

Annex 4. GRI Content Index

Statement of use Cellnex Telecom, S.A. has reported the information cited in this GRI content index for the period 1st of January 2022 to 31st of December 2022 with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Section of the Integrated Annual Report 2022 and/or direct response)	LOCATION (Page number of the Integrated Annual Report 2022)	OMISSION
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	<ul style="list-style-type: none"> Name of the organisation: Cellnex Telecom, S.A. Ownership and legal form: Cellnex Telecom, S.A. Location of headquarters: Juan Esplandiú, 28007 Madrid Location of operations: 1. Cellnex: Driving sustainable telecom connectivity / 1.2. Connectivity solutions / Global presence 	20-24	
	2-2 Entities included in the organization's sustainability reporting	7. Basis for the preparation of the Report / Reporting scope	232	
	2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> Reporting period: Fiscal Year 2022, extending from 1st of January 2022 to 31st of December 2022. Reporting frequency: Annual Contact point: 7. Basis for the preparation of the Report / Contact information 	235	
	2-4 Restatements of information	There have been restatements of information from previous reports in Annex 6. KPI Tables	279-282; 284; 286-287; 291; 293-299	
	2-5 External assurance	Annex 9. Independent Limited Verification Report Verification Report	320-326	
	2-6 Activities, value chain and other business relationships	<ul style="list-style-type: none"> Activities: 1. Cellnex: Driving sustainable telecom connectivity / 1.2. Connectivity solutions Value chain: 6.Value Chain - Extending our commitment to the value chain Business relationships: <ol style="list-style-type: none"> Cellnex: Driving sustainable telecom connectivity / 1.3 Our commitment / Stakeholders Governance - Showing what we are, acting with integrity Business Perspective Investors relations 	15-52; 68-77; 124; 125-133	
	2-7 Employees	3. People - Boosting our talent, being diverse and inclusive / 3.1 People strategy Annex 6. KPI Tables	136; 281-282	
	2-8 Workers who are not employees	In 2022 Cellnex has had 541 non-staff workers, whose work is controlled by the organization.	-	
	2-9 Governance structure and composition	2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance Annual Corporate Governance Report / 5.1 Structure and composition of the Board of Directors	80-87	
	2-10 Nomination and selection of the highest governance body	2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance	80-87	
	2-11 Chair of the highest governance body	2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance	80-87	
	2-12 Role of the highest governance body in overseeing the management of impacts	<ol style="list-style-type: none"> Cellnex: Driving sustainable telecom connectivity / 1.3 Our commitment ESG Master Plan Stakeholders Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance Annex 1. Risks Annual Corporate Governance Report / 5.1 Structure and composition of the Board of Directors 	59-63; 68-77; 80-87; 237-260	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Section of the Integrated Annual Report 2022 and/or direct response)	LOCATION (Page number of the Integrated Annual Report 2022)	OMISSION
	2-13 Delegation of responsibility for managing impacts	1. Cellnex: Driving sustainable telecom connectivity / 1.3 Our commitment / ESG Master Plan 2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance Annual Corporate Governance Report / 5.1 Structure and composition of the Board of Directors	59-63; 80-87	
	2-14 Role of the highest governance body in sustainability reporting	1. Cellnex: Driving sustainable telecom connectivity / 1.3 Our commitment / ESG Master Plan Annual Corporate Governance Report / 5.5 Powers and functions of board directors based on the position held on the Board of Directors	59-63	
	2-15 Conflicts of interest	Annual Corporate Governance Report / 8.3 Conflicts of interest	-	
	2-16 Communication of critical concerns	2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance / Ethics and Compliance	89-92	
	2-17 Collective knowledge of the highest governance body	2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance	80-87	
	2-18 Evaluation of the performance of the highest governance body	2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance Annual Corporate Governance Report / 5.1 Structure and composition of the Board of Directors	80-87	
	2-19 Remuneration policies	Annual Corporate Governance Report / 5.11 Remuneration for the Board of Directors and interests held by the members of the Board of Directors in share capital Annual Report of the Remuneration of Directors of Cellnex Telecom	-	
	2-20 Process to determine remuneration	Annual Corporate Governance Report / 5.11 Remuneration for the Board of Directors and interests held by the members of the Board of Directors in share capital Annual Report of the Remuneration of Directors of Cellnex Telecom	-	
	2-21 Annual total compensation ratio	Annex 6. KPI Tables The ratio obtained from the calculation between the remuneration of the person who holds the position of CEO and the average remuneration of the Group is 71.75 in 2022 (in 2021 it was 88.72). The ratio between the average remuneration increase of the Group in relation to the increase of the remuneration of the CEO for the year 2022 is -0.11, (-3.9 in the previous period) and the variation in the remuneration of the CEO was -2.4% in 2022 (23.8% in the previous period). The changes correspond to the total remuneration accrued, excluding contributions to pension funds and life insurance premiums.	286-287	
	2-22 Statement on sustainable development strategy	Interview with the Chairman and the CEO 1. Cellnex: Driving sustainable telecom connectivity / 1.3 Our commitment / Cellnex's commitment to the Sustainable Development Goals (SDG) 2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance	5-8; 64-67; 80-87	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Section of the Integrated Annual Report 2022 and/or direct response)	LOCATION (Page number of the Integrated Annual Report 2022)	OMISSION
	2-23 Policy commitments	1. Cellnex: Driving sustainable telecom connectivity / 1.3 Our commitment 2. Governance - Showing what we are, acting with integrity 2.1 Corporate Governance 2.2 Global Management System 3. People – Boosting our talent, being diverse and inclusive 3.5 Diversity and inclusion 3.6 Safety and well-being at our core 4. Society - Being a facilitator of social progress / 4.4 Commitment to Human Rights 5. Environment - Growing with a long-term sustainable environmental approach 5.1 Strategy and environmental positioning 5.2 Monitoring and management of the main environmental risks, opportunities, and impacts 5.4 Conservation of resources 5.5 Carbon footprint and climate change 6. Value chain- Extending our commitment to the value chain 6.1 Customers 6.2 Suppliers	53-54; 80-92; 93-101; 152-157; 158-163; 185; 188-191; 192-195; 198-203; 204-208; 217-223; 224-229	
	2-24 Embedding policy commitments	1. Cellnex: Driving sustainable telecom connectivity / 1.3 Our commitment 2. Governance - Showing what we are, acting with integrity 2.1 Corporate Governance 2.2 Global Management System 3. People – Boosting our talent, being diverse and inclusive 3.5 Diversity and inclusion 3.6 Safety and well-being at our core 4. Society - Being a facilitator of social progress / 4.4 Commitment to Human Rights 5. Environment - Growing with a long-term sustainable environmental approach 5.1 Strategy and environmental positioning 5.2 Monitoring and management of the main environmental risks, opportunities, and impacts 5.4 Conservation of resources 5.5 Carbon footprint and climate change 6. Value chain- Extending our commitment to the value chain 6.1 Customers 6.2 Suppliers	53-54; 80-92; 93-101; 152-157; 158-163; 185; 188-191; 192-195; 198-203; 204-208; 217-223; 224-229	
	2-25 Processes to remediate negative impacts	2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance / Ethics and Compliance 4. Society - Being a facilitator of social progress / 4.4 Commitment to Human Rights	89-92; 185	
	2-26 Mechanisms for seeking advice and raising concerns	2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance / Ethics and Compliance	89-92	
	2-27 Compliance with laws and regulations	2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance / Ethics and Compliance. 3 People/ 3.4 Driving Efficiency and performance. 4. Society - Being a facilitator of social progress / 4.4 Commitment to Human Rights 5. Environment - Growing with a long-term sustainable environmental approach / 5.2 Monitoring and management of the main environmental risks, opportunities, and impacts	89-92; 145-151; 185; 192-195	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Section of the Integrated Annual Report 2022 and/or direct response)	LOCATION (Page number of the Integrated Annual Report 2022)	OMISSION
	2-28 Membership associations	1. Cellnex: Driving sustainable telecom connectivity / 1.3 Our commitment / Stakeholder In 2022, the total contribution to sponsorship activities or events by Cellnex Telecom was €406,296 euros (€217,296 in 2021), the total contribution to associations of which Cellnex is a member was € 715,263 (€799,523 in 2021). The contribution to Tallon Boury & Associés has been €66,000 in 2022 (€55,134.79 in 2021), Mayer Brown €21,000 (€21,000 in 2021) and to Hill&Knowlton 45,082€ (€94,815 in 2021)	68-77	
	2-29 Approach to stakeholder engagement	1. Cellnex: Driving sustainable telecom connectivity / 1.3 Our commitment / Stakeholder	68-77	
	2-30 Collective bargaining agreements	3. People - Boosting our talent, being diverse and inclusive / 3.4 Driving Efficiency and performance / Social dialogue Annex 6. KPI Tables	150-151; 282	
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	1. Cellnex: Driving sustainable telecom connectivity / 1.3 Our commitment / Double materiality analysis	55-58	
	3-2 List of material topics	1. Cellnex: Driving sustainable telecom connectivity / 1.3 Our commitment / Double materiality analysis	55-58	
Environmental strategy and positioning				
GRI 3: Material Topics 2021	3-3 Management of material topics	5. Environment - Growing with a long-term sustainable environmental approach / 5.2 Monitoring and management of the main environmental risks, opportunities, and impacts	192-195	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	4. Society - Being a facilitator of social progress / 4.3 Socio-economic impact Generated economic value in 2022: €3,584,726,000; distributed economic value in 2022: €1,550,479,000; retained economic value in 2022: €2,034,247,000.	182-184	
	201-2 Financial implications and other risks and opportunities due to climate change	5. Environment - Growing with a long-term sustainable environmental approach / 5.2 Monitoring and management of the main environmental risks, opportunities, and impacts Annex 1. Risks Consolidated Financial Statements / Note 22	192-195	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	5. Environment - Growing with a long-term sustainable environmental approach / 5.5 Carbon footprint and climate change 7. Basis for the preparation of the Report / 7.3 Carbon Footprint: Scope & Calculation methodology for CO2 emissions Annex 6. KPI Tables	204-208; 233-234 297-298	
	305-2 Energy indirect (Scope 2) GHG emissions	5. Environment - Growing with a long-term sustainable environmental approach / 5.5 Carbon footprint and climate change 7. Basis for the preparation of the Report / 7.3 Carbon Footprint: Scope & Calculation methodology for CO2 emissions Annex 6. KPI Tables	204-208; 233-234 297-298	
	305-3 Other indirect (Scope 3) GHG emissions	5. Environment - Growing with a long-term sustainable environmental approach / 5.5 Carbon footprint and climate change 7. Basis for the preparation of the Report / 7.3 Carbon Footprint: Scope & Calculation methodology for CO2 emissions Annex 6. KPI Tables	204-208; 233-234 297-298	
	305-4 GHG emissions intensity	5. Environment - Growing with a long-term sustainable environmental approach / 5.5 Carbon footprint and climate change 7. Basis for the preparation of the Report / 7.3 Carbon Footprint: Scope & Calculation methodology for CO2 emissions Annex 6. KPI Tables	204-208; 233-234 297-298	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Section of the Integrated Annual Report 2022 and/or direct response)	LOCATION (Page number of the Integrated Annual Report 2022)	OMISSION
	305-5 Reduction of GHG emissions	5. Environment - Growing with a long-term sustainable environmental approach / 5.5 Carbon footprint and climate change 7. Basis for the preparation of the Report / 7.3 Carbon Footprint: Scope & Calculation methodology for CO2 emissions Annex 6. KPI Tables	204-208; 233-234 297-298	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	5. Environment - Growing with a long-term sustainable environmental approach / 5.5 Carbon footprint and climate change / Carbon management along the value chain 6 Value Chain / 6.2.2 Suppliers evaluation	208; 228-229	
	308-2 Negative environmental impacts in the supply chain and actions taken	5. Environment - Growing with a long-term sustainable environmental approach / 5.5 Carbon footprint and climate change / Carbon management along the value chain. 6 Value Chain / 6.2.2 Suppliers evaluation	208; 228-229	
Climate change				
GRI 3: Material Topics 2021	3-3 Management of material topics	5. Environment - Growing with a long-term sustainable environmental approach / 5.5 Carbon footprint and climate change	204-208	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	5. Environment - Growing with a long-term sustainable environmental approach / 5.5 Carbon footprint and climate change 7. Basis for the preparation of the Report / 7.3 Carbon Footprint: Scope & Calculation methodology for CO2 emissions Annex 6. KPI Tables	204-208; 233-234 297-298	
	305-2 Energy indirect (Scope 2) GHG emissions	5. Environment - Growing with a long-term sustainable environmental approach / 5.5 Carbon footprint and climate change 7. Basis for the preparation of the Report / 7.3 Carbon Footprint: Scope & Calculation methodology for CO2 emissions Annex 6. KPI Tables	204-208; 233-234 297-298	
	305-3 Other indirect (Scope 3) GHG emissions	5. Environment - Growing with a long-term sustainable environmental approach / 5.5 Carbon footprint and climate change 7. Basis for the preparation of the Report / 7.3 Carbon Footprint: Scope & Calculation methodology for CO2 emissions Annex 6. KPI Tables	204-208; 233-234 297-298	
	305-4 GHG emissions intensity	5. Environment - Growing with a long-term sustainable environmental approach / 5.5 Carbon footprint and climate change 7. Basis for the preparation of the Report / 7.3 Carbon Footprint: Scope & Calculation methodology for CO2 emissions Annex 6. KPI Tables	204-208; 233-234 297-298	
	305-5 Reduction of GHG emissions	5. Environment - Growing with a long-term sustainable environmental approach / 5.5 Carbon footprint and climate change 7. Basis for the preparation of the Report / 7.3 Carbon Footprint: Scope & Calculation methodology for CO2 emissions Annex 6. KPI Tables	204-208; 233-234 297-298	
Energy management				
GRI 3: Material Topics 2021	3-3 Management of material topics	5. Environment - Growing with a long-term sustainable environmental approach / 5.4 Conservation of resources / Energy management	198-201	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	5. Environment - Growing with a long-term sustainable environmental approach / 5.4 Conservation of resources / Energy management Annex 6. KPI Tables	198-201; 293-295	
	302-4 Reduction of energy consumption	5. Environment - Growing with a long-term sustainable environmental approach / 5.4 Conservation of resources / Energy management Annex 6. KPI Tables	198-201; 293-295	
	302-5 Reductions in energy requirements of products and services	5. Environment - Growing with a long-term sustainable environmental approach / 5.4 Conservation of resources / Energy management Annex 6. KPI Tables	198-201; 293-295	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Section of the Integrated Annual Report 2022 and/or direct response)	LOCATION (Page number of the Integrated Annual Report 2022)	OMISSION
Equity, diversity and inclusion				
GRI 3: Material Topics 2021	3-3 Management of material topics	3. People - Boosting our talent, being diverse and inclusive / 3.5 Diversity and inclusion	152-157	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Annex 6. KPI Tables	288	
	202-2 Proportion of senior management hired from the local community	Annex 6. KPI Tables	288	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance / The Cellnex Board of Directors 3. People - Boosting our talent, being diverse and inclusive / 3.5 Diversity and inclusion. Annex 6. KPI Tables	83-87; 279-280	
	405-2 Ratio of basic salary and remuneration of women to men	Annex 6. KPI Tables	286-287	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	4. Society - Being a facilitator of social progress / 4.4 Commitment to Human Rights	185	
Well-being, health & Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	3. People - Boosting our talent, being diverse and inclusive / 3.6 Safety and well-being at our core	158-163	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	3. People - Boosting our talent, being diverse and inclusive / 3.6 Safety and well-being at our core	158-163	
	403-2 Hazard identification, risk assessment, and incident investigation	3. People - Boosting our talent, being diverse and inclusive / 3.6 Safety and well-being at our core	158-163	
	403-3 Occupational health services	3. People - Boosting our talent, being diverse and inclusive / 3.6 Safety and well-being at our core	158-163	
	403-4 Worker participation, consultation, and communication on occupational health and safety	3. People - Boosting our talent, being diverse and inclusive / 3.4 Driving Efficiency and performance / Social dialogue 3. People - Boosting our talent, being diverse and inclusive / 3.6 Safety and well-being at our core	150-151; 158-163	
	403-5 Worker training on occupational health and safety	3. People - Boosting our talent, being diverse and inclusive / 3.4. Driving efficiency and performance / 3.6 Safety and well-being at our core	158-163	
	403-6 Promotion of worker health	3. People - Boosting our talent, being diverse and inclusive / 3.6 Safety and well-being at our core	158-163	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3. People - Boosting our talent, being diverse and inclusive / 3.6 Safety and well-being at our core	158-163	
	403-8 Workers covered by an occupational health and safety management system	3. People - Boosting our talent, being diverse and inclusive / 3.6 Safety and well-being at our core	158-163	
	403-9 Work-related injuries	3. People - Boosting our talent, being diverse and inclusive / 3.6 Safety and well-being at our core Annex 6. KPI Tables	158-163; 291	
	403-10 Work-related ill health	3. People - Boosting our talent, being diverse and inclusive / 3.6 Safety and well-being at our core Annex 6. KPI Tables	158-163; 291	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Section of the Integrated Annual Report 2022 and/or direct response)	LOCATION (Page number of the Integrated Annual Report 2022)	OMISSION
Sustainable supply chain strategy				
GRI 3: Material Topics 2021	3-3 Management of material topics	5. Environment - Growing with a long-term sustainable environmental approach / 5.5 Carbon footprint and climate change / Carbon management along the value chain 6. Value chain - Extending our commitment to the value chain / 6.2 Suppliers	208; 224-229	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	6. Value chain / 6.2 Suppliers / Supplier evaluation. Annex 6. KPI Tables	228; 292	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	5. Environment / 5.5 Carbon footprint and climate change / Carbon management along the value chain 6. Value chain - Extending our commitment to the value chain / 6.2 Suppliers / Supplier evaluation, selection and monitoring Annex 6. KPI Tables	204-208; 228-229; 292	
	308-2 Negative environmental impacts in the supply chain and actions taken	5. Environment / 5.5 Carbon footprint and climate change / Carbon management along the value chain 6 Value Chain / 6.2.2 Suppliers evaluation	204-208; 228-229	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	4. Society - Being a facilitator of social progress / 4.4 Commitment to Human Rights 6. Value chain - Extending our commitment to the value chain / 6.2 Suppliers / Collaboration and commitment with our value chain	185; 224-227	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	4. Society - Being a facilitator of social progress / 4.4 Commitment to Human Rights 6. Value chain - Extending our commitment to the value chain / 6.2 Suppliers / Collaboration and commitment with our value chain	185; 224-227	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	6. Value chain - Extending our commitment to the value chain / 6.2 Suppliers / Supplier evaluation, selection and monitoring Annex 6. KPI Tables	224-227; 292	
	414-2 Negative social impacts in the supply chain and actions taken	4. Society - Being a facilitator of social progress / 4.4 Commitment to Human Rights 6 Value Chain / 6.2.2 Suppliers evaluation	185; 228-229	
Good governance				
GRI 3: Material Topics 2021	3-3 Management of material topics	2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance	80-87	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance / The Cellnex Board of Directors 3. People - Boosting our talent, being diverse and inclusive / 3.5 Diversity and inclusion. Annex 6. KPI Tables	80-87; 152-157; 279-280	
	405-2 Ratio of basic salary and remuneration of women to men	Annex 6. KPI Tables	286-287	
Ethics and compliance				
GRI 3: Material Topics 2021	3-3 Management of material topics	2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance / Ethics and Compliance	89-92	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance / Ethics and Compliance	89-92	
	205-2 Communication and training about anti-corruption policies and procedures	2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance / Ethics and Compliance Annex 6. KPI Tables	89-92 289	
	205-3 Confirmed incidents of corruption and actions taken	2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance / Ethics and Compliance	89-92	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There have been no legal actions for anti-competitive behaviour, anti-trust, and monopoly practices in 2022. 2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance / Ethics and Compliance	89-92	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Section of the Integrated Annual Report 2022 and/or direct response)	LOCATION (Page number of the Integrated Annual Report 2022)	OMISSION
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	4. Society - Being a facilitator of social progress / 4.4 Commitment to Human Rights	185	
GRI 415: Public Policy 2016	415-1 Political contributions	€67,000 in political contributions received in France.	-	
Access to communications				
GRI 3: Material Topics 2021	3-3 Management of material topics	4. Society - Being a facilitator of social progress / 4.1 Social contribution / Access to communications	172-173	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	1. CELLNEX: Driving sustainable telecom connectivity / 1.2 Connectivity solutions / Innovation 1. CELLNEX: Driving sustainable telecom connectivity / 1.3 Our commitment / Our commitment to the Sustainable Development Goals (SDG) 4. Society - Being a facilitator of social progress	44-46; 64-67; 165-185	
	203-2 Significant indirect economic impacts	4. Society - Being a facilitator of social progress / 4.3 Socio-economic impact	182-184	
Human Rights				
GRI 3: Material Topics 2021	3-3 Management of material topics	4. Society - Being a facilitator of social progress / 4.4 Commitment to Human Rights	185	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	3. People - Boosting our talent, being diverse and inclusive / 3.4 Driving Efficiency and performance / Talent Academy / Training programs and training hours Annex 6. KPI Tables	147-148; 290	
	404-2 Programs for upgrading employee skills and transition assistance programs	3. People - Boosting our talent, being diverse and inclusive / 3.4 Driving Efficiency and performance / Talent Academy / Training programs and training hours	147-148; 290	
	404-3 Percentage of employees receiving regular performance and career development reviews	3. People - Boosting our talent, being diverse and inclusive / 3.4 Driving Efficiency and performance / Holistic Performance management	145-156	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	4. Society - Being a facilitator of social progress / 4.4 Commitment to Human Rights	185	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	4. Society - Being a facilitator of social progress / 4.4 Commitment to Human Rights	185	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	4. Society - Being a facilitator of social progress / 4.4 Commitment to Human Rights 6. Value chain - Extending our commitment to the value chain / 6.2 Suppliers / Collaboration and commitment with our value chain	185; 224-227	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	4. Society - Being a facilitator of social progress / 4.4 Commitment to Human Rights 6. Value chain - Extending our commitment to the value chain / 6.2 Suppliers / Collaboration and commitment with our value chain	185; 224-227	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	6. VALUE CHAIN - Extending our commitment to the value chain / 6.2 Suppliers / Supplier evaluation, selection and monitoring	228-229	
	414-2 Negative social impacts in the supply chain and actions taken	4. Society - Being a facilitator of social progress / 4.4 Commitment to Human Rights. 6. Value chain / 6.2 Suppliers / Supplier evaluation, selection and monitoring	185; 228-229	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Section of the Integrated Annual Report 2022 and/or direct response)	LOCATION (Page number of the Integrated Annual Report 2022)	OMISSION
Cybersecurity and privacy of the information				
GRI 3: Material Topics 2021	3-3 Management of material topics	6. Value chain - Extending our commitment to the value chain / 6.1 Customers / Security of the information	222-223	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Due to the nature of the activity (B2B), Cellnex doesn't handle personal information of customers understood as an individual person. Even so, Cellnex has a Private Data Policy. The Cellnex Group guarantees the security, secrecy and confidentiality of personal data under its responsibility, adopting the most stringent and robust security measures and technical resources to prevent the loss or misuse of the data or access to the data without your authorisation. Moreover, Clients Personal Data Management Clause included in all the contracts signed by Cellnex with its clients, regarding Personal Data management.	-	
Network expansion				
GRI 3: Material Topics 2021	3-3 Management of material topics	1. CELLNEX: Driving sustainable telecom connectivity / 1.2 Connectivity solutions	15-52	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Annex 6. KPI Tables	288	
	202-2 Proportion of senior management hired from the local community	Annex 6. KPI Tables	288	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	1. CELLNEX: Driving sustainable telecom connectivity 1.2 Connectivity solutions / Innovation 1.3 Our commitment /Our commitment to the Sustainable Development Goals (SDG) 4. SOCIETY - Being a facilitator of social progress	44-46; 64-67; 166-185	
	203-2 Significant indirect economic impacts	4. SOCIETY - Being a facilitator of social progress / 4.3 Socio-economic impact	182-184	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2. Governance - Showing what we are, acting with integrity / 2.1 Corporate Governance / Ethics and Compliance	89-92	