cellnex
driving telecom connectivity

We connect people | INTEGRATED ANNUAL REPORT

2015

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2015: A TRANSFORMATIONAL STIMULUS

Link to video

Dear Shareholders,

We are pleased to introduce Cellnex Telecom's inaugural annual report. Stressing that this is the Company's "first" annual report, already says a lot about what financial year 2015 has meant in terms of recasting and transforming a business project that, until May, operated as the "Terrestrial Telecommunications" division of the Abertis Group.

For Cellnex Telecom, 2015 has been a year marked by outstanding performance in implementing transformational changes that are unique one-off events in the life of any company:

- we strengthened our position in the Italian market in March with a transformational acquisition that boosted the key figures by almost 40% and geographically diversified a business that already generates 35% of revenue in Italy;

- the rebranding in April to Cellnex Telecom. A name and a brand that gives this project its own identity and personality to match our ambition in becoming the leading European provider of telecommunications infrastructure and connectivity solutions;

- the successful listing in May of the Company's shares for trade on the Spanish Stock Exchange was an indication that investors accepted and were receptive to the Cellnex value proposal and business model. This has been reflected in a share that, from the moment it was listed, has maintained a clear positive differential relative to the market and major indices, with a market capitalisation

and trading volumes that place the Group among the market's top stocks. In this sense, Cellnex Telecom is already part of the selective Eurostoxx 600 index and has joined the Spanish stock market's "medium cap" index; and,

- the issue of a seven-year corporate bond in July helped optimise the debt structure, extending its average maturity and eliminating certain restrictions (covenants) that might have limited flexibility and room to manoeuvre in relation to growth opportunities in the market.

With this excellent set of factors in place, already extraordinary in itself, the foundations have been laid for a project that has the critical mass, talent and equipment, international presence, visibility and exposure to financial markets to equip it to handle growth projects, with full autonomy, to consolidate its position as Europe's leading telecommunications infrastructure operator.

In 2015 we achieved the business objectives to which the Company had committed to investors and shareholders prior to the initial public offering. The results achieved in terms of revenue, EBITDA and productivity indicators – such as sharing ratios and points of presence on sites – and the economic outturn for the financial year with the consensus of the market, further reinforces the credibility and operational capability of a management team that has managed to keep the focus on day-to-day management, in a context marked by far-reaching transformational operations.

FOR CELLNEX TELECOM, 2015 HAS BEEN A YEAR MARKED BY OUTSTANDING PERFORMANCE IN IMPLEMENTING TRANSFORMATIONAL CHANGES THAT ARE UNIQUE ONE-OFF EVENTS IN THE LIFE OF ANY COMPANY

GRI: G4-DMA, G4-1, G4-2, G4-14, G4-37, EC2

Industry dynamics and bases of the neutral infrastructure operator model

In this business perspective, we would highlight the structural factors that strengthen and validate the Cellnex business model for the coming years. On the one hand, regardless of the more or less immediate translation into growth operations for the Company, for the industry, 2015 was a year in which strategic options were analysed – and in some cases also implemented – and major European mobile phone operators continued to separate and outsource management of assets making up the network infrastructure for signal transmission.

Additionally, there is the process of consolidation among operators in the main European markets in order to achieve economies of scale, efficiency and improve their competitiveness and innovation in mobile broadband services and content. These processes can open up growth and development scenarios for independent infrastructure and telecommunication network operators.

In the medium term, the full deployment of 4G and 5G mobile broadband technologies and associated services, pose a challenge of having sufficiently dense networks and capillaries – shared in many cases – and smaller coverage areas ("small cells"), to complete the current network of sites used to deploy 2G and 3G technologies.

Developments in 2015 also underlined the international community's commitment to the future in the short, medium and long term to digital terrestrial television (DTT) as the prevalent technology for the transmission of free-to-air television signals. The World Radiocommunication Conference (WRC-15) in Geneva secured the exclusive use of the UHF spectrum (470-698 MHz band) for DTT services in "Region 1" (Europe, Africa, the Middle East and Central Asia) at least until the 2023 Conference, when the entire UHF band would be considered for its various uses and purposes, whether in television or mobile broadband.

The decision taken at the WRC-15 provides security and stability to individual countries to go ahead with their programmes to transition to DTT without risk of changes in the use of the spectrum beyond those already planned and agreed. It will therefore have a clearly positive impact on the coordination of the UHF spectrum within the European Union. One particularly valuable aspect in the case of DTT is its role in terms of social cohesion and wealth creation, to the extent that many governments consider it a key and essential link in the development and maintenance of an indigenous cultural and creative sector, close to the diverse situations in the various territories.

Cellnex, a transformational project

If there is one thing that characterises the Cellnex Telecom project, it is its strong transformational profile.

At the sectoral level, when Abertis was spun off and went public, it fostered a strong and substantial movement for change among the players in the value chain, bringing about a certain vertical disintegration that prompted the major telephone operators to focus on the provision of content and broadband services (mobile and/or fixed), while facilitating the emergence of operators which, like Cellnex, make the neutrality of the infrastructure network, and its sharing between such operators, a source of efficiency that generates synergies and economies of scale.

Crucially, the Cellnex Telecom value-creation model is built with the aim of maximum and efficient use of the installed network capacity, minimising redundancy and duplication. It is hence a model characterised by sustainability and as a source of positive externalities in terms of rationalisation of the installed networks, greater sharing between operators, reduced impact and presence in the urban fabric, and therefore improves efficient use of resources of all kinds, including energy, which in turn reduces the carbon footprint.

WE WOULD HIGHLIGHT THE STRUCTURAL FACTORS THAT STRENGTHEN AND VALIDATE THE CELLNEX BUSINESS MODEL FOR THE COMING YEARS

IF THERE IS ONE THING THAT CHARACTERISES THE CELLNEX TELECOM PROJECT, IT IS ITS STRONG TRANSFORMATIONAL PROFILE

Internal transformation: the corporate governance model

Internally, the transformational stimulus stems from the organisational challenge and the design of the corporate governance and day-to-day management structures of a company with a larger and more complex business. Processes with a profound transformational impact such as the split from a parent company, the IPO, internationalisation, etc., test the set of management and governance systems and require an accurate analysis of new needs and due attention.

Cellnex Telecom has designed a corporate governance structure that strives to emulate and gradually approach best practice. The choice of a compact Board of Directors of nine members, expandable up to 13, in which the independent Directors – four out of nine being non-Spanish, reflecting the European commitment of the company project – play a decisive role in chairing the Board's two committees, the Audit and Control Committee, and the Appointments and Remuneration Committee, which also oversees the Corporate Responsibility policy.

Furthermore, in its first months as an independent listed group, the Company has undertaken to deploy policies and practices that embody a management style that is strictly committed to the objectives of transparency and compliance with an attention to the ethical principles of integrity, honesty, respect for diversity, integration and equal opportunities. These are principles governing a model of governance and management based on implementing risk auditing and control mechanisms and systems to provide the necessary guarantees of compliance with best market practices, in both the governance bodies and the management team and among stakeholders (customers, suppliers, employees, government) that make up the Company's sphere of influence and relationships.

Sustainability and innovation, corporate responsibility topics

Similarly, the Company has been working on a process of internal and external analysis with a view to determining the priority topics and areas for action in the field of corporate social responsibility. We would highlight two of them in particular: sustainability, from the perspective of optimisation and efficiency of resources used and that is integral to the actual value proposal of the Cellnex business model; and open innovation – of key importance for a company operating in a fast-moving technological environment – to contribute talent and in-house capabilities to collaborative projects with universities and other companies and institutions. Thus it contributes to a transfer of knowledge that enhances the areas of convergence between cutting-edge research and applied innovation.

2016 and thereafter... a larger, internationalised company, new opportunities

Cellnex has closed its first financial year by successfully attaining an exceptional set of transformational milestones. We have met the expectations of investors and analysts regarding the key business figures and indicators; our work focused on designing and deploying systems and corporate governance and management policies in a company that already carries its own weight and faces significant challenges and opportunities arising from the increased size and complexity it has achieved; we also put in place mechanisms that will enable us to further exploit the options for growth and geographical diversification that the market will continue to offer.

Francisco Reynés
Chairman

Tobías Martínez
Chief Executive Officer

CELLNEX HAS CLOSED ITS FIRST FINANCIAL YEAR BY SUCCESSFULLY ATTAINING AN EXCEPTIONAL SET OF TRANSFORMATIONAL MILESTONES

CELLNEX 2015: MILESTONES AND KEY FIGURES

CELLNEX, A MODEL OF SUCCESS

CELLNEX IS THE LEADING EUROPEAN OPERATOR IN WIRELESS TELECOMMUNICATIONS INFRASTRUCTURE MANAGEMENT

Cellnex is the leading European operator in wireless telecommunications infrastructure management that provides services, through its customers, to more than 100 million people in Spain and Italy. The business model is based on the provision and sharing of telecommunications assets with service operators, acting as an independent and neutral infrastructure provider for telecommunications operators.

The origin of Cellnex

Cellnex is the result of the spin-off of the telecommunications business of Abertis through its flotation on the stock market, which took place in May 2015.

Cellnex was founded with the aim of becoming Europe's leader in telecommunications infrastructure, and creating value for shareholders, customers, employees and other stakeholders through innovative, efficient, independent and quality management.

A new cycle of growth and internationalisation

The establishment of Cellnex as an independent listed company from 2015 coincided with the Company's main internationalisation operation to date: the agreement with mobile operator WIND to acquire and manage most of its network of cell-phone towers in Italy.

The IPO and the incorporation of WIND's assets set Cellnex on a path of growth and internationalisation of its business, raising the profile of its mobile telecommunications infrastructure section, which became its main field of business in terms of size and revenue, already contributing more than 50% of total Cellnex revenues, 35% of which originate outside Spain.

THE IPO AND THE INCORPORATION OF WIND'S ASSETS SET CELLNEX ON A PATH OF GROWTH AND INTERNATIONALISATION OF ITS BUSINESS

Launch of Cellnex

On 19 March 2015, Abertis Infraestructuras decided to initiate the necessary steps and formalities to found the new Cellnex, as heir to Abertis Telecom. This decision came about as a result of strategic thinking that began in the summer of 2014 and culminated in April with the birth of Cellnex Telecom, a new name and a new brand, based on the slogan "we promote telecommunications connectivity," symbolising the beginning of a new phase as a global telecommunications operator.

The Cellnex IPO: a win-win project for all stakeholders

On 7 May 2015, after seven months of hard work and commitment by the Abertis and Cellnex teams, Cellnex successfully completed the Company's stock-market flotation. The IPO (Initial Public Offering of shares) was finally completed with the placement of a 66% stake in Cellnex's capital, after the coordinating bodies of the offering exercised their 6% purchase option ("green shoe") to join the shares initially offered by Abertis representing 60% of the capital. The sale closed at a price of 14 euros, at the top of the indicative price range given in the prospectus, of between 12 and 14 euros per share. The resulting market capitalisation of Cellnex at the time of flotation was 3.244 billion euros.

The flotation was a key milestone in the achievement of the Abertis Strategic Plan for 2015-2017 and the implementation of the Cellnex Telecom project. The result is a win-win situation in which the reference shareholder (Abertis), the new shareholders and the Cellnex project and its team all emerge much stronger. The IPO gives Cellnex a powerful tool for access to capital markets and offers the conditions for a flexible financing structure to continue the cycle of growth and internationalisation that began with the operations in Italy.

① ② ③ ④

Internationalisation: from a local company to a leading operator in Europe

On 26 March 2015, Cellnex signed an agreement with Italian mobile operator WIND, under which Cellnex now controls the Italian companyCompany Galata, which manages some 7,400 telecommunications infrastructure sites in Italy. This operation entailed a transformational leap forward for Cellnex:

o **Size:** it increased its key financial figures (40% more revenue);

o **Business diversification:** it strengthened the mobile telephony infrastructure business segment, which now accounts for more than 50% of revenues;

o **Geographical diversification:** it is consolidating its position in Europe as 30% of the Company's revenues are earned in Italy.

"Operation/delivery": organic growth, financial strength

2015 was characterised by a focus on day-to-day management: the robust organic growth and the successful restructuring of debt, following the acquisition of Galata, are the pillars of this historic exercise for Cellnex.

The increase in operators and revenues per site is the result of management focused on customer service and maximising installed capacity.

In the financial sphere, the issue of a corporate bond for 600 million euros in July 2015, taking advantage of one of the few windows of opportunity in the market, substantially improves Cellnex's debt structure, giving it long maturities and a balanced cost, and removing restrictive conditions (covenants) for inorganic growth projects in its portfolio.

A YEAR OF ACHIEVEMENTS AND TRANSFORMATION

Flotation

oversubscribed in the high band of the price range

25th
company by market capitalisation
on the Spanish Stock Exchange

~€3,900 mill
as at 31.12.2015

Results

in line with market expectations

Refinancing

Corporate bond six-fold oversubscribed without covenants

M&A
good execution and active integration:

WIND towers in Italy

Diversification

geographical
(30% of revenue in Italy)
business
(50% telecoms infrastructure)

Dividend

first dividend pay-out
0.04 per share

Award of
6 new DTT channels
in Spain

(1.75 MUX recovered)

EBITDA
€235m

(achieving forecast improvement announced in first half of 2015)

KEY FIGURES

CELLNEX HAS SINCE
WAS FLOATED ON
THE STOCK MARKET
DEMONSTRATED VALUE
CREATION POTENTIAL

→ **For more information see
Consolidated Financial
Statements**

Market figures: Cellnex on the stock market

Cellnex was floated on the stock market on 7 May 2015, with a market capitalisation 3.244 billion euros, and has since demonstrated value creation potential. At the close of 2015, shares appreciated by 23.14%, representing an increase in value in contrast to the 14.5% fall in the Ibex over the same period.

En bolsa

€**3,244**M

CAPITALISATION ON 7 MAY 2015

**LEADING INDEPENDENT
EUROPEAN WIRELESS**
TELECOMMUNICATIONS
INFRASTRUCTURE
OPERATOR

Cellnex share price
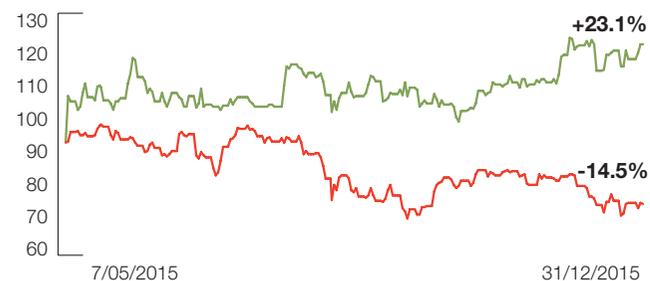
17.24€/share

17.50
17.00
16.50
16.00
15.50
15.00
14.50
14.00

14.00€/share

7/05/2015   31/12/2015

Cellnex share vs. IBEX 35

+23.1%

130
120
110
100
90
80
70
60

-14.5%

7/05/2015   31/12/2015

Financial and operating figures

The financial and operating figures for 2015 show that Cellnex is meeting its strategic commitments:

- focus on organic growth,

- strong balance sheet with flexible access to debt and capital markets,

- main beneficiary of the European consolidation through value-creating operations.

Key figures (Mn€)	2015	2014	Change
(Million euros)			
Revenue	613	436	40%
Adjusted EBITDA [1]	235	178	33%
Total investment [2]	788	354	210%
Net bank debt and bonds	927	331	181%
Leveraged recurrent cash flow	194	151	28%
(Number)			
Sites	15,119	7,493	130%
Points of presence (PoPs)	20,740	10,680	94%
Workforce	1,245	1,156	8%
Men	1,006	945	6%
Women	239	211	14%

(1) Recurrent operating result before depreciation and amortisation and excluding impacts not involving cash movements.

(2) Maintenance investment plus investment in organic and inorganic growth.

Some key indicators

1.53
Tenancy Ratio

87%
Market share in broadcasting services in Spain

28.4%
revenues generated outside Spain

19.3%
Women as a percentage of total workforce

-12.5%
reduction in energy intensity (kW/tower)

18
energy-efficiency projects implemented in 2015
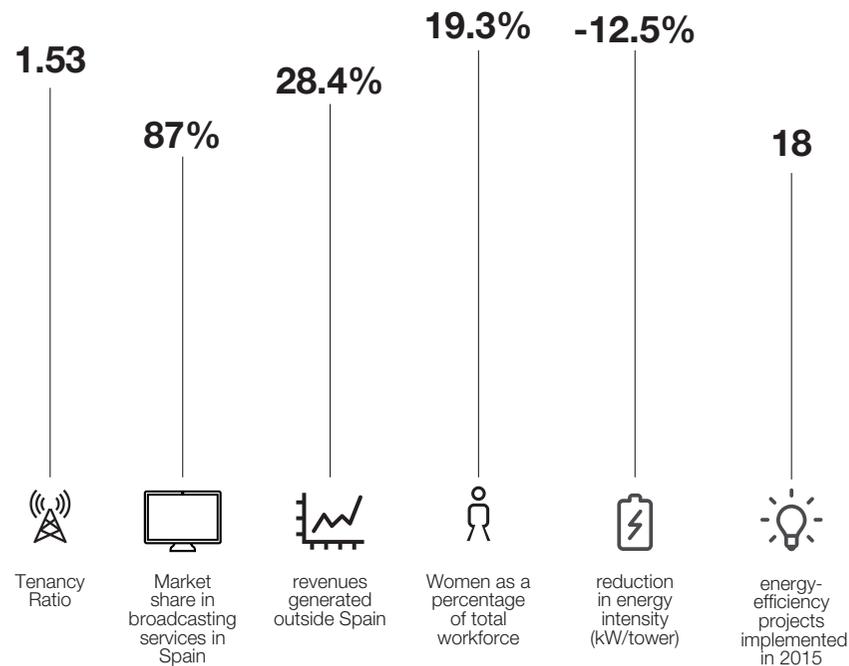
EUROPEAN 500+ SEAL OF EXCELLENCE FOR THE **EFQM MANAGEMENT SYSTEM**

JOINED THE **UNITED NATIONS GLOBAL COMPACT**

COLLABORATION WITH THIRD-SECTOR ORGANISATIONS SUCH AS THE **RED CROSS**

PILLARS OF THE BUSINESS MODEL

THE CELLNEX BUSINESS MODEL IS BASED ON OFFERING CUSTOMERS THE SPACE THEY NEED IN THE VARIOUS CENTRES TO INSTALL AND MAINTAIN THEIR COMMUNICATIONS NETWORK EQUIPMENT AND PROVIDE WIRELESS VOICE AND DATA TRANSMISSION

Cellnex is the leading independent telecommunications infrastructure operator in Europe, offering its customers a wide range of professional services through new technologies and providing high added value to its various stakeholders.

Cellnex has a transformational and innovative business model, which aims to maximise the benefits to the public of access and permanent connectivity to the technologies, which are essential in a digital society and economy. The Company also seeks to achieve this objective through responsible and sustainable management of infrastructures, that facilitate this connectivity on the basis of economic efficiency and social and environmental balance, thereby contributing to the creation of sustainable value.

The Cellnex business model is based on offering customers the space they need in the various centres to install and maintain their communications network equipment and provide wireless voice and data transmission. It also provides the most advanced audiovisual services to national, regional and local broadcasters. From a holistic perspective its pillars are:

- Corporate culture based on the founding values of the organisation with a mission and vision aimed at creating value.

- Corporate Governance Model safeguarding the interests of all stakeholders.

- Risk management shared throughout the organisation and guided by risk tolerance levels and appetite determined by the Board of Directors.

- Responsible management of the value chain based on a threefold vision:

  1. Financial through:

     - Robust revenue growth,

     - Attractive EBITDA margins,

     - Appropriate efficient capital deployment and investment (CAPEX) in maintenance;

  2. Social by creating value for all stakeholders;

  3. Environmental through eco-efficiency and protection of biodiversity.

CORPORATE CULTURE

CELLNEX'S CORE VALUES ARE THE RESULT OF EXPERIENCE GAINED IN ITS EARLIER STAGES AND FROM THE FRESH IMPETUS THAT LED TO THE DEVELOPMENT IN 2015 OF THE ORGANISATION'S MISSION AND VISION. THE ORGANISATIONAL CULTURE IS FULLY CUSTOMER ORIENTED THROUGH A SHARED COMMITMENT TO CREATE VALUE FOR ALL STAKEHOLDERS

GRI: G4-DMA

Vision

European leader in telecommunications infrastructure solutions.

Mission

Generate value for society, customers and shareholders, and all stakeholders, through **innovative, efficient, neutral and quality management** for the provision of shared telecommunications networks and infrastructure through the **drive and development of our staff team.**

Values

Cellnex's original values have remained in effect, but the vision and mission have been renewed in 2015 and now relate to people, the team and its development:

Commitment
We take responsibility for proactively consolidating our projects

Customer focus
We find out, understand and consolidate the needs of our customers

Innovation
We add value with a creative, professional and critical spirit to new ideas to implement them in practice

Flexibility
We adapt to the constantly changing environment

Resolve
We achieve our goals through a combination of enthusiasm, reason and practicality

Honesty
We carry out our activities with integrity

Credibility
We do what we say we will do

Development
We foster human development through cohesion, cooperation and teamwork

EACH OF THEM IS TAKEN
INTO ACCOUNT IN
CELLNEX'S ACTIVITIES,
WHILE PURSUING
THE COMMON GOOD
WHENEVER POSSIBLE

Cellnex stakeholders

The Cellnex stakeholders are those who can significantly affect the actions of any of the companies within Cellnex Group, and whose decisions can affect the organisation's ability to successfully implement its strategies and achieve its objectives. Each of them is taken into account in Cellnex's activities, while pursuing the common good whenever possible.

Throughout this report we describe how they are integrated into the management to maximise the positive effects and minimise the overall negative impacts.

Cellnex stakeholders

Media

Investors and shareholders

Public administrations and regulators

Partners proyectos compartidos

Employees

Local community

Customers

Suppliers

Sectoral associations

GOVERNANCE MODEL

THUS, A COMPACT AND EXPERIENCED BOARD WAS FORMED, ORIENTED TOWARDS IMPLEMENTING THE STRATEGY

As a result of its new status as a listed company, in 2015 the Articles of Association and the Terms of Reference of the Shareholders' Meeting and the Board of Directors were drafted, which define the Company's corporate governance model. All the rules governing the Company's operation are in line with the Law on Corporations, as amended in December 2014 to incorporate improvements in corporate governance, especially in the case of listed companies.

Furthermore, these governance rules include most of the applicable recommendations on corporate governance, the new Corporate Governance Code for listed companies published in February 2015.

Thus, a compact and experienced Board was formed, oriented towards implementing the strategy, in which proprietary and independent directors are in the majority, with four independent directors on the nine-member Board.

In order to strengthen good corporate governance practices, policies were approved in early 2016 on communication and contacts with shareholders, institutional investors and proxy advisers, and for the selection of directors.

For more information, see the Cellnex Annual Corporate Governance Report 2015

GRI: G4-DMA, G4-34, G4-38, G4-LA12

Cellnex shareholder structure
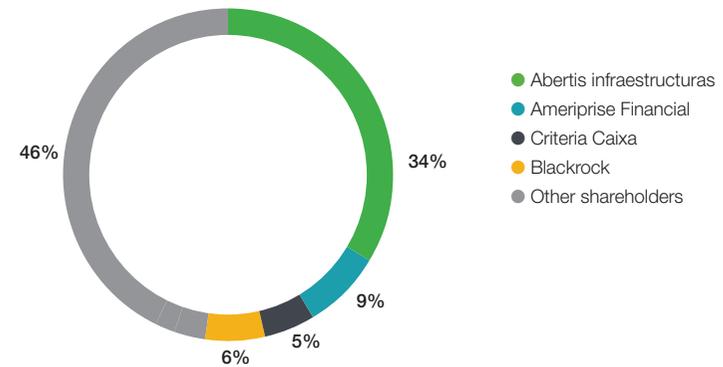
- 34% Abertis infraestructuras
- 9% Ameriprise Financial
- 5% Criteria Caixa
- 6% Blackrock
- 46% Other shareholders

THE BOARD OF
DIRECTORS
COMPRISES NINE
DIRECTORS,
FOUR OF WHOM
ARE INDEPENDENT

THE BOARD'S
COMMITTEES
ARE CHAIRED BY
INDEPENDENT
DIRECTORS, WHICH ARE
IN THE MAJORITY ON
THE BOARD

**For more information, see
the Cellnex Annual Corporate
Governance Report 2015**

GRI: G4-DMA, G4-34, G4-38, G4-LA12

The Cellnex Board of Directors

Independent directors:

- **Pierre Blayau,** Chairman of Caisse Central Réassurance and independent Director on the Boards of Directors of Fimalac and the Canal + group.
- **Bertrand-Boudewijn Kan,** ormer Director-General and Chairman of the European Telecommunications Group of the Morgan Stanley investment bank.
- **Peter Shore,** ormer Chairman of telecommunications infrastructure operator Arqiva (United Kingdom).
- **Giampaolo Zambeletti,** Chairman of RCS Investimenti and Vice-Chairman of Unidad Editorial. Former Executive Director at Telecom Italia Int., Auna and Telekom Austria.

Proprietary directors:

- **Francisco Reynés Massanet,** Chairman.
- **Francisco José Aljaro,** Director-General of Finance and Corporate Development of Abertis.
- **Josep María Coronas,** Secretary-General and Corporate Director-General of Abertis.
- **Lluís Deulofeu,** Director-General of the Sanef Group (France).

Executive Director:

- **Tobías Martínez Gimeno**, Chief Executive Officer of Cellnex.

Non-Executive Secretary:

- **Javier Martí de Veses**, Secretary-General and Director of Regulation.

Deputy Non-Executive Secretary:

- **Mary Annabel Gatehouse**, Director for International Corporate Development Advice.

As for diversity, the Board of Directors plans to increase the presence of women on the Board. To that end, the Director of Selection Policy will seek to prioritise a balance of women and men on the Board of Directors, and therefore states that the Company must endeavour, in the shortest possible time by no later than the end of 2020, that the less represented gender form at least thirty percent of all members of the Board of Directors.

Committees of the Board of Directors

The Cellnex governance bodies are supplemented by the Audit and Control Committee (CAC) and the Appointments and Remuneration Committee (CNR), both composed of non-executive directors, mostly independent. Note also that the Board's committees are chaired by independent directors.

The responsibilities and function of the Audit and Control Committee, and Appointments and Remuneration Committee, are set out in the Terms of Reference of the Board of Directors.

MANAGEMENT TEAM,
LEFT TO RIGHT:
ALEX MESTRE, JAVIER MARTÍ
DE VESES, JOSÉ MANUEL
AISA, JOSEP VENTOSA,
TOBIAS MARTINEZ, ROSA
PIÑOL, TONI BRUNET, ALBERT
CUATRECASAS AND JORDI
ARANDES.

Francisco Reynés Massanet
Chairman
Proprietary

Tobías Martínez Gimeno
Chief Executive Officer
Executive

● Audit and Control Committee
● Appointments and Remuneration Committee

Josep Maria Coronas Guitart
Proprietary
●

Lluís Deulofeu
Proprietary

Francisco José Aljaro
Proprietary
●

Javier Marti De Veses
Secretary non-director
● Secretary

Giampaolo Zambeletti
Independent
● Chairman

Bertrand-Boudewijn Kan
Independent
●

Peter Shore
Independent
●

Pierre Blayau
Independent
● Chairman

Mary Annabel Gatehouse
Vice-Secretary non-director
● Secretary

RISK MANAGEMENT

THE RISK MAP IS CONSIDERED AND APPROVED BY THE STEERING COMMITTEE AND PERIODICALLY MONITORED BY THE AUDIT AND CONTROL COMMITTEE, WHICH KEEPS TRACK OF THE MOST COMMON MAIN RISKS AND INFORMS THE BOARD OF DIRECTORS

The Cellnex risk-management model is formalised in a risk-management policy approved and overseen by the Audit and Control Committee.

The risk-management model sets out the methodology for identifying, assessing and monitoring the risks as follows:

• Identification of risks

• Assessment based on impact and probability

• Development of action plans based on risk tolerance and appetite

• Monitoring

Each part of the Group is responsible for identifying, assessing and monitoring the inherent and residual risks, as well as overseeing and implementing control measures to mitigate any adverse impacts from those risks.

Cellnex has therefore used a risk-assessment matrix to identify the main risks that may affect it, classified into four broad categories: strategic,

financial, operational and compliance-related. For the risks identified, each person is responsible for assessing the potential impact of the risk, taking into account the potential financial and reputational impact and implications for the organisation. The probability of the risk occurring is also assessed, and the combination of impact and probability that leads to the assignment of a level of importance to allow risks to be prioritised, response plans to be devised and the importance of each risk to be properly overseen.

The risk map is considered and approved by the Steering Committee and periodically monitored by the Audit and Control Committee, which keeps track of the most common main risks and informs the Board of Directors.

It is estimated that 2016 will see the implementation of the risk management model within the Italian company and also for it to be updated it in Spain.

IT IS ESTIMATED THAT 2016 WILL SEE THE IMPLEMENTATION OF THE RISK MANAGEMENT MODEL WITHIN THE ITALIAN COMPANY AND ALSO FOR IT TO BE UPDATED IT IN SPAIN

Cellnex risk typology

Strategic	Regulatory Competitors Customer demand and concentration	M&A integration Cost control/investments Country risk
Financial	Exchange and financial interest rates Inflation Refinancing	Ratings Debt repayments Customer credit
Operational	Quality of service Security of users and employees Technology Dependence on suppliers Environment	Interruption of business Taxes Infrastructure Organisation and workforce
Compliance	Financial and operational information In-house and external fraud Legal compliance, internal procedures and contractual information	

IN 2015 THE NEW CELLNEX CODE OF ETHICS WAS APPROVED, WHICH APPLIES TO ALL EMPLOYEES AND AFFECTED STAKEHOLDERS, AND AIMS TO ESTABLISH STANDARDS OF CONDUCT FOR THE ENTIRE COMPANY

Ethical business management

In 2015 the new Cellnex Code of Ethics was approved, which applies to all employees and affected stakeholders, and aims to establish standards of conduct for the entire Company, based on the guiding principles set out in the following table.

This Code also regulates the Ethical Channel, managed by the Ethics and Crime Prevention Committee, which serves both for making inquiries and sending notifications of any conduct that is contrary to the Code or to any internal rule of behaviour, using any of the following means:

• The Group's intranet.

• E-mail: canaletico@cellnextelecom.com.

• By post addressed to the Ethics and Crime Prevention Committee.

• Other channels established in the internal regulations.

Also, as a development of the Code of Ethics, Cellnex has rules for preventing corruption, published on the intranet and on the web, which define standards of conduct to be upheld in combating corruption. During 2016 it is also planned to complete the compliance project for the implementation of a crime prevention and detection model. This project will help to improve the Company's control environment and ensure regulatory compliance.

Guiding Principles of the Cellnex Group

We embrace the ethical principles of integrity, honesty, and transparency, conducting ourselves at all times on the basis of good faith.

We comply with all applicable legislation in the countries where Cellnex Group operates and also with Cellnex Group's internal regulations.

Ethical conduct and compliance with regulations are more important than Cellnex Group results.

Wherever there is a conflict between the applicable legislation and the internal regulations applicable to the Cellnex Group, the former shall prevail.

We do not allow the personal situations of affected individuals to come into conflict, whether directly or indirectly, with the interests of any company within the Cellnex Group.

We treat information with the utmost rigour.

We use and protect the Company's assets appropriately, treating people as its most important asset.

We guarantee equal opportunities and do not discriminate against individuals. We guarantee that there will be no reprisals for any query on or report of breaches of the Cellnex Group's Code of Ethics and its operating rules, provided that it is made in good faith.

We protect the environment.

We foster political neutrality.

For more information see Code of Ethics

RESPONSIBLE MANAGEMENT OF THE VALUE CHAIN

THREE MAIN BUSINESS AREAS: MOBILE TELEPHONY INFRASTRUCTURE, BROADCASTING NETWORKS AND SMART CITIES, IOT AND SECURITY

Three areas of business for present and future telecommunications

The Group provides its infrastructure management services for telecommunications services in three main business areas: mobile telephony infrastructure, broadcasting networks and Smart Cities, IoT and security (network services). The incorporation of Galata in 2015 (nine months of business) led to infrastructure sharing becoming the main area of business in 2015 in terms of revenue.

Turnover 2015

14%

37%

49%

- Telecom site rental
- Broadcasting infraestructure
- Network services
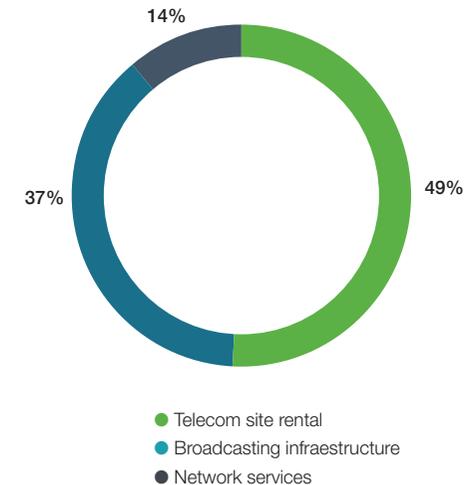
Cellnex provides its services primarily through its subsidiaries and indirectly participates in other companies involved in the telecommunications business.

Organisational structure of Cellnex

Cellnex's Value Chain

Installation

Operations

Services
- Infrastructure sharing
- Broadcasting
- Smart solutions and digital economy offerings

Maintenance

Business support services
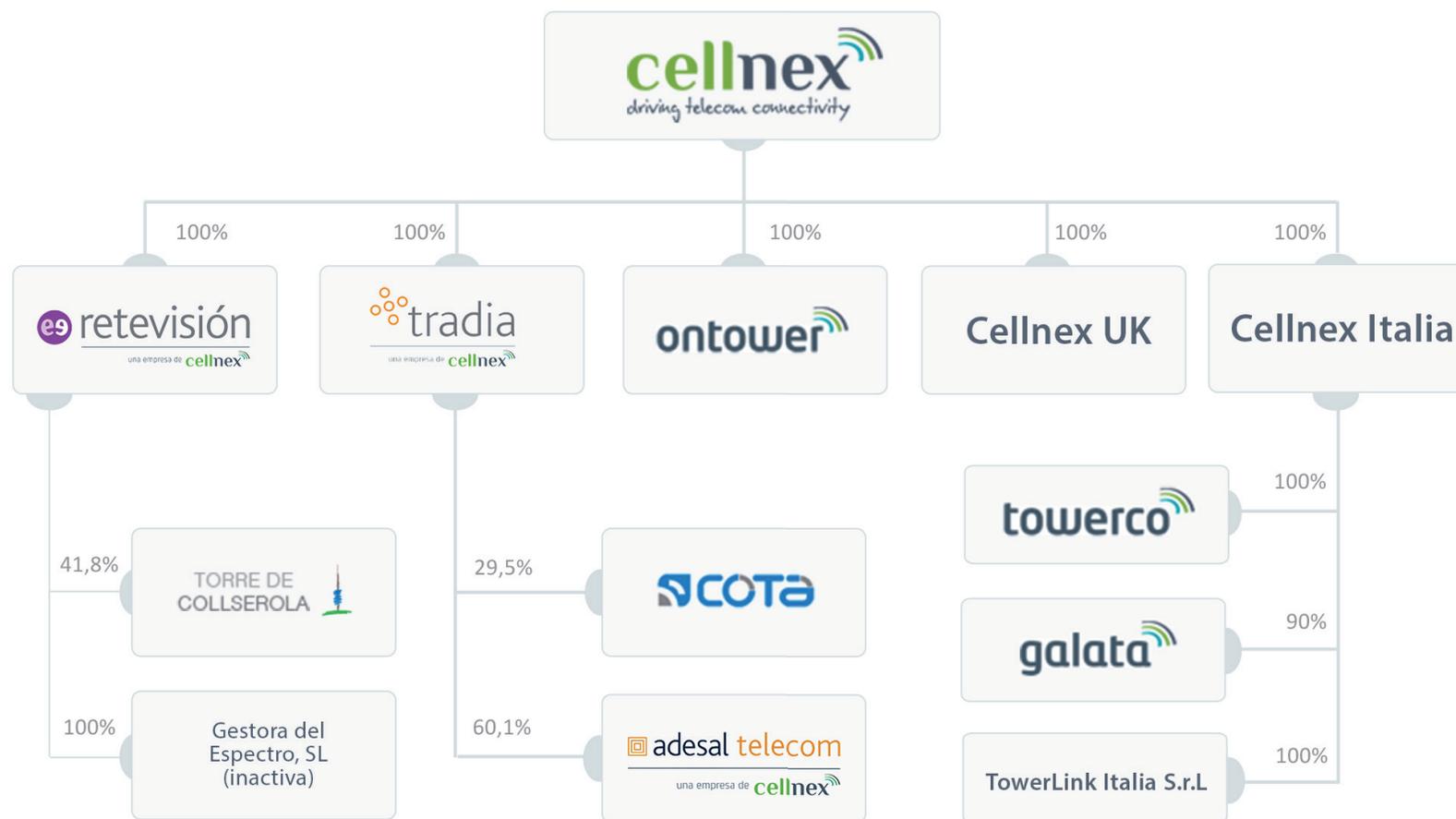
R&D + innovation
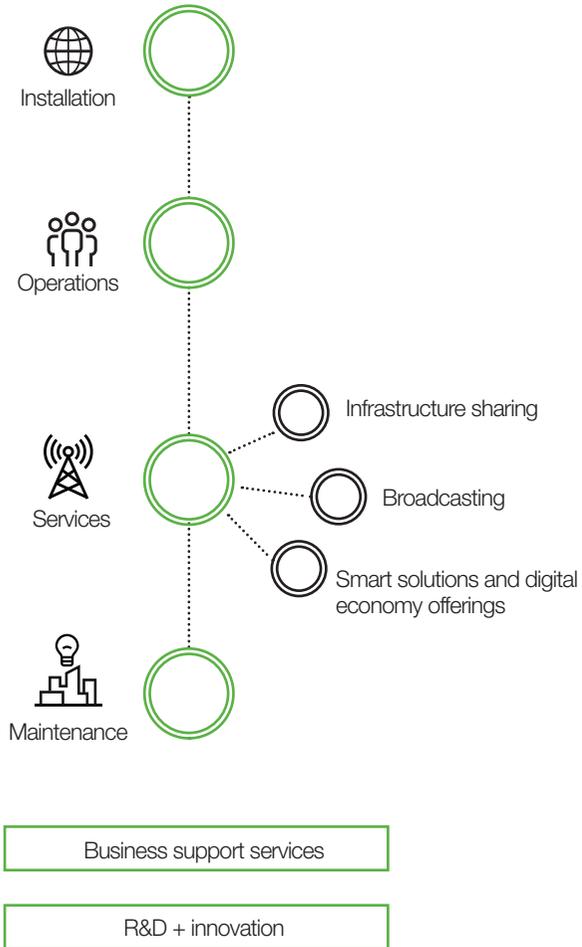
SITE RENTAL
LOCATIONS

13,578

TOWERS CONTRIBUTED
BY GALATA IN ITALY

7,377

Telecom site rental

**Collocation of mobile operators' telecommunications equipment.** This is the Company's main business by turnover. It offers co-location services in its infrastructure to enable mobile operators to install their telecommunications equipment, and provides associated operation and maintenance services. This infrastructure, which is located to provide maximum coverage, is used for different technological needs: mobile communications, wireless broadband or point-to-point connections.

The v**alue creation model** involves increasing the sharing ratio of its infrastructure, by incorporating new customers who do not have their own network and view an independent infrastructure operator as the ideal partner for deploying its services, reducing barriers to entry; or by agreements for rationalising existing networks run by a number of telephone operators. Network rationalisation creates efficiencies for the Company itself and for mobile operators.

Most of Cellnex's revenue comes from co-location services on its infrastructure for customers. These services have historically generated a steady growth of income and have shown low volatility owing to the following characteristics:

Consistent demand for its sites. Cellnex has been able to incorporate new customers and new equipment for existing customers at its sites, thereby increasing revenue. The current Cellnex portfolio of sites and customers is a robust platform for new business opportunities.

Medium- and long-term co-locations with increasing income from contracts. Cellnex operates on the basis of medium- and long-term collocation contracts, with income normally linked to annual inflation rates.

Capability to create operational synergies. Incorporating new customers into an existing communications site generates additional costs, although their marginal operating costs have remained relatively low.

Contained maintenance investment. Cellnex requires a very small annual investment to maintain its communications sites.

SHARING RATIO

1.53
(DEC. 2015: ITALY AND SPAIN)

COLLOCATION RENEWAL
RATE (SPAIN)

99.9%
2004-2014

MAINTENANCE
CAPEX

2.9%
OF INCOME

+7500
Sites in Italy

+8000
Sites in Spain

+1300
Sites IoT
network

Broadcasting infrastructure

The broadcasting infrastructure business is the Company's second area of activity by turnover, and the largest in Spain. Its services consist of **distribution and transmission of television and radio signals, and the operation and maintenance of broadcasting networks, provision of connectivity for media content, over the top (OTT) broadcasting and other services.** Through the provision of broadcasting services, Cellnex has developed a unique know-how that has helped to develop its other activities.

The value-generation model

The value-generation model, in the broadcasting infrastructure business, is characterised by predictable, recurrent and stable cash flows. Economies of scale are key in this activity, and it is a value-creation model based on sharing the transmission network between broadcasters who do not have their own networks, such as mobile operators.

Although it is a mature business in Spain, broadcasting has shown considerable resilience to the adverse economic climate in Spain in recent years. This is because the Company's income is not directly dependent on macroeconomic factors but rather on demand for radio and television broadcast by broadcasting companies; these services are of particular interest to end-users, as they offer free television and radio.

Digital Dividend

In 2015, broadcasting was affected by a number of changes in the industry, mainly the so-called Digital Dividend, and changes in the national broadcasting map. The main regulatory change was Royal Decree 805/2014 of 19 September 2014 approving the National Technical Digital Terrestrial Television Plan, governing certain aspects for the release of the Digital Dividend, consolidating seven national digital terrestrial television multiplexers.

NATIONAL AND REGIONAL MARKET SHARE

87%

Annual evolution of linear TV consumption (Min. ind./day)

Year	Value
1992	192
1993	204
1994	210
1995	211
1996	214
1997	209
1998	210
1999	213
2000	210
2001	208
2002	211
2003	213
2004	218
2005	217
2006	217
2007	233
2008	227
2009	226
2010	234
2011	239
2012	246
2013	244
2014	239
2015	234
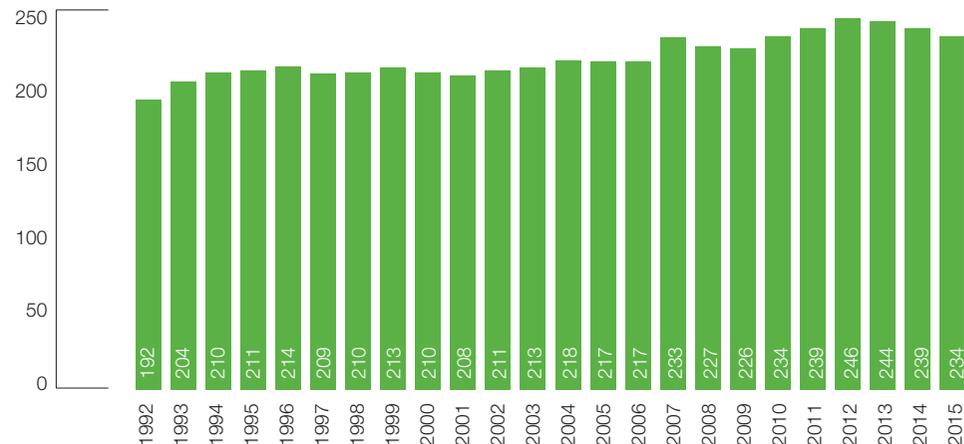
The Digital Dividend is the process of migrating services into the 800 MHz band. Broadcasting services have been discontinued in this frequency band, making it available for mobile services, which has required extensive planning and adaptation in Cellnex's centres. The process was successfully completed on 31 March 2015. The changes in the broadcasting map, which began with the shutdown of nine national DTT channels, resulted in six new licence contracts being put out to tender and awarded (three of standard definition (SD) and three in high definition (HD).

Cellnex is also the provider for all State broadcasters and is the only operator offering the DTT service nationwide.

AS AN INFRASTRUCTURE OPERATOR, CELLNEX CAN FACILITATE, STREAMLINE AND ACCELERATE THE DEPLOYMENT OF THESE SERVICES THROUGH EFFICIENT CONNECTIVITY OF OBJECTS AND PEOPLE, IN BOTH RURAL AND URBAN ENVIRONMENTS

Network and other services

Cellnex classifies network and other services into four groups: Connectivity services; public protection and disaster relief (PPDR) services; operation and maintenance; and urban telecommunications infrastructure and other services, notably including the Internet of Things (IoT) and Smart Cities projects.

As an infrastructure operator, Cellnex can facilitate, streamline and accelerate the deployment of these services through efficient connectivity of objects and people, in both rural and urban environments.

Cellnex operates the following networks in Spain: RESCAT, COMDES, Navarra, Secora (Seville), Radiecarm (Murcia), TETRA Galicia, Canal de Isabel II, Ascó nuclear power station, Torremolinos administration, and the motorway concession operators AVASA, AUMAR and AUCAT.

The network and other services activity is a specialised business that creates value through innovative solutions and stable financial flows with attractive growth potential. Given the critical nature of these services - especially those linked to rescue, security and emergency networks - customers of this activity require in-depth technical know-how that is reflected in demanding service-level agreements.

Business highlights 2015

GENERALLY SPEAKING, THIS BALANCED SET OF INVESTMENTS, IN TERMS OF BOTH MATURITY AND PROFITABILITY, AND GEOGRAPHIC DIVERSIFICATION, SHOULD CONTRIBUTE TO A GROWING POSITIVE CONTRIBUTION FROM ALL BUSINESS SECTORS. IN ADDITION, CELLNEX PLANS TO CONTINUE TO IDENTIFY NEW INVESTMENT OPPORTUNITIES AND OPERATIONAL EFFICIENCIES THAT WILL STRENGTHEN BOTH ITS BALANCE SHEET AND FINANCIAL POSITION

Expansion of the COMDES network in Valencia

In November 2015 an agreement was signed to extend the Valencian Government's security and emergency network, operated since 2007 by Adesal (in which Cellnex and Aguas de Valencia have a stake). This expansion will improve network coverage in urban areas, including coastal zones and underground spaces such as the metro and tunnels, traffic capacity and access for user applications. The network is currently used by over 140 different fleets; it is equipped with 120 base stations and covers more than 97% of the Valencia region territory for mobile terminals and 87% for portable terminals. The contract allows for the expansion to 172 base stations and an increase in network users from the current 8,000 to 10,000. The network's voice and data channels have also increased from 837 to 909.

First IoT network in Spain

In 2015 we also succeeded in completing the deployment of the first IoT network with Sigfox technology, which enabled us to conclude an agreement with Securitas Direct for the incorporation of an alarm system into this network and hence to have an alternative communication channel to the conventional GSM network. This solution is a response to the growing threat of frequency inhibitors that neutralise the alarm signals in security equipment. This new infrastructure, known as the alarm transmission network (ATN) which offers national coverage through 1,500 antennas, is the first network to be developed in Europe for private security applications. Some 250,000 alarms are now connected to this innovative network.

Intelligent solutions for Barcelona

Barcelona City Council is one of the main customers of the Smart Cities services under an eight-year contract signed in February 2014 to provide smart solutions as well as the installation of a wireless network throughout the city. This network was rated the fourth best urban public network in the world by the BuzzCity blog in January 2015. Moreover, Barcelona was named the world's best Smart City in February 2015 (according to ranking published by Juniper Research).

STRATEGIC CHALLENGES

CELLNEX HAS IDENTIFIED FOUR STRATEGIC CHALLENGES WHICH THE COMPANY AIMS TO FOCUS ON, SO THAT THEY CONTRIBUTE TO SUSTAINED AND COMPETITIVE GROWTH WITHIN THE ORGANISATION IN THE MEDIUM AND LONG TERM

Cellnex Strategic challenges

Transform the Company from a national single-product Company into an international and multi-product one through the challenge of adapting its:
- Management processes;
- Corporate governance;
- Organisational culture;
- Recasting and reinforcing the teams;
- Adopting a model for integration of new acquisitions.

Maintain the momentum towards internationalisation. Consolidate positions in Spain and Italy and explore and exploit opportunities in markets such as the UK, Germany and France; they are the vectors of the inorganic growth of Cellnex Telecom, capitalising on the dynamics of mobile operators outsourcing networks.

Combining growth and consolidation. Conclude new agreements with large and small telecommunications service operators for the provision of mobile broadband connectivity, broadcasting and "Internet of Things" projects. This should translate into sustained growth of the sharing ratio and the number of teams deployed at our network of sites.

Meet expectations: maintain investor confidence. The Cellnex IPO in 2015 was also a commitment to shareholders about the future performance of the Company. Fulfilling this commitment means responding to all challenges ahead and earning investor confidence across Cellnex's activities.

CELLNEX HAS THE
CHANCE
TO PLAY AN
OUTSTANDING
ROLE IN A MARKET WITH
A HIGH GROWTH
POTENTIAL

Future prospects. The great opportunity of the Digital Single Market

As a telecommunications infrastructure operator, the Digital Single Market is a great opportunity for Cellnex in the following three ways:

1. Deployment of new networks, investments and consolidation, in line with telecommunications market rules.

2. Definition of an industrial strategy for the broadcasting sector, in line with the revision of the Audiovisual Media Service (AVMS) Directive.

3. Exploitation of smart infrastructure and new technologies to establish the EU as a reference point in the digital world (SMART / 5G / IoT).

Within this framework, it is worth noting that mobile operators in Europe are driving a process of outsourcing their infrastructure, as a result by three main factors:

• Optimising opex

• Monetising assets

• Strategic refocusing

The higher rate of co-location achieved by independent operators reduces the need to build more towers, speeds up deployment, reduces implementation costs and reduces life-cycle costs for the network operator.

The model has also shown that independent operators can cut operating costs because the towers are their core business and they have more experience of managing passive infrastructure.

The role that an infrastructure operator such as Cellnex can play in a scenario designed to facilitate the emergence of the digital single market amounts to its capability - on account of its independence and neutrality in relation to the operators offering services to end-users - to offer solutions to streamline and simplify the telecommunications infrastructure map. This can help to make these operators more efficient, make better use of the networks and speed up time to market

in rolling out new generation infrastructures and networks that facilitate public access to new services and solutions that are worthy of an advanced digital society and economy.

Three main fronts

An independent operator should act as a facilitator within the DSM to simplify efficiency on the three main fronts - **mobile broadband infrastructures, broadcasting, and Smart networks services (IoT)**.

In the case of mobile broadband infrastructure, Cellnex has the capability to respond to the need to deploy a widespread network by combining various technologies to ensure a sufficient density of transmission systems (towers, small cells, wi-fi, etc.) that complement one another and provide true mobile broadband.

Communications towers are telecommunications operators' essential passive infrastructure, in which the "active" equipment for mobile data transmission and other services is installed.

This highlights the wide margin for growth in the "towering" market in Europe.

A report by EY, published in March 2015 by the European Wireless Infrastructure Association (EWIA), highlights the sector's potential in Europe: "The proportion of towers currently managed by infrastructure operators in the United States is 84%, compared with only 20% in Europe." The report estimates that an increase in the level of outsourcing to bring it up to the current levels in the USA would earn a net profit of €23 billion euros for the European economy over the next decade, and could reduce the number of towers to be built by 80%. EWIA estimates that it can release €27 billion of capital investment by allowing mobile operators to release tied up resources, by selling their passive infrastructure to an independent operator.

The broadcasting, cultural and creative industry's industrial strategy is another aspect to be fostered with a view to maintaining a competitive broadcasting industry in Europe by removing uncertainties about access to the broadcasting spectrum so that the players concerned can continue investing and innovating.

The third pillar of the DSM aims to maximise the growth of the digital economy - meaning smart solutions and infrastructure - by rolling out intelligent infrastructure: SmallCells, wifi access points, security and

emergency services, infrastructure for connected cars, etc. Within that environment, an infrastructure operator can facilitate, streamline and accelerate roll-out by efficiently connecting objects and people.

Given the significant growth of data services and the importance of improving the European public's access to high-speed broadband, Cellnex can play a vital role in cutting the costs of network deployment and improving access to high-speed broadband across Europe.

This model has the following benefits for the economy:

• Lower costs for network operators;

• More reliable service for consumers of mobile services and other wireless services.

CELLNEX CAN PLAY A VITAL ROLE IN CUTTING THE COSTS OF NETWORK DEPLOYMENT AND IMPROVING ACCESS TO HIGH-SPEED BROADBAND ACROSS EUROPE

WIRELESS BROADBAND (TERRESTRIAL AND SATELLITE) CAN PLAY A KEY ROLE IN ENSURING COVERAGE OF ALL AREAS INCLUDING REMOTE AND RURAL REGIONS

Digital Single Market

On 6 May, the European Commission published its Digital Single Market strategy, made up of three policy areas:

- Growth of mobile data traffic, which drives demand for telecommunications infrastructure: Adoption of 4G, which requires a higher density network; growth of data-intensive applications (such as HD video) and fast-growing penetration of smartphones and tablets.

- Population coverage obligations, both in Spain and Italy. The deployment of 4G is a key priority for European mobile operators, since a significant percentage of the population still does not have access. Similarly, there is growing concern about the quality of the network, which needs to have a higher density.

- Growth in points of presence. Robust historical growth in demand for tower infrastructure and continued future growth forecast in the number of points of presence (PoP).

The drive to improve data coverage and reduce the number and size of "no-spots" - areas with a poor signal - are an important part of the Digital Agenda, which aims to ensure that by 2020:

1. All Europeans have access to internet speeds of over 30 Mbps.

2. At least 50% of European households subscribe to internet connections with speeds above 100 Mbps.

The Digital Agenda for Europe has identified the need to invest in broadband networks - both fixed and wireless - as one of the main obstacles to be overcome in order to rapidly develop open and competitive Internet networks as the arteries of the future economy. The European Commission recognises that wireless broadband (terrestrial and satellite) can play a key role in ensuring coverage of all areas including remote and rural regions.
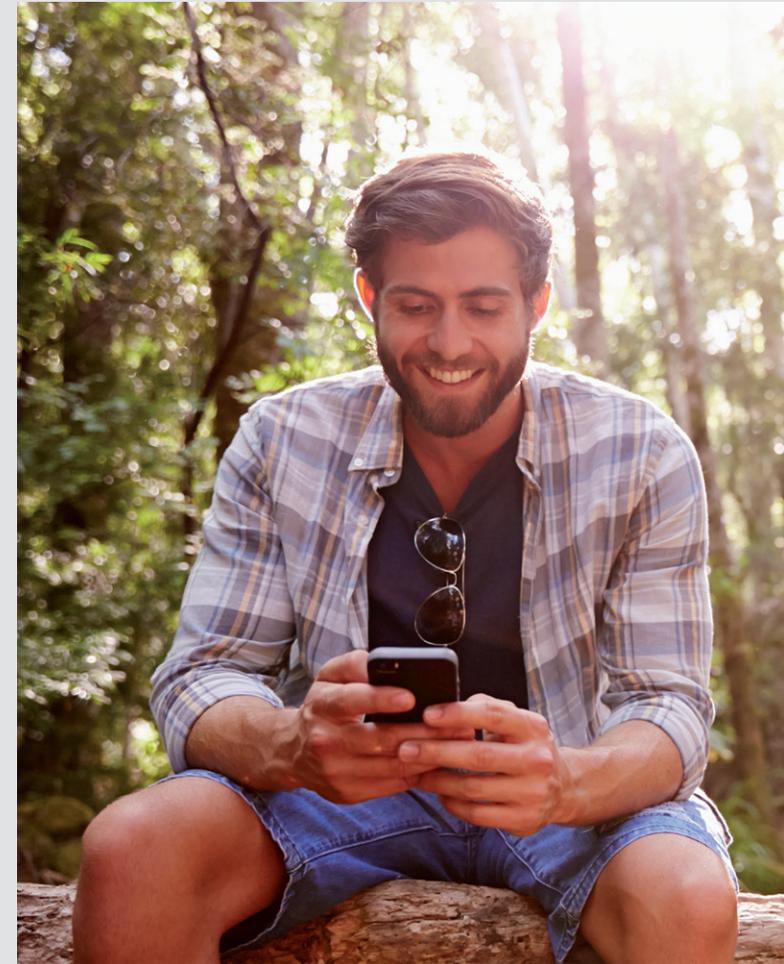
EFFICIENT RESOURCE MANAGEMENT

RESPONSIBLE MANAGEMENT MODEL

THIS MASTER PLAN WILL GIVE CELLNEX A TOOL THAT INTEGRATES ALL THE COMPANY'S ETHICAL, ENVIRONMENTAL AND SOCIAL INITIATIVES, WITH A LONG-TERM VISION

➜ **Check here for more information on our CR policy**

Cellnex seen many operational developments in 2015 including organisational changes related to the IPO and the integration of the acquisition in Italy, all concurrent with the search for new business opportunities. Fundamentally, these changes have been made to achieve the organisation's key objective, namely to generate sustained value in the short, medium and long term through responsible management of the business, incorporating the interests and expectations of the Company's stakeholders. Cellnex business model is based on the principles of corporate responsibility, to maximise the benefits to customers and society in general, through permanent access to telecommunications services, by relying on shared innovation and pursuing excellence in its work patterns.

Corporative policies and codes

This responsible management model is implemented throughout the Company through corporate policies and codes which are mandatory for all staff. The Corporate Social Responsibility Policy, the Communication and Contacts Policy, the Remuneration Policy for the Governance Bodies, the Policy for the Selection and Appointment of Directors, the Equality and Diversity Plan and the Code of Ethics and its Ethics channel all reflect Cellnex's commitment to responsible management. These codes are complemented by the Strategic Corporate Social Responsibility Plan, that incorporates the best experiences of the Cellnex Group companies as well as new proposals for building a better organisation day by day.

To that end, in order to coordinate all of the challenges related to corporate social responsibility and to honour our commitments to all stakeholders over the coming years, we have implemented a process to define the Cellnex Corporate Social Responsibility Master Plan which is to be adapted to the Company's objectives and its interaction with its stakeholders. This process featured an important exercise of listening to the Company's main stakeholders, which identified the issues that are really relevant to Cellnex and all its stakeholders.

This Master Plan will give Cellnex a tool that integrates all the Company's ethical, environmental and social initiatives, with a long-term vision, establishing commitments in accordance with internationally recognised standards that place it among the leading infrastructure companies operating Europe, especially in the telecommunications sector. The plan also aims to improve dialogue with all stakeholders, including the Company's team, customers, suppliers and contractors, government, shareholders, the community and partners in shared projects.

Lines of action included in the Cellnex Corporate Social Responsibility Master Plan

Ethical management and good governance

Foster ethical behaviour

Establish a framework for ethical behaviour

Implement effective and sustainable corporate governance

Promote an acknowledged compliance culture

Corporate Social Responsibility governance

Incorporate executive responsibility into the Corporate Social Responsibility master plan

Put the Corporate Social Responsibility master plan into practice

Establish a working framework for Corporate Social Responsibility

Sustainable development of the business

Ensure that the whole Company has the same level of environmental responsibility

Take a stance on the analysis of the effects of EMR on health

Increase environmental awareness among stakeholders

Add value to society

Drive and stimulate responsible and local procurement

Support the world of entrepreneurship and innovation

Create value in the community

Take a strategic approach to the relationship with the third sector

Communication and reporting

Create awareness within the Company about the importance of Corporate Social Responsibility

Get to know stakeholders and work closely with them

Implement integrated reporting

Be a reference in transparent corporate governance

Be a reference for value creation for society

People development

Implement an effective people development plan

Assist people in the internationalisation process

Promote quality employment

SUSTAINED VALUE CREATION

Creating value in the Company

2015 has been a key year for Cellnex in relation to the objective of sustained value creation for the Company, shareholders, customers, suppliers and society as a whole.

Liquidity and cash flow generation

The success of the Cellnex IPO has demonstrated the strength of its value proposition, a combination of ongoing service contracts and cash-flow visibility, key elements for creating growth.

The ability to generate stable and growing cash flow also ensures that value is steadily created over time for shareholders.

Investment and capital resources

Cellnex investment strategy has a long-term focus that embodies the concepts of selection, discipline and industrial approach. The Company applies strict investment criteria focused on quality assets, with a minimum rate of return and a sustainable balance sheet structure.

The current main objective in this regard is based on identifying new opportunities for Cellnex in Europe, consolidating the position already established in Italy and Spain.

For more information see Consolidated Financial Statements

Value generated and distributed

THE VALUE GENERATED BY CELLNEX IN 2015 AMOUNTED TO € 613 MILLION DISTRIBUTED MAINLY TO SUPPLIERS, EMPLOYEES, SHAREHOLDERS AND PUBLIC ADMINISTRATION

613 MILLION EUROS

ECONOMIC VALUE GENERATED IN 2015

432 MILLION EUROS

ECONOMIC VALUE DISTRIBUTED

1.08%
2.80%   2.06%
6.18%
68.07%
19.81%
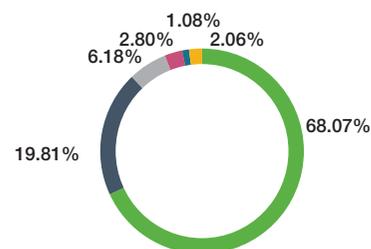
- Purchases from suppliers
- Personnel expenses
- Financial expenses
- Corporation tax
- Environmental expenses
- Ordinary dividends

181 MILLION EUROS

ECONOMIC VALUE RETAINED

4.94%   1.68%
20.62%
72.76%
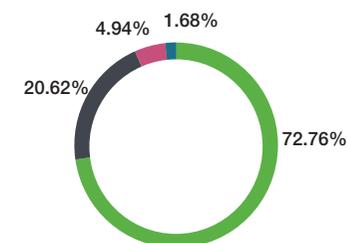
- Depreciation & amortisation
- Provisions
- Reserves
- Non- controlling interests

Income statement 2015

	2012	2013	2014	2015
Rental of mobile telecommunications infrastructure	36	40	107	303
Broadcast infrastructure	276	267	250	225
Network and other services	86	77	79	85
INCOME	**398**	**385**	**436**	**613**
Operating costs	-287	-218	-258	-378
Adjusted EBITDA	**111**	**167**	**178**	**235**
Non-recurring costs	0	0	-1	-18
Fixed Assets depreciation	-69	-71	-91	-154
EBIT	**42**	**96**	**86**	**63**
Financial result	-3	-2	-9	-20
Cost of Corporate Bond	0	0	0	-7
Taxation on profits	-9	-16	-19	13
Result attributable to non-controlling interests	0	0	0	-1
NET RESULT	**30**	**78**	**58**	**48**

The 2013 figures appearing in the 2014 annual accounts are 'restated' figures due to changes in accounting rules for 2014.

In 2012 Abertis Telecom Terrestre did not exist as a group, therefore the figures in the financial effects attached are carve-outs from the consolidated figures of Abertis Infraestructuras.

Investment in 2015

€788m

- 2%
- 4%
- 94%

● M&A Capex
● Expansion Capex
● Maintenance Capex

M&A investment

€737M

7,377
WIND TOWERS
(€693m)

300
TELEFÓNICA
TOWERS
(€44m)

Capex on expansion

€30M

10%
SITES

63%
BROADCASTING
AND NETWORK
SERVICES

27%
EFFICIENCY
AND CUTS

LOW DOUBLE-DIGIT TIR LEVERAGING
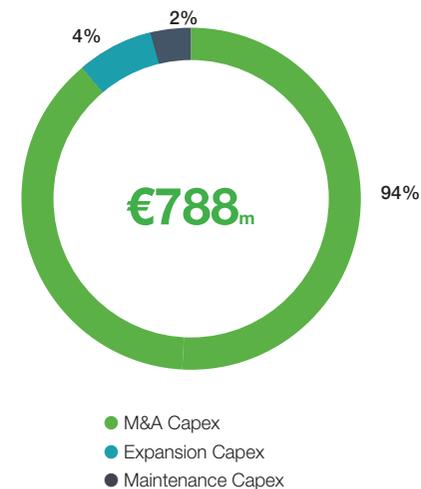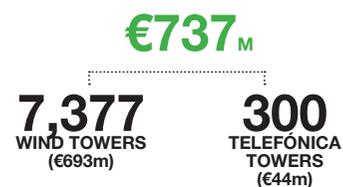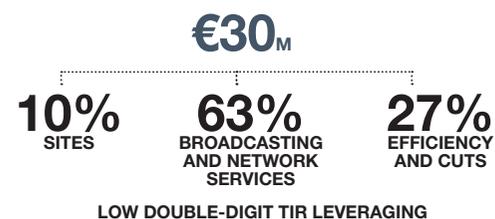
Business development 2015

GROWTH IN REVENUE DRIVEN BY SITE RENTALS

REVENUE (€M)

Year	Value
2012	398
2013	385
2014	436
2015	613

△ +41%

ADJUSTED EBITDA (€M)

Year	Value
2012	111
2013	166
2014	178
2015	235

△ +32%
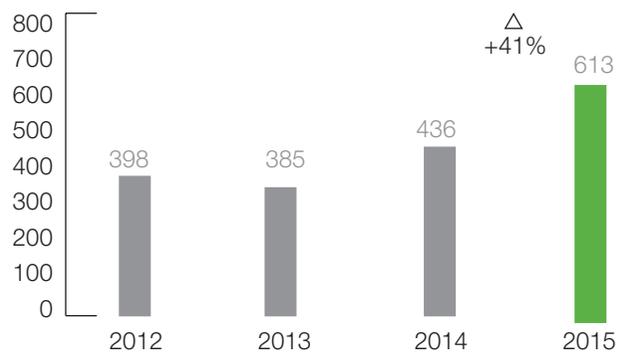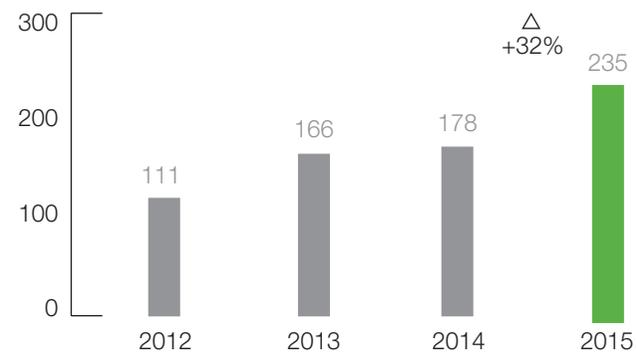
CONVERSION OF LEVERAGED RECURRENT CASH FLOW / ADJUSTED EBITDA

83%

RECURRING LEVERAGED FREE CASHFLOW (€M)
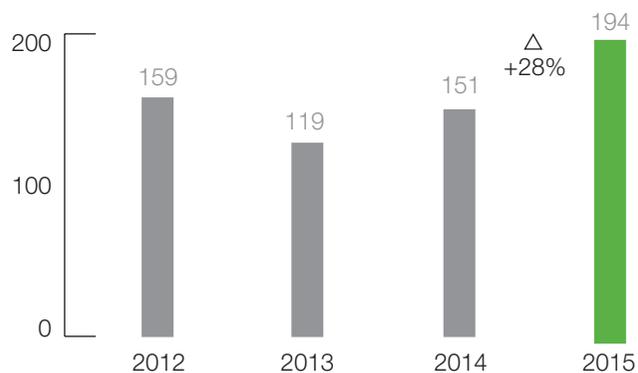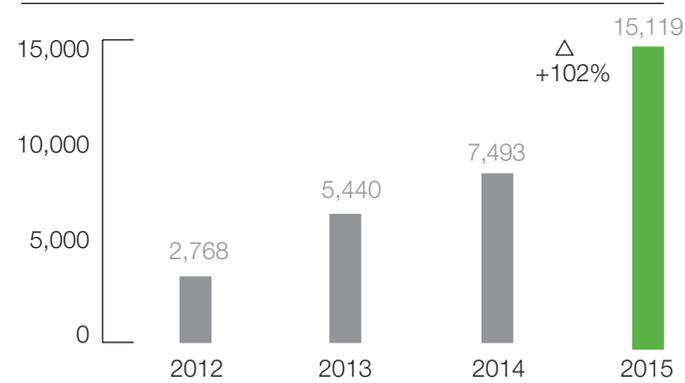
Year	Value
2012	159
2013	119
2014	151
2015	194

△ +28%

SITES

Year	Value
2012	2,768
2013	5,440
2014	7,493
2015	15,119

△ +102%

The 2013 figures appearing in the 2014 annual accounts are 'restated' figures due to changes in accounting rules for 2014.

In 2012 Abertis Telecom Terrestre did not exist as a group, therefore the figures in the financial effects attached are carve-outs from the consolidated figures of Abertis Infraestructuras.

TAX CONTRIBUTION

€132.3m

Tax contribution

Cellnex applies fiscal criteria consistent with administrative doctrine and jurisprudence, maintaining appropriate relations with the relevant tax authorities and meets its tax obligations in all the territories in which it operates, currently Spain and Italy.

Likewise, the company applies fiscal criteria consistent with administrative doctrine and jurisprudence, maintaining appropriate relations with the relevant tax authorities.

Cellnex is sensitive to and aware of its responsibility in the economic development of the societies in which it operates, helping to create economic value by paying taxes, both on its own account and those collected from third parties. Accordingly, the Company makes a substantial effort and pays great attention to fulfilling its tax obligations, in accordance with the applicable rules in each territory.

Cellnex's total tax contribution in 2015 amounted to 132.3 million euros.

Tax contribution 2015

€132.3M

69.3%

30.7%

● Tax collected by third parties
● Own taxes

Total taxes actually managed (million euros)

	2015
Spain	
Own taxes[1]	33.8
Tax collected from third parties[2]	62.8
Italy	
Own taxes[1]	6.8
Tax collected from third parties[2]	28.9
Total	**132.3**

1 This includes payments of income tax, local taxes, miscellaneous taxes and employer's social security contributions.

2 This includes net value added tax, deductions from employees and third parties, and employees' social security contributions.

AN INNOVATIVE AND TRANSFORMATIONAL BUSINESS

THE R&D+I PROJECTS DURING THE YEAR HAVE FOCUSED PRIMARILY ON SMART CITIES AND IOT, SECURITY AND EMERGENCY NETWORKS AND BROADCASTING

R&D+i activities

In 2015, Cellnex has continued investing in technological innovation and research and development, taking part in various R&D+i projects both in Spain and internationally. The R&D+i projects during the year have focused primarily on Smart Cities and IoT, security and emergency networks and broadcasting.

In 2015, the budget earmarked for subsidised projects totalled €184,000 (instrumentation and models, iCity, Compose, Growsmarter, Please, Ondada, Reinvel and Acorn), plus an investment of €300,000 for in-house R&D+i, based on pre-commercial pilot projects on products and services.

In the current global context, characterised by rapid innovation and a global social reality closely bound up with the digital world and communication technologies, this investment reflects Cellnex drive for innovation.

Fundamentally, the commitment originates from the Company's mission to create value for society, customers and shareholders, through innovative, efficient, neutral and quality management in service provision and delivery of technological solutions.

Smart Cities and the Internet of Things

- COMPOSE project
- European H2020 Growsmarter project
- European iCity project
- REINVEL
- SERES
- V2X-Arch
- EBM4G
- MIIJAS
- DONDE
- SAFE TRIP

→ **For more information**

European H2020 Growsmarter project

The project, involving the cities of Stockholm, Cologne and Barcelona, aims to pave the way for cities in the field of mobility and energy efficiency. Cellnex is taking on the role of reference technological partner in the field of IT and telecommunications. The 39-member consortium has a budget of 33 million euros with an estimated 25 million euros in aid from the Commission.

European iCity project

The project, in which the cities of Barcelona, London, Bologna and Genoa are taking part, aims to create a collaborative framework between public interest applications and services and laboratories in the field of Smart Cities.

Security and emergency networks

- SIRENA
- FINE
- ENGINES
- PHIDIAS
- WIMSAT
- AVMOV
- MACICO project
- ONDADA

→ **For more information**

MACICO project

This project, led by EADS, aims to provide interoperability solutions between TETRA-TETRA and TETRA-TETRAPOL for security and emergency teams. In this connection, the main objective of the project in the short term is to provide solutions to enhance the radio communications systems, tools and equipment in cross-border operations (surveillance, manhunts, etc.) and in operations taking place in the territory of another Member State.

ONDADA

A programme for expanding the coverage at sea of the AIS maritime safety and maritime vessel positioning platform. The main challenge facing the project is the development of a smart buoy with its own power supply, orientation and communication capability. Moreover, the ONDADA project is led by Retevisión, with the participation of Egatel, Scio, Gradiant and the University of A Coruña.

GRI: G4-DMA, G4-EC7, G4-EC8, G4-SO1, G4-SO2, PA.9, TA.1, TA.2, TA.3, TA.4

Broadcasting

- Global ITV
- ACORN
- PLEASE
- TVRING project

→ **For more information**

ACORN

Research and development in the field of software defined radio (SDR) applied to IoT. The project aims to introduce the concept of SDR and cognitive radio. We also offer a new concept called ACSR software, for developing a tool for verifying ACSR systems combining both software and hardware components.

TVRING project

Innovation in the broadcast environment on hybrid television over radio and the internet.

Cellnex and SIGFOX are driving the "Internet of Things" ecosystem

Cellnex and Sigfox, a global provider of connectivity systems, have developed a connectivity model that links everyday physical objects (such as a water meter, a refuse container or an emergency lighting system) and integrates them into a network. Known as an ultra-narrow band (UNB) network, it gives a long-range bidirectional wifi connection to a wide range of devices. It removes cost and power consumption barriers to the implementation of IoT and M2M solutions by offering low-bandwidth communications and significantly extending the battery life of the connected devices.

The characteristic feature of this network is that it can be rolled out cheaply and has an assured maintenance model that can be accessed at more than 1,500 base stations deployed by Cellnex, located in all kinds of environments. These stations have Sigfox technology with a territorial coverage significantly higher than in other European countries.

This network makes it possible to develop products that have already appeared on the market, such as the new-generation VeriSure alarms developed by SECURITAS DIRECT with SIGFOX dual connectivity. Many applications can be developed in the future and could relate to sectors such as health, waste and water management, intelligent infrastructure, telemonitoring and many other emerging markets.

In 2015 Cellnex deployed an IoT network in Spain, with Sigfox technology, and is developing "Smart City" solutions.

Furthermore, SIGFOX is the first and only cellular connectivity provider dedicated to the Internet of Things (IoT) and M2M communications. Its ultra narrowband radio-based technology can provide wireless, long-range, two-way Internet connections for a wide range of devices. Its network removes cost and power-consumption barriers in the implementation of IoT and M2M solutions, by offering low-bandwidth communications and significantly extending the battery life of connected devices.

TALENT MANAGEMENT

CELLNEX NEEDS HUMAN RESOURCE MANAGEMENT TO SUPPORT THE NEW BUSINESS MODEL AND IN TURN PROVIDE THE MOMENTUM TO ACHIEVE THE ORGANISATION'S STRATEGIC OBJECTIVES

Cellnex currently faces the challenge of managing change and its establishment as an independent organisation, after a 2015 of far-reaching strategic, organisational and structural changes.

From the standpoint of human resources management, 2015 has been marked by significant changes in the size of the workforce, with the acquisition of Galata (now Cellnex Italia); the takeover of functions previously managed by the Abertis Group; the identification of new players and stakeholders involved in the Company; and the launch of new products and services.

In this context, Cellnex needs human resource management to support the new business model and in turn provide the momentum to achieve the organisation's strategic objectives. This goal can be achieved only by working towards excellence, relying on talent, encouraging human development in a collaborative and innovative working environment, and ensuring the well-being of staff.

WORKFORCE

1,245

The Cellnex Team

The Cellnex team consists of 1,245 people, 93% of whom are in Spain and 7% in Italy. The workforce is characterised by a majority of men, which echoes the situation in the industry, where there is a strong male presence.

Cellnex strives to achieve the goal of diversity in its workforce. The Company is in the process of updating the current Equal Opportunities Plan, with the aim of gradually increasing the proportion of women in the Company, in all positions and responsibilities, ensuring equal treatment and opportunities for women and men and preventing sexual harassment and gender discrimination, whether indirect or direct.

Commitment to leadership and talent development

The management of the team and development of its talent is one of the Cellnex strategic pillars. To ensure that this is in line with the organisation's business model, in 2015 a new leadership model was developed in response to the organisation's strategy and the broader state of the industry.

The model has been implemented by means of two main tools, leadership training plans and the new management by objectives (MBO) process.

940
SPAIN

66
ITALY

1,006

222
SPAIN

17
ITALY

239

GRI: G4-DMA, G4-26, G4-27, G4-EC3,
G4-EC6, G4-LA12
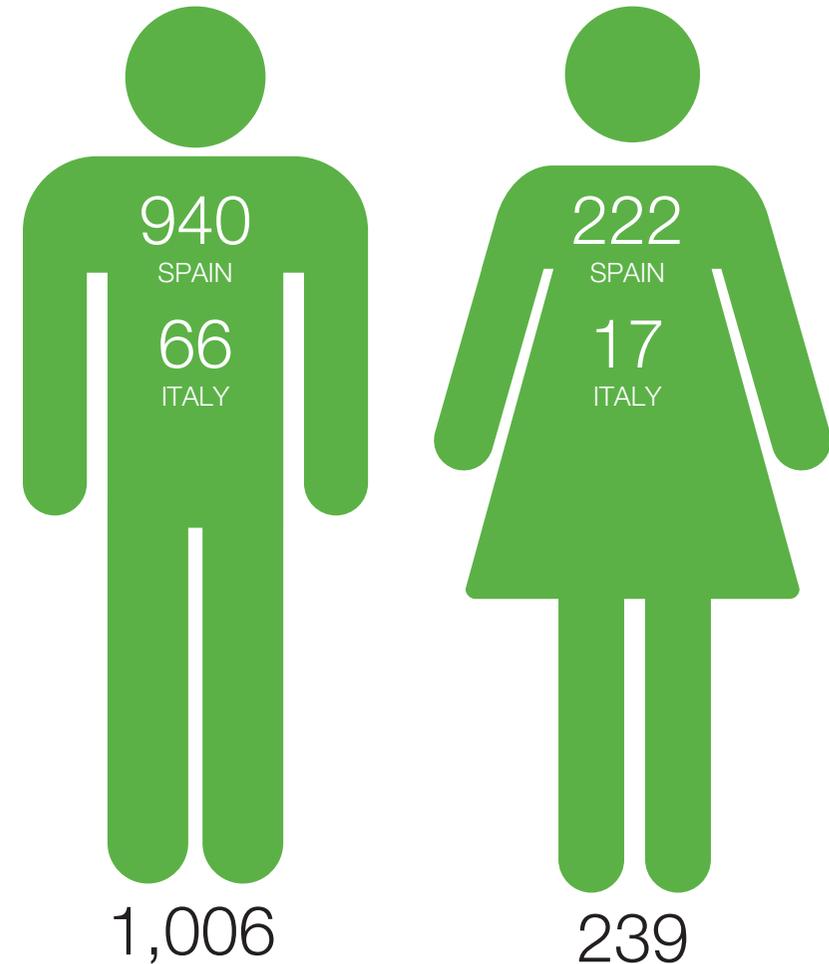
TRAINING

400
PEOPLE

a) Training

In line with the talent management model, the Cellnex Training Plan for 2015 was developed around leadership skills. Accordingly, technical and cross-cutting training courses were given, based on leadership, project management, languages and occupational health and safety. Training is provided both face-to-face and online.

In 2015, Cellnex workforce received more than 35,000 hours of training, 349 hours of which were based on training related to preventing corruption and 452 on aspects of corporate social responsibility and human rights. Training was provided to a total of 400 people in the Company, with a very positive average level of satisfaction with the training provided, with results ratings averaging at 9 out of 10.

Specific programmes 2015

Leadership development road map for people managers	186 6,588 HOURS OF TRAINING	Training programme aimed at acquiring skills for effectively developing and managing teams. The content is grouped into two areas: skills (performance and goal setting; leadership and motivation of people) and tools (self-knowledge and delegation and follow-up).
Road map for in-house trainers	96 1,344 HOURS OF TRAINING	Programme to improve the skills required of a trainer
Road map for project managers	14 826 HOURS OF TRAINING	A programme aimed at training in project-management skills, offering participants practical criteria, techniques and tools for defining, developing and implementing projects under their responsibility, thereby fostering improved efficiency in the day-to-day management of such projects.
Languages	29 GRANTS AWARDED 40 ONLINE (PLATFORMS) 139 FACE-TO-FACE	Grants of €250 paid with salary for assistance with learning English

SEEKS TO ESTABLISH OBJECTIVES LINKED TO ALL POSITIONS IN THE COMPANY, TO ENCOURAGE THEM TO ACHIEVE THE CELLNEX STRATEGIC OBJECTIVES

b) Management by objectives

The Cellnex management by objectives (MBO) system is based on adding value, with all units and departments implementing the board the Company's corporate strategy through skill -appraisal models and variable remuneration.

The new model seeks to establish objectives linked to all positions in the Company, to encourage them to achieve the Cellnex strategic objectives. These objectives are aligned with the variable remuneration based on the responsibilities and departments of the Company.

In 2015, 100% of the Group's employees were subject to management by objectives.

HEALTH AND SAFETY
COMMITTEES

4

STAFF TRAINED IN HEALTH
AND SAFETY

100%

Commitment to well-being and health at work

In order to ensure a healthy working environment, the Company provides training in occupational health and safety for the whole workforce to make sure all health and safety measures are understood and followed. In 2015, some 8,626 hours of training were imparted in occupational health and safety.

Cellnex also looks after well-being on its premises, striving to implement best practice health and safety measures and ensuring compliance with the relevant rules in all its premises.

Cellnex Spain has a Multi-Plant Health and Safety Committee which handles the prevention of issues that might affect the Company as a whole. It also has two Health and Safety Committees, for the Barcelona and Madrid sites, which handle issues specific to the corporate buildings.

In 2015, there were four meetings of the Health and Safety Committee and one extraordinary meeting constituting the Cellnex Group joint prevention service, endorsed by the presidents of the unions, union representatives on the Health and Safety Committee and by the companies Retevisión and Tradia. Any action on occupational health and safety, such as risk assessments, or hygiene studies, among others, is notified to occupational health and safety representatives so they can take part.

A social network of caring employees: Volunteers

The Cellnex Volunteers network was founded in 2015 and is a social network of volunteers who can contribute their ideas, skills, knowledge and time to implement solidarity projects. The main goal of Cellnex Volunteers is to create a space within the Company in which employees, with the support of management, can pool their ideas and carry out volunteer activities, taking part in local or international projects and initiatives, thereby allowing them to help disadvantaged people and communities.

Project endorsed in 2015

Recogida de ilusiones [Collecting dreams] campaign. This campaign focused on collecting toys, books and financial contributions from Company employees during the Christmas period, for adolescents in the Concepció Juvanteny Foundation foster homes (Barcelona) and the Madrina Foundation (Madrid) and contributions for Caritas in Murcia and the Valladolid Food Bank.

SOCIAL VALUE

CELLNEX CONSIDERS QUALITY, ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY, R&D+I AND INFORMATION SECURITY AS FUNDAMENTAL VALUES OF ITS CORPORATE CULTURE

Cellnex considers quality, environment, occupational health and safety, R&D+i and information security as fundamental values of its corporate culture, promoting policies to achieve excellence in these areas, and responding to the expectations of its stakeholders.

The Company is actively involved in European organisations of which it is a member on the drafting of standards and the implementation of advanced technological solutions in the various markets in which it operates: broadcasting, Smart Cities, IoT, etc. This cooperation also extends to customers and suppliers, with whom Cellnex participates in many R&D+i projects, and works together on various initiatives to publicise and disseminate new developments.
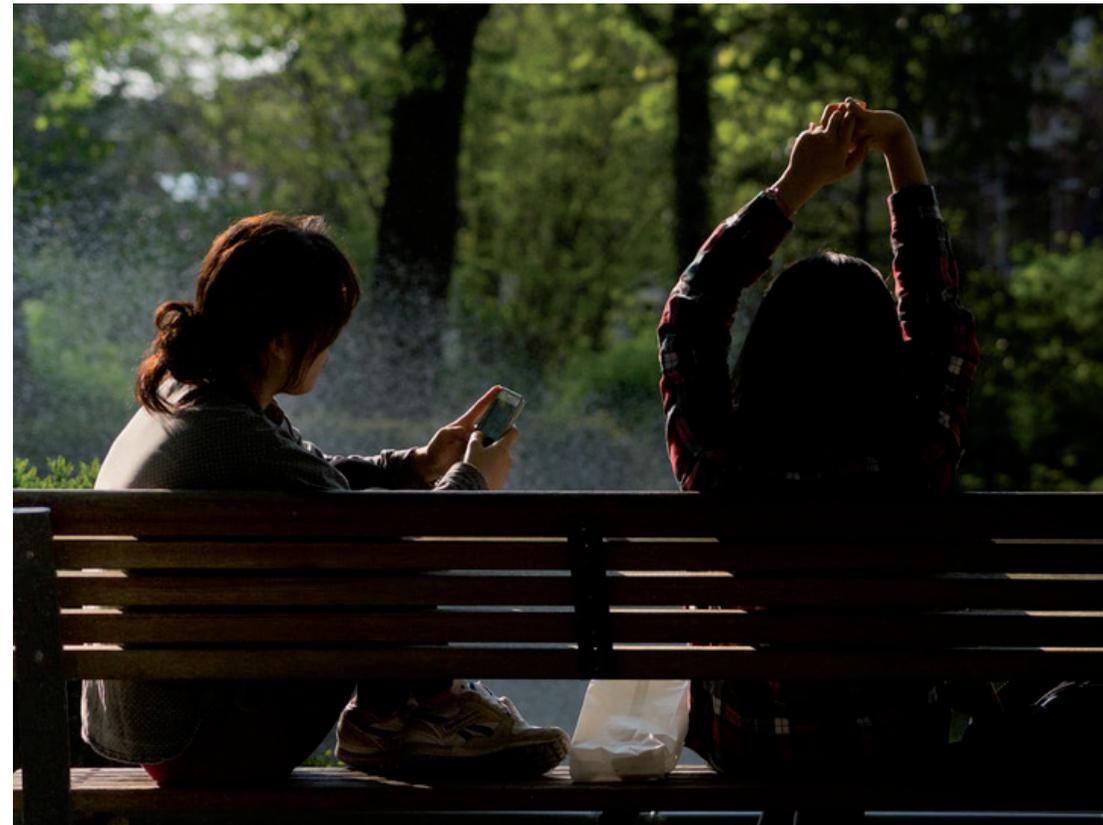
ONE OF THE BASIC ASPECTS OF THE SERVICE PROVIDED FOCUSES ON THE MANAGEMENT OF INCIDENTS, COMPLAINTS, INQUIRIES AND CLAIMS ABOUT THE OPERATION OF THE SERVICE, IN REAL TIME AND AFTER IT HAS BEEN PROVIDED

Customers

Cellnex's relationship with its customers is based on providing high added value and high quality services, through which it establishes close, stable and constantly improving relationships. Given the type of service is provides, Cellnex's customer base is composed of a small number of large customers.

Cellnex's relationships with external customers centres around the account manager, an employee who has a deep understanding of all significant events affecting the customer. This management style is designed to provide a personalised service and to improve response time and overall customer satisfaction.

One of the basic aspects of the service provided focuses on the management of incidents, complaints, inquiries and claims about the operation of the service, in real time and after it has been provided.

The Company has established a number of communication channels with customers, such as those contained in the service-level agreement (SLA) reports, or the biennial studies of perceived customer satisfaction, the outcome of which feeds into action and improvement plans.

These studies were established with the following specific objectives:

- To have a complete picture of customers' overall perception of the Company.

- To learn about the level of customer satisfaction, breaking down and parametrising overall levels of satisfaction into the various values and attributes in the study.

- To produce a map of customer indicators with the services provided for each activity and segmented by business area and type of customer.

- To determine Company recommendation and loyalty rates relating to each service, activity, business area and customer type.

- To determine the critical points and strengths and establish an action plan based on the external customer satisfaction study.

Satisfaction study 2015

The 2015 satisfaction study is the first study conducted since the change from Abertis Telecom to Cellnex Telecom.

The study incorporates the new segmentations corresponding to the three business lines.

Participation was high, and the study demonstrated an excellent overall customer satisfaction level of 86.8% (satisfied and very satisfied).

The study confirms that Cellnex Telecom has high levels of customer loyalty and recommendation.

THE ASSOCIATED ENVIRONMENTAL REQUIREMENTS ARE LAID DOWN FOR ACTIVITIES CARRIED OUT AND SERVICES PROVIDED BY SUPPLIERS WORKING IN AND FOR CELLNEX TELECOM

Information security management

Keeping customer information secure is a key factor underlying the Cellnex customer management model. This objective has led the Company to implement an application for managing and validating the documentation required for accrediting customers, to ensure that they comply with the regulations safeguarding information security and data protection.

An audit was conducted to monitor the commitment to ensure compliance with Royal Decree 171/2004 (implementing Article 24 of Law 31/1995 of 8 November 1995 on occupational health and safety, regarding the coordination of business activities) and Law 31/1955 on occupational health and safety, reflected in the various agreements on the coordination of business activities between Cellnex and its main customers. This process involved reviewing the accreditation documentation of a representative sample of workers and companies (in the Group or subcontractors) that these customers had declared in the control application

The scope of the documents requested was performed in accordance with the criteria and requisites established in the Cellnex Manual of Business Activities Coordination

COMPANIES AUDITED
82
14 OF WHICH WERE MAIN CONTRACTORS

WORKERS AUDITED
163

DOCUMENTS REQUESTED FROM COMPANIES AND WORKERS
1,557

Result of the audit on documents provided by customers

14%

35.94%

36%

- Favourable response
- Unfavourable or incomplete closure
- Underway
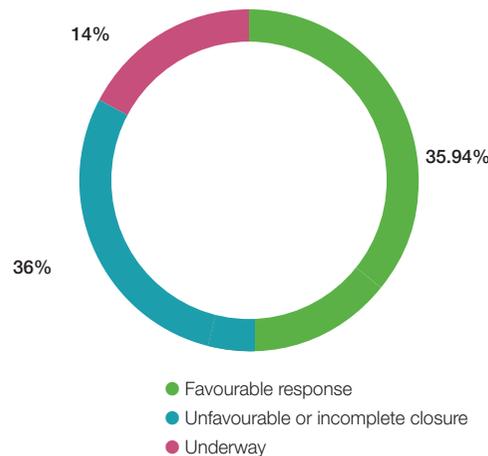
*The study is performed on a representative sample

CELLNEX'S RELATIONSHIP WITH ITS CUSTOMERS IS GOVERNED BY THE PRINCIPLES OF RESPONSIBLE MANAGEMENT AND TRANSPARENT COMMUNICATION

Commitment to customers

Cellnex's relationship with its customers is governed by the principles of responsible management and transparent communication. These principles, among other practices, are reflected in the pricing mechanisms for the various services the Company offers, which always reflect our desire to enable the customer to see the final cost of services.

Regarding the television signal broadcast carrier service, Cellnex Spain has to provide its nationwide network access services to third-party operators, as stated in the resolution of 30 April 2013 of the National Commission for Markets and Competition (CNMC). The obligations laid down in the resolution include publishing a reference offer for the provision of wholesale access service that is sufficiently disaggregated

to ensure that they do not have to pay for resources that are not needed for the regulated service. In order to fulfil this obligation, Spain Cellnex developed the reference offer for access to Cellnex, SA transmission centres (ORAC) for the first time in October 2009. The ORAC describes the centres and services, procedures for providing them, technical conditions and prices for providing the wholesale access service that will give authorised operators access to the broadcasting centres in the Cellnex national network on transparent, objective, non-discriminatory and cost-oriented terms. This information is updated periodically.

THE PRICING MECHANISMS FOR THE VARIOUS SERVICES THE COMPANY OFFERS ALWAYS REFLECT OUR DESIRE TO ENABLE THE CUSTOMER TO SEE THE FINAL COST OF SERVICES

O ENSURE THAT ITS SUPPLIERS ALIGN AND COMPLY WITH CORPORATE POLICIES AND VALUES, CELLNEX HAS A SUPPLIER ASSESSMENT SYSTEM

Providers

Cellnex pursues an active policy of cooperation with suppliers in developing efficient procurement and technological solutions that result in improvements in the services it provides to its customers. Furthermore, Cellnex promotes the continuous improvement of its suppliers through the use of best practices in its procurement processes.

Cellnex is committed to local value generation by using 100% local suppliers in Italy, and 98% in Spain. Wherever possible, priority is given to purchasing goods and services from local suppliers, meaning from within the same country.

Cellnex's providers and suppliers are obligated to know the Company's corporate policies and ensure that they comply with each of them. They also have a duty to meet the specific requirements of corporate social responsibility in carrying out their work, and to inform all their employees and subcontractors of these rules and requirements.

Supplier assessment system

To ensure that its suppliers align and comply with corporate policies and values, Cellnex has a supplier assessment system. This system is based on the rating of suppliers' performance, which classifies them into three categories, "A" being suppliers that best meet the required criteria and "C" being suppliers that need to implement an action plan in order to satisfy the Company's criteria.

In 2015, in Spain, 1,683 suppliers were assessed, with the result that 1,297 suppliers were rated A, 370 suppliers were rated B and 15 suppliers were rated C. An action plan will be agreed with this last group with a view to improving their performance and thus bring their service level up to Cellnex requirements.

The Company is also in the process of defining a supplier selection policy, embodying issues related to social impact.

Regarding existing relationships between Cellnex and suppliers accessing its premises, the Company lays down requirements for coordination on occupational health and safety with suppliers of works and services in order to meet the obligations under the Law on occupational health and safety and other regulations that complement it.

Suppliers also undertake to apply the necessary preventive measures to avoid adverse environmental impacts during their work, including preventive measures and, should any occur, necessary remedial action to address them. In this regard, before commencing work, suppliers are given information that includes a form setting out the conditions related to environmental factors.

Integrated information management

Bajo un aplicativo informático se soporta toda la gestión y validación A computer application is used to manage and validate all the documentation required in the supplier accreditation process, whether they are companies or individual workers.

The aim is to establish requirements for coordinating occupational health and safety between Cellnex and suppliers of works and services in Cellnex Telecom facilities, with a view to complying with its obligations under Article 24 of Law 31/95 on occupational health and safety, and Royal Decree 171/2004.

This applies to suppliers, and by extension to their subcontractors, working in Cellnex Telecom facilities.

The associated environmental requirements are laid down for activities carried out and services provided by suppliers working in and for Cellnex Telecom.

ASSESSED SUPPLIERS

1,683

Public administration and regulatory bodies

Cellnex has a close relationship with the various public administrations in Spain and in Europe.

The services associated with Cellnex's broadcasting business are regulated primarily by the State administration responsible for communications (currently the State Secretariat for Telecommunications and the Information Society, under the Ministry of Industry). As Cellnex is a wholesale operator with significant market power (SMP) for the broadcast carrier service of the television signal, the National Commission for Markets and Competition (CNMC), which has a branch specialising in telecommunications, is also relevant to the Company. Responsibility for security, the environment and construction is also shared between the Autonomous Community and local administrations. Last, but increasingly important, is the European administrative and regulatory context. In this area, Cellnex plays an active role in defending the industry's positions, especially with regard to the allocation of radio spectrum to audiovisual broadcasting services.

Cellnex action and participation in relevant industry associations

European framework

Cellnex is a founding partner and active member of:

• Broadcast Networks Europe (BNE). Europe-wide association of broadcasters and operators, with the objective of developing the broadcasting technology ecosystem;

• European Wireless Infrastructure Association (EWIA). This Association aims to support its members in the development and emergence in Europe of independent telecommunications infrastructure operators and represent the interests of the industry EU public policy.

International level

Cellnex actively participates in sectoral working groups such as Digital Video Broadcasting (DVB) for the definition of new technological standards.

• International Telecommunication Union (ITU), the United Nations telecommunications agency, for defending its position on major regulatory issues, such as the World Radiocommunication Conference WRC-15.

CELLNEX PLAYS AN ACTIVE ROLE IN DEFENDING THE INDUSTRY'S POSITIONS, ESPECIALLY WITH REGARD TO THE ALLOCATION OF RADIO SPECTRUM TO AUDIOVISUAL BROADCASTING SERVICES

Success at the World Radiocommunication Conference WRC-15

The ITU World Radiocommunication Conference, held in Geneva in November 2015, closed with a decision to allocate the sub-700 MHz UHF band for the exclusive use of DTT in "Region 1" (Europe, Africa, the Middle East and Central Asia) until at least 2023. A shared position on allowing a time horizon for stable development of DTT for the next eight years, without any risk of changes in spectrum use, was defended by Cellnex.

The decision adopted at WRC-15 will have a positive impact on the coordination of the UHF spectrum in the European Union, furthermore confirming the forecasts made in the "Lamy Report" issued by the European Commission in 2014, in terms of laying the necessary foundations - in this case, reserving spectrum - to allow DTT to continue to operate normally in a stable framework until at least 2030.

Hybrid DTT interactivity conference

As part of its policy of active cooperation with suppliers and customers, Cellnex organised the third edition of the "Hybrid DTT interactivity conference", aimed at facilitating development of interactivity with greater assurance of interoperability between devices and applications.

The conference set out to allow manufacturers to test their new receiver models along with the apps that are being developed by broadcasters, for whom this event provides an opportunity to test their apps on the latest models of television sets. In addition to the features that form part of the Hybrid DTV specification, they tested some of the improvements incorporated into the new version of HbbTV (HbbTV 2.0) concerning the distribution of content in 4K (Ultra HD).

The TV manufacturers which took part in the event were Panasonic, Sony, TP-Vision (Philips), LG, Samsung, TCL Thomson, Vestel, and Sharp, together with the following broadcasters: Radio Televisión Española, Antena3, Euskal Irrati Telebista and TV de Catalunya.

4K SUMMIT

At the 4K Summit conference held in Seville in November 2015, two worldwide developments were presented demonstrating progress in the differentiating features of Ultra High Definition (UHD) in relation to HD:

• Worldwide first UHD broadcast on DVB-T2

• Worldwide first simultaneous UHD broadcast on DVB-T2, DVB-S2 and HbbTV.

Mobile World Congress MWC-2015

At the world's leading mobile telecommunications event, Cellnex presented several of its pioneering connectivity, telecommunications and broadcasting solutions. These included the roll-out of the first IoT network to be launched in Spain, specifically designed to offer connectivity solutions dedicated to the "Internet of Things" and the first 4K TV transmission in Spain was made via Hybrid DTT.

CELLNEX'S COMMITMENT TO THE UNITED NATIONS GLOBAL COMPACT IS PART OF ITS CORPORATE SOCIAL RESPONSIBILITY (CSR) PROGRAMME

Responsible and committed business management

Membership of Corporate Social Responsibility initiatives

In November 2015 Cellnex joined the United Nations Global Compact as an expression of its commitment to the incorporation of the corporate social responsibility into its operational strategy and organisational culture. The United Nations Global Compact is an international voluntary initiative that includes more than 8,000 companies and institutions across 135 countries.

Under this agreement, Cellnex Telecom undertakes to promote and spread corporate sustainability policies and practices based on the 10 key principles promoted by the United Nations, focusing on the areas of human rights, labour standards, environment and combating corruption in business activities.

Cellnex's commitment to the United Nations Global Compact is part of its Corporate Social Responsibility (Corporate Social Responsibility) programme, fully integrated into the links of the Company's value chain.

Management systems

Cellnex has implemented a management system to support its organisational model. The management system provides a framework adopting a systematic approach in carrying out processes, thereby ensure that they are effective. It also allows a procedure to be established to guarantee the quality of the services provided and to ensure that the activity is carried out in compliance with current legislation.

As a demonstration of its commitment to quality and excellence, Cellnex has renewed its certifications on quality management, environmental management, occupational health and safety, management of research, technological development and innovation (R&D+i) and information security management.

The renewed certifications are ISO 9001 on quality; ISO 14001 on environment; OSHAS 18001 on occupational health and safety; UNE 166002 on research, development and innovation; ISO 17025 on competence of testing and calibration laboratories; and ISO 27001 on information security management.

EFQM 500+ European Seal of Excellence

Cellnex has been awarded the EFQM 500+ European Seal of Excellence, in recognition of the excellence of its business management, both in-house and externally. The Seal recognises companies whose organisation can achieve sustained success, creating a management model based on best practice and, in turn, enhancing the competitiveness of European industry.

The awards are not an end in themselves for the organisation but rather the consequence of working in a certain way in pursuit of excellence.

Social contribution

COOPERATION with TV3 Telethon

Cellnex has been taking part in the TV3 Telethon for more than 10 years. Its participation has focused on the provision of a free connection service between the various call centres and the TV3 production centre.

In 2015, however, it made a financial contribution (€9,000) as the service it provided previously is now managed by another Company.

COOPERATION with law-enforcement agencies and emergency services

In some Cellnex centres located in protected areas, hydrants have been installed for use by fire-fighters if required. These hydrants are connected to the centres' water cisterns which are an improvement to collect rainwater, store it and make it available to the security forces and emergency services in case of fire or other emergency.

Centres with hydrant installations for forest fires

Centre	Autonomous Community
Begues - RTV	Catalonia
Carrascoy - RTV	Murcia
Córdoba - RTV	Andalusia
Gamoniteiro - RTV	Asturias
Huelva - RTV	Andalusia
Jerez - RTV	Andalusia
Mijas - RTV	Andalusia
Montcaro - RTV	Catalonia
Montserrat - TRD	Catalonia
Peña Cabarga - RTV	Cantabria
Rocacorba - RTV	Catalonia
Gamoniteiro - RTV	Asturias

COOPERATION WITH THE RED CROSS

Support for refugees in Europe

In 2015 Cellnex made a substantial donation to the Spanish Red Cross and Italian Red Cross, as a contribution to their respective refugee aid programmes.

For the past five years, non-governmental and non-profit State and local organisations have received support from Cellnex Telecom, which made it a priority in 2015 to contribute to the work of the Spanish and Italian Red Cross to ensure that refugees coming to Europe from countries where there is armed conflict are welcomed and cared for.

The Spanish Red Cross is responding to this situation with more than 50,000 volunteers in 28 countries and has assisted 370,000 people in transit. At present it is prioritising basic help such as hot meals, protection, shelter, blankets and sleeping bags. Likewise, it is boosting the number of mobile health units along the various transit routes.

By making the donation, Cellnex is pursuing its policy of aid to the most disadvantaged groups, which began in 2010, aimed at non-profit organisations with proven solvency.

Cruz Roja Española

Croce Rossa Italiana

RESPONSIBLE ENVIRONMENTAL MANAGEMENT

**CELLNEX HAS
A PROCEDURE
FOR IDENTIFYING
AND ASSESSING
ENVIRONMENTAL RISKS**

Cellnex has an environmental policy based on respect for the environment and the protection and conservation of biodiversity, through the efficient use of resources and promoting preventive action.

This policy involves taking measures to prevent pollution and reduce the environmental impact of the Company's activities and facilities; it is the responsibility of everyone in the Cellnex team that the policy is adhered to.

Monitoring of environmental impacts

Cellnex has a procedure for identifying and assessing environmental risks related to the Company's business and its environmental impacts.

The most significant impacts are extracted from these assessments and inventoried. The impacts judged to be most critical are selected and incorporated into the Company's management systems. Once incorporated, a monitoring system is established, and plans are devised to manage and mitigate the impacts.

The following management and efficiency plans are implemented according to the type of impact:

• Monitoring of energy consumption and carbon footprint.

• Energy efficiency management.

• Biodiversity management.

ELECTRICITY CONSUMPTION

370,672,295 kW

Consumption 2015

Cellnex monitors the Group's energy consumption in order to achieve maximum efficiency and the lowest possible impact on the environment and hence on society.

Corporate electricity consumption in 2015 was 370,672,295 kW. This includes the annual consumption in Spain and the estimated consumption of Galata Italia for the nine months of 2015 in which the Galata was part of the Cellnex Group.

Cellnex Spain has photovoltaic generation facilities and small-scale wind turbines on its sites for its own consumption, which generated 65,310 kWh in 2015.

The reduction in the intensity of energy consumption (kWh/tower) achieved between 2014 and 2015 is explained by the addition of a significant number of new sites to the Cellnex network, which have substantially lower broadcasting consumption.

Diesel consumption during 2015, mainly for the use of electricity generators and the vehicle fleet, was 1,053,491 litres. In the case of Galata Italia, the data relate to an estimate for the months of 2015 in which the Company was part of the Cellnex Group.

Taking only the consumption of Cellnex Spain, there was a substantial cut of 15.6% in relation to 2014, with a consumption of 877,241 litres.

Energy intensity
(Kw electricity consumption / number of towers)

2014	2015
28,024.42	24,516.98
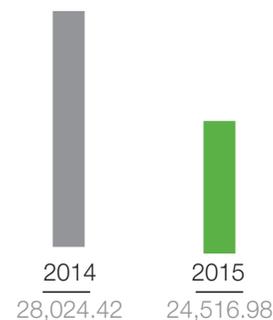
Distribution of consumption by country*

39%

61%

● Spain
● Italy
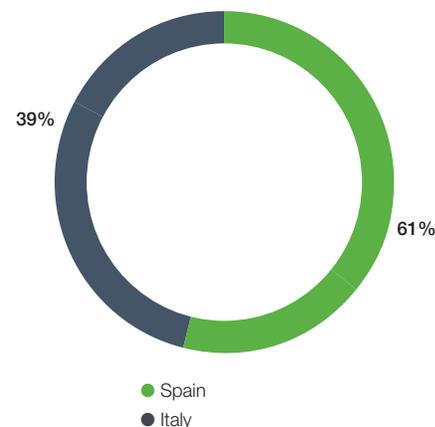
* The consumption reported for Italy was obtained by counting 12 months of actual consumption by TowerCo and an estimate, based on Galata's annual consumption, for the last nine months of 2015 (coinciding with the period when the Company joined the Cellnex Group).

Evolution of fuel consumption by Cellnex Spain

	2013	2014	2015	Var. (%)
Spain	984,552	1,039,462	877,241	-15.61%

CELLNEX SPAIN'S GHG EMISSIONS ARE CALCULATED TAKING ACCOUNT OF THE COMPANY'S OPERATIONAL AND ORGANISATIONAL SCOPE

Carbon footprint

In 2015, Cellnex worked on the development and implementation of a software application, Clean CO_2, which calculates and offsets both the corporate carbon footprint of the Group's companies and the carbon footprint of the services it offers to its customers. This tool, based on the methodologies for calculating the carbon footprint in ISO 14064-1: 2012 and the Greenhouse Gas Protocol, aims to introduce the concept of sustainability and carbon management into the services that Cellnex provides to its customers, for the calculation, management, offsetting and notification of the impact on climate change through the use of the services provided. Clean CO_2 gives the Company the capability to offset GHG emissions and obtain the "certified CO_2 Clean" label, a document certifying that the service offered to the customer is neutral in terms of GHG emissions.

Cellnex Spain's GHG emissions are calculated taking account of the Company's operational and organisational scope. To that end, the organisational scope was calculated on the basis of the operational control criterion for the corporate premises and technicians of the Cellnex Spain companies: Tradia, Retevisión and OnTower.

The operational scope is based on the following criteria:

- Scope 1: covers GHG emissions that are directly under Cellnex control.

- Scope 2: covers indirect GHG emissions associated with the electricity consumption of Cellnex's own facilities.

- Scope 3: covers the indirect GHG emissions resulting from the activities of Cellnex Spain but which are under the control of another organisation. In calculating emissions, emissions from the consumption of water, paper, travel by third parties funded by Cellnex Spain and customers (downstream), waste management, corporate travel and assets leased to third parties were taken into account.

Cellnex emissions*

	Scope 1	Scope 2	Scope 3
Spain	2,551.75	65,188.84	23,961.85
Italy	512.68	57,920.50	Not available

* Since this is the first year that the Cellnex Group is reporting its carbon footprint, there is no trend of emissions at Group level. For the evolution of the Cellnex Spain carbon footprint, see the GRI table.

The footprint for Italy was calculated on the basis of the estimated consumption of Galata Italia for the nine months in which it was part of Cellnex Group.

Energy efficiency

ENERGY EFFICIENCY
PROJECTS
18

During 2015, to improve the efficiency of its processes and activities and to reduce consumption of energy and natural resources, Cellnex implemented 18 energy efficiency projects at a number of the Company's sites.

The efficiency projects implemented in 2015 are part of phase one of the energy efficiency project, and are of three main types: multifamily projects, individual climate projects and FC (Free-Cooling). Through these projects, the Company expects to achieve greater efficiency both at plants and on sites, which will be reflected in consumption over the coming years, as this is the first phase of the project.

Energy consumption has decreased as a result of three main activities:

- The monitoring of centres in accordance with the PUE Energy Rating, which has led to savings of 201,226 kWh across 76 sites. A hierarchical classification of centres according to their current efficiency, has enabled us to prioritise efforts to correct negative practices and devise solutions for those with more room for improvement.

- Monitoring climate for temperature set point, which has resulted in energy savings of 887,763 kWh at 27 sites.

- Efficiency improvements in air-conditioning systems at 18 sites, which have been the main source of energy saving, totalling 1,432,258 kWh.

Biodiversity

Cellnex pays close attention to environmental protection and conservation activities, particularly any impacts that might cause an impairment or loss of biodiversity, fostering preventive measures and action to mitigate impact. Accordingly, in each of the Group's companies the necessary steps are taken to minimise the environmental impact of the infrastructure they manage, with a view to integrate it as well as possible into its environment.

Impact study of Tamariu landscape integration

In 2015, Cellnex conducted a study of the landscape impact of the work for replacing the electricity supply at the radiocommunication centre in the municipality of Tamariu-Palafrugell, in a PEIN area of natural interest. This centre broadcasts mobile phone and television services to the population of Palafrugell Tamariu, an activity regarded as a public utility.

Because the replacement of the power supply to the centre was a priority activity to be able to keep transmitting the mobile phone and television signals in Tamariu and the surrounding area, and since the premises were located in a PEIN area, Cellnex conducted an impact study to assess the alternatives and potential impacts that they might cause, based on criteria of impact on the landscape.

After assessing the impact of the various alternatives, it was concluded that the replacement of the existing supply and the selected structure would cause minimal impact on the landscape.

DaMA programme

Cellnex uses the DaMA (environmental data server) tool to display geographical data and identify declared natural protection sites in the country, information that is also found in the GESEM database. The server also provides access to environmental information related to Cellnex sites where the tool is installed.

The tool supplies information from the Cellnex cartographic databases and Google Maps (Google Maps provides these maps for internal use by Cellnex employees only). The latter offers two options: Google Streets showing the main streets and roads as well as urban areas; and Google Satellite where, depending on the display scale, the user can see either satellite imagery or orthoimagery from aircraft.

All the centres in Spain currently have DaMA.

MEASURES ON VISUAL IMPACT

20

Visual impact

Cellnex understands the importance of reducing the visual pollution of its infrastructure and thereby minimising its visual impact. During operations to install or modify antennas, the Company therefore strive to make this infrastructure blend into its environment.

Between 2014 and 2015, 20 measures were carried out to camouflage infrastructure and/or restore existing camouflage, at a total cost of €170,000. The main camouflage operations include the installation of radomes to cover panel antennas and structures to cover chimney antennas.

BASES FOR THE PREPARATION OF THE REPORT

BASES FOR THE PREPARATION OF THE REPORT

THE REPORT IS STRUCTURED IN ACCORDANCE WITH THE GUIDELINES OF THE INTERNATIONAL INTEGRATED REPORTING COUNCIL AND ABIDES BY THE DRAFTING PRINCIPLES SET OUT BY VERSION G4 OF THE GLOBAL REPORTING INITIATIVE

This report is the first publication of Cellnex Telecom as an independent group. In this first publication the Company wanted to incorporate best practices in corporate information, applying the integrated report framework as far as possible, presenting financial, management, corporate governance and strategic information to give a comprehensive overall picture of the Company.

Structure and content of the report

The report is structured in accordance with the guidelines of the International Integrated Reporting Council and abides by the drafting principles set out by version G4 of the Global Reporting Initiative.

Following the guidelines laid down by those two standards, the content of this report was defined on the basis of a materiality study, which was used to identify the relevant internal issues for the Company, expectations and concerns of Cellnex stakeholders and relevant corporate social responsibility issues in the sector.

Reporting scope

The report covers the current two geographical areas of the organisation, Cellnex Spain and Cellnex Italy, and is supplemented with the information presented in the Cellnex annual accounts, the management report and the corporate governance report, all publicly available on the Company website.

The GRI content that Cellnex has addressed in this report is detailed in the GRI table presented in the Annex, with the scope of information reported by each of them as shown in the table, depending on whether it applies specifically to Cellnex Spain, Cellnex Italy or both.

Determination of the content of the report

The Materiality Study helped to identify the key issues that the Company intends to address, since they entail creating value and a contribution to society by the Company. After obtaining the results of the study, Cellnex carried out a transparency and accountability exercise, by publishing this integrated report.

The study was conducted in accordance with the AccountAbility AA1000 standard and was structured into the following phases:

1. initial phase of identifying relevant issues;

2. prioritising issues on the basis of the analysis results;

3. assessment and validation of the issues identified by the main stakeholders of Cellnex Group;

4. detailed examination of the material issues identified.

Material issues identified

Ethical management and good governance.	1. Corporate governance
	2. Ethical governance and compliance practices
	3. Participation and involvement of stakeholders
	4. Transparency and reporting
	5. Management of risks and opportunities
Responsible and sustainable management	6. Energy management
	7. Emissions and climate change
	8. Impact of infrastructure on the environment and the community
	9. Managing socio-economic impacts on the local community
	10. Responsible procurement
Responsibility to employees	11. Involvement and commitment of workers
	12. Training, professional development and retention of talent
Commitment to customers	13. Contractual practices with customers (service provided and management)
	14. Service security
	15. Customer information security
Commitment to innovation and value creation	16. Innovation and product and service development

Calculation methodology

In calculating CO_2 emissions generated by Cellnex, we took as a reference the emission factors established by the British Department of Environment, Food & Rural Affairs (DEFRA) in the 2015 version.

ANNEX AND GRI INDEX

GENERAL STANDARD DISCLOSURES:

	Description of content:	Page(s):	Scope:	Materiality:
Strategy and Analysis				
G4-1	Provide a statement from the most senior decision-maker of the organisation (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability.	3-5	Group	Material aspect
G4-2	Provide a description of key impacts, risks, and opportunities.	3-5, 18-19	Group	Material aspect
Company profile				
G4-3	Name of the organisation	Cellnex Telecom, S.A.	Group	Material aspect
G4-4	Primary brands, products, and services of the organisation.	23-27	Group	Material aspect
G4-5	Location of the organisation's headquarters.	See Consolidated Financial Statements	Group	Material aspect
G4-6	Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report.	7-9	Group	Material aspect
G4-7	Report the nature of ownership and legal form.	See Consolidated Financial Statements	Group	Material aspect
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	7-9	Group	Material aspect
G4-9	Report the scale of the organisation, including: - Total number of employees; - Total number of operations; - Net sales or net revenues; - Total capitalisation broken down in terms of debt and equity (for private sector organisations); Quantity of products or services provided	10-11	Group	Material aspect
G4-10	A. Total number of employees by employment contract and gender. B. Total number of permanent employees by employment type and gender. C. Total workforce by employees and supervised workers and by gender. D. Total workforce by region and gender. E. Report whether a substantial portion of the organisation's work is performed by workers who are legally recognised as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. F. Report any significant variations in employment numbers	10-11, Tabla anexa G4-10	Group	Material aspect
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	100% of Telecom Cellnex employees are covered by a collective bargaining agreement	Group	Material aspect
G4-12	Describe the organisation's supply chain.	23	Group	Material aspect
G4-13	Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain	7-11	Group	Material aspect
Commitments to external initiatives				
G4-14	Report whether and how the precautionary approach or principle is addressed by the organisation.	3-5, 18-19	Group	Material aspect
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses.	52-54	Group	Material aspect
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation: - Holds a position on the governance body; - Participates in projects or committees; - Provides substantive funding beyond routine membership dues; - Views membership as strategic.	52-54	Group	Material aspect

	Description of content:	Page(s):	Scope:	Materiality:
Material aspects and boundaries				
G4-17	A. List all entities included in the organisation's consolidated financial statements or equivalent documents. B. Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report.	See Consolidated Financial Statements	Group	Material aspect
G4-18	A. Explain the process for defining the report content and the aspect boundaries. B. Explain how the organisation has implemented the reporting principles for defining report content.	62-63	Group	Material aspect
G4-19	List all the material aspects identified in the process for defining report content.	62-63	Group	Material aspect
G4-20	For each aspect boundary, report the material aspect	62-63	Group	Material aspect
G4-21	For each material aspect, report the aspect boundary outside the organisation.	62-63	Group	Material aspect
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	Since this is the first Integrated Report published by Cellnex since it split from the Abertis Group, this indicator is not applicable	Group	Material aspect
G4-23	Report significant changes from previous reporting periods in the scope and aspect boundaries.	Since this is the first Integrated Report published by Cellnex since it split from the Abertis Group, this indicator is not applicable	Group	Material aspect
Stakeholder Engagement				
G4-24	Provide a list of stakeholder groups engaged by the organisation.	14	Group	Material aspect
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	Cellnex selected its stakeholders on the basis of a materiality study that incorporates listening channels with stakeholders	Group	Material aspect
G4-26	Report the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	14, 42-60	Group	Material aspect
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	14, 42-60	Group	Material aspect
Memory profile				
G4-28	Reporting period (such as fiscal or calendar year) for information provided.	Calendar year	Group	Material aspect
G4-29	Date of most recent previous report (if any).	Since this is the first Integrated Report published by Cellnex since it split from the Abertis Group, this indicator is not applicable	Group	Material aspect
G4-30	Reporting cycle (such as annual, biennial).	Annual	Group	Material aspect
G4-31	Provide the contact point for questions regarding the report or its contents.	81	Group	Material aspect
GRI content index				
G4-32	A. Report the 'in accordance' option the organisation has chosen. B. Report the GRI Content Index for the chosen option (see tables below). C. Report the reference to the External Assurance Report, if the report has been externally assured.	62	Group	Material aspect

	Description of content:	Page(s):	Scope:	Materiality:
Assurance				
G4-33	A. Report the organisation's policy and current practice with regard to seeking external assurance for the report. B. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. C. Report the relationship between the organisation and the assurance providers. D. Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report.	As this is the first Integrated Report published by Cellnex, this has not been verified	Group	Material aspect
Governance				
G4-34	Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	15-17 Section C of ACGR 2015	Group	Material aspect
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	Section C of ACGR 2015	Group	Material aspect
G4-36	Report whether the organisation has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	Section C of ACGR 2015	Group	Material aspect
G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	3-5 Section C of ACGR 3	Group	Material aspect
G4-38	Report the composition of the highest governance body and its committees	15-17 Sections C.1.2 and C.1.3 of ACGR 2015	Group	Material aspect
G4-39	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organisation's management and the reasons for this arrangement).	Section C of ACGR 2015	Group	Material aspect
G4-40	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members.	ACGR Section C of ACGR 2015	Group	Material aspect
G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders.	ACGR Section D.6 of ACGR 2015	Group	Material aspect
Highest governance body's role in setting purpose, values, and strategy				
G4-42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organisation's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	ACGR Section C of ACGR 2015	Group	Material aspect
Highest governance body's competencies and performance evaluation				
G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	Section G of ACGR 2015	Group	Material aspect
G4-44	A. Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment. B. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organisational practice.	Section C.1.20 of ACGR	Group	Material aspect
Highest governance body's role in risk management				
G4-45	A. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes. B. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.	18-20 Sections C and E of ACGR 2015	Group	Material aspect
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics.	18-20 Sections C and E of ACGR 2015	Group	Material aspect
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	18-20 Sections C and E of ACGR 2015	Group	Material aspect

	Description of content:	Page(s):	Scope:	Materiality:
Highest governance body's role in sustainability reporting				
G4-48	Report the highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material Aspects are covered.	Board of Directors	Group	Material aspect
Highest governance body's role in evaluating economic, environmental and social performance				
G4-49	Report the process for communicating critical concerns to the highest governance body.	Section C of ACGR 2015	Group	Material aspect
G4-50	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	Section C of ACGR 2015	Group	Material aspect
Remuneration and incentives				
G4-51	A. Report the remuneration policies for the highest governance body and senior executives. b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.	Section C of ACGR 2015	Group	Material aspect
G4-52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organisation.	Section C of ACGR 2015	Group	Material aspect
G4-53	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	Section C of ACGR 2015	Group	Material aspect
G4-54	Report the ratio of the annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	As this is the first Integrated Report published by Cellnex, this has not been calculated	Group	Material aspect
G4-55	Report the ratio of percentage increase in annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	As this is the first Integrated Report published by Cellnex, this has not been calculated	Group	Material aspect

Ethics and integrity				
G4-56	Describe the organisation's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	20, 33	Group	Material aspect
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines.	20, 33	Group	Material aspect
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	20	Group	Material aspect

SPECIFIC STANDARD DISCLOSURES:

	Description of content:	Page(s):	Scope:	Materiality:
Category: economic				
Economic performance				
DMA	Management approach	7-11	Group	Material aspect
G4-EC1	Direct economic value generated and distributed	35	Group	Material aspect
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change and other sustainability issues.	3-5	Group	Material aspect
G4-EC3	Coverage of the organisation's defined benefit plan obligations	42-46	Group	Material aspect
G4-EC4	Financial assistance received from government	No significant assistance of this nature was received	Group	Material aspect
Market Presence				
DMA	Management approach	42-46	Group	Material aspect
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	The ratio is higher than 1 in Spain and in Italy	Group	Material aspect
G4-EC6	Procedures for local hiring and proportion of senior management and all direct employees, contractors and subcontractors hired from the local community at significant locations of operation.	43	Group	Material aspect
Indirect economic impacts				
DMA	Management approach	39-41, 54-55	Group	Material aspect
G4-EC7	Development and impact of infrastructure investments and services supported	39-41, 54-55	Group	Material aspect
G4-EC8	Significant indirect economic impacts, including the extent of impacts	39-41, 54-55	Group	Material aspect
Procurement practices				
DMA	Management approach	50-51	Group	Material aspect
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	50-51	Group	Material aspect

	Description of content:	Page(s):	Scope:	Materiality:
Category: environmental				
Materials				
DMA	Management approach			-
G4-EN1	Materials used by weight or volume			Aspecto no material
G4-EN2	Percentage of materials used that are recycled input materials			Aspecto no material
Energy				
DMA	Management approach	56-57, 59	Group	Material aspect
G4-EN3	Energy consumption within the organisation	56-57, 59	Group	Material aspect
G4-EN4	Energy consumption outside of the organisation	56-57, 59	Group	Material aspect
G4-EN5	Energy intensity	56-57, 59	Group	Material aspect
G4-EN6	Reduction of energy consumption	56-57, 59	Group	Material aspect
G4-EN7	Reductions in energy requirements of products and services	56-57, 59	Group	Material aspect
Water				
DMA	Management approach			-
G4-EN8	Total water withdrawal by source			Non-material aspect
G4-EN9	Water sources significantly affected by withdrawal of water			Non-material aspect
G4-EN10	Percentage and total volume of water recycled and reused			Non-material aspect

	Description of content:	Page(s):	Scope:	Materiality:
Biodiversity				
DMA	Management approach	56, 59	Group	Material aspect
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	56, 59	Cellnex Spain	Material aspect
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	56, 59	Cellnex Spain	Material aspect
G4-EN13	Habitats protected or restored			Non-material aspect
G4-EN14	Total number of IUCN red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk			Non-material aspect
Emissions				
DMA	Management approach	56, 58	Group	Material aspect
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	56, 58	Group	Material aspect
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	56, 58	Group	Material aspect
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	56, 58	Group	Material aspect
G4-EN18	Greenhouse gas (GHG) emissions intensity	56, 58	Group	Material aspect
G4-EN19	Reduction of greenhouse gas (GHG) emissions	56, 58	Group	Material aspect
G4-EN20	Emissions of ozone-depleting substances (ODS)			Non-material aspect
G4-EN21	NOX, SOX, and other significant air emissions			Non-material aspect
Effluents and waste				
DMA	Management approach			-
G4-EN22	Total water discharge by quality and destination			Non-material aspect
G4-EN23	Total weight of waste by type and disposal method			Non-material aspect
G4-EN24	Total number and volume of significant spills			Non-material aspect
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally			Non-material aspect
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organisation's discharges of water and runoff			Non-material aspect
Products and services				
DMA	Management approach	56, 59-60	Group	Material aspect
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	56, 59-60	Group	Material aspect
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category			Non-material aspect
Compliance				
DMA	Management approach	3-5, 13, 52,	Group	Material aspect
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	No significant fines applied in this regard	Group	Material aspect
Transport				
DMA	Management approach			-
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organisation's operations, and transporting members of the workforce			Non-material aspect

	Description of content:	Page(s):	Scope:	Materiality:
General				
DMA	Management approach			-
G4-EN31	Total environmental protection expenditures and investments by type			Non-material aspect
Supplier environmental assessment				
DMA	Management approach	50-51	Group	Material aspect
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	50-51	Group	Material aspect
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	50-51	Group	Material aspect
Environmental grievance mechanisms				
DMA	Management approach	56	Group	Material aspect
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	No significant grievances filed in this regard	Group	Material aspect

	Description of content:	Page(s):	Scope:	Materiality:
Category: social				
Labour practices and decent work				
Employment				
DMA	Management approach	42-43	Group	Material aspect
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	See attached table	Group	Material aspect
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Cellnex Spain offers social benefits according to the Collective Agreement. Cellnex Italy makes no difference between the social benefits offered to full and part-time employees - all employees receive insurance coverage for medical and life, disability and invalidity, parental leave and a pension plan	Group	Material aspect
G4-LA3	Return to work and retention rates after parental leave, by gender	See attached table	Cellnex Spain	Material aspect
Labour/management relations				
DMA	Management approach	42-43	Group	Material aspect
G4-LA4	Percentage of total workforce represented in formal joint management–worker health and safety committees that help monitor and advise on occupational health and safety programmes	The minimum notice period at Cellnex Spain is set in collective agreements. Cellnex Italy has a set minimum period of notice, and any changes that may be conflictive are negotiated with the unions concerned prior to implementation	Group	Material aspect
Occupational health and safety				
DMA	Enfoque de gestión	46	Group	Material aspect
G4-LA5	Percentage of total workforce represented in formal joint management–worker health and safety committees that help monitor and advise on occupational health and safety programmes	42, 46 99% of workers at Cellnex Spain are represented on the Health and Safety Committees	Cellnex Spain	Material aspect
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender			Non-material aspect
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	No activities have been identified that may cause occupational diseases and none have been detected so far	Group	Material aspect

	Description of content:	Page(s):	Scope:	Materiality:
G4-LA8	Health and safety topics covered in formal agreements with trade unions	In 2015, there were four meetings of the health and safety committee and one extraordinary meeting constituting the Cellnex group joint prevention service, signed by the presidents of the unions, members of the Health and Safety Committee for the unions and by the companies RTV and TRD. At the same time, the following actions have been performed on occupational risk prevention: risk assessments, accident investigations that are communicated to ORP delegates so that they can participate	Information concerning Tradia and Retevisión (Cellnex Spain)	Material aspect
Training and education				
DMA	Management approach	42-45	Group	Material aspect
G4-LA9	Average hours of training per year per employee by gender, and by employee category	See attached table	Cellnex Spain	Material aspect
G4-LA10	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	44	Group	Material aspect
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	45	Group	Material aspect
Diversity and equal opportunity				
DMA	Management approach	15-17, 43	Group	Material aspect
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	15-17, 43 See attached table	Group	Material aspect
Equal remuneration for women and men				
DMA	Management approach			-
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Information not available		Non-material aspect
Supplier assessment for labour practices				
DMA	Management approach	50-51	Group	Material aspect
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria	50-51	Group	Material aspect
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	50-51	Group	Material aspect
Labour practices grievance mechanisms				
DMA	Management approach	46	Group	Material aspect
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	HR channels any incidents/doubts/queries through the mailboxes of Personnel Management, Payroll, Timetable Registration, Food Aid Management and Social Benefits	Group	Material aspect
Human rights				
Investment				
DMA	Management approach			-
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening			Non-material aspect
G4-HR2	Hours of employee training on policies and procedures concerning aspects of human rights relevant to operations, including the percentage of employees trained			Non-material aspect
Non-discrimination				
DMA	Management approach			-
G4-HR3	Total number of incidents of discrimination and corrective actions taken			Non-material aspect

	Description of content:	Page(s):	Scope:	Materiality:
Freedom of association and collective bargaining				
DMA	Management approach			-
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights			Material aspect
Child labour				
DMA	Management approach			-
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour			Non-material aspect
Forced or compulsory labour				
DMA	Management approach			-
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour			Non-material aspect
Security practices				
DMA	Management approach			-
G4-HR7	Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations			Non-material aspect
Indigenous rights				
DMA	Management approach			-
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken			Non-material aspect
Assessment				
DMA	Management approach			-
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments			Non-material aspect
Supplier human rights assessment				
DMA	Management approach			-
G4-HR10	Percentage of new suppliers that were screened using human rights criteria			Non-material aspect
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken			Non-material aspect
Human rights grievance mechanisms				
DMA	Management approach			-
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms			Non-material aspect

	Description of content:	Page(s):	Scope:	Materiality:
Society				
Local communities				
DMA	Management approach	39-41, 47, 52-55	Group	Material aspect
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes	39-41, 47, 52-55	Group	Material aspect
G4-SO2	Operations with significant actual and potential negative impacts on local communities	39-41, 47, 52-55	Group	Material aspect
Anti-corruption				
DMA	Management approach	18-20	Group	Material aspect
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	18-20	Group	Material aspect
G4-SO4	Communication and training on anti-corruption policies and procedures	20	Group	Material aspect
G4-SO5	Confirmed incidents of corruption and actions taken	No incidents of corruption were identified in 2015	Group	Material aspect
Public policy				
DMA	Management approach	52-55	Group	Material aspect
G4-SO6	Total value of political contributions by country and recipient/beneficiary	52-55	Group	Material aspect
Anti-competitive behaviour				
DMA	Management approach	20.48	Group	Material aspect
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	During FY 2015, the companies of the Cellnex Telecom group were subject to no legal actions for anti-competitive behaviour or anti-trust practices, nor were any actions initiated ex officio in this regard by market supervisory and competition authorities. Furthermore, no penalties, monetary or otherwise, were applied for such practices	Group	Material aspect
Compliance				
DMA	Management approach	18-20	Group	Material aspect
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	During FY 2015, the companies of the Cellnex Telecom group were subject to no significant sanctions for non-compliance with laws or regulations entailing the imposition of monetary or non-monetary fines	Group	Material aspect
Supplier assessment for impacts on society				
DMA	Management approach	50-51	Group	Material aspect
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	50-51	Group	Material aspect
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	50-51	Group	Material aspect
Grievance mechanisms for impacts on society				
DMA	Management approach	47	Group	Material aspect
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	No grievances about impacts on society were filed	Group	Material aspect

	Description of content:	Page(s):	Scope:	Materiality:
Product responsibility				
Customer health and safety				
DMA	Management approach	47-49	Group	Material aspect
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	All contracts signed with suppliers and customers take into account health and safety regulations	Group	Material aspect
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	There were no cases related to this aspect	Group	Material aspect
Products and service labelling				
DMA	Management approach	24-27	Group	Material aspect
G4-PR3	Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements	24-27	Group	Material aspect
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes			Non-material aspect
G4-PR5	Results of surveys measuring customer satisfaction	48	Group	Material aspect
Marketing communications				
DMA	Management approach	47-49	Group	Material aspect
G4-PR6	Sale of banned or disputed products	No banned or disputed products were sold	Group	Material aspect
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	There were no incidents of non-compliance with regulations or codes	Group	Material aspect
Customer privacy				
DMA	Management approach	48, 51	Group	Material aspect
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	No complaints were received during FY 2015	Group	Material aspect
Compliance				
DMA	Management approach	20	Group	Material aspect
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	No fines were imposed during FY 2015	Group	Material aspect

TELECOM SUPPLEMENT:

	Description of content:	Page(s):	Scope:	Materiality:
Providing access				
Access to telecommunications products and services				
DMA	Management approach	47, 52-53, 55	Group	Material aspect
PA.1	Policies and practices to enable the deployment of telecommunications infrastructure and access to telecommunications products and services in remote and low population density areas. Include an explanation of business models applied.			Non-material aspect
PA.2	Policies and practices to overcome barriers for access and use of telecommunication products and services including: language, culture, illiteracy, and lack of education, income, disabilities, and age. Include an explanation of business models applied.			Non-material aspect
PA.3	Policies and practices to ensure availability and reliability of telecommunications products and services and quantify, where possible, for specified time periods and locations of down time.	In Spain, the Control centres from which the network is operated and monitored are available 24/7. The equipment supporting the delivery of core services is controlled remotely from the control centres and, if necessary, can force the manoeuvres necessary for the proper provision of the service. Operational units are also available in all provinces of Spain so that a qualified technician can be sent to the site of the fault, when necessary, to provide a solution within the time stated in our service level agreements	Group	Material aspect
PA.4	Quantify the level of availability of telecommunications products and services in areas where the organisation operates. Examples include customer numbers/market share, addressable market, percentage of population covered, percentage of land covered.			Non-material aspect
PA.5	Number and types of telecommunication products and services provided to and used by low and no income sectors of the population. Provide definitions selected. Include explanation of approach to pricing, illustrated with examples such as price per minute of dialogue/bit of data transfer in various remote, poor or low population density areas.			Non-material aspect
PA.6	Programmes to provide and maintain telecommunication products and services in emergency situations and for disaster relief.	Any emergencies and disasters in the services provided by Cellnex in Spain are monitored and supervised from the control centres. Cellnex has two control centres from which it can do this; under normal conditions, these are spread out over the geographical area to be supervised, however in the event of a disaster either of them can take over monitoring and supervision of the entire network. Appropriate decisions are taken from there, with the control and overview of everything that is happening, in order to restore services in the shortest possible time and with the order of priority considered necessary in light of the specific situation	Group	Material aspect
PA.7	Policies and practices to manage human rights issues relating to access and use of telecommunications products and services. For example: • Participation in industry initiatives or individual initiatives related to freedom of expression • Legislation in different markets on registration, censorship, limiting access • Interaction with governments on security issues for surveillance purposes • Interaction with national and local authorities and own initiatives to restrict criminal or potentially unethical content • Protecting vulnerable groups such as children. Explain how such policies and practices are adapted and applied in different countries.			Non-material aspect

	Description of content:	Page(s):	Scope:	Materiality:
PA.8	Development and impact of infrastructure investments and services supported	47, 52-53, 55	Group	Material aspect
PA.9	Significant indirect economic impacts, including the extent of impacts	39-41, 52-55, 60	Group	Material aspect
PA.10	Initiatives to ensure clarity regarding charges and fees	In Spain, the regulated part of our service concerning information and rates, referring specifically to national coverage, is published on our website and on that of the National Commission for Markets and Competition (CNMC)	Group	Material aspect
PA.11	Initiatives to inform customers about the product: characteristics and applications to promote responsible, efficient, profitable and environmentally sustainable use	47-49, 52-55	Group	Material aspect

Technological applications				
DMA	Management approach	39-41	Group	Material aspect
TA.1	Provide examples of the resource efficiency of telecommunication products and services delivered.	24-27, 39-41	Group	Material aspect
TA.2	Provide examples of telecommunication products, services and applications that have the potential to replace physical objects (e.g. a telephone book by a database on the web or travel by videoconferencing).	24-27, 39-41	Group	Material aspect
TA.3	Disclose any measures of transport and/or resource changes of customer use of the telecommunication products and services listed above. Provide some indication of scale, market size, or potential savings.	24-27, 39-41	Group	Material aspect
TA.4	Disclose any estimates of the rebound effect (indirect consequences) of customer use of the products and services listed above, and lessons learned for future development. This may include social consequences as well as environmental.	24-27, 39-41	Group	Material aspect
TA.5	Description of practices relating to intellectual property rights (IPR) and open source technologies.	Cellnex Spain uses both proprietary (third-party) SW, licensed for use, and open source developed SW. Generally speaking, Cellnex holds the intellectual property rights on both licensed and open source SW for all its developments, although they are based on third-party technologies	Cellnex Spain	Material aspect

	Description of content:	Page(s):	Scope:	Materiality:
Internal operations				
Investments				
DMA	Management approach			-
IO.1	Capital investment in telecommunication network infrastructure broken down by country/region.	9, 11, 24-27	Group	Non-material aspect
IO.2	Net costs for service providers under the Universal Service Obligation (USO) when extending service to geographic locations and low-income groups, which are not profitable. Describe relevant legislative and regulatory mechanisms.			Non-material aspect
Health and Safety				
IO.3	Practices to ensure health and safety of field personnel involved in the installation, operation and maintenance of masts, base stations, laying cables and other outside plant. Related health and safety issues include working at heights, electric shock, exposure to electromagnetic fields (EMF) and radio frequency fields, and exposure to hazardous chemicals.	46	Group	Non-material aspect
IO.4	Compliance with ICNIRP (International Commission on Non-Ionizing Radiation Protection) standards on exposure to radio frequency (RF) emissions from mobile handsets.			Non-material aspect
IO.5	Compliance with ICNIRP (International Commission on Non-Ionizing Radiation Protection) guidelines on exposure to radio frequency (RF) emissions from base stations.			Non-material aspect
IO.6	Policies/practices on Specific Absorption Rate (SAR) of handsets.			Non-material aspect
Infrastructures				
DMA	Management approach	12, 23-26, 28-31	Group	Material aspect
IO.7	Describe policies and practices on location of masts and transmission sites including stakeholder consultation, site sharing, and initiatives to reduce visual impacts. Describe approach to evaluate consultations and quantify where possible.	12, 23-26, 28-31	Group	Material aspect
IO.8	Number /percentage; stand-alone sites, shared sites, and sites on existing structures sites.			Non-material aspect

G4-10 Report the total number of employees by employment contract and gender.

Total	Cellnex Spain						Cellnex Italia		Group Cellnex 2015	
	2013		2014		2015		2015		2015	
	Total	Women	Total	Women	Total	Women	Total	Women	Total	Women
Total number of employees on staff	1.145	19%	1.156	18%	1.162	19,03%	83	20,48%	1.245	19,12%
% Employees with a fixed-term or indefinite contract (out of the total workforce)	99,82%	18,89%	99,83%	18,15%	98%	18,26%	100,00%	20,48%	98,01%	18,41%
Fixed-term or indefinite full-time contract	99,82%	18,89%	99,83%	18,15%	96,08%	18,31%	100,00%	20,48%	96,08%	18,31%
Fixed-term or indefinite part-time contract	0,00%	0,00%	0,00%	0,00%	0,34%	0,00%	0,00%	0,00%	0,34%	0,00%
% employees with temporary contracts	0,18%	0,00%	0,17%	0,00%	2,13%	0,77%	0,00%	0,00%	1,99%	0,72%

Distribution of employees by category

	Cellnex Spain			Cellnex Italia
	2013	2014	2015	2015
Directors	13	15	20	5
Managers	57	62	70	16
Other employees	1.075	1.079	1.072	62
TOTAL	1.145	1.156	1.162	83

G4-EN15, EN16, EN17 GHG emissions (T. CO2 e)

	Cellnex Spain			Cellnex Italia
	2013	2014	2015	2015
Scope	2,646	2,639	2,551	512.68
Scope	37,666	42,780	65,188	57,920
Scope	12,413	21,436	23,962	Not available

* Information relating to Cellnex Spain

G4-LA1 Total number and average employee turnover by age group, gender and region (Cellnex data)

	2013	2014	2015
Spain	1.145	1.156	1.162
Rest of Europe	0	0	83
TOTAL	1.145	1.156	1.245

Turnover by age group

	Cellnex Spain						Cellnex Italia						Total Group Cellnex			
	Under 30 years		From 30 to 49 years		Over 50 years		Under 30 years		From 30 to 49 years		Over 50 years		Under 30 years	From 30 to 49 years	Over 50 years	Total
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women				
Total number of contracts	**18**	**5**	**28**	**11**	**8**	**1**	**0**	**1**	**2**	**5**	**0**	**0**	**24**	**46**	**9**	**80**
(% of total recruitment)	25.35%	7.04%	39.44%	15.49%	11.27%	1.41%	0.00%	12.50%	25.00%	62.50%	0.00%	0.00%	30.38%	58.23%	11.39%	
Total number of employees that have left Cellnex	5	0	8	7	23	2	0	0	0	0	0	0	5	15	25	45
(% of total departures)	11.11%	0.00%	17.78%	15.56%	51.11%	4.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	33.33%	55.56%	
Average turnover rate*	3.84%						0.00%						3.59%			
Average (men)	6.01%						0.00%						5.62%			
Average (women)	4.04%						0.00%						3.75%			

Expediente de regulación de empleo durante los años 2013 y 2014

G4-LA3 - Return to work and retention rates after parental leave, by gender, disaggregated by sex*

	No of employees with parental leave	Of which those that have returned to work	Of which those that are still in the company after 12 months
Women	25	25	21
Men	51	51	51

Data for Cellnex Italy are not available

G4-LA9 Average hours of training per year per employee by gender, and by employee category

	Men	Women
Hours of training per person, by gender	32,847	6,716

Hours of training per person and professional category in Cellnex	2015
Senior managers	640
Middle managers	3,411
Rest of employees	35,512

2015	Cellnex Spain	Cellnex Italia
Total investment in employee training (euros)*	446,115	Not reported
Total subsidies received for employee training (euros) (1)	No Reportado	Not reported
Total number of employees trained	No Reportado	Not reported
Total number of training hours	39,563	Not reported
Total hours of employees trained in corruption issues	349	
Total hours of employees trained in sustainability and Human Resources	452	Not reported

The total investment was in hours of external training