

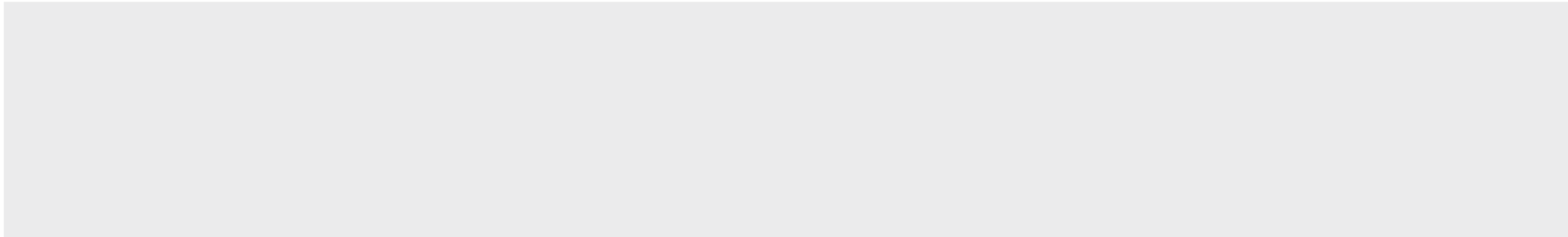
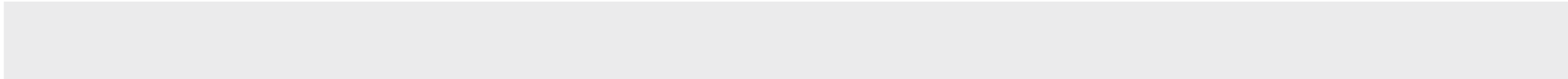
## 2023 GRI CONTENT INDEX

Global Reporting Initiative (GRI): An international independent standards organization that helps businesses, governments and other organizations understand and communicate their impacts on issues such as climate change, human rights and corruption.

**A** Crown Castle has reported the information cited in this GRI content index for the period January 1, 2023,

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GRI 1: Foundation 2021, cont'd	A	A
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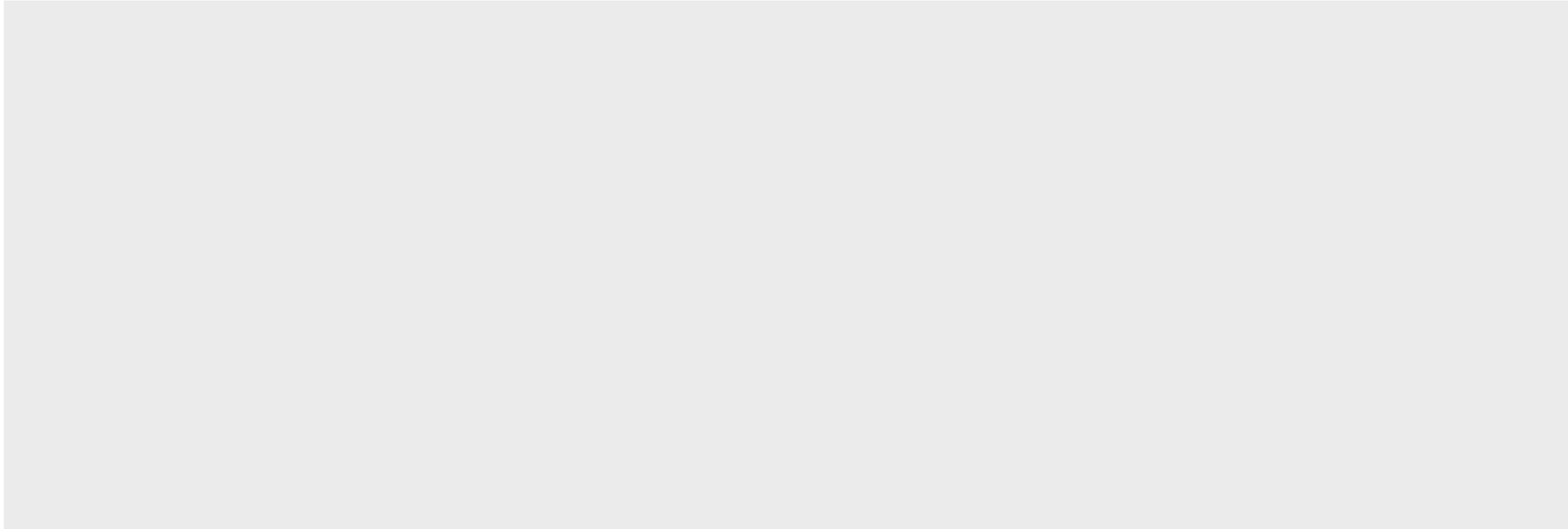
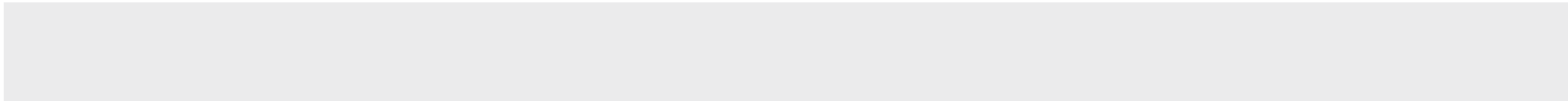
	<p>We have various processes for identifying and avoiding actual and potential conflicts of interest, including related-person transactions. Our Business Practices &amp; Ethics Policy ("Ethics Policy") provides that directors, officers and other employees are expected to avoid any actual or perceived conflicts of interest. The Ethics Policy also provides procedures for reporting any actual or perceived conflicts of interest.</p> <p>Under our Related Party Transactions Policy, each executive officer, director or director nominee is expected to notify the General Counsel or Corporate Secretary prior to entry into a related-person transaction. If a related-person transaction is identified, such transaction is brought to the attention of the NESG Committee for its approval, ratification or disapproval in consideration of all of the material facts and circumstances (o)-15.4 (C986g 8) f t</p>	
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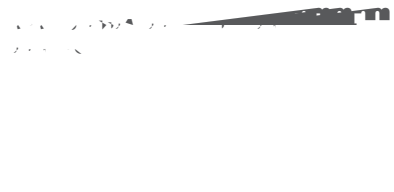
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The board maintains a compensation arrangement for the board's non-employee directors, subject to the NESG Committee's periodic review. As part of this process,





Depending on the policy, each one is approved by the board of directors, our General Counsel and/or certain members of our EMT. We expect our employees and the suppliers who represent us to comply with applicable laws and regulations and to demonstrate their commitment to maintaining high ethical standards throughout their work for and with our company. We provide our employees with training to enhance their understanding of responsible behavior and our strict ethical standards.



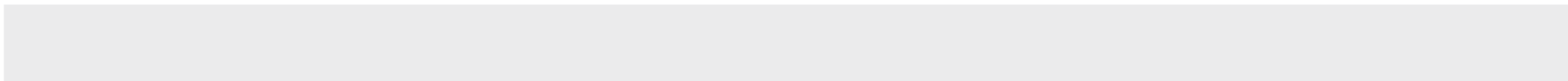
All employees are responsible for reading, understanding and complying with our policies and exercising good judgment. We require annual training and an acknowledgment by our employees of several of our key policies. Our corporate values—People matter, Us together is better, Right thing always, Pursue excellence, Learn and grow, and Embrace stewardship—are fundamental to how we work and connect with one another and our customers and make decisions that drive our business.

[Policies](#)




Any concerns or suspected violations of the Ethics Policy and Financial Code of Ethics can be reported anonymously and confidentially to our Ethics Alert System. This anonymous reporting service is managed by an independent third-party provider and is available at all times.

[Policies](#)



## GRI 3: Material Topics 2021



To identify material topics for the voluntary purposes of this GRI framework, we leveraged the results of our materiality assessment and met with cross-functional leaders to consider Crown Castle's activities, business relationships, stakeholders and the sustainability context of our operations. Crown Castle has voluntarily reported within this GRI Content Index topics that we believe will be most relevant to the users of our sustainability reporting, and inclusion herein does not suggest financial materiality. The terms "material" and "materiality" as used in the context of this report, including the indices, and in our materiality assessment are different from such terms as used in the context of filings with the SEC or within SEC rules and regulations; issues deemed material for purposes of this report may not be considered material for SEC reporting purposes. We are committed to increased transparency and continued progress in our ESG reporting, and we will continue to refine our disclosure processes in future years.

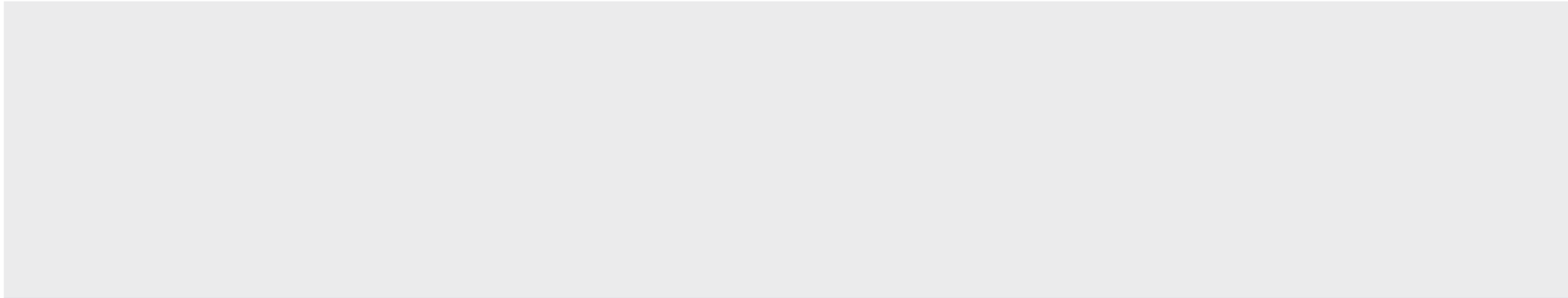
See below for disclosures on the topics that we believe are most relevant for the users of our sustainability reporting.

## GRI 201: Economic Performance 2016

GRI 203: Indirect Economic Impacts 2016



We have been in the business of building and operating shared communications infrastructure for more than 25 years. Every day, our work naturally intersects with societal challenges like maintaining public safety and bridging the digital divide. To date, we have invested approximately \$10B in communications infrastructure in



GRI 205: Anti-corruption 2016



## GRI 205: Anti-Corruption 2016, cont'd



Our policies, including those with respect to anti-corruption, are made available to our employees. Training on certain ethics topics is provided to all new employees as part of the orientation process, and all employees complete mandatory ethics refresher courses annually.

Additionally, we encourage our employees to ask questions and report ethical concerns or suspected violations to their manager or manager's supervisor, the business support department, or the legal department. They can also report anonymously to our Ethics AlertLine System, which is managed by a third-party provider (Navex) and is available around the clock. We maintain a strict non-retaliation policy for concerns raised in good faith.

## GRI 206: Anticompetitive Behavior 2016

## GRI 302: Energy 2016



GRI 302: Energy 2016, cont'd

Scope 1	Scope 2	Scope 3
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GRI 304: Biodiversity 2016

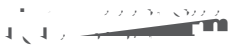


## GRI 304: Biodiversity 2016, cont'd

GRI 304: Biodiversity 2016, cont'd	A	A
	<p>We actively monitor our infrastructure where appropriate and take a proactive steps to minimize the risks to surrounding biodiversity and habitats. With respect to our existing sites, the following is an example of programs in place to minimize the impacts on biodiversity:</p> <p>One example is our Seasonal Bird Program. From time to time, protected birds select our infrastructure, particularly our towers, for nesting activities. We maintain a dedicated team of environmental specialists and a robust program to spot, track and document nest sites and protected bird activity. We limit access to our sites with nests containing eggs or flightless young birds. Removal of inactive nests is subject to stringent internal protocols. To promote compliance with all applicable laws and regulations and our internal policies, we provide training materials to all workers on our sites. We also communicate with our customers, suppliers who service our towers and other stakeholders to promote compliance with our protected bird policy. Where appropriate, we coordinate with third-party experts and regulatory authorities, such as the US Department of Agriculture, to relocate birds using non-invasive, low-disturbance methods.</p>	<p><a href="#">Biodiversity and bird protection</a></p>

## GRI 305: Emissions 2016

GRI 305: Emissions 2016	A	A

GRI 305: Emissions 2016, cont'd

	A	A
	<p>Our Scope 3 emissions were 1,615,463 MTCO<sub>2</sub>e. Refer to the ESG Data Tables for details regarding relevant Scope 3 categories included and detail of our calculations.</p>	<p><a href="#">ESG Data Tables</a></p>
	<p>Our GHG emissions intensity ratio is 0.0000027 MTCO<sub>2</sub>e/net revenue.</p> <p>Scope 1 and market-based Scope 2 GHG emissions were included in our emissions intensity ratio. Gases included in the calculation are carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O). We chose to calculate our GHG emissions intensity ratio using our annual net revenue as the denominator.</p>	
	<p>Crown Castle strives to reduce GHG emissions as we fulfill our goal of achieving carbon neutrality in Scope 1 and 2 emissions by 2025. We are investing in projects that benefit both our business and the environment. In 2021, we set a goal to achieve 100% Scope 1 GHG emissions reduction by 2025, aiming to reduce emissions to zero via direct reductions or offsets. We also set a goal to achieve 100% Scope 2 GHG emissions reduction by 2025, aiming to reduce emissions to zero via direct reductions or purchases of renewable energy. One initiative to reduce our energy usage is switching to energy-efficient LED lighting on our lit towers, with 61% now converted to LED. We also source around 114,000 MWh of renewable energy across 13 states through retail agreements and 30,000 MWh of renewable energy from the Priddy Wind Farm Project and the Pitts Dudik Solar Project—representing -92% of our annual</p>	



Crown Castle has a robust, market-leading benefits package that ranks fifth among 54 tech companies in Willis Towers Watson's benchmarking survey. Because we recognize the importance of holistic well-being, we provide quality healthcare, financial planning, time off and education benefits.

[Benefits](#)

For physical health, we offer comprehensive medical, dental and vision plans—plus on-site gyms and telehealth. We partner with a leading healthcare navigation company, Included Health, which is committed to raising the standard of healthcare. This benefit program connects our teammates and families to top providers, expert opinions, treatment decision support and more—at no cost to them. For mental health, we offer each teammate and their family members up to 16 sessions of therapy or mental health coaching through Lyra Health annually, also at no cost.

For financial security, we have a competitive 401(k) Plan—ranking first among 54 tech companies in Willis Towers Watson's benchmarking survey. We also have tuition reimbursement and funded healthcare savings accounts. We provide flexible paid time off for vacations, holidays and personal reasons. We offer parental leave, adoption benefits and more. Also, we match charitable contributions and encourage our employees to help communities by volunteering through our Connected by Good program.



Crown Castle's New Child Leave Policy provides mothers and fathers up to eight weeks of 100% paid leave upon birth or legal adoption of a new child. Additionally, birth mothers are eligible to receive up to eight weeks of 100% paid medical leave under the short-term disability policy, for a total of 16 weeks.

[Benefits](#)



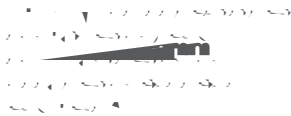

Industry best practices lay the groundwork for our safety programs, which are enforced through our extensive training courses. We harness our collective field experience to improve safety standards throughout the entire telecommunications industry.

We encourage our suppliers to share our safety philosophy and contractually require them to follow certain safety rules and standards. We periodically audit supplier work at various stages of a project and suspend suppliers when a major safety incident occurs or a safety violation is observed. Before we consider reinstatement, the supplier must provide us with a corrective action plan detailing its proposed corrective measures for addressing the incident or our safety concerns. By incentivizing our suppliers to adopt appropriate safety standards, we promote improvement in the workplace conditions of others in our sector.

To work on a Crown Castle site, we require that all contractors be qualified in advance by Crown Castle and be registered with Avetta, a third-party contractor vetting company. Avetta requires contractors registered with it to report any workplace OSHA Recordable event that occurs at a Crown Castle site (<https://www.osha.gov/>



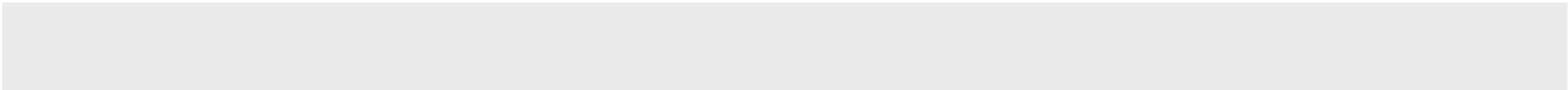
GRI 403: Occupational Health & Safety 2018, cont'd

Materiality	Sustainability	Stakeholder
	<p>Our Safety Committee, composed of cross-functional leaders at the company, oversees and provides additional guidance and support to our safety and risk management teams. They provide an extra level of accountability to better manage risk across the organization. The board and EMT receive periodic updates regarding safety risks, trends and developments pertinent to our business.</p>	<p><a href="#">Safety</a></p>
	<p>The success of our safety programs hinges on our workers being properly trained to recognize and manage the everyday hazards of their jobs. We devote considerable resources to educating our workforce on safety practices and procedures. We require</p>	





We contribute to safety dialogues held by the numerous industry groups with which we are associated. Recognizing the tremendous value of our engineering and field experience, the industry groups have invited us to participate in their safety dialogues.







Supplier Social Assessment

Crown Castle is committed to conducting business with honesty and uncompromising integrity. This commitment applies with equal vigor to Crown Castle's supply chain. Our Supplier Code of Conduct contains principles to promote ethical business practices among entities, including their subcontractors and agents, providing products, people or services to Crown Castle ("suppliers"). Crown Castle expects its suppliers to: (a) comply with applicable laws and regulations; (b) conform to or exceed industry best practices; and (c) meet or exceed the expectations set forth in the Supplier Code of Conduct and any agreements between Crown Castle and the respective supplier.

In addition to our internal vetting process for suppliers, Crown Castle also works with third-party supplier qualification and compliance management firms to assist with initial screening and periodic reviews of suppliers that service our assets. This