

3

PEOPLE

Boosting our
talent, being
diverse and
inclusive



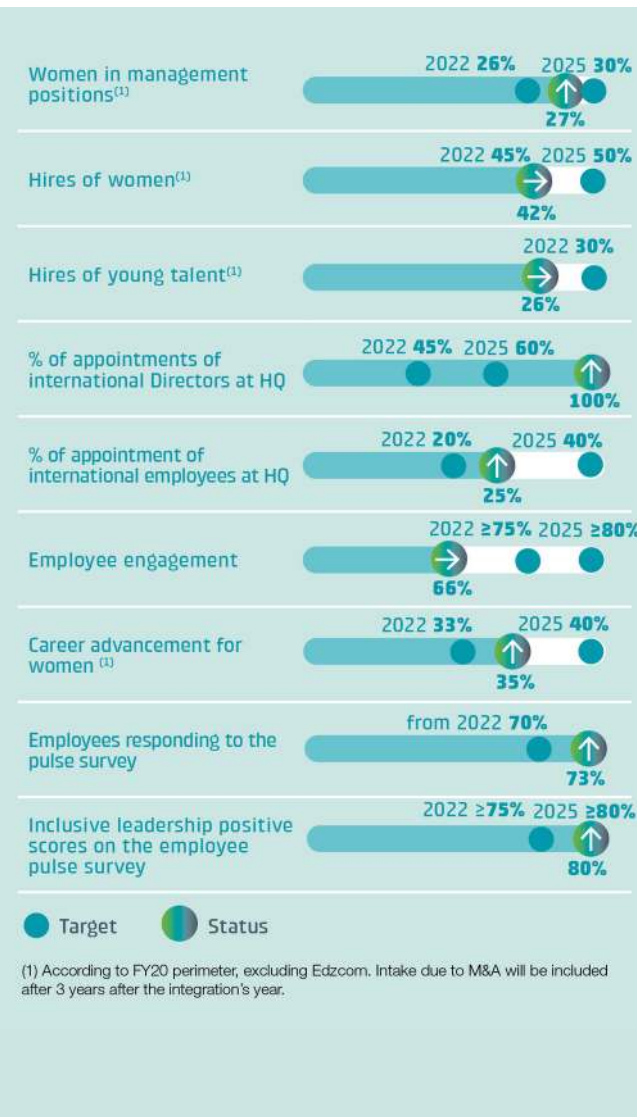
2022 main actions and KPIs

Purpose and values redefined conducting a bottom-up exercise	Invested a significant number of EDI training hours in workshops and awareness campaigns
Cellnex has increased its visibility to be known as great employers: Employer Branding Strategy created	Development of Mobility Plans to improve and promote sustainability mobility
Progress on social targets, being recognized externally: Included in the Bloomberg Gender Equality Index 2023 and in the 2023 Sustainability Yearbook of S&P Global as Industry Mover (y-o-y improvement of +15p in the social dimension).	Employee Engagement survey assessed periodically in all Cellnex Group
Fostering skills and development, ensuring equal opportunities through the Talent Academy: <ul style="list-style-type: none"> Inclusive leadership programme Women acceleration development program 	Engagement activities carried out in all countries to foster Cellnex culture
	Global well-being booster plan deployed

Next steps for the upcoming years

<ul style="list-style-type: none"> 66% Engagement and 73% of participation in the Pulse survey 18 workshops & 1227 people took part in the Inclusion Leadership programme +65.000 hours of training impacting 99.5% of Employees 43 EDI champions across the Group +8.600 training hours and +650 participants in EDI workshops & specific campaigns 	<ul style="list-style-type: none"> Continuing Rolling out employer branding strategy Foster global internal mobility Leadership Will continuity to be a priority Define actions plans based on the results of the 2022 Employee Engagement survey Keep prompting the sense of belonging and One Cellnex Culture across the company Implementation of the Well-being programme and safety workplaces Holistic Performance Management model implementation for all employees
---	---

Follow-up of the ESG Master Plan targets



3.1 People strategy

"We grow the business by growing together"

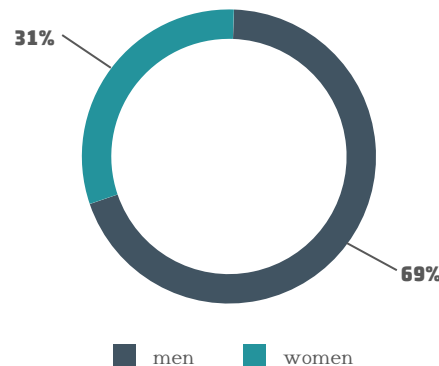
At Cellnex, people are the main asset and the best competitive advantage

Over recent years, Cellnex has grown its business exponentially, resulting in significant expansion of its European footprint and increased complexity in both management and new products, services and solutions. Continuing along this path, Cellnex is adding new teams from several countries and also a wide range of diversity to the company.

Cellnex is global and the company's People mission strategy is designed to serve every country. Integration and cooperation are key success factors as they allow Cellnex to leverage the capabilities of its diverse teams and integrate the company's wealth of cultural diversity, creating more innovation and better decision-making and ultimately enabling them all to give the best of themselves to benefit customers. Cellnex listens, Cellnex adds value and Cellnex leverages best practices among teams. The company is One Cellnex and, at the same time, it respects the realities and culture of each country.

Cellnex lives in a fast-paced environment; rapid change and uncertainty are the new normal. Being agile, fast and responsive is of paramount importance. Empowerment, trust and transparency are essential to be fit for the current challenges. In this context of new technological developments, offering cutting-edge services to customers makes attracting and retaining talent a strategic priority for

Cellnex, that's why the company is deploying multiple actions to make Cellnex an international benchmark in employer branding. Cellnex is a company where pride in belonging, professional motivation and a sense of purpose form a solid and fundamental basis to keep Growing Together.



98%
permanent contracts

58
nationalities³¹

3,018
employees in 12 European countries

	1,274	(2022)
	1,289	(2021)
	254	(2022)
	252	(2021)
	283	(2022)
	259	(2021)
	55	(2022)
	50	(2021)
	104	(2022)
	107	(2021)
	352	(2022)
	307	(2021)
	43	(2022)
	37	(2021)
	65	(2022)
	61	(2021)
	28	(2022)
	23	(2021)
	28	(2022)
	25	(2021)
	28	(2022)
	17	(2021)
	504	(2022)
	450	(2021)

³¹ 58 nationalities at least, as not all employees have specified their nationality in the UK.

Endless opportunities to *bring the world closer through telecom connectivity*

#EndlessOpportunities

Cellnex purpose

Cellnex, together with its customers, is committed to offering endless opportunities to bring the world closer through connectivity.

Cellnex's neutrality as a partner is a priority when it comes to providing reliable quality infrastructure to its customers, connecting businesses with people. Awareness of this responsibility as a team and as individuals in the organisation drives Cellnex to think big, seek innovative solutions and foster entrepreneurial spirit across the company.

This commitment earns Cellnex the trust of its stakeholders; the company is a solid, reliable partner, seeking mutual benefit underpinned by strong values and a long-term commitment based on the interests and development of society as a whole.

In 2022 Cellnex redefined its corporate purpose and values, conducting a bottom-up exercise - a journey to build a new culture driven by purpose and values. It has been obtaining feedback from its stakeholders.



- Over 250 employees and board members are actively engaged in this journey.
- The 2 largest stakeholders have been represented by Board Members. Kick-off with 150 top management executives.
- Over 25 one-to-one interviews with key people including Board and Foundation members.
- A global survey was sent to all 3,000 employees with more than 500 responses, and over 250 asked to become active ambassadors.
- Four workshops with ambassadors, senior managers and managing directors and a board meeting.
- One-to-one interviews with customers from various segments in Spain, Switzerland, the UK, Netherlands and Portugal

3.2 Culture - Empowering our people

Cellnex Culture

Growing together as people, as a team, as partners, and also as a society

Employee Value Proposition - Pillars

- Growth
- Innovation
- Smart working
- Commitment
- Professional Excellence

- Cellnex's promotes a constructive culture, with a human approach, fostering results-oriented teams in a collaborative and cohesive working environment.
- The company builds diverse teams and ensures equal opportunities for everyone. Cellnex trusts all its employees and makes their voices heard. An inclusive culture is key to achieving this.
- The company fosters an organisation and ways of working that promote collaboration and empowerment
- The company promotes performance culture; the way Cellnex works, the goals set and achieved and how teams and individual contributions are managed and rewarded.

Cellnex achieves all these aspects through a broad, ambitious People Strategy, with specific programmes to boost professional development. Cellnex creates a work environment where everyone can contribute the best of themselves.

Sense of purpose and belonging

When employees have a clear idea of how their work relates to company goals, motivation doubles. When each person's work is linked to the company's purpose, employees understand why their work is important.

For this reason, Cellnex spearheads and implements engagement plans across Cellnex aligned with the Corporate Culture built on the values that best define the company and its employees. The company fosters and supports the Cellnex team to drive constant change by generating a sense of belonging, pride and shared purpose, impacting the business through people's commitment.

Growing together

Cellnex shares a common purpose: endless opportunities to bring the world closer through telecom connectivity.

This vision is made real through its 'Growing Together' culture. To showcase this concept, Cellnex presented the Growing together campaign, bringing together and vitalising its culture, purpose and values, and it also deploys the attributes of its Employee Value Proposition (EVP), developed to communicate both internally and externally the attributes that make Cellnex a great place for everybody to work and grow. These attributes were defined

thanks to the participation of over 400 employees.

The "Growing together" motto represents Cellnex's commitment to deliver on its promises, contributing to sustainable solutions for its customers and society, acting with integrity and fostering a team where diversity is a strength, with its entrepreneurial spirit driving innovative services for its customers.

Magical Christmas



On 13 December 2022 all Cellnex employees took part in Magical Christmas, an online event where they enjoyed a special occasion virtually as a group. This event brought all 12 countries together for an end-of-year celebration and the CEO gave a speech. Major emphasis was placed on Cellnex values as the glue that makes Cellnex stronger and unique.



Cellnex Austria



The Cellnex Austria team made the most of the good weather and celebrated their joint successes after work.



Cellnex Denmark



In June 2022, Cellnex Denmark celebrated an "Away Day". There were professional reports in the form of news about the business and the various teams and round tables, but it was also an opportunity for a lot of team building with activities like a mini golf tournament, dressed in identical Cellnex shirts printed with the mantra #growingtogether.



Cellnex Spain



The Inventory and Back-Office Operations team held an E-Sports session and took on the role of gamers for a day, testing their strategy, ingenuity, global vision and their ability to change mindset. In addition, the session was used to share objectives and talk about cross-cutting issues.



The People & Organisation Spain team held an extended meeting to review goals, and give visibility to projects led by team members. Moreover, on this occasion, in addition to work issues, there was a team building session allowing everyone to test their racing skills.



A meeting of the Steering Committee is held annually for alignment, sharing and recognition and to continue building trust and cohesion in the management team. In 2022, it was held in Montserrat, where, in addition to the usual items on the agenda, an external speaker, Marcos Urarte, spoke about geostrategy, geoeconomics and geopolitics and their impact on organisations. There was also a group visit to the Cellnex-Montserrat Centre.



Cellnex France



Cellnex France employees organise a friendly sports break every week to strengthen team spirit and bonds between employees.



Cellnex France employees hold a summer camp together. This was organised to allow

teams to meet, have fun and bond in a non-professional environment. There was also an opportunity during a plenary session to discuss a variety of topics related to the activity and goals of Cellnex France, as well as corporate social responsibility and employee commitment.



Cellnex Ireland



On 22 November the Cellnex Ireland team visited Cellnex Headquarters in Barcelona for three days, primarily to talk about strategy, business and culture, as well as to share thoughts as a team and value the importance of growing as one.



Cellnex Italy



Cellnex Italy employees ran alongside Susan G Komen as they participated in the Race For The Cure, together with 50,000 supporters in the heart of Rome, to raise awareness of breast cancer prevention and counteract the delays caused by the pandemic



home-made traditional national dishes brought by their colleagues.



Cellnex Portugal



Cellnex Portugal organized an offsite of two days in Peniche with various activities for collaborators, such as Team Building, Presentations and Dinner.



Cellnex United Kingdom



Cellnex UK has four offices across the UK and five in-person Roadshows were held across the offices to enable people to connect – a combination of information and fun team building. The year ended on a high, with the entire company descending on Manchester for a wonderful Christmas celebration, with everyone resplendent in their evening finery.



Cellnex Netherlands



At Cellnex Netherlands, three teams competed in an outdoor “Money Heist” escape room in the heart of Utrecht.



At Cellnex Netherlands employee engagement is of key importance. A battery of activities are organised under the “Growing Together” plan. A cultural lunch was organised at the office with over 12 nationalities represented. Everyone had the chance to discover delicious

Cellnex Poland



Four teams from Cellnex Poland took part in the 17th #PlayWithFriends Regatta in Rewa. The event was attended by 116 participants with one of Cellnex Poland’s teams taking 4th place in the general classification.



Twenty-three Cellnex Poland representatives participated in the RUNMAGEDDON race, where a wall of tyres, barbed wire and a path through a peat bog were just some of the obstacles that the Cellnex Poland team had to overcome on the 12-kilometre track.

Cellnex Switzerland



In September 2022, Cellnex Switzerland celebrated its 5th anniversary with a Cellnex Boat BBQ trip on Lake Zurich, where they held an after-work dinner and a “summer event”, among others.



Cellnex Sweden



Cellnex Sweden team members established a new regular initiative at the Stockholm office: a monthly meeting and pub evening. These events are partially a team building activity in both a formal and an informal way. During the monthly meeting, the team shared information and focused on various people and functions in the organisation, bringing the team closer together. For the monthly pub evening, everyone was welcome to share ideas and themes; so far they have had Oktoberfest, a sports pub and a Halloween theme with different activities.

Everyone is a leader

Cellnex knows that each and every person creates value and makes a difference whatever their role is, regardless of their job title or level.

For this reason, Cellnex has built a Leadership Model by four main pillars:

- Leader as a coach
- Transformational leader
- Inspirational Leader
- Operational Leader

This model drives all people decisions such as: Assessment, Development and reward.

The company believes that spread leadership is key to succeed, so promotes the mindset of "everyone is a leader". It also promotes sustainable leaders who are aware of the importance of keeping the right balance between organisational and people perspectives in the short and long term. As such, care is taken to ensure a dynamic balance between these various leadership dimensions.

Cellnex provides performance support for their development while fostering appreciation and engagement.

Cellnex strongly believes that its Key Success Factor is to continuously grow the company, its teams and colleagues and, consequently, its business.

To reaffirm this, Cellnex has implemented a Holistic Performance Management Model, embedded and aligned with the Group's Leadership Model and Values, to connect people's development to performance:

Holistic Performance Management:

Goal Setting

- Common, challenging and smart goals

Impact

- Combining What & HOW
- What: the results achieved
- How: Cellnex' leadership model in action

Development

- IDP for everyone to unleash everyone's potential

Pay for performance

- Reward each individual considering overall results (what and how), securing fairness and keeping market competitiveness.

(More details at 3.4 chapter)

Cellnex places emphasis on innovation and entrepreneurial spirit in its team, as Cellnex DNA. Cellnex is creating a culture where people can feel secure and supported to try and propose new ideas, think outside the box and stay one step ahead.

Cellnex Spain shares its Agile best practices



Agility is the organisational capability to understand, adapt and respond to a dynamic environment. In a fast-changing world and in the context of a Brittle-Anxious-Non-Linear-Incomprehensible chaotic environment, Cellnex is promoting the Agile way of working, as the Agile mindset fully complements the Smart Working Culture fostered by Cellnex. In July 2022 Cellnex Spain presented its Agile best practices at the Global People Meeting. Some of the identified benefits of the Agile methodology are: it fosters proactivity; it aids efficient time management in meetings; the team works in a constructive mindset; and it enables continuous value delivery. In addition, working in short iterations allows for flexibility to adapt to changes when necessary.

Entrepreneurial spirit

Thanks to Cellnex's entrepreneurial spirit, the company enables new connectivity solutions and accelerates new technologies, creating disruptive models in all business areas to offer a state-of-the-art service to its customers.

Cellnex measures KPIs in four dimensions of its People

Strategy: Engagement, Strategic Focus, Diversity & inclusion and Well-being

Active listening culture

Cellnex has implemented an Active listening culture in all the countries where it operates to measure KPIs and identify improvements with its regular Employee Engagement survey, linking the results and validation with the short and long-term remuneration of each department head.

Cellnex measures KPIs in four dimensions of its People Strategy: Engagement, Strategic Focus, Diversity & Inclusion and Well-being.

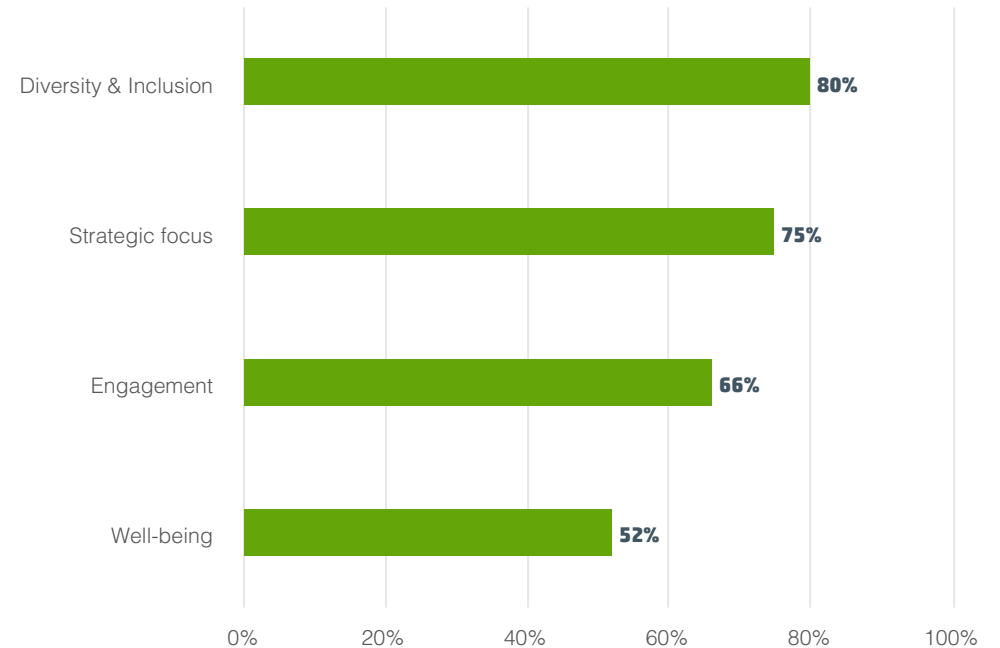
Cellnex promotes a feedback culture, enabling fluid, dynamic communication between the team, optimising the employee's voice as a permanent channel of improvement, ensuring that everyone can contribute their vision to improve processes and results.

Cellnex fosters a feedback culture through training programmes in a way that allows its employees to develop and engage, boosting its high performance culture.

In 2022 all Cellnex countries took part in the Employee Engagement survey, while in 2021 it was only open to employees from seven countries (Denmark, France, Ireland, the Netherlands, Poland, Spain and the United Kingdom) and Corporation employees, as the remaining countries were in integration phase. In this regard, more than 2,000 colleagues (73% of all employees) participated in 2022.

Listening to everyone's voice helps Cellnex to gather a variety of situations in Cellnex. On the other, it is worth emphasising the very solid results in strategic focus and diversity and inclusion, which are strengths throughout the company. These results will be the basis used to define further action plans in 2023.

2022 Pulse survey - Overall results (%)



3.3 Our values

"We are proud to confirm through this bottom up exercise how indeed our values and purpose are already guiding our path and we live them every day. In fact this redefinition has helped us to be much more aware and value the positive impact we have with all our stakeholders."

**Arantxa Cid, Global Head of Engagement
- Cellnex Corporate**

Five shared Values

These five shared values are the foundation that determines how Cellnex works, defines Cellnex's culture in action, establishes Cellnex's character as a company and guides the company's decision-making to offer the best to its people, its customers and society.

Commitment

Cellnex feels empowered and accountable. The company focuses on solutions and prioritises outcomes over activity. Cellnex takes responsibility.

Cellnex aligns interests to develop innovative solutions that benefit all its stakeholders: its employees, customers, partners, suppliers, communities and investors.

Cellnex strives for innovation and customer satisfaction. The company has a strong customer focus and always concentrates on adding value.

Cellnex is trustworthy and always delivers on its promises. Cellnex is inspiring, clear and specific in its communication.

Cellnex achieves its objectives through a combination of enthusiasm, pragmatism and integrity.



Entrepreneurship

Cellnex is not comfortable staying in the comfort zone. The company takes calculated risks, tries new, innovative solutions and always goes the extra mile.

Cellnex actively engages with its people, customers and stakeholders to uncover, understand and meet their existing and future needs.

Cellnex was born from a disruptive idea, so creativity is in the company's DNA. Cellnex stays true to its entrepreneurial legacy by constantly learning and improving, and by valuing new ideas.

Cellnex takes ownership and initiative. Cellnex solves every challenge by trusting the company's ability and expertise.

Cellnex empowers its people and fosters collaboration to ensure every day is a new opportunity to grow together.

Inclusion

Cellnex understands people across cultures and builds productive, long-term, equitable relationships.

Cellnex values, trusts and supports people. The company champions people's potential and creates a culture where everyone can contribute.

Cellnex seeks different perspectives and values everyone's point of view. Cellnex creates environments where everyone feels

safe to speak up and be heard. The company fosters unity, teamwork and collaboration as One Cellnex Team.

Cellnex challenges its assumptions and makes a habit of asking questions. Cellnex believes in diversity as a key driver for innovation.

Cellnex leads by example. The company is open-minded and adaptable and acts with empathy.

Integrity

Cellnex sees the good in others and doesn't judge. Cellnex builds relationships based on trust, autonomy and respect.

The company knows the difference between confidence and arrogance. Cellnex believes that humility should be the foundation of all its interactions.

Cellnex applies the highest ethical standards in all its dealings with stakeholders, in keeping with its values.

Cellnex shares information openly and proactively. Cellnex communicates with honesty and acts dependably. Cellnex stays true to its word.

Cellnex recognises the power of kindness and credits others for their accomplishments.

Sustainability

Cellnex fosters a strong, collective sense of purpose and a clear vision for the company and the company's stakeholders.

Cellnex is committed to acting responsibly towards people and the planet to promote the well-being of present and future generations.

Cellnex acts for the common good and prioritises its shared purpose and values above its own interests. Humbleness is at the core of what Cellnex does.

As a neutral operator, sharing is Cellnex's identity. Cellnex promotes alliances for positive impact and ensures that everything Cellnex does supports the company's purpose.

Cellnex advocates sustainability. Cellnex uses its reputation to raise awareness and inspire others to do good.



3.4 Driving efficiency and performance

"At Cellnex, we not only care about what we do, but how we do it. And the way we achieve our objectives makes us unique and competitive. It helps us to improve, empowering our talents, and conduct business in a way that ensures long-term, positive relationships with our Customers. I am honoured to be part of this culture"

Malgorzata Rozwalka, People Director - Cellnex Poland

Cellnex believes that lifelong learning and improvement is a determining factor in continuously adapting to the challenges of the market. Developing the team's skills and fostering programmes to attract new specialist talent ensure a sustainable path of growth for the company.

Cellnex promotes development for all with a focus on business needs, improving its talent density by unlocking everyone's growth potential.

- Cellnex builds winning teams with Growing Spirit.
- Cellnex attracts diverse talent, offering equal opportunities and growth.
- Cellnex rewards people competitively and drives retention with a long-term value approach and a strong career proposition.
- Cellnex has a lifelong learning mindset. Cellnex encourages everyone to be at their best. Cellnex collaborates, shares and innovates.

Cellnex's Talent Mission is to develop the Corporate Talent Strategy, process and methodology to ensure that it attracts, develops and retains the right talent in the right place and the highest levels of engagement elsewhere.

Cellnex develops its talent with a focus on current business needs while also unlocking their growth potential. It builds its own future leaders with deep assessment, relevant Individual Development Plans and solid succession plans. Cellnex encourages all employees to drive their development, together with their manager and with the support of the People Department, There are 2,140 people with an active individual development plan.

Holistic Performance management

As mentioned before Cellnex has implemented a Talent system to review existing talent and identify people with potential to continue growing. In 2022 Cellnex reviewed more than 730 people.

This is the way Cellnex integrates its performance culture with the Strategic Plan and its new purpose and values.

Because Cellnex can only achieve its full potential if the company adopts a model allowing it to embrace individual goals, which must interact and strengthen each other to reach company goals and objectives. This is Cellnex's Holistic Performance Management (HPM) model.

The principles of the Holistic Performance Management model are:

- Driving results and individual contributions.
- Accountability, Empowerment and Trust.
- Continuous Feedback.
- Internal Equity and Market competitiveness.
- Differentiating according to contributions.
- Paying for performance.

The main goal of the Remuneration Policy is to attract, retain and motivate talent so that the Company can meet its strategic objectives

HPM involves continuous development of Cellnex’s people, aligning the leadership style to its purpose, values and DNA and combining it with achieving results. This new Model holistically measures employees’ performance by valuing their individual contribution, assessing not only results but also how they have been obtained - the leadership model in action.

Leadership model: It considers how Cellnex embodies the four pillars of leadership: Operational, Coaching, Transformational and Inspirational.

It aligns with the company’s strategy, values and culture.

The main goal is to ensure that Cellnex achieves its business goals with every employee aligned and focused on the activities that bring the most value to the company.

Cellnex fosters performance, rewarding employees according to their contribution to the business and linking results with compensation, thereby actively promoting a performance culture.

Reward and remuneration

The main goal of the Remuneration Policy is to attract, retain and motivate talent so that the Company can meet its strategic objectives within the increasingly competitive and internationalised framework in which it conducts its activity, establishing the most appropriate measures and practices for this

purpose. The general principles that underpin the Remuneration Policy are as follows:

Alignment with Company strategy and stakeholders' interests

Lining up the interests of employees with those of shareholders, linking a significant part of the total remuneration to Company results and the creation of long-term value for shareholders.

Variable remuneration combines financial and business targets with the achievement of environmental, social and governance (ESG) goals in line with the Cellnex ESG Master plan. As such, in 2023 all employees will integrate a component of ESG-linked metrics into group and/or country targets, which complement individual ones.

Competitiveness

Employees' compensation must be competitive to boost engagement, which is achieved by establishing a remuneration package in line with market standards, taking comparable sectors and companies into consideration. That is why compensation and benefits benchmarks are conducted regularly by a specialist consulting firm (Willis Towers Watson).

In 2022 Cellnex did a Perks & Benefits Benchmark & Audit to have review the benefits currently offered, including statutory and mandatory requirements, along with the market practice in each country. Mercer it gives recommendations to define and harmonise benefits across organisations in line with local markets and trends.

Remuneration must be sufficient to attract and retain the talent desired by the Company. All compensation elements are maximised to support employees' journey and secure business results.

Structural

- Annual salary review – paying for performance according to merit and the market
- Short-Term Incentive Plan – rewarding achievement of annual business objectives
- Benefits – retaining employees

Discretionary

- Long-Term Incentive Plan – retaining potential and key talent
- Lump Sum – recognising special contributions on ad hoc basis

Equity and Fairness

Cellnex has a job levelling system that defines job levels across the company, taking account of the responsibilities, scope, qualifications, experience and profile required for each job, which brings consistency and is key to defining compensation levels.

Individual remuneration must be consistent and fair, taking employees' level of responsibility, qualifications and results into consideration.

One of the key pillars of Cellnex's compensation strategy is equal pay, which is also aligned with Cellnex values: equal pay ensures fairness in remuneration based on the level of responsibility, leadership and performance within the organisation, helping to retain key professionals and attract the best talent.

Associated with Cellnex's Equity, Diversity and Inclusion commitments, Cellnex conducts regular gender pay analyses to guarantee equal opportunities and rewards across the company. Every year it performs a global analysis to ensure equity and fairness using the Willis Towers Watson methodology.

Pay for performance

Pay for performance means linking pay to the achievement of financial, business and value creation, aligned with Cellnex's corporate interests. The Holistic Performance Management model that was defined in 2022 links people's performance to their remuneration, by making "what" they achieve as important as "how" they achieve it.

In short, this Remuneration policy, along with the Holistic performance management model, supports the strategic principles defined above by ensuring:

- An integrated and consistent Reward Model.
- Internal Equity and Competitiveness.
- Differentiation according to contribution.
- Payment for performance.

Talent Academy

Through the Talent Academy, Cellnex fosters people's growth and engagement, offering a holistic and comprehensive development package in line with its business strategy, needs and culture.

Cellnex aims to provide constant development for all employees in each of their areas of interest to grow and improve as professionals every day.

The Talent Academy connects the three pillars of Cellnex in every development programme to promote corporate culture, leadership, and equity, diversity and inclusion in the workplace.

It offers specific learning tools in three main areas: Inclusive Leadership, Smart Working and the Women Acceleration Development Programme (32 women were impacted this year, along with their managers, and an internal mentor was assigned).

Cellnex has conducted 18 workshops on Inclusive Leadership. More than 1227 people have participated and 76% of managers (223 out of 295) took part in a pulse survey that provided a picture of where the company is in terms of Inclusive Leadership. The score was 3,9 (3,84 Global benchmark top quartile).

There is also a programme that launches monthly "smart challenges", meaning that

training in Empowerment, Efficiency and Collaboration is offered every month.

Moreover, the Leadership Academy provides mentoring programmes and tools to promote the habits, effectiveness and trust outlined in the leadership models that define Cellnex's culture.

The Expertise Academy harnesses Cellnex's most important value, the great specialist knowledge of each member. It promotes the transfer of expertise within the team to renew and adapt to the challenges of the company's business. In this regard, Cellnex has a Young Talent Intercompany Programme, providing young participants with mentorship and shadowing.

Academies

3 academies have been set up with all the programmes available to grow and develop.

Mentoring programmes



There are 60 mentors assigned in various programmes and investment was also made in Coaching (90 participants, 299 hours).

Linking learning



Cellnex provides a LinkedIn training platform for employees, so that each employee can train themselves. It also offers Leadership and Management training to all employees.

Cellnex aims to provide constant development for all employees in each of their areas of interest so they can **grow and improve as professionals**

“Our initiative “knowledge transfer”, where we trained employees without technical background about actual topics (FRMCS, Evolution 2G–5G ...) was very successful and more than 50% of the company participated. The feedback was positive and the idea will be used for other countries. Very proud to be part of this team!”

Daniel Domínguez, Customer & Network Projects - Cellnex Switzerland

Women Acceleration Development Programme



A seven-month programme that impacts the entire ecosystem, providing participating 32 women with mentoring and coaching, along with development workshops. Training is also provided for their managers and their assigned mentors, fostering development and gender equality.

Cellnex MBA Programme



The Cellnex MBA enables participants to address the complex global realities of the environment in which Cellnex operates, incorporate tools to manage and implement strategies in a variety of business areas and develop a project that reflects the knowledge acquired. In 2022, 20 employees from nine countries (15 men and five women) took part.

Inclusive Leadership Programme



1227 people took part in the Inclusive Leadership Programme. 18 workshops and masterclasses were held. An Inclusive Leadership score of 3.90 (3.84 is the Global Top Quartile Benchmark) was obtained through the leadership pulse survey.

Training Management & Leadership



291 people have benefited through 3,956 hours of training, from the corporate Leadership Paths, which have been created to foster leadership, aligned with Cellnex' culture. There are different itineraries for all organizational levels, to better accompany each one at every moment of their professional life.

Expertise Academy - Training hours

Total hours dedicated to training

Sustainability	1,414
Safety in the workplace	10,985
Human Rights	3,845
Cibersecurity	1,315
Anti-corruption	586
Quality and IMS	292

In 2022 the total number of training hours were 66,730 (44,389 in 2021), impacting 3,003 people - 99.5% of Cellnex employees. The average of training time per employee was 22.1 hours in 2022 (15.4 hours in 2021).

Ignición project



In 2017 Cellnex Spain launched the *Ignición* project, an initiative with the primary goal of developing young talent through continuous mentoring and a number of complementary activities during their university work placements at the company.

In 2022, Cellnex went one step further by setting out its commitment to Dual Vocational Training in the education and business spheres as a lever for growth, focusing on higher level vocational training courses (CFGs) in Telecommunications Facilities. And in 2023, Cellnex will reaffirm its commitment to Dual Vocational Training, as part of the *Ignición* Project, expanding its collaboration with other establishments in the peninsula where Telecommunications Facilities CFGs or Electronics CFGs are taught, with four scholarships in Spain.

Technology session



In 2022 and during 2023, four workshops will be held under the umbrella of the "technology sessions" project at Cellnex Switzerland to delve into topics such as DAS, Evolution 2G-5G, introduction into FRMCS, and Basic Telecom equipment.

Cellnex takes part in the largest job and internship events for students and graduates



Cellnex's strength is its people, who are experts in their fields. Thanks to them, Cellnex can develop and its employees can learn from each other, which is why the company is striving to make Cellnex a great place to work. And this message must also be made clear to future generations of Cellnex employees, which is why the company takes part in various job fairs for students and graduates, such as the Absolvent Talent Days event in Poland. The initiative allows young talents to connect with employers.



Cellnex: a place to grow

A **great place to work** is a place with high levels of trust between managers and employees, with open communication and excellent working conditions and development opportunities. A place where people count and their voice is heard, they feel safe and respected and, consequently, they're proud to be part of the company. Developing a Cellnex team that is proud to belong and promoting external recognition of this culture create the ideal conditions to attract and retain talent. Cellnex is creating a place that everyone can call home.

Cellnex implements this strategy in these main areas: Culture & purpose; Well-being; Smart working; Career progression; and Competitive compensation.

Smart working

The company fosters a culture of self-leadership, effectiveness and collaboration. Cellnex drives efficiency to obtain more impact with less effort, providing the IT tools and time management habits to do so. Cellnex works in a collaborative environment, meaning that your point of view is enriched by that of your colleagues. Teamwork makes the company stronger to face new challenges.

Cellnex has smart workplaces that foster these ways of working and promote flexibility: your workplace is wherever you are, your work adapts to your pace and Cellnex integrates remote working in a natural way.

Smart working

A mindset based on 3 pillars:

Empowerment	Effectiveness	Collaboration
<p>Work smarter, not harder</p> <p>Fostering a culture of trust through leadership, accountability, autonomy, flexibility and engagement.</p>	<p>More impact, less effort</p> <p>Agility, IT Tools, Processes, Time Management, Golden rules, Digital disconnection</p>	<p>Cellnex keeps growing together</p> <p>Creating a collaborative, project-based culture with a human approach, facilitated by a smart workplace</p>

Cellnex Spain recognised for its commitment to the Smart Working project

Within the framework of the Smart Working project, Cellnex Spain has designed a strategy of monthly challenges to provide its employees with information on the methodology and benefits of Smart Working. The project team have provided videos, shared recommended readings and sent out newsletters with useful information on the subject. Thanks to the effort made by Cellnex Spain, these have been recognised by the Corporation as Best Practices in implementing the Smart Working project.



Office Manager



Cellnex has a tool, **Office Manager**, that contributes to have more flexible and dynamic workplaces and facilitates users daily experience. Is a digital solution and web application to manage in a more efficient and intelligent way the spaces, facilities and services of its offices. Office Manager main functionalities are: desk booking, parking slot booking, incidence management, visits management, etc

New offices Poland



The opening of the new HQ offices in Warsaw in October is a significant milestone in Cellnex Poland process of consolidation and growth of the company and to closer integrate their teams that had been working in different cities, offices and coworking spaces for several months. The 4.400sqm office aims to become a space for collaboration with colleagues and customers. The most appreciated by the 350 employees working there is the effort put on designing comfortable and "home a like" spaces, the greenery outside the building and the great communication via all means of transport.







Social dialogue

Cellnex encourages dialogue with its employees and their legal representatives, such as works councils, employee representatives and H&S Committees, duly informing, consulting and negotiating with them. There is also an email and an application on the corporate intranet to allow all Cellnex people to report any situation in which worker safety may be compromised.

Thanks to the fruitful and intense dialogue that is constantly maintained between the management of the company and the workers' representatives, in 2022 there were no legal claims by employees or any disputes involving workers' legal representatives at any of the Business Units in the Cellnex Group. The percentage of workers under collective bargaining agreement is 60%. The countries where there is collective bargaining exists are shown in the following table. Consolidated data refers to all employees in these countries:

Collective agreements

	99 %
	100 %
	100 %
	60 %

Cellnex Austria Cellnex Denmark



There are no workers' committees because the number of employees is below the minimum established by law, meaning that there is no obligation to have a committee. However, workers can set up a committee if they choose to. Moreover, there are regular team meetings and one-to-one meetings between the managing director and employees. The minimum period notice prior to the implementation of significant operational changes is of 3 months.

Cellnex Spain



As regards employees' representatives, in the case of Retevisión I S.A., there are currently five union branches: CCOO, STC, SI, USO and CSIF. In addition, there is a company level works council representing all employees and union branches. The members of the company level works council are, in turn, staff delegates.

Social dialogue is carried out through the Retevisión company level works council, which is made up of 12 members. There is also ongoing dialogue with the three works councils at Retevisión, namely:

- Madrid Works Council, with nine members.
- Barcelona Works Council, with nine members.
- Valencia Works Council, with five members.

At Tradia Telecom SA, there are currently three union branches: CCOO, USO and SI. Social dialogue is conducted through the Tradia company level works council, made up of nine members. There is also close dialogue with the Barcelona Works Council.

At both Retevisión I S.A. and Tradia Telecom S.A., there is ongoing dialogue with the various staff delegates at workplaces where no works councils exist. There are also several committees comprising workers' legal representatives and company management. For example, the Employment Committee, Social Action Committee, Company-Level Health and Safety Committee, etc.

At OnTower, in Torre Llevant Center (Barcelona), there is one trade union representative.

The companies Cellnex Telecom, SA, Cellnex Telecom España, SA, Cellnex Finance Company, XOC, Bitnap, ZENON and Adesal do not currently have workers' representatives.

At Cellnex Spain, Management and Employee Representatives at Retevisión, Tradia and On Tower agreed on a voluntary redundancy plan in December 2021 to adapt the organisation to the evolving business model. The agreement will be in force for the period 2022-2025.

The minimum period notice prior to the implementation of significant operational changes is as established in each of the collective agreements.

Cellnex France



In France there are two committees, made up of 24 people who meet bimonthly and address issues such as working time, health and safety, salaries, benefits and health care. The minimum period notice prior to the implementation of significant operational changes is varies depending on the situation.

Cellnex Netherlands



A works council with five employee representatives was established in September 2022. Meetings between the Works Council and management take place bimonthly. The minimum period notice prior to the implementation of significant operational changes is typically one month.

Cellnex Ireland



In Ireland there are three representatives on the Committee, which meets once a quarter. Some of the topics discussed by the Committee relate to incidents that have occurred, risk assessments, training, etc. The minimum period notice prior to the implementation of significant operational changes is typically one month.

Cellnex Italy



In 2022 Cellnex Italy agreed with the National Trade Unions that the previous Workers' Representatives from CKHNI would also be involved in dialogue and meetings after the merger. All the main unions now have branches (CGIL, CISL, UIL and USB) with

eight colleagues. Cellnex Italy has a ongoing relationship with the workers' safety representative (RLS) to discuss and solve issues of all kinds and strive for continuous improvement focusing on excellence in health and safety at the company. The minimum period notice prior to the implementation of significant operational changes is four weeks.

Cellnex Poland



In Poland the Committee has eight members and meetings are held at least once a quarter, during working hours. The topics covered revolve around health and safety training, including training for employees who work at heights, medical examinations, work accidents, and health and safety services. The minimum period notice prior to the implementation of significant operational changes is four weeks.

Cellnex Portugal



There are no workers' committees. However, workers can set up a committee if they choose to. The minimum period notice prior to the implementation of significant operational changes varies depending on the situation. There is one Health and Safety committee with three employees that met once in 2022.

Cellnex United Kingdom



Cellnex UK has a Colleague Board (CCB), which aims to represent the opinions and ideas of company colleagues regarding any changes and major decisions involving personnel. The CCB adopts a "two-way

approach", meaning that sometimes it consults colleagues on proposals and on other occasions it puts forward comments or/and new ideas. There are two health and safety committees that meet quarterly. The minimum period notice prior to the implementation of significant operational changes is four weeks

Cellnex Sweden



In 2022, there are no workers' committees as the number of employees is lower than the minimum established by law, meaning that there is no obligation to have a committee. Nevertheless, a local workers' council will be established in 2023. There is one Health and Safety committee with three employees that met once a month in 2022 to address topics such as risk assessment and training. The minimum period notice prior to the implementation of significant operational changes is varies depending on the situation

Cellnex Switzerland



There are no workers' committees but nevertheless, the employer provides information, consultation and co-decision to the employee at all times in accordance with the Participation Act, Art. 3. Right to representation. Cellnex Switzerland was member of a national Health and Safety committee with 14 representatives that met three times in 2022 to update the SUVA telecom guideline. The minimum period notice prior to the implementation of significant operational changes is varies depending on the situation.

3.5 Diversity and inclusion

Being diverse and inclusive is one of the strategic pillars of Cellnex’s Environment, Social and Governance Master Plan, whose vision is “Driving telecom connectivity between territories, with a common and inclusive culture, aiming to be part of the solution for society.”

Cellnex’s Equity, Diversity and Inclusion Policy establishes guidelines and lines of action in the areas of Equity, Diversity and Inclusion to allow the concept of Diversity to be put into practice and consolidated within Cellnex, communicated to stakeholders and implemented in all the companies.

Cellnex’s Equity, Diversity and Inclusion plan (EDI) is embedded in the company’s people strategy as a key part of it. EDI brings long-term, sustainable competitive advantage. Integrating Cellnex’s rich diversity and multiple sensibilities and points of view makes the company stronger, because Cellnex firmly believes that diverse teams bring more creativity, innovation and better decision-making, provided they are underpinned by an inclusive environment.

Over recent years, Cellnex has been leveraging EDI as a distinctive added value for Cellnex’s purpose, vision and values to drive durable long-term results, demonstrating the company’s strong commitment to promoting equity, diversity and inclusion through inclusive leadership as a lever of change and business sustainability.

People and their diversity are the most important factors impacting Cellnex’s success and performance. Difference and plurality, equal opportunities, non-discrimination and inclusion in the workplace are first-tier strategic factors in the organisation.

It is a priority for Cellnex to create a climate that favours diversity in every respect, with a particular focus on the following areas: gender, age, emotional/sexual, cultural and functional;

while also rejecting any kind of discrimination based on these factors that may hinder company growth or impact the selection, retention, development and well-being of the company’s employees.

Objectives:

- Creating a common corporate culture among the Group.
- Defining and implementing Cellnex’s equity, diversity and inclusion programme.
- Promoting and fostering talent attraction and retention.
- Respecting the health and safety of employees at their workplace.

Cellnex has defined a series of drivers to help to promote specific, measurable initiatives that will bring Cellnex closer to its EDI ambitions.

The first driver is Outside In, which has prompted Cellnex to work on two important pillars, Employer Branding and Talent Attraction Strategy. To strengthen Cellnex’s commitment to diversity, it has undergone a series of certifications in EDI with positive results. These notably include the UN Target Gender Equality programme in Spain and Poland, in which Cellnex obtained a positive score of 73%.



In 2022 Cellnex joined the Diversity Charter programme for the first time in Denmark, Poland and Portugal

In addition, in 2022 Cellnex joined the Diversity Charter programme for the first time in Denmark, Poland and Portugal. In Spain, Cellnex joined the Charter initiative three years ago and renewed its commitment in 2022 and Cellnex Italy joined the Sodalitas Diversity Charter in 2020.

Another Driver is awareness, whereby Cellnex underscores its people's commitment to making diversity a driver for the business. A significant number of training hours (8,600) were invested in awareness workshops and campaigns, with more than 650 people taking part. This means that people are deeply interested in learning and growing. In this regard, five countries conducted specific intercultural workshops (over 3,900 training hours) with the aim of better understanding the various ways of working and fostering collaboration.

The next driver is growth, in which Cellnex is making a major investment in promoting talent and developing skills. The last, but not the least, of the drivers is leadership. Cellnex's senior leaders have renewed their commitment to and support for the EDI Strategy and updated the EDI Leadership Statement. Senior Managers have also introduced regular EDI discussions in their business agenda. In addition, Cellnex has expanded the EDI Champion community, boosting the number of members to 43, across territories and roles.



“It’s a pleasure to work in a Company that takes its contributions to promote Equality very seriously. This year we chose to put extra focus on the pride month with internal activities, speeches, and workshops to make sure the important messages about equality for all are repeated, not least when it comes to minorities.”

Morten Ekebjærg, Country Managing Director - Cellnex Denmark

EDI Champions



The EDI Champions are a group of employees from a variety of countries with different positions, genders and ages who collaborate in implementing and promoting the Equity, Diversity and Inclusion plan in the countries where Cellnex operates. Currently there are 43 champions across the Cellnex Group. The team was expanded in 2022 with 12 new champions. The EDI Champions include two recruitment champions who have established the primary goal of evaluating the various aspects of diversity in the Cellnex recruitment process.

Pride month campaign



In June, coinciding with Pride Month, Cellnex carried out actions to celebrate and raise awareness of diversity in sexual orientation and gender identity. This initiative emerged from the well-established Proud to be Proud Connecting Circle. The Company created a list of materials such as books, series and films that focus primarily and/or touch on topics related to the LGBTQ+ movement and made them available to all its employees. An inclusive language guide was also provided. Another initiative was to set aside six days when employees had to dress in a specific colour of the LGBTQ+ flag.

Connecting Circles



EDI Connecting Circles, a safe space for connection between employees where they can share, learn and raise awareness, focusing on a specific topic related to diversity, inclusion and personal development. The Circles meet periodically to develop an activity around a specific issue or topic. In 2022 Cellnex launched its second Connecting Circle: Women Empowerment, with the participation of 28 employees. It is also a resource for the Company to launch more awareness-raising actions, such as the Pride Month campaign, designed and led by the Proud to be Proud Circle. Cellnex plans to launch more Connecting Circles in 2023.

Blind CV



To ensure that there is no bias or discrimination, blind CVs are used when recruitment is handled by an external company.



EDI DRIVERS: OUTSIDE IN

Highlights

Outside In

Employer Branding & Certification

Diversity Attraction strategy

- Recruitment.
- Collaboration with initiatives and external entities.
- Sponsorships.
- Talent attraction.

Talent Attraction

● Employer Branding Strategy



● EVP Attributes



● Channel Strategy

Employees, Website & Social Media



EDI Certifications

● Target Gender Equality UN – 73% (Advanced) Score



● Bloomberg GEI member



● S&P ESG 81 (+8 Y-o-Y) (Social 78, +15 Y-o-Y)

● Diversity Charter



● Cultural Index

External programs

● Technovation Girls

90 girls participating in this initiative.

● Employability Portugal

13 Mentors from Cellnex to promote entrepreneurship.

● Ignición Spain

45 participants.

● Youth Challenge

796 participants.



EDI DRIVERS: GROWTH

Highlights

Growth

Development & Equal opportunities

Mentoring

Mentoring o Accelerations Development Programs.

Work-life balance initiatives.

Labor insertion and integration.

Leadership

EDI Governance

EDI Champions

Governance actions

2 editions

WOMEN ACCELERATION DEVELOPMENT PROGRAM

32 Mentees
32 Mentors
32 Women's Managers

WOMEN PROGRESA & PROMOCIONA

Since 2020, female key talent participate every year

WOMEN INTERCOMPANY MENTORING

10 Mentees & **10** mentors from other companies

YOUNG TALENT INTERCOMPANY PROGRAM

5 Participants
5 Mentors
5 Directors (Shadowing)

GRADUATE PROGRAM
Launched in 21

EDI CONNECTING CIRCLES

Initiated in 2021
Expanded in 2022
28 participants

MENTORING

93 Mentors identified
60 Mentors assigned in different programs

COACHING

90 participants
299 hours of coaching

INCLUSIVE LEADERSHIP PROGRAM 2022 FOR: All employees

EDI workshops every quarter within the GSC business meetings

highlighting the importance of this topic for the business.

EDI TARGETS reflected in MBO and LTIP

EDI Statement

EDI Statement published and signed by All EXCOM & MD

43
EDI Champions

participating in EDI Champions Committees

Champions in every country

6 of them are leaders of one diversity area +2 for hiring

Cellnex featured on Bloomberg's Gender-Equality Index for the second consecutive year



The index recognises the company's commitment to advancing gender equality in the labour market by rolling out policies and initiatives to promote women's careers and greater female representation in the organisation

EDI in action

Cellnex Denmark



In 2022 Cellnex Denmark signed the Danish Diversity Charter, a formal document that business stakeholders and workplaces can sign. By signing, Cellnex Denmark officially supports the vision of increasing and engaging diversity in the Danish business community and at Cellnex Denmark. The overall purpose of the Charter is to support businesses and workplaces across the country to work for greater diversity and inclusion in the labour market. There must be space for everyone in the labour market, and the Charter and the decision to sign it must help claim it.



Cellnex Spain



Cellnex has an Equality Plan for its employees in Spain, intended to steadily increase the presence of women in the company, in all positions and responsibilities, guaranteeing equal treatment and opportunities between women and men and preventing sexual harassment and discrimination based on gender, both indirectly and directly. The Equality Plan measures, implemented four years ago, focus on the following areas:

- Training: Equality training has been provided for all staff.
- Selection: Indicators have been established in the selection processes to work on equating gender diversity.
- Flexibility and Work-Life Balance: Action has been taken to improve flexibility and work-life balance by reducing working hours and compacting reduced working hours and through unpaid leave for child care, voluntary leave, leave of absence for child and family care, maternity and other parent leave and marriage leave. The digital disconnection protocol and the Remote Work Agreement were also established.
- Awareness and understanding: The goal is to raise awareness and understanding of inclusion, diversity, equity, equality and conciliation in the organisation with workshops, seminars, diversity week, renewal of the Diversity Charter, etc.

Cellnex has a protocol against harassment and discrimination based on sexual orientation or gender identity to prevent and eliminate situations of harassment related to gender, sexual orientation and gender identity.

Cellnex Italy



Cellnex Italy was the very first company in Italy to certify for Gender Equality under the PDR 125 certification, demonstrating leadership in Sustainability. The PDR 125 certification encourages and supports companies to create a work environment that is genuinely more inclusive and non-discriminatory.



Cellnex Poland



Cellnex Poland joined almost 300 Polish companies and signed the Karta Różnorodności (Polish Diversity Charter), coordinated by Forum Odpowiedzialnego Biznesu under the aegis of the European Commission.

The Charter is a commitment signed by organisations that decide to ban discrimination in the workplace and act to create and promote diversity. It expresses the company's readiness to involve all its employees and business and social partners in these activities.

Organisations that decide to implement this tool work towards social cohesion and equality.



Cellnex Portugal



Cellnex Portugal has signed the Portuguese Diversity Charter, reaffirming its commitment in the areas of Equity, Diversity and Inclusion. The Charter is a letter of commitment to 10 principles, signed on a voluntary basis without cost by companies and institutions from the same country, whatever their size and sector. By doing so they take on a commitment to promote the key principles of equality, diversity and inclusion.



3.6 Safety and well-being at our core

Well-being at Cellnex

“The well-being site is a powerful tool with very interesting and useful content. It provides excellent support to increase the well-being of the company’s employees and a learning and improvement opportunity for the management of employee well-being. It is undoubtedly a programme that will help people and teams at Cellnex Telecom”

Ana Serrano, Health & Safety project manager – Cellnex Corporate

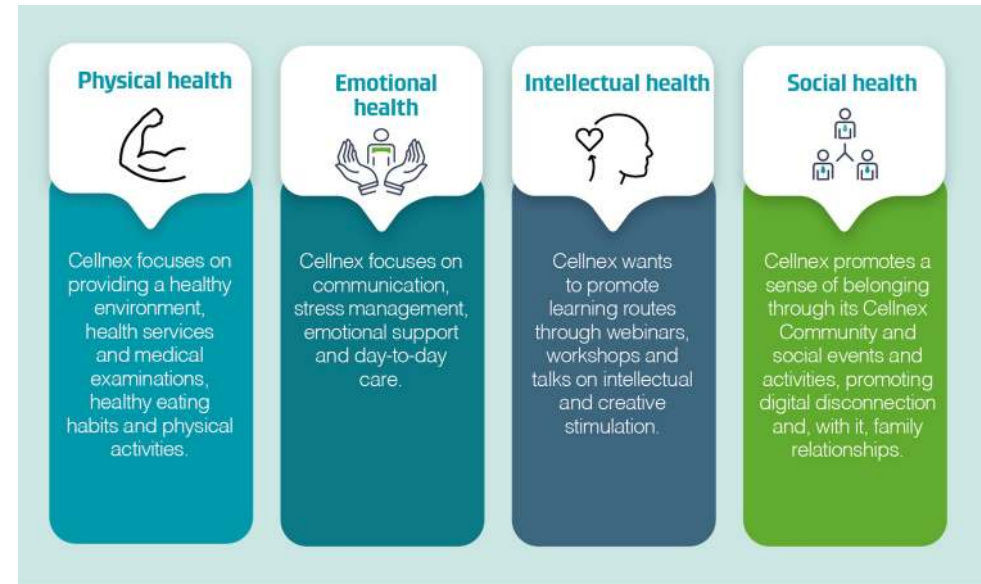
Cellnex cares about and safeguards the health and well-being of all its employees, by guaranteeing great workplaces and the best working conditions. The company designs human-centric workplaces where employees feel that the company provides several dimensions of care through a single model for everybody, based on culture, behaviour and leadership with the support of a well-being platform.

Cellnex strives to provide excellent working conditions and development opportunities, promoting the general health and well-being of its people. The Well-Being Model takes four dimensions of health into account: physical, emotional, intellectual and social

Well-being related benefits

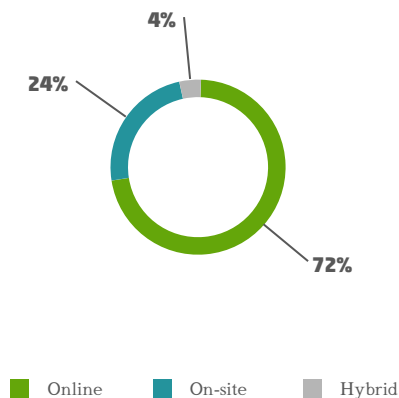
Some of the most relevant policies and initiatives are shown below:

- Hybrid working policy.
- Digital disconnection policy.
- Annual paid leave.
- Days off from work for illness or personal reasons.
- Flexible working hours.
- Parental leave policies and supporting resources, including guidance on the positive health impacts of parental leave.
- Baby Friendly Company seal: supporting members of the team who are going to be mothers or fathers. When they receive the good news, they are given a complete guide to pregnancy, childbirth and post-partum life, and a complete baby box when the child is born.



Following the results of the employee survey, a global annual programme was developed and implemented in 2022 within the corporate well-being platform available in all the countries. This global programme has launched over 30 actions and initiatives in a variety of formats such as videos, posts, infographics, webinars and workshops with a special focus on the dimensions of emotional and physical well-being.

Well-being contents



Total attendees	
Emotional Well-being	343
Physical Well-being	217

In addition, Cellnex has continued expanding the Employee Assistance Programme, which is available to 100% of employees in all countries and is designed to provide support and advice on various issues (emotional, family, social,

etc.), in a setting that is always private and confidential.

Country well-being initiatives

Cellnex Spain



Corporate wellness service: offering access to over 2,000 sports centres, multiple outdoor activities and more online training channels, available to all employees in Spain. In 2022, the number of employees who are active in this service doubled compared to 2021, with almost 11% of the target workforce currently benefiting from physical activity.

Cellnex Poland



MultiSport Card: offering access to over 2,500 sports centres, outdoor activities and online offers, such as consultation with nutrition experts, dietary advice, yoga training, access to health articles and diet food. It is subsidised by the employer from the social fund.

Cellnex Sweden



Cellnex Sweden has an agreement with Feelgood Health Provider Company as a Health and Safety Partner.

Cellnex Netherlands



At Cellnex Netherlands employees benefit from an individual allowance to promote participation in sport and foster well-being (e.g. gym subscriptions sports clubs sporting gear etc.).

Breast cancer prevention talk at Cellnex headquarters



As part of the company's well-being programme, employees at Cellnex headquarters had the opportunity to learn much more about breast cancer issues thanks to a conference with Dr Isaac Cebrecos, a specialist in Gynaecology at the Hospital Clinic in Barcelona.



Cellnex United Kingdom



Cellnex UK has Mental Health First Aiders across all office locations to provide guidance to help in mental health situations.

Moreover, Cellnex UK works with 'Everymind at Work', running a range of initiatives such as webinars and links to podcasts related to mental health in the workplace, and all employees have access to the Calm app, which guides meditations and offers wisdom-filled masterclasses led by experts, and much more.

All the offices have a wellness room, complete with a medication fridge, women's wellness packs, prayer mats and yoga mats (for physio or stretching).

Health and Safety at Cellnex

By ensuring Health and Safety at work, Cellnex contributes to sustainable development, respecting the health and safety of its employees in the workplace in a way that is consistent with the Company's purpose, values, goals and strategy.

Occupational Health and Safety (OHS) is one of the strategic priorities included in Cellnex's ESG commitments.

Cellnex's Health and Safety Policy sets out specific commitments grouped into nine

work streams. Through them, Cellnex endeavours to ensure health and safety at its workplaces, through its dedication to building and maintaining a culture of awareness, prevention and constant improvement.

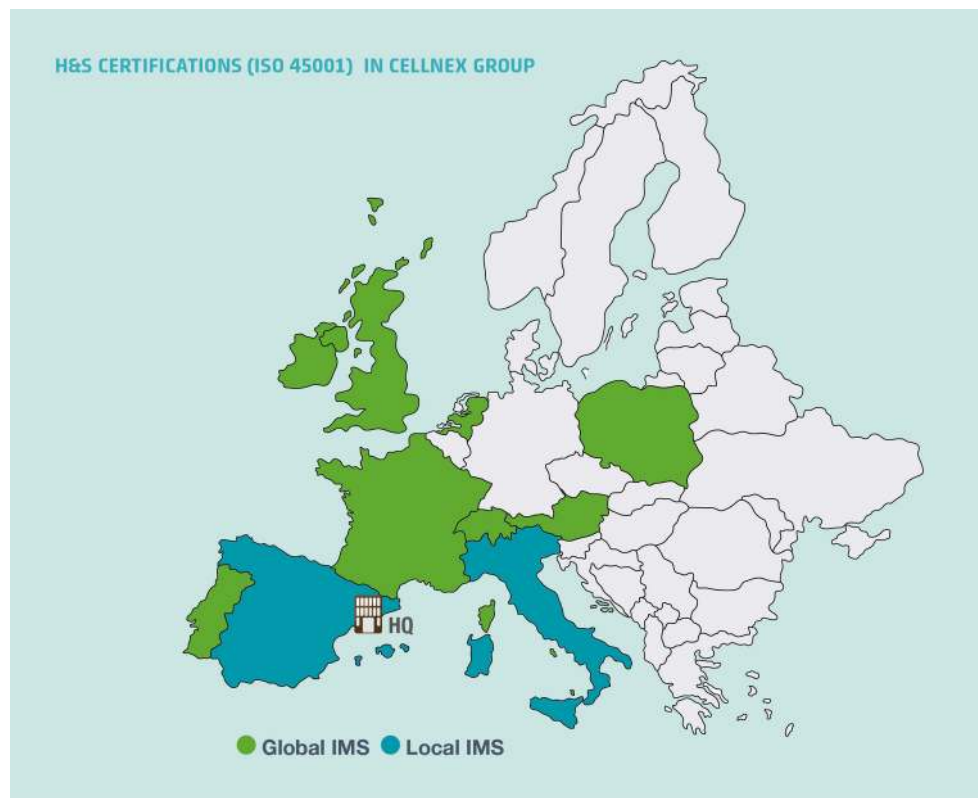


Health and Safety certifications

Since 2021, Cellnex has designed, developed, and rolled out a complete OHS ISO 45001-based documentation scheme, in accordance with the IMS Certification Roadmap, including over 40 global procedures, guides and templates necessary to manage the main OHS processes across the countries.

In 2022 the new business units included in the scope of the Group ISO 45001 were Poland and the United Kingdom. The inclusion of these new countries in the global certification, along with local certifications, makes a total of nine countries certified in this standard, to which new countries will be added until the entire geography where Cellnex operates is covered.

In those countries that have ISO 45.0001, 100% of employees are covered by the management system. Additionally, at Cellnex Spain, 100% of subcontracted companies are also covered by the ORP management system. In the case of Cellnex France, there are 115 subcontracted people who are also under the ORP management system. In the case of Cellnex Italy there are 14 subcontracted people, in Cellnex Switzerland 10, 15 in Cellnex Netherlands and Cellnex Austria, and in Cellnex Poland there are 118 external people. In case of Denmark and Sweden there are 5 people and in Cellnex Portugal and Cellnex United Kingdom, 100% of subcontracted people who work at Cellnex sites are covered by the ORP management system.



Well and Lead

To demonstrate its firm commitment to designing great workplaces with the best working conditions, Cellnex has obtained the LEED Gold Certification and is working to obtain the WELL Certification in 2022 for its corporate headquarters in Barcelona (Spain). Cellnex also expects to roll out the same certification scheme for more workplaces where the Group operates over 2023.



Country H&S initiatives

Some of the most relevant health and safety measures are as follows

Cellnex Austria



An email address has been created, and circulated to employees, for any issues relating to health and safety and to workplace safety (complaints, questions or proposals), which are handled by the legal department and an H&S representative.

Cellnex Denmark and Cellnex Sweden



Cellnex Denmark and Sweden employees can use a whistleblowing function on the intranet to report work-related hazards and hazardous issues.

Cellnex Ireland



Safety law in Ireland prevents penalisation of workers who report unsafe conditions or make representations about safety matters. In this regard, Cellnex Ireland employees have been trained in risk assessments under the Cellnex Ireland safety management system. They are aware that they must work within the procedures set out in the system and are authorised to make site-based decisions to decline work that they believe to be unsafe.

Cellnex Italy



At Cellnex Italy workers use a specific application to compile checklists reporting any non-conformities (NC) found at technical sites, and they take action directly with the suppliers for resolution. The NCs and the closing of them are transmitted and monitored by the Prevention and Protection Service (SPP) which, in the event of serious situations, indicates the prevention and protection measures to be prepared.

Cellnex United Kingdom



A comprehensive incident reporting tool is in place for all employees and suppliers, and a Risk Control Assessment process is in place to identify all the causes, along with a process to implement further controls to prevent reoccurrence.

Health and Safety Master Plan 2021-2022

The Cellnex 2021-2022 Health and Safety Master Plan, applicable to all Cellnex companies, seeks to foster and protect the health and well-being of all Cellnex personnel, provide a safe and healthy working environment and ensure the safety of the employees and people present in its facilities.

As part of this two-year master plan, 14 actions were launched in 2021 and were closed with a compliance level of over 80% in the course of the first year. In addition, 13 new actions were launched with an average level of achievement of over 95%. These 14 actions were grouped into five initiatives that contribute to the roll-out of the nine strategic lines of global H&S policy.

These initiatives are:

- Take Care, focusing on H&S awareness and training.
- Operational Control, focusing on planning, assessment and risk control.
- H&S Engagement, focused on developing a common preventive culture.
- Well-being Project, to achieve higher levels of occupational well-being and sustainability.
- Global Mobility, to raise awareness about the prevention of traffic accidents and improve workers' mobility.

In 2023, the scope and content of the current Master Plan will be reviewed in line with the company's ESG strategy.

	2021 Planned Action performance	2022 Planned Action performance
Take Care	100%	100%
Operational Control	64%	94%
H&S Engagement	100%	96%
Well-being Project	69%	100%
Global Mobility	100%	97%
Total	80%	96%



Global Mobility

Cellnex has a firm commitment to sustainability and employees' modes of travel and work-related mobility can have a major impact on this. Therefore, in 2022 the company initiated the development of Mobility Plans for various workplaces to improve mobility and encourage people to use other means of transport as an alternative to private vehicles. This will also allow Cellnex to focus on principles such as safety, efficiency and social equity.

Over the course of 2022, the roadmap for implementation was defined and all the countries received specific guidance and methodology to enable them to develop and implement their own Mobility Plans, adapted to their specific circumstances, with the aim of ensuring safe and sustainable mobility for all Cellnex employees and visitors.

Accident Rates and Absenteeism

Cellnex has defined a set of Occupational Health and Safety Key Performance Indicators (KPI) and currently operates them through a corporate platform. As such, a campaign is launched every quarter to collect all the metrics established in this model.

The main internal accident rates for 2022, including Injury Accident Frequency Rate, Lost Time Injury Frequency Rate and Injury Rate are three to four times lower than the industry benchmarks. In addition, there were no occupational illnesses, as occurred in previous years.

Road accidents are also identified as one of the main types of accidents. To reduce their impact, Cellnex has carried out awareness campaigns to promote efficient, responsible and safe driving for staff.

The total number of absenteeism hours for the entire Group was 140,009 in 2022 (103,795 hours in 2021).

Communication and Training

Cellnex is committed to boosting its talent by respecting the health and safety of its employees at their workplace, using communication to promote and adopt good practices. The aim of promoting a culture of prevention and ensuring that all Cellnex employees have the necessary tools and information on Health and Safety, Cellnex

offers health and safety training in the workplace.

In 2022, the total number of hours of training in occupational risk prevention and occupational safety was 10,985 (9,072 in 2021)

Cellnex creates work environments that comply with its excellence levels by making everyone aware of their roles, responsibilities and obligations by:

- Designing, planning and supporting the implementation of awareness campaigns and incentive programmes on cultural engagement with OHS.
- Providing suitable communication channels for anyone to report situations where the safety of personnel may be at risk.

Absolute rules

<p>Before starting the work, inspect, ensure good conditions and sign working areas.</p>	<p>Specific tasks and equipment use, only for trained and authorized workers.</p>	<p>Prepare, adjust and use the PPE and tools properly.</p>
<p>Perform and follow all work plans and permits.</p>	<p>When travelling, plan ahead, check the vehicle, use safety devices and take extreme care and caution.</p>	<p>After finishing the work, remove the signage and collect the waste, materials and tools.</p>
<p>Do not manipulate or bypass the safety devices.</p>	<p>Do not undertake any task if you are not in optimal health condition or if you are taking medication or under the influence of drugs or alcohol.</p>	<p>In case of emergency, activate and apply the established protocols. Protect yourself, warn others and help.</p>