

Gender Pay Gap Report 2021

Cellnex UK LTD is made up of two UK companies, Cellnex UK and OnTower UK.

The figures in this report are based on the snapshot date 5th April 2021, which is the first time the Company has been able to report this information. At this time, the company had been in operation for 10 months, and there were 285 colleagues within our workforce: 120 women (42%) and 165 men (58%).

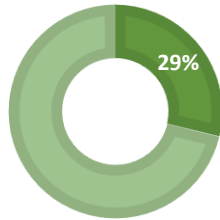
At Cellnex UK, all colleagues are paid and rewarded for the role they do and their performance in that role, no other factors affect their remuneration.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

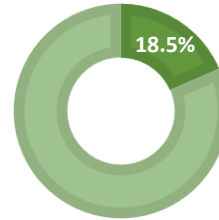
- median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- median bonus gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- mean bonus gap – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- bonus proportions – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
- quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

The Pay Gap

**2021 HOURLY PAY GAP
(MEAN)**



**2021 HOURLY PAY GAP
(MEDIAN)**

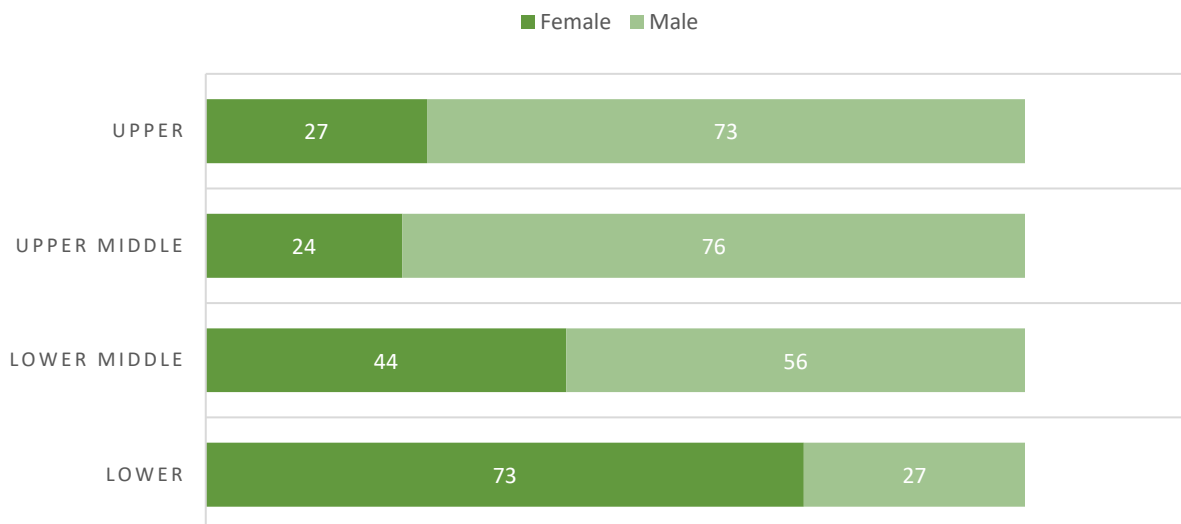


In our organisation, women earn 81.5p for every £1 that men earn when comparing median pay.

A Gender Pay gap exists where the number of men and women at each level is not proportional. We are confident that we are an equal pay employer, meaning both women and men carrying out the same or equivalent job, are paid the same. As such, we believe the data reflects the gender imbalance specifically in the higher levels of our organisation, which we continue to address.

Hourly Pay Quartiles

% OF MALE AND FEMALE IN EACH HOURLY PAY QUARTER

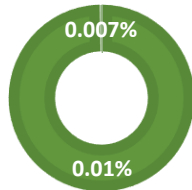


Each quartile represents a quarter of our total workforce ranked by pay. The banding shows there is significant gender pay gap in the upper and upper middle quartiles. This is as a result of the majority of the senior roles, and majority of sales roles, being undertaken by males.

Bonus Payments

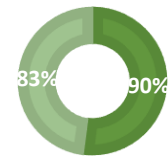
% OF MEN AND WOMEN RECEIVING BONUS PAY (IN PAY PERIOD- APRIL 2021)

■ Male ■ Female



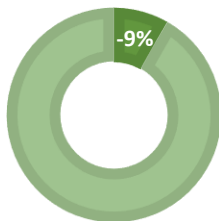
% OF MEN AND WOMEN RECEIVING BONUS PAY (YEAR TO DATE OF PAY POINT)

■ Male ■ Female

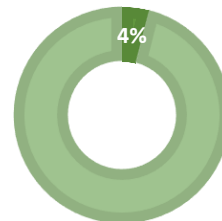


Only a very small proportion of the Company's bonus and commission payments were made during the reported pay period, as such, we do not believe the data is an accurate reflection of those in our business who are in receipt of bonus pay. When we compare this data to the percentage of men and women who have received a bonus payment in the year to the date of the pay point, it is significantly higher, and the difference in percentages is less.

THE GENDER PAY GAP USING BONUS PAY (MEDIAN)



THE GENDER PAY GAP USING BONUS PAY (MEAN)



In this organisation, women earn £1.09 for every £1 that men earn when comparing median Bonus pay. Whilst this is very encouraging, it may not be a true reflection of our bonus payments, as the data available at the pay point was limited.

I confirm that the data published in this report is accurate.

Published April 2022.

David Crawford
Managing Director, UK