

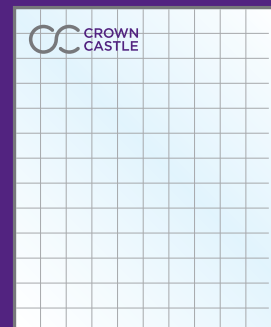
message FROM OUR CEO

Leadership Letter

Steven J. Moskowitz
President and CEO, Crown Castle



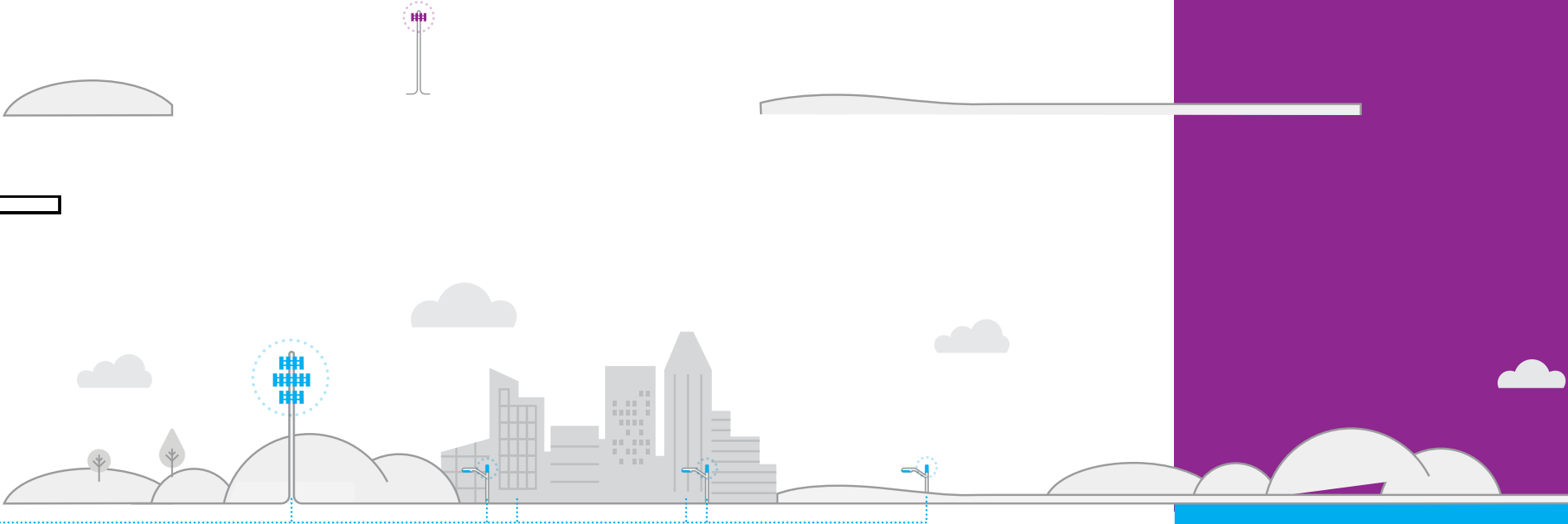
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The nation's leading provider of shared communications infrastructure

Founded in 1994, Crown Castle works in every major US market to build, operate and maintain the communications infrastructure essential to connecting people, communities and businesses.

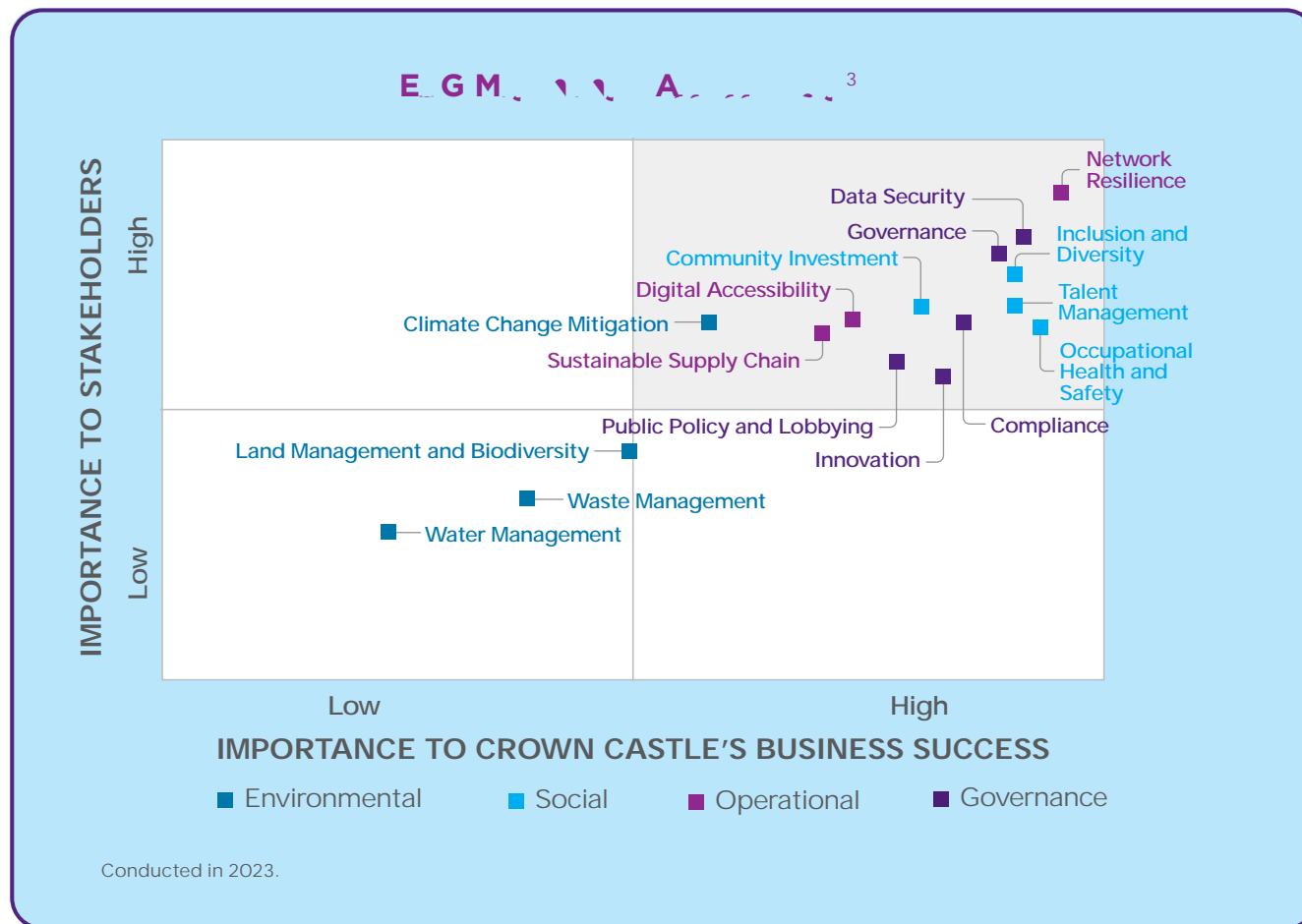
An inherently sustainable business model



our approach

We are focused on what matters

Our ESG strategy is deeply integrated with our business goals. We regularly engage with stakeholders to understand their ESG expectations and conduct materiality assessments to prioritize relevant issues. Through our annual enterprise risk assessment process and ongoing monitoring by our dedicated ESG Team, we proactively identify and assess ESG risks and opportunities. We track key metrics to measure our progress, and we align our disclosures with international standards for consistency and credibility.



Key findings from our materiality assessment

Of the four categories analyzed, topics falling under the social and governance categories were rated the highest, on average, according to feedback from our stakeholders. We also had a high level of interest from our customers in how we manage our operational risks, including network resiliency.

governance HIGHLIGHTS

Long-term growth with accountability
and integrity.

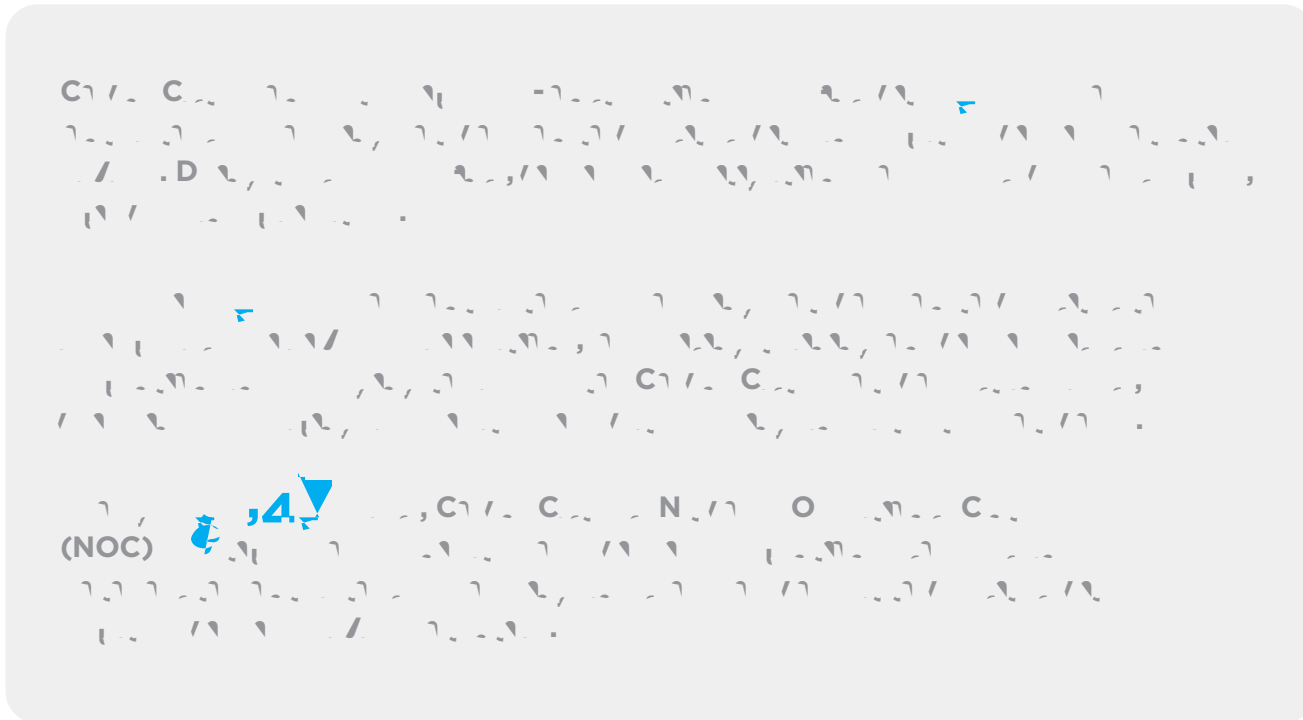
Board member expertise

Network resiliency



Wildfire risk mitigation

Crown Castle developed a no-weld structural modification solution which reduces the need for on-site “hot work,” which involves any tasks requiring welding or open flames. When hot work occurred, Crown Castle implemented a strict permit-to-work process to ensure that all safety protocols were followed. This process resulted in a 40% reduction in wildfire incidents.

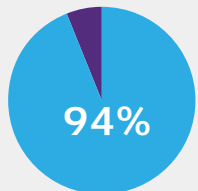


Reduction in fleet-related safety incidents

Crown Castle drove an 11% decrease in fleet-related incidents since 2022 by increasing driver safety training, enhancing incident follow-through and optimizing utilization of telematics data.

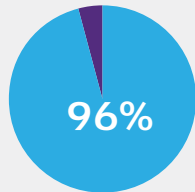
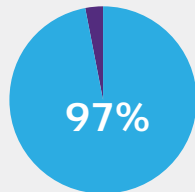
Safety survey highlights⁸

We're proud that our TRIR is well below the US and industry averages, but we're not resting on this strong foundation. In 2023, Crown Castle conducted a company-wide safety survey to help guide updates to our existing safety programs.



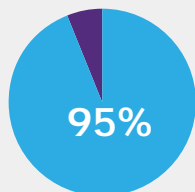
I believe safety is an important priority at Crown Castle.

I am able to stop work if I feel there is a safety issue.

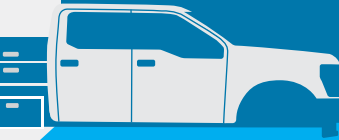
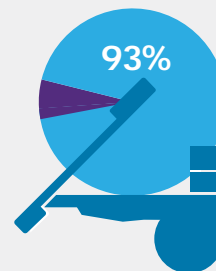


My immediate manager holds employees accountable for following safety procedures.

We take the safety of our partners, such as contractors, as seriously as safety of our teammates.



Where I work, if I bring up a concern or an issue about safety I feel confident that it will be addressed.

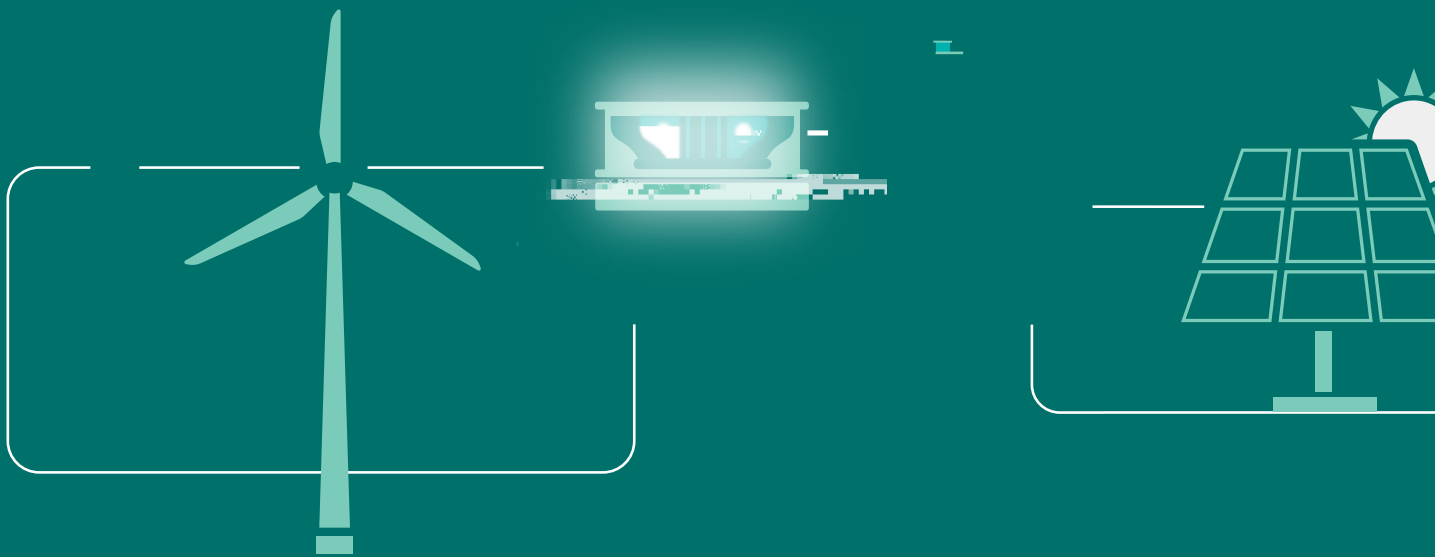


⁸ This data is derived from Crown Castle's 2023 Safety Survey. The results above indicate overall favorability across our field teams' respondents, except for the statement "I believe safety is an important priority at Crown Castle," which represents overall favorability across all survey respondents at the company.

2023 workforce snapshot¹²

We deliver our best work with team members who bring a variety of backgrounds, experiences and points of view. That's why we're committed to building an inclusive community. Our company values, along with our Inclusion & Diversity principles, guide our actions. To strengthen our diversity, equity and inclusion (DEI) efforts, we have implemented several initiatives, including:

We embrace diversity throughout our organization because it makes our company stronger and more innovative. Through our recruiting efforts, which include securing diverse hiring panels and conducting competency-based interviews, we continue to demonstrate our commitment toward a more diverse future. Additionally, we utilize third-party job distribution platforms to disseminate job opportunities widely, reaching a broad spectrum of potential candidates.



environmental HIGHLIGHTS

Our goal

Carbon neutral by 2025 in Scope 1 and 2 emissions.

CARBON
NEUTRAL
2025





Greenhouse gas (GHG) emissions

...

In 2023, we finalized our first comprehensive Scope 3 emissions inventory, reporting on the categories that are relevant to our business. This foundational work confirmed the most significant drivers of our value chain emissions and areas where we may be able to impact future reductions. Using this information, we are working with our customers, suppliers and employees to formulate strategies to reduce emissions across our entire value chain.

Our Scope 3 emissions are primarily driven by:



about this report

This report summarizes our Environmental, Social and Governance goals and progress for the calendar year 2023. It is intended to provide highlights and to be utilized in combination with our indices linked below, [ESG Data Tables](#) and [ESG website](#) at CrownCastle.com.

Indices

about this report

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about this report

This report also contains information that is based on a variety of third-party sources, reports and publications (“Third-Party Data”). The Third-Party Data used in this report was not prepared on behalf of Crown Castle. While we are not aware of any misstatements in such Third-Party Data, we make no representation as to the accuracy or completeness of the information contained in the Third-Party Data.