



lyntia
NETWORK TO BUSINESS

EXECUTIVE SUMMARY

Annual Report
ESG 2025

lyntia, creating value

With more than 27 years of experience, we continue to strengthen our position as a leading neutral operator of Telco and Cloud infrastructure on the Iberian Peninsula.



57.028 km
of dark fibre.

+77.500
on-net buildings.

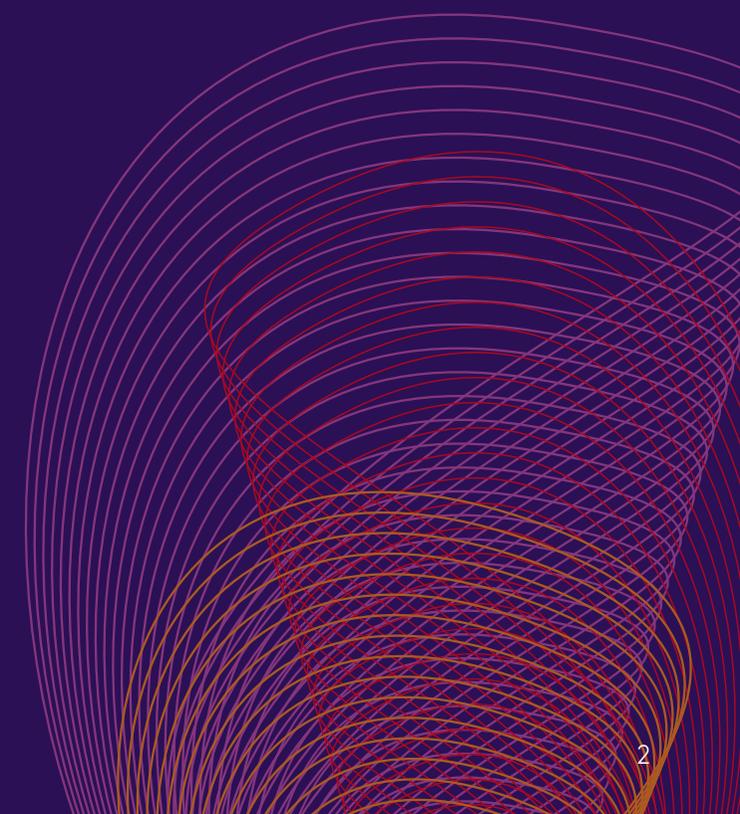
+274.000
near-net buildings.

3.353
towns/cities.

5
data centres.

146
network centres.

”Our commitment to sustainability is a fundamental pillar of the company’s strategic vision and is incorporated into our business approach, which focuses on offering increasingly **reliable, secure connectivity solutions** ready for the future.



Quality assurance, security and resilience

We have various certifications and regulatory frameworks that structure our performance and guarantee the reliability and sustainability of our services:



ISO/IEC 27001:
Information Security Management System



ISO 14001:
Environmental Management System



ISO 45001:
Occupational Health and Safety Management System



ISO 9001:
Quality Management System



GRESB
INFRASTRUCTURE
★★★★☆ 2025

Global Real Estate Sustainability Benchmark (GRESB)



Ecovadis



Contribution to the community (ENS)



ISO 26000:
Guidance on Social Responsibility



Points in the GRESB international standard assessment, a benchmark in the field of sustainable practices.



Commitment to sustainability

” *Sustainability is integrated across all aspects of lyntia’s management and operations.*

In 2023, we began laying the foundations for our commitment by **developing an ESG strategy with a 2030 time frame**, building a solid foundation for improving our performance through an ESG diagnosis and the creation of an internal working team.

In line with this, we conducted a **double materiality analysis**, taking into account material issues related to competition and reference standards, and consulted our stakeholders.

We then continued to work on **defining and monitoring the objectives set, implementing sustainability initiatives and integrating agents into the value chain**. In 2025, we focused on **strengthening communication with clients, suppliers, communities, and other stakeholders**, with the aim of involving them in our ESG strategy, grounded in responsible business management and the development of sustainable connectivity solutions.

We rely on the sustainability leadership of our **ESG Committee**, a multidisciplinary team representing all areas of the company, which is also underpinned by senior management’s commitment to ESG and objectives linked to

ESG Strategic Plan with a horizon to 2030

Our ESG Strategy is aligned with international frameworks such as the United Nations Global Compact, the IFC Performance Standards, the European Taxonomy, the SFDR and industry best practices.

For the period 2023-2026, we have defined the pillars, strategic lines, activities, and economic and human resources that will guide us in achieving this Plan, providing a solid basis for measuring and monitoring the progress of our sustainability strategy over the coming years.



Environmental responsibility



We minimise our environmental impact and contribute to the development of a sustainable business model in the telecommunications industry by taking a **proactive role in managing our impacts** that go beyond compliance with applicable environmental regulations.

Through our **Decarbonisation Plan**, we monitor the progress of our achievements and set more ambitious medium- and long-term goals.

In addition, we promote the creation of less invasive infrastructure that incorporates **responsible construction practices**.



We collaborate with the **Apadrina un Olivo [Sponsor and Olive Tree]** initiative in Teruel and the **Motor Verde [Green Engine] reforestation project**, run by the Repsol Foundation, in the Maceira Forest in the province of Pontevedra.

These programmes contribute to **biodiversity recovery** in the area and to **employment** in the region, allowing us to collaborate with local communities while offsetting part of our carbon

Our achievements

- > **Use of 100% renewable energy** in the network and offices.
- > We calculate our Scope 1 and 2 carbon footprint and have begun to measure Scope 3.
- > We evaluate the **environmental performance of our main suppliers**, focusing on emissions, waste and energy efficiency.
- > We raise awareness among our team through **practical environmental awareness initiatives and workshops**.
- > We develop **climate risk analyses** to understand the impacts and enhance mitigation actions.
- > We have a **key indicator monitoring system** that allows us to study the evolution of our environmental performance.

Positive impact on people



Responsible practices

- > Through the **Insyde Programme**, we promote healthy practices, sports activities and team-based leisure activities.
- > We encourage a **work-life balance** through flexible working hours, the option of remote working and reduced working hours, among other measures.
- > We have developed a **Training Plan** based on performance evaluations, which promotes a culture of continuous learning.
- > We have developed an **Equality, Diversity and Inclusion Policy** that includes a **specific protocol for the LGBTBI community**. We also have an **Anti-Harassment Protocol**.

74 %
women in back-office areas

14,82
average length of service in the organisation

98,97 %
permanent staff

0
workplace accidents and incidents in the last two years

Contribution to the community

Our commitment to society and the environment in which we operate goes beyond the quality of the services we offer.

That is why we collaborate with projects and initiatives that have a positive impact on communities and contribute to causes that inspire us.

Our contribution in 2025:

- ✔ More than €11,000 for Casa Aladina, a project that aims to create a support space for children with cancer and their families.
- ✔ We contribute to the Ecomar Foundation in its work to conserve Posidonia, a marine plant that is key to the life of our seas.
- ✔ Together with our employees, we collaborate with Reyes Magos de Verdad (Real Three Kings) to sponsor the wishes of children and elderly people in vulnerable situations.

Transparent governance

We guarantee a responsible, resilient business model committed to preventing corruption and bribery.

We have a Compliance Committee and a Criminal Compliance Policy.

In addition, to identify and manage the organisation's current and potential risks, we conduct a corporate risk analysis and a criminal risk analysis.

Through the Speak Up communication channel, we collect questions and concerns related to our ethical commitment.

Integrity and transparency

> We have developed an **Integrated Management System based on ISO 9001, ISO 14001 and ISO 45001 standards**, a consolidated framework that is accompanied by the **Quality, Environmental Management and Occupational Health and Safety Management Policy**, which sets out the main objectives of the system.

> We have an **ESG Policy** aligned with our progress and commitments in sustainability.

> We have a **Code of Ethics** and an **Audit and Risk Committee** made up of members of the Board and chaired by an independent director, responsible for ensuring compliance with policies and procedures.

Commitment from our suppliers

We evaluate our **main suppliers based on ESG** criteria regarding their performance in:

- > Environmental management focused on emissions, waste and energy efficiency.
- > Regulatory compliance and respect for human rights.
- > Transparent and ethical governance.

The results are shared with suppliers to identify opportunities for improvement and contribute jointly to sustainable development





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