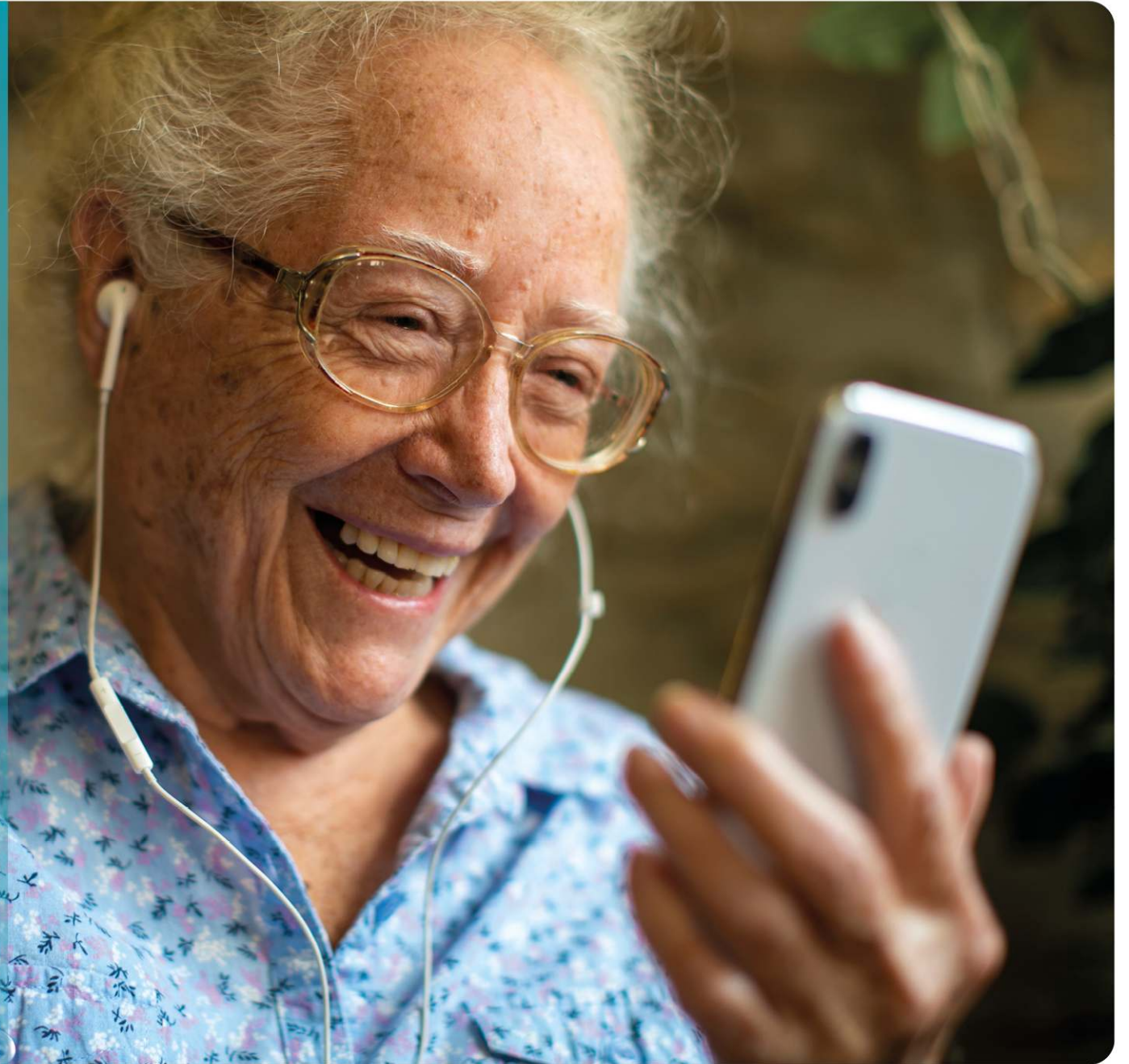


# 4

SOCIETY  
Being a  
facilitator of  
social progress



### 2022 main actions and KPIs

Carried out the last actions regarding the Cellnex COVID-19 Relief Initiative 2020-2022

Cellnex Foundation launched the second edition of the Cellnex Bridge program

Human Rights Policy updated and publication of the first report on Human Rights Due Diligence Assessment in 2022

Cellnex collaborated with small entities through the contribution of economic, technical or human resources

Cellnex Italy participated in the Y-med Program organized by the International Organization for Migration (IOM)

Socio-economic impact calculation extended to all the Business Units

The Cellnex Foundation has launched its first own projects

### Next steps for the upcoming years

- €100,000 donated to Polish associations for supporting Ukraine
- From the 51 startups applications for the II edition Cellnex Bridge 6 were selected for the programme
- 150 volunteers and 1,122 students participated in the Youth Challenge 2021-2022
- Cellnex had a socio-economic contribution in the countries analysed of €7,266Mn in terms of GDP
- The total employment generated by Cellnex in the countries analysed in 2022 was of 70,260 jobs (direct, indirect and induced)

Develop the second technology camp to boost the economy and develop digital skills in rural areas.

Continue collaborating with social entities to develop joint programmes to reduce the social, territorial and rural divide

Launch the third edition of the Cellnex Bridge programme

Roll out volunteer programmes in more countries where Cellnex is present



# 4.1 Social contribution

Cellnex *analyses, measures and manages the impacts* the Company creates in the environment where it operates

## Commitment to Society

Cellnex is committed to contributing to society by providing its knowledge and technology, working with charities, financing projects and volunteering. In this regard, Cellnex analyses, measures and manages the impacts the Company creates in the environment where it operates.

A line of action was established in Cellnex's ESG Master Plan, focusing on "Being a facilitator of social progress", to increase Cellnex's contribution to society by financing or co-financing activities and programmes and developing a variety of educational, social and cultural projects.

### Cellnex COVID-19 Relief Initiative 2020-2022

In 2020, in response to the global COVID-19 crisis and as part of its social commitment, Cellnex developed the "Cellnex COVID-19 Relief Initiative 2020-2022", a €10 million fund to support national and international organisations and projects that help minimise the health, economic and social impact of the crisis.

One of the keys to tackling COVID-19 is to fully understand the immune status of the population against the SARS-CoV-2 virus and the specific role of this immunity, that is, the type of immunity and its duration. That is why half of the €10 million fund has been allocated to finance research carried out by a

#### Portugal



#### Italy



#### Switzerland



#### UK



#### Netherlands



#### Ireland



#### France



#### Spain



European consortium of hospitals led by the Clínic-IDIBAPS and the Banc de Sang i Teixits de Barcelona, with the participation of IISGM-Gregorio Marañón University Hospital in Madrid, IRST-IRCCS in Meldola, INSERM-U1183 in Montpellier and IRCCS-Hospital San Raffaele in Milan. The goal of the project is to measure the cellular response capacity of the immune system against SARS-CoV-2 by detecting and obtaining T lymphocytes that can act to combat COVID-19 in its various stages.

The other half of the fund has been allocated to social action projects with non-governmental organisations to help people and groups in vulnerable situations, help finance the purchase of personal protection equipment and provide resources for the most vulnerable groups.

Cellnex also cooperated in the design and deployment of ventilators for ICUs, to alleviate to the fullest extent possible the shortage of this key equipment to combat the pandemic. Cellnex's contribution was to provide real-time communication with the ventilators and data presentation on its SmartBrain platform. This solution allows patients to be monitored continuously, without healthcare workers having to go near hospitalised patients, helping to reduce the risk of infection.

### Cellnex Spain



Save the Children works to give millions of children the opportunity to be what they want to be today and to dream of what they will be tomorrow. Cellnex took part in the "Impulse" project, consisting of educational intervention programmes through remote learning support by providing technological tools (internet connection, distribution of tablets, etc.), focusing in particular on young people in vulnerable situations.

The Nuestros Pequeños Hermanos Foundation is committed to improving the living conditions and education of vulnerable children in Latin America. Cellnex made a financial contribution to cover the refurbishment of two housing facilities for children in Haiti.

UNICEF works for all children around the world to be able to enjoy their childhood without concern. They defend the rights of children above all else in 190 countries, with passion, dedication and diligence. Cellnex has worked with UNICEF Spain to help provide equitable access to the COVID-19 vaccine in low and middle-income countries through the COVAX mechanism, led jointly by the World Health Organization (WHO), the Global Alliance for Vaccination (GAVI) and the Coalition for Epidemic Preparedness Innovations (CEPI) with UNICEF as a key deployment partner.

The Spanish Red Cross is a humanitarian, voluntary and public interest institution, part of the impartial worldwide humanitarian organisation, the International Red Cross and Red Crescent Movement. Cellnex works with the 'Cruz Roja Reacciona' plan; a direct, immediate, focused response to crisis to meet the growing needs of the vulnerable population.

Caritas Spain is the official confederation of social and charitable action organisations of the Catholic Church in Spain. The Caritas network in Spain is made up of 70 diocesan offices and more than 6000 parish Caritas centres. Since the beginning of the pandemic, the network of diocesan Caritas organisations has been committed to supporting the most disadvantaged communities in the face of the social and health crisis caused by COVID-19. Cellnex contributes towards this goal by providing financial resources for the campaigns run by Càritas Catalunya and Càritas Diocesana de Madrid to alleviate the effects of the crisis.

The Spanish Federation of Food Banks (FESBAL) is a non-political and non-denominational organisation, founded in 1995, which promotes the work, image and profile of associated Food Banks in their actions against hunger, poverty and food waste. Cellnex has made a financial contribution to FESBAL and sponsors "Calle Cellnex" (Cellnex Street) at the central warehouse of the Madrid Food Bank.

Kids Corona is a platform promoted by the Sant Joan de Deu Hospital Foundation in Barcelona to understand whether children have any natural protection against COVID-19, and how the disease affects pregnant women. Cellnex made a financial contribution to Kids Corona to provide an open access platform for researchers from around the world, health professionals and the general public.

### Cellnex France



Emmaüs Connect is an organization that focuses on the digital inclusion of the most vulnerable groups.

Cellnex France and Emmaüs Connect have formed a two-year partnership project (sept. 2020 to sept. 2022) to work towards the digital inclusion of the most vulnerable groups. It has resulted in the organisation of 100 workshops on computer literacy, set up 100 services to help people get connected, accompany 100 beneficiaries through an educational programme and contributed to the opening of a new reception point.

### Cellnex Ireland



Williams Syndrome Ireland: Williams Syndrome (WS) is a genetic condition present at birth that can affect anyone. The charity provides much-needed support and information to the families and individuals affected by WS as they navigate their way through life.

Down Syndrome Ireland provides support and services to children and adults with Down Syndrome, helping them reach their potential in life.

BUMBLEance was set up in 2013 to help children with serious and life limiting conditions travel to and from their hospital appointments and respite centres. It has all the amenities of a regular ambulance but it includes the all-important extras to make a sick child's journey as safe, comfortable and entertaining as possible

Penny Dinners Cork provides daily hot meals to those in need in Cork city.

DSCPA rescue, rehabilitate and rehome sick, injured and cruelly treated animals.

Cancer Fund for Children, a team of specialists providing a wide range of practical, financial and emotional support services to families affected by cancer, at home, in hospital and in their social environment.



### Cellnex Italy



Banco Alimentare supports the least privileged members of society from a social, economic, environmental and educational perspective. Banco Alimentare supplies food to charitable organisations, which in turn distribute it to people in need. It also promotes and carries out activities focused on educating people on the importance of valuing food and avoiding waste, as well as raising awareness on issues of poverty, food poverty, healthy diet and volunteering.

A financial contribution was also made to other institutions such as Associazione Peter Pan, LAD Cure & Care and LAD Onlus, which both provide accommodation and psychological and medical support for children suffering from cancer, to Lega Italiana Contro l'Epilessia, to the Lega del Filo d'Oro, which supports deaf-blind children and teenagers, and to the Race for the Cure (Susan G. Komen for the Cure Italy).

### Cellnex Netherlands



Armoede Fonds is a poverty fund set up in 2013 that provides financial support to local aid organisations so that they can continue their vital work for people living in poverty. The fund has more than 16,000 donors, providing a stable funding base for these local organisations to organise activities such as summer camps for children, sports activities and help for families in need to buy fruit and vegetables.

National Ouderen Fonds (National Fund for the Elderly) is devoted to all elderly people in the Netherlands. It offers all kinds of activities for people to get to know each other so that everyone has the opportunity to age actively. Its pillars are: active ageing, inspiring an age-friendly environment and combating loneliness.

Oranje Fonds (The Orange Fund) is the largest Dutch fund in the social field. Created in 2002, after merging with the Koningin Juliana Fonds, which was created in 1948, it focuses on projects that ensure that everyone can participate in society. Support is given in the form of money, knowledge and attention.

### Cellnex United Kingdom



Sea Cadets is an organisation that works with 15,000 young people aged 10-18 in the UK. It has 400 local units with over 9,000 volunteers who enable the "cadets" to join in activities that allow them to explore the world, take a break from screens and have role models. The platform they offer is built on the customs, traditions and values of the Royal Navy: courage, commitment, discipline, respect,

integrity and honesty. Cellnex provides financial support for youth training programmes in areas such as maritime engineering, meteorology and navigation developed by the Sea Cadets across 69 local units in the southern area of England.

UK Community Foundations is a charity leading a movement of community foundations committed to positive social change in the UK through the development of "community philanthropy". Cellnex made a donation that has been distributed to six community foundations tackling digital exclusion in their communities.

### Cellnex Poland



Federacja Polskich Banków Żywności (Federation of Polish Food Banks) is a public benefit organisation whose mission is to prevent food from going to waste and provide food to support those most in need. The Federation is a network of 32 Food Banks that operates year-round under the Food Aid Operational Programme and collects donations from food producers and retailers and from farmers. Food is donated to partner organisations across the country.

### Cellnex Switzerland



Médecins Sans Frontières was founded in Paris in 1971 by a group of journalists and doctors. Today they are a worldwide movement of approximately 65,000 people. Médecins Sans Frontières provides medical assistance to victims of conflicts, epidemics, natural disasters or exclusion from health care. Its teams are made up of tens of thousands of health professionals, logisticians and

administrative staff, united by its charter. Their actions are guided by medical ethics and the principles of impartiality, independence and neutrality. It is a non-profit, autonomous organisation, beholden to its members.

### Cellnex Portugal



Assistência Médica Internacional (AMI) was founded in 1984 with people as the driving force behind its activities. Since 1987, it has worked in 82 countries around the world and has sent hundreds of volunteers and tonnes of aid. AMI is aware of the realities of life in Portugal and has expanded its scope of action since 1994 to do everything possible to reduce the effects caused by the phenomenon of poverty and social exclusion in the country. At the beginning of the pandemic, AMI created an aid campaign called "Os amigos são para as ocasiões" to increase support for the elderly and other at-risk groups, such as cancer patients, people affected by HIV, diabetics, single-parent families and other cases of social isolation. Cellnex contributes to the cost of parcels of essential products that will be distributed to the target audience of this initiative.

Rede de Emergência Alimentar is an organisation that aims to deliver food to those in need, supporting people who have limited financial resources and are unable to afford food, which is usually distributed through social action.

Casa dos Rapazes is an institution that takes in children and young people in precarious family situations. Casa dos Rapazes used to have a car for use by the team (visiting young people's families, going to court, etc.) and to

transport the young people (school visits and extracurricular activities). This car broke down during the pandemic due to intensive use, so it needed replacing. Cellnex contributed to the purchase of a new car, along with support for its activity.



Terra dos Sonhos is an institution that helps chronically ill children, young adults in institutional care and adults with cancer issues. During the pandemic, its activity was essential, especially its programmes promoting the mental and emotional well-being of particularly vulnerable groups such as children and young people with serious illnesses, cancer patients and health professionals.

Hunger does not go on holidays campaign, consists of collecting non-perishable food for later delivery to the Food Banks of Lisbon and Porto. This campaign ran from the 20th of July to the 5th of August 2022 and employees participated by giving their contribution in the boxes that were in the office for this purpose.

**Cellnex is donating  
€100,000 to Polish  
Humanitarian Action (PAH)  
and Fundacja Polskie  
Centrum Pomocy  
Międzynarodowej (PCPM).**

**Help for Ukraine**

As a member of the United Nations Global Compact, Cellnex has financially supported both emergency aid for refugees, such as evacuations of people and humanitarian convoys, and long-term assistance: help finding long-term accommodation, activities to provide free medical care for those in need, support in accessing education and the Polish labour market, and psychological and legal assistance.

As such, the donation made to Hotel Ossa gave support to provide for 1,600 Ukrainian orphans from Odessa and Kharkiv and operate accommodation points in the city of Lublin for Ukrainian refugees.

Moreover, Cellnex's employees decided to use part of their salaries to help Ukraine and Cellnex matched the total amount raised in every country. In total, Cellnex is donating €100,000 to Polish Humanitarian Action (PAH) and Fundacja Polskie Centrum Pomocy Międzynarodowej (PCPM).

**Cellnex working with foundations**

Working with the ESADE Foundation: Cellnex has signed a partnership agreement with the ESADE Foundation, associated with one of the most prestigious business schools in Europe, to contribute to its Scholarship Fund to cover scholarships for two ESADE students during the academic years 2020-21 to 2023-2024. Cellnex's involvement in this programme is driven by the company's commitment to contributing towards the progress of society by training young people. With the "Cellnex

scholarship", the company joins ESADE's endeavour to promote equal opportunities and inclusion, removing all economic barriers to training for young people.

Partnership with the BEST Foundation: Cellnex has renewed its commitment to the Barcelona Engineering and Economic Studies project. This inter-university degree offered by the Polytechnic University of Catalonia (UPC), Pompeu Fabra University (UPF), Barcelona Global and FemCat aims to train highly skilled engineers to address the challenges of a continuously changing society and equip professionals who are interested in business leadership.

IESE Foundation: Cellnex has been a sponsor company since 2017 and is involved in various projects run by the Public Sector-Private Sector Centre at the IESE Business School.

**Other social initiatives**

In 2022 Cellnex developed several social initiatives, including:

- Magic Line Sant Joan de Déu: the Magic Line is a charity walk organised by Sant Joan de Déu Children's Hospital to support vulnerable families. The slogan for the 2022 Magic Line was "Som el que compartim" (We are what we share) and all the proceeds were directed to social projects. Cellnex Volunteers encouraged Cellnex employees to take part in a family solidarity activity on 20 March 2022.

- Hunger doesn't take a holiday: While thousands of people are packing their suitcases for a summer getaway after more than a year of restrictions due to the pandemic, another part of the population is still severely affected by the economic crisis, so neighbourhood associations, foundations and charities are asking for more donations to fill their pantries because "hunger doesn't take a holiday". In 2022, Cellnex continued with this online solidarity initiative for the third year in response to the challenges that the pandemic continues to create and the unprecedented current situation. As part of the initiatives of the Cellnex Foundation Volunteer Programme, a number of online donation campaigns were proposed to support several organisations that help those who need it most.

- La Gran Recogida: Once again this year, Cellnex employees participated in the food collection campaign organised by the Spanish Federation of Food Banks (FESBAL).

**Cellnex Poland sponsors the Office Developer of the Year Award**



Cellnex Poland sponsored Eurobuild CEE magazine's Office Developer of the Year Award. The Eurobuild Awards are particularly important for Cellnex Poland, because they recognise the importance in today's world of ensuring the right level of comfort, safety and connectivity in the office.

**Cellnex Portugal sponsors the APDC Cities & Territories Award**



Cellnex Portugal sponsored the APDC Cities & Territories Award in the Economic Development category. This initiative aims to recognise innovative urban projects developed by public or private companies, and by ST&I (Science, Technology & Innovation) organisations, to transform cities into more sustainable and inclusive spaces. The Managing Director of Cellnex Portugal, Nuno Carvalhosa, sat on the award jury for this category, reaffirming Cellnex's commitment to urban renewal and building the cities of the future.

**Cellnex Netherlands raises money to combat cancer**



With the opening of the Cellnex Telecommunications and Data Tower in Hoogersmilde, Alpe d'HuZes 'Team 3 Little Birds' has managed to raise €10,000 to combat cancer by selling 1000 tickets and merchandising.



**Cellnex UK contributes to Connecting Communities**



Through a donation to EECF's digital inclusion partnership programme, Connecting Communities, Cellnex has provided 20 families with a device, online training and broadband connection. In doing so, Cellnex is addressing the growing challenge of digital exclusion experienced by low-income families in Tower Hamlets.



**DESENVOLVIMENTO ECONÓMICO**

Municípios simplificados (bottleneck free) e ágeis

Dados abertos para promoção da economia

hubs de inovação (incubação, up-scaling, ligação de agentes de inovação)

Categoria patrocinada por:



**Cellnex Italy sponsors Buonissimi 2022**



Cellnex Italy sponsored Buonissimi 2022, the charity event devised and promoted by the Paediatric Oncology and Neuroblastoma Association OPENOdV to support paediatric cancer research.





*“Cellnex’s Get Connected aims to improve mobile coverage in rural areas across Ireland by empowering local communities to step forward and request a review of their existing coverage. Working together with the community, we deploy new infrastructure where it’s required, helping to transform the lives of those living in the areas”*

**Sinead Kavanagh, Commercial Developer – Cellnex Ireland**

## Access to communications

Cellnex carries out numerous digitalisation and modernisation activities for society, by providing infrastructure, participating in events or working with various foundations.

### Get connected in Ireland

The COVID-19 pandemic has shown us all the importance of connectivity. The ability to work, study or simply communicate with family or friends is taken for granted in major towns and cities across Ireland. However, for many small communities located across rural Ireland mobile coverage remains a serious issue which needs to be addressed.

Over the past five years, Cellnex Ireland has supported its customers, the mobile network operators, in delivering improvements in mobile connectivity in villages and townlands across Ireland which have enhanced the lives of those communities living in the surrounding areas. Cellnex Ireland believes that mobile connectivity should be available no matter where anyone lives.

That’s why Cellnex Ireland launched **“Get Connected”** on a pilot basis in 2021 as a way of identifying communities who need better coverage and who can come together to support the deployment of services in their area.

Get Connected was established to bring together the power of the local community combined with the expertise of the leading telecoms infrastructure provider in Europe, Cellnex, to ensure the delivery of cost-effective

solutions in areas that require improved coverage and connectivity.

Having successfully launched in over nine counties over the past twelve months, today Cellnex Ireland is working with over 30 communities to assess the requirements in their area and to identify and plan the most appropriate solution.

Moreover, Cellnex Ireland has recently deployed the first two solutions in Castletown & Ballyfin, in Co Laois. Locals in these areas can now benefit from enhanced mobile coverage which offers them the connectivity they require in their day to day lives.

**Get Connected Wants You!**

Struggling with calls, texts and mobile data? Get Connected wants to hear from communities who suffer with poor mobile connectivity.

- Gather local support and a review will be carried out to assess if a solution can be deployed
- The initiative is community led, and supported by Europe’s largest telecoms infrastructure provider, Cellnex

**STEP 1**  
Talk to your neighbours and other community groups to gain consensus on the problem in your area.

**STEP 2**  
Nominate a single point of contact who will take responsibility for making the submission for your community.

**STEP 3**  
The single point of contact should complete the form providing the details requested.

get connected

[www.getconnected.ie](http://www.getconnected.ie)

### Get Connected in Laois County

Laois County Council, acting on issues raised by communities around the county, highlighted to Cellnex Ireland additional areas facing a lack of mobile coverage and connectivity. One of the areas identified was Vicarstown, a small village in County Laois. A detailed site survey was undertaken by Cellnex to identify the optimal location that would provide the necessary improvement in mobile coverage. Following a successful planning application, the site was developed by Cellnex in late 2021 and a slim line street work solution was deployed. It now boasts two Mobile Operators (Three Ireland & Vodafone Ireland) providing significantly improved mobile connectivity to the residents and businesses of Vicarstown and surrounding areas. The new services will be a significant boost to local residents, sports clubs and businesses.

### Cellnex Ireland is helping to connect community and voluntary groups

In partnership with Cellnex Ireland, Ballyhoura Development has developed a testbed of numerous sensors and IoT applications and integrated them with the Cellnex SmartBrain Platform to better understand how this technology can be used by community and voluntary groups, charities and sports clubs that are active in rural and urban areas.

### Women in Tech in Poland



Every responsible employer should provide women with opportunities to develop and improve their own skills. That is why Cellnex has implemented long-term inclusiveness programmes at the company, such as #ADPWomen, enabling women to realise their potential to perform managerial roles.

In this regard, Poland is becoming the focus of discussions about the technological future of the world and the role women are to play in it. The Women in Tech event in Warsaw was an example of how to make effective use of the enormous potential for leadership skills that lies hidden in women. The Cellnex Poland team attended the event, where Adesola Ajibola gave an excellent speech on the main stage. She presented her inspirational story of breaking barriers and tearing down glass ceilings.



### UK Community Relations



The Strategic Priority "Being a Facilitator of Social progress", in the Cellnex ESG Master Plan, identifies an action to create materials to explain to the public that 5G networks are designed to minimise power and they use a new, advanced and highly efficient radio architecture resulting in optimised levels of exposure to electromagnetic fields.

In April 2020, a survey launched by the UK regulator Ofcom found that 50% of respondents had seen false or misleading statements about 5G. In this regard, the Cellnex UK team want to raise awareness of the benefits of 5G, provide opportunities for the public to self-educate on this topic, address public concerns and demystify and communicate its business responsibility to minimise risk and disruption to its business infrastructure, customer delivery and growth. This is done through a clear Communication and Action Plan based around education, information, process, best practice, partnerships and duty of care.

### Y-med Programme in Italy



In 2022 Cellnex Italy participated in the Y-med Programme, a programme that provides internship paths, organised by the International Organization for Migration (IOM), for recent graduates and undergraduates from Tunisia, Libya and Egypt. The project is co-financed by the Italian Ministry of Foreign Affairs with the aim of promoting circular migration pathways and fostering the circulation of skills in the Mediterranean region.

IOM begins supporting the selected young people in the months before their departure for Italy with an intensive Italian language course and training on topics such as interculturalism and adapting to a new cultural context. Cellnex also took part in orientation sessions on managing cultural diversity in business.

When the internship ends, participants are assisted by IOM in their home countries to obtain job placements with local companies.



## 4.2 The Cellnex Foundation

The Cellnex Foundation is driven by Cellnex Telecom's strong will to go one step further in contributing to a better connected and socially inclusive environment, as part of a comprehensive initiative that embodies the company's commitment to ESG (Environmental, Social and Governance).

The Cellnex Foundation was envisioned as a dynamic tool to boost Cellnex's social commitment and offer differential value through actions focused on people and based on technological connectivity solutions, aligned with the company's business model.

The Foundation aims to serve society with the mission of contributing to the transformation of realities:

- Harnessing the knowledge generated and the resources available in the Corporation to foster changes in people's lives and the environment in a meaningful way, especially with and for people in particularly vulnerable social situations.
- Effectively using connectivity as a key component for intervention, working to improve the inclusion of people in an increasingly connected environment, while actively working to build sustainable actions that have a positive impact on the lives of people and the environment.



The challenge that the Foundation meets is connecting people and territories digitally and effectively, contributing to the achievement of the following Sustainable Development Goals (SDGs):

The actions undertaken by the Cellnex Foundation focus on responding to the challenges and issues detected in the Cellnex environment:

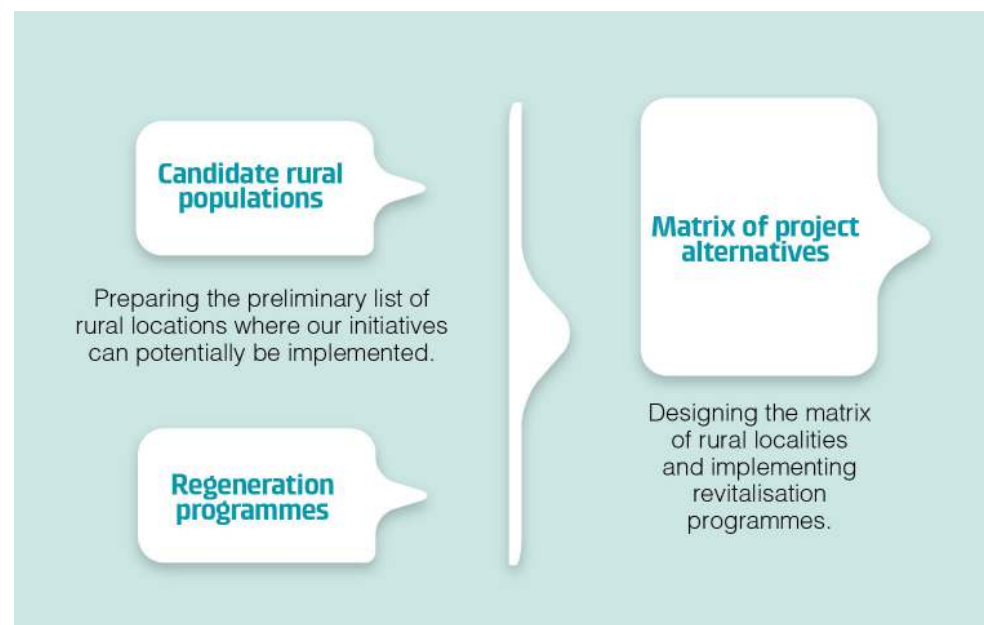
- Social gap: the Cellnex Foundation acts against inequalities (especially gender, functional diversity and origin) by promoting connectivity solutions that improve people's quality of life.

- Digital gap: the Cellnex Foundation acts against the imbalance and social inequality generated by the digital gap in society.
- Territorial gap: the Cellnex Foundation helps to reduce isolation and inequality in rural settings and complex areas (such as certain neighbourhoods in urban environments) through connectivity.

The Foundation's social contribution model is based on four pillars of action that maximise its social impact on the territory:

- The Foundation's own programmes.
- Joint programmes.
- Corporate volunteering.
- Collaboration with small organisations.

# SUSTAINABLE DEVELOPMENT GOALS



## The Foundation's own programmes

The Master Plan proposes six revitalisation programmes covering issues of education, activation of the economy, digitalisation of SMEs and support for the community and vulnerable groups:



Cellnex's own programmes focus on improving connectivity in rural areas, where major social, territorial and digital transformations are needed. The aim is to bring technology closer to rural areas and seek solutions to challenges arising from the current gaps to help improve social and territorial cohesion in different areas by improving people's quality of life.

The strategy for implementing the Foundation's own programmes is based on the Foundation's Connectivity Master Plan, which sets out the lines of regeneration for each rural area to achieve the established impact on the territory. The strategy set out in the current Plan has a three-year horizon and presently focuses on Spain.

**Textile colonies**

As the Foundation's first project of its own, work is being done to revitalise the textile colonies in the Puig-Reig area (Berguedà, Barcelona). The project aims to boost economic activity and innovation in the municipality of Puig-Reig and regenerate the industrial colonies located there. Two phases were to develop the pilot project:

- Phase 1. Connectivity (within the Foundation's Own Programmes): Connectivity project.
- Phase 2. Technological solutions: coding summer camp.

The summer camp was held in July 2022 and was attended by 90 children and teenagers (15 children and teenagers from Red Cross vulnerable groups, 54 children and teenagers registered through Fundesplai and 21 children

of Cellnex employees). According to the coding camp satisfaction survey, around 90% of the participants would go again and recommend the camp.



**Smart Montserrat**

The purpose of the project is the digital transformation of Montserrat Abbey to monitor air quality, parking management and capacity management. To this end, a platform was set up to improve the management of various use cases, a modular, scalable and layered architecture was established and a simple and easy-to-use viewer or dashboard was provided.



**Extremadura Project**

Implementation of the "Extremadura Project" is in the pipeline for 2023. There are 388 municipalities in Extremadura, 29 of which are eligible for a revitalisation project, according to the parameters of the strategic plan. The idea is to design a programme jointly with the Government of Extremadura to boost the economy in some of the areas and develop digital capacities. As such, the project aims to upgrade the technological skills of a vulnerable group with the expected impact of lower youth unemployment and equality of opportunity with urban areas.

**"Cellnex bridge is a space for learning, knowledge exchange and innovation where social impact projects that improve the well-being of people, communities and the impact on the planet are promoted and supported"**

**Angels Ucero, Director of Cellnex Foundation**

**The objectives of the Cellnex Bridge programme are to promote universal digital capacity, reduce social inequality, promote talent and innovation, and improve quality of life**

### Joint programmes

Cellnex leads these programmes in partnership with other public or private organisations to respond to specific needs that are aligned with Cellnex's business activity.

#### Transforming the future

This programme is an alliance led by the Spanish Red Cross to combat loneliness. Social isolation and loneliness, caused by a lack of social fabric, ongoing support or access to community services, is a multifaceted social problem. It creates situations of vulnerability and risk in some groups and can have negative effects on people's physical and mental health, sometimes leading to a higher risk of mortality.

This alliance aims to collaborate in the design and implementation of a number of strategies, actions and solutions to address the issue of loneliness and social isolation, using community-focused technology to strengthen the model for intervention and social protection in collaboration with private actors.



### Cellnex Bridge - Second Edition

In 2021 the Cellnex Foundation launched its first acceleration programme for social impact startups: Cellnex Bridge.

The Cellnex Bridge programme aims to promote universal digital capacity, reduce social inequality, foster talent and innovation, and improve quality of life and sustainability. Cellnex Bridge focuses on projects that address the following social and environmental sustainability issues: the elderly, personal care, employability and equal opportunities, rural depopulation, education, low connectivity areas (rural or urban), protection of vulnerable groups and environmental sustainability. This programme is undertaken by the Cellnex Foundation in collaboration with Innuba and AticoLab.

In 2022 the Cellnex Foundation launched the second edition of the programme with the aim of giving ongoing support to startups with a high social impact through technology and connectivity to work. Cellnex Bridge offers a five-month systematic impact acceleration programme and the second edition includes:

- An exclusive Board of mentors tailored to each selected startup.
- Regular individual sessions with Board mentors.
- Weekly theoretical and practical workshops on business and impact issues
- Round tables for dialogue and learning focused on social and environmental

issues; workshops to develop soft skills and group coaching sessions for personal, individual and group development.

- Post-training follow-up sessions.
- Knowledge and resources to develop Proofs of Concept based on technology and connectivity.
- Contribution of €15,000 to develop a Proof of Concept during the programme.
- Access to Cellnex technology and expertise.

51 startups were presented for the second edition of Cellnex Bridge, 13 of which short-listed, and six were finally selected. They are:

- Innogando: a startup that develops technology in the "Smart Farming" sector. It aims to digitalise the livestock sector to improve farmers' quality of life, farm profitability and animal welfare.
- AldoraTech: a parcel delivery solution in rural and hard-to-reach areas using drones that facilitate an efficient, sustainable and safe transition towards greener automated logistics.
- Circulr Sound: a software solution focused on safety for the elderly, which applies artificial intelligence techniques to audio.

***"It has been inspirational to see students from disadvantaged backgrounds become encouraged and motivated, by visiting corporate premises and having relaxed conversations with Cellnex Employees, resulting in the children wanting to pursue similar careers in the future".***

**Marcha van de Ven, Country Head of P&O - Cellnex Netherlands**

- Oroi Well-being: a virtual reality platform with therapeutic content designed to foster emotional well-being and provide cognitive stimulation for the elderly.
- BlindStairs: a candidate tracking system designed to avoid gender, ethnicity, nationality, age and sexual orientation bias throughout the entire staff selection process.
- Salus Coop: a non-profit community cooperative that manages data for health research, making an ever-increasing range of data available to health researchers.

In 2023 the Cellnex Foundation wants to increase the number of participating startups and broaden the reach of Cellnex Bridge to other countries.

### Corporate volunteering

Corporate volunteering, now under the umbrella of the Cellnex Foundation, seeks to organise and engage Cellnex employees and former employees who wish to contribute to generating social value through activities that respond to the needs of people, the community and the environment.

Cellnex Foundation contributes to sustainable development and the 2030 agenda through a variety of volunteering programmes linked to three main areas of action: Education, Training and Mentoring; Employability; and Access to Technology.

### Volunteer day

On 10 November, the second edition of Cellnex volunteer day was organised to showcase the role of volunteers and raise the profile of the Foundation.

The activities included a Cellnex Foundation presentation, with volunteers from various countries, and an inspirational conference by Àlex Roca, athlete, speaker and a model of motivation and resilience.

There were also round tables on volunteering in Europe, the value it provides, its development, the importance and social, personal and corporate benefits of volunteering and barriers to volunteering and how to overcome them.

In addition, SDG workshops were held to raise awareness of the SDGs, reflect on individual responsibility in preserving the environment, learn how to produce home-made cosmetic or household cleaning items with simple and natural ingredients, and discover alternatives and tips to reduce waste at home.



### Youth Challenge

The Youth Challenge is Cellnex's corporate volunteering project with a positive impact on vulnerable environments in local communities. Specifically, it is an education programme for young people in vulnerable situations to facilitate their entry into the labour market, which includes support sessions with mentors, conferences and workshops led by Cellnex volunteers.

The Youth Challenge aims to combat early school leaving by young people at risk of social exclusion through a coaching programme and improve the employability of students through conferences hosted by volunteers and training.

Cellnex Spain, Cellnex Italy, Cellnex France, Cellnex Portugal and Cellnex UK participated in the edition for the 2021-2022 academic year. A total of 15 lower and higher secondary schools took part in the programme, which included 87 activities with over 150 volunteers. This resulted in more than 1,400 volunteer hours dedicated to 1,122 students.

For the 2022-2023 edition, participation was expanded from the four countries involved in the previous edition to include Cellnex Netherlands, and work is underway at Cellnex Poland. This means that half of the countries where Cellnex is present are currently participating in the Youth Challenge programme. In addition to the Youth Challenge programme, the Employability project was developed specifically to promote access to employment for young people from



families with limited resources and a low level of education through mentoring sessions. The plan includes between six and nine one-to-one mentoring sessions with the mentor and the young person. This programme was launched in Portugal during the 2021-2022 school year and will continue in 2022-2023.



### Technovation Girls

The project aims to boost the presence of women in the fields of innovation, technology and entrepreneurship and help teams of girls to learn and apply the skills required to solve real problems by creating a mobile app.

The project includes coaching activities to give the teams feedback on the projects, visits to Cellnex's offices and an evaluation of the projects that are presented. In 2022 the programme took place over four months, with two coaching sessions held on 28 and 30 March, a visit to Cellnex's offices on 6 April and evaluation of the projects from 1 April to 30 June.



### Solidarity Gift

The "Solidarity Gift" project is an initiative that is open to all Cellnex employees, consisting of a micro-donation of €1 per month (or the equivalent in local currency) which is taken directly from the salary of employees who join in the initiative. In addition, the Cellnex Foundation matches the gift and the money raised is used for a project that the group of Solidarity Gift donors present and choose in a vote.



The campaign is launched every two years and the amount collected over the last two years is added up. In 2022 the donation campaign was run in Spain, Switzerland and Italy and in 2023 it will be launched in Portugal, the Netherlands and Ireland.

### Cellnex volunteers receive an olive tree as thanks for their contribution



Cellnex volunteers in France, Spain, Italy, Portugal and the United Kingdom were delighted to receive an olive tree for them to plant, a symbol of strength and success, among other things, in recognition of the actions carried out as part of the Youth Challenge during the outgoing academic year.



### Collaboration with small organisations

These are projects carried out by other organisations with collaboration from Cellnex in the form of economic, technical or human resources.

#### Digitalise your village

Project developed by the Higher School of Telecommunications Engineering at the Polytechnic University of Madrid, based on a competition involving students from Spanish higher secondary schools in rural settings with the aim of making rural areas a smart environment for entrepreneurship, fostering a sense of belonging among rural youth and inspiring them to study STEM. Students have to develop an idea in teams to solve or make a positive contribution to a specific problem affecting their local rural area using technology.

In the 2022 edition, 14 secondary schools in seven provinces took part in the project, with over 70 students involved. The winning project was "Smart Incubators" from La Sierra school in Prádena (Segovia), a plan to preserve the Castellana Negra breed of chickens by monitoring various parameters.

### Environmental awareness

One of the values we promote is the inclusion of all people and the integration of diversity. For this reason, we collaborate with various social organisations so that people with disabilities can enjoy nature outings that also build awareness and respect for the environment.

In 2022, the places visited were the Enchanted City in Cuenca, Doñana National Park (Seville), mountains of Montserrat (Barcelona), the Cercedilla mountains (Madrid) and Albufera Natural Park (Valencia), places of special natural and cultural interest, with people at risk of social exclusion as the main participants. The company has collaborated with organisations including Comisión Española de Ayuda al Refugiado (CEAR), Asociación Santa Oliva de Olesa de Montserrat, Fundación Estimia (Barcelona), Asociación Descalzos al Bosque (Seville), Asociación Neurodes (Valencia), Asociación Aprompis (Cuenca), Asociación Aspadec (Cuenca), Fundación Prodis (Madrid), Itarinatura (Navarre) and Patronat de la Muntanya de Montserrat (Barcelona).



### Clearing land

This collaboration with the Fundació Formació i Treball focuses on facilitating the social integration of people at risk of exclusion. As part of this project, they help to clear scrub from the land where the Cellnex premises are located.



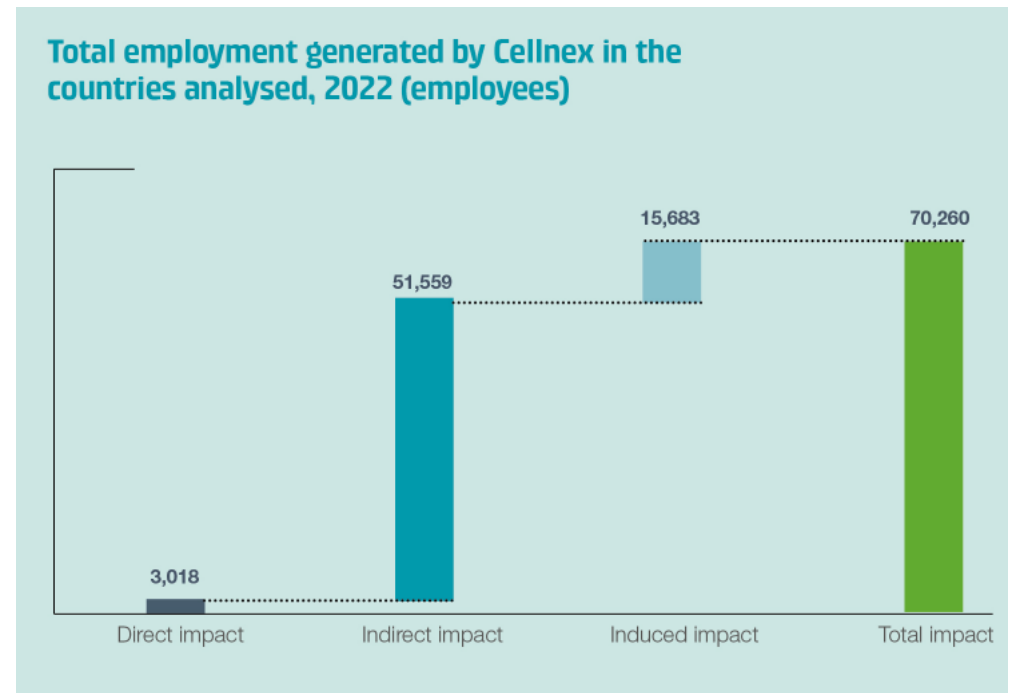
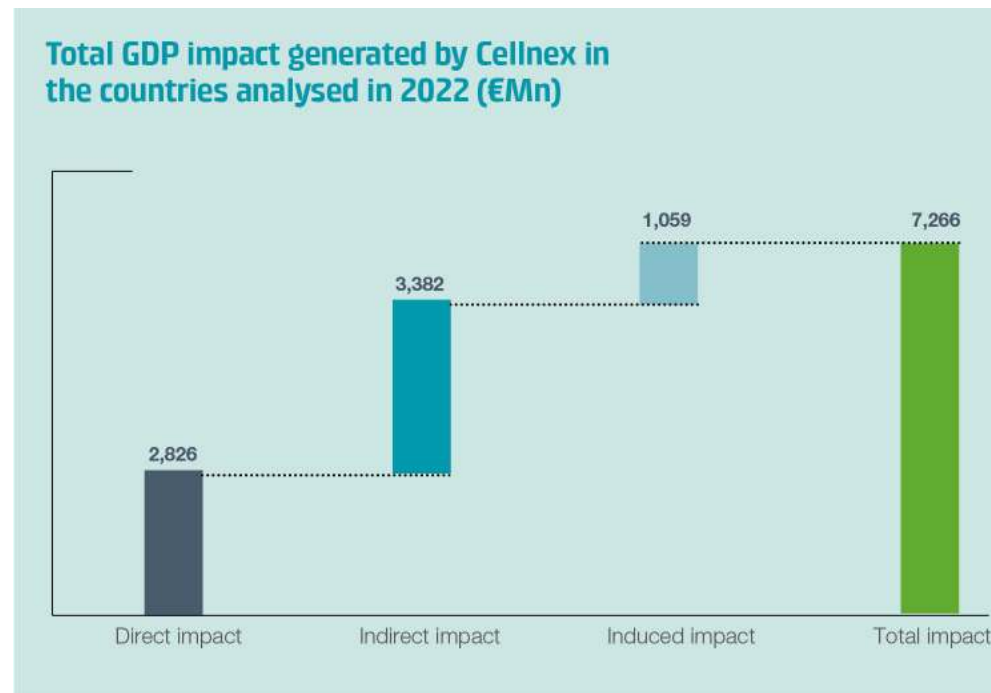
## 4.3 Socio-economic impact

In 2022 Cellnex has once again carried out a study with PwC on the Socio-Economic Impact of Cellnex. The 2022 study, assesses the impact generated by Cellnex in the 12 countries in which it operates, covering 81 companies that belong to the Group in the analysed countries. It should be taken into consideration that the impacts by country are subject to the investment cycle of Cellnex in the country, and how these investments are included in the annual accounts.

The impact includes the **contribution to GDP and employment generated directly, indirectly and induced**, estimated using the Input-Output methodology. Direct impact refers to the economic activity generated directly by the company. Indirect impact refers to the increase in economic activity generated by the expenses and investments made by the

company. Finally, induced impact represents the increase in economic activity derived from the increase in labour income from employment created directly and indirectly. The contribution to Gross Domestic Product (GDP) is measured in terms of Gross Value Added (GVA), and the contribution to employment is measured in terms of total employment.

Cellnex also participated in a study prepared by the European Wireless Infrastructure Association (EWIA) on **the economic contribution of the European tower sector**, published in February 2022. The report contains Cellnex case studies, along with economic data and other companies experiences.



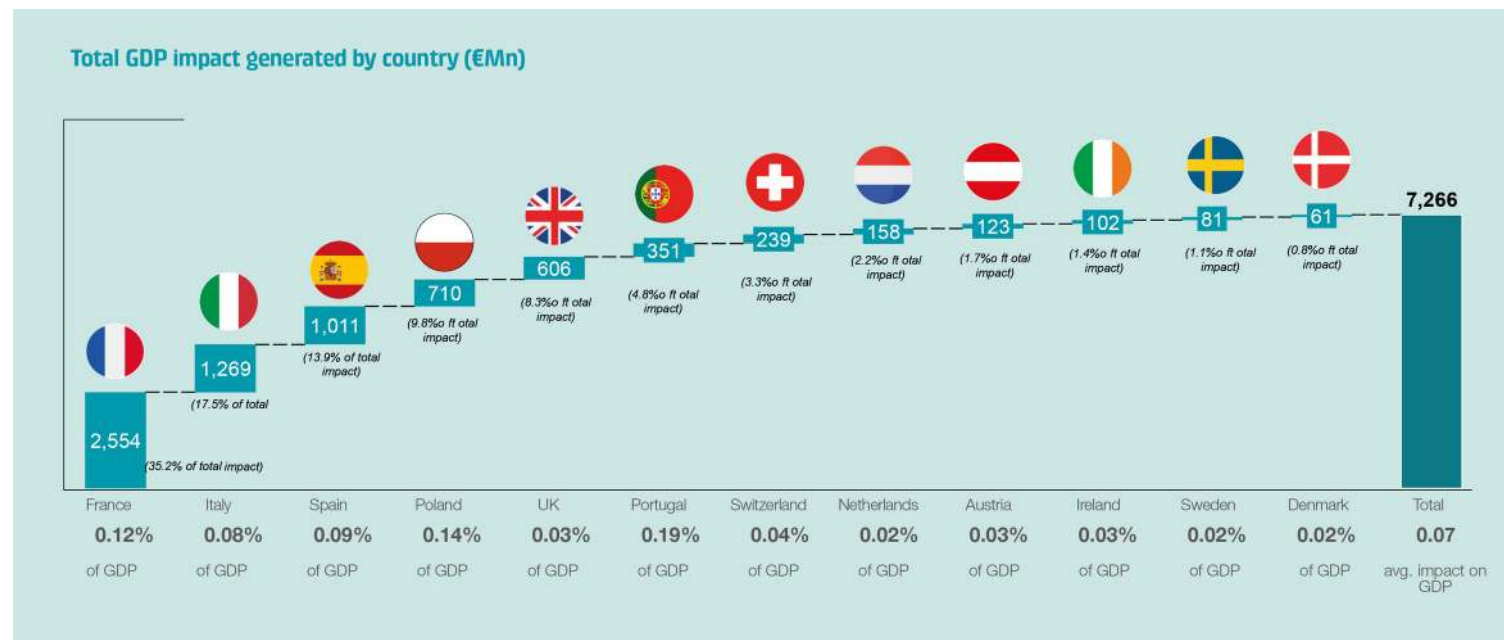
**Cellnex had a socio-economic contribution in the countries analysed of €7,266Mn in terms of GDP in 2022**

### Impact on GDP

Revenue is a valid indicator of the relative size of a company, but it does not really reflect the real economic value generated by the firm. In order to accurately measure the economic value generated by a company GVA should be used, which represents the difference between the value of the goods and services sold by a company (Revenue) and those used as intermediate consumption in its production process.

In 2022, considering the direct, indirect and induced impact, Cellnex had a socio-economic contribution in the countries analysed of €7,266Mn in terms of GDP. From the total, €2,826Mn (38.9%) corresponds to Cellnex Direct Impact, meaning Cellnex's direct contribution to the GDP of the countries analysed. The impact generated by Cellnex's supply chain expenses and investments in the countries analysed (Indirect Impact) accounts

a total of €3,382Mn (46.5%), and the remaining €1,059Mn (14.6%) are the Induced Impact generated by Cellnex, generated by the increase in consumption resulting from the increase in labour income associated with direct and indirect employment.

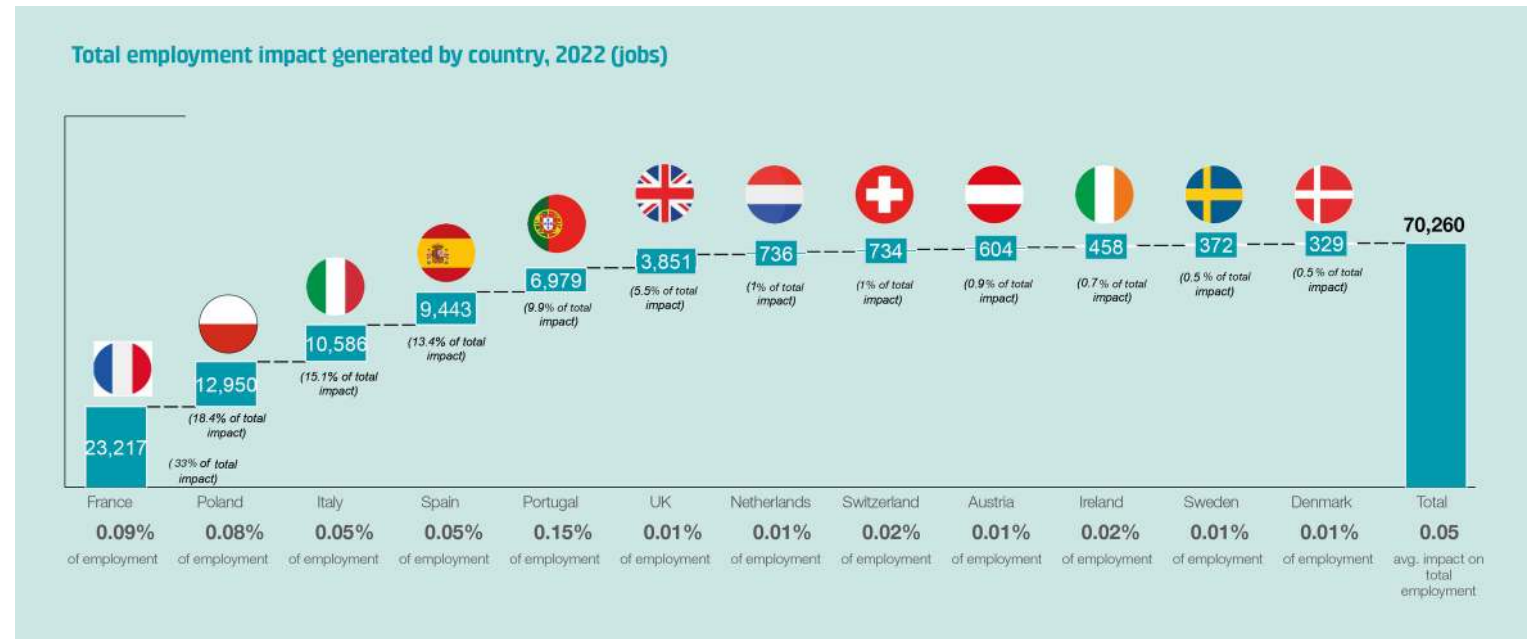


### Impact on employment

The total employment generated by Cellnex in the countries analysed in 2022 was of 70,260 jobs. From the total employment generated, 3,018 (4.3%) were employees directly hired by Cellnex (Direct Impact), and 51,559 jobs (73.4%) were supported by Cellnex's supply chain expenses and investments (Indirect

Impact). The impact supported by the increase in consumption resulting from the increase in labour income associated with direct and indirect employment (Induced Impact) was of 15,683 jobs (22.3%).

The **total employment generated by Cellnex in the countries analysed in 2022** was of **70,260 jobs**



## 4.4 Commitment to Human Rights

**Cellnex is committed to sharing its progress in the observation and implementation of the *Human Rights Principles* on a regular basis**

Cellnex is committed to respecting and promoting Human Rights in its business activities and value chain, including partners, employees and other stakeholders, using the core international standards as a benchmark. This was evidenced in March 2022 when Cellnex updated its Human Rights Policy, reaffirming its commitment to protect and respect universally recognised Human Rights within its sphere of influence and to mitigate and repair any damage that may be caused.

The benchmarks for the Policy are the core international standards that it has committed to fulfil, which it adopts as the regulatory framework to define the limits within which the company's activities must be conducted:

- UN International Bill of Human Rights
- The eight fundamental ILO conventions
- Guiding Principles of the UN Global Compact
- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- United Nations Children's Rights and Business Principles

Moreover, the Cellnex **Human Rights Policy** is aligned and complemented with other Cellnex internal policies and regulations, such as the Environmental, Social and Governance (ESG) Policy, the Equity, Diversity and Inclusion Policy, the Supplier Code of Conduct, the Code of Ethics, the whistleblower channel and the Corruption Prevention procedure.

To obtain a more holistic understanding of its adverse impacts, Cellnex has assessed its Human Rights risks based on its business relationships along its value chain and how it relates to its stakeholders. This assessment aims to identify the most critical and highest priority actual and potential adverse impacts of Cellnex's context, based on the regulatory framework of the UN Guiding Principles on Business and Human Rights, which establish due diligence as an operating principle. As a result, Cellnex has a broader view to prevent and mitigate any negative impact of its activities on Human Rights, defining and implementing cross-cutting and specific actions. The due diligence is updated every year to deepen the protection of Human Rights. The Summary of the **Human Rights Due Diligence** and Assessment Process is available in the corporate website.

Although the European Union's Human Rights Due Diligence Directive has not yet been published, Cellnex has carried out an frontloading exercise, in which it also undertakes to share its progress in the observation and application of the Human

Rights Principles on a regular basis with both internal and external stakeholders, thus upholding the principle of transparency. In this regard, the Risk Management department, in coordination with the Environment, Social and Governance department, is responsible for supervising the Human Rights due diligence process, with the participation of the various Company departments, and is also responsible for promoting, measuring and reporting on the development and application of the Human Rights Policy at local and global level.

In addition, in 2022 Cellnex published the **Statement on Slavery and Human Trafficking**, which declares that Cellnex condemns all exploitative labour practices, including the use of child labour, and that the company is fully committed to preventing them, both in the Group's spheres of influence and in all issues affecting its supply chain. Moreover, to prevent modern slavery, Cellnex has a Code of Ethics and a Whistleblowing Channel, and in early 2022 it adopted a Code of Conduct for Suppliers which acts as a framework of trust and cooperation for the Organisation and its value chain.

Specific training in Human Rights is also carried out, with a total of 3,845 hours devoted to training on human rights policies and procedures in the Group as a whole.

In 2022, as in 2021, there have been no reported incidents of discrimination.