

Annex 5. KPI Tables

GRI 405-1 Diversity of governance bodies and employees⁴

		2018		
		Top management	Senior Management/Directors/Managers	Coordinators/The rest of the staff
Under 30 years old	Women	0	0	26
	Men	0	0	39
	Minority groups	0	0	1
30-45 years old	Women	0	13	173
	Men	1	36	461
	Minority groups	0	2	4
46-55 years old	Women	0	14	89
	Men	3	56	393
	Minority groups	0	0	3
More than 55 years old	Women	0	1	13
	Men	4	11	66
	Minority groups	0	0	0

		2019 ⁵			
		Top management ⁶	Directors ⁷	Senior Management/Managers	Coordinators/The rest of the staff
Under 30 years old	Women	0	1	0	36
	Men	0	2	1	48
	Minority groups	0	0	0	2
30-45 years old	Women	0	3	9	198
	Men	1	14	35	479
	Minority groups	0	0	1	5
46-55 years old	Women	0	4	17	102
	Men	3	31	52	428
	Minority groups	0	0	0	5

⁴ The workforce data in this Annex do not include Ireland

⁵ The Board of Directors is composed of 4 women and 8 men.

⁶ Does not include CEO

⁷ The professional category "Senior Management/Directors/Managers" has been separated into "Directors" and "Senior Management/Managers" in 2019.

	Women	0	2	1	15
More than 55 years old	Men	3	9	5	69
	Minority groups	0	0	0	0

GRI 102-8 Information on employees and other workers (Total number of employees by employment contract and type (permanent or temporary, and full-time or part-time), by gender and professional classification):

2018							
		Top management		Senior Management/Directors/Managers		Coordinators/The rest of the staff	
		Women	Men	Women	Men	Women	Men
Fix	Full-time	0	7	28	102	296	945
	Part-time	0	0	0	0	1	1
Temporary	Full-time	0	0	0	1	4	13
	Part-time	0	0	0	0	0	0

2019									
		Top management		Directors ⁸		Senior Management/Managers		Coordinators/The rest of the staff	
		Women	Men	Women	Men	Women	Men	Women	Men
Fix	Full-time	0	7	10	53	25	90	333	1012
	Part-time	0	0	0	1	2	0	17	10
Temporary	Full-time	0	0	0	2	0	3	7	8
	Part-time	0	0	0	0	0	1	0	0

⁸ The professional category "Senior Management/Directors/Managers" has been separated into "Directors" and "Senior Management/Managers" in 2019.

		2018		
		Senior Management	Managers/Directors	Coordinators/The rest of the staff
Men	Fix- Full time	100.00%	77.86%	75.08%
	Temporary – Full time	0.00%	0.76%	1.03%
	Part-time	0.00%	0.00%	1.11%
Women	Fix – Full time	0.00%	21.37%	23.57%
	Temporary – Full time	0.00%	0.00%	0.32%
	Part-time	0.00%	0.00%	0.40%

		2019			
		Top management	Directors	Senior Management/Managers	Coordinators/The rest of the staff
Men	Fix – Full time	100.00%	81.82%	74.38%	73.68%
	Temporary – Full time	0.00%	3.03%	3.31%	0.58%
	Part-time	0.00%	1.5%	0.8%	0.72%
Women	Fix – Full time	0.00%	15.15%	20.66%	25.23%
	Temporary – Full time	0.00%	0.00%	0.00%	0.50%
	Part-time	0.00%	0.00%	1.65%	1.23%

		2018				
		<30	30-45	46-55	>55	Total
Fix		3.65%	49.11%	39.31%	6.65%	98.71%
Temporary		1.00%	0.14%	0.00%	0.14%	1.29%
Part-time		0.00%	0.07%	0.07%	0.00%	0.14%

		2019				
		<30	30-45	46-55	>55	Total
Fix – Full time		4.93%	46.74%	40.48%	6.51%	98.67%
Temporary – Full time		0.76%	0.38%	0.13%	0.06%	1.33%
Part-time		0.06%	1.14%	0.51%	0.25%	1.96%

GRI 102-41 Collective bargaining agreements

	2018		2019	
	Number of employees under collective bargaining agreements	% of employees under collective bargaining agreements	Number of employees under collective bargaining agreements	% of employees under collective bargaining agreements
Spain	1,107	91.34%	1,093	90.48%
Italy	134	100%	151	100.00%
France	30	100%	59	60.20%
Switzerland	23	0%	0	0%
Netherlands	-	-	0	0%
UK	-	-	0	0%
Total	1,294	92%	1,303	82.4%

GRI 401-1 Total number and rate of employee turnover during the reporting period, by age group, gender and professional classification (only relative to layoffs):

		2018			
		Top management	Senior Management /Directors/Managers	Coordinators/The rest of the staff	
Under 30 years old	Women	0	0	1	
	Men	0	0	1	
30-45 years old	Women	0	0	0	
	Men	0	0	0	
46-55 years old	Women	0	0	0	
	Men	0	1	3	
More than 55 years old	Women	1	0	7	
	Men	0	6	78	
		2019			
		Top management	Directors	Senior Management /Managers	Coordinators/The rest of the staff
Under 30 years old	Women	0	0	0	0
	Men	0	0	0	0
30-45 years old	Women	0	0	0	1
	Men	0	0	0	3
46-55 years old	Women	0	0	0	3
	Men	0	0	0	5
More than 55 years old	Women	0	0	0	4

Men	0	1	1	24
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Average remunerations and their evolution disaggregated by sex, age and professional classification or equal value (Euros):

Spain ⁹		Women	Men
Base salary	Top Management	n/a	338,571.46
	Directors	120,666.72	130,428.61
	Senior Management/Managers	74,297.13	73,127.66
	Coordinators/The rest of the staff	41,104.27	42,863.53
Base salary + Other kind of incentives	Top Management	n/a	539,500.06
	Directors	156,866.73	177,109.58
	Senior Management/Managers	89,543.19	88,164.12
	Coordinators/The rest of the staff	45,567.46	46,764.94

Italy		Women	Men
Base salary	Top Management	n/a	n/a
	Directors	62,473.28	104,340.02
	Senior Management/Managers	n/a	77,000.00
	Coordinators/The rest of the staff	37,740.72	46,329.72
Base salary + Other kind of incentives	Top Management	n/a	n/a
	Directors	72,596.78	130,607.82
	Senior Management/Managers	n/a	96,250.00
	Coordinators/The rest of the staff	39,754.11	49,665.33

France		Women	Men
Base salary	Top Management	n/a	n/a
	Directors	110,000.00	105,090.91
	Senior Management/Managers	75,000.00	70,250.00
	Coordinators/The rest of the staff	43,371.79	55,061.90
Base salary + Other kind of incentives	Top Management	n/a	n/a
	Directors	132,000.00	127,990.91
	Senior Management/Managers	90,000.00	84,300.00
	Coordinators/The rest of the staff	46,694.87	60,049.29

⁹ The wage of the women's base salary of the Board of Directors is EUR130,000 and men's base salary is EUR120,571. The base salary of the CEO is EUR1,000,000 and base salary + other kind of incentives is EUR5,188,000.

Switzerland		Women	Men
Base salary	Top Management	n/a	n/a
	Directors	213,866.50	184,262.34
	Senior Management/Managers	n/a	137,703.69
	Coordinators/The rest of the staff	128,238.68	145,456.40
Base salary + Other kind of incentives	Top Management	n/a	n/a
	Directors	278,024.79	229,898.75
	Senior Management/Managers	n/a	164,229.38
	Coordinators/The rest of the staff	144,218.44	164,583.77

Netherlands		Women	Men
Base salary	Top Management	n/a	n/a
	Directors	185,000.00	124,272.92
	Senior Management/Managers	59,486.40	64,856.52
	Coordinators/Rest of the staff	30,772.24	40,145.40
Base salary + Other kind of incentives	Top Management	n/a	n/a
	Directors	240,500.00	157,063.13
	Senior Management/Managers	68,409.36	68,161.32
	Coordinators/Rest of the staff	33,618.96	42,324.79

UK		Women	Men
Base salary	Top Management	n/a	n/a
	Directors	n/a	128,180.00
	Senior Management/Managers	n/a	70,138.46
	Coordinators/Rest of the staff	32,049.05	47,502.00
Base salary + Other kind of incentives	Top Management	n/a	n/a
	Directors	n/a	166,634.00
	Senior Management/Managers	n/a	86,207.87
	Coordinators/Rest of the staff	33,770.67	50,836.50

Salary by age	Spain	Italy	France	Switzerland	Netherlands	UK
<30	31,258.46	25,447.25	43,968.75	109,489.68	24,230.86	-
30-45	42,173.09	41,941.60	54,421.43	145,156.74	43,348.19	42,696.05
46-55	54,666.69	54,753.86	66,739.13	162,475.91	59,936.53	73,560.07
>55	67,054.70	62,363.22	113,333.33	185,643.98	55,599.56	72,702.63

Salary evolution	The evolution of salaries from 2018 to 2019 was 3.80 %.
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405-2 Ratio of basic salary and remuneration of women to men Gender Gap

	2018	2019 ¹⁰
Spain	4 %	4%
France	30 %	26%
Italy	23 %	17%
Switzerland	17 %	14%
Netherlands	-	17%
UK	-	53%

	Spain	France	Italy	Switzerland	Netherlands	UK
Ratio of the difference between the lowest salary and minimum inter-professional salary	1.49	1.64	1.07	1.30	1.10	1.32

GRI 404-1 Total amount of training hours per country

	2018	2019
Spain	70,387.50	59,092.5
Italy	4,288.00	4,832
France	968.34	1,092
Switzerland	392.00	633.5
Netherlands	-	2,946
UK	-	-

¹⁰ The wage gap reported corresponds to the median wage gap and not the average wage gap.

GRI 404-1 Average hours of training per year per employee disaggregated by sex and professional classification

	2018		2019	
	Men	Women	Men	Women
Top Management	157,98	1.00	43.82	-
Directors	3,321.78	1,092.62	949.23	313.25
Senior Management/Managers	40,846.22	7,897.99	4,031.68	1,147.50
Coordinators/The rest of the staff	44,323.98	8,991.61	38,090.42	9,741.61
Total	0.00	0.00	43,115.15	11,202.36

GRI 305-1, 305-2 y 305-3 GHG emissions Cellnex Spain, Italy, France, Netherlands, Switzerland and UK (tCO2 eq.)¹¹

Emissions Cellnex Spain	2016	2017	2018	2019
Scope 1	1,692	1,516	1,877	1,651
Scope 2	99,493	84,759	105,619	109,694
Scope 3	6,615	7,222	7,934	6,834

Emissions Cellnex France	2016	2017	2018	2019
Scope 1	-	-	-	4
Scope 2	-	-	110	146
Scope 3	-	-	-	587

Emissions Cellnex Italy	2016	2017	2018	2019
Scope 1	456	497	668	946
Scope 2	68,837	76,990	82,625	73,864
Scope 3	-	-	-	1,825

Emissions Cellnex Netherlands	2016	2017	2018	2019
Scope 1	-	-	-	203
Scope 2	-	-	-	9,236

¹¹ Due to a methodological change, emissions have been recalculated for the years 2016, 2017 and 2018.

Scope 3	-	-	-	2
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Emissions Cellnex UK	2016	2017	2018	2019
Scope 1	-	-	-	11
Scope 2	-	-	-	5
Scope 3	-	-	-	0

Emissions Cellnex Switzerland	2016	2017	2018	2019
Scope 1	-	-	-	0
Scope 2	-	-	-	0
Scope 3	-	-	-	44