

Press release

Telefónica, the leading telco at the Workforce Disclosure Initiative 2024 Awards

- The company also received two special mentions in the 'Workforce Action' and 'Value Chain Data' categories

Madrid, 13 February 2025. – Telefónica is the most outstanding telco at the Workforce Disclosure Initiative (WDI) Awards 2024, which aim to improve the transparency and responsibility of companies in terms of their workforce and supply chain to increase quality jobs worldwide.

Telefónica achieved an overall score of 94%, more than 32 points above the sector average and all participating companies, thus reaffirming its commitment to its workforce for the fourth consecutive year.

The telco obtained two special mentions in the 'Workforce Action' and 'Value Chain Data' categories. The WDI highlights Telefónica's implementation of actions and initiatives that improve the working environment. It also values the provision of all information on key aspects of the value chain.

'The WDI distinctions represent an important recognition of our efforts to be an open and transparent company. Our company values are reflected in the way we manage talent and in how we want our professionals to be. In this sense, WDI helps us move forward to strengthen our sustainable business model,' says Tatiana Espinosa de los Monteros, Director of Labour Relations and Diversity at Telefónica.

Of the thirteen sections included in the Workforce Disclosure Initiative's analysis, Telefónica obtained a score of 100% in ten. These include topics such as governance, risk assessment and due diligence in human rights, pay gap, stability, working conditions in the value chain and worker representation.

The WDI, run by the Thomson Reuters Foundation, is an annual rating of investors made up of around 35 institutions that collectively manage \$7.5 trillion in assets. It is focused on improving companies' transparency about their workforce and the actions they take to guarantee quality employment. In 2024, more than 140 companies from around the world participated in the initiative.

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