

Annex 6. KPI Tables³²

GRI 405-1 Diversity of governance bodies and employees. Total number, percentage and distribution of employees by gender, age, professional classification and country^{33,34}

	2022		2021		2020	
	Workforce	%	Workforce	%	Workforce	%
Gender distribution						
Women	929	31%	861	30%	586	30%
Men	2,089	69%	2,016	70%	1,398	70%
Total	3,018	100%	2,877	100%	1,984	100%
Age distribution						
Under 30	244	8%	219	8%	132	7%
30 to 45	1,197	40%	1,204	42%	910	46%
46 to 55	1,246	41%	1,157	40%	793	40%
Over 55	331	11%	297	10%	149	8%
Total	3,018	100%	2,877	100%	1,984	100%
Professional classification						
Senior Management	9	0.3%	8	0.3%	9	0.5%
Directors	102	3.4%	100	3%	76	4%
Managers	339	11%	301	10%	235	12%
Coordinators/ Other professionals	2,568	85%	2,468	86%	1,664	84%
Total	3,018	100%	2,877	100%	1,984	100%
Country distribution						
Spain	1,274	42%	1,289	45%	1,199	60%
Italy	254	8%	252	9%	171	9%
France	283	9%	259	9%	131	7%
Switzerland	55	2%	50	2%	48	2%
Netherlands	104	3%	107	4%	73	4%
UK	352	12%	307	11%	267	13%
Ireland	43	1%	37	1%	25	1%
Portugal	65	2%	61	2%	55	3%
Austria	28	1%	23	1%	15	1%
Denmark	28	1%	25	1%	—	—
Sweden	28	1%	17	1%	—	—
Poland	504	17%	450	16%	—	—
Total	3,018	100%	2,877	100%	1,984	100%

³² Cellnex has been working on improving the information systems to be able to offer all the data breakdowns for the 2022 financial year and subsequent reporting years. For this reason, in previous financial years there are reported data that are indicated as "Not available".

³³ CEO included in Senior Management

³⁴ Data from previous years have been restated.

	2022				2021				2020			
	Women	%	Men	%	Women	%	Men	%	Women	%	Men	%
Age distribution												
Under 30	112	46%	132	54%	105	48%	114	52%	59	45%	73	55%
30 to 45	460	38%	737	62%	437	36%	767	64%	313	34%	597	66%
46 to 55	298	24%	948	76%	264	23%	893	77%	182	23%	611	77%
Over 55	59	18%	272	82%	55	19%	242	81%	32	21%	117	79%
Total	929	31%	2,089	69%	861	30%	2,016	70%	586	30%	1,398	70%
Professional classification												
Senior Management	2	22%	7	78%	1	13%	7	88%	1	11%	8	89%
Directors	14	14%	88	86%	14	14%	86	86%	11	14%	65	86%
Managers	91	27%	248	73%	77	26%	224	74%	63	27%	172	73%
Coordinators/ Other professionals	822	32%	1746	68%	769	31%	1,699	69%	511	31%	1153	69%
Total	929	31%	2,089	69%	861	30%	2,016	70%	586	30%	1,398	70%
Country distribution												
Spain	328	26%	946	74%	328	25%	961	75%	288	24%	911	76%
Italy	89	35%	165	65%	89	35%	163	65%	62	36%	109	64%
France	124	44%	159	56%	110	42%	149	58%	51	39%	80	61%
Switzerland	19	35%	36	65%	17	34%	33	66%	14	29%	34	71%
Netherlands	31	30%	73	70%	29	27%	78	73%	20	27%	53	73%
UK	142	40%	210	60%	131	43%	176	57%	115	43%	152	57%
Ireland	20	47%	23	53%	19	51%	18	49%	11	44%	14	56%
Portugal	30	46%	35	54%	28	46%	33	54%	24	44%	31	56%
Austria	10	36%	18	64%	7	30%	16	70%	1	7%	14	93%
Denmark	9	32%	19	68%	8	32%	17	68%	—	—	—	—
Sweden	8	29%	20	71%	5	29%	12	71%	—	—	—	—
Poland	119	24%	385	76%	90	20%	360	80%	—	—	—	—
Total	929	31%	2,089	69%	861	30%	2,016	70%	586	30%	1,398	70%

	2022				2021				2020			
	Women	%	Men	%	Women	%	Men	%	Women	%	Men	%
Senior Management												
Under 30	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
30 to 45	1	1%	0	0%	1	13%	1	13%	1	11%	1	11%
46 to 55	1	0%	4	1%	0	0%	3	38%	0	0%	2	22%
Over 55	0	0%	3	0%	0	0%	3	38%	0	0%	5	56%
Total	2	22%	7	78%	1	13%	7	88%	1	11%	8	89%

GRI 2-7 Employees. Total number of employees, and a breakdown of this total by gender and by region. Total number of employees by employment contract and type (permanent or temporary, and full-time or part-time), by gender professional classification and country^{35,36}

	2022				2021				2020			
	Fix	%	Temporary	%	Fix	%	Temporary	%	Fix	%	Temporary	%
	Workforce	%	Workforce	%	Workforce	%	Workforce	%	Workforce	%	Workforce	%
Gender distribution												
Women	914	98%	15	2%	821	95%	40	5%	549	94%	37	6%
Men	2,051	98%	38	2%	1,963	97%	53	3%	1,363	97%	35	3%
Total	2,965	98%	53	2%	2,784	97%	93	3%	1,912	96%	72	4%
Age distribution												
Under 30	223	91%	21	9%	189	86%	30	14%	107	81%	25	19%
30 to 45	1,179	98%	18	2%	1,163	97%	41	3%	882	97%	28	3%
46 to 55	1,240	100%	6	0%	1,141	99%	16	1%	783	99%	10	1%
Over 55	323	98%	8	2%	291	98%	6	2%	140	94%	9	6%
Total	2,965	98%	53	2%	2,784	97%	93	3%	1,912	96%	72	4%
Professional classification												
Senior Management	9	100%	0	0%	8	100%	0	0%	8	89%	0	0%
Directors	102	100%	0	0%	99	99%	1	1%	75	99%	1	1%
Managers	335	99%	4	1%	297	99%	4	1%	234	100%	1	0%
Coordinators/ Other professionals	2,519	98%	49	2%	2,380	96%	88	4%	1,594	96%	70	4%
Total	2,965	98%	53	2%	2,784	97%	93	3%	1,911	96%	72	4%
Country distribution												
Spain	1,263	99%	11	1%	1,272	99%	17	1%	1,181	98%	18	2%
Italy	254	100%	0	0%	251	100%	1	0%	169	99%	2	1%
France	275	97%	8	3%	246	95%	13	5%	129	98%	2	2%
Switzerland	55	100%	0	0%	50	100%	0	0%	47	98%	1	2%
Netherlands	87	84%	17	16%	87	81%	20	19%	62	85%	11	15%
UK	339	96%	13	4%	284	93%	23	7%	230	86%	37	14%
Ireland	42	98%	1	2%	37	100%	0	0%	25	100%	0	0%
Portugal	65	100%	0	0%	61	100%	0	0%	55	100%	0	0%
Austria	27	96%	1	4%	22	96%	1	4%	14	93%	1	7%
Denmark	28	100%	0	0%	25	100%	0	0%	—	—	—	—
Sweden	26	93%	2	7%	17	100%	0	0%	—	—	—	—
Poland	504	100%	0	0%	432	96%	18	4%	—	—	—	—
Total	2,965	98%	53	2%	2,784	97%	93	3%	1,912	96%	72	4%

³⁵ CEO included in Senior Management

³⁶ Data from previous years have been restated.

	2022				2021				2020			
	Full time		Part time		Full time		Part time		Full time		Part time	
	Workforce	%	Workforce	%	Workforce	%	Workforce	%	Workforce	%	Workforce	%
Gender distribution												
Women	885	95%	44	5%	815	95%	46	5%	550	94%	36	6%
Men	2,073	99%	16	1%	1,998	99%	18	1%	1,383	99%	15	1%
Total	2,958	98%	60	2%	2,813	98%	64	2%	1,933	97%	51	3%
Age distribution												
Under 30	241	99%	3	1%	217	99%	2	1%	129	98%	3	2%
30 to 45	1,173	98%	24	2%	1,171	97%	33	3%	884	97%	26	3%
46 to 55	1,223	98%	23	2%	1,138	98%	19	2%	781	98%	12	2%
Over 55	321	97%	10	3%	287	97%	10	3%	139	93%	10	7%
Total	2,958	98%	60	2%	2,813	98%	64	2%	1,933	97%	51	3%
Professional classification												
Senior Management	9	100%	0	0%	8	100%	0	0%	9	100%	0	0%
Directors	102	100%	0	0%	100	100%	0	0%	75	99%	1	1%
Managers	338	100%	1	0%	301	100%	0	0%	231	98%	4	2%
Coordinators/ Other professionals	2,509	98%	59	2%	2,404	97%	64	3%	1,618	97%	46	3%
Total	2,958	98%	60	2%	2,813	98%	64	2%	1,933	97%	51	3%
Country distribution												
Spain	1,273	100%	1	0%	1,289	100%	0	0%	1,213	101%	1	0%
Italy	248	98%	6	2%	246	98%	6	2%	169	99%	2	1%
France	282	100%	1	0%	257	99%	2	1%	131	100%	0	0%
Switzerland	53	96%	2	4%	49	98%	1	2%	45	94%	3	6%
Netherlands	75	72%	29	28%	79	74%	28	26%	50	68%	23	32%
UK	336	95%	16	5%	286	93%	21	7%	251	94%	16	6%
Ireland	43	100%	0	0%	34	92%	3	8%	19	76%	6	24%
Portugal	65	100%	0	0%	61	100%	0	0%	55	100%	0	0%
Austria	25	89%	3	11%	23	100%	0	0%	—	—	—	—
Denmark	27	96%	1	4%	25	100%	0	0%	—	—	—	—
Sweden	28	100%	0	0%	17	100%	0	0%	—	—	—	—
Poland	503	100%	1	0%	447	99%	3	1%	—	—	—	—
Total	2,958	98%	60	2%	2,813	98%	64	2%	1,933	97%	51	3%

GRI 2-30 Collective bargaining agreements³⁷

	2022		2021		2020	
	Number of employees under collective bargaining agreements	% of employees under collective bargaining agreements	Number of employees under collective bargaining agreements	% of employees under collective bargaining agreements	Number of employees under collective bargaining agreements	% of employees under collective bargaining agreements
Spain	1,264	99%	1,275	99%	1,193	90%
Italy	254	100%	252	100%	171	100%
France	283	100%	259	100%	131	100%
Total	1,801	60%	1,786	62%	1,495	52%

³⁷ Countries where collective bargaining figure exists are broken down. Consolidated data refers to all employees of the Group.

GRI 401-1 New employee hires and employee turnover. Dismissals by gender, age and professional classification

New employee hires	2022		2021		2020	
	New employees	New employee rate	New employees	New employee rate	New employees	New employee rate
Gender distribution						
Women	182	20%	330	38%	218	37%
Men	273	13%	699	35%	299	21%
Total	455	15%	1,029	36%	517	26%
Age distribution						
Under 30	119	49%	145	66%	76	58%
30 to 45	207	17%	410	34%	233	26%
46 to 55	97	8%	381	33%	156	20%
Over 55	32	10%	93	31%	52	35%
Total	455	15%	1,029	36%	517	26%
classification						
Senior Management	0	0 %	0	0 %	Not available	Not available
Directors	9	9%	22	22%	Not available	Not available
Managers	22	6%	104	35%	Not available	Not available
Coordinators/ Other professionals	424	17%	903	37%	Not available	Not available
Total	455	15%	1,029	36%	—	—
Country distribuion						
Spain	69	5%	108	8%	71	6%
Italy	11	4%	94	37%	27	16%
France	75	27%	148	57%	48	37%
Switzerland	12	22%	6	12%	12	25%
Netherlands	19	18%	42	39%	3	4%
UK	133	38%	88	29%	270	101%
Ireland	11	26%	8	22%	11	44%
Portugal	8	12%	9	15%	57	104%
Austria	7	25%	20	87%	18	120%
Denmark	6	21%	11	44%	—	—
Sweden	13	46%	17	100%	—	—
Poland	91	18%	478	106%	—	—
Total	455	15%	1,029	36%	517	26%

Employee turnover ³⁸	2022		2021		2020	
	Employee turnover	Rate of employee turnover	Employee turnover	Rate of employee turnover	Employee turnover	Rate of employee turnover
Gender distribution						
Women	115	12%	64	7%	37	6%
Men	199	10%	96	5%	96	7%
Total	314	10%	160	6%	133	7%
Age distribution						
Under 30	35	14%	23	11%	11	8%
30 to 45	145	12%	69	6%	43	5%
46 to 55	61	5%	47	4%	12	2%
Over 55	73	22%	21	7%	67	45%
Total	314	10%	160	6%	133	7%
Professional classification						
Senior Management	0	0 %	1	13%	Not available	Not available
Directors	9	9%	4	4%	Not available	Not available
Managers	20	6%	15	5%	Not available	Not available
Coordinators/ Other professionals	285	11%	140	6%	Not available	Not available
Total	314	10%	160	6%	—	—
Country distribution						
Spain	87	7%	32	2%	90	8%
Italy	8	3%	8	3%	8	5%
France	51	18%	20	8%	13	10%
Switzerland	7	13%	5	10%	1	2%
Netherlands	22	21%	8	7%	5	7%
UK	87	25%	47	15%	13	5%
Ireland	5	12%	2	5%	3	12%
Portugal	4	6%	3	5%	0	0 %
Austria	2	7%	0	0%	0	0 %
Denmark	2	7%	4	16%	—	—
Sweden	2	7%	0	0%	—	—
Poland	37	7%	31	7%	—	—
Total	314	10%	160	6%	133	7%

³⁸ Total employee turnover (voluntary and non-voluntary turnover). Both individual and collective dismissals are taken into account. Data from previous years have been restated.

Dismissals ³⁹	2022		2021		2020	
	Workforce dismissals	%	Workforce dismissals	%	Workforce dismissals	%
Gender distribution						
Women	19	2%	2	0.2%	12	2%
Men	49	2%	1	0.05%	57	4%
Total	68	2%	3	0.1%	69	3%
Age distribution						
Under 30	0	0%	1	0.5%	1	1%
30 to 45	10	1%	1	0.1%	13	1%
46 to 55	7	1%	1	0.1%	5	1%
Over 55	51	15%	0	0%	50	34%
Total	68	2%	3	0.1%	69	3%
Professional classification						
Senior Management	0	0%	0	0%	0	0 %
Directors	1	1%	0	0%	1	1%
Managers	3	1%	0	0%	2	1%
Coordinators/ Other professionals	64	2%	3	0.1%	66	4%
Total	68	2%	3	0.1%	69	3%
Country distribution						
Spain	47	4%	0	0%	Not available	Not available
Italy	0	0%	0	0%	Not available	Not available
France	3	1%	2	0.8%	Not available	Not available
Switzerland	0	0%	0	0%	Not available	Not available
Netherlands	0	0%	0	0%	Not available	Not available
UK	16	5%	1	0.3%	Not available	Not available
Ireland	0	0%	0	0%	Not available	Not available
Portugal	0	0%	0	0%	Not available	Not available
Austria	0	0%	0	0%	Not available	Not available
Denmark	0	0%	0	0%	—	—
Sweden	1	4%	0	0%	—	—
Poland	1	0.2%	0	0%	—	—
Total	68	2%	3	0.1%	—	—

³⁹ Both individual and collective dismissals are taken into account for the dismissal disclosed.

GRI 405-2 Ratio of basic salary and remuneration of women to men. Gender pay gap. The average remunerations and their evolution disaggregated by gender, age and professional classification or equal value⁴⁰

Gender pay gap ⁴¹	Median		Average	
	2022	2021	2022	2021
Spain	1%	3%	9%	10%
Italy	19%	20%	25%	26%
France	23%	13%	28%	26%
Switzerland	23%	18%	31%	24%
Netherlands	30%	32%	13%	25%
UK	29%	39%	24%	32%
Ireland	16%	42%	26%	44%
Portugal	15%	6%	35%	35%
Austria	40%	43%	48%	56%
Denmark	10%	(5%)	14%	(1%)
Sweden	20%	38%	14%	24%
Poland	9%	4%	8%	(1%)
Total	10.0%	9.0%	14.0%	14.3%

	2022	2021	2020
Salary evolution⁴²	20.7%	(6.1)%	(7.8)%

Average remuneration	2022		2021	
	Women	Men	Women	Men
Senior Management (base salary)	(*)	€396,233	(*)	€260,000
Senior Management (base salary + other incentives)	(*)	€715,333	(*)	€438,124
Management level: Directors + Middle Management (base salary)	€86,060	€97,647	€84,321	€93,001
Management level: Directors + Middle Management (base salary + other incentives)	€105,469	€124,049	€101,739	€115,221
Coordinators / Other professionals (base salary)	€44,337	€46,900	€42,314	€44,993
Coordinators / Other professionals (base salary + other incentives)	€49,057	€51,726	Not available	Not available

(*)Due to confidentiality issues, the average remuneration data is not reported for these categories.

⁴⁰ Data from previous years have been restated.

⁴¹ The interannual difference is derived from the fact that all the data reported includes the companies incorporated during the year, as indicated in chapter 7.2 Reporting scope. The gender pay gap is calculated taking into account the following formula: [(Base salary + Other incentives male) - (Base salary + Other incentives female)] / (Base salary + Other incentives male).

⁴² The percentage is calculated by comparing the average remuneration of the workforce between the current year and the previous one, taking into account changes in the perimeter due to the inclusion of new companies. The increase in FY2022 derives from the provision of the cost of the LTIP, as the number of LTIP beneficiaries increases.

		2022				2021				2020				
		Senior Management	Directors	Managers	Coordinators/ Other professionals	Senior Management	Directors	Managers	Coordinators/ Other professionals	Senior Management	Directors	Managers	Coordinators/ Other professionals	
Under 30	Men	Base salary	—	(*)	(*)	€33,289	—	—	€44,240	€34,315	—	€60,000	€53,810	€35,973
		Base salary + Other incentives	—	(*)	(*)	€36,423	—	—	€51,240	€36,837	—	€75,000	€56,501	€38,827
	Women	Base salary	—	—	(*)	€35,722	—	—	€32,860	€34,195	—	—	€33,000	€36,211
		Base salary + Other incentives	—	—	(*)	€39,247	—	—	€39,432	€37,299	—	—	€37,330	€39,023
30 to 45	Men	Base salary	—	€146,978	€80,816	€45,813	(*)	€135,043	€75,250	€42,764	€500,000	€131,272	€73,330	€43,732
		Base salary + Other incentives	—	€205,816	€96,514	€50,677	(*)	€182,860	€88,576	€47,002	€800,000	€172,965	€87,375	€47,993
	Women	Base salary	(*)	(*)	€74,344	€44,522	(*)	€133,455	€76,261	€42,357	(*)	€138,440	€73,032	€43,626
		Base salary + Other incentives	(*)	(*)	€89,567	€49,123	(*)	€176,419	€90,523	€46,343	(*)	€173,273	€84,856	€47,838
46 to 55	Men	Base salary	€342,100	€152,886	€75,674	€47,398	€215,000	€145,084	€72,002	€46,250	€180,000	€152,967	€80,659	€49,004
		Base salary + Other incentives	€602,500	€207,936	€91,075	€52,023	€322,500	€190,615	€84,945	€50,384	€252,000	€204,177	€96,828	€53,443
	Women	Base salary	(*)	€142,067	€82,682	€46,594	—	€129,574	€77,761	€44,820	—	€140,667	€73,045	€46,060
		Base salary + Other incentives	(*)	€187,119	€98,680	€51,842	—	€166,289	€90,349	€49,652	—	€182,850	€86,223	€50,651
Over 55	Men	Base salary	(*)	€172,239	€77,917	€56,351	(*)	€157,672	€76,336	€54,011	€427,500	€158,163	€79,287	€59,670
		Base salary + Other incentives	(*)	€237,561	€93,747	€62,763	(*)	€208,302	€87,519	€59,455	€703,375	€205,877	€94,784	€65,351
	Women	Base salary	—	€145,067	—	€50,115	—	€173,000	(*)	€47,616	—	€155,150	—	€44,780
		Base salary + Other incentives	—	€189,920	—	€55,734	—	€235,700	(*)	€52,566	—	€208,585	—	€47,968

(*) Due to confidentiality issues, the average remuneration data is not reported for these categories.

GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage⁴³

	Spain	France	Italy	Switzerland	Netherlands	UK	Ireland	Portugal	Austria	Denmark	Sweden	Poland	Total average	
Ratio of the difference between the lowest salary and minimum inter-professional salary	2022	1	0.67	Not applicable	1.06	1.41	1.02	1.33	1.8	Not applicable	Not applicable	Not applicable	1	1.16
	2021	1.33	1.05	Not applicable	1.14	1.13	1.1	1.81	1.69	Not applicable	Not applicable	Not applicable	1.14	1.30
	2020	1.35	1.52	Not applicable	1.16	1.15	1	1.37	1.43	Not applicable	—	—	—	1.28

GRI 202-2 Proportion of senior management hired from the local community⁴⁴

Professional classification	2022		2021		2020	
	Local	%	Workforce	%	Workforce	%
Senior Management	0	—	0	—	0	Not available
Directors	2	22 %	21	95 %	14	Not available
Total	2	22 %	21	95 %	14	Not available

⁴³ The countries where local Interprofessional Minimum Wage (IMW) is not applicable are indicated.

⁴⁴ The percentage is calculated based on the new employee hires of each category disclosed in GRI 401-1 content.

GRI 205-2 Communication and training about anti-corruption policies and procedures

Communication about anti-corruption policies and procedures	2022		2021		2020	
	Communication to new employees in the reporting year	Total % of employees communicated	Communication to new employees in the reporting year	Total % of employees communicated	Communication to new employees in the reporting year	Total % of employees communicated
Employees and governance bodies						
Senior Management	0	100%	0	100%	Not available	Not available
Directors	9	100%	22	100%	Not available	Not available
Managers	22	100%	104	100%	Not available	Not available
Coordinators/ Other professionals	424	100%	903	100%	Not available	Not available
Employees by country						
Spain	69	100%	108	100%	71	100%
Italy	11	100%	94	100%	27	100%
France	75	100%	148	100%	48	100%
Switzerland	12	100%	6	100%	12	100%
Netherlands	19	100%	42	100%	3	100%
UK	133	100%	88	100%	270	100%
Ireland	11	100%	8	100%	11	100%
Portugal	8	100%	9	100%	57	100%
Austria	7	100%	20	100%	18	100%
Denmark	6	100%	11	100%	—	—
Sweden	13	100%	17	100%	—	—
Poland	91	100%	478	100%	—	—
Total	455	100%	1029	100%	517	100 %

Training about anti-corruption policies and procedures	2022		2021		2020	
	Employees trained in the reporting year	Total % of employees trained	Employees trained in the reporting year	Total % of employees trained	Employees trained in the reporting year	Total % of employees trained
Employees and governance bodies⁴⁵						
Senior Management	0	44%	1	Not available	1	Not available
Directors	13	76%	22	Not available	19	Not available
Managers	34	63%	48	Not available	35	Not available
Coordinators/ Other professionals	539	74%	457	Not available	396	Not available
Employees by country						
Spain	51	86%	113	85%	97	86%
Italy	205	78%	23	69%	35	94%
France	68	51%	38	47%	37	43%
Switzerland	8	82%	6	90%	26	90%
Netherlands	11	52%	26	81%	10	41%
UK	110	93%	132	93%	189	72%
Ireland	15	95%	9	81%	23	71%
Portugal	9	100%	30	30%	31	55%
Austria	6	93%	18	75%	0	0%
Denmark	3	79%	23	85%	—	—
Sweden	8	71%	11	59%	—	—
Poland	92	37%	99	21%	—	—
Total	586	73%	528	70%	448	79%

⁴⁵ All members of the Board of Directors receive relevant anti-corruption training.

GRI 404-1 Average hours of training per year per employee. Total amount of training hours by gender, country and professional classification

Total amount of training hours per professional classification	2022		2021		2020	
	Women	Men	Women	Men	Women	Men
Senior Management	103	220	78	354	1	282
Directors	390	1,512	1,319	1,051	1,448	2,091
Managers	2,843	6,192	2,078	3,065	3,825	4,161
Coordinators/ Other professionals	16,608	38,862	9,152	27,293	16,597	30,699
Total	19,944	46,786	12,627	31,762	21,871	37,233

Total amount of training hours per country	2022	2021	2020
	Spain	35,774	32,340
Italy	9,344	6,310	7,455
France	889	186	712
Switzerland	460	319	794
Netherlands	915	400	931
UK	3,039	2,502	1,375
Ireland	549	124	339
Portugal	2,824	582	1,161
Austria	155	286	—
Denmark	312	317	—
Sweden	156	195	—
Poland	12,312	828	—
Total	66,730	44,389	59,104

Average of training hours per employee	2022	2021	2020
	Gender distribution		
Women	21.5	14.7	37.3
Men	22.4	15.8	26.6
Professional classification			
Senior Management	35.8	53.9	31.4
Directors	18.6	23.7	46.6
Managers	26.7	17.1	34.0
Coordinators/ Other professionals	21.6	14.8	28.4
Country distribution			
Spain	28.1	25.1	38.6
Italy	36.8	25.0	43.6
France	3.1	0.7	5.4
Switzerland	8.4	6.4	16.5
Netherlands	8.8	3.7	12.8
UK	8.6	8.2	5.2
Ireland	12.8	3.4	13.5
Portugal	43.4	9.5	21.1
Austria	5.5	12.4	—
Denmark	11.1	12.7	—
Sweden	5.6	11.5	—
Poland	24.4	1.8	—
Total average	22.1	15.4	29.8

GRI 403-9 & GRI 403-10 Work-related injuries and Work-related ill health^{46,47}

	2022			2021		
	Women	Men	Total	Women	Men	Total
Employee health and safety data						
N° of accidents with injuries	6	12	18	0	10	10
N° of high-consequence work-related injuries	0	0	0	0	0	0
N° of accidents with leave	1	2	3	0	5	5
N° of work-related ill health	0	0	0	0	0	0
Hours worked	1,600,667	3,599,347	5,200,014	1,483,503	3,473,568	4,957,071
Hours of absenteeism	—	—	140,009	—	—	103,795
Health and safety data of third parties (non-employees)⁴⁸						
N° of accidents with injuries	1	24	25	Not available	Not available	Not available
N° of high-consequence work-related injuries	0	0	0	Not available	Not available	Not available

	2022			2021		
	Women	Men	Total	Women	Men	Total
Employee accident rates						
Lost Time Injury Frequency Rate (IFR)	37.48	3.33	3.46	0.00	2.88	1.85
Rate of high-consequence work-related injuries	0.00	0.00	0.00	Not available	Not available	Not available
Lost Time Accident Frequency Rate (AFR)	0.62	0.56	0.58	0.00	1.44	1.01
Accident severity rate (SR)	0.01	0.00	0.01	7.98E-08	3.21E-08	4.64E-11
Incident Rate of Occupational Diseases (IROD)	0.00	0.00	0.00	0.00	0.00	0.00
Absenteeism rate	0.00	0.00	0.02	0.00	0.00	0.02
Third party accident rates (non-employees)						
Lost Time Injury Frequency Rate (IFR)	Not available	Not available	40.18	Not available	Not available	Not available
Rate of high-consequence work-related injuries	0.00	0.00	0.00	Not available	Not available	Not available
Lost Time Accident Frequency Rate (AFR)	Not available	Not available	0.64	Not available	Not available	Not available

⁴⁶ There have been no employee fatalities due to work-related accidents or ill health in the years reported. Regarding the non-employees whose work and/or workplace is controlled by the organization there has been one fatality (customer's worker) in 2022.

- Lost Time Injury Frequency Rate (IFR) = (N° accidents with injuries / N° worked hours) x 10⁶
- Lost Time Accident Frequency Rate (AFR) = (N° accidents with leave / N° worked hours) x 10⁶
- Rate of high-consequence work-related injuries = (High-consequence work-related injuries in the reporting year / N° worked hours) x 10⁶
- Accident severity rate (SR) = (N° lost days due accidents with leave / N° worked hours) x 10³
- Incident Rate of Occupational Diseases (IROD) = (N° leaves due to diseases/N° employees) x 10³
- Worked hours: Number of theoretical hours
- Lost days: Number of days lost due to clinical absenteeism (due to accident)
- Absenteeism disclosed: Working days of sick leave due to occupational accidents or disease, maternity or paternity leave, temporary disability, unpaid leave.

⁴⁷ Cellnex is working to collect and report all the required information broken down by gender for its employees, as well as for the third parties (non-employees).

⁴⁸ Regarding Health and safety data of third parties (non-employees), in 2022 there have been registered a total of 4 accidents with leave, being the total hours worked 6,221,605 hours. The Accident severity rate and Incident rate of Occupational Diseases (IROD) of third-party employees (non-employees) is not available for the reporting year. The Company is working in order to disclose this data in future years of reporting.

GRI 204-1 Proportion of spending on local suppliers

	2022				2021			2020		
	Number of suppliers	Number of local suppliers	% of local suppliers	% of spending on local suppliers	Number of suppliers	Number of local suppliers	% of local suppliers	Number of suppliers	Number of local suppliers	% of local suppliers
Spain	1,733	1,543	89%	94%	1,734	1,544	89%	1,638	1,468	90%
Italy	517	483	93%	93%	433	410	95%	483	455	94%
France	392	351	90%	90%	605	545	90%	279	263	94%
Switzerland	275	250	91%	90%	180	165	92%	90	82	91%
Netherlands	338	303	90%	94%	317	282	89%	187	169	90%
UK	423	373	88%	97%	300	283	94%	189	160	85%
Ireland	92	71	77%	95%	183	148	81%	37	36	97%
Portugal	92	82	89%	99%	146	127	87%	108	99	92%
Austria	94	72	77%	97%	42	11	26%	—	—	—
Denmark	120	95	79%	99%	64	62	97%	—	—	—
Sweden	379	354	93%	99%	127	125	98%	—	—	—
Poland	655	636	97%	100%	204	199	98%	—	—	—
Total	5,110	4,613	90%	96%	4,335	3,901	90%	3,011	2,732	91%

GRI 308-1 & GRI 414-1. New suppliers that were screened using environmental criteria and New suppliers that were screened using social criteria. Total number of suppliers evaluated using ESG criteria⁴⁹

Supplier assessment	2022		2021	2020
	Suppliers	% of suppliers	Suppliers	Suppliers
Environmental				
New suppliers screened	103	20%	27	55
Total number of suppliers assessed	352	70%	238	245
Social				
New suppliers screened	84	17%	29	55
Total number of suppliers assessed	235	47%	240	245
ESG (CDP+Ecovadis)				
New suppliers screened	103	20%	27	55
Total number of suppliers assessed	352	70%	238	245

⁴⁹ New suppliers screened: Number and percentage of suppliers evaluated for the first time with respect to the total number of main suppliers in the reporting year.

GRI 302-1 Energy consumption within the organization⁵⁰

Gasoline consumption by country (MWh)			
	2022	2021	2020 (base year)
Spain	76.52	67.27	28.93
Italy	—	—	—
France	—	—	—
Switzerland	—	—	—
Netherlands	—	—	—
UK	—	—	—
Ireland	—	—	—
Portugal	—	—	—
Austria	—	—	—
Denmark	—	—	—
Sweden	—	—	—
Poland	560.25	329.64	331.12
Total	636.78	396.92	360.05

Diesel consumption by country (MWh)			
	2022	2021	2020 (base year)
Spain	2,389.74	2,075.70	2,453.82
Italy	—	—	—
France	0.34	0.19	0.20
Switzerland	—	—	—
Netherlands	452.16	395.36	366.63
UK	—	—	—
Ireland	—	—	—
Portugal	—	—	—
Austria	—	—	—
Denmark	—	—	—
Sweden	—	—	—
Poland	525.17	194.69	195.97
Total	3,367.41	2,665.93	3,016.62

Natural gas consumption by country (MWh)			
	2022	2021	2020 (base year)
Spain	—	0.005	0.003
Italy	—	—	—
France	—	—	—
Switzerland	—	—	—
Netherlands	—	0.146	0.573
UK	—	—	—
Ireland	—	—	—
Portugal	—	—	—
Austria	—	—	—
Denmark	—	—	—
Sweden	—	—	—
Poland	—	—	—
Total	0.00	0.15	0.58

⁵⁰ According to the GHG Protocol, the carbon footprint data reported for years 2020 and 2021 has been recalculated according to the reporting year perimeter, taking into account 2020 as base year.

Grid electricity consumption by country (MWh)

	2022	2021	2020 (base year)
Spain	288,712.63	321,029.67	295,074.48
Italy	686,617.99	612,372.58	566,501.15
France	9,776.30	5,333.01	5,333.01
Switzerland	44.44	28.92	21.85
Netherlands	33,407.43	32,968.04	34,989.50
UK	63,979.53	60,992.44	58,248.01
Ireland	1,069.91	386.53	647.15
Portugal	—	—	—
Austria	—	—	—
Denmark	1,960.53	40.65	40.65
Sweden	36,878.51	29,846.88	29,846.88
Poland	170,912.20	159,575.39	159,575.39
Total	1,293,359.47	1,222,574.11	1,150,278.07

Other imported energy consumption (district cooling/heating) by country (MWh)

	2022	2021	2020 (base year)
Spain	2,063.59	1,302.70	1,302.70
Italy	—	—	—
France	—	—	—
Switzerland	—	—	—
Netherlands	0.33	0.48	0.30
UK	—	—	—
Ireland	—	—	—
Portugal	—	—	—
Austria	—	—	—
Denmark	—	—	—
Sweden	—	—	—
Poland	—	—	—
Total	2,063.92	1,303.18	1,303.00

Total energy consumption by country (MWh)

	2022	2021	2020 (base year)
Spain ⁵¹	295,007.49	324,952.11	299,135.12
Italy	686,617.99	612,372.58	566,501.15
France	9,776.64	5,333.20	5,333.21
Switzerland	44.44	28.92	21.85
Netherlands	33,859.92	33,364.02	35,357.00
UK	63,979.53	60,992.44	58,248.01
Ireland	1,069.91	386.53	647.15
Portugal	—	—	—
Austria	—	—	—
Denmark	1,960.53	40.65	40.65
Sweden	36,878.51	29,846.88	29,846.88
Poland	171,997.62	160,099.72	160,102.47
Total	1,301,192.57	1,227,417.06	1,155,233.51

⁵¹ The Self-generated electricity consumption is aggregated to the total energy consumption. Spain is currently the only country with self-generated electricity consumption. This consumption has been 1,765.00 MWh in 2022, 476.77 MWh in 2021 and 275.20 MWh in 2020.

Total energy consumption by source (MWh)

	2022	2021	2020 (base year)
Gasoline	636.78	396.92	360.05
Diesel	3,367.41	2,665.93	3,016.62
Natural Gas	0.00	0.15	0.58
Electricity	1,295,124.47	1,223,050.88	1,150,553.27
Grid electricity	1,293,359.47	1,222,574.11	1,150,278.07
Self-generated electricity ⁵²	1,765.00	476.77	275.20
District heating/cooling	2,063.92	1,303.18	1,303.00
Total	1,301,192.57	1,227,417.06	1,155,233.51

Total renewable energy consumption (MWh)

	2022	2021	2020 (base year)
Renewable grid electricity	999,537.14	496,150.99	115,373.95
Self-generated electricity ⁵³	1,765.00	476.77	275.20
Total	1,001,302.14	496,627.76	115,649.15

Share of renewable electricity by country (%)

	2022	2021	2020 (base year)
Spain	100%	47%	0%
Italy	59%	37%	0%
France	100%	0%	0%
Switzerland	100%	100%	100%
Netherlands	100%	68%	63%
UK	100%	100%	100%
Ireland	0%	0%	0%
Portugal	—	—	—
Austria	—	—	—
Denmark	100%	0%	0%
Sweden	100%	100%	100%
Poland	94%	0%	0%
Total	77%	41%	10%

⁵² Spain is the only country with Self-generated electricity consumption.

⁵³ Self-generated electricity corresponds to self-consumed electricity.

GRI 303-5 Water consumption⁵⁴

Water consumption by country (m ³)	2022			2021			2020 (base year)		
	Water (supply network)	Water (rainwater)	Total	Water (supply network)	Water (rainwater)	Total	Water (supply network)	Water (rainwater)	Total
Spain	1,497	256	1,753	8,765	854	9,619	9,216	926	10,142
Italy	—	—	—	751	0	751	445	0	445
France	—	—	—	—	—	—	—	—	—
Switzerland	—	—	—	—	—	—	—	—	—
Netherlands	442	0	442	668	0	668	1,725	0	1,725
UK	—	—	—	—	—	—	—	—	—
Ireland	—	—	—	—	—	—	—	—	—
Portugal	—	—	—	—	—	—	—	—	—
Austria	—	—	—	—	—	—	—	—	—
Denmark	—	—	—	—	—	—	—	—	—
Sweden	—	—	—	—	—	—	—	—	—
Poland	—	—	—	—	—	—	—	—	—
Total	1,939	256	2,195	10,184	854	11,038	11,385	926	12,311

GRI 304-2 Significant impacts of activities, products and services on biodiversity

Impacts on biodiversity	2022				2021				2020			
	Total analyzed sites	Not affected	Affected	% of sites in protected areas	Total analyzed sites	Not affected	Affected	% of sites in protected areas	Total analyzed sites	Not affected	Affected	% of sites in protected areas
Spain	10,247	9,194	1,053	10%	10,733	9,527	1,206	11%	8,734	7,539	1,195	14%
Italy	20,371	19,407	964	5%	21,663	20,581	1,082	5%	11,477	10,961	516	4%
France	11,840	11,128	712	6%	12,399	11,678	721	6%	4,753	4,651	102	2%
Switzerland	4,994	4,924	70	1%	5,308	5,237	71	1%	5,085	4,749	336	7%
Netherlands	3,961	3,806	155	4%	769	681	88	11%	817	771	46	6%
UK	9,257	8,365	892	10%	9,236	8,346	890	10%	8,419	8,323	96	1%
Ireland	1,651	1,610	41	2%	1,774	1,723	51	3%	520	469	51	10%
Portugal	5,719	5,210	509	9%	5,958	5,443	515	9%	4,927	4,521	406	8%
Austria	4,698	4,236	462	10%	3,189	2,880	309	10%	—	—	—	—
Denmark	1,385	1,376	9	1%	1,351	1,320	31	2%	—	—	—	—
Sweden	2,437	2,413	24	1%	5,308	5,237	71	1%	—	—	—	—
Poland	7,868	6,805	1,063	14%	6,911	6,069	842	12%	—	—	—	—
Total	84,428	78,474	5,954	7%	84,599	78,722	5,877	7%	44,732	41,984	2,748	6%

⁵⁴ According to the GHG Protocol, the carbon footprint data reported for years 2020 and 2021 has been recalculated according to the reporting year perimeter, taking into account 2020 as base year.

GRI 305 Emissions: GRI 305-1 Direct (Scope 1) GHG emissions; GRI 305-2 Energy indirect (Scope 2) GHG emissions; GRI 305-3 Other indirect (Scope 3) GHG emissions; GRI 305-4 GHG emissions intensity; GRI 305-5 Reduction of GHG emissions⁵⁵

GHG emissions by scope and country (t CO2e)	2022			2021			2020 (base year)		
	Scope 1	Scope 2	Scope 3	Scope 1	Scope 2	Scope 3	Scope 1	Scope 2	Scope 3
Spain	1,519	5	36,883	1,887	33,723	51,586	1,990	79,019	55,838
Italy	961	40,954	59,119	1,127	110,444	69,841	1,114	167,695	66,857
France	31	0	32,937	73	0	40,458	72	0	39,827
Switzerland	0	0	5,723	0	0	14,284	0	0	12,943
Netherlands	172	0	24,394	151	2,762	33,369	377	5,430	42,536
UK	0	3	42,758	0	0	58,316	0	0	61,015
Ireland	0	353	8,373	0	128	6,677	0	215	6,849
Portugal	0	0	31,228	0	0	36,885	0	0	41,394
Austria	88	0	25,080	110	0	26,223	110	0	30,454
Denmark	4	0	2,845	5	15	4,361	5	15	5,755
Sweden	8	0	1,044	7	0	1,306	9	0	1,435
Poland	429	7,014	236,089	263	179,786	257,623	264	179,786	264,308
Total	3,212	48,329	506,470	3,623	326,857	600,929	3,940	432,160	629,210

GHG emissions by country (t CO2e)	2022	2021	2020 (base year)
Spain	38,407	87,196	136,847
Italy	101,033	181,413	235,666
France	32,968	40,531	39,899
Switzerland	5,723	14,284	12,943
Netherlands	24,566	36,282	48,342
UK	42,762	58,316	61,015
Ireland	8,726	6,805	7,064
Portugal	31,228	36,885	41,394
Austria	25,168	26,333	30,564
Denmark	2,849	4,381	5,775
Sweden	1,051	1,313	1,443
Poland	243,532	437,671	444,357
Total	558,011	931,409	1,065,310

GHG emissions by scope (t CO2e)	2022	2021	2020 (base year)
Scope 1	3,212	3,623	3,940
Scope 2	48,329	326,857	432,160
Scope 3	506,470	600,929	629,210
Total	558,011	931,409	1,065,310

⁵⁵ According to the GHG Protocol, the carbon footprint data reported for years 2020 and 2021 has been recalculated according to the reporting year perimeter, taking into account 2020 as base year.

Emission intensity by country (Scope 1+2+3)	2022		2021		2020 (base year)	
	GHG emissions/ operating income (tCO2e/€Mn)	GHG emissions/ sites (tCO2e/site)	GHG emissions/ operating income (tCO2e/€Mn)	GHG emissions/ sites (tCO2e/site)	GHG emissions/ operating income (tCO2e/€Mn)	GHG emissions/ sites (tCO2e/site)
Spain	66.82	3.57	162.73	8.40	247.64	13.01
Italy	132.43	4.86	268.77	8.96	353.22	11.81
France	43.34	1.35	58.47	1.78	59.34	3.83
Switzerland	36.24	1.07	98.39	2.66	89.30	2.45
Netherlands	187.70	6.09	287.91	9.02	378.04	12.73
UK	111.64	5.71	189.58	7.52	198.36	7.79
Ireland	153.37	4.84	122.45	3.74	129.31	4.00
Portugal	231.10	5.17	316.52	7.11	370.93	7.98
Austria	320.86	5.59	361.22	5.87	419.26	6.84
Denmark	81.24	1.84	153.31	3.10	202.12	4.39
Sweden	17.88	0.37	27.09	0.49	29.79	0.58
Poland	588.37	14.99	1,157.51	29.89	1,175.19	30.80
Total	157.26	5.27	292.63	9.25	336.39	12.18

Emission intensity by country (Scope 1+2)	2022		2021		2020 (base year)	
	GHG emissions/ operating income (tCO2e/€Mn)	GHG emissions/ sites (tCO2e/site)	GHG emissions/ operating income (tCO2e/€Mn)	GHG emissions/ sites (tCO2e/site)	GHG emissions/ operating income (tCO2e/€Mn)	GHG emissions/ sites (tCO2e/site)
Spain	2.65	0.14	66.46	3.43	146.59	7.70
Italy	54.94	2.02	165.30	5.51	253.01	8.46
France	0.04	0.00	0.11	0.00	0.11	0.01
Switzerland	0.00	0.00	0.00	0.00	0.00	0.00
Netherlands	1.32	0.04	23.11	0.72	45.41	1.53
UK	0.01	0.00	0.00	0.00	0.00	0.00
Ireland	6.21	0.20	2.30	0.07	3.93	0.12
Portugal	0.00	0.00	0.00	0.00	0.00	0.00
Austria	1.12	0.02	1.51	0.02	1.51	0.02
Denmark	0.11	0.00	0.71	0.01	0.71	0.02
Sweden	0.13	0.00	0.14	0.00	0.18	0.00
Poland	17.98	0.46	476.17	12.29	476.18	12.48
Total	14.53	0.49	103.83	3.28	137.71	4.98

GRI 306-3 Waste generated⁵⁶

Waste (t)	2022			2021			2020 (base year)		
	Non-hazardous waste	Hazardous waste	Total	Non-hazardous waste	Hazardous waste	Total	Non-hazardous waste	Hazardous waste	Total
Spain	126.0	39.6	165.6	158.3	39.6	197.9	134.4	42.7	177.2
Rest of the countries ⁵⁷	1.5	0.0	1.5	0.0	0.0	0.0	0.0	0.0	0.0
Total	127.5	39.6	167.1	158.3	39.6	197.9	134.4	42.7	177.2

GRI 306-4 & GRI 306-5 Waste diverted from disposal and Waste directed to disposal

Waste by type of treatment (t)	2022			2021			2020 (base year)		
	Non-hazardous waste	Hazardous waste	Total	Non-hazardous waste	Hazardous waste	Total	Non-hazardous waste	Hazardous waste	Total
Elimination	1.8	0.5	2.3	10.0	0.9	10.9	0.5	1.0	1.5
Recovery	124.0	39.1	163.1	148.3	38.6	187.0	133.9	41.7	175.6
Total	125.8	39.6	165.4	158.3	39.6	197.9	134.4	42.7	177.2

⁵⁶ According to the GHG Protocol, the carbon footprint data reported for years 2020 and 2021 has been recalculated according to the reporting year perimeter, taking into account 2020 as base year.

⁵⁷ Waste arising from Cellnex's activities is mainly generated by its suppliers and subcontractors. Therefore, it is the suppliers who are responsible for managing the waste in Cellnex activities/facilities under their responsibility. Cellnex has only maintained ownership and management of waste in some parts in Spain and in Italy's offices. These quantities do not represent a significant impact and are therefore considered a non-material environmental aspect.