

LABOUR PRACTICES COMMITMENTS

At Cellnex, we believe it is important to highlight key principles from our corporate policies that apply to all Group employees, covering all the operations globally. These principles reflect our strong and ongoing commitment to upholding labor rights.

Digital Disconnection Policy

Ensure the limitation of **excessive working hours** and the **effectiveness of the employees' resting periods**. Specifically, this policy states that the weekly working week for Cellnex employees will be 5 days and 8 hours per day, subject to variations depending on local regulations and employees' individual employment conditions.

Employee Wellbeing Model & Work-Life Balance guidelines

Ensure that its employees can **combine their work activity with the development of their personal lives' goals**. Among the commitments of this guidelines are, for example, **flexible paid vacation time**, possibility for **unpaid time off** to attend to personal situations, or the possibility of **reduce working hours** to attend family needs, among others.

Benefits & Compensation Policy

Cellnex declares its clear commitment to the principle of **'Fair Pay'** in the remuneration of its employees, ensuring that the rewards are equitable and fair. Among the principles that define the 'Fair Pay' are the following: the **competitiveness of its salaries** in relation with those of the labor market, ensuring social equity by standards of **living wage**, **paying fairly for equal work** based on objective reasons, etc. It is also part of the 'Fair Pay' principles that there should be **no discrimination** against any employees group or individual in the payment of salaries, including equal pay for men and women for equal work.