

PRESS RELEASE

TELEFÓNICA, ONE OF THE MOST DIVERSE AND INCLUSIVE COMPANIES IN THE WORLD ACORDING TO REFINITIV

Madrid, 17 September 2020 - Telefónica is one of the top 25 of the most diverse and inclusive companies in the world, according to the index published by [Refinitiv D&I 2020](#), which recognises the 100 companies that stand out most for incorporating both aspects into their work culture.

"Being part of this index is a recognition of Telefónica's work in diversity and inclusion. It means that the policies and mechanisms we have implemented in recent years are already showing positive results", said Arancha Díaz-Lladó, Director of Purpose, Diversity and Agenda 2030. "Although we still have work to do, little by little we are building an inclusive and diverse work culture that will guarantee long-term business growth".

Through its Global Diversity Council and its Diversity and Inclusion Policy, Telefónica seeks to guarantee equal opportunities for all employees regardless of their gender, origin, age, sexual orientation and identity, abilities or any other personal characteristic. Under the umbrella of this company strategy, tools have been implemented to favour gender equality in selection and promotion processes, training programmes have been created for managers on unconscious biases and diversity has been included as a quantifiable and measurable metric for variable annual remuneration, among many other actions.

"It is a pleasure to recognise Telefónica in the Top 100 ranking for the first time", said Debra Walton, Chief Revenue Officer of Refinitiv. "We are proud that our index serves as a guide to help companies around the world create a more effective work environment through diverse teams".

To qualify for the ranking, now in its fifth edition, Refinitiv has verified over 450 environmental, social and governance metrics from more than 9,000 listed companies around the world. From this data collection, the 24 metrics that make up the D&I scoring methodology have been developed and are organised into four chapters: diversity, inclusion, personal development and disputes.

For more information on Telefónica's diversity and inclusion strategy visit <https://www.telefonica.com/es/web/negocio-responsable/nuestros-compromisos/diversidad>