

2025

Sustainability
REPORT

u finet



Introduction

Sustainability Strategy

Our 2025

Future Outlook



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Introduction

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Our 2025

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Introduction

About This Report

Welcome to our Sustainability Report.

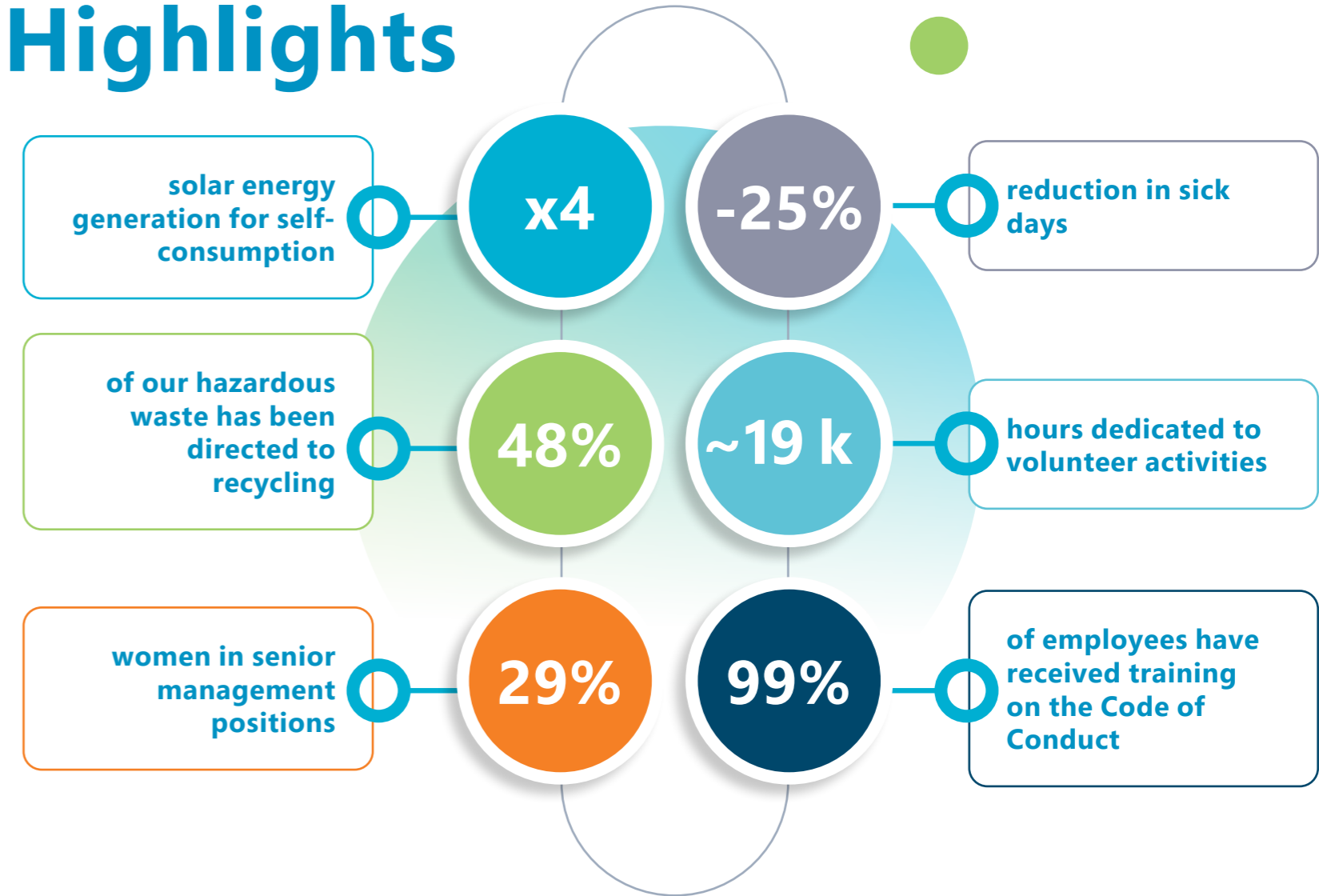
In the following pages, you will discover the main projects that are part of **Ufinet's** Sustainability Strategy, which reflect the work of hundreds of people who have been incorporating different sustainability principles into their daily activities to make this strategy something possible, real, and tangible.

In summary, during the year we have been able to expand on what was already being worked on in 2024 through our Sustainability Master Plan 2024-2026. During this year, many of the issues that a year ago were merely ideas have been able to materialize into different projects carried out from the various areas of **Ufinet**.

We therefore invite you to join us on this journey.



Year Highlights





About us

28 years



17 countries



+1,600 employees



+150k km network



We are **Ufinet**, a telecommunications company founded in Spain in 1998, with a solid track record in the design, deployment, and operation of high-capacity telecommunications infrastructure.

We started operations as the telecommunications operator of an international business group and, since then, we have evolved to become an independent Wholesale Carrier with a strong regional presence in Latin America.

Since 2000, we have sustainably driven our international expansion, extending our operations beyond the original electricity markets and consolidating our own network in new strategic geographies. This evolution has allowed us to grow organically and in a planned manner, strengthening our coverage and operational capacity in the region.

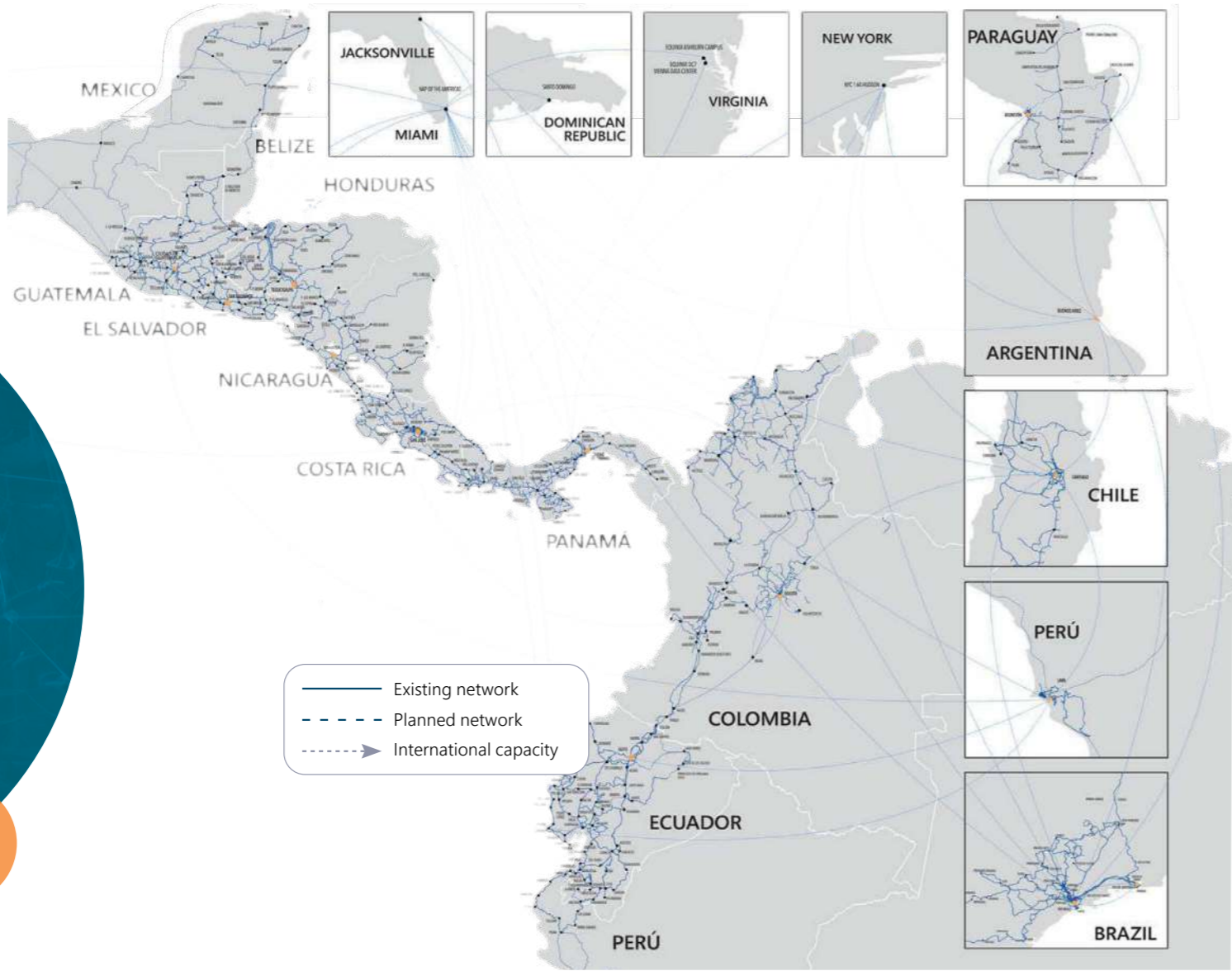
Currently, we are a wholesale operator with a presence in 17 different countries, with 28 years of market experience, operating a network of more than 150,000 kilometers of fiber optic deployed in major cities and strategic corridors. We also have 5 international gateways in the

United States, with presence at the main traffic exchange points and data centers including Miami, New York, and Los Angeles, allowing us to offer high-availability regional and international connectivity.

We are a multicultural and multinational team with nearly 1,600 professionals distributed across the countries where we operate. We work with various telecommunications operators, hyperscalers, cloud service providers, data centers, IT integrators, mobile operators, and Internet Service Providers (ISPs), establishing long-term relationships based on trust, proximity, and quality of service.

Our purpose is clear: to connect Latin America with the world, facilitating universal access to the Internet and actively contributing to the reduction of the digital divide through robust, neutral, and world-class infrastructure.

More than 150,000 km of owned fiber optic network in 17 countries



Letter from Ufinet

The year 2025 has been a year that, in terms of sustainability, has been marked by uncertainty in many respects: regulatory changes, geopolitical changes, changes in some of the main reporting frameworks... all of which have undoubtedly had an impact on the dialogue around various sustainability-related issues.

At **Ufinet**, where flexibility is a core value, we believe change is positive. All these changes have forced us to look inward, to search for the true value of all the projects we have been working on in recent years to find that meaning, that core, and to truly strengthen the value we find within these issues both for **Ufinet** and for the rest of our stakeholders.

In this exercise in prioritization, the vision of our stakeholders has been an essential element, allowing us to incorporate an external viewpoint to focus our efforts on what we truly consider important for the creation of shared value. In this way, we try to integrate the most relevant issues for society, our shareholders, employees, and communities.

It is for all this reason that, today, through this report we can affirm that we continue to advance in line with the commitments established in previous reports, and are strengthening the integration of environmental, social, and corporate governance issues throughout the entire organization. We reaffirm, therefore, that we maintain a consistent line of work, thanks to the foundations established in previous years, and that moving forward will allow us to consolidate and continue materializing our strategy into concrete actions.



Javier Lacasa
Executive President of **UFINET**



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Sustainability Strategy

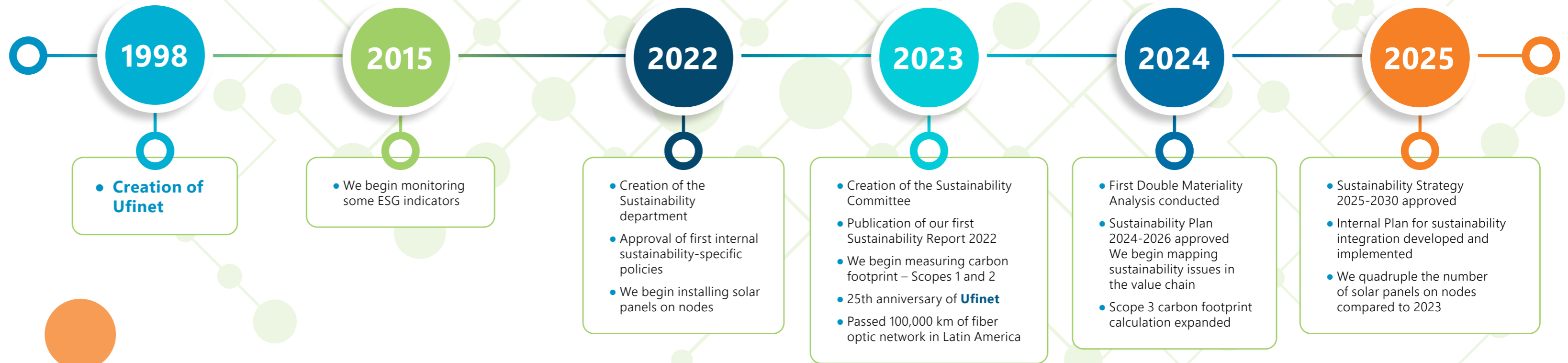
Sustainability Strategy

Sustainability can encompass a series of diverse issues in environmental, social, corporate governance, and cross-cutting areas.

In order to determine priorities and establish concrete action plans:

- In 2024, the Double Materiality Analysis was carried out, as well as our first Sustainability Plan 2024-2026.
- In 2025, our Sustainability Strategy 2025-2030 was defined, establishing long-term central priorities with associated projects that will allow us to continue working in the same line of action over time.

Our Evolution Over the Years



In line with our purpose of driving a more interconnected society, we consider that sustainability must be approached comprehensively, incorporating environmental, social, and governance dimensions.

During 2025, the 2025-2030 strategy was approved, establishing the following central objectives through which the planning of the different sustainability projects is anchored:



- Promote Sustainable Resource Management**
- Prioritize efficiency measures and transition to renewable energy sources, thereby reducing our carbon footprint
 - Integrate circularity into our operational management, diverting waste from landfills



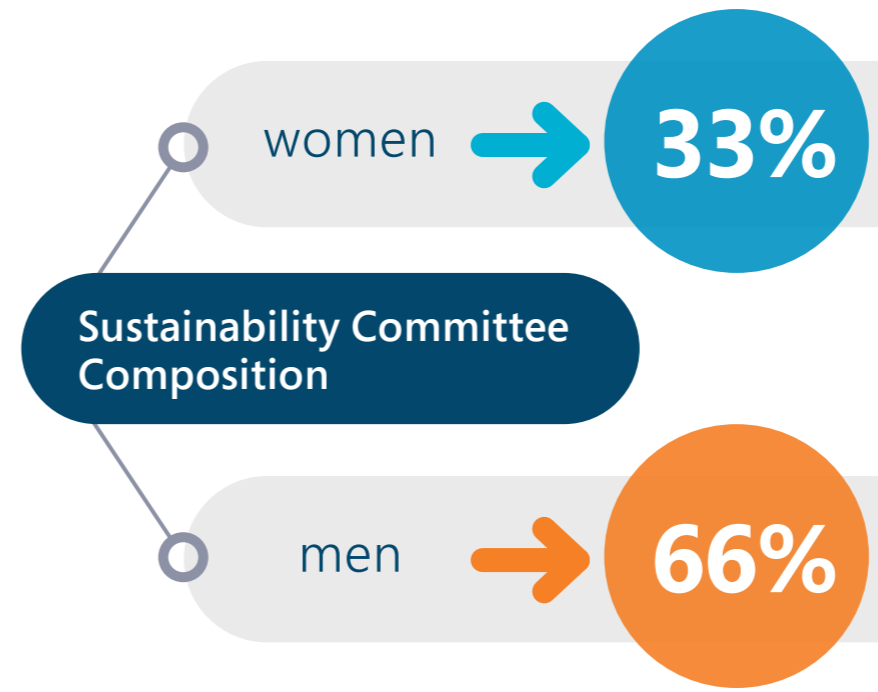
- Prioritize Employee Safety and Promote Their Well-being**
- Create a work environment oriented toward employee satisfaction
 - Foster a safe work environment with a comprehensive approach to employee well-being



- Strengthen Our Corporate Governance Model**
- Ensure efficient, ethical, and transparent management through a solid model
 - Transmit corporate governance principles throughout the entire organization

The supervision and approval of the Sustainability Strategy and all its components falls under the Sustainability Committee.

Additionally, the Board of Directors carries out periodic supervision of the main projects developed, as well as of non-financial information at year-end.





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Our 2025



Environment

Energy

At **Ufinet** we are fully aware of the importance of energy from different perspectives:

On one hand, energy is fundamental to ensuring the continuity of our operations – it is one of the main resources for the telecommunications sector.

As we grow, our energy consumption also grows: in 2025 we have seen a 14% increase in gross energy consumption.

However, the measures implemented by the technical team, focusing our efforts on energy efficiency, has allowed us to maintain energy intensity (gross energy consumption / net revenue) despite the increase in gross energy consumption.

We live in a time when energy security is an element that we must consider as a company, for several reasons: today, energy security is linked to geopolitical risks, extreme weather event risks, physical risks, operational risks, value chain risks, etc.

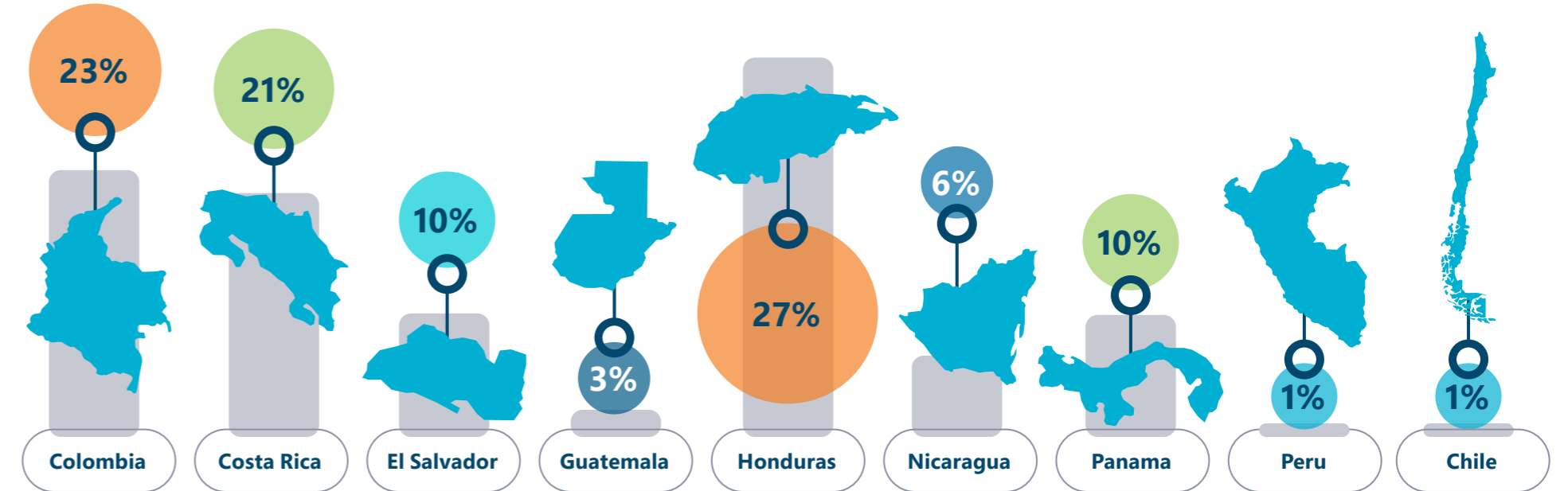
As part of this consideration, and awareness-raising, we believe that the transition to renewable sources gives us the diversification and scalability opportunity that helps mitigate dependence on traditional sources.

Solar Projects

The development of photovoltaic projects in **Ufinet** nodes in several countries represents a strategic lever for the transformation of the energy area. This initiative allows us to advance toward greater energy autonomy at remote and local sites, optimizing energy consumption from various sources through the integration of renewable and efficient solutions, while contributing to the reduction of the carbon footprint and strengthening corporate commitment to sustainability.

From an operational perspective, they improve service reliability and ensure connectivity continuity, while on the financial side they generate significant savings by reducing operating and maintenance costs.

Currently we have more than 80 nodes with self-consumption photovoltaic systems, whose generation is distributed across the following countries:



Self-consumption Energy in Nodes (kWh):

Year	Energy (kWh)
2023	10,751
2024	53,879
2025	215,396



6%

of our nodes globally have photovoltaic systems as of end of 2025.

Climate Change

We currently calculate our carbon footprint covering Scopes 1 (direct emissions from our operations) and 2 (indirect emissions from energy consumption) and since 2024 we have also included some categories of Scope 3 (indirect emissions from our value chain).

The carbon footprint is expressed in units of carbon dioxide equivalent (CO₂e), as within this unit of measurement the emissions of other Greenhouse Gases (GHG) are expressed, such as methane (CH₄), hydrofluorocarbons (HFCs), nitrous oxide (N₂O), perfluorinated and polyfluorinated compounds (PFCs), sulfur hexafluoride (SF₆), among others.

We are aware of the impact that our activities have on the planet, and continuing to calculate and refine our carbon footprint allows us to quantify this impact in order to generate greater awareness and consider different measures for its reduction.

At **Ufinet** we believe that integrating sustainability concepts into our operations will allow us to have a more complete view of our impacts as an organization, and to centralize our efforts so that all of this is reflected in better environmental performance.



Direct and Indirect Emissions from Energy Consumption (tnCO₂e):

	2024	2025
Scope 1	1,161.00	896.32
Scope 2	7,496.00	5,680.09
Total Scopes 1 and 2	8,657.00	6,576.41

Electricity Consumption (MWh):

	2024	2025
	22.4	26.6

Circular Economy

The circular economy is a business model that aims to maximize the value of products and materials, avoiding their disposal and reducing waste generation. In this regard, although the circular economy model involves different actors throughout the lifecycle of a product, we believe that in management and responsible use thereof we have the capacity to contribute significantly.

Over the past few years, we have made significant progress in measuring and tracking the products we use in our operations and that we circulate through our customers.

This has given us a solid foundation from which we continue working to divert waste from landfills, not only through efficient measures that prevent waste generation at source, but also through responsible management of generated waste through recycling actions.

Customer Equipment Recovery

One of the main measures through which we incorporate circularity at **Ufinet** is the recovery of Customer Premises Equipment (CPE) that have been deployed as part of our services to our customers, once the service has ended. This allows us to:

- Prevent this equipment from being discarded.
- Drive the value chain, downstream, toward improvement in its sustainability performance.

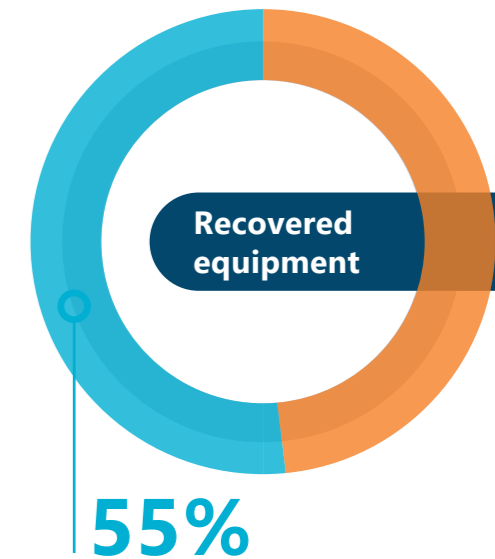
Since 2024 we have been able to significantly improve both the traceability of the indicator and the percentage of recovered equipment through better communication with our customers to secure their collaboration in this action, as well as a unified effort from the **Ufinet** team.

Equipment Recovery Rate:

	2023	2024	2025
	42%	42%	55%

Waste Generation and Management:

Hazardous Waste (HW)	28 tonnes
HW recycled	48%
Non-hazardous Waste (NHW)	62 tonnes
RnP reciclados y NHW recycled and reused	13%



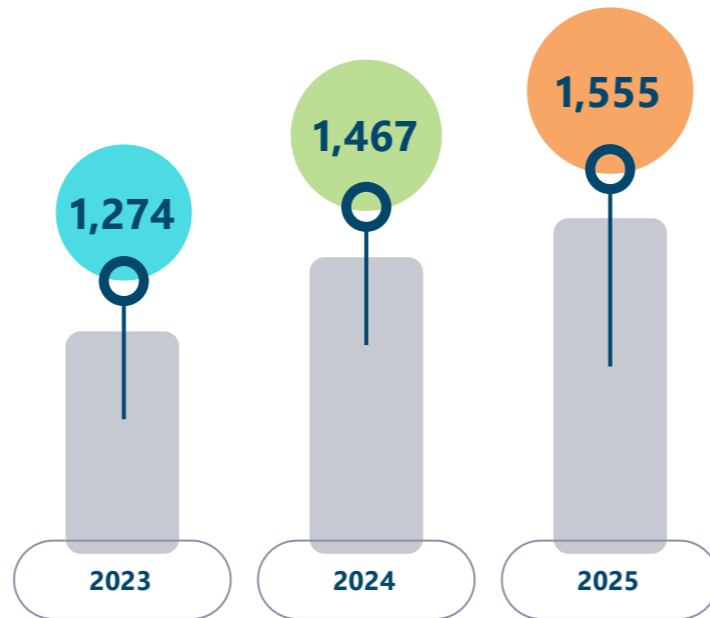


People



At Ufinet we have a team of 1,555 people distributed across 16 countries in Latin America.

Employment & Diversity



The Diversity, Equity and Inclusion (DEI) Policy states: 'We believe in the power of diversity and inclusion to drive innovation and growth. We are committed to creating a work environment where everyone feels valued, respected, and empowered to reach their full potential.'

Year after year we continue to grow. In 2025 we have had a direct employment creation rate of

6%



Ufinet's diversity strategy revolves around four fundamental pillars:



EQUITY
of opportunity

Culture of belonging and **TEAMWORK**

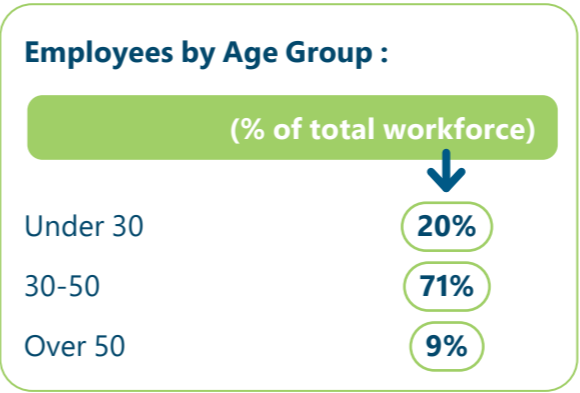
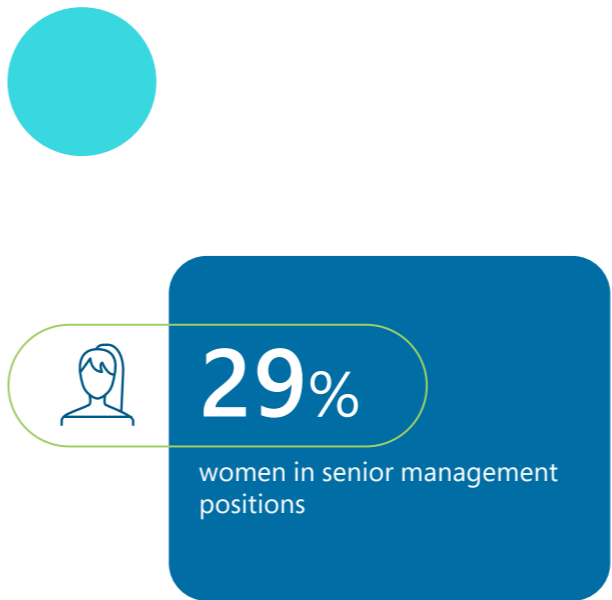
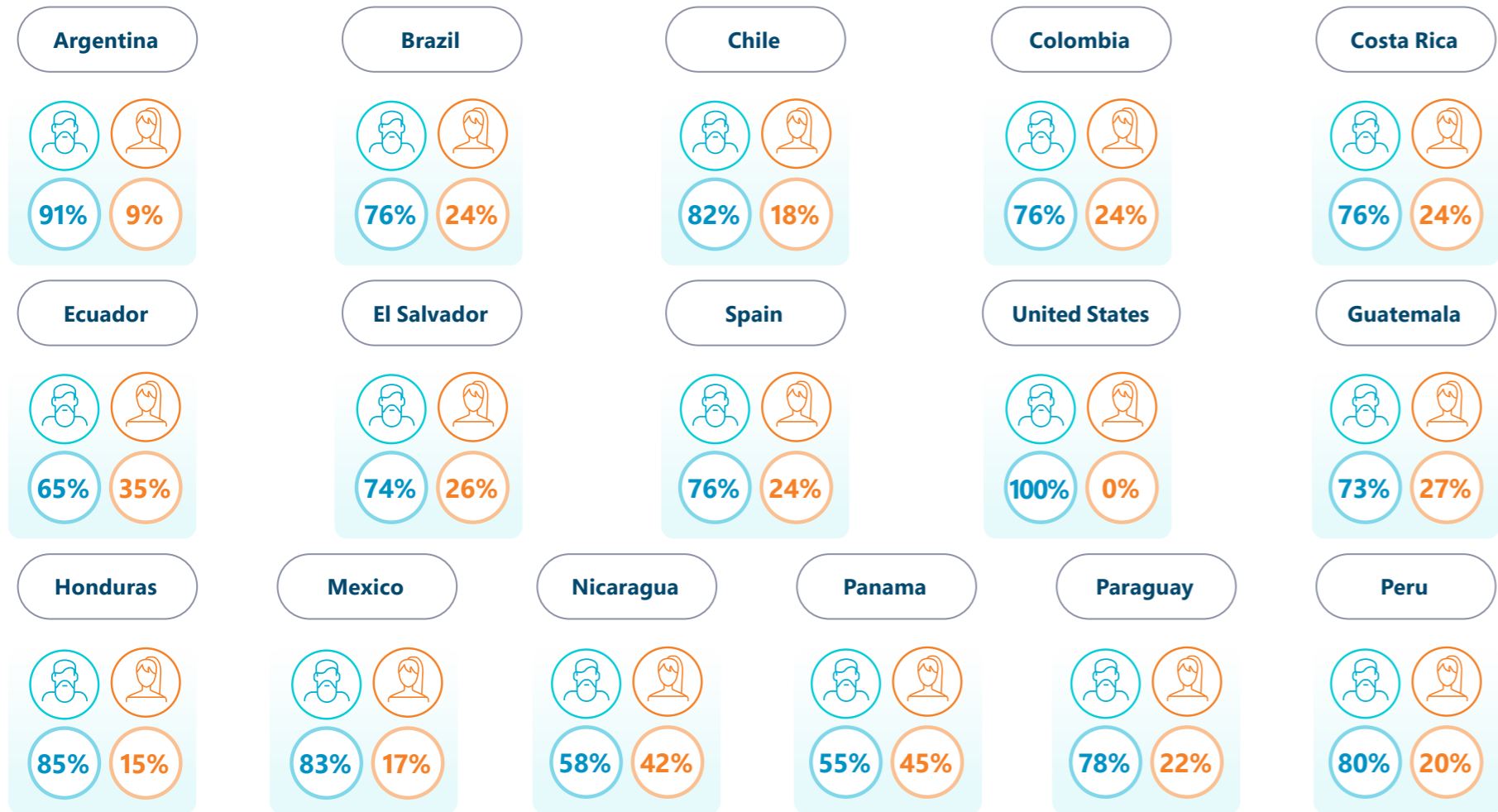


LEADERSHIP
Inclusive

impact **SOCIAL**



Gender Distribution by Country:

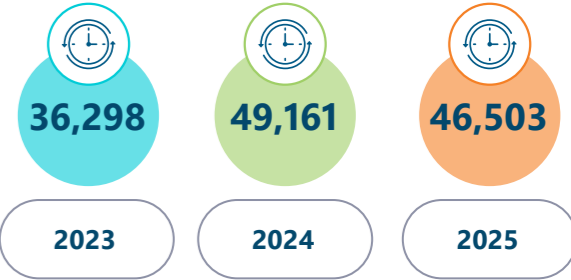


Training & Talent

The development of talent and the professional growth of our team are strategic pillars for consolidating a sustainable, innovative business model prepared for future challenges.

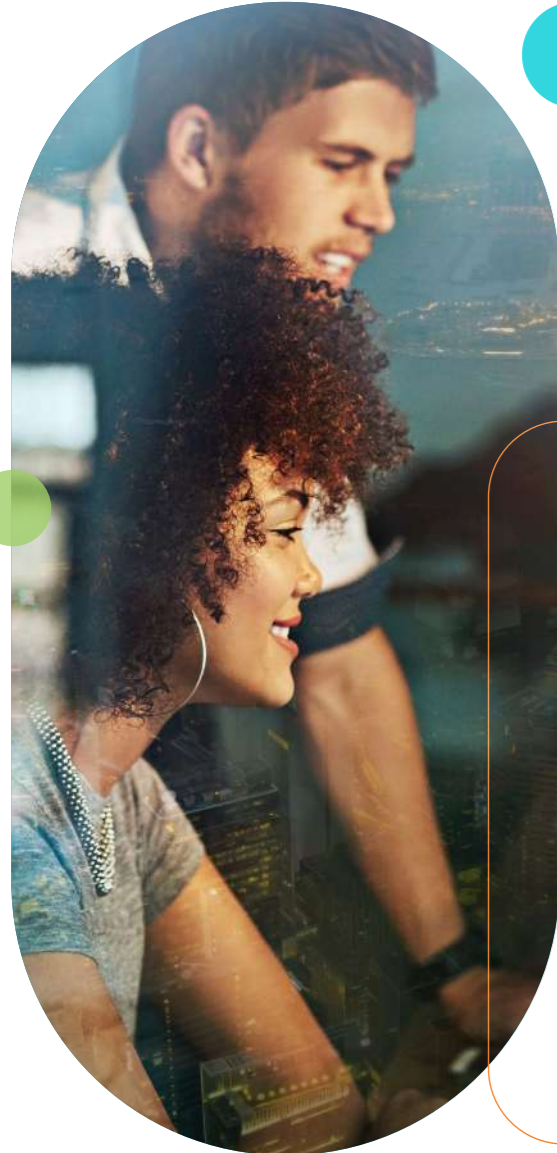
At **Ufinet**, we understand training as an essential lever for strengthening adaptability, driving operational excellence, and fostering a culture of continuous improvement. For this reason, we promote training programs oriented not only toward technical development, but also toward key competencies such as digitalization, sustainability, responsible leadership, collaboration, and change management. In this way, we ensure that our team has the capabilities necessary to actively contribute to the growth of the organization and to the generation of sustainable long-term value.

Total Training Hours Delivered:



Training Hours per Employee:

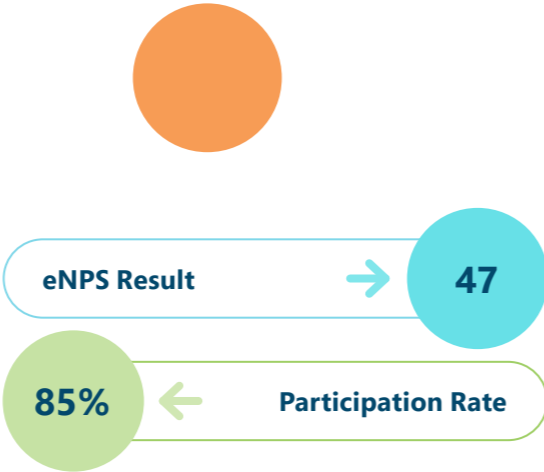




These training programs have coverage of 90% over our direct workforce. This means that **9 out of 10** have received internal training.

Satisfaction

In 2025, as in previous years, we carried out the Employee Net Promoter Score (eNPS) survey with the objective of systematically evaluating the level of satisfaction, commitment, and engagement of our professionals with the organization. This tool has allowed us to obtain a rigorous view of the perception of our corporate culture, as well as to identify strengths and areas for improvement.



The results obtained in the latest measurement reflect a slight decrease compared to the previous year; however, they remain clearly above the industry average, which demonstrates the strength of our people management model.

From a responsible and continuous improvement perspective, we take these results as an opportunity to continue actively listening to our professionals, strengthening support through transformation processes, and consolidating a stable, motivating, and sustainable work environment.

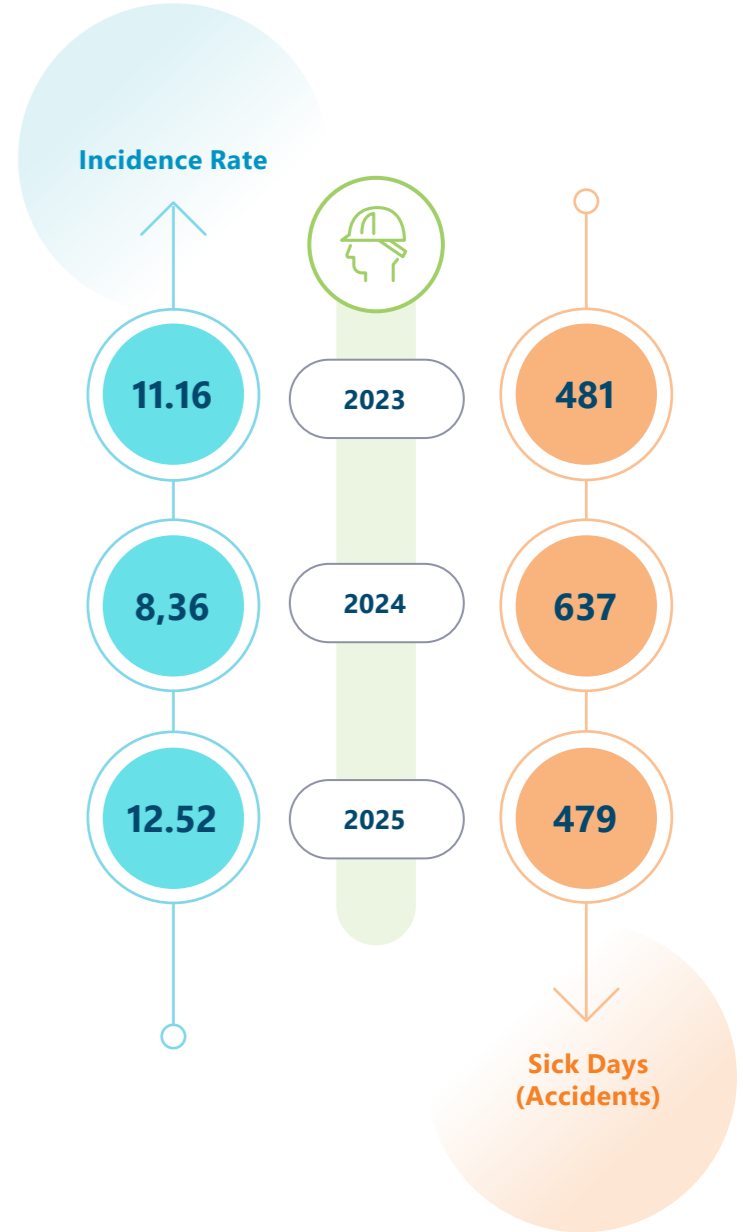


Occupational Health & Safety

Occupational Health and Safety is a priority area of action for **Ufinet** and a key element of our responsible management. During the last year we have continued to advance decisively in strengthening this area, consolidating the systems and protocols aimed at identifying, evaluating, and mitigating the risks associated with our activities.

This sustained work, supported by the progressive dedication of resources and continuous improvement of processes, allows us to continue driving a preventive and well-being culture, aimed at ensuring increasingly safe and adequate work environments for the sustainable development of our talent.

In line with this vision of continuous improvement, we have voluntarily begun implementation of the ISO 45001 standard with the purpose of integrating international best practices in Occupational Health and Safety. This process will start in Colombia and Chile as the first deployment phase, laying the foundation for progressive adoption in the rest of operations. Likewise, a three-year strategy (2026-2028) has been defined aimed at strengthening leadership and consolidating a solid culture in occupational health and safety, reinforcing Management involvement, team commitment, and the cross-sectional integration of safety and health as essential pillars of our management.



Our Impact in Numbers:



Community

At Ufinet we believe we can play an important role with respect to the communities in which we are immersed. That is why we have developed an Internal Sustainability Plan, where the different environmental and social activities we carry out are grouped, through volunteer teams, with the objective of supporting the communities in which we operate and maintaining a positive impact by leveraging our technology and expertise.

In line with our corporate purpose, we focus our activity toward driving connectivity and reducing the digital divide in Latin America, understanding internet access as a key driver of social, economic, and educational development. Through the continuous expansion of our network, we actively contribute to the construction of more connected, inclusive, and resilient communities.



This commitment is part of our Corporate Social Responsibility and our dedication to shared, sustainable progress that generates long-term opportunities.

In 2025 we created the 'Connecting and Transforming' program, which seeks to unify our efforts in achieving the closure of the digital divide, generating greater impact in the region.

Notable Activities

Closing the Digital Divide from the Classroom



Brazil

We drove a project to expand access to connectivity in public schools in Diadema (São Paulo), fostering digital inclusion and strengthening the educational environment of the municipality in partnership with Escola Conectada. Dedicated 1 Gbps internet circuits were delivered to five institutions, along with a block of IP addresses for internal network management.

Technology and Volunteering to Preserve Education



Costa Rica

We participated in a volunteering day at the Meleruk Indigenous School, where we provided Internet connectivity and delivered talks to students on responsible use of the network and the risks of social media. We also contributed to improving the facilities through painting work, lighting installation, placement of chalkboards, and electrical adaptations.

Connected, We Are One



Colombia

We completed the three phases of our 'Conectados Somos Uno' (Connected, We Are One) program, culminating in the delivery of a computer lab at the Santa Verónica school. The project was complemented by a training cycle that included training days for teachers and students, driving digital skills and effective use of technology in the classroom.

Honduras

Together with ACOES Honduras, we collaborated in their mission through the donation of connectivity to various educational projects in rural areas. During 2025, this initiative has contributed to digital literacy in schools in marginal areas, benefiting 3,800 children; access to studies for 301 high school and university students with limited resources; and the development of computer labs, applications, and networks facilitating the coordination of educational and social projects in 13 departments of Honduras, impacting 11,100 students and 1,000 vulnerable people.

Collaboration and Connectivity





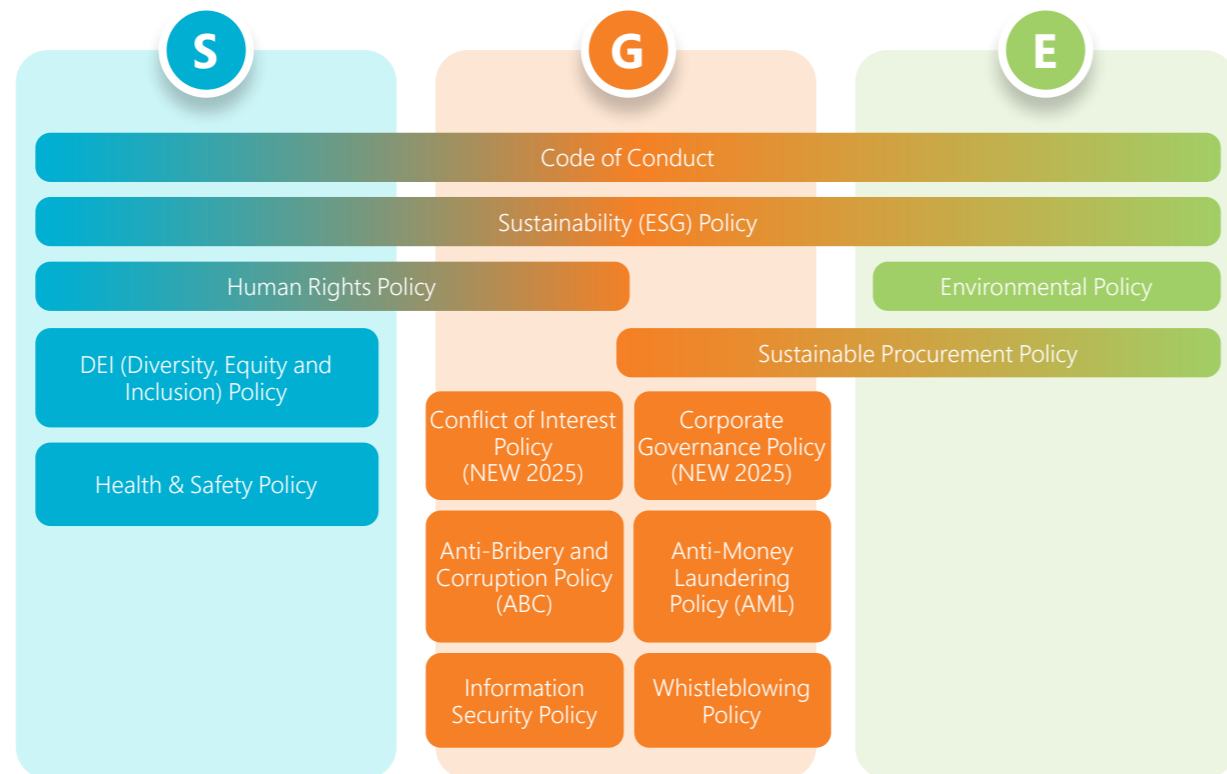
Corporate Governance

Compliance & Business Conduct

Corporate governance has been one of the fundamental elements for **Ufinet** in recent years. We maintain a firm commitment to the principles of transparency, responsibility, and good faith, which are reflected both in our Code of Conduct and in the rest of our corporate documents.

We work continuously to improve our practices in regulatory compliance, ethics, and information security.

During 2025 the policy package was reinforced through the approval of the Corporate Governance Policy and the Conflict of Interest Policy, completing our regulatory framework as follows:



130+
training hours

focused on regulatory compliance for key Ufinet profiles.

99%

of our employees have received training on corporate policies and are adherent to the Code of Conduct.



Transparency & Accountability

In 2025 we have consolidated relevant advances in the strengthening of our Corporate Governance. The specialized reporting platform has allowed us to mature our control processes, improving traceability, quality, and reliability of information, in line with the ESRS.

Likewise, the anonymous whistleblowing channel has reached a level of maturity reflected in its effective use, the adequate management of cases, and the timely intervention of the Business Integrity Committee (BIC), contributing directly to the correct implementation of our Code of Conduct, the assurance of regulatory compliance, and the strengthening of the framework of all our internal policies.

In terms of transparency, we ensure that all decisions of corporate governance bodies of our affiliates are documented, keeping all information available to our stakeholders.



Risk Management

At **Ufinet** we carry out analyses that allow us to effectively identify, evaluate, and manage the risks associated with the various activities specific to the sector in which we operate. This approach ensures informed decision-making and contributes to achieving our strategic, operational, financial, and regulatory compliance objectives.

Key aspects of our risk management process:

SUPPORT FOR GROWTH
transforms risk management into competitive advantage

COMPREHENSIVE VISION
identifies strategic, financial, operational, regulatory, and technological risks

SMART PRIORITIZATION
differentiates the urgent from the important, optimizing resources

INFORMED DECISIONS
clear data on impact and probability

VALUE PROTECTION
mitigates financial, reputational, and regulatory losses

KEY ASPECTS

Information Security

During this past year we have continued to sustainably strengthen our cybersecurity capabilities, deepening investments made and expanding collaboration with leading technology partners. This progress has allowed us to raise our data protection standards, optimize incident prevention and response systems, and strengthen the operational resilience of the organization. As a result, we continue to consolidate a more secure and reliable digital environment, in line with our commitment to transparency, information protection, and trust generation for all our stakeholder groups.



Responsible Data Protection and Privacy

Policies and controls were strengthened to guarantee the security of personal and corporate information, ensuring ethical and transparent data handling. This initiative contributes to the trust of our stakeholder groups and reinforces our commitment to responsible governance, in line with sustainability principles.



Cybersecurity Training Programs

Programs were developed for all staff oriented toward fostering secure practices, reducing risks, and strengthening responsible digital culture.



Incident Categorization and Management

Processes have been improved for correct categorization and management of Security incidents, helping to improve response times and optimize efforts.



Security Indicators

Security indicators have been developed to help understand the health of the company, helping to detect those areas to be strengthened.



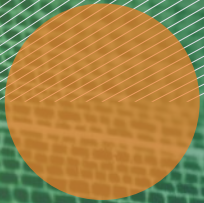
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Future Outlook



During this year 2025 we have managed to consolidate several of the projects we have been working on over the past few years, in line with the commitments made in terms of sustainability.

This year has allowed us to look inward to continue advancing on those issues that generate real, tangible value. Therefore, moving forward we will continue advancing with this solid foundation, keeping our eyes on our stakeholders and seeking to generate shared value.



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