

# 4 SOCIETY

**Being a facilitator of social progress**

**2023 main actions and KPIs**

Cellnex promoted initiatives related to digitalisation and modernisation, including the provision of infrastructure, participation in events, and collaborations with various foundations	The Group actively engaged in corporate volunteering initiatives via the Cellnex Foundation, supporting sustainable development and the 2030 agenda through diverse volunteering programs focused on Education, Training, and Mentoring
Cellnex Foundation launched the third edition of the Cellnex Bridge Program	Cellnex collaborated with small entities through the contribution of economic, technical, or human resources
The Cellnex Foundation has carried out the Revitalisation Programmes Master Plan	Cellnex updated its Statement on Slavery and Human Trafficking, firmly denouncing all exploitative labour practices, including child labour, and committing to prevent such practices in its operations and supply chain

- 7% of the global headcount in participated in volunteering activities in 2023
- €15,000 to develop their proof of concept to the 5 finalists of the III Edition of the Cellnex Bridge Program
- 202 volunteers and 1,127 students participated in the Youth Challenge 2022-2023
- Cellnex had a socio-economic contribution in the countries analysed of €7,334Mn in terms of GDP
- The total employment generated by Cellnex in the countries analysed in 2023 was of 59,834 jobs (direct, indirect and induced)

**Follow-up on the ESG Master Plan targets**

	Target year	Target		2023
% of the global headcount in all countries to participate in volunteering activities	2025	5%		7%

**Next steps for the upcoming years**

Continue consolidating and strengthening support for digitalisation and modernisation initiatives.

Launch the fourth edition of the Cellnex Bridge programme.

Expand the implementation of volunteer programs to additional countries where Cellnex is present.

# 4.1 Social contribution

## Commitment to Society

Cellnex's commitment extends beyond just its services; the company is dedicated to giving back to society through knowledge-sharing, technological progress and active involvement in charitable causes. This commitment encompasses financing projects, engaging in volunteer work, and collaborating with various philanthropic initiatives. Cellnex actively evaluates and manages its impacts on the environments and countries in which it operates, in line with its commitment to social responsibility.

"Being a Facilitator of Social Progress" is a key strategic action line outlined in Cellnex's ESG Master Plan. This initiative aims to tangibly manifest Cellnex's societal impact. This strategic approach includes fostering diverse educational, social, and cultural programmes and projects.

### Portugal



### Netherlands



### Switzerland



### Ireland



### UK



### France



### Spain



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

Since 2020, Cellnex Portugal has built more than 500 new telecommunications infrastructure sites, most of them outside urban centres, contributing to the promotion of territorial, social and economic cohesion in Portugal.

Cellnex, as an agent for the development of the telecommunications sector, aims to continue building new infrastructure in the coming years.

Regarding 5G, in 2023 we will continue to adapt current infrastructure and build new infrastructure to enhance the modernisation of operators' networks with 5G equipment.



**Cellnex Austria**



Cellnex Austria took part in the Austrian SDG-Awards 2023. And although it did not win an award, the Senate of the Economy recognised Cellnex Austria's work and dedication to support the fulfilment of the UN SDGs.

**Cellnex France**



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

Cellnex France and Emmaüs Connect have formed a two-year partnership project (2020 to 2023) 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 Poland**



In October 2023, Cellnex Poland, together with the Foundation for Good Initiatives, a local partner of the Cellnex Foundation, implemented the EduTravel project for the benefit of young people in care and educational institutions. The Warsaw office was visited by a group of the Foundation and employee-volunteers took on the role of trainers, conducting workshops for young people on the telecommunications industry. It was a unique opportunity to share knowledge, support children who are having a more difficult start to adulthood and get involved in employee volunteering. It was a very special day, both for the young people from the care

and education facilities and for all Cellnex volunteers involved in the preparation and implementation of the project. Cellnex Poland is looking forward to future editions of EduTravel.

Also in 2023, for the second consecutive year, Cellnex Poland employees had the opportunity to take part in the "Rusz się z nami – razem różniej" ("Move with us - together we are stronger") charity competition as a part of annual Well-being Month. By tallying up the kilometres while walking, running, and cycling, employees raised funds to support the Foundation that helps young people advance in various areas of their lives.

**Cellnex Portugal**



As part of its solidarity initiatives, Cellnex Portugal supported three institutions that significantly impact its community:

- Ajuda de Mãe: The objective of the "Escola de Mães" is to support and educate mothers to acquire various skills, thus preventing school dropout and creating conditions for entry and/or progression within the world of work.
- CrescerSer: The organisation organises and promotes community services to support children, young people, and families. It promotes specialised training in the areas of protection, reception, and monitoring for technicians linked to the problems of children and young people in danger.
- AcademiaTen: The organisation works with vulnerable audiences, especially

children and young people, including Casa Pia, among others. Of the various intervention areas, the coding and robotics projects stand out.

Additionally, in March, Portugal participated in the "Uma Árvore Pela Floresta" initiative with the planting of 68 trees in Serra da Estrela (in Baldio de São Pedro, Manteigas), an area severely affected by the fires of the previous summer.

Furthermore, as a gesture of support, Portugal raised funds for Stand4Good, an institution that supports university students with financial needs.

**Cellnex Spain**



Cellnex Spain supported various initiatives aligned with its commitment to children's health, including backing the promoting committee of La Noche solidaria Hospital Sant Joan de Déu, the Leo Messi Foundation, and Barcelona Global. The aim was to enhance the diagnosis and treatment of children affected by rare diseases, as a significant portion, currently 25%, endure a waiting period of over four years for diagnosis, with the majority unable to access treatment.

Additionally, Cellnex contributed to The Pere Tarrés Foundation, actively participating in a solidarity dinner to fund projects benefiting children and young people in vulnerable situations. This support facilitated the renovation of the Can Rafal socio-educational centre in Palma (Mallorca), part of the Foundation's Network of Socio-educational Centres, aiding 40 children in vulnerable situations.

Another project involved renovating and furnishing a new apartment, "La Giganta," measuring some 85 square metres in Mataró (Maresme), to accommodate four young migrants.

Moreover, Cellnex continued its financial support for FESBAL and endorsed "Cellnex Street" in the Madrid Food Bank's central warehouse. FESBAL, founded in 1995, is a non-political and non-denominational organisation striving against hunger, poverty, and food waste by promoting the work of associated food banks.

The Red Cross acknowledges the enduring support of businesses as crucial in addressing contemporary humanitarian challenges, encompassing chronic poverty, social inequalities, environmental and climate issues, migration and refuge, unwanted loneliness, and youth and mental health concerns. In alignment with this recognition, the Catalonia Red Cross organised an event entitled 'The Value of Companies' to honour the collaborative efforts of businesses that closely partnered with the entity from 2022 to 2023, contributing significantly to the fulfilment of the United Nations 2030 Agenda's Sustainable Development Goals. At the gala, Cellnex received recognition for its substantial contribution to universality, embodying a pivotal element in the fundamental principles of the Red Cross. Moreover, Cellnex actively participated in the "150 anys amb tu" programme, commemorating the organisation's first century and a half and paying tribute to the invaluable work of volunteers across all geographical areas in which the Red Cross operates.

### Cellnex Switzerland



Cellnex Switzerland has supported Médecins Sans Frontières, this entity was founded in Paris in 1971 by a group of journalists and doctors. Today it is a worldwide movement of some 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 United Kingdom



Cellnex UK has established partnerships with various charitable organisations, notably the UK Community Foundation, to address digital exclusion across the country. Throughout 2023, the company continued its support for numerous communities in Greater London through the London Community Foundation, aiding efforts to combat digital poverty. By inviting groups like PLIAS Resettlement, Holborn Community Association, and ClearCommunityWeb to a 'Get Online Week' webinar, Cellnex UK showcased initiatives promoting digital inclusion and highlighted the impact of its funding.

In Greater Manchester, Cellnex UK collaborated with Forever Manchester to foster digital inclusion projects aligned with the Greater Manchester Digital Inclusion Strategy's core themes. Through the Cellnex Digital Inclusion Fund, the company provided

support to community groups such as Afrocats and Community Media Crew Group, addressing digital access, affordability, and skills across various demographics. Cellnex UK's commitment and contributions have led to the company being nominated for the Forever Manchester Business Supporter of the Year Award in 2024, demonstrating its dedication to local initiatives, including its support for the Greater Manchester Combined Authority Digital Strategy and participation in the Greater Manchester Digital Inclusion Taskforce.

In Scotland, Cellnex UK partnered with the Scottish Council for Voluntary Organisations (SCVO) and co-funded projects with the Scottish Government, assisting the Digital Participation Charter Fund Round 9. The company's ongoing support for community digital inclusion projects across urban and rural Scotland demonstrates its commitment to combatting digital poverty. Furthermore, Cellnex UK participated in SCVO's Digital Inclusion Roadmap Launch in Edinburgh, contributing to Scotland's journey towards becoming a digitally inclusive nation. The launch featured a case study highlighting Cellnex UK's role in addressing digital poverty across Scotland.

### Cellnex working with foundations

One of Cellnex's commitments is to support the educational system in increasing learning opportunities and promoting progress and social justice. To this end, Cellnex supports the ESADE Talent Program so that the best students, regardless of their economic situation, origin, culture, and/or beliefs, have the opportunity to learn and grow. For the fourth consecutive year, Cellnex has supported the education of two ESADE students.

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.

*Cellnex is responsible for the deployment of the CO<sub>2</sub> sensors on our infrastructure and provide LoRaWAN connectivity for the data transfer from the sensors to the Microsoft Azure Cloud Platform as well as the power supply to the sensors. We currently have 20 deployed under the 'Urban Sense' pilot and the initiative is expected to expand under a larger phase 2 rollout."*

**Paul Delaney**  
Country Managing Director -  
Cellnex Ireland

### Other social initiatives

Throughout 2023, several social initiatives were implemented to offer support to entities representing various vulnerable communities, with a focus on facilitating their digitalisation and enhancing the digital skills of their users.

- **Aura:** This organisation is dedicated to providing services that promote the social and occupational inclusion of individuals with intellectual disabilities.
- **Cervemakers:** As an association, Cervemakers focuses on identifying and addressing social needs related to new technologies in their local area.
- **Asociación Santa Oliva:** This association actively works towards defending the dignity and rights of individuals with intellectual disabilities.



- **CEAR (Comisión Española de Ayuda al Refugiado):** CEAR, the Spanish Commission for Aid to Refugees, is involved in efforts to support and assist refugees in Spain.

### Ireland



Cellnex Foundation, "Academy of the Future" - Cellnex has sponsored a unique Connectivity & Smart City education programme aimed at 12 to 16-year-old students which is targeted at socially disadvantaged schools and female participation in Science, Technology, Engineering and Mathematics subjects. Cellnex's role, apart from providing sponsorship, is also to co-create the "connectivity" aspects of new programmes with other partners and drive support for programmes in Ireland across the telco industry.

Cellnex has collaborated with Maynooth University to deploy CO<sub>2</sub> measuring sensors on our infrastructure providing power and IoT LoRaWAN connectivity under a project jointly funded by Science Foundation Ireland and Microsoft. The initiative has the potential to be scaled up and rolled-out across other Cellnex territories.

### Spain



*Transforming the future* a programme, spearheaded by the Spanish Red Cross, that aims to tackle loneliness—a result of social isolation stemming from a lack of social networks, consistent support, or accessibility to community services. This multifaceted social issue leads to vulnerability and risk among certain groups, with adverse effects on both physical and mental health, often raising mortality risks.

The alliance strives to cooperate in designing and executing a variety of strategies, actions, and remedies to face the challenges of loneliness and social isolation. Leveraging community-centred technology, the goal is to enhance the intervention model and social safety net, collaborating with private entities in the process.



## Access to communications

Cellnex undertakes various digitalisation and modernisation initiatives for society, involving infrastructure provision, participation in events, and collaboration with different foundations.

### Get connected in Ireland



Over the past six 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.

Cellnex Ireland is currently progressing with the deployment of solutions to rural communities located in coverage black spots through its programme. To date, the initiative has been successfully implemented at 20 sites. This progress aims to assess the

requirements in these areas and identify and plan the most appropriate solutions.

In 2023, Cellnex Ireland commissioned a further six rural connectivity sites. Locals in these areas can now enjoy enhanced mobile coverage which offers them the connectivity they require in their day-to-day lives.



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

### Women in Tech in Poland



Every responsible employer should provide women with opportunities to develop and improve their 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 in 2022 and 2023 was an example of how to make

effective use of the enormous potential for leadership skills that lies hidden in women.

In 2023, Cellnex Poland once again took an active part in the Women in Tech Summit, the biggest Tech event for women in Europe and Asia. The conference boasted 11,000 participants, 500 speakers, and 300 mentoring sessions. Cellnex was one of the exhibitors, speaking to hundreds of young women during the conference. Cellnex Poland was keen to raise awareness of how much female participation is needed in the technology sector. Interacting and exchanging insights with the conference attendees fostered mutual learning.



### 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.

The Cellnex UK Community Relations team continues to raise awareness of the benefits of 5G and provide opportunities for the public to self-educate on this topic, demystify 5G, explain Cellnex UK's business responsibilities and try to address public concerns. This approach is largely centred around sign-posting communities to reliable sources of information on 5G health and safety, such as by the WHO, ICNIRP and the UK Health Security Agency.

Also to ensure best practice engagement with communities as part of the delivery process and help explain the need for apparatus on the sites and benefits of mobile connectivity. The team continues to build its communication through a Community Relations Strategy based around education, information, process, best practice, partnerships and duty of care. All this community liaison work is designed to minimise risk and disruption to Cellnex UK business infrastructure, customer delivery and growth.

# 4.2 The Cellnex Foundation

## Mission and Purpose

It is undeniable that recent technological progress has brought with it countless advantages that have made peoples' daily lives much easier. Facing a social change of this magnitude, technology is an essential tool for reducing inequality amongst the most vulnerable groups and minimising social divides.

The Cellnex Foundation was conceived as a dynamic tool to promote Cellnex's social commitment and to provide differential value through actions aimed at people and based on technological connectivity solutions, in line with the company's business model. The Foundation's mission is to bring technology closer to people to promote effective connectivity that helps reduce the digital, social, and territorial divides.

## Commitments

Since its creation in 2011, the Cellnex Foundation has actively represented and promoted Cellnex's commitment to social causes. The Foundation's scope of action encompasses all people but focuses particularly on young people and those who are furthest from the digital world. Its activities also cater specifically to people in vulnerable situations, such as those with disabilities or low employability.

The Foundation, in addition to collaborating with external initiatives, frames its action around bridging three major divides: digital, territorial, and social. All of these programmes share the common goals of reducing inequalities and social vulnerabilities, promoting functional and gender diversity, reducing territorial imbalances, and promoting entrepreneurship and talent development.

The Foundation's commitments focus on benefiting people and improving the environment through technology, addressing the challenges and issues identified in Cellnex's environment:

### Helping to reduce the digital divide

Combatting imbalance and social inequality caused by a lack of knowledge of technologies.

### Helping to reduce the territorial divide

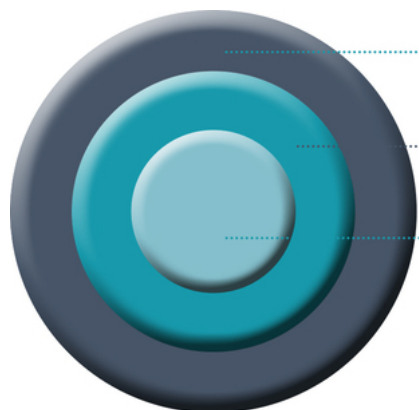
Addressing isolation and inequality in rural areas and complex environments through connectivity.

### Helping to reduce the social divide

Acting against inequalities - especially those related to gender, disability, and background - by promoting connectivity solutions that enhance people's quality of life.

### Promoting sustainability initiatives

Cellnex helps to preserve the environment and biodiversity by promoting and carrying out actions in cooperation with key sectors.



Social divide

Territorial divide

Digital divide



STRATEGIC LINE		COMMITMENT		PROJECT	PILLAR
1	Innovation and entrepreneurship based on digital technologies as an improvement of the social ecosystem	Social Divide	Digital Divide	Cellnex Bridge	Joint programme
			Digital Divide	Rural innovation	Collaboration with small entities
2	Education and the generation of digital knowledge as a tool for social integration	Social Divide	Digital Divide	Digital literacy	Own programme
			Digital Divide	Youth challenge	Collaboration with small entities
3	Employability with a focus on vulnerable sectors, connectivity and accessibility to technologies as a tool for social equality	Social Divide	Sustainability	Training and employability	Collaboration with small entities
			Sustainability	Employability	Corporate volunteering
4	Diversity, and socio-economic reactivation	Social Divide	Digital Divide	Digitalisation of unique environments	Own programme
			Digital Divide	Promotion of STEM careers	Corporate volunteering
5	Environmental awareness as an integrative mechanism and preservation of biodiversity	Social Divide	Sustainability	Biodiversity preservation	Collaboration with small entities
			Sustainability	Environmental awareness	Collaboration with small entities
6	Collaborative and participatory social action	Social Divide	Sustainability	Volunteer day	Own programme
			Sustainability	Solidarity gift	Corporate volunteering

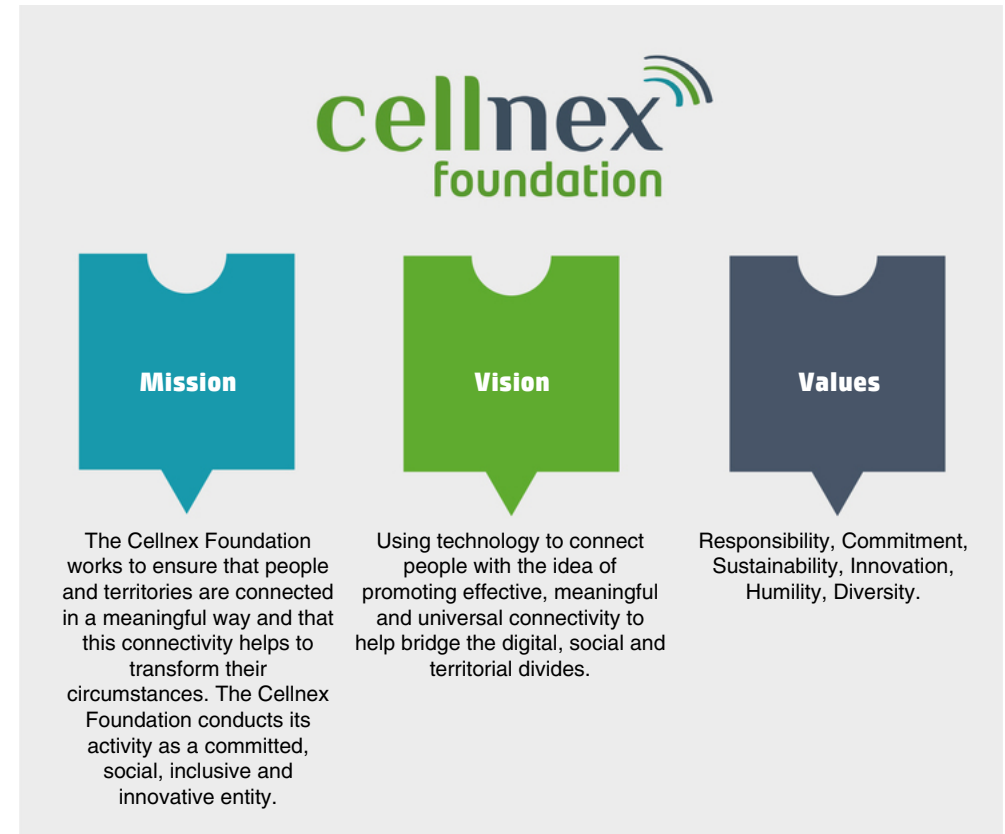
### 8 impacted SDGs



## Strategic focus areas

The Foundation's focus areas encompass a diverse range of initiatives aimed at fostering growth and impact across six strategic action lines. The actions are built on the following four pillars:

1. Own programmes: These represent the primary focus area, centred on addressing challenges in rural environments and bridging existing divides. The goal is to enhance social and territorial cohesion and raise the quality of life for individuals residing in regions with limited connectivity.
2. Joint programmes: The Foundation engages in collaborative projects with strategic partners to facilitate coordinated initiatives in line with its mission, aimed at fostering a positive environmental impact.
3. Corporate volunteering: Cellnex engages its employees, their families, and former staff in volunteer programmes designed to support individuals and enhance their quality of life through various activities encompassing training and education, employability, and access to technology.
4. Collaboration with small organisations: The Foundation occasionally funds projects carried out by other entities that align with its mission.



### The Foundation's own programmes

The Cellnex Foundation's own programmes focus on enhancing connectivity in rural areas, where significant social, territorial, and digital transformations are needed. The goal is to bring technology closer to rural areas and address challenges arising from current divides, aiming to improve social and territorial cohesion across various regions and enhance people's quality of life.

The approach to implementing the Foundation's own programmes derives from its Connectivity Master Plan, which outlines the regeneration strategies for each rural area to achieve the intended impact on the region. The current plan's strategy spans a three-year period and is currently focused on Spain.





- Educational and social use: Adaptation of the space for social and cultural activities, training courses and workshops.
- Business use: Adaptation of the space for a technology and teleworking hub.

**Reviving empty spaces**

- Focus on employment: Programmes for active job search profiles and retraining.
- Digital talent: Educating young students in digital specialties and technologies.
- Basic digital skills: Training people with no knowledge of office automation in basic procedures.

**Training and education**

- Private homes: Integrating technologies in homes of vulnerable groups to save consumption.
- Social centres: Integrating technologies in social centres for vulnerable groups to save energy.

**Social home automation**

**Basic needs**

- Telemedicine: Provision of health services, saving online.
- Support for vulnerable groups: Ensuring access to basic social assistance services.

**Connected business**

- Digitalisation of SMEs: Support for the digital transformation of SMEs.
- Zero kilometre e-commerce: Sales platform for local businesses and services.

**Transformation of the primary sector**

- Connected primary sector: Providing digital solutions for the primary sector.
- Digital innovation hub: Creation of a hub to promote digital innovation in the area.

**Textile colonies**

In collaboration with Puig-reig City Council, Berguedà Chamber of Commerce, Fundesplai, and Red Cross, the Cellnex Foundation organises an annual summer technology camp in Puig-reig with the aim of revitalising the industrial colonies in the Berguedà region. The camp is called “Preparing the Future at Cal Pons” and caters for young people between the ages of 9 and 12. The camp’s goal is to foster youth interest in #STEM careers while they have fun and play sports, through a focus on digital knowledge.

The activities are structured into morning sessions, focused on programming and technology, and afternoon sessions, dedicated to leisure activities, emphasising the use of English. The second edition of the summer camp was held in 2023 and was attended by 89 children and teenagers. The camp imparted a total of 4,450 training hours, which amounted to about 50 hours per person.

This year’s programme saw various improvements upon last year’s edition:

- Improving the communication strategy to engage a larger community within the area.
- Targeting the primary community.
- Increasing the use of English throughout all activities.
- Gender parity (men/women): 56%/44%
- General Feedback: 9/10

Looking to 2024, the Foundation is seeking corporate partnerships within the region to add further value.



**Smart Montserrat**

The broader purpose of the Smart Montserrat project is to provide connectivity to boost development and reduce the digital divide in the Abbey of Montserrat. This is done by carrying out a digital transformation for the efficient management of the Abbey’s infrastructure, resulting in an optimal experience for visitors as well as society and culture. It also includes the technical deployment of the Smart Platform used to manage various aspects of the Abbey through its associated viewer and sensors.

Thanks to this initiative, the capacity of spaces such as the Basilica, Camino del Cambril, and the Monastery Museum can be controlled and managed in real time. Also included air quality, the joint occupancy level of the parking lots located on the access road, and the Monastery’s new underground parking lot, among others.



**Asturias**

The Foundation aims to collaborate in the implementation of the Digital Paradise Asturias project within the framework of cooperation with the Principality of Asturias for the deployment of a Smart Rural network. The location chosen by the Principality of Asturias is the municipality of Yernes y Tameza, situated in the central-western area of the Principality with a population of around 130 inhabitants.

The Cellnex Foundation will collaborate with a local foundation, the Vital Foundation, whose mission is to encourage and carry out educational, cultural, or scientific activities related to education in nature, alternative energies, water, and the environment. The project activities entail providing connectivity and the necessary equipment to nine households for the implementation of the Social Housing use case, with the following features:

- Temperature, CO<sub>2</sub> and humidity control
- SOS button
- Door opening

**The Cellnex Bridge programme has the primary objective of fostering universal digital proficiency, diminishing social disparities, nurturing talent and innovation, and enhancing quality of life while promoting sustainability**

### Joint programmes

Forging synergies and forming key alliances with strategic entities in the region is not just fundamental but also a best practice. Collaborating on projects allows for a broader impact and the development of innovative solutions that cater to the needs of both the environment and society. The Cellnex Foundation takes the lead in these initiatives in partnership with other public or private organisations, targeting specific needs that align with Cellnex's activities.

Through comprehensive conceptualisation and the creation of stakeholder maps for each project at regional, national, and European levels, the Foundation gains a clear understanding of the primary actors involved. This approach helps in identifying the necessary skills required at different levels of involvement to achieve mutual objectives (i.e. expertise, dissemination, fostering relationships, recruitment, and the development of joint actions).

### Cellnex Bridge Project

The Cellnex Foundation launched its first acceleration programme for social impact startups in 2021: Cellnex Bridge.

The Cellnex Bridge programme has the primary objective of fostering universal digital proficiency, reducing social disparities, nurturing talent and innovation, and enhancing quality of life while promoting sustainability. It prioritises projects that target various social and environmental sustainability challenges, including support for the elderly, personal

care, enhancing employability and ensuring equal opportunities, addressing rural depopulation, education, improving connectivity in underserved areas (both rural and urban), safeguarding vulnerable groups, and promoting environmental sustainability. This initiative is conducted by the Cellnex Foundation in partnership with Innuba and AticoLab.

### Cellnex Bridge: Second Edition

In the same vein, in connection with the conclusion of the second edition of the Cellnex Bridge programme, Cellnex integrated the triple impact evaluation with the main and generic stakeholders of startups. This impact has the following effects: (1) The development of individuals and the team as a whole during the programme is highly appreciated. (2) The programme is acknowledged for assisting them in developing and enhancing the products and services to be offered. (3) Their growth in the social and environmental sphere is highly regarded.

The areas for improvement identified pertain to the internal governance system and interactions with suppliers and allies.

Throughout the programme, the startups (Oroi Wellbeing, Blindstairs, Aldoratech, Saluscorp, Deaphearing, and Innogando) strengthened their teams in the following ways:

- Expanded the number of permanent hires (by 5%).
- Increased the number of self-employed and subcontracted workers.

- Took on more interns or trainees.
- Reduced the number of workers on temporary contracts.

On average, they experienced a growth of 25% and gave the programme an overall rating of 8.5 out of 10.

### Cellnex Bridge: Third Edition

In 2023, the Cellnex Foundation launched the third edition of the programme with the aim of giving ongoing support to startups with a high social impact through technology and connectivity. This support comes in the form of a mentoring programme, training sessions, roundtable discussions for dialogue and learning, along with financial backing of €15,000 to develop their proof of concept. Cellnex Bridge offers an eight-month systematic impact acceleration programme, and the third edition improved several aspects in relation to the second edition:

- The duration of the programme was extended to eight months with the aim of making it a continuous programme.
- Adjustments were made regarding training content and format, such as spacing out the sessions over time and grouping them into more intense monthly sessions.

- More networking activities were incorporated in open events involving various ecosystem stakeholders in order to develop an innovative community.
- The monitoring of proof of concepts was enhanced. Special attention is given during the monthly sessions.

The five finalists in 2023 were:

1. **BIOFOOD NETWORK:** A unique network in Spain that supports organic producers, retailers, and entrepreneurs in the community, promotes rural entrepreneurship, and is committed to the disruptive digitalisation of the agri-food distribution channel.
2. **CITIZEN IMMIGRATION:** Citizen helps migrants living in an irregular situation to obtain their papers in a simple, transparent, and cost-effective way.
3. **NEUREKA LAB:** Develops an innovative digital solution based on the application of AI technologies for detecting and tackling learning difficulties in school-age children.

4. **FOREST CHAIN:** A blockchain-based digital platform for the timber industry to ensure timber traceability, facilitate sustainable forest certification, and improve traceability management at source.
5. **DIVE:** Dive proposes a solution capable of early fire detection, reducing reaction time and providing valuable information for emergency teams.

**Cellnex Bridge Community**

In 2023 a community related to the Cellnex Bridge programme was also created. This community aims to enhance participants' experience in the programme by providing them with access to connect with startups that participated in previous editions. This allows them to benefit from their expertise and receive additional resources.



*"It is gratifying for the Foundation to promote projects that combine the benefits generated for society in vulnerable groups with corporate volunteering, where their help is key to achieving success and at the same time we manage to strengthen the human spirit, team building and sense of belonging within our company."*

**David Sanz**  
Cellnex Foundation expert - Cellnex Foundation

### Corporate volunteering

Corporate volunteering, 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 Techno.

### Volunteer day

Cellnex has designated 10 November as corporate Volunteer Day. This year, exceptionally, it was held on the 22nd. It celebrated its third edition in 2023; the event was organised to showcase the role of volunteers and improve the Foundation's visibility. Its primary aim was to strengthen engagement and foster a shared culture among volunteers, thereby reinforcing Cellnex's brand as a socially responsible company and generating a positive impact on local communities. Each year, the Foundation places the focus on one of the several SDGs aligned with its purpose and commitments.

The focus of this year was "Corporate volunteering with vulnerable groups, as a tool for social integration," and the activities were structured around this theme. The bulk of the activities consisted of various workshops held in Barcelona, Madrid, Bologna, and Rome, and speakers included Marco Patuano, Lluís Deulofeu, and Álvaro Vizaino.

The workshops in Barcelona and Madrid focused on the use of the Ozobot robotics kit, a small educational robot with multiple colour sensors, and were tailored for individuals with functional diversity.

The Boulogne workshop centred around diversity based on a practical case. Each group had to empathise with a young person from a mixed background (one middle school student/one high school student/one higher education student) and devise a support proposal to promote equal opportunities throughout their course of study.

In the Rome workshop, volunteers had the opportunity to guide a group of young migrants on creating a curriculum vitae and handling a job interview.





### Youth Challenge

Youth Challenge is Cellnex's corporate volunteering initiative that strives to create a positive impact on vulnerable environments within local communities. It is an educational programme tailored for young people in vulnerable circumstances, aiming to assist their transition into the job market. This involves mentor-supported sessions, along with conferences and workshops conducted by Cellnex volunteers.

#### Cellnex volunteers recognition



Cellnex volunteers in France, Spain, Italy, Portugal, Poland, Ireland, United Kingdom and Netherlands were delighted to receive a sports towel to further contribute to that well-deserved well-being, in recognition of their work on the Youth Challenge during the outgoing academic year.



The objective of the Youth Challenge is to tackle early school dropout rates among socially marginalised young people through a coaching programme, while also enhancing students' employability through volunteer-led conferences and training sessions.

Cellnex Spain, Cellnex Italy, Cellnex France, Cellnex Portugal, Cellnex Poland, Cellnex Ireland, Cellnex UK, and Cellnex Netherlands participated in the edition for the 2022-2023 academic year. A total of 22 lower and higher secondary schools took part in the programme, which included 124 activities with over 202 volunteers. This resulted in more than 1,885.5 volunteer hours dedicated to 1,127 students.

Some of the activities developed by Cellnex Foundation to achieve its objectives are:

- Coaching: guiding and motivating young people.
- Conferences: providing insights into the sector's reality through professional experiences.
- Technology workshops: improving STEM competencies through active learning workshops.
- Guidance sessions: providing insight into educational and career options through personal stories.
- Visits to Cellnex facilities.

In 2023, Youth Challenge Ireland and Poland were added to the programme, while the programme keeps developing and evolving in the remaining countries: Spain, Italy, France, the Netherlands, the United Kingdom, and Portugal. Activities such as the Workshop on STEAM, Mini-Workshop Peer to Peer, and #Edu Travel, including visits to Cellnex offices, constitute the initiatives under Cellnex Poland's 2023-2024 programme. This programme aims to promote STEAM education among vulnerable young people as a means of integration.

In addition, Cellnex Ireland operates a programme called the Academy of the Future - Visioneers Programme, focusing on educating young people in Ireland about smart cities. Another example is the "Smart Cities" programme in the UK, consisting of workshops in four schools, where students and teachers look more closely into what enables a digitally "connected" society. Students learn about the infrastructure that enables mobile network operators to connect their customers and how businesses, hospitals, schools, and public services rely on digital connectivity to be more productive, sustainable, or competitive. All of this allows students to consider the skills they might need and present and future career opportunities.

The volunteering experience has been rewarding on many levels. Volunteering has allowed colleagues to bond, develop new self-confidence and support well-being, but importantly also offers the satisfaction of being able to give something back to society. For students and teachers, the feedback has been equally positive, with students commenting that the sessions were valuable in helping them to develop new skills, understand a smart city and whether they would consider recommending the session to a school friend. Nothing embodies this better than some of the students' own words - "Cellnex looks very interesting and I want to know more" and "It was really fun and everyone offered to help if needed. I enjoyed talking to the different people/leaders. Thank you." The intention is to further expand volunteering efforts well into 2024, to serve as catalysts for social progress.



### 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 opt into the initiative. Furthermore, the Cellnex Foundation matches the donation and the money that is raised is earmarked for a project that the group of Solidarity Gift donors present and choose in a vote. Furthermore, in countries where less than €1,000 is collected, the Foundation donates €1,000.

The following countries are participating in the Solidary Gift: Spain, Italy, Portugal, Switzerland, Ireland, and the Netherlands. In 2024, the campaign will be launched in France, the UK, and Poland.

In 2023, support was provided to four different entities:

- Italy: "G come Gioco" by GNAO1 APS
- Switzerland: MSF
- Portugal: Stand4Good
- Ireland: Children's Cancer Foundation

### Ireland



Cellnex Ireland continues its commitment to supporting the Irish Cancer Foundation through active participation in and endorsement of its fundraising activities. Furthermore, there is ongoing sponsorship and support for the 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 hospitals, or in their social environment.

### Italy



The "G come Gioco" project, led by the "GNAO1 APS Families" Association, was recognised with the Solidary Gift title during the 2020-22 edition for its dedication. The project emphasises the importance of play for children facing challenges, with the slogan "Play is serious business." Thanks to Cellnex Italy's support, 20 children affected by GNAO1 in Italy will receive specially designed game packages tailored to their individual abilities, aiding their social development and integration into daily life.



Leveraging assistive technologies and Alternative and Augmentative Communication (CAA), these gifts will play a crucial role in their development and overall inclusion.



### Portugal



Support university students who, despite living in a situation of verified economic need and having applied for Social Action Scholarships, did not receive them due to a minimal discrepancy, through a donation to Stand4Good.

### Switzerland



Cellnex Switzerland continues its commitment to supporting Médecins Sans Frontières by providing aid to victims of natural or man-made disasters and armed conflicts.

### Spain & The Netherlands



In Spain and The Netherlands in 2023, the Solidary Gift collection has continued. This campaign is launched every two years, accumulating the total amount collected over the preceding two-year period.

### Technovation Girls

The project's objective is to enhance women's representation in innovation, technology, and entrepreneurship sectors, supporting groups of girls in acquiring and applying skills needed to address real-world issues through the development of a mobile app.

Technovation Girls involves coaching activities to offer feedback regarding the projects to the various teams, visits to Cellnex offices, and an assessment of the final projects. Cellnex volunteers were able to participate in Technovation Girls 2023 by taking on roles such as:

- Visitors: organising and accompanying the girls on site visits.
- Coach: listening to a selection of teams, providing constructive feedback, judging the teams' work, advising the girls, and asking key questions about their projects.
- Judge: assessing the projects, with a minimum of five projects per judge.

In 2023, six teams of girls had the opportunity to present their projects, as well as to visit Cellnex and its offices. One of these teams was eventually selected in Catalonia's semi-final and went on to the International final. In 2024, Cellnex is planning on including Italy and France within the project's scope.



## Collaboration with small organisations

These are projects that are carried out by other organisations and supported by Cellnex, in the form of economic, technical, or human capital. Collaborations between corporate foundations and smaller non-profits are crucial as they combine resources, expertise, and networks to amplify social impact, enabling the pooling of diverse strengths for addressing community needs effectively and sustainably.

### Digitalise your village

“Digitalise your village”, developed by the Higher School of Telecommunications Engineering at the Polytechnic University of Madrid, consists of 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 as a team to use technology to solve or make a positive contribution to a specific problem affecting their local rural area.

In 2023, 12 secondary schools in eight provinces took part in the project, with the involvement of over 200 students. The winning project was “Robot-In” from Salvador Victoria secondary school in Monreal del Campo (Teruel), a prototype equipped with heat sensors and a brush cutter capable of autonomously creating a firebreak around the flames.

### Environmental awareness

The Cellnex Foundation aims to increase awareness about the significance of the environment and ecosystems. It also seeks to bridge the gap between nature and marginalised groups, considering it a crucial stride towards complete social inclusion. Moreover, the efforts focus on bolstering the planet's sustainability by fostering connections between individuals and the environment, leveraging their understanding and involvement. For this reason, the Foundation collaborates with various social organisations so that people with disabilities can enjoy nature outings that also raise awareness and respect for the environment.

In 2023, the visits included places such as Montserrat in Catalonia and Monte del Agua in Tenerife, among others. These are places of special natural and cultural interest, where people at risk of social exclusion are the main participants. The visits took place in five autonomous communities in Spain and achieved a total of 526 impact hours for 104 people.



The Foundation collaborated with organisations including the AMPANS Foundation (Catalonia), the COGAMI Foundation (Galicia), Asociación Autismo Aragón (Aragon), the GIL GAYARRE Foundation (Madrid), and the Apreme Association (Canary Islands).

### Castell de Peralada Foundation

Cellnex Foundation promoted the digital transformation of more than 50,000 searchable files, including photographs, illustrations, and other documents, among which great moments in the history of Girona and the surroundings of the performing arts stand out facilitating its digital accessibility.

### Clearing land

The collaboration with the *Formació i Treball* Foundation is aimed at facilitating the social integration of individuals at risk of exclusion. Clearing work is carried out on the plots where Cellnex facilities are located, requiring land maintenance and forest clearance. In 2023, as an annual continuation of this collaboration, the Foundation participated in the clearance of centres in Catalonia, increasing the number of centres by 11 (from nine to 20), and working to identify a potential list of sites nationwide to extend the initiative to other communities in following years. Also, collaboration has been established in the reintegration of up to seven workers, with more than 73 hours of fieldwork. For 2024, there are plans to continue these actions in Catalonia and expand to other autonomous communities.

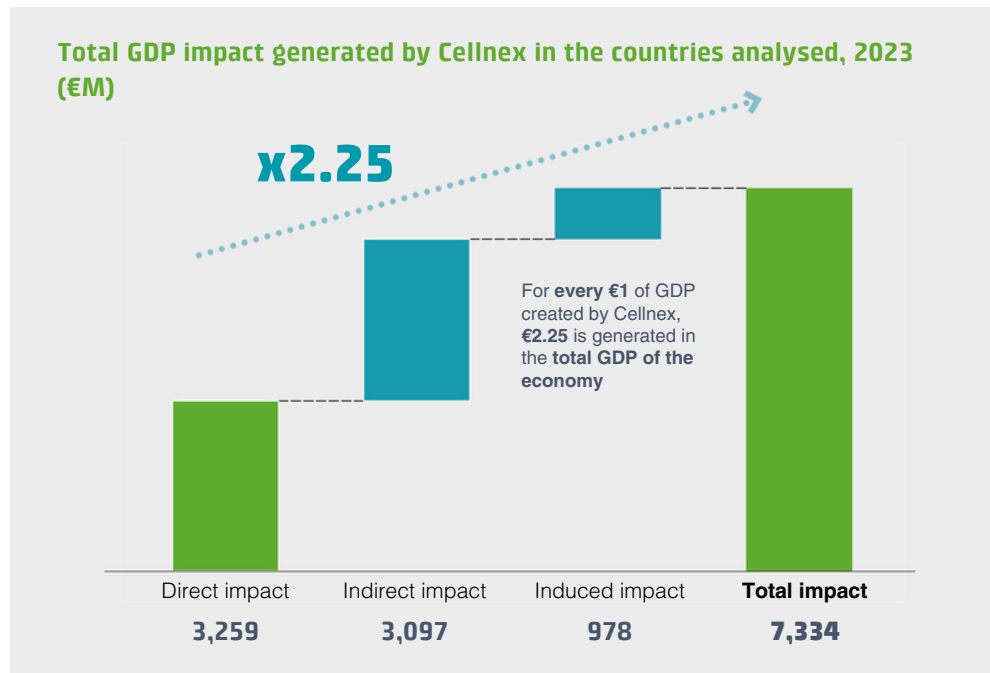


# 4.3 Socioeconomic impact

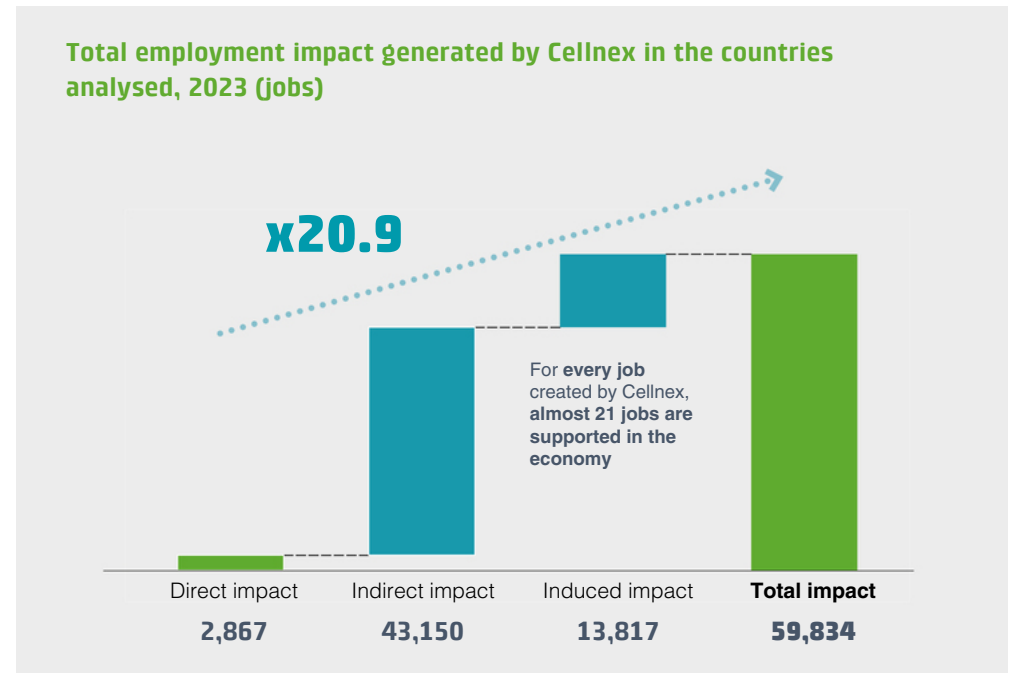
In 2023, Cellnex, once again, carried out a study, with the support of PwC, on Cellnex's socioeconomic impact. This estimated impact refers to the 12 main countries in which Cellnex operates, which account for 99% of the Group's global turnover in 2023. It covers the contributions of 77 companies that belong to the Group. It's important to consider that the impacts in each country depend on Cellnex's investment cycle within that country and how these investments are accounted for in the annual financial statements.

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 (FTE).



Source: PwC analysis and Cellnex (2023)



Source: PwC analysis and Cellnex (2023)

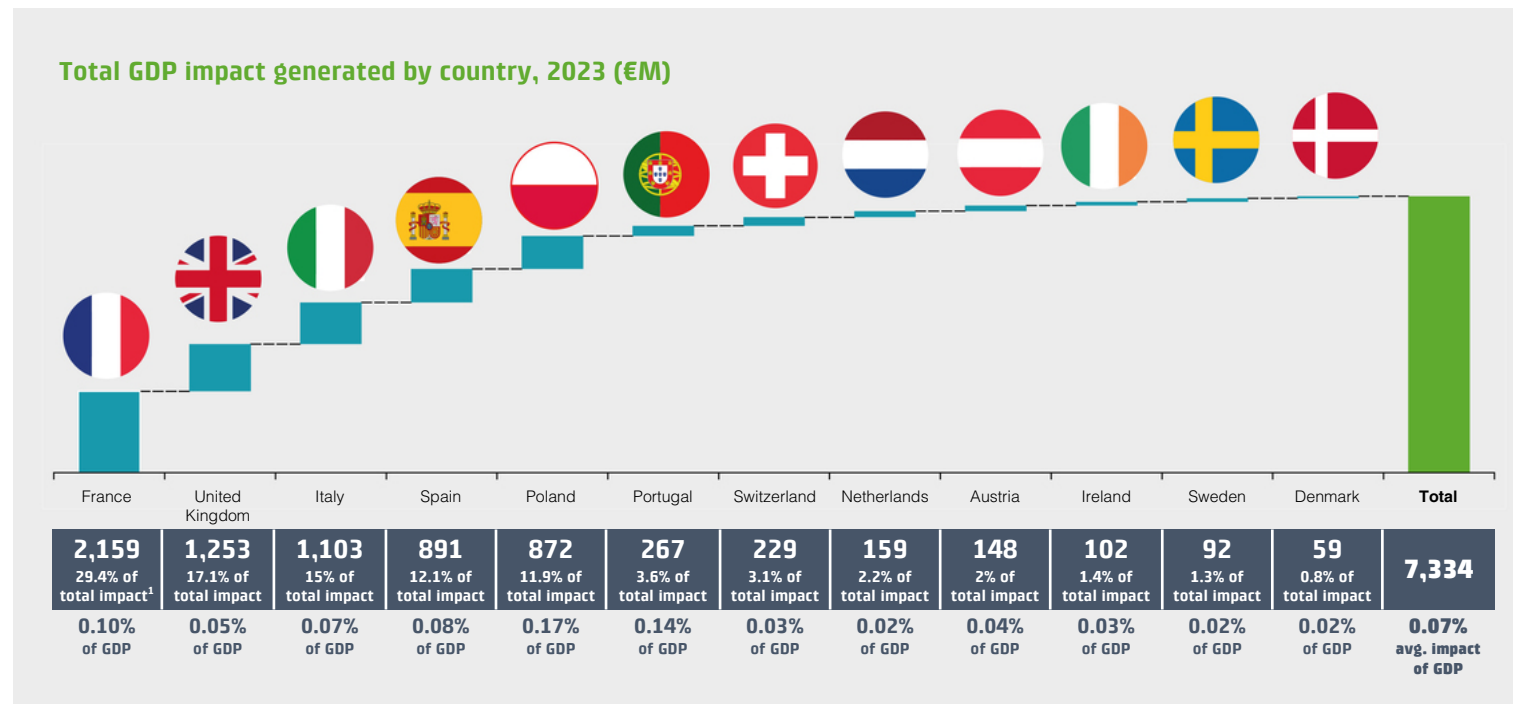
Cellnex generated a socioeconomic contribution of **€7,334Mn** in terms of GDP in 2023

### Impact on GDP

Revenue serves as a valid metric for gauging a company's scale, yet it may not fully capture the true economic value it generates. To precisely assess a company's economic value, Gross Value Added (GVA) should be employed. GVA signifies the disparity between the value of goods and services sold (Revenue) and those consumed as intermediate inputs during its production process.

In 2023, considering the direct, indirect, and induced impact, Cellnex generated a socioeconomic contribution totalling €7,334Mn, in terms of GDP. €3,259Mn (44.5%) corresponds to Cellnex's Direct Impact - in other words, Cellnex's direct contribution to the GDP of the analysed countries. The impact generated by Cellnex's supply chain expenses and investments (Indirect Impact) accounts

for a total of €3,097Mn (42.2%). The remaining €978Mn (13.3%) represents the Induced Impact generated by Cellnex, triggered by the rise in consumption stemming from the increase in labour income linked to both direct and indirect employment.



Source: PwC analysis based on Cellnex (2023) and OECD.

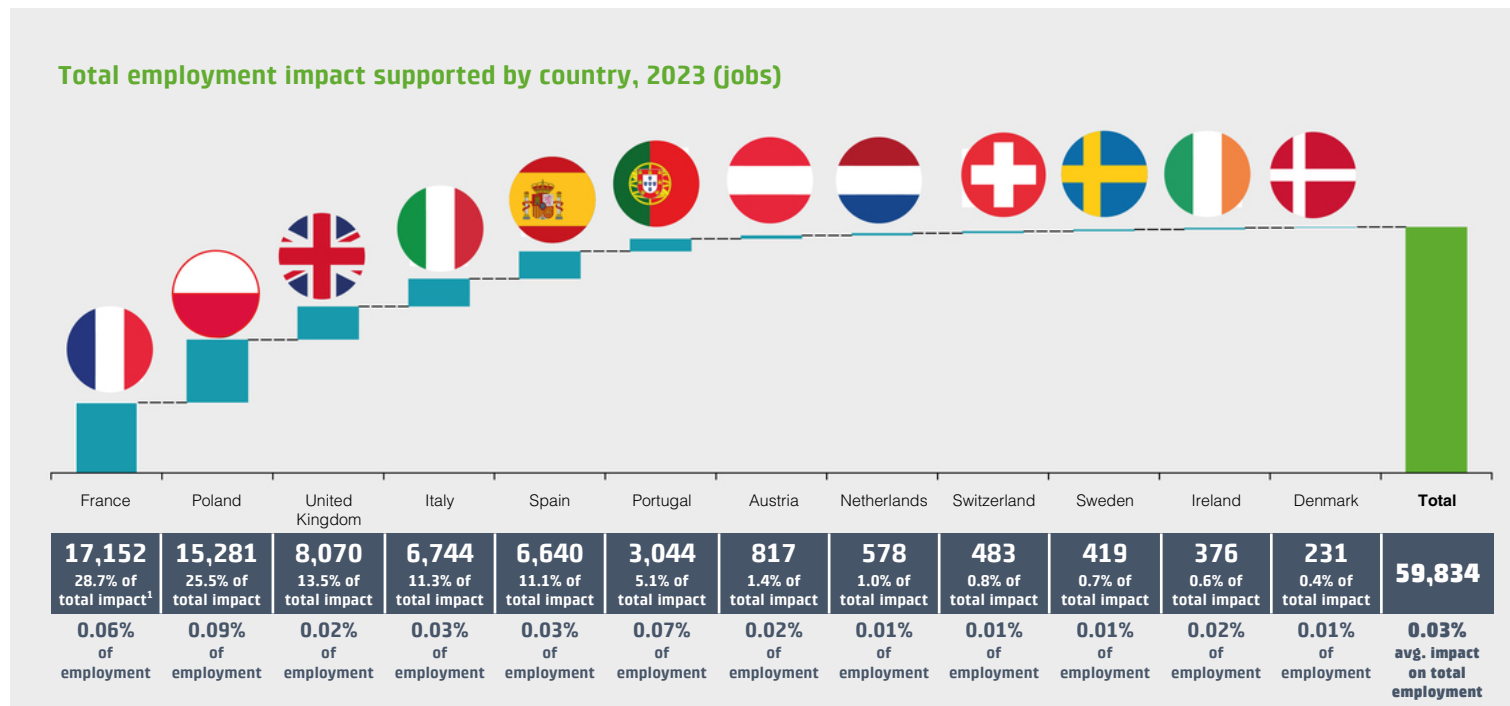
1) Refers to the weight of each country in Cellnex's total impact on GDP.

The total employment generated by Cellnex in 2023 reached a total of **59,834** jobs

### Impact on employment

Quantifying the socioeconomic impact on employment is essential for assessing its magnitude and identifying areas for improvement in labour market conditions and economic sustainability. The employment generated by Cellnex in 2023 reached a total of 59,834 jobs. 2,866 (4.8%) were employees directly hired by Cellnex (Direct Impact), and 43,150 jobs (72.1%) 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) reached a total of 13,817 jobs (23.1%).



Source: PwC analysis based on Cellnex (2023) and OECD.

1) Refers to the weight of each country in Cellnex's total impact on employment.

## 4.4 Commitment to Human Rights

Cellnex is dedicated to endorsing and advancing human rights throughout its business operations and supply chain, encompassing partners, employees, and other stakeholders. The Group's commitment extends beyond mere compliance to actively fostering an environment where human rights are respected and sustained in all aspects of the company's activities.

Cellnex voluntarily conducts an annual **Human Rights Due Diligence** exercise

Cellnex updated its Human Rights Policy in 2022 with the aim of reaffirming its commitment to safeguard and uphold universally recognised human rights within its sphere of influence, and to mitigate and remediate any resulting harm. The Policy adheres to core international standards, serving as benchmarks that the company has pledged to meet. These standards establish the regulatory framework, defining the parameters within which Cellnex conducts its activities. These international frameworks include:

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

Moreover, Cellnex's **Human Rights Policy** is aligned with and bolstered by various internal policies and regulations. These include the Environmental, Social and Governance (ESG) Policy, the Equity, Diversity and Inclusion (EDI)

Policy, the Supplier Code of Conduct, the Code of Ethics, the Whistleblowing Channel, and the Corruption Prevention procedure. This comprehensive alignment ensures a cohesive approach across all facets of the organisation. Such integration of policies not only demonstrates Cellnex's dedication to ethical business practices but also fosters a culture of accountability and transparency - essential elements in navigating the complex landscape of human rights considerations.

While awaiting the publication of the European Union's Human Rights Due Diligence Directive, Cellnex has proactively conducted preliminary assessments. As part of this initiative, the company commits to regularly sharing its progress in adhering to human rights principles with internal and external right holders, thereby prioritising transparency and accountability. Cellnex voluntarily conducts an annual Human Rights Due Diligence exercise, following the regulatory framework outlined by the OECD and the UN Guiding Principles on Business and Human Rights. The objective of this assessment is to pinpoint the most critical and highest priority actual as well as potential adverse impacts across Cellnex's entire value chain.

In 2023, Cellnex sought to proactively improve upon previous analyses by incorporating inputs from the recent CSRD GAP Analysis. This exercise provided a holistic view of the organisation's operations, identifying overlaps

and gaps in human rights considerations within the broader context of sustainability. The combined approach enables Cellnex to identify and mitigate risks more effectively, ensuring that human rights considerations are adequately addressed within the broader framework of ESG risks. In this context, oversight of the Human Rights Due Diligence process falls under the purview of the Risk Management department, working in tandem with the ESG department. Together, they oversee the involvement of various company departments and are tasked with advocating, assessing, and reporting on the implementation of the Human Rights Policy at both local and global levels. The report related to the **Human Rights Due Diligence** and Assessment Process is available on the corporate website.

In 2023, Cellnex updated its **Statement on Slavery and Human Trafficking**, which declares that the Group unequivocally denounces all forms of exploitative labour practices, including child labour, and affirms its unwavering commitment to preventing such practices within its sphere of influence and across its supply chain. Cellnex also conducts human rights-specific training (totalling 3,845 hours in 2023) aimed at educating the Group on human rights policies and procedures.

In 2023, as in 2022, there have been no reported incidents of discrimination.