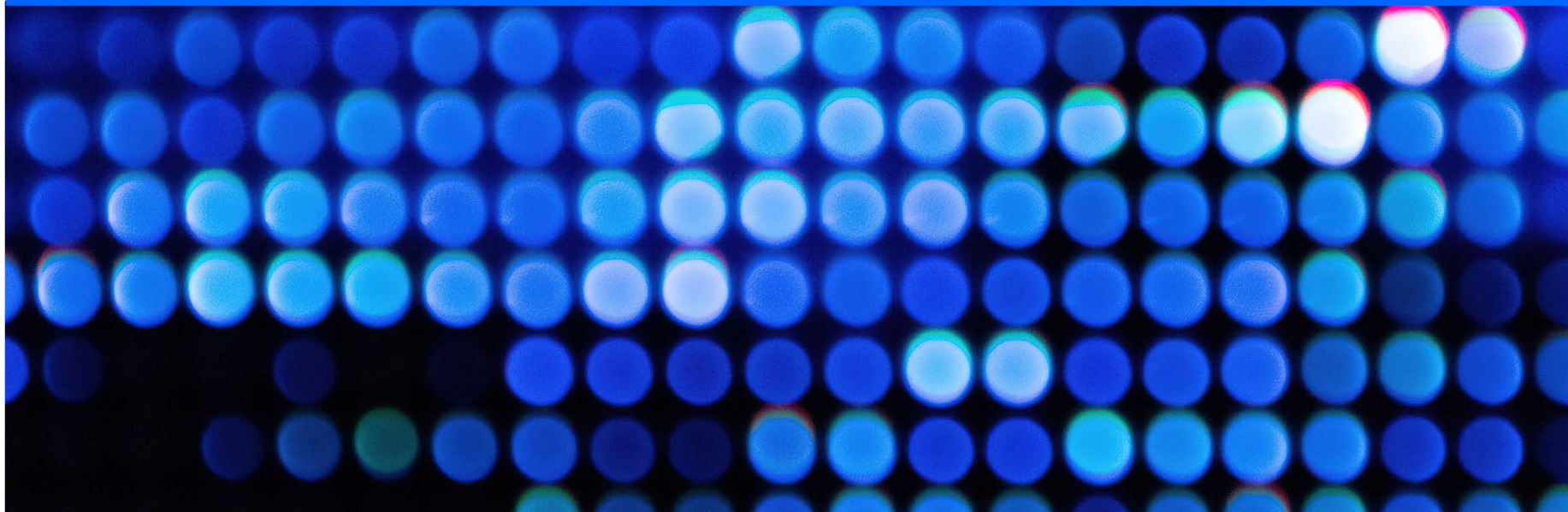




**ESG
Data Book
2025**



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E,S or G	Sub-section	Metric	Unit	2025	Source 2025	Comments & Methodology for 2025
Environment	Emissions	Scope 1 GHG emissions	tCO ₂ e	80,176.83	Consolidated Management Report 2025.pdf, p.103	
Environment	Emissions	GHG Scope 1 & 2 emissions (market-based)	tCO ₂ e	129,431.93	Consolidated Management Report 2025.pdf, p.103	
Environment	Emissions	Hydrofluorocarbon (HFC) Scope 1 in CO ₂ Equivalent	tCO ₂ e	43,947.63	This document is the primary source.	
Environment	Emissions	Methane (CH ₄) Scope 1	Metric Tonnes	7.74	This document is the primary source.	
Environment	Emissions	Methane (CH ₄) Scope 1 in CO ₂ Equivalent	tCO ₂ e	216.05	This document is the primary source.	
Environment	Emissions	Nitrous Oxide (N ₂ O) Scope 1	Metric Tonnes	1.17	This document is the primary source.	
Environment	Emissions	Nitrous Oxide (N ₂ O) Scope 1 in CO ₂ Equivalent	tCO ₂ e	318.79	This document is the primary source.	
Environment	Emissions	Percent Methane of Scope 1 Emissions	%	0.27	This document is the primary source.	
Environment	Emissions	Scope 2 emissions (location-based)	tCO ₂ e	705,207.28	Consolidated Management Report 2025.pdf, p.103	
Environment	Emissions	Scope 2 emissions (market-based)	tCO ₂ e	49,255.10	Consolidated Management Report 2025.pdf, p.103	
Environment	Emissions	Scope 3 emissions	tCO ₂ e	2,800,109.42	Consolidated Management Report 2025.pdf, p.103	
Environment	Emissions	Category 1: Purchased goods and services	tCO ₂ e	1,830,025.30	Consolidated Management Report 2025.pdf, p.103	
Environment	Emissions	Category 2: Capital goods	tCO ₂ e	392,573.64	Consolidated Management Report 2025.pdf, p.103	
Environment	Emissions	Category 3: Energy consumption-related activities (not included in Scopes 1 and 2)	tCO ₂ e	77,952.54	Consolidated Management Report 2025.pdf, p.103	
Environment	Emissions	Category 4: Upstream transportation and distribution	tCO ₂ e	29,418.82	Consolidated Management Report 2025.pdf, p.103	
Environment	Emissions	Category 6: Business travel	tCO ₂ e	25,810.41	Consolidated Management Report 2025.pdf, p.103	
Environment	Emissions	Category 7: Employee commuting	tCO ₂ e	37,030.17	Consolidated Management Report 2025.pdf, p.103	
Environment	Emissions	Category 11: Use of sold products	tCO ₂ e	82,504.54	Consolidated Management Report 2025.pdf, p.103	
Environment	Emissions	Category 13: Downstream leased assets	tCO ₂ e	301,876.44	Consolidated Management Report 2025.pdf, p.103	

Environment	Emissions	Category 15: Investments	tCO2e	22,917.55	Consolidated Management Report 2025.pdf, p.103	
Environment	Emissions	GHG emissions reduction achieved target	Value	-2,378,331.22	Consolidated Management Report 2025.pdf, p. 92	
Environment	Emissions	Scope 1 & 2 emission reduction target - percent reduction achieved	%	91.16	ESG Profile 2025, p. 20	
Environment	Emissions	Carbon per million of sales revenue	tCO ₂ e/M€	80.24	Consolidated Management Report 2025.pdf, p.104	Total GHG emissions (market-based method) per net revenue (tCO ₂ e/M€)
Environment	Energy	Total Energy Consumption	MWh	4,993,400.83	Consolidated Management Report 2025.pdf, p.99	
Environment	Energy	Electricity	MWh	4,784,104.97	Consolidated Management Report 2025.pdf, p. 99	
Environment	Energy	Renewable (wind, hydro, solar and biogas)	MWh	4,482,367.03	This document is the primary source.	
Environment	Energy	Self-generation (solar)	MWh	7,425.81	Consolidated Management Report 2025.pdf, p.99	
Environment	Energy	Non-renewable (electricity mix from each country)	MWh	294,312.13	This document is the primary source.	
Environment	Energy	Heat and cool (non-renewable energy)	MWh	6,935.59	Consolidated Management Report 2025.pdf, p. 99	
Environment	Energy	Fuels	MWh	195,540.90	This document is the primary source.	
Environment	Energy	Renewable	MWh	56,693.87	This document is the primary source.	
Environment	Energy	- Biomass Fuel	MWh	56,693.87	This document is the primary source.	
Environment	Energy	Non-renewable	MWh	138,847.03	This document is the primary source.	
Environment	Energy	- Diesel Oil	MWh	105,899.72	This document is the primary source.	
Environment	Energy	- Natural gas	MWh	16,126.11	This document is the primary source.	
Environment	Energy	- Gasoline	MWh	16,189.88	This document is the primary source.	
Environment	Energy	- LPG	MWh	65.27	This document is the primary source.	
Environment	Energy	- Propane	MWh	566.05	This document is the primary source.	
Environment	Energy	- Coal	MWh	0.00	This document is the primary source.	
Environment	Energy	Percentage Natural Gas of Total Fuel Consumed	%	7.97	This document is the primary source.	
Environment	Energy	Energy use by source (renewables)	%	91.05	Consolidated Management Report 2025.pdf, p.99	
Environment	Energy	Total Energy used in Data Centers	MWh	285,040.54	This document is the primary source.	

Environment	Energy	Power usage effectiveness (PUE) rate	Rate	1.64	This document is the primary source.	
Environment	Energy	Energy intensity	MWh/Petabyte	28.77	Consolidated Management Report 2025.pdf, p.93	
Environment	Renewable Energy	Use of renewable energy is solely via the use of Virtual Power Purchase Agreements or other mechanisms which facilitate wider use of renewable energy, but are not direct wire nor offsetting mechanisms	Yes/No	No	Consolidated Management Report 2025.pdf, p.100	The contractual instruments considered for the purchase of bundled energy attribute rights in 2025 are: PPAs (41%), renewable energy guarantee of origin - green tariff (16%), electricity from the Brazilian incentivised energy free market (6%) and self-generation (0.2%). Additionally, the contractual instruments considered for the purchase of unbundled energy correspond to renewable energy certificates (37%). The contractual instruments considered for the purchase of bundled energy attribute rights in 2024 (new perimeter) are: PPAs (25%), renewable energy guarantee of origin - green tariff (13%), electricity from the Brazilian incentivised energy free market (8%) and self-generation (0.1%). Additionally, the contractual instruments considered for the purchase of unbundled energy correspond to renewable energy certificates (55%).
Environment	Renewable Energy	Use of renewable energy is solely via the use of decentralized or embedded site renewables, or offsite company-funded renewable energy projects	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.100	The contractual instruments considered for the purchase of bundled energy attribute rights in 2025 are: PPAs (41%), renewable energy guarantee of origin - green tariff (16%), electricity from the Brazilian incentivised energy free market (6%) and self-generation (0.2%). Additionally, the contractual instruments considered for the purchase of unbundled energy correspond to renewable energy certificates (37%). The contractual instruments considered for the purchase of bundled energy attribute rights in 2024 (new perimeter) are: PPAs (25%), renewable energy guarantee of origin - green tariff (13%), electricity from the Brazilian incentivised energy free market (8%) and self-generation (0.1%). Additionally, the contractual instruments considered for the purchase of unbundled energy correspond to renewable energy certificates (55%).
Environment	Renewable Energy	Use of renewable energy is solely via the use of corporate or other direct wire PPAs, green tariff energy, and renewable integrated grid	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.100	The contractual instruments considered for the purchase of bundled energy attribute rights in 2025 are: PPAs (41%), renewable energy guarantee of origin - green tariff (16%), electricity from the Brazilian incentivised energy free market (6%) and self-generation (0.2%). Additionally, the contractual instruments considered for the purchase of unbundled energy correspond to renewable energy certificates (37%). The contractual instruments considered for the purchase of bundled energy attribute rights in 2024 (new perimeter) are: PPAs (25%), renewable energy guarantee of origin - green tariff (13%), electricity from the Brazilian incentivised energy free market (8%) and self-generation (0.1%). Additionally, the contractual instruments considered for the purchase of unbundled energy correspond to renewable energy certificates (55%).
Environment	Renewable Energy	Regular energy audits of its operations	Frequency	Annually	Consolidated Management Report 2025.pdf, p.170	Telefónica conducts regular energy audits of its operations (in Spain, Germany, and Brazil) to maintain its ISO 50001 certifications. These certifications are based on the implementation of Energy Management Systems that must comply with: objectives and targets, internal and external audits, corrective actions, and employee training, among other requirements. This certification is valid for three years, but an independent entity verifies compliance with the standard annually. Please see our certification on our website.
Environment	Renewable Energy	Renewable energy consumed	MWh	4,546,486.71	Consolidated Management Report 2025.pdf, p.103	
Environment	Waste	Phones recycled	Tonnes	45.77	This document is the primary source.	
Environment	Waste	Electronic waste recycled	Tonnes	5,008.35	This document is the primary source.	
Environment	Waste	Waste used for energy	Tonnes	358.24	Consolidated Management Report 2025.pdf, p.110-112	
Environment	Waste	Amount of waste sent for recovery	Tonnes	38,997.88	Consolidated Management Report 2025.pdf, p.111	
Environment	Waste	Amount of waste composted	Tonnes	See Comment	This document is the primary source.	Not in CSRD. We have never reported this treatment separately, it is integrated within the category other treatments, specifically in the internal classification of 'biological treatments' which includes composting among other types of biological treatments. Overall, waste treated through biological processes represents only 0.02% of total waste.
Environment	Waste	Amount of waste incinerated without energy recovery	Tonnes	7.71	Consolidated Management Report 2025.pdf, p.110-112	
Environment	Waste	Amount of waste incinerated with energy recovery	Tonnes	358.24	Consolidated Management Report 2025.pdf, p.112	

Environment	Waste	Total waste recycled / reused	Tonnes	53,964.68	This document is the primary source.	
Environment	Waste	Hazardous waste incinerated	%	0.01	This document is the primary source.	
Environment	Waste	Hazardous waste sent to landfills	Tonnes	10.32	Consolidated Management Report 2025.pdf, p.110-112	
Environment	Waste	Hazardous waste recycled	%	15.32	This document is the primary source.	
Environment	Waste	Percentage of waste recycled	%	93.60	Consolidated Management Report 2025.pdf, p.110-112	
Environment	Waste	Waste diverted from landfill	Tonnes	54,755.74	Consolidated Management Report 2025.pdf, p.110-112	
Environment	Waste	Waste sent to landfills	Tonnes	1,867.72	Consolidated Management Report 2025.pdf, p.110-112	
Environment	Waste	Hazardous waste	%	15.59	Consolidated Management Report 2025.pdf, p.110-112	
Environment	Waste	Electronic waste	Tonnes	5,009.96	This document is the primary source.	
Environment	Waste	Total waste	Tonnes	41,664.38	Consolidated Management Report 2025.pdf, p.110-112	
Environment	Water	Water consumption	m ³	273,329.01	This document is the primary source.	Telefónica monitors its total volume of water withdrawals. The monitoring of the total volume of water discharges is considered as not relevant. Therefore, based on several studies, it is estimated that water losses could be 10-20% compared to the water withdrawals. As a result, water discharge will be 80-90% of the withdrawals. Methodology: Water Consumption (not returned to the medium, evaporated, stored, leaks, other losses) = Total Water Withdrawal -Total Water Discharged
Environment	Water	Water discharges	m ³	1,331,019.48	This document is the primary source.	Due to the use of water in our facilities is mainly for sanitary purposes and, to a lesser extent, for air conditioning circuits, an estimate must be made of the total amount of water discharged in relation to the total amount withdrawn. In general terms, it is estimated that between 80 and 90% of the total water withdrawn is discharged into the network (based on justified data that takes into account aspects such as the state of conservation and maintenance of the building, its type and/or geographical location). Water Discharges (Estimation) = 80-90% Withdrawals
Environment	Water	Total water discharge by destination	m ³	See Comment	This document is the primary source.	The discharges are comparable to domestic effluents and are discharged into the municipal sewerage system (third party destinations). There are no discharges into freshwater or marine waterways that could cause significant harm. The destinations of Telefónica water discharges includes municipal waste water plants or any other organisation involved in the treatment of wastewater. We do not produce industrial wastewater that would require metering. As these effluents are discharged into the municipal sewerage system, it is not necessary to monitor this aspect.
Environment	Water	Total recycled water	m ³	See Comment	This document is the primary source.	According to GRI, this refers to water that has been treated and subsequently reused by the organization-that is, water that is reused in processes after undergoing some form of recovery or treatment. The water reused at Telefónica Brasil's headquarters comes from kitchen and washbasin taps. This water is collected, undergoes a simple treatment process, and is then reused in toilet and urinal cisterns. It is important to note that this treatment is basic; we do not have a water treatment plant as such. For this reason, reuse is restricted exclusively to toilets and urinals. Given the small volume involved, it has not been included in the figures in order to avoid double counting.
Environment	Water	Municipal Water	m ³	1,604,348.49	This document is the primary source.	Telefónica's water consumption mainly comes from sanitary use and to a lesser extent from cooling (closed loop systems), for what can be assimilated to domestic use. The water comes almost entirely (98%) from municipal water suppliers (third party sources). The rest is collected from wells (groundwater renewable). Methodology: water withdrawals
Environment	EMFs	Commitment to manage safety risks related to electromagnetic fields	Narrative	See comment	This document is the primary source.	We comply with the recognized international limits even in those markets where these criteria are not included in a regulatory framework. All measurements that we took at our base stations were performed under the standards recognised by the leading organisations for standardisation and normalisation of the world such as the ITU (International Telecommunication Union), the ICNIRP (International Commission on Non-ionizing Radiation Protection) among others. In most countries in which we operate these measures are even audited and are available to the public. Furthermore, all our terminals and equipment that provide our service comply with the international standards established in the SAR parameter (Specific Absorption Rate), a parameter established by the regulatory bodies and different health agencies duly authorised for this purpose. For further information please go to section Electromagnetic fields on Telefónica website: https://www.telefonica.com/en/sustainability-innovation/environment/electromagnetic-fields/

Environment	EMFs	Initiatives to promote further research on effects regarding electromagnetic fields	Narrative	See comment	This document is the primary source.	<p>We have continued advancing the EMERGE 5G project in collaboration with the Polytechnic University of Valencia and the project on the development of leukemia in predisposed animal models exposed to magnetic fields in collaboration with the University of Salamanca (USAL). The objective of EMERGE 5G project is to develop new methods and guidelines for assessing human exposure to various innovative use cases anticipated in 5G communication networks. Telefónica contributes by providing data to support the measurements conducted as part of this research. The objective of USAL's project is to monitor and support research efforts by the German Federal Agency for Radiation Protection (BfS). Specifically, we collaborate with Spanish scientific researchers from the Salamanca Cancer Centre (CSIC) working on this study. Lastly, we have conducted meetings with PEPRI (the National R&D Platform on Radiological Protection) under the auspices of DigitalES to explore innovative methodologies for measuring exposure levels to electromagnetic fields.</p> <p>For further information please go to section Electromagnetic fields on Telefónica website: https://www.telefonica.com/en/sustainability-innovation/environment/electromagnetic-fields/</p>
Environment	EMFs	Initiatives to raise awareness regarding electromagnetic fields	Narrative	See comment	This document is the primary source.	<p>At Telefónica, we have a website where we communicate our compliance with safety standards for exposure to electromagnetic fields. Furthermore, we provide informational resources. These resources include various studies from official organizations that offer updated scientific evidence. Additionally, we provide a section explaining how 5G works and the benefits this technology offers compared to previous generations in relation to electromagnetic fields exposure.</p> <p>For further information please go to section Electromagnetic fields on Telefónica website: https://www.telefonica.com/en/sustainability-innovation/environment/electromagnetic-fields/</p>
Environment	EMFs	Target for awareness raising initiatives regarding electromagnetic fields	Narrative	See comment	This document is the primary source.	<p>It is not deemed necessary to implement awareness campaigns regarding electromagnetic fields, as the levels we emit have been scientifically demonstrated not to pose a health risk. Extensive research conducted over more than 25 years by recognized entities and academic institutions has found no evidence supporting such concerns. Furthermore, these campaigns could potentially be counterproductive, as they may inadvertently affect more vulnerable individuals by triggering somatization, whereby individuals experience symptoms based on the unfounded belief that a risk exists, despite scientific evidence to the contrary.</p> <p>For further information please go to section Electromagnetic fields on Telefónica website: https://www.telefonica.com/en/sustainability-innovation/environment/electromagnetic-fields/</p>
Environment	Certificates	Percentage of Sites Certified in EMS (Environmental Management Systems)	%	100.00	Consolidated Management Report.pdf, p.187	The model chosen to control the impact of Telefónica's activities on the environment is the implementation of an Environmental Management System (EMS) in accordance with the ISO 14001 standard. All Group operators have an externally certified EMS
Environment	Circular Economy	Take-back options for used products (%)	%	14.78	Telefónica website: Circular Economy	Mobile devices take-back::Share of mobile devices collected compared to the total number of mobile devices distributed through our own channels
Environment	Materials	Paper consumption	Tonnes	9,372.09	This document is the primary source.	
Environment	Materials	Paper recycled	Tonnes	628.02	This document is the primary source.	
Environment	Offsets	Amount of carbon offsets	tCO2e	48,395.00	Consolidated Management Report 2025.pdf, p.106	
Social	Employee statistics	Total employees	Value	82,655.00	Consolidated Management Report 2025.pdf, p.124	
Social	Employee statistics	Permanent employees	Value	82,175.00	Consolidated Management Report 2025.pdf, p.124	
Social	Employee statistics	Permanent employees - men	Value	48,965.00	Consolidated Management Report 2025.pdf, p.124	
Social	Employee statistics	Permanent employees - women	Value	33,209.00	Consolidated Management Report 2025.pdf, p.124	
Social	Employee statistics	Part-time employees	Value	1,900.00	Consolidated Management Report 2025.pdf, p. 195	
Social	Employee statistics	Temporary employees	Value	480.00	Consolidated Management Report 2025.pdf, p. 195	
Social	Employee statistics	Number of temporary employees - men	Value	271.00	Consolidated Management Report 2025.pdf, p. 195	
Social	Employee statistics	Number of temporary employees - women	Value	209.00	Consolidated Management Report 2025.pdf, p. 195	

Social	Employee statistics	Women employees - number	Value	33,418.00	Consolidated Management Report 2025.pdf, p.124	
Social	Employee statistics	Women employees - percentage	%	40.40	Telefónica website: Diversity and Inclusion	
Social	Employee statistics	Male employees - number	Value	49,236.00	Consolidated Management Report 2025.pdf, p.124	
Social	Employee statistics	Male employees - percentage	%	59.60	Consolidated Management Report 2025.pdf, p. 124	
Social	Employee statistics	Gender: other	Value	0.00	Consolidated Management Report 2025.pdf, p.125	
Social	Employee statistics	Gender: not defined	Value	1.00	Consolidated Management Report 2025.pdf, p.125	
Social	Employee statistics	Spain employees	Value	25,516.00	Consolidated Management Report 2025.pdf, p. 195	
Social	Employee statistics	Brazil employees	Value	34,905.00	Consolidated Management Report 2025.pdf, p. 195	
Social	Employee statistics	Germany employees	Value	8,817.00	Consolidated Management Report 2025.pdf, p. 195	
Social	Employee statistics	Colombia employees	Value	4,799.00	Consolidated Management Report 2025.pdf, p. 124	
Social	Employee statistics	Mexico employees	Value	1,766.00	Consolidated Management Report 2025.pdf, p. 195	
Social	Employee statistics	Venezuela employees	Value	1,669.00	Consolidated Management Report 2025.pdf, p. 195	
Social	Employee statistics	Chile employees	Value	3,537.00	Consolidated Management Report 2025.pdf, p. 195	
Social	Employee statistics	Rest employees	Value	1,646.00	Consolidated Management Report 2025.pdf, p. 195	
Social	Employee statistics	Age of employees: number under 30	Value	10,779.00	Consolidated Management Report 2025.pdf, p.125	
Social	Employee statistics	Age of employees: percentage under 30	%	13.04	Consolidated Management Report 2025.pdf, p.125	
Social	Employee statistics	Age of employees: number between 30 and 50	Value	51,715.00	Consolidated Management Report 2025.pdf, p.125	
Social	Employee statistics	Age of employees: percentage between 30 and 50	%	62.57	Consolidated Management Report 2025.pdf, p.125	
Social	Employee statistics	Age of employees: number over 50	Value	20,161.00	Consolidated Management Report 2025.pdf, p.125	
Social	Employee statistics	Age of employees: percentage over 50	%	24.39	Consolidated Management Report 2025.pdf, p.125	
Social	Employee statistics	% Employees under 30 in senior management	%	0.29	This document is the primary source.	

Social	Employee statistics	% Employees under 30 in middle management	%	1.82	This document is the primary source.	
Social	Employee statistics	% Employees under 30 in "other categories"	%	82.27	This document is the primary source.	
Social	Employee statistics	% Employees between 30 and 50 in senior management	%	5.29	This document is the primary source.	
Social	Employee statistics	% Employees between 30 and 50 in middle management	%	10.00	This document is the primary source.	
Social	Employee statistics	% Employees between 30 and 50 in "other categories"	%	84.75	This document is the primary source.	
Social	Employee statistics	% Employees over 50 in senior management	%	7.34	This document is the primary source.	
Social	Employee statistics	% Employees over 50 in middle management	%	10.37	This document is the primary source.	
Social	Employee statistics	% Employees over 50 in "other categories"	%	82.27	This document is the primary source.	
Social	Employee statistics	Employees in senior management	Value	4,302.00	Consolidated Management Report 2025.pdf, p.195	
Social	Employee statistics	Employees in middle management	Value	7,441.00	Consolidated Management Report 2025.pdf, p.195	
Social	Employee statistics	Women in top management	%	25.00	Telefónica website: Executive Team	Top Management includes executives who carry out, de facto or de jure, senior management duties and report directly to the Board of Directors or to the Executive Committees or managing directors of the Company, including in any case the head of Internal Audit.
Social	Employee statistics	Women in senior management	%	35.50	This document is the primary source.	Senior management: executives and pre-executives
Social	Employee statistics	Women in middle management	%	34.68	This document is the primary source.	Middle management: management level.
Social	Employee statistics	Women in "other positions"	%	41.33	This document is the primary source.	Other professionals: non-management level
Social	Employee statistics	Women in all management positions (senior and middle)	%	34.99	This document is the primary source.	
Social	Employee statistics	Nationalities in total workforce	Value	81.00	Telefónica Website: Diversity and Inclusion	
Social	Employee statistics	Nationalities in senior management	Value	40	This document is the primary source.	
Social	Employee statistics	Nationalities in middle management	Value	42	This document is the primary source.	
Social	Employee statistics	Nationalities in "other positions"	Value	79	This document is the primary source.	

Social	Employee statistics	Promoted employees - women	%	50	This document is the primary source.	
Social	Employee statistics	Attrition - women	%	42.28	This document is the primary source.	Percentage of women employees that left the company, of the total employees that left the company during the fiscal year-end.
Social	Employee statistics	Total new hires	Value	9,052	This document is the primary source.	
Social	Employee statistics	Total new hires - women	Value	4,090	This document is the primary source.	
Social	Employee statistics	New hires under 30	Value	4,022	This document is the primary source.	
Social	Employee statistics	New hires between 30 and 50	Value	4,732	This document is the primary source.	
Social	Employee statistics	New hires above 50	Value	353	This document is the primary source.	
Social	Employee statistics	New hires in senior management	Value	169	This document is the primary source.	
Social	Employee statistics	New hires in middle management	Value	190	This document is the primary source.	
Social	Employee statistics	New hires in "other positions"	Value	8,693	This document is the primary source.	
Social	Employee statistics	Ethnic minority employees	Value	See comment	This document is the primary source.	We do not monitor the number of ethnic minority employees in most of our operations due to restrictions imposed by personal data regulations. We only publish it in countries where it is allowed, such as Brazil or the United Kingdom: - Brazil: 44.8% of employees identify themselves as Black. Among manager positions, 34.1% of them were held by Black employees. We offer career-development programmes and dedicated scholarship programmes for Black individuals. In addition, we provide targeted leadership-position vacancies for these candidates. Vivo has recently announced new objectives for 2035: 40% Black leadership and 45% Black workforce. Our goals: to reach 45% Black employees and 40% Black leaders by 2035. - United Kingdom: we voluntarily publish our ethnic pay gap and promote agreements, training programmes and mentoring initiatives to empower professionals from global majority backgrounds and support their career progression. All these actions contribute to achieving our 2027 targets: 25% global-majority employees and at least 15% in leadership positions.
Social	Employee statistics	Minorities in management	%	See comment	This document is the primary source.	We do not monitor the number of ethnic minority employees in most of our operations due to restrictions imposed by personal data regulations. We only publish it in countries where it is allowed, such as Brazil, where 34.1% of manager positions were held by Black employees. Vivo has recently announced new objectives for 2035: among them, 40% Black leadership.
Social	Employee statistics	Number of employees and % of women (and other minorities, if possible) in STEAM positions.	%	22	This document is the primary source.	
Social	Employee statistics	Number of employees and % of women (and other minorities, if possible) in IT positions.	%	25	This document is the primary source.	
Social	Employee statistics	Number of employees and % of women (and other minorities, if possible) in Tech positions.	%	26	This document is the primary source.	

Social	Employee statistics	Number of employees and % of women (and other minorities, if possible) in Engineering positions.	%	19	This document is the primary source.	
Social	Employee statistics	Employee engagement survey results	%	73.00	Consolidated Management Report 2025.pdf, p. 123	
Social	Employee statistics	Employees who responded to the employee engagement survey	%	78.00	This document is the primary source.	
Social	Employee statistics	Initiatives for talent recruitment	Narrative	Narrative	This document is the primary source.	Attracting the right talent is a cornerstone of our human capital strategy, positioning us for sustainable growth in a constantly evolving environment. Our approach begins with developing a strong employer brand — communicating our values, vision and commitment, and seeking alignment with these values and our corporate culture in potential candidates. We leverage digital platforms, social media and networking events, including trade fairs and events at technology-specialised universities, to boost our visibility. Competitive compensation packages, flexible working arrangements and an inclusive and diverse corporate culture all contribute to creating an attractive and compelling environment for new talent.
Social	Employee training and development	Training Planning	Narrative	Narrative	This document is the primary source.	Telefónica promotes massive reskilling and upskilling programs that develop business-critical skills while improving the employability of professionals through the Skills Workforce Planning process, applicable to the entire workforce, including part-time employees. Within the Responsible Business Principles, one of our commitments to our employees is related with career development: We support their career development by enhancing their skills, ensuring their employability and improving their future prospects in the workplace. To this end, we provide employees with the necessary tools to ensure continuous training, in particular by enhancing their digital skills. Contractors are external workers who provide services through third-party companies; as such, in accordance to the legislation of application, they are not subject to Telefónica's internal training policies or its Skills Workforce Planning process in the same way as Telefónica's own employees.
Social	Employee training and development	Annual Sexual Harassment Training Frequency	Narrative	See comment	Responsible Business Principles	All employees are required to complete anti-sexual harassment as part of the training on the Company's Responsible Business Principles, which is mandatory and takes place once a year. In addition, we have an internal Manual on the Protocol for Action in Situations of Sexual and Gender-based Harassment available for all the employees.
Social	Employee training and development	Percentage of total employees receiving training	%	76.00	ESG Profile 2025	Telefónica promotes massive reskilling and upskilling programs that develop business-critical skills while improving the employability of professionals, through Skills Workforce Planning process. Furthermore, with the aim of promoting a culture of sustainability among all professionals within the Telefónica Group, the ESG Academy offered strategic training on key ESG matters, on environmental management, ethics and compliance, accessibility, diversity, cybersecurity, privacy, human rights, Responsibility by Design of products and services, sustainable finance, the responsible use of technology and supply chain management.
Social	Employee training and development	Annual training hours per employee	Hours	22.91	Consolidated Management Report 2025.pdf, p. 196	
Social	Employee training and development	Employee Training Days	Days	248,738.00	Consolidated Management Report 2025.pdf, p. 196	
Social	Employee training and development	Total hours spent on Employee Training	Hours	1,989,905.00	Consolidated Management Report 2025.pdf, p. 196	
Social	Employee training and development	Training hours: senior management	Hours	71,922.15	Consolidated Management Report 2025.pdf, p.189	
Social	Employee training and development	Training hours: middle management	Hours	138,874.42	Consolidated Management Report 2025.pdf, p.189	
Social	Employee training and development	Training hours: other professionals	Hours	1,779,108.42	Consolidated Management Report 2025.pdf, p.189	

Social	Employee training and development	Average training hours: employees under 30	Hours	27.82	This document is the primary source.	
Social	Employee training and development	Average training hours: employees between 30 and 50	Hours	22.76	This document is the primary source.	
Social	Employee training and development	Average training hours: employees over 50	Hours	20.47	This document is the primary source.	
Social	Employee training and development	Average training hours: women	Hours	25.22	This document is the primary source.	
Social	Employee training and development	Average training hours: men	Hours	21.35	This document is the primary source.	
Social	Employee training and development	Employee training: diversity	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.157	The Company trains all staff annually, regardless of their position or role, in the Responsible Business Principles (RBPs) and Human Rights. The course is delivered online, is mandatory and covers topics that include diversity. Additionally, the value of differences, awareness of unconscious bias and prejudice, and the importance of inclusive leadership are some of the issues we address in our workshops, manuals and online courses. In addition, we offer training for departments and individuals with key roles to play in supporting the inclusion of all employees. We have provided diversity workshops for executives and middle-managers.
Social	Employee training and development	Employee training: accessibility, ethics, AI	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.147, 157	Accessibility training has been delivered to employees from different legal entities within the Group, particularly Telefónica Innovación Digital and Telefónica Spain, with responsibilities in the design, development or quality assurance of products, services and digital channels. The content is aligned with the requirements of the EU Accessibility Directive. In relation to AI, training sessions on responsible AI use were delivered during 2025, both globally and in the countries in which the Company operates. Furthermore, with the aim of promoting a culture of sustainability among all professionals within the Telefónica Group, strategic training on key ESG matters continued to be available year-round in 2025. The categories were: environmental management, ethics and compliance, accessibility, diversity, cybersecurity, privacy, human rights, Responsibility by Design of products and services, sustainable finance, the responsible use of technology and supply chain management. As a new feature, a category dedicated to Artificial Intelligence was added.
Social	Employee training and development	Employee training: human rights	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.157	Mandatory training on human rights for all employees through the Responsible Business Principles and Human Rights Course.
Social	Employee training and development	Employee training: physical and mental health	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.157	Telefónica fosters health and safety through the implementation of measures and campaigns to prevent workplace accidents and occupational illnesses and the delivery of training on physical and mental health. The Company promotes health and safety awareness through training programs delivered locally and adapted to each country's context. Employees receive mandatory and voluntary training on occupational health and safety topics through e-learning courses, webinars, and regular Safety Dialogues, incorporating the latest scientific and research developments. Specialized training is also provided for occupational health and safety professionals. Digital platforms support location-independent access to health resources for all employee profiles, including remote, retail, and call center staff.
Social	Employee training and development	Employee training: inclusive leadership	Yes/No	Yes	This document is the primary source.	The importance of inclusive leadership and the tools needed to put it into practice are addressed in some of our workshops, manuals and online courses.
Social	Employee training and development	Employee training: discrimination and harassment	Yes/No	Yes	This document is the primary source.	All employees are required to complete anti-sexual harassment as part of the training on the Company's Responsible Business Principles, which is mandatory and takes place once a year. Additionally, as part of our diversity and inclusion awareness initiatives and training programmes, we foster environments free from discrimination and harassment on the basis of sex, gender, age, ethnicity, disability, sexual orientation or identity, among other characteristics.
Social	Employee training and development	Leadership training and skills development	Yes/No	Yes	This document is the primary source.	Telefónica offers tailored training for all professionals through its corporate University (Universitas). All the programs in the training offer of the University of Telefónica are based on the development of the corporate culture, the business strategy and management and leadership competence. It is aimed at encouraging uptake of new working and leadership methods, and at fostering a unique culture that defines us and makes us stronger by aligning priorities and empowering employees. We also have face-to-face programs for our leadership teams, with an Advanced Leadership Programme that covers not only skills-related content but also strategic vision and networking. We offer courses and workshops to foster leadership skills through our corporate university (Universitas), aimed at executives, managers and/or pre-managers. In addition, we offer training on the topics of our Responsible Business Principles specifically for our managers and leaders.

Social	Employee training and development	Strategic Workforce planning	Yes/No	See comment	This document is the primary source.	Telefónica addresses talent scarcity risks and the growing need for new skills through its Skills Workforce Planning process, which aligns existing organizational capabilities with those required to support business growth and strategy execution. This process enables informed decision-making to close the skills gap through two complementary levers: Internal capability development: Large-scale reskilling and upskilling programs develop critical business capabilities while enhancing employees' long-term employability. Learning is personalized to individual profiles, preferences, and development paths through the SkillsBank platform and AI-driven engines, enabling tailored training recommendations and career trajectory guidance. Employees also access third-party certification programs in digital and technology skills. External talent acquisition: Where internal development cannot fully address identified gaps, targeted external hiring complements the strategy to ensure the organization has the capabilities needed for business growth.
Social	Employee training and development	Support for degree programs or certifications	Yes/No	Yes	This document is the primary source	Telefónica offers (specially in Ttech division), certifications in digital technologies issued by third parties linked to prior training for employees
Social	Employee turnover	Employee turnover rate	%	15.37	Consolidated Management Report 2025.pdf, p.124	
Social	Employee turnover	Number of employees who left the company	Value	12,905.00	Consolidated Management Report 2025.pdf, p.124	
Social	Employee turnover	Voluntary turnover	%	4.71	This document is the primary source.	
Social	Employee turnover	Total/Voluntary turnover: employees under 30	%	31,44/ 11,54	This document is the primary source.	
Social	Employee turnover	Total/Voluntary turnover: employees between 30 and 50	%	15,13 / 4,56	This document is the primary source.	
Social	Employee turnover	Total/Voluntary turnover: employees over 50	%	7,12 / 1,12	This document is the primary source.	
Social	Employee turnover	Total/Voluntary turnover: women	%	16,27/ 4,82	This document is the primary source.	
Social	Employee turnover	Total/Voluntary turnover: men	%	14,94 / 4,63	This document is the primary source.	
Social	Employee turnover	Total/Voluntary turnover: senior management	%	9,28/ 2,52	This document is the primary source.	
Social	Employee turnover	Total/Voluntary turnover: middle management	%	12,42 / 2,73	This document is the primary source.	
Social	Employee turnover	Total/Voluntary turnover: "other professionals"	%	16,16 / 5,04	This document is the primary source.	
Social	Employee turnover	Total/Voluntary turnover: Germany	%	10,73/5,44	This document is the primary source.	
Social	Employee turnover	Total/Voluntary turnover: Spain	%	5,60 / 1,56	This document is the primary source.	
Social	Employee turnover	Total/Voluntary turnover: Brazil	%	19,80 / 5,94	This document is the primary source.	

Social	Employee turnover	Total/Voluntary turnover: Hispam	%	24,13/ 6,40	This document is the primary source.	
Social	Employee turnover	Total/Voluntary turnover: other countries	%	17,81 /6,83	This document is the primary source.	
Social	Employees	Acknowledgement as a top employer (awards, recognitions)	Yes/No	Yes	This document is the primary source.	Spain: <ul style="list-style-type: none"> • Merco Talento 2025. #1 company in the Telecommunications sector in Spain as employer of choice (position 66 overall ranking). • Randstad Awards 2025. Most attractive company to work for in the Telecommunications sector in Spain. • Workforce Disclosure Initiative (WDI). Overall score of 89%; special mentions for 'Workforce Action' and 'Value Chain Data'. Brazil: <ul style="list-style-type: none"> • Merco Empresas 2025. Ranked #10 in corporate reputation in Brazil; first telecom company ever to reach the Top 10 in this ranking; sector leader for 9 consecutive years. • + Silver Award in Occupational Safety 2025. Recognised for innovative remote monitoring systems in workplace safety.
Social	Employees	Competitive Intelligence in Human Resources	Narrative	See comment	This document is the primary source.	We periodically collect and analyze information from different sources, from public information from peers to consulting firms' benchmarks to identify new strategies in talent management, diversity, organizational development, productivity, and employee engagement as well as to monitor targets and track progress.
Social	Employees	People Analytics	Narrative	See comment	This document is the primary source.	Telefónica leverages People Analytics as a key enabler of strategic workforce planning, using data-driven insights to align talent strategies with evolving business needs. By analyzing workforce trends, skill gaps, and future capability requirements, the company can anticipate changes in demand and proactively adapt its talent pipeline. This includes identifying critical roles, forecasting reskilling needs, and optimizing internal mobility. Through this approach, Telefónica enhances organizational agility, ensures the right talent is in place to support innovation, and strengthens its ability to respond to technological and market shifts. This approach was recognised with the 1st prize at the XXIII Expansión HR Innovation Awards 2025.
Social	Employee development and retention	Maximum working hours policy	Policy	Yes	Human Rights Policy, Equality Policy, p. 6	The Company is committed to complying with the laws in all countries where it operates and upholding the fundamental rights in the eight core conventions of the International Labour Organisation as highlighted in the Declaration on Fundamental Principles and Rights at Work, including the ILO conventions on working hours, through its Human Rights Policy. Regarding overtime work, the company adheres to applicable legislation, including the Workers' Statute and various Collective Bargaining Agreements, thus publicly committing to ensuring that all overtime is voluntary and compensated in accordance with the conditions set out in the regulations and collective agreements in force in each case.
Social	Employee development and retention	Formal mechanisms to promote an open feedback culture	Yes/No	Yes	Consolidated Management Report 2025.pdf, p. 117	Telefónica promotes an open feedback culture. Company is dedicated to fostering an environment of active engagement and collaboration with employees and their representatives. The information gathered through the different means of communication with employees (such as surveys, meetings and other information channels) is analysed and used specifically to make decisions and implement measures related to the management of both actual and potential workplace incidents. In general, when working directly with the Company's own employees, there are different types of collaboration. Telefónica has a worldwide performance review process for all employees of the Group. The same timetable, guidelines and tools are shared everywhere. The review model measures different factors, ranging from achieving pre-set targets to developing new skills and teamwork. The appraisal process is based around agile feedback conversations, which take place at least twice a year.
Social	Employee development and retention	Performance appraisal	Yes/No	Yes	This document is the primary source.	Telefónica implements a globally coordinated and locally managed performance appraisal process, tailored to business needs and applied to all employees. It involves agile feedback conversations and evaluates factors such as goal achievement, skill development, and teamwork. The outcomes impact employee compensation, development, and promotion opportunities. The yearly "one to one" conversation between manager and employee aims to identify wins and goals reached along the year as well as areas of improvement. These conversations are always conducted in a positive and constructive spirit and help to define the direction towards the professional future that the employee wishes to achieve
Social	Employee development and retention	Initiatives for talent retention	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.115	Telefónica's approach to talent retention is built around a comprehensive set of initiatives designed to keep professionals engaged, motivated and growing: <ul style="list-style-type: none"> • Skills development: through our Skills Workforce Planning process, we drive massive reskilling and upskilling programmes that develop business-critical capabilities while improving the long-term employability of our professionals. • New ways of working: flexible hours, gradual reductions in the weekly working week, hybrid and remote work, and systems to monitor and regulate overtime. • Competitive remuneration and benefits: market-competitive salaries exceeding the minimum wage in all regions, non-monetary benefits, and variable remuneration linked to ESG performance. • Wellbeing: initiatives focused on the physical, mental and emotional health of our professionals. • Social impact: including one of the largest corporate volunteering programmes in the world. • Purpose-driven company: our professionals are connected to a broader mission, with remuneration tied to ESG performance.
Social	Employee development and retention	Human capital development metrics reporting	Yes/No	Yes.	Consolidated Management Report 2025.pdf, p. 114-126	Yes, Telefónica monitors its initiatives to promote human capital development, from training programmes, to recruiting and employee satisfaction. We monitor and report: - 76% of our employees invested in learning and developing new skills (80% in 2024), reinforcing our commitment to continuous growth. - As an average, each employee received 24 Hours of training. (33 in 2024). 1,989,904 hours of training in total. Our training metrics include exclusively our employees (permanent, both full and part-time) Furthermore , with the aim of promoting a culture of sustainability among all professionals within the Telefónica Group, the ESG Academy offered strategic training on key ESG matters year round in 2025, on environmental management, ethics and compliance, accessibility, diversity, cybersecurity, privacy, human rights, Responsibility by Design of products and services, sustainable finance, the responsible use of technology and supply chain management.

Social	Employee development and retention	Enhanced leave benefits	Narrative	See comment	This document is the primary source.	The Company offers leave options that are in compliance with the minimum levels established by law, and in many cases exceed them. For example, Telefónica provides a number of personal days which, depending on the Group company, ranges between two and four days, as well as alternatives for adapting our employees' working days to achieve work-life balance in situations that require family care services. These take into account blood relatives of the employee up to the second degree of kinship. Also, the Company offers maternity and paternity leave that exceeds the minimal legal requirements. "All permanent employees are entitled to specific benefits (may vary depending on the geography), among which childcare assistance, nursery Services, food assistance and others are included. Dependant care and special leave conditions are stipulated in the collective bargaining agreements. Telefonica is fully committed with worklife balance and has implemented new ways of working: hybrid work, digital disconnection, flexible working hours... that allow every employee to have a healthy balance between personal and professional life." (III Convenio Colectivo)
Social	Diversity and inclusion	Operations covered by the diversity programme	%	100.00	Diversity and Inclusion Policy, p. 4-5	
Social	Diversity and inclusion	Female leadership action plan	Yes/No	Yes	ESG Profile 2025	We set clear targets for female leadership and implement action plans to achieve them. Our goal is to reach 37% of women in executive positions by 2027. Some internal initiatives include female talent acceleration and development programs in Spain, as well as the following initiatives in Brazil: Women in Leadership, Leaders Academy, Women in Technical Fields project, Lean Six Sigma and Explore+ programs.
Social	Diversity and inclusion	Mentorship programmes	Yes/No	Yes	This document is the primary source.	Mentoring programs are one of the mechanisms we use to promote gender equality and diversity (ethnic, age, disability) in our teams. For example, in order to close the pay gap and promote talent development, we have supported agreements, training and mentoring programmes to empower young people from ethnic minorities and boost their careers. We also promote mentorship programs to bolster the development and leadership skills of our women employees, for example under the umbrella of our partnership with CloSinGap. In the area of disability inclusion, in 2025 employees and leaders from our three main operations took part in the Generation Valuable programme, led by The Valuable 500, as mentors and mentees.
Social	Diversity and inclusion	Diversity monitoring	Yes/No	Yes	Consolidated Management Report 2025.pdf, p. 125	The company monitors indicators such as the gender pay gap and the percentage of women in executive positions, as well as responses to the motivation survey. In addition, regular pay audits to identify and address gender pay gaps for equivalent roles or work of equal value, ensuring equal pay regardless of gender. The company also monitors the number of employees with disabilities, as well as the number of employees by age and, in those locations where legislation allows for it, we monitor the number of employees by ethnicity and the ethnicity pay gap. In Brazil, we also monitor the number of transgender employees.
Social	Diversity and inclusion	Employee diversity councils	Yes/No	Yes	This document is the primary source.	The Diversity and Inclusion strategy is monitored by the Sustainability and Regulation Board Committee. Additionally, we have established employee resource groups for LGBT+ employees, employees with disabilities, employees of different ethnicities, young people and women. The ERG for women is the biggest of all. As well as raising the visibility of their members, these groups help to raise the awareness and sensitivity of the workforce as a whole.
Social	Diversity and inclusion	Initiatives to recruit diverse talent	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.121	In view of the limited participation of women in digital professions, we promote initiatives to attract and increase the visibility of women in digital and STEM careers through a number of initiatives, including our internship programs. In addition, we develop career acceleration and visibility enhancement programs for female employees, which aim to train them in leadership skills and enrich their network of contacts. The Transparency Committee, made up of the Chairman and four executives, ensures the presence of both genders in the shortlists for internal and external selection processes for management positions. With regard to people with disabilities, we promote their integration through agreements with external entities, prioritising the search for professional profiles that meet the Company's technological and digital needs. In terms of generational diversity, we have programs for talent development and empowerment of young professionals. Regarding ethnic diversity, in those locations where legislation allows for it, we have initiatives to attract and promote leadership among professionals from the "global majority". We are also committed to ensuring that our LGBT+ employees work in environments where they can give their best. We have specific initiatives to attract and promote the development and well-being of transgender people.
Social	Diversity and inclusion	Employees with disabilities	Value	2,803.00	Consolidated Management Report 2025.pdf, p. 191	
Social	Diversity and inclusion	Evidence inclusivity for people with disabilities in the workplace	Yes/No	Yes	This document is the primary source.	Telefónica is committed with the integration of this employees by enhancing disability awareness programs & accessibility, promoting training & recruitment of candidates for tech roles and through partners and commitments with organizations such as Fundación Once or Valuable 500. With regard to Fundación ONCE, Telefónica is a signatory of the INSERTA Agreement, which aims to promote the employment of people with disabilities and develop initiatives designed to contribute to improving their living conditions. At an international level, the Company supports initiatives such as The Valuable 500, to which it is affiliated alongside other companies promoting and reinforcing disability inclusion on the global agenda, and the "Principles for Driving the Digital Inclusion of Persons with disabilities", promoted by the GSMA In addition, we are committed with awareness-raising and trainings aimed at the entire workforce to promote accessibility and disability inclusion."
Social	Diversity and inclusion	Program to support staff from at least one underrepresented group in their technical or professional growth.	Yes/No	Yes	This document is the primary source.	Regarding disability inclusion, we promote the integration of people with disabilities through agreements with external organisations, prioritising the recruitment of professional profiles that match the Company's technological and digital needs. In 2025, employees and leaders from our three main operations also took part in the Generation Valuable programme, led by The Valuable 500, participating as mentors and mentees. In terms of ethnic diversity, for example in Brazil, we offer career-development programmes and dedicated scholarship programmes for Black individuals. In addition, we provide targeted leadership-position vacancies to support the advancement of these candidates. In the area of LGBTI+ inclusion, we have specific initiatives designed to attract, develop and support the well-being of transgender employees. We also address intersectional diversity. For instance, in Spain we promote the attraction of women with disabilities into technical roles through the Radia Programme.

Social	Diversity and inclusion	Employee Average Age	Age	41.56	This document is the primary source.	
Social	Restructuring	Restructuring policy & programme	Yes/No	Yes	This document is the primary source.	Workforce restructuring is managed through collective bargaining and formal agreement with employee representatives, in compliance with local labour law. Workforce reorganisation agreements were also reached in 2025, based on voluntary participation, with implementation throughout the 2026. A six-month outplacement programme (since 2016) supports affected employees through coaching, workshops and a digital job search platform.
Social	Restructuring	Recent Major Mergers or Acquisitions	Yes/No	No	This document is the primary source.	No, we have not participated in major merger & acquisitions affecting large proportions of staff. Companies with small workforces have been acquired with little affectation in Telefónica's workforce.
Social	Restructuring	Layoffs affecting 10% of workforce triggered by mergers & acquisitions	Yes/No	No	This document is the primary source.	In 2025 we did not participate in layoffs affecting large proportions of staff triggered by mergers & acquisitions (layoffs affecting 10% of workforce).
Social	Restructuring	Layoffs in last fiscal year	Value	6,975	Consolidated Management Report 2025.pdf, p.196	Table 4. Number of dismissals* by gender, age and professional category
Social	Restructuring	Incentivised redundancies plan	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.	During 2025, an insignificant number of incentivised redundancies were carried out, affecting less than 0.01% of the Group's total workforce. In the same year, the Company negotiated and agreed with employee legal representatives various workforce reorganisation processes across Group companies in Spain, in line with applicable labour regulations. These agreements establish differentiated conditions depending on the groups affected and include voluntary participation as the priority criterion. Implementation is planned for 2026.
Social	Workforce benefits	Employee share ownership plan (ESOP)	Yes/No	Yes	This document is the primary source.	In 2022, Telefónica launched a global Employee Share Ownership Plan, Plan 100, aimed at all Group employees, without exception. Under this plan, for every share purchased, Telefónica awarded an additional share at the end of the plan in 2024. Furthermore, to mark our Company's centenary, every employee who took part will receive 100 additional shares as a gift. 34% of Telefónica's employees are shareholders in the Company, that is, one in three employees. In 2022, the fifth edition of a global incentive share purchase plan, the 'Plan 100', was launched, available to all Group employees on the same terms. This plan ended on 19 April 2024, coinciding with the Company's centenary. The Plan has been completed. It is possible that new Employee Share Ownership Plans may be introduced in the future (this is a strategic decision for the company). At this time, there is no timeline or approved plan.
Social	Workforce benefits	Material non-pay benefits	Yes/NO	Yes	This document is primary source	The Company offers a broad range of social benefits that reflect its commitment to employee wellbeing. These may include health insurance, life insurance, pension plans, share purchase program, discount programs, childcare assistance, nursery services and meal support, among others. The specific benefits available to each employee depend on the employing entity, country and employment type, in accordance with applicable local regulations and market practices. Where local frameworks allow, benefits may also cover areas such as support for persons with disabilities as well as and mental and reproductive health-related costs. Childcare assistance schemes, where available, may cover different life stages up to 24 years of age, depending on the Group company. Permanent employees are generally eligible for material non-pay benefits. Temporary employees, including those hired through temporary employment agencies, may also have access to certain benefits subject to applicable local legislation and practices.
Social	Workforce benefits	Scope of workforce eligible for non-compensation benefits	%	100	This document is the primary source.	The Company offers leave options that are in compliance with the minimum levels established by law, and in many cases exceed them. For example, Telefónica provides a number of personal days which, depending on the Group company, ranges between two and four days, as well as alternatives for adapting our employees' working days to achieve work-life balance in situations that require family care services. These take into account blood relatives of the employee up to the second degree of kinship. Also, the Company offers maternity and paternity leave that exceeds the minimal legal requirements: Spain: Full salary top-up (100%, no cap) during maternity, paternity and pregnancy risk leave, plus enhanced breastfeeding and family medical accompaniment leave. Brazil: Extended maternity (180 days) and paternity (30 days) leave, inclusive of same-sex couples and adoption, plus additional support for employees with disabled dependents. Germany: Statutory parental subsidy complemented to guarantee a higher net salary, corporate childcare facilities, emergency childcare coverage and flexible working arrangements. In addition all permanent employees are entitled to specific benefits (may vary depending on the geography), among which childcare assistance, nursery Services, food assistance and others are included. Dependant care and special leave conditions are stipulated in the collective bargaining agreements. Telefonica is fully committed with worklife balance and has implemented new ways of working: hybrid work, digital disconnection, flexible working hours... that allow every employee to have a healthy balance between personal and professional life." (III Convenio Colectivo)

Social	Workforce benefits	Other employee benefits	Narrative	See Comment	This document is the primary source.	<p>Telefónica is deeply committed to supporting the well-being and long-term security of its employees through a comprehensive and attractive benefits offering. All permanent employees, with variations depending on the country, have access to Universal Health Insurance that is available across all operations and includes coverage for disabilities, mental health, and reproductive care, among other needs. The Company also provides Life Insurance, a Pension Fund, and opportunities to participate in share purchase and discount programs.</p> <p>At the same time, Telefónica continues to promote emotional well-being and a healthy psycho-social environment in the workplace to reduce emotional and mental stress. The Company assesses psycho-social risks throughout the organisation, using these assessments as tools for identifying and monitoring working conditions that might affect employees' physical and mental health—an area that has become a priority following recent global events. Through a wide range of programs, Telefónica promotes initiatives that raise awareness of nutrition, health, physical activity and emotional well-being, and helps implement corrective and preventive measures in each country.</p> <p>To support families, the Company offers childcare assistance—including support at infant and school levels and covering the period from birth to 24 years old depending on the Group company—along with nursery services, food assistance, and dedicated facilities or benefits for breastfeeding and lactation. This robust package reflects Telefónica's dedication to fostering a supportive and inclusive workplace where employees can thrive both personally and professionally, while also enhancing overall job quality.</p>
Social	Workforce benefits	Paid Leave available to Primary Caregiver (Weeks)	Weeks	See Comment	This document is the primary source.	<p>Telefónica provides paid parental leave for both primary and secondary caregivers that, at a minimum, meets or exceeds the legal requirements in all the countries where the company operates. In several jurisdictions across the Group, these benefits go beyond statutory thresholds. For example, in Spain, Telefónica offers at least 16 weeks of fully paid leave for both primary and secondary caregivers.</p>
Social	Workforce benefits	Paid Leave available to Non-Primary Caregiver (Weeks)	Weeks	See Comment	This document is the primary source.	<p>Telefónica provides paid parental leave for both primary and secondary caregivers that, at a minimum, meets or exceeds the legal requirements in all the countries where the company operates. In several jurisdictions across the Group, these benefits go beyond statutory thresholds. For example, in Spain, Telefónica offers at least 16 weeks of fully paid leave for both primary and secondary caregivers.</p>
Social	Workforce benefits	Benefits for Workplace Stress Management	Yes/No	Yes	This document is the primary source.	<p>Yes. The company runs occupational health and stress management programmes across its key markets:</p> <ul style="list-style-type: none"> • Brazil: Aligned with ISO 45001, with weekly, monthly and quarterly committees involving medical teams, occupational health and insurance providers. The company also uses dashboards to track medical leave and epidemiological data, helping to shape and improve wellbeing strategies. • Spain: Includes a formal Psychosocial Risk Assessment programme, health and safety training, and regular PRL+ prevention meetings. • Germany: Guided by the Group Health Policy and OHS Standard, with mandatory workplace health e-learning, access to the Feel Good App (a digital wellbeing platform for all employees), and social counselling services.
Social	Workforce benefits	Benefits for Sports / Health Initiatives	Yes/No	Yes	This document is the primary source.	
Social	Workforce benefits	Healthcare Coverage	% Coverage	95.96	This document is the primary source.	
Social	Workforce benefits	Flexible Work Conditions	Yes/No	Yes	This document is the primary source.	<p>At Telefónica, we firmly believe that flexible working conditions are essential to employee well-being and to fostering a culture of shared responsibility. That's why we offer a hybrid and digital work model for all eligible employees, allowing them to combine on-site work with remote work—whether from home or a second residence—provided they remain within their country of employment. This model is supported by flexible working hours, part-time options, subsidized flexible work weeks, and both paid and unpaid leave, including extended leave for personal reasons. These measures not only promote work-life balance but also strengthen team engagement and satisfaction while preserving our corporate culture. Flexibility has also become a strategic tool for attracting and retaining talent, as well as for accessing professionals from around the world.</p>
Social	Workforce benefits	Compressed Work Week Option	Yes/No	See comment	This document is the primary source.	<p>Compressed work week arrangements are not applicable across the company's main markets due to statutory limits on daily working hours under local labour law (Estatuto de los Trabajadores – Spain; Arbeitszeitgesetz – Germany; CLT – Brazil, , Working Time Regulations 1998 - UK). The company instead offers flexible working options in compliance with each market's legal framework, including flexible scheduling and remote work. In Spain, additionally, a collective agreement has been signed aligned with the progressive reduction of weekly working hours.</p>
Social	Workforce protections	Upcoming or scheduled negotiations with union or other employee representatives	Yes/No	Yes	This document is the primary source.	<p>Dialogue with workers' representatives is open, continuous and takes place every year. Collective agreements are negotiated at the end of their term. In 2026 there are extensions and renewals expected, always within a framework of negotiation with workers' representatives.</p>
Social	Workforce protections	Collective bargaining coverage	%	76.85	Consolidated Management Report 2025.pdf, p. 125	
Social	Workforce protections	Collective bargaining coverage is estimated or reported	Estimated / Reported	Reported	Consolidated Management Report 2025.pdf, p. 125	

Social	Workforce protections	Anti-Union Discrimination Measures	Yes/No	Yes	This document is the primary source.	The company operates primarily in countries with robust legal frameworks for freedom of association — Spain, Germany, and the United Kingdom — where collective bargaining rights and protection against anti-union discrimination are well established by law and practice. In Brazil, where factual limitations in the exercise of labour rights have been documented, the company reinforces its commitment through an explicit policy embedded in the PNR, guaranteeing employees' right to join their representative union and prohibiting any form of retaliation or hostile action against employees engaged in union activities. Any employee who experiences or witnesses such conduct can report it confidentially through the company's Whistleblowing Channel, available to all employees, managers, and third parties across Group companies
Social	Workforce protections	Freedom of association due diligence performed	Yes/No	Yes	Consolidated Management Report 2025.pdf, p. 119	Collaboration with employee representatives involves joint committees convened quarterly, annually or monthly, depending on the subject matter and the country or business unit, addressing compliance with the commitments made, monitoring them and proposing possible measures for improvement. For agreements with the greatest impact such as collective bargaining agreements, the highest-ranking Company official involved is the Human Resources Director of each business. For global agreements, the ultimate responsibility lies with the Telefónica Group's Global Chief People Officer. Labour Relations teams are responsible for monitoring the actions and day-to-day activities of each business. Telefónica is committed to the core ILO standards, particularly regarding freedom of association and the right to collective bargaining in all the countries in which it operates.
Social	Health and Safety	ISO 45001 coverage	%	77.73	This document is the primary source.	
Social	Health and Safety	Mental health Management	Narrative	See comment	This document is the primary source.	Consistent with previous years, the company continues to integrate mental health considerations into its overall approach to employee well-being across all its operations. We have adopted initiatives that promote both physical and mental health globally, tailored to local contexts. For example, in Brazil we implement the 'Vivo Bem-estar' program, structured around three pillars: Body, Mind, and Environment, which includes a Mental Health Ecosystem and other actions aimed at fostering awareness and support for employees. While specific details are not disclosed in the current reporting cycle, mental health remains an important component of our workplace health and safety practices.
Social	Health and Safety	Mental Health Risk Assessment	Yes/No		This document is the primary source.	In some of our geographies, such as Spain, psychosocial risk assessments are conducted. The company carries out systematic evaluations of employees' psychological well-being through annual workplace climate surveys, quarterly pulse tools, and specific questionnaires on stress, workload, and fatigue.
Social	Health and Safety	Quantitative Health and Safety Targets	Target	See comment	Consolidated Management Report 2025.pdf, p.123	Each operator defines and monitors its own targets, metrics and methodologies, according to its regulatory and organisational framework. As a result, management is decentralised, and each operation adapts measures and targets to its particular context. By way of example, on the issue of health and safety, there are local initiatives at Telefónica Spain, where indicators such as the accident frequency rate are monitored, and Telefónica Brazil, where accident-related indicators are monitored. These local targets have set goals, established time frames, specific methodologies and tracking mechanisms. The indicators are quantifiable and, depending on the case, can be absolute or relative. In addition, they apply to the workers of each country and are in line with the commitments established in the Global Occupational Health, Safety and Well-being Regulation.
Social	Health and Safety	Occupational disease rate - employees	Rate	5.00	Consolidated Management Report 2025.pdf, p. 197	
Social	Health and Safety: Incidents	Lost day rate / severity TOTAL	Value	16.69	Consolidated Management Report 2025.pdf, p.197	
Social	Health and Safety: Incidents	Workforce accidents - employees	Value	538.00	Consolidated Management Report 2025.pdf, p. 125	
Social	Health and Safety: Incidents	Accident rate	Rate	3.18	Consolidated Management Report 2025.pdf, p. 125	accidents / million hours worked
Social	Health and Safety: Incidents	Lost-time Incident Rate - Employees	Rate	16.69	This document is the primary source.	Based on the list of occupational diseases in local legislation, regulations and rules. Lost day rate (severity) = (total number of days lost due to accidents in the workplace with leave and occupational disease / total number of hours worked per year) x 200,000.
Social	Health and Safety: Incidents	Accident frequency rate - employees	Value	0.34	Consolidated Management Report 2025.pdf, p.197	
Social	Health and Safety: Incidents	Absentee rate	%	0.07	This document is the primary source.	

Social	Human Rights	Human Rights remediation policy	Policy	See comment	Global Human Rights Policy	Our Human Rights Remediation Policy is embedded in our Global Human Rights Policy. The policy includes a description of Telefónica's due diligence process and remediation is one of the key elements of it. Telefónica works in the remediation of identified adverse impacts through the Queries (Responsible Business) Channel and the Whistleblowing Channel. These two mechanisms which allow stakeholders to raise queries related to the Company's code of ethics and report any irregularity or act in breach of the law or internal regulations, respectively. Both channels are public and available 24/7 in different languages for all stakeholders (employees, partners and suppliers, affected communities, customers and/or end-users, among others). All reported incidents are managed and analysed in accordance with the established procedures and deadlines, ensuring a prompt and appropriate response. See also our Global Human Rights Policy.
Social	Human Rights	Labour Rights policy	Policy	See comment	Global Human Rights Policy	Our Labour Rights Policy is embedded in our Global Human Rights Policy. Through this policy, which is based on the United Nations (UN) Guiding Principles on Business and Human Rights, the Organisation for Economic Co-operation and Development (OECD) Guidelines and the core conventions of the International Labour Organization (ILO), among others, the Company commits to respecting the human and labour rights of its employees.
Social	Human Rights	Modern slavery statement	Policy	See comment	Modern Slavery Statement (Virgin Media) Global Human Rights Policy p.7	The Modern Slavery Statement has been published in accordance with Section 54 of the Modern Slavery Act 2015. It sets out the steps taken by VMED O2 UK Limited and its subsidiaries (Virgin Media O2) to manage modern slavery risks within our business and supply chains in the previous financial year. On the other hand, at group level, our Global Human Rights Policy states as one of the objectives: "Fight against forced labour, modern slavery and child labour: Prohibit and reject any form of forced labour, slavery or human trafficking within our operations. Prevent, detect and correct practices that may give rise to these situations. Respect the rights of children and adolescents. Prohibit and reject the use of child labour in our operations, verifying that, in our hiring processes, all employees are above the local legal minimum working age, respecting, in any case, the provisions of Convention no. 138. of the International Labour Organization"
Social	Human Rights	Forced labour policy	Policy	See comment	Global Human Rights Policy	Our forced labour policy is embedded in our Global Human Rights Policy. Telefónica's Global Human Rights Policy, sets out its commitment to human rights, including the prohibition of human trafficking, forced labour and child labour.
Social	Human Rights	Child labour policy	Policy	See comment	Global Human Rights Policy	Our child labour policy is embedded in our Global Human Rights Policy. Telefónica's Global Human Rights Policy, sets out its commitment to human rights, including the prohibition of human trafficking, forced labour and child labour.
Social	Human Rights	Digital Child Rights policy	Policy	See comment	Consolidated Management Report 2025.pdf, p.138 Telefónica Group Responsible Communications Regulation	Our digital child rights policy is contained within the Global Human Rights Policy as well as in other corporate policies such as the Responsible Communication Regulation. Telefónica is committed to complying with the United Nations Convention on the Rights of the Child. This commitment is reflected in Telefónica's Global Human Rights Policy, which clearly outlines the company's dedication to respecting and promoting these rights. The policy also details how potential impacts are identified, assessed, and addressed through a comprehensive due diligence process. Additionally, Telefónica publicly commits to protecting child rights in the digital environment through its Responsible Communication Regulations.
Social	Human Rights	Overtime work policy	Policy	See comment	Consolidated Management Report 2025.pdf, p. 131 III Convenio Colectivo de empresas vinculadas 2024-2026 Telefónica's agreement regarding employees digital disconnection	Telefónica is committed to the basic ILO (International Labour Organization) regulations on employment, mainly referring to freedom of association and the right to collective bargaining in all the countries in which we operate. Also, through the commitment to this regulation, Telefónica commits its conventions on working hours and the conditions of overtime work. In addition Telefónica is fully committed with digital disconnection of it's employees and that's why the Company has issued a statement addressing this matter.
Social	Human Rights	List of commitments to Human Rights	Narrative	See comment	Consolidated Management Report 2025.pdf, p.182	All our human rights commitments are included in the Global Human Rights Policy. We have commitments to stakeholder (employees, suppliers, customers, and society), on topics (privacy, security, freedom of expression, diversity etc.) and towards international standards (UN Guiding Principles, OECD Guidelines etc.)
Social	Human Rights	Engagement strategy for identifying Human Rights issues	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.65	We have a due diligence process in place to identify, prevent, and mitigate the actual and potential negative impacts on human rights. In line with international standards such as the UN Guiding Principles, OECD Guidelines etc. We carries out an annual impact assessment on its value chain as part of the double materiality process. This process, which draws on stakeholder perspectives and applies severity and likelihood criteria in order to identify and prioritise the most relevant impacts.
Social	Human Rights	Process to monitor the effectiveness of the Human Rights policy	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.65	Telefónica is committed to ensuring the effectiveness of its human rights policy and the measures implemented to prevent, mitigate, and remedy human rights and environmental impacts. To achieve this, the Company establishes and monitors both qualitative and quantitative indicators, which are integrated into the Responsible Business Plan. This plan is reported annually to the Board of Directors through the Sustainability and Regulatory Committee.
Social	Human Rights	Zero-Rating	Narrative	See comment	This document is the primary source.	From a practical perspective, in the main markets with fully owned operations where we operate — Spain, Germany and Brazil — zero-rating practices are currently not implemented

Social	Human Rights	Supply Chain Modern Slavery Assessment	Yes/No	Yes	Consolidated Management Report 2025.pdf, p. 162,181	<p>Telefónica is committed to respecting and promoting human rights in general and those of workers in the value chain in particular (including the ban on any form of modern slavery, forced labour and human trafficking in their activity and throughout their supply chain). As part of its commitment, Telefónica implements a robust due diligence process to identify, prevent, and address adverse impacts in its supply chain. Telefónica has a management framework for ensuring human rights compliance in its supply chain, which includes a risk assessment:</p> <ol style="list-style-type: none"> 1. Requirement of minimum sustainability business criteria from all suppliers (Supplier Code of Conduct) 2. Identification of potential high-risk suppliers in sustainability matters 3. External sustainability assessments of potential high-risk suppliers 4. Audits of key suppliers in annual audit campaign <p>This model is complemented at each step by corresponding supplier engagement initiatives for key suppliers and/or specific topics.</p> <p>See ESRS G1 2.14.5. Suppliers and ESRS S2 - Workers in the value chain</p>
Social	Human Rights / Child Rights	Protection and safety of minors measures	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.130	<p>At Telefónica, we are deeply committed to protecting children and encouraging the responsible use of technology. This commitment is firmly embedded in our internal policies (including our Global Human Rights Policy, Sustainable Supply Chain Policy, and Responsible Communication Regulations, among others) and is a key part of our Responsible Business Principles.</p> <p>We presented our public position on this issue: "Building a Safe Digital Environment for Minors. Towards Responsible Design and Use of Digital Devices and Services," which reinforces our proactive approach to raising awareness in society about the importance of using technology responsibly. We recognize the many challenges children face in today's digital environment, from inappropriate content and data privacy risks to the impact of screens on their well-being. Our strategy is based on three pillars: technological solutions, education and awareness, and collaboration with experts and institutions:</p> <ul style="list-style-type: none"> - Technological Solutions - Parental control tools available across our operations to help families manage children's access to digital content. - Content programming and filters on TV platforms to protect minors. - Implementation of basic child protection standards in the design of handsets and operating systems. - Technical safeguards such as age verification systems, content filters, and security settings built into our services. - Active blocking of illegal content, based on the criteria of the Internet Watch Foundation (IWF) and the GSMA Mobile Alliance to Fight Digital Child Sexual Exploitation. - Telefónica provides a Queries Channel where individuals can raise questions or concerns related to its Responsible Business Principles. The channel includes a dedicated category for "Children's Rights", ensuring that any concerns related to child rights in the digital environment are appropriately addressed. - Education and Awareness <p>At Telefónica, we believe that raising awareness about the responsible use of technology is essential to building a healthier and safer digital society. As a digital services provider, we not only offer secure tools, but also help users, especially families, children, and young people, understand how to use them wisely.</p> <p>That's why we have developed a wide range of awareness-raising programmes, training resources, and communication initiatives. These aim to promote digital well-being, critical thinking, and safe, positive online habits.</p> <p>In 2025, our awareness initiatives on responsible technology use reached more than 49 million people across our footprint.</p> <p>Examples of key projects include:</p> <ul style="list-style-type: none"> - Kindersicher mit O2 (Germany) - Movimiento Azul – Movistar (Spain) - Family Game Movistar & Club de Malasmadres (Spain) - Dialogando – Vivo (Brazil) - Internet Matters (O2 UK) - Focus Project: Movimiento Azul <p>Movimiento Azul is Movistar Spain's sustainability programme, built on two main pillars: Digital Empowerment and Environmental Action. Through Digital Empowerment, we promote a more responsible and safer use of technology via an educational platform developed with experts, where people, especially families, can access tools, training, and inspiring talks to improve their digital well-being, learn how to use screens more responsibly and develop healthy technology habits.</p> <p>Ongoing collaboration and high-level commitment</p> <p>We continue to collaborate with international organizations and experts in children's rights. We also align our internal procedures with international standards, including those promoted by UNICEF and the International Telecommunication Union (ITU). We actively participate in multi-stakeholder initiatives that promote online safety and content regulation.</p> <p>The Company has dedicated teams working full-time to ensure that protecting children's welfare remains a top priority across all our operations.</p>

Social	Human Rights / Child Rights	Educational tools/ resources relating to protecting Child Rights in the digital environment	Narrative	See comment	Movimiento Azul Consolidated Management Report 2025, p. 139, 140, 14	<p>"We strive to make the internet a safer place where children and adults can get the most out of digital tools. At Telefónica, we promote various projects that foster a safer and healthier digital environment, in line with our commitment to protecting minors in the digital world for over two decades through the responsible use of technology and the protection of children and adolescents online.</p> <p>- Blue Movement is Movistar Spain's sustainability program, built on two pillars: Digital Boost and Environmental Action. Through Digital Boost, we promote a more responsible and safer use of technology via an educational platform designed in collaboration with experts. Here you will find tools, training, and inspiring talks that will help you improve your digital life.</p> <p>-We block child pornography: To combat child pornography, at Telefónica we block images and content following the guidelines and lists of the Internet Watch Foundation. Globally, this is one of the issues we address with other companies in the industry as part of the GSMA Alliance to combat child sexual abuse content, among other initiatives.</p> <p>- We promote various reporting and support channels to: anonymously report any child sexual abuse content found online; contribute to the protection of minors online by reporting inappropriate or harmful content; and resolve questions about online safety for children and young people.</p> <p>- Responsible television: At Movistar+, we offer: content labeling and categorization by age and type; parental controls, including Parental PIN and Purchase PIN on the device, which allow customers to block channels and on-demand content for minors; the option to configure different profiles on devices for each household member so that everyone can access their favorite content; and a specific children's profile for children under 12 so that the youngest members of the household can navigate in a safe environment (available for Android 8 or higher and iOS 12 or higher tablets and smartphones). Content committed to promoting gender equality, healthy habits, the positive use of technology, and raising awareness about climate change, among other topics.</p> <p>- Useful products and services: We are committed to promoting and developing products and services (parental controls and other security solutions) that help families successfully navigate the challenges of the digital world. We also work with our suppliers to evaluate the implementation of basic child protection standards, especially in the area of security, from device design to operating systems.</p> <p>- Partnerships: We rely on industry partners and civil society to work together to promote a more positive digital environment through collaborations with law enforcement agencies, governments, NGOs, organizations, and numerous experts."</p>
Social	Media Ethics	Managerial responsibility for media ethics	Yes/No	Yes	Código de Comunicación Responsable de Movistar Plus+	<p>Managerial responsibility for media ethics compliance is led by the Global Communication area, ensuring adherence to policies and values across all communication channels.</p> <p>Our internal regulation on Responsible Communication provides guidelines to guarantee impartiality, transparency, objectivity, fairness, age-appropriateness, independence, plurality, and inclusiveness in our content. We promote freedom of expression, diversity, and truthful information, ensuring that all communication aligns with ethical standards.</p> <p>Additionally, our Responsible Communication Code for Movistar Plus+, approved by the Executive Committee of Telefónica Spain, sets ethical editorial criteria for all productions (in-house, purchased, or outsourced). We implement pre-broadcast controls, anti-piracy measures, and assign a Content or Production Officer to oversee compliance.</p> <p>Our advertising and sponsorships adhere to strict ethical guidelines, avoiding misleading content, discrimination, or harmful messages. Furthermore, we provide training on responsible communication as part of our Responsible Business Principles course.</p>
Social	Media Ethics	Mechanisms to ensure compliance with content guidelines	Yes/No	Yes	Código de Comunicación Responsable de Movistar Plus+	<p>Our Responsible Communication Code for Movistar Plus+, approved by the Executive Committee of Telefónica Spain, aligns with our Responsible Business Principles and internal regulations. It sets ethical editorial criteria for all productions and includes pre-broadcast controls, anti-piracy mechanisms, and oversight by a dedicated Content or Production Officer.</p> <p>Additionally, we enforce strict guidelines for advertising and sponsorships, ensuring content adheres to principles of impartiality, transparency, objectivity, fairness, age-appropriateness, independence, plurality, and inclusiveness.</p> <p>To promote compliance, our Global Communication area oversees the implementation of these policies, and employees receive training on responsible communication as part of our Responsible Business Principles course. Potential concerns or violations are addressed through our Whistleblowing Channel and Queries Channel.</p>
Social	Media Ethics	Monitor media ethics performance	Yes/No	Yes	Código de Comunicación Responsable de Movistar Plus+	<p>Our Responsible Communication Code for Movistar Plus+, approved by the Executive Committee of Telefónica Spain, aligns with our Responsible Business Principles and internal regulations. It sets ethical editorial criteria for all productions and includes pre-broadcast controls, anti-piracy mechanisms, and oversight by a dedicated Content or Production Officer.</p> <p>Additionally, we enforce strict guidelines for advertising and sponsorships, ensuring content adheres to principles of impartiality, transparency, objectivity, fairness, age-appropriateness, independence, plurality, and inclusiveness.</p> <p>To further support ethical media practices, Telefónica integrates responsible communication training into our Responsible Business Principles course. Possible concerns or violations are managed through our Whistleblowing Channel and our Queries Channel, providing a structured approach to monitoring compliance and addressing any issues.</p>
Social	Media Ethics	Report on media ethics issues	Yes/No	Yes	Código de Comunicación Responsable de Movistar Plus+ Queries Channel	<p>Potential concerns or violations related to media ethics are reported and addressed through our Whistleblowing Channel and Queries Channel, ensuring accountability and continuous improvement in responsible communication practices.</p>
Social	Media Ethics	Collaboration with industry initiatives	Yes/No	Yes	Position paper: "Building a Safe Digital Space for Minors"	<p>At Telefónica, we are aware of the magnitude of the challenge, which is why we have been active participants in the protection of children online for two decades. Telefónica's commitment to protecting children in the online environment began in 2005, following the conference organized by the European Commission on the risks of children's mobile phone use. This conference concluded with GSME (the predecessor of GSMA, the association to which Telefónica belongs) taking responsibility and subsequently signing the "Framework Agreement on Safer Mobile Phone Use by Children." In 2011, Telefónica joined the co-regulatory initiative led by the European Commission, the "CEO Coalition for a Better and Safer Internet for Kids," which involved the implementation of several measures over the following 18 months. In parallel, the industry voluntarily committed to the Code of Self-Regulation of the "ICT Principles for the Safe Use of Connected Devices and Online Services for Children and Young People in the EU."</p>

Social	Media Ethics	Training on media ethics	Yes/No	Yes	Consolidated Management Report.pdf, p.157	The Company provides annual training to employees, regardless of their position or role, on the Responsible Business Principles (RBP). The course is delivered online, is mandatory and covers topics such as: Ethical and responsible management; Respect and promotion of human rights and digital rights; Commitment to the environment; Innovation, development and the responsible use of technology; Responsible communication; Commitment to customers, employees and the societies in which the Company operates; Responsible management of the supply chain; the Responsible Business Queries Channel and the Whistleblowing Channel. Furthermore, strategic training on key ESG matters is always available to employees through the ESG Academy, covering topics including accessibility, diversity, privacy, human rights, and the responsible use of technology. Additionally, the Company develops awareness-raising and communication campaigns on key issues such as the ones mentioned above.
Social	Product / Service KPIs	Content pieces removed	Value	See comment	Telefonica Website: Minors and responsible use	At Telefónica we do not respond to private requests. We only deal with requests that come from a competent authority in the country in question. Any request must comply with the judicial and/ or legal processes applicable in the corresponding country. In order to proactively fight against online child sexual abuse content and images, at Telefónica we proceed to proactively to block these materials in accordance with the guidelines and lists provided by the Internet Watch Foundation We are part of the GSMA Mobile Alliance to Combat Digital Child Sexual Exploitation, which we joined with the aim of promoting the exchange of best practices and driving specific actions to encourage the responsible use of the Internet and technology globally. Likewise, as part of our proactive efforts to combat audiovisual material depicting child sexual abuse online, Telefónica blocks content based on the guidelines and lists provided by the Internet Watch Foundation in the following countries: Spain, Mexico, the United Kingdom, and Venezuela. Additionally, Telefónica Colombia carries out blocking based on URL lists provided by MINTIC, DIJIN, Coljuegos, and other legal authorities. This process always complies with network neutrality principles, the right to freedom of expression, and, most importantly, current regulations at all times. Furthermore, content blocking is always coordinated with the corresponding law enforcement agencies and other public entities.
Social	Product / Service KPIs	Number of recalls	Value	0.00	This document is the primary source.	There where no recalls for security reasons in 2025
Social	Product / Service KPIs	Total units recalled	Value	0.00	This document is the primary source.	There where no recalls for security reasons in 2025
Social	Product / Service KPIs	Socially and environmental beneficial products & services strategy	Narrative	See comment	Consolidated Management Report 2025.pdf, p. 50-60	At Telefónica, we work with the society in mind, as it is people who give meaning to technology not the other way around. We therefore ensure that our offering is ethical, inclusive and respectful of human rights. That is why we develop products and services that incorporate accessibility criteria from the design: so that they can be used by as many people as possible leaving no one behind. This is especially critical for elderly people and people with disabilities, for whom technology offers an invaluable opportunity for social inclusion. In social matters, and specially with regard to the accessibility of our products and services, in recent years we have seen an increase in national and supranational legislation introducing stricter requirements and penalties for non-compliance. Through our Responsibility by Design project, we endeavour to reduce risks in this respect and make our products innovative, accessible and barrier-free. This will ensure inclusive services for all people, set us apart from the competition and enhance our reputation. At the same time, we have observed a considerable rise in the size and relative weight of the market of people with disabilities and older people. Betting on accessibility therefore represents an opportunity to boost our market share. These business opportunities inherently carry risks associated with the greater costs of investing in the development of sustainable, responsible and inclusive products. However, the Company will continue to focus on innovation to mitigate these risks as much as possible and meet the current or future demands of our stakeholders in terms of ethics, privacy, human rights, accessibility and the environment. We develop these solutions in tandem with a number of technology partners in order to ensure a positive impact on the entrepreneurial ecosystem that contributes to the development of companies and startups and the society in general. Telefónica develops services based on connectivity, Internet of Things (IoT), cloud, big data and 5G. These solutions have the potential to provide not only operational and cost-saving benefits, but environmental benefits as well. To identify them, the Company uses the Eco Smart seal. As a result of the verification process of the B2B solutions portfolios, services offered in these entities have been verified as Eco Smart due to their potential for delivering environmental benefits and contributing to mitigating the customers' impact on the planet. Eco Smart services meet the following criteria: the environmental benefit must occur in the customer's production activity/process or in the users of a service provided by that customer, it must be a direct consequence and not a secondary effect derived from the main benefit, and it must be significant.
Social	Product / Service KPIs	Sustainable Packaging	Yes/No	Yes	Global Supply Chain Sustainability Policy Telefonica Website: Circular Economy	Through its Supply Chain Sustainability Policy, the company works with its suppliers to ensure that the packaging for equipment supplied to Telefónica meets sustainability criteria. Additionally, equipment launched in 2025, such as the Smart WiFi 7, features FSC-certified, 100% recycled cardboard packaging.
Social	Product / Service KPIs	Eco-Design programme	Yes/No	Yes	Global Supply Chain Sustainability Policy Telefonica Website: Circular Economy	Through its Supply Chain Sustainability Policy and Code of Conduct, the company promotes eco-design principles in collaboration with its suppliers, requiring consideration of environmental impact throughout the entire product lifecycle. Furthermore, it incorporates 70% recycled plastic into certain devices, including the Smart WiFi 7 and FTTR models, and has designed the Homespot 5G device with circularity in mind, achieving 63% product reparability.

Social	Product / Service KPIs	Accessible design principles for products	Description	See comment	Responsible Business Principles Human Rights Policy Responsibility by design	The commitment of Telefónica with the integration of accessible design principles in its products and services portfolio is reflected in the: Responsible Business Principles: "We want to ensure that people with disabilities can access the benefits of technology, building a more accessible world. Therefore, we are committed to incorporating accessibility criteria in our products and services from the design stage, while improving the accessibility of all our facilities and customer service and information channels." Human Rights Policy: "Commitments to the customer. No-discrimination: Prevent the discriminatory treatment in relation to our clients, without prejudices associated to race, nationality, ethnic origin, religion, gender, sexual orientation and gender identity, marital status, age, disability, or family responsibilities." Diversity and Inclusion Policy: "We are therefore committed to incorporating accessibility criteria into our products and services, while improving the accessibility of all our processes and facilities, including our shops, experience centres, customer service and information channels." In practice, through the Responsibility by Design (RbD) project, we incorporate accessibility as a requirement for our online developments in line with the guidelines defined by the Web Accessibility Initiative (WAI). Some of our products and services, such as Movistar Plus+, are widely recognized among the best practices in the market in terms of accessibility.
Social	Product / Service KPIs	Enhancing digital accessibility for products and services	Description	See comment	Consolidated Management Report 2025.pdf, p.146	The information about the Responsibility by Design project, as well as our training programs, is included in the Consolidated Annual Report which, in accordance with the Corporate Sustainability Reporting Directive of application for European companies, is subjected to audit.
Social	Product / Service KPIs	Product Stewardship Industry Initiatives	Yes/No	See comment	ESG Profile 2025, p.26	Telefónica is supporting a Product Stewardship Industry Initiative by taking part in the GSMA's commitments to the circular economy. These commitments include the reuse and recycling of 100% of network equipment and mobile devices by 2025 and 2030 respectively, and taking back 20% of mobile devices placed on the market. This initiative emphasises the industry's collective responsibility for the product lifecycle. Telefónica has met this commitment by reusing and recycling 100% of its network equipment and mobile devices by 2025.
Social	Society	Community engagement policy	Policy	Yes	Responsible Business Principles	Our commitment to the societies in which we operate is described in our Business Principles. As an ICT company, we want to meet our responsibility to contribute to the social, technological and economic progress of the countries in which we operate, investing in telecommunications infrastructures, generating employment and developing services that improve access to technology and people's quality of life. Therefore, we see the achievement of the United Nations Sustainable Development Goals (SDGs) as a privilege an opportunity to leave no one behind, a goal aligned with our objective. At Telefónica, we believe that our contribution to society must go beyond the value generated by our commercial activity and we are working to integrate the SDGs into the heart of the Company so that they can serve as a framework for monitoring, evaluating and communicating our contribution and impact on society and the planet. Likewise, we collaborate with civic, community-based, not-for-profit organisations and public initiatives focused on eradicating social issues in local communities where we operate, by offering our skills and technology. In our document "Stakeholder engagement and relations" we also explain the stakeholder's relationship and engagement framework.
Social	Society	Quality assurance and recall policy	Policy	Yes	Certificates in Telefonica	Telefónica has an internal quality control process (called P583) for mobile devices. Within the applied documentation (RE-643-IN-005 ed.8), it is established that logistics must internally audit quality controls every 3 months. The records of these controls are kept on the quality WEB. This process is also internally audited by Telefónica's Quality Department and externally audited by AENOR ISO 9001.
Social	Society	Product accessibility policy	Policy	Yes	Responsible Business Principles Global Human Rights Policy Telefónica Group's Diversity and Inclusion Policy Consolidated Management Report 2025.pdf, p.146	Telefónica is committed to the development of accessible products and services, as well as customer service and communication channels. Through the Responsibility by Design (RbD) project, we incorporate accessibility as a requirement for our online developments in line with the guidelines defined by the Web Accessibility Initiative (WAI). We have a company-wide course and technical trainings provided to designers, developers or brand experts, among others. Also, we are auditing some of the products and services used by our customers. In terms of affordability, we analyse and seek business models that facilitate this access. In some of these countries we specifically contribute to the Universal Service Fund or we collaborate with the public authorities to offer subsidised or regulated services. In some countries, such as Spain, we offer social tariffs.
Social	Society	Responsible advertising policy	Policy	Yes	Telefónica Group Responsible Communications Regulation	Our internal regulation on Responsible Communication provides general guidelines on how to address customers and other stakeholders. We promote freedom of expression, pluralism and diversity and we are committed to truthful information, education and inclusion. In our communication with customers, we ensure that the information is complete, sufficient and detailed, while avoiding the use of jargon and small print, and we provide the information needed for the terms and conditions of our offers to be understood. We respect and promote the values contained in our Responsible Business Principles and our Diversity and Inclusion Policy. Our advertising messages and our sponsorships: Must not take advantage of the good faith of the consumer. Must not infringe upon people's dignity. Must not include messages or images promoting alcohol consumption, smoking, drug-taking, eating disorders or terrorism. Must never incite hatred, violence or discrimination based on racial, national, religious, gender or sexual orientation; we promote the use of neutral and non-sexist language. Must not encourage illegal behaviour or behaviour that harms the environment. Must not take advantage of the naivety of minors. We do our utmost to avoid broadcasting advertising messages during programs or on channels that are not in alignment with our values and our Responsible Business Principles. These guidelines are reflected in our contracts with the advertising agencies or media outlets we work with.
Social	Community	Community involvement initiatives	Yes/No	See comment	Telefonica Fundación Report	The community involvement initiatives are described on Telefonica Fundación Report. Fundación Telefonica

Social	Community	Is Community Investment spend monitored?	Yes/No	Yes	Socio-Economic Contribution Report	
Social	Community	Breakdown of Donations - Community spending - Donated to non-profits	Breakdown in Millions of euros	40	Socio-Economic Contribution Report	Telefónica's contribution to Telefónica Foundation during the 2025 financial year amounted to €40million in total, including Vivo's contribution. Telefónica's contribution in 2025 to ATAM (Telefónica association that has the objective of supporting people with disabilities) was €7.2 million.
Social	Community	Employee Voluntary Monetary Value	Euros	5,903,506.23	This document is the primary source.	The employee voluntary monetary value is calculated by multiplying the total number of employee volunteer hours at Telefónica by the average hourly salary.
Social	Community	Profits or net sales contributing to a positive social impact	Narrative	See comment	Socio-Economic Contribution Report	Ever since the Sustainable Development Goals (SDGs) were published, Telefónica has been performing regular analyses to determine which goals and targets we make the most decisive contribution to. Our analyses consider our technical and commercial capabilities and the connections between the different SDGs. In our latest Socio-economic Contribution Report, which is available on the Company website, we focus on economic, social and environmental contribution. Regarding positive social impact: <ul style="list-style-type: none"> • Social contribution - Digital inclusion: the social benefits arising from both the service we offer to our customers (connectivity and digital solutions) and the digital skills training initiatives that promote responsible use of new technologies and make them as useful as possible for society. This category also includes the social return on investment from research and development (R&D) and our Wayra and Venture Capital open innovation programs, which are aimed at supporting a startup and entrepreneurship ecosystem. • Social contribution - Human capital: impacts that affect the economic and social well-being of our employees, and the promotion of diversity and equality in all areas of the organisation.
Social	Community	Socially beneficial products strategy	Narrative	See comment	Responsible Business Principles Consolidated Management Report 2025.pdf, p.146	At Telefónica, we work with the society in mind, as it is people who give meaning to technology not the other way around. We therefore ensure that our offering is ethical, inclusive and respectful of human rights. That is why we develop products and services that incorporate accessibility criteria from the design: so that they can be used by as many people as possible leaving no one behind. This is especially critical for elderly people and people with disabilities, for whom technology offers an invaluable opportunity for social inclusion. In social matters, and specially with regard to the accessibility of our products and services, in recent years we have seen an increase in national and supranational legislation introducing stricter requirements and penalties for non-compliance. Through our Responsibility by Design project, we endeavour to reduce risks in this respect and make our products innovative, accessible and barrier-free. This will ensure inclusive services for all people, set us apart from the competition and enhance our reputation. At the same time, we have observed a considerable rise in the size and relative weight of the market of people with disabilities and older people. Betting on accessibility therefore represents an opportunity to boost our market share. These business opportunities inherently carry risks associated with the greater costs of investing in the development of products with a lower environmental impact. However, the Company will continue to focus on innovation to mitigate these risks as much as possible and meet the current or future demands of our stakeholders in terms of ethics, privacy, human rights, accessibility and the environment. We develop these solutions in tandem with a number of technology partners in order to ensure a positive impact on the entrepreneurial ecosystem that contributes to the development of companies and startups and the society in general.
Social	Community	Indirect economic impacts	Narrative	See comment	Socio-Economic Contribution Report	In 2025, we contributed €45,400 million to the GDP of the three main operations in which we operate (Spain, Germany, Brazil), of which 16,520M€ correspond to direct impact, 17,844M€ to indirect impact and 11,036M€ to induced impact.
Social	Community	Membership of the International Standards Organisation - Womens Empowerment Principles - GSMA - ODS - Global Network Initiative - UNESCO	Yes/No	Yes	This document is the primary source.	The Company participates in multiple standardization groups from several Standard Defining Organizations (some of the most relevant include 3GPP, ETSI, IETF, ITU, TM Forum, O-RAN, Broadband Forum...) associations (such as GSMA, NGMN) and other stakeholders groups (like TIP, 6G Interest Group, Linux Foundation...)
Social	Community	Direct Economic Value Generated	Millions of Euros	36,651.00	Socio-economic Contribution Report	
Social	Community	Economic value distributed	Millions of Euros	33,657.00	Socio-economic Contribution Report	

Social	Community	Economic value distributed excluding community investments	Millions of Euros	33,617.00	Socio-economic Contribution Report	
Social	Digital Inclusion	Digital technologies programme for improving availability and affordability for vulnerable groups	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.146	Telefónica seeks to ensure that broadband communications networks are available to everyone in all regions, both urban and rural, without leaving anyone behind and with a long-term approach. In the same vein, we also contribute to the provision of affordable digital technologies for vulnerable groups. In terms of affordability, we analyse and seek business models that facilitate the access to our products and services for the economically disadvantaged. In some of these countries we specifically contribute to the Universal Service Fund or we collaborate with the public authorities to offer subsidised or regulated services. In some countries, such as Spain, we offer social tariffs. We are also committed to providing fixed and mobile networks across all regions, including rural, deprived or remote areas. This is achieved through coverage and infrastructure expansion plans, some via agreements with third parties to extend mobile broadband and fibre services.
Social	Digital Inclusion	Timings and indicators for the sustainability transitions impacts on affected stakeholders		See comment	This document is the primary source	We have established time-bound, measurable indicators that help to mitigate the impacts of sustainability transitions on affected stakeholders, including vulnerable groups. These include the 2025 annual target to train over one million people in digital skills, with a focus on individuals in vulnerable situations and rural areas where opportunities are limited. Additionally, we set clear objectives for expanding mobile broadband coverage, ensuring that underserved communities gain access to reliable connectivity. These commitments are designed to reduce both the coverage gap and the usage gap, enabling broader participation in the digital economy and supporting social resilience during the transition to a low-carbon future.
Social	Digital Inclusion Commitments	Commitment to accuracy and editorial independence	Yes/No	Yes	Código de Comunicación Responsable de Movistar Plus+ Responsible Communications Regulation	In view of the substantial impact we can have through our television platform, we have a specific Responsible Communication Code for Movistar Plus+, approved by the Executive Committee of Telefónica Spain. This code is aligned with our Responsible Business Principles and our internal regulation on Responsible Communication. We have ethical editorial criteria for all productions (in-house, purchased or outsourced), as well as pre-broadcast controls, anti-piracy mechanisms and a Content or Production Officer to oversee each production. All Movistar Plus+ stakeholders have been informed about the code to ensure that it is accepted and respected on a daily basis by employees, suppliers and external collaborators, analysts, customers and society in general. Possible complaints/enquiries are channelled through the Whistleblowing and Queries Channel.
Social	Digital Inclusion Commitments	Commitment to promote informed decision making by appropriate audiences	Yes/No	Yes	Código de Comunicación Responsable de Movistar Plus+ Responsible Communications Regulation Business Principles	Telefónica is strongly committed to media ethics and promotes informed decision-making among appropriate audiences through established policies and guidelines that govern both content creation and dissemination.
Social	Digital Inclusion Commitments	Commitment to protect the privacy of information sources or story subjects	Yes/No	Yes	Código de Comunicación Responsable de Movistar Plus+	Privacy and freedom of expression are human rights derived from the inherent dignity of each individual. As an ICT company, it is our responsibility to facilitate and promote a free flow of information and communications free from interference. Guaranteeing access to ethical, truthful, objective, impartial and diverse information. We want customers to feel safe using our products and services, and to be aware that we respect their rights at all times, offering them options to freely choose how their personal information is used. As part of our commitment to transparency, you can find out more about our Movistar Plus+ Customer Privacy Policies, which affect individuals and representatives of companies that have contracted our products and services. It explains the purposes and processing of personal data collected in the course of our commercial activity, with the aim of renewing customer confidence and providing a unique experience. You can access all the information in the Movistar Plus+ Transparency Centre: https://www.movistar.es/Microsites/centro-transparencia/movistar.html
Social	Digital Inclusion Commitments	Commitment to respect cultural rights, diversity or pluralism	Yes/No	Yes	Código de Comunicación Responsable de Movistar Plus+ Responsible Communications Regulation Business Principles	Telefónica demonstrates a strong commitment to media ethics by adopting policies and guidelines that govern both the creation and dissemination of content, ensuring respect for cultural rights, diversity, and pluralism. Our internal regulation on Responsible Communication establishes general principles on how we engage with customers and other stakeholders. We actively promote freedom of expression, pluralism, and diversity, while ensuring that all communication upholds truthful information, education, and inclusion. To maintain ethical standards in content creation and dissemination, our advertising messages and sponsorships: • Must respect human dignity and avoid taking advantage of consumer good faith. • Must never incite discrimination, hatred, or violence based on race, nationality, religion, gender, or sexual orientation. We actively promote neutral and non-sexist language. • Must not exploit minors' vulnerability or encourage illegal or environmentally harmful behavior. • Furthermore, our Responsible Communication Code for Movistar Plus+ aligns with our Responsible Business Principles and ensures that all productions follow ethical editorial criteria.

Social	Digital Inclusion Commitments	Commitment to respect freedom of expression	Yes/No	Yes	Código de Comunicación Responsable de Movistar Plus+ Responsible Communications Regulation Business Principles	Telefónica is strongly committed to respecting freedom of expression through well-established policies and guidelines that govern both content creation and dissemination. Our internal regulation on Responsible Communication ensures that all interactions with customers and stakeholders uphold freedom of expression, pluralism, and diversity, while also guaranteeing the dissemination of truthful, educational, and inclusive content. To maintain ethical standards in content creation and dissemination, our advertising messages and sponsorships: <ul style="list-style-type: none"> • Must respect human dignity and avoid misleading or exploitative content. • Must never incite hatred, violence, or discrimination based on race, nationality, religion, gender, or sexual orientation. We actively promote neutral and non-sexist language to foster inclusivity and open dialogue. • Must not censor or suppress diverse perspectives, ensuring that a plurality of voices is represented. • Additionally, our Responsible Communication Code for Movistar Plus+ reinforces this commitment.
Social	Digital Inclusion Commitments	Commitment to support a sustainable or democratic society through content delivery	Yes/No	Yes	Código de Comunicación Responsable de Movistar Plus+ Responsible Communications Regulation	Telefónica is committed to supporting a sustainable and democratic society through responsible content creation and dissemination, guided by well-established policies and ethical principles. Our internal regulation on Responsible Communication sets out clear principles to ensure that all interactions with customers and stakeholders promote freedom of expression, pluralism, diversity, and truthful information, contributing to an informed and inclusive society.
Social	Digital Inclusion Commitments	Commitment to equal access to content and services	Yes/No	Yes	Policy and Regulation Digital Deal Pacto Digital jóvenes	We publish in 2020 a Digital Deal to build back better our societies and economies. These are the five pillars of the Digital Deal that should guide the digital transition: <ol style="list-style-type: none"> 1) Building an inclusive and sustainable connectivity. 2) Tackling inequalities by investing in digital competences and updating welfare systems. 3) Improving confidence by an ethical and responsible use of technology. 4) Making societies and economies more sustainable through digitalization. 5) Ensuring fair competition.
Social	Digital Inclusion Commitments	Commitment to human rights-neutral content	Yes/No	Yes	Responsible Communications Regulation Telefónica Group Global Human Rights Policy	Through our Responsible Communications Regulation, we ensure that all communications, whether internal, commercial, or external, are guided by principles of legality, transparency, neutrality, and integrity, while actively safeguarding human dignity and the rights of vulnerable groups, including children. Our regulation explicitly promotes neutral and non-discriminatory content, prohibiting any messages or images that may infringe on human rights or promote harmful behaviors. Content must not include or support discrimination based on race, gender, sexual orientation, religion, disability, or any other personal condition. We also ensure that all messages created or shared by Telefónica avoid exploiting vulnerable individuals or violating the principle of equality. We apply strict internal review procedures to manage any reputational or ethical risk that could arise from communication practices. In addition, our use of social media is governed by clear guidelines that prevent the mixing of official messages with personal opinions, and reject any type of intimidating, threatening, or offensive content. Telefónica's approach reflects a broader commitment to respect for human rights, as outlined in our Global Human Rights Policy, and is closely aligned with international standards and frameworks such as the UN Guiding Principles on Business and Human Rights.
Social	Digital Inclusion Commitments	Accessible design principles for digital products/services	Narrative	See comment	Responsible Business Principles Human Rights Policy Diversity and Inclusion Policy Consolidated Management Report 2025.pdf, p. 54, 138	The commitment of Telefónica with the integration of accessible design principles in its products and services portfolio is reflected in the following ways: Responsible Business Principles: "We want to ensure that people with disabilities can access the benefits of technology, building a more accessible world. Therefore, we are committed to incorporating accessibility criteria in our products and services from the design stage, while improving the accessibility of all our facilities and customer service and information channels." Human Rights Policy: "Commitments to the customer. No-discrimination: Prevent the discriminatory treatment in relation to our clients, without prejudices associated to race, nationality, ethnic origin, religion, gender, sexual orientation and gender identity, marital status, age, disability, or family responsibilities." Diversity and Inclusion Policy: "We are therefore committed to incorporating accessibility criteria into our products and services, while improving the accessibility of all our processes and facilities, including our shops, experience centres, customer service and information channels." In practice, through the Responsibility by Design (RbD) project, we incorporate accessibility as a requirement for our online developments in line with the guidelines defined by the Web Accessibility Initiative (WAI). Some of our products and services, such as Movistar Plus+, are widely recognized among the best practices in the market in terms of accessibility.
Social	Conflict Minerals	Assessment for minerals country of origin	Yes/No	Yes	Integrity Next website (Conflicts of Minerals)	Telefónica maps & assesses the countries of origin of the minerals in the products sources through the information provided by suppliers through their own Conflict Minerals Reporting Templates (CMRTs). Integrity Next website discloses how they integrate this topic on supplier's evaluation.
Social	Conflict Minerals	Education of suppliers about conflict mineral risk	Yes/No	Yes	Integrity Next website (Academy)	We assess performance based on the Conflict Minerals Reporting Templates (CMRTs) that we request from suppliers through IntegrityNext. Suppliers can also access the IntegrityNext Academy to strengthen sustainability and compliance capabilities. The Academy covers key regulations such as the CSDDD, EUDR, and CBAM, as well as cross-cutting ESG topics like human rights, environmental protection and carbon management. We support and participate in major sector initiatives to reduce this type of risk. For example, our activities regarding conflict minerals risk are supported by sector initiatives such as Joint Alliance for CSR (JAC), in which audits are performed, best practices are shared and stakeholder dialogue is promoted.

Social	Conflict Minerals	Efforts to reduce raw materials that could be conflict minerals	Yes/No	See comment	Consolidated Management Report 2025.pdf, p. 131-132/ 162-163 Supplier Code of Conduct, p. 5	Although we do not have direct business relationships with smelters or refiners, we work actively to strengthen control over the use of conflict minerals across our value chain. Our Minerals Policy is set out in our Supply Chain Sustainability Policy (which includes our Supplier Code of Conduct) and is based on the OECD Due Diligence Guidance on Minerals. All our suppliers have to accept this Code and therefore commit to responsible sourcing of minerals. In addition, Telefonica's General Conditions for the Supply of Goods and Services, which are also part of the contractual relations with our suppliers, include the following requirement: "The SUPPLIER represents and warrants to TELEFÓNICA that to the best of its knowledge and belief, after careful and timely analysis, the materials, equipment, fixtures, tools, machinery and other auxiliary means necessary and suitable for the supply of the goods in the bid do not contain any of the so-called "Conflict Minerals". "Conflict Minerals" are those that meet, cumulatively, conditions 1 and 2 or, independently, condition 3: 1. That said minerals include one of the followings: a. Cassiterite, a metal from which tin is extracted; b. Columbite-Tantalite, known as coltan, from which tantalum is extracted; c. Gold; and/or d. Wolframite, metal from which tungsten is extracted. 2. That these minerals have been extracted from the Democratic Republic of the Congo, Angola, Burundi, Central African Republic, Republic of the Congo, Southern Sudan, Tanzania, Uganda, Zambia or any other country that in the future could be considered a conflict zones. Excluded from this definition or category are those minerals extracted from countries considered conflict zones that have the corresponding certificate (issued by an independent entity) verifying that their extraction has not promoted armed conflicts and/or human rights abuses in such areas. 3. Any mineral obtained under conditions that violate human rights. The SUPPLIER shall have a clear policy on Conflict Minerals that promotes the adoption and use of the OECD Guidelines for Multinational Companies and the UN Guiding Principles on Business and Human Rights for internal use and throughout its supply chain. In order to comply with this policy, the SUPPLIER shall have a management system. If required by Telefónica, the SUPPLIER must complete in the Conflict Minerals Reporting Template (of the Responsible Minerals Initiative) or a similar questionnaire approved by TELEFÓNICA, with the aim of improving transparency about the origin of these type of minerals in our value chain" As a step further, Telefónica identifies potentially high-risk suppliers for whom it needs to conduct an external ESG assessment via IntegrityNext. Within these suppliers, Telefónica utilises the IntegrityNext platform to assess performance and identify the specific suppliers whose products may contain conflict minerals. These suppliers are subsequently required to provide a Conflict Minerals Reporting Template (CMRT) where Telefónica can identify country of origin of the minerals and the specific smelters and refiners in our supply chain. If any non conformities are identified, Telefónica engages with the suppliers to correct these through an Action tool on the IntegrityNext platform. Furthermore, Telefónica verifies compliance of some key suppliers through on-site audits under the JAC sector initiative.
Social	Conflict Minerals	Responsibility for conflict minerals	Name of Responsible Person / Group	Board of Directors	Consolidated Management Report 2025.pdf, p.182	The Board's Sustainability and Regulation Committee is responsible for supervising the implementation of the Sustainability Plan and also, therefore, the policies, actions and targets regarding sustainability in the supply chain.
Social	Conflict Minerals	Mapping of smelters and refiners	Yes/No	Yes	Integrity website (Conflicts of Minerals)	Telefónica identifies and maps smelters and refiners of minerals in its products using information reported by suppliers through their Conflict Minerals Reporting Templates (CMRTs). Integrity Next website discloses how they integrate this topic on supplier's evaluation.
Social	Customer KPIs	Number of accesses (Millions)	Value	326.10	Consolidated Management report 2025 p.15	Millions of accesses
Social	Customer KPIs	Customers online	%	43.3	This document is the primary source.	This metric captures the number of customers accessing the Private Area and the mobile App in Movistar Spain (B2C). The scope includes: • Login events on both the Web and App platforms. • Soft-logged navigation on the Web (i.e., sessions where the user is recognized but not fully logged in). Exclusions: Interactions via WhatsApp are not included in this measurement. Ratio Definition: The ratio indicates the percentage of customers who, in the last 6 months, accessed the Movistar App or Web in an identified manner (i.e., logged in) at least once.
Social	Customer KPIs	Online revenues	%	28.50	This document is the primary source.	The KPI represents the % of digital channels over the total sales of the business unit "Movistar" in Spain (B2C) The products taken into account are: "BAF" (Fixed broadband), "C. Movil" (Mobile connection), "Dispositivos" (Devices), "Repos Fusion >0" (repositioning to a higher value of convergent products)
Social	Customer KPIs	Customers informed about Specific Absorbtion Rate (SAR)	Yes/No	Yes	Telefonica Website: Electromagnetic Fields	Telefónica has a dedicated space on it's website to inform arpunod Electromagnetic Fields to all stakeholders (including SAR)
Social	Customer KPIs	Commitment to clear pricing and to avoid hidden costs	Yes/No	See comment	Customer Relationship Principles	Our commitment to clear pricing and to avoid hidden costs is embedded in our Customer Relationship principles. These principles determined the organisation's commitments with regard to the relationship customers could expect, based around three key pillars: Integrity, Transparency and Simplicity
Social	Artificial Intelligence	AI principles aligned with international AI frameworks	Yes/No	Yes	Letter of Intent Unesco and Telefónica	Recognizing the global nature of AI, we commit to respecting and upholding international standards, including those of the OECD, the Council of Europe, and UNESCO, with whom we actively cooperate to address the challenges that AI may pose. Our AI principles, as well as their updates, are inspired by and aligned with the principles established by the OECD and UNESCO. Coherently with this position, our internal artificial intelligence risk management system is based on the NIST risk management framework.

Social	Artificial Intelligence	AI principles incorporate respect for Human Rights	Yes/No	Yes	Responsible Business Principles Global Human Rights Policy Telefónica Group's Diversity and Inclusion Policy Consolidated Management Report 2025.pdf, p.196	With our AI principle: "Human-centric". We want AI to contribute to make our world more human, ensuring that AI respects and promotes Human Rights. We are committed to preserve personal integrity, protect vulnerable groups and avoid the potential negative impacts of AI.
Social	Artificial Intelligence	AI Principles	Narrative	See comment	AI Principles Responsible Business Principles	AI Principles: the code of ethics that have guided us in designing, developing and implementing commercial products and services, as well as internal business processes that incorporate AI. These principles include a commitment to design, develop and use AI responsibly, in a people-centric, fair and inclusive manner, respecting transparency, privacy and security, across the entire value chain. Our AI Principles were published for the first time in 2018 and updated in 2024.
Social	Artificial Intelligence	AI Use Case Registry	Narrative	See comment	This document is the primary source.	As part of the AI Governance Model, Telefónica has developed an app to record AI systems used, developed, or marketed by the Group. This app helps identify associated risks and requirements, contributing to the traceability and auditability of AI systems throughout their lifecycle. Registration in the system is mandatory for any new AI model or service, and requires compliance with predefined governance criteria. The registry is maintained as a living system, reviewed and updated on a continuous basis, with formal reviews carried out at least annually. Each entry contains detailed metadata including intended use, lifecycle stage, testing methodologies, bias detection results, types of training data, and mitigation measures applied. The platform integrates interactive dashboards and analytics to track performance and governance KPIs over time. Management and accuracy of the registry are overseen by a multidisciplinary governance team, composed of Compliance, AI Coordinators, Responsible AI Champions, and Legal Counsel. This system not only guarantees compliance but also provides advanced oversight, making AI development within Telefónica transparent, auditable, and sustainable.
Social	Artificial Intelligence	Other governance bodies and mechanisms	Narrative	See comment	This document is the primary source.	*Responsible AI Office: Within Chief Data Office team, it's a team fully dedicated. Promotes the implementation of the governance model and carry out activities needed for its implementation; performing risk analysis of use cases, as well as coordinating the team of RAI Champions. *RAI Champions* Responsible Artificial Intelligence Champions in each business unit ensure responsible AI practices. *Artificial Intelligence Group of Experts who provide supervision and advice on compliance with the principles and address any possible doubts or ethical dilemmas that may arise.
Social	Artificial Intelligence	AI literacy	Narrative	See comment	This document is the primary source.	AI Literacy: We have developed an internal culture plan that permeates all business areas, aiming to develop Responsible AI and AI Literacy among all employees. Additionally, we have contributed to the living repository of AI literacy practices of European AI Office which is a valuable resource aimed at fostering learning and exchange among providers and deployers of AI system. The company has implemented an annual training program (AI4All) through the Telefonica Corporate University that includes, general approach to AI, specific training in AI corporate tools (i.e. MS365 Copilot) and specific training on AI ethics and responsible AI. It also includes a mandatory global training activity on the 'Responsible Business Principles' (w/ AI principles) for all employees. There is a dedicated training program for 'RAI Champions' and AI product owners in each business unit.
Social	Data Privacy & Security	Clear provision around policy updates	Yes/No	Yes	Global Privacy Policy page 13	The Global Privacy Policy states that it shall be revised to adapt to Organisational, legal or business changes that take place, in order to maintain its applicability, sufficiency and effectiveness. Otherwise, it must be revised according to the periodicity put forth in the "Corporate Regulations for the Elaboration and Organisation of the Telefónica Group's Regulatory Framework." This Corporate Policy will be periodically reviewed, taking into consideration any organizational, legal, or business changes that may take place. The reviews of the Policy, insofar as they affect the conditions of privacy with stakeholders agreed upon by the Telefónica Group, will be subject to timely publication and communication. For example, in section 9.2. of Telefónica de España Privacy Policy https://www.movistar.es/atencion-cliente/centro-de-privacidad/politica-de-privacidad-clientes# outlines the process for regularly reviewing and updating the policy to ensure it remains accurate and reflects any changes in data processing practices or legal requirements.
Social	Data Privacy & Security	Description of how data is used and purpose	Yes/No	Yes	Global Privacy Policy page 6	Principle of transparency: The Telefónica Group will adopt the measures necessary to guarantee that the Data Subjects be provided with information that is easily accessible and understandable about the personal information that it collects, stores, and processes. Among other general measures, the Data Subjects will be provided with the following information: a) Type of information collected, b) How information is collected, c) Purpose of the collected information, d) Personal Data retention and e) Transfer of the information
Social	Data Privacy & Security	Users whose information is used for secondary purposes	%	76.00	Data Privacy at Telefónica p.17	
Social	Data Privacy & Security	Number of material data breaches	Value	0	This document is the primary source.	
Social	Data Privacy & Security	Number of customers affected by material data breaches	Value	0	This document is the primary source.	

Social	Data Privacy & Security	Percentage of total material data breaches in which Personally Identifiable Information (PII) was compromised	%	0	This document is the primary source.	
Social	Data Privacy & Security	Management of data breaches	Narrative	See comment	Global Transparency Center Global Security Policy	We have the technical and human capacities necessary to respond effectively and quickly to any breach or incident in order to minimise attacks and their consequences, through a network of Incident Response Centres (CSIRTs). The CSIRTs work in a coordinated manner, establishing relationships with other national and international CSIRTs/CERTs, both in the public and private sectors. Cyber exercises are held once a year to train the response teams (CSIRTs) of all countries in the management of potential incidents. Based on the correct reporting of incidents, the aim is to minimise their impact and to restore availability as soon as possible. Analysing the causes allows us to learn from incidents and take appropriate measures to prevent recurrence.
Social	Data Privacy & Security	Security response team in place	Yes/No	Yes	Global Trasparency Center	The global Security and Intelligence Area has the backing of the Company's management and reports to the Board of Directors through the Sustainability and Regulation Committee and the Audit and Control Committee. It also coordinates with the local security departments. Incidents – CSIRT We have the technical and human capacities necessary to respond effectively and quickly to any breach or incident in order to minimise attacks and their consequences, through a network of Incident Response Centres (CSIRTs). The CSIRTs work in a coordinated manner, establishing relationships with other national and international CSIRTs/CERTs, both in the public and private sectors. Cyber exercises are held once a year to train the response teams (CSIRTs) of all countries in the management of potential incidents. Based on the correct reporting of incidents, the aim is to minimise their impact and to restore availability as soon as possible. Analysing the causes allows us to learn from incidents and take appropriate measures to prevent recurrence.
Social	Data Privacy & Security	Responsibility for privacy and data security	Yes/No	Yes	Global Trasparency Center	Telefónica has a high-level commitment with privacy and security management. The Global Data Protection Office led by the Telefónica Group's Data Protection Officer (DPO) advises the Telefónica Group on data protection, coordinating the supervision of compliance with current regulations. This figure is supported by other transversal roles such as General Secretary, Security, Technology, Regulation, Corporate Ethics and Sustainability, Compliance, Audit and Business. It also coordinates activities with the DPOs appointed in the Group and with the Privacy Officers of the different companies. The Global Security and Intelligence Area has the backing of the Company's management and reports to the Board of Directors through the Sustainability and Regulation Committee and the Audit and Control Committee. It also coordinates with the local security departments. Regarding Privacy Governance,
Social	Data Privacy & Security	Information security management system	Yes/No	Yes	Global Trasparency Center	Our Information Security Management System is explained in the Global Transparency Center in our website.
Social	Data Privacy & Security	Information security management system certification type	Yes/No	Yes	Global Trasparency Center	Security certifications on products and services are maintained. Please look into Global Transparency Center/ Security in "Certifications" section
Social	Data Privacy & Security	Mandatory privacy and cybersecurity training for employees	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.142	Several mandatory global privacy training courses for employees were delivered throughout 2025 and will continue to be rolled out in a similar manner in future years. We have in place a global digital security course that is included in the set of required training to all employees at least every two years, regular phishing simulation campaigns and security awareness surveys, and specific training programs continued to be imparted to special focus groups and managers. In addition Cybersecurity training, skills development and awareness-raising courses and workshops are offered to both businesses and end-users on the prevention of cyberattacks and best practices for protecting data and devices.
Social	Data Privacy & Security	Third-party cybersecurity risk management standard applied	Yes/No	Yes	Global Trasparency Center	Security policies in Telefónica detail the controls that must be implemented, monitored, reviewed and improved, and are aligned with international frameworks and standards such as ISO 27001 and NIST (National Institute of Standards and Technology). At Telefónica we have security requirements for our suppliers and we identify and monitor the risks associated with the provision of a service/product. To manage security in the supply chain, the use and evolution of the 3PS+ digital platform to manage and monitor security throughout the supplier lifecycle is encouraged. Security requirements are reviewed annually in line with updates to national and international standards, as well as including those associated with new technologies.
Social	Data Privacy & Security	ISO 27001 management system	Yes/No	Yes	Global Trasparency Center	Security policies detail the controls that must be implemented, monitored, reviewed and improved, and are aligned with international frameworks and standards such as ISO 27001 and NIST (National Institute of Standards and Technology).
Social	Data Privacy & Security	Certification scope of information security system	%	Most of our operations are certified with ISO 27001	Global Trasparency Center	External security certifications on products and services are maintained. Please look into Global Transparency Center/ Security in "Certifications" section. Each certification normally requires a yearly external audit.

Social	Data Privacy & Security	Ensuring information security in outsourced data processing	Narrative	See comment	Data Privacy at Telefónica Page 8	We have third-party management processes to monitor and ensure compliance with the required privacy obligations by the third parties that process personal data on behalf of Telefónica.
Social	Data Privacy & Security	External security audits	Yes/No	Yes	Global Transparency Center	Security certifications on products and services are maintained. Please look into Global Transparency Center/ Security in "Certifications" section. Each certification normally requires a yearly external audit.
Social	Data Privacy & Security	Frequency of security system audits	Narrative	Annually	This document is the primary source.	The Telefónica Group has a defined internal control model in place, in accordance with the provisions set out in the Internal Control – Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO). The Board of Directors is the Company's highest supervisory and control body and is supported in the performance of these functions by the Audit and Control Committee. Internal Audit carries out internal control reviews over financial reporting (ICFR), recurring allocation of approximately 33% of annual working days to these reviews. In addition, the Internal Audit function has devoted approximately 45% of annual working days to technology reviews, reporting and business process audits, as well as to other activities inherent to internal audit reviews. The increase in working days allocated to ICFR reviews (a 17% increase compared to 2024 ¹) is mainly due to the Transformation Projects carried out, as well as to the strengthening of supervisory activities arising from the divestment processes in Hispam. This increase has been achieved through the reallocation of resources from other types of reviews. Note 1 – The 2024 working days have been adjusted by excluding those allocated by Internal Audit Units that were not part of the corporate perimeter as of 31 December 2025.
Social	Data Privacy & Security	Total number of external audits on security in telefónica tech products and services	Value	20	This document is the primary source.	
Social	Data Privacy & Security	Number of security events monitored worldwide	Value	211,200,000.00	Results 2025 Q4 p.9	Total number of devices monitored with an integrated global SOC operating from locations across Europe and the Americas.
Social	Data Privacy & Security	Number of material cybersecurity incidents	Value	0.00	Consolidated Management Report 2025.pdf, p.165	
Social	Data Privacy & Security: Training	Privacy and data security training (hours)	Value	51,748.13	This document is the primary source	
Social	Data Privacy & Security: Training	Privacy and data security training attendees)	Value	68,046.00	This document is the primary source	
Social	Data Privacy & Security: Training	Privacy enhancing technologies and initiatives for products	Narrative	Yes	Privacy by Design	The principle of Privacy by Design is one of the essential and strategic elements of the Telefónica Group and is set out in its internal regulations.
Governance	Board and Executives	Women on board	Value	7	Telefónica Website: Board of Directors	The data reflects the Board composition in real time and does not represent a fixed snapshot as of year-end 2025. As at 31 December 2025, there were six female board members.
Governance	Board and Executives	Women on board	%	46.67%	Telefónica Website: Board of Directors	The data reflects the Board composition in real time and does not represent a fixed snapshot as of year-end 2025. Rounded to two decimal places
Governance	Board and Executives	Independent directors	Value	10	Telefónica Website: Board of Directors	The data reflects the Board composition in real time and does not represent a fixed snapshot as of year-end 2025
Governance	Board and Executives	Independent directors	%	66.67%	Telefónica Website: Board of Directors	The data reflects the Board composition in real time and does not represent a fixed snapshot as of year-end 2025. Rounded to two decimal places

Governance	Board and Executives	Executive directors on the board	Value	2	Telefónica Website: Board of Directors	The data reflects the Board composition in real time and does not represent a fixed snapshot as of year-end 2025
Governance	Board and Executives	Non-Executive directors on board	Value	13	Telefónica Website: Board of Directors	The data reflects the Board composition in real time and does not represent a fixed snapshot as of year-end 2025
Governance	Board and Executives	Proprietary directors	Value	3	Telefónica Website: Board of Directors	The data reflects the Board composition in real time and does not represent a fixed snapshot as of year-end 2025
Governance	Board and Executives	Number of individuals on the board	Value	15	Telefónica Website: Board of Directors	The data reflects the Board composition in real time and does not represent a fixed snapshot as of year-end 2025
Governance	Board and Executives	Employee representatives on the board	Value	0	Consolidated Management Report 2025 p.57	Telefónica's employees do not currently have a representative on the administrative, management and supervisory bodies of the Company.
Governance	Board and Executives	Board meetings for the year	Value	17	Consolidated Management Report 2025.pdf, p.312	The total number of meetings held by the Board of Directors and the Committees in 2025 amounted more than 60
Governance	Pay	Fair remuneration policy	Yes/No	Yes	Equality Policy Consolidated Annual Report 2025 p.120, 125	Through its Equality Policy, Telefónica guarantees equal treatment and equal opportunities in employment and occupation. The incorporation of female talent into the Company is a key value. According to the company's Consolidated Annual Report, all Telefónica staff members receive a salary above the local minimum wage, aiming to meet basic needs and, as far as possible, ensure a good quality of life in each of the countries where the Group operates. In the UK, the joint venture in which Telefónica holds a 50% share, VMO2, is committed to offering fair remuneration to its employees. All roles have defined grades with corresponding pay bands, ensuring competitive salaries based on external benchmarks.
Governance	Pay	Clawback provision / policy	Yes/No	Yes	Consolidated Annual Report 2025 p. 342,349	
Governance	Pay	Scope of workforce eligible for variable performance based component of pay	Scope	See comment	Consolidated Management Report 2025.pdf, p. 62	Short-term variable remuneration applies to most employees, with certain exceptions depending on the application of the collective agreement or eligibility.
Governance	Pay: Compensation Metrics	Average salary per employee	EURO	45,848.89	Consolidated Management Report 2025.pdf, p.196	
Governance	Pay: Compensation Metrics	Average annual compensation - women employees	EUROS	39,072.28	Consolidated Management Report 2025.pdf, p.196	
Governance	Pay: Compensation Metrics	Average annual compensation men employees	EUROS	50,431.06	Consolidated Management Report 2025.pdf, p.196	
Governance	Pay: Compensation Metrics	Senior management	EUROS	135,690.91	Consolidated Management Report 2025.pdf, p.196	
Governance	Pay: Compensation Metrics	Middle management	EUROS	59,694.43	Consolidated Management Report 2025.pdf, p.196	
Governance	Pay: Compensation Metrics	Other professionals	EUROS	38,921.58	Consolidated Management Report 2025.pdf, p.196	
Governance	Pay: Compensation Metrics	Under 30	EUROS	19,918.91	Consolidated Management Report 2025.pdf, p.196	

Governance	Pay: Compensation Metrics	30 to 50	EUROS	39,312.45	Consolidated Management Report 2025.pdf, p.196	
Governance	Pay: Compensation Metrics	Over 50	EUROS	72,770.67	Consolidated Management Report 2025.pdf, p.196	
Governance	Pay: Gender Pay Gap	Commitment to gender pay equality	Yes/No	Yes	Consolidated management report	Our Business Principles describe our commitment to Gender Pay Equality: We promote diversity and inclusion in our teams and ensure gender equality in all company processes, thus reducing the pay gap. Furthermore, gender pay gap has been identified as a material impact risk as a result of the double materiality assessment. To minimise this potential impact, the Company has global policies on human rights, equality, diversity and inclusion. Our equality strategy is ultimately aiming at narrowing and closing the gender pay gap through: <ul style="list-style-type: none"> • Ensuring equal pay. • Promoting women in digital and STEAM fields • Strengthening work-life balance • Increasing the proportion of women executives • Mentoring programs and supporting women promotions"
Governance	Pay: Gender Pay Gap	Initiatives to close the gender pay gap	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.120	The Company has adopted various measures to mitigate material negative impacts on equal treatment and opportunities for all. These measures have a positive impact on the raw gender pay gap.
Governance	Pay: Gender Pay Gap	Gender pay equality programme targets	KPIs	Adjusted pay gap between +/- 1% by 2028 (maintained annually until 2030)	This document is the primary source.	This objective replaces the previous 2024–26 target and is based on an updated calculation methodology.
Governance	Pay: Gender Pay Gap	Mean gender pay gap	%	22.52	Consolidated Management Report 2025.pdf, p.125	Starting this reporting period, the Gender Pay Gap is calculated as the difference between the average total compensation of men and women across the organization as a whole, without comparability adjustments. In prior periods, the gap was calculated separately for each geography and then aggregated using a headcount-weighted average. The discontinuation of this geographic weighting approach may explain year-over-year changes in the reported figure.
Governance	Pay: Gender Pay Gap	Basic salary and remuneration ratio of women to men	Ratio	0.78	This document is the primary source.	
Governance	Pay: Gender Pay Gap	Scope of gender pay gap	%	See Comments	This document is the primary source.	Our gender pay gap indicators take into consideration the employees in our entire footprint, thus representation is well beyond 80%.
Governance	Pay: Gender Pay Gap	Gender pay gap for senior management	%	17.06	This document is the primary source.	Starting this reporting period, the Gender Pay Gap is calculated as the difference between the average total compensation of men and women across the organization as a whole, without comparability adjustments. In prior periods, the gap was calculated separately for each geography and then aggregated using a headcount-weighted average. The discontinuation of this geographic weighting approach may explain year-over-year changes in the reported figure.
Governance	Pay: Gender Pay Gap	Gender pay gap mid & other management	%	12.33	This document is the primary source.	Starting this reporting period, the Gender Pay Gap is calculated as the difference between the average total compensation of men and women across the organization as a whole, without comparability adjustments. In prior periods, the gap was calculated separately for each geography and then aggregated using a headcount-weighted average. The discontinuation of this geographic weighting approach may explain year-over-year changes in the reported figure.
Governance	Pay: Gender Pay Gap	Gender pay gap employees excluding management (other professionals)	%	21.79	This document is the primary source.	Starting this reporting period, the Gender Pay Gap is calculated as the difference between the average total compensation of men and women across the organization as a whole, without comparability adjustments. In prior periods, the gap was calculated separately for each geography and then aggregated using a headcount-weighted average. The discontinuation of this geographic weighting approach may explain year-over-year changes in the reported figure.
Governance	Pay: Gender Pay Gap	Gender pay gap audit	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.120	Telefónica conducts regular pay audits to identify and address gender pay gaps for equivalent roles or work of equal value, ensuring equal pay regardless of gender.
Governance	Audit	Auditor fees	Millions of euros	22,340,000.00	Consolidated Annual Report 2025, p. 147	
Governance	Audit	Irregularities found in audit and accounting practices	Yes/No	No	Consolidated Annual Report 2025, p.2-9	

Governance	Audit	Years auditor employed	Years	9	Consolidated Management Report 2025.pdf, p. 313	
Governance	Tax	Tax paid in significant jurisdictions	EURO	2,360.00	Fiscal transparency p.20	
Governance	Tax	Tax paid in jurisdiction of incorporation	EURO	1,131.00	Fiscal transparency p.20	
Governance	Fines	Amount of fines for anti-competition	EURO	0	This document is the primary source.	
Governance	Fines	Amount of fines for privacy and data	EURO	364.513	Consolidated Management Report 2025.pdf, p.143	
Governance	Fines	Number of fines for anti-competition	Value	0	This document is the primary source.	
Governance	Fines	Number of fines for material data breaches	Value	0	This document is the primary source.	
Governance	Fines	Total amount of material paid sanctions in the last fiscal year related to infringements of anticompetitive practices	EUR	0	This document is the primary source.	
Governance	Fines	Amount of Fines for Bribery and Corruption		0	Consolidated Management Report 2025 p.160	During 2025, Telefónica did not receive any convictions or sanctions for infringements related to anti-corruption or anti-bribery laws
Social	Community	Number of Fines for Bribery and Corruption	Value	0	Consolidated Management Report 2025 p.160	During 2025, Telefónica did not receive any convictions or sanctions for infringements related to anti-corruption or anti-bribery laws
Governance	Whistleblowing Channel	Whistleblower reports received	Value	905	Consolidated Management Report 2025.pdf, p.126	There were 905 complaints filed through the Whistleblowing Channel in 2025 (992 in 2024).
Governance	Whistleblowing Channel	Whistleblower reports process	Yes/No	Yes	Internal Information System Management Policy Annual Report 2025 p.156	The general principles governing the Internal Information System are outlined in Telefónica's Internal Information System Management Policy (included in the Policy Table). In addition, the Internal Information System Management Procedure (also included in the Policy Table) applies to the management of all communications received in Telefónica's Internal Information System. Please refer to p. 183 2025 Consolidated Management Report "Internal Information System Management Policy and Procedure"
Governance	Whistleblowing Channel	Training on use of Whistleblowing Channel	Yes/No	See comment	Consolidated Management Report 2025.pdf, p.156	For own workforce; p. 157 Consolidated Management Report "The Company provides annual training to employees, regardless of their position or role, on the Responsible Business Principles (RBP). The course is delivered online, is mandatory and covers topics such as: Ethical and responsible management; Respect and promotion of human rights and digital rights; Commitment to the environment; Innovation, development and the responsible use of technology; Responsible communication; Commitment to customers, employees and the societies in which the Company operates; Responsible management of the supply chain; the Responsible Business Queries Channel and the Whistleblowing Channel" For contractors; p. 132 Consolidated Management Report Training for workers and subcontractors on minimum social standards and the channels. This includes information on how to access the channels and the type of information that can be reported in line with the principles of confidentiality and comprehensiveness.
Governance	Whistleblowing Channel	Right to remedy for Business Relationships	Yes/No	Yes	Global Human Rights Policy	Telefónica provides access to remedy in its business relationships: our Global Human Rights Policy covers suppliers and business partners and is operationalized through company grievance mechanisms (e.g., Whistleblowing and Responsible Business Queries channels) that enable affected stakeholders to raise concerns and obtain remediation, in line with the UN Guiding Principles on Business and Human Rights

Governance	Whistleblowing Channel	Zero Tolerance Policy for Retaliation versus Whistleblowers	Yes/No	Yes	Internal Information System Management Policy p.9	The Whistleblowing Channel is designed and managed to guarantee the confidentiality of the identity of the Whistleblower and of any third party mentioned in the complaint and the actions carried out in the management and processing of the complaint, as well as the protection of personal data, preventing access to the corresponding information by unauthorized personnel. Please look at p.6 "Protection of the whistleblower and prohibition of retaliation" of Internal Information System Management Policy
Governance	Political involvement	Political Involvement Policy is Approved by Senior management	Yes/No	Yes	This document is the primary source.	In our Business Principles we stand: "At Telefónica we remain politically neutral. Under no circumstances do we take a direct or indirect position in favour of, or in opposition to, any political party. We do not make donations to political parties, nor to public or private organisations linked to political parties. This does not hinder us complying with the current law. Our fundamental corporate governance principles are contained within our internal regulations, specifically in the Articles of Association, Board of Directors' bylaws, in the General Shareholders' Meeting Rules of Procedure and in certain related Policies. With regard to the principles that guide our corporate governance, we highlight the following: a. the maximisation of the Company's value in the interest of the shareholders; b. the essential role played by the Board of Directors legislation, from making our points of view known regarding issues that may affect the Company's management or sustainability through lobbying activities. We provide transparent information on our lobbying activities and relationships, as appropriate, by means of the different records kept for this purpose" Business principles are approved by the board of directors. (p.58 Annual report)
Governance	Political involvement	Payments to government	EURO	0	Business Principles p.6	At Telefónica we remain politically neutral. Under no circumstances do we take a direct or indirect position in favour of, or in opposition to, any political party. We do not make donations to political parties, nor to public or private organisations linked to political parties.
Governance	Political involvement	Public disclosure of financial assistance received from governments	Yes/No	No	This document is the primary source.	We do not receive financial assistance from the government.
Governance	Supply Chain	Engagement with NGOs / industry peers on social supply chain issues	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.131,133	As part of its regular impact assessments, Telefónica seeks to gather to the viewpoints of various stakeholders through proxies — such as NGOs, business partners, etc. — by conducting interviews at both global and local levels. Furthermore, Telefónica engages with industry peers via the sectoral initiative Joint Alliance for CSR (JAC), in which Telefónica and 29 other telecommunications operators join forces to promote sustainability in the ICT supply chain.
Governance	Supply Chain	Data protection programs covered suppliers and business partners	Yes/No	Yes	Supplier Code of Conduct, p.6,7 Consolidated Annual Report p.132 Data Privacy at Telefónica, p.18	The Supplier Code of Conduct in section 4.2 "Privacy, confidentiality of information and freedom of expression" requires suppliers to comply with minimum criteria on data protection. Furthermore, Privacy governance model is implemented throughout the group: a strategic, organizational, and operational framework for personal data protection, including data on workers in the value chain. Third-party management processes to monitor and ensure compliance with the required privacy obligations by the third parties that process personal data on behalf of Telefónica, described chapter 9 Management of our supply chain of Data Privacy paper.
Governance	Supply Chain	Inspections are conducted to verify supplier compliance with data protection programs	Yes/No	Yes	Consolidated Management Report 2025 p. 163	Telefónica delivers an annual audit plan to verify compliance with the critical aspects identified according to type of supplier, service and product provided, and the risks of each region or country. These audits verify the suppliers' level of compliance with labour, occupational health and safety, environmental, human rights, conflict minerals, security and data protection.
Governance	Supply Chain	Number of suppliers	Value	6,973.00	Consolidated Management report p.162	Through the agreements negotiated under Telefónica's Procurement Model, the Company awarded a contract volume of 21,181 million euros to 6,973 suppliers. Both figures refer respectively to total MCT purchases and suppliers awarded, with impact on the financial year 2025. The variation compared to 2024 is mainly due to changes in the scope of consolidation.
Governance	Supply Chain	Number of significant suppliers	Value	170.00	Consolidated Management Report 2025.pdf, p. 162	Telefónica analyses the potential risk of the suppliers included in its MCT. This analysis takes as its starting point the size of the supplier and the volume awarded and, applying the external methodology developed by IntegrityNext on its platform, also considers the risks related to supplier country of origin and industry in view of the type of products or services supplied to the Company. According to this global risk analysis, 170 of the Company's products or services suppliers were classified as potentially high risk from a sustainability perspective in 2025 (significant suppliers in Tier-1). The variation compared to 2024 is mainly due to changes in the consolidation perimeter and the methodology applied.
Governance	Supply Chain	% spend on significant suppliers in Tier 1	%	18.00	This document is the primary source.	The variation compared to 2024 is mainly due to changes in the consolidation perimeter and the methodology applied.
Governance	Supply Chain	Disclosure of Suppliers beyond Tier 1	Yes/No	Yes	Consolidated Management Report 2025.pdf, p. 42, 127, 131	Telefónica has conducted an analysis of the value chain that encompasses all the activities, resources and relationships involved throughout the life cycles of its production and services, from conception to delivery, use and end of life. This analysis makes it possible to identify the key types of suppliers (including suppliers beyond the first tier of the supply chain) according to their activities across the various stages of the value chain, as well as the potential impacts on workers within the value chain (including workers at subcontractors and factories). Telefónica also verifies compliance with the minimum sustainability criteria it requires of its suppliers through an annual audit plan. These audits are aimed at both direct and indirect product manufacturers in countries with a high sustainability risk.

Governance	Supply Chain	Suppliers required to accept minimum responsible business criteria	%	100.00	Consolidated Management Report 2025.pdf, p.130	100% of suppliers included in the MCT must accept these clauses and conduct their business in accordance with Telefónica's minimum responsible business criteria. This percentage is measured annually to monitor the progress of the action plan.
Governance	Supply Chain	Number of suppliers externally assessed on sustainability matters	Value	126.00	Consolidated Management Report 2025.pdf, p.162	Of the initially identified potentially high-risk suppliers, 126 had been externally assessed on sustainability aspects through the IntegrityNext platform by the end of 2025 (including those whose assessment is currently being finalised, pending IntegrityNext's analysis of the information provided). This means 74% of all potential high risk suppliers
Governance	Supply Chain	Supplier audits conducted (incl. social, environmental and governance standards)	Value	17,219.00	Consolidated Management Report 2025.pdf, p. 163	This number includes both administrative audits involving documentary verification -for example via email or an online platform- and on- site audits carried out at the supplier's premises. These audits verify the suppliers' level of compliance with labour, occupational health and safety, environmental, human rights, conflict minerals, security and data protection and/or their own supply chain management.
Governance	Supply Chain	Number of high-risk suppliers with improvement plans derived from audits conducted	Value	607.00	This document is the primary source.	
Governance	Supply Chain	Number of suppliers blocked due to ESG non-compliance	Value	17.00	Consolidated Management Report 2025.pdf, p. 163	17 suppliers were blocked due to integrity/international sanctions or sustainability risks or non-compliance
Governance	Supply Chain	Monitoring the health and safety performance of suppliers	Narrative	See comment	Consolidated Management Report 2025.pdf, p.130,131	We require our suppliers to comply with all the H&S requirements established in our Supply Chain Sustainability Policy, and verify compliance of suppliers through our external sustainability assessments and sustainability audits (administrative & on-site).
Governance	Supply Chain	Stakeholder engagement in the conflict minerals program	Yes/No	Yes	Consolidated Management Report 2025.pdf, P.132	We assess performance based on the Conflict Minerals Reporting Templates (CMRTs) that we request from suppliers through IntegrityNext. We support and participate in major Initiatives to reduce this type of risk. For example, our activities regarding conflict minerals risk are supported by sector initiatives such as Joint Alliance for CSR (JAC), in which audits are performed, best practices are shared and stakeholder dialogue is promoted.
Governance	Corporate Governance	Competition policy	Policy	See comment	Telefónica's website: Competition Section	The Telefónica Group takes competition and antitrust matters very seriously and has a number of safeguards in place that act as preventive measures to ensure that the Company complies with the relevant laws and regulations. As regards antitrust rules, the Telefónica Group operates with a preventive control model that includes the existence of specific legal areas that manage these matters, as well as specific training programs for our employees, without prejudice to any other initiative that is developed at the Operating Business (country) level. In addition to the competition law area— which operates at the corporate level within the Telefónica Group—, there are specific competition law departments in the most relevant operations of the Telefónica Group. Telefónica has in place various training initiatives concerning antitrust matters, including an online course for all employees of most of the Telefónica Group's operations, as well as other local programs that may be organized in some of our operations or business units. In addition, face-to-face sessions or specific training with certain target areas are organized regularly. Finally, the Telefónica Group has adopted an internal Competition Policy for the prevention of anti-competitive practices. In addition, we have drafted internal guidelines and manuals containing the basic requirements and principles of competition law, the definition of prohibited actions and behaviors, and the consequences of infringing such rules. All of the above mentioned measures mentioned reflect our commitment to the existence of fair competition in all markets, as well as our belief in free markets; reinforce our commitment to comply with Competition rules; and, ensure that our employees and directors are aware of our commitment and, therefore, avoid possible infringements in this field related to an employee's/director's lack of knowledge of these rules.

Governance	Corporate Governance	Intellectual property rights protection policy	Policy	See comment	Responsible Communications Regulation	The company has a dedicated legal team specialized in the management and protection of intellectual property. This team is responsible for ensuring the proper identification, protection, and defense of our intangible assets, which are crucial to the company's long-term competitiveness and growth. Moreover, this team also performs systematic reviews of the product and services launched by the company to ensure respect of third-party intellectual property rights (patents, open-source software licenses, etc.). In addition, proper training is provided to product and technical teams to ensure that intellectual property aspects are properly addressed throughout the product and services lifecycle. Additionally, the company ensures that intellectual property rights are comprehensively addressed within the contractual documentation used when entering into legal agreements with third parties. This documentation includes provisions that not only protect the company's intellectual property rights but, where applicable, secure the transfer of any intellectual property rights to the company that may rightfully belong to it.
Governance	Corporate Governance	Whistleblower policy	Policy	See comment	Internal Information System	The Telefónica Group has an Internal Information System that incorporates the Whistleblowing Channel to detect, report and investigate issues related to unlawful acts or behaviour contrary to the Code of Conduct. In this regard, it is the main tool that Telefónica makes available to all its employees, managers and directors, as well as to third parties, allowing them to anonymously or personally communicate any information or situation that may involve a suspected irregularity or act contrary to the law or internal regulations. The Board of Directors of Telefónica S.A. has entrusted the management of its Internal Information System to the Chief Compliance Officer, who performs their duties autonomously and independently, with the necessary personal and material resources for this purpose. The Chief Compliance Officer reports regularly to the Board of Directors and the Audit and Control Committee. The general principles governing the Internal Information System are set out in Telefónica's Internal Information System Management Policy (included in the Policies table). The Internal Information System Management Procedure (also included in the Policies Table) applies to the management of all communications received through Telefónica's Internal Information System. The Whistleblowing Channel is always available (24/7) in multiple languages and via platforms such as the Telefónica website and intranet, the toll-free telephone numbers and specific email addresses. Communications can be made either verbally or in writing. The channel also makes it possible to check the status of a communication, add additional information and contact the team responsible for its analysis. The Compliance Survey measures employee knowledge of and trust in the different elements that make up the Compliance Program at Telefónica, including the Internal Information System. The protection of whistleblowers and the prohibition of retaliation is established in Section 6 of the Internal Information System Management Policy. It expressly states that Telefónica and the other companies of the Group, in accordance with the provisions of applicable law, shall not adopt and shall ensure that no form of retaliation, whether direct or indirect, including threats or attempts at retaliation, shall be adopted against directors, officers, employees or suppliers who have reported in good faith through the Information System any possible irregular conduct or non-compliance.
Governance	Corporate Governance	Code of conduct and business ethics policy	Policy	See comment	Responsible Business Principles	Our Business Principles is our Code of Business Conduct that govern everything we do and say, they are our code of ethics. They serve as a compass for us to behave and make decisions based on integrity, commitment and transparency.
Governance	Corporate Governance	Ensuring fair business practice	Policy	See comment	Consolidated Management Report 2025.pdf p.154, 183	Telefónica's corporate culture is rooted in a strong commitment to ethics, responsibility and the building of trust across all its areas of activity. This culture is articulated through its Responsible Business Principles, which provide the framework that guides the company's decisions, relationships and day-to-day operations. We described the indicator ensuring fair business practices in our chapter 2.14. ESRS G1 - Business conduct.
Governance	Corporate Governance	Political involvement policy	Policy	See comment	Responsible Business Principles	In our Business Principles it describes our Political Involvement Policy: At Telefónica we remain politically neutral. Under no circumstances do we take a direct or indirect position in favour of, or in opposition to, any political party. We do not make donations to political parties, nor to public or private organisations linked to political parties. This does not hinder us complying with the current legislation, from making our points of view known regarding issues that may affect the Company's management or sustainability through lobbying activities. We provide transparent information on our lobbying activities and relationships, as appropriate, by means of the different records kept for this purpose.
Governance	Corporate Governance	Tax avoidance policy	Policy	See comment	Responsible Business Principles	Our tax policy is described on our Business Principles: We are committed to acting with honesty, transparency and respect for the law while managing our tax matters, and are committed to our obligation to correctly pay the legally required taxes in all the countries where we operate, thereby contributing to their social and economic progress. In addition, we ensure transparency and full local and global information, to make it easier to understand the Company's tax aspects. We do not use corporate structures, nor are we present in any of the jurisdictions included in the legally applicable list of tax havens, with the objective or concealing or reducing the transparency of our activities vis a vis the tax authorities or any other stakeholder.
Governance	Corporate Governance	Approval of corporate social responsibility and sustainability policy	Level of responsibility	Our Sustainability Policy is embodied in our Business Principles, which are approved by the Board of Directors.	Consolidated Management Report 2025.pdf, p.168-183	
Governance	Corporate Governance	Voting rights: limit shares %	%	10%	Consolidated Management Report 2025 p.237	As for the existence of restrictions on the transfer of securities and/or voting rights, in accordance with article 26 of the Company's Bylaws, no shareholder may exercise a number of votes exceeding 10 percent of the total share capital with voting rights existing at any time, regardless of the number of shares held, all of the foregoing with full and mandatory submission to the provisions of the Law. In determining the maximum number of votes that each shareholder may cast, only the shares held by the shareholder in question shall be computed, not including those held by other holders who have delegated their representation to that shareholder, without prejudice to the application of the same percentage limit of 10 percent to each of the shareholders represented individually.
Governance	Shares	Director shares reported	%	See comment	Consolidated Management Report 2025.pdf, p.240	As of December 31, 2025, the total percentage of voting rights (attributed to shares and financial instruments) held by the Board of Directors was 0.08%.

Governance	Shares	Shares outstanding	Value	5,670,161,554	Telefónica website: Share Capital Section	
Governance	Shares	Total shares held in previous fiscal year	Value	5,670,161,554	Consolidated Management Report 2025.pdf, p.235	
Governance	Shares	Operations certified by QMA	%	See comment	Telefonica Certifications website	Our main operations are certified under ISO 9001
Governance	Business ethics	Company facilities in non-compliance of code of conduct	Value	0	This document is the primary source	All Telefónica Companies must comply with our Business Principles.
Governance	Business ethics	Company facilities in non-compliance of code of conduct	%	0	This document is the primary source	All Telefónica Companies must comply with our Business Principles.
Governance	Business ethics	Due-diligence and monitoring of third party agents and intermediaries on corruption	Yes/No	Yes	Consolidated Management Report 2025.pdf, p. 160,162	Telefónica requires its suppliers to sign an anti-corruption certificate stating their commitment to compliance with anti-corruption laws. Furthermore, to identify potential integrity risks (corruption and bribery) and international sanctions, Telefónica cross-references its supplier database against the Dow Jones Risk & Compliance Watchlist database. In this way, it reinforces existing processes to ensure compliance with its Anti-Corruption Policy and Sanctions Regulation. This cross-referencing is performed periodically from the moment the supplier is registered in any of Telefónica's systems. In the event that adverse information related to the supplier regarding integrity is found, an analysis is performed to assess such information and its relevance for the purposes of formalising the contract in question or, where appropriate, assessing its possible impact on the existing contract.
Governance	Business ethics	Definition of facilitation payments	Yes/No	Yes	Anti-corruption policy	The anticorruption policy states that "It is prohibited to offer, promise, pay, give, or authorize the delivery of any Object of Value, either directly or indirectly (through a third party), to: any Public Official/Employee, or any person or legal entity (public or private) for the purpose of improperly influencing the decision of a Public Official/Employee, to obtain or retain business or any other advantage. This prohibition applies regardless of whether the payment is to facilitate, accelerate, or speed up a process.". This paragraph underlines a clear definition of a facilitation payment.
Governance	Business ethics	Prohibition of facilitation	Yes/No	Yes	Anti-corruption policy	The anticorruption policy states that "It is prohibited to offer, promise, pay, give, or authorize the delivery of any Object of Value, either directly or indirectly (through a third party), to: any Public Official/Employee, or any person or legal entity (public or private) for the purpose of improperly influencing the decision of a Public Official/Employee, to obtain or retain business or any other advantage. This prohibition applies regardless of whether the payment is to facilitate, accelerate, or speed up a process.".
Governance	Business ethics	Guidelines on acceptable behaviour	Yes/No	Yes	Anti-corruption policy Business Principles	Anti-corruption policy on it's section 4.2 explains the guidelines on acceptable behaviour.: "4.2 Acceptable practices" In addition, our Business Principles is our Code of Business Conduct that govern everything we do and say, they are our code of ethics. They serve as a compass for us to behave and make decisions based on integrity, commitment and transparency.
Governance	Business ethics	Annual sign-off by employees on bribery and corruption policy	Yes/No	Yes	Anti- corruption policy; section 7 Consolidated Management Report 2025.pdf p. 159	Anti-corruption Policy: Company's directors and executives, who are responsible for establishing adequate controls and procedures to ensure compliance with this Policy, must certify every year (or, at any rate, before terminating their activities within the Company or when so required by the Company) compliance with what is set forth in this Policy, within their scope of responsibility. Consolidated Management Report: The Company provides annual training to employees, regardless of their position or role, on the Responsible Business Principles (RBP). This training includes topics on bribery and corruption Anti-corruption training is a key element in promoting and consolidating a culture of ethics and integrity within the Company and includes the following global-level courses: ° Course on the Foreign Corrupt Practices Act (FCPA): This is a mandatory global training activity that is conducted every three years and aimed at Company positions and areas with a higher potential risk due to their greater exposure to the risk of public corruption, which would include, alongside employees with executive status, those employees belonging to areas such as regulation, institutional relations, sponsorships, commercial, major customers, network, tax, marketing and/or commercial distribution, human resources, general secretariat, internal audit and internal control. ° Responsible Business Principles course: This mandatory global training activity on the Telefónica Group's code of ethics and conduct is delivered to all employees every year and includes content on anti-corruption and bribery. Global training activities are complemented by specific local-level programs aimed at addressing particular aspects of national legislation on crime and corruption prevention
Governance	Business ethics	Operating guidelines on record keeping and approval procedures	Yes/No	Yes	Consolidated Management Report 2025.pdf p. 159	The purpose of the Compliance Function is to manage the preventive and reactive aspects of compliance with (a) domestic legislation and (b) Telefónica's internal regulations, both at a corporate and operational level (countries and businesses), in general, while focusing specifically on those that are more sensitive depending on the circumstances. The Compliance Function, in accordance with the current Compliance Function Policy, is deployed on two levels: preventive controls and reaction and response. More information 2.14.4.1. Prevention and detection of corruption or bribery.
Governance	Commitments & Certificates	Business continuity management system implemented	Yes/No	Yes	Global Transparency Center	Telefónica has a business continuity management system implemented. It seeks to strengthen our resilience; in other words, our ability to contain attacks and withstand them

Governance	Commitments & Certificates	Business continuity management system certified	Yes/No	Yes	Global Tranparency Center	Our Global Business Continuity Program seeks to improve our resilience. It is aligned with ISO standard 22301
Governance	Commitments & Certificates	Commitment to respect intellectual property (IP) rights	Yes/No	Yes	Responsible Communications Regulation	The Company is committed to respect intellectual property rights in all aspects of content creation and distribution. To ensure compliance, we have established editorial guidelines that include clear policies on the use of third-party content, intellectual property ownership, and licensing agreements. Our legal team regularly reviews content to ensure that all intellectual property rights are properly respected, and where applicable, necessary licenses and permissions are obtained before using any third-party materials. Additionally, the Company provides training and guidance to its teams to raise awareness about intellectual property laws and ethical content practices, ensuring that we uphold the highest standards of legal and ethical responsibility in all our media activities.
Governance	Commitments & Certificates	External commitments and memberships to business ethics and anti-corruption initiatives	Yes/No	Yes	Consolidated Management Report 2025.pdf, p.155	Since 2002, Telefónica has been a signatory to the United Nations Global Compact (UNGC), a voluntary framework allowing companies to align their operations and strategies with the 10 principles on human rights, labour, the environment and the fight against corruption.
Governance	Commitments & Certificates	List of commitments to ethics and anti-corruption mandates	List	See Comment	Consolidated Management Report 2025.pdf p. 160	The following Telefónica Group companies have anti corruption and bribery certifications: <ul style="list-style-type: none"> • ISO 37001:2016 certification on Anti-Bribery Management Systems: Telefónica de España, S.A.U, Telefónica Móviles España, S.A.U, Telefónica Soluciones de Informática y Comunicaciones de España, S.A.U., Teleinformática y Comunicaciones, S.A.U. • UNE 19601:2017 certification on Criminal Compliance Management: Telefónica, S.A., Telefónica de España, S.A.U., Telefónica Móviles España, Telefónica Soluciones de Informática y Comunicaciones de España, S.A.U. and Teleinformática y Comunicaciones, S.A.U.

Mandatory climate and other environment-related indicators

Adverse Sustainability Indicator	Metric	2025	Reference to Consolidated Management Report 2025	
Green-house gas emissions	1. GHG Emissions	Scope 1 GHG Emissions	80,177 tCO2e	2.9.4.3. GHG emissions, P103
		Scope 2 GHG Emissions (market-based)	49,255 tCO2e	2.9.4.3. GHG emissions, P103
		Scope 3 GHG Emissions	2,800,109 tCO2e	2.9.4.3. GHG emissions, P103
	2. Carbon Footprint	Total GHG Emissions	2,929,541 tCO2e	2.9.4.3. GHG emissions, P103
		Carbon footprint	2,929,541 tCO2e	2.9.4.3. GHG emissions, P103
	3. GHG intensity	GHG Intensity (scope 1 + 2 + 3) (per revenues)	0,000080 tCO2e (2,929,541tCO2e / €36,508 million)	2.9.4.3. GHG emissions, P104
4. Exposure to companies active in the fossil fuel sector	Investment in companies active in the fossil fuel sector	Not applicable	2.6. Datapoints that derive from other EU legislation, P68	
5. Share of non-renewable energy consumption and production	Proportion of consumption and production of non-renewable energy in comparison with renewable energy sources (proportion with respect to the total number of Energy sources)	0.09	2.9.4.2. Energy, P99	
6. Energy consumption intensity per high impact climate sector	Energy consumption in MWh per million EUR of revenue	Not disclosed - Not material	2.6. Datapoints that derive from other EU legislation, P68	
Biodiversity	7. Activities negatively affecting biodiversity-sensitive areas	Headquarters or operation sites located in or near sensitive areas in terms of biodiversity	Not disclosed - Not material	2.16. Information required on non-material topics, P184
Water	8. Emissions to water	Tons of emissions to water generated	Not disclosed - Not material	2.6. Datapoints that derive from other EU legislation & 2.16. Information required on non-material topics
Waste	9. Hazardous waste ratio	Tons of hazardous waste (% of the total)	Not disclosed - Not material	2.6. Datapoints that derive from other EU legislation, P68

Mandatory social and employee, respect for human rights, anti-corruption and anti-bribery matters indicators

Adverse Sustainability Indicator	Metric	2025	Reference to Consolidated Management Report 2025	
Social and employee matters	10. Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Violations of the principles of the United Nations Global Compact and the OECD Guidelines for Multinational Enterprises	No complaints in relation to TEF were filed through National Contact Points of the OECD Guidelines for Multinational Enterprises in 2025. Also, our Global Human Rights Policy is guided by the UN Global Compact, OECD Guidelines, amongst others, outlining our due diligence process to identify and address (potential) adverse human rights impacts.	2.11.3.8. Incidents, complaint and severe human rights impacts
	11. Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	UNGC and OECD compliance policy	See 10. Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	
	12. Unadjusted gender pay gap	Average unadjusted gender pay gap	0.225	2.11.3.7. Remuneration metrics (pay gap and total remuneration)
	13. Board gender diversity	Ratio between the number of women on the Board of Directors and the total number of members	40%	2.4.1. The role of the administrative, management and supervisory bodies - Composition of the Board of Directors and its Committees
14. Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)	Ratio of investments in companies related to the manufacture or sale of controversial weapons	Not applicable	2.6. Datapoints that derive from other EU legislation, P68	

Additional climate and other environmentrelated indicators

Adverse Sustainability Indicator	Metric	2025	Reference to Consolidated Management Report 2025
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Social and employee matters	1. Emissions of inorganic pollutants	Equivalent tons of inorganic pollutants	Not disclosed - Not material	2.6. Datapoints that derive from other EU legislation, P68
	2. Emissions of air pollutants	Equivalent tons of air pollutants	Not disclosed - Not material	2.6. Datapoints that derive from other EU legislation, P68
	3. Emissions of ozone-depleting substances	Ozone-depleting substances	Not disclosed - Not material	2.6. Datapoints that derive from other EU legislation, P68
	4. Investment in companies without carbon emission reduction initiatives	Carbon emission reduction initiatives	Renewable Energy Plan - focusing on increasing the use of renewable energy as opposed to fossil sources (New PPAs) Climate Action Plan - among other initiatives, integration of circularity criteria (refurbishment and reuse) avoiding emissions associated with the extraction of materials needed to manufacture. Energy Efficiency Plan - decoupling the growth of data traffic from the emissions associated. Transformation of networks (from 4G to 5G; from copper to fibre) Supplier Engagement for Scope 3 emissions	Check 2.9.3.2. Action plans, to see more information about decarbonisation levers and further initiatives Telefónica is carrying out to reduce its emissions.
Energy performance	5. Breakdown of energy consumption by type of non-renewable sources of energy	Breakdown of energy consumption by type of non-renewable sources of energy	The information is available in "2025 CDP Corporate Questionnaire"	2025 CDP Questionnaire
Water, waste, and material emissions	6. Water usage and recycling	Amount of water consumed	Not disclosed - Not material	2.6. Datapoints that derive from other EU legislation, P68
	7. Investments in companies without water management policies	Water management policies	Not disclosed - Not material	
	8. Exposure to areas of high water stress	Operation sites located in areas of high water stress without a water management policy	Not disclosed - Not material	2.6. Datapoints that derive from other EU legislation, P68
	9. Investments in companies producing chemicals	Companies whose activities fall within Division 20.2 of Annex I to Regulation (EC) No 1893/2006	Not applicable	2.6. Datapoints that derive from other EU legislation, P68
	10. Land degradation, desertification, soil sealing	Companies whose activities may cause soil degradation, desertification or soil sealing	Not disclosed - Not material	2.6. Datapoints that derive from other EU legislation, P68
	11. Investments in companies without sustainable land/agriculture practices	Companies without sustainable agricultural or land use practices or policies	Not applicable	2.6. Datapoints that derive from other EU legislation, P68
	12. Investments in companies without sustainable oceans/seas practices	Companies without sustainable ocean/sea practices	Not applicable	2.6. Datapoints that derive from other EU legislation, P68
	13. Non-recycled waste ratio	Tons of non-recycled waste generated (% of the total)	0.06	2.10.2.3. Waste, P112
	14. Natural species and protected areas	Companies whose operations affect threatened species	Not disclosed - Not material	2.6. Datapoints that derive from other EU legislation, P68
	15. Deforestation	Companies without policies to address deforestation	Not disclosed - Not material	2.6. Datapoints that derive from other EU legislation, P68
Green securities	16. Share of securities not issued under Union legislation on environmentally sustainable bonds	Proportion of securities not issued under Union law on environmentally sustainable bonds	Not applicable	Not applicable

Additional indicators for social and employee, respect for human rights, anticorruption and antibribery matters

Adverse Sustainability Indicator	Metric	2025	Reference to Consolidated Management Report 2025
1. Investments in companies without workplace accident prevention policies	Companies without accident prevention policies in place	Please see our Global Occupational Health, Safety and Well-being Regulation	2.15. Policies, P167, and 2.11.2.1. Policies
2. Rate of accidents	Rate of accidents	3.18 accidents per million hours worked	2.11.3.6. Health and safety metrics
3. Number of days lost to injuries, accidents, fatalities or illness	Number of days lost to injuries, accidents, fatalities or illness	16.69	Transitional provision 10.4: List of disclosure requirements that are phased-in. See this number in P197
4. Lack of supplier code of conduct	Companies without a supplier code of conduct (versus unsafe working conditions, work precarious, child labour and forced labour)	Our Supply Chain Sustainability Policy is our supplier code of conduct. In it, we set out the minimum criteria for responsible business that Telefónica's suppliers are required to accept in the procurement process.	There are several references across the report, but a more specific explanation can be found in 2.9.3.1. Policies - Supply Chain Sustainability Policy
5. Lack of grievance/complaints handling mechanism related to employee matters	Companies without a grievance/complaints managing mechanism related to employee matters	There are several mechanisms through which Telefónica is continuously engaged with employees to detect problems, improvements. Also, employees can express their complaints through motivation surveys, internal communication channels, meetings with team leaders, Whistleblowing Channel, HR department, privacy mailbox to communicate concerns or queries.	2.11.2.2. Engagement with employees and their representatives; 2.11.2.3. Remediation processes and engagement channels with employees
6. Insufficient whistleblower protection	Entities without whistleblower protection policies	Not disclosed - Not material	2.6. Datapoints that derive from other EU legislation, P68
7. Incidents of discriminations	Number of incidents of discrimination reported in companies	61 cases of discrimination	2.11.3.8. Incidents, complaints and severe human rights impacts
8. Excessive CEO pay ratio	Average ratio between the total annual remuneration of the person with the highest salary and the average annual remuneration of the group of workers (excluding the person with the highest remuneration)	75:1	2.11.3.7. Remuneration metrics (pay gap and total remuneration)

Human Rights	9. Lack of human rights policy	Entities without human rights policy	We have a Global Human Rights Policy in place that was adopted by our Board of Directors and is applicable to all companies of the Telefónica Group	2.12.2.1. Policies - Global Human Rights Policy, P129. The policy can be checked online outside the Annual Report.
	10. Lack of due diligence	Entities without a due diligence process to identify, avoid, mitigate and address adverse human rights incidents	Telefónica's due diligence process is based on the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, amongst others, and stipulates how we identify and address (potential adverse human rights impacts).	2.5. Due diligence, P65
	11. Lack of processes and measures for preventing trafficking in human beings	Companies invested without proper processes and measures for preventing trafficking in human beings	As part of the Global Human Rights Policy, we prohibit any form of human trafficking within our operations as well as supply chain and conduct risk-based due diligence to minimise any possible risks in our supply chains.	2.12.2.1. Policies - Global Human Rights Policy, P129. The policy can be checked online outside the Annual Report.
	12. Operations and suppliers at significant risk of incidents of child labour	Operations and supplier at significant risk of incidents of child labour in terms of geographic areas or types of operation	No significant risk identified after performing double materiality assessment.	2.11.1. Strategy, P114
	13. Operations and suppliers at significant risk of incidents of forced or compulsory labour	Operations and suppliers at significant risk of incidents of forced or compulsory labour in terms of geographic areas or types of operation	No significant risk identified after performing double materiality assessment.	
	14. Number of identified cases of severe human right issues and incidents	Number of identified cases of severe human rights issues and incidents	No severe human rights incidents were recorded in 2025	2.11.3.8. Incidents, complaints and severe human rights impacts 2.12.2.2. Action plans 2.13.3. Action plans, metrics and targets. It can also be checked in our Responsible Business Channel
Anti-corruption & anti-bribery	15. Lack of anti-corruption and anti-bribery policies	Entities without anti-corruption and anti-bribery policies consistent with the United Nations Convention against Corruption	Not disclosed - Not material. However, Telefónica has an Anti-Corruption Policy in place.	See more details in P179
	17. Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws	Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws	Please see Note 29.b) in Consolidated Annual Accounts 2025	See Consolidated Financial Statements 2025

Document Name	URL
Consolidated Annual Report 2025	https://www.telefonica.com/en/wp-content/uploads/sites/5/2026/02/Consolidated-Annual-Accounts-2025.pdf
Consolidated Management Report 2025	https://www.telefonica.com/en/wp-content/uploads/sites/5/2025/03/consolidated-management-report.pdf
ESG Profile 2025	https://www.telefonica.com/en/wp-content/uploads/sites/5/2025/02/esg-profile-telefonica.pdf
Telefónica website: Circular Economy	https://www.telefonica.com/en/sustainability-innovation/environment/circular-economy/
Telefónica website: Diversity and Inclusion	https://www.telefonica.com/en/sustainability-innovation/society/diversity-and-inclusion/
Telefónica website: Executive Team	https://www.telefonica.com/en/about-us/main-data/executive-team/
Responsible Business Principles	https://www.telefonica.com/en/wp-content/uploads/sites/5/2021/03/OurBusinessPrinciples.pdf
Human Rights Policy	https://www.telefonica.com/en/sustainability-innovation/society/human-rights/
Equality Policy	https://www.telefonica.com/en/wp-content/uploads/sites/5/2022/03/equality-policy-telefonica.pdf
Diversity and Inclusion Policy	https://www.telefonica.com/en/wp-content/uploads/sites/5/2021/09/Diversity-and-Inclusion-Policy.pdf
Global Human Rights Policy	https://www.telefonica.com/en/communication-room/reports/telefonica-global-human-rights-policy-advancing-esg/
Modern Slavery Statement (Virgin Media)	https://www.virginmedia2.co.uk/modern-slavery-statement
Responsible Communications Regulation (Telefonica Group)	https://www.telefonica.com/en/wp-content/uploads/sites/5/2021/11/responsible-communications-regulation-2020.pdf
III Convenio Colectivo de empresas vinculadas 2024-2026	https://www.boe.es/diario_boe/txt.php?id=BOE-A-2024-3854
Telefónica's agreement regarding employees digital disconnection	https://www.telefonica.com/en/communication-room/reports/agreement-employees-digital-disconnection/
Movimiento Azul	https://www.movistar.es/sites/movimiento-azul
Código de Comunicación Responsable de Movistar Plus+	https://www.telefonica.com/es/wp-content/uploads/sites/4/2021/11/Normativa-de-Comunicacion-Responsable-ES.pdf
Queries Channel	https://www.telefonica.com/en/sustainability-innovation/queries-channel/
Position paper: Building a Safe Digital Space for Minors	https://www.telefonica.com/en/wp-content/uploads/sites/5/2025/01/Building-a-safe-digital-environment-for-minors.-Position-Paper-2025.pdf
Open Gateway Utiq	https://www.telefonica.com/en/mwc/agora-2024/utiq-a-successful-collaboration-among-the-european-telcos-in-the-
Minors and responsible use	https://www.telefonica.com/en/sustainability-innovation/society/minors-and-responsible-use/
Socio-Economic Contribution Report	https://www.telefonica.com/en/communication-room/reports/socioeconomic-contribution-report/
Supply Chain Sustainability Policy	https://www.telefonica.com/en/communication-room/reports/supply-chain-sustainability-policy/
Supplier Code of Conduct	https://www.telefonica.com/en/wp-content/uploads/sites/5/2025/09/Supplier-Code-of-Conduct.pdf
Telefónica website: Circular Economy	https://www.telefonica.com/en/sustainability-innovation/environment/circular-economy/
Responsibility by Design	https://www.telefonica.com/en/communication-room/reports/responsibility-by-design-assessment/
Responsible Business Principles	https://www.telefonica.com/en/sustainability-innovation/how-we-work/business-principles/
Certificates in Telefonica	https://www.telefonica.com/en/communication-room/reports/telefonica-and-its-esg-certifications-a-commitment-to-
Telefonica Fundación Report	https://www.telefonica.com/en/communication-room/reports/fundacion-telefonica-annual-report-2024-inclusive-
Socio-economic Contribution Report	https://www.telefonica.com/en/communication-room/reports/socioeconomic-contribution-report/
Sustainable Development Goals: Impact & SDGs	https://www.telefonica.com/en/sustainability-innovation/society/sustainable-development-goals-sdgs/
Policy and Regulation Digital Deal	https://www.telefonica.com/en/about-us/public-policy-and-regulation/digital-deal/
Pacto Digital jóvenes	https://www.telefonica.com/es/sala-comunicacion/prensa/telefonica-da-voz-a-los-jovenes-sobre-los-retos-de-la-
Global Supply Chain Sustainability Policy	https://www.telefonica.com/en/communication-room/reports/global-supply-chain-sustainability-policy-2/

Telefonica's General Conditions for the Supply of Goods and Services	https://acm.tce.adquira.com/AribaASM/ariba/resource/en_US/condicionesInscripcion/MCT.NI.003.pdf
Presentación de PowerPoint	https://www.telefonica.com/en/communication-room/reports/esg-library/
Electromagnetic Fields, basic concepts	https://www.telefonica.com/en/wp-content/uploads/sites/5/2021/08/electromagnetic-fields-2021-basic-concepts.pdf
Letter of Intent Unesco and Telefónica	https://www.unesco.org/en/articles/unesco-and-telefonica-commit-promoting-and-implementing-recommendation-
AI Risk Management Framework	https://www.telefonica.com/en/about-us/public-policy-and-regulation/public-positioning/artificial-intelligence/
AI Principles	https://www.telefonica.com/en/wp-content/uploads/sites/7/2021/11/principios-ai-eng-2018.pdf
Global Privacy Policy	https://www.telefonica.com/en/wp-content/uploads/sites/5/2021/03/global-privacy-policy.pdf
Data Privacy at Telefónica	https://www.telefonica.com/en/communication-room/reports/data-privacy-at-telefonica-innovation-and-digital-
Global Transparency Center	https://www.telefonica.com/en/global-transparency-center/
Global Security Policy	https://www.telefonica.com/en/wp-content/uploads/sites/5/2023/11/Security-global-Policy.pdf
Privacy by Design in Telefónica	https://www.telefonica.com/en/global-transparency-center/privacy/privacy-by-design/
Telefónica Website: Board of Directors	https://www.telefonica.com/en/shareholders-investors/corporate-governance/board-of-directors/
Fiscal Transparency	https://www.telefonica.com/en/communication-room/reports/fiscal-transparency-at-telefonica-commitment-and-
Internal Information System Management Policy	https://www.telefonica.com/en/wp-content/uploads/sites/5/2024/03/telefonicas-internal-information-system-
RMI Members	https://www.responsiblemineralsinitiative.org/about/members-and-collaborations/
Telefónica's website: Competition Section	https://www.telefonica.com/en/tag/competition/
Telefónica website: Share Capital Section	https://www.telefonica.com/en/shareholders-investors/share/share-capital/
Anti-corruption policy	https://www.telefonica.com/en/wp-content/uploads/sites/5/2025/02/Crime-Prevention-Policy.pdf
Internal Control Corporate Policy	https://www.telefonica.com/en/wp-content/uploads/sites/5/2022/06/internal-control-policy.pdf
Telefonica Corporate Profile	https://www.telefonica.com/en/wp-content/uploads/sites/5/2021/09/Telefonica-Corporate-Profile.pdf
Privacy at Telefonica	https://www.telefonica.com/en/wp-content/uploads/sites/5/2025/04/global-transparency-center-data-privacy-at-
CDP Questionnaire 2025	https://www.telefonica.com/es/wp-content/uploads/sites/4/2024/10/telefonica-cdp-climate-change-questionnaire.pdf
Telefonica website: Minors and Responsible Use	https://www.telefonica.com/en/sustainability-innovation/society/minors-and-responsible-use/
Transparency Register Europa	https://transparency-register.europa.eu/search-register-or-update/organisation-detail_en?id=52431421-12
Integrity Next website (Conflicts of Minerals)	https://www.integritynext.com/esg-solutions/conflict-minerals
Integrity Next website (Academy)	https://www.integritynext.com/sustainable-procurement/supplier-development-capacity-building/academy
Customer Relationship Principles	https://www.telefonica.com/en/wp-content/uploads/sites/5/2025/04/customer-relationship-principles.pdf
Results 2025 Q4	https://www.telefonica.com/en/wp-content/uploads/sites/5/2026/01/rdos25t4-eng.pdf