto	Common (Direct)	5,460	1,620 (A)	May 24	3,760 ¹³
		Common (Indirect thru PCD)	2,574	3,000 (D) 10 (A)	October 1 November 15	2,904 ¹³
	Raul M. Macatangay	Common Shares	4,980	1,330 (A)	May 24	6,310
		Common (Indirect thru PCD)	1,467	-	-	1,467
	Carmeli Pauline M. Briones	Common shares (Direct)	15,227	1,330 (A)	May 24	16,557
	Carl Raymond R. Cruz ¹⁷	Common shares (Direct)	0	-	-	0

Risk Management

Globe believes that effective Risk Management (RM) practices play a crucial role in ensuring sustainable company growth and building resiliency towards future risk scenarios. Hence, Globe ensures that RM remains a core capability and an integral part of how decisions are made in the organization to deliver value to shareholders. The company's thrust is to embed RM in the daily lives of employees, empowering them to make intelligent choices when confronted by risks and opportunities.

Globe lives out its RM philosophy via three key pillars - Structure, Process and Culture.



STRUCTURE

We strive to cultivate an organizational structure that supports strong corporate governance, clearly defines risk taking responsibility and authority, facilitates ownership and accountability for risk taking, and ensures proper segregation of duties.



PROCESS

We strive to sustain sound processes that facilitate the identification, assessment, quantification, mitigation, management, monitoring and communication of risks at the enterprise and operational level. We also regularly review our RM processes and policies on a continuing basis, and stay abreast of current developments to ensure that we remain robust and relevant, through benchmarking against industry and global best practices.



CULTURE

We strive to nurture a risk aware culture by setting the appropriate tone at the top, defining clear accountability for risks, espousing transparency and timeliness in sharing risk information, enabling risk-adjusted decisions, recognizing appropriate risk-taking attitudes, and embedding the right risk skills across the organization.

Roles and Responsibilities

Board of Directors

The Board of Directors ("Board") has the overall accountability in the oversight of Globe's risk management policies and practices. The Board oversees and conducts an annual review of the company's material controls, covering operational, financial and compliance areas and overall RM systems. To enable the Board to effectively discharge its roles and functions, various board sub-committees have been created that handle specific risk areas in accordance with sound corporate governance practices.

Board Risk Oversight Committee

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. This includes:

- Ensuring that there is an effective, efficient and integrated risk management process working in place;
- Enabling the identification, analysis, and assessment of key risk exposures its impact to Globe's strategic and business objectives, as well as the formulation of an effective RM strategy. This includes exposures related to Environmental, Social, and Governance (ESG) risks, as well as climate-related risks and opportunities;
- Cultivating a sound organizational structure with effective Enterprise Risk Management ("ERM") and Sustainability frameworks working in place;
- Establishing clear definitions of risk-taking authority, ownership, accountability, and proper segregation of duties; and
- Fostering a risk-aware culture that is pervasive throughout Globe, and ensures transparency in reporting of key risks to relevant stakeholders.

The BROSC is led by a Chairperson who must be an independent, non-executive director. At present, it is composed of four (4) directors, three (3) of which are independent, non-executive directors. The Board appoints all members of the committee.

The BROSC meets on a quarterly basis, or as frequently as needed. The BROSC also submits and presents a report to the Board at least two (2) times a year containing updates on all actions initiated by the committee at the board meeting following the BROSC meetings, as well as a year end report outlining the committee's actions for the year, confirmation of how its responsibilities were discharged, assessment performed on the effectiveness of the committee, and recommendations for improvement.

Management

With guidance provided by the Board and its sub-committees, Globe's management is collectively responsible and accountable for the design, implementation, and continuous improvement of Globe's RM strategies, culture, practices, and capabilities intended to address the identified risks that impact the delivery of the company's strategic and business objectives.

Chief Executive Officer

The Chief Executive Officer (CEO), with respect to RM, is primarily accountable for the company's overall RM strategies, culture, capabilities, and practices, in order to effectively mitigate risks that impact the achievement of the company's strategic and business objectives.

Chief Risk Officer

Chief Financial Officer (CFO), and concurrent Chief Risk Officer (CRO), supports the CEO and the BROSC at the Management level, and is responsible and accountable for the overall design, implementation, and continuous improvement of the company's ERM program.

This includes:

- There is adequate supervision and guidance over the development, implementation, maintenance and continuous improvement of RM policies, processes and documentation;
- Risk Management processes and activities are embedded within the organization's policies, business cycles, and operational decisions;
- Responsibilities for managing specific risks by Senior Management are clear;
- The level of risk accepted by the company is appropriate;
- An effective control environment exists for the company as a whole; and

- In collaboration with Senior Management, BOD and its sub-committees, and other stakeholders, provide periodic information on the results of the annual risk assessment exercise and updates on the status of top risks, key risk mitigation activities, key risk and performance indicators and emerging risks that could impact the attainment of Globe's objectives.

Enterprise Risk Management Team

The Enterprise Risk Management (ERM) team supports the CRO in undertaking its role. The ERM team is responsible for developing, implementing, maintaining, and continuously improving the company's ERM program. Key functions of the ERM team include:

- Assisting the CRO and CEO in enabling the BROSC discharge its RM governance and oversight functions.
- Conducting the company's annual enterprise-wide risk assessment and monitoring exercise.
- Acts as the RM Program Management Office (PMO), providing overall RM direction and guidance across all RM Functions within the second line of defense in RM to ensure that said functions are able to effectively and efficiently manage the company's risks, is integrated into the company's strategic and business objectives, and complements the overall ecosystem of RM capabilities and functions.
- Developing, implementing, and improving risk culture building programs and activities, as well as supporting similar programs led by various RM functions within the company, that drive and embed the right RM disciplines and risk taking behaviors/attitudes across the organization.

On a quarterly basis, the Board, through the BROSC, is apprised of the company's critical risks, control issues, and key mitigation plans by the CRO and ERM team. Insights on the following are provided:

- Risk management processes are working as intended
- Risk measures and mitigation plans are reported and continuously reviewed by risk owners for effectiveness
- Established risk policies and procedures are being complied with.

The CRO and ERM team can schedule executive sessions outside the scheduled BROSC meetings with the BROSC Chairwoman, on an as-needed basis, to discuss new or emerging risks, as well as critical risk updates that need immediate attention.

RISK MANAGEMENT

To ensure that the competencies of the ERM team remain up-to-date, all ERM team members are trained in the ISO 31000:2018 standard and are holders of certifications related to RM. The team also actively participates in various training programs, summits, and professional organization events related to RM throughout the year.

Internal Audit

The Internal Audit Group (IAG) provides independent assurance on the effectiveness of RM systems and processes. Internal Audit's examinations cover a regular evaluation of adequacy and effectiveness of RM and control processes encompassing the company's governance, operations, information systems, reliability and integrity of financial and operational information, effectiveness and efficiency of operations, safeguarding of assets and compliance with laws, rules and regulations.

RM Functions and Risk Owners

Risk Owners and RM Functions (first and second line of defense in RM respectively) are primarily responsible and accountable for the effective management of the risks assigned by management and/or identified within their areas of responsibility. Their responsibilities and accountabilities include, but not limited to:

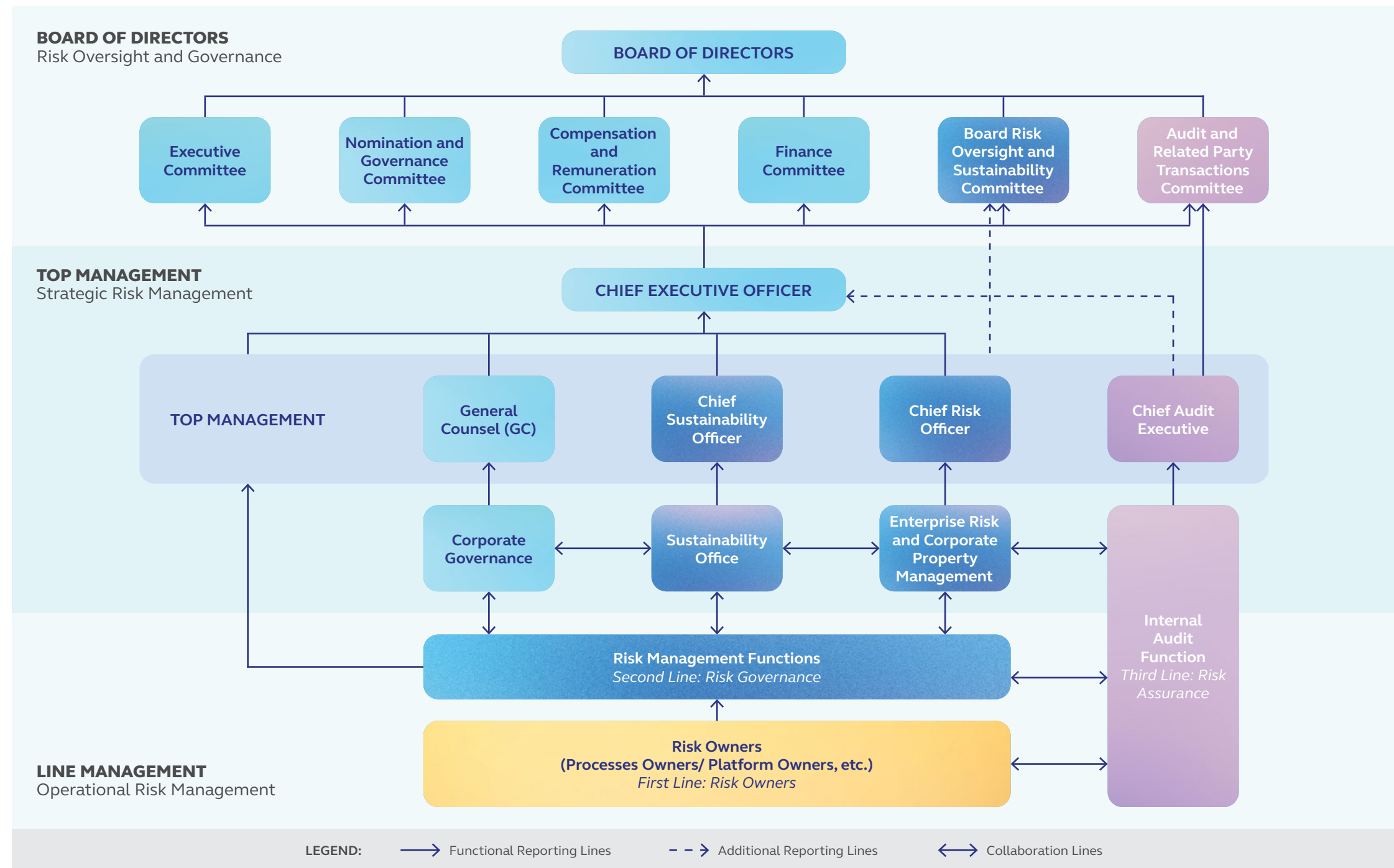
- Understanding the risk/s and determining its drivers
- Implement Risk Management Practices and Capabilities (RMP&Cs) that operationalizes set RM strategies to effectively mitigate and manage risks.
- Monitoring and reviewing the level of risk exposures and continuing relevance of RM strategies and risk mitigation plans.
- Providing timely updates on the status of RM information and activities to concerned stakeholders.

In addition, specific responsibilities and accountabilities for RM functions include, but not limited to:

- Planning for and executing appropriate RM strategies, including the adoption of the necessary RM framework/s, standard/s, and policy/ies.
- Design, develop, and continuously improve Risk Management Practices and Capabilities (RMP&Cs).
- Securing required resources needed to enable RMP&Cs.

Globe Telecom's overall RM framework and policy is anchored on the ISO 31000:2018 framework for Risk Management. Given the complexities of the telecommunications sector, Globe is inherently exposed to a diverse set of risks from both internal and external factors. To ensure that these sets of risks are effectively and efficiently managed, Globe adopts a decentralized, 3-lines-of-defense model approach to effectively manage its risks.

Risk Management Approach



- Risk Owners, having first hand experience and expertise in managing risks on a daily basis, are given primary responsibility and accountability to address risks, including the adoption of one or more specialized frameworks and best practices that enable sound RM practices. Risk owners report timely updates on its risks, and emerging threats to management.
- The CRO, enabled by the ERM, provides oversight of critical enterprise-wide and operational risks, to ensure that the individual RM practices of risk owners are designed, in accordance with the overall RM framework and policy, and managed appropriately in

accordance with the company's set risk appetites and tolerance levels.

- The CAE, enabled by the Internal Audit team, provides independent assurance that the RM policies and practices are both designed effectively and operating as intended.

Both the CRO and CAE report to the board via the BROSC and Audit and Related Party Transactions (ARC) committees respectively. Through the BROSC and ARC, in conjunction with other board sub-committees, the board discharges and maintains its oversight role on the company's risks.

To ensure that our RM approach remains effective, efficient, and relevant, the ERM continues to iterate and improve upon the company's RM policies and ways of working throughout the year. In 2021, the team embarked on the process of adopting the COSO ERM Framework to improve its overall RM approach, as well as integrating specific requirements of the TCFD Framework to further strengthen Environmental (including Climate related risks and opportunities), Social, and Governance (ESG) risk oversight and improve overall program efficiency.

Risk Management Process

Globe’s RM cycle starts with an enterprise-wide assessment of risks performed by the Management Team as part of the annual planning and budgeting process. 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, and evaluated to identify the company’s top risks for the next fiscal year. These risks are approved up to the BROSC level, and are assigned to the appropriate risk owner/s for the development of plans to manage said risks.

To ensure effective risk oversight and governance over the company’s risks, Globe, through the CRO and ERM, has institutionalized a process to monitor the status of risks through monitoring key risk indicators, key performance indicators, status of mitigation plans, and identification of any emerging risks. On a periodic basis, the ERM, together with the risk owners, provide reports on the status of said risks to the CRO, management, and to the board via the BROSC and other board committees. A summary of the risk topics discussed throughout the year can be found in the BROSC report to the BOD.

At the operational level, risk owners ensure that the established strategies and mitigation plans to address the risks are continuously developed, updated, improved, and reviewed for effectiveness throughout the year, as part of their BAU activities. The examinations performed by internal audit over internal controls, which include the review of established risk mitigation plans, provide independent assurance that said plans are in place.

Throughout the year, management through the various RM functions, including ERM, also conducts various coordinated, end-to-end risk assessment studies on identified critical risk areas and emerging risks. Management believes that these studies are essential for a strong RM process as it reinforces the lines of defense while providing relevant insights for both decision making and the management of Globe’s top enterprise-wide risks. When necessary, the company seeks external technical support from third party experts to aid management and the board in the performance of their RM duties and responsibilities.

Fostering The Right Risk Culture

Globe believes that fostering a culture of risk awareness and intelligence across the organization is essential in embedding and ensuring consistent application of sound RM practices in every decision point by every ka-Globe.

The ERM partners with various risk owners to ensure that RM advocacies are effectively cascaded to every employee through various culture building activities. Learning sessions, summits, and information drives are organized throughout the year by risk owners. These activities provide every ka-Globe with opportunities to understand the latest technologies, solutions, and trends in various fields; and learn about the risks, both at present and in the future, and how they are effectively managed.

Risk And Sustainability

Given the accelerated pace of change in the business landscape brought about by business disruptions, global megatrends, and changes in stakeholder mindsets, Globe’s management looks into various Environmental (which include climate-related risks and opportunities), Social, and Governance (ESG)-linked risks, and how these interact with the company’s principal risks. Globe has started integrating specific requirements of the Task Force on Climate-related Financial Disclosures (TCFD) Framework into its RM programs to further strengthen the climate-related risk oversight function of the BROSC. This was done through a climate-scenario analysis to contextualize the company’s short-term, medium-term, and long-term climate-related risks (Physical and Transition) and opportunities as an input for financial and strategic decision-making. Globe also supports the Ayala vision of integrating RM and Sustainability practices as the way forward towards long-term sustainable business growth.

The ERM team, together with our Sustainability team, continue to work towards synergizing both practices to ensure that the company’s ESG-linked risks are appropriately managed and in line with the company’s sustainability commitments. Synergies include:

- Semi-annual reporting on ESG-linked risks and its management by the sustainability team to the BROSC;
- Integration of Sustainability-linked risks into the company’s annual enterprise-level risk assessment exercise;

- Fulfilling sustainability disclosure requirements, as it relates to RM; and
- Working towards the adoption of, and transition to, the requirements outlined in IFRS S1 and S2.

Risk And Property Management

ERM is part of the Risk and Property Management (RPM) organization under Finance. RPM brings together several RM programs that espouses the right risk management practices and cultures across the company. Other RM programs alongside ERM in RPM include:

Integrated Management Systems (IMS) Program

The IMS program is a collective effort between a cross-functional team within RPM that is responsible for the design, implementation, review, continuous improvement, and certification of the following ISO certified management systems:

ISO 22301: BUSINESS CONTINUITY MANAGEMENT

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 employees, partners, and the public.

ISO 50001: ENERGY MANAGEMENT SYSTEM

The program aims to continuously improve the company’s energy consumption and efficiency, either through energy consumption reduction and/or increasing the use of renewable energy solutions.

In addition, the same cross-functional team is responsible for the following:

- Works with risk owners to ensure compliance with the requirements of various government and regulatory bodies as it relates to the management systems under its scope. These include National Disaster Risk Reduction and Management Council (NDRRMC), Department of Labor and Employment (DOLE), Department of Health (DOH), the Department of Environment and Natural Resources (DENR), National Telecommunications Commission (NTC), among others.
- The development, implementation, activation, and continuous improvement 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.

Corporate Insurance Program

RPM is also responsible for the design, implementation, and continuous improvement of the company’s corporate insurance program, ensuring that the company has sufficient and appropriate risk transfer solutions in place across various types of risk.

Globe Principal Risks

The achievement of Globe’s key business objectives can be affected by a wide array of internal and external risk factors. Some of these risk factors are universal, while some are unique to the telecommunications industry. The risks vary widely in occurrence and severity – some of which are beyond the company’s control. There may also be risks that are either presently unknown or not currently assessed as significant, which may later prove to be material.

Globe aims to manage these exposures through developing appropriate RM strategies, establishing strong internal controls and capabilities, risk transfer methodologies (e.g., insurance covers), and close monitoring of risks (including emerging risks) and mitigation plans. This section outlines the various principal risks that impact Globe, listed in no particular order of significance:



Political and Socio-Economic Risks (External)

Globe’s growth and financial health is influenced by the nation’s political and socio-economic structures and conditions. The uncertainties in the political, geopolitical, and social environment may have an adverse impact on the Philippine economy. In turn, this directly impacts the company’s business, financial condition or results of operations, including the ability to sustain and enhance the growth of its customer base, improve its revenue base, and implement its business strategies.

Globe is also susceptible to regional and geo-political shifts, as Globe relies on foreign vendors for telecommunications equipment/hardware, IT software and services, including cloud-based services, handsets, among others. Key areas of concern include, but are not limited to:

- International and regional conflicts, trade wars resulting in higher costs
- Protectionism and deglobalization leading to supply chain disruptions
- Threats to national security, such as terrorism, nation sponsored cyberattacks; and pandemics, among others, resulting in business disruptions

Mitigation

- A regular environmental scanning exercise is performed to ensure the identification of any uncertainties arising from global and local political and socio-economic factors
- Create fall-back policies in cases of supply chain disruptions due to international trade ban and territorial lockdown
- Maintaining a healthy relationship with various government sectors including dialog with regulators and legislators
- Strengthening the tie-ups with government programs and initiatives



Regulatory Risk (External)

Globe is regulated by the National Telecommunications Commission (NTC), an attached agency of the Department of Information and Communications Technology (DICT), for its telecommunications business, and by the Securities and Exchange Commission (SEC) for other aspects of the business as well as the Philippine Stock Exchange (PSE) as one of its capital market regulators, to name a few. On the other hand, the Philippine Competition Commission (PCC) has oversight on the company’s mergers, acquisitions, and other similar transactions as it is tasked to effectively level the playing field among businesses and penalize anti-competitive agreements and abuse of market dominance.

Globe is also working with the government in implementing key laws and regulations that affect the telecommunications industry. These include, but not limited to:

- Continuous improvements on the country’s telecom network
- Sharing of network/facilities across operators
- Number portability
- Regulations on service pricing and tariffs
- Spectrum reallocations by regulators
- National roaming capabilities
- Sustainability-linked laws and regulations impacting the telecom sector

Globe is closely monitoring the developments in relation to laws and regulations and has taken the necessary steps to ensure compliance. Compliance to new laws or regulations may significantly affect the company’s operations and increase compliance costs. The Company maintains strong lines of communication with our government partners both local and national levels and remains supportive and compliant with regulations set by the government.

Mitigation

- Maintain strong lines of communication with the government at the local and national levels, ensuring compliance with regulations set by the government
- Partner with the government in improving communities and contributing to nation building
- Quarterly reporting to the Board of Directors on the updates from upcoming laws and regulations and the current implementation status of new laws and regulations
- Enhance compliance effectiveness of Globe by/through:
 - Proactive internal compliance assessments
 - Enhancing internal controls on processes impacted by specific laws and regulations
 - Training the required staff and management on new laws and regulations
 - Programs that will establish and enhance the culture of compliance



Competition Risk (External)

A. Traditional Competition (External)

Competition remains intense in the Philippine telecommunications industry amidst a mature mobile market and high growth data business, as new and incumbent competitors seek to increase market share with aggressive offerings. These factors are seen to further heighten the competitive dynamics amidst a mature mobile market.

Mitigation

- Assert Globe’s market position through the offering of personalized plans and launching of innovative products and services that are relevant and responsive to the need of the customers, focusing on superior customer experience
- Continuously invest, build, and improve the Globe network to deliver superior network experience to customers
- Launch programs that aim to maintain high value customers and improve customer loyalty for both consumer and business segments
- Leverage synergies within the Globe group to deliver superior customer service

B. Substitute and Alternative Competition (External)

The competitiveness of the industry is further underscored by alternatives such as instant messaging, social network services and voice over internet protocol (VOIP). These alternatives are also driven by the proliferation of affordable smartphones and internet-capable mobile devices. The entry of Satellite Internet providers, using the Low Earth Orbit (LEO) technology, also poses a threat in disrupting the Telecom sector as a whole, with their promise of a high-speed broadband internet service available to areas unserved by local internet providers.

As customers move towards an “everything on demand” lifestyle, there is an increased demand for telecom operators to be more than just service providers, opening the door for companies to offer content, media, and other services bundled with internet services at competitive prices as substitute products and services as compared with traditional telecom data services.

As new technology and innovations emerge, such as Artificial Intelligence (AI), Smart Cities, exploration towards Satellite Internet Access, among others, potential new substitutes and alternatives to existing telecom services may arise in the future that can impact the company’s growth and sustainability should it fail to respond well.



Talent Succession Risks (Internal)

Globe believes that its greatest asset is its people, thus ensuring that the company is able to acquire and retain competent, purpose-driven, and future-thinking talents is crucial to the company’s continued success. Succession planning is also a critical area in order to build a Globe that lasts, developing the next generation of leaders ensures that there will always be people who can, and will, lead Globe into the future.

Increasing need for specialized talent that is in short supply, the threat of talent poaching both from competition and other industries that aim to acquire talents with telecom exposure, the allure of working abroad versus working locally due to better compensation, opportunities, and alternative working arrangements (e.g., full work from home, rise of digital nomads, etc.) are the key risks that Globe faces in securing talent. On the other hand, the lack of ready-now talents for key leadership positions, as well as the inability to provide the right work environment, office culture, and development opportunities where high potential talents can thrive and develop into the next generation of leaders and where the entire people of the organization remains engaged and productive, are the key risks that Globe faces in retaining and developing talent.

Mitigation

- Development of a robust talent succession development program that identifies high potential talents and ensure a healthy supply of ready-now talents to key leadership positions
- Implementation of various people engagement and development programs and activities that boost employee morale, including programs that promote workplace psychological safety and fostering purpose-driven mindset to all Globe employees
- Robust internal training programs for continuous learning and development, including specialized courses that upskill the workforce to new technologies and disciplines that would otherwise be not readily available on traditional learning channels
- Strategic partnerships with universities and academic institutions to harness fresh talents and meet the organization’s long-term talent needs and promote internal growth
- Strict compliance monitoring for accredited third-party vendor partners on pertinent labor laws and regulations
- Implementing measures to secure employee health and wellbeing, including mental health

RISK MANAGEMENT



Financial Risk (External/Internal)

A. Foreign Exchange Risk (External)

Globe is exposed to two types of Foreign Exchange (FOREX) risks - transaction exposures and translation exposure. FOREX transaction exposures results from inflows of US Dollar (USD) from operations during a peso appreciation. The company's FOREX translation exposures result primarily from movements of the Philippine peso against the USD with respect to USD-denominated financial assets, liabilities, revenues and expenditures.

There are no assurances that declines in the value of the peso will not occur in the future or that the availability of foreign exchange will not be limited. Recurrence of these conditions may adversely affect the company's financial condition and results of operations.

Mitigation

- Manage FOREX risks in such a way that transaction exposures will offset translation exposures. This is done by:
 - Assessing FOREX risk through sensitivity analysis estimating the Profit & Loss (P&L) impact of a change in the USD/Php rate
 - Entering into forward contracts to hedge against peso appreciation in the case of a FOREX transaction exposure
 - Entering into short-term foreign currency forwards and long-term foreign currency swaps in the case of a FOREX translation exposure
 - Entering into principal-only swaps to hedge FOREX risk exposure to principal repayments on USD debts

B. Interest Rate Risk (External)

In order to fund the company's major expenditures, Globe has entered into various short and long-term debt obligations, which exposes the company to the risk of changes in interest rates.

Mitigation

- Manage interest rate risk in such a way that levels of debt can achieve a balance between cost and volatility. This is achieved through:
 - Assessing interest rate risk through sensitivity analysis estimating the P&L impact of an indicated movement in interest rates
 - Setting a target level of fixed and variable debt mix
 - Entering into interest rate swaps to reduce volatility related to interest rate movements

C. Liquidity Risk (Internal)

Globe revolves in an industry where there are rapid technological advances. This puts a great pressure on the company's financial structure to generate sufficient cash flows to finance its capital investments and refinance its outstanding debts.

Mitigation

- Evaluate Globe's projected and actual cash flows and continuously assess conditions in the financial markets for opportunities to pursue fund raising activities
- Strengthen Capital Expenditure (CAPEX) planning supported by data-driven decision making process
- Ensure stable access to the capital market by maintaining an investment grade credit rating, strong liquidity position and balance in resource allocation between CAPEX and Operational Expenditures (OPEX)



Information and Communications Technology Risk (Internal)

The transformation of Globe's product portfolio from traditional telecom services to a data driven ecosystem of product and service offerings is enabled by the right systems and technologies. Mobile data applications and the rising popularity of smartphones, social media platforms as enabled by mobile and connected devices continue to drive the exponential surge in data traffic. Consequently, this leads to a clamor for fast, reliable, yet affordable data services. In response, Globe's Network infrastructure and Information Technology platforms and systems undergo constant change and improvement to remain robust and anticipate and meet future demands. This ensures improved network quality, enhanced customer service and experience, optimized total cost of ownership.

Globe considers the following factors as its key risks in this area:

- Anticipating and selecting the right mix of technologies to adopt and implement
- Constant change and improvement leading to disruption of customer service and experience
- Technology ecosystems not working harmoniously with one another
- Continuous upgrade and change-out of legacy/ outdated platforms
- Total cost of ownership and operation are not optimized
- The right technologies are not implemented at the right place at the right time

Mitigation

- Continuous environmental scanning for the latest innovations and trends in telecom technologies, devices, and gadgets to determine the right information and communication technologies needed to both support new products and services, and for future-proofing both from a technology and cost to maintain and operate perspective
- Adoption of best practice frameworks and standards to ensure that Network and IT transformation programs meet global standards in execution, efficiency, and security
- Institutionalize appropriate program governance organizations with Management oversight to ensure that key Network and IT transformation programs are on track, its risks managed, integrates harmoniously with the overall technology ecosystem, and does not result in unintended disruptions that negatively impact customer experience



Business Disruption Risk (External/Internal)

The quality and continued delivery of Globe's services are highly dependent on Globe's network/IT infrastructure and a well-functioning work force, which are vulnerable to threats caused by extreme weather disturbances, natural calamities, fire, acts of terrorism, intentional damage, malicious acts, pandemic and other similar events which could negatively impact the attainment of revenue targets and the company's reputation.

Mitigation

- Enhance Globe's incident and crisis management plans and capabilities and incorporate disaster risk reduction and response objectives in the company's business continuity planning
- Regular exercising of established plans to ensure that they stay relevant and effective, updating the plans as needed
- Continuous partnerships with local and national government, as well as non-government organizations, in responding to natural and man-made crises

RISK MANAGEMENT



Cybersecurity Risk (External/Internal)

The cybersecurity landscape is rapidly evolving and users are heavily relying on digitized information and sharing vast amounts of data across complex and inherently vulnerable networks. As Globe continues to introduce personalized products and services and customized transactions to its customers, it stores personal information through product and service preferences and transaction history. This exposes Globe to various forms of cyberattacks which could result in disruption of business operations, damage to reputation, legal and regulatory fines and customer claims.

New technologies and systems being installed in the name of advanced capabilities and processing efficiencies may introduce new risks which could outpace the organization's ability to properly identify, assess and address such risks. Further, new business models that rely heavily on global digitization, use of cloud, big data, mobile and social media expose the organization to even more cyberattacks.

Mitigation

- Strengthening and enhancement of Globe's existing security detection, vulnerability and patch management, configuration management, identity access management, event monitoring, data loss prevention and network/end-user perimeter capabilities to ensure that cyber threats are effectively managed
- Implementing programs that enhance information security awareness among the organization;
- Conducting information security reviews on outsourced processes and systems from Globe's third party suppliers
- Educating the youth to better understand the impact of their online behavior so they can be responsible digital citizens, thereby lessening cyber threats to Globe



Data Privacy (External/Internal)

In the course of regular business, Globe acquires personal information of its customers and retains the same either electronically or via hard copies. Existing laws require that information, especially customer information, must be adequately protected against unauthorized access and or/disclosure. The risk of data leakage is high with the level of empowerment granted to in-house and outsourced employees handling sales and after sales support transactions to enable the efficient discharge of their functions.

A Chief Information Security Officer (CISO) ensures the adequacy of information/cybersecurity capabilities and controls. On the other hand, a Data Protection Officer manages programs and initiatives to address the risks relating to the confidentiality and integrity of customer information while ensuring compliance with the Data Privacy Act of 2012 (Republic Act 10173).

Mitigation

- Promote employee awareness on data protection and loss prevention through regular corporate communication channels
- Enforce employee accountability on maintaining confidentiality of data handled, including disclosures and information shared in various social media platforms
- Strengthen controls over processes that require handling of customers' personal information and existing security capabilities to prevent compromise of customer data
- Conduct regular compliance reviews of third party suppliers handling customer information to Data Privacy Act of 2012 (Republic Act 10173)



Digital Transformation Risk (Internal)

In the age of Digital, Globe strives to be an agile organization - in the technologies it uses, in its day-to-day processes, and in its people and how the company is organized, to keep up with the needs and demands of its customers. Failure to drive the entire organization to quickly adapt to new ways of working, to new technologies that reduce complexity and increase efficiency, and make the right shift in skills and competencies necessary for Globe to lead in the digital space and forge into adjacent spaces, may lead to missed business opportunities, ineffective and bureaucratic processes and systems, and inefficient use of limited resources.

Mitigation

- Implement cultural change programs and adoption of new ways of working, focusing on customer centricity, innovation, and agile;
- Opportunistic hiring of talents required for innovation and new investment areas; and
- Build the right leadership structures and systems that will support an agile, future-ready, and customer centric organization.



Reputation and Customer Experience Risk (External)

Globe is recognized as one of the Philippines' top companies providing innovative and superior products and services, creating wonderful experiences and constantly striving to delight its customers at every corner. Globe is also recognized as a company that commits its purpose of creating a Globe of Good by helping build a Digital Nation, caring for the Environment, as well as treating people right and leaving a Positive Societal Impact to the nation.

These promises and commitments expose the company to reputational risks. Damage to Globe's reputation and erosion of brand equity could also be triggered by several factors such as the inability to swiftly and adequately handle customer complaints, negative social media sentiments, adverse public perceptions, failure to deliver on customer promises, inability to understand customer preferences and overall service experience, among others.

Mitigation

- Frequent reviews of existing processes influenced by customers to identify and address existing gaps, minimizing exposure from risk areas
- Train front line staff to enhance customer handling and dispute resolution
- Implement comprehensive programs that farm customer feedbacks effectively and analyze them to create customer centric strategies
- Closely monitor customer online sentiments to immediately address customer issues before it surfaces to mainstream online platforms



Revenue Leakage Risk (Internal)

The telecommunications industry is inherently vulnerable to revenue leakage, with the continuing innovations in Telecom Technologies, Network and IT systems and the multitude of its service/bundle/plan offerings accompanying such advancements. The pace at which new offers are launched in the market and the speed of technological innovations being adopted by Globe, coupled with the ongoing Network and IT transformation programs heightens the need to identify and plug revenue leakages becomes an even more important capability in maximizing revenues and returns.

Mitigation

- Identify and embed appropriate revenue assurance controls into new products and services
- Ensure solid internal controls on existing revenue-impacting processes through periodic controls review exercises, controls discovery and review of critical processes
- Implement a revenue assurance tool that would increase efficiency in its operations through automated execution of controls

RISK MANAGEMENT



Fraud (Internal/External)

Globe runs the risk of falling victim to fraud perpetrated by unscrupulous persons or syndicates either to avail of “free” services, to take advantage of device offers or defraud Globe’s customers. With the increased complexity of technologies, network elements and IT infrastructure, new types of fraud that are more difficult to detect or combat could also arise. This risk also involves irregularities in transactions or activities executed by employees for personal gain.

Mitigation

- Institutionalize processes and build capabilities that enable the early detection, investigation, resolution and enforcement of sanctions and legal options, close monitoring and timely reporting of various instances of fraudulent activities
- Increase organizational awareness of fraud policies and its consequences through regular communication channels of the company. The company promotes a positive work environment through clear organizational structure, written policies and fair employment practices, effectively preventing employee fraud and theft
- Strengthen internal controls on processes with high vulnerability on fraud risks
- Implement various programs to equip its customers with the right information so that they do not fall victim to fraudsters
- Closely coordinates with law enforcement agencies to help protect its customers from activities meant to defraud them



Third Party Risk (External)

In an increasingly globalized and interconnected world, Globe seeks out various third party providers who play significant roles in delivering superior products and services, managing total cost to operate to remain competitive. Globe banks on the partners’ industry expertise and wealth of experience to extend the reach and expand the capabilities of the company. Currently, Globe engages third party partners across key aspects of the company’s operations - from supply chain and procurement, managed services, billing and collection, facilities management and security, call center services, store operations, among others.

As a result, these partners indirectly carry the Globe brand. Thus, this exposes the company to third party risks on business continuity, cybersecurity, legal and regulatory compliance, supply chain management, and responsible business operations, to name a few.

Mitigation

- Implementation of strict vendor accreditation, selection/award and retention process. Vendors are also closely monitored for compliance with agreed-upon quality and service level standards as a means for retention, and imposition of rewards and penalties
- Vendor trainings and indoctrination on Globe’s processes, policies, quality standards and targets
- Conduct third party partner audits on key standards and best practices such as business continuity management, information security management system, environmental compliance, among others
- Identification of alternative suppliers for key network components, devices, services, etc.



Environmental, Social, and Governance (ESG)-linked Risks (Internal/External)

Globe regularly conducts a materiality assessment to determine sustainability-linked or ESG-linked risks. These risks can cause not just financial and reputational damage but also negative impacts to the environment and society if left unguarded. Globe’s stakeholders are interested to know its ability to effectively mitigate said risks. Investors and creditors in particular are looking into how companies address ESG-linked risks as part of their investment decisions. Employees and customers have been seen to give more preference to companies that incorporate sustainable practices into their businesses. Governments and regulators around the world, including here in the Philippines, are ramping up regulations that will not only require companies to report on ESG-linked risks as part of ensuring good corporate governance practices, but also take measures to mitigate and address these risks. ESG-linked risks include, but are not limited to:

A. Environmental Risks - responsible use of natural resources, biodiversity conservation, responsible handling and disposal of waste, management and control of pollution, reduction of carbon and resource consumption footprint, assessment of vulnerability to climate-related risk and opportunities, adoption of green technologies and other opportunities.

B. Social Risks - human rights, adherence to labor standards, equal opportunities, employee health, safety, and welfare, transparency and accountability over products and services, privacy and data security, unfair and unethical sourcing of resources and labor, and delivering positive impact to the communities served.

C. Governance Risks - responsible business operations, commitment to good corporate governance practices, board management practices, transparency and accountability at the top management level, transparent and responsible reporting of financial and tax information, compliance with prevailing laws and regulations, stand against corruption and unethical business practices.

Mitigation

- Establish board oversight over the management of environmental, social, and governance (ESG) risks
- Commitments by management towards sustainability frameworks and principles that tackle one or more ESG-linked risks (e.g., UN SDGs, UN Global Compact, TCFD framework adoption, among others)
- Institutionalize capabilities, processes, and frameworks that address one or more ESG-linked risks, which include third party audit and certification of said capabilities wherever possible to ensure that practices are up to international and/or generally accepted standards as well as seek third party consultants’ help and expertise to build capabilities whenever applicable
- Institutionalize an enterprise-wide sustainability strategy that oversees Globe’s programs and initiatives as well as ensure delivery of commitments made to various sustainability targets (e.g., UN SDG commitments, carbon reduction commitments, GSMA commitments, among others)
- Monitor ESG-linked trends to anticipate risks, opportunities, and impacts
- Regularly report on progress on sustainability-related targets and initiatives
- Regular awareness campaigns and training across the company to continuously build support for and raise appreciation on sustainable practices and how they contribute to the creation of value for the company



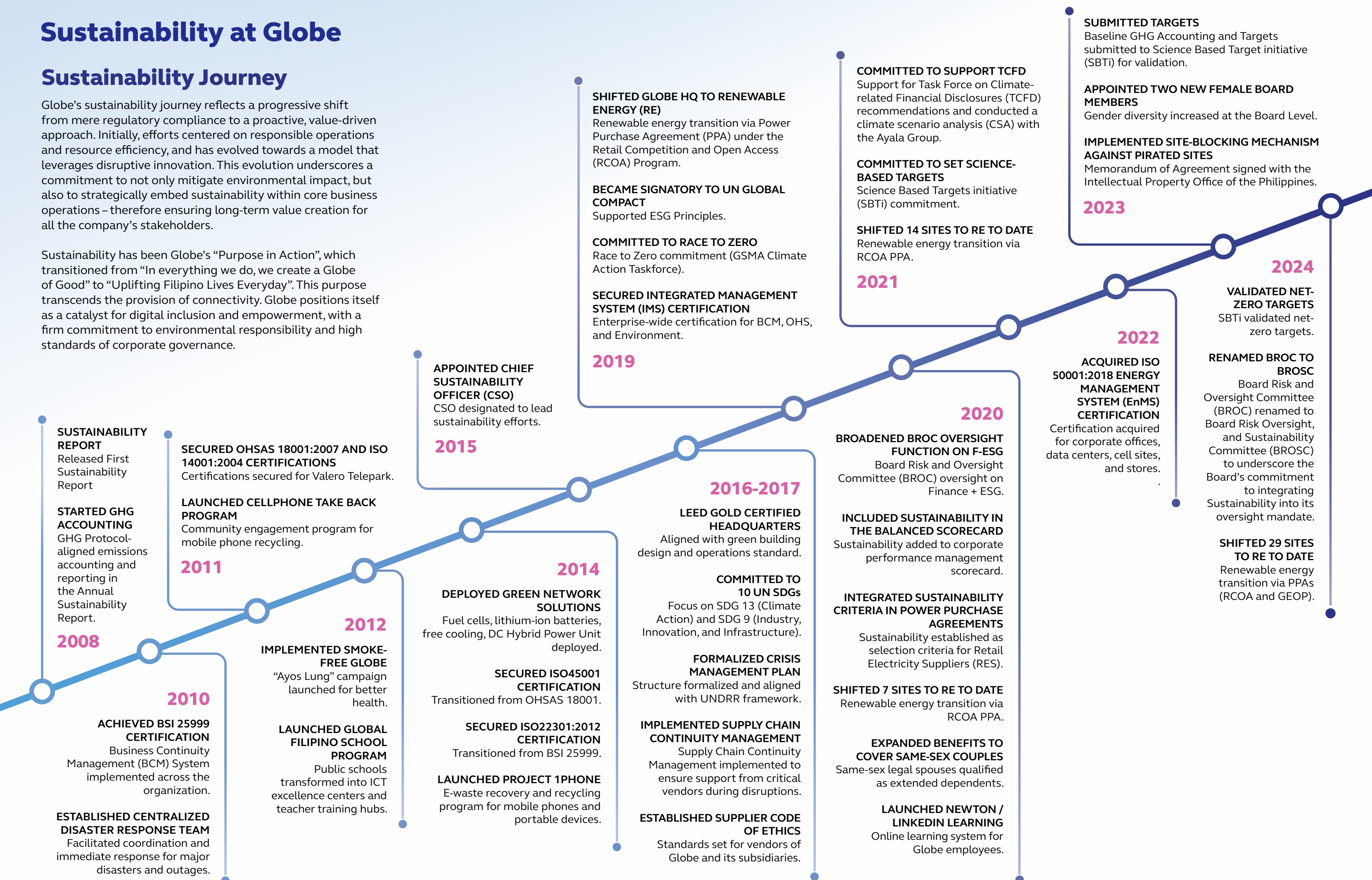
HOW WE CREATE VALUE

Sustainability at Globe

Sustainability Journey

Globe's sustainability journey reflects a progressive shift from mere regulatory compliance to a proactive, value-driven approach. Initially, efforts centered on responsible operations and resource efficiency, and has evolved towards a model that leverages disruptive innovation. This evolution underscores a commitment to not only mitigate environmental impact, but also to strategically embed sustainability within core business operations – therefore ensuring long-term value creation for all the company's stakeholders.

Sustainability has been Globe's "Purpose in Action", which transitioned from "In everything we do, we create a Globe of Good" to "Uplifting Filipino Lives Everyday". This purpose transcends the provision of connectivity. Globe positions itself as a catalyst for digital inclusion and empowerment, with a firm commitment to environmental responsibility and high standards of corporate governance.



Governance

Globe strategically integrated its sustainability and risk management governance. This integration enabled a shift from short-term perspectives to a holistic approach that prioritizes long-term value creation and resilience.

Refer to the [Risk Management](#) section for governance structure.

The Board, through the Board Risk Oversight and Sustainability Committee (BROSC), provides oversight of sustainability-related matters. Annual presentations on ESG risks, opportunities, and impacts, coupled with progress reviews, ensure accountability. This top-down approach, where the Board establishes the strategic direction and approves ESG strategies, targets, and programs, reinforces the company’s commitment to sustainable practices.

See [Annex](#) for the 2024 BROSC Report.

Globe’s top management drives strategic goal-setting under the leadership of the President and CEO. The Chief Sustainability Officer champions the integration of sustainability principles across organization – aligning ESG commitments, policies, strategies, operations, targets, programs, and disclosures with global sustainability frameworks and sector-specific priorities. Key Officers lead the development and implementation of targeted ESG strategies and programs.

The Line Management, representing the business units, is responsible for executing the company’s ESG strategy. Embracing a bottom-up approach, the company empowers employees to contribute to sustainability initiatives, while recognizing the importance of collaboration, business units work collectively to achieve ESG goals. Line Management also closely monitors emerging and material ESG issues.

Risk Management

Globe proactively integrates sustainability into its strategic risk management framework through an annual enterprise-level risk assessment. This exercise, engaging top management and management committees across all business units, ensures that sustainability-linked risks are identified and addressed. Complementing this, our regular stakeholder engagement and biennial materiality studies provide valuable insights into evolving ESG risks and opportunities, and further strengthening our proactive approach.

Stakeholder Engagement

Globe values the expectations, needs, and aspirations of its stakeholders as it drives the organization to reach its purpose of uplifting lives. The company conducts regular stakeholder engagement in order to gather feedback, identify and address concerns and challenges, prevent or mitigate negative impacts, spot opportunities, and communicate the company’s responses. Stakeholder engagement is crucial not only in improving transparency and accountability and optimizing efficiency of resources and systems, but also ensures that Globe products and services remain relevant to the public. Effective stakeholder engagement establishes trust, builds the foundation for long-term engagement, and produces sustainable outcomes – in environmental, social, as well as in financial terms .

At the heart of stakeholder engagement is participation of relevant stakeholders. Globe uses different methods of engagement best suited to each stakeholder’s needs, capacities, convenience, and ease.

Stakeholders refers to individuals, groups, or organizations who have interest in our business, have influence on our business, are impacted or can be positively or negatively impacted by our business activities. The following groups are identified as our stakeholders: Investors, Government and Regulators, Customers and Public (media, general public), Institutions and Organizations (Consumer Groups, Academe, NGOs, Industry Associations), Local Communities, Employees, and Vendors.

STAKEHOLDER	METHOD OF ENGAGEMENT	FREQUENCY	STAKEHOLDER CONCERNS	GLOBE INITIATIVES	CAPITAL
Government: Executive Branch, Legislative Branch, and Local Government Units	• Mandatory reports • Public consultations • Round Table Discussions • Participation in policy formulation	Regularly	• Compliance to government regulations and requirements • Support to government programs, especially in its digitalization initiatives • Support in any policy formulation to advance Gov’t and Globe’s Agenda	• Submission of reports and disclosures • Active membership in the Private Sector Advisory Council • Constant discussion and updating with the Gov’t agencies	• Manufactured Capital • Intellectual Capital • Social and Relationship Capital • Natural Capital
Local communities: Property developers, Homeowners Associations, Electric Cooperatives, Lessors	• Public consultations • Globe-initiated discussions	Regularly	• Impact of cell sites on communities • Compliance with regulatory requirements	Local consultations	• Manufactured Capital • Social and Relationship Capital • Natural Capital
Academe, NGO, Industry Associations	• Workshops, meetings • Program partnerships	Regularly	• Attainment of Sustainable Development Goals (SDGs) • Pushing for Digital Literacy • Help in the digitalization of schools • Supplemental Feeding for students	• Co-development of programs (e.g. Digital Thumbprint Program, Hapag Movement) and policies (e.g. circularity) • Utilizing the Globe of Good to help schools become connected • Partnering with NGOs that provide meals through the Hapag Movement Program	Social and Relationship Capital
Investors	• Annual Stockholders’ Meeting • Analysts’ Investors’ briefings • Investor conferences • One-on-one/ small group meetings • Investor days	Annually	• Complete and timely disclosures • Culture of integrity and good governance • Transparency	• Annual report, quarterly reports, analyst presentations • Regular update of website content • Increased number of independent directors and female directors in the Board	Financial Capital
Media	• News Seeding • Press Conferences • Media Relations	Regularly	• Company performance • Latest technologies and innovations	• Daily news seeding • Invitation to events (e.g. quarterly reports, launches, conferences)	Financial Capital

STAKEHOLDER	METHOD OF ENGAGEMENT	FREQUENCY	STAKEHOLDER CONCERNS	GLOBE INITIATIVES	CAPITAL
Customers	- Customer Feedback channels - Net Promoter Score - Globe Online Channels - Globe Stores/ business centers	Regularly	- Network quality - Enhanced customer service - Data privacy and protection	- Internationally-certified Business Continuity Management Programs - Improved voice of customer channels - Customizable products and services for both individuals and businesses - SIM Registration, content filtering, online safety program	- Manufactured Capital - Intellectual Capital - Social and Relationship Capital
Partner communities	- Community engagement - Partnership with non-government organizations (NGOs), grassroots organizations	Regularly	- Connectivity support - Community Engagement Initiatives - Help in the Digitalization efforts of the organization	- Disaster response through relief assistance - Various community support (e.g. Hapag Movement) - Utilizing the Globe of Good to help communities through partnership with NGOs	Social and Relationship Capital
Employees	Employee Engagement Survey	Biennial	- Career Development Programs - Safe Workplace - Collaborative Environment - Employee Benefits - Employee Programs, including work-life balance	- Globe University, leadership and talent programs - Globe internal communications channels (Workplace, email blasts) - Quarterly Town Halls, or Ka-Globe Jam - Mental, Physical, and Financial Wellness Programs - Social and volunteering program - myChoice/Flexben	Human Capital
	Collab Index	Annually			
	- Employee engagement programs - Lifecycle and Pulse Surveys	Occasional			
	- Competency Assessment - Performance Plan Evaluation - Individual Development Plan	Annually			
Partner Vendors and Suppliers	- Vendor accreditation and onboarding - Bid events - Project management and delivery - Supplier assessment - Vendor dialogue - Online communication channels	Regularly	- Long-term partnership, sustained project/ purchase order (PO) awards - Ethical behavior - Clear procurement policies and purchasing requirements - Efficient systems and prompt payment - Timely feedback - Globe sustainability requirements	- Business Partner Awards - Vendor Briefing and Onboarding - System-supported Procurement and Invoicing processes - Procurement Advisories, including ESG upskilling - Sustainable Supply Chain Management Program	Social and Relationship Capital

Materiality

Globe, recognizing its environmental, societal, and economic impact, employs a biennial materiality assessment to identify its most significant sustainability-linked issues. This process ensures that



Identifying potential material topics:

This involves a thorough desktop review, benchmarking against industry peers and sustainability reporting frameworks and standards (e.g., Sustainability Accounting Standards Board, MSCI, GSMA), analysis of Philippine current and emerging regulations, results of the Globe risk refresh exercise, and assessment of stakeholder surveys.



Analyzing impact and importance of material topics:

Globe evaluates the potential risks and opportunities associated with each topic, alongside their impact and importance, through further desktop research, relevant reports, stakeholder feedback analysis, and internal consultations.



Prioritizing material topics:

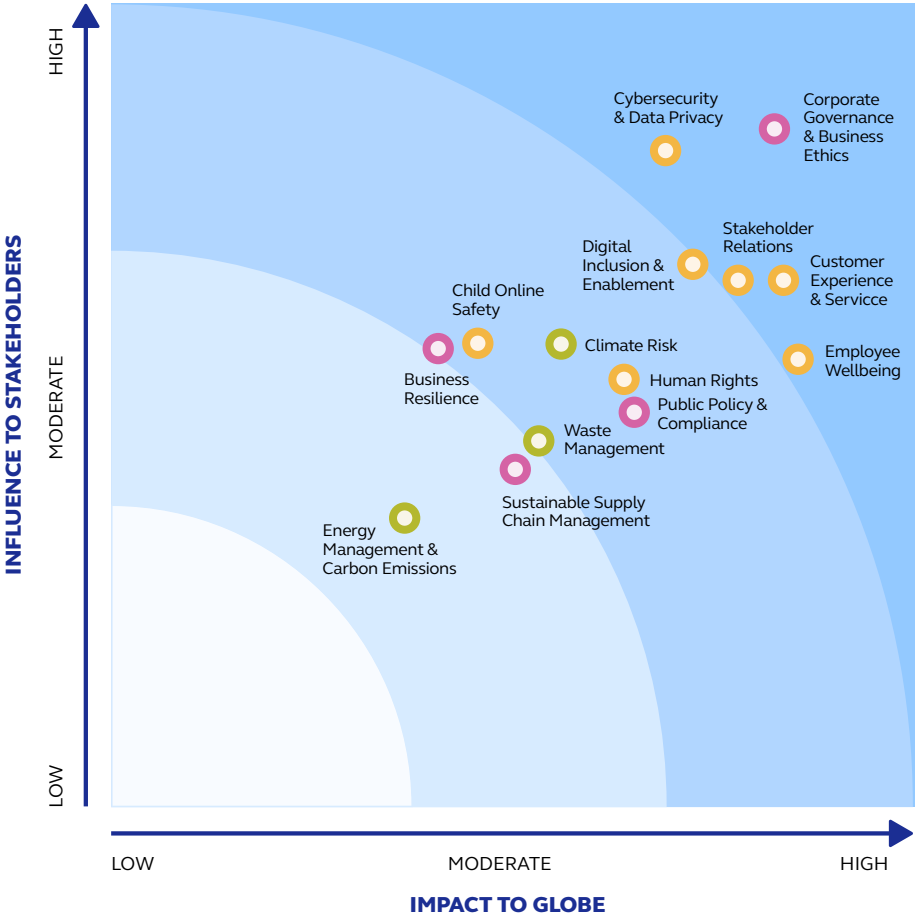
Stakeholder engagement is central to validating the relevance and significance of identified topics. A multi-criteria decision analysis is employed to prioritize these issues.

the company is able to prioritize the critical issues of its stakeholders. The identification of material issues follows a structured approach:

The resulting material topics are mapped onto a materiality matrix, providing a clear visual representation that guides Globe in developing strategic responses to both opportunities and risks. The Integrated Report subsequently details how these key material topics are addressed within the company’s broader strategy and operations. In addition, Globe regularly presents its sustainability performance to the BROSC at least twice a year through its Board meetings, to its Management through the regular meetings, and other stakeholders – ensuring that its efforts remain transparent and aligned with its overall business direction.

In 2024, Globe strengthened its sustainability practice by continuing to adopt the GSMA ESG Metrics, which cover issues that are highly material to the telecommunications sector.

Globe is currently conducting a double materiality study and will release the results in its 2025 Integrated Report.



- Environment
- Social
- Governance



Material Topics

Corporate Governance & Business Ethics

Corporate Governance and Business Ethics poses a top issue across Globe as it operates in highly-regulated industries, from telecommunications to financial services.

Customer Experience & Service

Globe’s ability to provide high-quality customer service and a positive customer experience can have a significant impact on its business, including customer loyalty and retention, as well as the company’s reputation and brand.

Stakeholder Relations

Effective stakeholder relations is critical for Globe to ensure support for the company’s operations and maintain its reputation across its stakeholders.

Employee Well-being

Globe puts high importance on the well-being of its employees in the midst of the new workplace condition where employees have different needs and perspectives about work. Equal treatment of employees from diverse backgrounds also increase well-being.

Digital Inclusion & Enablement

Access to digital technology and the internet has become a fundamental requirement for individuals and businesses in today’s economy. Globe is well positioned to help bridge the digital divide and ensure that everyone has access to the benefits of digital technology. Ensuring access to technology can be addressed by improving digital skills, as well as improving affordability of technologies.

Human Rights

Globe considers the potential impact of its business on human rights across its value chain – from its employees, suppliers, business partners, down to its customers.

Waste Management

Waste Management has emerged as a material topic for Globe following the waste and e-waste that it produces from its operations and sales. Adoption of circularity principles and initiatives will improve how waste can be managed and used as a resource for other means.

Cybersecurity, Data Protection, & Data Privacy

Cybersecurity & Data Privacy is a material topic for Globe since the operations handle large amounts of customer information, including personal data. It is important for the company to protect that data from unauthorized access or breaches.

Climate Risk

Climate risk remains to be a material topic given the risks and impacts associated with climate change. Climate change causes more frequent extreme weather events that have an impact on the company’s operations, assets, and supply chain.

Child Online Safety

Child Online Safety continues to be a material topic for Globe as technological abuse and misuse leading to online sexual exploitation and abuse and cyberbullying remains rampant in the Philippines.

Sustainable Supply Chain Management

There is an increased demand by Globe and its stakeholders to assess the sustainable practices along the supply chain in order to strengthen the company’s reputation, increase its competitiveness, and ensure operational resilience.

Energy Management & Carbon Emissions

Energy is a critical resource for the company’s operations, especially for its telco business, which is a high energy demand industry; and underscores the importance of tracking energy consumption and improving energy efficiency. In the process of developing its products and providing service to its customers, Globe emits carbon and other greenhouse gases. Therefore, energy management is key as a climate mitigation strategy.

Public Policy & Compliance

Globe’s policies and actions towards public policy issues are considered material to the company’s stakeholders.

Business Resilience

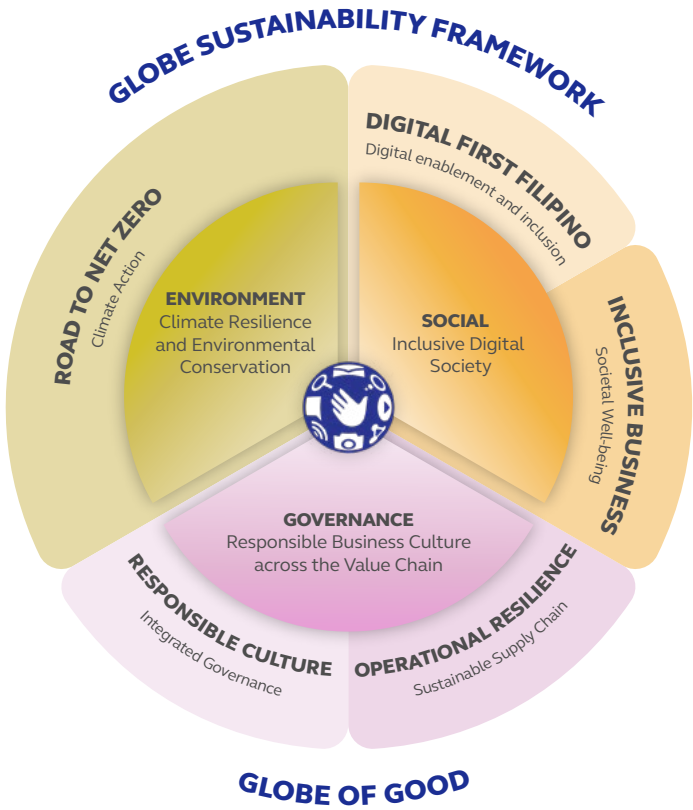
With Globe’s services affecting millions of customers nationwide, it is imperative for the company to manage risks, protect its interests, and maintain continuity of its operations in the face of unexpected events.

Strategy

Sustainability is a foundational pillar of Globe’s corporate strategy. The company’s sustainability strategy is directly informed by its materiality assessment – ensuring focus on key stakeholder and business issues. The annual risk refresh also strengthens and maintains the relevance of this strategy. Ultimately, Globe’s comprehensive sustainability strategy reflects its commitment to deliver positive societal and environmental impact throughout its operations and value chain; and drives long-term value.

In 2024, Globe once again earned recognition as the foremost environmentally-sustainable network, being cited by Filipino Consumers as the Most Sustainable Brand in this year’s Consumer Choice Awards Philippines: Mobile Network Survey by Standard Insights. This marks the second time it won the prestigious accolade, among other Philippine telcos. The recognition comes from an independent research conducted by Standard Insights, a consumer intelligence company that leverages AI-powered algorithms and the latest ad-tech systems to gauge people’s perceptions across various industries.

See <IR> Business Model for more information.



Environment: Climate Resilience and Environmental Conservation

Recognizing that the Philippines is highly vulnerable to the impacts of climate change and faces environmental challenges, Globe is taking decisive action to build climate resilience and champion environmental stewardship. This involves a firm commitment to achieving its net-zero target by 2050 through concrete operational changes and investments in renewable energy and energy

efficiency. Globe also actively promotes circular economy principles to reduce waste and maximize resource utilization. Being situated in a biodiverse country, the company also actively protects the environment. This holistic environmental strategy contributes to building the resilience of the company and the communities it serves.

Social: Inclusive Digital Society

As Globe connects more Filipinos online, it recognizes the crucial need to ensure that no one is left behind. Connectivity should be a driver for positive impact, actively uplifting lives, and creating opportunities for all. Guided by this principle, Globe strives to create an inclusive digital society where every Filipino can thrive. This entails providing digital literacy and online safety

programs, and innovating relevant digital tools and services. Recognizing that its people are central to this mission, Globe actively fosters a diverse and inclusive workforce – empowering them with future-ready skills to lead this digital transformation. Through this, Globe aims to empower individuals, connect communities, and contribute to the country’s development.

Governance: Responsible Business Culture across the Value Chain

Responsible business practices are fundamental to long-term success and value creation. Globe emphasizes the cultivation of a strong ethical culture within the organization, ensuring transparency and accountability, and adherence to the highest standards of integrity. As the impact of the company extends beyond its direct operations, Globe actively engages

its suppliers and partners to promote sustainable and ethical practices throughout its value chain. This commitment to governance not only enhances operational resilience and mitigates risks, but also fosters trust among stakeholders and contributes to a more sustainable and responsible business ecosystem.

Ambition and Progress

SUSTAINABILITY ESG-LINKED RISKS AND TARGETS

MATERIAL ISSUE	RISKS AND OPPORTUNITIES	TARGETS	KEY PROGRESS AND HIGHLIGHTS	NEXT STEPS AND AREAS FOR IMPROVEMENT
ROAD TO NET ZERO: CLIMATE ACTION				
11 SUSTAINABLE CITIES AND COMMUNITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION 14 LIFE BELOW WATER 15 LIFE ON LAND				
Climate risk		Net Zero greenhouse gas emissions across the value chain by 2050 from a 2021 base year	On track in reducing Scopes 1, 2, and 3 Emissions	Assessment of climate risk across the supply chain
Energy Management and Carbon Emissions		Near term targets by 2030 from a 2021 base year 42% reduction in absolute Scope 1 and Scope 2 GHG emissions 25% reduction in absolute Scope 3 GHG emissions	38,000+ green solutions deployed	
		Long term targets based from a 2021 base year 90% reduction in absolute Scopes 1, 2, and 3 GHG emissions	29 key facilities running on renewable energy	Accelerate interventions to address Scope 3 emissions through supply chain engagement
Waste management	Environmental, Social, and Governance (ESG) Risks	Increase take-back of mobile phones By 2030, the number of used mobile devices collected through operator take-back schemes amount to at least 20% of the number of new mobile devices distributed directly to customers	Reinforced Globe's Trade-in program for old mobile devices	Strengthen supply chain engagement for take-back schemes
		Boost recovery of mobiles and prevent devices going to landfill or incineration By 2030, 100% of used mobile devices collected through operator take-back schemes will be repaired, reused, or transferred to controlled recycling organizations	See chapter on Natural Capital for more information.	

MATERIAL ISSUE	RISKS AND OPPORTUNITIES	TARGETS	KEY PROGRESS AND HIGHLIGHTS	NEXT STEPS AND AREAS FOR IMPROVEMENT
DIGITAL-FIRST FUTURE: DIGITAL ENABLEMENT AND INCLUSION				
4 QUALITY EDUCATION 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 11 SUSTAINABLE CITIES AND COMMUNITIES				
Customer Experience and Service	Reputation and Customer Experience Risk		43.3 Net Promoter Score (NPS)	Focus on customer-centric approach, prioritizing the delivery of exceptional experiences and comprehensive services
Business Resilience	Financial Risk	Continue to innovate new digital products and services to contribute to sustainable development	Expanded services in GlobeOne app, including empowering prepaid users to become mobile retailers to augment income	
	Business Disruption Risk		See chapter on Social and Relationship Capital for more information.	
	Third Party Risk	Increase population of customers with digital skills by 2030	Rolled out network automations to enhance operational efficiency, improve customer experience, and enable faster resolution	Increasing sites for solarization to improve resilience and reduce dependency of gensets on fossil fuel that are subject to supply disruptions and cost fluctuations
Digital Inclusion and enablement	Reputation and Customer Experience Risk		Recertification on ISO 22301 for Business Continuity Management System	
	Information and Communications Technology Risk		Deployed green network solutions that contributes to operational efficiency and service reliability	See chapter on Manufactured Capital and Natural Capital for more information.
Cybersecurity and data privacy	Digital Transformation Risk		Over 600 Geographically isolated and Disadvantaged Areas connected to the Network	Strengthen digital skills training
	Cybersecurity Risk	Maintain zero data breaches	Zero data breaches	Continue to implement robust cybersecurity infrastructure
Child Online Safety	Data Privacy		See chapter on Intellectual Capital for more information.	
	Environmental, Social, and Governance (ESG) Risks	Embed in key campaigns	Global Child Forum: 8.5/10	Strengthen digital skills training, especially on online safety
			417,640 domains and URLs with child sexual exploitation and abuse materials blocked	See chapter on Intellectual Capital for more information.

MATERIAL ISSUE	RISKS AND OPPORTUNITIES	TARGETS	KEY PROGRESS AND HIGHLIGHTS	NEXT STEPS AND AREAS FOR IMPROVEMENT
POSITIVE BRAND VALUE: SOCIETAL WELL-BEING				
				
Employee Well-being	Talent and Succession Risks	Gender balanced workforce	44% of the workforce is female	Continue to upskill employees on Techco and AI
		Uplift competency of employees	41.9 hours of learning hours per employee Employer of the year awards See section on Awards and Recognitions and chapter on Human Capital for more information.	
Human Rights	Talent and Succession Risks	Respect Human Rights	No recorded cases of child labor, forced labor, discrimination against fellow employees or indigenous people, or human rights abuses in 2024	Establish a Human Rights Due Diligence Framework
	Third Party Risk		See chapter on Human Capital for more information.	
COST EFFICIENCY: SUSTAINABLE SUPPLY CHAIN				
				
Sustainable Supply Chain Management	Third Party Risk	Screen top 300 vendors by spend against sustainability criteria	300 suppliers screened using a platform (givvable)	Improve audit of suppliers which incorporates ESG metrics
	Financial Risk		Conducted a webinar on sustainable practices for vendors See chapter on Social and Relationship Capital for more information.	
OPERATIONAL RESILIENCE: INTEGRATED GOVERNANCE				
				
Corporate Governance and Business Ethics	Financial Risk	Maintain / increase ESG Ratings	MSCI: AA rating	Continue to adopt global sustainability frameworks and standards
	Revenue Leakage Risk		Sustainalytics: Medium Risk Rating	
	Competition Risk	Ensure up-to-date policies covering critical areas of the business	FTSE4Good Index: Constituent since 2016 (9 years)	
	Fraud Risk			
Stakeholder Relations	Regulatory Risk	Maintain harmonious relationships with stakeholders	43.3 Net Promoter Score (NPS)	Continue to provide frictionless experiences for Globe's customers
	Reputation and Customer Experience Risk		7.72 out of 10 among individual customers, and 7.94 out of 10 among enterprises for overall equity score Globe as one of the most trusted brands: scored 83% among individual customers and 84% among enterprises See chapter on Social and Relationship Capital for more information.	

MATERIAL ISSUE	RISKS AND OPPORTUNITIES	TARGETS	KEY PROGRESS AND HIGHLIGHTS	NEXT STEPS AND AREAS FOR IMPROVEMENT
OPERATIONAL RESILIENCE: INTEGRATED GOVERNANCE				
				
Public Policy and Compliance	Political and Socio-economic Risks	Maintain harmonious relationships with stakeholders	No monetary losses as a result of legal proceedings associated with anticompetitive behavior, and non-compliance with regulations	Maintain strong lines of communication with government partners at both local and national levels, and remain supportive and compliant with regulations set by the government
			Zero instances of non-compliance with laws and regulations for which fines were incurred	
	Zero instances of non-compliance with laws and regulations for which nonmonetary sanctions were incurred			
	No fines for instances of non-compliance with laws and regulations			
	No confirmed incidents of corruption			
	No direct or indirect political or in-kind contributions			
Regulatory Risk				

Sustainability Commitments and Affiliations



Participant, #RacetoZero

Through the Business Ambition for 1.5°C, Globe has committed to set science-based targets aligned with the 1.5°C trajectory of the Paris Agreement to achieve Net Zero GHG emissions by 2050.



Participant, United Nations Global Compact (UNGC)

Globe became a signatory to the United Nations Global Compact in 2019, wherein the company has committed to implement universal sustainability principles on human rights, labor, environment, and anti-corruption (Ten Principles of the UN Global Compact). Through its local network, Global Compact Network Philippines (GCNP), Globe co-led the Planet Pillar of the GCNP Private Sector Champions (PSC) initiative.



Committed, Science-Based Target initiative (SBTi)

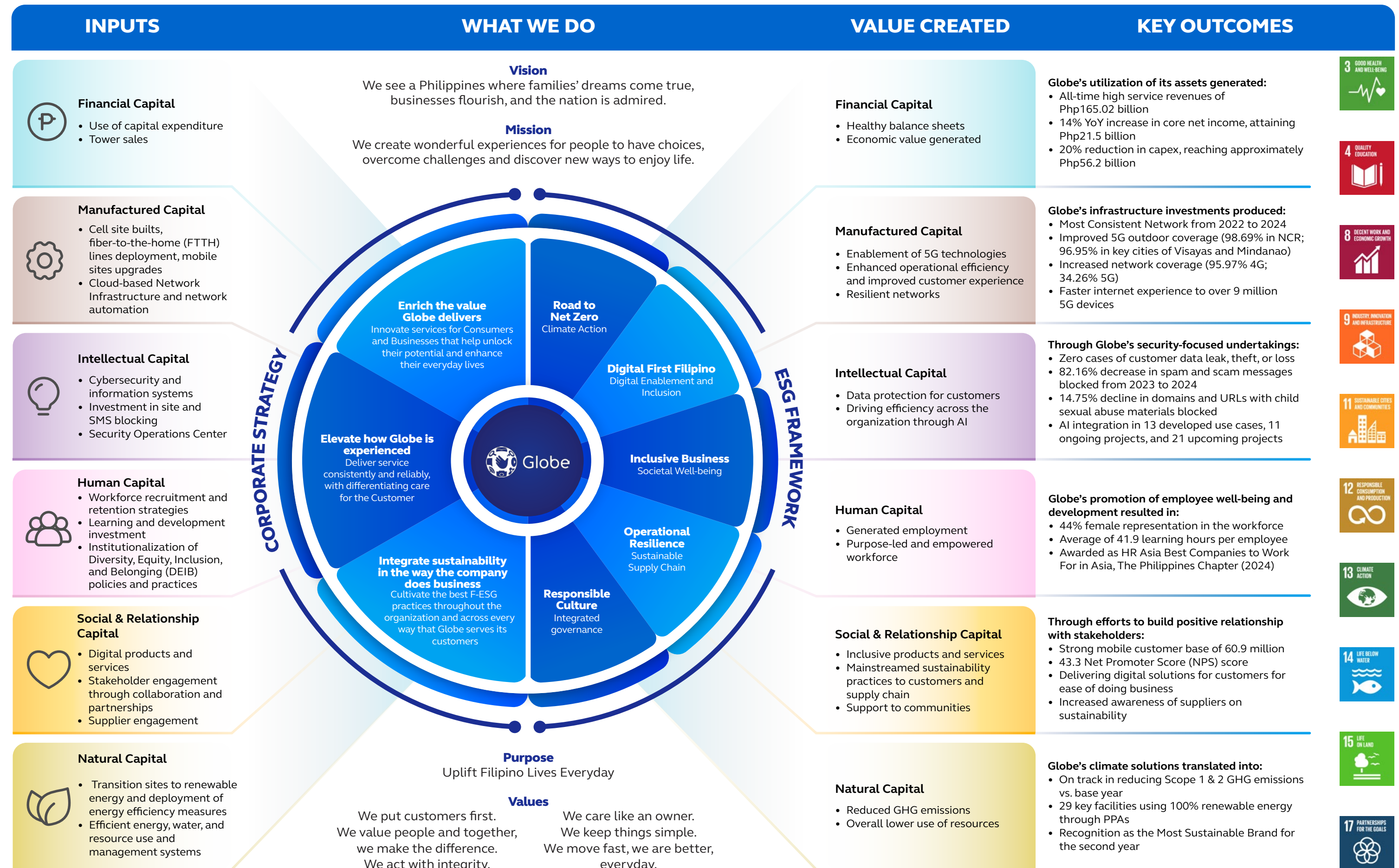
Globe became the first publicly listed company in the Philippines to get the Science Based Targets initiative's (SBTi) validation and approval of its science-based net-zero target by 2050.



Member, GSMA

The GSMA is a global organization unifying the mobile ecosystem to discover, develop, and deliver innovation foundational to positive business environments and societal change. As an active member of the Sustainability Network, Climate Task Force, and AI for Impact groups, Globe shares its best practices and adopts emerging frameworks to address material topics, particularly for the mobile sector.

<IR> Business Model





<IR> CAPITALS

Trends

Aside from the results of the annual enterprise risk assessment and biennial materiality assessment, global and local trends influence the strategies of Globe, including the development of relevant products and services.



Investment in digitalization continues to rise.

Digital transformation is crucial for the Philippines’ progress, as highlighted in the Philippine Development Plan 2023-2028. This priority is driving increased investment in the ICT sector. In 2023, the Philippine Board of Investments reported a 59% year-on-year increase in overall investments, with ICT as a major contributor¹. These investments support the National Broadband Plan, a government initiative to accelerate digital connectivity in the country.

The National Broadband Program aims to enhance digital infrastructure through the National Fiber Backbone, Cable Landing Stations, and Accelerated Building of Towers and Fiber. The Accelerated Building of Towers initiative focuses on expanding connectivity in Geographically Isolated and Disadvantaged Areas (GIDAs), while fiber lines are prioritized for government agencies². This infrastructure development aligns with the Philippines’ position as Southeast Asia’s fastest-growing digital economy in 2024. A study by Google, Temasek, and Bain and Company emphasizes that continued infrastructure investment is key to sustaining this growth. E-commerce is a major driver of this growth, with projections indicating a 23% increase to reach a gross merchandise value (GMV) of \$21 billion in 2024, and \$60 billion by 2030³.

For information on how Globe supports digitalization, see [Manufactured Capital](#) and [Social and Relationship Capital](#).



Misinformation, disinformation, and fraud persist.

Misinformation and disinformation were identified as the top global risk in the short term (2 years) by the same World Economic Forum report, a significant jump from 16th in 2023. Artificial Intelligence is seen to have contributed to this increase in false information production, through methods ranging from voice cloning to counterfeit websites, and has further enabled the emergence of new crimes, such as the production of non-consensual deepfake pornography.

The Digital 2024: The Philippines report reveals that adults online are concerned about distinguishing between real and fake information online, with 63.8% expressing this worry. This is particularly relevant given the report’s findings that Filipinos have an average daily internet usage of 8 hours and 52 minutes, and that key online activities include information seeking, research, and keeping up to date with news and events⁴.

Additionally, fraud remains a concern, with 10% of consumers falling victim in Q2 2024 – slightly up from 9% in 2023. Victims commonly fall for phishing (51%) and smishing (44%). Fears of identity theft and privacy invasion continue to drive significant concern about sharing personal information, with 89% of respondents expressing worry⁵.

For information on how Globe protects its customers from deceptive practices, see [Intellectual Capital](#) and [Social and Relationship Capital](#).



Adoption of Artificial Intelligence accelerates.

Artificial intelligence (AI) adoption is rapidly expanding, particularly in the Asia/Pacific region, driven by factors such as employee productivity, new product introduction, cost reduction, improved operational efficiency, risk management, and new revenue generation. In the telecommunications industry, companies are using AI for network anomaly detection and prediction. However, successful large-scale AI implementation is contingent upon government regulations, supportive policies, and favorable socio-economic conditions⁶.

A McKinsey study projects that telecommunications companies (telcos) employing advanced responsible AI practices could capture up to US\$250 billion in value worldwide by 2040. Responsible AI has become a business imperative as it can enhance business processes, streamline technology integrations to reduce costs, and strengthen brand reputation – ultimately driving increased customer acquisition and retention⁷.

AI skills are becoming increasingly crucial in the workforce. The 2024 Work Trend Index Annual Report highlights this; indicating that 75% of knowledge workers now use AI at work, and a significant percentage of leaders prioritize candidates with AI skills. However, the same report also points to a training gap: only 39% of global AI users at work have received AI training from their company. 76% of people believe AI skills are necessary for job market competitiveness⁸.

For information on how Globe uses AI and equips its workforce with AI skills, see [Intellectual Capital](#), [Natural Capital](#), and [Human Capital](#).



Climate change continues to negatively impact the Philippines.

The Global Risks Report 2024 by the World Economic Forum⁹ revealed that climate change consistently ranks as a critical global risk – positioning it as the second global risk in the short term and the top risk over a 10-year period. The Philippines has been identified as the top country at risk of disaster in 2024 WorldRiskIndex. Countries are assessed based on exposure and vulnerability, where vulnerability is composed of susceptibility, lack of coping, and lack of adaptive capacities. The score of the Philippines worsened compared to the previous year.

The economic impact of climate change has been a growing concern in the Philippines, with projections indicating an impact of 7.6% of the country’s total GDP by 2030, rising to 13.6% by 2040. These impacts include, costs associated with infrastructure damage, productivity losses due to extreme heat, business interruptions, and the expenses of relocating communities displaced by climate-related events. One of the adaptation strategies highlighted by the Philippine government, as contained in its National Adaptation Plan of the Philippines¹⁰, is building resilience of infrastructures. This includes providing sufficient capacity for energy and expanding communication infrastructure to meet demands, especially in remote communities.

For information on how Globe builds resilient networks, see [Manufactured Capital](#) and [Natural Capital](#).



Sustainability Reporting is being standardized.

The landscape of sustainability reporting is undergoing standardization through the International Sustainability Standards Board’s (ISSB) newly launched reporting standards, IFRS S1 and S2, with various countries expressing support and signaling adoption in the coming years. The Philippines, for example, is set to adopt the ISSB standards by 2026.

This trend extends beyond the ISSB standards. The European Union’s Corporate Sustainability Reporting Directive (CSRD) took effect in January 2024, further driving the push for standardized sustainability disclosures. The CSRD requires a value chain approach, requiring companies to report on impacts, risks, and opportunities related to its supply chain. Sustainable practices within the supply chain are increasingly becoming a critical imperative, given that a significant portion of companies’ emissions, as much as 70%¹¹ originate from their supply chains.

For information on how Globe engages its supply chain, see [Social and Relationship Capital](#) and [Natural Capital](#).

¹ Telecom Review (2024) Advancing Digital Inclusion Efforts and ICT Development in the Philippines, Available at <https://telecomreviewasia.com/news/featured-articles/3977-advancing-digital-inclusion-efforts-and-ict-development-in-the-philippines/> (Accessed: 02 April 2025)
² Serafica, R., Francisco, K., and Oren, Q. (2023) Making Broadband Universal: A Review of Philippine Policies and Strategies, Available at <https://pidswebs.pids.gov.ph/CDN/document/pidsdps2331.pdf> (Accessed: 02 April 2025)
³ Google, Temasek, and Bain and Company (2024), e-Conomy SEA 2024: Profits on the rise, harnessing SEA’s advantage, Available at https://services.google.com/fh/files/misc/e_conomy_sea_2024_report.pdf (Accessed: 02 April 2025)
⁴ We Are Social Meltwater (2024) Digital 2024: The Philippines, Available at <https://datareportal.com/reports/digital-2024-philippines> (Accessed: 01 April 2025)
⁵ Transunion (2024) Consumer Pulse Study Philippines Q2 2024, Available at <https://www.transunion.ph/content/dam/transunion/ph/business/collateral/report/Consumer-Pulse-Study-Q2-Report.pdf> (Accessed: 01 April 2025)
⁶ IDC (2024) Asia/Pacific AI Maturity Study 2024, Available at <https://www.intel.com/content/dam/www/central-libraries/us/en/documents/2024-05/idc-infobrief-asia-pacific-ai-maturity-study-2024-australia.pdf> (Accessed: 01 April 2025)
⁷ McKinsey & Company (2024) Responsible AI: A business imperative for telcos, Available at <https://www.mckinsey.com/industries/technology-media-and-telecommunications/our-insights/responsible-ai-a-business-imperative-for-telcos> (Accessed: 01 April 2025)
⁸ Microsoft and LinkedIn (2024) 2024 Work Trend Index Annual Report, Available at https://assets.c4akfrf5b4d3f4b7.z01.azurefd.net/assets/2024/05/2024_Work_Trend_Index_Annual_Report_6_7_24_666b2e2fafceb.pdf (Accessed: 01 April 2025)
⁹ World Economic Forum (2024) The Global Risks Report 2024, Available at https://www3.weforum.org/docs/WEF_The_Global_Risks_Report_2024.pdf (Accessed: 01 April 2025)
¹⁰ Climate Change Commission and the Department of Environment and Natural Resources (2023) National Adaptation Plan of the Philippines 2023-2050, Available at https://unfccc.int/sites/default/files/resource/NAP_Philippines_2024.pdf (Accessed: 01 April 2025)
¹¹ Forbes (2024) Supply Chain Predictions 2024: AI, Sustainability Top Of Mind, Available at <https://www.forbes.com/sites/sap/2024/01/02/supply-chain-predictions-2024-ai-sustainability-top-of-mind/> (Accessed: 03 April 2025)

Achieving Record Performance and Investing in Long Term Growth



Governance

Board Level:

- Executive Committee
- Finance Committee
- Board Risk Oversight and Sustainability Committee
- Audit and Related Party Transactions Committee
- Compensation and Remuneration Committee

Management Level:

- President and CEO
- Chief Audit Executive
- Chief Compliance Officer, Senior Vice President – Legal and Compliance, and Assistant Corporate Secretary
- Chief Commercial Officer (CCO)
- Chief Financial Officer (CFO), Treasurer, and Chief Risk Officer (CRO)
- Corporate Secretary
- General Counsel



Financial Highlights

- 14% surge in Core NIAT, second highest in Globe's history
- 2% YoY growth in consolidated service revenues
- 7% YoY growth in EBITDA



Strategies

1. Maximizing Economic Impact

Generating economic value through investments in network infrastructure and digital services.

2. Optimizing Capital Efficiency

Optimizing network infrastructure through sale-and-leaseback agreements.

3. Strengthening the Digital Ecosystem

Driving innovation and scalability within the digital ecosystem by leveraging on digital platforms and developing infrastructure to power the growth of digital services



Risks

- Political and Socio-Economic
- Competition
- Financial
- Revenue Leakage
- Fraud

Maximizing Economic Impact

Economic Impact and Financial Performance

	2022 (in Php billion)	2023 (in Php billion)	2024 (in Php billion)
Direct Economic Value Generated	196.60	189.25	186.92
Economic Value Distributed	93.14	103.76	106.69
Operating Costs	41.86	46.92	49.98
Employee Wages and Benefits	19.25	18.81	17.83
Payments to Providers of Capital	25.63	28.85	29.77
Payments to Government	6.39	9.15	9.05
Community Investment	0.09	0.035	0.072
Economic Value Retained	103.47	85.49	80.23

Record High Service Revenues

Results of Operations	2022 (in Php billion)		2023 (in Php billion)		2024 (in Php billion)	
Operating Revenues	175.04		180.16		180.59	
Consolidated Service Revenues	157.98	Common Size	162.33	Common Size	165.02	Common Size
Mobile ¹	107.52	68.06%	112.38	69.23%	116.71	70.72%
Home Broadband ²	27.09	17.15%	25.11	15.47%	23.79	14.42%
Corporate Data ³	17.20	10.89%	18.32	11.29%	20.38	12.35%
Fixed Line Voice ⁴	1.99	1.26%	1.59	0.98%	1.50	0.91%
Others ⁵	4.18	2.64%	4.93	3.04%	2.64	1.60%
Non-Service Revenues	17.06		17.83		15.57	

¹ Includes mobile voice, SMS, data revenues and fully mobile broadband services.

² Includes revenues from wired and fixed wireless,

³ Includes international and domestic data services, corporate internet access, business application and data center solutions.

⁴ Includes revenues from landline and DUO services.

⁵ Others includes non-telco revenues from subsidiaries

Globe ended 2024 with strong results, setting a new record consolidated gross service revenues of Php165.0 billion, reflecting a steady 2% growth compared to 2023. This milestone was achieved despite headwinds from home broadband normalization, the ECPay deconsolidation, and the prolonged impact of inflation, compounded by the devastating typhoons in the latter half of the year that weighed on consumer spending. The mobile and corporate data businesses were key drivers of this performance, contributing a combined

83% to total consolidated gross service revenues, up from 81% in the previous year. Notably, mobile revenues increased by 4%, while corporate data revenues surged by 11% in comparison to 2023. The shift towards data-driven services continues, with data revenues now representing 86% of consolidated gross service revenues, up from 83% in the prior year. Assuming the deconsolidation of ECPay⁶ from Globe's books in the full year of 2023, consolidated gross service revenues would have grown by 3% on a comparable basis.

	Data (all-time high)	Voice	SMS	Total
Revenue (in Php billion)	97.4	12.7	6.7	116.7
YoY change	▲ 7%	▼ 6%	▼ 16%	▲ 4%

The mobile business generated a record Php116.7 billion pesos in revenues in 2024, surpassing the previous high of Php112.4 billion in 2023. This was supported by the effective data monetization and market repair efforts that remained one of the company's priorities during the period. This was also bolstered by continued network

enhancements, leading to increased competitiveness and customer appeal. Consequently, mobile revenues now represent 71% of total consolidated gross service revenues, compared to 69% in 2023. Globe's mobile customer base also expanded, ending 2024 with 60.9 million subscribers, compared to 57.0 million a year ago.

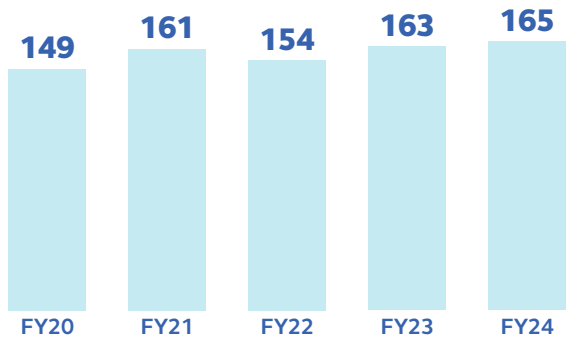
	Mobile subscribers	Mobile data users	Mobile data traffic	Mobile data monthly ATPU
YoY change	60.9 million	37.4 million	6,351 petabytes	15.1 GB
	▲ 7%	▲ 3%	▲ 7%	▲ 8%

From a product view, mobile data revenues also hit an all-time high of Php97.4 billion as of end-December 2024, up by 7% from last year. This upward trend in mobile data revenues was largely driven by Filipinos' growing preference for the use of mobile applications to perform their various online activities. Mobile data now constitutes a larger portion of mobile revenues,

rising from 81% in 2023 to 83% in 2024. Mobile data traffic also grew to 6,351 petabytes, compared to 5,960 petabytes in 2023. In contrast, traditional mobile voice and SMS revenues saw a decline of 6% and 16% respectively, as consumers increasingly transition their communication habits to data-focused platforms.

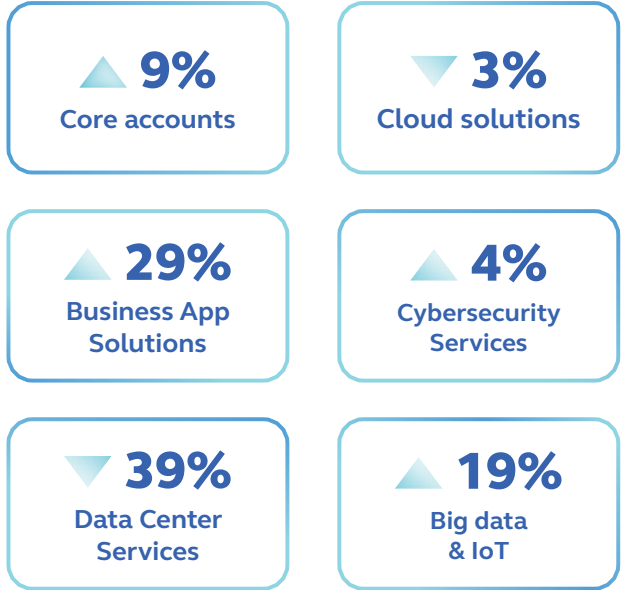
⁶ The deal is currently undergoing thorough reviews. Completion is expected upon receipt of approvals from the relevant regulatory bodies and satisfaction of closing conditions.
⁷ Prior period ARPU figures have been adjusted to be comparable with Globe's post-SCR mobile subscriber base, which is more reflective of the company's revenue generating users.
⁸ ARPU measures the average monthly gross revenue generated for each subscriber. This is computed by dividing recurring gross service revenues (gross of interconnect charges) for a business segment for the period by the average number of the segment's subscribers and then dividing the quotient by the number of months in the period.

Annual Blended Mobile ARPU⁷



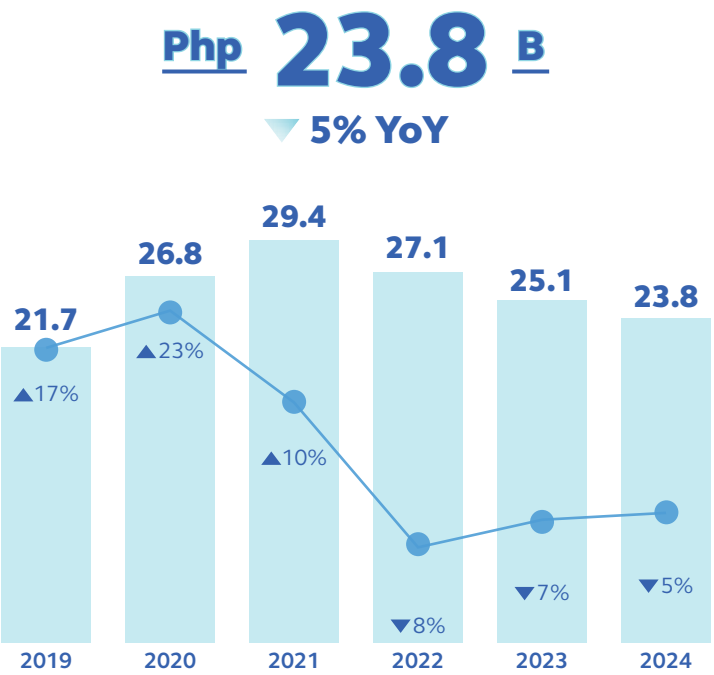
Globe's ARPUs⁸ have been improving, reflective of the company's quality subscriber base choosing to stay on the Globe network notwithstanding external pressures and a pressured macroeconomic environment.

Corporate Data Revenues (YoY change)



Meanwhile, the corporate data business posted record Php20.4 billion revenues or 11% increase compared to the year earlier. This was driven by a 15% increase in Information and Communication Technology (ICT) and a 9% increase in core data services. Business Applications Solutions (BAS) and cybersecurity services were key drivers to ICT revenue performance, posting year-on-year improvements of 29% and 4%, respectively. This result is a testament to the company's continuous commitment to excellence in delivering cutting-edge digital solutions, tailored to the evolving needs of its business clients.

Total FY24 Broadband Revenues



Broadband revenues sustaining recovery as normalization slows down

In addition, Globe continued to strengthen its home broadband business, focusing on optimizing offerings to align with changing market demands while driving long-term growth. The home broadband business generated Php23.8 billion in revenues, which showed a 5% decline year-on-year, primarily due to the reduced contribution of fixed wireless services as more customers transitioned to fiber. Fiber services continued to grow, with revenues rising by 2% and subscriber count increasing by 16%, fueled by the strong adoption of GFiber Prepaid (GFP). This strategic transition delivered positive results, as evidenced by the marked increase in fixed-wired subscribers (13% annually).

Total Fiber Revenues

▲ **2% YoY**

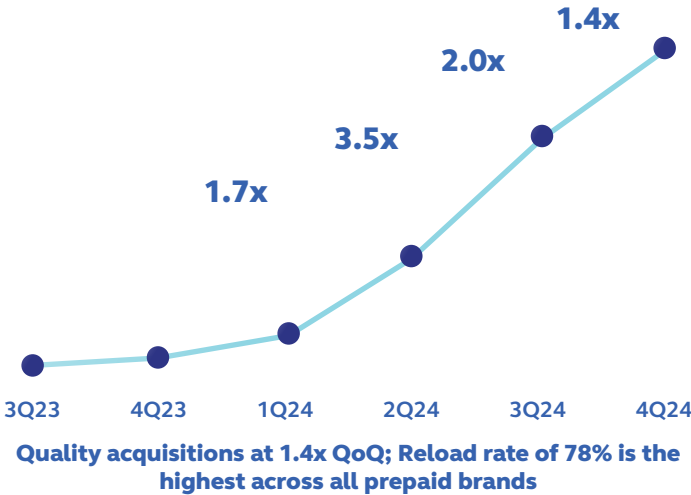
Total Fiber Subscribers

▲ **16% YoY**

	Fixed Wired	Fixed Wireless	Total Home Broadband
Subscribers (in Mn)	1.3	0.5	1.7
YoY Change in Subs	▲ 13%	▼ 25%	=
YoY Change in Revenues	▲ 1%	▼ 40%	▼ 5%

Although fixed wireless revenues remain on a downward trend, the rate of decline is easing, and the growing momentum of GFP presents a promising opportunity for future broadband revenue expansion. Notably, the fourth quarter showed signs of recovery, with broadband revenues rising by 2% and subscriber count expanding by 3% compared to the third quarter.

Globe Fiber Prepaid Acquisitions



Furthermore, GFP continues to gain traction as the fastest-growing prepaid fiber brand, reaching 260,000 subscribers with a 74% quarter-on-quarter growth. GFP continues to build strong customer loyalty and trust highlighted by high customer engagement, with reload rates of 78%, the highest across all prepaid brands. This growing demand for flexible and affordable prepaid fiber services underscores the effectiveness of Globe's customer acquisition strategy and its commitment to

providing seamless connectivity solutions, resulting in best-in-class Net Promoter Score in 2024.

Globe's home broadband subscriber base ended the year with 1.74 million, compared to last year's 1.75 million subscribers.

Non-telco revenues also decreased significantly, falling 47% year-on-year from the Php4.9 billion recorded at the end of 2023. This sharp decline resulted from the deconsolidation of ECPay after the sale of a 77% stake to Mynt. However, adjusting the 2023 figures to reflect this deconsolidation reduces the impact to a 12% year-on-year drop.

Total operating expenses (including subsidy), fell 3% from Php80.9 billion as of December 2023 to only Php78.2 billion in the current reporting period. This decline resulted from the company's cost-saving measures, as well as the deconsolidation of ECPay. Reduced spending in various areas, such as staff costs, marketing, provisions, repairs & maintenance and other expenses, contributed to opex savings for the year. If ECPay had been deconsolidated from Globe's books for the full year of 2023, the total operating expenses (including subsidy) would have been lower by 2%.

Consolidated EBITDA reached a new high of Php86.8 billion, a 7% increase from the previous year's record of Php81.4 billion. This was due to a 2% rise in consolidated gross service revenues and a 3% reduction in operating expenses, including subsidy. The company's EBITDA margin finished the year very strongly at 52.6%, surpassing the full-year guidance of 50%.



Mynt, Globe's fintech arm, maintained its upward momentum throughout 2024, solidifying its position as the dominant cashless ecosystem in the Philippines. GCash, the preferred platform for digital financial services, expanded its user base and profitability, providing Filipinos with access to a wide range of financial tools to empower their financial journeys. Globe's share in Mynt's equity earnings for the full year of 2024 reached a record Php3.8 billion, a 59% increase from Php2.4 billion last year. This represents a 12% contribution to Globe's pre-tax net income, a notable increase compared to 7% in 2023.

Globe's net income stood at Php24.3 billion this period, slightly down by 1% from Php24.6 billion in the preceding year. This decline was primarily due to lower one-time gains from tower sales. Additionally, higher depreciation expenses and non-operating charges further weighed on performance, offsetting the strong EBITDA growth. Excluding the one-time gain from the tower sale, normalized net income would have reached Php21.7 billion, reflecting a 13% increase from the previous year.

Accordingly, excluding the impact of non-recurring charges, foreign exchange, and mark-to-market charges, Globe's core net income expanded by a solid 14% year-on-year, attaining Php21.5 billion by the close of 2024. On a comparable basis, if ECPay had been deconsolidated from Globe's books for the full year of 2023, core net income would have grown by 16%.

Consolidated Return on Average Equity (ROE) registered at 14.8% as of end-December 2024, compared to 15.7% in 2023 using trailing 12 months net income and based on average equity balances for the year ended. Using trailing 12 months core net income, which excludes the effects of non-recurring expenses on net income, return on average equity as of end-December 2024 and 2023 were 13.1% and 12.1% respectively.

Consequently, consolidated basic earnings per common share were Php158.48 and Php160.45, while consolidated diluted earnings per common share were Php157.83 and Php159.74 as of end-December 2024 and 2023, respectively.

On the back of several initiatives carried out by the company throughout the year, Globe's balance sheet remained healthy, comfortably satisfying bank covenants. Total debt slightly improved from Php250.0 billion in 2023 to Php249.5 billion in 2024. Globe's key gearing ratios for this period include Gross debt to EBITDA of 2.66x, Net debt to EBITDA of 2.43x, and debt service coverage ratio of 3.42x.

Globe's consolidated assets grew from Php611.6 billion (reported in 2023) to Php633.6 billion as of end December 31, 2024. Similarly, the consolidated cash and cash equivalents reached Php21.4 billion by the end of December 2024, compared to Php16.6 billion reported at the end of December 2023. Globe's cash equivalents are short-term, highly liquid time deposit placements.

In 2024, net cash flows provided by operating activities were Php84.8 billion, a 5% increase from the previous year. Net cash used in investing activities was Php30.7 billion, 44% lower than the prior year. Consolidated net cash used for financing activities totaled Php49.5 billion in 2024, compared to Php27.6 billion in 2023.

Globe also paid out Php14.4 billion in common cash dividends in 2024, representing 76% of full year 2023 core net income, in line with the Company's dividend policy.

Optimizing Capital Efficiency

Globe's full-year cash capital expenditures (capex) for 2024 reached approximately Php56.2 billion, a 20% decrease compared to 2023. This strategic reduction aims to optimize capital utilization and achieve positive free cash flows by 2025. The cash capex to revenue ratio decreased from 44% in 2023 to 34% in 2024. Similarly, the cash capex to EBITDA ratio showed significant improvement, falling from 87% to 65% over the same period. Notably, 90% of the capex was invested in data requirements, ensuring uninterrupted access to digital solutions and connectivity services for Globe's customers.

Globe's landmark sale and leaseback deal is nearing completion with the successful transfer of ownership of 6,672 towers out of 7,506 towers sold (88.9%), which generated a remarkable Php85.7 billion. This represents 88.9% of the total tower deal, accomplished through a phased transfer of 2,410 towers in 2022, 2,057 towers in 2023, and 2,205 towers in 2024. Globe sold tower portfolios to Unity Digital Infrastructure Inc., Frontier Tower Associates Philippines Inc., Phil-Tower Consortium, Inc. and MIESCOR Infrastructure Development Corporation.

In 2024, Globe gained approximately Php28.3 billion in proceeds from transferring 1,124 towers in the first half of the year and 1,081 in the second half. Furthermore, Globe concluded its sale and leaseback agreement with Frontier Towers through the transfer of 3,529 towers.

FINANCIAL CAPITAL

Strengthening the Digital Ecosystem

Beyond its core telco business, Globe has transformed into a robust digital ecosystem that offers a wide range of products and services. These offerings aim to address the needs of various sectors, including financial inclusion, healthcare, education, environmental sustainability, and business enablement, among others.

GCash remains the number one finance super-app and the largest digital cashless ecosystem in the country, bannered by ubiquity across its active user base. To complement its ubiquity across its consumers, GCash has also built the largest network of online and offline merchants and social sellers (over 6 million partners) while hosting over 1,000 merchant partners in its app, via GLife. Through the GCash App, customers can easily purchase prepaid airtime, pay bills nationwide, send and receive money anywhere in the Philippines, even to other bank accounts, and purchase from their partner merchants and social sellers.

For its commitment to digital financial inclusion, and for its work in increasing accessibility to innovative, meaningful, and responsive financial services that empower and uplift millions of Filipinos, GCash was recently named as part of Fortune's prestigious inaugural Fintech Innovators Asia 2024 list. Last year, GCash was also recognized by the Asia-Pacific Stevie Awards for the Innovative Use of Technology in Customer Service and for Innovation in Digital Transformation. Alongside this, GCash was given the Company of the Year Award for the Philippines' Financial Technology Industry from leading global analysis and growth strategy consulting firm Frost & Sullivan. These awards recognize GCash's pioneering use of digital solutions and innovative financial services and its strong overall achievements in the financial technology space.

GCash boasts of the most comprehensive suite of digital financial services, covering savings (via GSave), investments (via GFunds, GStocks, and GCrypto), and insurance products (via GInsure). On credit, backed by its proprietary trust platform and credit scoring via GScore, GCash has provided access to credit to over 7.8 million borrowers, of which the majority are from lower socio-economic classes and ⅔ are women. These milestones were achieved through game-changing lending products covering credit lines (GCredit), cash loans (GLoan), buy-now-pay-later (BNPL via GGives), and micro-credit starter loans (Sakto Loan and Borrow Load), providing loans to more Filipinos who need it the most.

In line with its financial inclusion mandate, GCash has gone beyond the nation's borders and now offers payments in 51 countries through GCash Global Pay. In partnership with Alipay+, this feature offers a hassle-free travel experience abroad through a seamless and secure payment experience across various merchants through Scan to Pay. GCash also empowers overseas Filipinos in 16 countries to manage their finances through GCash Overseas, which allows them to use their international mobile number to register for the GCash App and gives them access to services such as Buy Load, Pay Bills, and Send Money.

Moving beyond transactions, GCash incorporates sustainability across its innovation initiatives. The GForest movement empowers users to accumulate green energy and plant trees by simply using GCash. To date, more than 3.9M trees have been planted, enabling our users to build a greener tomorrow.

Moreover, 917Ventures, Globe's corporate venture builder, has a diverse portfolio of companies, including Brave Connective Holdings, Inc. (BCHI), which focuses on data-driven business solutions that enhance customer connections through data, analytics, targeting, and storytelling. BCHI's subsidiaries include AdSpark, a leading digital advertising agency that merges data-driven insights with creative ingenuity to deliver impactful campaigns; iNQUIRO, a data analytics company that transforms insights into actionable intelligence for business growth; M360, a communications platform that provides seamless, multi-channel solutions through its One API, enabling effective and efficient customer connections; and Deepsea, an adtech company focused on enabling programmatic advertising capabilities that power agencies, advertisers, and publishers.

Finally, STT GDC Philippines is making significant strides in the data center industry, with an IT capacity of 22 MW and plans to reach 33 MW by 2025 and 52 MW by 2026. This growth aligns with its commitment to meeting market demand while providing reliable, world-class infrastructure to its clients. With over 3,200 racks and an impressive 75% utilization rate (including contracted space), its operational performance reflects strong market confidence and robust sales pipelines. As a leader in innovation, STT GDC Philippines is at the forefront of supporting AI workloads and will launch an AI Direct-to-Chip Liquid Cooling showroom in STT Makati on February 20, 2025. The company is also progressing with major projects, including STT Fairview, which is on track for a Phase 1B launch in the second quarter of 2025, and STT Cavite 2, set to be ready-for-service by late 2025.



A data center of ST Telemedia Global Data Centres (STT GDC) in Makati, Philippines.

Outlook

Globe's consolidated outlook extends through 2025. For service revenues, Globe continues to expect low-to mid-single digit growth compared to the record-breaking level of 2024, supported by the resiliency of the business against external pressures.

For the EBITDA margin, Globe is maintaining the guidance of 50%. Margins will likely be affected by the growing share of lower-margin data-related products, but cost management efforts will mitigate this impact.

The company reaffirms its commitment to shoring up free cash flow. Positive free cash flow territory is within sight. This guidance continues to be buoyed by the sustained reduction in CAPEX spend to less than US\$1.0 billion for 2025.

REVENUES

**LOW- TO MID-SINGLE
DIGIT % GROWTH**

EBITDA MARGIN

~50%

CASH CAPEX

US\$ 1.0 B

FREE CASH FLOW

POSITIVE BY 2025

Expanding Reach and Strengthening Network Resiliency

Governance

- Board Level:**
- Executive Committee
 - Finance Committee
 - Board Risk Oversight and Sustainability Committee
 - Audit and Related Party Transactions
- Management Level:**
- President and CEO
 - Chief Audit Executive
 - Chief Commercial Officer (CCO)
 - Chief Compliance Officer, Senior Vice President – Legal and Compliance, and Assistant Corporate Secretary
 - Chief Financial Officer (CFO), Treasurer, and Chief Risk Officer (CRO)
 - Chief Sustainability and Corporate Communications Officer
 - Chief Transformation and Operations Officer (CTOO), and Chief Customer Experience Officer (CCEO)
 - General Counsel (GC)

Risks

- Regulatory
- Competition
- Business Disruption
- Financial
- ICT
- Digital Transformation
- Environmental, Social, and Governance (ESG)-linked

Financial Highlights

- 90% of the CAPEX was invested in data requirements
- 20% decrease in CAPEX from 2023 to 2024 to optimize capital utilization and achieve positive free cash flow

Strategies

1. Enhancing Digital Inclusion

Delivering reliable and accessible connectivity across the country through innovative network design and solutions.

2. Utilizing Technologies for Better Experience

Investing in cutting-edge technologies to meet growing digital demands of customers.

3. Building a Sustainable and Resilient Network

Strengthening network infrastructure to withstand climate change impacts and natural disasters, while minimizing environmental footprint.

Enhancing Digital Inclusion

Network Infrastructure overview

In 2011, Globe embarked on a significant network transformation, modernizing its infrastructure with 4G Technology. This marked a major step forward in providing faster and more reliable connectivity to its customers. By 2013, Globe achieved “3G Everywhere,” with 100% 3G coverage across all its wireless sites. Globe has consistently pushed the boundaries of network technology to deliver exceptional connectivity to its customers. Strategic spectrum acquisitions in 2014 and 2016 enabled the company to pioneer LTE 700 in the Philippines. Big strides in network infrastructure were delivered since 2011, advancing the ambition of Globe to gain mobile market leadership in 2016. By 2020, Globe had built its 10,000th wireless site. As of 2024, Globe has a total number of 15,787 cell sites nationwide.

The company’s proactive approach extended to its enterprise network, which was significantly expanded and modernized to support its corporate market share aspirations. When the pandemic struck, it significantly changed the demand landscape. CAPEX investment was increased to aggressively extend coverage and capacity. This resulted in double digit year-on-year growth on the number of physical sites and more than 1Mn FTTH (fiber-to-the-home) lines in 2021.

Site builds and upgrades

Globe’s dedication to bridging the digital divide in the Philippines is evident in its continuous network infrastructure investments. In 2024, Globe built 1,212 new cell sites and upgraded 4,613 mobile sites to LTE, contributing to wider network coverage and enhanced connectivity. The builds of the company peaked in 2022 when it built 1,702 new cell sites and upgraded 13,600 mobile sites. Globe also installed 587 new 5G sites in 2024, expanding its 5G network reach.

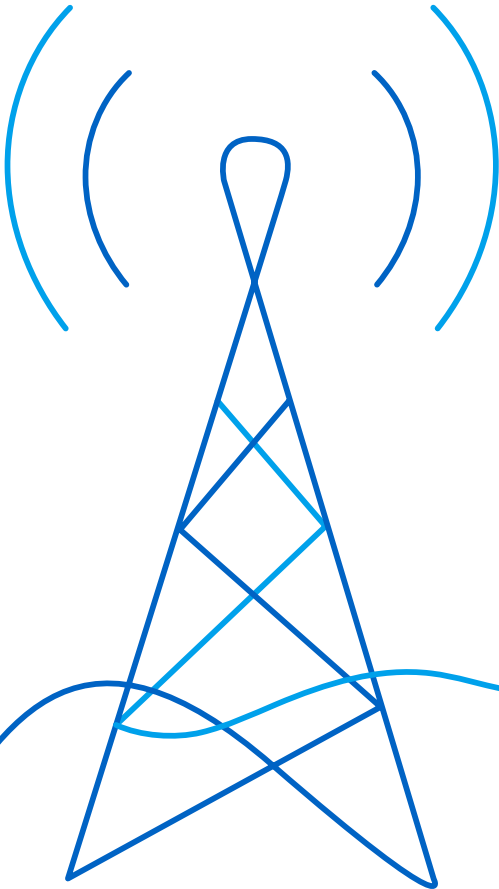
Globe’s strategic use of sale and leaseback agreements with TowerCos has enabled it to optimize capital allocation and achieve financial resilience. From 2022 to 2024, Globe completed the sale of 6,672 towers, which was redeployed from passive infrastructure to active network equipment. This capital redeployment contributed to the reduction of the net debt-to-equity ratio from 1.56 to 1.49, thereby improving the company’s liquidity position. By partnering with

tower companies, Globe leverages their operational expertise to ensure consistent service quality. This approach aligns with the company’s strategic goals, and strengthens its capacity to meet the growing demand for reliable connectivity.

As a result of these efforts, Globe achieved impressive 5G outdoor coverage in 2024, reaching 98.69% in the National Capital Region (NCR) and 96.95% in key cities of Visayas and Mindanao.

This progress demonstrates Globe’s commitment to providing high-speed internet connectivity across the Philippines. The growing number of devices logged on Globe’s 5G network, exceeding 9 million in 2024, further validates the company’s successful network expansion and service improvement initiatives.

See “Optimizing Capital Efficiency” under [Financial Capital](#) and [Note 11 of the Audited Financial Statement](#) for more information



Metric	Target	2023	2024
Digital Inclusion	96.6% of population covered at -115dBm by 4G by year 2027	4G: 95.54% 5G: 32.54%	4G: 95.97% 5G: 34.26%

Coverage	2022	2023	2024
New cell sites built	1,702	1,217	1,212 ¹
Mobile sites upgraded/enhanced to LTE	13,600	6,975	4,613
5G sites installed	2,267	894	587
Fiber-to-the-Home (FTTH) lines built	1.4 million	199 thousand	67,456
5G Outdoor coverage: National Capital Region (NCR)	97.20%	97.90%	98.69%
5G Outdoor coverage: key cities in Visayas and Mindanao	90.20%	92.36%	96.95%
Number of Devices logged using 5G network ²	3.9 million devices	5.8 million	over 9 million

Population covered by mobile network ³	2022	2023	2024
3G ³	Not applicable	Not applicable	Not applicable
4G	95%	95.54%	95.97%
5G	29%	32.54%	34.26%

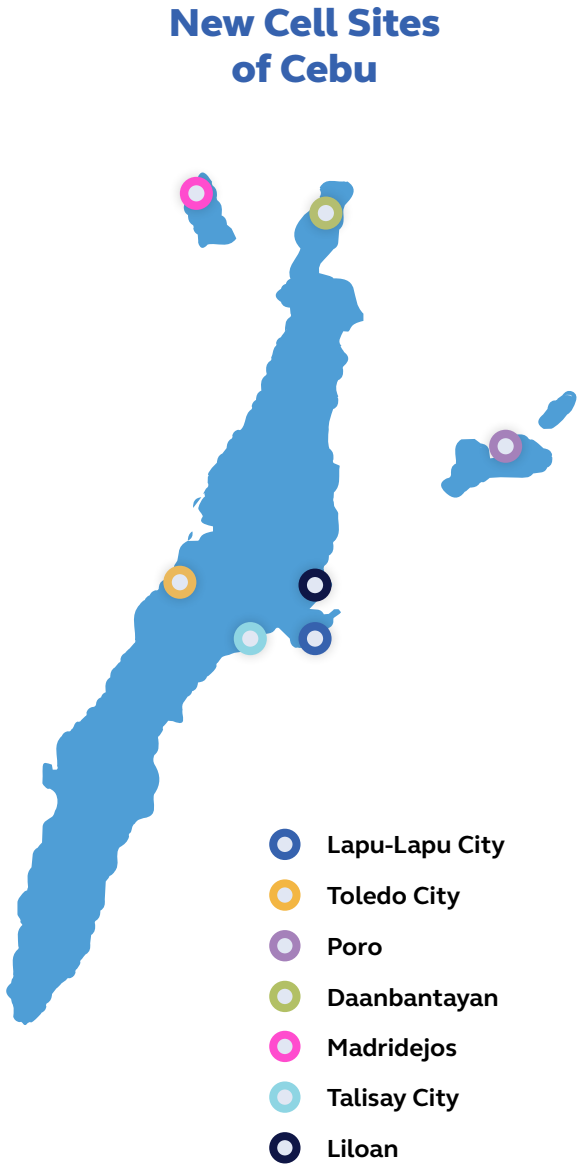
Support to Turtle Islands



Globe is building its first off-grid, solar-powered cell site on Taganak Island in the Turtle Islands, Tawi-Tawi, to provide mobile and data connectivity to the remote area. The project is expected to be completed around mid-2025. The facility will provide around 10,000 residents with reliable connectivity to support essential services, environmental protection, and economic growth. The solar-powered site will also help protect the vital ecosystem of the Turtle Islands, a critical nesting ground for green sea turtles.

Impact of new cell sites in Cebu

Location	Customers reached	Economic activities supported
Brgy. Punta Engaño, Lapu-Lapu City: Enhancing Coastal Connectivity	12,000	Tourism, Personal activities
Brgy. Basak, Lapu-Lapu City: Strengthening Educational and Commercial Zones	71,990	Education, Livelihood
Brgy. Bankal, Lapu-Lapu City: Expanding Digital Reach	22,863	Tourism, Livelihood
Brgy. Marigondon, Lapu-Lapu City: Empowering Communities	25,584	Personal and professional activities
Brgy. Subabasbas, Lapu-Lapu City: Supporting Tourism and Education	8,000	Tourism (hotels and resorts) and Education
Brgy. Cantabaco, Toledo City	10,000	Tourism (especially climbers and adventurers), Education
Brgy. Esperanza, Poro	3,400	Tourism
Brgy. Maya, Daanbantayan	10,000	Tourism, Community Safety (early warning systems and emergency response), Livelihood
Brgy. Tabagak, Madridejos	2,000	Livelihood
Brgy. Linao, Talisay City	10,000	Tourism
Brgy. Tayud, Liloan	22,000	Shipyards and shipbuilding activities, Community Safety



¹ Includes both new site builds and in-building sites

² For the month of December only

³ Computed based on guidance provided in GSMA ESG Metrics for Mobile. Globe has migrated its technology from 3G to 4G in 2022.

MANUFACTURED CAPITAL

Geographically Isolated and Disadvantaged Areas (GIDAs)

GIDAs are communities with marginalized populations that are physically and socio-economically separated from mainstream society. Physical isolation can result from distance, weather conditions, and transportation difficulties, affecting island, upland, lowland, landlocked, and hard-to-reach communities. Socio-economic factors include high poverty incidence, the presence of vulnerable populations, and communities in or recovering from crisis or armed conflict. To date, there are more than 7,000 barangays classified as GIDAs, containing approximately 22.93% of the Philippine population. As of year end 2024, Globe operates in over 600 GIDAs. The company aims to expand coverage in another 100 GIDAs in 2025.

To cover more GIDAs, Globe has proposed to leverage on current infrastructure of other telco companies, including maximizing the presence of tower companies. The Connectivity Plan Task Force (CPTF) of the Private Sector Advisory Council (PSAC) has also proposed to the President of the Philippines for a public-private collaboration to construct telecom towers in remote areas.

Cable Systems

The Philippines' archipelagic geography and frequent typhoons, earthquakes, and road development projects require a robust network infrastructure. Multiple routes and protection switching facilities are essential for network reliability and service resilience. Moreover, to address the increasing demand for internet traffic across mobile, broadband, and B2B, including direct international connectivity and hyperscaler services. Multiple cable systems are being planned and developed, especially in unserved and underserved areas, to meet the evolving needs of the country. This investment also ensures readiness for emerging technologies such as Artificial Intelligence (AI), Augmented Reality (AR), and Virtual Reality (VR), which require high-bandwidth, low-latency connectivity.

International Cable System

Globe owns three international cable landing stations (CLS) in Ballesteros, Cagayan; Nasugbu, Batangas; and; Davao, Davao del Sur, connecting to Singapore, Hong Kong, Japan, and the US. These systems support international IP traffic and International Private Line (IPL) business, ensuring seamless global connectivity. The company will invest in three more CLS to ensure future scalability and demand readiness.

Domestic Cable System

Domestically, there are multiple fiber backbone routes, comprising sub-cable and terrestrial segments, that provide a robust network infrastructure. See diagram on right.

Network Availability

Globe is dedicated to minimizing network downtime, ensuring redundancies and asset protection are prioritized. The major drivers of fiber cut were intentional cuts due to theft, dragged by oversized vehicles, and road constructions. To address this, the company established an internal Fiber Cut Task Force to lead internal and external efforts to reduce overall fiber cut incidents, and at the same time focus on reducing incidents that affect service availability and experience. In 2024 and as a testament to the effectiveness of the ongoing efforts, the company observed a 29% reduction in service impacting incidents. The Fiber Cut Task Force has implemented the following measures to address fiber cuts:

- Automated analytics, incident profiling, root cause diagnosis, and service impact analysis
- Enhanced installation design guidelines for both aerial and underground cables to ensure operational efficiency, durability, and safety (i.e. aerial cable vertical clearance, underground depth of conduits, etc.)
- Continued fortification of the backbone network by strengthening vulnerable areas against typhoons through the conversion of aerial cables to underground infrastructure, enhancing resiliency and redundancy for long-term network stability
- Shift towards a full outcome-based fiber maintenance contract to ensure that the Globe values of service reliability and customer-centricity is shared even among its partner contractors
- Strengthened external engagement and collaboration with the Department of Public Works and Highways (DPWH) and Local Government Units (LGUs) that proactively protected our fiber facilities whenever road constructions are underway
- Enhanced media presence and educational campaigns to increase public awareness about the negative impact of fiber pilferage and theft

1 Domestic Terrestrial Fiber Network
Total km length: 19,784 kms

2 Domestic Submarine Cable System
Total km length: 6,165 kms

2.1 Fiber Optic Backbone Network 1 (FOBN1)
Total km length: 1,263 kms

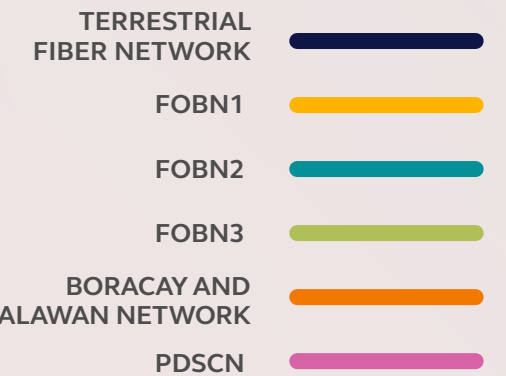
2.2 Fiber Optic Backbone Network 2 (FOBN2)
Total km length: 658 kms

2.3 Telic Phil Network (FOBN3)
Total km length: 1,348 kms

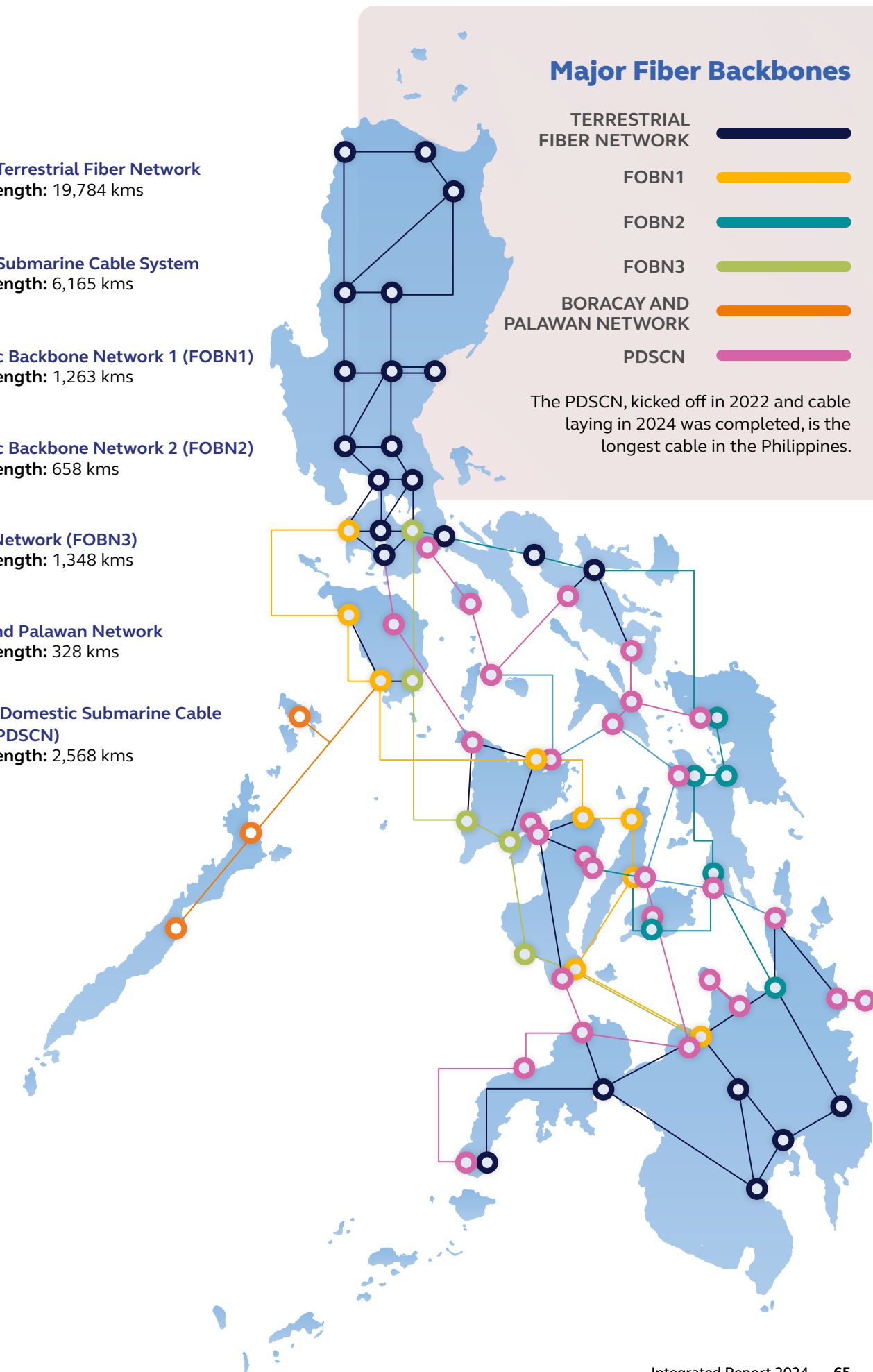
2.4 Boracay and Palawan Network
Total km length: 328 kms

2.5 Philippine Domestic Submarine Cable Network (PDSCN)
Total km length: 2,568 kms

Major Fiber Backbones



The PDSCN, kicked off in 2022 and cable laying in 2024 was completed, is the longest cable in the Philippines.



With these measures in place, there was a 3% decrease in cable theft cases in the Philippines, from 4,468 in 2023 to 4,344 which accounts for 35% of fiber cuts in 2024. The NCR region has the highest number of incidents, followed by Northern Mindanao (i.e. the CARAGA and Zamboanga Peninsula). Globe is close to completing its shift from copper cables to fiber optic cable, which has no resale value, to help deter theft. The company also encourages the public to report cases of cable theft to the nearest barangay or police station.

While to ensure site uptime availability, Globe has established a Power Program to address power issues driven by Commercial Power availability (Grid) in the regions due to typhoons and scheduled interruptions. Power program runs across the divisions from planning, engineering and operations focusing on power facility modernization of rectifiers, batteries, emergency generators. Modernization covers addressing equipment end of life, capacity increase needs and changing to new technologies. Similarly the power program has implemented the following measures to address power issues:

- Automated incident analysis and profiling, root cause identification, and service impact assessment.
- Refreshed engineering guidelines focusing on expanded Grid profiling.
- Strengthened external engagement and collaboration with the Local Power Cooperatives.

Strategic Partnerships and Advocacies

Globe actively engages in strategic partnerships and advocacies to improve connectivity and contribute to nation-building. One such partnership is with the Private Sector Advisory Council (PSAC), a government advisory council that offers guidance to the President of the Philippines. Globe is an active member of PSAC, collaborating with other stakeholders to address critical issues and provide recommendations on important national concerns.

One of the key areas of focus for Globe and PSAC is improving internet penetration and affordability in the Philippines. The government aims to increase the internet penetration rate to 65% from the current 33% and make it more affordable for Filipinos. PSAC has recommended setting aside at least Php240 billion to enhance internet infrastructure, demonstrating its commitment to bridging the digital divide.

Another important advocacy for Globe is promoting “zero lease” arrangements for telecommunications infrastructure in buildings and establishments. Currently, unregulated installation costs in these locations pose a significant challenge to expanding connectivity. Globe advocates for removing lease fees for telco infrastructure, giving connectivity services equal footing with basic utilities such as water and electricity. This approach has proven successful, with 615 properties across the Philippines already adopting a no-lease arrangement. By reducing operational costs, Globe can allocate more funds for improved connectivity and services, benefiting customers and contributing to national development.



Globe received the Best Network Reliability Solution award at the recent 5G Core Summit Awards in Dubai, organized by Informa Tech.



Ookla, a global leader in network testing and analysis, has recognized Globe as the “Most Consistent Network in the Philippines” for three consecutive years, from 2022 to 2024. This recognition is based on Ookla’s Speedtest data, which measures internet speed and consistency across various networks. This recognition demonstrates Globe’s unwavering focus on delivering superior, dependable network that empower customers with seamless connectivity.

Utilizing Technologies for Better Experience

Innovations

Globe continues to seek solutions to be able to deliver quality service for its customers. To improve quality of signal, the company has partnered with Comarcom Ltd. and Telkha Networks Inc. to deploy signal-boosting Vega antennas for challenging areas, especially in rural communities, without the need to add more towers. Vega antennas are the easy to implement, low cost, and maintenance-free solution to many coverage issues: Fill in black spots, dropped call issues, and rural coverage. The Vega Antennas were deployed in San Juan (La Union), Tagaytay City (Cavite), and Abra de Ilog (Occidental Mindoro) as these areas are densely populated rural areas with zoning, regulatory, and feasibility issues (e.g. geographical features- mountains and dense vegetation). Results have shown a significant boost in signal amplification by up to 200% in areas with coverage gaps and expanded reach of the cell sites by 40% when compared with conventional antennas.



Direct-to-phone Satellite Network Technology



Globe's Technology Strategy and Innovations team lead the trial using satellite technology for SMS at Mapanuepe View Deck, Brgy. Aglao, Zambales.

Globe has partnered with Lynk Global, the world’s leading satellite-direct-to-standard-phone service provider, to utilize its low earth orbit (LEO) satellite network to provide connectivity to remote areas of the Philippines, reducing the need for extensive infrastructure. The partnership aims to deliver SMS, IP messaging apps, and emergency alerts to regions currently lacking traditional terrestrial network coverage. Globe also plans to evaluate service viability in maritime routes, disaster zones, fishing grounds, and other areas that need improved connectivity.

In 2024, Globe and Lynk conducted a successful pilot test in a mobile blackspot in Lake Mapanuepe, Zambales. The demonstration showed that direct-to-phone satellite communication is possible without modifying existing devices, allowing for widespread access and affordability. This innovative achievement highlights Globe’s dedication to expanding coverage, particularly in rural and underserved areas where building traditional cell towers is challenging.

Multibeam Lens Antenna



Globe has partnered with MatSing to deploy its advanced Lens Antenna technology to enhance signal strength and coverage in challenging terrains. The high-capacity lens antenna provides a high-quality experience with a cleaner signal, improving the user experience.

The Lens Antenna technology allows a single antenna to support multiple sectors and LTE bands while keeping each beam isolated, resulting in cleaner signal propagation than traditional antennas. This partnership has had a significant positive impact on Globe's network performance, including:

- A superior mobile internet experience for customers
- Increased LTE service adoption and usage
- Stronger and wider LTE signal coverage

This type of antenna solution has recently been deployed in regions in Visayas and Mindanao, regions like Cebu, Aklan, Zamboanga del Sur, Antique, Iloilo, Bohol, Siquijor, Negros Oriental, Laguna, Siargao, Leyte, Samar, Maguindanao, Iligan, Cavite, Oriental Mindoro, Zamboanga del Norte, Zamboanga Sibugay, and Bukidnon.

This successful partnership has been recognized with two prestigious awards:

- **2024 ASEAN Outstanding Engineering Achievement Award (Project Category):**
Presented in recognition of the outstanding contributions and achievement of the deployment of multibeam lens antennas in advancing engineering.
- **2024 ASEAN Outstanding Engineering Achievement Award (Individual Category) for Engr. Gerhard Tan:**
Awarded to recognize ASEAN engineers with outstanding achievements, encouraging innovative ideas, products, and processes that contribute to the advancement of engineering in the ASEAN region.



5G Technologies

As the pioneer of 5G technology in the Philippines, Globe is boosting its investments through 5G footprint expansion, site densification and bandwidth upgrades to bring faster, more reliable, and seamless connectivity to more Filipinos. In 2025, the company is set to expand 5G coverage into new towns, optimize network capacity, and enhance user experience, reinforcing its leadership in next-generation mobile technology.

Globe's 5G devices have surpassed 9 million in December 2024 alone, highlighting the growing demand for high-speed mobile services. 5G device penetration has reached 17%, marking a +5% percentage-point increase from the end of 2023. This surge in adoption has driven a 70% year-on-year increase in 5G traffic. As more customers experience the power of 5G, Globe remains focused on optimizing its network to support the growing digital demands of today's consumers.

As 5G adoption continues to rise, Globe is densifying its network in high-demand areas to ensure superior connectivity and a seamless user experience. Last year, Globe deployed additional 5G sites in Golden Cities (BGC, Makati, Ortigas), significantly enhancing coverage and capacity, and delivering the most consistent blended network in the area. This initiative shows Globe's commitment to providing best-in-class mobile experiences, especially in key locations with high connectivity needs.

To further elevate user experience, Globe is upgrading its 5G bandwidth to accommodate the growing need for faster speeds and lower latency. These enhancements will provide users with a more consistent 5G experience, whether for video streaming, gaming, or real-time applications, especially during peak hours.

Globe also soft-launched its 5G FWA service—Globe AT HOME 5G WiFi, in December. This milestone marks a significant step in expanding ultra-fast home internet connectivity to more Filipino households, especially in areas where fiber deployment remains a challenge. With 5G FWA, customers can now experience fiber-like speeds with the flexibility of wireless connectivity, ensuring faster downloads, smoother video streaming, and seamless online experiences.

Globe is bringing its 5G services to more communities this year, ensuring more subscribers to benefit from this cutting-edge connectivity. This expansion aligns with Globe's commitment to supporting the country's digital transformation and economic growth.

Cloud-based Network Infrastructure

Globe has been leveraging different cloud infrastructure models and software defined network technologies to make the IT/Network applications resilient, programmable and supports DevOps operating model. It is a combination of Public Cloud, Private Cloud and Telco NFV cloud supported by a multi-domain SDN network to run network applications that are offered on different XaaS models.

As Globe network continues to grow and evolve, with network generated data becoming a foundation for embedding Artificial Intelligence, Machine Learning and Digital Twin, it is imperative that the supporting Infrastructure is secure, highly available and elastic to scale. Movement of network applications to Cloud shall progressively continue.

Network Automation

Globe continuously explores network automations to enhance operational efficiency, improve customer experience, and enable faster resolutions across different use cases for Enterprise, Mobile and Broadband customers. The following are successful automation use cases that have realized values to date:

- **Autonomous Service Operations**
 - 67% improvement in Mean Time to Repair (MTTR) for broadband network
 - Over 4 million proactive customer notifications, ensuring customers are informed before they even need to reach out
 - 90% reduction time for Enterprise Incident notifications
 - 90% end-to-end automation for core data and modernized circuit
 - 92% reduction of troubleshooting time for Enterprise customers
- **Empowering GlobeOne Super app for Digital Self Ordering and Diagnostics of Broadband Products**
 - Accurate location based serviceability and 24Hr installation of Fiber Products (Postpaid/Prepaid)
 - In App Diagnostics to check Account Status, Ongoing outages and Modem checks reducing customer complaints
- **Targeted Wireless Site build and Optimization**
 - enabled by data driven insights based on Customer experience - finalist and awardee on 2024 DTW TM Forum Catalyst project

Building a Sustainable and Resilient Network

Resilience and Redundancy by Design

Globe proactively designs resilience and redundancy into its network infrastructure to ensure reliable connectivity, even during challenging events. This includes:



Strategic Site Selection:

Critical network nodes are located and designed based on both technical network requirements and historical and recent geohazard data.



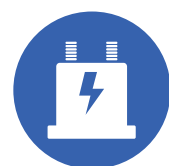
Robust Tower Design:

All towers are assessed and designed/re-designed to withstand minimum wind speed of 240kph and a maximum wind speed of 340kph, in compliance with National Structural Code of the Philippines (NSCP) 7th edition. Moreover, other potential hazards like earthquakes, tsunamis, and volcanic eruptions are factored in.



Core Site Fortification:

Core sites are fortified with flood control measures and elevated base pads.



Redundant Support Systems:

Key facilities are equipped with backup power generators with fuel enough for 3-4 days of operations, batteries lasting for 4-7 hours for core facilities, and communication devices like satellite phones and radio networks to maintain essential services.

WINNER
Outstanding Catalyst | Attendees' Choice Award
 • Data-to-NPS: Boosting NPS using decision intelligence

FINALIST
Outstanding Catalyst | Rising Star
 • Data-to-NPS: Boosting NPS using decision intelligence

FINALIST
Outstanding Catalyst | Business Impact
 • Data-to-NPS: Boosting NPS using decision intelligence

The company also continues to prepare for “The Big One”: the predicted 7.2 magnitude earthquake along the West Valley Fault, which can have catastrophic effects. Globe prioritizes infrastructure fortification, rapid deployment, and sustainable communication solutions to support disaster response and recovery. Crisis management teams have been established to execute restoration in the eventual occurrence. Supplemental plans include deploying Network-in-a-Box, Cellsite-on-Wheels (COW), Cellsite-on-a-Light Truck (COLT), and Alternate Communication and Backhaul, ensuring operability and redundancy during the fortification process.

See [Natural Capital](#) for information on Green Network strategies of Globe.



Globe is proactively transitioning from lead-acid batteries to new batteries technology such as lithium-ion and sodium based batteries in its network facilities. Lithium-ion batteries are more efficient, having twice the lifespan compared to lead-acid batteries due to the material composition of lithium phosphate and the internal battery system monitoring. These batteries undergo regular maintenance to ensure optimal performance and support reliable network operations.



To ensure uninterrupted service especially during commercial power outages, Globe's key network facilities are equipped with generators and ample fuel reserves. Daily fuel level monitoring ensures readiness for any power disruptions.

Business Continuity Management

A key component of ensuring a resilient network is the company's ISO 22301 certification for its Business Continuity Management System (BCMS). First certified in 2015, Globe recently renewed this certification in 2024, valid until 2027. This certification underscores Globe's dedication to maintaining essential services for customers, especially during unforeseen events.

A core element of the BCMS is Business Continuity Planning, which focuses on key products, services, and the business functions that support their delivery. This includes conducting a comprehensive Business Impact Analysis (BIA) to identify critical business functions and predict the consequences of potential disruptions.

The BIA is a crucial process that analyzes business functions and the potential effects of disruptions. It

involves identifying critical activities, their required resources, operational dependencies, and potential risks. This information enables Globe to develop recovery strategies, prioritize restoration efforts, and minimize potential losses.

Globe's BIA process utilizes an online form that covers three key areas:



Business Impact Analysis:

Identifies all key business processes, establishes recovery priorities in case of disruption, and gathers information needed to develop recovery strategies. This section includes subsections on group information, business continuity objectives, enablers, and a BIA survey to determine a team's criticality during a crisis.



Minimum Operating Requirement:

Determines the minimum resources and capabilities required to maintain operations during a crisis. This section includes subsections on risk assessment and a ramp-up plan for manpower allocation before, during, and after a business disruption.



Business Continuity Plan:

Outlines specific procedures and actions to ensure business continuity in the face of disruptions. This section includes subsections on returning to normal operations, the business continuity plan itself, and interdependencies with other teams.

By periodically identifying vulnerabilities and developing robust recovery plans, Globe's BIA process strengthens its resilience and ability to maintain essential services for customers.

To further strengthen its business continuity posture, Globe takes a proactive approach to risk management and preparedness. In 2024, Globe conducted a ransomware attack simulation with participation from several business units. This exercise allowed the company to identify areas for improvement and equip participants to respond rapidly to security incidents.

Recognizing that business resilience extends beyond its own operations, Globe also focuses on the resilience of its supply chain. Globe evaluated over 219 vendor Business Continuity Plans and shared best practices with critical vendors to ensure continuity of service delivery.

Pre-disaster

Globe’s TIER1 Operations utilizes real-time information from sources like PAGASA (Philippine Atmospheric, Geophysical and Astronomical Services Administration) and PHIVOLCS (Philippine Institute of Volcanology and Seismology) to anticipate potential threats and trigger immediate disaster response actions.

G-Climate

The G-Climate is a digital service that uses climate data to enable field teams to minimize restoration time during typhoon season. The tool obtains data from weather bureau, globe central operating centers and government notifications covering both current and historical information. The tool has yielded several key benefits, including:

- Enhanced situational awareness, allowing the company to anticipate which facilities may be impacted by impending weather disturbances and take proactive steps to mitigate potential disruptions.
- Increased operational efficiency through advance notice, enabling the prepositioning of necessary materials and equipment in preparation for inclement weather.

- Improved predictive maintenance capabilities, as G-Climate’s insights inform planning and allow maintenance to be scheduled during more favorable weather conditions.

During Disaster

Globe prioritizes public safety by providing timely disaster warnings to its customers. In compliance with the Free Mobile Disaster Alerts Act (Republic Act No. 10639), Globe utilizes Cell Broadcast Systems (CBS) to send location-specific alerts and warnings via SMS and cell broadcasts. This includes typhoon alerts, which are disseminated as soon as a typhoon is detected and projected to enter the Philippine Area of Responsibility. This proactive approach ensures that Globe customers receive critical information during emergencies, enabling them to take necessary precautions and stay informed.

Post-disaster and Recovery

Globe is committed to providing immediate support to communities affected by disasters. The company utilizes rapid deployment solutions such as Online Management Systems, Network-in-a-Box, Cell Site on Wheels (COW), and Tower on Wheels (TOW) to ensure business continuity and community support. These innovative solutions provide essential communication services, including free calls and charging stations, in disaster-stricken areas while network restoration efforts are underway.

Rapid Deployment Solutions

- **Trailer on Wheels (TOW):** Can handle up to 1,000 simultaneous calls within a 3-5 kilometer radius
- **Genset on a Truck (GOAT):** Mobile Generators that provide power to Cellsite on Wheels and Tower on Wheels



Regional Crisis Management

Customer Recovery	Support to Sites	Disaster Alerts	Employee Support
Reached 49.04 million customers with #AlagangGlobe Messages	5 Fuel Business Continuity Plan (BCP) activations due to power outages and typhoons, resulting in the delivery of 20,500 liters of fuel to various sites	Processed 704 NDRRMC requests	Assisted 78 Employee Needing Assistance (ENA)
	Deployed Cell Site on Wheels (COW), Cellular-on-a-Light-Truck (COLT), Tower on Wheels (TOW), Network-in-a-Box (NIB)	Released cell broadcast (CB) alerts	
		Released 2,583 Internal Advisories to applicable chat groups	

Outlook

In line with Globe’s thrust to keep Filipinos connected, the 2025 CAPEX of the company is strategically allocated across Mobile, Broadband, B2B, and Common Infrastructure to enhance customer experience and drive business growth.

- **Mobile:** Strengthen Globe’s position as the Philippines’ most reliable mobile network through targeted capacity expansions, 5G acceleration, and network optimization.
- **Broadband:** Expand fiber and wireless broadband to bridge the digital divide, ensuring consistent and high-quality connectivity for more Filipino homes.
- **Enterprise or B2B:** Enable enterprises with scalable, high-performance connectivity and integrated solutions to support digital transformation.
- **Common Infrastructure:** Invest in modernized and resilient infrastructure to support service reliability, operational efficiency, and sustainable network growth.

Globe remains committed to delivering faster, more reliable connectivity, reinforcing the company’s leadership in Mobile, expanding Broadband access, and empowering businesses with future-ready solutions, all while maintaining a resilient, sustainable, and efficient network.

To deploy more towers in GIDAs until 2028, Globe intends to connect 100 more GIDAs to its network by the end of 2025 in partnership with the government.

Cultivating Trust and Safety in the Digital Ecosystem

Governance

Board Level:

- Executive Committee
- Finance Committee
- Board Risk Oversight and Sustainability Committee
- Audit and Related Party Transactions Committee

Management Level:

- President and CEO
- Chief Audit Executive
- Chief Compliance Officer, Senior Vice President – Legal and Compliance, and Assistant Corporate Secretary
- Chief Human Resources Officer
- Chief Information Security Officer and Chief Artificial Intelligence Officer
- Chief Privacy Officer
- Chief Sustainability and Corporate Communications Officer
- General Counsel (GC)

Risks

- Cybersecurity
- Data Privacy
- Fraud
- Financial
- ESG-linked

Financial Highlights

- US\$105.8 million total cybersecurity investment since 2015
- The total penalties and fines, which can potentially reach up to 0.5% to 3% of the annual gross income of the immediately preceding year for grave infractions of the law, were avoided due to strict adherence to laws and regulations.

Strategies

1. Accelerating Innovation with AI (Artificial Intelligence)

Harnessing the power of AI and machine learning to drive operational efficiency, enhance decision-making, and create innovative solutions for customers and society.

2. Strengthening Cybersecurity and Data Privacy

Proactively implementing advanced cybersecurity measures and data privacy frameworks to protect customer data and maintain trust in an evolving threat landscape.

3. Promoting Online Safety for All

Promoting online safety through education to enable customers of all ages and backgrounds to navigate the digital world safely and responsibly.

Metric	Target	2023	2024
Data Protection	Zero data breach	Zero breach	Zero breach
Online Safety	Block spam and scam messages	5,482,092,060	978,106,959
	Blacklist SIMs from other networks as reported via the StopSpam portal	213,148	95,012
	Block URLs and domains containing Child Sexual Abuse or Exploitation Materials (CSAEM)	489,849	417,640

Accelerating Innovation With Artificial Intelligence

Governance

Globe has always been at the forefront of digital innovation – continuously leveraging technology to drive transformation. Now, with AI, Globe is taking a deliberate and forward-looking approach to ensure that its adoption is strategically aligned with the organization’s objectives and designed to maximize meaningful business impact.

At the helm is Anton Reynaldo M. Bonifacio, who serves as the company’s first Chief Artificial Intelligence Officer (CAIO).

- In this role, he leads the Artificial Intelligence Group (AIG), a dedicated group focused on strategic AI planning, development, business integration, and governance. Bonifacio’s leadership in AI builds on his extensive experience as Globe’s long-serving Chief Information Security Officer (CISO).
- His role ensures that AI is developed and deployed responsibly and securely. As CISO, he leads the Information Security and Data Privacy Group (ISDP), a fully operational unit dedicated to safeguarding Globe’s cybersecurity posture and regulatory compliance.

The Board, through the Audit and Risk Committee (ARC) and the Board Risk Oversight and Sustainability

Committee (BROSC), receives regular updates from the CISO to ensure that cyber risks and digital threats are proactively identified, addressed, and managed effectively. Supporting these efforts, Chief Privacy Officer (CPO) Atty. Irish Krystle Salandanan-Almeida ensures compliance with Philippine Republic Act No. 10173, otherwise known as the Data Privacy Act of 2012, and serves as the primary liaison with the National Privacy Commission.

By reporting directly to the President and CEO, Bonifacio’s leadership as both CAIO and CISO underscores Globe’s commitment to embedding AI, cybersecurity, and data privacy into the company’s core business strategy.

This centralized AI governance structure ensures compliance with internal and external frameworks standards, such as the ASEAN Guide on AI Governance and Ethics, UK’s AI Regulatory Principles, OECD AI Principles, and GSMA’s principles on Responsible AI. By embedding responsible AI practices, Globe prioritizes fairness, transparency, safety, and privacy, while actively mitigating biases and risks. The AI Governance, Risk, and Compliance Division of AIG governs adherence of the company to responsible and ethical AI principles.

AI Center of Excellence

Globe is building a robust foundation for AI innovation through its AI Landing Zone and Platform which seeks to standardize AI/ML development and deployment and reduce operational overhead. This infrastructure strategy democratizes AI development across the organization, empowering teams with streamlined

workflows and robust governance mechanisms and fostering a culture of innovation. It positions Globe to deliver scalable AI solutions that drive operational efficiencies and create new value for both the business and its customers.

Impact of Development of AI Landing Zone and Platform



Accelerated AI Application Deployment

Faster AI, Faster Results

The implementation of Vertex AI Pipelines and the use of reusable Infrastructure As Code modules enables streamlined, automated workflows, which significantly reduces deployment bottlenecks. This approach allows faster deployment of AI applications, which minimize time spent on manual processes.

50-75% faster

in terms of new model deployment –from an average of 4-6 weeks to 1-2 weeks

From 2-3 days to **only a few hours** for AI application updates



Improved Resource Utilization and Cost Predictability

Optimize Resources, Maximize Value

By using Infrastructure As Code modules and automating compliant infrastructure provisioning, Globe ensures efficient resource allocation and cost transparency. This strategy eliminates redundant resource usage, provides pre-execution cost estimations, that aids better budgeting and allocation.

Up to 25%

operational cost savings

over 90%

cost estimation accuracy



Reduced Manual Intervention

Automation Unleashes Innovation

The adoption of CLI tools and CI/CD pipelines automates repetitive tasks like deployment, monitoring, and model updates, which reduce reliance on manual effort and freeing up teams to focus on innovation.

70% reduction

in manual intervention

20-25 hours per week

freed up for developers due to automation

AI Innovation: Pioneer Explorations

In 2024, Globe integrated AI in 13 developed use cases, 11 ongoing projects, and 21 upcoming projects, with focus on driving efficiency across the organization. To ensure responsible development and deployment, all AI-related systems, tools, and projects undergo a rigorous **Privacy and Security Risk Assessment**. This process ensures that Globe’s AI initiatives adhere to the highest standards of data privacy, information security, and ethical considerations.

AI Use Cases in Globe



Procurement and Logistics AI:

An AI Assistant that answers all Procurement and Logistics inquiries immediately—Can handle an average of 1,500 monthly queries



GenAI Quality Audit:

Switched from manual Quality Audits to GenAI Quality Audit using “Build your own AI Toolkit”—Drastically cut down annual cost from millions a month to approximately Php2,000 per month

See [Natural Capital](#) for more technologies employing AI and Machine Learning.

AI Adoption in the Workforce

Globe prepares its workforce for the age of AI by fostering a culture of continuous learning and development. Through targeted training programs, awareness campaigns, and vibrant learning communities, Globe empowers its employees with the essential AI skills and knowledge needed to thrive in an AI-driven world.

Learning communities are considered effective in deepening knowledge. Globe’s AI Advocates Guild is composed of enthusiasts and innovators in the company that aim to drive forward the adoption and implementation of AI technologies to deliver innovative solutions. In 2024, the employees attended the following seminars, totaling approximately 14 hours and 15 minutes:

- ChatGPT101: A Guide to Your AI Assistant
- ChatGPT102: Applying AI to Do Your Best Work
- Gemini Advanced and Gems
- Gemini for AI Workspace Use Case Discovery
- Gemini for Gmail, Google Chat, and Google Spaces
- Gemini for Google Docs, Google Slides, Google Video
- Gemini for Google Drive and Google Meet
- Gemini for Google Sheets and Google Forms
- NotebookLM Introductory Session
- OpenAI Presents: o1-preview, Prompt Frameworks & GPT Best Practices

Members abide by the AI Acceptable Use Guidelines and Globe’s Principles for Responsible AI Use, specifically Transparency, Accountability, Safety, and Human-Centricity. The AI Principles are aligned with international frameworks, such as the ASEAN Guide on AI Governance and Ethics, OECD AI Principles, and the UK’s AI Regulatory Principles. Globe, as a member of the GSMA, also adheres to the GSMA’s principles on Responsible AI. Ethical AI principles are incorporated in all AI projects and initiatives. AIG ensures its operationalization by conducting a Privacy and Security Risk Assessment (PSRA), which includes human rights assessment, for all systems, tools, projects, and initiatives involving the use of AI.

The principles of ethical AI extends to Globe suppliers. Similar to all projects in Globe that involve third party vendors, projects with AI tools are required to undergo the Privacy and Security Risk Assessment (PSRA). This includes a Vendor Risk Assessment, a Privacy Impact Assessment, and a Security Risk Assessment.

By the end of December 2024, there were 1,303 AI Advocates, or approximately 20% of the workforce.

Globe Principles for Responsible AI Use

Transparency



Users must be reasonably informed when an AI system is used in decision-making.

The reasoning behind an AI system’s decision must be understandable to the intended audience.

Set up data protocols to govern who can access data, when it can be accessed, and for what purpose.

Safety



AI must not lead to a state where human life, health, or property is threatened.

AI must not result in negative environmental or societal impact.

AI must be secure against malicious attacks.

AI must cope with errors during execution and unexpected or erroneous input, and cope with stressful environmental conditions.

AI must perform consistently, work reliably, and have consistent results for a range of inputs and situations.

Accountability



Designers, developers, architects, engineers, and users must be accountable for the development and use of AI.

AI must not result in unfair bias or discrimination.

AI must be aligned with all relevant laws, rules, and regulations, as well as relevant responsible and ethical AI frameworks.

Algorithmic decisions must not lead to discriminatory or unjust results that impact different demographics.

Human-centricity



AI must respect human-centric values and pursue benefits for the Globe community, including our customers’ and employees’ overall well-being, productivity, and efficiency, while being protected from potential harms.

Workplace Chatbots

Employees are equipped with a suite of chat bots that support them in their everyday lives at work. All of these chatbots are also created by employees for employees.



EVA, short for Employee Virtual Assistant provides FAQs & HR support.



DUDE Bot, short for Digital Usher for Disasters and Emergencies, who monitors employee wellness.



KIA, short for Knowledge & Information Assistant, for accessing Globe’s knowledge library.



DANI, short for Device Anomaly Investigator for work tools concerns.



Wanda, aka Wonderful Fairy that helps in acknowledging & recognizing colleagues.



iSCO, the privacy and cybersecurity virtual assistant.



Ally Bot, for customer care concerns of Globe employees and their family & friends.



FraudO, the Fraud Online Wizard not only raises awareness on online fraud, spam & scam, but also empowers Globe employees to report suspected fraud incidents.

Responsible AI Roadmap

As AI increasingly shapes the future of products and services, Globe proactively ensures its responsible adoption. In 2024, Globe was the first telecommunications company in the Philippines that participated in the GSMA Responsible AI Maturity Assessment to benchmark its AI practices against global standards. This step reflects Globe’s commitment to ethical AI development and its belief that responsible AI practices are crucial for unlocking the technology’s full potential, while mitigating risks.

The GSMA Responsible AI Maturity Assessment consisted of the following steps:

- 1 Assessed the organization’s existing Responsible AI policies, practices, and processes to identify gaps, and areas for improvement
- 2 Benchmarked the organization’s AI governance and ethics level
- 3 Discovered and shared insights against GSMA’s global responsible AI framework to ensure alignment with industry standards and best practices
- 4 Used the assessment findings to create a roadmap for implementing Responsible AI principles, foster trust, transparency, and accountability in AI systems and solutions across the organization

The assessment categorized Globe as “Evolving” in most areas, particularly in third-party data management protocols, which are crucial as many of Globe’s AI services rely on external data sources. As one of only 19 mobile network operators worldwide to adopt the GSMA’s roadmap for responsible AI, Globe is actively enhancing its processes and systems to ensure robust and ethical AI infrastructure for its customers. This includes strengthening data management protocols and implementing further improvements based on the assessment’s findings.

Strengthening Cybersecurity and Data Privacy

Governance

The Chief Information Security Officer (CISO) leads the Information Security and Data Privacy Group (ISDP), which is a fully-operationalized group that focuses on Globe’s data privacy and cybersecurity. The Board, through the Audit and Related Party Transactions Committee 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 identified, addressed and, managed effectively.

Supporting the office of the CISO, the Chief Privacy Officer (CPO), Atty. Irish Krystle Salandanan-Almeida, performs her function in accordance with Philippine Republic Act No. 10173, otherwise known as the Data Privacy Act of 2012, its implementing rules and regulations, and other relevant issuances. As CPO, she also functions as the key liaison with the National Privacy Commission. Meanwhile, the CISO reports directly to Globe’s President and CEO to ensure that cybersecurity and data privacy remain as one of the top priorities at Globe.

The rest of the team is composed of highly skilled personnel with internationally recognized data privacy and information security certifications, such as:

- Certified Information Systems Security Professionals (CISSP)
- Sysadmin, Audit, Network, and Security (SANS)
- Experts
- Certified Information Privacy Managers (CIPM), Certified Information Privacy Technologist (CIPT)
- AIGP (AI Governance Professional)
- Certified Information Security Managers (CISM)
- GIAC Certified Incident Handlers (GCIH)
- Certified Payment-Card Industry Security Implementers (CPISI)
- Certified Ethical Hackers (CEH) among others.

Globe also proactively collaborates with key stakeholders, such as the National Privacy Commission (NPC). Globe is an active member of the NPC’s Data Privacy Council, serving as Vice Representative of the Telecommunications sector. Globe also actively participates in the NPC’s data privacy roadshows,

INTELLECTUAL CAPITAL

Privacy Awareness Week, and other learning activities to spread awareness and support capacity-building of the NPC. This ensures that Globe remains at the forefront of data privacy best practices – contributing to a robust and evolving regulatory framework that protects its customers.

Processes and Systems: Controls

Globe proactively safeguards its systems through a robust Risk-Based Vulnerability Management (RBVM) program.

- **24/7 Vulnerability Monitoring:** Globe maintains constant vigilance, continuously scanning for potential vulnerabilities across its infrastructure.
- **Prioritized Response:** Identified vulnerabilities are categorized based on their potential impact, ensuring critical threats are addressed swiftly.
- **Continuous Assessment & Tracking:** Vulnerabilities are rigorously assessed, validated, and tracked to ensure timely remediation.
- **Proactive Reporting & Analysis:** Regular reports and in-depth analysis provide valuable insights, enabling Globe to implement effective controls and maintain a secure environment.

To ensure that adequate and effective privacy and security controls are implemented, Globe conducts regular audits, vulnerability assessments, and penetration testing (VAPT) in addition to working with vendor partners to supplement these efforts. Aside from internal audits, external audits are also conducted to strengthen compliance and risk mitigation. In 2024, a Privacy and Security Audit conducted by an external auditor rated Globe with a 3.6 out of 5 maturity score—significantly above the global average score of 3.0 for telecommunications service companies. Globe also conducts audits with its engaged vendors as part of supply chain risk management.

While Globe maintains high standards for security and reliability, vulnerabilities may still occur in the products and services of the company. To ensure continuous improvement, Globe encourages customers, users, researchers, and partners to report any identified issues through its Vulnerability Disclosure Policy portal at <https://vdp.globe.com.ph/p/Send-a-report>.

To ensure 100% compliance with the Philippine Data Privacy Act for all projects and initiatives regardless of size, scope, or complexity, Globe conducts a Privacy and Security Risk Assessment (PSRA) as outlined below:

1. **Vendor Risk Assessment:** manages the organization's risk exposure from third-party vendors providing IT products and services that involve or impact personal information
2. **Privacy Impact Assessment:** ensures compliance with local and international privacy standards and requires projects to implement specified privacy controls
3. **Security Risk Assessment:** ensures compliance with Globe's Security Standards which are also aligned with the different International Security Standards including but not limited to NIST, CIS Benchmarks, PCI-DSS, ISO 27001, SWIFT, etc. to ensure systems and applications are secure prior to launch of project or initiative

A PSRA certificate, which indicates completion of the mandatory PSRA, is issued to the Globe proponent for the concerned project or initiative.

Globe's information security management system is supported by ISO 27001 which covers the company's critical operations ensuring confidentiality, integrity, and availability of its information assets, and ISO 22301:2019 to ensure resiliency in case of man-made or natural disasters.

See [Annex](#) for a copy of the certificates.

Policy

The [Privacy Policy](#) of Globe outlines how Globe collects and uses its customers' personal data. When collecting personal data, Globe identifies which personal data is collected, the purpose for its collection, and the lawful basis for its use. Globe likewise informs its customers how their personal data is protected and up to when Globe will retain their personal data and how it is disposed. It is regularly updated to reflect changes in relevant laws and regulations and is easily accessible and publicly available online.

Globe also empowers them to have control over which of Globe's subsidiaries, affiliates, and partners they can share their personal data with for credit scoring, business analytics, and product development. This can be done by updating their preferences in the Privacy Dashboard of the GlobeOne App.

In line with the Data Privacy Act of 2012 (DPA), Globe recognizes the rights of its customers as data subjects and allows them to request access to their personal data. To do so, they must submit documents verifying their identity and account ownership. These documents will be reviewed by a dedicated team to verify authenticity and validity. If the request was initiated via email, the data will then be transmitted securely through a confidential email link that expires after a specific time.

The customer will be notified of the necessary requirements within two working days of submitting their initial email. After receiving the required documents, the data will be provided to the customer via a secure, time-bound email from privacy@globe.com.ph. The typical processing time is seven (7) working days, but this may vary depending on the volume and complexity of the requested data.

Compliance with the DPA is also demonstrated through the resolution of all privacy concerns received through the privacy@globe.com.ph email as well as having no monetary fines or penalties imposed on Globe by the NPC. In 2024, all concerns were addressed and no fines or penalties were imposed.

In 2024, there were zero data breaches. In accordance with the DPA, Globe will notify the National Privacy Commission and affected data subjects within seventy-two (72) hours of a personal data breach if (1) the relevant personal data may be used to enable identity fraud, (2) the pertinent personal data has been acquired by an unauthorized person, and (3) the unauthorized acquisition poses risks of serious harm to the affected data subjects.

¹ 85 out of 146 requests met the requirements of the Globe Policy and Procedure Manual for Requests for Call, SMS, and Data Records.

Data Privacy Highlights

2024 Results

No. of substantiated complaints concerning breaches of data privacy from outside parties and substantiated by the organization

Zero

No. of substantiated complaints received concerning breaches of customer privacy from regulatory bodies

Zero

% of data breach in which personally identifiable information (PII) was subject to data breach

Zero

Total no. of identified leaks, thefts, or losses of customer data

Zero

Total amount of monetary losses incurred during FY 2023 as a result of legal proceedings associated with incidents relating to customer privacy

Zero

Total number of unique customers whose information was requested by government or law enforcement agencies:

146

Total number of unique requests for customers information, customer content and non-content data, from government or law enforcement agencies:

146

Percentage of government and law enforcement requests that resulted in disclosure to the requesting party for Globe-registered numbers¹:

58%



Vulnerability
Disclosure
Policy



Globe Privacy
Policy

Spam and Fraud Detection

Globe remains committed to significantly reducing the number of spam and scam messages received by Globe customers through its investment in filtering mechanisms, enhanced Security Operations Center, and collaborative efforts with stakeholders.

Fraudsters constantly evolve their tactics, exploiting technologies like IMSI spoofing and OTT media services to deceive customers. Globe proactively counters these threats with measures like removing clickable links in SMS since 2022, ahead of the memorandum of the National Telecommunications Commission issued in 2023.

The company has invested over US\$26 million in accumulated capital expenditures for boosting cybersecurity defenses against fraud, messaging, and voice call-related attacks.

The Globe Security Operations Center (SOC), which operates 24/7, adheres to rigorous global standards and frameworks, including ISO 27001, PCI-DSS, NIST, MITRE, SWIFT, and CIS, to proactively detect and neutralize threats, ensuring a secure digital environment for customers.

Since 2022, Globe has established partnership with financial institutions, particularly with the Bankers Association of the Philippines (BAP) covering 45 major banks in the country, to share threat intelligence and combat fraud. This has resulted in an intensified crackdown of bank-related spam and scam SMS through real-time blocking of phishing sites, spam messages, and fake sender IDs through sender ID whitelisting, immediate blocking of numbers and URLs used for smishing and vishing reported by BAP member-banks.

Fraud Detection Highlights

2024

978 million
Spam and scam messages blocked

14,115
Blocked/deactivated Globe SIM

95,012
Blacklisted SIMs linked to spam and scam messages

Customers are empowered to take an active role in combating fraud through Globe’s StopSPAM portal. This platform allows users to instantly report suspicious mobile numbers associated with fraudulent activities. These reports trigger immediate investigation, and if validated, Globe takes swift action to deactivate or block the numbers. Customers can also directly contact Globe through a dedicated communication line to actively manage and exercise their data privacy rights as enclosed in the [Globe Privacy Policy](#):

- Right to Be Informed
- Right to Object
- Right to Access
- Right to Data Portability
- Right to Rectify
- Right to Erasure or Blocking
- Right to Damages
- Right to File a Complaint

Training for Employees

All Globe employees are required to complete the mandatory cybersecurity and data privacy training on a yearly basis. This is in line with the Philippine DPA which requires companies to have comprehensive data privacy training and education for all employees. Globe also ensures that employees in cybersecurity and data privacy roles receive highly specialized training with a dedicated program. This includes securing internationally recognized certifications.

See [Human Capital](#) for more information on Learning and Development.

Topic	Description
Understanding Data Privacy	Learning how to protect yourself in the face of a data-driven future
Cybersecurity at Work	Learning about new threats and how to protect yourself and the organization

Aside from the e-modules, Globe also annually celebrates Privacy Awareness Month, with the theme “ClickSafe” to encourage employees to observe and promote a cybersecurity and data privacy culture. Talks and game shows were conducted in 2024 for a more interactive platform.

To further foster a culture of cybersecurity and data privacy awareness, Globe mobilizes these two groups:

- **Assembly of Privacy and Security Advocates (APSA):** This network of nominated advocates embedded across Globe act as first-level privacy and security advocates, and serves as a link between business units and the Data Privacy Office. APSA members are equipped to identify security incidents and data breaches, disseminating crucial information and best practices within their teams.

- **Globe Group Privacy and Security Council (GG PSC):** Composed of representatives from Globe’s portfolio companies, the PSC aligns privacy and security standards across the organization. It serves as a platform for discussing challenges and sharing best practices on data protection. Moreover, Globe, represented by its Chief Privacy Officer, was the Chair of the Ayala Group Data Privacy Council (AG DPC) from July 2023- January 2025.

As a telco company, Globe upholds strict information security standards. The Code of Conduct treats any intentional or unintentional disclosure of confidential information or actions compromising data integrity and availability as violations, which may result in dismissal.

Enterprise clients can request dedicated Data Privacy 101 sessions led by Globe’s Privacy Compliance Managers. These sessions empower clients to strengthen their own data privacy practices and foster a culture of security within their organizations. While direct training for the vendors of Globe may not be mandated by the DPA, vendors acknowledge the Globe Supplier Code of Ethics, which explicitly expects them to comply with the Data Privacy Act of 2012. Furthermore, a rigorous Vendor Risk Assessment under the PSRA scrutinizes each vendor’s data privacy and information security practices, ensuring alignment with Globe’s high standards.

Internal Reporting Channels

The internal ISDP Support Channel Operator or “iSCO”, is a chatbot that is ready to assist all Globe employees with any privacy and cybersecurity-related concerns. This bot allows reporting of suspicious messages or activities related to cybersecurity and data privacy. Aside from this, employees are provided with a list of email addresses they can reach out to depending on the concern:

1. General information security and data privacy related concerns;
2. Report information security incidents;
3. Privacy concerns,
4. Inquiries or reports on SMS spamming, and
5. Other security requirement related questions.

Promoting Online Safety for All

Globe remains committed to promoting not only greater access to connectivity, but also product safety by providing safer online experience among its customers.

Customer Upskilling on Online Safety, Anti-Fraud, and Anti-Scam

Online safety programs are designed to educate and empower customers in the face of evolving online threats. Through these programs, Filipinos gain a deeper understanding of potential risks, learn how to identify and avoid them, and develop strategies to protect their personal information and online security.

Program/ Initiative	Description	2024 Performance
Digital Thumbprint Program (DTP)	DTP was launched in 2016 with the support of Optus and Singtel to help Filipino youth become responsible online citizens through workshops and e-modules on digital citizenship and online safety. To address the changing tech landscape, DTP expanded to 35 stackable modules, now covering AI ethics, blockchain, cryptocurrency, cybersecurity, and more. Updated topics on digital wellness, emotional intelligence, and productivity tools equip participants with essential digital skills. By integrating AI and emerging tech, DTP empowers communities to navigate the digital world safely and effectively. To expand its reach, Globe ramped up the training of DTP Employee Ambassadors—ensuring that lessons are delivered nationwide, from Luzon to Visayas and Mindanao. Over 100 employees have been trained as DTP Ambassadors to conduct educational workshops nationwide. Language is not a barrier, as content is customized based on local dialects to help students better understand and apply the lessons in their daily lives.	6,196 students
Senior Digizen	The Senior Digizen Program is a learning session launched in 2024 intended for Filipino seniors (60 years and above) to bring them aboard the digitalization journey. This aims to increase their basic digital skills. This includes Smartphone 101 and using tools such as Google’s email service Gmail, fintech super app GCash, and telehealth service KonsultaMD, enabling them to navigate the digital world. This also includes upskilling them to protect themselves from the online risks such as scams and spam.	662 attendees
Safe Space Book	Safe Space: A Kid’s Guide to Data Privacy was published in 2021 in partnership with The Center for Art, New Ventures, and Sustainability (CANVAS). The book teaches kids about the importance of their personal data and how they can protect it. It won the National Privacy Commission’s Privacy Initiative of the Year Award as well as the National Children’s Book Award in 2021. Aside from the printed version of the book, it continues to be available to the public online, both in English and Filipino versions.	8,000 books published, with 2,500 of those books translated in Filipino for a wider audience
makeITsafe.ph	The microsite is an online resource hub to inform parents and guardians about cyberbullying. It includes a glossary of common terms and emojis used in cyberbullying.	Ongoing implementation
Alagang Globe Advisories	As part of the Alagang Globe initiative, customers receive regular advisories that promote cybersecurity and fraud awareness. These advisories contain practical tips and timely reminders to help protect against phishing scams, and other emerging threats. To maximize reach, advisories are delivered through SMS, and are further supported by targeted social media campaigns and public service announcements. Customers are also encouraged to report suspicious messages via the Globe StopSpam website, reinforcing shared responsibility in keeping the digital space secure.	100% of customers received Alagang Globe Advisories, with additional reminders sent to targeted sector

Anti-OSAEC

Globe, as contained in its [Human Rights Policy Commitment](#), aims to decrease the accessibility of Child Sexual Abuse or Exploitation Materials (CSAEM) online through proactive partnerships. Collaborating with the Internet Watch Foundation (IWF) and Center for Child Protection, Globe’s Security and Operations Center is able to actively identify and block harmful websites. In 2024, the company intensified its efforts by blocking non-photographic imagery (NPI) generated through artificial intelligence, computer-generated imagery (CGI), animation, cartoons, drawings, and other non-live methods.

Child Online Safety Metrics	2022	2023	2024
Number of domains and URLs containing Child Sexual Abuse or Exploitation Materials blocked	401,487	489,894	417,640

Outlook

In 2025, Globe will strengthen its framework for responsible and scalable AI by embedding governance across the entire lifecycle – from intake and third-party tools to risk assessment and post-deployment monitoring. Emphasizing data integrity, personnel expertise, and ethical use, Globe prioritizes sustainable AI solutions over rapid deployment. Through continuous refinement, Globe aims to deliver secure, transparent, and high-impact AI innovations that build long-term trust.

Fostering a Culture of Collaboration, Innovation, and Inclusion



Governance

Board Level:

- Nomination and Governance Committee
- Compensation and Remuneration Committee
- Board Risk Oversight and Sustainability Committee
- Audit and Related Party Transactions Committee
- Finance Committee

Management Level:

- President and CEO
- Chief Audit Executive
- Chief Compliance Officer, Senior Vice President – Legal and Compliance, and Assistant Corporate Secretary
- Chief Human Resources Officer
- Chief Financial Officer (CFO), Treasurer, and Chief Risk Officer (CRO)
- Chief Sustainability and Corporate Communications Officer
- General Counsel (GC)



Risks

- Talent and Succession
- Digital Transformation
- ESG-linked



Financial Highlights

- Maintained Learning and Development cost to Php63 million
- Change in staff cost (See Note 27 of AFS)



Strategies

1. Fostering a Culture of Inclusion and Belonging

Cultivating a diverse and inclusive workplace where every employee feels valued, respected, and empowered to contribute their unique talents.

2. Building a Future-Ready Workforce with AI

Investing in AI and digital skills training programs to equip the workforce with the knowledge and capabilities needed to thrive in the age of artificial intelligence.

3. Championing Employee Well-being

Prioritizing employee well-being by providing comprehensive compensation and benefits, promoting work-life balance, and fostering a supportive environment for personal and professional growth.

4. Upholding Ethical Labor Practices and Human Rights

Maintaining the highest standards of ethical labor practices and human rights across our operations and supply chain, ensuring fair treatment and safe working conditions for all.

Metric	Target	2023	2024
Diversity, Equity, and Inclusion	Gender balanced workforce	44% female workforce	44% female workforce
	Foster an inclusive environment	Released the Diversity, Equity, and Inclusion Policy Commitment	Established strategic partnerships with the Project Inclusion Network (PIN) and the Philippine Business and Disability Network (PBDN) Joined Publicis Groupe’s ‘Working with Cancer’ initiative to support the global campaign against cancer stigma in the workplace
Learning and Development	Uplift competencies of employees	47 average learning hours per person (Target: 24 hours)	98.9% ¹ of individual contributors completed three or more learning and development (L&D) interventions aligned with Individual Development Plan (IDP) development areas or upskilling TechCo, Digital, and Group or Functional competencies
	Upskill employees with relevant Digital Skills	Launched Telco to Techco learning series	Launched Digital4All - OneGlobe program aiming to level up every Ka-Globe on foundational techco and digital knowledge, mindsets, and competencies. Launched SALy (or Self-directed Autonomous Learning for You) - An AI-enabled learning companion in Workday that recommends competency-aligned courses to individual employees. Launched the Techo Learning Hub - a one-stop shop for strategically curated learning paths geared towards digital upskilling and group-specific learning focus. The Hub also provides access to Digital4All digital learning courses.

¹ In 2024, Globe strategically shifted from learning hours to a more impactful KPI: completing targeted interventions aligned with IDPs, TechCo, Digital4All, and functional competency development.

Fostering a Culture of Inclusion and Belonging

Governance

Globe fosters a workplace environment that values diversity, equity, inclusion, and belonging (DEIB). This commitment extends beyond simply acknowledging differences; it actively seeks to create a space where everyone feels valued, respected, and empowered to contribute their unique perspectives and talents. In 2023, the company formalized its commitment through a [Diversity, Equity, and Inclusion Policy Commitment](#). Furthermore, the Ayala Group Management Committee, which includes the President and CEO of Globe, approved the [DEI Leadership Commitment Statement](#), signaling a unified organizational dedication to driving tangible change.

By embracing DEIB, Globe recognizes that a diverse workforce is essential for driving creativity and innovation and creating products and services that resonate with its broad customer base. Globe's focus on DEIB not only enables the company to attract top talent from a variety of backgrounds but also plays a crucial role in retaining employees. Moreover, the creation of an inclusive environment positions Globe as a preferred employer, attracting and retaining talent who seek a workplace where they can truly belong and excel.

Globe integrates DEIB principles throughout its talent lifecycle, from recruitment and onboarding to retention and offboarding, ensuring that every stage reflects a commitment to inclusivity. Human Resources plays a pivotal role in leading this transformative effort, driving the organization towards a diverse, equitable, and inclusive workplace.

Upskilling



Diversity, Equity, and Inclusion 101

- Building an inclusive workplace
- Identifying and addressing biases
- Improving psychological safety



Disability Sensitivity Training with Philippine Business and Disability Network (PBDN)

- Fundamental concepts of disability
- Communicating about disability
- Practical steps to integrate and interact with Persons with Disability in the workplace



SOGIE Workshop

- Conceptual foundations of SOGIESC
- Challenges/issues related to SOGIESC (with specifics on non-cisheteronormative identities)
- Measures to promote gender-inclusive and -transformative workplace

Strategy

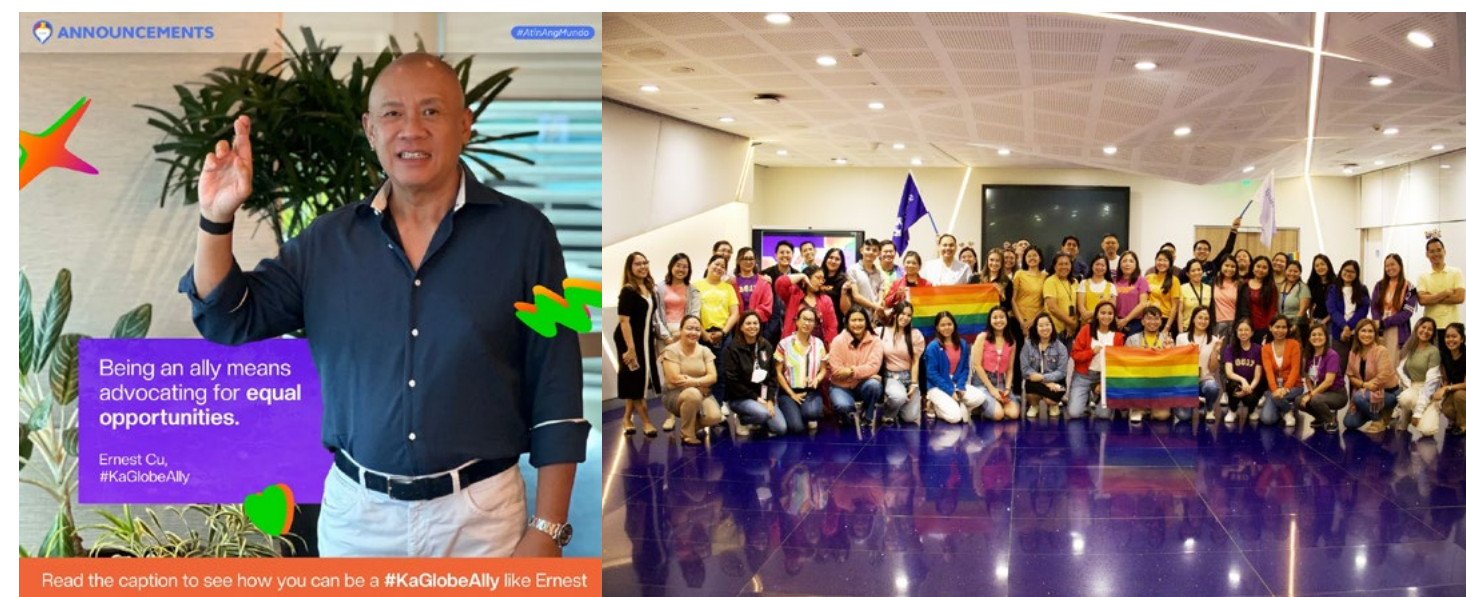
Talent Attraction

Globe is an equal opportunity employer. Gender and socio-economic factors are not factored in the application process. Any form of discrimination is not tolerated throughout the entire employee lifecycle, including the hiring process such as in posting vacancies, selecting, and interviewing applicants.

In 2024, Globe conducted a DEIB audit of the end-to-end employee lifecycle including improvements such as equal opportunity statements in job portals and job postings, and revision of screening questions in job application.

Promoting Inclusivity

Globe champions inclusivity and psychological safety by organizing events, conducting workshops, and actively participating in the Ayala Group of Companies' Inclusive Circles program. By extending this vital initiative to its employees, Globe fosters a powerful environment where authenticity and vulnerability are not just accepted, but celebrated. Specific, dedicated Inclusive Circles—tailored to the unique experiences of Women, LGBTQIA+ individuals, working mothers facing “Mom Guilt” (or feeling that they are not able to support their children enough, especially due to work), Gen Z employees, and Neurodivergent individuals—demonstrate Globe's unwavering commitment to creating a truly supportive and understanding workplace.



Facilities

Globe continues to foster an inclusive and accessible workplace, demonstrated by its proactive approach to ensuring office compliance with local regulations for workplace safety and to creating a welcoming and respectful environment for all employees, regardless of gender identity or physical ability.



Compliance

- **Lactation rooms:** Providing comfortable spaces in Globe offices for mothers to express/pump milk at any time.
- **Accessibility for persons with disabilities (PWDs):** Designing Globe offices to ensure accessibility for PWDs.



Beyond Compliance

- **Gender-inclusive restrooms:** Offering 20 gender-inclusive restrooms at the Metro Manila headquarters and 27 across regional offices
- **Quiet Room/Prayer Room:** Allocating space to reduce stress, improve mental clarity, and allow for the free practice of religion.
- **Collaborative spaces:** Designing collaborative areas with open spaces, meeting rooms, and huddle rooms.

Equal Benefits

Globe has been a champion for LGBTQIA+ inclusivity in the workplace since 2020, when it expanded its benefits package to recognize same-sex legal spouses of regular employees as qualified dependents. This initiative ensured equitable access to vital benefits such as healthcare and insurance coverage, fostering a supportive workplace environment for all employees.

Building upon this foundation, Globe extended these benefits in 2023 to include common-law and domestic partners, regardless of sexual orientation. This expansion demonstrates Globe's dedication to recognizing and valuing the diverse relationships of its employees, creating a truly inclusive workplace where everyone feels respected.

In 2024, Globe's commitment to inclusivity extended beyond gender to encompass religious diversity. While the Christmas Bonus remains a tradition, Globe introduced Ramadan Gifts for Muslim employees, acknowledging and celebrating their cultural and religious observances.

Collaboration

Globe values collaboration as it brings out innovation and fosters a culture of belonging, as embodied in its value “We value people and together, we make a difference.” This year, Globe made its biggest leap yet in collaboration with the Collab Index soaring from 44.58 in 2023 to 61.86 in 2024 for overall telco—a testament to the synergy and shared commitment to collaboration. Globe will continue to focus on fostering belonging among teams, and ensuring that every employee feels valued and empowered.

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Feedback Mechanism

Globe recognizes that cultivating a truly inclusive workplace necessitates active and continuous dialogue with its employees. On a periodic basis, Globe also conducts an engagement survey. The latest survey was conducted in 2022 which resulted in 97% Participation Rate and 92% Engagement Score, ahead of Philippines, High Performance Orgs, and Global Telcos benchmark. While the company is due for another engagement survey, the DUDE Bot of Globe continues to serve as a vital Employee Listening platform, capturing 106,776 data points, over seven (7) Pulse Surveys in 2024. Among the surveys deployed include New Hire Survey and Longevity Survey. This feedback mechanism extends beyond mere communication; it provides invaluable insights that directly inform the development and refinement of processes and programs.

Employee Recognition

The Globe Excellence Awards (GEA), the company's annual recognition program, honors employees' hard work, dedication, and contributions. This formal event recognizes Globe personnel for their achievements and commitment to excellence in categories including Volunteerism, Wonderful Service, Innovation, Collaboration, Leadership, and Employee of the Year. Nominees are selected through a rigorous evaluation process.



Formal recognition programs are complemented by peer-to-peer recognition initiatives. The organization employs Wanda, a digital platform that facilitates employee commendation, thus aiming to elevate overall employee morale. Compliments are aligned with Globe Values to further strengthen company culture.



Strategic Partnerships

In 2024, Globe established strategic partnerships with the Project Inclusion Network (PIN) and the Philippine Business and Disability Network (PBDN) to actively promote an inclusive workplace. Through this collaboration, Globe will enhance employment opportunities for persons with disabilities by leveraging PIN's expertise in skill-and-job matching. This partnership will connect qualified candidates with suitable roles within Globe and its network of member companies.

Beyond recruitment, PIN will also provide invaluable disability sensitivity training and facilitate educational sessions. This partnership extends to collaborative research projects and contributions to disability-related knowledge through surveys and data collection,

demonstrating Globe's commitment to advancing inclusivity both within and beyond its organization.

Globe also has joined Publicis Groupe's 'Working with Cancer' initiative, becoming the first telco in the Philippines and Southeast Asia to support the global campaign against cancer stigma. Globe has committed to a five-point action plan to remove the stigma associated with cancer in the workplace and provide support for affected employees. This includes implementing supportive policies, raising awareness, fostering workplace conversations, tracking progress, and continuously improving support measures. AC Health has also joined in the pledge to provide excellent cancer care to Globe employees.

Recognitions

ET HRWorld Southeast Asia's #HRIcons2024

- Renato Jiao, Chief Human Resources Officer

2024 HR Asia

- Winner - HR Asia Best Companies to Work For in Asia, The Philippines Chapter (2024) (Five-peat winner)

ACES Awards 2024

- Top Workplaces in Asia (Eight-peat winner)
- Industry Champions of the Year

2024 HR Excellence Awards

- Employer of the Year (Three-peat winner)
- Gold - Total Rewards Strategy
- Gold - In-House Talent Pipeline Strategy
- Silver - Best HR Team (MNC)
- Silver - Business Transformation
- Silver - Change Management

2024 Stevie® Great Employer Awards

- Gold Stevie Award - Engagement/Happiness Team of the Year
- Silver - Employer of the Year - Telecommunications (Seven-peat winner)
- Silver - Achievement in Organizational Culture
- Silver - Best Reward & Recognition Strategy

Performance

Permanent Employees

	2022 ²	2023 ²	2024
Total Employees			
Permanent	8,147	7,541	6,381
By Age Group			
Under 30 years old	1,347 (16.53%)	1,012 (13.42%)	631 (9.89%)
30-50 years old	6,209 (76.22%)	5,936 (78.72%)	5,137 (80.50%)
Over 50 years old	591 (7.25%)	593 (7.86)	613 (9.6%)
By Gender			
Male	4,519 (55.47%)	4,199 (55.69%)	3,571 (55.96%)
Female	3,628 (44.53%)	3,342 (44.31%)	2,810 (44.04%)
By Region			
Luzon	7,038	6,511	5,559
Visayas	615	561	428
Mindanao	494	470	394
By Level			
Rank and File	1,321 (16.21%)	1,113 (14.76%)	706 (11.06%)
Middle Management	6,241 (76.61%)	5,865 (77.78%)	5,144 (80.61%)
Senior Management	585 (7.18%)	563 (7.46%)	531 (8.32%)
Persons with Disability	43	39	37

New Hires

	2022	2023	2024
New Employee Hires	762	323	284
By Age Group			
Under 30 years old	383	174	145
30-50 years old	370	148	137
Over 50 years old	9	1	2
By Gender			
Male	448	181	150
Female	314	142	134
By Region			
Luzon	722	316	274
Visayas	17	4	5
Mindanao	23	3	5
By Level			
Rank and File	24	8	14
Middle Management	723	310	251
Senior Management	15	5	19

Employee Turnover

	2022 ²	2023	2024
Attrition Rate ³	10.62%	11.83%	20.74%
Employee Turnover	875	928	1,444 ⁴
By Age Group			
Under 30 years old	233	177	261
30-50 years old	598	620	1,072
Over 50 years old	44	131	111
By Gender			
Male	458	499	777
Female	417	429	667
By Region			
Luzon	802	839	1,221
Visayas	52	60	136
Mindanao	21	29	87
By Level			
Rank and File	123	130	337
Middle Management	690	733	1,015
Senior Management	62	65	92

Generational Diversity

	2023	2024
Baby Boomers (born between 1946 and 1964)	46 (1%)	29 (0.5%)
Gen X (born between 1965 and 1980)	2,368 (31%)	1,992 (31%)
Millennials (born between 1981 and 1996)	4,818 (64%)	4,057 (64%)
Gen Z (born between 1997 and 2013)	310 (4%)	303 (5%)
Average of employees	39 years old	39 years old

Women in the Workforce

	2024
Female representation in total workforce	2,810 (44%)
By Level	
Rank and File	399 (57%)
Middle Management	2,168 (42%)
Senior Management	243 (46%)
Female Executives	37 (47%)
Female Key Officers (C-suite)	5 (42%)

Data as of year end 2024

² Restated headcount due to data reconciliation

³ Attrition Rate was computed using the formula: Attrition rate =(no. of turnover)/ (average of total no. of employees of previous year and total no. of employees of current year). Using SEC formula (i.e. Attrition rate = (no. of new hires – no. of turnover) / (average of total no. of employees of previous year and total no. of employees of current year), the Attrition Rate in 2024 is 16.66%.

⁴ The overall decrease in the number of employees in Globe is due to the manpower optimization program of the company that was done in batches in 2024. The program included early retirement options and workforce structuring aimed at streamlining roles. This move was guided by the [Globe Responsible Management of Reorganization Policy Commitment](#). As majority of the employees of Globe are located in Luzon, it had the most number of attrition.

Building a Future-Ready Workforce with AI

Reframing Growth through myIDP

In 2024, Globe achieved 100% completion of My Individual Development Plan (myIDP) across the organization. This signifies the company’s commitment to employee growth, viewing development planning as essential for their success. Globe is moving beyond mere compliance, aiming to make myIDP a valuable, personal growth tool.

Globe enabled all employees to align their myIDPs with their business units’ key learning priorities, focusing on building crucial Telco and TechCo skills for Globe’s transformation. This integration makes myIDP:

- A tool for focused growth, not just a task.
- A way to build vital leadership, technical, and digital skills.
- A connection between individual goals and company skill development.

Globe is building a learning culture where development supports work. By empowering employees to own their growth while contributing to Globe’s needs, myIDP supports both individual and organizational goals. For Globe, myIDP is how the company develops the skills and confidence to lead now and in the future.

IDP Completion	2024 ⁵
By Gender	
Male	2,725
Female	3,482
By Level	
Rank and File	537
Middle Management	5,143
Senior Management	527

Through the employee-initiated myIDP, employees and their immediate supervisors collaborate in crafting personalized career paths, requiring open dialogue about upskilling objectives, leveraging strengths, and interventions for areas for development.

Performance with Purpose: Putting Soul into Action through SOULversations

In March 2024, Globe’s Performance Planning and Evaluation (PPE) incorporated “Soul-in-Action through Performance” (SOULversations), a new approach that blends ‘Soul’ principles with performance management, focusing on performance results and the behaviors that drive them. This fosters more meaningful one-on-one conversations between managers and direct reports, centered on empathy, accountability, empowerment, courage, and psychological safety. These dialogues aim to:

- Reflect on achievements.
- Exchange honest, transparent, and supportive feedback.
- Align on purposeful growth and development.

The intent of SOULversations is to cultivate a #BetterandKinder Globe, where performance evaluation values not only outcomes but also trust, care, and shared organizational success.

Employees who received regular performance review	2024 ⁶
By Gender	
Male	2,765
Female	3,521
By Level	
Rank and File	698
Middle Management	5,057
Senior Management	531

⁵ 100% of eligible/required employees have completed their IDP for 2024

⁶ 100% of employees (hired until October 1 and active as of December 31) have completed their performance evaluation

Digital4All: Building Future-Ready Leaders and a Digitally Fluent Workforce

Globe’s vision is to empower every Filipino as a Digital Filipino, a transformation that begins internally by equipping its leaders and employees with essential digital mindsets, skills, and capabilities. Recognizing technology as central to its strategy, Globe’s imperative is to upskill and reskill its workforce at scale to ensure differentiated service delivery and sustained competitiveness in the evolving digital economy.

The Digital4All program, a multi-year initiative spearheaded by Globe University, is central to developing digital fluency across the organization. This program empowers employees to become digital champions by building capabilities in two key dimensions:

Mindsets & Behaviors:

- **Business Acumen:** Cultivating ownership and understanding of individual roles within the broader business context, leading to sharper, value-driven decisions.
- **Growth Mindset:** Embracing continuous learning and change, fostering proactive innovation and improvements in work processes, service delivery, and growth.

Tech Acumen:

- Developing foundational and emerging capabilities in critical areas such as Artificial Intelligence, Cloud Computing, Cybersecurity, Data Analytics, and UX Fundamentals, essential for Globe’s TechCo transformation.

Digital4All emphasizes experiential learning, bridging the gap between awareness and practical application. The program offers toolkits, digital learning pathways, role-relevant journeys, interactive campaigns, and on-demand resources via the TechCo Learning Hub, anchored on the 70-20-10 learning model (70% experiential, 20% social, 10% formal).

Focused on mandated KPIs and Techco competencies



70% EXPERIENCE: Experiential Learning

- Take on new responsibilities
- Initiate and/or implement a project
- Participation in Hackathons



20% EXPOSURE: Social Learning

- Mentoring
- Build professional network
- Participate in Communities of Practice
- Proactively get feedback from others



10% EDUCATION: Structured Learning

- Role-relevant courses
- Techco Competency-aligned courses (e.g. artificial intelligence, cloud computing, cybersecurity)

In 2024, Globe University launched SALy, an AI-powered tool that recommends competency-aligned digital courses. SALy mapped over 2,000 learning paths and e-Courses, providing curated resources for 100% of Globe competencies. By personalizing learning and enabling self-direction, SALy supports employee upskilling and addresses competency gaps, contributing to improved proficiencies and the achievement of core competency targets. Globe encourages all employees to actively engage with the TechCo Learning Hub and Digital4All resources to translate learning into tangible action and drive organizational transformation, ultimately progressing towards the vision of a Digital Filipino nation.

	2023		2024	
	Training hours	Average training hours	Training hours	Average training hours
By Gender				
Male	193,464	46.1	145,437	40.7
Female	160,924	48.2	122,232	43.5
By Level				
Rank and File	54,227	48.7	29,442	41.7
Middle Management	277,653	47.3	220,886	42.9
Senior Management	22,507	40.0	17,340	32.7
Average Training Hours		47.0		41.9 ⁷

Leadership in Motion: A Full-Spectrum Growth Strategy at Globe

Globe adopts a comprehensive and strategic approach to leadership development, recognizing it as a continuous journey of purposeful growth for individuals at all organizational levels, from newly promoted supervisors to future general managers. The company’s investment in its leaders is driven by the conviction that effective leadership, characterized by clarity, courage, and impact– crucial for the organization’s sustained success and future leadership pipeline – is cultivated through intentional preparation.

- Driving Career Milestones through New Leaders Programs:** Globe’s signature programs, ELEVATE for new managers focuses on influencing and motivating others, managing projects effectively, making sound decisions, enhancing self-awareness and critical thinking, and developing a strategic perspective to navigate complexity and achieve results. EMPOWERED for new executives to build confidence and capability in critical leadership dimensions such as inspiring teams with clarity and vision, designing effective strategies and structures, and driving innovation while cultivating a dynamic and agile culture.
- Soul Leadership as a Cultural Anchor:** Launched in 2022 and reaching over 1,600 People Managers, Soul Leadership is redefining Globe’s leadership culture by fostering leaders who integrate skill with a deep sense of self-awareness, purpose, and alignment with the company’s core values. This program is embedded as a fundamental aspect

- of Globe’s leadership DNA, influencing team engagement, customer service, and the daily execution of its mission.
- EverydaySoul for Frontline Supervisors:** Piloted in 2024, EverydaySoul is Globe’s formal behavioral development program specifically for supervisors, acknowledging their pivotal role as the first line of leadership. The program focuses on developing practical, high-impact leadership skills, including understanding Soul Leadership principles, mastering situational leadership, and providing effective feedback and coaching.
 - The Next Gen Leader:** Transformational Leader Track: This program cultivates early-career leaders into systems thinkers and transformation catalysts. Participants apply their learning by delivering high-impact transformation projects directly to Globe’s senior leaders, providing tangible value to the business.
 - Developing High-Impact Leaders through ASPIRE and EVOLVE:** Anchored on Globe’s Leadership Success Profile (LSP), ASPIRE for High-Potential Leaders and EVOLVE for Emerging Executives are designed to develop well-rounded, agile leaders to excel in their current roles, be ready for future responsibilities, and drive transformation across Globe. Through a dynamic blend of knowledge-building workshops, immersive simulations, guided self-reflection, self-assessments, and collaborative peer learning, these programs equip leaders to thrive in complexity, lead with purpose, and create meaningful impact within and beyond the organization.
 - Leadership EDGE - Building Future-Ready Enterprise Leaders:** To prepare leaders for greater enterprise impact, Globe introduced the Leadership EDGE Program to strengthen the pipeline of future general managers. The program sharpens business acumen for strategic decision-making, deepens customer insight for market relevance, and cultivates entrepreneurial thinking to drive bold innovation.

These interconnected initiatives form a comprehensive and enterprise-aligned leadership ecosystem, strategically designed across career stages to cultivate leaders who are strategically equipped, self-aware and agile, and deeply connected to Globe’s purpose and future-resilient, reinforcing leadership development as a key strategic priority.

Mentorship

Globe’s **Mentoring Program** fosters a culture of continuous learning by connecting employees with mentors, enabling them to learn from others’ experiences, expertise, and insights. The program bridges theory and general knowledge with real-world application and Globe-specific contexts—turning learning into meaningful action and impact.

- Globe established a robust foundation for mentoring, supported by a significant base of over 80% of Executives who are registered mentors engaged in nearly 350 active mentoring relationships. This ensures that mentoring is a visible, accessible, and valued component of growth and learning throughout the organization. The program encompasses three key mentoring areas to provide comprehensive support:
- Leadership mentoring:** This is the most sought-after type of mentoring, indicating a strong employee interest in developing leadership capabilities, whether for new managers, aspiring leaders, or those seeking to enhance their influence.
 - Career mentoring:** This form addresses the significant interest in navigating professional growth, career transitions, and long-term career planning.
 - Functional or Technical mentoring:** This underscores the importance of deepening role-specific expertise and achieving mastery within one’s field.

Moving forward, Globe remains committed to ensuring that its mentoring program continues to serve as a development accelerator of personal and professional growth within the company.

Talent Pipeline: Developing Future-Ready Talent

At the core of Globe’s strategy to build a future-ready and high-impact talent pipeline, the company offers a suite of accelerated and immersive development programs. These initiatives are designed to equip early-career talents with the technical, functional, and leadership capabilities necessary to excel in critical roles across the organization.

- Globe’s various pipeline tracks are strategically designed to address specific business needs while cultivating well-rounded individuals prepared to assume leadership, technical, or specialist responsibilities. These include:
- Management Development Program (MDP):** An accelerated immersion program focused on fast-tracking individuals into general management roles within both commercial and enabling business groups.

- G-Tech:** A technical cadetship program designed to rapidly develop capabilities in emerging Information and Communication Technology (ICT),
- Cadetship Program:** This program concentrates on developing well-rounded future leaders within Network Technical Groups, integrating deep technical expertise with strong business proficiency.
- Data Science Program (DSP):** A fast-track program aimed at building capabilities in Data Science and Advanced Analytics through a combination of instructor-led training, self-paced learning, and practical immersion experiences.

Collectively, these programs, which have deployed over 250 pipeline talents in total, represent Globe’s strategic investment in cultivating deep and scalable talent pipelines. This commitment extends beyond structured learning, reflecting the company’s focus on empowering digital transformation and ensuring long-term business success through the development of its early-career professionals.

Internship

Future talent is strategically cultivated through Globe’s high-impact internship program, a key initiative in the commitment to nation-building and fostering a digitally-empowered Philippines. Strong partnerships have been forged with leading academic institutions nationwide, including the University of the Philippines, Ateneo de Manila University, De La Salle University, Far Eastern University, the University of Santo Tomas, Mapua Institute of Tech, Asia Pacific College, National University, STI College, and Colegio de San Juan de Letran, among many others. These partnerships provide students with invaluable industry-relevant skills and practical experience within a dynamic, technology-driven ecosystem. This program, which has engaged over 200 students since its launch in the second quarter of 2023, directly addresses the evolving demands of the digital economy and enhances graduate employability. Furthermore, collaborative engagements extend beyond internships to include career development initiatives, reinforcing the role as a preferred employer and contributing to a robust talent pipeline for the nation’s digital transformation.

⁷ With the changes in the headcount of Globe throughout 2024, this has naturally resulted in a lower total of learning hours. Despite this focus change, employees remain highly engaged in valuable learning for current and future roles.

Championing Employee Well-being

Employee Benefits

The Human Resources Group consistently stays abreast of market trends and industry standards by regularly benchmarking employee benefits, including but not limited to base salary, bonuses, incentives, and other forms of compensation. This proactive approach

ensures that the organization can offer competitive remuneration packages that not only attract and retain top talent but also keep the company's workforce motivated, engaged, and satisfied with their overall employment experience.

	Government benefits	This covers the mandatory benefits namely SSS, PhilHealth, Pag-IBIG.
	Leaves	This includes parental leave, including solo parent leave, vacation leave, sick leave, paid time-off, volunteer time-off, and study leave. • Maternity leave (primary caregiver)- 105 days • Paternity leave (secondary caregiver)- 10 days (3 days more than the required leaves by the Philippine government.) • Solo parent leave- 7 days
	Bonus	Employees are provided with guaranteed 13th and 14th month pay.
	Variable Performance-based pay	On top of the 13th and 14th month bonuses, employees may receive variable performance-based pay upon reaching the company's defined targets and attaining a minimum score based on the employee's year-end performance.
	Personal Accident Policy, Life Insurance, Disability and Invalidity Coverage	These security and protection policies of Globe provide coverage for accidents, permanent and total disabilities, or death.
	Medical benefits and reimbursement	All employees of Globe are covered by a healthcare plan under a partner health maintenance organization (HMO). Under Globe's myChoice program, the company empowers its employees to enroll their common-law partners and dependents for medical coverage as well. See Physical Health for additional information. Enhancing access to care, the main corporate offices of Globe have onsite pharmacies that offer employees the convenience of obtaining prescribed medicines for free (within certain limits). The company also allows employees to reimburse prescribed medicines (within certain limits) purchased from partner and non-partner pharmacies.



Mental Health Benefit

Employees can reimburse mental health expenses for consultations and telepsychiatry services with licensed psychiatrists or accredited facilities, as well as psychiatric medicines prescribed for treatment. Absence from work, for the purpose of undergoing treatment or rehabilitation, as prescribed by the attending psychiatrist, may be charged to the available Sick Leave and other related paid leaves of the employee.



Longevity Program

With the Longevity Award Program, Globe gives back to its tenured employees who, with their loyalty and dedication, have contributed to the company's success. Since 2022, the company has awarded tenured employees with shares of the company. Through this, the awardees become part owners of the company.

See [Note 27.3 Share-based Compensations of the AFS](#) for more details.



Retirement Benefits

Retirement benefits are given to Globe employees who have rendered at least ten years of service upon their retirement at the age of 65. The benefits provided include 5-year extended medical coverage, 5-year extended life insurance coverage, bereavement assistance benefits, and career transition services on financial wellness, investments, and portfolio management. Employees who are at least 50 years old with at least 10 years of tenure in the company can also avail of early retirement. Benefits include nontaxable retirement pay and 5-year extended life insurance coverage.

See [Note 27.1.1 Globe Retirement Plan of the AFS](#) for more details.



Tools of Work

This includes a laptop and a mobile phone, depending on the work requirement.



Employee Discounts and Subsidies

Various discounts and subsidies are offered to employees covering Globe AT HOME (GAH) products and exclusive discounts and promotions offered by the Ayala Group of Companies.



Financial Assistance

This includes bereavement and calamity assistance.



Loan Programs

Employees can access immediate loans to cover expenses related to hospitalization, special health-related, bereavement, and calamities. There are also loan options available for education and house/condo/lot acquisition.

Aside from these benefits, Globe also offers shuttle services to facilitate inter-office travel. These shuttle services primarily utilize electric vehicles, showcasing the company's commitment to environmental sustainability and reducing its carbon footprint. By providing convenient and eco-friendly transportation options, Globe aims to enhance employee convenience, reduce commuting stress, and promote a greener workplace.

The implementation of a hybrid work model, enabling employees to report to the office three times a week (with the remaining two days spent anywhere) has proven to be a strategic advantage in fostering a harmonious work-life balance. This approach not only aligns with the evolving demands of the modern workforce but also underscores a commitment to employee well-being.

See [Natural Capital](#) for more details.

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Parental Leaves

Globe’s high retention return to work rate demonstrates that the company provides a supportive environment that enables parents to balance their work and family responsibilities effectively.

Headcount	
Employees Entitled to Parental Leave (Total)	
Male	2,130
Female	2,810
Employees Who Took Parental Leave (Total) ⁸	
Male	171
Female	105
Employees Who Returned to Work after Parental Leave Ended (Total) ⁹	
Male	171
Female	121
Employees Who Returned to Work After Parental Leave Ended and Were Still Employed 12 Months After Their Return to Work (Total) ¹⁰	
Male	165
Female	117
Return to Work Rate of Employees Who Took Parental Leave	
Male	100%
Female	115% ¹¹

Work-life Integration

In 2024, there are 17 accredited clubs to cover the different interests of Globe employees across various offices: 917Crew (dance), 917Golf, Globe Adventure Club (hiking/trekking), Globe Badminton Club, Globe Basketball Association, Globe Bowling Club, Globe Free Divers, G-Klik (photography), G-Pets, Globe Football Club, Moto 917 (motorcycle), Music and Performing Arts Club, Globe Power and Speed Runners, Globe Table Tennis Club, Globe Triathlon Team, Globe Voices at Work, and Globe Volleyball Club. This range of clubs demonstrates Globe’s commitment to nurturing the holistic well-being of its workforce.



Globe also cultivates a strong culture of giving back through its impactful Volunteering Program. By providing employees with a dedicated day for volunteerism, Globe empowers them to make a tangible difference in their communities. In 2024, a remarkable 3,755 employees dedicated their time and skills to various causes, engaging in activities such as relief goods repacking, digital skills training for the elderly, educational initiatives focused on nutrition and anti-bullying, and environmental conservation efforts like tree planting and coastal clean ups.

Statista Best Employers ranking



Globe significantly improved its ranking on the Statista Best Employers 2025¹² list, jumping 112 spots to 61st place, and notably ranking 1st in the telecommunications industry. This recognition, based on an online survey of more than 16,000 employees, highlights Globe’s successful efforts in cultivating a people-first culture, emphasizing employee wellness, growth, and inclusivity. The company’s consistent improvement demonstrates its commitment to enhancing the work environment and solidifies its position as a top employer in the Philippines.

Financial Wellness

Financial stability is a crucial foundation in the success of employees. Hence, regular financial literacy workshops are facilitated and conducted by Globe to empower its employees with the knowledge and tools necessary for effective investment, savings, and financial management. Furthermore, Globe provides a loan program, structured to support employees in achieving significant life milestones, such as homeownership and education, while also offering crucial financial support during unforeseen emergencies like illness or natural disasters.

Occupational Health and Safety

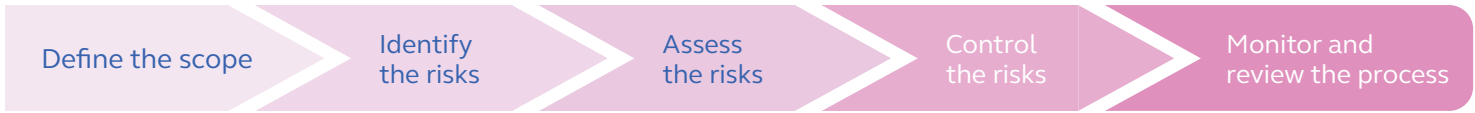
Guided by its [Health and Safety Policy](#), Globe is committed to providing a safe and healthy workplace, and demonstrates this commitment through its comprehensive Occupational Health and Safety (OHS) management system. This system is implemented across all Globe facilities and operations, adhering to the internationally recognized ISO 45001 standard for Occupational Health and Safety Management Systems, as well as all applicable regulations set by the Department of Labor and Employment (DOLE).

A key component of Globe’s OHS program is the Globe Risk Assessment (GRA) Tool. This tool facilitates the identification, assessment, and documentation of occupational hazards and other potential risks. Aligned with the DOLE Department Order No. 198, series of 2018, employees are required to report any work hazard in the workplace. When the GRA identifies unacceptable risks or significant opportunities for improvement, Globe mandates the development and implementation of Objectives, Targets, and Programs (OTPs) as control measures to effectively manage those hazards, risks, or threats. To ensure the ongoing effectiveness and reliability of its risk assessment procedures, Globe regularly conducts worker risk assessments and validation of certifications.

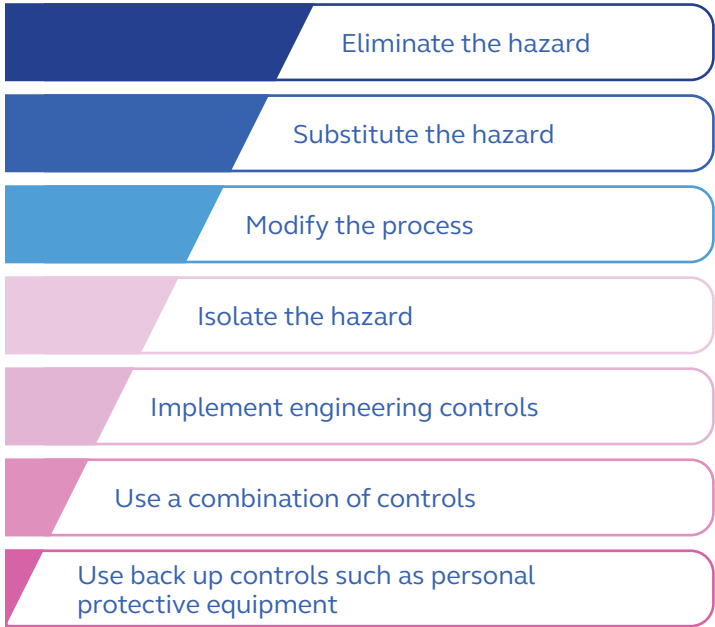
⁸ This data pertains to the total number of unique male and female employees who availed of parental leave in 2024.
⁹ The data tracks the same employees who took parental leave and then returned to work after their leave.
¹⁰ The data tracks the same employees who took parental leave and then returned to work after 12 months.
¹¹ The return to work rate for female employees who took maternity leave is reported at 115% because the 121 employees who returned in 2024 include individuals who have commenced their maternity leave in 2023, in addition to those who started and ended their leave within 2024.
¹² Published October 2024

Globe Risk Assessment Tool

Process for Identifying and assessing hazards



Hierarchy of Hazard Control



Globe’s Incident Investigation and Reporting Manual provides a comprehensive framework for investigating work-related incidents, taking both a reactive and proactive approach to continuously improve workplace safety for employees and non-employees alike. This manual outlines the process for thoroughly investigating incidents and accidents, focusing on identifying the root causes and contributing factors to prevent future occurrences. All accidents and incidents are promptly reported to the Admin and Safety team, triggering a timely investigation to determine the root cause and implement appropriate preventive controls. Furthermore, Globe’s Safety, Health, and Environmental committee meets monthly to discuss safety protocols and systems, reinforcing the company’s commitment to a safe working environment.

Investigation Process



Incident Investigation and Reporting
 Responsible Person

Training

OSH Training	Learning Objectives	Number of Completers ¹³
Mandatory Occupational Safety and Health (OSH)	Explore OSH-related terms, the Philippines’ OSH Law, OSH Statistics, employee OSH rights, and Globe Telecom’s obligations	251 ¹⁴
Specialized trainings		
Articulated Driving Training and Assessment	Training and evaluation of skills to operate articulated vehicles (e.g., vehicles with a trailer).	6
Basic Occupational Safety & Health Course	An introductory course on workplace safety, hazard identification, and health practices.	94
Basic Pollution Control Officers 40-Hours Training Course	A training required for PCO accreditation by DENR-Environmental Management Bureau designed to equip them with skills to manage environmental issues, including pollution prevention and control.	7
Boom Truck Training & Assessment	Training and assessment for operating boom trucks, which are trucks equipped with a crane.	7
Construction Occupational Safety and Health Course (COSH)	A safety and health course specific to the construction industry.	34
Hazardous Waste Management	Training on how to safely handle, store, and dispose of hazardous waste materials.	37
Industrial Climbing, Hauling & Rope Access	Training on using ropes and climbing techniques for accessing and working in elevated industrial environments.	104
Integrated Management System Refresher Training ISO 22301:2019, ISO 14001 and ISO 45001	A refresher course on management systems standards related to business continuity (ISO 22301), environmental management (ISO 14001), and occupational health and safety (ISO 45001).	70
Lead Auditor training on Business Continuity Management Systems based on ISO 22301:2019	A training course designed to equip lead auditors with the knowledge and skills to audit Business Continuity Management Systems (BCMS) against the requirements of ISO 22301: 2019	3
Occupational First Aid and BLS CPR/AED	Training on providing first aid and basic life support, including CPR, in a workplace setting.	73
Off Road Driving (4 x 4)	Training on how to safely operate four-wheel drive vehicles in off-road conditions.	40
Orientation Course for SO1 w/ 2-hour Trainers’ Training	An orientation course for Security Officer 1, including a brief training on how to be a trainer.	50
Standard First Aid Training	A general first aid course covering common injuries and illnesses.	21
Water Search and Rescue Training	Training on techniques for searching and rescuing people in water environments.	7

¹³ These only reflect the number of completers in 2024. Other employees have taken the mandatory course in previous years.
¹⁴ This only reflects the number of completers in 2024. Other employees have completed the course in the previous years as this course is only required to be taken once upon employment.

OHS Performance

	2023	2024
Total hours worked	15,199,944 hours	12,455,712 hours
Recordable work-related injuries	48	39 ¹⁵
Fatalities as a result of work-related injury	0	0

Globe achieved a reduction in recordable work-related injuries, decreasing from 48 in 2023 to 39 in 2024. This improvement reflects the Health and Safety team’s

successful implementation of proactive strategies, including effective activity management, strategic delegation, and expanded skill development.

Physical Health

Based on the survey conducted by the [Philippine Statistics Authority](#) in 2023, the leading causes of death in the Philippines were ischaemic heart diseases, neoplasms, cerebrovascular diseases and diabetes. In response, in addition to the basic five tests (i.e. physical examination, complete blood count, urinalysis, fecalysis, and chest x-ray), screenings for cardiovascular, kidney, colon, diabetes, and hypertension-related diseases were included in the Annual Physical Exam.

Globe actively promotes employee well-being through regular webinars, dissemination of informational materials, and promotion of work-life balance. Moreover, the company’s vaccination program is accessible to the families of our employees. The program offers flu and pneumococcal vaccines at lower than market prices, conveniently administered in different offices of Globe nationwide. The program’s accessibility, flexible payment arrangement, and lower than market price may have driven employee participation, with 1,445 employees taking advantage of the service—a 15% increase compared to 2023. This increased participation is further reflected in the total number of vaccinations administered, reaching 5,279 individuals, up from 4,794 in the previous year.

Employee participation in Flu Vaccination Program

2022	2023	2024
764	1,262	1,445

Mental Health

Globe prioritizes employee mental health through a comprehensive support system. Medical coverage includes reimbursements for prescribed psychiatric medications and consultations with licensed psychiatrists. The HopeChat platform provides confidential, round-the-clock access to mental health consultation services, specifically designed to assist employees experiencing stress, worry, anxiety, or fear.

To further promote psychological safety and well-being, Globe implements dedicated focus hours through its “Thursdays By The Desk” (TBD) Policy. This policy designates Thursdays from 12 noon until the end of office hours as meeting-free time, minimizing stress, enhancing productivity, and reinforcing the importance of healthy boundaries.

Upholding Ethical Labor Practices and Human Rights

Governance

Globe is committed to conducting business ethically and in compliance with all applicable laws and regulations. This commitment extends to all Globe officers, employees, suppliers, and business partners, who are expected to uphold the highest standards of business and personal ethics in their work.

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who are expected to uphold the highest standards of business and personal ethics in their work. To guide business operations, all must adhere to the Code of Conduct which aligns with the UN Global Compact Principles. The Policy was last updated in July 2024 to update on involved parties mentioned under the Rules of Disciplinary Proceedings and Special Rule on Sexual Harassment Cases and Implementation of Decision.

Refer [Statutory Reports](#) for the Certification of Compliance with the Code of Conduct.

Policies



Risk Management

Globe proactively identifies and manages risks related to ethical labor practices and human rights through its annual enterprise-wide risk review process, a key initiative involving top management. This process begins with thorough desk research, examining global and local risk trends, developments within the telecommunications industry, and the evolving regulatory landscape in the Philippines. This research informs the development of a prioritized shortlist of potential risks, which are then carefully assessed by management. The resulting top-tier risks are then prioritized for action and mitigation.

Performance

	2024
 Number of recorded discrimination cases against fellow employees or indigenous people	0
 Number of recorded child labor, forced labor, or human rights abuses	0
 Number of confirmed incidents of corruption	0

¹⁵ Female=10; Male=29

Whistleblowing

To ensure accountability and transparency, Globe has established a whistleblower policy that provides multiple reporting channels, including the Globe Whistleblower Network (GWeN) portal. This portal allows employees, suppliers, and third parties to report suspected violations of company policies, including improper activities, breaches of the Code of Conduct, and other ethical violations by employees, officers, directors, suppliers, and partners. Globe aims to acknowledge reports within 24 hours of receipt.

Confidentiality is paramount. All reports, issues, concerns, and grievances are treated confidentially to protect the safety and identities of whistleblowers and involved parties, to the extent permitted by law.

While the GWeN portal is a primary reporting channel, disclosures can also be made through a dedicated email address or hotline. Internal personnel who receive disclosures are required to forward them to the GWeN portal. The Complaint Administrator manages the portal, receiving, collating, and submitting all reports to the appropriate Globe Disclosure Committee. The Portal Administrator will notify the whistleblower that their report has been received and will be processed according to the Whistleblower Policy. Different Disclosure Committees are in place to ensure the integrity of received reports.

Collective Bargaining

In line with its Code of Conduct and its commitment to the UN Global Compact Principles, Globe upholds the right of its employees to form and join a trade union without fear of intimidation or reprisal. Unionized employees are treated equally, including but not limited to favorable conditions related to wages, working hours, health coverage, and leaves, and are protected from any acts of anti-union discrimination. Globe facilitates collective bargaining with the trade union representatives and is provided with the necessary information for meaningful negotiations. Unionized employees can submit grievances without suffering any prejudice through the Human Resources or the Globe Whistleblower Network (GWeN) portal.

The Globe Telecom Employees’ Union is the only union in Globe. There were 169 Globe employees in 2024, all of them covered by Collective Bargaining Agreement (CBA). The CBA was reviewed in 2024. The CBA is reviewed in the third year within its 5-year validity.

	2022	2023	2024
Percentage of total permanent employees covered by trade unions/ collective agreements	3.03%	3.22%	2.65%
Number of permanent employees covered by trade unions/collective agreements	247	243	169

Anti-Corruption

Globe is committed to the highest ethical principles, embodied in its Code of Conduct, approved by the Chief Human Resources Officer, which includes robust anti-corruption measures. This includes reinforcing the [Republic Act No. 3019](#) or the Anti-Graft and Corrupt Practices Act. Globe extends this expectation to its suppliers, who are required to adhere to the same ethical standards, including anti-corruption provisions, as outlined in the Supplier Code of Ethics.

To proactively manage potential conflicts of interest, all employees are required to complete a Related Party Disclosure form upon employment and annually thereafter, regardless of whether they have disclosures to make. This form requires employees to disclose their roles in negotiating, procuring, endorsing, and approving contracts and partnerships, as well as any relationships with other Globe employees, vendors, competitors, clients, partners, creditors, or any other entities doing business with Globe. Employees are also reminded of the importance of updating this form whenever their circumstances change. This Conflict of Interest Policy supplements the Policy on Related Party Transactions and the Policy on Insider Trading.

Globe maintains a strong emphasis on transparency regarding gifts. Through internal communications, employees are regularly reminded to declare any gifts received from clients or partners, particularly during holidays and festive seasons. The Gift Disclosure Policy

clarifies which gifts require reporting, and employees must use the Gift Disclosure Form to submit these declarations to their respective group heads and human resources representatives for review and appropriate action.

Reinforcing its commitment to anti-corruption, Globe provides regular training and education for employees. The Human Resources Group conducts periodic lectures and seminars on anti-corruption initiatives, and this topic is also integrated into the onboarding program for new hires. In 2024, Globe conducted a townhall on updates to the revised Code of Conduct, including guidance on anti-corruption. Regular reminders about the anti-corruption program are also communicated through internal channels. The Conflict of Interest Policy and the Code of Conduct provide clear definitions, guidelines, and procedures for addressing potential conflicts of interest, including reporting requirements. These resources are available to employees should they have questions or encounter situations that may represent a conflict of interest.

Globe has a robust process for addressing suspected corruption incidents. Reported cases undergo assessment, followed by an internal investigation. A dedicated committee reviews these cases, and incidents of corruption are reported to the Audit and Related Party Transactions Committee.

Outlook

In 2025, Globe’s human capital strategy is poised to uplift our workforce to better serve our customers while contributing to national progress, with a concentrated emphasis on Talent, Culture, and Organization as the driving forces of this transformation. Our agenda encompasses strategic talent acquisition and proactive retention, hyper-focused capability building, and holistic leader enablement, all underpinned by cross-organization collaboration and a caring, inclusive culture. Central to our approach is the Employee Value Proposition (EVP), which will shape our Employee Experience by creating everyday possibilities that reflect our desired

culture and enhance sustainability efforts. Initiatives such as the “Day of Possibilities” will foster creativity and engagement while ensuring a seamless customer experience and strengthening our employer brand. Simultaneously, we will enhance our external presence through a revamped online strategy, ensuring that our workplace culture resonates beyond our internal ecosystem. This inclusive and innovative approach not only aims to nurture our talent but also positions Globe as a leader in human capital investment, ready to meet the challenges of the future while prioritizing sustainability and exceptional customer service.

Uplifting Filipino Lives Everyday



Governance

Board Level:

- Board Risk Oversight and Sustainability Committee
- Audit and Related Party Transactions Committee
- Finance Committee

Management Level:

- President and CEO
- Chief Audit Executive
- Chief Compliance Officer, Senior Vice President – Legal and Compliance, and Assistant Corporate Secretary
- Chief Commercial Officer (CCO)
- Chief Information Officer (CIO)
- Chief Transformation and Operations Officer (CTOO), and Chief Customer Experience Officer (CCEO)
- Chief Financial Officer (CFO), Treasurer, and Chief Risk Officer (CRO)
- Chief Sustainability and Corporate Communications Officer
- General Counsel (GC)



Risks

- Competition
- Information and Communications Technology
- Digital Transformation
- Reputation and Customer Experience
- Environmental, Social, and Governance (ESG)-linked



Financial Highlights

- 4% growth in mobile revenue
- 3% growth in mobile data users
- 16% increase in fiber subscribers
- 11% growth in Corporate Data revenue



Strategies

1. Democratizing Connectivity for All

Closing the digital gap by providing inclusive and accessible connectivity solutions tailored to the evolving needs of consumers and business.

2. Enhancing Customer Experiences Through Digital Innovation

Developing and deploying innovative digital solutions that enhance customer experiences across all touchpoints, providing seamless, personalized, and intuitive interactions.

3. Empowering the Digital Transformation of Public Sector and Businesses

Providing innovative digital solutions and platforms that enhance government service delivery, support the growth of MSMEs, and drive digital transformation across various sectors.

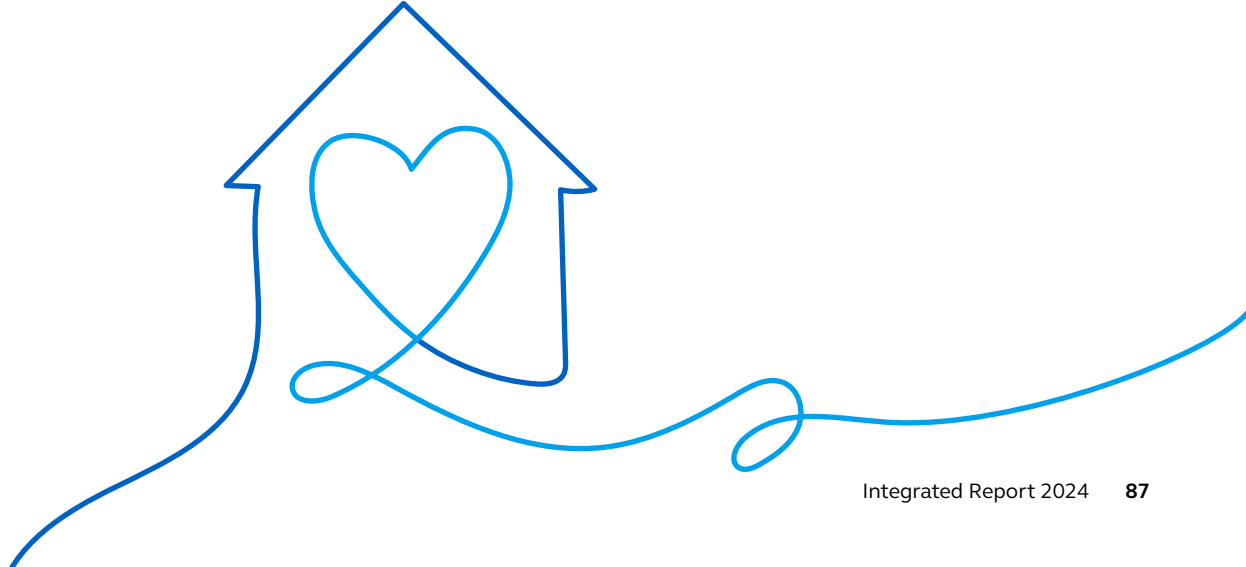
4. Engaging Communities Through Digital Empowerment and Social Initiatives

Leveraging digital platforms to empower communities, support disaster relief efforts, and promote social responsibility initiatives that create positive change.

5. Promoting Sustainability Across Our Value Chain

Collaborating with supply chain partners to integrate sustainable practices, minimize environmental impact, and promote ethical sourcing throughout our operations.

Metric	Target	2023	2024
Customer service	Deliver seamless end-to-end customer experience	NPS: 43	NPS: 43.3
Digital inclusion		54% of prepaid top-ups on GCash and NG1	>15Mn GlobeOne Users, making it the most used telco app in the Philippines, with an NPS of 67
	Journey more customers to digital	25% of postpaid acqui/renewals done digitally	43% YoY growth on Pay bills feature of GlobeOne
		1.2M actively engaged Postpaid users in Globeone	Approx. 100K monthly users of TM's Easy Raket, providing users with extra income
	Affordable and accessible fiber connection	GFiber Prepaid launch	>1Mn monthly users of TM Fun Rewards
Digital skills	Empower more MSMEs in their digital transformation through upskilling opportunities	Started to ramp up the webinars focusing on SEO Digital Marketing & Data Privacy covering 1.3K MSME attendees	Connected 260K subscribers, predominately composed of Socio Economic Class (SEC) D households, representing a 74% QoQ growth
			Highest reload rate of 78% and an NPS comparable with Apple, Amazon, and Netflix
Supply chain	Top 300 suppliers screened against ESG criteria	100 suppliers	Sustained 5 masterclass webinars and expanded to 4 topics that are most pressing for MSMEs last year: (1) Digital Marketing (2) Social Media Marketing (3) Cybersecurity (4) Introduction to AI The webinar series engaged 1,300 participants from 1,118 companies
			300 suppliers



SOCIAL AND RELATIONSHIP CAPITAL

Democratizing Connectivity for All

Globe Brands

Customer Count (as of December 2024)



Globe remains committed to innovation – aggressively pushing digital transformation to better serve its customers. In 2024, it achieved a Net Promoter Score (NPS) of 43.3, a 0.30-point increase from 2023, reflecting steady progress in customer satisfaction. This places Globe above the telco industry average NPS of 31.

This growth is driven by network enhancements, faster mobile data speeds, and stronger customer engagements; along with an expanding digital ecosystem. By leveraging customer insights and cutting-edge technology, Globe continues to accelerate innovation – ensuring a more seamless, digital-first experience for its users.

A 2024 study conducted by global marketing research agency NielsenIQ¹ revealed that Globe demonstrated strong overall equity scores, achieving 7.72 out of 10 among individual customers and 7.94 out of 10 among enterprises.

The same study positioned Globe as one of the most trusted brands among the 11 companies surveyed in the Philippines. Globe achieved trustworthiness scores of 83% (top-2 box scores) among customers and 84% among enterprises. Globe also posted high customer preference, with a “willingness to use” score of 82% among individual customers and 80% among enterprises.

Flexibility and affordability

Globe understands that customers value flexibility and affordability and ensures its products cater to diverse customer needs and financial circumstances. This is demonstrated in several key initiatives:

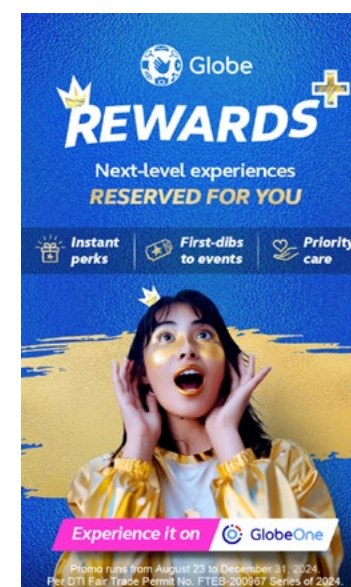
Mobile

In 2024, Consumer Mobile established differentiation through innovations and experiences. These accelerated digital adoption and online engagement while addressing real-life needs for convenience and livelihood; thus, boosting customer acquisition and retention.

• Globe Prepaid: Enabling the Passion-Driven Youth

Globe Prepaid has built itself to be an enabler for the Passion-Driven Youth to discover the best versions of themselves as they go through the journey of self-discovery. Its Go+ portfolio empowers customers beyond mobile data, with life-enriching vouchers from Lazada, Canva, Watsons, and more.

For high-value customers, Globe Rewards+ offers next-level experiences—exclusive perks, first access to exclusive events, and priority care, ensuring they stay connected to what matters most.



To support Gen Z's growth, Globe Prepaid launched Globe Hangouts—a platform that helps turn their passions into pursuits and potential careers through workshops, masterclasses, and immersive experiences. Globe Hangouts enables learning and growth for customers in purpose-driven communities.



• TM: Uplifting the Mass Market Youth

TM provides its customers with a fast and reliable network, along with a generous data wallet at an affordable price through EasySuf50 5G and a variety of data offerings tailored to their daily needs.

To bring even more value, TM introduced TM FunRewards, a gamified experience designed for non-GlobeOne users, allowing them to enjoy rewarding fun moments while maximizing their budget.

TM also empowers its users with TM EasyRaket, transforming TM SIMs into retailer SIMs, enabling customers to earn rebates for every promo or load sold via the GlobeOne app—helping them gain extra income for their daily needs.



• Globe Postpaid Mobile: Empowering the Postpaid customers

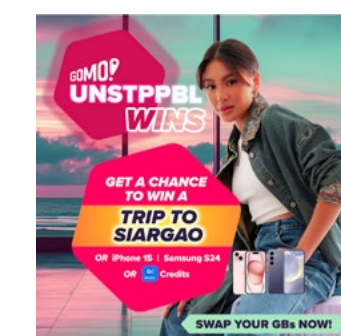
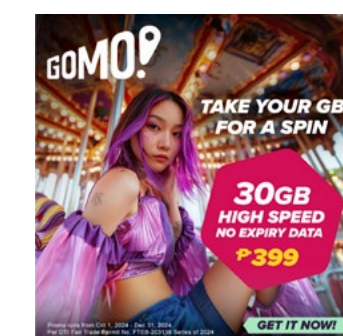
Globe Postpaid Mobile customers enjoy flexible plans that can be customized to suit their evolving needs, offering the freedom to choose from a variety of offers such as data swaps for roaming, unlimited access to games, streaming, social media, messaging apps, and even lifestyle vouchers.

With GPlan, customers can also get the latest devices, like the iPhone 16, with flexible payment options via zero-percent installments using select credit cards, GCash, or GGives.

• GOMO: Unlocking Boundaries for Digitally-Savvy Yuppies

GOMO continues to transform digital connectivity with No Expiry Data, empowering yuppies with the ultimate freedom to stay connected on their own terms—free from expiration limits or rigid plans. Whether it's for work, play, or everything in between, flexible GBs adapt seamlessly to their ever-changing needs, making connectivity effortless and on demand.

Beyond just providing big data, GOMO redefines what connectivity can do with 'Mo Creds, giving yuppies the power to unlock more from their No Expiry Data. Whether it's accessing exclusive perks, scoring lifestyle rewards, or seamlessly converting GBs into what matters most, GOMO is breaking the mold of traditional telcos. By giving yuppies the power to do more with their data—on their own terms—GOMO ensures that connectivity isn't just about staying online, but about unlocking real-life moments that elevate their everyday.



¹ Study conducted by NielsenIQ Philippines, Inc., from February 8 – April 23, 2024 with a sample base of n=1500 males & females aged 15-60 yr and users of connectivity services, fintech, health, entertainment across SEC ABCD households and n=300 decision makers and/or end-users of telecommunication services from Small, Medium, and Enterprise Groups in total urban Philippines.

SOCIAL AND RELATIONSHIP CAPITAL

Broadband

- **Globe Fiber Prepaid: Supporting flexible arrangement for Families**

In 2024, Globe sought to further democratize access to broadband by expanding its Fiber Prepaid offerings with value-driven options specifically designed for the budget-conscious consumer. GFiber Prepaid has the most affordable SKU in the market at Php199 for 7 days and Php699 for 30 days while offering the fastest speeds (up to 100 Mbps).

For customers whose financial situations have changed, Globe allows overdue Postpaid Broadband customers to migrate to Globe Fiber Prepaid, providing a more affordable option to maintain high-speed internet access.

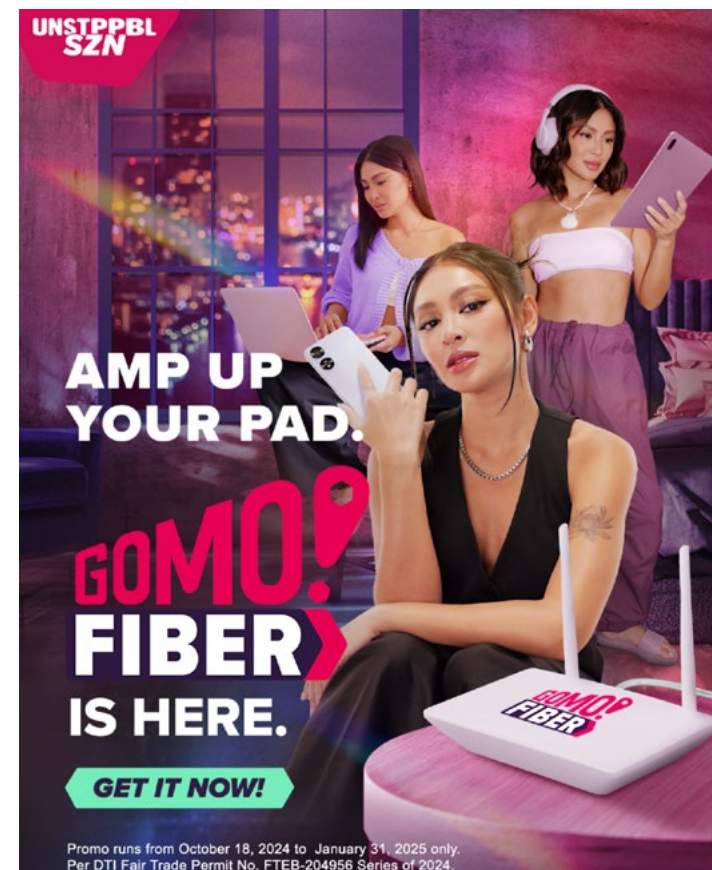


These initiatives have resulted in a record- high reload rate of 78% for Globe Fiber Prepaid in 2024 and an NPS of 67 (higher than Amazon and Netlix's NPS) demonstrating the effectiveness of these customer-centric offerings in attracting and retaining a loyal customer base.

With GFP, Globe is able to provide high-speed, affordable internet to 260K households for their livelihood, educational, and entertainment needs at a more affordable and flexible price.

Fixed-Mobile Convergence (GOMO Fiber)

GOMO is revolutionizing home connectivity with GOMO Fiber, the country's first fully digital fixed-mobile convergence product. Designed for the always-on digital generation, it seamlessly integrates mobile and home internet under a single mobile number, all managed within the GOMO app. With the flexibility to top up Fiber subscriptions using No Expiry Data via 'Mo Creds, GOMO Fiber empowers users to maximize their connectivity—on their terms. By breaking away from traditional broadband models, GOMO delivers a truly digital, seamless, and hassle-free experience that keeps up with the evolving needs of digitally-savvy Yuppies.



Breaking Boundaries Through Innovation

GOMO Fiber operates on a purely digital, prepaid model, allowing users to subscribe, manage, and top up seamlessly both their Mobile and Broadband accounts through the GOMO PH app. By linking both mobile and broadband services under a single number, GOMO Fiber delivers an unprecedented level of convenience, enabling customers to:

- **Apply for Fiber instantly**
No paperwork, no waiting, no hidden fees
- **Track assigned technician**
A first of its kind for Broadband, track the your assigned technician and get installed within 24 hours
- **Stay within its ecosystem**
Whether Mobile or Broadband, managing your account is all in one app, strengthening customer retention and lifetime value
- **Reload data on-demand**
Flexibly top up their fiber plan just like mobile credits via GOMO App and get customer support
- **Convert No Expiry GBs to Fiber**
A groundbreaking feature via 'Mo Creds, offering users complete control over their connectivity needs

GOMO Fiber redefines digital connectivity, offering a frictionless, customer-centric experience that adapts to evolving digital lifestyles.

International accessibility

Globe enhances the travel experience by continuing to launch affordable, convenient and reliable connectivity for its customers. With the expansion of GoRoam in popular destinations such as Japan, Canada, Vietnam, and Australia, and in OFW-rich destinations like UAE and Hong Kong Filipino travelers are able to “Roam Like a Local” and utilize their Globe SIM cards in more countries with competitive rates comparable to local SIMs. The All new-Roam Surf Global packs were also made better with more GBs and more days.

Globe also reinvented the roaming experience in the GlobeOne app with the introduction of its risk-free, advance booking feature. Registration, activation and data usage tracking are further simplified, ensuring seamless connectivity and a hassle-free experience for travelers. With these and more, Globe reinforces its commitment to providing customer-centric solutions that enhance the travel experience and keep Filipinos connected wherever they go.



Enhancing Customer Experiences Through Digital Innovation

Transforming Customer Experiences with AI-Driven Personalization

AI-powered technologies, such as Contextual Engagement, AI-Powered Recommendation Engines, and real-time data-driven insights, are revolutionizing how customers interact with telecom services. These innovations enable hyper-personalized experiences, predictive support, and seamless automation, ensuring every touchpoint is relevant and impactful.

At Globe, AI-driven personalization has already delivered tangible results:

- **Personalization That Delivers:** Onboarding campaigns improved app retention by 2.2x.
- **Real-Time Engagement:** Abandoned cart nudges and pre-expiry notifications yielded 34% Pay Bill conversions and 10x higher top-up conversions, reinforcing habit loops., and drove Php50M in incremental GMV.
- **Gamified Retention:** TM FunRewards sustained 1.05M Monthly Unique Players.
- **Actionable Insights:** Segmented and AI-driven campaigns resulted in 9x higher conversions for engaged users compared to inactive ones.
- **Revenue Growth:** Upsell campaigns achieved 10.8x higher conversions, adding Php4.4 million in incremental revenue
- **Next Best Offer:** Tailored marketing messages and offers to suit individual customer needs in real-time. It has increased efficiency by 304% compared to traditional methods in retention campaigns, while upsell campaigns saw a 317% increase in offer acceptance rates.

GlobeOne: Driving Innovation for a Customer-focused Digital Experience

GlobeOne continues to set new benchmarks for mobile innovation—empowering millions to stay connected, earn more, and do more in a seamless digital world – by prioritizing data-driven experiences, digital convenience, and financial inclusion.

GlobeOne Metrics

15.07 million
Engaged Monthly active users(eMAU)

vs

12.67 million
eMAU in FY '23

Php5.3 billion
Globe top up revenue

vs

Php1.7 billion
top-up in FY '23

65.90
Digital NPS

vs

57.13
in Jan 2024 (2024 is baseline year)

Unlocking New Ways to Thrive in the Digital World
GlobeOne empowers Filipinos with seamless connectivity, financial convenience, and simple digital experiences—helping them save time, earn more, and enjoy greater flexibility in their mobile and broadband services.

- **Instant eSIM Activation—No Store Visits Needed:** Upgrade from a physical SIM to an eSIM in minutes, all within the app—no waiting, no store visits, no manual setup.
- **Faster Fiber Application for Homes:** Easily apply for a prepaid or postpaid fiber broadband connection with a quick, hassle-free process—bringing faster internet to your home in no time.
- **Maximizing Every Peso with Smart Insights:** GlobeOne helps users make the most of their hard-earned money by offering:
 - Personalized Spending Insights & Promo Recommendations – AI-driven suggestions tailored to optimize mobile and broadband expenses.
 - Flexible Data Swaps with GPlan PLUS – Convert unused GBs into other services for greater value.

- **Empowering Digital Entrepreneurs:** The app transforms prepaid users into mobile retailers, allowing them to sell loads and promos directly from their phones. In 2024 alone, 86,000 users per month earned extra income through this feature—without needing additional devices.
- **Revolutionizing Rewards & Savings:** GlobeOne gamifies savings, enabling users to convert reward points into discounts and exclusive deals, helping them maximize their budget while enjoying premium perks.

Smarter Spending, Smoother Payments, and Greater Rewards

- **Seamless Cashless Payments & Real-Time Transactions:** GlobeOne simplifies finances with one-tap bill payments, reloading, and subscriptions, all integrated with digital wallets for instant, hassle-free transactions.
- **Stay on Top of Bills & Payments**
 - Quick Bill Access & Timely Reminders – Track and manage bills easily to avoid late fees and extra charges.
 - Bigger Rewards for Everyday Transactions – Earn exclusive perks when using GlobeOne for payments and purchases.

Effortless Support & Hassle-Free SIM Services

- **Instant Troubleshooting & Self-Help Solutions:** With in-app assistance, users can diagnose and resolve common issues independently—no need for store visits or hotline calls.
- **Fast SIM Replacement, Upgrades & Registration:** Easily request SIM replacements and upgrades through the app, ensuring you stay connected without delays.

Digital Customer Support

Globe remained committed to customer support despite store closures by enhancing digital service channels. The GlobeOne App allowed customers to manage accounts and track usage in real-time, while Globe AT HOME Viber Communities and Facebook Messenger Chat Support provided instant assistance.

Key services like SIM upgrades, plan changes, and troubleshooting were digitized to ensure accessibility. Additionally, online community experts were deployed to social platforms, and store employees were trained as Digital Universalists to help customers navigate Globe’s digital platforms effectively.

Recognizing the needs of senior citizens, Globe launched proactive call-outs, hypercare handling, and Senior Digizen caravans to provide personalized assistance. Educational content, influencer-led tutorials, and targeted campaigns promoted the ease of managing accounts online. Customers were also kept informed about store closures through SMS notices and leave-behind reminders. Through these efforts, Globe reinforced its commitment to seamless digital customer support, ensuring connectivity and convenience regardless of physical store availability.

Globe Rewards+

Globe Prepaid has elevated the customer experience with the introduction of Globe Rewards+, a program designed to make the high-value Globe Prepaid customers feel valued and recognized. Key features of this program include:

- **Priority Care:** Globe Rewards+ members enjoy expedited support and resolution for any inquiries or concerns on load, promos, or rewards.
- **Exclusive Partner Offers:** Members gain access to discounts and freebies for shopping, dining, travel and more.
- **Exclusive Event Access:** Globe Rewards+ provides members with priority access to attend Globe-sponsored events and experiences.
- **Discounted Rewards:** Members can redeem their favorite rewards vouchers at a 50% discount, maximizing the value of their accumulated points.
- **Gamified Rewards System:** Members can earn additional rewards points and exclusive prizes from Globe’s partner brands through engagement missions, further enhancing their engagement and loyalty.

With Globe Rewards+, Globe Prepaid is able to give the next-level experience to its high-value customers and build customer loyalty.



SOCIAL AND RELATIONSHIP CAPITAL

Empowering the Digital Transformation of the Public Sector and Businesses

Connectivity, Communications, Cybersecurity, Cloud, and Business Application Solutions

Globe contributes to economic growth by supporting local businesses and addressing key challenges such as the digital divide, skills gaps, cybersecurity threats, and regulatory complexities—fostering a more inclusive and resilient digital environment.

Globe Business, the enterprise arm of Globe, empowers SMEs and large organizations through digital platforms that optimize operations, deliver tailored experiences, and protect businesses from cyber threats. Its offerings include Broadband bundles, Productivity Suites, and upskilling programs to accelerate digital transformation.



Connectivity

Globe Business provides fast and resilient connection powered by dedicated and reliable technologies (comprising Domestic Data; International Data; and Internet Services), ensuring seamless operations and enabling efficient communication.



Broadband

Globe Business delivers business-grade products and dedicated services to meet customers' connectivity needs—empowering remote operations with reliable internet. For SMEs, GFiber Biz Plus Plan 2499 and up includes free CCTV, Wifi Mesh, and a Productivity Suite (Google Workspace or Microsoft 365), boosting efficiency across business operations.



Communications and Collaboration

Business enterprise mobility solutions include:

1. Postpaid—leveraging on flexible postpaid plans that suit companies of every scale;
2. Endpoint Management and Security—allow customers to gain more control over enterprise mobile devices in order to simultaneously maximize workforce productivity; and
3. Satellite Phones—ensures critical communications are always available, facilitating seamless teamwork and business agility.



Managed Services

Businesses gain access to Globe Business's team of experts who assist with implementing, maintaining, and monitoring network and ICT (Cloud and Cybersecurity) requirements, streamlining IT management and enabling businesses to focus on their core operations.



IoT (Internet of Things) Solutions

Seamless internet connectivity for numerous devices is enabled, while data requirements are minimized to meet Industry 4.0 demands, driving automation and efficiency in various industries.



Business Applications

A diverse range of solutions streamlines and enhances business operations, raising efficiency, productivity, and customer satisfaction; these solutions include Google Workspace, Microsoft 365, Messaging Solutions, HR Solutions, and Data & Analytics, empowering businesses with tools for effective management and growth.



Cloud Services

Globe Business's range of cloud services improves efficiency and agility in the face of evolving business environments while keeping costs, enabling scalability, flexibility, and data accessibility:

- Infrastructure-as-a-Service (IaaS); Backup-as-a-Service (BaaS); Disaster-Recovery-as-a-Service (DRaaS) delivered through Amazon Web Services (AWS), Google Cloud Platform (GCP), Microsoft Azure, Alibaba Cloud, or Huawei Cloud
- **Globe Premium Cloud Connect (GPCC)**—offers a hosted private direct connectivity service that interconnects a customer's site or infrastructure in the Philippines to the Hyperscalers in their Singapore Region.
- **Cloud Professional Services**—helps organizations determine the correct cloud strategy, and architecture, and ensures they are aligned with their business goals by determining the correct migration path, roadmap, vendors, and business case.



Data Center Hosting and Management

Through a joint venture between Globe, Ayala, and ST Telemedia Global Data Centres (STT GDC), STT GDC Philippines provides a superior experience that goes beyond technology and allows customers to outsource data center hosting and management. The services offered include the following:

- **Co-location**—managed space for customer's servers and IT equipment that run mission critical systems and applications;
- **CrossConnect**—provides direct connection from customer racks to its service provider;
- **LAN-Based Internet**—provides a redundant, stable, secure and high-speed connection to hosted environments within the Globe Data Center;

- **Media Storage**—physical off-site data storage in a clean, controlled, safe and secure environment within the Data Center; and
- **Disaster Recovery (“DR”) Seats**—Provides a DR facility and workstations for customers in the event of a disaster or a business interruption



Cybersecurity

Globe Business' Cybersecurity solutions proactively safeguard networks, devices, data, and applications from advanced threats—offering end-to-end protection through User & Endpoint Security, Network Security, Identity and Cloud Protection, SOC & GRC platforms, and expert services to ensure business continuity.

Disaster response tech solutions

Globe proactively strengthens social resilience and disaster preparedness by empowering governments and non-governmental organizations with innovative digital solutions across all stages of disaster management. These

solutions were showcased during the 2024 Asia-Pacific Ministerial Conference on Disaster Risk Reduction, hosted by the Philippines in collaboration with the United Nations Office for Disaster Risk Reduction (UNDRR).

Pre-Disaster



M360 facilitates the rapid dissemination of critical alerts and notifications, enabling effective communication and community mobilization for preparedness and swift action pre-, during, and post-disaster.



Leveraging Inquiros machine learning capabilities, organizations can identify high-risk zones, enabling prioritized evacuation efforts and resource allocation for vulnerable communities.

Load Up ensures uninterrupted communication for field personnel by streamlining the distribution of prepaid mobile credits, enabling vital coordination during critical response efforts.

During Disaster

In addition to M360 and Inquiros, Globe offers rapidly deployable emergency base stations to ensure continuous connectivity in affected areas, supporting swift and coordinated rescue operations. Mobile phones can easily connect to emergency networks and broadcast emergency news, announcements, and safety messages via SMS.

Post-Disaster



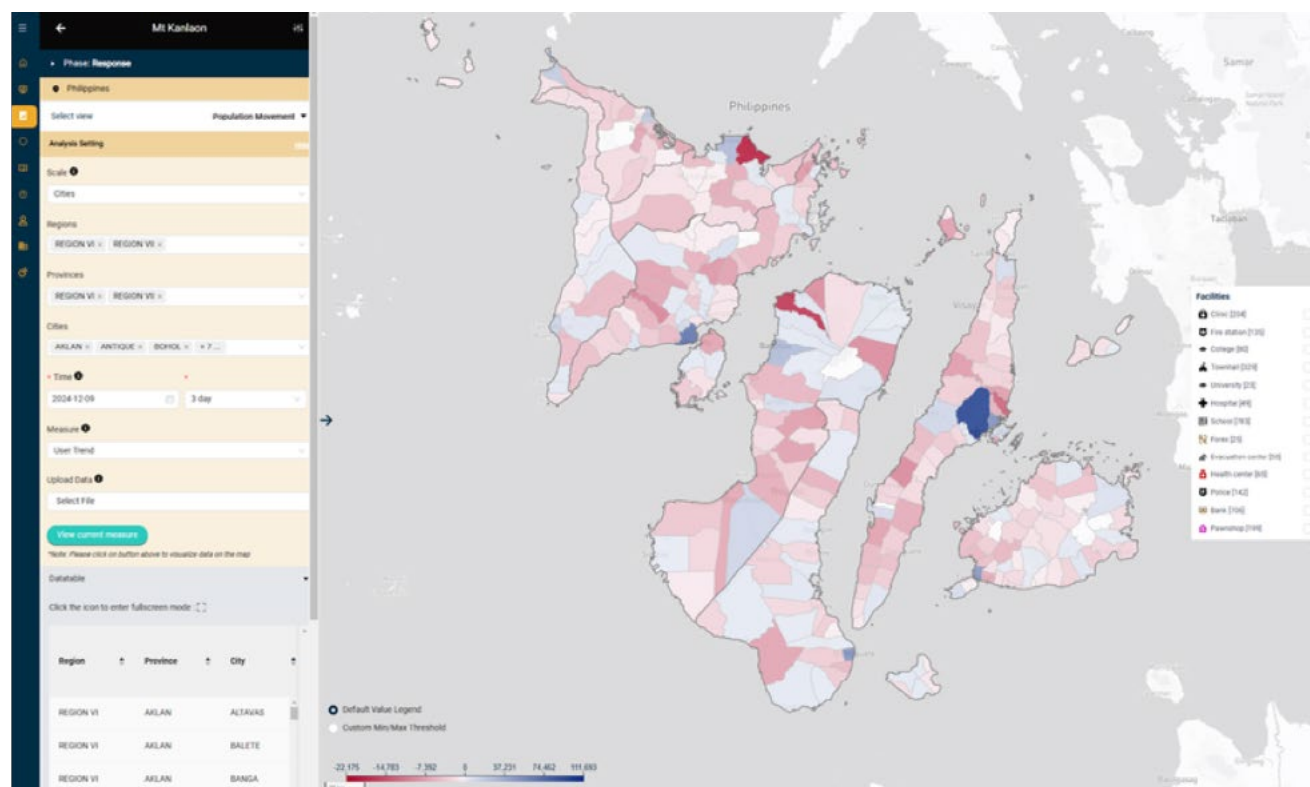
Participation in the 2024 Asia-Pacific Ministerial Conference on Disaster Risk Reduction

DISHA

Globe has joined forces with DISHA, a partnership between the UN and private firms and foundations that aims to unlock social impact at scale through ethical and responsible access to data and artificial intelligence (AI) solutions. Globe was on boarded as the first Philippine telco partner to build a Socioeconomic Mapping Tool that aims to provide near-to-real-time data on poverty and migration patterns arising from disasters. The tool was used in June 2024 when Mt. Kanlaon erupted, and in July 2024 for flooding in NCR and Region IV-A.

Disaster Risk Management agencies, NGOs, and other non-profit organizations can use the DISHA tool to:

- Understand real-life human displacement before and after typhoon's landfall
- Confirm expected movement into designated evacuation areas
- Identify unanticipated displacement to investigate areas with large population inflows and outflows
- Assess recovery interventions
- Optimize recovery resource allocation (e.g., more resources to rebuild homes for slow to rebound areas, longer food support for displaced communities)



Population movement trends 3 days post eruption at Mt Kanlaon, Negros Island on December 9, 2024



Upskilling Opportunities for Businesses

Globe Business has curated transformative programs and avenues that aim to equip and empower organizations, its leaders, and working level team to embrace technology and thrive in an increasingly digital world.



Technically Speaking was an exclusive learning series that deep dives into emerging technologies and digital trends. It provided businesses with practical, expert-led guidance on harnessing technology to optimize operations and deliver meaningful impact. In 2024, expert-led conversations revolved on key topics relevant to Philippines businesses such as Google Ecosystem, Secure Network (SDWAN and Network Sec), Future of Business: Martech, UCCaaS, Data Analytics, and Cloud 101. Over 100 participants participated in the event.



Globe Business re-launched **Mindhive** Year 2, its innovation series and hackathon, to help companies, especially those in banking and finance, navigate digital transformation. The event was attended by 80 participants from 25 different companies. Mindhive Year 2 featured two key programs: API Workshop which promoted holistic understanding of API infrastructure for improved digital capabilities, and Design Thinking Workshop which was designed for Globe Business customers to develop innovative and customer-focused digital strategies.



Brain Break by Globe Business was an exclusive, gamified meet-and-greet series designed to engage working-level teams from departments such as Marketing, Digital Transformation, and Operations within strategically identified Account-Based Marketing (ABM) accounts. This program facilitated meaningful connections through interactive sessions, creating a dynamic platform for exchanging digital expertise and best practices.



Globe Business Breakthrough, an exclusive thought leadership series by Globe Business, brings together industry leaders to explore key trends shaping the future of enterprises. This series of masterclasses fosters meaningful discussions on innovation, digital transformation, and business resilience, empowering organizations with the knowledge and tools needed to navigate today's dynamic market landscape.



Crack the Code is a flagship cybersecurity initiative, designed to equip IT leaders and decision-makers with the latest strategies to combat evolving cyber threats. Through expert-led discussions and hands-on learning, the program provides actionable insights on strengthening digital defenses, ensuring business continuity, and mitigating security risks in an increasingly complex cyber landscape.

SOCIAL AND RELATIONSHIP CAPITAL

Engaging Communities Through Digital Empowerment and Social Initiatives

G Day: Celebrating Customer Loyalty and Advocating Social Impact

Annually, Globe celebrates September 17 (917) as thanksgiving day for its customers. In 2024, this was extended for a month. G Day, Globe's annual celebration of customer loyalty, goes beyond delighting customers with rewards by integrating social impact initiatives that empower communities and drive positive change. This includes:

- **G-Gantic Goals:**

Harnessing the collective power of customer loyalty, G-Gantic Goals encouraged users to donate their Rewards points to delight 917 families or 3,668 individuals under the Hapag Movement through a family day across 6 malls nationwide. 100,000 customers contributed 1 point each to unlock the G-Gantic Goal.

- **G Raffle Rush:**

This allowed customers to redeem raffle entries using their Reward points, for a chance to win larger-than-life prizes for as low as 1 point or 1 raffle entry. The winner of the major prize, a 1 BR condominium, was a TM customer who works as a tricycle driver from Nueva Ecija.

- **G Fair:**

The onground bazaar led by B2B showcased and supported Filipino-owned small and medium-sized enterprises by providing a platform to promote their local products, fostering entrepreneurship and growth within communities. Globe B2B also enabled these partners digitally with their tools for online orders and presence.

- **G Fest:**

Celebrating music and creativity, the expanded G Fest provides a platform for young Filipinos to express themselves and connect with others, fostering a sense of community and encouraging the youth to step up and co-create with their idols in music. G Fest 2024 evolved from one event in NCR into three activations in key cities in Luzon, Visayas and Mindanao.



“Globe actively engages with its customers, bringing them into the Globe ecosystem for an empowered, tech-driven journey of creativity and innovation.”

Subcultures as Youth empowerment

Globe supports the youth in discovering their passions and provides opportunities to demonstrate their skills. This community-centric approach exemplifies how Globe actively engages with its customers, bringing them into the Globe ecosystem for an empowered, tech-driven journey of creativity and innovation. By understanding and supporting the interests and passions of the youth, Globe fosters genuine connections and nurtures their growth.

- In 2024, Globe's Subcultures program successfully engaged and supported 240 communities across key youth passion points, including gaming, anime, tech, K-pop, and creative fields such as visual arts, content creation, design, and music. Through meaningful exchanges and partnerships like speakerships, venue support, logistics, and tech assistance, Globe has enabled these communities to thrive. GlobeOne has served as a vital gateway for these youth communities, providing access to enriching, community-based experiences that fuel their creative pursuits.
- In addition to these efforts, Globe also engaged with 147 student organizations in 2024 through flagship events like GCreator and GFest. These platforms allowed students to network with like-minded peers, gain volunteer experience, and explore opportunities in event management and content creation. This strategic investment in youth empowerment highlights Globe's commitment to nurturing the next generation of creative leaders and innovators.

Future-ready Workforce

Globe is committed to developing a future-ready workforce through strategic partnerships with educational institutions and targeted programs that foster digital literacy and skills development.

The Globe University's Partnership Program collaborated with 23 universities nationwide to empower students with essential technical skills in data and analytics. Through webinars, lectures, hackathons, and curriculum reviews, this program has reached over 5,000 students, nurturing the next generation of data professionals and supporting STEM education. Expanding its reach beyond technical skills, the Globe Hashira industry-academe program, implemented in 15 schools and universities across Visayas and Mindanao, provided youth with exposure to digital literacy, sustainability, and other essential skills to thrive in the future workforce.

Furthering its commitment to digital education, Globe's Cloud Community hosted an immersive cloud computing workshop for 100 top students from 10 partner schools across the Philippines. This workshop provided participants with valuable insights into the practical applications of cloud technology and offered a unique opportunity to learn directly from Globe's cloud engineers and technology experts.

Recognizing the importance of investing in the future of the tech industry, Globe donated Php1.8 million worth of essential network equipment to the Mindanao State University (MSU) College of Engineering. This contribution, which includes antennas, batteries, and other vital telecommunications devices, will enhance the university's training capabilities, providing students with hands-on experience using cutting-edge technology and supporting the ongoing recovery of Marawi.

Disaster response support



Libreng Tawag and Libreng Charging booths

Davao Flooding JANUARY 2024	Typhoon Carina JANUARY 2024
Panay Power Outage JANUARY 2024	Typhoon Enteng SEPTEMBER 2024
Typhoon Kristine OCTOBER 2024	Typhoon Nika NOVEMBER 2024
Typhoon Marce NOVEMBER 2024	Typhoon Pepito NOVEMBER 2024



Free Roaming credits

Taiwan APRIL 2024	Lebanon AUGUST 2024
Earthquake	Political/social unrest

SOCIAL AND RELATIONSHIP CAPITAL

Community support

Globe Rewards

Globe Rewards continues to provide a platform for its customers to donate their reward points to support various advocacies. In 2024, the total donations raised amounted to Php17.2 million.



Environment

- Hineleban Foundation, Inc.
- Philippine Eagle Conservation Program Foundation, Inc.
- Philippine Seatizens, Inc. (Save Philippine Seas)
- Philippine Animal Welfare Society, Inc. (PAWS)



Education

- Hero Foundation, Inc.
- Teach for the Philippines, Inc.



Health

- PGH Medical Foundation Inc.
- Natasha Goulbourn Foundation, Inc. (Hopeline Philippines)



Disaster Assistance

- ABS-CBN Foundation, Inc.
- GMA Kapuso Foundation, Inc.



Hunger Alleviation

- Ayala Foundation, Inc.
- Rise Against Hunger Philippines, Inc.
- Scholars of Sustenance (SOS) Philippines, Inc.
- Buddhist Compassion Relief Tzu Chi Foundation Philippines, Inc.
- ADMU616569 Foundation, Inc. (Walang Iwanan Alliance)



Other Advocacies

- Pilipinas Special Olympics, Inc.
- Moments with Fr. Jerry Foundation, Inc.

Hapag Movement

Globe's Hapag Movement stands as a banner community program dedicated to combating involuntary hunger in the Philippines through supplemental feeding and livelihood support for vulnerable families. Demonstrating significant social impact, the program surpassed its target of reaching 100,000 Filipino families by 2025, a year ahead of schedule. As of the end of 2024, the Hapag Movement had provided support to 120,455 families, backed by Php53 million in donations from corporate partners and Globe customers.

Beyond immediate relief, the Hapag Movement invests in long-term solutions by providing upskilling programs, with 4,042 individuals graduating with livelihood skills.

Technology serves as a key differentiator, enabling Globe to bridge distance and access, mobilizing support and creating lasting, positive change for hunger hotspots across the Philippines. This includes leveraging digital volunteerism and donation channels such as Globe Rewards and GCash to support supplemental feeding programs. From 2022 to 2024, more than Php11.6 million has been raised from Globe Rewards points donations coming from more than 1.1 million Globe customers.

Hapag Movement Key Achievements

Php53+ million

total funds raised

120,455

families fed

4,042

livelihood graduates

1,216,288

participating Globe customers

1,871

employees mobilized for volunteering

The Hapag Movement
#GlobeOfGood™



#TeamGlobeOfGood ambassadors and Globe volunteers take part in a Hapag Movement activation together with the UN World Food Programme and the Department of Social Welfare and Development.

Ayala Foundation

Tzu Chi Philippines

World Vision



PROJECT PEARLS
PEACE • EDUCATION • ASPIRATION • RESPECT • LOVE • SMILES

WFP
World Food Programme

Rise
AGAINST HUNGER
food • community • sustainability
PHILIPPINES

Community Stories

Nationwide

1,212 new builds,
including in-building sites in 2024

Sent Alagang Globe messages to
49.04 million customers
and seeded promos to 11.96 million customers
as support during calamities throughout 2024

Released Cell Broadcast
alert messages

260 thousand homes
connected and fiberized with GFP

Pampanga

Globe Makes Waves at DHVSU Pampanga

Globe deepens its youth engagement at Don Honorio Ventura State University (DHVSU) through network upgrades, Digital Thumbprint workshops, and a Teacher's Day tribute. With support from Broadband, HPW, and GFP, Globe combines technology, learning, and community to empower students and educators in Pampanga.

Quezon City

Powering Progress:

Globe's Commitment to Quezon City

Globe advanced inclusivity by providing seamless connectivity for Quezon City's Pride Month, fostering safe spaces for the LGBTQIA+ community. It also ensured reliable internet for the UP Bar Exam, supporting aspiring legal professionals. These efforts reinforce Globe's commitment to digital empowerment and community progress.

National Capital Region

Stronger Together:

Globe's Collaborative Efforts in NCR

Globe significantly impacts Metro Manila by investing in the future through enhanced connectivity and innovative programs in major NCR universities like UST, CEU, PLM, Mapúa, NU, FEU, and PUP, fostering student development; furthermore, in 2024, Globe broadened the reach of its Hapag Movement by partnering with Manila-based Project PEARLS, providing over 6,000 meals to families in Tondo and supporting the G.R.O.W. program that empowers women in the community through skills training and income opportunities.



Cagayan, Ilocos Norte, Isabela, Quirino,
Nueva Vizcaya, Aurora

Globe Connects Communities Through
Education and Disaster Relief

Demonstrating its commitment to both digital empowerment and immediate community support, Globe Telecom, during its 917 GDay initiative, extended vital resources to Bintawan National High School in Nueva Vizcaya by donating two desktop computers and a one-year GFiber Prepaid Internet subscription to enhance educational opportunities and connectivity for students and faculty, further recognizing seven students as GFP Ambassadors to inspire academic excellence. This initiative followed Globe's swift response in November 2024 to the devastation caused by Typhoons Marce, Nika, and Super Typhoon Pepito in Regions 1 and 2, where the company deployed 38 Libreng Tawag, Libreng Charging, Libreng WiFi stations across 31 towns and distributed potable drinking water in Cagayan, ensuring crucial communication links and basic necessities for typhoon-stricken communities.



Catanduanes, Aurora, Nueva Vizcaya, Carmarines, Albay
Rapid Deployment Solutions for
Typhoon Affected Areas

In the fourth quarter of 2024, the Philippines was impacted by four typhoons. Upholding its commitment to continuous connectivity, Globe swiftly deployed rapid response solutions, particularly in the hardest-hit areas. The company mounted Libreng Tawag, Libreng Charge (Free Calls, Free Charging) in communities affected by Typhoon Kristine (Trami) and Super Typhoon Pepito (Man-yi).



Cebu City

Empowering Inclusivity in Cebu

In a strong push for workplace diversity and inclusion, Globe and Teleperformance partnered to hire and train 15 hard-of-hearing individuals for Globe customer service. The collaboration included sensitivity training, accessibility improvements, and 24 hours of Filipino Sign Language (FSL) training with PADS.



SOCCSKSARGEN, Maguindanao, Davao Region

Globe Elevates Customer Experience through Network
Expansion in South Mindanao

Recognizing reliable network as vital for progress in South Mindanao, Globe elevated customer experience through congestion management and coverage expansion. In 2024, Globe deployed 73 new sites and expanded in 476 areas across the SOCCSKSARGEN, Davao Region, and Maguindanao, significantly increasing outdoor coverage and reducing network congestion.



Marawi

Globe Drives Community Recovery in Marawi

In post-seige Marawi, Globe remains a steadfast partner in recovery, leveraging connectivity to empower the community. In 2024, Globe connected 69K students to online education, enabled 342 businesses to transition to e-commerce, and enhanced hospital services. As the first Internet Service Provider (ISP) with fiber broadband through Globe Fiber Prepaid, Globe achieved 95% broadband utilization within a year.

SOCIAL AND RELATIONSHIP CAPITAL

Promoting Sustainability Across Our Value Chain

Policy and Governance

Globe's Procurement team, led by the Vice President for Procurement and Logistics, plays a pivotal role in driving the company's supply chain sustainability agenda. Recognizing the significant social and environmental impact of its supply chain, the team has implemented a comprehensive strategy to embed Environmental, Social, and Governance (ESG) considerations into every stage of the procurement process. This approach goes beyond simply purchasing goods and services; it actively engages suppliers to align with Globe's values and aspirations for a sustainable future. By integrating ESG factors into end-to-end purchasing processes, the Procurement team is actively working to minimize the environmental footprint of its supply chain and promote responsible business practices across its network of partners.

Procurement team

- **Vendor Management & Screening:** Manages the vendor database, conducts due diligence on potential suppliers, and pre-qualifies them with consideration of sustainability and compliance criteria.
- **Supplier Engagement and Enablement:** Actively engages with suppliers to build strong relationships, provides resources and support to improve their sustainability performance, and fosters collaboration on sustainable solutions.
- **Sustainable Procurement Integration:** Collaborates with the Sustainability Team to integrate sustainability

The two policies that govern the Supply Chain are [Sustainable Supply Chain Policy Commitment](#) and the [Supplier Code of Ethics](#).

Sustainable Supply Chain Integration



Vendor Accreditation and Onboarding

Globe conducts due diligence of its vendors by evaluating its suppliers during the accreditation process. This includes verifying the legal existence and structure of the vendor to ensure that Globe partners with legitimate entities. Moreover, vendors are asked to acknowledge the Globe Supplier Code of Ethics which includes upholding high environmental and health and safety standards, prohibiting bribery and corruption and other expectations for ethical conduct. Finally, vendors are also required to submit a Safety and Environment Policies and Practices Self-Assessment and Information Security and Data Privacy assessment.

requirements into procurement processes, including RFPs, contracts, and performance monitoring.

- **Supplier Performance Monitoring:** Tracks supplier performance criteria, identifies areas for improvement, and provides feedback to vendors.

Sustainability team

- **Criteria Development:** Develops and maintains clear, measurable sustainability criteria for evaluating supplier bids and monitoring performance. This includes staying up-to-date on industry best practices and relevant legislation.
- **Training & Support:** Facilitate training and support to the Procurement Team and Proponents on sustainability policies, procedures, and best practices.
- **Continuous Improvement:** Continuously evaluates and improves the company's sustainable procurement program, identifying new opportunities to enhance environmental and social performance.

Proponent

- **Vendor Engagement:** Communicate sustainability expectations to vendors during the procurement process and ensure ongoing compliance throughout the contract lifecycle.
- **Data Collection & Reporting:** Collect data on supplier sustainability performance and report any concerns or non-compliance to the Procurement Team.

Request for proposal/Tender process

Proposals from vendors on projects of Globe, especially for network equipment, power purchase, and broadband packaging, are evaluated against ESG criteria, adding another layer of due diligence based on the needs of the projects.

Contract preparation and awarding

Master Purchase Agreements and POs include sustainability provisions.

Vendor Performance Monitoring

Globe's partnership with givvable- a global AI-powered platform for supplier sustainability diligence- continues to provide valuable information on the ESG performance of its vendors. In 2024, the top 300 suppliers of Globe by spend were screened using givvable's platform. Results provided insightful information on the Globe's engagement for vendors such as focus on upskilling of vendors, particularly for local vendors.

Upskilling and Engagement

In 2024, Globe, in partnership with givvable, organized a webinar entitled "Beyond Business as Usual: Building a Sustainable Future" for its vendors. Topics covered the following:

- Integration of Sustainability in Supply Chain: Why and How
- Creating a #GlobeofGood: Operationalizing Sustainability in the Telco Sector
- Introduction to GHG emissions and its calculations
- Automated Supplier Sustainability and ESG Diligence

It was attended by over 160 participants, 81% of which are local vendors. Among the actionable next steps mentioned by the vendors were the conduct of their own GHG accounting, development and application of sustainability guidelines in the office, review of products and services to align with sustainability principles, and knowledge sharing.

To further incentivize sustainable practices across its supply chain, Globe launched the Climate Action Award in 2024. This award recognized both large enterprises and micro, small, and medium enterprises (MSMEs) that demonstrate exemplary commitment to environmental sustainability. The award acknowledged the diverse

Outlook

Globe is committed to leading with a customer-centric approach, prioritizing the delivery of exceptional experiences and comprehensive services, rather than simply offering products.

To achieve this, Globe will continue to:

- Drive digital inclusion by expanding access to innovative connectivity solutions, ensuring affordable and reliable broadband services for more homes and businesses across the nation.
- Enhance its mobile portfolio, delivering customer-centric solutions tailored to meet the diverse needs



approaches to sustainability based on the maturity level of each company's practices.

Large enterprises were recognized for their comprehensive strategies, which included not only ambitious commitments to net-zero emissions but also the implementation of innovative technologies to actively reduce their environmental footprint. On the other hand, MSMEs were celebrated for their grassroots efforts, focusing on fostering a culture of sustainability within their workforce and implementing effective waste management practices.

Globe Broadband also champions sustainability across its entire value chain, empowering vendors to minimize their environmental footprint. Vendors have started shifting to electric vehicles and scooters, reducing reliance on fossil fuels, and installing solar panels at vendor depots to harness renewable energy. Globe also drives a circular economy by upcycling fiber drop wire and spools, transforming them into valuable resources like waste baskets, vegetable garden trellises, and fences for local schools and communities. This initiative not only reduces waste but also strengthens community ties and promotes resourcefulness.

of its valued subscribers, from the dynamic youth to the growing number of digital-first consumers.

- Emphasize its superior value and customer experience, focusing on quality and comprehensive solutions.

Integral to Globe's vision is a deep commitment to sustainability. The company will continue to collaborate with its partners to promote responsible and ethical practices throughout its value chain, contributing to a sustainable future for the Philippines.

A Greener and Climate-Resilient Network

Governance

- Board Level:**
- Board Risk Oversight and Sustainability Committee
 - Audit and Related Party Transactions Committee
 - Finance Committee
- Management Level:**
- President and CEO
 - Chief Audit Executive
 - Chief Compliance Officer, Senior Vice President – Legal and Compliance, and Assistant Corporate Secretary
 - Chief Financial Officer (CFO), Treasurer, and Chief Risk Officer (CRO)
 - Chief Sustainability and Corporate Communications Officer
 - Chief Transformation and Operations Officer (CTOO), and Chief Customer Experience Officer (CCEO)
 - General Counsel (GC)

Risks

- Regulatory
- Competition
- Business Disruptions
- Customer and Reputation
- Financial
- Environmental, Social, and Governance (ESG)-linked

Financial Highlights

- At least 10% savings due to RE adoption
- Savings due to Fuel, Electricity, and Water Efficiency adoption
- Avoidance of Loss of Service due to “green resiliencies” (e.g. hybrid solar PV-battery-genset backup power solutions, that are more resilient to network disruptions, such as those caused by typhoons)
- Managed insurance costs

Strategies

- 1. Addressing Climate-Related Risks and Opportunities (TCFD)**
- a. Governance: Climate and Environment
 - b. Strategy: Assessment of Climate and Environmental Risks, Opportunities, and Impacts
 - c. Risk Management: Integration in Risk Management Processes
 - d. Targets and Metrics: Scope 1 and 2
 - e. Targets and Metrics: Scope 3

2. Championing Nature Action

- a. Water management
- b. Biodiversity conservation

3. Environmental Education

Metric	Target	2023	2024
GHG Reduction	Scope 1 and 2 Near term targets by 2030 from a 2021 base year • 42% reduction in absolute Scope 1 and Scope 2 (market-based) greenhouse gas (GHG) emissions	330,297.90 tCO ₂ e	230,009.34 tCO ₂ e ¹
	Scope 3 Near-term targets by 2030 from a 2021 base year • 25% reduction in absolute Scope 3 GHG emissions from purchased goods and services, capital goods, fuel- and energy-related activities, use of sold products, and end-of-life treatment of sold products	1,064,676.30 tCO ₂ e	664,922.00 tCO ₂ e ²

TCFD: Addressing Climate-Related Risks and Opportunities

Governance: Climate and Environment

Globe recognizes its environmental impact and demonstrates its commitment to responsible operations through its Environmental Sustainability Policy. The company maintains high standards of environmental management and stewardship practices across its operations. This ensures not only compliance with local regulations, but also adherence to globally recognized standards, such as ISO 14001:2015 for Environmental Management System, ISO 50001:2018 for Energy Management System, and ISO 22301:2019 for Business Continuity Management System.

The company’s practices are aligned with national climate action priorities as outlined in the Philippine Nationally Determined Contribution (NDC), and Globe actively contributes to the global pursuit of Net Zero by 2050. Furthermore, the company is committed to supporting the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) as it recognizes the importance of transparent and robust climate-related financial reporting.

¹ 2024 Scope 1 and 2 Emissions reflect a 55.09% reduction versus baseline.
² 2024 Scope 3 Emissions (covered by SBTi near-term targets) reflect a 44.86% reduction versus baseline.
* Recalculation of base year GHG emissions inventory aligned with [SBTi's Corporate Net-Zero Standard](#) and [Near-Term Criteria](#) to commence within 2025-2026.



Board oversight

Climate change-related risks and opportunities, including other environmental concerns, are governed at the Board level, overseen by the Board Risk Oversight and Sustainability Committee (BROSC). These are presented to the BROSC at least twice a year. The BROSC, as stipulated in its Charter, oversees and monitors the progress towards achieving sustainability-related targets, including those on climate risks. They also provide guidance on the development of business strategy and monitor its implementation. Every year, the Board is upskilled on corporate governance, risk management, and sustainability trends and best practices. The 6th Integrated Corporate Governance, Risk Management, and Sustainability Summit, was organized by Ayala Corporation (Philippines), and attended by Globe’s Board of Directors and Key Officers. This session covered the following modules:

- **Governance and Strategy Session:** Driving sustainability performance through excellent reporting, ratings, strategy, and Board leadership
- **Climate Session:** The latest on Climate Science and its impact on Southeast Asia and the Philippines
- **Risk Management Session:** Enhancing Climate Risk Management (CRM) through Innovation
- **Social Impact Session:** Pairing Catalytic Capital and Purpose-driven Talent for Social Impact and Sustainability

Management oversight

To operationalize Climate Action at the management level, there is cross collaboration among the different C-suites, especially the Chief Sustainability Officer and Chief Risk Officer. At the operational level, oversight of this Environmental Sustainability Policy and adherence to environmental best practices falls under the purview of two teams: (1) Sustainability, and (2) Enterprise Risk and Corporate Property Management, specifically the Operational Risk & Business Continuity, Building and Energy Management. These teams are responsible for monitoring potential resource scarcity, such as water and energy, ensuring compliance with all relevant local regulations and driving the adoption of leading international standards for environmental management systems.

See [Sustainability at Globe](#) for more information.

ESG-linked Incentive

C-suite executives and select senior and middle managers receive incentives through a Long-Term Incentive Plan (LTIP). ESG Key Performance Indicators (KPIs) comprise 5% of this total. The incentive is awarded only upon achieving identified long-term goals, which includes the Net Zero target of Globe – fostering greater adoption and accountability for sustainability commitments and targets. Aside from the C-suites, employees also receive incentive for achieving the targets set in the Balanced Scorecard (BSC), which includes ESG metrics. In 2020, the CEO, supported by the Chief Sustainability Officer, led the integration of ESG in the corporate Balanced Scorecard (BSC) where 10% of the company targets are dedicated to ESG metrics. The management and business units develop and implement the necessary strategic initiatives, and monitor material ESG issues to provide informed recommendations to the Board. Employees who meet or exceed their overall BSC targets are awarded with incentives.



President and Chief Executive Officer

The President and Chief Executive Officer (CEO) is ultimately accountable for Risk Management (RM) priorities, including strategies, tolerances and policies which are recommended to the Board for approval. The CEO acts as the final enforcer of the Risk Management process, including climate risk management. He establishes organizational structure, assigns authority, and designates management of key risks to risk owners to ensure that the RM activities are carried out effectively. He also reviews the continuing effectiveness

and relevance of the RM framework, processes, organization and tolerances, as assisted by the Chief Risk Officer (CRO) and Chief Sustainability Officer (CSO); and ensures that RM activities are linked to the risk owners’ Key Result Areas. The results of climate risk management activities are regularly communicated by the CEO to employees through town halls and includes announcements on investments related to climate action, such as Electric Vehicles, Renewable Energy Solutions, and Energy Efficient Technologies.

Chief Sustainability and Corporate Communications Officer (CSCCO)

The CSCCO has direct oversight on the company’s ESG (Environment, Social and Governance) commitments, policies, strategies, targets, programs and disclosures, which includes Climate Action and Climate Risk Management. Part of the CSCCO’s duties and responsibilities is to communicate ESG-related concerns, such as climate-related risks and opportunities between the management and the Board through the President and CEO and through the Board Risk Oversight and Sustainability Committee (BROSC), a body that enables Globe’s strategy for ESG and corporate governance. The CSCCO leads the development of the company’s annual integrated report and reviews the environmental and social aspects of the report, including the company’s

progress against its climate-related targets. Lastly, the CSCCO also facilitates knowledge transfer of trends and developments in ESG and ensures opportunities are maximized within the organization as part of climate education strategies. The CSCCO communicates initiatives by cross-functional teams from the business operations established to address climate-related risks to the Board. These initiatives form part of the company’s Net Zero strategy developed with the support of the CSCCO to achieve its near-term and net-zero science-based greenhouse gas (GHG) emission reduction targets as validated by the Science Based Targets initiative’s (SBTi).

Chief Finance Officer (CFO) and Chief Risk Officer (CRO)

The Chief Finance Officer (CFO), and concurrent Chief Risk Officer (CRO) supports the CEO with regards to Risk Management (RM). The CRO ensures that: there is adequate supervision and guidance over the development, implementation, maintenance and continuous improvement of RM policies, processes and documentation; RM processes and activities are embedded within the organization’s policies, business cycles, and operational decisions; responsibilities for managing specific risks by Senior Management are clear; the level of risk accepted by the company is appropriate; an effective control environment exists for the company as a whole; and in collaboration with Senior Management, Board of Directors and its sub-committees, and other stakeholders, provide periodic information

on the results of the annual risk assessment exercise and updates on the status of top risks, key risk mitigation activities, key risk and performance indicators and emerging risks that could impact the attainment of Globe’s objectives. The CFO, and concurrent CRO, has oversight on climate-related risks and opportunities – both physical and transition – aligned with the Task Force on Climate Related Financial Disclosures (TCFD, through a climate-scenario analysis. As the CFO and concurrent CRO, any budget for climate action initiatives to address climate-related risks and opportunities goes through their review and approval for budgeting and capital and/or operational expenditure allocation.

Strategy: Assessment of Climate and Environmental Risk, Opportunities, and Impacts

Globe recognizes that environmental and climate risks and opportunities evolve rapidly, especially in the Philippines – considered one of the top countries exposed to climate risks. In response, Globe conducted its climate scenario analysis (CSA) in 2021 to identify the company’s top climate-related physical and transition risks. The study also identified the different impacts and opportunities the company had in regards to business operations:

- **Substantive financial impacts:** involves lost revenues caused by delay or complete loss of performance of the stated functions or services.
- **Substantive strategic impacts:** in terms of business operations, are those that are difficult to quantify monetarily but can have a significant and long-term effect on the organization, such as climate-related physical and transition risks.

This climate scenario analysis (CSA), conducted in partnership with Aon Global Risk Consultants, leveraged the Climonomics risk analytics platform, a product by The Climate Service (an S&P Global company). The study encompassed Globe’s high-value assets, including data centers, corporate offices, network facilities, and stores across various geographical locations and their respective site-level GHG emissions.

The analysis used Representative Concentration Pathways (RCP) 4.5 and 8.5, as defined by the Intergovernmental Panel on Climate Change (IPCC) 5th Assessment Report (AR5). The Climate Service’s methodology, grounded in principles similar to catastrophe risk models, and driven by climate and socioeconomic models data. Harnessing climate and socioeconomic data from public sources - including the IPCC, the US National Aeronautics and Space Administration (NASA), and the US National Oceanic and Atmospheric Administration (NOAA), academic institutions, commercial providers, and proprietary The Climate Service (TCS) models; the CSA provided a data-driven assessment of Globe’s climate-related risks and opportunities.

The IPCC released its 6th Assessment Report (AR6) which includes the Shared Socioeconomic Pathway (SSP) scenarios. Globe will be conducting a refresh of its Climate Scenario Analysis in 2025-2026 using the latest available models and information, including integrating SSP scenarios as necessary.

Assumptions	Risk types considered
RCP 4.5	
• Coordinated action to limit greenhouse gas emissions to achieve a global temperature warming limit of approximately 2 degrees Celsius • Total radiative forcing is stabilized before 2100 by employment of a range of technologies and strategies for reducing greenhouse gas emissions • If the pledges and voluntary agreements of the Paris agreement were implemented in full, the implied warming is approximately 3.0 degrees Celsius • End-of-century increases in global mean surface temperature will be in the range of 1.7 to 3.2 degrees Celsius	Acute and Chronic Physical Policy, Market, Reputation, and Technology
RCP 8.5	
• Assumes that no major global effort to limit greenhouse gas emissions will go into effect • Increasing greenhouse gas emissions over time is representative for scenarios in the literature that lead to high greenhouse gas concentration levels • End of-century increases in global mean surface temperature will be in the range of 4.2 to 5.4 degrees Celsius	Acute and Chronic Physical Policy, Market, Reputation, and Technology

Representative Concentration Pathways (RCP)

Time Horizons



Short-term

Globe defines short-term as 0-9 years in reference to the company’s climate scenario analysis assessing both physical and transition risks and opportunities. This is aligned with the approved near-term and long-term GHG reduction of Globe under the Science Based Targets Initiative (SBTi), with 2021 as the baseline year.



Medium-term

Globe defines medium-term as 9-19 years in reference to the company’s climate scenario analysis assessing both physical and transition risks and opportunities. Considering the local context of the Philippines, majority of transition risks and opportunities will have an impact on the company’s operations and decarbonization plans during this timeframe (2030s to 2040s).



Long-term

Globe defines long-term as 19-29 years in reference to the company’s climate scenario analysis assessing both physical and transition risks and opportunities and commitment to achieve Net Zero GHG Emissions by 2050. This is also aligned with the GSMA’s science-based pathway for the ICT and Mobile industry to achieve Net Zero GHG emissions by 2050. Long-term will be 2050 and beyond.

Climate-related Risks

The Philippines has been ranked as one of the top countries in the world that is most at risk to disasters, facing an average of 20 typhoons annually. It is projected that the impact of climate change can impact 7.6% of the country’s total GDP by 2030. The Climate Scenario Analysis identified Globe’s most significant climate-related physical and transition risks and opportunities, along with their potential effects on business operations. These findings have directly informed the company’s adaptation strategies, which include retrofitting network facilities, adopting resilient technologies to ensure business continuity, and securing insurance coverage to protect assets and financial stability.

In the coming years, Globe will continue to enhance infrastructure, adopt sustainable technologies, and ensure long-term environmental and operational stability.

See section on “Building a Sustainable and Resilient Network” under [Manufactured Capital](#) and strategies discussed under Scope 1, 2, and 3 in [Natural Capital](#) for more information.

Physical Risks

Top Physical Risks

- **COASTAL FLOODING**
Changes in the frequency of coastal flooding of various magnitudes
- **WATER STRESS**
Changes in the World Resource Institute (WRI) Aqueduct water stress index until 2040
- **TEMPERATURE EXTREMES**
Changes in the frequency of occurrence of temperature extremes
- **DROUGHT**
Changes in frequency of drought conditions
- **RIVER FLOODING**
Annual probability of a 100-year flood, relative to the historical baseline of 1950-1999
- **WILDFIRE**
Annual probability of the 90th percentile wildfire concerns
- **TROPICAL CYCLONE**
Changes in the location and intensity of hurricanes or tropical cyclones

Measures to Address Physical Risks

- Restructuring of towers
- Access technologies and redundant facilities
- Underground fiber optic cables
- Backup batteries with advanced capacity generators
- Established business disruption risks under site acquisition, builds, and business continuity plans
- Standardized climate risk interventions for facilities located in high-risk coastal areas

See section on “Building a Sustainable and Resilient Network” under [Manufactured Capital](#) for more information.

Transition Risks

Top Transition Risks

- **TECHNOLOGY**
Failure to adopt new technologies reduce competitiveness, production efficiency, and/or demand
- **REPUTATION**
Perceptions of an organization’s “social license to operate”
- **MARKET**
How low-carbon economy transition affects both supply and demand for products and services
- **LITIGATION**
Costs to defend against climate-related claims (i.e. failure to mitigate, adapt, and disclose risks)
- **POLICY**
Policies and regulations that may impose a carbon price (i.e. carbon taxes & trading)

Measures to Address Physical Risks

- Constant upgrade and improvement of Globe’s Network Infrastructure and Information Technology platforms and systems – to anticipate and meet future demands, and ensure improved network quality, enhanced customer service and experience, and optimized total cost of ownership
- Collection and analysis of customer feedback to create customer-centric strategies
- ESG-linked integration into the annual enterprise-wide risk assessment exercise, as well as periodic risk and control assessments – ensuring that adequate risk mitigation plans are in place to manage ESG-linked risks
- Institutionalization of an enterprise-wide sustainability strategy that oversees the company’s programs and initiatives as well as ensure the delivery of commitments made to various sustainability targets (e.g. UN SDGs, UNGC Principles, SBTi, TCFD, GSMA commitments, among others)
- Promotion of sustainability communications beyond sustainability reporting to promote climate education in customers and the general public
- Public policy monitoring and government relations management

EXISTING CLIMATE-RELATED REGULATORY REQUIREMENTS

- RA 11285: Philippine Energy Efficiency and Conservation Act
- RA 8749: Philippines Clean Air Act of 1999
- RA 9275: Philippine Clean Water Act of 2004
- RA 6969: Toxic Substances and Hazardous and Nuclear Wastes Control Act of 1990
- RA 9003: Ecological Solid Waste Management Act of 2000
- RA 11898: Extended Producer Responsibility Act of 2022

TO MITIGATE LEGAL AND REGULATORY RISKS, GLOBE:

- Ensures compliance through operational excellence by implementing ISO-certified management systems on Environmental Management (ISO 14001), Occupational Health and Safety (ISO 45001), Business Continuity (ISO 22301), and Energy Management (ISO 50001).
- Regularly monitors rulings, especially those that could negatively impact the business, and implements government-relations management strategies.
- Reports twice a year to the Board of Directors, through the BROSC, on updates from upcoming laws and regulations and the current implementation status of new laws and regulations.

EMERGING CLIMATE-RELATED REGULATORY REQUIREMENTS

- Carbon Pricing Instruments through mechanisms, such as carbon taxes or emissions trading scheme (ETS)
- Extended Producer Responsibility, wherein companies will be responsible for the waste they produce in the market
- Electric vehicle transition roadmap requiring various industries, such as cargo logistics, food delivery companies, tour agencies, hotels, power utilities, and water utilities to have a 5% EV quota for their vehicle fleets, whether owned or leased, under a timeline that will be determined by the industry road map
- Philippine Environmental and Natural Capital Accounting System (PENCAS) that aims to provide the guidelines to assess the physical and monetary worth of ecosystems which can serve as guidance for strategy development of the company, while ensuring the resilience of its critical assets, and IT and Network infrastructure
- Energy Storage Systems Policy Framework is expected to incentivize the construction, operation, and development of renewable energy storage facilities to lower battery storage cost
- Carbon Rights Act of 2024 is expected to clearly define carbon rights, including ownership, and establishes mechanisms for their transfer, and market rights facilitating trading through carbon credits

To support the Philippines’ commitment under the Paris Agreement and its Nationally Determined Contribution (NDC) target of a 75% GHG emissions reduction by 2030, the Department of Finance is considering the implementation of carbon pricing instruments. Research by the International Monetary Fund (IMF) in 2023 suggested a potential carbon tax trajectory for the Philippines, starting at US\$20 per ton in 2023 and increasing by US\$4.30 annually to reach US\$50 per ton by 2030. This will not only affect the company’s own operation, but also its entire value chain as prices of goods and services might increase. In preparation for this potential policy regulation, Globe is proactively preparing for this potential policy by piloting the implementation

of internal carbon pricing (ICP), such as LED TVs and air conditioning units. To date, no regulation has been issued by the Philippine government.

Globe anticipates that ICP will (1) incentivize business units to pursue more energy-efficient options and renewable energy, (2) push greener business decisions given the greater amount in emissions savings; and (3) encourage business units to explore green initiatives to build a stronger case from observed savings and higher level of support. This forward-thinking approach will allow Globe to strategically assess and mitigate the financial and operational implications of future carbon pricing regulations.

Climate-related Opportunities

Opportunity Factors

- **PRODUCTS AND SERVICES**
Opportunity to innovate and invest in low-emission products and services to enable other sectors
- **ENERGY SOURCES**
Investing in renewable energy sources with energy storage, such as batteries, to smooth out electricity supply variability
- **ENERGY EFFICIENCY AND CONSERVATION**
Investing in energy efficient equipment, and identifying opportunities to adopt energy conservation practices
- **AVAILABILITY OF BACK-UP POWER SYSTEMS**
Improving business continuity through investment in back-up power technologies

Investment Opportunities and Operational Efficiencies adopted by Globe

- **EXPLORATION OF BUSINESS OPPORTUNITIES IN OTHER SECTORS FROM THE SUSTAINABILITY POINT-OF-VIEW**
by fostering “vertical enablement” and GHG reduction in sustainable transport, buildings, energy, and other sectors
- **HARNESSING RENEWABLE ENERGY SOURCES FROM THE GRID**
via Power Purchase Agreements (PPAs), enabled by existing government programs
- **IMPLEMENTATION OF AN ENERGY MANAGEMENT SYSTEM**
to drive energy efficiency and network optimization, as well as investment in more energy efficient technologies
- **DEVELOPMENT OF SUSTAINABILITY-LINKED BUSINESS CASES**
that drives down operational costs through effective resource management (i.e. device circularity, intelligent monitoring systems, sustainable packaging)

Risk Management: Integration in the Risk Management Processes

Globe integrates climate risk assessment into its core Risk Management Process. The company identifies vulnerabilities to both physical risks (e.g., coastal flooding, extreme weather) and transition risks (e.g., carbon tax, technological shifts) that could negatively impact revenue, reputation, and service delivery. Through its annual risk review and biennial sustainability materiality assessment, Globe recognizes climate risk as a material ESG concern. This comprehensive approach considers both operational and strategic impacts, strengthening resilience and minimizing potential business disruptions.

Following the ISO 31000 Risk Management standard, the Enterprise Risk Management team conducts an annual risk assessment which involves the active participation of Globe’s management committee. Prior to these sessions, the team conducts thorough research to identify current and emerging risk trends. The company utilizes other external resources in identifying potential climate-related risks and opportunities:

1. Globally-recognized reporting frameworks that support tracking of climate action initiatives (e.g. CDP, MSCI, etc.)
2. Publicly-available climate change publications and databases (e.g. Philippine Atmospheric, Geophysical and Astronomical Services Administration (PAGASA) climate change reports, Philippine Climate Change Commission, IPCC Assessment Reports, etc.)
3. Publicly-available climate change reports specific to the telecommunications sector and related sectors to the business (e.g. GSMA, ITU)

The management committee then ranks the top risks based on their potential impact on the company and the effectiveness of existing mitigation controls. In this exercise, environmental and climate risk, including its dependencies and impacts, are embedded in several top risks, such as business disruption, supply chain disruption, and political and regulatory risks. Globe prioritizes addressing these top risks and capitalizes on relevant opportunities to bolster business resilience. The company has institutionalized a process to monitor the status of risks through monitoring key risk indicators, key performance indicators, status of mitigation plans, and identification of any emerging risks.

Globe’s commitment to environmental protection is demonstrated through its enterprise-wide, certified ISO 14001:2015 Environmental Management System (EMS), which governs solid waste, hazardous waste, and water management, and ISO 50001:2018 for Energy Management System. These frameworks have been instrumental in driving Globe beyond mere regulatory compliance, and fostering a culture of proactive environmental stewardship and climate action. This dedication is clearly reflected in its 2024 performance wherein it had no significant instances or incidence of non-compliance with environmental rules and regulations. This translates to zero significant monetary fines, zero non-monetary sanctions, and zero number of cases brought through dispute resolution mechanisms. Any administrative non-compliance with environmental laws, such as the lack of permits or submitter reports, is appropriately addressed.

Integrated Management System (IMS) Policy

Globe Telecom is dedicated to being the network of choice by ensuring that its risk management practices follow international standards and best practices. To that end, Globe commits to implement effective management system programs that protect employees, enable operational resilience, manage environmental impact, and enable compliance with relevant laws and regulations of the Philippines. In order to realize these commitments while being true to our core values by keeping processes simple and efficient, as well as effectively utilizing limited resources, management shall implement an integrated management system (IMS) that will streamline common requirements and processes across management systems under the IMS scope, and secure where possible, ISO certifications, of said management systems, to the benefit of all stakeholders involved.



Business Continuity

See Building a Sustainable and Resilient Network for more details.



Occupational Health and Safety

See Occupational Health and Safety for more details.



Energy Management

See Scope 1 and Scope 2 for more details.



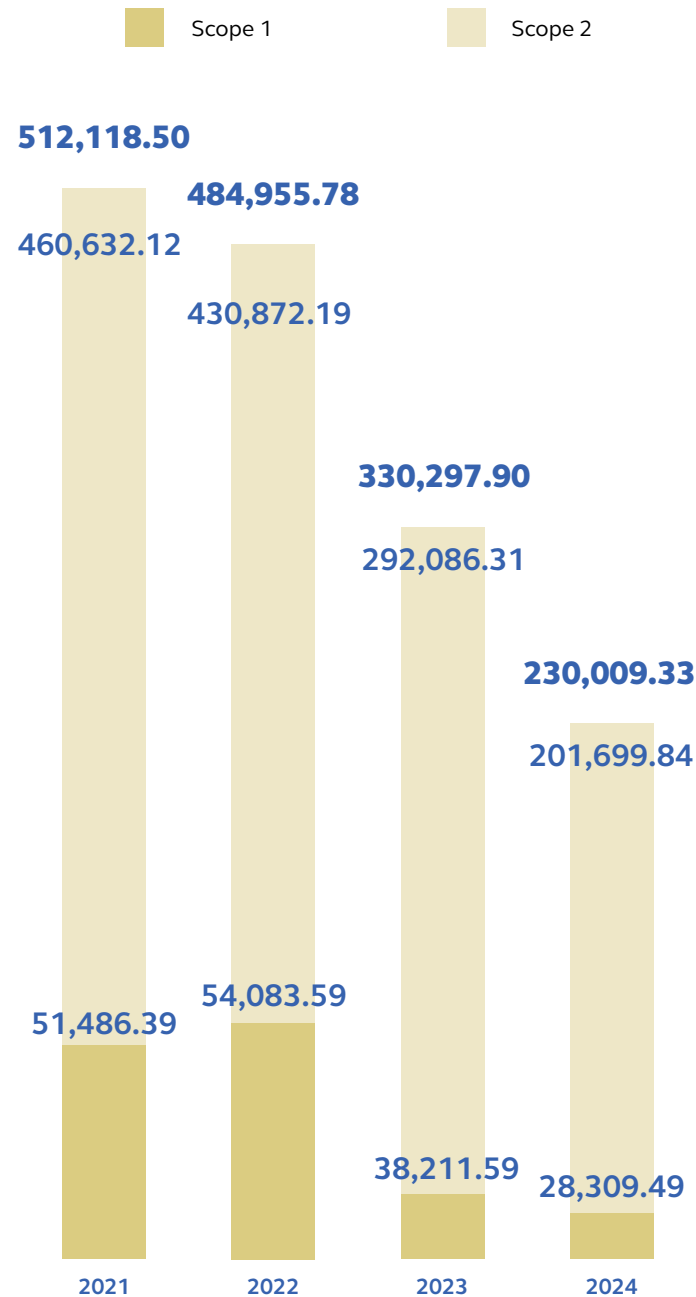
Environmental Management

See Category 5: Waste Generated in Operations for more details.

Targets and Metrics: Scope 1 and 2

Globe’s approved science-based near-term and net-zero targets equates to reducing GHG emissions by at least 4.2% year-on-year. The company follows the GHG Protocol Corporate Accounting and Reporting Standard for accounting its GHG emissions since 2008.

Figure 1: Scope 1 and 2 Emissions Performance (in tCO2e)



Scope 1 and 2 Emissions in tCO2e

Restated 2021-2023 to reflect changes in emission factors, calculation methodologies, and business strategies. Globe will recalculate its GHG emissions inventory across all years to reflect changes in ownership and operational control, once the changes in business strategy are finalized.

Category	2021	2022 ³	2023 ⁴	2024 ⁵	Reason for Change (2024 from 2023)
Scope 1	51,486.39	54,083.59	38,211.59	28,309.49	The 25.91% overall reduction in Scope 1 emissions is driven by the decline in generator set (genset) use and reduced use of petrol and diesel fleet vehicles
Fuel Combustion (Stationary) ⁶	41,877.33	44,593.56	29,577.16 ⁴	19,111.92	The 35.38% reduction in stationary fuel combustion emissions is primarily attributed to a decline in overall generator set (genset) usage
tCO ₂ (Carbon Dioxide)	41,298.56	43,975.51	29,207.03	18,872.97	
tCH ₄ (Methane)	4.43	4.65	3.77	2.52	
tN ₂ O (Nitrous Oxide)	574.35	613.41	366.36	236.42	
Fuel Combustion (Mobile) ⁷	5,628.59	6,712.71	6,478.87	5,168.95	The 20.21% reduction in emissions from mobile fuel combustion is primarily driven by the increased adoption of electric vehicle (EV) shuttles
tCO ₂ (Carbon Dioxide)	5,565.20	6,640.04	6,412.90	5,113.37	In 2024, three (3) large-size full battery shuttle EVs became fully-operational, reducing use of diesel and petrol vehicles
tCH ₄ (Methane)	6.16	8.54	8.69	6.49	
tN ₂ O (Nitrous Oxide)	57.23	64.13	57.27	49.09	
Fugitive - Refrigerants ⁸	3,980.47	2,777.32	2,155.56	4,028.63	The 86.89% increase in refrigerant emissions is primarily due to a higher number of refrigerant top-ups conducted during the reporting period This increase was driven by the widespread adoption of R-410A as a replacement for R-22, growing demand for air conditioning, and higher charge requirements in new equipment

Category	2021	2022 ³	2023 ⁴	2024 ⁵	Reason for Change (2024 from 2023)
Scope 2 ⁹	460,632.12	430,872.19	292,086.31 ⁴	201,699.84	The 30.95% overall reduction of Scope 2 emissions is largely driven by the increased sourcing of renewable energy across operations
Location-based	532,932.06	525,153.14	346,431.43	265,380.82	The 23.40% reduction in Scope 2 location-based emissions is attributed to lower electricity consumption and implementation of energy-efficiency measures across operations
Market-based ¹⁰	460,632.12	430,872.19	292,086.31	201,699.84	The 30.95% reduction of Scope 2 market-based emissions is largely driven by the increased adoption of renewable energy across operations As of end 2024, 24.34% of total electricity use is now from renewable sources
Total Scope 1 and 2 emissions	512,118.50	484,955.78	330,297.90	230,009.34	The 30.36% reduction of Scopes 1 and 2 (market-based) emissions achieved through efficiency improvements and business changes
GHG emissions intensity (tCO2e/ Billion Pesos Gross Service Revenue) ¹¹	3,363.45	3,069.34	2,034.73	1,393.83	The 31.50% decrease was driven by reduction of Scopes 1 and 2 (market-based) emissions and increase in gross service revenue
GHG emissions intensity (tCO2e/ Billion Pesos Total Revenue) ¹²	3,039.28	2,770.54	1,833.36	1,273.65	The 30.50% decrease was driven by reduction of Scopes 1 and 2 (market-based) emissions and increase in total revenue

In line with Globe’s Net Zero ambition by 2050 and in support of the Race to Zero campaign, from 2014 to 2024, there have been over 38,000 deployments of green solutions which use cleaner fuel with lower emissions, consume less fuel, and provide energy-efficient heat removal.

³ Values for 2022 excludes fuel consumption associated with Typhoon Rai (Super Typhoon Odette) and from sites ported over to TowerCos in Q4 2022.
⁴ Values for 2023 excludes consumption from sites ported over to TowerCos in 2023 and data centers that have been transferred to the control of STT-GDC. 2023 Figures have been restated to reflect the reallocation of Globe-owned sites from Scope 1 to Scope 3, following their transfer to TowerCos.
⁵ Values for 2024 excludes consumption from sites ported over to TowerCos in 2024 and data centers that have been transferred to the control of STT-GDC.
⁶ Stationary emissions are emissions coming from the company’s genset fuel consumption across its network facilities (i.e. core network, cell sites, etc.), corporate offices, and mixed-used facilities; calculated based on the actual volume of fuel consumed and using emission factors from BEIS.
⁷ Calculated based on the actual fuel consumption of company-owned and leased vehicles and using emission factors from BEIS, assuming that both diesel and gasoline fuel used are biofuel blends.
⁸ Globe uses cooling systems applicable to each facility (i.e. air, water, refrigerant); values for network site refrigerants prior to June 2024 are estimates and actual consumptions have been recorded beginning 3Q 2024.

⁹ Location-based and Market-based emissions for 2021-2023 have been updated using the Philippine DOE 2019-2021 National Grid Emission Factors.
¹⁰ Market-based emissions exclude all renewable energy consumption from Power Purchase Agreements (PPA) and retired RECs.
¹¹ ESG Metric where GHG emissions intensity is computed by dividing total GHG emissions from Scope 1 and 2 by gross service revenue in Php billion.
¹² GSMA ESG Metric where GHG emissions intensity is computed by dividing total GHG emissions from Scope 1 and 2 by total revenue (service and non-service revenue) in Php billion.

Scope 1

Globe’s Scope 1 emissions are primarily from fuel consumption from facility gensets, fleet vehicles, and refrigerant consumption from cooling systems.

Scope 1 Emissions Performance

Fuel Consumption within the Organization	2021	2022 ³	2023 ⁴	2024 ⁵
Facility Generators				
Diesel				
In Liters	15,429,139.50	16,599,220.67	11,062,717.06	7,137,143.21
In GJ	595,564.78	640,729.92	427,020.88	275,493.73
Gasoline				
In Liters	56,986.34	49,390.01	67,070.30	55,676.35
In GJ	1,948.93	1,689.14	2,293.80	1,904.13
Fleet Vehicles				
Diesel				
In Liters	1,395,464.37	1,523,306.84	1,549,976.51	1,349,640.04
In GJ	53,864.92	58,799.64	59,829.09	52,096.11
Gasoline				
In Liters	792,033.24	1,111,939.95	1,005,065.00	756,483.90
In GJ	27,087.54	38,028.35	34,373.22	25,871.75

Globe has implemented multiple programs to decrease fuel consumption for its gensets, resulting in a significant 35.37% reduction, despite the six typhoons that hit the Philippines in Q4 of 2024 which required higher fuel purchase for its gensets. Nonetheless, Globe

observed an overall decrease in fuel consumption due to implementation of key programs, such as Battery First & Genset Delay Activation, and Genset Rationalization. There was also reduced employee mobility for the reporting year.

Genset Rationalization

Description	Impact ¹³
To optimize resource allocation and minimize unnecessary fuel consumption, Globe has strategically discontinued genset fuel delivery to sites with historically minimal power outages. Analysis of historical data indicates that backup battery systems can reliably sustain these sites during outages of less than four hours, rendering genset deployment unnecessary in such instances.	Rolled out in 2,179 sites, which has saved approximately 388,338 liters in fuel

Optimized Genset Test Run

Description	Impact ¹³
This initiative streamlined monthly generator testing by shifting from two 15-minute load and two no-load tests for 30 minutes to one 30-minute load test and three no-load tests with five minute intervals.	This reduced frequency and interval have resulted in reduced fuel usage, and annual savings of Php730k (US\$13k)

¹³ Savings shown are approximate and based on estimated calculations

Genset Fuel Polishing

Description	Impact ¹³
This technology enabled the company to clean fuel (i.e. diesel), remove impurities and water buildup due to storage, and optimize fuel management and use	Annual savings of Php1.65M (US\$28k)

Site solarization

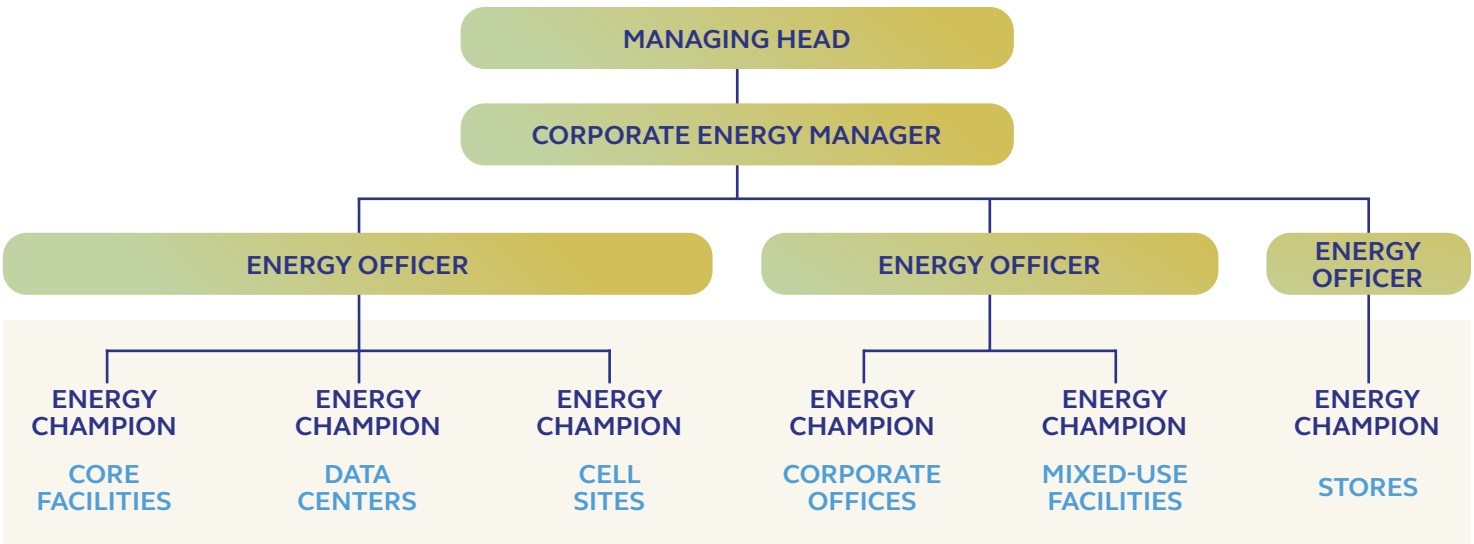
Description	Impact ¹³
Globe is transitioning some of its access and core sites to solar power systems not only in response to operational challenges, such as fuel price increases and fluctuations and supply disruptions from extreme weather, but also to reduce GHG emissions. This move seeks to lower dependence on fossil-based fuel and use of diesel generators. Globe plans to expand its site solarization to over 1,000 sites covered by Globe and partner TowerCos.	With 53 sites transitioned to RE through solar power, this contributes to over Php24M (US\$419k) in fuel and electricity savings in 2024 alone.

Scope 2

Globe’s Scope 2 emissions, coming from electricity consumption across its core facilities, data centers, cell sites, corporate offices, and mixed-use facilities, are a key focus of its sustainability strategy. Globe established an enterprise-wide Energy Management System (EnMS) in 2021, achieving ISO 50001:2018 certification in 2022 – a first for the Philippine telecommunications sector. This ISO framework provides a robust structure for identifying major energy-consuming sites, proactively implementing energy conservation and efficiency projects, and rigorously measuring their impact. This EnMS is incorporated into Globe’s updated Environmental Sustainability Policy and promotes energy efficiency, conservation, and the use of alternative energy sources, in accordance with Republic Act 11285 (the Energy Efficiency and Conservation Act). As Globe prepares for recertification in 2025, the EnMS continues to drive operational efficiencies and reinforce the company’s commitment to responsible energy management.

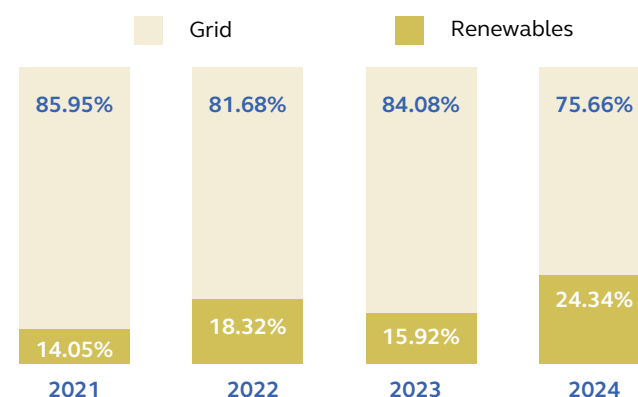
Implementation of the EnMS is overseen by management representatives from relevant departments, with a designated Corporate Certified Energy Manager (CEM) reporting to managing heads and responsible for RA 11285 compliance. The CEM also ensures accurate energy data monitoring and tracking by department-level Energy Officers and facility-level Energy Champions.

Each designated Energy Officer, supported by facility-level Energy Champions, oversees energy data collection and tracking, reviews the Annual Energy Efficiency and Conservation Report (AEECR) and Annual Energy Utilization Report (AEUR) before submission to the CEM, and implements site-level energy efficiency programs in support of the broader EnMS.



The share of electricity consumed from renewable energy sources increased further, with 2024 having the highest RE share so far. Overall electricity consumption decreased due to the porting of the towers to TowerCos from Q4 of 2022 onwards and data centers to STT-GDC from 2023 onwards – with both impacts being realized starting in 2023. In light of tower sales and transfers of data centers, Globe intends to recalculate its base year GHG emissions inventory once all major business restructuring has been completed.

Figure 2: Purchased Electricity from the grid and from renewable energy sources



Electricity Consumption Performance (in kWh)

Electricity consumption (in kWh)	2021	2022 ³	2023 ⁴	2024 ⁵
Electricity consumption	728,901,141.61	729,236,993.80	483,506,421.25	370,703,133.71
Electricity consumption from Network Facilities	647,366,377.59	645,048,852.96	410,821,881.15	299,013,556.28
Electricity consumption from Corporate and Mixed-use facilities	81,534,764.03	84,188,140.83	72,684,540.10	71,689,577.43
Total electricity consumption from the grid	626,464,273.95	595,656,720.70	406,508,524.78	280,477,895.95
Total electricity consumption from renewable energy sources	102,436,867.67	133,580,273.09	76,997,896.47	90,225,237.76
RE Share	14.05%	18.32%	15.92%	24.34%

Energy Consumption Performance (in GJ)

Energy consumption within the organization (in GJ)	2021	2022 ³	2023 ⁴	2024 ⁵
Energy consumed by network facilities	2,330,518.96	2,322,175.87	1,478,958.77	1,076,448.80
Energy consumed by corporate facilities and mixed-use	293,525.15	303,077.31	261,664.34	258,082.48
Net energy consumption	2,624,044.11	2,625,253.18	2,142,753.13	1,334,531.28

¹⁴ 106 suites for retail agg and PPAs, and currently 53 sites are already under Site Solarization = 159

Shift to Renewable Energy

Description	Impact ¹³
Globe initiated its transition to renewable energy in 2019, leveraging Power Purchase Agreements (PPAs) under the Department of Energy's Green Energy Option Program (GEOP) and Retail Competition and Open Access (RCOA) frameworks. These enable facilities to directly contract with Retail Electricity Suppliers (RES) – with GEOP for facilities with monthly average peak demand of 100 kilowatts or greater, and RCOA for those with 500 kilowatts or greater.	As of end-2024, 29 Globe sites have been 100% powered by renewable energy through PPAs – taking a 24.34% share of the electricity consumption

By engaging directly with RES, Globe is able to source renewable energy, such as from solar PV or geothermal power plants. This strategic approach not only reduces Globe's GHG footprint, but also stimulates further investment in clean energy infrastructure, contributing to the Philippines' commitments under the Paris Agreement through its Nationally Determined Contribution.

Over the next two years, Globe aims to significantly expand the number of facilities shifted to RE to more than 150 sites¹⁴ through site solarization, retail aggregation, and PPAs.

Chiller Optimization

Description	Impact ¹³
Globe uses an energy management device called External Digital Demand Response Technology, or EDD-RT, that leverages AI and Internet of Things (IoT) to regulate cooling of piping systems and minimize electricity consumption without compromising preset facility conditions.	Globe has observed approximately 20-30% annual energy savings in using this technology

Rectifier System Efficiency Manager

Description	Impact ¹³
The Rectifier System Efficiency Manager was activated across all core sites' installed rectifier systems. This enabled the rectifier systems to operate at 40% utilization, which was determined to be the most energy efficient setting.	This energy reducing technology resulted in Php18.17M (US\$317k) savings

Qualcomm Edgewise

Description	Impact ¹³
This technology leverages advanced AI and machine learning that optimizes energy use in their existing network. Edgewise adjusts power consumption at the cell site level; maximizing energy savings while maintaining a high-quality user experience. It adapts to changing network demands and identifies peak energy-saving opportunities.	This solution, deployed 16,415 units nationwide, is able to deliver a 3-5% reduction in energy consumption In 2024, over 5,600,000 kWh of electricity was reduced, equivalent to Php59M (US\$1M) saved

Nokia AVA (Carrier Shutdown Inclusive)

Description	Impact ¹³
Similar to Qualcomm Edgewise, the Nokia AVA is an AI powered solution that optimizes power management on existing radio access network (RAN) infrastructure.	Deployment at 3,753 sites has resulted in over 5,766,285 kWh saved, equivalent to over Php66M (US\$1.15M)

Manual Idle PON Shutdown

Description	Impact ¹³
This solution allows deactivation of unused Passive Optical Network (PON) ports, which continue to consume electricity. By deactivating these ports, Globe is able to achieve energy savings without compromising network performance.	30,600 Idle PON ports were with optimized deactivation has resulted in reduced energy consumption by approximately 44,000 kWh

Targets and Metrics: Scope 3

The first comprehensive GHG accounting of Globe, which established 2021 as baseline year, has revealed that Scope 3 is the main source of emissions of the company. Supply chain engagement is therefore imperative to reduce GHG emissions. Policies that govern the sustainable procurement in Globe are the Supplier Code of Ethics and Sustainable Supply Chain Policy Commitment.

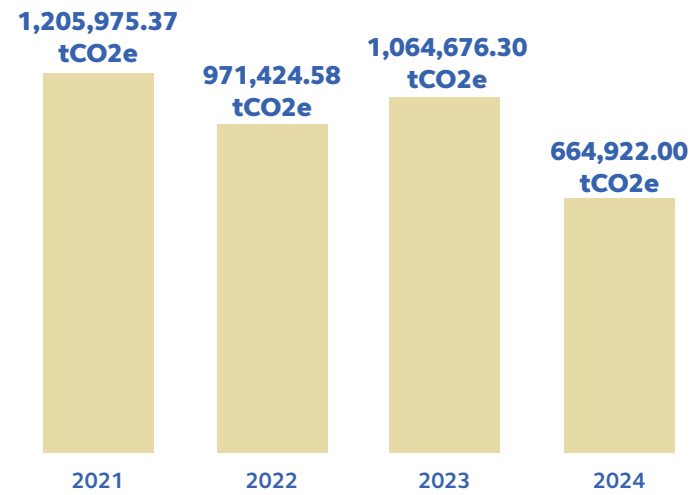
Since 2021, Scope 3 emissions have accounted for over 60% of Globe’s total GHG emissions. To ensure consistency and improve data accuracy, an in-house recalculation of the 2021 base year emissions was conducted using publicly available emission factors. This recalibration focused on Categories 1 and 2, aligning them with the spend-based emission factors applied in the calculations for 2022–2024.

Globe’s Scope 3 greenhouse gas (GHG) emissions, which encompass indirect emissions from its value chain, are predominantly attributed to four categories: Capital Goods (Category 2), Upstream Leased Assets (Category 8), Purchased Goods and Services (Category 1), and Fuel- and Energy-Related Activities (Category 3). Capital Goods account for the largest share, followed by Upstream Leased Assets, reflecting the emissions linked to leased infrastructure. Purchased Goods and Services contribute significantly, mainly from the procurement of power and communication structures, IT devices, and other materials. Fuel- and Energy-Related Activities make up a significant portion, stemming from upstream emissions associated with fuel and electricity consumption. Globe has achieved a significant reduction in these emissions, largely due to decreased operational and capital expenditures.

See [Social and Relationship Capital](#) for details on Sustainable Supply Chain Integration

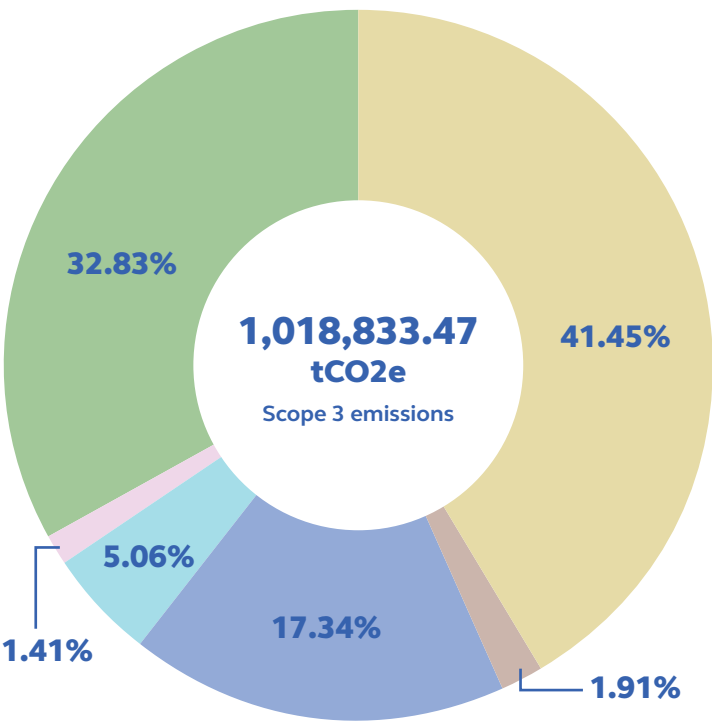


Figure 3: Scope 3 SBTi Targets



Globe’s SBTi Scope 3 near-term target covers categories of purchased goods and services (category 1), capital goods (category 2), fuel- and energy-related activities (category 3), use of sold products (category 11), and use of sold products (category 12).

Figure 4: Overall Scope 3 Emissions Breakdown



- Category 1: Purchased Goods and Services
- Category 2: Capital Goods
- Category 3: Fuel- and Energy-Related Activities
- Category 8: Upstream Leased Assets
- Category 11: Use of Sold Products
- Categories 4, 5, 6, 7, 12, 14, 15: Upstream Transportation and Distribution, Waste Generated in Operations, Business Travel, Employee Commuting, End-of-Life Treatment of Sold Products, Franchises, Investments

Summary of Scope 3 GHG Emissions in tCO₂e

Restated 2021-2023 to reflect changes in emission factors, calculation methodologies, and business strategies. Recalculation of base year GHG emissions inventory to commence within 2025-2026.

Category	2021 (Dislosed)	2021	2022	2023	2024	Driver for Change (2024 from 2023)
Category 1: Purchased Goods and Services ¹⁵	1,327,126.00	449,776.66 ¹⁶	307,495.35 ¹⁴	320,101.55 ¹⁶	176,641.02	The 44.82% reduction was attributed to a decrease in operational expenditures, including lower spending on engineering services and business function-specific software
Category 2: Capital Goods ¹⁵	294,922.00	563,530.71 ¹⁶	542,978.75 ¹⁶	659,085.41 ¹⁶	422,331.89	The 35.92% reduction was attributed to a decrease in capital expenditures, specifically in personal communication devices and fixed network equipment
Category 3: Fuel- and Energy-Related Activities ¹⁷	166,770.00	166,770.00	101,213.74	67,333.01 ¹⁸	51,549.24	The 23.44% reduction was from lower energy consumption (i.e., stationary fuel, fleet fuel, and grid electricity consumption) This is also reflected in Scopes 1 and 2 data
Category 4: Upstream Transportation and Distribution ¹⁷	9,530.00	9,530.00	3,634.25	2,395.78	1,907.66	The 20.37% reduction was attributed to a decrease in freight-related costs and overall transportation expenditure, alongside transitioning the majority of merchandising to digital platforms
Category 5: Waste Generated in Operations ²⁰	66.00	44.56 ²¹	111.80 ²¹	99.19 ²¹	103.72	The 4.57% increase was due to higher non-hazardous waste generation from site clean-ups
Category 6: Business Travel ²²	3,197.00	3,197.00	1,283.06 ²³	1,004.59 ²⁴	1,271.37 ²⁴	The 26.56% increase was due to higher uptake of air and land travel

¹⁵ Calculated from Globe’s aggregated spendings per commodity category and average emission factors from EXIOBASE.
¹⁶ Figures have been restated to reflect using the updated Goods Receipt-based (GR) methodology, replacing the previous Purchase Order-based (PO) approach.
¹⁷ Calculated using actual fuel and energy consumption of the company and industry emission factors from BEIS.
¹⁸ Figures have been restated to reflect the reallocation of Globe-owned and TowerCo sites from Scopes 1 and 2 to Scope 3.
¹⁹ Calculated using aggregated spending for transport and logistics and emission factors from the EPA.
²⁰ Calculated based on actual waste generation of the company and emission factors from BEIS.
²¹ Figures have been restated to include solid waste generated from network facilities.
²² Calculated using a hybrid methodology and using EPA emission factors for land travel based on spend, EXIOBASE emission factors for sea and air travel based on spend, and BEIS emission factors for activity-based air travel.
²³ From 2021-June 2024, a hybrid methodology was applied - land and sea travel emissions were calculated based on spend; air travel emissions followed an activity-based approach.
²⁴ Beginning July 2024, business travel emissions were calculated using a fully spend-based methodology due to a shift in data collection methods from a platform transition.

Category	2021 (Dislosed)	2021	2022	2023	2024	Driver for Change (2024 from 2023)
Category 7: Employee Commuting ²⁵	4,618.00	4,618.00	6,470.82	5,191.53	4,847.84	The 6.62% reduction was attributed to a decrease in employee headcount and improved emission factors for various modes of transport
Category 8: Upstream Leased Assets ²⁶	2,779.00	2,779.00	54,522.11	194,114.68 ²⁷	334,489.65	The 72.32% increase was driven by the ongoing transition of towers to TowerCo under a sale and leaseback arrangement Since 2022, a total of 6,672 towers have been transferred through this deal, contributing to the rise in leased asset emissions In addition, other towers are covered under a build-to-suit arrangement and remain under lease, further adding to the overall increase in emissions reported under this category
Category 9: Downstream Transportation and Distribution ²⁸	0.00	0.00	0.00	0.00	0.00	-
Category 10: Processing of Sold Products ²⁹	0.00	0.00	0.00	0.00	0.00	-
Category 11: Use of Sold Products ³⁰	25,856.00 ³¹	25,856.00 ³¹	19,718.79 ³²	18,138.48 ³²	14,384.89	The 20.69% reduction was due to a decrease in the number of mobile devices sold
Category 12: End-of-Life Treatment of Sold Products ^{32, 33}	42.00 ³¹	42.00 ³¹	17.96	17.85	14.96	The 16.23% reduction was due to a decrease in the number of mobile devices sold

²⁵ Estimated based on the average distance of each employee from their work location (the mode of commute was determined based on its percentage distribution estimated using the 2021 survey).

²⁶ Calculated using the actual electricity consumption of leased assets, such as TowerCo sites and offices.

²⁷ Figures have been restated to reflect the reallocation of Globe-owned sites from Scope 1 to Scope 3, following their transfer to TowerCos.

²⁸ Downstream Transportation and Distribution, which pertains to transport undertaken by the customers themselves (e.g., pick-up at stores), has not been accounted for.

²⁹ Emissions category is not applicable, as Globe does not manufacture or sell intermediate products that undergo further processing before end use.

³⁰ Calculated based on the actual quantity of mobile devices sold, their power consumption (as per available data), average usage, and weight.

³¹ Baseline value has been updated to exclude optional emissions, such as software and app use.

³² Figures have been updated using the Philippine DOE 2019-2021 National Grid Emission Factors.

³³ Recycling and landfilling rates are applied to determine the distribution between disposal and treatment methods.

Category	2021 (Dislosed)	2021	2022	2023	2024	Driver for Change (2024 from 2023)
Category 13: Downstream Leased Assets ³⁴	0.00	0.00	0.00	0.00	0.00	-
Category 14: Franchises ³⁵	545.00	545.00	11,211.99	10,352.89	9,582.14	The 7.44% reduction was due to the decrease of operational Globe Premium Dealer Stores
Category 15: Investments ^{36, 37}	0.10	0.10	154.19	1,334.55	1,709.09	The 28.06% increase reflects the full realization of emissions associated with ST Telemedia Global Data Centres (STT-GDC) in 2024, following a transition that began in 2022
Total Scope 3 emissions	1,835,428.43	1,226,689.02	1,048,812.02	1,279,169.51	1,018,833.47	The 20.35% reduction was primarily driven by decreased operational and capital expenditures and lower emissions from fuel and electricity generation



Categories 1 and 2: Purchased Goods and Services, and Capital Goods

In 2024, Category 1 (Purchased Goods and Services) and Category 2 (Capital Goods) remained the top emission hotspots under Scope 3. Both categories follow a spend-based calculation approach. Thus, the observed decline in emissions over the past three years reflects the company’s strategic shift toward optimizing existing network investments.

To improve the accuracy of emissions accounting, the company transitioned from a Purchase Order (PO)-based to a Goods Receipt (GR)-based methodology starting in 2024. As part of this shift, data from 2021 to 2023 was recalculated using the GR-based approach to ensure consistency and comparability across reporting years.

Since 2022, Globe has engaged with Tower Companies (TowerCos) that provide space leasing to telco companies to maximize the use of shared infrastructure through tower and power-sharing arrangements, as well as innovative solutions. Under this model, TowerCos retain ownership of the tower structures, while Globe and other telcos own and manage telco equipment.

This shift has contributed to a decrease in both operational and capital expenditures in 2024 compared to the previous year.

³⁴ Emissions for facilities leased by Globe to other companies already included under Scope 1 and Scope 2.

³⁵ Calculated based on electricity consumption of Globe Premium Dealer Stores.

³⁶ Calculated based on the investment amount per industry group; 2023 data includes Scopes1 and 2 emissions of STT-GDC, proportional to Globe’s equity share.

³⁷ Investments contributing less than 0.1% of total Scope 3 emissions were excluded from the inventory.

In addition, the decrease in Categories 1 and 2 can also be attributed to our sustainable supply chain strategy of embedding sustainability principles in Globe’s procurement process across various commodities:

Internal Carbon Pricing

Globe initiated an Internal Carbon Pricing (ICP) pilot program in 2024 to proactively address its carbon footprint and drive sustainable business practices. ICP assigns a monetary value to GHG emissions, promotes informed decision-making, and encourages emissions reduction. The pilot, which was used for the procurement of LED TVs and air conditioning units across offices and sites, uses shadow pricing to promote internal behavior change by assigning a hypothetical cost to carbon emissions. Globe anticipates that this will encourage energy efficiency, reinforce decision-making with sustainability considerations, and stimulate green innovation across business units.

Recyclable and Upcyclable Packaging

To further Globe’s commitment to circularity, Globe began transitioning the packaging of its broadband devices in 2023, starting with GFiber Prepaid and later expanding to GOMO Fiber. The new box designs prioritize upcyclability and recyclability. Made from responsibly sourced paper and printed with globally compliant, non-toxic inks, the packaging eliminates plastic pouches and printed manuals to reduce waste. Customers are encouraged to access product information digitally, supporting Globe’s move toward more sustainable, paperless solutions. Beyond sustainability, the packaging offers added functionality. Each box is designed to be repurposed into a durable laptop stand, extending its useful life beyond traditional packaging.

Paperless Billing

Since 2010, Globe has been advocating for paperless billing to limit the volume of paper consumption. With the move towards greater adoption, over 127,268,029 sheets of papers have been saved as all bills of Globe Postpaid & Broadband and Globe Business customers are now being sent via email.

Paperless Transaction

Globe leverages digital platforms to minimize resource consumption, particularly paper. Two key platforms enabling paperless transactions are MemoApp and AppSheet. MemoApp, used for interdepartmental document routing and approvals, processed 27,594 memos in 2024, saving approximately 419 reams

or 209,460 sheets of paper. AppSheet, a no-code platform primarily used for customer-facing applications like store queuing systems, empowers employees to create their own apps for automation, consolidation, and inventory management without developer support. Since 2021, 8,011 apps have been developed on AppSheet.

eSIM and EcoSIM

Globe pioneered eSIM adoption in the Philippines in 2018, and adoption has grown exponentially since. A remarkable 232% surge in eSIM downloads, from 77,303³⁸ in 2023 to 256,764 in 2024, translates to an estimated avoidance of over 1,027 kg of plastic production. Building on this commitment to innovation and sustainability, Globe further solidified its leadership by transitioning all postpaid SIM cards to EcoSIM cards in 2022 - another first in the Philippines. These cards are crafted from 100% recycled materials, specifically polystyrene waste reclaimed from refrigerators. In 2024, Globe distributed 350,987 units, demonstrating a substantial commitment to circular economy principles.

Building on this commitment to innovation and sustainability, Globe further solidified its leadership by introducing EcoSIM cards in 2022 — another first in the Philippines. These cards are crafted from 100% recycled materials, specifically polystyrene waste reclaimed from refrigerators. In 2024, Globe transitioned entirely to EcoSIMs for all postpaid subscribers, distributing 350,987 units, and demonstrating a substantial commitment to circular economy principles.

Take Back Program for Employee Service Units

Globe fosters a culture of circularity by extending the lifecycle of employee work tools. Upon joining the company, employees receive essential devices, typically a mobile phone and laptop. Globe’s iOwn Program then empowers employees to embrace device ownership at the end of their use by offering the option to purchase these tools for free. For laptops not purchased through the iOwn program upon an employee’s departure, Globe prioritizes reuse. The IT Department carefully assesses these to determine if these devices are either redeployed within the company as loaner laptops or responsibly directed towards donation; hence minimizing waste and maximizing resource utilization. In 2024, over 23% of these laptops were designated for reuse as loaner devices, while the remainder were undergoing assessment for redeployment as loaner, for donation, or for disposal.

³⁸ Updated 2023 figure to capture complete year-end data



Category 3: Fuel- and Energy-Related Activities

In 2024, Globe achieved a decline in Scope 3 Category 3 (Fuel- and Energy-Related Activities) emissions, primarily due to a company-wide reduction in energy consumption. This decrease was driven by multiple operational improvements, including lower usage of stationary fuel, fleet fuel, and purchased electricity. These efforts align with Globe’s ongoing energy efficiency initiatives.



Category 4: Upstream Transportation and Distribution

Globe reduced its Scope 3 Category 4 (Upstream Transportation and Distribution) emissions in 2024, driven by lower freight-related costs and a decline in overall transportation spending. A key factor in this reduction was the company’s transition from physical merchandising to digital platforms, which significantly decreased shipping volumes and the need for physical goods transport. By shifting away from traditional distribution channels, Globe has minimized its reliance on freight services, leading to a measurable decline in transportation-related emissions.



Category 5: Waste Generated in Operations

Solid Waste Management

Globe implements a comprehensive solid waste management program that aligns with Republic Act 9003 (Ecological Solid Waste Management Act of 2000), and is compliant with ISO 14001:2015 (Environmental Management Standard). The company integrates waste minimization strategies across its operations, promoting reuse, recycling, and responsible disposal. Initiatives include encouraging the use of reusables in cafeterias, complemented by a “bring-your-own-container” or BYO incentive program to reduce single-use packaging. Additionally, Globe enforces strict segregation practices, with on-site Materials Recovery Facilities (MRFs) facilitating proper sorting, temporary storage, and collection. Through these facilities, recyclable materials are directed to certified recycling partners, while biodegradable and residual waste are managed in compliance with environmental regulations.

In 2024, Globe generated 207.12 tonnes of solid waste, reflecting a 28% increase compared to 2023, primarily due to site cleanups conducted throughout the year. Despite this temporary rise, the company remains steadfast in its commitment to waste reduction and is implementing more stringent waste management measures. These include enhanced monitoring, expanded recycling partnerships, and increased employee engagement programs to foster a culture of sustainability within the organization. Moving forward, Globe will continue to refine its waste management approach to further align with circular economy principles, ensuring greater resource efficiency and reduced landfill dependence.

Total solid waste generation (in tonnes)	2022 ³⁹	2023 ³⁹	2024
Recyclables generated	3.72	6.73	15.20
Biodegradables generated	22.04	21.21	30.56
Residuals generated	190.65	136.60	160.07
Total solid waste generated	216.417	164.54	205.83
Total Solid Waste Diverted from Disposal	3.72	6.73	15.20
Total solid waste directed to disposal	212.69	153.70	190.63

³⁹ 2022 and 2023 Figures have been restated to include solid waste generated from network facilities.

Hazardous Waste Management

Globe upholds strict compliance with Republic Act No. 6969 (Toxic Substances and Hazardous and Nuclear Wastes Control Act of 1990), ensuring the safe handling, monitoring, and disposal of hazardous waste generated from its operations. The company’s accredited Pollution Control Officers (PCOs) oversee this process, ensuring full regulatory compliance while implementing best practices to minimize environmental risks. Through regular waste audits, proper documentation, and coordination with regulatory bodies, Globe continuously enhances its hazardous waste management framework, reinforcing its commitment to responsible environmental stewardship.

The company’s hazardous waste stream primarily includes used lead-acid batteries from telecommunications equipment, rectifiers, and

generators, as well as electronic and electrical waste (e-waste) from daily business activities. Additionally, waste oil generated during preventive maintenance of power generators is carefully managed. Globe has established designated hazardous waste storage areas across its sites, ensuring appropriate storage until proper collection and disposal. All hazardous waste is transported and treated exclusively by Department of Environment and Natural Resources (DENR)-accredited Treatment, Storage, and Disposal (TSD) facilities. Upon completion through proper treatment and secure storage, Globe receives a Certificate of Treatment from the TSD facilities, verifying compliance with national environmental regulations.

Total hazardous waste generation (in tonnes)	2022	2023	2024
Used Oil Generated	12.96	22.66	19.74
E-Waste Generated	147.46	164.87	95.57
Used Batteries Generated	422.13	708.51	470.38
Busted Fluorescent Lamps (BFLs) Generated	-	0.33	2.07
Total Hazardous Waste Generated	582.54	896.37	587.76
Total Hazardous Waste Diverted from Disposal	582.54	896.37	587.76

Globe has implemented a strategic oil analysis program at its core sites to enhance resource efficiency and minimize used oil waste from power generators. Through the newly established program, oil analyses are now conducted every six months to assess the quality, viscosity, and contamination levels of the oil in gensets. This data-driven approach enables optimized oil change intervals, ensuring oil is only replaced when necessary rather than on a rigid schedule. As a result, oil usage has been extended, significantly reducing the volume of waste oil generated while maintaining equipment performance and reliability.

Beyond compliance, Globe is committed to minimizing the environmental impact of waste generation. The company actively explores innovative waste reduction strategies and sustainable disposal partnerships. These initiatives aim to extend the lifecycle of hazardous materials, reduce landfill contributions, and promote a circular economy approach. By continuously improving its waste management efforts, Globe reinforces its dedication to environmental responsibility.



Category 6: Business Travel

Since 2019, Globe has integrated teleconferencing platforms into its operations to support virtual collaboration. The use of digital communication tools grew significantly during the COVID-19 pandemic and has remained a key part of operations. This shift has enhanced workplace flexibility and improved operational efficiency. In 2024 alone, Globe conducted 575,525 meetings via teleconferencing, enabling remote collaborations. This use of virtual meetings has

contributed to efforts to mitigate Scope 3 emissions from business travel.

Despite these efforts, business travel-related emissions increased by 27% in 2024 due to higher volumes of air and land travel as in-person engagements resumed. Globe remains committed to optimizing its approach by balancing the benefits of face-to-face interactions with sustainable business practices.



Category 7: Employee Commuting

In partnership with Global Electric Transportation (GET), Globe operates a fleet of three electric vehicles (EVs) dedicated to employee transport during peak hours from Monday to Thursday, with each trip accommodating up to 30 employees. Meanwhile, a limited number of leased internal combustion

engine (ICE) vehicles remain in service, but are deployed during non-peak periods, demonstrating Globe’s commitment to prioritizing electric mobility whenever feasible. In 2024, around 20% of employees regularly use the EV shuttle when reporting on-site.



Category 8: Upstream Leased Assets

As part of its strategy to optimize capital and enhance infrastructure efficiency, Globe has partnered with multiple independent tower companies (TowerCos) through a combination of sale-and-leaseback and build-to-suit agreements.

Under the sale and leaseback deal, Globe has transferred ownership of 6,672 towers to select tower companies (TowerCos), such as Phil-Tower Consortium, Inc., Miescor Infrastructure Development

Corporation (MIDC), Frontier Towers, and Unity Digital Infrastructure; while securing long-term leaseback rights to ensure continued access to critical network infrastructure. In addition to these transactions, Globe also engages with other TowerCos under build-to-suit arrangements.

From 2023-2024, Globe has recorded a total of 2,775,739.99 GJ of energy consumed under its Scope 3 Category 8 emissions.



Category 11: Use of Sold Products

In 2024, our estimated emissions from the use of sold mobile devices amounted to 14,384.89 tonnes of CO₂e, which reflects a 20.69% reduction from 2023. To further address these emissions and as part of delivering superior customer experience, customers can return sold mobile phones that are reported to be defective. Returned devices are assessed for responsible disposal, donation, reuse within Globe, or resale (post refurbishment). This approach prioritizes maximizing the lifecycle of each device, reducing

electronic waste, and supporting a circular economy for mobile technology. By extending the usability of returned devices, Globe helps conserve valuable resources and minimize e-waste. In 2024, over 586 units were successfully refurbished and resold, contributing to the availability of high-quality, lower-cost devices in the market, which recorded a reduction of GHG emissions equivalent to approximately 16.87 kg CO₂e. Additionally, 257 units were responsibly disposed of in compliance with environmental regulations.



Category 12: End-of-Life Treatment of Sold Products

The overall effort to manage Globe products' end-of-life has resulted in a year-on-year reduction of approximately 2.90 tonnes of CO₂e in 2024 compared to 2023. This reduction was achieved through two key programs that support the company's broader strategy on waste reduction and resource recovery. By providing customers with accessible and environmentally responsible disposal and reuse options, Globe aims to minimize e-waste while maximizing the value of materials within its supply chain. Our take-back and refurbishment programs have further reduced waste, ensuring that more devices are repurposed rather than sent to landfill.

Gadget Exchange

The Gadget Xchange Program provides crucial support to Globe Postpaid customers, extending device lifespans by offering repair services for damaged devices. Furthermore, it offers replacements for lost or stolen devices and facilitates seamless device swaps for customers wishing to change colors or upgrade

within a similar price range. The program helps reduce the environmental impact of discarded devices and promotes circularity. Globe has observed an increase in customer participation in this program throughout 2024, demonstrating its growing appeal.

Globe Device Trade-in Program

The Globe Device Trade-in Program empowers Postpaid customers to responsibly retire their old devices while enjoying added value. Customers can begin the trade-in process online by answering questions about their device's condition to receive an estimated trade-in value, which is applied as cashback on their postpaid bill. Devices are then collected by Globe's partner for final assessment. Alternatively, customers can opt for an in-store evaluation at participating Globe locations. Like the Gadget Xchange Program, the Device Trade-in Program has experienced an increase customer engagement in 2024 – further strengthening Globe's commitment to sustainable device lifecycle management.



Gadget Xchange Program



Globe Device Trade-in Program



Online Trade-in Process



Category 14: Franchises

Globe remains committed to providing accessible digital solutions for its customers, while also recognizing the continued importance of in-person service. As of year-end 2024, Globe maintains a strategic network of 95 stores nationwide. GlobeOne, a super app allowing customers to access a wide range of services, continues to be upgraded to cater to the needs of its customers.

Since 2023, Globe has been transforming its retail experience by transitioning its stores to a “phygital” model, seamlessly integrating physical and digital interactions to enhance customer engagement. These redesigned stores integrate sustainability principles, utilizing digital screens for advertising and tablet displays for product information, thereby minimizing the need for traditional printed materials like tarpaulins, flyers, and paper info cards.



Category 15: Investments

Globe recognizes the importance of accounting for emissions across its full value chain, including those from its investments. One of the major drivers of emission from its investment is STT-GDC due to the nature of its business. Prior to porting over the data centers of Globe to STT-GDC, Globe has taken the necessary steps to transition these sites to RE. As of year-end 2024, all five (5) operational sites of STT-GDC have transitioned to run entirely on electricity sourced from renewable energy sources.

This step underscores Globe's efforts to align with best practices in financed emissions reporting, and to promote transparency across its investment portfolio. To maintain focus and ensure data quality, only material investments were included in the inventory. Specifically, emissions attributed to investments contributing less than 0.1% to total Scope 3 emissions were not accounted for – consistent with relevance and materiality thresholds applied in Globe's broader emissions reporting framework.

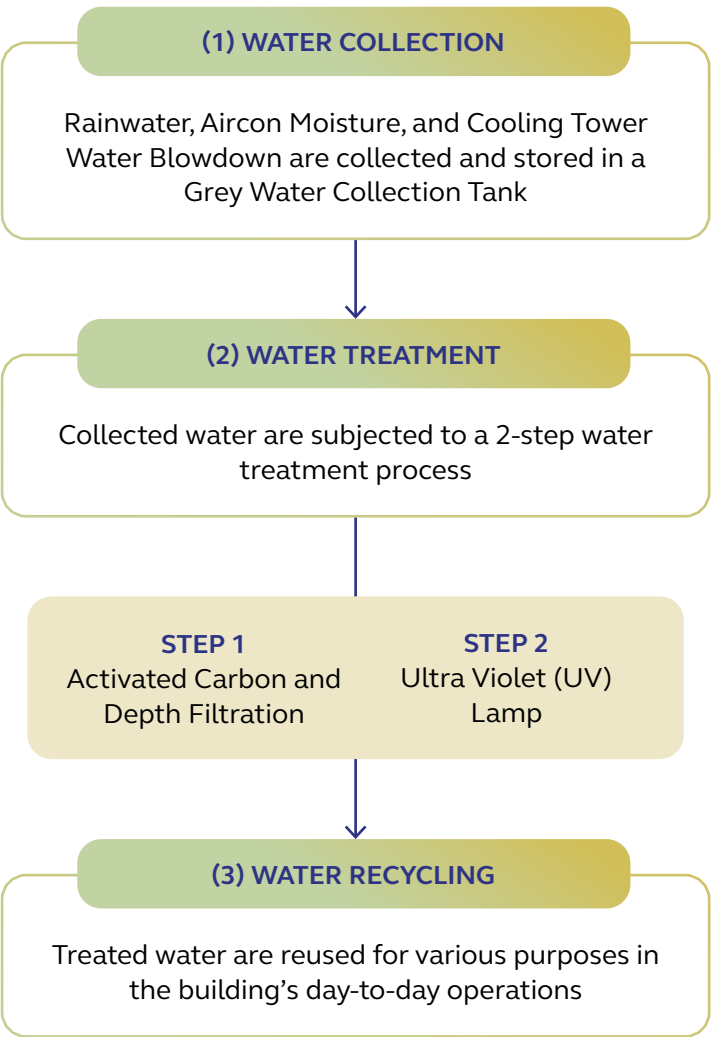
Championing Nature Action

Water Management

Water is among the identified climate risks of Globe; making efficient water management and conservation critical to the company’s sustainability strategy. Raising awareness is crucial for minimizing office water consumption. A key component of this effort is raising awareness among employees to encourage responsible water consumption in office spaces. Through targeted communication materials, Globe emphasizes practical water-saving measures, such as completely turning off faucets, reducing water flow, and promptly reporting any leaks. Additionally, motion-sensor faucets have been installed at Globe’s headquarters to automatically regulate water use and minimize wastage – demonstrating the company’s commitment to sustainable resource management.

Beyond awareness initiatives, Globe integrates water efficiency and recycling technologies to further reduce reliance on freshwater sources. The company’s headquarters, which houses more than half of its workforce, is equipped with a rainwater harvesting and water recycling system. This system captures and stores rainwater, air conditioning condensate, and chiller cooling water, which then undergoes a two-step treatment process to ensure safe reuse for non-potable applications. The treated water is utilized for toilet and urinal flushing, as well as for landscaping, parking area cleaning, and building perimeter maintenance.

In 2024, Globe consumed and reused 33,589.20 cubic meters (33.59 megaliters) of graywater exclusively for non-potable purposes – effectively reducing its demand for freshwater. To ensure accurate reporting and compliance with GRI 303-4, Globe employs a comprehensive wastewater management reporting system, which includes regular monitoring and reporting by facility management teams and integration with Globe’s environmental management system (EMS) for real-time tracking and analysis.



Globe is committed to expanding its water efficiency initiatives by actively exploring additional on-site treatment solutions and leak detection technologies.

The company sources water from utility providers, primarily for cooling telco equipment, such as servers and network infrastructure, which generate significant heat during operation. Maintaining optimal temperatures is essential for ensuring the reliability and longevity of these systems. In 2024, Globe’s total water consumption reached 116,765.77 cubic meters – reflecting its ongoing efforts to balance operational needs with water management.

Total water consumption (in cubic meters) ⁴⁰	2022	2023	2024
Water Consumption in Network Facilities	34,979.16	26,183.75	21,375.32
Water Consumption in Corporate Offices and Mixed Use	76,081.60	99,925.40	95,390.45
Total Water Consumption	111,060.76	126,109.15	116,765.77
Water Intensity ⁴¹ (cubic meter/ total revenue in Php million)	0.70	0.78	0.71

⁴⁰ Water consumption is equal to water withdrawal.

⁴¹ Water Intensity is computed by dividing total water consumption by total revenue (services revenues and nonservice revenues) in Php million.

Biodiversity Conservation

Globe recognizes the crucial role of nature-based solutions in addressing climate change, enhancing community resilience, and safeguarding biodiversity.

In managing its biodiversity impact, Globe prioritizes strict adherence to local regulations, particularly those set forth by the Department of Environment and Natural Resources (DENR). The company diligently complies with all conditions outlined in the Environmental Compliance Certificates (ECCs) issued by the DENR. This dedication to regulatory compliance is further reinforced by Globe’s Environmental Sustainability Policy and its ongoing support for nature-based solutions programs. Looking ahead, Globe is committed to deepening its understanding of its operational impact on biodiversity through more comprehensive studies. This will ensure the implementation of targeted and effective conservation measures. Furthermore, Globe is aligning its reporting with the Taskforce on Nature-related Financial Disclosures (TNFD), having registered as a supporter under the TNFD Forum, demonstrating its commitment to transparent and integrated nature-related risk management.

Beyond its direct operational efforts, Globe champions sustainability and fosters environmental stewardship by actively engaging its customers through strategic partnerships. Globe empowers its customer base to contribute directly to biodiversity conservation by facilitating donations of Globe Rewards points to esteemed organizations such as Hineleban Foundation, Inc., and Philippine Seatizens, Inc. In 2024, Globe expanded its reach by adding the Philippine Eagle Conservation Program Foundation, Inc., to its roster of partners. This collaborative approach underscores the power of collective action to protect and preserve the Philippines’ rich natural heritage.

Outlook

Globe will continue refining its Scope 1, 2, and 3 emissions data and ensure that the recalculation of base year GHG emissions inventory (to be done within the next two years) aligns with the Science-Based Targets initiative.

Environmental Education

As climate change remains a critical global risk, environmental education is fundamental to fostering a sustainable future. Globe is committed to empowering individuals and communities by cultivating awareness and driving collective action against environmental challenges.

Demonstrating this commitment, Globe has proudly supported the Department of Environment and Natural Resources’ (DENR) “Mga Kwentong KLIMA-likasan Recognition Awards” for three consecutive years. This significant platform serves to recognize and honor impactful contributions towards addressing environmental issues, climate change, and disaster risk reduction across the Philippines. These awards celebrate the dedicated efforts of individuals, organizations, and local government units (LGUs) who are leading the way in building a more resilient and sustainable nation.

Recognizing the multifaceted nature of climate action, the 2024 KLIMA-likasan Awards also featured special categories highlighting critical dimensions. The “Gender Equality and Women’s Empowerment Award” award celebrated initiatives that meaningfully integrate gender perspectives into climate solutions and empower women as key drivers of change. Furthermore, the “Climate Technology for Resilience Award” specifically honored innovative applications of digital tools and platforms that significantly enhance resilience-building efforts and provide cutting-edge solutions to climate-related challenges across various sectors.



ANNEXES

GRI Index

Statement of Use: Globe Telecom, Inc. has reported the information cited in this GRI content index for the period January 1, 2024 to December 31, 2024 with reference to the GRI Standards.

GRI Used: GRI 1: Foundation 2021

Applicable GRI: N/A

GRI Standard	Disclosure		Report Reference	Page Number
General Disclosures				
GRI 2: General Disclosures 2021	2-1	Organizational details	About Globe	4
	2-2	Entities included in the organization’s sustainability reporting	About this Integrated Report Conglomerate Map	6
	2-3	Reporting period, frequency and contact point	About this Integrated Report	3
	2-4	Restatements of information	About this Integrated Report	3
	2-5	External assurance	Independent Assurance Statements	119-123
	2-6	Activities, value chain and other business relationships	About Globe & Globe Presence	4-5
	2-7	Employees	Human Capital	76-86
	2-8	Workers who are not employees	3,438 indirect hires (from Property & facilities, Guards, Caretakers, Vendor employees, Fleet Management) in year end 2024	N/A
	2-9	Governance structure and composition	Corporate Governance	19-31
	2-10	Nomination and selection of the highest governance body	Corporate Governance	27
	2-11	Chair of the highest governance body	Corporate Governance	27
	2-12	Role of the highest governance body in overseeing the management of impacts	Risk Management	28
	2-13	Delegation of responsibility for managing impacts	Corporate Governance	28
	2-14	Role of the highest governance body in sustainability reporting	Corporate Governance	28
	2-15	Conflicts of interest	Corporate Governance	40
	2-16	Communication of critical concerns	Corporate Governance	37
	2-17	Collective knowledge of the highest governance body	Corporate Governance	26
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance	29-30
	2-19	Remuneration policies	Corporate Governance	33

GRI Standard	Disclosure		Report Reference	Page Number
General Disclosures				
GRI 2: General Disclosures 2021	2-20	Process to determine remuneration	Corporate Governance	33
	2-22	Statement on sustainable development strategy	Message from the Chairman	11-13
			Message from the President	14-16
			Sustainability at Globe	50-55
	2-23	Policy Commitments	Corporate Governance	32-39
	2-24	Embedding policy commitments	Corporate Governance	32-39
	2-25	Process to remediate negative impacts	Corporate Governance	44-48
	2-26	Mechanisms for seeking advice and raising concerns	Corporate Governance	44-48
	2-27	Compliance with laws and regulation	Sustainability at Globe	32-35
	2-28	Membership associations	Memberships	9
2-29	Approach to stakeholder engagement	Sustainability at Globe	51-52	
2-30	Collective Bargaining Agreements	Human Capital	86	
Material Topics				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability at Globe	52-53
	3-2	List of material topics	Sustainability at Globe	52-53
Corporate Governance & Business Ethics				
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability at Globe	52-53
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Corporate Governance	35
	205-2	Communication and training about anti-corruption policies and procedures	Corporate Governane, Human Capital	36 86
	205-3	Confirmed incidents of corruption and actions taken	Sustainability at Globe	85-86
GRI 415: Public Policy 2016	415-1	Political contributions	Sustainability at Globe; Not applicable	N/A
Customer Experience & Service				
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability at Globe	52-53
Non-GRI		Customer Experience & Service	Social and Relationship Capital	90
Stakeholder Relations				
GRI 3: Material Topics 2021	3-3	Management of material topics	Materiality	52-53

GRI Standard		Disclosure	Report Reference	Page Number
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Social and Relationship Capital	87-95
	413-2	Operations with significant actual and potential negative impacts on local communities		
Employee Well-being				
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability at Globe	52-53
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Human Capital	79
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not applicable; Globe has no temporary or part-time employees	N/A
	401-3	Parental leave	Human Capital	82
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Human Capital	83-85
	403-2	Hazard identification, risk assessment, and incident investigation		84
	403-3	Occupational health services		85
	403-4	Worker participation, consultation and communication on occupational health and safety		84-85
	403-5	Worker training on occupational health and safety		84-85
	403-6	Promotion of worker health		85
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		84-85
	403-8	Workers covered by an occupational health and safety management system		83-85
	403-9	Work-related injuries		85
	403-10	Work-related ill health		85
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Human Capital	81
	404-2	Programs for upgrading employee skills and transition assistance programs		80-81
	404-3	Percentage of employees receiving regular performance and career development reviews		80
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Human Capital	79

GRI Standard		Disclosure	Report Reference	Page Number
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Human Capital	85
Cybersecurity & Data Privacy				
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability at Globe	52-53
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Intellectual Capital	70
Digital Inclusion & Enablement				
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability at Globe	52-53
Non-GRI		Digital Inclusion and Enablement	Social and Relationship Capital	88-93
Human Rights				
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability at Globe	52-53
GRI 411: Rights of Indigenous People 2016	411-1	Incidents of violations involving rights of indigenous peoples	Human Capital	85
Climate Risk				
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability at Globe	52-53
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	Natural Capital	99-101
GRI 303: Water and Effluents	303-1	Interactions with water as a shared resource	Natural Capital	110
	303-2	Management of water discharge-related impacts		110
	303-3	Water withdrawal		110
	303-4	Water discharge		110
	303-5	Water consumption		110
Public Policy & Compliance				
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability at Globe	52-53
Non-GRI		Public Policy & Compliance	Risk Management	44

GRI Standard		Disclosure	Report Reference	Page Number
Child Online Safety				
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability at Globe	52-53
Non-GRI		Child Online Safety	Intellectual Capital	74-75
Business Resilience				
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability at Globe	52-53
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Financial Capital	59
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Financial Capital	63-69
Waste Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability at Globe	52-53
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Natural Capital	107-108
	306-2	Management of significant waste-related impacts		107-108
	306-3	Waste generated		107-108
	306-4	Waste diverted from disposal		107-108
	306-5	Waste directed to disposal		107-108
Sustainable Supply Chain Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability at Globe	52-53
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Social and Relationship Capital	96
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Social and Relationship Capital	96
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Social and Relationship Capital	96

GRI Standard		Disclosure	Report Reference	Page Number
Energy Management & Carbon Emissions				
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability at Globe	52-53
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Natural Capital	103-104
	302-2	Energy consumption outside of the organization		107
	302-3	Energy intensity		102
	302-4	Reduction of energy consumption		103-104
	302-5	Reductions in energy requirements of products and services		103-104
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Natural Capital	101-104
	305-2	Energy indirect (Scope 2) GHG emissions		101-104
	305-3	Other indirect (Scope 3) GHG emissions		105-109
	305-4	GHG emissions intensity		102
	305-5	Reduction of GHG emissions		97-109
	305-6	Emissions of ozone-depleting substances (ODS)		102
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		102

SASB Index - Telecommunication Services

Code	Metric	Category	Unit	Report Reference	Page Number
Activitiy Metrics					
TC-TL-000.A	Number of wireless subscribers	Quantitative	Number	About Globe Telecom, Inc	4, 88
TC-TL-000.B	Number of wireline subscribers	Quantitative	Number	Social Capital	4, 88
TC-TL-000.C	Number of broadband subscribers	Quantitative	Number	Financial Capital	4, 88
TC-TL-000.D	Network traffic	Quantitative	Petabytes	Financial Capital	59-62
Environmental Footprint of Operations					
TC-TL-130a.1	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	Natural Capital	101-104
Data Privacy					
TC-TL-220a.1	Description of policies and practices relating to behavioural advertising and customer privacy	Discussion and Analysis	n/a	Intellectual Capital	70-75
TC-TL-220a.3	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	Quantitative	Presentation currency		
TC-TL-220a.4	(1) Number of law enforcement requests for customer information, (2) number of customers whose information was requested, (3) percentage resulting in disclosure	Quantitative	Number, Percentage (%)		
Data Security					
TC-TL-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	Number, Percentage (%)	Intellectual Capital	70-75
TC-TL-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	n/a		

BUSINESS OVERVIEW		GOVERNANCE		HOW WE CREATE VALUE		<IR> CAPITALS		ANNEXES	

The Ten Principles of the UN Global Compact Index

UNGC Principles	Report Reference	Page Number
Human Rights		
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	Intellectual Capital	70-75
	Human Capital	76-86
	Social and Relationship Capital	87-96
Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	Intellectual Capital	70-75
	Human Capital	76-86
	Social and Relationship Capital	87-96
Labor		
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.		
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.	Human Capital	76-86
Principle 5: Businesses should uphold the effective abolition of child labor.	Social and Relationship Capital	87-96
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.		
Environment		
Principle 7: Businesses should support a precautionary approach to environmental challenges.		
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	Natural Capital	97-110
	Manufactured Capital	63-69
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.		
Anti-Corruption		
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Human Capital	76-86
	Social and Relationship Capital	87-96

TCFD Index

General	TCFD Recommendations	Report Reference	Page Number
Governance			
TCFD	Describe the board's oversight of climate-related risks and opportunities.	Corporate Governance	25-26
		Risk Management	41-48
	Describe management's role in assessing and managing climate-related risks and opportunities.	Sustainability at Globe	50-55
		Natural Capital	97-110
Strategy			
TCFD	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Corporate Governance	25-26
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Risk Management	41-48
		Sustainability at Globe	50-55
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Natural Capital	97-110
Risk Management			
TCFD	Describe the organization's processes for identifying and assessing climate-related risks.		
	Describe the organization's processes for managing climate-related risks.	Natural Capital	97-110
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.		
Metrics and Targets			
TCFD	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.		
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Natural Capital	97-110
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.		

GSMA ESG Metrics for Mobile



Metric (family)	Metric (name)	Data	Report Reference	Page Number
Environment KPIs				
Emissions				
Science-based targets	1.1a Disclose whether the company has set, or committed to set, near-term science-based targets: [Yes / No]	Near-term and net-zero science-based greenhouse gas (GHG) emission reduction targets validated by SBTi	Natural Capital	97
	1.1a i. If answer to 1.1a is yes, provide the: temperature alignment	Limit warming to 1.5°C above pre-industrial levels		97
	1.1a ii. If answer to 1.1a is yes, provide the: target approval/ validation status	Approved in 2024		97
	1.1b Disclose whether the company has set a corporate net zero target (covering Scopes 1, 2, and 3): [Yes / No]	Yes		97
	1.1b i. If answer to 1.1b is yes, provide the: Net zero target year	2050		97
	1.1b ii. If answer to 1.1b is yes, provide the: target approval/ validation status	Approved in 2024		97
Scope 1 and 2 GHG emissions	1.2a i. Scope 1 emissions (tonnes CO2e)	28,309.49	Natural Capital	102
	1.2a ii. Scope 2 emissions, location-based (tonnes CO2e)	265,380.82		102
	1.2a iii. Scope 2 emissions, market-based (tonnes CO2e)	201,699.84		102
	1.2a iv. Percentage change in combined Scope 1 + 2 emissions since last reporting period (specify if Scope 2 emissions are location-based or market-based)	30.36% reduction vs. last year (2023) (market-based) Recalculation of base year GHG emissions inventory aligned with SBTi's Corporate Net-Zero Standard and Near-Term Criteria to commence within 2025-2026.		102
	1.2a v. Combined Scope 1 + 2 emissions per unit total revenue (tonnes CO2e per currency) (specify if Scope 2 emissions are location-based or market-based)	1,393.83 (GHG emissions intensity in tCO2e/Billion Pesos Gross Service Revenue; market-based)		102

Metric (family)	Metric (name)	Data	Report Reference	Page Number
Scope 3 GHG emissions	1.2b i. Total Scope 3 emissions (tonnes CO2e)	1,018,833.47	Natural Capital	105-106
	1.2b ii. Scope 3 emissions, by category (tonnes CO2e)	See Section on Scope 3 in Natural Capital for breakdown		105-106
Energy				
Energy consumption	1.3a i. Total energy consumption (MWh)	895,344.83	Natural Capital	103-104
	1.3a ii. Purchased electricity, total (MWh)	280,477.90		104
	1.3a iii. Purchased electricity, from renewable sources (MWh)	90,225.23		104
	1.3a iv. Generated electricity consumed by the company, from renewable sources (MWh)	NA		104
	1.3a iv. Total diesel consumption in generators (litres)	7,137,143.21		103
Network energy consumption	1.3b i. Total network energy consumed, including core, fixed, and mobile networks (MWh)	299,013.56	Natural Capital	104
	1.3b ii. Energy consumed by mobile networks (MWh)	N/A (Energy consumption includes all network elements which is not limited to mobile networks)		N/A
	1.3b iii. Total network energy consumed per unit data (MWh/PB) or subscription (kWh per subscription)	N/A (Energy consumption includes all network elements which is not limited to mobile networks)		N/A
	1.3b iv. Percentage change in network energy intensity (MWh/PB or kWh per subscription) since the last reporting period	N/A (Energy consumption includes all network elements which is not limited to mobile networks)		N/A
Circular Economy				
Circularity of network equipment	1.4a i. Percentage of network equipment decommissioned in the reporting period that was repaired, reused, or sold to another company (% by units)	No available data but will collect within the next two years	Natural Capital	N/A

Metric (family)	Metric (name)	Data	Report Reference	Page Number
Circularity of network equipment	1.4a ii. Percentage of network equipment installed in the reporting period that was reused or refurbished, as a share of total network equipment installed in the reporting period (% by units)	No available data but will collect within the next two years		N/A
	1.4b i. Used mobile devices collected through operator take-back schemes in the reporting period as a percentage of new mobile devices distributed directly to customers in the reporting period (%)	No available data but will collect within the next two years		N/A
Circularity of mobile devices	1.4b ii. Percentage of used mobile devices collected through operator take-back schemes in the reporting period that were repaired, reused, or recycled, i.e. diverted from landfill or incineration (%)	No available data but will collect within the next two years		N/A
	1.4b iii. Percentage of refurbished, repaired, or used mobile devices distributed to customers for reuse in the reporting period, as a share of all mobile devices distributed directly to customers in the reporting period (%)	No available data but will collect within the next two years	Natural Capital	N/A
	1.4c i. Used CPE collected through operator take-back schemes in the reporting period as a percentage of CPE distributed to customers in the reporting period (%)	No available data but will collect within the next two years		N/A
Circularity of customer premises equipment (CPE)	1.4c ii. Percentage of used CPE collected through operator take-back schemes in the reporting period that were repaired, reused, or recycled, i.e. diverted from landfill or incineration (%)	No available data but will collect within the next two years		N/A
	1.4c iii. Percentage of refurbished, repaired, or used CPE distributed to customers in the reporting period as a share of all CPE distributed to customers in the reporting period (%)	No available data but will collect within the next two years		N/A

Metric (family)	Metric (name)	Data	Report Reference	Page Number
Electronic Waste	1.5a i. Total electronic waste generated (tonnes)	95.57		108
	1.5a ii. Percentage of electronic waste reused or recycled, by weight (%)	100%	Natural Capital	108
Digital Inclusion				
Network coverage				
Population covered by mobile network	2.1 Percentage of population covered by operator's mobile network. Please disclose each network generation (3G, 4G, 5G) separately	3G=Not Applicable 4G=95.97% 5G=34.26%	Manufactured Capital	64
Affordability				
Device and subscription affordability	2.2a Retail price of the most affordable smartphone	No available data but will collect within the next three years	Social and Relationship Capital	N/A
	2.2b Retail price of the most affordable way of purchasing 1GB of data	Please refer to Social and Relationship Capital: Flexibility and affordability		88-89
Digital Skills				
		6 196 Students and teachers equipped with online safety knowledge through the Digital Thumbprint Program.	Intellectual Capital	75
Digital skills programmes	2.3 Number of people (excluding employees) who have completed a basic, intermediate or advanced digital skills training programme divided by total subscribers	662 Senior Digizen Program attendees, a learning session intended for Filipino seniors (60 years and above) to bring them aboard the digitalization journey	Social and Relationship Capital	95
Digital Integrity				
Data protection				
Customer data incidents	3.1a Number of data breaches, per million subscribers	No data breaches detected in 2024	Intellectual Capital	70--75
	3.1b Percentage of data breaches involving Personal Identifiable Information (PII)	No data breaches detected in 2024		



Metric (family)	Metric (name)	Data	Report Reference	Page Number
Customer data incidents	3.1c Number of customers affected, per million subscribers	No data breaches detected in 2024	Intellectual Capital	70-75
	3.1d Number of regulatory actions for data protection violations (e.g. marketing-related complaints, data breaches), per million subscribers	No data breaches detected in 2024		
Digital Rights				
Digital rights policy	3.2 Is there a policy specifically covering digital rights protection and transparency, privacy, freedom of expression, government mandates to shut down or restrict access, and/or government requests for data? (yes/no)	Yes: Data Privacy Policy, Policy and Procedure Manual for Requests for Call, SMS, and Data Records	Intellectual Capital	70-75
Online Safety				
Online safety measures	3.3 Do you have controls or programmes in place to improve online safety for children and other vulnerable groups? (yes/no) Please state which vulnerable groups it covers	Yes: Digital Thumbprint Program, Senior Digizen, Safe Space Book, makeITsafe.ph , AlagangGlobe Advisories	Intellectual Capital	70-75
Supply Chain				
Sustainable Supply Chain				
Sustainable procurement policy	4.1a Do you have a sustainable procurement policy in place? (yes/no)	Yes, the Sustainable Supply Chain Policy Commitment and Supplier Code of Ethics	Social and Relationship Capital	96
	4.1b If answer to 4.1a is yes, how many of the following elements does it cover? Please state which elements it covers. a. Organisational governance b. Human rights c. Labour practices d. Environment e. Fair operating practices f. Consumer issues g. Community involvement and development	Yes: Governance, Human Rights, Labour Practices, Environment		
Supplier Assessments	4.2a Percentage of suppliers screened against the sustainable procurement policy using company defined and documented assessment procedure, within the previous two years to the reporting period	Top 300 vendors by spend were screened using a platform (givvable)		
	4.2b Percentage of suppliers assessed against the sustainable procurement policy through site visits, within the previous two years to the reporting period	No available data but will collect within the next three years		



INDEPENDENT ASSURANCE STATEMENT

Introduction

DNV AS Philippine Branch ('DNV'), has been commissioned by Globe Telecom, Inc. (Securities and Exchange Commission Identification Number: PW00001177, hereafter referred to as 'Globe' or 'the Company') to undertake an independent assurance of the Company's sustainability/non-financial disclosures in its Integrated Report (hereafter referred as 'Report') for the period January-December 2024.

The disclosures have been prepared by Globe :

- in reference to requirements of Global Reporting Initiative (GRI) sustainability reporting standards 2021
- Integrated Reporting (<IR>) framework of the International Integrated Reporting Council (IIRC)
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard
- Sustainability Accounting Standards Board (SASB)

DNV has carried out assurance engagement in accordance with DNV's VeriSustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's Verisustain™ Protocol has been developed in accordance with the most widely accepted reporting and assurance standards. Apart from DNV's Verisustain™ protocol, DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements; to evaluate indicators wrt Greenhouse gases disclosures respectively.

The intended user of this assurance statement is the Management of Globe Telecom.

We planned and performed our work to obtain the evidence we considered sufficient to provide a basis for our conclusion, so that the risk of this conclusion being in error is reduced, but not reduced completely.

We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company's website for the current reporting period.

Responsibilities of the Management of Globe Telecom and of the Assurance Provider

The Management of Globe has the sole responsibility for the preparation of the Report and is responsible for all information disclosed in the Report. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also, ensuring the quality and consistency of the information presented in the Report. Globe is also responsible for ensuring the maintenance and integrity of its website and any referenced disclosures on their website.

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company.

Scope, Boundary and Limitations

The agreed scope of work included a limited level of assurance of the information on non-financial performance which were disclosed in the Report prepared by Globe based on GRI Topic-specific Standards and Sustainability Accounting Standards Board (SASB) for the identified material topics for the activities undertaken by the Company during the reporting period 1st January 2024 to 31st December 2024 and the restatements for the selected disclosures for the earlier reported period 1st January 2023 to 31st December 2023. The reported topic boundaries of non-financial performance is based on the internal and external materiality assessment covering the Company's operations as brought out in the 'About this Integrated Report' section of the report.

As per the agreed scope of work, the boundary covers the performance of Globe's operations in the Philippines that fall under the direct operational control of the Company. Based on the agreed scope with the Company, the boundary of assurance covers Globe and its portfolio companies in the Philippines.

Inherent Limitation(s):

DNV's assurance engagements are based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith, are true, and are free from material misstatements.

The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV does not take any responsibility for the financial data reported in the Integrated report of the Company.
- The assessment is limited to data and information within the defined Reporting Period and the period covering the restatement. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.

DNV Headquarters, Veritasveien 1, P.O.Box 300, 1322 Høvik, Norway. Tel: +47 67 57 99 00. [www.dnv.com](#)

- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.

DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Assurance process

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of Globe Telecom. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders. We carried out the following activities:

Limited Level of Assurance
Reviewed the disclosures in the report. Our focus included general disclosures, management processes, principle wise performance (essential indicators, and leadership indicators) and any other key metrics specified under the reporting framework.
Understanding the key systems, processes and controls for collecting, managing and reporting the non-financial disclosures in report.
Walk-through of key data sets. Understand and test, on a sample basis, the processes used to adhere to and evaluate adherence to the reporting principles.
Collect and evaluate documentary evidence and management representations supporting adherence to the reporting principles.
Interviews with the senior managers responsible for management of disclosures. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.
DNV audit team conducted on-site audits for corporate offices and sites. Sample based assessment of site-specific data disclosures was carried out. We were free to choose sites for conducting our assessment.
Reviewed the process of reporting as defined in the assessment criteria.

Conclusion

On the basis of the limited level of assessment undertaken, nothing has come to our attention to suggest that the disclosures are not fairly stated and are not prepared, in all material aspects, in accordance with the reporting criteria.

1. Materiality

The process of determining the issues that are most relevant to an organization and its stakeholders.

The Report explains the materiality assessment process carried out by the Company which has considered concerns of internal and external stakeholders, and inputs from peers and the industry, as well as issues of relevance in terms of impact for Globe's business. The list of topics has been prioritized, reviewed and validated, and the Company has indicated that there is no significant change in material topics from the previous reporting period.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Materiality.

2. Stakeholder Inclusiveness

The participation of stakeholders in developing and achieving an accountable and strategic response to Sustainability.

The Report brings out the stakeholders who have been identified as significant to Globe, as well as the modes of engagement established by the Company to interact with these stakeholder groups. The key topics of concern and needs of each stakeholder group which have been identified through these channels of engagement are further brought out in the Report.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Stakeholder Inclusiveness.

3. Responsiveness

The extent to which an organization responds to stakeholder issues.

The Report adequately brings out the Company's policies, strategies, management systems and governance mechanisms in place to respond to topics identified as material and significant concerns of key stakeholder groups.

Nothing has come to our attention to believe that the Report does not meet the requirements related to the Principle of Responsiveness.

4. Completeness

How much of all the information that has been identified as material to the organization and its stakeholders is reported?

The Report brings out the Company's performance, strategies and approaches related to the environmental, social and governance issues that it has identified as material for its operational locations coming under the boundary of the report, for the chosen reporting period while applying and considering the requirements of Principle of Completeness.

Nothing has come to our attention to suggest that the Report does not meet the Principle of Completeness with respect to scope, boundary and time.

5. Reliability/Accuracy

The accuracy and comparability of information presented in the report, as well as the quality of underlying data management systems.

The Report outlines the systems and processes the Company has implemented to capture and report its performance on identified material topics within its reporting boundary. Most of the information, verified through remote assessments with Globe's management teams and process owners at the Corporate Office and sampled sites, was found to be accurate and reliable. Some data inaccuracies identified during the verification process were due to transcription, interpretation, and aggregation errors. These inaccuracies have been communicated for correction, and the related disclosures were reviewed post correction. Some indicators for the reporting year 2023 have been restated in the report and verified by us. Major restatements by Globe are due to: a) the reallocation of Globe-owned sites and transfer to TowerCos, b) the use of updated location and market-based emission factors (Philippine DOE 2019-2021 National Grid Emission Factors), and c) the adoption of the updated goods receipt-based (GR) methodology, replacing the previous purchase order-based (PO) approach. These restatements are explained by Globe in the Natural Capital section of the Report.

Nothing has come to our attention to believe that the Report does not meet the principle of Reliability and Accuracy.

6. Neutrality/Balance

The extent to which a report provides a balanced account of an organization's performance, delivered in a neutral tone.

The Report brings out the disclosures related to Globe's performance during the reporting period in a neutral tone in terms of content and presentation, while considering the overall macroeconomic and industry environment.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Neutrality.

Statement of Competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO IEC 17029:2019 – Conformity assessment – General principles are requirements for validation and verification bodies, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We have complied with the DNV Code of Conduct¹ during the assurance engagement. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement for internal use of Globe Telecom.

Purpose and Restriction on Distribution and Use

This assurance statement, including our conclusion, has been prepared solely for the Company in accordance with the agreement between us. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Management of the Company for our work or this report.

For DNV AS Philippine Branch,

Gangwar, Vishal Digitally signed by Gangwar, Vishal Date: 2025.04.05 15:01:32 +08'00'	Kakaraparthi Venkata Raman Digitally signed by Kakaraparthi Venkata Raman Date: 2025.04.05 13:50:30 +05'30'
Vishal Gangwar Lead Verifier, Sustainability Services	Venkata Raman Kakaraparthi Assurance Reviewer, Sustainability Services
Justine Repalam (Verifier) Fuad Hasan (Verifier)	

05/04/2025

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¹ DNV Corporate Governance & Code of Conduct - <https://www.dnv.com/about/in-brief/corporate-governance.html>



Annex I

Verified disclosures

- GRI 2-7 Employees
- GRI 2-8 Workers who are not employees
- GRI 305-1 Direct (Scope 1) GHG emissions
- GRI 305-2 Energy indirect (Scope 2) GHG emissions
- GRI 305-3 Other indirect (Scope 3) GHG emissions
- GRI 305-4 GHG emissions intensity
- GRI 305-5 Reduction of GHG emissions
- GRI 302-1 Energy consumption within the organization
- GRI 302-2 Energy consumption outside of the organization
- GRI 302-3 Energy intensity
- GRI 302-4 Reduction of energy consumption
- GRI 303-3 Water withdrawal
- GRI 303-4 Water discharge
- GRI 303-5 Water consumption
- GRI 306-3 Waste generated
- GRI 306-4 Waste diverted from disposal
- GRI 306-5 Waste directed to disposal
- GRI 401-1 New employee hires and employee turnover
- GRI 401-3 Parental leave
- GRI 405-1 Diversity of governance bodies and employees
- GRI 403-1 Occupational health and safety management system
- GRI 403-2 Hazard identification, risk assessment, and incident investigation
- GRI 403-3 Occupational health services
- GRI 403-4 Worker participation, consultation, and communication on occupational health and safety
- GRI 403-5 Worker training on occupational health and safety
- GRI 403-6 Promotion of worker health
- GRI 403-8 Workers covered by an occupational health and safety management system
- GRI 403-9 Work-related injuries
- GRI 403-10 Work-related ill health
- GRI 404-1 Average hours of training per year per employee
- GRI 404-2 Programs for upgrading employee skills and transition assistance programs
- GRI 404-3 Percentage of employees receiving regular performance and career development reviews
- GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data
- TC-TL-130a.1 Environmental Footprint of Operations
- TC-TL-230a.1 (1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected
- TC-TL-230a.2 Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards

Restatements for the following indicators for 2023.

- GRI 305-1 Direct (Scope 1) GHG emissions
- GRI 305-2 Energy indirect (Scope 2) GHG emissions
- GRI 305-3 Other indirect (Scope 3) GHG emissions
- GRI 305-4 GHG emissions intensity
- GRI 302-1 Energy consumption within the organization
- GRI 302-2 Energy consumption outside of the organization
- GRI 306-3 Waste generated
- GRI 306-4 Waste diverted from disposal
- GRI 306-5 Waste directed to disposal



Annex II

Sites selected for On-site audits

S.no	Site
1.	Globe Headquarters (The Globe Tower)
2.	Bacoor Network Facility
3.	Carmona Network Facility



Certificate No: C769176

INDEPENDENT VERIFICATION STATEMENT

Introduction

DNV AS Philippine Branch ("DNV") has been commissioned by the management of Globe Telecom, Inc ('Globe' or 'the Company', Securities and Exchange Commission Identification Number: PW00001177) to carry out verification of Greenhouse Gases ("GHGs") emissions comprising of Scopes 1, 2 and 3 as part of its sustainability reporting and for the Company's Carbon Disclosure Project ("CDP") response.

DNV has carried out assurance engagement in accordance with DNV's VeriSustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's Verisustain™ Protocol has been developed in accordance with the most widely accepted reporting and assurance standards. Apart from DNV's Verisustain™ protocol, DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements; to evaluate indicators with respect to greenhouse gases disclosures respectively.

We planned and performed our work to obtain the evidence we considered sufficient to provide a basis for our conclusion, so that the risk of this conclusion being in error is reduced but not reduced completely.

Our responsibility in performing this work is to the management of Globe only and in accordance with terms of reference agreed with the Company. The verification engagement is based on the assumption that the data and information provided to us is complete, sufficient, true and free from misstatements. DNV disclaims any liability or co-responsibility for any decision a person or entity would make based on this verification statement. The verification was carried out during the period December 2024 to April 2025.

Scope, Boundary and Limitations of Verification

The agreed scope of work included a limited level of assurance of the following reported data of GHG emissions (Scope 1, Scope 2 and Scope 3 as stated below) for the reporting period 1st January 2024 to 31st December 2024 and the re-statements for the selected disclosures for the earlier reported period 1st January 2023 to 31st December 2023 in accordance with the requirements of GHG Protocol of WBCSD:

The Scope 1 emissions arising from:

- Diesel and Gasoline consumption in the generator sets owned or operated by Globe;
- Fuel (Diesel and Gasoline) consumption in owned and leased vehicles of Globe;
- Refrigerant usage – R123, R134A, R141B, R22, R32, R407C, R410A

The Scope 2 emissions arising from use of purchased grid electricity;

The Scope 3 emissions arising from Category 1 purchased goods and services, Category 2 capital goods, Category 3 fuel and energy- related activities, Category 4 upstream transportation, Category 5 waste generated, Category 6 business travel, Category 7 employee commute, Category 8 upstream leased assets, Category 11 use of sold goods, Category 12 end-of-life treatment of sold products, Category 14 franchises, and Category 15 investments.

The organizational boundary as set out by Globe covers facilities in the Philippines, where Globe has operational control. During the process of verification, we did not come across any limitations to the agreed scope of work.

Verification Methodology

During the verification engagement, we have adopted a risk-based approach, and we have verified the GHG emissions disclosed in the Integrated Report and assessed the robustness of the underlying data management system, information flow and controls. We have carried out the following activities:

- Desk review of Globe's reported emissions provided to us in spreadsheets to select sample sites for on-site verification.
- Management interaction to review data management systems of Globe including review of data completeness, emission factors used, assumptions applied, fuel consumption in generator sets owned or operated by Globe and, fuel consumption in owned/leased vehicles, and refrigerant usage for its operations;
- On site verification of data aggregation systems and related evidence related to Scope 1 emissions, Scope 2 emissions reported for sample sites i.e. Globe Headquarters (The Globe Tower), Bacoar Network Facility and Carmona Network Facility; Scope 3 emissions reported for purchased goods and services, capital goods, fuel and energy- related activities,



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- upstream transportation & distribution, waste generated, business travel, employee commuting, upstream leased assets, use of sold products, end-of-life treatment of sold products, franchises and investments; and
- Review of feedback from Globe on reported observations arising from offsite verification.

Conclusion

On the basis of our verification methodology, nothing has come to our attention that would cause us not to believe that the GHG emissions below are not a fair representation of Globe's GHG Scope 1, 2 and 3 emissions. Some data inaccuracies identified for the sampled sites, during the verification process were found to be attributable to transcription, interpretation and aggregation errors, and the errors have been communicated for correction and corrected by Globe.

Verified 2024 Emissions

Scope	Source	Tonnes of CO ₂ e Emission (tCO ₂ e) for 2024
Scope 1	a. Diesel and Gasoline consumption in the generator sets owned or operated by Globe;	28,309.49
	b. Fuel (Diesel and Gasoline) consumption in owned and leased vehicles of Globe;	
	c. Refrigerant usage – R123, R134A, R141B, R22, R32, R407C, R410A.	
Scope 2	Purchased electricity (Market Based)	201,699.84
	Purchased electricity (Location Based)	265,380.82
Scope 3	Category 1 purchased goods and services, Category 2 capital goods, Category 3 fuel and energy- related activities, Category 4 upstream transportation, Category 5 waste generated, Category 6 business travel, Category 7 employee commuting, Category 8 upstream leased assets, Category 11 use of sold goods, Category 12 end-of-life treatment of sold products, Category 14 franchises, and Category 15 investments	1,018,833.47
Total (Scope 1, Scope 2 (Market Based) and Scope 3 emissions)		1,248,842.80

Restatements for 2023 Emissions¹

Scope	Source	Tonnes of CO ₂ e Emission (tCO ₂ e) for 2023
Scope 1	a. Diesel and Gasoline consumption in the generator sets owned or operated by Globe;	38,211.59
	b. Fuel (Diesel and Gasoline) consumption in owned and leased vehicles of Globe;	
	c. Refrigerant usage – R134A, R141B, R22, R407C, R410A.	
Scope 2	Purchased electricity (Market Based)	292,086.31
	Purchased electricity (Location Based)	346,431.43
Scope 3	Category 1 purchased goods and services, Category 2 capital goods, Category 3 fuel and energy- related activities, Category 4 upstream transportation & distribution, Category 5 waste generated, Category 6 business travel, Category 7 employee commute, Category 8 upstream leased assets, Category 11 use of sold products, Category 12 end-of-life treatment of sold products, Category 14 franchises, and Category 15 investments	1,279,169.51
Total (Scope 1, Scope 2 (Market Based) and Scope 3 emissions)		1,609,467.41

Statement of Competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO IEC 17029:2019 - Conformity Assessment – General principles and requirements for validation and verification bodies, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We have complied with the DNV Code of Conduct during the assurance engagement and maintain

¹ Major restatements by Globe are due to following reasons a) the reallocation of Globe-owned sites and transfer to TowerCos, b) the use of updated location and market-based emission factors (Philippine DOE 2019-2021 National Grid Emission Factors), and c) the adoption of the updated Goods Receipt-based (GR) methodology, replacing the previous Purchase Order-based (PO) approach. These restatements are explained by Globe in the Natural Capital section of the Report.

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independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. DNV was not involved in the preparation of any statement or datum included in the Report except for this Verification Statement and Assurance Statement on Integrated Report 2024.

Purpose and Restriction on Distribution and Use

This verification statement, including our conclusion, has been prepared solely for the Company in accordance with the agreement between us. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company for our work or this report.

For DNV AS Philippine Branch,

Gangwar, Vishal Digitally signed by Gangwar, Vishal Date: 2025.04.05 15:10:14 +08'00'	Kakaraparthi Venkata Raman Digitally signed by Kakaraparthi Venkata Raman Date: 2025.04.05 13:48:48 +05'30'
Vishal Gangwar Lead Verifier, Sustainability Services	Venkata Raman Kakaraparthi Assurance Reviewer, Sustainability Services
Justine Repalam (Verifier) Fuad Hasan (Verifier)	

05/04/2025

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Globe Telecom, Inc.
The Globe Tower
32nd Street corner 7th Avenue,
Bonifacio Global City,
Taguig, Philippines 1634
www.globe.com.ph

CERTIFICATION OF COMPLIANCE WITH THE
MANUAL OF CORPORATE GOVERNANCE

Globe Telecom, Inc.'s Manual of Corporate Governance adopts the leading practices and principles of good corporate governance and is in accordance with the Code of Corporate Governance of the Securities and Exchange Commission as well as relevant regulations related thereto, and to the best of my knowledge and belief, full compliance therewith and with our internal company policies have been made since the adoption of the Manual.

This Certification is issued in accordance with our thrust to sustain good corporate governance standards and practices in our business culture, and is executed to attest to the truth of the foregoing facts.

January 31, 2025, Taguig City

MARISALVE CIOCON-CO
Chief Compliance Officer, Senior Vice President –
Legal and Compliance, and Assistant Corporate
Secretary

Countersigned by:

ERNEST L. CU
President and Chief Executive Officer



Globe Telecom, Inc.
The Globe Tower
32nd Street corner 7th Avenue,
Bonifacio Global City,
Taguig, Philippines 1634

+632.7972000

www.globe.com.ph

CERTIFICATION OF COMPLIANCE WITH THE CODE OF CONDUCT

Globe Telecom, Inc.'s Code of Conduct adopts the leading practices and principles of good corporate governance and is in accordance with the Code of Corporate Governance of the Securities and Exchange Commission as well as relevant regulations related thereto, and to the best of my knowledge and belief, full compliance therewith has been made since its adoption.

This Certification is issued in accordance with our thrust to sustain good corporate governance standards and practices in our business culture, and is executed to attest to the truth of the foregoing facts.

January 31, 2025, Taguig City.


RENATO M. JIAO
Chief Human Resource Officer

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Report of the Audit and Related Party Transactions Committee to the Board of Directors For the Year Ended 31 December 2024

The Audit and Related Party Transactions Committee (the Committee) upholds strong corporate governance supporting Globe's long term success and commitment to create sustainable value for its shareholders and stakeholders, through its oversight responsibilities relating to Globe's: a) financial statements and disclosure, financial reporting principles, process, policies and systems; b) internal controls; c) external/independent auditors; d) internal audit function; e) compliance with relevant legal, regulatory and corporate governance requirements; and f) related party transactions (RPT). Globe's Management, however, is responsible for ensuring the integrity of Globe's financial statements, reporting and disclosures; and establishing and maintaining a strong and effective system of internal controls to ensure the integrity, transparency and proper governance in the conduct of business.

For the year 2024, the Committee reports:

- The Committee is composed of four (4) members, all of whom are Independent Directors.
- We had four (4) meetings. The Chief Audit Executive (CAE) and the appointed External/Independent Auditors, Isla Lipana & Co./PwC Philippines (IL/PwC), attended all the four (4) quarterly Committee meetings together with the other members of Management, while the Chief Financial Officer (CFO) attended and discussed matters when necessary in accordance with the Committee's Charter and Company policies. The Committee Chairman had executive sessions with the Chief Human Resources Officer, Compliance Officer, and other members of Management and IL/PwC during the year.
- We approved the proposed revisions to the Audit and RPT Committee Charter and Internal Audit Charter resulting from the annual review, and in light of the new International Internal Auditing Standards.
- We discussed and agreed with IL/PwC the overall scope and focus areas of the 2024 statutory audit plan, approved the same and reviewed the 2024 audit performance; and discussed IL/PwC's responses and actions to continuously improve the quality of audit services.
- We reviewed and discussed the reports of IL/PwC on the 2024 financial statements (FS), overall Company and business units' performance, revenue contribution of major Non-Telco Portfolio Companies, quality of subscriber receivables and tests performed to establish adequacy of the related allowance for doubtful accounts, impact of the accounting treatment on the sale of ECPay, which was deconsolidated from the Globe financial statements beginning Q4, goodwill impairment reviews and valuation of wireless business segment and Yondu and updates on sale and leaseback of Telco towers, which is at 89% completion as of year end. PwC concurred with Management's position on the goodwill valuation. No material control weaknesses or proposed adjustments were noted.
- We noted that PwC expressed an unqualified opinion on the financial statements of the Globe Group.
- We reviewed and discussed the results of the 2024 quarterly unaudited financial statements and the audited annual financial statements of Globe Telecom, Inc. and subsidiaries (Globe Group) for the year ended 31 December 2024, including the key audit matter covering Revenue Recognition, highlights of Management's Discussion and Analysis of financial condition and the results of operations with IL/PwC, the CFO, and the CAE.
- We also reviewed Management's quarterly and full year report covering the discussions and analysis on the financial results.
- We discussed and reviewed the business, financial results, key initiatives of m360, one of Globe's subsidiaries.
- We were informed by the CFO/CRO of the additional funding generated by Mynt in which MUFG of Japan and Ayala Corp will invest into the Company, resulting to a movement in Globe's share in Mynt from ~35% to 34.3%, on the other hand raised Ayala's share from 5% to 13% and MUFG at 8%.
- We discussed the results and reports of Internal Audit for the 2024 audit and advisory engagements, the status of the annual work plan, key contributions and key metrics indicating value provided to the Company as well as the status of implementation of audit recommendations. We noted Management's attention in the closure of all issues and continuous improvement of internal control and compliance systems. We were also apprised of other initiatives such as IA competency development and aligned assurance in collaboration with the Enterprise Risk Management team.
- We have been apprised of the KPMG's Cybersecurity Maturity Assessment (CMA) which rated Globe at 3.6/5 ("Managed"), exceeding peer companies in financial, technology, and telco sectors based on historical data from KPMG and the Information Security Forum (ISF). Globe's Zero Trust Maturity Model (ZTMM) rating of 2.51/4 ("Advanced") was also achieved. Management has developed an implementation roadmap to address the identified improvement areas.
- We reviewed the operational effectiveness of Internal Audit (IA) function ensuring compliance with International Standards for the Professional Practice of Internal Auditing.
- We reviewed and approved the CAE's proposed 2025 IA annual work plan and concluded that IA's resources are allocated to review high-risk areas and support critical projects.
- We reviewed the performance and approved the services rendered by IL/PwC including the regulatory disclosure on audit and non-audit services and fees, in accordance with the relevant policies in the Committee's Charter. We concluded that these services and fees do not impair their independence.
- We reviewed and discussed with the Human Resources Group Head updates on Globe Whistleblower reports.
- We reviewed and discussed with the Corporate and Legal Services Management relevant regulatory and legal updates, and obtained confirmation from the Compliance Officer that there were no issues on Globe's compliance with existing rules and regulations.
- We assessed and discussed the Committee's performance for 2024, in accordance with SEC's guidelines; and confirmed that the Committee continues to meet Board, Management and shareholder expectations. Based on the reviews and discussions referred to above, the Committee endorses the financial statement and all related disclosures to the Board for approval. The Committee also recommends that the audited financial statements be included in the Annual Report for the year ended 31 December 2024 for filing with the SEC. We also recommend the re-appointment of IL/PwC as the Globe Group's external/independent auditor for 2025, for ratification at the Annual Shareholders' Meeting in April 2025.

We confirm that the Company's internal controls and compliance systems are adequate and effective in all material respects.

03 February 2025 Signed by:


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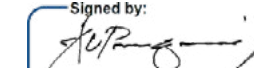
CIRILO P. NOEL
Chairman


Member

DocuSigned by:

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RAMON L. JOCSO
Member

Signed by:

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ANTONIO JOSE U. PERIQUET, JR
Member



Report of the Board Risk Oversight and Sustainability Committee to the Board of Directors
For the year ended December 31, 2024

The Board Risk Oversight and Sustainability Committee (BROSC) was established to assist the Board in fulfilling its oversight responsibilities in relation to risk governance in Globe. The BROSC ensured, among others, that the Board and Management made well-informed decisions based on prudent assessment of risks and opportunities.

In line with the Board Risk Oversight and Sustainability Committee Charter, we confirm that for 2024, we have fulfilled our risk governance responsibilities to the Board by:

- Maintaining and managing an effective, efficient and integrated risk management process in Globe.
- Ensuring a sound organizational structure with an effective Enterprise Risk Management (ERM) framework and function in place
- Performing Identification, analysis and assessment of key exposures, its impact to strategic business objectives and formulation of risk management strategies.
- Clearly defining the risk-taking authority, ownership, accountability and proper segregation of duties
- Continuously developing a risk-aware culture that is pervasive throughout Globe - ensuring transparency in reporting of risks.

The Committee reports that for 2024:

- The BROSC is composed of four (4) members, three (3) of which including the Chairwoman are independent directors.
- A total of Four (4) Quarterly meetings were held for the year. All BROSC meetings were conducted virtually (via Zoom).
- All meetings met the necessary requirement for quorum before proceeding.
- Globe's Chief Risk Officer (CRO), the Chief Audit Executive (CAE), members of Top Management and shareholder representatives from both Singtel and Ayala Corporation were also present in all meetings.
- We exercised oversight and guidance over Globe's Risk Management and governance structure, through the ERM Department.
- Risk Management activities are aligned with the Internal Audit work plan, to avoid duplication of efforts.
- Our meetings are set on a quarterly basis. In 2024, we met four times, in February, May, August and the last meeting was on November 6th.
- The following key matters were discussed during the meetings:
 - We reviewed and approved Globe's Top Enterprise-wide Risks for this year, including the risk mitigation strategies and key risk indicators identified by management for monitoring, monitored said risks throughout the year on a quarterly basis placing high focus on the top fifteen (15) risks identified, namely:

■ Cybersecurity and Data Privacy	■ Talent and Succession	■ Geopolitical Conflict
■ Transform and Evolve IT	■ Strategy Alignment	■ Business Disruption
■ Network Coverage & Service Quality	■ Financial Sustainability	■ Political & Regulatory Uncertainties
■ Competition	■ Operational Vulnerabilities	■ Company Culture
■ New Growth Areas and Strategies	■ Third Party Risk Exposures	■ PH-China Conflict Escalation
 - We discussed and reviewed the following matters as related to the top risks, key operational risk areas, and key emerging risks, namely:
 - Globe's Risk Maturity Rating and AC-Aon RMI Study Recommendations to the ERM Work Plan. (Enterprise Risk Management)
 - Globe's Network Outage Plan. (Network Technical Group)
 - Updates on Globe's Cybersecurity and Data Privacy program. (Chief Information Security Officer, Chief AI Officer)
 - Updates on Globe's Fraud Risk Management program (Fraud & Revenue Assurance Head)
 - Updates on Globe's F-ESG Linked Risks in relation to Globe's top risks. (Head of Sustainability & and Social Responsibility)
 - Globe's Single Point of Failure (SPOF) Analysis conducted by Internal Audit in collaboration with various groups. (Risk and Property Management Head)
 - Briefing on the highlights of President Bongbong Marcos' 3rd SONA, including upcoming legislation, policy changes, and ways forward in supporting the Government. (Corporate Legal Services Group)
 - Globe's People and Culture Risk Update centering on talent shortage and skills gap, Employee well-being, Strategic continuity in transformations and Successions. (Chief Human Resource Officer)
 - Updates on Business Continuity and Crisis Management exercises (Operational Risk and BCM Head)
 - Analysis of various Emerging Risks on the potential impact to Globe.

February 14, 2025.

NATIVIDAD N. ALEJO
Chairwoman

ANTONIO JOSE U. PERIQUET
Member

RAMON L. JOCSON
Member

JAIME ALFONSO A. ZOBEL DE AYALA
Member

bsi.



Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

This is to certify that:

Globe Telecom, Inc.
The Globe Tower
32nd Street corner 7th Avenue
Bonifacio Global City, Taguig
Philippines

Holds Certificate Number:

EMS 706665

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

The delivery of Voice, SMS, Data products, Internet and Data Centre related services, through its mobile and fixed line networks to its domestic and international customers by its functional units from its facilities at Metro Manila, Cebu, Tarlac, Nasugbu, Iligan, Ballesteros, Cabanatuan, Aurora, Canero, Mandaluyong, San Juan, Bacoar, Carmona, Talisay, Cagayan de Oro, General Trias and Davao.

For and on behalf of BSI:

Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2019-07-05

Effective Date: 2024-07-05

Latest Revision Date: 2024-07-03

Expiry Date: 2027-07-04

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This certificate is valid only if provided original copies are in complete set.

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.



Certificate of Registration

ENERGY MANAGEMENT SYSTEM - ISO 50001:2018

This is to certify that:

Globe Telecom, Inc.
The Globe Tower
32nd Street corner 7th Avenue
Bonifacio Global City, Taguig
Philippines

Holds Certificate Number:

ENMS 769515

and operates an Energy Management System which complies with the requirements of ISO 50001:2018 for the following scope:

The delivery of Voice, SMS, Data products, Internet and Data Centre related services, through its mobile and fixed line networks to its domestic and international customers by its functional units from its facilities at The Globe Tower, GT Plaza 1 & 2, Valero Telepark, Gen Trias Data Center, MK2 Globe Data Center, GTIT Plaza Cebu, Tarlac MSC, San Juan MSC, Canero MSC, Bayantel Roosevelt, Theodore Data Center, CITADEL, Estrada 2 Cell Site, Store Greenbelt 4

For and on behalf of BSI:


Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2022-07-05

Latest Revision Date: 2022-07-05

Effective Date: 2022-07-05

Expiry Date: 2025-07-04

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Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

This is to certify that:

Globe Telecom, Inc.
The Globe Tower
32nd Street corner 7th Avenue
Bonifacio Global City, Taguig
Philippines

Holds Certificate Number:

OHS 706668

and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope:

The delivery of Voice, SMS, Data products, Internet and Data Centre related services, through its mobile and fixed line networks to its domestic and international customers by its functional units from its facilities at Metro Manila, Cebu, Tarlac, Nasugbu, Iligan, Ballesteros, Cabanatuan, Aurora, Canero, Mandaluyong, San Juan, Bacoor, Carmona, Talisay, Cagayan de Oro, General Trias and Davao.

For and on behalf of BSI:


Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2019-07-05

Latest Revision Date: 2024-07-03

Effective Date: 2024-07-05

Expiry Date: 2027-07-04

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Certificate of Registration

BUSINESS CONTINUITY MANAGEMENT SYSTEM - ISO 22301:2019

This is to certify that:

Globe Telecom, Inc.
The Globe Tower
32nd Street corner 7th Avenue
Bonifacio Global City, Taguig
Philippines

Holds Certificate Number:

BCMS 807094

and operates a Business Continuity Management System which complies with the requirements of ISO 22301:2019 for the following scope:

The delivery of Voice, SMS, Data products, Internet and Data Centre related services, through its mobile and fixed line networks to its domestic and international customers by its functional units from its facilities at Metro Manila, Cebu, Tarlac, Nasugbu, Iligan, Ballesteros, Cabanatuan, Aurora, Canero, San Juan, Bacoor, Carmona, Talisay, Cagayan de Oro, General Trias and Davao

For and on behalf of BSI:


Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2024-06-07

Latest Revision Date: 2024-06-07

Effective Date: 2024-06-07

Expiry Date: 2027-06-06

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Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

This is to certify that:

Globe Telecom, Inc.
Innove Communications, Inc.
Globe Data Center
111 Valero St., Salcedo Village
Makati City
Philippines

Holds Certificate Number:

FS 753082

and operates a Quality Management System which complies with the requirements of ISO 9001:2015 for the following scope:

Operation of an Internet Data Center

For and on behalf of BSI:


Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2016-12-22

Latest Revision Date: 2024-11-25

Effective Date: 2024-11-25

Expiry Date: 2027-12-12

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Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

This is to certify that:

Globe Telecom
- Business to Business Customer
Experience Management (B2B CXM)
25th Floor The Globe Tower
BGC Taguig City
Philippines

Holds Certificate Number:

FS 751697

and operates a Quality Management System which complies with the requirements of ISO 9001:2015 for the following scope:

The provision of technical aftersales and support services to Globe Telecom Business clients under GLOBE Business to Business Customer Experience Management.

For and on behalf of BSI:


Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2017-02-02

Latest Revision Date: 2024-11-25

Effective Date: 2025-01-07

Expiry Date: 2028-01-06

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A Member of the BSI Group of Companies.



Certificate of Registration

INFORMATION SECURITY MANAGEMENT SYSTEM - ISO/IEC 27001:2022

This is to certify that:

Globe Telecom, Inc.
Innovate Communications, Inc.
Globe Data Center
111 Valero St., Salcedo Village
Makati City
Philippines

Holds Certificate Number:

IS 815419

and operates an Information Security Management System which complies with the requirements of ISO/IEC 27001:2022 for the following scope:

Operation of an Internet Data Center

For and on behalf of BSI:


Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2024-11-25

Latest Revision Date: 2024-11-25

Effective Date: 2024-11-25

Expiry Date: 2027-11-24

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A Member of the BSI Group of Companies.



Certificate of Registration

IT SERVICE MANAGEMENT SYSTEM - ISO/IEC 20000-1:2018

This is to certify that:

Globe Telecom, Inc.
Innovate Communications, Inc.
Globe Data Center
111 Valero St., Salcedo Village
Makati City
Philippines

Holds Certificate Number:

ITMS 815421

and operates an IT Service Management System which complies with the requirements of ISO/IEC 20000-1:2018 for the following scope:

Operation of an Internet Data Center

For and on behalf of BSI:

Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2024-11-25

Latest Revision Date: 2024-11-25

Effective Date: 2024-11-25

Expiry Date: 2027-11-24

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BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.



Certificate of Registration

IT SERVICE MANAGEMENT SYSTEM - ISO/IEC 20000-1:2018

This is to certify that:

Globe Telecom
- Business to Business Customer
Experience Management (B2B CXM)
25th Floor The Globe Tower
BGC Taguig City
Philippines

Holds Certificate Number:

ITMS 816026

and operates an IT Service Management System which complies with the requirements of ISO/IEC 20000-1:2018 for the following scope:

The provision of technical aftersales and support services to Globe Telecom Business clients under GLOBE Business to Business Customer Experience Management

For and on behalf of BSI:

Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2024-11-25

Latest Revision Date: 2024-11-25

Effective Date: 2024-11-25

Expiry Date: 2027-11-24

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A Member of the BSI Group of Companies.

GLOBE STORES

Globe Stores¹

GOS Limketkai Mall, [Cagayan De Oro City](#)
PD SM City, [Cagayan De Oro City](#)
PD Glass House, [Malaybalay City](#)
GOS SM City, [Butuan](#)
GOS Gaisano City Super Mall, [Iligan City](#)
GOS KCC Mall, [Zamboanga City](#)
PD Lee Plaza, [Dipolog City](#)
GOS Abreeza Mall, [Davao City](#)
GOS SM City, [Davao City](#)
PD Andrada 2, [Mati City](#)
PD Gaisano Grand Mall, [Panabo City](#)
PD Gaisano Mall of Davao, [Davao City](#)
PD Gaisano Mall Toril, [Davao City](#)
GOS SM City, [General Santos City](#)
PD Gaisano Grand Mall Kidapawan
GOS SM Center, [Tuguegarao](#)
PD AKC Bldg, [Santiago City](#)
PD Poblacion, [Solano](#)
PD SM Cauayan, [Cauayan City](#)
GOS SM City, [Cabanatuan](#)
GOS SM City, [Clark](#)
GOS SM Pampanga, [San Fernando City](#)
GOS SM City, [Baguio](#)
GOS Nepo Mall, [Dagupan](#)
GOS Quezon Ave, [San Fernando La Union](#)
GOS SM City, [Urdaneta](#)
GOS Harborpoint Mall, [Olongapo City](#)
GOS SM City, [Tarlac](#)
PD Graceland Mall, [Malolos](#)
PD SM City, [San Jose Del Monte City](#)
PD Waltermart, [Plaridel](#)
PD Waltermart, [Sta. Maria Bulacan](#)
GOS SM City Fairview, [Quezon City](#)
PD SM City Novaliches, [Quezon City](#)
GOS SM Supercenter, [Valenzuela](#)
GOS SM North, [Quezon City](#)
PD Congressional Avenue, [Quezon City](#)
PD Fishermall, [Quezon City](#)
PD Robinsons Magnolia, [Quezon City](#)
GOS SM City Masinag, [Antipolo City](#)
PD SM City, [Taytay](#)
PD Montalban Town Center, [Montalban](#)
PD Robinsons Place, [Antipolo City](#)
PD SM City, [San Mateo](#)
GOS SM City, [Marikina City](#)
GOS SM Megamall, [Mandaluyong City](#)
PD Lucky Gold Plaza, [Pasig City](#)
PD Sta. Lucia Mall, [Cainta](#)

¹ As of December 31, 2024

GOS Alabang Town Center, [Muntinlupa](#)
GOS SM Southmall, [Las Pinas](#)
PD SM Center, [Las Pinas](#)
GOS Glorietta 3, [Makati](#)
PD Cash & Carry, [Makati](#)
GOS SM City, [Puerto Princesa City](#)
GOS SM Mall of Asia, [Pasay City](#)
GOS Robinsons Place, [Manila](#)
PD SM City San Lazaro, [Manila](#)
GOS Iconic, [Taguig](#)
GOS SM City, [Calamba City](#)
GOS SM City, [San Pablo City](#)
GOS SM City, [Sta. Rosa City](#)
PD Nuvali, [Sta. Rosa City](#)
PD Robinsons Galleria San Pedro
GOS SM City, [Dasmariñas](#)
PD Ayala Serin, [Tagaytay City](#)
PD Waltermart, [Carmona](#)
GOS SM City, [Bacoor](#)
PD SM City, [Rosario](#)
PD SM City, [Trece Martires](#)
GOS SM City, [Batangas City](#)
PD SM City, [Lipa](#)
PD JP Laurel, [Nasugbu](#)
PD Waltermart, [Tanauan](#)
GOS SM City, [Lucena](#)
PD Murallon, [Boac](#)
GOS SM City Legazpi, [Albay](#)
GOS SM City, [Naga](#)
PD Gaisano Prize Club, [Carcar City](#)
PD Island Central Mactan, [Lapu-Lapu](#)
PD Parkmall, [Mandaue City](#)
GOS SM City Cebu Northwing, [Cebu City](#)
PD Robinsons Galleria, [Cebu City](#)
GOS Robinsons Place, [Tacloban City](#)
PD Chinatown East Gate, [Ormoc City](#)
PD P.I. Garcia, [Naval](#)
GOS SM City, [Bacolod City](#)
PD GY Emporium, [Cadiz City](#)
PD RJJ Bldg, [La Carlota City](#)
GOS Robinsons, [Dumaguete City](#)
PD Gaisano Grand Mall, [Kabankalan City](#)
PD Poblacion 9, [Tanjay City](#)
GOS SM City, [Iloilo City](#)
PD Bantayan Road, [San Jose Antique](#)
PD Gaisano Grand Mall, [Roxas Capiz](#)
PD L. Barrios St, [Kalibo Aklan](#)

Globe 5G International and Roaming Sites

Countries	Partners
Aland (Finland)	Telia Finland
Australia	Singtel Optus Limited
	Vodafone Pacific Limited
Austria	T-Mobile Austria GmbH
Azerbaijan	Bakcell Ltd
Bahrain	Bahrain Telecommunications Company
	Zain Bahrain B.S.C
	STC Bahrain
Balearic Island (Spain)	Telefonica Moviles España S.A.
Belgium	Proximus PLC
	Telenet Group BVBA
	Mobistar S.A.
Brazil	Telemig Celular S/A
Brunei	DataStream Technology
	Progressif
Bulgaria	Bulgarian Telecommunications Company EAD
	Cosmo Bulgaria Mobile EAD
Canada	Bell Mobility Inc.
	Rogers Communications Partnership
	Telus Communications Company
Canary Island (Spain)	Telefonica Moviles España S.A.
China	China Mobile
	China Unicom
	China Telecommunications Corporation
Corsica (France)	Orange France
	SFR
Croatia	Croatian Telecom Inc.
Crete (Greece)	Nova
	Cosmote
	Wind Hellas
Cyprus	Areeba Ltd

Countries	Partners
Czech Republic	T-Mobile Czech Republic a.s.
	O2 Czech Republic a.s.
	Vodafone Czech Republic A.S.
Denmark	TDC Mobil A/S
	Hi3G Denmark ApS
	Telia Nattjanster Norden AB
Egypt	Orange Egypt for Telecommunications
Estonia	Telia
	Elisa Eesti AS
	AS Eesti Telekom
Finland	TeliaSonera Finland Oyj
	Elisa Corporation
France	Orange France
	SFR
	Bouygues Telecom
Germany	Free Mobile
	Vodafone D2 GmbH
	E-Plus Mobilfunk
Gibraltar	Telefonica O2 Germany
	Emnify GmbH
Gibraltar	Gibraltar Telecommunications Int. Ltd.
Greece	Wind Hellas Telecommunications S.A.
	COSMOTE - Mobile Telecommunications S.A.
Guam	Docomo Pacific, Inc.
	Teleguam Holdings, LLC
Guatemala	Telecomunicaciones De Guatemala, S.A. (TELGUA)
Hong Kong	Hong Kong CSL Limited
	SmarTone Mobile Communications Limited
	Hutchison Telecom (HK) Ltd
	China Unicom
	Hong Kong Telecommunica-tions (HKT) Limited
Hungary	China Mobile Hong Kong Company Limited
	Vodafone Hungary Ltd
	Telenor Magyarorszag Zrt

Countries	Partners
Iceland	Siminn hf
	Fjarskipti ehf
	Nova ehf.
India	Bharti Airtel Limited
	Bharti Hexacom Ltd
Indonesia	PT Telekomunikasi Selular
	Jersey
Ireland	Vodafone Ireland Ltd.
	Hutchison 3G Ireland limited
	Meteor Mobile Telecommunications Limited
	Hutchison 3G Ireland limited
Isle of Man	Manx Telecom
Israel	Partner Communications Company Ltd
	Cellcom Israel Ltd
	Hot Mobile
	Pelephone Communications Ltd.
Italy	Telecom Italia SpA
	Wind Telecomunicazioni SpA
Japan	SoftBank Corp.
Jersey	JT (Jersey) Ltd
Jordan	Umniah Mobile Company
Kazakhstan	Mobile Telecom-Service LLP
Kenya	Safaricom Limited
	Airtel Networks Kenya Limited
Kuwait	Mobile Telecommunications Co.
	National Mobile Telecommunications Co.
	Kuwait Telecom Company
	STC
Laos	Lao Telecommunications
Latvia	TELE2
	Latvian Mobile Telephone Co
Lithuania	OMNITEL
	Telia
Luxembourg	Post Luxembourg
	Orange Communications Luxembourg S.A.
	Tango SA
Macau	CTM

Countries	Partners
Madeira (Portugal)	Vodafone Portugal
	MEO - Serviços de Comunicações e Multimédia, S.A.
Malaysia	Celcom Axiata Berhad
	Maxis Communications Berhad
	DiGi Telecommunications Sdn Bhd
	YTL Communications
Malta	Epic Communications Limited
	Mobisle Communications Limited
	Melita Mobile Ltd.
	Cellplus Mobile Communications Ltd.
Mauritius	unhr
Mexico	Orange France
Monaco (France)	Bouygues Telecom
Monte Carlo (France)	Orange France
	SFR
Netherlands	KPN B.V.
	T-Mobile Netherlands
New Zealand	Vodafone Mobile NZ Limited
	Spark New Zealand Trading Limited
Northern Ireland (UK)	EE (Vodafone Group)
Nigeria	MTN Nigeria Communications Limited
	PTI Pacifica Inc.
Norway	Telia Norge AS
	Mobile Norway AS
Oland / Gotland (Sweden)	Tele 2 AB
Oman	Oman Mobile
	Ooredoo Oman
Orkney Islands (UK)	Telefónica UK Limited
	Vodafone Ltd
Peru	Claro
	Polska Telefonía Cyfrowa
Poland	Orange Polska S.A.
	Polkomtel S.A.

Countries	Partners
Portugal	Sonaecom - Serviços de Comunicações, S.A
	MEO - Serviços de Comunicações e Multimédia, S.A.
	Vodafone Portugal
	NOS
Puerto Rico	AT&T
	Claro
Qatar	Ooredoo Q.S.C.
Romania	Vodafone Qatar Q.S.C.
	Orange Romania SA
Russia	MegaFon, Public Joint Stock Company
San Marino (Italy)	TIM (Telecom Italia)
	Windtre
Sardinia (Italy)	Telecom Italia SpA
Saudi Arabia	Saudi Telecom Company (STC)
	Etihad Etisalat Company
	Salam Mobile
	MTC Saudi Arabia
Scotland (UK)	EE
Seychelles	Cable & Wireless (Seychelles)
Shetland (UK)	Telefónica UK Limited
	Vodafone Ltd
Sicily (Italy)	Telecom Italia SpA
Singapore	M1 Limited
	SingTel Mobile Singapore Pte. Ltd
	StarHub Mobile Pte Ltd
Slovakia	Slovak Telekom, a.s.
	Telefónica Slovakia, s.r.o.
Slovenia	A1 Slovenija, d.d
South Africa	MTN - Mobile Telephone Networks (Pty) Ltd.
South Korea	SK Telecom
	KT Corporation
	LG Uplus Corp.
Spain	Orange Espagne, S.A., sociedad unipersonal
	Telefonica Moviles España S.A.
Sri Lanka	Dialog Axiata PLC

Countries	Partners
Svalbard (Norway)	Telia Norge AS
Sweden	Hi3G Access AB
	Tele 2 AB
	TeliaSonera Sverige AB
	COM4 SWEDEN AB
Switzerland	Salt Mobile SA
	Sunrise Communications AG
	Swisscom Ltd
Taiwan	Chunghwa Telecom
	Far EasTone Telecommunications Co Ltd
	Taiwan Mobile Co.Ltd
	Taiwan Star Telecom Corporation Limited
Tanzania	Airtel Tanzania Limited
Thailand	Advanced Wireless Network Company Limited
	True Move H Universal Communication Co., Ltd.
Turkey	Avea Iletisim Hizmetleri A.S.
	Turkcell Iletisim Hizmetleri A.S.
UAE	Emirates Telecom Corp- ETISALAT
	Emirates Integrated Telecommunications Company PJSC
United Kingdom	Hutchison 3G UK Ltd
	Telefónica UK Limited
	Everything Everywhere Limited
	Vodafone Ltd
USA	Truphone
	AT&T Mobility
	T-Mobile USA, Inc
US Virgin Islands	Telecom North America Mobile Inc
	AT&T
Uzbekistan	Coscom
Vietnam	Vietel Group
Vatican (Italy)	Windtre
	TIM (Telecom Italia)
Wales (UK)	EE
	Vodafone
	Telefonica



27 February 2025

SECURITIES AND EXCHANGE COMMISSION

The SEC Headquarters, 7907 Makati Avenue
Barangay Bel-Air, Makati City 1227

Attention: **Atty. Oliver O. Leonardo**
Director, Markets and Securities Regulation Department

Atty. Rachel Esther J. Gumtang-Remalante
Director, Corporate Governance and Finance Department

THE PHILIPPINE STOCK EXCHANGE, INC.

5th Avenue corner 28th Street
Bonifacio Global City, Taguig City
Philippines 1634

Attention: **Disclosure Department**

Gentlemen/Mesdames:

Attached is the audited consolidated financial statements of Globe Telecom, Inc. and its subsidiaries, which comprise the consolidated statements of financial position as at December 31, 2024 and 2023, the consolidated statements of comprehensive income, consolidated statements of changes in equity and consolidated statements of cash flows for the financial years ended December 31, 2024, 2023, and 2022, and a summary of material accounting policies and other explanatory information.

Thank you very much.

Very truly yours,

DocuSigned by:

JUAN CARLO C. PUNO
Chief Financial Officer, Treasurer, and
Chief Risk Officer

**STATEMENT OF MANAGEMENT'S RESPONSIBILITY
FOR CONSOLIDATED FINANCIAL STATEMENTS**

The management of Globe Telecom, Inc. and Subsidiaries ("Globe") is responsible for the preparation and fair presentation of the consolidated financial statements including the schedules attached therein, as at December 31, 2024, and 2023 and for each of the three years in the period ended December 31, 2024, in accordance with Philippine Financial Reporting Standards, and for such internal control as management determines is necessary to enable the preparation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing Globe's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate Globe or to cease operations, or has no realistic alternative but to do so.

The Board of Directors is responsible for overseeing Globe's financial reporting process.

The Board of Directors reviews and approves the consolidated financial statements including the schedules attached therein, and submits the same to the stockholders.

Isla Lipana & Co., the independent auditors appointed by the stockholders, has audited the consolidated financial statements of Globe in accordance with Philippine Standards on Auditing, and in its report to the stockholders, has expressed its opinion on the fairness of presentation upon completion of such audit.

JAIME AUGUSTO ZOBEL DE AYALA
Chairman of the Board

Signed this 6th day of February 2025

SUBSCRIBED AND SWORN to before me this **FEB 06 2025** at **TAGUIG CITY** City, affiants who are personally known to me or identified through competent evidence of identity, to wit:

Name	Passport or ID No.	Date of Issue	Expiry Date
Jaime Augusto Zobel De Ayala	P5325092C	September 22, 2023	September 21, 2033

Doc. No. : **143**
Page No. : **30**
Book No. : **11**
Series of : **2024**

KRISTINE MARGARETTE M. BERROYA
Notary Public for Taguig
Appointment No. 138 (2024-2025)
Valid until December 31, 2025
PTR No. A-6128623/01-25-2024/Taguig
IBP O.R. No. 301152/01-02-2024/Pasig City
Roll of Attorneys No. 67554
28th Floor, The Globe Tower
32nd Street cor. 7 Avenue
Bonifacio Global City, Taguig



Globe Telecom, Inc.
The Globe Tower
32nd Street corner 7th Avenue,
Bonifacio Global City,
Taguig, Philippines 1634

www.globe.com.ph

STATEMENT OF MANAGEMENT'S RESPONSIBILITY FOR CONSOLIDATED FINANCIAL STATEMENTS

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ERNEST L. CU
President and Chief Executive Officer

Signed this 6th day of February 2025

SUBSCRIBED AND SWORN to before me this FEB 06 2025 at TAGUIG CITY City, affiants who are personally known to me or identified through competent evidence of identity, to wit:

Name	Passport or ID No.	Date of Issue	Expiry Date
Ernest L. Cu	P6866832B	May 25, 2021	May 24, 2031

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Page No. : 30
Book No. : 11
Series of : 2025

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JUAN CARLO C. PUNO
Chief Financial Officer, Treasurer and Chief Risk Officer

Signed this 6th day of February 2025

SUBSCRIBED AND SWORN to before me this FEB 06 2025 at TAGUIG CITY City, affiants who are personally known to me or identified through competent evidence of identity, to wit:

Name	Passport or ID No.	Date of Issue	Expiry Date
Juan Carlo C. Puno	P3069569B	11 Oct 2019	10 Oct 2029

Doc. No. : 144
Page No. : 30
Book No. : 11
Series of : 2025

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IBP O.R. No. 301152/01-02-2024/Pasig City
Roll of Attorneys No. 67554
28th Floor, The Globe Tower
32nd Street cor. 7 Avenue
Bonifacio Global City, Taguig



Independent Auditor’s Report

To the Board of Directors and Shareholders of
Globe Telecom, Inc.
The Globe Tower, 32nd Street corner 7th Avenue
Bonifacio Global City, Taguig City

Our Opinion

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of Globe Telecom, Inc. and its subsidiaries (together, the “Group”) as at December 31, 2024 and 2023, and their consolidated financial performance and their consolidated cash flows for each of the three years in the period ended December 31, 2024, in accordance with Philippine Financial Reporting Standards (PFRS) Accounting Standards.

What we have audited

The consolidated financial statements of the Group comprise:

- the consolidated statements of financial position as at December 31, 2024 and 2023;
- the consolidated statements of total comprehensive income for each of the three years in the period ended December 31, 2024;
- the consolidated statements of changes in equity for each of the three years in the period ended December 31, 2024;
- the consolidated statements of cash flows for each of the three years in the period ended December 31, 2024; and
- the notes to the consolidated financial statements, comprising material accounting policies.

Basis for Opinion

We conducted our audits in accordance with Philippine Standards on Auditing (PSA). Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the Consolidated Financial Statements section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Group in accordance with the Code of Ethics for Professional Accountants in the Philippines (Code of Ethics), together with the ethical requirements that are relevant to our audit of the consolidated financial statements in the Philippines, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics.

Isla Lipana & Co., 29th Floor, AIA Tower, 8767 Paseo de Roxas, 1226 Makati City, Philippines
T: +63 (2) 8845 2728, www.pwc.com/ph

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Independent Auditor’s Report
To the Board of Directors and Shareholders of
Globe Telecom, Inc.
Page 2

Our Audit Approach

As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the consolidated financial statements. In particular, we considered where management made subjective judgments; for example, in respect of material accounting estimates that involved making assumptions and considering future events that are inherently uncertain. As in all of our audits, we also addressed the risk of management override of internal controls, including among other matters, consideration of whether there was evidence of bias that represented a risk of material misstatement due to fraud.

We tailored the scope of our audit in order to perform sufficient work to enable us to provide an opinion on the consolidated financial statements as a whole, taking into account the structure of the Group, the accounting processes and controls, and the industry in which the Group operates.

Key Audit Matter

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key audit matter identified in our audit is revenue recognition.

Key audit matter	How our audit addressed the key audit matter
Revenue recognition Refer to notes 2.13 and 32 to the consolidated financial statements. Revenue recognition has been identified as a key audit matter primarily due to the significant volume of transactions processed through various systems which heavily relies on automated processes and controls from account activation, recording of usage, billing and ultimate revenue recognition. In particular, the Group's revenue streams include a significant amount of postpaid service revenues which are billed under various cycles, hence, timing of revenue recognition requires significant audit attention.	We addressed the matter by understanding the Group's revenue recognition policies in accordance with PFRS 15, Revenue from Contracts with Customers, and the related business processes and information technology (IT) environment. We evaluated the design and tested the operating effectiveness of automated and manual controls surrounding revenue recognition. In particular, we tested controls from account activation to termination, provisioning, call data capture, charging, billing interface and revenue recording covering all assertions with respect to revenue. With the assistance of our IT specialists, we evaluated the design and tested the operating effectiveness of IT general controls over the relevant IT systems, including the interface controls between IT systems and applications.

Independent Auditor's Report
To the Board of Directors and Shareholders of
Globe Telecom, Inc.
Page 3

Key audit matter	How our audit addressed the key audit matter
	In particular, to ensure that postpaid revenues are recognized in the proper period, we performed a combination of controls and substantive testing approach as follows: - We tested the design and operating effectiveness of key controls over charging, billing and recording of revenue transactions. - We tested the reliability of key system generated reports and reconciliations which serve as basis for recognizing postpaid revenue in the correct reporting period. - On a sampling basis, we performed substantive audit procedures over postpaid revenue recognized before and after the reporting period end to validate that the sampled subscriber transactions are recognized in the correct reporting period.

Other Information

Management is responsible for the other information. The other information comprises the information included in the SEC Form 20-IS (Definitive Information Statement), SEC Form 17-A and Integrated Report, but does not include the consolidated financial statements and our auditor's report thereon. The SEC Form 20-IS (Definitive Information Statement), SEC Form 17-A and Integrated Report are expected to be made available to us after the date of this auditor's report.

Our opinion on the consolidated financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audits of the consolidated financial statements, our responsibility is to read the other information identified above when these becomes available and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audits, or otherwise appears to be materially misstated.

When we read the other information identified above which have not yet been received, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

Independent Auditor's Report
To the Board of Directors and Shareholders of
Globe Telecom, Inc.
Page 4

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with PFRS Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the ability of the Group to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate or to cease operations of the Group, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with PSA will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with PSA, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.



Independent Auditor's Report
To the Board of Directors and Shareholders of
Globe Telecom, Inc.
Page 5

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the consolidated financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.



Independent Auditor's Report
To the Board of Directors and Shareholders of
Globe Telecom, Inc.
Page 6

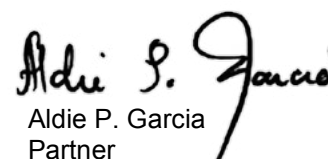
We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

The engagement partner on the audit resulting in this independent auditor's report is
Aldie P. Garcia.

Isla Lipana & Co.


Aldie P. Garcia
Partner

CPA Cert. No. 107076

P.T.R. No. 0011459, issued on January 3, 2025, Makati City

TIN 923-763-007

BIR A.N. 08-000745-143-2025; issued on January 8, 2025; effective until January 7, 2028

BOA/PRC Reg. No. 0142, effective until November 14, 2025

Makati City
February 6, 2025



Statement Required by Rule 68 Securities Regulation Code (SRC)

To the Board of Directors and Shareholders of
Globe Telecom, Inc.
The Globe Tower, 32nd Street corner 7th Avenue
Bonifacio Global City, Taguig City

We have audited the consolidated financial statements of Globe Telecom, Inc. (the “Parent Company”) and its subsidiaries (together the “Group”) as at December 31, 2024 and 2023 and for each of the three years in the period ended December 31, 2024, on which we have rendered the attached report dated February 6, 2025. The supplementary information shown in the Reconciliation of Parent Company’s Retained Earnings Available for Dividend Declaration, Map of Relationships of the Companies within the Group, and Schedules A, B, C, D, E, F, and G, as additional components required by the Revised SRC Rule 68, are presented for purposes of filing with the Securities and Exchange Commission and are not required parts of the basic consolidated financial statements. Such supplementary information is the responsibility of management and has been subjected to auditing procedures applied in the audit of the basic consolidated financial statements.

In our opinion, the supplementary information has been prepared in accordance with the Revised SRC Rule 68.

Isla Lipana & Co.

Aldie P. Garcia
Partner
CPA Cert. No. 107076

P.T.R. No. 0011459, issued on January 3, 2025, Makati City

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Makati City
February 6, 2025

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To the Board of Directors and Shareholders of
Globe Telecom, Inc.
The Globe Tower, 32nd Street corner 7th Avenue
Bonifacio Global City, Taguig City

We have audited in accordance with Philippine Standards on Auditing, the consolidated financial statements of Globe Telecom, Inc. (the “Parent Company”) and its subsidiaries (together, the “Group”) as at December 31, 2024 and 2023 and for each of the three years in the period ended December 31, 2024, and have issued our report thereon dated February 6, 2025. Our audits were made for the purpose of forming an opinion on the basic consolidated financial statements taken as a whole. The Supplementary Schedule on Financial Soundness Indicators, including their definitions, formulas, calculation, and their appropriateness or usefulness to the intended users, are the responsibility of the Group’s management. These financial soundness indicators are not measures of operating performance defined by PFRS Accounting Standards and may not be comparable to similarly titled measures presented by other companies. This schedule is presented for the purpose of complying with the Revised SRC Rule 68 issued by the Securities and Exchange Commission, and is not a required part of the basic consolidated financial statements prepared in accordance with PFRS Accounting Standards. The components of these financial soundness indicators have been traced to the Group’s consolidated financial statements as at December 31, 2024 and 2023 and for each of the three years in the period ended December 31, 2024 and no material exceptions were noted.

Isla Lipana & Co.

Aldie P. Garcia
Partner

CPA Cert. No. 107076

P.T.R. No. 0011459, issued on January 3, 2025, Makati City

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GLOBE TELECOM, INC. AND SUBSIDIARIES

Consolidated Financial Statements
December 31, 2024, 2023 and 2022



GLOBE TELECOM, INC. AND SUBSIDIARIES CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

	Notes	December 31 2024	2023
<i>(In Thousand Pesos)</i>			
ASSETS			
Current Assets			
Cash and cash equivalents	5	P21,353,659	P16,645,077
Trade receivables – net	6	19,660,468	18,097,898
Contract assets – net	7.1	5,442,961	6,223,595
Inventories and supplies – net	9	2,964,814	3,388,420
Derivative assets – current	8	177,153	516,718
Prepayments and other current assets	10.1	19,970,116	19,328,108
		69,569,171	64,199,816
Assets classified as held-for-sale	11, 13.1, 14.2	7,648,795	22,724,321
		77,217,966	86,924,137
Noncurrent Assets			
Property and equipment – net	11	352,115,098	334,408,653
Intangible assets and goodwill – net	12	20,130,902	23,373,106
Right of use assets – net	13.1	90,464,458	69,538,796
Investments in joint ventures	14	59,368,924	55,335,717
Derivative assets – net of current portion	8	5,041,998	4,200,246
Deferred income tax assets – net	28	1,971,459	2,279,979
Other noncurrent assets	10	27,325,318	35,567,551
		556,418,157	524,704,048
TOTAL ASSETS		P633,636,123	P611,628,185
LIABILITIES AND EQUITY			
Current Liabilities			
Trade payables and accrued expenses	15	P78,107,332	P87,664,258
Loans payable – current	17	26,349,796	36,792,956
Lease liabilities – current	13.2	8,175,643	5,899,426
Deferred revenues – current	7.2	6,049,750	7,154,714
Provisions	16	3,393,957	2,960,993
Income tax payable	28	902,334	1,605,015
Derivative liabilities – current	8	573,005	482,182
		123,551,817	142,559,544
Noncurrent Liabilities			
Loans payable – net of current portion	17	223,110,113	213,162,613
Lease liabilities – net of current portion	13.2	107,932,231	82,825,056
Deferred income tax liabilities – net	28	4,363,232	5,983,954
Pension liability	27.1	2,826,848	2,718,312
Deferred revenues – net of current portion	7.2	644,855	764,888
Other long-term liabilities	18	3,427,798	3,687,080
		342,305,077	309,141,903
Total Liabilities		465,856,894	451,701,447
Equity			
Capital Stock	20	9,011,592	9,004,030
Additional paid in capital		54,568,560	54,268,520
Cost of share-based compensation		871,722	802,701
Capital securities	20.3	29,977,639	29,977,639
Other reserves	20.8	(2,269,627)	(1,333,253)
Treasury shares	20.4	(10,000,000)	(10,000,000)
Retained earnings		85,588,481	77,149,257
Equity attributable to equity holders of the Parent		167,748,367	159,868,894
Non-controlling interest		30,862	57,844
Total Equity		167,779,229	159,926,738
TOTAL LIABILITIES AND EQUITY		P633,636,123	P611,628,185

See accompanying Notes to Consolidated Financial Statements.

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GLOBE TELECOM, INC. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF TOTAL COMPREHENSIVE INCOME

		For the Years Ended December 31		
	Notes	2024	2023	2022
(In Thousand Pesos, Except Per Share Figures)				
REVENUES				
Service revenues		P165,016,289	P162,333,484	P157,979,335
Nonservice revenues		15,569,771	17,830,971	17,061,388
	32	180,586,060	180,164,455	175,040,723
INCOME				
Gain on sale of controlling interest on data center business	14.3	-	-	10,511,945
Equity share in net income of joint ventures	14	3,897,012	2,214,761	1,083,202
Gain on sale and leaseback of telecom towers - net	11	3,482,083	7,258,378	8,260,927
Interest income	21	918,338	677,570	340,109
Gain on disposal of property and equipment – net		206,500	371,655	321,354
Other income – net	22	1,734,944	959,898	2,474,814
		10,238,877	11,482,262	22,992,351
COSTS AND EXPENSES				
General, selling and administrative expenses	23	72,836,753	74,681,050	74,227,306
Depreciation and amortization	24	50,473,040	47,356,043	45,653,296
Cost of inventories sold	9	16,428,713	18,217,044	17,691,677
Financing costs	25	14,444,270	12,145,879	10,091,289
Interconnect costs	32, 33.1	1,619,788	1,367,052	1,362,309
Impairment and other losses	26	4,691,290	5,463,979	4,906,747
		160,493,854	159,231,047	153,932,624
INCOME BEFORE INCOME TAX		30,331,083	32,415,670	44,100,450
PROVISIONS (BENEFIT) FOR INCOME TAX				
Current		6,919,731	7,853,664	9,696,533
Deferred		(874,417)	(16,004)	(200,132)
	28	6,045,314	7,837,660	9,496,401
NET INCOME		24,285,769	24,578,010	34,604,049
OTHER COMPREHENSIVE INCOME (LOSS)				
Items that will be reclassified into profit or loss in subsequent periods:				
Transactions on cash flow hedges – net		(870,457)	185,047	(1,379,590)
Exchange differences arising from translations of foreign investments		270,419	(22,443)	698,533
	20.8	(600,038)	162,604	(681,057)
Item that will not be reclassified into profit or loss in subsequent periods:				
Changes in fair value of financial assets at fair value through other comprehensive income		155,313	231,871	29,104
Remeasurement gain (loss) on defined benefit plan		(499,467)	(1,604,048)	2,740,701
	20.8	(344,154)	(1,372,177)	2,769,805
TOTAL OTHER COMPREHENSIVE (LOSS) INCOME		(944,192)	(1,209,573)	2,088,748
TOTAL COMPREHENSIVE INCOME		P23,341,577	P23,368,437	P36,692,797

(Forward)

CREATE.WONDERFUL.



GLOBE TELECOM, INC. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF TOTAL COMPREHENSIVE INCOME

		For the Years Ended December 31		
	Notes	2024	2023	2022
(In Thousand Pesos, Except Per Share Figures)				
Total net income attributable to:				
Equity holders of the Parent		P24,304,433	P24,512,760	P34,563,011
Non-controlling interest		(18,664)	65,250	41,038
		24,285,769	24,578,010	34,604,049
Total other comprehensive income (loss) attributable to:				
Equity holders of the Parent	20.8	(936,374)	(1,216,947)	2,078,822
Non-controlling interest	20.8	(7,818)	7,374	9,926
		(944,192)	(1,209,573)	2,088,748
Total comprehensive income attributable to:				
Equity holders of the Parent		23,368,059	23,295,813	36,641,833
Non-controlling interest		(26,482)	72,624	50,964
		P23,341,577	P23,368,437	P36,692,797
Earnings Per Share				
Basic	29	P158.48	P160.45	P245.44
Diluted	29	P157.83	P159.74	P244.25
Cash dividends declared per common share	20.5	P100.00	P100.00	P106.00

See accompanying Notes to Consolidated Financial Statements.

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GLOBE TELECOM, INC. AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY

For the Year Ended December 31, 2024									
Notes	Capital Stock (Note 20)	Additional Paid-in Capital	Cost of Share-Based Compensation	Capital Securities (Note 20.3)	Other Reserves (Note 20.8)	Retained Earnings	Treasury Shares (Note 20.4)	Total Equity Attributable to Parent	Non-controlling Interest
<i>(In Thousand Pesos)</i>									
As of January 1, 2024	₱9,004,030	₱54,268,520	₱802,701	₱29,977,639	(₱1,333,253)	₱77,149,257	(₱10,000,000)	₱159,868,894	₱57,844
Total comprehensive income for the year	-	-	-	-	(936,374)	24,304,433	-	23,368,059	(26,482)
Dividends on:	20.5								
Common Stock	-	-	-	-	-	(14,434,240)	-	(14,434,240)	-
Preferred Stock - voting	-	-	-	-	-	(61,297)	-	(61,297)	-
Distributions on Capital Securities	20.3	-	-	-	-	(1,369,672)	-	(1,369,672)	-
Share-based compensation	27.3.1	-	376,623	-	-	-	-	376,623	-
Issue of shares under share-based compensation plan									
Others	7,562	300,040	(307,602)	-	-	-	-	-	(500)
As of December 31, 2024	₱9,011,592	₱54,568,560	₱871,722	₱29,977,639	(₱2,269,627)	₱85,588,481	(₱10,000,000)	₱167,748,367	₱30,862

(Forward)

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GLOBE TELECOM, INC. AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY

For the Year Ended December 31, 2023									
Notes	Capital Stock (Note 20)	Additional Paid-in Capital	Cost of Share-Based Compensation	Capital Securities (Note 20.3)	Other Reserves (Note 20.8)	Retained Earnings	Treasury Shares (Note 20.4)	Total Equity Attributable to Parent	Non-controlling Interest
<i>(In Thousand Pesos)</i>									
As of January 1, 2023	₱8,995,602	₱53,944,871	₱848,890	₱29,977,639	(₱116,306)	₱68,539,651	(₱10,000,000)	₱152,190,347	₱342,523
Total comprehensive income for the year	-	-	-	-	(1,216,947)	24,512,760	-	23,295,813	72,624
Dividends on:	20.5								
Common Stock	-	-	-	-	-	(14,418,658)	-	(14,418,658)	-
Preferred Stock - voting	-	-	-	-	-	(50,027)	-	(50,027)	-
Distributions on Capital Securities	20.3	-	-	-	-	(1,330,619)	-	(1,330,619)	-
Share-based compensation	27.3.1	-	285,888	-	-	-	-	285,888	-
Issue of shares under share-based compensation plan									
Non-controlling interest adjustment arising from subsidiary classified as assets held-for-sale	14.2								
Others	8,428	323,649	(332,077)	-	-	-	-	-	-
As of December 31, 2023	₱9,004,030	₱54,268,520	₱802,701	₱29,977,639	(₱1,333,253)	₱77,149,257	(₱10,000,000)	₱159,868,894	₱57,844

(Forward)

CREATE.WONDERFUL.



GLOBE TELECOM, INC. AND SUBSIDIARIES CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY

	For the Year Ended December 31, 2022							
	Notes	Capital Stock (Note 20)	Additional Paid-in Capital	Cost of Share-Based Compensation	Capital Securities (Note 20.3)	Other Reserves (Note 20.8)	Retained Earnings	Treasury Shares (Note 20.4)
							Total Equity Attributable to Parent	Non- controlling Interest
								Total
<i>(In Thousand Pesos)</i>								
As of January 1, 2022		₱8,473,535	₱37,226,626	₱843,826	₱29,977,845	₱2,195,128	₱49,775,474	₱114,102,178
Total comprehensive income for the year		-	-	-	-	2,078,822	34,563,011	36,641,833
Dividends on:	20.5	-	-	-	-	-	-	-
Common Stock		-	-	-	-	-	(14,442,073)	-
Preferred Stock - voting		-	-	-	-	-	(50,027)	-
Distributions on Capital Securities	20.3	-	-	-	-	-	(1,306,734)	-
Share-based compensation	27.3.1	-	-	440,894	-	-	-	440,894
Issue of shares under share-based compensation plan		16,115	419,715	(435,830)	-	-	-	-
Issuance cost of capital securities		-	-	-	(206)	-	-	(206)
Issuance of shares by way of stock rights		505,952	16,298,530	-	-	-	-	16,804,482
Non-controlling interest adjustment arising from increase in ownership share	20.2	-	-	-	-	-	-	(2,129)
As of December 31, 2022		₱8,995,602	₱53,944,871	₱848,890	₱29,977,639	₱116,306	₱68,539,651	₱152,190,347

(Forward)

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GLOBE TELECOM, INC. AND SUBSIDIARIES CONSOLIDATED STATEMENTS OF CASH FLOWS

		For the Years Ended December 31		
	Notes	2024	2023	2022
CASH FLOWS FROM OPERATING ACTIVITIES				
Income before income tax		₱30,331,083	₱32,415,670	₱44,100,450
Adjustments for:				
Depreciation and amortization	24	50,473,040	47,356,043	45,653,296
Impairment and other losses	26	4,691,290	5,463,979	4,906,747
Financing cost	25	14,444,270	12,145,879	10,091,289
Equity share in net (income) in joint ventures	14	(3,897,012)	(2,214,761)	(1,083,202)
Gain on sale of controlling interest on data center business	14.3	-	-	(10,511,945)
Foreign exchange losses (gains) – net	22	2,431,889	(1,042,052)	5,343,019
(Gain) Loss on derivative instruments	22	(2,957,406)	740,686	(5,797,800)
Pension expense	27	930,637	842,239	1,089,723
Share-based compensation	27	376,623	285,888	440,894
Interest income	21	(918,338)	(677,570)	(340,109)
Gain on settlement and remeasurement of ARO	18, 22	-	-	(2,629)
Gain on sale and leaseback of telecom towers - net	11	(3,482,083)	(7,258,378)	(8,260,927)
Gain on disposal of property and equipment		(206,500)	(371,655)	(321,354)
Gain on sale of investments	14, 22	-	(76,669)	(101,655)
Operating income before working capital changes		92,217,493	87,609,299	85,205,797
Changes in operating assets and liabilities:				
Decrease (Increase) in:				
Trade receivables – net		(2,292,557)	(2,036,751)	(10,142,232)
Inventories and supplies		267,560	89,047	(82,149)
Contract assets		113,163	(279,226)	(616,657)
Prepayments and other current assets		440,718	(1,021,630)	(5,013,014)
Other noncurrent assets		1,499,941	547,578	(288,404)
Increase (Decrease) in:				
Trade payables and accrued expenses		(720,722)	382,459	3,156,758
Deferred revenues		(1,224,997)	47,019	(611,873)
Other long-term liabilities		(1,613,598)	(2,397,643)	(990,006)
Cash generated from operations		88,687,001	82,940,152	70,618,220
Income taxes paid		(3,905,160)	(2,493,272)	(5,463,218)
Net cash flows from operating activities		84,781,841	80,446,880	65,155,002
CASH FLOWS FROM INVESTING ACTIVITIES				
Additions to:				
Property and equipment	11	(55,960,088)	(70,534,793)	(97,983,036)
Investment properties		-	-	(5,622,764)
Investment in joint ventures	14	(270,150)	(749,390)	(585,530)
Intangible assets	12	(233,565)	(92,878)	(3,383,869)
Release of loans receivable to related parties	10	-	(636,000)	(681,000)
Proceeds from sale and leaseback of telecom towers - net	11	27,821,162	24,858,693	29,940,218
Collections of loans receivable from related parties	10	101,000	-	408,000
Cash from subsidiary classified as assets held-for-sale	14.2	-	(2,457,220)	-
Interest received		857,470	660,328	311,379
Dividends received	14	598,500	-	-
Proceeds from sale of property and equipment		1,068,740	747,121	750,716
Net cash received from sale of data center business	14.3	-	-	5,030,000
Proceeds from sale of investments		-	-	175,725
Cash used in investing activities		(26,016,931)	(48,204,139)	(71,640,161)
Income taxes paid		(4,728,481)	(6,274,463)	(2,211,098)
Net cashflows used in investing activities		(30,745,412)	(54,478,602)	(73,851,259)

(Forward)

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GLOBE TELECOM, INC. AND SUBSIDIARIES CONSOLIDATED STATEMENTS OF CASH FLOWS

		For the Years Ended December 31		
	Notes	2024	2023	2022
<i>(In Thousand Pesos)</i>				
CASH FLOWS FROM FINANCING ACTIVITIES				
Proceeds from borrowings:				
Long-term	17	₱27,000,000	₱45,000,000	₱8,000,000
Short-term	17	23,310,000	63,250,000	82,020,167
Repayments of borrowings:				
Long-term	17	(18,396,869)	(20,214,691)	(15,934,168)
Short-term	17	(34,572,500)	(70,905,167)	(56,175,000)
Payments of dividends to stockholders:	20.5			
Common		(14,434,240)	(14,418,658)	(14,442,073)
Preferred		(61,297)	(50,027)	(50,027)
Distributions to holders of capital securities	20.3	(1,369,672)	(1,330,619)	(1,306,734)
Issuance of shares by way of stock rights	20.2	-	-	16,804,482
Payments of lease liabilities	13.2	(17,035,519)	(15,841,394)	(6,878,960)
Interest paid		(13,901,534)	(13,048,218)	(9,834,409)
Net cash from (used in) financing activities		(49,461,631)	(27,558,774)	2,203,278
NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS		4,574,798	(1,590,496)	(6,492,979)
NET FOREIGN EXCHANGE DIFFERENCE ON CASH AND CASH EQUIVALENTS		133,784	201,788	287,569
CASH AND CASH EQUIVALENTS AT THE BEGINNING OF YEAR		16,645,077	18,033,785	24,239,195
CASH AND CASH EQUIVALENTS AT THE END OF YEAR	5	₱21,353,659	₱16,645,077	₱18,033,785

See accompanying Notes to Consolidated Financial Statements.



GLOBE TELECOM, INC. AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

1 Corporate Information

1.1 Globe Telecom, Inc.

Globe Telecom, Inc. (hereafter referred to as "Globe Telecom" or the "Parent Company") is a stock corporation organized under the laws of the Philippines on January 16, 1935, and enfranchised under Republic Act (RA) No. 7229 and its related laws to render any and all types of domestic and international telecommunications services. Globe Telecom is one of the leading providers of digital wireless communications services in the Philippines under the Globe Postpaid and Prepaid, and Touch Mobile (TM). Globe provides digital mobile communication and internet-on-the-go services nationwide using a fully digital network based on the Global System for Mobile Communication (GSM), 3G, HSPA+, 4G, LTE and 5G technologies. It provides voice, SMS, data and value-added services to its mobile subscribers. It also offers domestic and international long distance communication services or carrier services. Globe Telecom's head office is located at The Globe Tower, 32nd Street corner 7th Avenue, Bonifacio Global City, Taguig, Metropolitan Manila, Philippines. Globe Telecom is listed in the Philippine Stock Exchange (PSE) and has been included in the PSE composite index since September 17, 2001. Major stockholders of Globe Telecom include Ayala Corporation (AC), Singapore Telecom International Pte Ltd. (Singtel) and Asiacom Philippines, Inc. None of these companies exercise control over Globe Telecom.

1.2 Innove Communications, Inc. (Innove)

Globe Telecom owns 100% of Innove, a stock corporation organized under the laws of the Philippines and enfranchised under RA No. 11151 and its related laws to render any and all types of domestic and international telecommunications services. Innove holds a license to provide digital wireless communication services in the Philippines. Innove also has a license to establish, install, operate and maintain a nationwide local exchange carrier (LEC) service, particularly integrated local telephone service with public payphone facilities and public calling stations, and to render and provide international and domestic carrier and leased line services.

On November 2, 2015, Innove and Techzone Philippines incorporated TechGlobal Data Center, Inc. (TechGlobal), a joint venture company formed for the purpose of operating and managing all kinds of data centers, and providing information technology-enabled, knowledge-based and computer-enabled support services. Innove and Techzone hold ownership interest of 49% and 51%, respectively. TechGlobal started commercial operations in August 2017.

1.3 GTI Business Holdings, Inc. (GTI) and Subsidiaries

Globe Telecom owns 100% of GTI. GTI was incorporated and registered under the laws of the Philippines, on November 25, 2008, as a holding company.



1.4 GTI Corporation (GTIC)

In July 2009, GTI incorporated a wholly owned subsidiary, GTIC, a company organized under the General Corporation Law of the United States of America, State of Delaware as a wireless and data communication services provider.

1.5 Globe Telecom HK Limited (GTHK)

In December 2011, GTI incorporated a wholly owned subsidiary, GTHK, a limited company organized under the Companies Ordinance of Hong Kong as a marketing and distribution company.

On March 17, 2015, GTHK applied for a services-based operator license (SBO) with the Office of the Communications Authority in Hong Kong (OFCA) which was subsequently approved on May 7, 2015.

As of June 1, 2020, the SBO was cancelled and surrendered to the OFCA and GTHK has been winding down its operations. GTHK was previously engaged in the marketing and selling of telecommunication products and services in the international market, except the United States of America and the Philippines, under a distributor arrangement.

On March 27, 2024, the sole director resolved and signed a written resolution with the purpose of placing GTHK into liquidation. As of the reporting date, the completion of the regulatory requirements on the liquidation of GTHK is still in process.

1.6 Globetel European Limited (GTEU)

On May 10, 2013, GTI incorporated a wholly owned subsidiary, GTEU as holding company for the operating companies of Globe located in the United Kingdom, Spain and Italy.

1.7 Globetel Singapore Pte. Ltd. (GTSG)

On November 12, 2014, GTI incorporated GTSG, a wholly owned subsidiary, for the purpose of offering full range of international data services in Singapore under a facilities-based operations license (FBO) with Infocomm Media and Development Authority (IMDA) in Singapore which was granted on January 7, 2015.

CaelumPacific Corp.(CaelumPacific) and Subsidiaries

On July 30, 2020, GTI incorporated CaelumPacific, a wholly owned subsidiary organized under the laws of the Philippines for the purpose of providing technical consulting and IT related services.

On July 31, 2020, Caelum US Holdings Inc. (Caelum US), a wholly owned subsidiary of CaelumPacific, was incorporated under the laws of the state of Delaware as holding company.

On August 3, 2020, Caelum Northwest Corp. (Caelum Northwest), a wholly owned subsidiary of Caelum US, was incorporated under the laws of the state of Washington for the purpose of customized cloud software development and providing cloud consulting services.

On November 3, 2020, the definitive agreements between Caelum Group and Cascadeo have been signed and executed following the completion of all relevant conditions relating to the sale of assets of Cascadeo in the Philippines and the US. Cascadeo is a group of companies in the Philippines and US which offers cloud-native consulting and managed services capabilities for enterprises and small and medium business customers. . The asset purchase agreement entered into by Caelum Group and Cascadeo entities also mandated a holding company established by the sellers to invest in 16.67% of CaelumPacific's capital, effectively reducing GTI's ownership to 83.33%.

On May 30, 2021, the Board of Directors approved GTI's additional capital infusion amounting to \$500,000, effectively increasing GTI's ownership to 85%.



On February 11, 2022, the Board of Directors approved GTI's additional capital infusion amounting to \$2.00 million, which further increased GTI's ownership to 88%.

On December 15, 2022, the ownership of CaelumPacific and Subsidiaries was transferred from GTI to Yondu, Inc., a wholly-owned subsidiary of Globe Telecom.

On March 7, 2024, the sole director of Caelum Northwest approved the dissolution of the Company. Subsequently, on July 29, 2024, the Department of Revenue State of Washington issued a revenue clearance certificate, allowing Caelum Northwest to proceed with its dissolution. As of November 7, 2024, regulatory requirements for the dissolution of Caelum Northwest is still subject to completion.

On October 28, 2024, the ownership of CaelumPacific and Subsidiaries was transferred from Yondu, Inc. to GTI, a wholly-owned subsidiary of Globe Telecom.

1.8 Kickstart Ventures, Inc. (Kickstart) and Subsidiaries

On March 28, 2012, Globe Telecom incorporated Kickstart, a stock corporation organized under the laws of the Philippines and formed primarily for the purpose of investing in individual, corporate, or start-up businesses, and to do research, technology development and commercializing of new business ventures.

In February 2014, Kickstart acquired 40% equity interest in Flipside Publishing Services, Inc. (FPSI). Since Kickstart was able to demonstrate control over FPSI despite having less than 50% ownership interest, FPSI was assessed to be a subsidiary of Kickstart and is included in the consolidation of Globe. FPSI is engaged in acquiring publishing rights to produce, publish, market, and sell printed and electronic books (e-books) and other electronic documents and content for international and domestic sales. FPSI ceased operations in July 2016. FPSI remains a dormant company as of reporting date.

In February 2020, Kickstart registered three Cayman Islands exempted companies with limited liabilities, namely (1) Kickstart Capital Co. Ltd. (KCCL), a wholly owned subsidiary of Kickstart; (2) AG Active Associated I, Limited (AAAL), a wholly owned subsidiary of KCCL; and, (3) Kickstart Ventures Co. Ltd. (KVCL), a 65% owned subsidiary of KCCL. These entities were formed as a platform for the management of third party venture capital investment funds.

On December 15, 2023, KCCL incorporated its wholly-owned subsidiary, Kickstart Holdings Company, Ltd., (KHCL) for future offshore venture capital investments.

1.9 Asticom Holding Co. Inc. (Asticom, formerly known as Asticom Technology, Inc.) and Subsidiaries

On June 3, 2014, Globe Telecom acquired 100% of Asticom, a corporation primarily engaged in providing business process and shared service support, as well as IT system integration and consultancy services.

On August 20, 2020, Asticom incorporated its wholly owned subsidiary, Asti Business Services, Inc. (ABSI). ABSI was incorporated to leverage Asticom's business growth, particularly its full-BPO services offering.

On January 26, 2021, Asticom incorporated its wholly owned subsidiary, Fiber Infrastructure and Network Services Inc. (FINSI). FINSI was incorporated to provide end-to-end services and industry-specific solutions to telecommunications and telecommunications-related companies. On March 2021, FINSI started its commercial operation.



On April 12, 2021, Asticom incorporated its wholly owned subsidiary, BRAD Warehouse and Logistics Services Inc. (BRAD). BRAD was incorporated to engage in the business of transporting, shipping, receiving, storing and managing products and services using technology platforms for third-party providers.

On November 29, 2021, ABSI acquired 100% of HCX Technology Partners, Inc., a full-fledged systems integration company offering human capital, customer relationship management and digital solutions to its clients.

On July 27, 2022, Asticom incorporated its wholly owned subsidiary, Acquiro Solutions and Tech Inc. (ACQR) to provide manpower services for support and shared services of administrative functions, information technology including consultancy services for offshore development services and other related services.

On June 14, 2024, SEC approved the amendment of Asticom's article of incorporation which effectively changes its corporate name to Asticom Holding Co. Inc., as well as its primary purpose as an investing and holding company.

1.10 Globe Capital Venture Holdings Inc. (GCVHI) and Subsidiaries

On June 29, 2015, Globe Telecom incorporated its wholly owned subsidiary, GCVHI as an investing and holding company primarily engaged in purchasing, subscribing, owning, holding, assigning real and personal property, shares of stock and other securities. In August 2019, GCVHI was rebranded to "917 Ventures" to house Globe Telecom's non-telco incubated products.

On October 13, 2015, GCVHI incorporated its wholly owned subsidiary Adspark Holdings, Inc. (AHI), a holding company established for the acquisition of additional investment in Globe Telecom's non-core business. AHI holds 100% of Adspark Inc. (AI), an advertising company. AI holds 100% of Socialytics Inc. (Socialytics), a social media marketing firm. On September 1, 2021, AHI acquired 100% of Techgroowers, Inc., a company engaged in data- and software-related services through the utilization of telecommunications facilities. On March 22, 2022, the SEC approved the amendment of Techgroowers' articles of incorporation which effectively changes its corporate name to M360, Inc., as well as its primary purpose which is to engage in the business of application-to-person (A2P) messaging.

On February 4, 2020, GCVHI incorporated 917Ventures, Inc. as a holding company for GCVHI's business incubators.

On December 1, 2022, AHI acquired 49% and 51% of outstanding shares of Inquiro from 917Ventures, Inc. and Jerusalem Ventures Holdings Inc. (JVHI), respectively. The acquisition increased Globe's ownership interest from 49% to 100% and was accounted for as an acquisition of a subsidiary. Inquiro was incorporated to provide data management and other data-related services, through the utilization of telecommunication facilities.

On February 14, 2023, the SEC approved the amendment of AHI's articles of incorporation which effectively change its corporate name to Brave Connective Holdings, Inc. (BCHI).

On June 5, 2023, 917Ventures, Inc. incorporated its wholly owned subsidiary Slyce Digital, Inc. to engage in the business of developing, marketing, advertising, managing, and operating technology platforms.



1.11 Bayan Telecommunications Inc. (BTI) and Subsidiaries

Globe owns 99% of BTI, a stock corporation organized under the laws of the Philippines and enfranchised under RA No. 11503 and its related laws to render domestic and international telecommunications services. BTI is a facilities-based provider of data services and fixed-line telecommunications.

BTI's subsidiaries are: Radio Communications of the Philippines, Inc. (RCPI), Telecoms Infrastructure Corp. of the Philippines (Telicphil), Sky Internet, Incorporated (Sky Internet), GlobeTel Japan (formerly BTI Global Communications Japan, Inc.), and NDTN Land, Inc. (NLI), (herein collectively referred to as "BTI Group").

1.12 TaoDharma Inc. (Tao)

Globe Telecom owns 67% of Tao, an entity incorporated and registered under the laws of the Philippines. Tao operates and maintains retail stores in strategic locations within the Philippines that sells telecommunications or internet-related services, and devices, gadgets and accessories.

1.13 GTowers Inc (GTowers)

On August 17, 2018, GTowers was incorporated as a wholly owned subsidiary of Globe Telecom. GTowers is still under pre-operating stage as of reporting date.

1.14 Yondu, Inc. and Subsidiaries

Globe Telecom owns 100% of Yondu an entity engaged in the development and creation of wireless products and services accessible through mobile devices or other forms of communication devices. It also provides internet and mobile value-added services, information technology and technical services including software development and related services. Yondu is registered with the Department of Transportation and Communication (DOTC) as a content provider.

Yondu holds 100% of Rocket Search, Inc. (formerly Yondu Software Labs, Inc.), a company primarily engaged in providing information technology (IT) products and services and engaged in IT placement services.

On December 15, 2022, Yondu acquired the ownership of Third Pillar Business Applications, Inc. (TPBAI) and Subsidiaries and CaelumPacific and Subsidiaries from GTI, a wholly-owned subsidiary of Globe Telecom.

On October 28, 2024, Yondu sold its ownership of CaelumPacific and Subsidiaries to GTI, a wholly-owned subsidiary of Globe Telecom.



Third Pillar Business Applications, Inc. (TPBAI)

On August 17, 2020, GTI entered into a Share Purchase Agreement for the acquisition of 67% of TPBAI. TPBAI, a corporation organized under the laws of the Philippines, is engaged in systems integration, license reselling, and data management services.

Third Pillar Global Delivery Center Inc. (TPGDC) is a wholly owned subsidiary of TPBAI that is engaged in software implementation and maintenance services and the outsourcing arm of TPBAI.

On January 1, 2022, TPBAI incorporated Third Pillar Asia Pacific Pte. Ltd. (TPAPPL), a wholly owned subsidiary organized under the laws of Singapore, as part of TPBAI's expansion to Asia Pacific.

On December 15, 2022, the ownership of TPBAI and Subsidiaries was transferred from GTI to Yondu, Inc., a wholly-owned subsidiary of Globe Telecom.

On July 8, 2024, the Board of Directors approved Yondu's additional capital infusion amounting to ₱20.00 million, which further increased Yondu's ownership to 85%.

1.15 Electronic Commerce Payments, Inc. (ECPay)

On October 25, 2019, Globe Telecom acquired 77% ownership of ECPay. ECPay is primarily engaged in the business of providing IT and e-commerce solutions, including, but not limited to, prepaid phone and internet products, bills payments and others.

On September 29, 2023, Globe Telecom entered into a Share Purchase Agreement with Globe Fintech Innovations, Inc. (Mynt) for the sale of Globe's 77% investment in ECPay for a total consideration of ₱2,310.00 million. The closing of the transaction and actual transfer of ownership is still subject to the Philippine Competition Commission (PCC) approval. On September 29, 2023, Globe Telecom ceased to consolidate ECPay as certain terms and conditions in the Share Purchase Agreement constrained Globe's exposures and rights to variable returns. At the date of deconsolidation, the fair value of the Globe's interest in ECPay amounting to ₱2,310.00 million has been reclassified to Assets held-for-sale under the current assets section in Globe's consolidated statement of financial position. Accordingly, resulting gain was recognized in the consolidated statements of comprehensive income amounting to ₱76.67 million in 2023. (See [Note 14.2](#))



2 Summary of Material Accounting Policies

2.1 Basis of Preparation and Presentation

The consolidated financial statements of Globe Telecom, Inc. and its subsidiaries, collectively referred to as "Globe", have been prepared under the historical cost convention method, except for:

- certain financial instruments carried at fair value;
- certain financial instruments and lease liabilities carried at amortized cost;
- inventories carried at net realizable value;
- investments in joint ventures in which equity method of accounting is applied; and,
- retirement benefit obligation measured at the present value of the defined benefit obligation net of the fair value of the plan assets.

The classification of accounts are consistent across all periods, except for certain accounts in prior years that were reclassified to align with the current year's presentation. For material reclassifications, additional disclosures are provided to describe the nature and impact of the reclassifications in all the periods affected.

The consolidated financial statements of Globe are presented in Philippine Peso (₱), which is Globe Telecom's functional currency, and rounded to the nearest thousands, except when otherwise indicated.

On February 6, 2025, the BOD approved and authorized the release of the consolidated financial statements of Globe Telecom, Inc. and its subsidiaries as of December 31, 2024 and 2023 and each of the three years in the period ended December 31, 2024.

2.2 Statement of Compliance

The consolidated financial statements of Globe have been prepared in accordance with Philippine Financial Reporting Standards (PFRS) Accounting Standards, which comprise the following authoritative literature:

- PFRS Accounting Standards,
- PAS Standards, and
- Interpretations issued by the International Financial Reporting Interpretations Committee (IFRIC), Philippine Interpretations Committee (PIC), and Standing Interpretations Committee (SIC) as approved by the Financial and Sustainability Reporting Standards Council (FSRSC) and the Board of Accountancy, and adopted by the Securities and Exchange Commission (SEC).



2.3 Composition of the Group

The accompanying consolidated financial statements include the accounts of Globe Telecom and the following subsidiaries:

Name of Subsidiary	Place of Incorporation ⁷	Principal Activity	Parent Company's Percentage of Ownership	
			2024	2023
Innove	Philippines	Wireline voice and data communication services	100%	100%
GTI	Philippines	Holding company	100%	100%
GTIC	United States	Wireless and data communication services	100%	100%
GTHK	Hong Kong	Marketing and distribution company	100%	100%
GTSG	Singapore	Wireless and data communication services	100%	100%
GTEU	United Kingdom	Holding company	100%	100%
Caelum Pacific ⁴	Philippines	Technical and IT consulting services	88%	-
Caelum US ⁴	United States	Holding company	100%	-
Caelum Northwest ^{1,4}	United States	Cloud software development and consulting services	100%	-
Globe STT GDC ⁸	Philippines	Data center management	50%	50%
KVI	Philippines	Venture capital company	100%	100%
FPSI ¹	Philippines	E-book solutions	40%	40%
KCCL	Cayman Islands	Management of capital investment funds	100%	100%
KVCL	Cayman Islands	Management of capital investment funds	65%	65%
KHCL ⁶	Cayman Islands	Management of capital investment funds	100%	-
AAAL	Cayman Islands	Management of capital investment funds	100%	100%
Asticom	Philippines	Support and shared services provider	100%	100%
ABSI	Philippines	Support and shared services provider	100%	100%
HGX	Philippines	Human capital management services	100%	100%
FINSI	Philippines	Support and industry specific solutions	100%	100%
BRAD	Philippines	Warehouse and logistics	100%	100%
ACQR	Philippines	Support and shared services provider	100%	100%
GCVHI	Philippines	Holding Company	100%	100%
917V	Philippines	Venture capital company	100%	100%
Slyce ²	Philippines	Management of technology platforms	100%	100%
BCHI ⁵	Philippines	Holding company	100%	100%
AI	Philippines	Advertising company	100%	100%
Socialytics	Philippines	Advertising company	100%	100%
M360	Philippines	A2P messaging	100%	100%
Inquiro	Philippines	Data management services	100%	100%
BTI	Philippines	Wireline voice and data communication services	99%	99%
RCPI	Philippines	Wireline communication services	91%	91%
Telicphil ¹	Philippines	Telco equipment administration and maintenance	58%	58%
Sky Internet	Philippines	Data communication services	100%	100%
GlobeTel Japan	Japan	Wireless and data communication services	100%	100%
NLI	Philippines	Land holding company	70%	70%
Tao	Philippines	Distribution company	67%	67%
GTowers Inc.	Philippines	Tower company	100%	100%
Yondu	Philippines	Information technology and software development	100%	100%
Rocket Search	Philippines	Information technology and software development	100%	100%
TPBAI	Philippines	Data management services	85%	67%
TPGDC	Philippines	Support and shared services provider	100%	100%
TPAPPL	Singapore	Data management services	100%	100%
Caelum Pacific ⁴	Philippines	Technical consulting and IT related services	-	88%
Caelum US ⁴	United States	Holding Company	-	100%
Caelum Northwest ^{1,4}	United States	Cloud software development and consulting services	-	100%
EC Pay ³	Philippines	Information technology and electronic services	77%	77%

¹ Ceased operations

² Incorporated in 2023

³ Included under Assets classified as held for sale in 2024 and 2023

⁴ Transferred to GTI in 2024

⁵ Formerly under AHI in 2023

⁶ Incorporated in 2024

⁷ Same with principal place of business

⁸ Deconsolidated in 2022



2.4 Business Combination and Goodwill

Acquisitions of businesses are accounted for using the acquisition method. The consideration transferred in a business combination is measured at fair value, which is calculated as the sum of the acquisition-date fair values of the assets transferred by Globe, liabilities incurred by Globe to the former owners of the acquiree and the equity interest issued by Globe in exchange for control of the acquiree. Acquisition related costs are generally recognized in profit or loss as incurred.

At the acquisition date, the identifiable assets acquired and the liabilities assumed are recognized at their fair value except that:

- deferred tax assets or liabilities, and assets or liabilities related to employee benefit arrangements are recognized and measured in accordance with PAS 12, Income Taxes and PAS 19, Employee Benefits, respectively;
- liabilities and equity instruments related to share-based payment arrangements of the acquiree or share-based payment arrangement of Globe entered into to replace share-based payment arrangements of the acquiree are measured in accordance with PFRS 2, Share-based Payment, at the acquisition date; and
- assets (or disposal groups) that are classified as held for sale in accordance with PFRS 5, Non-current assets Held for Sale and Discontinued Operations are measured in accordance with that Standard.

Goodwill is measured as the excess of the sum of the consideration transferred, the amount of any non-controlling interest in the acquiree, and the fair value of the acquirer's previously held equity interest in the acquiree (if any) over the net of the acquisition-date amounts of the identifiable assets acquired and the liabilities assumed. If, after reassessment, the net of the acquisition-date fair value amounts of the identifiable assets acquired and liabilities assumed exceeds the sum of the consideration transferred, the amount of any non-controlling interests in the acquiree and the fair value of the acquirer's previously held interest in the acquiree (if any), the excess is recognized immediately in the consolidated profit or loss as bargain purchase gain.

Goodwill is not amortized but is reviewed for impairment at least annually. For purposes of impairment testing, goodwill is allocated to each of Globe's cash-generating units (CGU) that are expected to benefit from the synergies of the combination. In certain circumstances where it is not possible to complete the initial allocation of the goodwill to a CGU or group of CGUs for impairment purposes before the end of the annual period in which the combination is effected, the goodwill (or part of it) is left unallocated for that period. Goodwill must then be allocated before the end of the first annual period beginning after the acquisition date.

Non-controlling interests that are present ownership interests and entitle their holders to a proportionate share of the entity's net assets in the event of liquidation may be initially measured either at fair value or at the non-controlling interests' proportionate share of the recognized amounts of the acquiree's identifiable net assets. The choice of measurement basis is made on a transaction-by-transaction basis. Other types of non-controlling interest are measured at fair value or, when applicable, on the basis specified in another PFRS.



When the consideration transferred by Globe in a business combination includes assets or liabilities resulting from a contingent consideration arrangement, the contingent consideration is measured at its acquisition-date fair value and included as part of the consideration transferred in a business combination. Changes in the fair value of the contingent consideration that qualify as measurement period adjustments are adjusted retrospectively, with corresponding adjustments against goodwill. Measurement period adjustments are adjustments that arise from additional information obtained during the measurement period (which cannot exceed one year from acquisition date) about facts and circumstances that existed at the acquisition date.

The subsequent accounting for the changes in fair value of the contingent consideration that do not qualify as measurement period adjustments depends on how the contingent consideration is classified. Contingent consideration that is classified as equity is not measured at subsequent reporting dates and its subsequent settlement is accounted for within equity. Contingent consideration that is classified as an asset or a liability is remeasured at subsequent reporting dates in accordance with PFRS 9, Financial Instruments, or PAS 37, Provisions, Contingent Liabilities and Contingent Assets, as appropriate, with the corresponding gain or loss being recognized in profit or loss.

When a business combination is achieved in stages, Globe's previously held equity interest in the acquiree is remeasured to its acquisition-date fair value and the resulting gain or loss, if any, is recognized in profit or loss. Amount arising from interests in the acquiree prior to the acquisition date that have previously been recognized in other comprehensive income are reclassified to profit or loss where such treatment would be appropriate if that interest were disposed of.

If the initial accounting for a business combination is incomplete by the end of the reporting period in which the combination occurs, Globe reports provisional amounts for the items for which the accounting is incomplete. Those provisional amounts are adjusted during the measurement period, or additional assets or liabilities are recognized, to reflect new information obtained about facts and circumstances that existed at the acquisition date that, if known, would have affected the amounts recognized at that date.

2.4.1 Consolidation procedures

The assets, liabilities, income and expense of subsidiaries are consolidated from the date on which control is transferred to the Parent Company and ceases to be consolidated from the date on which control is transferred out of the Parent Company.

The financial statements of the subsidiaries are prepared for the same reporting year as the Parent Company as well as accounting policies for like transactions and other events in similar circumstances. When necessary, adjustments are made to the financial statements of the subsidiaries to bring their accounting policies in line with Globe's accounting policies.

All significant intercompany balances and transactions, including intercompany profits and losses, were eliminated in full during consolidation.

For the purposes of presenting these consolidated financial statements, the assets and liabilities of Globe's foreign operations are translated into Philippine Peso using exchange rates prevailing at the end of each reporting period. Income and expense items are translated at the average exchange rates for the period. Exchange differences arising from the translation, if any, are recognized in other comprehensive income and accumulated in other equity reserves.

On the disposal of a foreign operation, all of the exchange differences accumulated in equity reserves in respect of that operation attributable to the owners of the Company are reclassified to profit or loss.



2.4.2 Determination of control

The Parent Company controls an investee if and only if the Parent Company has:

- power over the investee (i.e., existing rights that give it the current ability to direct the relevant activities of the investee);
- exposure, or rights, to variable returns from its involvement with the investee; and
- the ability to use its power over the investee to affect its returns.

When the Parent Company has less than a majority of the voting or similar rights of an investee, the Parent Company considers all relevant facts and circumstances in assessing whether it has power over an investee, including:

- the contractual arrangement with the other vote holders of the investee;
- rights arising from other contractual arrangements; and
- the Parent Company's voting rights and potential voting rights.

Globe re-assesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control.

2.4.3 Changes in ownership without loss of control

A change in the ownership interest of a subsidiary, without a loss of control, is accounted for as an equity transaction. The carrying amounts of Globe's interests and the non-controlling interests are adjusted to reflect the changes in their relative interest in the subsidiaries. Any difference between the amount by which the non-controlling interest are adjusted and the fair value of the consideration paid or received is recognized directly in equity and attributed to the equity holders of the Parent Company.

2.4.4 Changes in ownership with loss of control

If Globe loses control over a subsidiary, it derecognizes the related assets (including goodwill), liabilities, non-controlling interest and other components of equity while any resulting gain or loss is recognized in profit or loss. Any investment retained is recognized at fair value.



2.5 Financial Instruments

2.5.1 Initial Recognition

Financial instruments are recognized in Globe's consolidated statements of financial position when Globe becomes a party to the contractual provisions of the instrument.

Purchases or sales of financial assets that require delivery of assets within the time frame established by regulation or convention in the marketplace are recognized on the trade date, i.e., the date that Globe commits to purchase or sell the asset.

Financial instruments are recognized initially at fair value. Transaction costs are included in the initial measurement of Globe's financial instruments, except for financial instruments classified at fair value through profit or loss (FVPL).

2.5.2 Classification and Subsequent Measurement of Financial Assets

Globe classifies its financial assets into the following categories: financial assets at FVPL, financial assets at amortized cost and financial assets at fair value through other comprehensive income (FVOCI).

2.5.2.1 Financial assets at FVPL

Globe classifies the following investments as financial assets at FVPL:

- investments in equity securities unless irrevocably elected at initial recognition to be measured at FVOCI;
- investments in debt instruments held within a business model whose objective is to sell prior to maturity or has contractual terms that does not give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding, unless designated as effective hedging instruments under a cash flow hedge;
- investments that contain embedded derivatives; and
- investment in debt instruments designated as financial assets at FVPL at initial recognition.

Financial assets at FVPL are carried at fair value at the end of each reporting period with any resultant gain or loss recognized in profit or loss.

Financial assets classified under this category are disclosed in [Note 31.1](#).

2.5.2.2 Financial assets at amortized cost

Investments in debt instrument, loans, trade and other receivables that are held within a business model whose objective is to collect the contractual cash flows and has contractual cash flows that are solely payments of principal and interest on the principal amount outstanding are classified as financial assets at amortized cost, unless the asset is designated at FVPL under the fair value option.

Subsequent to initial recognition, financial assets classified under this category are measured at amortized cost using effective interest method, less any impairment.

Interest income is recognized by applying the effective interest rate, except for short-term receivables when the effect of discounting is not material.

Financial assets classified under this category are disclosed in [Note 31.1](#).



2.5.2.3 Financial assets at fair value through other comprehensive income

Globe classifies the following investments as financial assets at FVOCI:

- Investments in debt instrument that is held within a business model whose objective is achieved both by collecting contractual cash flows and selling financial assets and has contractual terms that give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding, unless the asset is designated at FVPL under the fair value option;
- Investments in equity securities irrevocably elected to be measured at FVOCI; and
- Derivative designated as effective hedging instruments under cash flow hedges.

Financial assets at FVOCI are carried at fair value at the end of each reporting period. Changes in the carrying amount financial assets at FVOCI arising from movements in fair value are recognized in other comprehensive income and accumulated in other equity reserves. When the investment is disposed of, the cumulative gain or loss previously accumulated in equity reserves is reclassified directly to retained earnings.

Financial assets classified under this category are disclosed in [Notes 31.1](#).

2.5.3 Impairment of Financial Assets and Contract Assets at amortized cost

Globe assesses at end of the reporting date whether a financial asset or group of financial assets is impaired.

Globe recognizes a loss allowance for expected credit losses on investments in debt instruments that are measured at amortized cost, loans, trade receivables and contract assets. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial instrument.

Globe applies the simplified ECL approach and always recognizes lifetime ECL for trade receivables and contract assets. The expected credit losses on these financial assets are estimated based on the characteristics of the product and payment behavior of the subscriber at the reporting date.

For all other financial instruments, Globe recognizes lifetime ECL when there has been a significant increase in credit risk since initial recognition. However, if the credit risk on the financial instrument has not increased significantly since initial recognition, Globe measures the loss allowance for that financial instrument at an amount equal to 12-month ECL.

Lifetime ECL represents the expected credit losses that will result from all possible default events over the expected life of a financial instrument. In contrast, 12-month ECL represents the portion of lifetime ECL that is expected to result from default events on a financial instrument that are possible within 12 months after the reporting date.

Globe measures ECL on an individual basis, or on a collective basis for portfolios of receivables that share similar economic risk characteristics.



Significant increase in credit risk

In assessing whether the credit risk on non-trade receivables has increased significantly since initial recognition, Globe compares the risk of a default occurring on the financial instrument at the reporting date with the risk of a default occurring on the financial instrument at the date of initial recognition. In making this assessment, Globe considers both quantitative and qualitative information that is reasonable and supportable, including historical experience and forward-looking information. The forward-looking information considered includes the future prospects of the industries in which Globe's debtors operate.

In particular, the following information is taken into account when assessing whether credit risk has increased significantly since initial recognition:

- an actual or expected significant deterioration in the financial instrument's credit rating;
- significant deterioration in external market indicators of credit risk for a particular financial instrument;
- existing or forecast adverse changes in business, financial or economic conditions that are expected to cause a significant decrease in the debtor's ability to meet its debt obligations;
- an actual or expected significant deterioration in the operating results of the debtor;
- significant increases in credit risk on other financial instruments of the same debtor;
- an actual or expected significant adverse change in the regulatory, economic, or technological environment of the debtor that results in a significant decrease in the debtor's ability to meet its debt obligations.

Despite the foregoing, Globe assumes that the credit risk on non-trade receivables has not increased significantly since initial recognition if the instrument is determined to have low credit risk at the reporting date. Globe considers a financial asset to have low credit risk when the counterparty has a strong financial position and there is no past due amounts. An instrument is determined to have low credit risk if:

- The financial instrument has a low risk of default,
- The debtor has a strong capacity to meet its contractual cash flow obligations in the near term, and
- Adverse changes in economic and business conditions in the longer term may, but will not necessarily, reduce the ability of the borrower to fulfil its contractual cash flow obligations.

Globe regularly monitors the effectiveness of the criteria used to identify whether there has been a significant increase in credit risk and revises them as appropriate to ensure that the criteria are capable of identifying significant increase in credit risk before the amount becomes past due.

Definition of default

For subscribers receivable and contract assets, Globe considers that default has occurred when the subscriber has been permanently disconnected.

For all other receivables, Globe considers the following as constituting an event of default as historical experience indicates that financial assets that meet either of the following criteria are generally not recoverable:

- when there is a breach of financial covenants by the debtor; or
- information developed internally or obtained from external sources indicates that the debtor is unlikely to pay its creditors, including Globe, in full (without taking into account any collateral held by Globe).



Irrespective of the above analysis, Globe considers that default has occurred when a financial asset is more than 90 days past due unless Globe has reasonable and supportable information to demonstrate that a more lagging default criterion is more appropriate.

Credit-impaired financial assets

A financial asset is credit-impaired when one or more events that have a detrimental impact on the estimated future cash flows of that financial asset have occurred. Evidence that a financial asset is credit-impaired includes observable data about the following events:

- significant financial difficulty of the issuer or the borrower;
- a breach of contract, such as a default or past due event;
- the lender(s) of the borrower, for economic or contractual reasons relating to the borrower's financial difficulty, having granted to the borrower a concession(s) that the lender(s) would not otherwise consider;
- it is becoming probable that the borrower will enter bankruptcy or other financial reorganization; or
- the disappearance of an active market for that financial asset because of financial difficulties.

Write-off policy

Globe writes off a financial asset when there is information indicating that the debtor is in severe financial difficulty and there is no realistic prospect of recovery, (e.g. when the debtor has been placed under liquidation or has entered into bankruptcy proceedings, or when Globe has effectively exhausted all collection efforts). Financial assets written off may still be subject to enforcement activities under Globe's recovery procedures, taking into account legal advice where appropriate. Any recoveries made are recognized in profit or loss.

Measurement and recognition of expected credit losses

The measurement of expected credit losses is a function of the probability of default, loss given default (i.e. the magnitude of the loss if there is a default) and the exposure at default. The assessment of the probability of default and loss given default is based on historical data adjusted by forward-looking information as described above.

As for the exposure at default, this is represented by the assets' gross carrying amount at the reporting date.

The expected credit loss is estimated as the difference between all contractual cash flows that are due to Globe in accordance with the contract and all the cash flows that Globe expects to receive, discounted at the original effective interest rate.

If Globe has measured the loss allowance for a financial instrument at an amount equal to lifetime ECL in the previous reporting period, but determines at the current reporting date that the conditions for lifetime ECL are no longer met, Globe measures the loss allowance at an amount equal to 12-month ECL at the current reporting date, except for assets such as trade receivables and contract assets for which simplified approach was used.

Globe recognizes an impairment gain or loss in profit or loss for all financial instruments with a corresponding adjustment to their carrying amount through a loss allowance account.

2.5.4 Classification of financial liabilities and equity

Debt and equity instruments are classified as either financial liabilities or as equity in accordance with the substance of the contractual arrangements and the definitions of a financial liability and equity instrument.



2.5.4.1 Classification and Subsequent Measurement of Financial liabilities

Globe further classifies its financial liabilities into financial liabilities at FVPL and financial liabilities at amortized cost. The classification depends on the nature and purpose of the financial liability and is determined at the time of initial recognition.

2.5.4.1.1 Financial liabilities at FVPL

This category consists of financial liabilities that were designated by management as FVPL on initial recognition and derivative financial liabilities not designated as effective hedging instruments under cash flow hedges.

Financial liabilities at FVPL are carried in the consolidated statements of financial position at fair value, with changes in fair value recognized in profit or loss.

Financial liabilities classified under this category are disclosed in [Note 31.1](#).

2.5.4.1.2 Financial liabilities at amortized cost

Loans, trade and other payables which are not designated as financial liabilities at FVPL are classified as financial liabilities at amortized cost. Financial liabilities classified under this category are subsequently measured at amortized cost using the effective rate method. Financial liabilities classified under this category are disclosed in [Note 31.1](#).

2.5.4.1.3 Equity instruments

Capital Stock

Capital stock is recognized as issued when the stock is paid for or subscribed under a binding subscription agreement and is measured at par value. The transaction costs incurred as a necessary part of completing an equity transaction are accounted for as part of that transaction and are deducted from additional paid-in capital, net of related income tax benefits.

Additional Paid-in Capital

Additional paid-in capital includes any premium received in excess of par value on the issuance of capital stock.

Capital Securities

Capital Securities are perpetual securities in respect of which there is no fixed redemption date and the redemption is at the option of Globe. Globe also has the sole and absolute discretion to defer payment of any or all of the distribution.

The proceeds received from the issuance of the securities are credited to capital securities account under the equity section of the consolidated statements of financial position. Incremental costs directly attributable to the issuance of capital securities are recognized as a deduction from equity, net of tax.



Treasury Shares

Own equity instruments which are reacquired are carried at cost and deducted from equity. No gain or loss is recognized on the purchase, sale, reissuance or cancellation of the Parent Company's own equity instruments. When the shares are retired, the capital stock account is reduced by its par value and the excess of cost over par value upon retirement is debited to additional paid-in capital to the extent of the specific or average additional paid-in capital when the shares were issued and to retained earnings for the remaining balance.

Retained Earnings

Retained earnings represent accumulated profit attributable to equity holders of the Parent Company after deducting dividends declared. Retained earnings may also include effect of changes in accounting policy as may be required by the standard's transitional provisions.

2.5.5 Derivative Instruments

Derivative financial instruments are initially recognized at fair value on the date on which a derivative contract is entered into and are subsequently measured at fair value. Derivatives are carried as financial assets when the fair value is positive and as financial liabilities when the fair value is negative.

The method of recognizing the resulting gain or loss depends on whether the derivative is designated as a hedge of an identified risk and qualifies for hedge accounting treatment. The objective of hedge accounting is to match the impact of the hedged item and the hedging instrument in the consolidated profit or loss. To qualify for hedge accounting, the hedging relationship must comply with requirements such as the designation of the derivative as a hedge of an identified risk exposure, hedge documentation, probability of occurrence of the forecasted transaction in a cash flow hedge, assessment (both prospective and retrospective bases) and measurement of hedge effectiveness, and reliability of the measurement bases of the derivative instruments.

Upon inception of the hedge, Globe documents the relationship between the hedging instrument and the hedged item, its risk management objective and strategy for undertaking various hedge transactions, and the details of the hedging instrument and the hedged item. Globe also documents its hedge effectiveness assessment methodology, both at the hedge inception and on an ongoing basis, as to whether the derivatives that are used in hedging transactions are highly effective in offsetting changes in fair values or cash flows of hedged items.

Hedge effectiveness is likewise measured, with any ineffectiveness being reported immediately in the consolidated profit or loss.

2.5.5.1 Types of Hedges

Globe designates derivatives which qualify as accounting hedges as either:

- a hedge of the fair value of a recognized fixed rate asset, liability or unrecognized firm commitment (fair value hedge); or
- a hedge of the cash flow variability of recognized floating rate asset and liability or forecasted sales transaction (cash flow hedge).



Fair Value Hedges

Fair value hedges are hedges of the exposure to variability in the fair value of recognized assets, liabilities or unrecognized firm commitments. The gain or loss on a derivative instrument designated as a fair value hedge, as well as the offsetting loss or gain on the hedged item attributable to the hedged risk, are recognized in the consolidated profit or loss in the same accounting period. Hedge effectiveness is determined based on the hedge ratio of the fair value changes of the hedging instrument and the underlying hedged item. When the hedge ceases to be highly effective, hedge accounting is discontinued.

Cash Flow Hedges

A cash flow hedge is a hedge of the exposure to variability in future cash flows related to a recognized asset, liability or a forecasted sales transaction. Changes in the fair value of a hedging instrument that qualifies as a highly effective cash flow hedge are recognized in other comprehensive income and accumulated in other equity reserves. Any hedge ineffectiveness is immediately recognized in the consolidated profit or loss.

If the hedged cash flow results in the recognition of a nonfinancial asset or liability, gains and losses previously recognized in other comprehensive income are transferred from equity and included in the initial measurement of the cost or carrying value of the asset or liability. Otherwise, for all other cash flow hedges, gains and losses initially recognized in equity are transferred to consolidated profit or loss in the same period or periods during which the hedged forecasted transaction or recognized asset or liability affect earnings.

Hedge accounting is discontinued prospectively when the hedge ceases to be highly effective. When hedge accounting is discontinued, the cumulative gains or losses on the hedging instrument that has been recognized in OCI is retained in other equity reserves until the hedged transaction impacts consolidated profit or loss. When the forecasted transaction is no longer expected to occur, any net cumulative gains or losses previously recognized in other equity reserves is immediately reclassified in the consolidated profit or loss.

2.5.6 Other Derivative Instruments Not Accounted for as Accounting Hedges

Certain freestanding derivative instruments that provide economic hedges under Globe's policies either do not qualify for hedge accounting or are not designated as accounting hedges. Changes in the fair values of derivative instruments not designated as hedges are recognized immediately in the consolidated profit or loss.

2.5.7 Offsetting

Financial assets and financial liabilities are offset and the net amount is reported in the consolidated statements of financial position if, and only if, there is a currently enforceable legal right to offset the recognized amounts and there is an intention to settle on a net basis, or to realize the asset and settle the liability simultaneously.



2.5.8 Derecognition of Financial Instruments

2.5.8.1 Financial Asset

Globe derecognizes a financial asset only when the contractual rights to the cash flows from the asset expire or when Globe transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity. If Globe neither transfers nor retains substantially all the risks and rewards of ownership and continues to control the transferred asset, Globe recognizes its retained interest in the asset and an associated liability for amounts it may have to pay. If Globe retains substantially all the risks and rewards of ownership of a transferred financial asset, Globe continues to recognize the financial asset and also recognizes a collateralized borrowing for the proceeds received.

On derecognition of financial asset in its entirety, the difference between the asset's carrying amount and the sum of the consideration received and receivable are recognized in the consolidated profit or loss.

2.5.8.2 Financial Liability

A financial liability is derecognized when the obligation under the liability is discharged, cancelled or expired. On derecognition of financial liabilities, the difference between the carrying amount of the financial liability derecognized and the sum of consideration paid and payable is recognized in the consolidated profit or loss.

Modification of Debt Terms in a Financial Liability

A modification of debt terms may include changes to stated interest rate for the remaining original life of the debt, maturity date or dates, currency denomination, and face amount of the debt, among others.

A substantial modification of the terms in a financial liability is accounted for as an extinguishment of the original liability and recognition of a new liability.

When the modification of debt terms in a financial liability is not substantial, the revised cash flows as a result of the modification should be discounted at the date of the modification at the original effective interest rate. The difference between the carrying amount of the liability immediately before the modification and the sum of the present value of the cash flows of the modified liability discounted at the original EIR should be recognized in profit or loss as a modification gain or loss.

A modification is deemed to be substantial if the net present value of the cash flows under the modified terms, including fees paid or received between the borrower and the lender and fees paid or received by either the borrower or lender on the other's behalf, is at least 10 per cent different from the net present value of the remaining cash flows of the liability prior to the modification, both discounted at the original effective interest rate of the liability prior to the modification.

2.6 Inventories

Inventories are initially measured at cost. Subsequently, inventories are stated at the lower of cost and net realizable value. The costs of inventories are calculated using the moving average method. Net realizable value represents the estimated selling price less all costs necessary to make the sale.



When the net realizable value of the inventories is lower than the cost, Globe provides for an allowance for the decline in the value of the inventory and recognizes the write-down as an expense in the consolidated profit or loss. The amount of any reversal of any write-down of inventories, arising from an increase in net realizable value, is recognized as a reduction in the amount of inventories recognized as an expense in the period in which the reversal occurs.

2.7 Prepayments

Prepayments represent expenditures not yet incurred but already paid in cash. Prepayments are initially recorded as assets and measured at the amount of cash paid. Prepayments related to acquisition of property and equipment are subsequently capitalized as an item of property and equipment. All other prepayments are subsequently charged to profit or loss as they are consumed in operations or expire with the passage of time.

Prepayments are classified in the consolidated statement of financial position as current assets when the cost of goods or services related to the prepayments are expected to be incurred within one year. Otherwise, prepayments are classified as non-current assets.

2.8 Property and Equipment

Property and equipment are initially measured at cost. The cost of an item of property and equipment comprises:

- its purchase price, including import duties and non-refundable purchase taxes, after deducting trade discounts and rebates;
- any costs directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management; and
- the initial estimate of the future costs of dismantling and removing the item and restoring the site on which it is located.

The cost of self-constructed assets includes the cost of materials and direct labor, any other costs directly attributable to bringing the assets to a working condition for their intended use, the costs of dismantling and removing the items and restoring the site on which they are located, and borrowing costs on qualifying assets.

Major spare parts and stand-by equipment qualify as property and equipment when Globe expects to use them during more than one period. Similarly, if the spare parts and servicing equipment can be used only in connection with an item of property and equipment, they are accounted for as property and equipment.

At the end of each reporting period, items of property and equipment are carried at cost less any subsequent accumulated depreciation and impairment losses.

Subsequent expenditures relating to an item of property and equipment that have already been recognized are added to the carrying amount of the asset when it is probable that future economic benefits, in excess of the originally assessed standard of performance of the existing asset, will flow to Globe. All other subsequent expenditures are recognized as expenses in the period in which those are incurred.



Depreciation is computed on the straight-line method based on the estimated useful lives (EUL) of the assets as follows:

	Years
Telecommunications equipment:	
Tower	20
Switch	7-10
Outside plant, cellsite structures and improvements	10-20
Distribution dropwires and other wireline asset	2-10
Cellular equipment and others	3-15
Buildings	20-25
Cable systems (including IRUs)	5-20
Office equipment	3-7
Transportation equipment	3-5

Leasehold improvements are amortized over the shorter of their EUL or the corresponding lease terms.

The EUL of property and equipment are reviewed annually based on expected asset utilization or expected future technological developments and market behavior including shift in subscribers' requirements.

Assets in the course of construction are carried at cost, less any recognized impairment loss. These are transferred to the appropriate asset account, based on management's judgment on asset identifiability and separability, when the construction or installation and the related activities necessary to prepare the asset for their intended use are complete, and the asset are ready for service. Depreciation of these assets, on the same basis as other property and equipment, commences at the time the assets are ready for their intended use.

An item of property and equipment is derecognized upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Gain or loss arising on the disposal or retirement of an asset is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognized in the consolidated profit or loss.

Assets Held for Sale (AHFS)

An assets is classified as held for sale if its carrying amount will be recovered principally through a sale transaction rather than through continuing use. This condition is regarded as met only when the sale is highly probable and the asset is available for immediate sale in its present condition.

A sale is considered highly probable if:

- the appropriate level of management is committed to a plan to sell the asset;
- an active program to locate a buyer and complete the plan have been initiated;
- the asset is actively marketed for sale at a price that is reasonable in relation to its current fair value; and
- the sale is expected to qualify for recognition as a completed sale within one year from the date of classification, and actions required to complete the plan indicate that it is unlikely that significant changes to the plan will be made or that the plan will be withdrawn.



Certain events or circumstances may extend the period to complete the sale beyond one year. Provided that the delay is caused by events or circumstances beyond Globe's control and there is sufficient evidence that Globe remains committed to its plan to sell the asset, such extension does not preclude an asset from being classified as held for sale.

Assets classified as held for sale are not depreciated. Instead, these are measured at lower of carrying amount and fair value less cost to sell.

Assets and liabilities classified as held for sale are presented separately as current items in the consolidated statement of financial position.

Globe assesses whether the disposal group is a discontinued operation and presents it separately in the profit or loss. A discontinued operation is a component that either has been disposed of, or is classified as held for sale, and:

- represents a separate major line of business or geographical area of operations,
- is part of a single coordinated plan to dispose of a separate major line of business or geographical area of operations or
- is a subsidiary acquired exclusively with a view to resale.

2.9 Intangible Assets

Intangible assets acquired separately

Intangible assets with finite useful lives that are acquired separately are initially recognized at cost. Subsequent to initial recognition, intangible assets with finite useful lives are carried at cost less accumulated amortization and accumulated impairment losses. Amortization is recognized on a straight-line basis over their EUL. The EUL and amortization method are reviewed at the end of each reporting period, with the effect of any changes in estimate being accounted for on a prospective basis.

Internally-generated intangible assets

An internally-generated intangible asset arising from development (or from the development phase of an internal project) is recognized if, and only if, all of the following conditions have been demonstrated:

- technical feasibility of completing the intangible asset so that it will be available for use or sale;
- intention to complete the intangible asset and use or sell it;
- ability to use or sell the intangible asset;
- how the intangible asset will generate probable future economic benefits;
- availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset; and
- ability to measure reliably the expenditure attributable to the intangible asset during its development.

The amount initially recognized for internally-generated intangible assets is the sum of the expenditure incurred from the date when the intangible asset first meets the recognition criteria listed above. Where no internally-generated intangible asset can be recognized, development expenditure is recognized in the consolidated profit or loss in the period in which it is incurred.

Subsequent to initial recognition, internally-generated intangible assets are reported at cost less accumulated amortization and accumulated impairment losses, on the same basis as intangible assets that are acquired separately.



Intangible assets acquired in a business combination

Intangible assets acquired in a business combination and recognized separately from goodwill are recognized initially at their fair value at the acquisition date (which is regarded as their cost).

Subsequent to initial recognition, intangible assets acquired in a business combination are reported at cost less accumulated amortization and accumulated impairment losses, on the same basis as intangible assets that are acquired separately.

Amortization of intangible asset is computed based on the EUL of the assets below:

	Years
Software	3-10
Spectrum and franchise	10-59
Customer contracts	4
Merchant networks	4-21

Derecognition of Intangible assets

Intangible assets are derecognized upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Gain or loss arising on the disposal or retirement of an asset is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognized in the consolidated profit or loss.

2.10 Investments in Joint Venture

A joint venture (JV) is a type of joint arrangement whereby the parties that have joint control of the arrangement have rights to the net assets of the joint venture. Joint control is the contractually agreed sharing of control of an arrangement, which exists only when decisions about the relevant activities require unanimous consent of the parties sharing control.

The considerations made in determining joint control are similar to those necessary to determine control over subsidiaries.

Investments in JV are measured initially at cost. Subsequent to initial recognition, Globe's investments in its JV are accounted for using the equity method. Under the equity method, the investments in JV are carried in the consolidated statements of financial position at cost plus post-acquisition changes in Globe's share in net assets of the JV, less any allowance for impairment losses. The consolidated profit or loss includes Globe's share in the results of operations of its JV. Distributions received from the JV reduce the carrying amount of the investments in JV. Any change in OCI of those investees is presented as part of Globe's OCI. In addition, where there has been a change recognized directly in the equity of the JV, Globe recognizes its share of any changes and presents this, when applicable, directly in equity.

When the share of losses recognized under the equity method has reduced the investment to zero, Globe shall discontinue recognizing its share of further losses and apply it to other interests that, in substance, form part of Globe's net investment in the JV. If the JV subsequently reports profits, Globe will resume recognizing its share of those profits only after its share of the profits equal the share in losses not recognized.

The financial statements of the joint venture are prepared for the same reporting period as Globe.



Globe discontinues the use of the equity method from the date when the investment ceases to be a joint venture. When Globe retains an interest in the former joint venture and the retained interest is a financial asset, Globe measures the retained interest at fair value at that date and the fair value is regarded as its new carrying amount. The difference between the carrying amount of the joint venture at the date the equity method was discontinued, and the fair value of any retained interest and any proceeds from disposing of a part interest in the joint venture is recognized in the consolidated profit or loss. In addition, Globe accounts for all amounts previously recognised in other comprehensive income in relation to that joint venture on the same basis as would be required if that joint venture had directly disposed of the related assets or liabilities.

When Globe reduces its ownership interest in a joint venture but Globe continues to use the equity method, Globe derecognizes the portion of the carrying amount of the investment that was disposed of. The difference between the amount of investment derecognized and any proceeds from disposing of a part interest in the joint venture is included in the determination of the gain or loss on disposal of the joint venture.

Globe's interest in a joint venture may also be reduced other than by an actual disposal. Such a reduction in interest, which is commonly referred to as a deemed disposal, may arise for a number of reasons, including:

- the investor does not take up its full allocation in a rights issue by the joint venture;
- the joint venture declares scrip dividends which are not taken up by the investor so that its proportional interest is diminished;
- another party exercises its options or warrants issued by the joint venture; or
- the joint venture issues shares to third parties.

Globe accounts for a deemed disposal on the same basis as a regular disposal. Any resulting gain or loss on deemed disposal is recognized in the consolidated profit or loss.

Venture capital exemption

At initial recognition, Globe, through venture capital subsidiary, may elect to measure its investments in joint ventures at FVPL. Subsequent to the initial recognition, investments in joint ventures at FVPL are carried at fair value with any resultant gain or loss recognized in profit or loss.

2.11 Impairment of Nonfinancial Assets

At the end of each reporting period, Globe assesses whether there is any indication that any of its tangible and intangible assets with finite useful lives may have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss, if any.

When it is not possible to estimate the recoverable amount of an individual asset, Globe estimates the recoverable amount of the cash-generating unit to which the asset belongs. When a reasonable and consistent basis of allocation can be identified, assets are also allocated to individual cash-generating units, or otherwise they are allocated to the smallest group of cash-generating units for which a reasonable and consistent allocation basis can be identified.

Goodwill, intangible assets with indefinite useful lives and intangible assets not yet available for use are tested for impairment annually and whenever there is an indication that the asset may be impaired.



At the time of impairment testing a cash-generating unit to which goodwill has been allocated, there may be an indication of an impairment of an asset within the unit containing the goodwill. In such circumstances, the asset is tested for impairment first, and an impairment loss is recognized for that asset before testing for impairment the cash-generating unit containing the goodwill.

Recoverable amount is the higher of fair value less costs to sell and value-in-use. In assessing value-in-use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset or cash-generating unit is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognized as an expense. Impairment losses recognized in respect of CGUs are allocated first to reduce the carrying amount of any goodwill allocated to the units, and then to reduce the carrying amounts of the other assets in the unit (group of units) on a pro rata basis.

Impairment losses recognized in prior periods are assessed at the end of each reporting period for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortization, if no impairment loss had been recognized. A reversal of an impairment loss is recognized as income. Impairment losses relating to goodwill cannot be reversed in future periods.

2.12 Provisions

Provisions are recognized when Globe has a present obligation, either legal or constructive, as a result of a past event and it is probable that Globe will be required to settle the obligation through an outflow of resources embodying economic benefits, and the amount of the obligation can be estimated reliably.

The amount of the provision recognized is the best estimate of the consideration required to settle the present obligation at the end of each reporting period, taking into account the risks and uncertainties surrounding the obligation. A provision is measured using the cash flows estimated to settle the present obligation; its carrying amount is the present value of those cash flows.

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, the receivable is recognized as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

Provisions are reviewed at end of each reporting period and adjusted to reflect the current best estimate.

If it is no longer probable that a transfer of economic benefits will be required to settle the obligation, the provision should be reversed.

2.13 Revenue Recognition

Revenue is measured based on the consideration specified in an arrangement with the customer, net of any amounts collected on behalf of third parties. Globe recognizes revenue upon transfer of control of a product or service to a customer.

In arrangements where another party is involved in providing the services, Globe assesses whether the nature of its promise in the arrangement is to provide the specified services itself or to arrange



for those services to be provided by the other party. If the promise in an arrangement is to provide the services itself, Globe recognizes the service revenue at gross amount of consideration, with the amount remitted to the other party being recognized as expense. However, if the promise is to simply arrange for those services to be provided by the other party, Globe recognizes service revenues equivalent only to the extent of fees or commission to which it expects to be entitled in exchange for arranging the services.

Globe recognizes revenues from the following sources:

- Mobile services provided to subscribers at prepaid or postpaid arrangements such as Short Messaging Services (SMS), voice, data communication, and other value added services (Note 2.13.1);
- Wireline services provided to subscribers under subscription arrangements such as, voice, corporate communication, and home broadband internet (Note 2.13.1);
- Inbound traffic originating from other telecommunications providers that terminates at Globe's network (Note 2.13.2);
- Inbound roaming due from foreign carriers (Note 2.13.3);
- Postpaid wireless communication services bundled with sale of handsets and other devices (Note 2.13.4);
- Postpaid wireline communication services bundled with equipment installation services (Note 2.13.5);
- Leases, interests and management fees (Note 2.13.7).

2.13.1 Mobile, broadband and corporate data services

Monthly service fees from mobile and wireline services under postpaid subscriptions are recognized as service revenues throughout the subscription period.

Proceeds from over-the-air reloading channels and sale of prepaid cards are initially recognized as deferred revenues. These are eventually credited to service revenues upon actual usage of load value. Any unused remaining load value after the prescribed validity period are immediately recognized as service revenue.

Subscription to promotional offer of SMS, voice, data communication, broadband internet, and other services, are recognized as service revenue over the promotional period.

Globe also provides corporate data services which include end-to-end data solutions customized according to the needs of businesses to various customers. Similarly, monthly service fees from corporate data services are recognized as revenues over time in the period the services are rendered.

2.13.2 Inbound traffic

Inbound traffic originating from other telecommunications providers that terminates at Globe's network are recognized as service revenues in the period the inbound traffic occurred based on agreed rates with the other telecommunication providers.

2.13.3 Inbound roaming services

Service revenues from foreign carriers for inbound roaming transactions at Globe's network are recognized in the period the inbound roaming connection is provided.

2.13.4 Postpaid mobile services and sale of mobile handsets and other devices

Globe provides postpaid wireless communication services which are bundled with sale of mobile handsets and other devices. The postpaid wireless communication services and the sale of devices



are considered two separate performance obligations which are capable of being distinct and separately identifiable. Globe allocates the contract consideration between the two performance obligations based on their corresponding relative stand-alone selling prices (SSP). The stand-alone selling prices are determined based on the expected cost plus margin or adjusted market approach. The amount allocated to the postpaid wireless communication service is recognized as service revenue over the period of subscription. Any amount allocated to the sale of device is immediately recognized as non-service revenue upon delivery of the item. Contract assets are recognized for the unbilled portion of the consideration allocated to the sale of devices which are subsequently reduced as the monthly service fees are billed to the subscribers.

2.13.5 Postpaid subscription to wireline services and equipment installation services

Globe provides equipment installation services which are bundled with postpaid wireline services. The promise to install the equipment is not considered as a distinct service from the postpaid wireline service since the subscriber may not be able to benefit from the installation services without the availability of the postpaid wireline services. Accordingly, the two services are deemed as one performance obligation.

Service revenues from the equipment installation and postpaid wireline services are recognized over time throughout the period of subscription. Outright payments received from the installation services are initially recognized as contract liabilities and subsequently credited to service revenues over the period of subscription.

2.13.6 Globe Rewards

Globe operates Globe Rewards Program through which subscribers accumulate points upon purchase of certain products and services. The Globe Rewards points may be redeemed in the form of mobile promos, bill rebates, gadgets and gift certificates, or use the earned points as cash at partner stores. The promise to provide free products and rebates to the subscribers give rise to a performance obligation that is distinct and separately identifiable. Accordingly, Globe allocates a portion of the transaction price from its service revenues to Globe Rewards points awarded to subscribers based on its relative stand-alone selling price and the estimated number of points that will be eventually redeemed. The stand-alone selling price per point is estimated based on the discount or free products to be given when the points are redeemed by the subscriber. Amounts allocated to Globe Rewards points are initially recognized as deferred revenues and subsequently credited as service revenues either upon redemption of points or upon expiration.

2.13.7 Deferred contract costs

Costs to obtain contracts with customers that would not have been incurred if the contracts were not obtained are recognized as deferred contract costs. Deferred contract costs are subsequently recognized as expense on a straight-line basis over the contract period.

Costs to obtain contracts with customers that would have been incurred irrespective of whether the contract were obtained are immediately recognized as expense.

Costs incurred to fulfill a contract are capitalized as deferred contract costs if all of the following conditions are met:

- The costs relate directly to a contract or to an anticipated contract that Globe can specifically identify;
- The costs generate or enhance resources of Globe that will be used in satisfying performance obligation in the future; and
- The costs are expected to be recovered.



2.14 Staff Costs

2.14.1 Short-term benefits

Globe recognizes a liability net of amounts already paid and an expense for services rendered by employees during the accounting period. A liability is also recognized for the amount expected to be paid under short-term cash bonus or profit sharing plans if Globe has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

Short-term employee benefit obligations are measured on an undiscounted basis and are expensed as the related service is provided.

2.14.2 Post Employment benefits

Globe has a funded non-contributory defined benefit retirement plan. For the defined benefit retirement plan, the cost of providing benefits is determined using the projected unit credit method, with actuarial valuations being carried out at the end of each annual reporting period. Remeasurements, comprising actuarial gains and losses, the effect of the changes to the asset ceiling (if applicable) and the return on plan assets (excluding interest), is reflected immediately in the consolidated statements of financial position with a charge or credit recognized in other comprehensive income in the period in which they occur. Past service cost is recognized in the consolidated profit or loss in the period of a plan amendment. Net interest is calculated by applying the discount rate at the beginning of the period to the net defined benefit liability or asset.

Defined benefit costs are categorized as follows:

- Service cost (including current service cost, past service cost, as well as gains and losses on curtailments and settlements)
- Net interest expense or income
- Remeasurement

Globe presents service cost and interest in the consolidated profit or loss in the line item pension costs and finance cost, respectively. Curtailment gains and losses are accounted for as past service costs.

The retirement benefit obligation recognized in the consolidated statements of financial position represents the present value of the defined benefit obligation as reduced by the fair value of plan assets.

Plan assets are assets held by a long-term employee benefit fund. Plan assets are not available to the creditors of Globe, nor can they be paid directly to Globe. Fair value of plan assets is based on market price information.

2.15 Share-based Payment Transactions

The cost of equity-settled transactions with employees and directors is measured by reference to the fair value at the date at which they are granted. In valuing equity-settled transactions, vesting conditions, including performance conditions, other than market conditions (conditions linked to share prices), shall not be taken into account when estimating the fair value of the shares or share options at the measurement date. Instead, vesting conditions are taken into account in estimating the number of equity instruments that will vest.

The cumulative expense recognized for equity-settled transactions at each reporting date until the vesting date reflects the extent to which the vesting period has expired and the number of awards that, in the opinion of the management of Globe at that date, based on the best available estimate of the number of equity instruments, will ultimately vest.



2.16 Borrowing Costs

Borrowing costs are capitalized if these are directly attributable to the acquisition, construction or production of a qualifying asset. Capitalization of borrowing costs commences when the activities for the asset's intended use are in progress and expenditures and borrowing costs are being incurred. Borrowing costs are capitalized until the assets are ready for their intended use. Borrowing costs include interest charges and other related financing charges incurred in connection with the borrowing of funds, as well as exchange differences arising from foreign currency borrowings used to finance these projects to the extent that they are regarded as an adjustment to interest costs.

Other borrowing costs are recognized as expense in the period in which these are incurred.

2.17 Leases

2.17.1 Globe as Lessee

Globe assesses whether a contract is or contains a lease, at inception of the contract. Globe recognizes a right of use asset and a corresponding lease liability with respect to all lease arrangements in which it is the lessee, except for short-term leases (defined as leases with a lease term of 12 months or less) and leases of low value assets.

Short-term leases and leases of low value assets

For short-term leases and leases of low value assets, Globe recognizes the lease payments as an operating expense on a straight-line basis over the term of the lease unless another systematic basis is more representative of the time pattern in which economic benefits from the leased assets are consumed.

In identifying the lease term, Globe takes into account the non-cancellable period for which it has the right to use the underlying asset, together with all of the following:

- the periods covered by an enforceable option to extend the lease (if Globe is reasonably certain to exercise that option); and
- the periods covered by an enforceable option to terminate the lease (if Globe is reasonably certain not to exercise that option).

The lease terms in arrangements wherein both the lessor and the lessee has the right to terminate the lease without incurring significant amount of penalty are excluded as part of the non-cancellable period of the lease.

Lease Liabilities

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using Globe's incremental borrowing rate.

Lease payments included in the measurement of the lease liability comprise:

- Fixed lease payments (including in-substance fixed payments), less any lease incentives receivable;
- Variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;
- The amount expected to be payable by the lessee under residual value guarantees;
- The exercise price of purchase options, if the lessee is reasonably certain to exercise the options; and
- Payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

The lease liability is presented as a separate line in the consolidated statement of financial position.



The lease liability is subsequently measured by increasing the carrying amount to reflect interest on the lease liability (using the effective interest method) and by reducing the carrying amount to reflect the lease payments made.

Globe remeasures the lease liability (and makes a corresponding adjustment to the related right of use asset) whenever:

- The lease term has changed or there is a significant event or change in circumstances resulting in a change in the assessment of exercise of a purchase option, in which case the lease liability is remeasured by discounting the revised lease payments using a revised discount rate.
- The lease payments change due to changes in an index or rate or a change in expected payment under a guaranteed residual value, in which cases the lease liability is remeasured by discounting the revised lease payments using an unchanged discount rate (unless the lease payments change is due to a change in a floating interest rate, in which case a revised discount rate is used).
- A lease contract is modified and the lease modification is not accounted for as a separate lease, in which case the lease liability is remeasured based on the lease term of the modified lease by discounting the revised lease payments using a revised discount rate at the effective date of the modification.

Globe reassesses whether it is reasonably certain to exercise an extension option, or not to exercise a termination option, upon the occurrence of either a significant event or a significant change in circumstances that:

- Is within the control of Globe; and
- Affects whether Globe is reasonably certain to exercise an option not previously included in its determination of the lease term, or not to exercise an option previously included in its determination of the lease term.

Globe revises the lease term if there is a change in the non-cancellable period of a lease.

Right of Use Assets

The right of use assets comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement day, less any lease incentives received and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and impairment losses.

Right of use assets are depreciated over the shorter period of lease term and useful life of the underlying asset. The depreciation starts at the commencement date of the lease.

The right of use assets are presented as a separate line in the consolidated statement of financial position.

Globe applies its accounting policy on impairment of non-financial assets in determining whether a right of use asset is impaired and in accounting for any identified impairment loss.



Sale and Leaseback

If Globe (the seller-lessee) transfers the control of an asset to another entity (the buyer-lessor) and leases that asset back from the buyer-lessor, Globe accounts for the transaction as sale and leaseback. Accordingly, Globe derecognizes the carrying amount of the asset sold; measures the lease liabilities arising from the leaseback at the present value of the future lease payments discounted using Globe's incremental borrowing rate; measures the right-of-use asset arising from the leaseback at the proportion of the previous carrying amount of the asset that relates to the right of use retained by the seller-lessee; and recognizes only the amount of any gain or loss that relates to the rights transferred to the buyer-lessor.

2.18 Foreign Currency Transactions

Transactions in currencies other than functional currency of the entities included in Globe are recorded at the rates of exchange prevailing on the dates of the transactions. At the end of each reporting period, monetary assets and liabilities that are denominated in currencies other than the functional currencies of the entities in Globe are retranslated at the rates prevailing at the end of the reporting period. Gains and losses arising on retranslation are included in the consolidated profit or loss for the year. Non-monetary assets and liabilities that are measured in terms of historical cost in a foreign currency are not retranslated.

2.19 Income Tax

Income tax expense represents the sum of the current tax expense and deferred tax.

2.19.1 Current Income Tax

The current tax expense is based on taxable profit for the year. Taxable profit differs from net profit as reported in the consolidated statements of comprehensive income because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible.

2.19.2 Deferred Income Tax

Deferred tax is recognized on temporary differences between the carrying amounts of assets and liabilities in the consolidated financial statements and the corresponding tax bases used in the computation of taxable profit. Deferred tax liabilities are generally recognized for all taxable temporary differences. Deferred tax assets are generally recognized for all deductible temporary differences to the extent that it is probable that taxable profits will be available against which those deductible temporary differences can be utilized. Such deferred tax assets and liabilities are not recognized if the temporary difference arises from the initial recognition (other than in a business combination) of assets and liabilities in a transaction that affects neither the taxable profit nor the accounting profit. In addition, deferred tax liabilities are not recognized if the temporary difference arises from the initial recognition of goodwill.

Deferred tax liabilities are recognized for taxable temporary differences associated with investments in subsidiaries and associates, and interests in joint ventures, except where Globe is able to control the reversal of the temporary difference and it is probable that the temporary difference will not reverse in the foreseeable future. Deferred tax assets arising from deductible temporary differences associated with such investments and interests are only recognized to the extent that it is probable that there will be sufficient taxable profits against which to utilize the benefits of the temporary differences and they are expected to reverse in the foreseeable future.



The carrying amount of deferred tax assets is reviewed at the end of each reporting period and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered.

Deferred tax liabilities and assets are measured at the tax rates that are expected to apply in the period in which the liability is settled or the asset realized, based on tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period.

Current tax and deferred tax for the year are recognized in the consolidated profit or loss, except when they relate to items that are recognized in other comprehensive income or directly in equity, in which case, the current and deferred tax are also recognized in other comprehensive income or directly in equity respectively. Where current tax or deferred tax arises from the initial accounting for a business combination, the tax effect is included in the accounting for the business combination.

2.20 EPS

Basic EPS is computed by dividing net income attributable to common stock by the weighted average number of common shares outstanding, after giving retroactive effect for any stock dividends, stock splits or reverse stock splits during the period.

Diluted EPS is computed by dividing net income attributable to common shareholders by the weighted average number of common shares outstanding during the period, after giving retroactive effect for any stock dividends, stock splits or reverse stock splits during the period, and adjusted for the effect of dilutive options and dilutive convertible preferred shares. Outstanding stock options will have a dilutive effect under the treasury stock method only when the average market price of the underlying common share during the period exceeds the exercise price of the option. If the required dividends to be declared on convertible preferred shares divided by the number of equivalent common shares, assuming such shares are converted, would decrease the basic EPS, then such convertible preferred shares would be deemed dilutive. Where the effect of the assumed conversion of the preferred shares and the exercise of all outstanding options have anti-dilutive effect, basic and diluted EPS are stated at the same amount.

2.21 Fair Value Measurement

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

- In the principal market for the asset or liability, or
- In the absence of a principal market, in the most advantageous market for the asset or liability.

The principal or the most advantageous market must be accessible to Globe.

The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

Globe uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximizing the use of relevant observable inputs and minimizing the use of unobservable inputs.



All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorized within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- Level 1 - Quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2 - Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3 - Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

For the purpose of fair value disclosures, Globe has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy as explained above (see [Note 31.3](#)).

3 Adoption of New Standards, Amendments to Standards and Interpretations

The accounting policies adopted in the preparation and presentation of the consolidated financial statements are consistent with prior years, except for the effects of the adoption of new and revised accounting standards set out below.

3.1 Adoption of New and Revised Standards Effective January 1, 2024

In the current year, Globe has applied a number of amendments to PFRS and Interpretations issued by International Accounting Standards Board (IASB) that are effective for the annual period that begins on January 1, 2024. The adoption has not had any material impact on the disclosures or on the amounts reported in the consolidated financial statements.

3.1.1 Amendments to PFRS 16 Leases – Lease Liability in a Sale and Leaseback

The amendment to PFRS 16 add subsequent measurement requirements for sale and leaseback transactions that satisfy the requirements in PFRS 15 to be accounted for as a sale. The amendments require the seller-lessee to determine 'lease payments' or 'revised lease payments' such that the seller-lessee does not recognize a gain or loss that relates to the right of use retained by the seller-lessee, after the commencement date.

The amendments do not affect the gain or loss recognized by the seller-lessee relating to the particular or full termination of a lease. Without these new requirements, a seller-lessee may have recognized a gain on the right of use it retains solely because of a remeasurement of the lease liability (for example, following a lease modification or change in the lease term) applying the general requirements in PFRS 16. This could have been particularly the case in a leaseback that includes variable lease payments that do not depend on an index or rate.

The amendments are effective for annual reporting periods beginning on or after January 1, 2024. Earlier application is permitted but required to disclose that fact.

3.1.2 Classification of Liabilities as Current or Non-current Liabilities with Covenants – Amendments to PAS 1

Amendments made to PAS 1 Presentation of Financial Statements in 2020 and 2022 clarify that liabilities are classified as either current or non-current, depending on the rights that exist at the end of the reporting period. Classification is unaffected by the entity's expectations or events after the reporting date (for example, the receipt of a waiver or a breach of covenant that an entity is required to comply with only after the reporting period).



Covenants of loan arrangements will not affect classification of a liability as current or non-current at the reporting date if the entity must only comply with the covenants after the reporting date. However, if the entity must comply with a covenant either on or before the reporting date, this needs to be considered in the classification as current or non-current even if the covenant is only tested for compliance after the reporting date.

The amendments require disclosures if an entity classifies a liability as non-current and that liability is subject to covenants with which the entity must comply within 12 months of the reporting date.

The disclosures include:

- the carrying amount of the liability;
- information about the covenants (including the nature of the covenants and when the entity is required to comply with them); and
- facts and circumstances, if any, that indicate that the entity might have difficulty complying with the covenants.

The amendment did not have any impact on the amounts recognized in prior periods and are not expected to significantly affect the current or future periods.

3.2 *New and Revised Standards Not Yet Effective*

At the date of authorization of these consolidated financial statements, Globe has not applied the following new and revised PFRS that have been issued but are not yet effective. Globe anticipates that the application of these new and revised standards will not have material impact on Globe's consolidated financial statements in future periods, unless otherwise stated.

3.2.1 *Amendments to PAS 21 The Effects of Changes in Foreign Exchange Rates titled Lack of Exchangeability*

The amendments specify how to assess whether a currency is exchangeable, and how to determine the exchange rate when it is not.

The amendments state that a currency is exchangeable into another currency when an entity is able to obtain the other currency within a time frame that allows for a normal administrative delay and through a market or exchange mechanism in which an exchange transaction would create enforceable rights and obligations.

An entity assesses whether a currency is exchangeable into another currency at a measurement date and for a specified purpose. If an entity is able to obtain no more than an insignificant amount of the other currency at the measurement date for the specified purpose, the currency is not exchangeable into the other currency. The assessment of whether a currency is exchangeable into another currency depends on an entity's ability to obtain the other currency and not on its intention or decision to do so.

When a currency is not exchangeable into another currency at a measurement date, an entity is required to estimate the spot exchange rate at that date. An entity's objective in estimating the spot exchange rate is to reflect the rate at which an orderly exchange transaction would take place at the measurement date between market participants under prevailing economic conditions.

The amendments do not specify how an entity estimates the spot exchange rate to meet that objective. An entity can use an observable exchange rate without adjustment or another estimation technique. Examples of an observable exchange rate include:



- A spot exchange rate for a purpose other than that for which an entity assesses exchangeability
- The first exchange rate at which an entity is able to obtain the other currency for the specified purpose after exchangeability of the currency is restored (first subsequent exchange rate).

An entity using another estimation technique may use any observable exchange rate—including rates from exchange transactions in markets or exchange mechanisms that do not create enforceable rights and obligations—and adjust that rate, as necessary, to meet the objective as set out above.

When an entity estimates a spot exchange rate because a currency is not exchangeable into another currency, the entity is required to disclose information that enables users of its financial statements to understand how the currency not being exchangeable into the other currency affects, or is expected to affect, the entity's financial performance, financial position and cash flows.

The amendments are effective for annual reporting periods beginning on or after January 1, 2025, with earlier application permitted. An entity is not permitted to apply the amendments retrospectively. Instead, an entity is required to apply the specific transition provisions included in the amendments.

3.2.2 *PFRS 18 – Presentation and Disclosure in Financial Statements*

PFRS 18 replaces PAS 1, carrying forward many of the requirements in PAS 1 unchanged and complementing them with new requirements. In addition, some PAS 1 paragraphs have been moved to PAS 8 and PFRS 7. Furthermore, the IASB has made minor amendments to PAS 7 and PAS 33 Earnings per Share.

PFRS 18 introduces new requirements to:

- Present specified categories and defined subtotals in the statement of profit or loss
- Provide disclosures on management-defined performance measures (MPMs) in the notes to the financial statements
- Improve aggregation and disaggregation.

An entity is required to apply PFRS 18 for annual reporting periods beginning on or after January 1, 2027, with earlier application permitted. The amendments to PAS 7 and PAS 33, as well as the revised PAS 8 and PFRS 7, become effective when an entity applies PFRS 18. PFRS 18 requires retrospective application with specific transition provisions.

Globe anticipates that the application of these amendments will have an impact on the presentation of Globe's consolidated financial statements in future periods.



4 Management's Significant Accounting Judgments and Use of Estimates and Assumptions

The preparation of the consolidated financial statements in conformity with PFRS requires management to make judgments, estimates and assumptions that affect the amounts reported in the consolidated financial statements and accompanying notes. The judgments, estimates and assumptions used in the consolidated financial statements are based upon management's evaluation of relevant facts and circumstances as of the date of the consolidated financial statements. Actual results could differ from such judgments, estimates and assumptions.

Judgments, estimates and assumptions are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

4.1 Critical Accounting Judgments

4.1.1 Contract Assets on Bundled Products

Globe provides wireless communication services to subscribers which are bundled with handset sales. Based on Globe's assessment, the performance obligations from the wireless communication services and the sale of handsets are both capable of being distinct and separately identifiable. Accordingly, Globe allocates the total contract consideration to the two performance obligations based on their corresponding relative SSP. Contract asset is recognized for any unbilled amount allocated to the revenue from handset sales.

4.1.2 Deferred Contract Costs

Globe incurs certain commissions and installation costs in relation to the service provided to its subscribers. Based on Globe's assessment, these costs are incremental in obtaining and fulfilling its performance obligations. Accordingly, Globe recognizes deferred contracts costs which are amortized as expense throughout the period of the subscription contract.

4.1.3 Determination of Whether Globe is Acting as a Principal or an Agent

Globe offers a full range of value-added services (VAS) such as mobile commerce services, and content streaming and downloading, among others wherein another party is involved in providing such services. In such case, Globe assesses each arrangement and determines whether the nature of its promise is to provide the specified services itself or to arrange for those services to be provided by the other party.

If the promise in an arrangement is to provide the services itself, Globe recognizes the service revenue at gross amount of consideration. Otherwise, Globe recognizes service revenues equivalent only to the extent of fees or commission to which it expects to be entitled in exchange for arranging the services.



4.1.4 Determination of lease term in lease agreements

Globe has certain lease agreements with renewal options, which Globe applied judgment in evaluating its overall lease term. Globe considered financial and operational factors in determining whether it is reasonably certain that these renewal options will be exercised.

4.2 Key Estimation Uncertainties

4.2.1 ECL Impairment on Subscribers Receivables and Contract Assets

When measuring ECL Globe uses reasonable and supportable forward looking information, which is based on assumptions for the future movement of different economic drivers and how these drivers will affect each other. Loss given default is an estimate of the loss arising on default. It is based on the difference between the contractual cash flows due and those that the lender would expect to receive, taking into account cash flows from collateral and integral credit enhancements.

Probability of default constitutes a key input in measuring ECL. Probability of default is an estimate of the likelihood of default over a given time horizon, the calculation of which includes historical data, assumptions and expectations of future conditions.

An increase in ECL rates on subscribers receivables and contract assets would increase the loss allowance recognized in the consolidated profit or loss.

Impairment loss recognized using ECL in 2024 and 2023 on subscribers receivable amounted to ₱2,886.12 million and ₱3,416.76 million (see [Note 6](#)), and contract assets amounted to ₱667.47 million and ₱947.09 million, respectively (see [Notes 7.1](#) and [26](#)).

4.2.2 Determination of SSP in arrangements with multiple performance obligations

In revenue arrangements involving multiple performance obligations, the transaction price is allocated to each separate performance obligation based on the relative SSP of the goods or services being provided to the customer. The best evidence of SSP is the price an entity charges for that good or service when the entity sells it separately in similar circumstances to similar customers. However, goods or services are not always sold separately. In such case, the SSP needs to be estimated or derived by other means.

Globe maximized the use of all available observable inputs and applied the expected cost plus margin or adjusted market approach as the estimation method in determining the SSP of the goods and services in arrangements with multiple performance obligations.

4.2.3 Inventory Obsolescence and Market Decline

Globe, in determining the NRV, considers any adjustment necessary for obsolescence which is generally provided for nonmoving items after a certain period. Globe adjusts the cost of inventory to the recoverable value at a level considered adequate to reflect market decline in the value of the recorded inventories. Globe reviews the classification of the inventories and generally provides adjustments for recoverable values of new, actively sold and slow-moving inventories by reference to prevailing values of the same inventories in the market. In assessing the recoverability of inventories that are bundled with mobile services, Globe also takes into account the total cash flows from the bundled goods and services.

The amount and timing of recorded expenses for any period would differ if different estimates were utilized. An increase in allowance for inventory obsolescence and market decline would decrease the profit for the period, and decrease current assets.

Inventory obsolescence and market decline in 2024, 2023 and 2022 amounted to ₱156.05 million, ₱399.50 million, and ₱245.52 million, respectively (see [Notes 9](#) and [26](#)).



Inventories and supplies, net of allowances, amounted to ₱2,964.81 million and ₱3,388.42 million as of December 31, 2024 and 2023, respectively (see [Note 9](#)).

4.2.4 EUL of Property and Equipment, Intangible Assets and Right of Use Assets

The useful life of each of the item of property and equipment, intangible assets and right of use assets with finite useful lives is estimated based on the period over which the asset is expected to be available for use. Such estimation is based on a collective assessment of industry practice, internal technical evaluation and experience with similar assets and expected asset utilization based on future technological developments, market behavior and limits on legal rights.

It is possible that future results of operations could be materially affected by changes in these estimates brought about by changes in the factors mentioned. A reduction in the EUL of property and equipment, intangible assets and right of use assets would increase the recorded depreciation and amortization expense and decrease noncurrent assets.

The table below presents the carrying values of Globe's property and equipment, intangible assets and right of use assets with finite useful lives as of December 31, 2024 and 2023:

	Notes	2024	2023
<i>(In Thousand Pesos)</i>			
Property and equipment – net*	11	₱254,004,279	₱227,618,631
Right of use assets – net	13	90,464,458	69,538,796
Intangible assets – net	12	18,450,131	21,454,667
		₱362,918,868	₱318,612,094

*Property and equipment – net also excludes Land amounting to ₱1,965.39 million as of December 31, 2024 and 2023

4.2.5 Impairment of Non-financial Assets Other Than Goodwill

Globe performs an impairment review when certain impairment indicators are present.

Determining the recoverable amounts of non-financial assets requires Globe to make estimates and assumptions on the cash flows expected to be generated from those assets. While Globe believes that the assumptions are appropriate and reasonable, significant changes in the assumptions may materially affect the assessment of recoverable values and may lead to impairment charges. Any resulting impairment loss could have a material adverse impact on the financial position and results of operations.

The table below presents the carrying values of Globe's non-financial assets as of December 31, 2024 and 2023:

	Notes	2024	2023
<i>(In Thousand Pesos)</i>			
Property and equipment - net	11	₱352,115,098	₱334,408,653
Right of use assets – net	13	90,464,458	69,538,796
Investments in joint ventures	14	59,368,924	55,335,717
Intangible assets - net (excluding Goodwill)	12	18,450,131	21,638,901
Advance payments to suppliers and contractors	10.1	12,172,430	19,863,873
		₱532,571,041	₱500,785,940



Impairment loss recognized on property and equipment amounted to ₱410.56 million, ₱92.44 million, and nil in 2024, 2023 and 2022, respectively (see [Note 26](#)).

4.2.6 Impairment of Goodwill

Globe's impairment test for goodwill is based on value in use calculations that use a discounted cash flow model. The cash flows of the CGU are derived from the business plan for the next five years and do not include restructuring activities that Globe is not yet committed to or significant future investments that will enhance the asset base of the CGU being tested. The recoverable amount is most sensitive to the discount rate used for the discounted cash flow model as well as the expected future cash inflows and the growth rate used for extrapolation purposes. As of December 31, 2024 and 2023, the carrying value of goodwill amounted to ₱1,680.77 million and ₱1,734.21 million, respectively (see [Note 12](#)).

Impairment loss recognized on goodwill amounted ₱53.43 million and ₱154.61 million and nil in 2024, 2023 and 2022, respectively. (see [Note 26](#)).

4.2.7 Deferred Income Tax Assets

The carrying amounts of deferred income tax assets are reviewed at each reporting date and reduced to the extent that it is no longer probable that sufficient taxable income will be available to allow all or part of the deferred income tax assets to be utilized.

As of December 31, 2024 and 2023, the combined gross deferred tax assets of Globe amounted to ₱38,813.37 million and ₱32,443.48 million, respectively (see [Note 28](#)).

4.2.8 Pension Benefits

The determination of the retirement obligation cost and retirement benefits is dependent on the selection of certain assumptions used by independent actuaries in calculating such amounts. Those assumptions include among others, discount rates and rates of compensation increase. Actual results that differ from the assumptions are charged to other comprehensive income and therefore, generally affect the equity and recorded obligation. While Globe believes that the assumptions are reasonable and appropriate, significant differences in the actual experience or significant changes in the assumptions may materially affect the pension and other retirement obligations.

The net pension liability as of December 31, 2024 and 2023 amounted to ₱2,826.85 million and ₱2,718.31 million, respectively (see [Note 27.1](#)).

4.2.9 Provisions and Contingencies

Globe is currently involved in various legal proceedings and disputes in the ordinary course of business. The estimate of the probable costs for the resolution of these claims has been developed in consultation with internal and external counsel handling Globe's defense in these matters and is based upon an analysis of potential results. Globe believes that sufficient provision has been recognized in the consolidated statements of financial position in relation to these proceedings. It is possible, however, that future financial performance could be materially affected by changes in the estimates or in the strategies relating to these proceedings.

Globe's provisions as of December 31, 2024 and 2023 amounted to ₱3,393.96 million and ₱2,960.99 million, respectively (see [Note 16](#)).



4.2.10 Determination of incremental borrowing rates in lease agreements

Globe entered into various lease agreements where the Right-of-use assets and corresponding lease liabilities were measured at present value at initial recognition at interest rate implicit in the lease, or if not determinable, the incremental borrowing rates. Incremental borrowing rate is the rate that a lessee would have to pay to borrow over a similar term, and with a similar security, the funds necessary to obtain an asset of a similar value to the right of use asset in a similar economic environment.

Globe uses published government bond rates as the risk free input plus a spread adjustment using Globe's credit worthiness.

Lease liabilities amounted to ₱116,107.87 million and ₱88,724.48 million as of December 31, 2024 and 2023, respectively (see [Note 13](#)).

5 Cash and Cash Equivalents

The cash and cash equivalents account consists of the following as of December 31:

	2024	2023
<i>(In Thousand Pesos)</i>		
Cash on hand and in banks	₱6,651,217	₱8,623,614
Short-term money market placements	14,702,442	8,021,463
	₱21,353,659	₱16,645,077

Cash in banks earn interest at respective bank deposit rates.

Short-term money market placements are highly liquid investments that are readily convertible to known amounts of cash which are subject to an insignificant risk of changes in value. Globe classifies an investment as short-term money market placements if that investment has a maturity of three months or less from the date of acquisition.

Interest income from cash and cash equivalents are as follows (see [Note 21](#)):

	2024	2023	2022
<i>(In Thousand Pesos)</i>			
Short-term money market placements	₱567,639	₱374,055	₱130,153
Cash in banks	65,227	75,980	9,650
	₱632,866	₱450,035	₱139,803

The ranges of interest rates of the above placements are as follows:

	2024	2023	2022
Placements:			
PHP	0.001% to 5.50%	0.001% to 5.45%	0.001% to 5.50%
USD	0.001% to 4.52%	0.001% to 5.00%	0.001% to 4.40%



6 Trade receivables - net

This account consists of receivables from:

	Notes	2024	2023
<i>(In Thousand Pesos)</i>			
Subscribers		₱21,274,625	₱21,703,830
Traffic settlements - net	31.2, 33.1	907,175	1,124,376
Dealers		640,035	814,033
Others		4,848,388	3,984,796
		27,670,223	27,627,035
Less allowance for impairment losses:			
Subscribers		7,216,550	8,348,275
Traffic settlements and others		793,205	1,180,862
		8,009,755	9,529,137
		₱19,660,468	₱18,097,898

Trade receivables are noninterest-bearing and are generally due within 30 to 60 days.

Subscriber receivables arise from wireless and wireline voice, data communications and broadband internet services provided by Globe under postpaid arrangements.

Traffic settlement receivables are presented net of traffic settlement payables from the same carrier (see [Notes 31.2](#) and [33.1](#)).

Others include trade receivables of non-telco subsidiaries and receivables from credit card companies.

The following is a reconciliation of the changes in the allowance for impairment losses for trade receivables as of December 31:

	Consumer	Key Corporate Accounts	Other Corporations and SME	Traffic Settlements and Others	Total
<i>(In Thousand Pesos)</i>					
2024					
December 31, 2023	₱5,657,773	₱2,140,484	₱550,018	₱1,180,862	₱9,529,137
Charges for the period (Note 26)	2,641,800	94,255	150,069	5,910	2,892,034
Write-offs and recoveries – net	(3,699,800)	(98,623)	(219,426)	(393,567)	(4,411,416)
December 31, 2024	₱4,599,773	₱2,136,116	₱480,661	₱793,205	₱8,009,755
2023					
December 31, 2022	₱6,548,008	₱2,417,838	₱936,902	₱1,194,234	₱11,096,982
Charges for the period (Note 26)	3,129,046	114,020	173,696	77,299	3,494,061
Write-offs and recoveries – net	(4,019,281)	(391,374)	(560,580)	(90,671)	(5,061,906)
December 31, 2023	₱5,657,773	₱2,140,484	₱550,018	₱1,180,862	₱9,529,137



7 Contract Assets and Liabilities

7.1 Contract Assets – net

Movements in the contract assets for the periods are as follows:

Note	2024	2023
-	<i>(In Thousand Pesos)</i>	
Contract assets		
Balance at beginning of the year	₱6,223,595	₱6,891,455
Additions during the year	5,908,810	6,888,421
Billed to subscribers during the year	(6,021,973)	(6,609,194)
Impairment loss 26	(667,471)	(947,087)
Net contract assets, December 31	₱5,442,961	₱6,223,595

Globe provides wireless communication services to subscribers which are bundled with sale of handsets and other devices. Globe allocates the revenue based on the SSP of each performance obligation. Contract assets are recognized for the unbilled portion of revenue allocated to the sale of handset and other devices which will be reduced as the monthly service fees are billed to the subscribers.

7.2 Deferred Revenues

The following table provides information about the contract liabilities and other deferred revenues:

	2024	2023
	<i>(In Thousand Pesos)</i>	
Advance monthly service fees	₱3,924,745	₱4,195,802
Deferred revenue from wireless subscribers under prepaid arrangements	2,655,614	2,853,549
Deferred revenue rewards	58,148	143,012
Others	56,098	727,239
	6,694,605	7,919,602
Less current portion	6,049,750	7,154,714
Non current portion	₱644,855	₱764,888

Advance monthly service fees represent advance billings to postpaid subscribers arising from contracts.

Deferred revenues from wireless subscribers under prepaid arrangements are recognized as revenues upon actual usage of airtime value, consumption of prepaid subscription fees or upon expiration of the unused load value.

Deferred revenues from wireless subscribers under prepaid arrangements, deferred revenue rewards and advance monthly service fees are recognized as revenues within 12 months.

Deferred revenue rewards represent unredeemed customer award credit under customer loyalty program.



8 Derivative Financial Instruments

The table below sets out information about Globe's derivative financial instruments and the related fair values as of December 31:

2024

	USD Notional Amount	PHP Notional Amount	Derivative Assets	Derivative Liabilities
<i>(In Thousands)</i>				
Derivative instruments designated as hedges				
<i>Cash flow hedges</i>				
Cross currency swaps	\$173,000	₱ -	₱1,526,688	₱ -
Principal only swaps	680,000	-	3,682,802	339,862
Derivative instruments not designated as hedges				
<i>Freestanding</i>				
Deliverable forwards	448,500	-	9,661	233,143
			₱5,219,151	₱573,005
Less current portion			177,153	573,005
Non current portion			₱5,041,998	₱ -

2023

	USD Notional Amount	PHP Notional Amount	Derivative Assets	Derivative Liabilities
<i>(In Thousands)</i>				
Derivative instruments designated as hedges				
<i>Cash flow hedges</i>				
Cross currency swaps	\$250,350	₱ -	₱1,477,883	₱ -
Principal only swaps	680,000	-	3,235,758	424,555
Derivative instruments not designated as hedges				
<i>Freestanding</i>				
Deliverable forwards	308,000	-	2,301	53,766
Non-deliverable forwards	26,158	-	1,022	3,861
			₱4,716,964	₱482,182
Less current portion			516,718	482,182
Non current portion			₱4,200,246	₱ -

The subsequent sections will discuss Globe's derivative financial instruments according to the type of financial risk being managed and the details of derivative financial instruments that are categorized into those accounted for as hedges and those that are not designated as hedges.



8.1 Derivative Instruments Accounted for as Hedges

The following sections discuss in detail the derivative instruments accounted for as cash flow hedges.

• Currency Swaps and Cross Currency Swaps

Globe entered into cross currency swap contracts and principal only swaps contract to hedge the foreign exchange and interest rate risk on dollar loans. The cross currency swaps have a notional amount of USD173.00 million and USD250.35 million as of December 31, 2024 and 2023, respectively. Principal only swaps have a notional amount of USD680.00 million as of December 31, 2024 and 2023. The fair values of the currency swaps as of December 31, 2024 and 2023 amounted to net asset of ₱4,869.63 million and ₱4,289.09 million, respectively, of which ₱1,866.91 million and ₱996.45 million (net of tax), respectively is included in "Other reserves" in the equity section of the consolidated statements of financial position (see [Note 20.8](#)).

Swap costs arising from cross currency swaps recognized as financing cost amounted to ₱318.44 million, ₱490.05 million, and ₱1,140.45 million in 2024, 2023 and 2022, respectively (see [Note 25](#)).

8.2 Freestanding Derivatives

Freestanding derivatives that are not designated as hedges consist of currency forwards entered into by Globe. Fair value changes on these instruments are accounted for directly in consolidated profit or loss.

Globe has USD448.50 million and USD308.00 million deliverable currency forward contracts as of December 31, 2024 and 2023, respectively, and USD26.16 million non-deliverable currency forward contracts not designated as hedges as of December 31, 2023.

8.3 Hedge Effectiveness Results

As of December 31, 2024 and 2023, the effective fair value changes on Globe's cash flow hedges that were deferred in equity amounted to loss of ₱1,886.91 million and loss of ₱996.45 million, net of tax, respectively (see [Note 20.8](#)). Derivatives designated as cash flow hedges for the years ended December 31, 2024, 2023 and 2022 are fully effective with a hedge ratio of 1:1. Accordingly, no hedge ineffectiveness was recognized in the consolidated profit or loss.

The distinction of the results of hedge accounting into "Effective" or "Ineffective" represent designations based on PFRS 9 and are not necessarily reflective of the economic effectiveness of the instruments.



8.4 Fair Value Changes on Derivatives

The net movements in fair value changes of all derivative instruments are as follows:

	2024	2023
	<i>(In Thousand Pesos)</i>	
At beginning of year	₱4,234,782	₱4,519,996
Net changes in fair value of derivatives:		
Designated as cash flow hedges (Note 20.8)	262,102	(852,889)
Not designated as cash flow hedges	1,216,255	(131,114)
	5,713,139	3,535,993
Fair value of settled instruments	(1,066,993)	698,789
At end of period	₱4,646,146	₱4,234,782

Details of amounts reclassified from cash flow hedge reserve to profit or loss in relation to hedge accounting transactions are shown below.

	Notes	2024	2023	2022
		<i>(In Thousand Pesos)</i>		
Gain (loss) on derivative instruments – net		₱1,741,151	(₱609,572)	₱4,771,614
Swap costs	25	(318,440)	(490,046)	(1,140,451)
	20.8	₱1,422,711	(₱1,099,618)	₱3,631,163

9 Inventories and Supplies - net

This account consists of:

	2024	2023
	<i>(In Thousand Pesos)</i>	
Handsets, devices and accessories	₱2,154,304	₱2,394,979
Supplies	481,703	488,459
Broadband device	136,852	213,493
SIM cards and SIM packs	65,893	141,406
Modem and accessories	52,194	81,525
Call cards and others	73,868	68,558
	₱2,964,814	₱3,388,420

Breakdown of cost of inventories recognized as expense are as follows:

	Note	2024	2023	2022
		<i>(In Thousand Pesos)</i>		
Cost of inventories sold		₱16,428,713	₱18,217,044	₱17,691,677
Repairs and maintenance		523,142	1,394,034	2,454,267
Inventory obsolescence	26	156,046	399,495	245,516
		₱17,107,901	₱20,010,573	₱20,391,460



Cost of inventories sold and services consists of:

	2024	2023	2022
<i>(In Thousand Pesos)</i>			
Handsets, devices and accessories	₱14,681,876	₱16,611,417	₱15,998,636
SIM cards and SIM packs	336,913	557,551	444,163
Modems and accessories	259,734	167,053	117,358
Broadband device	135,550	428,700	975,646
Supplies	185,238	19,645	3
Call cards and others	829,402	432,678	155,871
	₱16,428,713	₱18,217,044	₱17,691,677

10 Prepayment and Other Assets

10.1 Prepayments and Other Assets - net

This account consists of:

	Notes	2024	2023
<i>(In Thousand Pesos)</i>			
Advance payments to suppliers and contractors	33.2	₱12,172,430	₱19,863,873
Input VAT – net		6,672,173	6,590,446
Investment property		5,620,496	5,624,264
Prepayments		5,525,460	5,155,106
Investments in equity and debt securities		4,083,797	3,812,726
Loans receivable from related parties	19.3	3,763,935	3,864,935
Non-trade receivables – net	10.2	3,324,995	3,073,670
Security deposits		1,579,260	1,570,430
Creditable withholding tax		1,155,326	961,370
Deferred contract costs	10.3	551,231	1,676,459
Others		2,846,331	2,702,380
		47,295,434	54,895,659
Less current portion		19,970,116	19,328,108
Non current portion		₱27,325,318	₱35,567,551

Investment properties consist of land and building which are held to earn rentals and for capital appreciation. Depreciation and amortization of investment properties amounted to ₱3.77 million, ₱4.03 million and ₱4.75 million in 2024, 2023 and 2022, respectively. (see [Note 24](#)).

The “Prepayments” account includes prepaid insurance, rent, maintenance, and licenses fees among others.

Fair value gain (loss) from investment in equity securities recognized in consolidated OCI amounted to ₱229.66 million, ₱224.06 million and ₱2.49 million in 2024, 2023 and 2022, respectively (see [Note 20.8](#)).



10.2 Non-trade receivables - net

Non-trade receivables – net consists of:

	Note	2024	2023
<i>(In Thousand Pesos)</i>			
Due from related parties	19	₱1,170,419	₱1,121,452
Advances to employees		186,986	187,450
Others		1,981,303	1,838,283
		3,338,708	3,147,185
Allowance for impairment loss		(13,713)	(73,515)
		₱3,324,995	₱3,073,670

10.3 Deferred Contract Costs

Deferred contract costs pertain to incremental costs incurred in the effort to obtain and fulfill the contract with subscribers. Details are as follows:

	2024	2023
<i>(In Thousand Pesos)</i>		
Cost to obtain contracts with customers:		
Commissions	₱352,079	₱810,328
Cost to fulfill contracts with customers		
Installation costs	199,152	866,131
	₱551,231	₱1,676,459

Deferred contract costs are capitalized and subsequently amortized on a straight-line basis over the term of the subscription contract. Movements in the deferred contract costs for the period are as follows:

	2024	2023
<i>(In Thousand Pesos)</i>		
Balance at beginning of the year	₱1,676,459	₱3,066,871
Amounts capitalized during the period	1,059,332	1,776,589
Amounts recognized as expense	(2,184,560)	(3,167,001)
Balance at the end of the year	₱551,231	₱1,676,459

11 Property and Equipment – net

The rollforward analysis of this account follows:

2024

		Telecommunication Equipment		Buildings, Land and Leasehold Improvement		Cable System	Office Equipment	Transportation Equipment	Assets Under Construction	Total
(In Thousand Pesos)										
Cost										
At January 1, 2024	P444,716,637	P66,178,280		P25,078,243	P17,161,554	P4,854,430	P104,824,628		P662,813,772	
Additions	1,577,507	415,181		588,814	144,730	494,790	53,794,280		57,015,302	
Retirements/disposals	(3,377,505)	(622,881)		(915,873)	(224,569)	(690,463)	(51,478)		(5,882,769)	
Reclassifications and transfers (Notes 12 and 13)	57,831,828	2,836,509		(506,940)	487,600	6,322	(62,428,436)		(1,773,117)	
Others	21,245	-		182,362	126	-	6,431		210,164	
At December 31, 2024	500,769,712	68,807,089		24,426,606	17,569,441	4,665,079	96,145,425		712,383,352	
Accumulated Depreciation and Amortization										
At January 1, 2024	259,939,230	26,318,666		17,764,034	15,622,564	3,352,690	-		322,997,184	
Depreciation and amortization (Note 24)	29,543,890	2,959,536		937,065	979,398	556,380	-		34,976,269	
Retirements/disposals	(2,176,461)	(444,622)		(332,680)	(174,512)	(542,511)	-		(3,670,786)	
Reclassifications and transfers (Notes 12 and 13)	692,300	484,432		(93,913)	6,556	-	-		1,089,375	
Others	14,325	-		84,184	138	-	-		98,647	
At December 31, 2024	288,013,284	29,318,012		18,358,690	16,434,144	3,366,559	-		355,490,689	
Accumulated Impairment Losses										
At January 1, 2024	5,298,174	106,409		-	3,352	-	-		5,407,935	
Write-off	(630,370)	-		-	-	-	-		(630,370)	
At December 31, 2024	4,667,804	106,409		-	3,352	-	-		4,777,565	
Carrying amount at December 31, 2024	P208,088,624	P39,382,668		P6,067,916	P1,131,945	P1,298,520	P96,145,425		P352,115,098	

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2023

	Telecommunication Equipment		Buildings, Land and Leasehold Improvement		Cable System		Office Equipment		Transportation Equipment		Assets Under Construction		Total
	(In Thousand Pesos)												
Cost													
At January 1, 2023	₱391,346,252	₱62,015,190	₱25,865,366	₱17,801,857	₱4,174,885	₱80,146,926							₱581,350,476
Additions	1,696,999	146,662	31,748	269,988	689,070	94,333,493							97,167,960
Retirements/disposals	(1,449,777)	(151,220)	(1,787,798)	(1,371,674)	(2,596)	(68,257)							(4,831,322)
Reclassifications and transfers (Notes 12 and 13)	53,423,321	4,192,792	992,381	468,285	2,025	(69,557,331)							(10,478,527)
Adjustments from subsidiary reclassified to assets-held-for-sale (Note 14.2)	(297,534)	(25,144)	-	(6,863)	(8,958)	(27,945)							(366,444)
Others	(2,624)	-	(23,454)	(39)	4	(2,258)							(28,371)
At December 31, 2023	444,716,637	66,178,280	25,078,243	17,161,554	4,854,430	104,824,628							662,813,772
Accumulated Depreciation and Amortization													
At January 1, 2023	232,919,216	23,664,629	18,356,579	15,880,379	2,807,800	-							293,628,603
Depreciation and amortization (Note 24)	28,090,914	2,866,694	892,021	1,077,010	550,927	-							33,477,566
Retirements/disposals	(879,722)	(59,776)	(1,473,550)	(1,332,803)	(2,017)	-							(3,747,868)
Reclassifications and transfers (Notes 12 and 13)	(125,625)	(142,167)	-	2,734	-	-							(265,058)
Adjustments from subsidiary reclassified to assets-held-for-sale (Note 14.2)	(64,361)	(10,714)	-	(4,727)	(4,020)	-							(83,822)
Others	(1,192)	-	(11,016)	(29)	-	-							(12,237)
At December 31, 2023	259,939,230	26,318,666	17,764,034	15,622,564	3,352,690	-							322,997,184
Accumulated Impairment Losses													
At January 1, 2023	5,713,051	106,409	-	3,352	-	-							5,822,812
Write-off	(414,877)	-	-	-	-	-							(414,877)
At December 31, 2023	5,298,174	106,409	-	3,352	-	-							5,407,935
Carrying amount at December 31, 2023	₱179,479,233	₱39,753,205	₱7,314,209	₱1,535,638	₱1,501,740	₱104,824,628							₱334,408,653

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Assets under construction include intangible components of a network system and indefeasible right of use (IRU) which are reclassified to intangible assets and right of use assets, respectively, subject to amortization only when assets become available for use (see [Notes 12](#) and [13](#)). As of December 31, 2024 and 2023, assets under construction reclassified to intangible assets and rights of use assets totaled to ₱4,372.16 million and ₱6,821.52 million, respectively.

Investments in cable systems include the cost of Globe's ownership share in the capacity of certain cable systems under a joint undertaking or a consortium or private cable set-up and indefeasible rights of use (IRUs) which represents ownership share over various cable systems. It also includes the cost of cable landing station and transmission facilities where Globe is the landing party.

Globe uses its borrowed funds to finance self-constructed property and equipment. Borrowing costs incurred relating to these qualifying assets were included in the cost of property and equipment using 5.45% and 5.24% capitalization rates in 2024 and 2023, respectively. Globe's total capitalized borrowing costs amounted to ₱6,500.67 million and ₱6,710.29 million in 2024 and 2023, respectively (see [Note 17](#)).

Impairment loss recognized on property and equipment amounted to ₱410.56 million, ₱92.44 million and nil in 2024, 2023 and 2022, respectively. (See [Note 26](#)).

The reconciliation of total additions to property and equipment and actual cash flows from acquisition of property and equipment are shown below:

	2024	2023	2022
<i>(In Thousand Pesos)</i>			
Additions to property and equipment	₱57,015,302	₱97,167,960	₱86,699,757
Effect of movements in liabilities and prepayments	5,451,260	(19,922,882)	15,019,856
Capitalized ARO (Note 18)	(5,800)	-	(2,477)
Capitalized interest (Note 17)	(6,500,674)	(6,710,285)	(3,734,100)
Cash flows from acquisition of property and equipment	₱55,960,088	₱70,534,793	₱97,983,036

Sale and Leaseback of Telecom Towers

In 2022, Globe signed three sale and leaseback agreements with three tower companies consisting of 7,059 telecom towers and related passive telecom infrastructure.

On May 7, 2023, Globe signed another sale and leaseback agreement with a fourth tower company consisting of 447 telecom towers and related passive telecom infrastructure. Accordingly, Telecom towers with net book value of ₱3,391.95 million as of December 31, 2023, were reclassified from "Property and Equipment" to "Assets classified as held-for-sale" under the current assets section in Globe's consolidated statement of financial position.

The closing of the agreements will be on a staggered basis depending on the satisfaction of closing conditions, according to the number of towers transferred.



Information on Globe's sale of telecom towers were as follows:

	2024	2023
<i>(In Thousand Pesos except no. of Telecom Towers)</i>		
Telecom towers sold <i>(in absolute numbers in units)</i>	2,205	2,057
Cash consideration net of direct costs	₱27,821,162	₱24,858,693
Gain on sale on leaseback of telecom towers – net	3,482,083	7,258,378

The leaseback arrangements for those telecom towers sold took effect at the date of sale.

The gain recognized from the sale and leaseback transaction represents only the amount relating to the rights in the underlying assets that were transferred to the buyer-lessor after considering the lease liabilities recognized from the leaseback (see [Note 13](#)).

As of December 31, 2024, Globe completed the sale of 6,672 telecom towers representing 89% of the total towers portfolio subject to sale.

As of December 31, 2024 and December 31, 2023, property and equipment with net book value of ₱4,520.41 million and ₱15,791.25 million, respectively, were continued to be classified as assets-held-for-sale as Globe remains committed to its plan to sell the telecom towers.

12 Intangible Assets and Goodwill - net

The rollforward analysis of this account follows:

2024

	Application Software and Licenses	Goodwill	Other Intangible Assets	Total Intangible Assets and Goodwill
Cost				
At January 1	₱71,184,561	₱1,734,205	₱5,993,692	₱78,912,458
Additions	233,565	-	-	233,565
Retirements/disposals	(282,226)	-	-	(282,226)
Transferred from property equipment (Note 11)	3,178,116	-	-	3,178,116
Impairment and others	(1,316)	(53,434)	-	(54,750)
At December 31	74,312,700	1,680,771	5,993,692	81,987,163
Accumulated Amortization				
At January 1	53,607,495	-	1,931,857	55,539,352
Amortization (Note 24)	6,275,049	-	256,076	6,531,125
Retirements/disposals	(214,851)	-	-	(214,851)
Others	635	-	-	635
At December 31	59,668,328	-	2,187,933	61,856,261
Carrying Amount at December 31, 2024	₱14,644,372	₱1,680,771	₱3,805,759	₱20,130,902



2023

	Application Software and Licenses	Goodwill	Other Intangible Assets	Total Intangible Assets and Goodwill
Cost				
At January 1	₱64,408,624	₱3,107,367	₱6,446,732	₱73,962,723
Additions	92,878	-	-	92,878
Retirements/disposals	(73,619)	-	-	(73,619)
Transferred from property equipment (Note 11)	6,821,523	-	-	6,821,523
Adjustment from subsidiary classified as assets-held-for-sale (Note 14.2)	(65,023)	(1,218,548)	(453,040)	(1,736,611)
Impairment and others	178	(154,614)	-	(154,436)
At December 31	71,184,561	1,734,205	5,993,692	78,912,458
Accumulated Amortization				
At January 1	47,040,817	-	1,839,334	48,880,151
Amortization (Note 24)	6,672,018	-	307,138	6,979,156
Retirements/disposals	(49,749)	-	-	(49,749)
Adjustment from subsidiary classified as assets-held-for-sale (Note 14.2)	(55,617)	-	(214,615)	(270,232)
Others	26	-	-	26
At December 31	53,607,495	-	1,931,857	55,539,352
Carrying Amount at December 31, 2023	₱17,577,066	₱1,734,205	₱4,061,835	₱23,373,106

Application software licenses and other intangible assets

Other intangible assets consist of customer contracts, franchise, spectrum and merchant networks. As of December 31, 2024 and 2023, there was no indication that the application software licenses and other intangible assets are impaired.

Goodwill

Globe recognized goodwill from business combination. Details of Globe's goodwill are as follows:

	2024	2023	2022
<i>(In Thousand Pesos)</i>			
BTI	₱1,140,248	₱1,140,248	₱1,140,248
Yondu	540,523	540,523	540,523
EC Pay (Note 14.2)	-	-	1,218,548
Others	-	53,434	208,048
	₱1,680,771	₱1,734,205	₱3,107,367

Globe conducts its annual impairment test of goodwill in the third fiscal quarter of each year. The table below presents Globe's allocation of goodwill to the relevant CGUs for impairment testing purposes:

	2024	2023
Mobile communications CGU	BTI	BTI and EC Pay
Standalone CGU	Yondu and others	Yondu and others



The recoverable amount of the CGUs are determined based on value in use calculations using cash flow projections from business plans covering a five-year period. Based on the Goodwill impairment testing performed in the third fiscal quarter of 2024 and 2023, the recoverable amounts of the CGUs where the goodwill were allocated were substantially in excess of their carrying amounts.

Sensitivity Analysis

Globe has determined that the recoverable amount calculations are most sensitive to changes in assumptions on cash flow projections, discount rate, and verifiable industry growth rates. In 2024 and 2023, the pre-tax discount rates applied to cash flow projections were 9.87% and 10.73% for mobile communications CGU and 14.00% for Yondu standalone CGU, respectively. The cash flows beyond the five-year period were extrapolated using the average terminal growth rate for telecommunication industry of 2.00% and 2.20% in 2024 and 2023, respectively.

Globe has conducted an analysis of the sensitivity of the impairment test to changes in the key assumptions used to determine the recoverable amount of the CGU. Management believes that any reasonably possible change in the key assumptions on which the recoverable amount of the CGU is based would not result in impairment loss due to the substantial headroom.

13 Lease Commitments

13.1 Right of use assets – net

The rollforward analysis of this account follows:

2024

	Network Sites	Leased lines, IRUs and Data Centers	Transportation Equipment	Corporate Office	Stores	Total
<i>(In Thousand Pesos)</i>						
At January 1	₱64,591,245	₱3,634,838	₱504,368	₱783,106	₱25,239	₱69,538,796
Additions	24,603,249	1,846,782	513,489	57,545	167,077	27,188,142
Transfers from property and equipment (Note 11)	-	1,194,051	-	-	-	1,194,051
Terminations and modifications	1,232,160	287,052	(21,796)	(9,704)	17,635	1,505,347
Depreciation (Note 24)	(6,678,849)	(1,461,979)	(409,431)	(312,052)	(99,567)	(8,961,878)
Carrying Amount at December 31	₱83,747,805	₱5,500,744	₱586,630	₱518,895	₱110,384	₱90,464,458

2023

	Network Sites	Leased lines and Data Centers	Transportatio n Equipment	Corporate Office	Stores	Total
<i>(In Thousand Pesos)</i>						
At January 1	₱33,122,847	₱3,096,530	₱642,408	₱200,260	₱45,846	₱37,107,891
Additions	37,440,200	2,045,538	337,798	826,277	26,893	40,676,706
Terminations and modifications	(658,815)	(18,009)	(18)	-	(11,463)	(688,305)
Transferred to assets held for sale	(662,207)	-	-	-	-	(662,207)
Depreciation (Note 24)	(4,650,780)	(1,489,221)	(475,820)	(243,431)	(36,037)	(6,895,289)
Carrying Amount at December 31	₱64,591,245	₱3,634,838	₱504,368	₱783,106	₱25,239	₱69,538,796

Network sites leases include ground lease occupied by self constructed tower assets, Tower leases from sale and leaseback arrangements with Tower Companies and Tower Leases from Build to Suit arrangement with Tower Companies.

Sale and Leaseback of Telecom Towers

As disclosed in [Note 11](#) – Property and Equipment, Globe and the tower companies signed a sale and leaseback agreements consisting of 7,506 telecom towers and related passive telecom infrastructure and has agreed to leaseback the telecom towers sold in the transaction for an initial period of 15 years with option to extend as agreed by the parties.

Accordingly, the corresponding ROU assets covering the ground leases with net book value of ₱662.21 million as of December 31, 2023, were reclassified from “ROU assets” to “Assets classified as held-for-sale” under the current assets section in Globe’s consolidated statement of financial position.

The leaseback arrangements for those telecom towers sold took effect at the date of sale. Information on Globe’s leaseback arrangements follows:

	2024	2023
<i>(In Thousand Pesos except no. of Telecom Towers)</i>		
No. of Telecom Towers <i>(in absolute numbers in units)</i>	2,205	2,057
Recognition of lease liabilities	₱23,575,501	₱18,312,907
Recognition of ROU assets	12,879,334	10,594,340

The recognition of additional ROU assets represents only the rights retained by Globe over the telecom towers leased back from the tower companies.

As of December 31, 2024 and 2023, ROU assets with remaining net book value of ₱1,318.89 million and ₱4,623.07 million, respectively, were continued to be classified as assets-held-for-sale as Globe remains committed to its plan to sell the telecom towers.

13.2 Lease liabilities

The following table provides the lease liabilities in relation to leased assets:

	2024	2023
<i>(In Thousand Pesos)</i>		
Network sites - net	₱111,850,877	₱84,180,567
Leased lines, IRU and Data Centers	3,178,317	3,323,048
Transportation Equipment	520,332	479,221
Corporate Office	427,025	714,477
Stores	131,323	27,169
	116,107,874	88,724,482
Less current portion	8,175,643	5,899,426
Non current portion	₱107,932,231	₱82,825,056

Network sites consist of telecom towers and ground leases.

The rollforward analysis of this account follows:

2024

	Network Sites - net	Leased Lines, IRUs and Data Centers	Corporate Office	Transportation Equipment	Stores	Total
<i>(In Thousand Pesos)</i>						
At January 1, 2024	₱84,180,567	₱3,323,048	₱714,477	₱479,221	₱27,169	₱88,724,482
Additions	35,299,416	1,846,782	57,545	513,489	167,077	37,884,309
Interests (Note 25)	6,510,105	171,617	39,402	25,167	3,223	6,749,514
Settlements	(13,653,451)	(2,451,114)	(373,452)	(476,394)	(81,108)	(17,035,519)
Terminations	(485,760)	287,983	(10,947)	(21,151)	14,963	(214,912)
At December 31, 2024	₱111,850,877	₱3,178,316	₱427,025	₱520,332	₱131,324	₱116,107,874

2023

	Network Sites	Leased Lines and Data Centers	Corporate Office	Transportati on Equipment	Stores	Total
<i>(In Thousand Pesos)</i>						
At January 1, 2023	₱50,200,277	₱3,209,151	₱173,041	₱595,458	₱53,670	₱54,231,597
Additions	45,158,767	2,045,538	826,277	337,798	26,893	48,395,273
Interests (Note 25)	4,639,213	183,951	16,289	25,278	2,511	4,867,242
Settlements	(12,919,076)	(2,095,249)	(301,130)	(479,274)	(46,665)	(15,841,394)
Terminations	(2,898,614)	(20,343)	-	(39)	(9,240)	(2,928,236)
At December 31, 2023	₱84,180,567	₱3,323,048	₱714,477	₱479,221	₱27,169	₱88,724,482



The table below presents the maturity profile of Globe's lease liabilities using undiscounted cash flows of future lease payments.

2024

	1 year	More than 1 year but not more than 5 years	More than 5 years	Total
<i>(In Thousand Pesos)</i>				
Network Sites	₱13,289,273	₱53,119,911	₱108,724,659	₱175,133,843
Transportation equipment	316,333	217,191	-	533,524
Corporate office	296,836	135,744	29,985	462,565
Stores	121,248	16,310	773	138,331
Leased lines and Data Centers	1,773,438	1,609,544	-	3,382,982
	₱15,797,128	₱55,098,700	₱108,755,417	₱179,651,245

2023

	1 year	More than 1 year but not more than 5 years	More than 5 years	Total
<i>(In Thousand Pesos)</i>				
Network Sites	₱9,902,271	₱37,882,764	₱81,987,719	₱129,772,754
Transportation equipment	309,413	174,251	-	483,664
Corporate office	348,183	400,246	38,231	786,660
Stores	16,707	11,593	3,055	31,355
Leased lines and Data Centers	1,256,723	2,309,437	-	3,566,160
	₱11,833,297	₱40,778,291	₱82,029,005	₱134,640,593

As of December 31, 2024, Network site lease liabilities represents net obligations to lessors after offsetting lease receivables amounting to ₱789.19 million under sublease arrangements in 2024. Interest income and collections from sublease receivables amounted to ₱17.38 million and ₱133.75 million, respectively for the as of December 31, 2024 (See [Note 25](#)).

As of December 31, 2024 and 2023, the portion of the lease liabilities related to ROU assets that are reclassified to assets classified as held-for-sale amounted to ₱1.60 billion and ₱4.60 billion. Such liabilities will remain to be Globe's liability until the closing conditions on the transfer of assets are met, on which date, these liabilities will be pre-terminated.

13.3 Short-term Leases and Leases of Low Value Assets

Short-term leases and leases of low-value assets charged as operating expenses in the consolidated profit or loss amounted to ₱2,983.98 million, ₱2,828.28 million and ₱2,794.32 million in 2024, 2023 and 2022, respectively (see [Note 23](#)).



14 Investments in joint ventures

This account consists of the following as of December 31:

		2024	2023
<i>(In Thousand Pesos)</i>			
Vega	14.1	₱34,180,363	₱34,177,005
Mynt	14.2	15,293,630	11,534,484
GSG	14.3	9,086,466	8,612,590
Gogoro Philippines, Inc.	14.7	234,135	234,135
TechGlobal	14.4	148,498	291,443
Bridge Mobile Pte. Ltd (BMPL)	14.5	56,810	53,103
Telecommunications Connectivity, Inc. (TCI)	14.6	41,809	42,579
Others	14.8	327,213	390,378
		₱59,368,924	₱55,335,717

Details of Globe's investments in joint venture and the related percentages of ownership as of December 31 are shown below:

	Country of Incorporation	Principal Activities	2024	2023
Joint Ventures				
VTI	Philippines	Telecommunications	50%	50%
BAHC	Philippines	Holding company	50%	50%
BHC	Philippines	Holding company	50%	50%
Konsulta	Philippines	Health hotline facility	50%	46%
TechGlobal	Philippines	Installation and management of data centers	49%	49%
Mynt	Philippines	Holding company	36%	36%
BMPL	Singapore	Mobile technology infrastructure and common service	10%	10%
TCI	Philippines	Telecommunications	33%	33%
Rush	Philippines	Cloud-based solutions	49%	49%
PureGo*	Philippines	E-commerce platform	50%	50%
GSG*****	Philippines	Data centers management	50%	50%
Gogoro**	Philippines	E-vehicle and battery swapping	49%	49%
GoLearn***	Philippines	Web development education	49%	49%
QuickClose****	Philippines	Digital services for real estate brokers and developers	49%	-

*Ceased operations on February 15, 2023

**Incorporated on June 5, 2023 (See [Note 14.7](#))

***Incorporated on July 7, 2023

****Incorporated in 2024

*****A subsidiary of Globe until March 3, 2022 (See [Note 14.3](#))



Equity share in net (loss) income from investment in joint ventures are as follows:

	2024	2023	2022
<i>(In Thousand Pesos)</i>			
Investments in joint ventures:			
Mynt	P3,759,146	P2,369,752	P808,251
GSG	473,876	330,051	214,419
Vega	44,262	28,176	169,542
TCI	(770)	2,117	1,576
BMPL	(1,242)	(2,107)	(603)
TechGlobal	(44,945)	33,360	50,372
Others	(333,315)	(546,588)	(160,355)
	P3,897,012	P2,214,761	P1,083,202

Investment in joint ventures share in other comprehensive income are as follows:

	Note	2024	2023	2022
<i>(In Thousand Pesos)</i>				
Investments in joint ventures:				
BMPL		P4,949	(P291)	P5,276
Vega		(40,904)	68,949	17,854
	20.8	(P35,955)	P68,658	P23,130

The movement in investments in joint ventures are as follows:

	Notes	2024	2023
<i>(In Thousand Pesos)</i>			
Costs			
At January 1		P58,193,453	P57,279,133
Additional capital contributions during the year			
Investment in Gogoro	14.7	-	234,135
Others	14.8	270,150	515,255
Return on investment	14.4	(98,000)	-
Others		-	164,930
At December 31		58,365,603	58,193,453
Accumulated Equity in Net Losses			
At January 1		(3,316,738)	(5,531,499)
Equity share in net income		3,897,012	2,214,761
At December 31		580,274	(3,316,738)
Other Comprehensive Income			
At January 1		459,002	390,344
Equity share in currency translation adjustment	20.8	4,949	(291)
Equity share in investment in equity securities	20.8	(16,932)	63,823
Equity share in retirement obligation	20.8	(23,972)	5,126
At December 31		423,047	459,002
Carrying Value at December 31		P59,368,924	P55,335,717



The table below presents the summarized financial information lifted from the unaudited statutory financial statements of Globe's investments in joint ventures:

2024

	Vega	Mynt	TechGlobal	BMPL	GSG	TCI	Others
<i>(In Thousand Pesos)</i>							
Statements of Financial Position:							
Current assets	P5,490,996	P181,573,373	P227,693	P743,444	P4,974,915	P135,856	P457,307
Noncurrent assets	43,665,842	5,409,702	133,414	15,775	13,462,192	23,793	468,306
Current liabilities	2,666,581	139,277,911	21,901	190,114	1,442,125	34,221	401,613
Noncurrent liabilities	9,851,978	9,249,796	36,146	1,007	5,520,118	-	52,269
Equity attributable to Parent Company	32,711,240	38,455,368	303,060	568,098	11,474,865	125,428	471,731
Statements of Comprehensive Income:							
Revenue	4,707,733	62,768,930	94,042	516,805	2,533,421	71,942	82,557
Costs and expenses	(4,265,936)	(47,720,716)	(180,925)	(529,225)	(1,261,412)	(73,830)	(590,331)
Income before tax	441,797	15,048,214	(86,883)	(12,420)	1,272,009	(1,888)	(507,774)
Income tax	(130,414)	(4,467,894)	(4,841)	-	(324,257)	(421)	-
Profit (Loss) for the period	311,383	10,580,320	(91,724)	(12,420)	947,752	(2,309)	(507,774)
Equity holders of the parent	88,524	10,580,320	(91,724)	(12,420)	947,752	(2,309)	(507,774)
Non-controlling interest	222,859	-	-	-	-	-	-
Other comprehensive income (loss)	(81,808)	-	-	49,490	-	-	-
Total comprehensive income	P229,575	P10,580,320	(P91,724)	P37,070	P947,752	(P2,309)	(P507,774)

2023

	Vega	Mynt	TechGlobal	BMPL	GSG	TCI	Others
<i>(In Thousand Pesos)</i>							
Statements of Financial Position:							
Current assets	P4,380,498	P119,147,606	P489,807	P685,276	P5,377,345	P125,464	P392,228
Noncurrent assets	43,882,075	3,060,445	144,364	21,774	9,270,630	37,316	644,384
Current liabilities	2,174,393	94,080,037	38,629	165,833	2,584,107	35,044	641,452
Noncurrent liabilities	9,560,468	252,965	761	10,191	1,536,753	-	4,400
Equity attributable to Parent Company	32,704,521	27,875,049	594,781	531,026	10,527,115	127,736	390,760
Statements of Comprehensive Income:							
Revenue	4,343,829	39,921,069	189,213	447,722	2,212,362	70,176	321,943
Costs and expenses	(3,860,744)	(32,641,250)	(103,549)	(468,786)	(1,301,188)	(63,330)	(932,098)
Income before tax	483,085	7,279,819	85,664	(21,064)	911,174	6,846	(610,155)
Income tax	(181,293)	(610,024)	(17,583)	-	(251,072)	(495)	-
Profit (Loss) for the period	301,792	6,669,795	68,081	(21,064)	660,102	6,351	(610,155)
Equity holders of the parent	56,352	6,669,795	68,081	(21,064)	660,102	6,351	(610,155)
Non-controlling interest	245,440	-	-	-	-	-	-
Other comprehensive income (loss)	137,896	-	-	(2,920)	-	-	-
Total comprehensive income	P439,688	P6,669,795	P68,081	(P23,984)	P660,102	P6,351	(P610,155)



14.1 Investment in Vega

On May 30, 2016, Globe Telecom's BOD, through its Executive Committee, approved the signing of a Sale and Purchase Agreement (SPA) and other related definitive agreements for acquisition of 50% equity interest in the telecommunications business of San Miguel Corporation (SMC), Schutzengel Telecom, Inc. and Grace Patricia W. Vilchez-Custodio (the "Sellers"; SMC being the major seller) through their respective subsidiaries namely, VTI, BAHC and BHC, respectively (the Acquirees). The remaining 50% equity stake in VTI, BAHC and BHC was acquired by Philippine Long Distance Telephone Company (PLDT) under similar definitive agreements.

VTI owns an equity stake in Liberty Telecom Holdings, Inc. (LIB), a publicly-listed company in the Philippine Stock Exchange. It also owns, directly and indirectly, equity stakes in various enfranchised companies, including Bell Telecommunication Philippines, Inc. (Bell Tel), Eastern Telecom Philippines, Inc. (Eastern Telecom), Cobaltpoint Telecommunication, Inc (formerly Express Telecom, Inc.), and Tori Spectrum Telecom, Inc., among others.

The acquisition provided Globe Telecom an access to certain frequencies assigned to Bell Tel in the 700 Mhz, 900 Mhz, 1800 Mhz, 2300 Mhz and 2500 Mhz bands through a co-use arrangement approved by the NTC on May 27, 2016.

The memorandum of agreement between Globe and PLDT provides for both parties to pool resources and share in the profits and losses of the companies on a 50%-50% basis with a view to being financially self-sufficient and able to operate or borrow funds without recourse to the parties.

Notional goodwill recognized as part of investment in Vega amounted to ₱17.8 billion as of December 31, 2024 and 2023.

The table below presents the additional financial information of Vega:

	2024	2023
<i>(In Thousand Pesos)</i>		
Items in the Statements of Financial Position		
Cash and cash equivalents	₱3,009,985	₱2,386,845
Items in the Statements of Comprehensive Income		
Depreciation and amortization	₱1,158,994	₱870,912
Interest income	128,160	111,355
Interest expense	-	-

14.2 Investment in Mynt

Mynt is engaged in purchasing, subscribing, owning, holding and assigning real and personal property, shares of stock and other securities. Mynt holds 100% ownership interest on Fuse Lending Inc. (Fuse) and G-Xchange, Inc. (GXI). Fuse operates as a lending company. GXI is registered with Bangko Sentral ng Pilipinas (BSP) as a remittance agent and electronic money issuer. GXI handles the electronic payment and remittance service using Globe's network as platform under GCash brand.

On August 1, 2024, Mynt secured fresh strategic investments from AC, through its wholly-owned subsidiary, AC Ventures Holdings, Inc. (ACV), and Mitsubishi UFJ Financial Group (MUFG), through its consolidated subsidiary, MUFG Bank Ltd. The deal pushed Mynt's valuation to \$5 billion from the \$2 billion valuation in the 2021 funding round. As of December 31, 2024, the deal is subject to the execution of definitive transaction documents and satisfaction of customary closing conditions.

Notional goodwill recognized as part of investment in Mynt amounted to ₱1,630.59 million as of December 31, 2024 and 2023.



The table below presents the additional financial information of Mynt:

	2024	2023
<i>(In Thousand Pesos)</i>		
Items in the Statements of Financial Position		
Cash and cash equivalents	₱123,556,940	₱76,196,233
Current financial liabilities, excluding trade and other payables and provisions	120,240,945	82,748,774
Items in the Statements of Comprehensive Income		
Depreciation and amortization	₱268,654	₱158,834
Interest income	2,359,015	1,203,710
Interest expense	61,946	23,027
Net income	10,580,320	6,669,795

The significant growth in Mynt's net income in 2024 was driven by Mynt's strong performance which was partially tempered by non-recurring charges taken up by Mynt related to the resolution of certain long outstanding accounts.

Share Purchase Agreements

On September 8, 2023, Mynt entered into a definitive agreement with AB Capital & Investment Corporation, an entity controlled by a member of the Board of Directors of Globe, to acquire up to a 50.0% equity stake in AB Capital Securities, Inc ("ABCSI"). As of December 31, 2024, Mynt has closed the two investment tranches and currently owns 16% of ABCSI.

On September 29, 2023, Globe Telecom entered into a Share Purchase Agreement with Mynt for the sale of Globe's 77% investment in ECPay for a total consideration of ₱2,310.00 million. The closing of the transaction and actual transfer of ownership is still subject to the PCC approval. On September 29, 2023, Globe Telecom ceased to consolidate ECPay as certain terms and conditions in the Share Purchase Agreement constrained Globe's ability to exercise control over ECPay's relevant activities, including its exposures and rights to variable returns. At the date of deconsolidation, the fair value of Globe's interest in ECPay amounting to ₱2,310.00 million has been reclassified to Assets classified as held-for-sale under the current assets section in Globe's consolidated statement of financial position. Accordingly, resulting gain was recognized in the consolidated statements of comprehensive income amounting to ₱76.67 million in 2023.

On September 27, 2024, ECPay declared dividends to its existing shareholders representing a return of investment. Globe Telecom received cash amounting to ₱500.50 million presented as dividends received in Globe's consolidated statement of cashflows.

As of December 31, 2024, PCC review is still in progress. Investment in ECPay, classified as Assets held-for-sale, amounted to ₱1,809.50 million and ₱2,310.00 million as of December 31, 2024 and 2023, respectively. (See [Note 1.15](#)).



14.3 Investment in Globe STT GDC, Inc. (GSG, formerly known as KarmanEdge)

Globe previously owned 100% interest in KarmanEdge and consolidated its net assets in the consolidated financial statements. KarmanEdge is engaged in installing, building, owning, operating, maintaining and managing data centers and other related infrastructure, information technology equipment and facilities. Initial investment infused by Globe amounted to ₱100.00 million.

On May 19, 2022, the SEC approved the amendment of KarmanEdge's articles of incorporation which effectively changes its corporate name to Globe STT GDC, Inc.

Sale of data center business

On March 31, 2022, Globe formed a joint venture partnership with Ayala Corporation (AC), and ST Telemedia Global Data Centres (STT GDC). Under the agreement, both STT GDC and AC shall subscribe to new shares in KarmanEdge, Inc., a wholly owned subsidiary of Globe that houses its carved-out data center business. The capital infusion by the new partners resulted in a post-money valuation of ₱16,136.24 million. Subsequent to the execution of the share subscription agreement, Globe remained the largest shareholder with a 50% ownership, followed by STT GDC with 40% and AC taking up the balance. As part of the deal, Globe received cash proceeds amounting to ₱5,030.00 million.

The dilution of ownership interest resulted in a loss of control in KarmanEdge. Thereafter, the investment in KarmanEdge was accounted for as an investment in joint venture since no single party controls the arrangement and approvals of all parties are required before a decision can be passed.

Globe accounted for this transaction as a sale of controlling interest of its data center business which resulted in a gain amounting to ₱10,511.95 million. The initial carrying amount of Globe's investment in KarmanEdge was measured at fair value amounting to ₱8,068.12 million, equivalent to 50% of the post-money valuation.



The final fair values of the identifiable assets and liabilities of Globe STT GDC, Inc. as of the date of the acquisition are as follows:

	Amount recognized on acquisition	
	(In Million Pesos)	
ASSETS		
Current assets		₱9,056
Property and equipment		5,156
Other noncurrent assets		19
		14,231
LIABILITIES		
Current Liabilities		5,807
Noncurrent Liabilities		256
		6,063
Total net assets at fair value		₱8,168
Intangible assets arising on acquisition		
Customer relationship	₱1,689	
Supplier relationship	5	
	1,694	
Deferred tax liabilities	(423)	1,271
		₱9,439
Purchase consideration transferred		₱8,068
Share in identifiable assets and liabilities (50%)		(4,720)
Notional goodwill arising on acquisition		₱3,348

The fair value amounts of supplier and customer relationship were determined by an independent appraiser using multi period excess earnings method and replacement cost method.

The goodwill comprises the fair value of the expected synergies arising from the acquisition. For goodwill impairment assessment, the cash generating unit is the wireline communications segment of Globe.



The table below presents the additional financial information of Globe STT GDC, Inc.:

	December 31	
	2024	2023
Items in the Statements of Financial Position		
	<i>(In Thousand Pesos)</i>	
Cash and cash equivalents	₱959,158	₱1,984,521
Non-current financial liabilities, excluding trade and other payables and provisions	3,971,579	-
Items in the Statements of Comprehensive Income		
Depreciation and amortization	₱412,222	₱365,390
Interest income	61,929	45,268
Interest expense	72,953	17,215

14.4 Investment in TechGlobal

On November 2, 2015, Innove and Techzone Philippines incorporated TechGlobal, a Joint Venture Company, formed to install, own, operate, maintain and manage all kinds of data centers and to provide information technology-enabled services and computer-enabled support services. Innove and Techzone hold ownership interest of 49% and 51%, respectively. TechGlobal started commercial operations in August 2017.

Dividends from TechGlobal amounted to ₱98.00 million in 2024.

14.5 Investment in BMPL

Globe Telecom and other leading Asia Pacific mobile operators (JV partners) signed an Agreement in 2004 (JV Agreement) to form a regional mobile alliance, which will operate through a Singapore-incorporated company, BMPL. The JV company is a commercial vehicle for the JV partners to build and establish a regional mobile infrastructure and common service platform and deliver different regional mobile services to their subscribers.

14.6 Investment in TCI

On January 17, 2020, Globe Telecom, Dito Telecommunity and Smart Communications incorporated a joint venture company, Telecommunications Connectivity, Inc. (TCI) in line with the new mobile number portability initiative of the government under RA 11202 also known as the "Mobile Number Portability Act" ("the MNP Act"). As committed to the National Telecommunications Commission, TCI commenced commercial operations on September 30, 2021 through the implementation of MNP services.

TCI is expected to bring in the technical infrastructure to fulfill its primary function as a clearing house for the three mobile operators to ensure the smooth implementation of number porting services.

14.7 Investment in Gogoro

On June 5, 2023, 917Ventures, Inc., Gogoro Network Pte. Ltd and Ayala Corporation formed Gogoro Philippines Inc. (Gogoro), a Joint Venture company established to engage in, operate, conduct, and maintain the business of importing, selling, distributing, operating, managing, and maintaining two-wheeled and three-wheeled electric vehicles, for retail, and battery-swapping stations, and to provide after-sales services. Globe owns 49% of Gogoro. Initial investment infused by Globe amounted to ₱234.14 million in 2023.



14.8 Others

Globe has investments in non-telco businesses offering healthcare and digital solutions, among others, which are individually immaterial. Globe invested a total of ₱270.15 million, ₱515.26 million and ₱485.53 million of additional capital in 2024, 2023 and 2022, respectively.

15 Trade Payables and Accrued Expenses

This account consists of:

	Notes	2024	2023
<i>(In Thousand Pesos)</i>			
Accrued project costs	33.2	₱30,740,903	₱40,311,982
Accrued expenses		23,159,507	23,423,651
Taxes payable		9,958,773	11,144,092
Trade payable		8,525,360	7,658,017
Traffic settlements - net	31.2, 33.1	749,690	575,373
Other creditors		4,973,099	4,551,143
		₱78,107,332	₱87,664,258

Traffic settlements payable are presented net of traffic settlements receivable from the same carrier (see [Note 31.2](#)).

Accrued expenses consists of the following:

	2024	2023
<i>(In Thousand Pesos)</i>		
Staff costs	₱3,586,565	₱4,199,796
Professional and other contracted services	3,321,742	3,865,420
Repairs and maintenance	3,055,762	3,811,311
Utilities, supplies and other administrative expenses	2,895,099	2,294,850
Taxes and licenses	2,081,415	2,065,153
Lease	1,558,352	1,533,617
Selling, advertising and promotions	1,541,434	1,629,063
Interest on loans	1,438,267	1,518,500
Others	3,680,871	2,505,941
	₱23,159,507	₱23,423,651



16 Provisions

The rollforward analysis of this account follows:

	Notes	2024	2023
<i>(In Thousand Pesos)</i>			
At beginning of year		₱2,960,993	₱2,583,476
Provisions for claims	26	874,255	562,574
Payments and reversals for claims	26	(441,291)	(185,057)
At end of year		₱3,393,957	₱2,960,993

Provisions pertain to probable liabilities related to various pending unresolved claims over Globe's businesses such as provision for taxes and various labor cases.

The information usually required by PAS 37, *Provisions, Contingent Liabilities and Contingent Assets*, is not disclosed as it may prejudice the outcome of these on-going claims and assessments. As of December 31, 2024, the remaining claims are still being resolved.

17 Loans Payable

Globe's loans payable consists of the following:

	2024	2023
<i>(In Thousand Pesos)</i>		
Term Loans:		
Peso	₱200,472,330	₱198,821,740
Dollar	14,605,104	18,251,956
	215,077,434	217,073,696
Retail bonds dollar	34,382,475	32,881,873
	249,459,909	249,955,569
Less current portion	26,349,796	36,792,956
Net of current portion	₱223,110,113	₱213,162,613



The rollforward analysis of this account follows:

Note	2024	2023
<i>(In Thousand Pesos)</i>		
At beginning of year	₱249,955,569	₱233,204,659
Cash items		
Proceeds from long term borrowings	27,000,000	45,000,000
Proceeds from short term borrowings	23,310,000	63,250,000
Repayments of long term borrowings	(18,396,869)	(20,214,691)
Repayments of short borrowings	(34,572,500)	(70,905,167)
	(2,659,369)	17,130,142
Non-cash items		
Debt issuance cost	(248,019)	(639,400)
Amortization of debt issue cost	273,568	642,875
Adjustment from subsidiary classified as held-for-sale (Note 14.2)	-	(2,156)
Foreign exchange loss (gain)	2,138,160	(380,551)
	2,163,709	(379,232)
At end of year	₱249,459,909	₱249,955,569

The maturities of loans payable at nominal values as of December 31, 2024 follow (in thousands):

Due in:	
2025	₱26,369,562
2026	22,239,286
2027	23,184,943
2028	22,602,000
2029 and thereafter	156,298,200
	₱250,693,991

The interest rates and maturities of the above debts are as follows:

	Maturities	Interest Rates
Term Loans:		
Peso	2025-2039 2024-2034	4.00% to 7.11% in 2024 4.00% to 7.11% in 2023
Dollar	2025-2027 2024-2027	5.51% to 8.10% in 2024 5.36% to 8.10% in 2023
Retail bonds Dollar	2030-2035 2030-2035	3.13% to 3.75% in 2024 3.13% to 3.75% in 2023

Total interest expense recognized in the consolidated profit or loss related to long-term debt amounted to ₱7,204.47 million, ₱6,723.60 million and ₱6,884.49 million in 2024, 2023 and 2022, respectively (see Note 25).



Total interest expenses capitalized as part of property and equipment amounted to ₱6,500.67 million and ₱6,710.29 million in 2024 and 2023, respectively (see [Note 11](#)).

17.1 Term Loans and Corporate Notes

Globe Telecom has unsecured term loans which consist of dollar and peso-denominated term loans subject to fixed and floating interest rates.

17.2 Retail Bonds Peso

On July 17, 2013, Globe Telecom issued ₱7,000.00 million fixed rate bond. The amount comprises ₱4,000.00 million and ₱3,000.00 million bonds due in 2020 and 2023, with interest rate of 4.8875% and 5.2792%, respectively. The net proceeds of the issue were used to partially finance Globe Telecom's capital expenditure requirements in 2013.

The seven-year and ten-year retail bonds may be redeemed in whole, but not in part only, starting two years for the seven-year bonds and three years for the ten-year bonds before the maturity date and on the anniversary thereafter at a price ranging from 101.0% to 100.5% and 102.0% to 100.5%, respectively, of the principal amount of the bonds and all accrued interest depending on the year of redemption. Globe fully redeemed its ₱4,000.00 million and ₱3,000.00 million retail bonds in July 2020 and July 2023, respectively.

17.3 Retail Bonds Dollar

On July 23, 2020, Globe Telecom issued a USD 300 million 10-year and USD 300 million 15-year US dollar denominated senior notes with a coupon rate of 2.5% and 3.0%, respectively. The notes are unrated and have been listed on the Singapore Exchange Securities Trading Limited on July 24, 2020. The net proceeds from the issue of the notes was used to finance Globe's capital expenditures, refinance maturing and/or existing obligations, and for general corporate requirements.

17.4 Loan Covenants

The loan agreements with banks and other financial institutions provide for certain restrictions and requirements with respect to, among others, maintenance of financial ratios and percentage of ownership of specific shareholders, incurrence of additional long-term indebtedness or guarantees and creation of property encumbrances.

The financial tests under Globe's loan agreements include compliance with the following ratios:

- Total debt* to EBITDA not exceeding 3.5:1;
- Debt service coverage exceeding 1.3 times; and
- Secured debt ratio not exceeding 0.2 times.

**Composed of loans payable and net derivative liabilities.*

As of December 31, 2024 and 2023, Globe is not in breach of any loan covenants.



18 Other Long-term Liabilities

This account consists of:

	2024	2023
	<i>(In Thousand Pesos)</i>	
Asset retirement obligation (ARO)	₱2,018,702	₱2,253,106
Others	1,409,096	1,433,974
	₱3,427,798	₱3,687,080

ARO represents Globe's estimated dismantling cost of property and equipment and obligation to restore leased properties to their original condition. The rollforward analysis of Globe's ARO follows:

	Notes	2024	2023
		<i>(In Thousand Pesos)</i>	
At beginning of year		₱2,253,106	₱2,689,423
Accretion expense during the year	25	11,272	8,250
Capitalized to property and equipment during the year	11	5,800	-
Settlements and reversals		-	(621,672)
Remeasurements		(251,476)	177,105
At end of year		₱2,018,702	₱2,253,106

Gain on settlement and remeasurement of ARO recognized in consolidated profit or loss amounted to ₱2.63 million in 2022 (see [Note 22](#)).

19 Related Party Transactions

Parties are considered to be related to Globe if they have the ability, directly or indirectly, to control Globe or exercise significant influence over Globe in making financial and operating decisions, or vice versa, or where Globe and the party are subject to common control or common joint control. Related parties may be individuals (being members of key management personnel, significant shareholders and/or their close family members) or entities and include entities which are under the significant influence of related parties exercising control or joint control over Globe, and post-employment benefit plan which are for the benefit of employees of Globe or of any entity that is a related party of Globe.

Globe, in their regular conduct of business, enter into transactions with their major stockholders, AC and Singtel, joint ventures and certain related parties.

Globe's audit and related party transactions committee (Committee) reviews and approves all covered related party transactions in accordance with Globe's corporate governance policy. The Committee endorses the covered related party transactions to the Board of Directors for final approval.



The summary of balances arising from related party transactions for the relevant financial year follows (in thousand pesos):

		Amount of transaction				Outstanding Balance				
		Note	Revenue and Other Income	Costs and Expenses charged to Profit or Loss	Cost and Expenses capitalized as Asset	Cash and Cash Equivalents	Amounts Owed by Related Parties	Amounts Owed to Related Parties	Terms	Conditions
Entities with joint control over the Company										
Singtel Group		19.1	P250,336	P217,487	P-	P-	P27,066	P149,473	Interest-free, settlement in cash	Unsecured, no impairment
AC		19.1	41,836	58,414	-	-	20,683	44,439	Interest-free, settlement in cash	Unsecured, no impairment
Jointly controlled entities										
BMPL		19.2	-	39,210	-	-	-	4,595	Interest-free, settlement in cash	Unsecured, no impairment
Mynt		19.2	186,206	3,302,881	-	344,959	635,204	-	Interest-free, settlement in cash	Unsecured, no impairment
Globe STT GDC, Inc.		19.2	171,695	-	1,747,480	-	486,189	2,931,513	Interest-free, settlement in cash	Unsecured, no impairment
Other related parties										
GRP		19.3	155,424	-	-	-	2,547,935	-	3-5 years, 4.25-6.00%, settlement in cash	Unsecured, no impairment
BEAM		19.3	-	203,000	-	-	-	-	-	-
JVHI		19.3	81,340	-	-	-	1,216,000	-	5-6 years, 5.94%-7.88%, settlement in cash	Unsecured, no impairment
Key management personnel		19.4	-	373,500	-	-	-	-	Interest-free excluding cash and cash equivalents, settlement in cash	Unsecured, no impairment
Others		19.3	618,651	215,277	83,837	245,941	105,200	26,879	-	-
			P1,505,488	P4,409,769	P1,831,317	P590,900	P5,038,277	P3,156,899		



		Amount of transaction				Outstanding Balance				
		Note	Revenue and Other Income	Costs and Expenses charged to Profit or Loss	Cost and Expenses capitalized as Asset	Cash and Cash Equivalents	Amounts Owed by Related Parties	Amounts Owed to Related Parties	Terms	Conditions
Entities with joint control over the Company										
Singtel Group		19.1	P336,003	P290,729	P-	P-	P65,655	P277,517	Interest-free, settlement in cash	Unsecured, no impairment
AC		19.1	39,215	54,873	-	-	23,505	1,745	Interest-free, settlement in cash	Unsecured, no impairment
Jointly controlled entities										
BMPL		19.2	-	20,142	-	-	-	2,784	Interest-free, settlement in cash	Unsecured, no impairment
Mynt		19.2	81,242	3,523,508	-	320,141	448,838	-	Interest-free, settlement in cash	Unsecured, no impairment
Globe STT GDC, Inc.		19.2	230,603	-	1,639,638	-	641,412	2,254,883	Interest-free, settlement in cash	Unsecured, no impairment
Other related parties										
GRP		19.3	154,999	-	-	-	2,547,935	-	3-5 years, 4.25-6.00%, settlement in cash	Unsecured, no impairment
BEAM		19.3	-	215,000	-	-	-	-	-	-
JVHI		19.3	59,790	-	-	-	1,317,000	-	5-6 years, 5.94%-7.88%, settlement in cash	Unsecured, no impairment
Key management personnel		19.4	-	423,800	-	-	-	-	Interest-free excluding cash and cash equivalents, settlement in cash	Unsecured, no impairment
Others		19.3	640,632	65,584	84,522	313,963	180,181	54,324	-	-
			P1,542,484	P4,593,636	P1,724,160	P634,104	P5,224,526	P2,591,253		



Amounts owed by related parties are presented in the statement of financial position as follows:

	Notes	2024	2023
<i>(In Thousand Pesos)</i>			
Trade receivables – net		₱103,923	₱238,139
Due from related parties	10.2	1,170,419	1,121,452
Loans to related parties	10.1	3,763,935	3,864,935
		₱5,038,277	₱5,224,526

Amounts owed to related parties amounting to ₱3,156.90 million and ₱2,591.25 million as of December 31, 2024 and 2023, respectively are presented under trade payables and accrued expenses account in the statements of financial position.

As of December 31, 2024 and 2023, total related party trade and other receivables with and among subsidiaries that were eliminated at consolidation against related party trade and other payables amounted to ₱81,574.63 million and ₱67,812.23 million, respectively. These are mostly unsecured, interest-free and settled in cash.

19.1 Entities with Joint Control over Globe - AC and Singtel Group

Singtel Group

Interconnection agreements

Globe Telecom has interconnection agreements with Singtel Group. The interconnection revenues recognized in relation to the agreements amounted to ₱250.34 million, ₱336.00 million and ₱427.09 million in 2024, 2023 and 2022, respectively. The interconnection costs recognized in relation to the agreements amounted to ₱15.30 million, ₱23.05 million and ₱19.35 million in 2024, 2023 and 2022, respectively.

Technical assistance agreement

Globe Telecom and Singtel Group have a technical assistance agreement whereby Singtel Group will provide consultancy and advisory services, including those with respect to the construction and operation of Globe Telecom's networks and communication services, equipment procurement and personnel services. In addition, Globe Telecom has software development, supply, license and support arrangements, lease of cable facilities, maintenance and restoration costs and other transactions with Singtel Group. General and administrative expenses charged to profit or loss in relation to the agreement amounted to ₱202.19 million, ₱267.68 million and ₱157.85 million in 2024, 2023 and 2022, respectively.

AC

Subscription receivable

Globe Telecom, Innove and BTI earn subscriber revenues from AC. Service revenues recognized from AC amounted to ₱41.84 million, ₱39.22 million and ₱23.27 million in 2024, 2023 and 2022, respectively.

Cost reimbursements

Globe Telecom reimburses AC for certain operating expenses. Total expense recognized by Globe from the transaction amounted to ₱58.41 million, ₱54.87 million and ₱40.13 million in 2024, 2023 and 2022, respectively.



19.2 Joint Ventures in which Globe is a venturer

BMPL

Globe Telecom has preferred roaming service contract with BMPL. Under this contract, Globe Telecom will pay BMPL for services rendered by the latter which include, among others, coordination and facilitation of preferred roaming arrangement among JV partners, and procurement and maintenance of telecommunications equipment necessary for delivery of seamless roaming experience to customers. Globe Telecom also incurs commission from BMPL for regional top-up service provided by the JV partners. The net outstanding liabilities to BMPL related to these transactions amounted to ₱4.60 million and ₱2.78 million as of December 31, 2024 and 2023, respectively. Total expenses recognized related to these transactions amounted to ₱39.21 million, ₱20.14 million and ₱26.22 million in 2024, 2023, and 2022, respectively.

Mynt

Management support services

Globe renders certain management support services to Mynt. The management services also include the use of Globe's network and facilities to conduct Mynt's operations. Management fee income amounted to ₱80.84 million, ₱64.77 million and ₱165.43 million in 2024, 2023, and 2022, respectively (see Note 22).

Leases

Globe has lease arrangements with Mynt for the use of certain office space. Lease income recognized in relation to the agreement amounted to ₱105.36 million, ₱16.47 million and nil in 2024, 2023 and 2022, respectively.

Service agreement

Mynt offers over-the-air reloading to the mobile prepaid subscribers of Globe using the Gcash mobile application. This entitles Mynt to a certain percentage share of the prepaid load sales through the Gcash platform.

Mynt also provides virtual GCash wallet to Globe and functions as an Internet Payment Gateway. This enables the subscribers of Globe to purchase Globe products and settle postpaid bills using the GCash platform.

Expense charged to profit or loss in relation to these arrangements amounted to ₱3,302.88 million, ₱3,523.51 million and ₱3,327.75 million in 2024, 2023 and 2022, respectively.

Outstanding Gcash wallet balance as of December 31, 2024 and 2023 amounted to ₱344.96 million and ₱320.14 million, respectively.

Share Purchase Agreement

On September 8, 2023, Mynt entered into a definitive agreement with AB Capital & Investment Corporation, an entity controlled by a member of the Board of Directors of Globe, to acquire up to a 50.0% equity stake in AB Capital Securities, Inc ("ABCSI"). As of December 31, 2024, Mynt has closed the two investment tranches and currently owns 16% of ABSCI.

On September 29, 2023, Globe Telecom entered into a Share Purchase Agreement with Mynt for the sale of Globe's 77% investment in ECPay for a total consideration of ₱2,310.00. The closing of the transaction and actual transfer of ownership is still subject to PCC approval. As of December 31, 2024, PCC review is still in progress (See Note 14.2).



On September 27, 2024, ECPay has declared dividends to its existing shareholders. Globe Telecom received cash amounting to ₱500.50 million presented as dividends received in Globe's consolidated statement of cashflows.

[Globe STT GDC, Inc.](#)

[Management fees](#)

Globe renders certain management support services to Globe STT GDC. Management fees recognized in relation to the services rendered amounted to ₱36.56 million, ₱75.75 million and ₱83.14 million in 2024, 2023 and 2022, respectively (See [Note 22](#)).

[Reimbursement of expenses](#)

In the normal course of business, Globe STT GDC reimburse expenses to Globe amounting to ₱28.74 million, ₱41.80 million and ₱121.32 million recognized as other income in 2024, 2023 and 2022, respectively.

[Leases](#)

Globe has lease arrangements with Globe STT GDC for the use of certain telecommunication and data center facilities. Lease expense capitalized as right of use assets amounted to ₱1,747.48 million and ₱1,639.64 million in 2024 and 2023, respectively.

Globe has lease arrangements with Globe STT GDC for the use of certain office space. Lease income recognized in relation to the agreement amounted to ₱106.40 million, ₱113.05 million and ₱62.47 million in 2024, 2023 and 2022, respectively.

[19.3 Transactions with the other related parties](#)

[Globe Retirement Plan \(GRP\)](#)

Globe granted various loans to the GRP at an interest rate of 5.50%, which matured on September 11, 2020. Upon maturity, the loan was extended until September 11, 2023 with the interest rate reduced to 4.25% per annum. In April 2022, Globe Telecom collected ₱408.00 million as full settlement. On May 5, 2021, Globe granted additional loans to the GRP at an interest rate of 6%, which will mature on May 26, 2026. Interest income amounted to ₱155.42 million, ₱155.00 million and ₱160.25 million in 2024, 2023 and 2022, respectively (see [Note 21](#)). As of December 31, 2024 and 2023, the outstanding balance of loan receivable from GGRP amounted to ₱2,547.94 million (see [Note 10](#)).

[BHI](#)

GRP owns 100% of BHI, a domestic corporation organized to invest in media ventures. BHI has controlling interest in Altimax Broadcasting Co., Inc. (Altimax) and Broadcast Enterprises and Affiliated Media Inc. (BEAM), respectively.

[BEAM](#)

On February 1, 2009, Globe entered into a memorandum of agreement (MOA) with BEAM for the latter to render mobile television broadcast service to Globe subscribers using the mobile TV service. Globe recognized expense amounting to ₱203.00 million, ₱215.00 million and ₱215.00 million in 2024, 2023 and 2022, respectively.



[Altimax](#)

On October 1, 2009, Globe entered into a MOA with Altimax for Globe's co-use of specific frequencies of Altimax's for the rollout of broadband wireless access to Globe's subscribers.

On March 21, 2022 Altimax's Frequency was reallocated to Globe following the approval of the National Telecommunications Commission (NTC) to reclassify the Frequency to broadband wireless access. Total consideration amounting to ₱3,150.00 million was subsequently paid in April 1, 2022.

[JVHI](#)

Globe granted loan to JVHI at an interest rate of 5.94%, which will mature on January 19, 2028. In 2023, Globe granted additional loan to JVHI at an interest of 7.88%, which will mature on January 19, 2028. In October 2024, Globe Telecom collected ₱101.00 million as partial settlement of the loan. Interest income amounted to ₱81.34 million, ₱59.79 and ₱21.49 million in 2024, 2023 and 2022, respectively (see [Note 21](#)). As of December 31, 2024 and 2023, the outstanding balance of loan receivable from JVHI amounted to ₱1,216.00 million and ₱1,317.00 million, respectively (see [Note 10](#)).

917Ventures Group Retirement Plan owns 99.99% of JVHI's outstanding shares. The Plan was established by GCVHI and registered with the Bureau of Internal Revenue on May 12, 2021 to fund the retirement and separation benefits of the participating and qualified employees of 917Ventures, BCHI and AI.

[Others](#)

Globe earns service revenues, maintains money market placements and cash in bank balances, acquires transportation equipment and incurs general, selling and administrative expenses such as rentals, utilities and customer contract services, from entities which are either controlled, jointly controlled or significantly influenced by AC.

[19.4 Transactions with key management personnel of Globe](#)

The following compensation of key management personnel were recognized as expenses in 2024 and 2023 which includes accrued but unpaid amounts for the years ended:

	2024	2023
	<i>(In Thousand Pesos)</i>	
Short-term employee benefits	₱274,700	₱329,000
Share-based payments	78,800	80,200
Post-employment benefits	20,000	14,600
	₱373,500	₱423,800

There are no agreements between Globe and any of its directors and key officers providing for benefits upon termination of employment, except for such benefits to which they may be entitled under Globe's retirement plans.



20 Equity and Other Comprehensive Income

As of December 31, 2024 and 2023, Globe Telecom's authorized capital stock consists of (amounts in thousand pesos and number of shares):

	Shares	Amount
<i>(In Thousand Pesos and Number of Shares)</i>		
Voting preferred stock -P5 per share	160,000	P800,000
Non-voting preferred stock -P50 per share	40,000	2,000,000
Common stock -P50 per share	168,934	8,446,719

Approval of the Stockholders to Increase the Authorized Common Capital Stock

On April 26, 2022, the stockholders of Globe Telecom approved the amendments to the articles of incorporation to increase Globe Telecom's authorized common capital stock by 20,000,000 shares from 148,934,373 shares to 168,934,373 shares with par value being retained at P50.00 per share.

Approval of the SEC to Increase the Authorized Common Capital Stock

On October 24, 2022, the Securities and Exchange Commission approved the amendments to the articles of incorporation to increase Globe Telecom's authorized common capital stock from P7,446,719 to P8,446,719 consisting of 168,934,373 shares with par value being retained at P50.00 per share.

Globe Telecom's issued, subscribed and fully paid capital stock consists of:

	2024		2023	
	Shares	Amount	Shares	Amount
<i>(In Thousand Pesos and Number of Shares)</i>				
Voting preferred stock	158,515	P792,575	158,515	P792,575
Non-voting preferred stock	20,000	1,000,000	20,000	1,000,000
Common stock	144,380	7,219,017	144,229	7,211,455
Total capital stock		P9,011,592		P9,004,030

Below is the summary of Globe Telecom's track record of registration of securities:

	Number of shares registered	Issue/offer price	Date of approval
<i>(In Thousands, Except for Issue/Offer price)</i>			
Voting preferred stock	158,515	P5.00	June 2001
Non-voting preferred stock	20,000	500.00	August 11, 2014
Common stock*	30,000	0.50	August 11, 1975
Common stock*	10,119	1,680	October 28, 2022

*Initial number of registered shares only



20.1 Preferred Stock

Non-Voting Preferred Stock

Non-voting preferred stock has the following features:

- Issued at P50 par;
- Dividend rate to be determined by the BOD at the time of issue;
- Redemption - at Globe Telecom's option at such times and price(s) as may be determined by the BOD at the time of issue, which price may not be less than the par value thereof plus accrued dividends;
- Eligibility of investors - Any person, partnership, association or corporation regardless of nationality wherein at least 60% of the outstanding capital stock shall be owned by Filipino;
- No voting rights;
- Cumulative and non-participating;
- No pre-emptive rights over any sale or issuance of any share in Globe Telecom's capital stock; and
- Stocks shall rank ahead of the common shares and equally with the voting preferred stocks in the event of liquidation.

On August 22, 2021, Globe Telecom redeemed the 20 million non-voting preferred shares for P10,000.00 million which were recognized as treasury shares in the consolidated statements of financial position (see [Note 20.4](#)).

Voting Preferred Stock

Voting preferred stock has the following features:

- Issued at P5 par;
- Dividend rate to be determined by the BOD at the time of issue;
- One preferred share is convertible to one common share starting at the end of the 10th year of the issue date at a price to be determined by Globe Telecom's BOD at the time of issue which shall not be less than the market price of the common share less the par value of the preferred share;
- Call option - Exercisable any time by Globe Telecom starting at the end of the 5th year from issue date at a price to be determined by the BOD at the time of issue;
- Eligibility of investors - Only Filipino citizens or corporations or partnerships wherein 60% of the voting stock or voting power is owned by Filipino;
- With voting rights;
- Cumulative and non-participating;
- Preference as to dividends and in the event of liquidation; and
- No pre-emptive right to any share issue of Globe Telecom, and subject to yield protection in case of change in tax laws.

The dividends for preferred stocks are declared upon the sole discretion of Globe Telecom's BOD.



20.2 Common Stock

The rollforward of outstanding common shares follows:

	2024		2023	
	Shares	Amount	Shares	Amount
<i>(In Thousand Pesos and Number of Shares)</i>				
At beginning of year	144,229	₱7,211,455	144,060	₱7,203,027
Issuance of shares under share-based compensation plan and exercise of stock options	151	7,562	169	8,428
At end of year	144,380	₱7,219,017	144,229	₱7,211,455

Holders of fully paid common stock are entitled to voting and dividends rights.

Stock Rights Offering

On June 17, 2022, the board of directors of Globe Telecom approved the offer and issuance of common shares by way of stock rights to eligible shareholders of record, and the subsequent listing of said shares. The common shares for this offer will be issued out of the increase in the Company's authorized capital stock, which was approved by Globe's board of directors and stockholders on April 25, 2022 and April 26, 2022, respectively.

On October 28, 2022, Globe Telecom formally listed 10,119,047 common shares newly issued to stockholders that participated in the recently concluded Rights Offer (the "Offer") on the Philippine Stock Exchange. The common shares were sold in the Offer at ₱1,680.00 per share, raising net proceeds of ₱16,804.48 million.

20.3 Capital Securities

On November 2, 2021, Globe Telecom issued US\$600 million senior perpetual capital securities with an initial distribution rate of 4.20% payable semi-annually and callable on or after August 2, 2026. The distribution rate is subject to step up on the fifth anniversary and shall be recalculated every five years thereafter. The capital securities were classified as equity since there is no fixed redemption date and the redemption is at the option of Globe Telecom. Globe Telecom also has the right to defer payment of any or all of the distribution. On November 3, 2021, the capital securities were listed in Singapore Exchange Securities Trading Limited. On November 2024, Globe updated its distribution rate based on market.

Distributions to holders of capital securities amounted to ₱1,369.67 million, ₱1,330.62 million and ₱1,306.73 million in 2024, 2023 and 2022, respectively.

20.4 Treasury Shares

Globe's treasury shares pertain to the 20 million non-voting preferred shares that were redeemed on August 22, 2021 for ₱10,000.00 million (see [Note 20.1](#)).



20.5 Cash Dividends

Information on Globe Telecom's BOD declaration of cash dividends follows:

	Per Share	Amount	Date	
			Record	Payment
(In Thousand Pesos, Except Per Share Figures)				
Dividends on Voting Preferred stock:				
November 11, 2022	0.32	50,027	November 25, 2022	December 9, 2022
November 3, 2023	0.32	50,027	November 17, 2023	December 1, 2023
November 7, 2024	0.39	61,297	November 21, 2024	December 6, 2024
Dividends on Common stock:				
February 8, 2022	27.00	3,607,719	February 22, 2022	March 10, 2022
May 4 2022	27.00	3,616,420	May 19, 2022	June 3, 2022
August 11, 2022	27.00	3,616,420	August 25, 2022	September 9, 2022
November 11, 2022	25.00	3,601,514	November 25, 2022	December 9, 2022
February 6, 2023	25.00	3,601,514	February 20, 2023	March 8, 2023
May 4, 2023	25.00	3,605,714	May 18, 2023	June 2, 2023
August 11, 2023	25.00	3,605,715	August 29, 2023	September 8, 2023
November 3, 2023	25.00	3,605,715	November 17, 2023	December 1, 2023
February 6, 2024	25.00	3,605,716	February 21, 2024	March 7, 2024
May 14, 2024	25.00	3,609,508	May 28, 2024	June 13, 2024
August 6, 2024	25.00	3,609,508	August 20, 2024	September 5, 2024
November 7, 2024	25.00	3,609,508	November 21, 2024	December 6, 2024

20.6 Common Stock Dividend

The dividend policy of Globe Telecom as approved by the BOD is to declare cash dividends to its common stockholders on a regular basis as may be determined by the BOD.

The dividend distribution policy is reviewed annually and subsequently each quarter of the year, taking into account Globe Telecom's operating results, cash flows, debt covenants, capital expenditure levels and liquidity.

In 2023, Globe Telecom distributes cash dividends to its shareholders at the rate of 60% to 75% of prior year's core net income, and is committed to a sustainable dividend policy in line with earnings and cash flow generation.

On February 6, 2024, the BOD approved the proposed change in the dividend policy to 60% to 90% of the prior year's core net income, to be applied starting 2024 dividend declarations.



20.7 Retained Earnings Available for Dividend Declaration

The total unrestricted retained earnings available for dividend declaration amounted to ₱12,582.82 million and ₱19,998.15 million as of December 31, 2024 and 2023, respectively. This amount excludes the undistributed net earnings of consolidated subsidiaries, accumulated equity in net earnings of joint ventures accounted for under the equity method, and unrealized gains recognized on asset and liability, currency translations and unrealized gains on fair value adjustments. Globe is also subject to loan covenants that limits its ability to pay dividends (see [Note 17](#)).

20.8 Other Comprehensive Income

Other Reserves

2024

	Cash flow hedges (Note 8)	Investment in equity securities (Note 10)	Currency translation adjustment	Remeasurement on pension liabilities (Note 27)	Total
<i>(Unaudited and In Thousand Pesos)</i>					
As of January 1	(₱996,453)	₱1,217,194	₱637,601	(₱2,191,595)	(₱1,333,253)
Fair value changes	262,102	229,660	-	-	491,762
Share in OCI from investment in joint venture (see Note 14)	-	(16,932)	4,949	(23,972)	(35,955)
Remeasurement on pension liabilities	-	-	-	(633,993)	(633,993)
Transferred to profit or loss	(1,422,711)	-	-	-	(1,422,711)
Exchange differences	-	-	265,470	-	265,470
Income tax effect (see Note 28)	290,152	(57,415)	-	158,498	391,235
Other comprehensive income for the period	(870,457)	155,313	270,419	(499,467)	(944,192)
Other comprehensive income attributable to non-controlling interest	-	-	7,055	763	7,818
Other comprehensive income attributable to equity holders of the Parent	(870,457)	155,313	277,474	(498,704)	(936,374)
As of December 31	(₱1,866,910)	₱1,372,507	₱915,075	(₱2,690,299)	(₱2,269,627)



2023

	Cash flow hedges (Note 8)	Investment in equity securities (Note 10)	Currency translation adjustment	Remeasurement on pension liabilities (Note 27)	Total
<i>(Unaudited and In Thousand Pesos)</i>					
As of January 1	(₱1,181,500)	₱985,323	₱663,055	(₱583,184)	(₱116,306)
Fair value changes	(852,889)	224,064	-	-	(628,825)
Share in OCI from investment in joint venture (see Note 14)	-	63,823	(291)	5,126	68,658
Remeasurement on pension liabilities	-	-	-	(2,145,565)	(2,145,565)
Transferred to profit or loss	1,099,618	-	-	-	1,099,618
Exchange differences	-	-	(22,152)	-	(22,152)
Income tax effect (see Note 28)	(61,682)	(56,016)	-	536,391	418,693
Other comprehensive income for the period	185,047	231,871	(22,443)	(1,604,048)	(1,209,573)
Other comprehensive income attributable to non-controlling interest	-	-	(3,011)	(4,363)	(7,374)
Other comprehensive income attributable to equity holders of the Parent	185,047	231,871	(25,454)	(1,608,411)	(1,216,947)
As of December 31	(₱996,453)	₱1,217,194	₱637,601	(₱2,191,595)	(₱1,333,253)

2022

	Cash flow hedges (Note 8)	Investment in equity securities (Note 10)	Currency translation adjustment	Remeasurement on defined benefit plan (Note 27)	Total
<i>(In Thousand Pesos)</i>					
As of January 1	₱198,090	₱956,219	(₱35,365)	(₱3,314,072)	(₱2,195,128)
Fair value changes	1,791,710	2,492	-	-	1,794,202
Share in OCI from investment in joint venture (see Note 14)	-	27,235	5,276	(9,381)	23,130
Remeasurement on pension liabilities	-	-	-	3,666,776	3,666,776
Transferred to profit or loss	(3,631,163)	-	-	-	(3,631,163)
Exchange differences	-	-	693,257	-	693,257
Income tax effect (see Note 28)	459,863	(623)	-	(916,694)	(457,454)
Other comprehensive income for the period	(1,379,590)	29,104	698,533	2,740,701	2,088,748
Other comprehensive income attributable to non-controlling interest	-	-	(113)	(9,813)	(9,926)
Other comprehensive income attributable to equity holders of the Parent	(1,379,590)	29,104	698,420	2,730,888	2,078,822
As of December 31	(₱1,181,500)	₱985,323	₱663,055	(₱583,184)	(₱116,306)



21 Interest Income

Interest income is earned from the following sources:

	Notes	2024	2023	2022
<i>(In Thousand Pesos)</i>				
Short-term placements	5	₱567,639	₱374,055	₱130,153
Loans receivable:				
GRP	19.3	155,424	154,999	160,250
JVHI	19.3	81,340	59,790	21,490
Cash in banks	5	65,227	75,980	9,650
Others		48,708	12,746	18,566
		₱918,338	₱677,570	₱340,109

22 Other Income - net

This account consists of:

	Notes	2024	2023	2022
<i>(In Thousand Pesos)</i>				
Gain (loss) on derivatives instruments – net		₱2,957,406	(₱740,686)	₱5,797,800
Foreign exchange gain (loss) - net		(2,431,889)	1,042,052	(5,343,019)
Management fees:				
Mynt	19.2	80,841	64,767	165,430
Globe STT GDC	19.2	36,557	75,750	83,143
Others		98,446	45,142	13,138
Lease		276,909	160,381	107,238
Gain on sale of investments		-	76,669	101,655
Gain on settlement and remeasurement of ARO	18	-	-	2,629
Others		716,674	235,823	1,546,800
		₱1,734,944	₱959,898	₱2,474,814



23 General, Selling and Administrative Expenses

This account consists of:

	Notes	2024	2023	2022
<i>(In Thousand Pesos)</i>				
Staff costs	27	₱17,920,270	₱18,959,128	₱19,136,088
Professional and other contracted services		14,095,009	14,938,459	15,361,332
Repairs and maintenance		13,207,896	13,345,136	11,656,701
Utilities, supplies and other administrative expenses		11,530,087	11,426,299	10,309,303
Taxes and licenses		4,336,674	3,816,353	3,889,035
Selling, advertising and promotions		3,978,198	4,776,126	6,385,740
Lease	13.3	2,983,982	2,828,275	2,794,315
Insurance and security services		1,591,082	1,916,654	2,131,677
Courier and delivery		437,757	246,937	574,883
Others		2,755,798	2,427,683	1,988,232
		₱72,836,753	₱74,681,050	₱74,227,306

24 Depreciation and amortization

The account consists of:

	Notes	2024	2023	2022
<i>(In Thousand Pesos)</i>				
Property and equipment	11	₱34,976,269	₱33,477,566	₱34,088,386
Intangible assets	12	6,531,125	6,979,156	6,283,860
Right of use assets	13	8,961,878	6,895,289	5,276,304
Investment properties	10	3,768	4,032	4,746
		₱50,473,040	₱47,356,043	₱45,653,296

25 Financing Costs

This account consists of:

	Notes	2024	2023	2022
<i>(In Thousand Pesos)</i>				
Loans payable*	17	₱7,204,469	₱6,723,599	₱6,884,490
Lease liabilities	13.2	6,749,514	4,867,242	1,668,972
Swap costs	8.4	318,440	490,046	1,140,451
Pension cost	27.1.1	134,378	33,584	198,227
ARO accretion expense	18	11,272	8,250	187,760
Others		26,197	23,158	11,389
		₱14,444,270	₱12,145,879	₱10,091,289

*This account is net of the amount capitalized borrowing costs (see [Notes 11](#) and [17](#)).



26 Impairment and other losses

This account consists of:

Notes	2024	2023	2022
<i>(In Thousand Pesos)</i>			
Impairment loss on			
Trade receivables	6	₱2,892,034	₱3,494,061
Contract assets	7.1	667,471	947,087
Property and equipment	11	410,563	92,441
Other assets		53,434	154,614
Provisions for (reversal of):			
Inventory obsolescence	9	156,046	399,495
Other probable losses – net	16	432,964	377,517
Other assets		78,778	(1,236)
		₱4,691,290	₱5,463,979
			₱4,906,747

27 Staff Cost

This account consist of:

	Recognized in profit or loss (Note 23)	Recognized in OCI (Note 20.8)
<i>(In Thousand Pesos)</i>		
2024	₱16,613,010	₱-
Compensation and short-term benefits	930,637	633,993
Pension benefits	376,623	-
Share based compensation	₱17,920,270	₱633,993
2023	₱17,831,001	₱-
Compensation and short-term benefits	842,239	2,145,565
Pension benefits	285,888	-
Share based compensation	₱18,959,128	₱2,145,565
2022	₱17,605,471	₱-
Compensation and short-term benefits	1,089,723	(3,666,776)
Pension benefits	440,894	-
Share based compensation	₱19,136,088	(₱3,666,776)



27.1 Pension Benefits

The details of pension liability recognized in the consolidated statements of financial position are as follows:

	2024	2023
<i>(In Thousand Pesos)</i>		
Globe Retirement Plan (GRP)	₱2,694,709	₱2,636,093
Other pension benefits	132,139	82,219
	₱2,826,848	₱2,718,312

The details of pension expense recognized in the consolidated statements of comprehensive income are as follows:

	Recognized in profit or loss	Recognized in OCI
<i>(In Thousand Pesos)</i>		
2024	₱901,657	₱629,584
GRP	28,980	4,409
Others	₱930,637	₱633,993
2023	₱773,424	₱2,224,333
GRP	68,815	(78,768)
Others	₱842,239	₱2,145,565
2022	₱1,020,459	(₱3,639,967)
GRP	69,264	(26,809)
Others	₱1,089,723	(₱3,666,776)

27.1.1 Globe Retirement Plan

Globe sponsors Globe Retirement Plan (GRP), a noncontributory defined benefit plan for qualifying employees of Globe Telecom and Innove. GRP is administered by a separate fund that is legally separated from the entity. The Board of Trustees (BOT) of the pension fund are required by law to act in the interest of the fund and of all relevant stakeholders in the plan. The BOT members are unanimously appointed by Globe Telecom acting through its BOD.

The BOT are authorized to appoint one or more fund managers to hold, invest and reinvest the assets of the Plan and execute an Investment Agreement with the said fund managers. The BOT sets the investment policies and limits of the Plan, and appoints fund managers to assist in the investment management of the Plan. The objective of the portfolio is capital preservation by earning higher than regular deposit rates over a long period given a small degree of risk on principal interest.

Asset - liability matching strategies

The investment policy in managing liquidity is to have sufficient liquidity at all times to meet the Plan's maturing liabilities, including benefit payments to qualified employees who are expected to avail of their retirement benefits when due, without incurring unnecessary funding costs.



The Plan's liquidity risk is managed on a daily basis by the Plan's investment managers in accordance with the policies and procedures duly approved by the BOT. The Plan's overall liquidity position for the year is monitored on a regular basis by the BOT.

Funding policy

The plan should have at least 100% solvency levels at all times. If a solvency deficiency exists, the deficit must be immediately funded.

Risks associated with the Plan

The retirement plan typically expose the participants to actuarial risks such as investment risk, interest rate risk, longevity risk and salary risk.

Investment risk

The present value of the defined benefit plan liability is calculated using a discount rate determined by reference to government bond yields; if the return on plan asset is below this rate, it will result in remeasurement loss and may create a plan deficit.

Interest rate risk

A decrease in the government bond interest rate will increase the plan liability; however, this will be partially offset by an increase in the return on the plan's debt investments.

Salary risk

The present value of the defined benefit plan liability is calculated by reference to the future salaries of plan participants. As such, an increase in the salary of the plan participants will increase the plan's liability.

The most recent actuarial valuation of the plan assets and the present value of the defined benefit obligation were carried out at December 31, 2024 by an Independent Actuary. The present value of the defined benefit obligation, and the related current service cost and past service cost, were measured using the projected unit credit method.



The components of pension expense (included in staff costs under "General, selling and administrative expenses" account) in the consolidated statements of comprehensive income are as follows:

	2024	2023	2022
	<i>(In Thousand Pesos)</i>		
Current service cost	₱994,654	₱847,295	₱1,110,085
	994,654	847,295	1,110,085
Less: components capitalized as property and equipment	(92,997)	(73,871)	(89,626)
Amount recognized in profit or loss	901,657	773,424	1,020,459
Net interest expense (Note 25)	134,378	33,584	198,227
Components of defined benefit costs recognized in profit or loss	1,036,035	807,008	1,218,686
Remeasurement on the net defined benefit liability:			
Return on plan assets (excluding amounts included in net interest expense)	(64,951)	528,921	(710,521)
Actuarial gains and losses:			
from changes in assumptions	523,065	1,764,509	(3,931,884)
from experience adjustments	171,470	(69,097)	1,002,438
Components of defined benefit costs recognized in other comprehensive income	629,584	2,224,333	(3,639,967)
	₱1,665,619	₱3,031,341	(₱2,421,281)

The breakdown of pension liability is as follows:

	2024	2023
	<i>(In Thousand Pesos)</i>	
Present value of benefit obligation	₱14,546,217	₱14,316,235
Less: fair value of plan assets	11,851,508	11,680,142
Pension liability	₱2,694,709	₱2,636,093

The following tables present the changes in the present value of defined benefit obligation and fair value of plan assets:

Present value of defined benefit obligation

	2024	2023
	<i>(In Thousand Pesos)</i>	
Balance at beginning of year	₱14,316,235	₱11,392,648
Current service cost	994,654	847,295
Interest cost	841,355	849,664
Benefits paid	(2,244,554)	(468,784)
Transfer of employees	(56,008)	-
Remeasurements in other comprehensive income:		
Actuarial gains and losses arising from changes in assumptions	523,065	1,764,509
Actuarial gains and losses arising from experience adjustments	171,470	(69,097)
Balance at end of year	₱14,546,217	₱14,316,235



Fair value of plan assets

	2024	2023
	<i>(In Thousand Pesos)</i>	
Balance at beginning of year	₱11,680,142	₱9,561,767
Remeasurement (gains)/losses:		
Return on plan assets (excluding amounts included in net interest expense)	64,951	(528,921)
Contributions from the employer	1,700,000	2,300,000
Interest income	706,977	816,080
Benefits paid	(2,244,554)	(468,784)
Transfer payments	(56,008)	-
Balance at end of year	₱11,851,508	₱11,680,142
Actual return on plan assets	₱771,928	₱287,159

The recommended contribution for Globe retirement fund for the year 2025 amounted to ₱1,066.91 million. This amount is based on Globe's actuarial valuation report as of December 31, 2024.

The allocation of the fair value of the plan assets of Globe as of December 31 is as follows:

	2024	2023
	<i>(In Thousand Pesos)</i>	
Cash and cash equivalents	₱157	₱3,852
Investment in debt securities	3,231,769	3,353,801
Investment in equity shares	8,619,582	8,322,489
	₱11,851,508	₱11,680,142

The assumptions used to determine pension benefits for Globe are as follows:

	2024	2023
Discount rate	6.15%	6.52%
Salary rate increase	4.50%	4.50%

The assumptions regarding future mortality rates which are based on the 2017 Philippine Intercompany Mortality Table which is based on a recent study by the Actuarial Society of the Philippines.

In 2024 and 2023, Globe applied a single weighted average discount rate that reflects the estimated timing and amount of benefit payments.



The sensitivity analysis below has been determined based on reasonably possible changes of each significant assumption on the defined benefit obligation as of December 31, 2024 and 2023, assuming all other assumptions were held constant (in thousand pesos):

December 31, 2024

	Increase (decrease) in basis points	Increase (decrease) on defined benefit obligation
Discount rates	+0.50%	(699,605)
	-0.50%	758,647
Future salary increases	+0.50%	800,126
	-0.50%	(743,075)
Mortality	+10.00%	(20,3390)
	-10.00%	19,725

December 31, 2023

	Increase (decrease) in basis points	Increase (decrease) on defined benefit obligation
Discount rates	+0.50%	(672,126)
	-0.50%	728,715
Future salary increases	+0.50%	771,445
	-0.50%	(716,368)
Mortality	+10.00%	2,640
	-10.00%	(9,128)

There were no changes from the previous period in the methods and assumptions used in preparing sensitivity analysis.

The objective of the plan's portfolio is capital preservation by earning higher than regular deposit rates over a long period given a small degree of risk on principal and interest. Asset purchases and sales are determined by the plan's investment managers, who have been given discretionary authority to manage the distribution of assets to achieve the plan's investment objectives. The compliance with target asset allocations and composition of the investment portfolio is monitored by the BOT on a regular basis.

The sensitivity analysis presented above may not be representative of the actual change in the defined benefit obligation as it is unlikely that the changes in assumptions would occur in isolation of one another as some of the assumptions may be correlated.

In presenting the above sensitivity analysis, the present value of the defined benefit obligation has been calculated using the Projected Unit Credit Method at the end of the reporting period, which is the same as that applied in calculating the defined benefit obligation recognized in the consolidated statement of financial position.

The plan contributions are based on the actuarial present value of accumulated plan benefits and fair value of plan assets are determined using an independent actuarial valuation.

The average duration of the defined benefit obligation at the end of the reporting period is 13.99 years and 14.92 years in 2024 and 2023, respectively.



Shown below is the maturity analysis of the undiscounted benefit payments as of December 31:

	2024	2023
<i>(In Thousand Pesos)</i>		
Within 1 year	₱1,648,259	₱1,757,543
More than 1 year to 5 years	3,638,966	3,667,973
5 years to 10 years	1,063,255	7,193,594
	₱6,350,480	₱12,619,110

27.2 Other Pension Benefits

Other pension benefits pertain to the pension liabilities recognized by Globe's subsidiaries who do not participate in the GRP. Other pension benefits are primarily recognized for the minimum retirement benefits provided by the Philippine Retirement Law under Republic Act 7641.

27.3 Share-based Compensations

Globe Telecom has stock plans for its employees. The number of shares allocated under these plans shall not exceed the aggregate equivalent of 6% of the authorized capital stock.



27.3.1 Long-Term Incentive Plan

In November 2014, Globe obtained approval from the BOD to implement a Long-Term Incentive Plan (LTIP) also called a Performance Share Plan (PSP) covering key executives and senior management. Under the PSP, the grantees are awarded a specific number of shares at the start of the performance period which vest over a specified performance period and contingent upon the achievement of specified long-term goals.

The following are the stock grants to key executives and senior management personnel of Globe under the LTIP:

Date of Grant	Number of Grants at Grant Date	Settlement Dates	Fair Value of Each Grants	Fair Value Measurement
July 31, 2019	289,650	100% after 3 years subject to attainment of plan targets and subject to stock ownership requirements	1,997.35	Market price
January 1, 2020	230,360	100% after 3 years subject to attainment of plan targets and subject to stock ownership requirements	1,970.2	Market price
January 1, 2021	200,830	100% after 3 years subject to attainment of plan targets and subject to stock ownership requirements	2,027.30	Market price
January 1, 2022	128,260	100% after 3 years subject to attainment of plan targets and subject to stock ownership requirements	3,384.00	Market price
January 1, 2023	208,970	100% after 3 years subject to attainment of plan targets and subject to stock ownership requirements	2,199.00	Market price
January 1, 2024	287,500	100% after 3 years subject to attainment of plan targets and subject to stock ownership requirements	1,714.00	Market price

The fair value is based on the average quoted market price for the last 20 trading days preceding the approval date of the stock option grant.

Cost of share-based compensation in 2024, 2023 and 2022 amounted to ₱376.62 million, ₱285.89 million and ₱440.89 million, respectively.



28 Income Tax

Income Tax Expense

Income tax expense charged to profit or loss includes the following:

	2024	2023	2022
	<i>(In Thousand Pesos)</i>		
Current	₱6,919,731	₱7,853,664	₱9,696,533
Deferred	(874,417)	(16,004)	(200,132)
	₱6,045,314	₱7,837,660	₱9,496,401

Deferred tax expense (benefit) recognized in the consolidated other comprehensive income amounted to (₱391.24) million, (₱418.69) million and ₱457.45 million in 2024, 2023 and 2022, respectively (see [Note 20.8](#)).

The reconciliation of the provision for income tax at statutory tax rate and the actual current and deferred provision for income tax follows:

	2024	2023	2022
	<i>(In Thousand Pesos)</i>		
Income before income tax	₱30,331,083	₱32,415,670	₱44,100,450
Multiplied by statutory income tax rate	25%	25%	25%
Provision at statutory income tax rate	7,582,771	8,103,918	11,025,113
Add (deduct) tax effects of:			
Equity in net (income) losses of associates and joint ventures	(974,253)	(553,690)	(270,801)
Gain on sale of controlling interest on data center business subjected to lower rate	-	-	(796,812)
Income subjected to lower tax rates	(340,443)	71,477	(268,411)
Others	(222,761)	215,955	(192,688)
Actual provision for income tax	₱6,045,314	₱7,837,660	₱9,496,401

The current provision for income tax includes the following:

	2024	2023	2022
	<i>(In Thousand Pesos)</i>		
RCIT or MCIT, whichever is higher	₱6,751,507	₱7,713,544	₱9,599,769
Final tax	168,224	140,120	96,764
	₱6,919,731	₱7,853,664	₱9,696,533

Deferred Income Tax Assets and Liabilities

Net deferred tax assets and (liabilities) presented in the consolidated statements of financial position on a net basis by entity are as follows:

	2024	2023
	<i>(In Thousand Pesos)</i>	
Net deferred income tax assets	₱1,971,459	₱2,279,979
Net deferred income tax liabilities	(4,363,232)	(5,983,954)
	(₱2,391,773)	(₱3,703,975)



The significant components of the deferred income tax assets and liabilities of Globe represent the deferred income tax effects of the following (In Thousand Pesos):

	2024	2023
	<i>(In Thousand Pesos)</i>	
Deferred tax assets		
Lease liabilities	₱29,239,641	₱23,009,073
Allowance for impairment losses on receivables	1,990,313	2,379,928
Unrealized foreign exchange losses	1,877,592	1,317,067
Unearned revenues and advances already subjected to income tax	1,121,544	1,007,499
Accrued manpower cost	1,047,897	1,227,903
Accrued pension	1,387,147	1,288,463
ARO	463,251	517,842
Accumulated impairment losses on property and equipment	496,419	497,020
Provision for claims and assessment	678,254	555,503
Inventory obsolescence and market decline	205,878	262,074
Cost of share-based compensation	217,931	200,675
Others	87,501	180,431
	38,813,368	32,443,478
Deferred tax liabilities		
Right of use assets	(21,839,917)	(18,132,820)
Excess of accumulated depreciation and amortization of Globe Telecom equipment for (a) tax reporting over (b) financial reporting	(13,093,860)	(11,581,427)
Contract asset	(1,498,548)	(1,975,014)
Unrealized gain on derivative transaction	(1,161,537)	(1,058,695)
Others	(3,612,279)	(3,399,497)
	(41,206,141)	(36,147,453)
Net deferred income tax (liabilities) assets	(₱2,392,773)	(₱3,703,975)

The rollforward analysis of Globe's net deferred tax assets (liabilities) follows:

	2024	2023
	<i>(In Thousand Pesos)</i>	
At beginning of year	(₱3,703,975)	(₱4,218,242)
Deferred income tax recognized in profit or loss		
Deferred tax relating to temporary difference	874,417	16,004
Deferred income tax recognized in comprehensive income		
Deferred tax relating to temporary difference (Note 20.8)	391,235	418,693
Others	46,550	79,570
At end of year	(₱2,391,773)	(₱3,703,975)



29 Earnings Per Share

Globe's earnings per share amounts were computed as follows:

	2024	2023	2022
<i>(In Thousand Pesos and Number of Shares Except per Share Figures)</i>			
Net income attributable to common shareholders	P24,304,433	P24,512,760	P34,563,011
Less dividends on preferred shares:			
Capital securities	1,369,672	1,330,619	1,250,363
Convertible voting preferred shares	61,297	50,027	50,027
Net income attributable to common shareholders for basic earnings per share (a)	22,873,464	23,132,114	33,262,621
Add dividends on convertible voting preferred shares	61,297	50,027	50,027
Net income attributable to common shareholders for diluted earnings per share (b)	22,934,761	23,182,141	33,312,648
Common shares outstanding, beginning	144,229	144,060	133,619
Add Weighted average number of issued shares under share-based compensation	101	112	215
Weighted average number of issued shares by way of stock rights	-	-	1,687
Weighted average number of shares for basic earnings per share (c)	144,330	144,172	135,521
Add Dilutive shares arising from:			
Convertible preferred shares	390	442	338
Share based compensation plans	592	509	529
Adjusted weighted average number of common shares for diluted earnings per share (d)	145,312	145,123	136,388
Basic earnings per share (a/c)	P158.48	P160.45	P245.44
Diluted earnings per share (b/d)	P157.83	P159.74	P244.25



30 Capital and Financial Risk Management and Financial Instruments

Globe adopts an expanded corporate governance approach in managing its business risks. An Enterprise Risk Management Policy was developed to systematically view the risks and to provide a better understanding of the different risks that could threaten the achievement of Globe's mission, vision, strategies, and goals, and to provide emphasis on how management and employees play a vital role in achieving Globe's mission of transforming and enriching lives through communications.

The policies are not intended to eliminate risk but to manage it in such a way that opportunities to create value for the stakeholders are achieved. Globe risk management takes place in the context of the normal business processes such as strategic planning, business planning, operational and support processes.

The application of these policies is the responsibility of the BOD through the Chief Executive Officer. The Chief Finance Officer and concurrent Chief Risk Officer champion oversees the entire risk management function. Risk owners have been identified for each risk and they are responsible for coordinating and continuously improving risk strategies, processes and measures on an enterprise-wide basis in accordance with established business objectives.

The risks are managed through the delegation of management and financial authority and individual accountability as documented in employment contracts, consultancy contracts, letters of authority, letters of appointment, performance planning and evaluation forms, key result areas, terms of reference and other policies that provide guidelines for managing specific risks arising from Globe's business operations and environment.

Globe continues to monitor and manage its financial risk exposures according to its BOD approved policies.

The succeeding discussion focuses on Globe's capital and financial risk management.

30.1 Capital Risk Management Objectives and Policies

Capital represents equity attributable to equity holders of the Parent Company.

The primary objective of Globe's capital management is to ensure that it maintains a strong credit rating and healthy capital ratios in order to support its business and maximize shareholder value.

Globe monitors its use of capital using leverage ratios, such as debt to total capitalization and makes adjustments to it in light of changes in economic conditions and its financial position. The ratio of debt to total capitalization for the years ended December 31, 2024 and 2023 was at 60% and 61%, respectively.

Globe's loan agreements include compliance with certain ratios which are also regularly monitored (see [Note 17.4](#)).

30.2 Financial Risk Management Objectives and Policies

Globe's main risks arising from the use of financial instruments are market risk, credit risk and liquidity risk. Globe Telecom's BOD is ultimately responsible for reviewing and approving the policies for managing each of these risks. Globe's risk management policies are summarized below:

30.2.1 Market Risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Globe is mainly exposed to two types of market risk: interest rate risk and foreign exchange risk.



Globe seeks to minimize the effects of these risks by using derivative financial instruments to hedge these risk exposures. Globe uses a combination of natural hedges and derivative hedging to manage its foreign exchange exposure as discussed in [Note 8](#). It uses interest rate derivatives to reduce earnings volatility related to interest rate movements, and principal only swaps to hedge the foreign exchange risk exposure to principal repayments on USD debt.

It is Globe's policy to ensure that capabilities exist for active but conservative management of its foreign exchange and interest rate risks. Globe does not engage in any speculative derivative transactions. Authorized derivative instruments include currency forward contracts, currency swap contracts, interest rate swap contracts and currency option contracts.

The sensitivity analyses in the following sections relate to the position as of December 31, 2024 and 2023. The analyses exclude the impact of movements in market variables on the carrying value of pension, provisions and on the non-financial assets and liabilities of foreign operations.

The following assumptions have been made in calculating the sensitivity analyses:

- The sensitivity of the relevant profit or loss item is the effect of the assumed changes in respective market risks. This is based on the financial assets and financial liabilities held as of December 31, 2024 and 2023 including the effect of hedge accounting.
- The sensitivity of equity is calculated by considering the effect of any associated cash flow hedges for the effects of the assumed changes in the underlying.
- The assumed changes in market rates applied in the sensitivity analyses were based on historical information and may not necessarily reflect the actual movements that may occur in the future periods.

30.2.1.1 Interest Rate Risk

Globe's exposure to market risk from changes in interest rates relates primarily to Globe's long-term debt obligations.

Globe's policy is to manage its interest cost using a mix of fixed and variable rate debt. To manage this mix in a cost-efficient manner, Globe enters into interest rate swaps, in which Globe agrees to exchange, at specified intervals, the difference between fixed and variable interest amounts calculated by reference to an agreed-upon notional principal amount.

After taking into account the effect of interest rate swaps, the ratio of loans with fixed interest rates to total loans are as follows:

	2024	2023
USD fixed rate loans	88%	88%
PHP fixed rate loans	62%	68%

The loans receivable from related parties are subject to fixed interest rates and therefore not exposed to market interest rate risk.

Due to the short term maturities of cash and cash equivalents, its exposure to interest rate risk is not considered to be significant.

The following tables demonstrate the sensitivity of income before tax and equity to a reasonably possible change in interest rates after the impact of hedge accounting, with all other variables held constant.



	Increase/ Decrease in basis Points	Effect on income before income tax Increase (Decrease)	Effect on equity Increase (Decrease)
<i>(In Thousand Pesos except changes in bps)</i>			
2024			
USD	+120bps	56,669	(11,636)
	-120bps	(56,669)	11,648
PHP	+100bps	(170,016)	5,822
	-100bps	164,880	(5,827)
2023			
USD	+120bps	₱96,296	(₱16,503)
	-120bps	(96,296)	16,514
PHP	+200bps	552,990	26,813
	-200bps	(552,990)	(26,841)

30.2.1.2 Foreign Exchange Risk

Globe's foreign exchange risk results primarily from movements of the PHP against the USD with respect to USD-denominated financial assets, USD-denominated financial liabilities and certain USD-denominated revenues. Majority of revenues are generated in PHP, while substantially all of capital expenditures are in USD. In addition, 19.68% and 20.52% of debt as of December 31, 2024 and 2023, respectively, are denominated in USD before taking into account any swap and hedges.

Information on Globe's foreign currency-denominated monetary assets and liabilities and their PHP equivalents are as follows:

	2024		2023	
	US Dollar	Peso Equivalent	US Dollar	Peso Equivalent
<i>(In Thousand)</i>				
Assets				
Cash and cash equivalents	\$86,607	₱5,009,969	\$129,745	₱7,190,228
Trade Receivables	49,125	2,841,710	69,769	3,866,459
	135,732	7,851,679	199,514	11,056,687
Liabilities				
Trade payable and accrued expenses	606,829	35,103,209	715,480	39,650,458
Loans payable	853,000	49,343,491	930,350	51,558,136
	1,459,829	84,446,700	1,645,830	91,208,594
Net foreign currency - denominated liabilities	\$1,324,097	₱76,595,021	\$1,446,315	₱80,151,907



The following table demonstrates the sensitivity to a reasonably possible change in the PHP to USD exchange rate, with all other variables held constant, of Globe's income before tax (due to changes in the fair value of foreign currency-denominated assets and liabilities).

	Increase/Decrease in Peso to US Dollar exchange rate	Effect on income before income tax Increase (Decrease)	Effect on equity Increase (Decrease)
<i>(In Thousand Pesos except change in bps)</i>			
2024			
	+1.00	(P878,234)	P713,634
	-1.00	878,234	(713,634)
2023			
	+ .80	(P898,763)	P679,837
	- .80	898,763	(679,837)

The movement in equity arises from changes in the fair values of derivative financial instruments designated as cash flow hedges.

Globe's foreign exchange risk management policy is to maintain a hedged financial position, after taking into account expected USD flows from operations and financing transactions. Globe enters into short-term foreign currency forwards and long-term foreign currency swap contracts in order to achieve this target.

30.2.2 Credit Risk

Credit Risk Exposure

The table below details Globe's exposure to credit risk:

	Notes	2024	2023
<i>(In Thousand Pesos)</i>			
Cash and cash equivalents	5	P21,353,659	P16,645,077
Trade receivables – net	6	19,660,468	18,097,898
Contract assets – net	7.1	5,442,961	6,223,595
Derivative assets	8	5,219,151	4,716,964
Loans receivable from related parties	10	3,763,935	3,864,935
Non-trade receivables	10	3,324,995	3,073,670
Investment in debt securities	31.1	142,304	150,739
		P58,907,473	P52,772,878

Globe has not executed any credit guarantees in favor of other parties.



Credit Risk Management

Credit exposures from subscribers are managed closely by the Credit, Billing and Risk Management of Globe. Applications for postpaid service are subjected to standard credit evaluation and verification procedures. The Credit, Billing and Risk Management of Globe continuously reviews credit policies and processes and implements various credit actions, depending on assessed risks, to minimize credit exposure. Receivable balances of postpaid subscribers are being monitored on a regular basis and appropriate credit treatments are applied at various stages of delinquency. Likewise, net receivable balances from carriers of traffic are also being monitored and subjected to appropriate actions to manage credit risk.

Globe analyzes its subscribers' receivables and contract assets based on internal credit risk rating. The table below shows the analysis of Globe's subscribers' receivables and contract assets as of December 31, 2024 and 2023.

	High Quality	Medium Quality	Low Quality	Terminated Accounts	Total
<i>(In Thousand Pesos)</i>					
2024					
Wireless subscribers receivables:					
Consumer	P5,821,415	P909,916	P572,368	P1,234,782	P8,538,481
Key corporate accounts	219,116	355,126	37,371	590,687	1,202,300
Other corporations and SMEs	418,238	81,057	3,610	163,083	665,988
	6,458,769	1,346,099	613,349	1,988,552	10,406,769
Wireline subscribers receivables:					
Consumer	626,729	582,511	464,889	720,635	2,394,764
Key corporate accounts	1,596,395	2,193,248	614,224	3,082,726	7,486,593
Other corporations and SMEs	179,267	174,344	69,584	563,304	986,499
	2,402,391	2,950,103	1,148,697	4,366,665	10,867,856
Total subscribers' receivables	8,861,160	4,296,202	1,762,046	6,355,217	21,274,625
Wireless contract assets					
Consumer	3,795,410	541,042	186,957	40,824	4,564,233
Key corporate accounts	230,832	230,875	8,992	4,870	475,569
Other corporations and SMEs	344,857	50,897	3,991	3,414	403,159
	4,371,099	822,814	199,940	49,108	5,442,961
Total subscribers' receivables and contracts assets	P13,232,259	P5,119,016	P1,961,986	P6,404,325	P26,717,586



	High Quality	Medium Quality	Low Quality	Terminated Accounts	Total
<i>(In Thousand Pesos)</i>					
2023					
Wireless subscribers receivables:					
Consumer	P4,350,167	P734,266	P755,808	P611,691	P6,451,932
Key corporate accounts	135,829	294,538	37,807	569,360	1,037,534
Other corporations and SMEs	358,651	68,600	6,137	227,294	660,682
	4,844,647	1,097,404	799,752	1,408,345	8,150,148
Wireline subscribers receivables:					
Consumer	401,454	709,349	426,672	4,060,363	5,597,838
Key corporate accounts	1,275,043	3,060,670	705,254	2,194,161	7,235,128
Other corporations and SMEs	141,267	104,304	29,749	445,396	720,716
	1,817,764	3,874,323	1,161,675	6,699,920	13,553,682
Total subscribers' receivables	6,662,411	4,971,727	1,961,427	8,108,265	21,703,830
Wireless contract assets					
Consumer	4,396,132	626,676	216,548	47,285	5,286,641
Key corporate accounts	282,818	282,871	11,018	5,966	582,673
Other corporations and SMEs	357,464	52,758	4,137	3,538	417,897
	5,036,414	962,305	231,703	56,789	6,287,211
Total subscribers' receivables and contracts assets	P11,698,825	P5,934,032	P2,193,130	P8,165,054	P27,991,041

Globe's credit risk rating comprises the following categories:

- High quality accounts are accounts considered to be of good quality, have consistently exhibited good paying habits, and are unlikely to miss payments. High quality accounts primarily include strong corporate and consumer accounts with whom Globe has excellent payment experience.
- Medium quality accounts are accounts that exhibited good paying habits but may require minimal monitoring with the objective of moving accounts to high quality rating. Medium quality accounts primarily include subscribers whose creditworthiness can be moderately affected by adverse changes in economic and financial conditions, but will not necessarily, reduce the ability of the subscriber to fulfill its obligations. It includes customers with whom Globe has limited experience and therefore, creditworthiness needs to be further established over time.
- Low quality accounts are accounts which exhibit characteristics that are identified to have increased likelihood to miss payments. Low quality accounts are subject to closer monitoring and scrutiny with the objective of managing risk and moving accounts to improved rating category. It primarily includes mass consumer, corporate and SME customers whose creditworthiness are easily affected by adverse changes in economic and financial conditions.
- Terminated accounts are accounts in cancelled status. Although there is a possibility that terminated accounts may still be collected by exhausting collection efforts, the probability of recovery has significantly deteriorated.

For traffic settlements and other trade receivables, Globe uses delinquency and past due information to analyze the credit risk. The tables below show the aging analysis of Globe's traffic settlements and other trade receivables as of December 31, 2024 and 2023.



2024

	Current	Less than 30 days past due	31 to 60 days past due	61 to 90 days past due	Over 90 days past due	Total
<i>(In Thousand Pesos)</i>						
Traffic receivables:						
Foreign	P333,591	P-	P39,851	P30,623	P209,875	P613,940
Local	88,784	4,491	3,434	1,082	195,444	293,235
	422,375	4,491	43,285	31,705	405,319	907,175
Other trade receivables	3,070,561	25,221	385,389	168,741	1,838,511	5,488,423
Total	P3,492,936	P29,712	P428,674	P200,446	P2,243,830	P6,395,598

2023

	Current	Less than 30 days past due	31 to 60 days past due	61 to 90 days past due	Over 90 days past due	Total
<i>(In Thousand Pesos)</i>						
Traffic receivables:						
Foreign	P348,938	P-	P20,090	P10,935	P98,532	P478,495
Local	350,245	5,309	179	283	289,865	645,881
	699,183	5,309	20,269	11,218	388,397	1,124,376
Other trade receivables	2,461,170	379,447	205,085	161,491	1,591,636	4,798,829
Total	P3,160,353	P384,756	P225,354	P172,709	P1,980,033	P5,923,205

With respect to receivables from related parties, the exposure to credit risk is managed on a group basis. Credit risks covering related party balances are reviewed based on credit worthiness of concern related parties. There are no assessed credit risks as of December 31, 2024 and 2023.

For investments with banks and other counterparties, Globe has a risk management policy which allocates investment limits based on counterparty credit rating and credit risk profile. Globe makes a quarterly assessment of the credit standing of its investment counterparties, and allocates investment limits based on size, liquidity, profitability, and asset quality. The usage of limits is regularly monitored.

Non-telco subsidiaries mainly trades with recognized and creditworthy third parties. Non-telco customers who wish to trade on credit terms are subject to credit verification procedures.

For its derivative counterparties, Globe deals only with counterparty banks with investment grade ratings and major universal and commercial local banks. Credit ratings of derivative counterparties are reviewed quarterly.

Globe's exposures with its investment counterparties for time deposits as of December 31 are as follows:

	2024	2023
Local bank deposits	61.65%	47.53%
Onshore foreign bank	38.35%	52.47%



30.2.3 Liquidity Risk

Globe seeks to manage its liquidity profile to be able to finance capital expenditures and service maturing debts. To cover its financing requirements, Globe intends to use internally generated funds and available long-term and short-term credit facilities.

The following table shows Globe's available credit facilities (in millions):

	2024	2023
Long-term committed	P-	P2,000
Short term		
Committed		
USD	\$50	\$-
PHP	P3,000	P3,000
Uncommitted		
USD	\$114.26	\$114.26
PHP	P85,788.32	P71,379.84

As part of its liquidity risk management, Globe regularly evaluates its projected and actual cash flows. It also continuously assesses conditions in the financial markets for opportunities to pursue fund raising activities, in case any requirements arise. Fund raising activities may include bank loans, export credit agency facilities, and capital market issues.

The following tables show comparative information about Globe's financial instruments as of the end of the reporting period presented by maturity profile including forecasted interest payments for the next five years.

Loans Payable

2024

	Less than 1 year	1 to 3 years	Over 3 years
(In Thousands)			
Loans Payable			
Fixed Rate			
USD notes	\$-	\$-	\$600,000
Philippine peso	P25,304,500	P48,803,500	P50,365,000
Floating rate			
USD notes	\$9,725	\$1,725	\$241,550
Philippine peso	P502,500	P5,150,000	P71,225,000
Interest payable*			
PHP debt	P10,569,670	P26,563,825	P31,379,778
USD debt	\$35,637	\$83,777	\$97,500

*Used month-end USD LIBOR and Philippine Dealing and Exchange Corporation (PDEX) rates.



2023

	Less than 1 year	1 to 3 years	Over 3 years
(In Thousands)			
Loans Payable			
Fixed Rate			
USD notes	\$-	\$-	\$600,000
Philippine peso	P20,739,064	P48,643,500	P86,567,000
Floating rate			
USD notes	\$77,350	\$253,000	\$-
Philippine peso	P11,830,000	P1,032,500	P30,845,000
Interest payable*			
PHP debt	P10,563,604	P23,773,367	P26,414,220
USD debt	\$42,267	\$104,907	\$118,125

*Used month-end USD LIBOR and Philippine Dealing and Exchange Corporation (PDEX) rates.

The following tables present the maturity profile of Globe's other liabilities and derivative instruments (undiscounted cash flows including swap costs payments/receipts except for other long-term liabilities) as of December 31, 2024 and 2023 (in thousand pesos).

2024

Other Financial Liabilities

	Less than 1 year	1 to 5 years	Over 5 years	Total
Trade payables and accrued expenses*	P68,148,559	P-	P-	P68,148,559
Other long-term liabilities*	-	-	1,018,474	1,018,474
	P68,148,559	P-	P1,018,474	P69,167,033

*Excludes ARO and taxes payable which are not financial instruments.

Derivative Instrument

	Less than 1 year		1 to 3 years		Over 3 years	
	Receive	Pay	Receive	Pay	Receive	Pay
Projected Swap Coupons:						
Interest Rate Swaps-USD	P-	P-	P-	P-	P-	P-
Cross Currency Swaps	P511,786	P397,007	P693,727	P568,980	P-	P-
Principal Only Swaps	P-	P579,872	P-	P1,616,908	P-	P1,475,040

	Less than 1 year		1 to 3 years		Over 3 years	
	Receive	Pay	Receive	Pay	Receive	Pay
Projected Principal Exchanges:						
Forward Purchase of USD	\$-	P-	\$-	P-	\$-	P-
Forward Sale of USD	P-	\$-	P-	\$-	P-	\$-
FX Swap	\$448,500	P26,243,373	\$-	P-	\$-	P-
Cross Currency Swaps- PHP	P-	P507,823	P-	P8,327,153	P-	P-
Cross Currency Swaps- USD	\$9,725	\$-	\$163,275	\$-	\$-	\$-
Principal Only Swaps- PHP	P-	P-	P-	P4,031,200	P-	P29,118,475
Principal Only Swaps- USD	\$-	\$-	\$80,000	\$-	\$600,000	\$-



2023

Other Financial Liabilities

	Less than 1 year	1 to 5 years	Over 5 years	Total
Trade payables and accrued expenses*	P76,520,166	P-	P-	P76,520,166
Other long-term liabilities*	-	-	1,137,748	1,137,748
	P76,520,166	P-	P1,137,748	P77,657,914

*Excludes ARO and taxes payable which are not financial instruments.

Derivative Instrument

	Less than 1 year		1 to 3 years		Over 3 years	
	Receive	Pay	Receive	Pay	Receive	Pay
Projected Swap Coupons:						
Interest Rate Swaps-USD	P-	P-	P-	P-	P-	P-
Cross Currency Swaps	P754,917	P545,857	P969,681	P967,191	P-	P-
Principal Only Swaps	P-	P721,917	P-	P1,677,640	P-	P718,207

	Less than 1 year		1 to 3 years		Over 3 years	
	Receive	Pay	Receive	Pay	Receive	Pay
Projected Principal Exchanges:						
Forward Purchase of USD	\$ 26,158	P1,452,301	\$ -	P-	\$ -	P-
Forward Sale of USD	P-	\$-	P-	\$ -	P-	\$ -
FX Swap	\$ 308,000	P17,121,700	\$ -	P-	\$ -	P-
Cross Currency Swaps- PHP	P-	P3,955,797	P-	P8,834,976	P-	P-
Cross Currency Swaps- USD	\$77,350	\$-	\$173,000	\$-	\$-	\$-
Principal Only Swaps- PHP	P-	P-	P-	P21,738,975	P-	P11,410,700
Principal Only Swaps- USD	\$-	\$-	\$445,000	\$-	\$235,000	\$-

Lease Liabilities

The maturity profile of Globe's lease liabilities using undiscounted cash flows of future lease payments has been disclosed in [Note 13.2](#).



31 Financial Assets and Liabilities

31.1 Categories of Financial Assets and Financial Liabilities

The table below presents the carrying value of Globe's financial instruments by category as of December 31 based on the classification requirements of PFRS 9:

	2024	2023
	(In Thousand Pesos)	
Financial Assets		
Derivative assets:		
Derivative assets designated as cash flow hedges (FVOCI)	P5,209,490	P4,713,641
Derivative assets not designated as hedges (FVPL)	9,661	3,323
Financial assets at FVOCI:		
Investment in equity securities	3,941,493	3,661,987
Financial assets at FVPL:		
Investment in debt securities	142,304	150,739
Financial assets at amortized cost		
Cash and cash equivalents	21,353,659	16,645,077
Trade receivables – net	19,660,468	18,097,898
Contract assets – net	5,442,961	6,223,595
Non-trade receivables	3,324,995	3,073,670
Loans receivable from related parties	3,763,935	3,864,935
	P62,848,966	P56,434,865
Financial Liabilities:		
Derivative liabilities		
Derivative liabilities designated as cash flow hedges (FVOCI)	P339,862	P424,555
Derivative liabilities not designated as hedges (FVPL)	233,143	57,627
Financial liabilities at amortized cost		
Trade payables and accrued expenses*	68,148,559	76,520,166
Loans payable	249,459,909	249,955,569
Lease liabilities	116,107,874	88,724,482
Other long term liabilities**	1,018,474	1,137,748
	P435,307,821	P416,820,147

*Trade payables and accrued expenses do not include taxes payables which are not considered financial liabilities.

**Other long term liabilities do not include ARO and taxes payable which are not considered financial liabilities.



31.2 Offsetting Financial Assets and Financial Liabilities

Globe has financial instruments that have offsetting arrangements as follows:

	Gross amounts	Amounts offset under PAS 32	Reported amounts in the consolidated statements of financial position	Amounts offset under master netting arrangements or other similar contracts	Net exposure
<i>(In Thousand Pesos)</i>					
December 31, 2024					
Derivative assets	P5,219,151	P-	P5,219,151	(P573,005)	P4,646,146
Derivative liabilities	573,005	-	573,005	(573,005)	-
Traffic settlements receivable (Note 6)	2,026,837	(1,119,662)	907,175	-	907,175
Traffic settlements payable (Note 15)	1,869,352	(1,119,662)	749,690	-	749,690
December 31, 2023					
Derivative assets	P4,716,964	P-	P4,716,964	(P468,087)	P4,248,877
Derivative liabilities	482,182	-	482,182	(468,087)	14,095
Traffic settlements receivable (Note 6)	2,009,595	(885,219)	1,124,376	-	1,124,376
Traffic settlements payable (Note 15)	1,460,592	(885,219)	575,373	-	575,373

Globe makes use of master netting agreements with counterparties with whom a significant volume of transactions are undertaken. Such arrangements provide for single net settlement of all financial instruments covered by the agreements in the event of default on any one contract. Master netting arrangements do not normally result in an offset of balance sheet assets and liabilities unless certain conditions for offsetting under PAS 32 apply.

Although master netting arrangements may significantly reduce credit risk, it should be noted that:

- Credit risk is eliminated only to the extent that amounts due to the same counterparty will be settled after the assets are realized; and
- The extent to which overall credit risk is reduced may change substantially within a short period because the exposure is affected by each transaction subject to the arrangement and fluctuations in market factors.



31.3 Fair Values of Financial Assets and Financial Liabilities

The table below presents a comparison of carrying amounts and estimated fair values of all Globe's financial instruments as of December 31:

	2024		2023	
	Carrying Value	Fair Value	Carrying Value	Fair Value
<i>(In Thousand Pesos)</i>				
Financial Assets				
Derivative assets ¹	P5,219,151	P5,219,151	P4,716,964	P4,716,964
Investment in debt and equity securities ¹	4,083,797	4,083,797	3,812,726	3,812,726
	P9,302,948	P9,302,948	P8,529,690	P8,529,690
Financial Liabilities				
Derivative liabilities ¹	P573,005	P573,005	P482,182	P482,182
Loans payables ²	249,459,909	249,032,055	249,955,569	250,895,575
	P250,032,914	P249,605,060	P250,437,751	P251,377,757

¹ Measured at fair value on a recurring basis

² Fair value is disclosed only in the Notes to Financial Statements

The following discussions are methods and assumptions used to estimate the fair value of each class of financial instrument for which it is practicable to estimate such value.

31.3.1 Non-Derivative Financial Instrument

The fair values of cash and cash equivalents, trade receivables, contract assets, non-trade receivables, trade payables and accrued expenses are approximately equal to their carrying amounts considering the short-term maturities of these financial instruments.

The fair value of loans receivable from related parties was estimated based on the present value of all future cash flows discounted using the prevailing market rate of interest for a similar instrument. The resulting fair value of loans receivable from related parties approximates the carrying amount.

The fair value of investments in debt and equity securities are based on:

- Level 1 - Quoted prices of similar instruments
- Level 2 - Recent funding round prices of identical or similar instruments
- Level 3 - Sales enterprise value multiple of comparable companies ranging from 2.3x to 5.5x in 2024 and 1.5x to 26.3x in 2023

For variable rate loans payable that reprice every three months, the carrying value approximates the fair value because of recent and regular repricing based on current market rates. For variable rate loans payable that reprice every six months, the fair value is determined by discounting the principal amount plus the next interest payment using the prevailing market rate for the period up to the next repricing date.

For noninterest bearing and fixed rate loans payable, the fair value was estimated as the present value of all future cash flows discounted using the prevailing market rate of interest for a similar instrument.

31.3.2 Derivative Instrument

The fair value of freestanding and embedded forward exchange contracts is calculated by using the interest rate parity concept.



The fair values of interest rate swaps and cross currency swap transactions are determined using valuation techniques with inputs and assumptions that are based on market observable data and conditions and reflect appropriate risk adjustments that market participants would make for credit and liquidity risks existing at the end each of reporting period. The fair value of interest rate swap transactions is the net present value of the estimated future cash flows. The fair values of currency and cross currency swap transactions are determined based on changes in the term structure of interest rates of each currency and the spot rate.

The fair values were tested to determine the impact of credit valuation adjustments. However, the impact is immaterial given that Globe deals its derivatives with large foreign and local banks with very minimal risk of default.

31.3.3 Fair Value Hierarchy

The following tables provide the fair value measurement hierarchy of Globe's assets and liabilities:

	Fair value measurement using			
	Level 1	Level 2	Level 3	Total
2024	<i>(In Thousand Pesos)</i>			
Financial Assets				
Derivative assets	P-	P5,219,151	P-	P5,219,151
Investment in debt and equity securities	804,240	2,244,100	1,035,457	4,083,797
Financial Liabilities				
Derivative liabilities	-	573,005	-	573,005
Loans payable	-	249,032,055	-	249,032,055
2023				
Financial Assets				
Derivative assets	P-	P4,716,964	P-	P4,716,964
Investment in debt and equity securities	648,240	2,387,863	776,623	3,812,726
Financial Liabilities				
Derivative liabilities	-	482,182	-	482,182
Loans payable	-	250,895,575	-	250,895,575

There were no transfers from Level 1 and Level 2 fair value measurements for the years ended December 31, 2024 and 2023.

For financial instruments at fair value measured under Level 3, significant unobservable input includes sales enterprise value multiple of comparable companies and risk-adjustment rates.

As at December 31, 2024 and 2023, Globe's sensitivity analysis shows that if the sales enterprise value multiple of comparable companies increased by 100 basis points, with all other variables held constant, income before income tax and equity would increase while an increase in risk-adjustment rates by 100 basis points, with all other variables held constant, income before income tax and equity would decrease.



32 Operating Segment Information

Globe's reportable segments consist of: (1) mobile communications services; and (2) wireline communication services; which Globe operates and manages as strategic business units and organize by products and services. Globe presents its various operating segments based on segment net income.

Intersegment transfers or transactions are entered into under the normal commercial terms and conditions that would also be available to unrelated third parties. Segment revenue, segment expense and segment result include transfers between business segments. Those transfers are eliminated in consolidation.

Most of Globe's revenues are derived from operations within the Philippines, hence, Globe does not present geographical information required by PFRS 8, *Operating Segments*. Globe does not have a single customer that will meet the 10% reporting criteria.

Globe also presents the different product types that are included in the report that is regularly reviewed by the chief operating decision maker in assessing the operating segments performance.

Segment assets and liabilities are not measures used by the chief operating decision maker since the assets and liabilities are managed on a group basis.



Globe's segment information is as follows:

	2024			
	Mobile Communications Services	Wireline Communications Services	Others	Consolidated
<i>(In Thousand Pesos)</i>				
REVENUES:				
Service revenues:				
External customers:				
Data	₱97,368,837	₱20,379,506	₱-	₱117,748,343
Voice	12,652,830	1,500,199	-	14,153,029
SMS	6,691,721	-	-	6,691,721
Broadband	-	23,785,396	-	23,785,396
Others	-	-	2,637,800	2,637,800
	116,713,388	45,665,101	2,637,800	165,016,289
Nonservice revenues:				
External customers	15,201,455	275,435	92,881	15,569,771
Segment revenues	131,914,843	45,940,536	2,730,681	180,586,060
Operating costs and expenses-net	(62,023,847)	(29,023,427)	(2,725,110)	(93,772,384)
EBITDA	69,890,996	16,917,109	5,571	86,813,676
Depreciation and amortization	(33,872,521)	(16,337,933)	(262,586)	(50,473,040)
EBIT	36,018,475	579,176	(257,015)	36,340,636
Finance cost and non-operating expenses – net	(5,968,552)	(194,618)	153,617	(6,009,553)
NET INCOME (LOSS) BEFORE TAX	30,049,923	384,558	(103,398)	30,331,083
Provision for income tax	(5,965,078)	(162,183)	81,947	(6,045,314)
NET INCOME (LOSS)	₱24,084,845	₱222,375	(₱21,451)	₱24,285,769
Intersegment revenues	(₱1,036,603)	(₱2,209,280)	(₱5,597,524)	(₱8,843,407)
Core net income after tax				₱21,497,995
Operating costs and expenses - net				
Operating expenses-net ¹	(42,665,146)	(25,769,915)	(2,597,532)	(71,032,593)
Cost of inventories sold	(15,199,428)	(1,117,123)	(112,162)	(16,428,713)
Impairment/recovery and other losses ²	(3,188,139)	(1,487,793)	(15,358)	(4,691,290)
Interconnect costs	(971,134)	(648,596)	(58)	(1,619,788)
	(62,023,847)	(29,023,427)	(2,725,110)	(93,772,384)
Finance costs and non-operating charges				
Finance costs	(14,245,860)	(172,118)	(26,292)	(14,444,270)
Equity share in net profit (loss) of JVs	3,468,081	428,931	-	3,897,012
Interest income	480,720	197,400	240,218	918,338
Other non-operating income-net ³	4,328,507	(648,831)	(60,309)	3,619,367
	(5,968,552)	(194,618)	153,617	(6,009,553)
Cash Flows				
Net cash from (used in):				
Operating activities	₱71,897,654	₱12,868,594	₱15,593	₱84,781,841
Investing activities	(15,299,725)	(15,423,744)	(21,943)	(30,745,412)
Financing activities	(46,996,258)	(2,424,738)	(40,635)	(49,461,631)

¹Operating expenses-net primarily includes general, selling and admin expenses net of income from leases, management fees and other operating income

²Impairment and other losses includes impairment loss on receivables, contract assets, inventories, provision for probable losses and other assets

³Other non-operating income primarily includes, gain on sale and leaseback of telecom towers – net under mobile communications services, net gain (loss) on derivative instruments, net foreign exchange gain (loss), net gain on disposal of property and equipment, net gain (loss) on ARO and other non-operating income/charges



	2023			
	Mobile Communications Services	Wireline Communications Services	Others	Consolidated
<i>(In Thousand Pesos)</i>				
REVENUES:				
Service revenues:				
External customers:				
Data	₱90,894,707	₱18,319,203	₱-	₱109,213,910
Voice	13,505,925	1,595,674	-	15,101,599
SMS	7,975,319	-	-	7,975,319
Broadband	-	25,111,748	-	25,111,748
Others	-	-	4,930,908	4,930,908
	112,375,951	45,026,625	4,930,908	162,333,484
Nonservice revenues:				
External customers	17,457,309	262,738	110,924	17,830,971
Segment revenues	129,833,260	45,289,363	5,041,832	180,164,455
Operating costs and expenses-net	(64,308,442)	(30,812,730)	(3,616,537)	(98,737,709)
EBITDA	65,524,818	14,476,633	1,425,295	81,426,746
Depreciation and amortization	(32,471,473)	(14,599,070)	(285,500)	(47,356,043)
EBIT	33,053,345	(122,437)	1,139,795	34,070,703
Finance cost and non-operating expenses – net	(1,343,333)	(89,900)	(221,800)	(1,655,033)
NET INCOME (LOSS) BEFORE TAX	31,710,012	(212,337)	917,995	32,415,670
Provision for income tax	(7,654,942)	45,664	(228,382)	(7,837,660)
NET INCOME (LOSS)	₱24,055,070	(₱166,673)	₱689,613	₱24,578,010
Intersegment revenues	(₱1,091,461)	(₱2,028,645)	(₱6,841,972)	(₱9,962,078)
Core net income after tax				₱18,915,767
Operating costs and expenses - net				
Operating expenses-net ¹	(43,149,184)	(27,064,200)	(3,476,250)	(73,689,634)
Cost of inventories sold	(17,289,667)	(797,580)	(129,797)	(18,217,044)
Impairment/recovery and other losses ²	(3,040,665)	(2,412,838)	(10,476)	(5,463,979)
Interconnect costs	(828,926)	(538,112)	(14)	(1,367,052)
	(64,308,442)	(30,812,730)	(3,616,537)	(98,737,709)
Finance costs and non-operating charges				
Finance costs	(11,912,325)	(198,200)	(35,354)	(12,145,879)
Equity share in net profit (loss) of JVs	1,851,350	363,411	-	2,214,761
Interest income	418,031	112,729	146,810	677,570
Other non-operating income-net ³	8,299,611	(367,840)	(333,256)	7,598,515
	(1,343,333)	(89,900)	(221,800)	(1,655,033)
Cash Flows				
Net cash from (used in):				
Operating activities	₱65,974,197	₱14,292,582	₱180,101	₱80,446,880
Investing activities	(35,606,141)	(18,821,989)	(50,472)	(54,478,602)
Financing activities	(25,303,012)	(2,222,596)	(33,166)	(27,558,774)

¹Operating expenses-net primarily includes general, selling and admin expenses net of income from leases, management fees and other operating income

²Impairment and other losses includes impairment loss on receivables, contract assets, inventories, provision for probable losses and other assets

³Other non-operating income primarily includes, gain on sale and leaseback of telecom towers – net under mobile communications services, net gain (loss) on derivative instruments, net foreign exchange gain (loss), net gain on disposal of property and equipment, net gain (loss) on ARO and other non-operating income/charges

	2022			
	Mobile Communications Services	Wireline Communications Services	Others	Consolidated
<i>(In Thousand Pesos)</i>				
REVENUES:				
Service revenues:				
External customers:				
Data	₱83,758,035	₱17,198,099	₱-	₱100,956,134
Voice	14,916,566	1,989,174	-	16,905,740
SMS	8,845,422	-	-	8,845,422
Broadband	-	27,093,520	-	27,093,520
Others	-	-	4,178,519	4,178,519
	107,520,023	46,280,793	4,178,519	157,979,335
Nonservice revenues:				
External customers	16,564,819	390,033	106,536	17,061,388
Segment revenues	124,084,842	46,670,826	4,285,055	175,040,723
Operating costs and expenses-net	(62,365,084)	(31,770,891)	(1,812,729)	(95,948,704)
EBITDA	61,719,758	14,899,935	2,472,326	79,092,019
Depreciation and amortization	(30,527,076)	(14,949,839)	(176,381)	(45,653,296)
EBIT	31,192,682	(49,904)	2,295,945	33,438,723
Finance cost and non-operating expenses – net	(423,221)	10,966,676	118,272	10,661,727
NET INCOME (LOSS) BEFORE TAX	30,769,461	10,916,772	2,414,217	44,100,450
Provision for income tax	(6,937,464)	(2,040,252)	(518,685)	(9,496,401)
NET INCOME (LOSS)	₱23,831,997	₱8,876,520	₱1,895,532	₱34,604,049
Intersegment revenues	(₱1,041,557)	(₱1,590,256)	(₱12,391,872)	(₱15,023,685)
Core net income after tax				₱19,168,650
Operating costs and expenses - net				
Operating expenses-net ¹	(42,705,117)	(27,585,579)	(1,697,275)	(71,987,971)
Cost of inventories sold	(16,696,797)	(887,733)	(107,147)	(17,691,677)
Impairment/recovery and other losses ²	(2,124,732)	(2,773,708)	(8,307)	(4,906,747)
Interconnect costs	(838,438)	(523,871)	-	(1,362,309)
	(62,365,084)	(31,770,891)	(1,812,729)	(95,948,704)
Finance costs and non-operating charges				
Finance costs	(9,887,855)	(183,339)	(20,095)	(10,091,289)
Equity share in net profit (loss) of JVs	818,411	264,791	-	1,083,202
Interest income	274,617	23,619	41,873	340,109
Other non-operating income-net ³	8,371,606	10,861,605	96,494	19,329,705
	(423,221)	10,966,676	118,272	10,661,727

Cash Flows

Net cash from (used in):				
Operating activities	₱51,824,698	₱13,054,664	₱275,640	₱65,155,002
Investing activities	(60,589,661)	(13,198,943)	(62,655)	(73,851,259)
Financing activities	3,319,075	(1,113,272)	(2,525)	2,203,278

¹Operating expenses-net primarily includes general, selling and admin expenses net of income from leases, management fees and other operating income

²Impairment and other losses includes impairment loss on receivables, contract assets, inventories, provision for probable losses and other assets

³Other non-operating income primarily includes gain on sale of controlling interest on data center business under wireline services; gain on sale and leaseback of telecom towers – net under mobile communications services; net gain (loss) on derivative instruments; net foreign exchange gain (loss); net gain on disposal of property and equipment; net gain (loss) on ARO and other non-operating income/charges

The reconciliation of the EBITDA to income before income tax presented in the consolidated statements of comprehensive income is shown below:

	Notes	2024	2023	2022
<i>(In Thousand Pesos)</i>				
EBITDA		₱86,813,676	₱81,426,746	₱79,092,019
Depreciation and amortization	24	(50,473,040)	(47,356,043)	(45,653,296)
Financing costs	25	(14,444,270)	(12,145,879)	(10,091,289)
Impairment of property and equipment	26	(410,563)	(92,441)	-
Equity in net income (losses) of joint ventures	14	3,897,012	2,214,761	1,083,202
Foreign exchange gain (loss) - net	22	(2,431,889)	1,042,052	(5,343,019)
Gain (loss) on derivative instruments	22	2,957,406	(740,686)	5,797,800
Interest income	21	918,338	677,570	340,109
Gain on disposal of property and equipment - net		206,500	371,655	321,354
Gain on sale of controlling interest on data center business	14.3	-	-	10,511,945
Gain on sale and leaseback of telecom towers - net	11	3,482,083	7,258,378	8,260,927
Gain on sale of investments		-	76,669	101,655
Other items		(184,170)	(317,112)	(320,957)
Income before income tax		₱30,331,083	₱32,415,670	₱44,100,450

The reconciliation of core net income after tax (core NIAT) to NIAT is shown below:

	2024	2023	2022
<i>(In Thousand Pesos)</i>			
Core NIAT	₱21,497,995	₱18,915,767	₱19,168,650
Foreign exchange gains (losses)	(1,823,917)	781,538	(4,007,264)
Gain (loss) on derivatives instruments	2,218,055	(555,515)	4,348,350
Gain on sale of controlling interest on data center business	-	-	8,680,771
Gain on sale and leaseback of telecom towers – net	2,611,562	5,443,784	6,195,695
Gain on sale of investments	-	-	22,449
Others	(217,926)	(7,564)	195,398
NIAT	₱24,285,769	₱24,578,010	₱34,604,049

32.1 Mobile Communications Services

This reporting segment is made up of digital cellular telecommunications services which includes mobile voice, mobile SMS and mobile data.

Globe Telecom offers its mobile communications services to consumers, corporate and small and medium enterprise (SME) clients through the following three (3) brands: Globe Postpaid, Globe Prepaid and TM (including fully Mobile, internet-on-the-go service and GOMO).

32.1.1 Mobile Voice

Mobile voice include local, national and international long-distance call services. In addition to Globe's standard, pay-per-use rates, subscribers can choose from bulk and unlimited voice offerings for all-day, and in several denominations.



32.1.2 Mobile SMS

Mobile SMS consist of local and international revenues from inbound and outbound SMS.

32.1.3 Mobile Data

Mobile Data services allow subscribers to access the internet using their internet-capable mobile devices or laptops with USB modems. Mobile data also includes local and international revenues from value-added services such as content downloading, mobile commerce services, and other add-on VAS.

32.2 Wireline Communications Services

This reporting segment is made up of fixed line voice, corporate data and home broad band services.

Globe offers a full range of fixed line communications services, wired and wireless Broadband access, and end-to-end connectivity solutions customized for consumers, SMEs (Small & Medium Enterprises), large corporations and businesses.

32.2.1 Fixed Line Voice

Globe's fixed line voice services include local, national and international long-distance calling services in postpaid and prepaid packages through its Globelines brand. For corporate and enterprise customers, Globe offers voice solutions that include regular and premium conferencing, enhanced voice mail, IP-PBX solutions and domestic or international toll-free services.

32.2.2 Corporate Data

Corporate data services include end-to-end data solutions customized according to the needs of businesses. Globe's product offerings include international and domestic leased line services, wholesale and corporate internet access, data center services and other connectivity solutions tailored to the needs of specific industries. Among the products and solutions are as follows:

- Connectivity - Globe connectivity services provides an up to speed with a fast and resilient connection powered by dedicated and reliable technologies. This service includes domestic data, international data, internet services and managed services.
- Cloud - Globe's range of cloud services provides improved efficiency and agility in the face of evolving business environments while keeping costs low.
- Data Centers - Globe Data Center offers outsourced data center hosting and management for a superior experience that goes beyond technology.
- Cybersecurity - Globe cybersecurity provides enterprises the access to the best-in-class tool sets, hardware, software, and even niche technology experts to handle security threats and IT infrastructure in a cost-effective manner.
- Business Continuity - Globe business continuity services provides the right digital solutions for uninterrupted business operations. The product offers seamless connectivity through Prepaid Mobile WiFi or Corporate Managed Broadband, empowered remote workforce using collaboration tools, and security for their business operations with Backup-as-a-Service (BaaS) and Disaster-Recovery-as-a-Service (DRaaS), among others.
- Business Applications - Globe offers a diverse range of business applications solutions to streamline and enhance the business' operations, and raise efficiency, productivity, and customer satisfaction.



32.2.3 Home Broadband

Globe offers wired and fixed wireless Broadband services, across various technologies and connectivity speeds for its residential and enterprise customers. Globe Home Broadband consists of wired postpaid and prepaid Fiber broadband packages and wireless Home Prepaid WiFi .

32.3 Others

Globe offers non-telecommunications products and services in e-commerce, adtech and manpower among others.

33 Significant Agreements

33.1 Agreements and Commitments with Other Carriers

Globe Telecom, Innove and BTI have existing international telecommunications service agreements with various foreign administrations and interconnection agreements with local telecommunications companies for their various services. Globe Telecom also has international roaming agreements with other foreign operators, which allow its subscribers access to foreign networks. The agreements provide for sharing of toll revenues derived from the mutual use of telecommunication networks.

The interconnect costs for the period 2024, 2023 and 2022 amounted to ₱1,619.79 million, ₱1,367.05 million and ₱1,362.31million, respectively.

Net traffic settlement receivables amounted to ₱907.18 million and ₱1,124.38 million while net traffic settlement payables amounted to ₱749.69 million and ₱575.37 million as of December 31, 2024 and 2023, respectively (see [Notes 6](#) and [15](#)).

33.2 Arrangements and Commitments with Suppliers

Globe has entered into agreements with various suppliers for the development or construction, delivery and installation of property and equipment. Under the terms of these agreements, advance payments and down payments are made to suppliers upon submission of required documentation. While the development or construction is in progress, project costs are accrued based on the project status. Billings are based on the progress of the development or construction and advance payments are being applied proportionately to the milestone billings. When development or construction and installation are completed and the property and equipment is ready for service, the value of unbilled but delivered goods or services from the related purchase orders is accrued.

The accrued project costs as of December 31, 2024 and 2023 included in the "Trade payables and accrued expenses" account in the consolidated statements of financial position amounted to ₱30,740.90 million and ₱40,311.98 million , respectively (see [Note 15](#)). The settlement of these liabilities is dependent on the payment terms and project milestones agreed with the suppliers and contractors. As of December 31, 2024 and 2023, the unapplied advances made to suppliers and contractors relating to purchase orders issued amounted to ₱12,172.43 million and ₱19,863.87 million, respectively (see [Note 10](#)).

Also, Globe has existing agreements with various Tower Companies for the use of Telecom Towers. In relation to these arrangements, Globe has 776 tower lease commitments in which leases have not yet commenced as of December 31, 2024



34 Contingencies

Globe is contingently liable for various claims arising in the ordinary conduct of business and certain tax assessments which are either pending decision by the courts or are being contested, the outcome of which are not presently determinable. In the opinion of management and legal counsel, the possibility of outflow of economic resources to settle the contingent liability is remote.

Interconnection Charge for Short Messaging Service

On October 10, 2011, the NTC issued Memorandum Circular (MC) No. 02-10-2011 titled Interconnection Charge for Short Messaging Service requiring all public telecommunication entities to reduce their interconnection charge to each other from ₱0.35 to ₱0.15 per text, which Globe Telecom complied as early as November 2011. On December 11, 2011, the NTC One Stop Public Assistance Center (OSPAC) filed a complaint against Globe Telecom, Smart and Digitel alleging violation of the said MC No. 02-10-2011 and asking for the reduction of SMS off-net retail price from P1.00 to P0.80 per text. Globe Telecom filed its response maintaining the position that the reduction of the SMS interconnection charges does not automatically translate to a reduction in the SMS retail charge per text.

On November 20, 2012, the NTC rendered a decision directing Globe Telecom to:

- Reduce its regular SMS retail rate from P1.00 to not more than ₱0.80;
- Refund/reimburse its subscribers the excess charge of ₱0.20; and
- Pay a fine of ₱200.00 per day from December 1, 2011 until date of compliance.

On May 7, 2014, NTC denied the Motion for Reconsideration (MR) filed by Globe Telecom last December 5, 2012 in relation to the November 20, 2012 decision. Globe Telecom's assessment is that Globe Telecom is in compliance with the NTC Memorandum Circular No. 02-10-2011. On June 9, 2014, Globe Telecom filed petition for review of the NTC decision and resolution with the Court of Appeals (CA).

The CA granted the petition in a resolution dated September 3, 2014 by issuing a 60-day temporary restraining order on the implementation of Memorandum Circular 02-10-2011 by the NTC. On October 15, 2014, Globe Telecom posted a surety bond to compensate for possible damages as directed by the CA.

On June 27, 2016, the CA rendered a decision reversing the NTC's abovementioned decision and resolution requiring telecommunications companies to cut their SMS rates and return the excess amount paid by subscribers. The CA said that the NTC order was baseless as there is no showing that the reduction in the SMS rate is mandated under MC No. 02-10-2011; there is no showing, either that the present P1.00 per text rate is unreasonable and unjust, as this was not mandated under the memorandum. Moreover, under the NTC's own MC No. 02-05-2008, SMS is a value added service (VAS) whose rates are deregulated. The respective motions for reconsideration filed by NTC and that of intervenor Bayan Muna Party List (Bayan Muna) Representatives Neri Javier Colmenares and Carlos Isagani Zarate were both denied.

The NTC thus elevated the CA's ruling to the Supreme Court (SC) via a Petition for Review on Certiorari dated September 15, 2017.



For its part, Bayan Muna filed its own Petition for Review on Certiorari of the CA's Decision. On January 4, 2018, Globe received a copy of the SC's Resolution dated November 6, 2017, requiring it to comment on said petition of Bayan Muna. Subsequently, on February 21, 2018, Globe received a copy of the SC's Resolution dated December 13, 2017 consolidating the Petitions for Review filed by Bayan Muna and NTC, and requiring Globe to file its comment on the petition for review filed by NTC. Thus, on April 2, 2018, Globe filed its Consolidated Comment on both Bayan Muna and the NTC's petitions for review. On September 18, 2018, Globe received a copy of Bayan Muna's Consolidated Reply to Globe's Consolidated Comment and Digitel and Smart's Comment.

Globe Telecom believes that it did not violate NTC MC No. 02-10-2011 when it did not reduce its SMS retail rate from Php 1.00 to Php 0.80 per text, and hence, would not be obligated to refund its subscribers. However, if it is ultimately decided by the Supreme Court (on the appeal taken thereto by the NTC from the adverse resolution of the CA) that Globe Telecom is not compliant with said circular, Globe may be contingently liable to refund to its subscribers the ₱0.20 difference (between ₱1.00 and ₱0.80 per text) reckoned from November 20, 2012 until said decision by the SC becomes final and executory. Management does not have an estimate of the potential claims currently.

Guidelines on Unit of Billing of Mobile Voice Service

On July 23, 2009, the NTC issued NTC MC No. 05-07-2009 (Guidelines on Unit of Billing of Mobile Voice Service). The MC provides that the maximum unit of billing for the Cellular Mobile Telephone System (CMTS) whether postpaid or prepaid shall be six (6) seconds per pulse. The rate for the first two (2) pulses, or equivalent if lower period per pulse is used, may be higher than the succeeding pulses to recover the cost of the call set-up. Subscribers may still opt to be billed on a one (1) minute per pulse basis or to subscribe to unlimited service offerings or any service offerings if they actively and knowingly enroll in the scheme.

On December 28, 2010, the Court of Appeals (CA) rendered its decision declaring null and void and reversing the decisions of the NTC in the rates applications cases for having been issued in violation of Globe Telecom and the other carriers' constitutional and statutory right to due process. However, while the decision is in Globe Telecom's favor, there is a provision in the decision that NTC did not violate the right of petitioners to due process when it declared via circular that the per pulse billing scheme shall be the default.

On January 21, 2011, Globe Telecom and two other telecom carriers, filed their respective Motions for Partial Reconsideration (MPR) on the pronouncement that "the Per Pulse Billing Scheme shall be the default". The petitioners and the NTC filed their respective Motion for Reconsideration, which were all denied by the CA on January 19, 2012.

On March 12, 2012, Globe and Innove elevated to the SC the questioned portions of the Decision and Resolution of the CA dated December 28, 2010 and its Resolution dated January 19, 2012. The other service providers, as well as the NTC, filed their own petitions for review. The adverse parties have filed their comments on each other's petitions, as well as their replies to each other's comments. Parties were required to file their respective Memoranda and Globe filed its Memorandum on May 25, 2018. The case is now submitted for resolution.



On September 18, 2024, Globe and Innove received the SC Decision promulgated on February 13, 2023 sustaining the said CA's Decision dated December 28, 2010 and Resolution dated January 19, 2012. The dispositive portion of which reads:

Accordingly, the December 28, 2010 Decision and January 19, 2012 Resolution of the Court of Appeals in CA-G.R. SP Nos. 111947, 111970, 112006, and 112198 are upheld.

The December 5, 2009 Orders and December 9, 2009 Show Cause Orders and Cease and Desist Orders issued by the National Telecommunications Commission in NTC Case Nos. 2009-138, 2009-139, 99-121, 2009-140, 2009-268, 2009-269, 2009-270, and 2009-271 are reversed and set aside.

The writ of preliminary injunction issued by the Court of Appeals in CA-G.R. SP Nos. 111947 and 111970 enjoining the National Telecommunications Commission and its representatives from enforcing all the assailed Orders in the two cases, are hereby made permanent. The National Telecommunications Commission and all persons acting on its behalf are also permanently enjoined from implementing the assailed Orders in CA G.R. SP Nos. 112006 and 112198. So ordered.

NTC filed its Motion for Reconsideration (MR) of the SC's Decision promulgated on 13 February 2023, a copy of which was received by Globe and Innove on October 1, 2024. Globe and Innove await the SC's Resolution requiring the filing of comment on said MR.

Acquisition by Globe Telecom and PLDT of the Entire Issued and Outstanding Shares of VTI

In a letter dated June 7, 2016 issued by Philippine Competition Commission (PCC) to Globe Telecom, PLDT, SMC and VTI regarding the Joint Notice filed by the aforementioned parties on May 30, 2016, disclosing the acquisition by Globe Telecom and PLDT of the entire issued and outstanding shares of VTI, the PCC claims that the Notice was deficient in form and substance and concludes that the acquisition cannot be claimed to be deemed approved.

On June 10, 2016, Globe Telecom formally responded to the letter reiterating that the Notice, which sets forth the salient terms and conditions of the transaction, was filed pursuant to and in accordance with MC No. 16-002 issued by the PCC. MC No. 16-002 provides that before the implementing rules and regulations for RA No. 10667 (the Philippine Competition Act of 2015) come into full force and effect, upon filing with the PCC of a notice in which the salient terms and conditions of an acquisition are set forth, the transaction is deemed approved by the PCC and as such, it may no longer be challenged. Further, Globe Telecom clarified in its letter that the supposed deficiency in form and substance of the Notice is not a ground to prevent the transaction from being deemed approved. The only exception to the rule that a transaction is deemed approved is when a notice contains false material information. In this regard, Globe Telecom stated that the Notice does not contain any false information.

On June 17, 2016, Globe Telecom received a copy of the second letter issued by PCC stating that notwithstanding the position of Globe Telecom, it was ruled that the transaction was still subject for review.

On July 12, 2016, Globe Telecom asked the CA to stop the government's anti-trust body from reviewing the acquisition of SMC's telecommunications business. Globe Telecom maintains the position that the deal was approved after Globe Telecom notified the PCC of the transaction and that the anti-trust body violated its own rules by insisting on a review. On the same day, Globe Telecom filed a Petition for Mandamus, Certiorari and Prohibition against the PCC, docketed as CA-G.R. SP No. 146538. On July 25, 2016, the CA, through its 6th Division issued a resolution denying Globe Telecom's application for TRO and injunction against PCC's review of the transaction. In the same resolution, however, the CA required the PCC to



comment on Globe Telecom's petition for certiorari and mandamus within 10 days from receipt thereof. The PCC filed said comment on August 8, 2016. In said comment, the PCC prayed that the ₱70.00 billion deal between PLDT-Globe Telecom and San Miguel be declared void for PLDT and Globe Telecom's alleged failure to comply with the requirements of the Philippine Competition Act of 2015. The PCC also prayed that the CA direct Globe Telecom to: cease and desist from further implementing its co-acquisition of the San Miguel telecommunications assets; undo all acts consummated pursuant to said acquisition; and pay the appropriate administrative penalties that may be imposed by the PCC under the Philippine Competition Act for the illegal consummation of the subject acquisition.

Meanwhile, PLDT filed a similar petition with the CA, docketed as CA G.R. SP No. 146528, which was raffled off to its 12th Division. On August 26, 2016, PLDT secured a TRO from said court. Thereafter, Globe Telecom's petition was consolidated with that of PLDT, before the 12th Division. The consolidation effectively extended the benefit of PLDT's TRO to Globe Telecom. The parties were required to submit their respective Memoranda, after which, the case shall be deemed submitted for resolution.

On February 17, 2017, the CA issued a Resolution denying PCC's Motion for Reconsideration dated September 14, 2016 for lack of merit. In the same Resolution, the Court granted PLDT's Urgent Motion for the Issuance of a Gag Order and ordered the PCC to remove the offending publication from its website and also to obey the sub judice rule and refrain from making any further public pronouncements regarding the transaction while the case remains pending. The Court also reminded the other parties, PLDT and Globe, to likewise observe the sub judice rule. For this purpose, the Court issued its gag order admonishing all the parties "to refrain, cease and desist from issuing public comments and statements that would violate the sub judice rule and subject them to indirect contempt of court. The parties were also required to comment within ten days from receipt of the Resolution, on the Motion for Leave to Intervene, and Admit the Petition-in Intervention dated February 7, 2017 filed by Citizenwatch, a non-stock and non-profit association.

On April 18, 2017, PCC filed a petition before the SC docketed as G.R. No. 230798, to lift the CA's order that has prevented the review of the sale of San Miguel Corp.'s telecommunications unit to PLDT Inc. and Globe Telecom. On April 25, 2017, Globe filed before the SC a Motion for Intervention with Motion to Dismiss the petition filed by the PCC.

As of June 30, 2017, the SC did not issue any TRO on the PCC's petition to lift the injunction issued by the CA. Hence, the PCC remains barred from reviewing the SMC deal.

On July 26, 2017, Globe received the SC en banc Resolution granting Globe's Extremely Urgent Motion to Intervene. In the same Resolution, the Supreme Court treated as Comment, Globe's Motion to Dismiss with Opposition Ad Cautelam to PCC's Application for the Issuance of a Writ of Preliminary Injunction and/or TRO.

On August 31, 2017, Globe received another Resolution of the SC en banc, requiring the PCC to file a Consolidated Reply to the Comments respectively filed by Globe and PLDT, within ten (10) days from notice.

On November 16, 2017, after several extensions of time were granted to the PCC, the Corporation through its external counsel, received a copy of the Consolidated Reply dated November 7, 2017 filed by the PCC.

In the meantime, in a Decision dated October 18, 2017, the CA, in CA-G.R. SP No. 146528 and CA-G.R. SP No. 146538, granted Globe and PLDTs Petition to permanently enjoin and prohibiting PCC from reviewing the acquisition and compelling the PCC to recognize the same as deemed approved. PCC elevated the case to the SC via Petition for Review on Certiorari.



On June 1, 2018, the Corporation received a copy of the Court of Appeals' Notice of Resolution dated May 25, 2018, and attached Resolution dated May 24, 2018 denying Citizenwatch's Motion for Partial *Reconsideration on the ground of lack of legal standing and mootness. No further action has been taken since the Resolution dated May 24, 2018 of the Court of Appeals.

Co-use of frequencies by PLDT/Smart and Globe Telecom as a result of the acquisition of controlling shares in VTI

On January 21, 2019, Globe filed its Comment to a petition filed by lawyers Joseph Lemuel Baligod and Ferdinand Tecson before the Supreme Court, against the NTC, PCC, Liberty Broadcasting Network, Inc., (LBNI), Bell Telecommunications Inc. (BellTel), Globe, PLDT and Smart, docketed as G.R. No. 242352. The petition sought to, among others, enjoin PLDT/Smart and Globe from co-using the frequencies assigned to LBNI and BellTel in view of alleged irregularities in NTC's assignment of these frequencies to these entities. In its Comment, Globe argued that the frequencies were assigned in accordance with existing procedures prescribed by law and that to prevent the use of the frequencies will only result to its being idle and unutilized. Moreover, in view of the substantial investments made by Globe, for the use of these frequencies, enjoining its use will cause grave and irreparable injury not only to Globe but to subscribers who will be deprived of the benefits of fast and reliable telecommunications services. The other Respondents have likewise filed their respective Comments to the petition.

Right of Innove to Render Services and Build Telecommunications Infrastructure in BGC

PLDT and its affiliate, Bonifacio Communications Corporation (BCC) and Innove and Globe Telecom are in litigation over the right of Innove to render services and build telecommunications infrastructure in the Bonifacio Global City (BGC). In the case filed by Innove before the NTC against BCC, PLDT and the Fort Bonifacio Development Corporation (FBDC), the NTC has issued a Cease and Desist Order preventing BCC from performing further acts to interfere with Innove's installations in the BGC.

On January 21, 2011, BCC and PLDT filed with the CA a Petition for Certiorari and Prohibition against the NTC, et al. seeking to annul the Order of the NTC dated October 28, 2008 directing BCC, PLDT and FBDC to comply with the provisions of NTC MC 05-05-02 and to cease and desist from performing further acts that will prevent Innove from implementing and providing telecommunications services in the Fort Bonifacio Global City pursuant to the authorization granted by the NTC. On April 25, 2011, Innove Communications, filed its comment on the Petition.

On August 16, 2011, the CA ruled that the petition against Innove and the NTC lacked merit, holding that neither BCC nor PLDT could claim the exclusive right to install telecommunications infrastructure and providing telecommunications services within the BGC. Thus, the CA denied the petition and dismissed the case. PLDT and BCC filed their motions for reconsideration thereto, which the CA denied.



On July 6, 2012, PLDT and BCC assailed the CA's rulings via a petition for review on certiorari with the Supreme Court. Innove and Globe filed their comment on said petition on January 14, 2013, to which said petitioners filed their reply on May 21, 2013. On December 22, 2021, Innove filed its Memorandum with the Supreme Court in compliance with Court's Resolution dated October 06, 2021. The Supreme Court subsequently issued Resolution dated September 14, 2022, directing the Clerk of Court of the Court of Appeals, Manila to elevate the complete records of CA G.R. SP No. 117535 to Supreme Court within ten (10) days from receipt of said Resolution. In its Decision dated April 19, 2023, the Supreme Court dismissed BCC and PLDT's petition for lack of merit and affirmed the Court of Appeals' Decision dated August 16, 2011 and the Resolution dated May 18, 2012 in CA G.R. SP No. 117535, sustaining the NTC's cease and desist order versus the enforcement by PLDT and BCC of their so-called contractual exclusivity to provide telecommunications services in BGC. Finally, on November 6, 2023, Innove received the Supreme Court's Entry of Judgement certifying that on April 19, 2023, a decision was rendered and that the same has, on July 26, 2023, become final and executory and recorded in the Book of Entries of Judgments.

35 Events After Reporting Period

Dividend Declaration

On February 6, 2025, the BOD approved the declaration of the first quarter cash dividend of ₱25 per common share, payable to common stockholders of record as of February 20, 2025. Total dividends amounting to ₱3.6 billion will be payable on March 7, 2025.



GLOBE TELECOM, INC. AND SUBSIDIARIES

Index to the Consolidated Financial Statements and Supplementary Schedules

Schedule 1 - Financial Soundness Indicators

Schedule 2 - Reconciliation of retained earnings available for dividend declaration

Schedule 3 - Map of the relationships of the companies within Globe

Schedule 4 - Schedule of External Auditor Fee-Related information

Schedule 5 - Supplementary Schedules required by Annex 68-J



Schedule 1

FINANCIAL SOUNDNESS INDICATORS	Formula	December 31 2024	December 31 2023
FINANCIAL RATIOS			
	Interest Coverage Ratio		
	EBITDA	4.55	4.95
	Interest Expense gross of capitalized borrowing costs		
Debt to Equity (D/E Ratio)		1.49	1.56
	Total Debt		
	Total Equity		
Total Asset to Equity Ratio		3.78	3.82
	Total Assets		
	Total Equity		
Current Ratio		0.62	0.61
	Current Assets		
	Current Liabilities		
Solvency Ratio		0.17	0.17
	Net Income + Depreciation and Amortization + Provisions for Doubtful Accounts		
	Total Liabilities		
Acid test ratio		0.60	0.58
	Current Assets – Inventories and Supplies – net		
	Current Liabilities		
PROFITABILITY MARGINS			
EBITDA Margins		53%	50%
	EBITDA		
	Service Revenues		
Net Profit Margin		15%	15%
	Net Income		
	Service Revenues		
Return on Asset		4%	4%
	Net Income		
	Total Assets		
Return on Equity		15%	16%
	Net Income		
	Total Average Equity		



Schedule 2

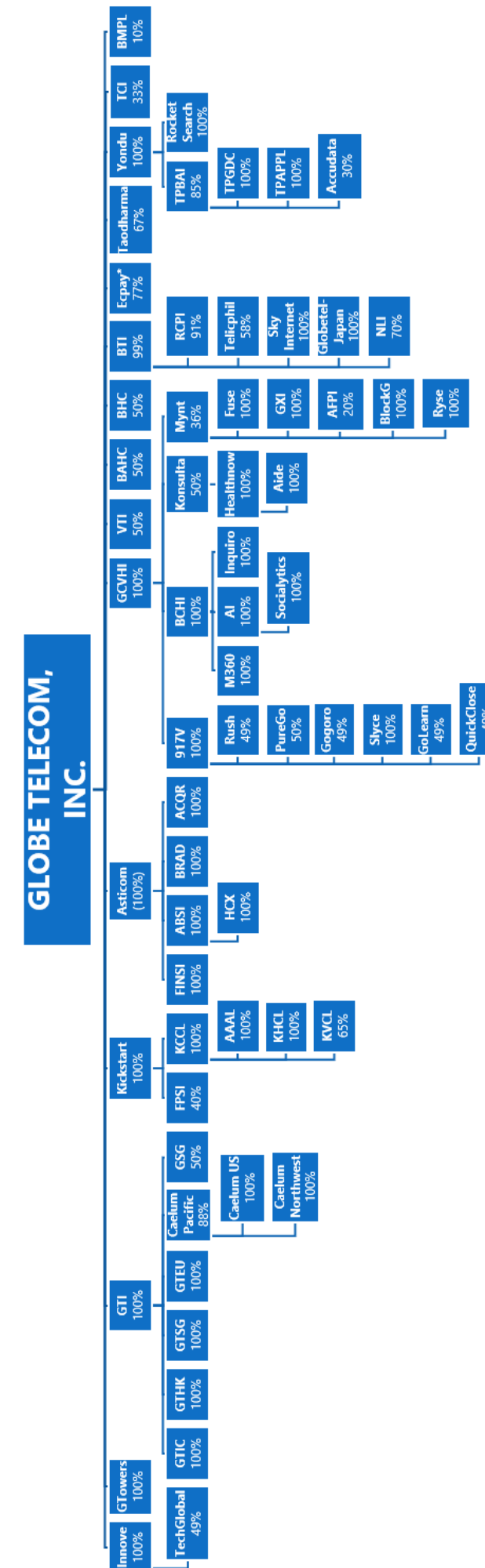
RECONCILIATION OF RETAINED EARNINGS AVAILABLE FOR DIVIDEND DECLARATION AS OF DECEMBER 31, 2024

Items	Amount (In thousands)
Unappropriated Retained Earnings, beginning	₱19,998,150
Less: Category B – Items that are directly debited to Unappropriated Retained Earnings	
Dividends during the reporting period	(14,495,537)
Distribution on capital securities	(1,369,672)
Unappropriated Retained Earnings, as adjusted	4,132,941
Net income during the period closed to Retained Earnings	12,308,600
Less: Category C.1 – Unrealized income recognized in the profit or loss during the reporting period	
Unrealized fair value gain on derivatives net of previously recognized accumulated unrealized loss	(5,834,163)
Category C.1 – Subtotal	(5,834,163)
Add: Category C.2 – Unrealized income recognized in the profit or loss in prior reporting periods but realized in the current reporting period	
Unrealized foreign exchange gain from prior period realized during the year	633,080
Unrealized fair value gain on derivatives from prior period realized during the year	4,497,985
Category C.2 – Subtotal	5,131,065
Adjusted net income during the period	11,605,502
Less: Category F - Other items that should be excluded from the determination of the amount of available dividends distribution	
Deferred tax assets realized during the year	(3,155,623)
Unappropriated Retained Earnings, as adjusted, ending	₱12,582,820



Schedule 3

MAP OF THE RELATIONSHIP OF THE COMPANIES WITHIN GLOBE AS OF DECEMBER 31, 2024



**Sale subject to PCC approval*

Schedule 4

SCHEDULE EXTERNAL AUDITOR FEE-RELATED INFORMATION
AS OF DECEMBER 31, 2024

	2024	2023
	<i>(In millions)</i>	
Total Audit Fees	₱17.34	₱17.02
Non-audit services fees:		
Other assurance services	0.32	2.85
All other services	0.63	2.36
Total Non-audit Fees	0.95	5.21
Total Audit and Non-audit Fees	₱18.29	₱22.23

SCHEDULE 5A – FINANCIAL ASSETS
DECEMBER 31, 2024

Name of Issuing entity and association of each issue	Number of shares or principal amount of bonds and notes	Amount shown in the balance sheet	Income received and accrued
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Not Applicable



SCHEDULE 5B – Amounts Receivable from Directors, Officers, Employees, Related Parties and principal Stockholders (Other than Related parties)

Name and Designation of debtor	Balance at the beginning of period (January 1, 2024)	Additions	Amounts collected	Current	Non-current	Balance at the end of period (December 31, 2024)
	(In thousands)					
Education Loan	₱86,727	₱129,787	₱130,490	₱86,024	₱-	₱86,024
Hospitalization Loan	19,138	10,635	15,461	14,312	-	14,312
Housing and Renovation Loan	55,169	89,286	94,390	50,065	-	50,065
Medical and Health Related Loan	7,953	8,711	5,742	10,922	-	10,922
Others	-	8,206	5,015	3,191	-	3,191
Total	₱168,987	₱246,625	₱251,098	₱164,514	₱-	₱164,514

CREATE.WONDERFUL.



Schedule 5C - Trade & Other Receivables Eliminated During Consolidation

Creditor	Creditor's Relationship to the Reporting Company (Subsidiary or Parent)	Account Type	Beginning Balance (January 1, 2024)		Net Movement	Outstanding Balance (December 31, 2024)	
Globe	Parent	Traffic receivables	₱240,590	₱74,199		₱314,789	
	Parent	Trade Receivables	(25,309)	464,520		439,211	
	Parent	Other Receivables	31,532,553	548,592		32,081,145	
	Subsidiary	Trade Receivables	94,912	(3,964)		90,948	
	Subsidiary	Other Receivables	20,132,602	12,170,060		32,302,662	
	Co-Subsidiary	Trade Receivables	18,000	18,295		36,295	
Asticom	Co-Subsidiary	Other Receivables	610,063	(35,118)		574,945	
	Co-Subsidiary	Traffic receivables	110	41		151	
	Subsidiary	Trade Receivables	957,149	(265,757)		691,392	
	Co-Subsidiary	Trade Receivables	92,050	(63,032)		29,018	
	Co-Subsidiary	Other Receivables	284,151	(44,020)		240,131	
	Subsidiary	Other Receivables	4,104,704	233,441		4,338,145	
BTI	Subsidiary	Traffic receivables	2,524	602		3,126	
	Subsidiary	Trade Receivables	4,884	2		4,886	
	Co-Subsidiary	Trade Receivables	6,048	120		6,168	
	Co-Subsidiary	Traffic receivables	332	109		441	
	Co-Subsidiary	Other Receivables	6,795,918	(425,308)		6,370,610	
<i>(forward)</i>							

CREATE.WONDERFUL.



Creditor	Creditor's Relationship to the Reporting Company (Subsidiary or Parent)	Account Type	Beginning Balance (January 1, 2024)	Net Movement	Outstanding Balance (December 31, 2024)
GCVH	Subsidiary	Trade Receivables	681,869	(27,361)	654,508
	Subsidiary	Other Receivables	76,378	194,692	271,070
	Co-Subsidiary	Other Receivables	122,877	1,648,268	1,771,145
GTI	Co-Subsidiary	Trade Receivables	622,665	(484,218)	138,447
	Subsidiary	Other Receivables	98,021	4,230	102,251
	Subsidiary	Trade Receivables	-	615	615
TAOD	Co-Subsidiary	Trade Receivables	-	1,177	1,177
	Co-Subsidiary	Other Receivables	520,345	18,978	539,323
	Subsidiary	Other Receivables	7,284	-	7,284
Kickstart	Co-Subsidiary	Other Receivables	73	-	73
	Co-Subsidiary	Other Receivables	136,854	15,088	151,942
	Subsidiary	Other Receivables	10,535	(1,825)	8,710
Yondu	Subsidiary	Trade Receivables	283,396	(222,499)	60,897
	Co-Subsidiary	Trade Receivables	169,462	(13,135)	156,327
	Co-Subsidiary	Other Receivables	231,191	(44,392)	186,799
TOTAL			₱67,812,231	₱13,762,400	₱81,574,631



SCHEDULE 5D – LONG TERM DEBT
DECEMBER 31, 2024

Title of issue and type of obligation	Amount authorized by indenture	Amount shown under caption "Current portion of Long-Term Debt" in related statement of financial position	Amount shown under caption "Long-Term Debt" in related statement of financial position	
			Amount <i>(In thousands)</i>	Interest rates Maturity dates
Term Loans:				
Peso	₱205,000,000	₱25,788,437	₱174,683,893	4% to 7.11% 2025-2039
Dollar	\$370,000	561,359	14,043,745	5.51% to 8.10% 2025-2027
Retail Bonds Dollar	\$600,000	-	34,382,475	3.13% to 3.75% 2030-2035
		₱26,349,796	₱223,110,113	



SCHEDULE 5E – INDEBTEDNESS TO RELATED PARTIES (LONG-TERM LOANS FROM RELATED COMPANIES)
DECEMBER 31, 2024

Name of Related Party	Balances at beginning of period	Balance at end of period
Not Applicable		



SCHEDULE 5F – GUARANTEES OF SECURITIES OF OTHER ISSUERS
DECEMBER 31, 2024

Name of issuing entity of securities guaranteed by the company for which this statement is filed	Title of issue of each class of securities guaranteed	Total amount guaranteed and outstanding	Amount owned by person for which this statement is filed	Nature of guarantee
Not Applicable				

SCHEDULE 5G - CAPITAL STOCK
DECEMBER 31, 2024

Title of issue	Number of shares authorized	Number of shares issued and outstanding as shown under related balance sheet caption	Number of shares reserved for options, warrants, conversion and other rights	Number of shares held by			Others
				related parties	Directors, officers and employees		
				(In thousands)			
Common*	168,934	144,380	10,136	111,646	1,437		31,297
Voting preferred stock	160,000	158,515	-	158,515	-		-
Non-voting preferred stock**	40,000	-	-	-	-		-

*10,119,047 common shares were issued by way of stock rights

**Reacquired as treasury shares



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