

2025 GRI 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.

STATEMENT OF USE: Crown Castle has reported the information cited in this GRI content index for the period January 1, 2025, to December 31, 2025, with reference to the revised Universal GRI Standards.

DISCLOSURE	CROWN CASTLE METRIC OR QUALITATIVE DISCLOSURE	DISCLOSURE LOCATION
2-1 Organizational details	Crown Castle Inc. is a publicly held corporation that operates as a real estate investment trust (REIT) for US federal income tax purposes. Our headquarters are located at 8020 Katy Freeway in Houston, Texas. We operate in the United States.	2025 Form 10-K , Item 1 Business (p.4) and Item 2 Properties (p.31)
2-2 Entities included in the organization's sustainability reporting	Our sustainability and financial reporting covers Crown Castle Inc. and its subsidiaries on a consolidated basis, with certain environmental metrics also presented on a continuing operations basis where noted. Continuing operations metrics contained herein exclude the fiber and small cell businesses and related assets as if the sale, which closed on May 1, 2026, had been effective on December 31, 2024, before the 2025 reporting period.	
2-3 Reporting period, frequency and contact point	The reporting period for our sustainability and financial reporting is January 1 through December 31. We publish our Sustainability Report annually. Our Sustainability Report was published in September 2026. Questions about our sustainability reporting can be directed to Sustainability@crowncastle.com.	Investors Sustainability Resources
2-4 Restatements of information	There were no restatements of information with respect to the reporting period covered in this GRI Content Index.	
2-5 External assurance	We obtained external limited assurance with respect to the sustainability targets included within our 2016 credit facility as of and for the year ended December 31, 2025.	Form 8-K
2-7 Activities, value chain and other business relationships	We are classified as Lessors of Other Real Estate Property (NAICS code 531190). Crown Castle owns, operates and leases a nationwide portfolio of approximately 40,000 communications towers. On May 1, 2026, we completed the sale of our fiber and small cells businesses and transitioned to a standalone U.S. tower company. Our core business is providing access to shared communications infrastructure through long-term contracts with leading U.S. wireless carriers. T-Mobile, AT&T and Verizon Wireless collectively accounted for approximately 90% of our 2025 consolidated site rental	2025 Form 10-K , Item 1 Business (p.4)
2-7 Employees	The people who work for Crown Castle are essential to our ability to execute on our strategy. As of December 31, 2025, prior to the sale of our small cells and fiber businesses and related organizational changes, we employed approximately 4,000 people, all of whom were based in the US. Following the May 1, 2026, sale, Crown Castle transitioned to a standalone U.S. tower company. From time to time, we also add contingent workers to support our business.	2025 Form 10-K , Item 1 Business (p.9)

2-9 Governance structure and composition	Crown Castle is governed by a board of directors. The board of directors currently has four standing committees: Audit Committee; Compensation and Human Capital Committee; Nominating and Governance Committee; and Finance Committee. As of June 1, 2026: • Crown Castle’s board consists of 8 non-executive board members. • 89% of our board is independent. • The average tenure of the directors on our board is 6.4 years. • Refer to our Board Matrix for information regarding the experiences and skills of our board.	2026 Proxy Statement , Snapshot of the Company’s Director Nominees (p.3) and Board Matrix (p.17)
2-10 Nomination and selection of the highest governance body	The Nominating and Governance Committee has the authority to recommend nominees for election as directors to the board. Subject to specified procedural requirements, stockholders may also nominate directors. In considering candidates for the board, the Nominating and Governance Committee reviews the entirety of each candidate’s credentials and currently does not maintain any specific minimum qualifications that must be met by a director nominee. The Nominating and Governance Committee generally considers, among other factors, whether prospective nominees are able to read and understand basic financial statements, have relevant business experience, have industry or other specialized expertise and have high moral character. In addition, the Nominating and Governance Committee considers issues of diversity, including with respect to experience, expertise, viewpoints and skills, in connection with the director selection process.	2026 Proxy Statement , Nominating and Governance Committee (p.22) and Stockholder Nominations and Proposals for 2027 Annual Meeting (p.77) Corporate Governance Guidelines Nominating and Governance Committee Charter
2-11 Chair of the highest governance body	Our independent board chair is P. Robert Bartolo, a non-executive director.	Corporate Governance
2-12 Role of the highest governance body in overseeing the management of impacts	The responsibilities of our Nominating and Governance Committee include assisting the board in overseeing sustainability matters. Members of our Executive Management Team (“EMT”) and our dedicated sustainability team keep our board apprised of sustainability developments and Crown Castle’s sustainability priorities, goals and initiatives. Together, our board and EMT define our strategic approach to overseeing and managing actual and potential impacts of material sustainability risks and opportunities for Crown Castle.	Corporate Governance
2-13 Delegation of responsibility for managing impacts	Our EMT, which reports on sustainability matters to the board, leads the management and execution of our sustainability priorities within the company. Our Executive Vice President (“EVP”) and Chief Financial Officer (“CFO”) monitors and is responsible for financial matters, and social topics are overseen by the EVP & General Counsel (“General Counsel”) and EVP and Chief Human Resources Officer. The General Counsel also oversees environmental matters. These officers are appointed by the board and report to the Chief Executive Officer (“CEO”) and the board. Other senior-level officers within Crown Castle are also charged with managing specific sustainability matters. Quarterly, a memo is prepared by management to update the board on sustainability matters. The board and senior leadership discuss sustainability matters at the regularly scheduled board and board committee meetings.	2026 Proxy Statement , Risk Oversight (p.18)

2-14 Role of the highest governance body in sustainability reporting	Our sustainability materials, including our Sustainability Report, the content on our sustainability webpage and our sustainability materiality assessment, are presented annually to the Nominating and Governance Committee.	Nominating and Governance Committee Charter
2-15 Conflicts of interest	We have various processes for identifying and avoiding actual and potential conflicts of interest, including related-person transactions. Our Conflict of Interest and Disclosure Policy ("COI Policy") provides that directors, officers and other teammates are expected to avoid any actual or perceived conflicts of interest. The COI Policy also provides procedures for reporting any actual or perceived conflicts of interest. 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 Nominating and Governance Committee for its approval, ratification or disapproval in consideration of all of the material facts and circumstances that it deems appropriate. In addition, we annually distribute and review a questionnaire to each of our executive officers and directors requesting certain information regarding, among other things, certain transactions with us in which he, she or any family member has an interest. Conflicts of interest are also covered under our Proper Business Practices and Ethics Policy ("Ethics Policy"). All teammates are required to complete annual training on the Ethics Policy and submit a yearly certification disclosing any relationships or financial interests that could present an actual or perceived conflict of interest. This certification process may also include additional conflict of interest training.	Conflict of Interest and Disclosure Policy Related Party Transaction Policy Proper Business Practices and Ethics Policy 2026 Proxy Statement, Certain Relationships and Related Transactions (p.26)
2-16 Communication of critical concerns	Our Vice President—Audit and Security reports to the Audit Committee and provides periodic updates (generally quarterly) to the Audit Committee with respect to the Internal Audit department's activities, including with respect to risk management matters and the audit agenda. In addition, at least annually, the board (through its committees) and management engage in an interactive review and evaluation of the key risks that are essential and mission critical to our business and operations. The board exercises these responsibilities periodically as part of its meetings and through its committees, each of which examines various components of risk in connection with its responsibilities.	2026 Proxy Statement, Risk Oversight (p.18)
2-17 Collective knowledge of the highest governance body	Internal and external experts present to the board at least quarterly on relevant topics. Our Corporate Governance Guidelines provide, in part, that Crown Castle encourages its directors to engage in continuing education activities that will expand and enhance the directors' knowledge of issues and matters regarding corporate governance, director roles and responsibilities, and other matters relating to the carrying out of director duties, and Crown Castle will reimburse a director for reasonable expenses incurred related thereto.	Corporate Governance Guidelines

2-18 Evaluation of the performance of the highest governance body	The Nominating and Governance Committee leads the board in its annual review of the performance of the board and its committees.	Nominating and Governance Committee Charter
2-19 Remuneration policies	Details regarding board and executive compensation are included in our proxy statement. To align the interests of our executives with those of our stockholders, the focus of our executive compensation program is on incentive compensation that emphasizes “pay-for-performance,” rewarding our executives for performance against specific financial goals that the Compensation and Human Capital Committee of the board believes are critical to the company’s long-term success and total stockholder return.	2026 Proxy Statement , Board Compensation (p.24) and Executive Compensation (p.31)
2-20 Process to determine remuneration	The board maintains a compensation arrangement for the board’s non-employee directors, subject to the Nominating and Governance Committee’s periodic review. As part of this process, the Nominating and Governance Committee reviews a competitive market analysis prepared by an external compensation consultant, currently FW Cook. The Compensation and Human Capital Committee is primarily responsible for evaluating and determining the compensation levels of certain of our executive officers. They also obtain input from the external compensation consultant. Refer to our proxy statement for additional details regarding board and executive compensation. Our stockholders have historically approved our say-on-pay proposal at a high rate, with an average stockholder approval rate of 95% in support of our executive compensation program during the five-year period from 2021 to 2025.	2026 Proxy Statement , Say-on-Pay (p.6), Board Compensation (p.24) and Executive Compensation (p.31)
2-21 Annual total compensation ratio	For 2025, our CEO’s annual total compensation compared to the median employee annual total compensation (CEO pay ratio) was 113:1. Refer to the CEO Pay Ratio section of our proxy statement for more details, including contextual information necessary to understand the data and how the data was compiled.	2026 Proxy Statement , CEO Pay Ratio (p.68)
2-22 Statement on sustainable development strategy	Our strategy is to provide profitable solutions to connect communities and people, sustainably. Our business model is inherently sustainable, as shared infrastructure solutions reduce the use of natural resources. We are taking action to improve on our strong foundation including proactive work to reduce our energy consumption and source renewable energy.	

2-23 Policy commitments	We maintain policies and guidelines that set expectations, provide guidance and reinforce our ethical standards through periodic training opportunities across all levels of our company. Our Ethics Policy applies to all of our directors, officers and teammates and addresses our ethics and compliance policies on various matters. Our Supplier Code of Conduct outlines ethics and compliance expectations for our suppliers, including issues related to conflicts of interest, competition and fair dealing. Our Human Rights Policy reflects our commitment to promoting human rights, dignity and equality with all stakeholders. Refer to the included policy link for additional details. Depending on the subject matter, each of our policies is approved by the board of directors, our General Counsel and/or certain members of our EMT. We expect our teammates 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 teammates with training to enhance their understanding of responsible behavior and our strict ethical standards.	Policies
2-24 Embedding policy commitments	All teammates are responsible for reading, understanding and complying with our policies and exercising good judgment. We require annual training and an acknowledgement by our teammates of several of our key policies. Our CORE Four values—Character anchored by integrity, One team wins the day, Results driven by accountability and Excellence in Operations—are fundamental to how we work and connect with one another and our customers and make decisions that drive our business.	Policies
2-25 Mechanisms for seeking advice and raising concerns	Any concerns or suspected violations of the Ethics Policy and Financial Code of Ethics can be reported anonymously and confidentially to our Ethics AlertLine. This anonymous reporting service is managed by an independent third-party provider and is available at all times.	Policies
2-28 Membership associations	Our industry association memberships include: - Association for Broadband Without Boundaries (WISPA) - Competitive Carriers Association (CCA) - Cellular Telecommunications and Internet Association (CTIA) - National Association of Real Estate Investment Trusts (NAREIT) - National Association of Tower Erectors (NATE) - National Wireless Safety Alliance (NWSA) - Telecommunications Industry Association (TIA) - Wireless Infrastructure Association (WIA)	

2-29 Approach to stakeholder engagement	We regularly assess the sustainability perspectives of our key internal and external stakeholders, including customers, investors, teammates and sustainability rating agencies, using interviews, surveys and desktop analysis to identify and prioritize sustainability issues with potential impact on our business and stakeholders. As we develop and enhance communications infrastructure, we engage closely with local communities, property owners and government officials to identify and engage stakeholders throughout the planning and permitting process. Through zoning hearings, public meetings and ongoing stakeholder outreach, we seek to understand community perspectives and work collaboratively to deliver infrastructure that supports reliable connectivity while respecting local priorities.	Materiality Assessment Map
2-30 Collective bargaining agreements	Crown Castle is not party to any collective bargaining agreements. Crown Castle’s Human Rights Policy states that we respect the rights of our employees to associate freely, bargain collectively and form, join or not join labor unions.	2025 Form 10-K , Human Capital (p.9) Human Rights Policy

GRI 3: Material Topics 2021

3-1 Process to determine material topics	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 on 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 sustainability reporting, and we will continue to refine our disclosure processes in future years.
3-2 List of material topics	See below for disclosures on the topics that we believe are most relevant for the users of our sustainability reporting.
3-3 Management of material topics	Refer to our sustainability website and our Materiality Assessment Map for information regarding our management of material topics.

GRI 201: Economic Performance 2016

201-1 Direct economic value generated and distributed	Refer to our consolidated financial statements for details regarding our financial results and dividends.	2025 Form 10-K, Item 8 Financial Statements and Supplementary Data (p.55)
201-2 Financial implications and other risks and opportunities due to climate change	Our board, including through its committees, oversees climate-related risks as part of its broader annual enterprise risk assessment. Refer to our TCFD Index for information about our climate-related risks and opportunities	2025 Form 10-K, Item 1A Risk Factors (p.12)
201-3 201-3 Defined benefit plan obligations and other retirement plans	Crown Castle offers a defined contribution plan to teammates, specifically a 401(k) plan for US-based employees and an 1165(e) plan for Puerto Rico-based employees. When teammates contribute a minimum of 5% of their cash compensation (base pay + annual incentive/commissions), they are eligible to receive up to a 5% match from Crown Castle. Additionally, subject to board approval, Crown Castle may also make an annual contribution representing up to 5% of each employee's earned base pay made in the form of Crown Castle stock to their retirement account.	Benefits

GRI 203: Indirect Economic Impacts 2016

203-1 Infrastructure investments and services supported	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 challenges like maintaining public safety and meeting the growing demand for data. Our investments are generally commercial in nature. We work closely with community members, government officials and our customers to design and build solutions that meet their unique connectivity needs.	Social
203-2 Significant indirect economic impacts	Our infrastructure enables a variety of direct and indirect economic benefits for the communities and stakeholders we serve. One example is the increased public safety enabled by our infrastructure, including phone calls to 911 or roadside assistance, secure wireless communications for emergency personnel and increased access to data for first responders. Crown Castle's towers also support public safety organizations that rely on dedicated, interoperable wireless networks. Another example is the reliable connectivity supported by our nationwide portfolio of approximately 40,000 towers and rooftop sites, which form the backbone of critical wireless networks across the United States. Our shared infrastructure model helps extend wireless coverage and capacity while enabling more efficient use of resources than would otherwise be required through separate infrastructure deployments. Additionally, our infrastructure supports next-generation wireless technologies and the growing connectivity needs of businesses and communities. These networks enable advancements across industries including healthcare, education, transportation, manufacturing and public services, while supporting the continued growth of connected devices and other digital innovations.	Infrastructure Solutions

GRI 205: Anti-Corruption 2016

205-1 Operations assessed for risks related to corruption	Crown Castle's board, including through its committees, oversees corruption-related risks as part of its broader annual enterprise risk assessment. The risk assessment process takes place throughout the year at regularly scheduled meetings of the board and its committees. There were no significant risks related to corruption identified through the risk assessment.
205-2 Communication and training about anti-corruption policies and procedures	Corruption is a dishonest, fraudulent, or criminal misuse of entrusted power by an individual or organization for personal gain or other unethical or illegal benefits. Bribery is giving anything of value, directly or indirectly, to officials of foreign governments or foreign political candidates in order to obtain or retain business. Both are prohibited under our Ethics Policy. Our policies, including those with respect to anti-corruption, are made available to our teammates. Training on certain ethics topics is provided to all new teammates as part of the orientation process, and all teammates complete mandatory ethics refresher courses annually. Additionally, we encourage our teammates 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, 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.

[Proper Business Practices and Ethics Policy](#)

GRI 206: Anticompetitive Behavior 2016

206-1 Legal actions for anticompetitive behavior, anti-trust, and monopoly practices	We have not been identified as a participant in legal actions pending or completed during 2025 regarding anticompetitive behavior or violations of anti-trust or monopoly legislation.	2025 Form 10-K , Item 3 Legal Proceedings (p.31)
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GRI 302: Energy 2016

302-1 Energy consumption within the organization	Total fuel consumption within the organization from non-renewable sources was 138,602 gigajoules. This includes diesel, gasoline and propane. Our electricity consumption was 557,054 gigajoules and our natural gas consumption was 30,629 gigajoules. Our total energy consumption was 726,285 gigajoules. Our fuel and energy consumption calculations were based on an operational control approach, as defined by WRI GHG Protocol and scope guidance, and reflects our operating footprint on a consolidated basis. Boundaries include all material operating locations, including all US and US territories. Where actual consumption data was not available, we used a sampling approach or public information, such as equipment fuel efficiency and power ratings, to estimate fuel and energy consumption.	Environmental Data Tables
302-2 Energy consumption outside of the organization	In 2025, we continued to advance our Scope 3 emissions disclosure, building on an established inventory and reporting on categories relevant to our business. Refer to the Environmental Data Tables for our comprehensive emissions inventory.	Environmental Data Tables
302-3 Energy intensity	Our energy intensity ratio is 0.000170 gigajoules/net revenue. We included the consumption of natural gas, electricity, diesel, gasoline and propane within the organization to calculate our energy intensity and used our annual net revenue as the denominator.	Environmental Data Tables
302-4 Reduction of energy consumption	Approximately 29% of Crown Castle's total electricity consumption comes from our towers portfolio, and tower lighting is one of two major sources of this utilization. Approximately 12,000 of our approximately 40,000 towers are mandated by law to have lighting beacons which operate 24/7. As of December 31, 2025, we have converted the lighting on 64% of those lit towers to efficient LED lighting from traditional lighting (including incandescent lit and xenon systems). We estimate that LED is approximately 90% more efficient than traditional lighting, and that LED lighting has a life expectancy of approximately five times longer than traditional lighting, resulting in fewer truck rolls for replacement. Through our LED tower lighting conversions, we reduced electricity consumption by 2% from 2024 to 2025, saving approximately 500,000 kWh. This improvement contributed to an estimated 3% year-over-year reduction in Scope 2 (location-based) emissions from tower lighting. On an annualized basis, we generally invest around \$3 million in our tower lighting conversion program. However, we estimate that we save approximately \$5 million each year compared to traditional lighting sources— including xenon and incandescent systems—due to lower electricity costs and reduced maintenance needs associated with LED lighting. While we continue to make steady progress in converting tower lighting to LED, we take a balanced approach that aligns with our operational and environmental goals and helps to ensure capital is deployed efficiently in line with our internal return thresholds and investment criteria.	Environmental Data Tables

GRI 304: Biodiversity 2016

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Prior to performing construction activities at our sites, we undertake a rigorous screening process. The assessment includes identifying and analyzing potential operational impacts on endangered wildlife, wilderness areas, historic preservation areas and fragile ecosystems, such as surface waterbody and wetland habitats. From the outset, we review publicly available sources, including websites hosted by federal, state or local governmental agencies and local conservation groups, to identify possible threatened or endangered species and critical habitats in the vicinity of the proposed site. Based on this information, we use internal and external sources to determine whether any species or critical habitats are present at the proposed site. If endangered wildlife or a critical habitat is detected, we engage third-party environmental professionals to assess the impact of our deployment activities, operations and develop permit strategies that avoid and minimize impacts to the environment. We maintain environmental policies and procedures to support compliance with applicable environmental laws and regulations. Environmental considerations are incorporated into our planning, risk evaluation, and decision-making processes to promote responsible environmental stewardship and support our commitment to regulatory compliance.	Environmental Sustainability Policy
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304-2 Significant impacts of activities, products and services on biodiversity	We actively monitor our infrastructure and take deliberate steps to minimize the risks to surrounding biodiversity and habitats. Our Migratory Bird Program provides a framework for protecting species that may occasionally use our tower infrastructure for nesting activities. We maintain a team of environmental professionals who spot, track and document nest sites and protected bird activity. To support regulatory compliance, we developed a state-specific bird guide that outlines regulatory compliance, nesting seasons by species and reporting requirements. When necessary, we collaborate with third-party experts and regulatory agencies, such as the U.S. Fish and Wildlife Service, to limit on-site access and relocate birds using noninvasive, low-disturbance methods.	Biodiversity and bird protection
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GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions	Our Scope 1 emissions were 11,385 MTC02e. Gases included in the calculation are carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). We used emission factors from 40 CFR Part 98 Tables C-1 and C-2 and EPA eGRID factors. Global Warming Potential documented in the Intergovernmental Panel on Climate Change AR5 report was used to calculate CO₂e for methane (CH₄) and nitrous oxide (N₂O). We use an operational control consolidation approach, as defined by WRI GHG Protocol and scope guidance. Boundaries include all material operating locations, including the US and US territories.	Environmental Data Tables
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305-2 Energy indirect (Scope 2) GHG emissions	Our location-based Scope 2 emissions were 50,503 MTCO₂e and our market-based Scope 2 emissions were 0 MTCO₂e. Gases included in the calculation are carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). We used emission factors from 40 CFR Part 98 Tables C-1 and C-2 and EPA eGRID factors. Global Warming Potential documented in the Intergovernmental Panel on Climate Change AR5 report was used to calculate CO₂e for methane (CH₄) and nitrous oxide (N₂O). We use an operational control consolidation approach, as defined by WRI GHG Protocol and scope guidance. Boundaries include all material operating locations, including the US and US territories¹. Emissions are calculated using WRI GHG Protocol's location-based and market-based methods.	Environmental Data Tables
305-3 Other indirect (Scope 3) GHG emissions	Our Scope 3 emissions were 1,367,786 MTCO₂e. Refer to the Environmental Data Tables for details regarding relevant Scope 3 categories included and detail of our calculations.	Environmental Data Tables
305-4 GHG emissions intensity	Our GHG emissions intensity ratio is 0.0000145 MTCO₂e/net revenue. Scope 1 and location-based Scope 2 GHG emissions were included in our emissions intensity ratio. Gases included in the calculation are carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O). We chose to calculate our GHG emissions intensity ratio using our annual net revenue as the denominator.	
305-5 Reduction of GHG emissions	In 2025, we achieved our previously announced Scope 1 and 2 carbon neutral goal for our consolidated business. We did so through a combination of operational emissions reductions, renewable energy procurement and retirement of carbon offsets in accordance with our methodology and reporting boundary. In achieving this goal, we also fulfilled our previous commitment to match 100% of our annual electricity consumption with renewable energy using a portfolio of sources across the US, including renewable retail agreements, community solar agreements and unbundled REC purchases. Looking ahead, we plan to continue to pursue operational emissions efficiencies while targeting to maintain full coverage of Scope 1 and 2 emissions through renewable energy procurement and carbon offsets through 2027. Beyond this period, we will reassess future targets based on a representative emissions baseline for our ongoing operations. Refer to our sustainability website for details regarding gases included in the calculation and the standards, methodologies and assumptions used. We plan to periodically evaluate our reduction strategies across Scopes 1, 2 and 3 emissions and consider new opportunities to lower our environmental impact.	Environmental Data Tables

GRI 306: Waste 2020

306-3 Waste generated	Nearly all of the waste generated from Crown Castle's operations comes from our offices. This waste is not hazardous. In 2025, Crown Castle produced 880 total tons of waste, including recycled and landfilled materials, and 0 tons of hazardous waste.	Water and Waste
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GRI 401: Employment 2016

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Crown Castle recognizes the importance of holistic well-being, and offers a comprehensive benefits packages designed to support the physical, mental and financial well-being of our teammates and their families. We offer medical, dental and vision coverage, along with telehealth services and expert care coordination through Included Health, which connects our teammates and families to top providers, expert opinions, treatment decision support and more. Mental health support is available through Lyra Health, offering up to 16 complimentary sessions annually. Our financial benefits include a competitive 401(k) Plan, funded healthcare savings accounts, and flexible paid time off. We also offer paid parental leave and adoption assistance. To foster professional growth, we provide tuition reimbursement and scholarship opportunities for interns and employee dependents. Additionally, we match charitable contributions and encourage community involvement through our Connected by Good program.	Benefits
401-3 Parental leave	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

403-1 Occupational health and safety management system

Industry best practices lay the groundwork for our safety programs, which are reinforced 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, contractors directly engaged by Crown Castle are required to be pre-qualified 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/recordkeeping>). In general, OSHA requires a report of any work-related: fatality; injury or illness that results in loss of consciousness, days away from work, restricted work, or transfer to another job; injury that requires medical treatment beyond first aid or diagnoses of fractured or cracked bones or teeth or a punctured eardrum.

Additionally, Crown Castle's safety team audits and inspects work performed at Crown Castle sites through a Site Safety Observation process conducted by Crown Castle teammates. Site Safety Observations ("SSOs") are used by Crown Castle to collect safety data. Each SSO has a core list of questions that covers the minimum safety requirements contractors must meet to operate on our sites. The SSOs allow Crown Castle to document safety issues when they are found and to record how those issues are addressed by the contractor. Imminently dangerous situations will lead to "Stop Work" and further action, such as a suspension of the contractor or sub-contractor.

Our safety team audited work performed at Crown Castle sites through 7,230 SSOs in 2025, during which contractor work and procedures were inspected to help ensure compliance with our rigorous safety requirements.

[Safety](#)

403-2 Hazard identification, risk assessment, and incident investigation

Safety practices are tailored to conform to or exceed industry standards. We assign safety training based on potential exposure to hazards associated with an individual's job, including the required use of personal protective equipment ("PPE") to mitigate hazards that may be encountered on the job. Teammates have a number of methods available to them to report concerns of any nature, including reporting to their supervisor, to their supervisor's manager, directly to the Legal or Internal Audit Departments or utilizing our anonymous, third-party administered Ethics AlertLine, which is available 24/7/365. As part of our incident management program, we investigate safety incidents involving avoided incidents, injuries or property damage. Our safety team records statements from both the involved teammates and their supervisors for inclusion in the incident report. Incident data collected during the investigation is tracked and analyzed to identify root causes and contributing factors and to formulate short-term and long-term solutions.

Crown Castle requires all contractors and subcontractors (including those hired by Crown Castle customers and licensees) who perform work on Crown Castle sites to follow certain procedures. To confirm those procedures are followed, Crown Castle requires that it be notified any time that technician services are to be performed at a Crown Castle site. A telephone number for our 24-hour Network Operations Center (NOC) and other relevant information needed to contact and notify Crown Castle is clearly displayed on a placard at the entrance to all Crown Castle sites. Those who work at a Crown Castle site are also able to report any safety concerns via that telephone number.

Moreover, Crown Castle requires all contractors and subcontractors to report, among other things, any injury that they experience while working on a Crown Castle site. Further, Crown Castle's policies prohibit retaliation for reporting a safety concern by its employees or by those who are performing work at Crown Castle sites.

[Safety](#)

403-3 Occupational health and safety

As a leading owner and operator of essential infrastructure, we're committed to fostering a safe working environment. Our enterprise-wide focus helps us coordinate safety standards across our infrastructure, buildings and operational initiatives. In 2025, Crown Castle conducted a company-wide safety survey to help guide updates to our existing safety programs.

We carefully design safety policies, procedures and training courses in an effort to prevent injuries or damage stemming from our operations. To do this, we focus on three areas:

- Safety reporting: Our teammates are required to report incidents to their supervisors and complete an Accident Investigation Report. Data collected during investigations is then analyzed to identify causes and to inform solutions.
- Safety oversight: Our Safety Committee oversees the activities of dedicated safety and risk management teams—providing a high level of accountability across the company.
- Safety training: Safety training is a critical part of our program and is assigned based on the potential risks associated with an individual's role.

[Safety](#)

403-4 Worker participation, consultation, and communication on occupational health and safety	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. The Safety Committee provides an extra level of accountability in an effort to better manage risk across the organization. The board and EMT receive periodic updates regarding safety risks, trends and developments pertinent to our business.	Safety
403-5 Worker training on occupational health and safety	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 our field workers to complete annual safety training on a variety of topics, including hazardous material handling, radio frequency training, lockout-tagout, aerial lift operation and battery safety. Supplemental training is available through monthly online courses offered on our internal website. We require teammates who operate a company vehicle to complete courses on topics ranging from defensive driving to speed management. Crown Castle teammates collectively dedicated 11,357 hours in 2025 to comprehensive safety training, underscoring our proactive approach to fostering a safe working environment. Additionally, we had an increased focus on first aid and CPR training across the company and, through our partnership with the American Red Cross, we certified over 60% of field and nearly 15% of office teammates.	Safety
403-6 Promotion of worker health	We recognize that well-being, whether physical, emotional or financial, drives employee engagement, satisfaction and productivity. As such, we provide our teammates with the resources to allow them to take care of themselves and their covered family members. We also provide paid time off and other leave-related benefits to allow our teammates to care for others when needed. Some of the health and wellness benefits we offer include: • Medical, dental and vision plans • Up to 16 sessions per year of complimentary mental health coaching or therapy for each employee and family member • Healthcare navigation resources for expert medical opinions, decision support for conditions and treatments, concierge provider referrals, and more • Health savings account contributions • Disability coverage • Life insurance • Employee assistance program • Personal time off • Parental leave • Subsidized milk shipping service for traveling nursing moms • Adoption expense reimbursement • Virtual physical therapy and virtual pelvic health • Infertility support • Access to condition-specific centers of excellence • Accident, Critical Illness and Hospital Indemnity offerings • Weight management support	Benefits

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	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 information derived from research initiatives and our incident management program, we actively participate in defining industry safety standards. Through our involvement with industry associations, such as the National Wireless Safety Alliance, the Telecommunications Industry Registered Apprentice Program, NATE: The Telecommunications Contractors Association, Common Ground Alliance (CGA), Tower Industry Foundation (TIF), Tower Industry Association (TIA), Safety Equipment Manufacturers Committee (SEMC), and Environmental Health & Safety Communications Panel, we play an integral role in enhancing certification standards and expanding the scope and availability of training. Crown Castle teammates routinely participate on panels and task forces charged with addressing existing and emerging safety issues and corresponding solutions. Further, our engagement with regulators positions us to advocate for improved safety standards. We are proud of these efforts and are committed to continue to leverage our expertise and resources to promote a culture of safety within our company and the entire industry.	Safety
403-9 Work-related injuries	Our 2025 Total Recordable Incident Rate (TRIR) was 0.27. Calculated as the number of US Occupational Safety and Health Administration (OSHA) Recordable Incidents multiplied by 200,000, divided by the total number of hours worked by all employees during the reporting period.	Safety
403-10 Work-related ill health	See above disclosure for our TRIR, which includes both injuries and illnesses. Additional details on our safety programs and performance can be found on our website.	Safety

404-1 Average hours of training per year per employee	We are committed to investing in our teammates by fostering their professional development and enabling skill-building through a comprehensive suite of learning opportunities, including our Learning Management System, LinkedIn Learning, in-person training sessions and targeted development programs. For example, we expanded development initiatives aligned to our business transformation and ambition to be a best-in-class US tower operator – upskilling field teammates through drone pilot programs, enhancing tower field services workflows with new tools and processes and standardizing training for new tower development to enable faster builds. For early-career professionals, our two-year Business Immersion Program offers hands-on experience, skill development and peer networking through rotational assignments. We also reinforced goal setting, talent reviews and ongoing check-in conversations to support performance and development, while building a Manager Academy to strengthen leadership capabilities, including delivering feedback, goal setting and prioritization. We evaluate our training programs and initiatives by measuring impact. For example, we use data to assess utilization and adoption, effectiveness, learning transfer and when possible, Return on Investment (“ROI.”) And we don’t just do this to report on successes and failures, but also to continuously improve our approach and outcomes. Recently, many of our in-house learning experts have obtained certification in the ROI Methodology™ to apply the Learning and Development (“L&D”) International Organization for Standardization (“ISO”) Standard. This certification enables us to conduct impact studies appropriate to the initiative. Additionally, we consistently apply Levels 1-3 of the Kirkpatrick model, which includes reaction (typically measured in Net Promoter Score), learning, and behavior, to help ensure comprehensive evaluation. Our results indicate that many of our programs achieve high scores, demonstrating their effectiveness and the positive impact on our teammates’ skills and performance. And if the results are not as expected, we can learn and grow to improve.	Learning & Development
404-2 Programs for upgrading employee skills and transition assistance programs	The Crown Castle Extended Service Separation Program (“ESSP”) provides certain retirement-type benefits to teammates following their voluntary departure, subject to satisfaction of certain age and service requirements. This program financially rewards teammates who have contributed to our value creation and offers them greater flexibility to exit the workforce when they are ready.	2026 Proxy Statement , Amended and Restated Extended Service Separation Program (p.50)

GRI 406: Non-discrimination 2016

406-1 Incidents of discrimination and corrective actions taken

Crown Castle is an equal opportunity employer and seeks to comply with applicable federal, state and local fair employment practice laws. We strictly prohibit and do not tolerate discrimination or harassment against teammates, applicants and covered persons because of race (including traits historically associated with race, such as hair texture and protective hairstyles), color, religion, creed, national origin or ancestry, ethnicity, sex (including pregnancy or pregnancy-related conditions), reproductive health decisions, gender, sexual orientation, age, physical or mental disability, citizenship, genetic information, marital status, past, current or prospective service in the uniformed service, or any other characteristic protected under applicable federal, state or local law.

[Human Rights Policy](#)

GRI 413: Local Communities 2016

413-1 Operations with local community engagement, impact assessments, and development programs

Our nationwide portfolio of communications infrastructure helps connect communities to essential wireless services, supporting access to information, technology and the connectivity people and businesses rely on every day. As a tower company, our business plays an important role in supporting public safety, expanding network coverage and helping meet growing demand for wireless data and services.

We engage closely with local communities, property owners and government officials throughout the planning, permitting and development process. Through zoning hearings, public meetings and ongoing stakeholder outreach, we seek to understand community perspectives and work collaboratively to develop infrastructure that supports reliable connectivity while respecting local priorities.

Our tower development projects follow a rigorous process that includes structural analysis, permitting, zoning and environmental reviews designed to promote safety, regulatory compliance and responsible development. We aim to be transparent when communicating with municipalities and other stakeholders and incorporate community feedback into our planning whenever permissible and possible.

At Crown Castle, we do more than connect communities through our infrastructure. Through our Connected by Good program, we give back and volunteer in the communities where we live and work.

[Your Community
Connected by Good](#)

414-1 New suppliers that were screened using social criteria

Crown Castle is committed to conducting business with honesty and uncompromising integrity—values that extend equally to our 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 (hereinafter, “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. Our suppliers are contractually required to comply with our Supplier Code of Conduct and Human Rights Policy, and we periodically require reaffirmation of these commitments, including updates to policies and contractual obligations.

To uphold these standards, we review the qualifications of suppliers in areas such as insurance, safety, compliance and sustainability. This engagement process benefits both Crown Castle and our suppliers by increasing the adoption and adherence to responsible and ethical business practices across our supply chain. In addition to our internal vetting process, we partner with third-party supplier qualification and compliance management firms to assist with initial screening and periodic reviews. These firms help verify that suppliers are properly insured and meet or exceed safety performance metrics through a comprehensive review of supplier questionnaire responses, public records, and health and safety statistics benchmarked against industry standards. As part of our onboarding process, all new suppliers are typically audited against social criteria to help ensure alignment with our ethical, safety and human rights standards. We also review our suppliers’ legal compliance, financial stability, and adherence to safety and labor standards—factors that help us identify and address potential risks, including those that may indicate material human rights concerns. In 2025, our third-party vendor management company audited nearly 1,000 suppliers, and Crown Castle conducted nearly 7,000 field inspections to verify contractor compliance and credentials. We also assess the maturity of sustainability programs and business practices of a selection of our largest suppliers through an annual questionnaire.

We recognize that an inclusive supply chain introduces agility, creativity, and innovation—positioning us to better meet the varied needs of our customers. Where possible, we prioritize local suppliers to stimulate economic growth in the communities where we operate. As part of our supplier engagement process, we actively seek to promote economic inclusion by considering businesses of varying sizes, geographies, and capabilities—particularly those that contribute to local economic development and reflect the communities in which we operate.

Our spending for goods outside of the U.S. is minimal (less than 2% of annual spend in 2025), and these suppliers are headquartered in the U.S., making them subject to U.S. laws and regulations. Our supplier oversight framework is comprehensive and reinforced through both internal and third-party evaluations.

[Suppliers](#)

[Supplier Code of Conduct](#)

GRI 415: Public Policy 2016

415-1 Political contributions	While we regularly engage with policymakers, Crown Castle generally does not make political contributions and does not have a political action committee. Our Ethics Policy explicitly prohibits political contributions unless permitted by law and approved by our CEO or an executive vice president. During 2025, no such political contributions were approved in accordance with our policies.	Proper Business Practices and Ethics Policy
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GRI 418: Customer Privacy 2016

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2025, we did not incur any material monetary losses as a result of legal proceedings associated with breaches of customer privacy.	2025 Form 10-K , Item 3 Legal Proceedings (p.31)
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