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## Supplier Diversity Program

### Program Statement

At Crown Castle, we are committed to conducting our business with the highest standards and integrity. It's part of our guiding principles and the basis on which we interact with our customers, suppliers, shareholders, and fellow employees. To make a positive difference in the communities where we serve, we work hard to ensure our own foundation is continually strengthened. That's why diversity is such a key component of our business. We believe that partnering with minority-, women-, and disabled veteran-owned businesses gives us a competitive advantage in the marketplace, and is essential to the strength of both our supply chain and our business.

### Diversity Sourcing

Crown Castle's Supply Chain team helps to facilitate introductions to our district offices, working closely with business partners throughout our company to identify opportunities for sourcing minority-, women-, and disabled veteran-owned business enterprises where possible for competitive bidding and day-to-day operational needs. Then works directly with prospective diverse suppliers to help guide them through Crown Castle's qualification process and to ensure they have the proper certifications in place.

### Certification Requirements

In order for a business to qualify as a diverse supplier, they must be at least 51% owned and operated by minorities, women, or disabled veterans. In addition, the business must be certified by a nationally recognized certifying organization. The following organizations are currently accepted by Crown Castle:

- National Minority Supplier Development Council (NMSDC) or its affiliates
- Women's Business Enterprise National Council (WBENC) or its affiliates
- US Department of Veteran's Affairs – Center for Verification and Evaluation

### Supplier Diversity Events

Crown Castle participates as an exhibitor at the following annual events.

- Eastern Minority Supplier Development Council (EMSDC) - Business Opportunity Fair
- National Minority Supplier Development Council (NMSDC) - Conference and Business Opportunity Fair
- Women's Business Enterprise National Council (WBENC) – National Conference and Business Fair