



# Cellnex UK Gender Pay Gap Report 2025



**Gianluca Landolina**  
Country CEO



At Cellnex, we seek to be an employer whose global workforce reflects the customers and societies we serve, aiming for gender parity throughout our organisation which recognises merit with a bias-free mindset.

In April 2025, women held 38% of the management positions in Cellnex UK and accounted for 40% of the workforce.

Our ambition is to become an employer with a track record of attracting, retaining and accelerating women's careers through concentrated development programmes, enabling 35% of all global management positions to be held by women by the end of 2028.

In line with the EU Pay Transparency Directive, our global ambition is to reduce our gender pay gap to 5% (adjusted) by 2026.

I am pleased with the progress we have made towards achieving these targets with these improvements demonstrating our ongoing commitment to ensuring we are a diverse and inclusive workforce which enables everyone to succeed.

We believe our strong commitment to boosting our talent, being diverse and inclusive is a source of business strength and societal contribution and we will see these figures continue to increase as we focus on talent attraction, retention and development to enable women to succeed in Cellnex UK.

A handwritten signature in black ink, which appears to read 'G. Landolina', written in a cursive style.

# Cellnex UK Gender Pay Gap Report 2025

## Background

On 5<sup>th</sup> April 2025, Cellnex UK LTD was made up of three UK companies, Cellnex UK Ltd, On Tower UK Ltd, and Cellnex UK In-Building Solutions Ltd.

The figures in this report are based on the snapshot date 5<sup>th</sup> April 2025. At this time there were a total of 276 (of which 273 were full pay relevant) colleagues within our workforce:



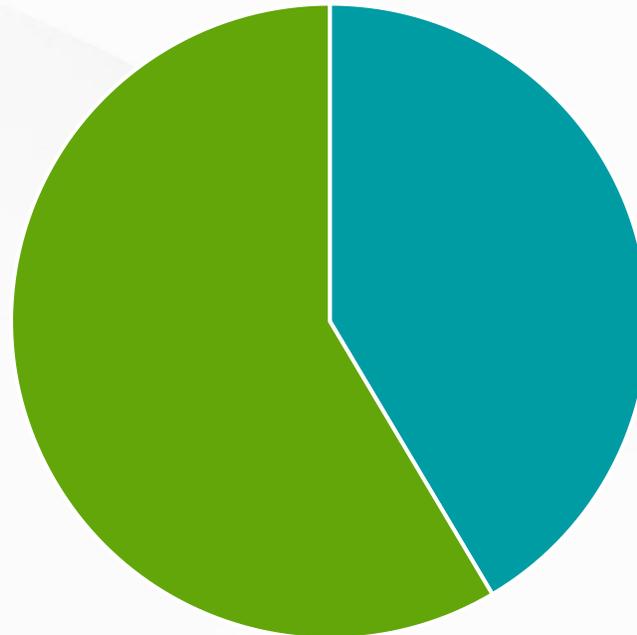


## Male colleagues

166 (60.14%)

## Female colleagues

110 (39.86%)



*Of which 108 females & 165 males were full pay relevant*

## How we do things

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.

The way in which we reward our people goes beyond just salary, we also offer colleagues an annual bonus scheme or sales incentive plan, pension, insurance benefits, enhanced family and sickness policies, and flexible benefits. Our approach to reward is designed to facilitate the attraction and retention of a skilled and high performing workforce, regardless of gender.

Within Cellnex, we have a global job architecture which enables us to have a holistic view of the roles within our organisation. We evaluate the remuneration for roles within our job architecture by partnering with a global leader in compensation strategy and design. The output is a remuneration framework which considers our market context, organisation size and value. We call this framework our 'benchmark'.

## What is reported?

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office (5th April):

**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 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 pay 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 overall Gender Pay Gap for 2025 is 13.0%



### Mean hourly pay gap

**17.4%**

*(15.6% in 2024)*

### Median hourly pay gap

**13%**

*(13.8% in 2024)*

*(21.7% in 2023)*

*(33.5% in 2022)*



The Gender Pay Gap has reduced

## Median vs Mean

The **Median pay gap** is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries, lines them up in order from lowest to highest, and takes the middle salary. This can be considered a more accurate reflection of the pay gap as it is less affected by those at the very top or bottom of the sample.

The **Mean pay gap** is the difference between the average earnings of men and women, so is impacted by those at the top or bottom of the sample, as such the gap appears much greater.

22.5%

Mean bonus pay gap



Received a bonus



95.8%



93.6%

*% of males and females who receive a bonus payment*

18.5%

Median bonus pay gap



The Gender Pay Gap for bonuses has reduced

## The bonus pay gap

How it is calculated

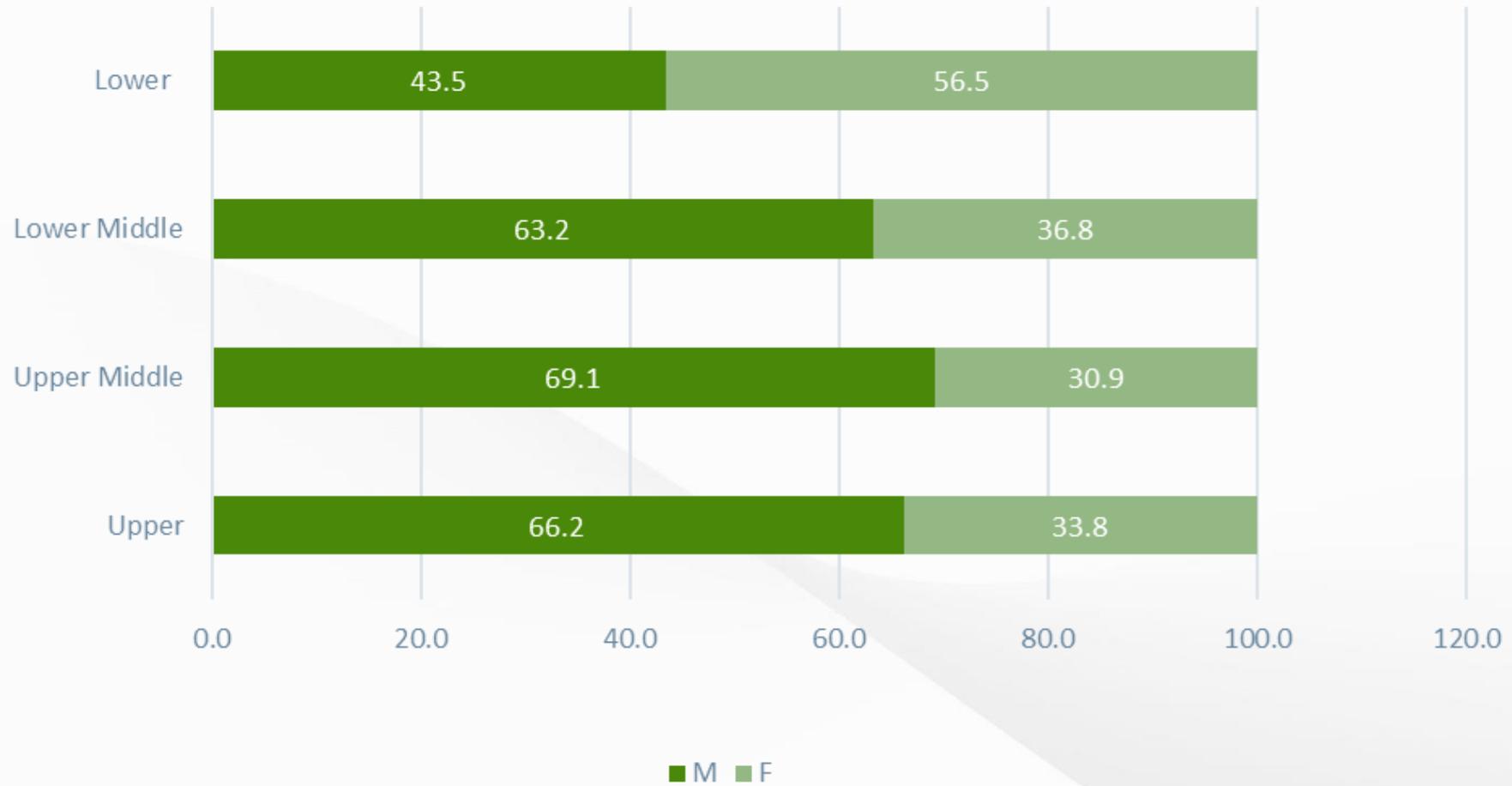
The bonus pay gap is calculated on actual bonus amounts paid over the 12-month period preceding the snapshot date.

**We have significantly reduced the bonus pay gap by 10% this year showing our commitment to equal Gender Pay.**

The remaining gap in bonus pay is reflective of the business having more males in senior higher paid roles, which in turn achieve higher bonus payments.

# Quartiles

This graph shows the proportion (as a %) of males and females in each pay quartile based on 273 full pay relevant employees as at the snapshot date 5th April 2025.





## Actions being taken

The Company continues to focus on diversity in senior/leadership levels, as well as in the wider workforce. We have conducted a deep analysis of the Gender Pay Gap at each job grade and used the 2025 salary review process to address areas of concern.

We are pleased to see progression in the reduction of the median pay gap and median bonus gap. Ensuring more equal representation throughout the organisation continues to be a focus for further reduction of the GPG.

The Company continues to develop its EDI offerings, including increased family friendly leave policies, our employee resource group, Women's Connecting Circle and global development initiatives including the Female Empowerment Itinerary, women's 'Take the Lead' leadership programme, Global Mentoring, #Iamremarkable, Leaders of Tomorrow, Cellnex MBA and Women in Tech.

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