

Telefónica included in the Bloomberg Gender Equality Index for its commitment to diversity

- **The company is one of the 5 telecoms selected worldwide for an index with 104 organizations from 24 countries**
- **The Telco stands out for its flexible work policies and its women development and awareness programs to senior management**

Madrid, 22 January 2018. Telefónica has been included in the new 2018 Bloomberg Gender-Equality Index (GEI). Launched today, the reference index measures gender equality across internal company statistics, employee policies, external community support and engagement, and gender-conscious product offerings.

The index, formed by 104 companies from 10 sectors of activity, incorporates Telefónica with 72,29 points out of 100. The company is one of the 4 Spanish entities chosen in a selection in which there are only 5 telecommunications operators on a global basis.

According to Bloomberg, Telefónica stands out for its practices (Best in Class) in flexible work policies and its women development and awareness programs to senior management. Bloomberg also appreciates the Whistleblower Channel which is opened for its collaborators. On the other hand, Telefónica is considered a reference for its support to educational and awareness programmes to move ahead on gender equality.

For José María Álvarez-Pallete, Chairman & CEO of Telefónica, diversity is “a source of Talent that allows **Telefónica** to get closer to a diverse and changing society. It generates value for the company and has a positive impact on our results. Our commitment to diversity and inclusion is part of our culture and is reflected in our policies, projects and strategy”.

Through its Global Diversity Council and its Policy on Diversity and Inclusion, Telefónica seeks to ensure both gender equality and multiculturality, and the variety of profiles, ages, capacities and experiences.

The 37.6% of its staff is made up of women, based on 2016 data. If we only look at the managers, female representation rises to 20.5%, with a goal of reaching 30% in 2020. In order to achieve this objective, there are different initiatives underway among which outstands the programme Women in Leadership: during that year, 44% of women promoted in leadership positions had participated in it.

"We commend Telefónica and the other 103 companies included in the 2018 GEI for their efforts to create work environments that support gender equality across a diverse range of industries," said Peter T. Grauer, Chairman of Bloomberg and Founding Chairman of the U.S. 30% Club. "Their leadership sets an important example that will help all organizations innovate and navigate the growing demand for diverse and inclusive workplaces."

"As investors continue to seek more information on companies' approaches to environmental, social and governance (ESG) factors, the 2018 Bloomberg Gender-Equality Index allows investors to compare

companies' commitments to gender equality across industries and make better-informed decisions" said Kiersten Barnet, Deputy Chief of Staff to the Chairman at Bloomberg.

Companies included in the 2018 GEI –which represent 24 countries and range from a variety of sectors, including communications, consumer staples, energy, financials, materials and technology- submitted a social survey created by Bloomberg in partnership with third-party experts Catalyst, Women's World Banking, Working Mother Media, National Women's Law Center, and National Partnership for Women & Families.

The sector-neutral Bloomberg GEI follows the release of the Bloomberg Financial Services Gender-Equality Index (BFGEI), launched in 2016. The 2017 BFGEI included 52 financial firms, headquartered in 17 countries and regions.

About Bloomberg

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About Telefónica

Telefónica is one of the largest telecommunications companies in the world by market capitalisation and number of customers, based on a comprehensive offer and quality connectivity provided by the best fixed, mobile and broadband networks. It is a growing company which offers a unique experience based on the company's own values as well as its public stance of defending customer interests.

Present in 20 countries and with a customer base of 344 million accesses, Telefónica has a strong presence in Spain, Europe and Latin America, which concentrates most of its growth strategy.

Telefónica is a completely private company with more than 1.5 million direct shareholders. Its share capital is traded on stock exchanges in Spain, London, New York, Lima and Buenos Aires.