## ESG Strategy ESG Master Plan 2021-2025

### ESG vision and strategic axes

In 2020, the company defined a new ESG Master Plan (2021-2025) at Group level, taking into account the evolution of the company in recent years and its growth and internationalisation process.

# Boosting our talent. being diverse and inclusive Extending our commitment to the value chain () A Growing with a long-term sustainable environmental Being a facilitator of social progres

#### SDGs prioritization for Cellnex Group

A study conducted in 2020 identified and prioritised the most relevant SDGs and their specific targets for Cellnex and analysed the company's contribution to their achievement.

#### Summary of actions

| Strategic axes  | Strategic lines          | Actions by strategic axes |
|---|--------------------------|---------------------------|
| Showing what we are. acting with integrity  | 3 strategic lines        | 23                        |
| Boosting our talent. being diverse and inclusive  | <b>4</b> strategic lines | 27                        |
| Being a facilitator of social progress  | <b>2</b> strategic lines | 12                        |
| Growing with a long-term sustainable environmental approach   | 4 strategic lines        | 7                         |
| Restance of the second | 2 strategic lines        | 15                        |
| Ensuring the awareness of our responsible way of doing  | 2 strategic lines        | 8                         |





