

Cellnex formalises its commitment to equity, diversity and inclusion

The Board has approved the Equity, Diversity and Inclusion Policy for the whole Group, covering all the countries in which it operates

- The objective of this new Corporate Policy is to facilitate and promote a work and professional development environment that allows diversity in all areas and rejects any type of discrimination
- Difference and plurality of individuals, equal opportunities, non-discrimination and labour inclusion are priority factors for the company within its business strategy, culture and business values

Barcelona, January 15th 2020. The Board of Directors of Cellnex Telecom has approved an [Equity, Diversity and Inclusion Policy](#) for the set of companies that make up the group in order to foster diversity and reject any kind of discrimination that could affect staff selection, retention, professional and personal growth, and to bolster inclusion of everyone working within the group.

Through this Policy, Cellnex sets its lines of action and its commitment to the application of best practices in the countries in which the Company operates and based on international reference standards.

People are the most important asset for the organisation, which is why difference and plurality of individuals, equal opportunities, non-discrimination and labour inclusion are priority strategic factors. In this sense, Cellnex is committed to socially responsible, integrating, inclusive and transversal management of its staff, which is a genuine lever of change for sustainable development.

This corporate policy involves **five key areas for action: Gender diversity, generational diversity, affective-sexual diversity, cultural diversity, functional diversity**, which are the framework for the strategic lines that the company will roll out to achieve its objectives in terms of Equity, Diversity and Inclusion. It also includes a cross-cutting axis of communication and awareness-raising, in order to spread and publicise this policy internally and among its stakeholders.

Cellnex also undertakes to periodically review this policy to adapt it to any new organisational, environmental or market requirements that may arise, and to communicate it to the organisation and make it available to any interested parties at all times. To achieve this, Cellnex has set up an Ethics and Compliance Committee and an Ethical Channel, which all employees and stakeholders can use to consult or communicate any issues associated with the applicable Code of Ethics and regulations of the Organisation in general, and issues of Equity, Diversity and Inclusion in particular.

Both company management and the Board of Directors itself will periodically monitor the state of progress of all strategic lines of action flowing from the implementation of this Policy.

Through this commitment to equity, diversity and inclusion **Cellnex simultaneously contributes to achieving various of the United Nations Sustainable Development Goals (SDGs)**. Specifically, SDG 5 (Gender equality), 8 (Decent work and economic growth) and 10 (Reduced inequalities).

About CellnexTelecom

Cellnex Telecom is Europe's leading operator of wireless telecommunications and broadcasting infrastructures with a portfolio of 58,000 sites including forecast roll-outs up to 2027. Cellnex operates in Spain, Italy, Netherlands, France, Switzerland, the United Kingdom, Ireland and Portugal.

Cellnex's business is structured in four major areas: telecommunication infrastructures services; audio-visual broadcasting networks; security and emergency service networks and solutions for smart urban infrastructure and services management (Smart cities and the Internet of Things (IoT)).

The company is listed on the continuous market of the Spanish stock exchange and is part of the selective IBEX35 and EuroStoxx 600 indices. It is also part of the FTSE4GOOD and CDP (Carbon Disclosure Project) and "Standard Ethics" sustainability indexes.

Cellnex's reference shareholders include Connect, with a 29.9% stake in the share capital, as well as CriteriaCaixa, Blackrock, Wellington Management Group and Canada Pension Plan, holding smaller stakes.

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