



Equity, Diversity and Inclusion Policy



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1. Background

The Board of Directors of Cellnex Telecom, S.A. (hereinafter, "Cellnex Telecom", "the Company" or "the Organization"), has the responsibility of approving the Equity, Diversity and Inclusion Policy for all the companies of the Cellnex Group.

In the exercise of these functions, the Board of Directors approves this policy and sets out the strategy for Equity, Diversity and Inclusion and its commitment to the application of best practices in the countries in which the Company operates and based on international reference standards.

2. Purpose and Scope

Purpose: This policy establishes the guidelines and lines of action in the areas of Equity, Diversity and Inclusion that allow the materialization and consolidation of the concept of *Diversity* within the framework of Cellnex Telecom, as well as its communication to stakeholders and implementation in all the companies.

Scope of Application: this policy applies to all the companies in the Cellnex Telecom group, and it is the responsibility of its entire human team. Stakeholders are engaged with the mutual goal of creating a work environment that fosters Equity, Diversity and Inclusion.

This policy is aligned with and complemented with Cellnex Telecom's corporate policies and internal regulations.

3. Basic Principles

People are the most important asset of Cellnex Telecom, for this reason the difference and plurality of people, equality of opportunities, non-discrimination and inclusion in the workplace are priority and strategic factors in the Organization. **Cellnex Telecom** maintains a strong will to promote equity, diversity and inclusion, through inclusive leadership as a lever change and business sustainability.

Cellnex Telecom understands these concepts within the framework of its business strategy, culture and business values, defining them in a broad sense as:

- Connection and commitment between different human beings.
- Respect, equality of rights and opportunities and justice.
- Accessibility, ease of use and absence of barriers and prejudices.

This policy focuses on creating a climate which allows diversity in all of the following areas: *gender, age, sexual orientation, culture, race, religion, thought, education, talent, social condition, individual quality, work style, disability, special needs or any other circumstance of employees*; and, at the same time, rejecting any type of discrimination for said reasons which may prevent the growth of the Company or that affects selection, retention, development and well-being of its employees.

The Company is committed to Equity, Diversity and Inclusion through the socially responsible, integrating, inclusive and transversal management of its human team, based on:

- the variety of different cultures, backgrounds, knowledge, skills and experiences to develop the full potential of the Organization;
- equal opportunities to promote equity in the workplace,
- non-discrimination, direct or indirect, on the basis of sex, age, race, religion, sexual orientation, thought, education, social condition, culture, work style, talent, individual quality or special needs such as illness, disability, accident or family situation, and
- inclusion to provide fair opportunities of work for people with disabilities, older people or people from vulnerable situations.

4. Axes, Commitments and Strategic Lines

Based on the above basic principles, Cellnex Telecom defines the following lines of action, within which are framed the strategic lines developed by the Company to achieve its objectives in terms of Equity, Diversity and Inclusion:

1. Gender diversity
2. Generational diversity
3. Affective-sexual diversity
4. Cultural diversity
5. Functional diversity

Likewise, a transversal axis to the above is defined in terms of communication and awareness-raising, with the aim of extending and making known the Equity, Diversity and Inclusion Policy of Cellnex Telecom within the Company and its stakeholders.

Based on the defined axes, and through the development of the strategic lines, Cellnex Telecom acquires the following commitments which, in turn, contribute to the achievement of various goals of United Nations Sustainable Development Goals (SDGs) 5, 8 and 10¹:

1. **Gender diversity:** Promote equal opportunities and foster gender equity at all levels.
 - i. Encourage the presence of women at all levels, especially in leadership and senior management positions (SDG 5, target 5.5²).

¹ SDG 5: Gender equality.
SDG 8: Decent work and economic growth.
SDG 10: Reduced inequalities.

² Target 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life.

- ii. Promote a respectful and non-discriminatory environment which favours equal opportunities (SDG 5, target 5.2³ and SDG 10, target 10.3⁴).
 - iii. Reduce the wage gap between women and men in similar jobs (SDG 5, target 5.5 and SDG 8, target 8.5⁵).
 - iv. Promote work-life balance for all employees (SDG 5, target 5.5).
2. **Generational diversity:** Contribute to the labour integration and coexistence of the different generations.
- i. Promote labour integration among different generations (SDG 8, targets 8.5 and 8.6⁶; and SDG 10, targets 10.2⁷ and 10.3).
 - ii. Ensure the management and use of multigenerational talent in the organization (SDG 8, targets 8.5 and 8.6; and SDG 10, targets 10.2 and 10.3).
 - iii. Establish measures aimed at avoiding bias in recruitment, hiring and promotion processes based exclusively on age (SDG 8, targets 8.5 and 8.6; and SDG 10, targets 10.2 and 10.3).
 - iv. Work actively in the management of the challenges associated with a multigenerational society (SDG 8, targets 8.5 and 8.6; and SDG 10, targets 10.2 and 10.3).
3. **Affective-sexual diversity:** Ensure an inclusive environment for all employees, regardless of their sexual orientation or identity.
- i. Make visible the commitment to non-discrimination of the LGTBIQ collective and equal opportunities in this area (SDG 10, targets 10.2 and 10.3).
 - ii. Promote an inclusive environment and the integration of the LGTBIQ collective in the organization (SDG 10, targets 10.2 and 10.3).
 - iii. Make employees aware of affective-sexual diversity (SDG 10, targets 10.2 and 10.3).
 - iv. Eliminate any practice of harassment and discrimination against LGTBIQ employees (SDG 10, targets 10.2 and 10.3).

³ Target 5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

⁴ Target 10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

⁵ Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

⁶ Target 8.6: By 2020, substantially reduce the proportion of youth not in employment, education or training.

⁷ Target 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

4. **Cultural diversity:** Value, respect and exploit cultural differences as a source of added value.
 - i. Foster respect for and value of cultural diversity in the company (SDG 10, targets 10.2 and 10.3).
 - ii. Take advantage of cultural diversity as a source of knowledge and talent, creating added value in the company (SDG 10, targets 10.2 and 10.3).
 - iii. Promote employee integration through intercultural awareness and understanding (SDG 10, targets 10.2 and 10.3).

5. **Functional diversity:** Value the unique potential of people with different abilities and taking advantage of their talent.
 - i. Ensure the labour integration of workers with different abilities (SDG 8, target 8.5; and SDG 10, targets 10.2 and 10.3).
 - ii. Improve the integration of the group of people with different abilities at the time of incorporation into the workplace (SDG 8, target 8.5; and SDG 10, targets 10.2 and 10.3).
 - iii. Support the retention of talent of people with different abilities in the labour market (SDG 8, target 8.5; and ODS 10, targets 10.2 and 10.3).

5. Approval, Monitoring and Control

One of the responsibilities of the Cellnex Telecom Board of Directors is the approval of the Equity, Diversity and Inclusion Policy, as well as any substantial modifications made to it.

To this end, the Management Team of Cellnex Telecom undertakes to review the Equity, Diversity and Inclusion Policy periodically, adapting it to new organizational, environmental or market requirements which may arise, as well as to communicate it to the Organization and to make it available to interested parties at all times.

Likewise, the Management Team of Cellnex Telecom undertakes to carry out periodic monitoring of the degree of progress of all the strategic lines of action derived from the implementation of this Policy.

The objectives in terms of Equity, Diversity and Inclusion defined by the Company are consistent with this policy, aligned with Cellnex Telecom's process model, reviewed annually by the Management Team and updated according to their evolution and environment.

6. Contact

Any questions regarding this Equity, Diversity and Inclusion Policy may be directed to the Human Resources team at each Cellnex Telecom company.

In addition, Cellnex Telecom has an Ethics and Compliance Committee and an Ethics Channel, through which all employees and stakeholders can consult or communicate any issues related to the Code of Ethics and applicable rules of the Organization in general, and issues of Equity, Diversity and Inclusion, in particular.

Madrid, 19th February 2021