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Ethics Channel Procedure

Prepared by	Group Compliance department and local Compliance Officers
Approved by	Committee of Ethics and Compliance (CEC)

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1. Purpose and Scope

Cellnex Telecom, S.A. (hereinafter, "Cellnex" or the "Company") has implemented an Internal Reporting System, of which the Ethics Channel is an integral part. The purpose of this Ethics Channel Procedure (hereinafter, also referred to as the "Procedure") is to govern the use, management and operation of the Ethics Channel, in accordance with applicable laws and regulations, the Cellnex's Code of Ethics, the Ethics Channel Policy – that sets out the principles and safeguards of the Channel –, the Company's privacy framework, and the rest of internal regulations.

This Procedure applies to all the legal entities that comprise the Cellnex Group and within each of them, to all of their employees and members of their governing and management bodies, as well as to any stakeholders and third parties. The Company will promote compliance and alignment with this Procedure among entities that do not form part of the Group but in which the Company holds an interest, joint ventures and other undertakings in which it assumes management, as well as suppliers, business partners and other stakeholders throughout the value chain.

This Procedure shall be complied with in all jurisdictions in which Cellnex operates, without prejudice to the adoption of any additional internal regulations or implementing measures necessary to meet applicable local legal requirements. Where such local provisions establish stricter standards than those set out in the Ethics Channel Policy or Procedure, those national requirements shall prevail.

The Ethics Channel is the preferred channel, in general, for reporting actions or omissions that:

- May constitute breaches of European Union law, with the considerations established in Directive (EU) 2019/1937.
- May be considered criminal offences, serious or very serious labour and administrative infringements.
- May be deemed breaches or infractions of Cellnex's principles and values or internal regulations, such as the Code of Ethics.

2. Definitions

For the purposes of this Procedure:

- "Report" means the communication through the Ethics Channel of infringements of Cellnex's Code of Ethics, breaches of internal regulations and applicable legislation, and harassment cases.
- "Reporting Person" means the employee, business partner, stakeholder and any other third party that submits a Report through the Ethics Channel and, who is entitled to all the applicable safeguards, rights and protections described in the Ethics Channel Policy and applicable laws.

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- “Reported Person” means the natural or legal person who is referred to in the Report to whom the breach or infringement is attributed and, who is entitled to all the applicable safeguards and rights described in the Ethics Channel Policy and applicable laws.
- “Query” means the communication through the Ethics Channel of any questions, doubts or concerns related to the Code of Ethics, the rest of Cellnex’s internal regulations or applicable legislation, and any other integrity, ethics and compliance matters.
- “Channel User” refers to both all Reporting Persons and any person making Queries through the Ethics Channel.
- “Case Managers” refers to those persons within the Group Compliance department, the corresponding Local Compliance Officers, or, depending on the case, any other persons deemed necessary to participate, who are responsible for co-ordinately managing the Reports or Queries received through the Ethics Channel.

3. Roles and responsibilities

Cellnex operates a governance model with clearly defined ownership, segregation of duties, and accountability for the Internal Reporting System and its Ethics Channel. The main bodies, functions, departments, or areas that may participate in the management of Reports and Queries, as appropriate, along with their primary responsibilities, are listed below:

- **Committee of Ethics and Compliance:** Body responsible for the Internal Reporting System and the Ethics Channel including its design, management and effectiveness, and the handling or oversight of investigations, in coordination with Group Compliance department. This Committee reports to the Audit and Risk Management Committee and the Board of Directors, which exercise oversight and receive regular reports on these matters.
- **Group Compliance department:** Team responsible for the day-to-day management and administration of the Internal Reporting System and the Ethics Channel, including the receipt, preliminary assessment, and processing of Reports, as well as coordinating investigations under the oversight of the Committee of Ethics and Compliance. Its activities are carried out in coordination with, and with the support of, the Local Compliance Officers, depending on the jurisdiction where the Channel User wishes to submit the Report or Query, or when their collaboration is otherwise required.
- **Local Compliance Officers:** Appointed in each jurisdiction to ensure the effective implementation and proper functioning of the Internal Reporting System and the Ethics Channel at local level, in coordination with the Group Compliance department and the Committee of Ethics and Compliance. Local Compliance Officers shall also ensure adherence to any jurisdiction specific procedural, regulatory or supervisory requirements. They shall participate in the management of Reports and Queries when they are submitted in their jurisdiction by the Channel User or when their collaboration is otherwise required.
- **Organismo di Vigilanza (OdV) in Italy:** A collegiate independent body responsible for managing Reports that fall within the scope of applicable Italian laws and regulatory

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frameworks, specifically Decreto Legislativo 10 marzo 2023, n. 24 and Decreto Legislativo 8 giugno 2001, n. 231. The specific roles, powers, and procedural obligations of this body shall be defined in accordance with the relevant local legislation. Where appropriate, its activities shall be coordinated with the Committee of Ethics and Compliance and the Group Compliance department to ensure consistency across the organisation.

- **Other departments and areas of the Cellnex Group:** Will provide assistance and cooperation in the investigation or resolution of Reports and Queries when necessary, subject to applicable confidentiality obligations.
- **External advisors:** Independent third-party professionals or firms that may be engaged to provide specialised legal, forensic, technical, or other expert advice in connection with the management of the Ethics Channel, subject to the applicable laws and regulations, appropriate confidentiality and data protection obligations.

4. Management of Reports

The management of the Ethics Channel is based on the principles and safeguards set out in the Ethics Channel Policy, that apply throughout the different stages of the management process for Reports and Queries, which are described in detail in this section.

Cellnex shall maintain a record keeping of all Reports received in compliance with confidentiality and data protection requirements. Reports shall be stored for no longer than it is necessary and proportionate in order to comply with those requirements.

4.1. Submission of Reports

Reports may be submitted by entering the Ethics Channel platform at the following URL:

<https://www.cellnex.com/ethics-channel>

Reports may also be made verbally and through a confidential face-to-face meeting with Case Managers at the request of the Reporting Person. The preferred way to make such request is through the Ethics Channel, however it will be accepted in any other form. Where applicable, the face-to-face meeting will be held within seven (7) calendar days from the receipt of the Report.

When the Report is made verbally, it may be recorded or transcribed, in compliance with all personal data protection laws and regulations. Without prejudice to the rights conferred on Reporting Persons by applicable data protection law and regulations, they will be offered the opportunity to review the transcript so that they may verify, rectify if necessary, and accept it by signing.

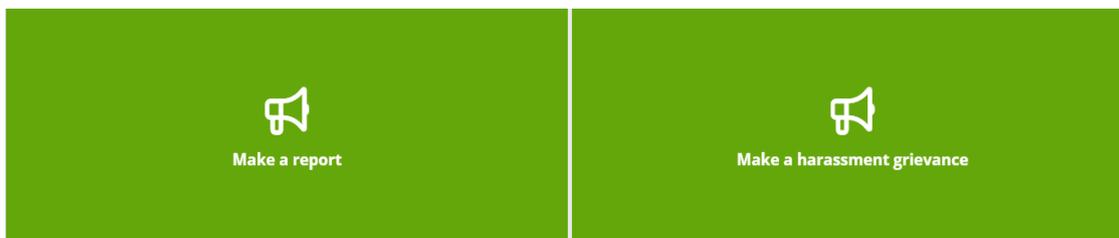
The Reporting Person shall provide the details deemed necessary, such as:

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- Their identification data (when the Report is submitted confidentially but not anonymously).
- Identity of the Reported Person (where applicable).
- A detailed description of the facts, determining, if possible, the dates on which the incident took place.
- Any available supporting evidence.

When submitting the Report through the Ethics Channel platform, the Reporting Person must fill in the data collection forms made available. The platform is designed to guide them through the data to be entered. The Reporting Person will have the possibility to submit the Report orally via voice note and to attach supporting evidence in electronic format.

The Ethics Channel platform allows for the submission of two categories of Reports (via two differentiated buttons):



Making a Report: means the communication through the Ethics Channel of infringements of Cellnex’s Code of Ethics, breaches of internal regulations and applicable legislation.

Making a harassment grievance: means the communication through the Ethics Channel of harassment cases (either sexual, gender-based or LGBTQIA+, workplace harassment or mobbing).

All Reports will be logged in the Ethics Channel, recorded on the platform securely and with access restricted to authorised persons only. A unique case ID will be generated and provided to the Reporting Person, who will be required to create a personal password. For security purposes, the password must be entered twice to confirm it. The case ID together with the personal password will be required to access the “*Follow up on your case*” section at a later stage. This process enables secure and confidential or anonymous communication between the Reporting Person and the Case Managers regarding the status of the case and any additional information requested.

The Ethics Channel allows the Reporting Person to submit the Report either to the Corporation or to their corresponding jurisdiction. This decision determines who will be responsible for managing the Report:

- **Corporation:** The Report is handled exclusively by the Group Compliance department.

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- **Other jurisdiction:** The management is coordinated between the Group Compliance department and the Local Compliance Officer of the selected jurisdiction.

Below is a screenshot of the section of the form where the Reporting Person shall select either the Corporation or the applicable jurisdiction from a list of all countries in which Cellnex operates:

Make a Report

Where do you want to report the incident? *

Type to search

Corporation

Denmark

France

Italy

Netherlands

Poland

Portugal

4.2. Reception, preliminary analysis and admission of Reports

Once the Report is received through the Channel an acknowledgement of the receipt will be sent to the Reporting Person within a maximum period of seven (7) calendar days.

The Case Managers will conduct a preliminary assessment to confirm that the matter falls within the scope of the Channel for processing.

The result of the preliminary assessment may lead to one of the following outcomes:

- **Admission:** The Report shall be registered on the platform and will continue to be managed. In addition, a logbook of the received reports is kept, which will record all the investigations performed, guaranteeing the integrity and the confidentiality of the information.
- **Rejection:** The handling of the Report shall be terminated, and the Reporting Person shall be duly informed. The decision to reject the Report shall not affect the possibility of its subsequent admission should additional information be received, in accordance with the provisions of the Ethics Channel Policy and this Procedure. For the avoidance of doubt, Reports submitted via the Ethics Channel relating to the following matters shall not be admitted for processing:

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- Events or circumstances that do not fall under the scope described in section 3 of the Ethics Channel Policy and section 1 of this Procedure.
- Reports based solely on opinions or subjective assessments unrelated to the purpose of this Channel.
- Customer service or landlord management matters.
- Reports describing events or circumstances that are clearly unfounded or not credible.
- Reports referring to matters that have already been reported, without providing any new information or evidence.

The Reporting Person may be requested to provide additional information or clarify certain aspects, before or after the admission of the Report.

4.2.1. Prevention of conflicts of interest

The Ethics Channel has mechanisms in place to prevent conflicts of interest in the handling of Reports, ensuring that they are managed with objectivity, independence, and impartiality.

In particular:

- Reports are received through a platform that ensures the integrity of the information received and stores access and activity logs for all the Case Managers and authorised persons.
- Reports are received only by the corresponding Case Managers and authorised persons.
- All Case Managers and authorised persons are properly identified, have clearly defined roles and permissions within the platform, and are subject to confidentiality obligations.
- An automated feature identifies Reports containing explicit reference to any person with authority to handle or investigate Reports received through the Channel. In these cases, the concerned person is automatically prevented from accessing the Report in the platform. If confirmed by the relevant reviewers, this person will be relieved of their responsibilities within the investigation.
- Apart from the technical functionalities in place to prevent conflicts of interest, any Case Manager who is subject to a conflict of interest must disclose it and abstain from taking part in the concerned investigation according to Cellnex’s internal policies.

4.3. Investigation of Reports

Once a Report has been accepted and deemed appropriate, the corresponding investigation will be initiated and processed in a timely manner. Cellnex ensures that the bodies and persons responsible for handling Reports will diligently follow up on all cases, including those submitted anonymously.

For this purpose, the Group Compliance department, in coordination with the appropriate Local Compliance Officers, will be responsible for conducting the investigation under the supervision

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of the Committee of Ethics and Compliance. To comply with local laws and regulations, it may be the case that certain bodies —such as the OdV in Italy— assume co-responsibility in conducting the investigation.

For the management of harassment cases, specific laws and regulations, and the relevant internal policies and protocols shall apply, both at Group and local level. For the investigation of such cases, the appropriate bodies and persons shall be involved, including, where applicable, representatives from the Group Compliance department, the relevant Local Compliance Officer and the members of designated functions, such as the People department or others.

In relation to the investigation of these Reports, it shall be possible to seek support or advice from other departments, areas, or external advisors, always in accordance with applicable laws and internal regulations.

4.3.1. Principles, rights and guarantees of the investigation

The investigation process will comply with the principles of proportionality, necessity and all laws and regulations applicable. During the investigation, the rights, duties, and guarantees established in the Ethics Channel Policy must be respected to all persons concerned, including the following:

- To be informed in a clear and accessible manner of the progress, status and outcome of the case;
- To be informed, in a timely manner and as deemed appropriate to ensure the proper conduct of the investigation, of the actions or omissions attributed to them;
- To respect the presumption of innocence and honour;
- To respect the right to defence and other fundamental rights;
- To be heard in the course of investigation;
- To provide evidence, information or documentation;
- To safeguard anonymity, confidentiality and personal data protection;
- To be granted the corresponding protective measures when appropriate.

4.3.2. Investigation process

The investigation shall encompass all actions necessary to examine the facts described in the Report and to determine whether they constitute any breaches of applicable internal or external regulations.

The investigation, that will be properly documented, may include actions as follows:

- Interviews with the Reporting Person to obtain additional information.
- Interviews with the Reported Person.
- Interviews with the persons directly or indirectly involved in the reported facts.
- Information gathering and data analysis.
- Requests for expert opinions and evidence from professionals inside or outside Cellnex.

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- Other investigative or evidentiary measures that are considered relevant.

Collaboration and cooperation by all involved persons is expected. It may be necessary to contact the Reporting Person or other persons concerned in order to request additional information, to clarify certain aspects, or even to provide support.

During the course of the investigation, and in some cases prior to its initiation, it may be necessary to implement certain protective measures to avoid compromising the investigation or to safeguard the parties involved. Further details are provided in Section 4.5.

4.3.3. Investigation timeframes

Investigations must be completed within three (3) months from the date of receipt of the Report or, if no acknowledgment of receipt has been sent to the Reporting Person, within three (3) months from the expiry of the seven-day (7) period following the submission of the Report. This period may be extended for an additional three (3) months only on duly justified grounds where the case is particularly complex. Applicable local laws and regulations shall be taken into account to ensure compliance with the relevant time limits and any permitted extensions.

4.4. Resolution

Once the investigation has been concluded, a report detailing its outcome shall be issued by the responsible persons or bodies as described above and, when appropriate, with the support of external advisors. The report shall describe the facts reported, the steps taken to verify and substantiate those facts, and the conclusions reached. The focus of the report shall remain on the evidence gathered during the investigation, ensuring objectivity and impartiality, avoiding any conclusions based solely on personal opinions.

The report shall also include:

- A recommendation to close the case with no further action, where the circumstances reported could not be substantiated or responsibility of the person under investigation could not be established.
- A recommendation on the appropriate measures and actions to be taken if the Report is considered well-founded.

This report shall then be submitted to the Committee of Ethics and Compliance, which shall issue the final written resolution to conclude the procedure, based on the investigation’s findings.

This written resolution will indicate whether the facts have been substantiated, whether they constitute any violation, infringement or non-compliance of internal or external regulations, and will propose the corresponding corrective measures. Some of them will fall within the Committee’s competences and authority, while others will require the involvement and competencies of other areas or departments to implement the appropriate actions, taking into

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account the outcome of the investigation (for example, labour disciplinary sanctions to be handled by the People department).

Following the decision of the Committee of Ethics and Compliance, the outcome of the investigation shall be communicated to both the Reporting Person and the Reported Person, in accordance with the timelines established under applicable laws and regulations. Such communication shall include, as appropriate, a summary of the findings, the conclusion of the investigation and the reference to the corresponding corrective measures, while ensuring the protection of confidential information, in particular the identity of the Reporting Person and any third parties, and without disclosing information that could compromise ongoing or future investigations.

Where the facts reported present indications of a criminal offence, and taking into consideration that the fundamental rights of all involved parties are preserved, the relevant information shall be promptly forwarded to the competent Public Prosecutor's Office or judicial authorities.

4.5. Prohibition of retaliation, measures of support and for protection

Cellnex is committed to protecting any person who, in good faith, reports a potential breach or irregularity through the Ethics Channel, in accordance with applicable laws and regulations.

Cellnex strictly prohibits any form of retaliation, whether direct or indirect, including threats and attempts of retaliation, against any protected person. Retaliation includes, but is not limited to: suspension, lay-off, dismissal or equivalent measures; demotion or withholding of promotion; adverse changes to working conditions or duties; coercion, intimidation, harassment, or ostracism; discrimination or disadvantageous treatment; reputational or financial harm; inclusion in blacklists; early termination of contracts; and any other detrimental act or omission taken as a consequence of a Report made through the Ethics Channel.

Measures for support and protection shall be considered and applied whenever deemed necessary, at any stage of the process, either at the request of the protected persons or ex officio by the Company, with the support of the relevant departments and areas. Case Managers may propose the adoption of such measures to the competent areas, reporting them to the Committee of Ethics and Compliance. Examples of protective measures include temporary suspension, schedule adjustments, access restrictions, and other actions deemed necessary to safeguard the individuals involved and the integrity of the investigation.

5. Management of Queries

The Ethics Channel platform allows the possibility of making Queries (via a specific button):

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Making a Query: Means the communication through the Ethics Channel of any questions, doubts or concerns related to the Code of Ethics, the rest of Cellnex’s internal regulations or applicable legislation, and any other integrity, ethics and compliance matters. For example: asking authorisation for accepting gifts and hospitality, requesting clarification whether a situation may be a conflict of interest or seeking interpretation of a specific provision of the Code of Ethics or any other internal regulations.

The platform allows for the submission of Queries both confidentially and anonymously. When submitting them, the Channel User must fill in the data collection forms made available. The platform is designed to guide them through the data to be entered. The Channel User will have the possibility to submit the Query orally via voice note and to attach supporting documentation in electronic format.

A unique case ID will be generated and provided to the Channel User who will be required to create a personal password. For security purposes, the password must be entered twice to confirm it. The case ID together with the personal password will be required to access the “Follow up on your case” section at a later stage. The answer to the Query will be provided to the Channel User through this section.

The Group Compliance department and the corresponding Local Compliance Officers shall, in a coordinated manner, manage and respond to such Queries. In cases where the Query concerns significant questions of interpretation regarding applicable law, internal regulations, potential amendments, or matters of particular importance or interest, the case may be escalated for review and analysis by the Committee of Ethics and Compliance.

Where it is determined that a Query should instead be treated as a Report, the person that has submitted the Query shall be duly informed, and the case shall be handled in accordance with the applicable procedures and processes.

6. External reporting channels

The Ethics Channel is the preferred confidential reporting mechanism. However, the Reporting Person is entitled to be informed of and use any external reporting channels that may be established by competent public authorities in accordance with the applicable legislation of each jurisdiction.

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Appendix I provides a list of reporting channels that have been established by external bodies in all jurisdictions where Cellnex operates.

7. Confidentiality and anonymity

Cellnex guarantees the strict confidentiality of the identity of all persons concerned, as well as of the information contained in the Reports submitted. All bodies and persons authorised to manage cases who have access to this information, including employees and any external parties involved, must comply with a strict duty of confidentiality. Where a Report is received through channels other than those established, any person who gains access to it must strictly preserve confidentiality and promptly forward it to the Ethics Channel for proper handling.

The Ethics Channel allows for the submission of anonymous Reports. It is guaranteed that the Reporting Person cannot be identified if they choose to submit a case anonymously, including when a voice note is provided, as the recorded voice will be distorted to ensure anonymity. Even when anonymity is chosen, it is possible to provide an email address solely for notification purposes, to which the Case Managers will not have access.

8. Personal data protection

All processing of personal data carried out under this Procedure shall comply with the data-protection laws applicable in each jurisdiction in which Cellnex operates. This includes any national requirements that impose additional safeguards, conditions, limitations, or procedural obligations relating to the processing of personal data in the context of internal reporting systems, whistleblowing channels, or investigations. Where such local provisions establish stricter standards than those set out in this Procedure, those national requirements shall prevail.

8.1. Data controller

Without prejudice to the cases when a Report is made anonymously, provided data of the Channel User, as well as those collected throughout the investigation, will be processed as joint data controllers, by:

- Cellnex Telecom, S.A., as the parent company of the Cellnex Group, with address for the purposes of notifications at Passeig de la Zona Franca 105 (Torre Llevant), 08038 Barcelona.
- The Cellnex Group affiliate that maintains the employment, commercial or professional relationship with the Channel User.

Cellnex Group has appointed a Data Protection Officer, who will ensure that the data is processed appropriately and will resolve any doubts or queries that may arise. It is possible to contact the Data Protection Officer at the indicated postal address or at the following email address: personaldata@cellnextelecom.com.

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8.2. Origin of personal data and categories

The data subject is informed that the Ethics Channel may process personal data obtained: (i) directly from the Channel Users themselves when they submit a Report or Query, when formulating possible allegations, or at any other time during the investigation, and (ii) indirectly, data may be collected by any of the individuals involved in the investigation.

Personal data processed within the scope of the Ethics Channel will include identification details, contact details, economic, professional and work-related information, and in some cases, sensitive or special category information (such as information related to criminal or administrative offences, health information, information regarding sexual orientation, ethnic or racial origin of a person), as well as any other information derived from the functioning of the Ethics Channel.

8.3. Legal basis and purposes for the processing of personal data

Personal data will be processed for the exclusive purpose of managing the Reports and Queries received through the Ethics Channel and, if appropriate, assessing, investigating and resolving reported matters, complying with legal obligations, and implementing corrective or disciplinary measure where appropriate.

The legal basis for processing shall be compliance with legal obligations and, where applicable, the legitimate interests of the Cellnex Group in maintaining an effective Internal Reporting System and protecting its business and reputation.

8.4. Disclosure of personal data

If the provided information allows identification, these personal data will not be transferred to any third parties with the exception of cases where it is mandatory by law or when it is necessary to protect the legal interests of the Cellnex Group or third parties, bearing in mind the principles and safeguards that apply to the Ethics Channel and to all parties involved in the process. Personal data may be accessed (i) by those who performed the internal control and compliance functions, (ii) by Cellnex Group personnel with human resource management and control functions when disciplinary measures could be taken against an employee, as well as (iii) by third parties acting on behalf of the Cellnex Group when it is essential for the provision of a specific service related to the management of the Channel. Under this scenario, the Cellnex Group will regularize the relationship with the data processor in accordance with personal data provisions.

8.5. Retention of personal data

Personal data shall be kept only for as long as necessary and proportionate for the purposes of complying with applicable regulations.

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8.6. International data transfers

Where international transfers of personal data are required, such transfers shall be conducted in compliance with the guarantees established under applicable data protection regulations, including the application of adequacy decisions, standard contractual clauses or other appropriate safeguards to ensure an equivalent level of protection for the data.

8.7. Data protection rights

The data subject can exercise the rights of access, rectification, erasure, restriction of processing, portability and objection by contacting the Data Protection Officer through the email address personaldata@cellnextelecom.com. However, if an investigation is underway regarding the reported facts, or judicial or extrajudicial actions are being carried out regarding them, the rights of erasure and to object may be limited to comply with legal obligations. In any case, the right to file a claim can be exercised with the competent data protection authority.

9. Record of changes

Version	Prepared by	Department	Date	Amendments
1	Group Compliance department and local Compliance Officers	Compliance	30/03/2026	First version

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APPENDIX I – External reporting channels

Country	External reporting channels
Denmark	<ul style="list-style-type: none"> • Den Nationale Whistleblowerordning: whistleblower.dk • Finanstilsynet: Extern visselblåsar kanal
France	<ul style="list-style-type: none"> • Défenseur des droits: https://signalement.defenseurdesdroits.fr • Agence Française Anticorruption: https://www.agence-francaise-anticorruption.gouv.fr/fr • Autorité des Marchés Financiers: https://www.amf-france.org/fr
Italy	<ul style="list-style-type: none"> • Autorità Nazionale Anticorruzione (ANAC): https://whistleblowing.anticorruzione.it/#/
Netherlands	<ul style="list-style-type: none"> • Huis voor Klokkenluiders (HvK): https://www.huisvoorklokkenluiders.nl/ • Autoriteit Financiële Markten (AFM): https://www.afm.nl/nl-nl/sector/themas/marktmisbruik/meldingsplicht-marktmisbruik • Autoriteit Consument & Markt (ACM): https://www.acm.nl/nl/melden-bij-de-acm
Poland	<ul style="list-style-type: none"> • Rzecznik Praw Obywatelskich (RPO): https://www.gov.pl/web/sygnalisci
Portugal	<ul style="list-style-type: none"> • Procuradoria-Geral da República (PGR)– Departamento Central de Investigação e Ação Penal: https://simp.pgr.pt/dciap/denuncias/index2.php • Autoridade para as Condições do Trabalho (ACT): https://portal.act.gov.pt/Pages/queixa-denuncia.aspx
Spain	<ul style="list-style-type: none"> • Autoridad Independiente de Protección de Informante (AIPI): https://www.proteccioninformante.gob.es/presentar-una-nueva-informacion-canal-externo • Comisión Nacional del Mercado de Valores (CNMV): https://www.cnmv.es/portal/whistleblowing/presentacion?lang=es • Comisión Nacional de los Mercados y la Competencia (CNMC): https://edi.cnmc.es/buzones-anonimos/sica
Sweden	<ul style="list-style-type: none"> • Arbetsmiljöverket: Rapportera / externa kanaler • Konkurrensverket: Visselblåsarfunktion (tipsa oss) • Integritetsskyddsmyndigheten: Du kan visseblåsa till IMY om din arbetsgivare inte följer dataskyddsreglerna IMY

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	<ul style="list-style-type: none"> • Ekobrottsmyndigheten: Visselblåsarfunktion: EU-medel Ekobrottsmyndigheten
Switzerland	<ul style="list-style-type: none"> • Swiss Federal Audit Office (SFAO Eidgenössische Finanzkontrolle, EFK): https://www.efk.admin.ch/en/whistleblowing/ • Swiss Financial Market Supervisory Authority (FINMA): https://www.finma.ch/en/finma/making-a-report/ • Competition Commission (COMCO / Wettbewerbskommission, WEKO): https://www.weko.admin.ch/weko/en/home/anzeigen/kontakt.html • Federal Department of Foreign Affairs (FDFA): https://www.eda.admin.ch/en/fdfa-whistleblowing-platform
United Kingdom	<ul style="list-style-type: none"> • Financial Conduct Authority (FCA): https://www.fca.org.uk/firms/whistleblowing • Competition and Markets Authority (CMA): https://www.gov.uk/government/organisations/competition-and-markets-authority • Information Commissioner’s Office (ICO): https://ico.org.uk/make-a-complaint/ • Serious Fraud Office (SFO): https://www.sfo.gov.uk/contact-us/reporting-serious-fraud/