

2018 Corporate Sustainability Report



TABLE OF CONTENTS

Letter from the CEO	
Company Overview	4
Materiality Assessment	7
Social Impact Connected by Good	
Governance Governance Structure Our Board Shareholder Relations Ethics	
Operations Innovations Safety Management Natural Disaster Preparedness Supply Chain Cybersecurity	
Environmental Matters Environmental Impact Resource Conservation and Waste Management Our Footprint	
Our Team Diversity and Inclusion Talent Development Benefits	
GRI Content Index	



LETTER FROM THE CEO

Technology is changing the way we interact with the world. We don't just go online anymore; we exist there. Our smartphones and tablets are only the beginning. Soon, 5G will connect a wide range of devices and things to allow for transformational new experiences and advancements in every industry.

Crown Castle's unique portfolio of shared communications infrastructure—towers, small cells, and fiber—all works together to set the stage for new innovation, bringing the world's biggest ideas and possibilities to the people and businesses who need them.

During the last two decades, we have built and acquired an unmatched portfolio of more than 40,000 cell towers, approximately 70,000 small cell nodes on air or under contract, and more than 75,000 route miles of fiber, giving us a presence in every major US market. Our shared economic model allows our customers to expand their networks efficiently and helps ensure that new infrastructure is deployed through sharing wherever possible.

Our inaugural corporate sustainability report presents us with an important opportunity to connect with our stakeholders and to illustrate our commitment to operating responsibly and sustainably, as we grow our business in the communities where we live and work.

In all aspects of our business, Crown Castle operates according to our B3 values, which drive our decision-making and guide our interactions with each other, our shareholders, our customers, and our communities:

Be Real: We are clear, collaborative, and forthright—assuming good intentions when miscommunications occur. We share timely, relevant, and accurate information to foster inclusive decision-making.

Be Accountable: We act with integrity in all that we do. That means assuming responsibility for both the "what" and the "how" of delivering results. This commitment to accountability leads to excellent internal and external customer service and drives continuous learning and development throughout our company.

Be an Owner: We are each responsible for understanding how we create shareholder value. We continuously challenge our assumptions, explore new alternatives, and review decisions and outcomes for learning.

As Crown Castle continues to play an essential role in the digital transformation ahead, we remain focused on transparency, our B3 values, and making responsible decisions.

Regards Jav Brown



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COMPANY OVERVIEW

Founded in 1994, Crown Castle works in every major US market to build, operate, and maintain the communications infrastructure behind the world's most revolutionary technologies. Our comprehensive portfolio of towers, small cells, and fiber gives people and communities access to essential data, technology, and wireless service—opening the door to countless opportunities and possibilities.



A LEADER IN SHARED COMMUNICATIONS INFRASTRUCTURE, WITH A UNIQUE COMBINATION OF ASSETS':

40,000+ cell towers

~70,000 small cell nodes on air or under contract

75,000+ route miles of dense,

high-capacity fiber

1. As of 9/30/19

COMPANY OVERVIEW

As a real estate investment trust (REIT), our core business is providing access, including space or capacity, to our shared communications infrastructure via long-term contracts. By providing these colocation services, our customers are able to build and operate their networks with increased efficiency and at reduced cost. Our customers include the leading US wireless carriers and other enterprises with high-bandwidth and multi-location demands.

We are a neutral host provider of communications infrastructure supporting multiple customers. Our shared infrastructure model results in the use of less resources—including water, energy, metals, and other materials—than would otherwise be needed to construct and maintain communications infrastructure.



2019 COMPANY OVERVIEW BY THE NUMBERS

\$77B enterprise value¹

\$4.80 dividend per share²

7-8% long-term target for annual growth in dividends per share

5 Years

weighted average remaining customer contract term³

\$24B remaining contracted customer receivables⁴

- 2. Based on Q4 2019 declared dividend per share annualized
- 3. As of 09/30/19; excludes renewal terms at customers' option, weighted by site rental revenues

4. As of 09/30/19; excludes renewal terms at customers' option

^{1.} As of 09/30/19 close

COMPANY OVERVIEW

- > Towers: With all the new developments in wireless technology, our towers play a very important and useful role. Our customers use our towers to serve a large population across a wide geographic area from a single location, making towers ideal for meeting consumer demand and providing widespread voice and data coverage throughout the country. Towers are finding new relevance today as utilities and technology companies use them to host high-tech sensors and receivers that will support future innovations. In some areas, we work with building owners and property managers to affix antennas to the sides and tops of buildings.
- Small Cells: We are the market leader in small cell technology. As their name implies, small cell networks consist of a series of small nodes that are often attached to existing infrastructure in the public right of way, such as utility poles, signposts, or streetlights. Because they are low-powered and sit closer to the ground, small cells are an ideal way to meet growing demand in a more precise and targeted way—especially in densely populated areas. They work seamlessly with towers to increase network capacity, and because they are fiber-fed, small cells can support fast speeds and increased bandwidth.
- > Fiber: Fiber is the connective thread that brings all of our infrastructure together. We own and operate one of the largest and densest fiber networks in the country. In addition to connecting our other infrastructure, many businesses, enterprises, and communities take advantage of our fiber network's ability to provide lightning-fast connections to data, cloud services, and other bandwidth-hungry applications.

We work with communities, wireless carriers, technology companies, broadband providers, municipalities, and others to design and deliver unique infrastructure solutions. As more devices come online, and new advancements like 5G are deployed, Crown Castle's towers, small cells, and fiber will work together to enhance connectivity and make these transformative technologies possible.



MATERIALITY ASSESSMENT

We conducted a materiality assessment to identify the topics that are relevant to our key stakeholders and important to the long-term sustainability of our business. We began the assessment by selecting key stakeholders based on the extent to which they impact, or are impacted by, Crown Castle.

KEY STAKEHOLDERS

SHAREHOLDERS	Our strategy is to create long-term shareholder value. Through multiple outlets, we communicate with our shareholders and the broader investment community to solicit feedback and discuss pressing issues and priorities.
CUSTOMERS	Our customers rely on our infrastructure and expertise to support their networks. We engage with our customers through periodic surveys and ongoing dialogue to better understand their needs and concerns.
EMPLOYEES	Our employees are essential to our business. Employees engage with our executives on an ongoing basis through our intranet site, engagement surveys, regular Company Conversations, and other forums, which address questions and topics of interest.
COMMUNITIES	Our reputation in the community is important. We connect with our communities through outreach efforts, public hearings, and our Connected by Good program.
REGULATORS	We are subject to laws and regulations applicable to our assets and operations. We engage with regulators through public forums and industry working groups to ensure that we stay up to date on regulatory trends and issues.
SUPPLIERS	We work with our suppliers to support our operations and execute on our strategy. We regularly communicate with suppliers to align expectations.

MATERIALITY ASSESSMENT

To identify the topics important to our key stakeholders, we reviewed feedback we previously gathered through our engagement efforts. We also surveyed our senior leadership team and performed a benchmarking analysis of our industry peers and other companies in the S&P 500 Index. As a result of our assessment, we identified the following material topics:

MATERIAL TOPICS





Crown Castle volunteers at Irving, TX park cleanup project.

SOCIAL IMPACT

We do more than just connect communities with our infrastructure; we connect with our communities.

Connected by Good

Through our Connected by Good program, we give back to and volunteer in the communities where we live and work. Our employees generously contribute time and resources to improve public spaces where people connect; promote public safety; and advance access to education and technology. These three pillars serve to align our commitment to address community needs with our business expertise:

	IMPROVING OUR PUBLIC SPACES	CREATING SAFER COMMUNITIES	ADVANCING ACCESS TO EDUCATION & TECHNOLOGY
connected by	Revitalize the parks, schools, libraries, and roads that act as the connective threads of our communities.	Improve the everyday safety of our communities through advanced technologies, support for first responders, and emergency relief.	Promote access to education and technology in schools and underserved communities.

2018 COMMUNITY SERVICE PROJECTS BY THE NUMBERS

100+ communities served

50%+ of employees volunteered

10,000+ hours volunteering

3,000+ toys and other items donated

2,200+ meals provided

Improving Our Public Spaces

As reliance on wireless communication continues to grow, we recognize the importance of in-person connections. Public spaces facilitate these moments where individuals, families, and communities come together. Revitalizing parks, schools, and libraries supports the overall mental well-being and physical health of residents, while also contributing economic benefit to communities. We work to improve public spaces, as they are the connective thread of our communities.

Company Day of Service

Our annual Connected by Good day of service was held on May 9, 2018. Across the country, Crown Castle team members gathered in local parks to complete critical projects identified by local parks departments. Each park had individual needs, but overall, teams participated in mulching, weeding, planting, building, painting, and removing trash.

Trees For Houston

Over 200 Crown Castle employees joined Trees For Houston to plant 90 trees in the city. This work is important, because trees help maintain the vitality of the city, enhance the environment, and connect people back to nature.

It was great to be a part of something that was so rewarding and needed in our community.
I'm looking forward to participating again.

Brandy B. Employee 2018 DAY OF SERVICE BY THE NUMBERS

cities 22 parks

dav

1,750 employees participated

7,050 hours volunteering

500,000+ community members impacted annually

Creating Safer Communities

Across the country, 80% of 911 calls are made from a mobile device.¹ Police officers, firefighters, emergency medical personnel, and other first responders rely on our communications infrastructure to do their critical work—keeping our communities safe. In addition, Crown Castle helps to improve the everyday safety of our communities by providing advanced technologies, support for first responders, and emergency relief through Connected by Good.

Emergency Relief

When natural disasters strike, our communications infrastructure is more important than ever. In the past two years, Hurricanes Harvey, Irma, Maria, Michael, and Florence devastated communities. Additionally, wildfires destroyed communities on the West Coast. Through our Connected by Good

initiative, we went beyond providing reliable infrastructure essential to rapid response; we also provided support to Feeding South Florida, Greater Houston Community Foundation, Hispanic Federation's Unidos fund, Community Foundation of the Virgin Islands, Operation USA, and the California Fire Foundation. In partnership with these and other nonprofit organizations, we are working to ensure safer communities coast to coast.

Houston Fire Department's Operation Stocking Stuffer

Our employees donated hundreds of new toys to the Houston Fire Department's Operation Stocking Stuffer annual toy drive, which helps over 18,000 children annually in the greater Houston area.

The firefighters were thrilled and shocked that we were able to collect as many toys as we did. We hope these gifts bring big smiles.
Nikki E.

Employee



1. 2017 National 911 Progress Report, *911.gov.*



Crown Castle volunteers at Chicago, IL park cleanup project.

◀ 11 ▶

1. 2017 National 911 Progress Report, 911.gov.

Advancing Access to Education & Technology

We continue to increase our social impact by partnering with community organizations that are on the front lines of changing lives by providing access to opportunities in the digital age. The wireless industry currently supports 4.7 million jobs, and 5G is predicted to provide an additional 3 million jobs in the future.¹ We help to promote access to education and technology in schools and underserved communities to help level the playing field.

After-School All-Stars

After-School All-Stars of South Florida focuses on technology and STEM education and serves more than 2,000 students across 20 schools in Miami-Dade County. In addition to providing financial support, Crown Castle team members spent time with students—providing career guidance, touring a sports arena's indoor antenna system, and enjoying a basketball game. These events showcased exciting and tangible examples of how communications infrastructure works.





Crown Castle volunteers at Lights on After School with After-School All-Stars in Miami, FL.

1. The State of Wireless, CTIA, 2018.

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Fred Rogers Center

We are a proud supporter of Fred Rogers Center (FRC), which invests in education in the Pittsburgh area. Crown Castle demonstrates its commitment to Pittsburgh's youth by donating STEM kits for early education. With rapidly changing technology and uncertainty about how to best use new tools in the classroom, FRC is partnering with libraries to give librarians and educators the support they need for technology integration.



Children at public library in Washington, PA using STEM kits donated by Crown Castle.

After School Matters

One of Chicago's non-profit organizations, After School Matters (ASM), provides after-school and summer program opportunities to more than 15,000 Chicago high school students annually. Crown Castle supports ASM's technology lab, allowing high school students to learn about and experience technology to make a difference in their communities.

EMPLOYEE DONATION MATCH PROGRAM

Crown Castle recognizes the positive impact that personal volunteer hours and donations make in our communities. To further support these efforts, our Matching Charitable Gifts program allows employees to increase the impact of their donations to their favorite, qualifying charitable organizations. Crown Castle matches any eligible employee charitable gift of at least \$100, up to \$1,000 per year per employee.



GOVERNANCE

We believe that sound corporate governance practices built on principles of integrity and accountability are vital to the long-term growth and success of our company. Our governance framework defines the roles and responsibilities of our board of directors; ensures oversight of our strategies and operations; and promotes ethical behavior across our business.

Governance Structure

Our board of directors is comprised of 12 directors, 10 of whom have been deemed by our board to be independent under the New York Stock Exchange listing standards. Although we do not maintain a firm policy regarding the separation of the offices of chairman of the board and chief executive officer, such positions have been filled by two different persons at all times since our initial public offering in 1998.

To enhance the effectiveness of our board, we maintain four standing committees. The Audit, Compensation, and Nominating & Corporate Governance (NCG) Committees are each comprised entirely of independent directors, and all but one director on the Strategy Committee are independent.

	Oversees quality and integrity of financial statements, accounting practices, and internal controls systems.	COMPENSATION COMMITTEE	Designs compensation philosophy and oversees compensation policies, plans, and programs.
NCG	Helps the board identify director nominees for the board and each of its	STRATEGY COMMITTEE	Oversees strategic initiatives and provides guidance to senior
COMMITTEE	committees and makes recommendations regarding corporate governance practices.		leadership on strategy development and execution.



Copies of our Corporate Governance Guidelines and charters of the Audit, Compensation, and NCG Committees can be found under the Corporate Governance page of the Investors section of our website.

GOVERNANCE STRUCTURE

Our board has adopted **Corporate Governance Guidelines** to serve as a guidepost for various corporate governance matters, such as:

- > director qualification standards
- > board committees
- > director responsibilities
- > meetings of non-management directors
- director access to management and independent advisors

- director compensation
- director onboarding and continuing education
- > director performance evaluations
- > management succession
- > communications with our board

Our Board

Crown Castle's board of directors, with the help of the NCG Committee, selects director nominees based on the entirety of each candidate's credentials. Our board aims to bring together a balanced and collaborative group of directors that represents a broad spectrum of knowledge, skills, experience, and attributes. While we do not maintain a formal list of minimum qualifications, the NCG Committee generally looks for highly qualified candidates who are able to read and understand basic financial statements, have relevant business experience, have industry or other specialized expertise, and have high moral character. The NCG Committee also considers issues of diversity, including with respect to experience, expertise, viewpoints, skills, race, ethnicity, and gender. Currently, 25% of our board is comprised of women or racial minorities.

The NCG Committee has structured our board such that there are directors of varying tenures, with new directors joining the board every few years as circumstances warrant, while retaining the institutional memory of longer-tenured directors. The NCG Committee believes that longer-tenured directors, together with less-tenured directors, enhance the board's oversight capabilities and its collective business acumen. Over the past six years, four new directors have joined the board, representing 33% of our current board.

The directors nominated by our board are required to stand for election each year at our annual meeting of shareholders.

Our directors have historically received high shareholder support, with over 95% of the votes cast in favor of each of our directors in the last three years.



OUR BOARD

Our board is actively engaged in the oversight of our strategy for long-term sustainability and value creation, including overseeing and assessing our risk management strategy. An overall review of risk is inherent in the board's consideration of our long-term strategy and in the transactions and other matters presented to the board, including capital expenditures, acquisitions and divestitures, and financial matters. The board's role in risk oversight reflects its leadership structure, with the chief executive officer and other members of senior management having responsibility for assessing and managing our risk exposure, and the board and its committees providing oversight of those efforts.

Our directors are dedicated to their role on our board and the committees on which they serve. During 2018, each incumbent director attended at least 88% of the combined total number of full board meetings, plus their committee meetings. Currently, none of our directors serve on more than two outside public company boards. For more information about our governance practices and members of our board of directors, please refer to our 2019 Proxy Statement.



Shareholder Relations

We are committed to serving the collective interests of our shareholders and value their insight. During 2018, members of senior management and our board discussed sustainability and governance matters with institutional investors and pension funds collectively representing nearly 20% of our outstanding shares. The feedback gathered from these engagement efforts helped our board to assess our existing corporate governance practices and determine whether additional discussion or actions were warranted.

Ethics

We are committed to conducting our business with honesty and uncompromising integrity. We expect our employees and the suppliers who represent us to comply with applicable laws and regulations. Acting responsibly builds trust, minimizes risk, and enhances our reputation. It also strengthens relationships with our customers, employees, suppliers, and the communities in which we operate. To promote an ethical culture, we maintain policies and processes that set expectations, provide guidance, and reinforce our ethical standards through periodic training opportunities across all levels of our company.

Codes of Conduct

Our Business Practices & Ethics Policy (Ethics Policy), which applies to all of our directors, officers, and other employees, addresses our policies on various matters, such as conflicts of interests, anti-corruption, confidentiality, fair dealing, and compliance with applicable law. We also require our contingent workers and suppliers that service our assets to comply with our Ethics Policy when acting on our behalf and expect the employees that manage those suppliers to oversee their compliance and report any suspected violations.

In addition to our Ethics Policy, our Financial Code of Ethics sets forth the ethical principles by which our chief executive officer, chief financial officer, principal accounting officer, controller, and other senior financial officers are expected to conduct themselves when carrying out their respective duties and responsibilities.

Our Internal Audit Department audits the administration of the Ethics Policy and Financial Code of Ethics. Copies of the Ethics Policy and the Financial Code of Ethics can be found under the Investors section of our website.



ETHICS

Reporting Concerns or Suspected Violations

We encourage and empower our employees to ask questions and report ethical concerns to their manager or their manager's supervisor; business support department; or the legal department. In addition, our employees, contingent workers, customers, and other third parties with whom we work can report concerns and suspected violations of the **Ethics Policy** and **Financial Code of Ethics** anonymously and confidentially to our Ethics Alert System. This anonymous reporting service is managed by a third-party provider and is available around-the-clock. We maintain a strict, non-retaliation policy for concerns raised in good faith.

Our internal investigative team promptly reviews, investigates, and analyzes each actionable ethics complaint. All significant ethical violations are reported to our board of directors. In addition, the Audit Committee receives a summary of all reported concerns, inquiries, and suspected violations.



TRAINING

We provide our employees various training programs and opportunities to enhance their understanding of responsible behavior and our strict ethical standards. For 2018, some of the topics covered in our various mandatory or on-demand training courses included:

- > fraud
- > ethics
- > anti-corruption
- > conflicts of interest
- > antitrust
- > confidentiality
- data privacy and information security
- insider trading
- > lobbying compliance
- > sexual harassment prevention

OPERATIONS

For 25 years, Crown Castle has been developing, operating, and maintaining communications infrastructure solutions that meet our customers' unique needs. We conduct our operations efficiently and responsibly, with an eye towards future innovation.

Innovations

Today's digital technologies have revolutionized the way businesses operate and how people stay connected, safe, and entertained. Desire for instantaneous, on-demand access to information, applications, and social media has amplified demand for mobile data, delivered at ever-increasing speeds. Our existing, unique portfolio of assets provides us with a competitive advantage in addressing current and projected demand. We strive to maintain our position as a pivotal player in the digital transformation by continuously exploring cutting edge infrastructure solutions that have the potential to make the most promising innovations possible.

Small cells

With approximately 70,000 small cell nodes on air or under contract, we are the market leader in small cell technology. Consisting of discreet nodes, typically attached to existing right of way infrastructure, such as telephone poles or streetlights, our small cell networks help our customers expand coverage area and increase the capacity of their wireless networks. Strategically placed small cell nodes can help to provide reliable service in areas where data consumption exceeds the capacity of traditional towers. Consistent with our shared economic model, our small cell assets are designed to support multiple wireless carriers at the same time.



INNOVATIONS

According to industry projections, by 2026 over 800,000 small cell nodes will be needed to meet the growth in wireless data demand.¹ In response, Crown Castle is leveraging existing assets and evaluating new opportunities and innovations to enable a seamless deployment of small cell technology, including:

> Wired and Wireless Backhaul. While towers and small cell nodes serve as the access point for mobile data and other transmissions, backhaul transports it where it needs to go. Fiber optic cable, a form of wired backhaul, allows small cell networks to handle massive amounts of data and other transmissions at lightning-fast speeds. With more than 75,000 route miles of urban metro fiber, we own and operate one of the largest and densest fiber networks in the country.

To scale up our fiber network efficiently, it is crucial to identify ways to quickly and economically deploy fiber in key locations. Crown Castle has been an early adopter of microtrenching, a construction method that offers a faster, more cost-effective way of installing fiber. This technique results in less disruption to traffic and the environment, and less structural impact to the right of way. On an ongoing basis, we evaluate new deployment techniques that advance fiber as the backhaul solution of choice.

Crown Castle is also exploring the possibility of using wireless backhaul, including for use as a temporary backhaul means for expediting small cell deployment and enhancing enterprise connectivity.

- > Smart Poles. We are working closely with municipalities, manufacturers, carriers, and other industry stakeholders to standardize designs for multifunction poles that can support small cell installations and accommodate connected devices, such as cameras and sensors. While enhancing connectivity, the smart pole also would be able to simultaneously provide lighting, gather valuable data, and disseminate information. The goal is to transform a basic vertical structure into a technology hub that not only blends into the streetscape, but can also be shared among telecommunications providers and municipalities.
- > Shared Spectrum Solutions. To transmit and receive wireless signals, small cells use radio frequencies, or spectrum, which is a finite resource. In light of the spectrum shortage, we recognize the importance of increasing efficiencies in spectrum use. Crown Castle was an initial member of, and is currently participating in, the CBRS Alliance, an industry consortium focused on driving the development, commercialization, and adoption of Citizens Broadband Radio Service (CBRS), a shared spectrum solution. We are also exploring opportunities in shared use radios that allow operators to use the CBRS spectrum.



^{1.} The State of Wireless, CTIA, 2018.

INNOVATIONS

Edge Computing

In the past, data could travel to and from distant, centralized data centers without compromising performance of a device or application. Today, the sheer volume of data, excessive bandwith consumption, and long distances to processing hubs result in data traffic. This can create an unacceptable lag time that hinders seamless communication. To help solve this conundrum, edge computing is bringing data processing closer to where it is being generated, which greatly reduces processing time. As a result, edge computing helps technology reach its full potential.

Our numerous, geographically dispersed sites, which are typically located close to the end user, are well positioned to host edge computing facilities, and our fiber network promises optimal data transmission speeds, thereby enhancing data processing time. Given the intersection of our assets and the needs of edge computing technology, Crown Castle is actively supporting the development of edge computing innovations:

- > Vapor IO, Inc. Crown Castle has made a minority investment in Vapor IO, Inc., a developer and provider of edge computing hardware, services, and data centers, to help accelerate the creation of standard edge computing infrastructure, including facilities at tower sites.
- > Open Edge Computing Initiative. As a member of the Open Edge Computing Initiative, Crown Castle is collaborating with other tech-forward companies and Carnegie Mellon University to drive business opportunities and technologies relating to edge computing.

Drones

In an effort to improve the safety, efficiency, and cost of tower inspections, we have started working with suppliers to incorporate drones into our operations. The ability to use drones to evaluate climbing conditions, assess structural integrity, and reach otherwise inaccessible sites, makes drones an attractive proposition. We are also exploring and encouraging other potential drone applications that may have a need to utilize our infrastructure assets in connection with their operations.



We place a high emphasis on safety and are dedicated to conducting our business responsibly in an effort to prevent injury or damage stemming from our operations. Industry best practices and procedures lay the groundwork for our safety management program, which is reinforced through our extensive training courses. Our commitment to safety does not stop there. We also harness our collective field experience to improve safety standards throughout the entire telecommunications industry.

Safety Practices, Programs, and Procedures

Our safety and risk management teams stay informed of the latest developments and emerging trends in the safety field. Safety practices are tailored to conform to or exceed industry standards. We maintain programs and procedures to address known risks of a particular task or component of our operations. To help keep our people safe, we provide and require the use of personal protective equipment to mitigate hazards that may be encountered on the job. Certain newly acquired sites are tested for the presence of harmful materials, enabling us to take appropriate measures to prevent or minimize exposure to such materials by individuals with access to such sites. As part of our incident management program, we investigate safety incidents involving near misses, injuries, or property damage. 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.

Because we outsource certain construction tasks to third-party suppliers, we encourage them to share our safety philosophy. They are expected to exhibit a high level of safety awareness and to take appropriate precautionary steps to prevent injury and property damage. These suppliers are accountable for safe work practices and compliance with safety regulations, national consensus standards, and Crown Castle's policies and procedures. We periodically audit supplier work at various stages of a project and promptly 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.

As our business evolves, we routinely review our existing programs and procedures to ensure they continue to adhere to government and industry standards.



SAFETY MANAGEMENT

Training

Ultimately, the success of our safety program 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, radiofrequency training, lockout-tagout, aerial lift operation, battery safety, first aid, and CPR. Supplemental training is available on a monthly basis through online courses offered on our internal website. We also require our workers who operate a company vehicle to complete courses on topics ranging from defensive driving to speed management.

Setting Standards

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. In 2018, we led industry-wide research on the leading cause of rigging accidents, which resulted in an increased focus on rope safety in the tower sector. Through our involvement with workforce development and industry associations, such as the National Wireless Safety Alliance and the Telecommunications Industry Registered Apprentice Program, we play an integral role in enhancing certification standards and expanding the scope and availability of training. Crown Castle employees 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 leveraging our expertise and resources to promote a culture of safety within our company and the entire industry.







Natural Disaster Preparedness

When natural disaster strikes, reliable wireless connectivity is essential. The ability of people to reach first responders and loved ones is critical. Thus, it is imperative that our customers are able to rapidly resume their operations. Recognizing that, we have enhanced our resiliency measures, so that our customers and the communities where we operate can continue to rely on our assets when they need them the most. Through advance planning and preparation and robust emergency response protocols, we position ourselves to manage the impact of natural disasters and mitigate the havoc such disasters wreak.

Before a disaster is even on the radar, our everyday operations help bolster our preparedness efforts. We maintain emergency response protocols to level set expectations across the organization and ensure that internal teams are cognizant of our disaster contingency plans. We also periodically assess the location and structural integrity of our assets and the ability of these assets to withstand catastrophic events prone to occur in those areas. In certain regions where extreme weather events are recurrent, the design of our infrastructure takes into account such events in an effort to minimize or prevent injury or damage.

When facing an impending natural disaster, the best defense is a good offense. Preparation features prominently in our disaster management strategy. Using sophisticated internal and external tools, our Network Operations Center (NOC) teams monitor in real time the disaster's progress and projected area of impact. Once assets in harm's way are identified, the NOC teams drive awareness and coordinate communication among the relevant internal groups, while our field operations teams assess vulnerabilities and devise a plan of action to protect our assets. We strategically mobilize essential supplies and technical teams in advance to equip us for an organized and swift response in the aftermath of the disaster. Our coordinated reconnaissance and recovery efforts play a key role in restoring connectivity and minimizing disruption to daily operations.



Supply Chain

To ensure that our reputation reflects our values, we seek suppliers that share our commitment to safety, integrity, and diversity. Our supply chain team is responsible for sourcing, procuring, and managing the delivery of materials and services, which supports our implementation and operations teams across the company. A substantial majority of our annual supplier spend is on contractors who provide construction and maintenance services on our infrastructure assets. On an ongoing basis, we pursue opportunities and take actions, such as the recent centralization of our supply chain team, in pursuit of improved efficiency and executional excellence.

Supplier Assessment

Identifying and maintaining effective relationships with suppliers who meet our needs and expectations is critical to our business success. We are committed to promoting and fostering a culture of transparency and high ethical standards, which extends to our supply chain. In furtherance of our commitment, we require suppliers that service our assets to sign an acknowledgment that they will comply, in letter and spirit, with our ethics policies and guidelines, including our **Business Practices & Ethics Policy**.

In addition to our internal supplier vetting process, Crown Castle also retains Avetta¹, a third-party supplier qualification and compliance management firm, to assist with initial screening and periodic reviews of suppliers that service our assets. Avetta assists in verifying that our suppliers are properly insured, meet or exceed safety performance metrics, and are financially stable. This verification process is conducted through a comprehensive review of supplier questionnaire responses, public records, and supplier health and safety statistics benchmarked against industry standards. During 2018, over 1,100 of our suppliers were subject to this third-party assisted screening.

Supplier Diversity

We value our relationship with diverse suppliers and strive to engage suppliers that reflect the different backgrounds of the communities we impact. Through industry networking opportunities and ordinary course operations, our supply chain team connects with businesses from qualifying diverse groups and maintains a list of companies for potential engagements. Our supply chain team works with our implementation and operations teams to identify opportunities in our procurement process to work with diverse suppliers.



1. Prior to its acquisition by Avetta in 2019, BROWZ provided Crown Castle with supplier qualification and compliance management services. The combined companies now operate under the Avetta name.

Cybersecurity

Data security is paramount. We recognize the importance of staying vigilant in safeguarding our corporate network and the data it stores. Our dedicated team of information security specialists has implemented a comprehensive program geared towards both raising awareness of cybersecurity threats and reinforcing a culture of security-sensitive end users.

Information Security Program

Making our company a more cybersecure environment is the responsibility of everyone with authorized access to our network. Training is a key component of our information security program. Throughout the year, all authorized users of our network are required to complete various online information security training modules to help them detect data security threats and malicious activity. Each module engages the user and drives knowledge retention through embedded assessment activities. In 2018, assigned training modules consisted of Security Essentials (for new hires), Password Management, and URL Training.

In addition, our information security team regularly presents at company events to highlight threat trends and share data protection best practices. Employees with higher-risk roles receive customized training tailored to address their unique risk exposure. Through targeted messaging using posters, screen savers, and timely articles, our information security team disseminates security awareness content and continuously reminds our workforce to remain diligent in protecting our data and systems.

We maintain policies to set expectations and have implemented procedures for monitoring, reporting, mitigating, and escalating information security risk. We require users of our internal information technology resources to proactively report cybersecurity incidents. We also have a robust incident response plan to handle suspected loss of, or unauthorized access to, information.



CYBERSECURITY

Assessment and Oversight

To bolster our cybersecurity efforts, we regularly evaluate the effectiveness of our information security program. This assessment, which includes social engineering, vulnerability scanning, and penetration testing, is conducted by our information security team and third-party industry experts. The program is further subject to internal audit, with results reported to our board of directors.

Data Security in Supply Chain

Our efforts to protect our data do not stop at our network. We require suppliers and subcontractors that have access to or host our sensitive data to comply with our Contractor Information Security Requirements (CISR) policy. The CISR policy requires that these third-party providers comply with their administrative, technical, organizational, and physical safeguards to ensure data security. The CISR policy outlines requirements for security systems and practices designed to protect the availability, integrity, and confidentiality of our data. Additionally, the CISR policy requires these providers to establish policies and procedures that support compliance with ISF Standard of Good Practices for Information Security and ISO 27001.



ENVIRONMENTAL MATTERS

Ecologically sound business strategies can be far reaching and benefit a multitude of stakeholders. We take measures to reduce our consumption of materials, promote recycling, and monitor and manage our footprint.

Environmental Impact

Our communications infrastructure helps enable an array of applications—including telecommuting, smart transportation, and pollution monitoring—which reduces adverse impacts on the environment. Without fast and reliable communications networks, these innovative, environmentally-friendly applications would not be possible. We implement processes and practices with the goal of minimizing the environmental impact of our operations.

Prior to deploying our infrastructure, we assess the site for any potential impact on the environment. The assessment includes a review of governmental databases and maps, as well as reports produced by third-party consultants, to determine any significant impact to wilderness and wildlife areas, endangered species, historic areas, and wetlands. We consult with federal, state, and local agencies and tribal communities on the environmental impact of the proposed construction.

From time to time, protected birds select our infrastructure for nesting activities. In 2018, we identified 2,032 sites with active nests of protected species. 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 establish alignment with our protected bird policy.



ENVIRONMENTAL IMPACT

Governing rules and regulations and industry best practices serve as guideposts for managing the environmental impact of our business. We proactively review and evaluate the implications of all proposed environmental legislation, policies, and rulemakings relevant to our industry. Crown Castle engages with leading environmental professionals in the communications industry to develop best practices. We routinely analyze our environmental policies and procedures in an effort to comply with applicable laws and regulations and observe industry standards. We have adopted an environmental management system (EMS) based on ISO 14001. Our EMS provides us with a mechanism to help us understand our environmental footprint and manage our legal and regulatory compliance obligations.



Resource Conservation and Waste Management

In recent years, we have taken steps towards reducing our environmental impact, while continuing to support our workforce and pursue our business strategy. At Crown Castle, we recognize that efficiencies can flow from embracing a prudent and environmentally-conscious mindset.

Electronic Waste

Crown Castle's workforce consists of approximately 5,000 employees, many of whom require laptops, monitors, and phones to complete their daily tasks. To ensure our workforce has the appropriate tools for the job, we periodically replace computers and other office electronics. At the end of their useful lives, we dispose of these potentially hazardous electronic devices in a responsible manner. Based on estimates from our third-party electronics disposal company, Crown Castle prevented approximately 13,500 pounds of electronic waste from entering landfills in 2018 alone.

Recycling and Solid Waste

The majority of Crown Castle's largest offices across the United States have implemented certain recycling initiatives to reduce their waste footprints. These initiatives include placing recycling bins in strategic office locations, participating in electronic waste drives, implementing composting programs in our cafeterias, using efficient coffee dispensers, and reusing, recycling, or donating office furniture.

The waste diversion program at our largest office complex, located at Canonsburg, Pennsylvania, illustrates the benefits of our recycling initiatives.

In 2018, our Canonsburg teams recycled¹:



1. Recyling management vendor 2018 estimates, representing recycling efforts at our two owned buildings on the Canonsburg campus.





RESOURCE CONSERVATION AND WASTE MANAGEMENT

We also focus on managing our consumption of resources. Many of our facilities are equipped with bottling stations and post-consumer waste products, such as paper stock, compostable cups, plates, and cutlery. Our goal is not only to reduce our consumption, but also to help minimize the environmental impact in those instances where waste is unavoidable.



Water Conservation

At Crown Castle, our water consumption stems primarily from the operation of our offices. Nevertheless, Crown Castle understands the importance of conserving water where possible. We proactively take steps to manage the extent of our water usage. Nineteen of Crown Castle's 24 largest owned or leased facilities have taken measures to decrease water consumption by using water-efficient fixtures in kitchens and restrooms. The water used for outdoor landscaping at our campus in Canonsburg is zoned, timed, and controlled by a wireless water sensor to minimize water consumption. Additionally, in several of our major facilities we use reclaimed water for landscape irrigation.

Our Footprint

As a provider of communications infrastructure, our energy consumption stems primarily from the operation of our infrastructure assets, facilities, and fleet of vehicles.

Our business model focuses on providing our customers with space on or access to our towers (including other structures, such as rooftops), small cell networks, and fiber. Predominately, our customers use this space or access to attach their equipment in order to operate their communications network. In those instances, Crown Castle often facilitates its customers' access to electricity to power their equipment, but ultimately the power consumption arises almost entirely from the customers' operations. However, there are also certain circumstances in which Crown Castle consumes electricity at its infrastructure sites to power its own operations. For instance, government regulations require lighting beacons to be placed on some of our towers. To increase efficiencies, since 2007, Crown Castle has been upgrading the beacon lights from incandescent to LED lighting.



OUR FOOTPRINT

Crown Castle also operates facilities, primarily consisting of office space and colocation centers. We currently own or lease approximately 1.6 million square feet of office space. Most of our operations, however, are housed in a handful of large offices. In fact, we estimate that approximately 75% of our workforce is based in 24 offices, covering approximately 1.1 million square feet. We also own or lease data centers and lease space in third party-owned storage facilities where we store server racks. Our office and storage facility operations consume energy in the form of electricity. In some cases, those same operations require the consumption of fossil fuels for heating and emergency backup power generation. For emergency backup power, select Crown Castle locations have fossil fuel-powered generators. We regularly test our generators to ensure they are operational in the event of a power outage.

Another source of Crown Castle's emissions arises from its vehicle fleet. As of fiscal year end 2018, we had a fleet of over 1,000 vehicles. Our fleet is comprised of diesel, flexible fuel, and gasoline-powered vehicles.

At Crown Castle, we recognize that our environmental impact can have global consequences. As such, we consider ways to minimize or offset our footprint. Going forward, we plan to enhance our internal processes to enable us to better quantify our consumption and corresponding emissions metrics.



OUR TEAM

Our employees are central to the success of our business. As part of our core values, Crown Castle fosters an environment that is diverse, inclusive, and transparent. We believe attracting, developing, and retaining talented employees is paramount to serving our customers and communities.

Diversity and Inclusion

We embrace diversity because it makes our company stronger and more innovative. We bring together a workforce comprised of unique perspectives in an atmosphere where people from different backgrounds can thrive. Diversity at all levels of our organization, from interns to members of our board of directors, creates opportunities for fresh ideas to flourish. We believe in creating a welcoming workplace where everyone is accepted, respected, and empowered to maximize their potential. Fostering a work environment where opportunities for success are open to all and differences in background are valued is at the core of our workplace culture.

By signing the CEO Action for Diversity & Inclusion pledge, Jay Brown has joined the ranks of over 750 business leaders who have publicly committed to advancing diversity and inclusion in the workplace. From our workplace to the workplace of our suppliers, we aim to promote diversity, drive measurable results, and make a difference in the communities where we live and work.



Talent Development

We believe that learning and development is a catalyst for growth. It not only allows our employees to thrive professionally, but also fosters innovation, fuels digital transformation, and secures the long-term viability of our business. Learning begins with the individual, and employees are encouraged to take an interest in their careers at Crown Castle. New skills lead to new opportunities. We are committed to providing the critical tools to unlock those opportunities and pave the way to realizing each employee's full potential.

In 2019, we are investing \$5 million to offer our employees a range of programs and resources to accelerate their growth and career advancement and amplify productivity. Our suite of market-leading programs allows our employees to develop new, and enhance existing, professional and technical skills. Our online, on-demand training platforms provide our employees with flexible, self-directed learning opportunities. We offer our employees thousands of professional development courses that contain useful tools and best-in-class content. Our employees also receive rigorous job-skills training, both as part of the onboarding process and continuous education. In 2018, we logged over 20,000 course completions by our employees across various business units and functions.

We also recently launched *Leading at Crown Castle*, an intensive, cohort-based program designed to standardize our leadership practices and develop strong leaders across the company. While the program is geared toward people leaders and others in senior-level positions, we expect the impact of the program to reach all levels of the company. The program begins with a comprehensive, 180-degree assessment of skills and capabilities based on a combination of personal reflection and feedback primarily from supervisors and direct reports. Following the assessment, participants receive extensive training on core leadership competencies.

We also support our employees in their quest to further their education. Through our Tuition Assistance Program, we reimburse 75% of eligible tuition expenses, up to a lifetime maximum of \$40,000 for each eligible employee. In 2018, we paid nearly \$600,000 in tuition expense reimbursements, which represents an increase of approximately 40% over the prior four-year average, driven primarily by workforce growth.



In 2018, we logged over **20,000** course completions by our employees across various business units and functions

In 2018, we paid nearly \$600,000 in tuition reimbursements

TALENT DEVELOPMENT

Rotational Programs

In 2017, we launched full-time, career development programs aimed at training recent graduates on various aspects of our operations in an effort to prepare them for a promising career at our company. By partnering with universities and diversity organizations, we strive to identify and attract a select group of bright and ambitious candidates from diverse backgrounds to participate in our rotational programs. During the rotational program, employees are immersed in our business model, our culture, and our strategy through roles that encourage them to contribute their ideas and perspectives. By working closely with senior leaders and industry experts to solve complex, real-world business challenges, we offer participants an opportunity to learn new skills, propel their careers, and build rewarding professional relationships across the company.

- > Emerging Leaders Program (ELP): This cross-functional, two-year rotational program allows participants to experience various facets of our operations, such as real estate, project management, finance, and engineering.
- > Finance Development Program (FDP): This two-year rotational program is focused on developing business professionals with an interest in finance. The participants are matched with a variety of finance and accounting teams, including corporate finance, accounting, internal audit, corporate development, business and operating units, and real estate acquisitions.

Following successful completion of the program, employees are placed in a role that aligns with each participant's skills and interests, while fulfilling the needs of our business.



50% ELP participants are women

43% FDP participants are women

Partnerships for recruitment opportunities

- > The Posse Foundation
- Society of Women Engineers
- Society for Hispanic Professional Engineers

Benefits

Our employees are committed to supporting our business, and we are committed to supporting our employees. We offer our employees a comprehensive array of benefits designed to address their varied and evolving needs; to help take care of their physical, mental, and financial health; and to assist them with managing personal challenges and major life events.

Health and Wellness

We recognize that well-being, whether physical, emotional, or financial, drives employee engagement, satisfaction, and productivity. As such, we want to provide our employees with the resources to allow them to take care of themselves and their loved ones. By offsetting the rising cost of healthcare, we help our employees address health concerns and seek preventative treatments. From welcoming a new child to taking care of an elderly parent, we provide paid time off and other related benefits to allow our employees to care for others. Some of the health and welfare benefits we offer include:

- > Medical, dental and vision plans
- > Health savings account contributions
- > Disability coverage
- > Life insurance
- > Free flu shots
- > On-site gym at select locations
- > Gym membership reimbursement
- > Employee assistance program
- > Personal time off
- > Parental leave
- > Subsidized milk shipping service for traveling nursing moms
- > Adoption expense reimbursement
- > Annual scholarships open to interns and employee dependents



BENEFITS

Retirement Benefits

We encourage our employees to plan for the future, and support them by offering benefits designed to help provide financial security.

- > 401(k) Plan¹. We offer our employees an automatic 3% base match of their contribution to a 401(k) account and have historically also made an additional annual 3% discretionary match. Through our discretionary "B3 Stock Award," we also make an equity contribution to each employee's 401(k) account, which has historically represented 4% of the employee's year-end base salary.
- > Extended Service Separation Program (ESSP). Our ESSP makes available retirement-type benefits to long-term, qualifying employees. Under our ESSP, qualifying employees continue to have an opportunity to vest in certain of their outstanding equity awards upon retirement from Crown Castle. Qualifying employees without unvested equity awards are eligible to receive a cash contribution to their 401(k) account in the amount equal to 25% of their base salary.





1. We also offer a Puerto Rico 1165(e) Plan, which has benefits similar to a 401(k) Plan, for our employees in Puerto Rico.

Disclosure Number	Disclosure Title	2018 Response		
GRI 102: GENERAL DISC	GRI 102: GENERAL DISCLOSURES 2016			
Organizational Profile	9			
102-1	Name of the organization	Crown Castle International Corp.		
102-2	Activities, brands, products, and services	Form 10-K for the year ended December 31, 2018, pages 1-6		
102-3	Location of headquarters	Houston, Texas		
102-4	Location of operations	Form 10-K for the year ended December 31, 2018, page 3		
102-5	Ownership and legal form	Crown Castle International Corp. is a publicly held corporation, which operates as a real estate investment trust (REIT) for US federal income tax purposes.		
102-6	Markets served	Form 10-K for the year ended December 31, 2018, pages 1, 3-6		
102-7	Scale of the organization	As of December 31, 2018, we employed approximately 5,000 employees. See also Form 10-K for the year ended December 31, 2018, pages 1-5, 23		
102-8	Information on employees and other workers	As of December 31, 2018, we employed approximately 5,000 employees.		
102-9	Supply chain	See "Operations – Supply Chain," page 25		
102-10	Significant changes to the organization and its supply chain	There were no significant changes to the organization or its supply chain during 2018.		
102-11	Precautionary Principle or approach	Crown Castle has not formally adopted the Precautionary Principle or approach. However, we take steps to monitor and manage our environmental footprint. See "Environmental Matters – Environmental Impact," page 28		
102-12	External initiatives	Specific initiatives are covered in the relevant sections of this report, by topic.		
102-13	Membership of associations	National Association of Real Estate Investment Trusts (Nareit) Wireless Infrastructure Association (WIA) Competitive Carriers Association (CCA)		

Disclosure Number	Disclosure Title	2018 Response
102-13	Membership of associations	Telecommunications Industry Association (TIA) National Association of Tower Erectors (NATE)
		National Wireless Safety Alliance (NWSA)
		Telecommunications Industry Registered Apprenticeship
		Program (TIRAP)
		Environmental, Health & Safety Communications Panel (EHSCP)
Strategy		•
102-14	Statement from senior decision-maker	See "Letter from the CEO," page 3
102-15	Key impacts, risks, and opportunities	Form 10-K for the year ended December 31, 2018, pages 9-19
Ethics and Integrity		
102-16	Values, principles, standards and norms of behavior	See "Governance – Ethics," pages 17-18; see also Business Practices & Ethics Policy
Material Topic: Ethics		
102-17	Mechanisms for advice and concerns about ethics	See "Governance – Ethics," page 18
Material Topic: Corpor	rate Governance	•
102-18	Governance structure	See "Governance - Governance Structure," pages 14-15
102-22	Composition of the highest governance body and its committees	See "Governance," pages 14-16; see also 2019 Proxy Statement, pages 7-17
102-23	Chair of the highest governance body	See "Governance – Governance Structure," page 14
102-24	Nominating and selecting the highest governance body	See "Governance – Our Board," page 15; see also 2019 Proxy Statement, page 11
102-25	Conflict of interest	2019 Proxy Statement, pages 17-18, Appendix A
102-33	Communicating critical concerns	See "Governance - Ethics," page 18; see also Business Practices & Ethics Policy
102-35	Remuneration policies	2019 Proxy Statement, pages 18-19, 25-48
102-36	Process for determining remuneration	2019 Proxy Statement, pages 6, 18-19, 25-48

Disclosure Number	Disclosure Title	2018 Response
102-37	Stakeholder's involvement in remuneration	2019 Proxy Statement, page 6 and Form 8-K filed on May 16, 2019
102-38	Annual total compensation ratio	2019 Proxy Statement, page 49
Stakeholder Engagen	nent	
102-40	List of stakeholder groups	See "Materiality Assessment," page 7
102-41	Collective bargaining agreements	Form 10-K for the year ended December 31, 2018, page 6
102-42	Identifying and selecting stakeholders	See "Materiality Assessment," page 7
102-43	Approach to stakeholder engagement	See "Materiality Assessment," page 7
102-44	Key topics and concerns raised	See "Materiality Assessment," pages 7-8
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Form 10-K for the year ended December 31, 2018, page 53
102-46	Defining report content and topic boundaries	See "Materiality Assessment," pages 7-8
102-47	List of material topics	See "Materiality Assessment," page 8
102-48	Restatements of information	No restatements
102-49	Changes in reporting	No changes
102-50	Reporting period	January 1 to December 31, 2018, unless otherwise indicated in the report or the context suggests otherwise.
102-51	Date of most recent report	This is Crown Castle's inaugural Corporate Sustainability Report.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	IR@crowncastle.com (713) 570-3050
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	See "GRI Content Index," pages 39-44
102-56	External assurance	This report has not been externally assured.

Disclosure Number	Disclosure Title	2018 Response
GRI 103: MANAGEMENT	APPROACH 2016	
103-1	Explanation of the material topic and its boundary	See "Materiality Assessment," pages 7-8; see also "CEO Letter," page 3
103-2	The management approach and its components	Specific material topics are covered in the relevant sections of this report, by topic.
103-3	Evaluation of the management approach	See "Materiality Assessment," pages 7-8
GRI 304: BIODIVERSITY	2016; GRI 307: ENVIRONMENTAL COMPLIANCE	2016
Material Topic: Legal	Compliance	
304-2	Significant impacts of activities, products, and services on biodiversity	See "Environmental Matters – Environmental Impact," pages 28-29
307-1	Non-compliance with environmental laws and regulations	See "Environmental Matters," page 39; see also Form 10-K for the year ended December 31, 2018, pages 7-8
GRI 306: EFFLUENTS AN	ID WASTE 2016	
Material Topic: Resou	rce Management	
306-2	Waste by type and disposal method	See "Environmental Matters," pages 30-33
GRI 401: EMPLOYMENT	2016	
Material Topic: Emplo	yee Relations	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See "Our Team – Benefits," pages 37-38
GRI 403: OCCUPATIONA	L HEALTH AND SAFETY 2018	
Material Topic: Safety	and Security	
403-2	Hazard identification, risk assessment, and incident investigation	See "Operations – Safety Management," pages 22-23
403-5	Worker training on occupational health and safety	See "Operations – Safety Management," page 23
403-6	Promotion of worker health	See "Our Team - Benefits," pages 37-38
403-9	Work-related injuries	See "Operations – Safety Management," page 23

Disclosure Number	Disclosure Title	2018 Response
GRI 404: TRAINING AND	EDUCATION 2016	
Material Topic: Career	Development	
404-2	Programs for upgrading employee skills and transition assistance programs	See "Operations – Safety Management," page 23 and "Our Team – Talent Development," pages 35-36
404-3	Percentage of employees receiving regular performance and career development reviews	100% of our employees receive regular performance and career development reviews.
GRI 405: DIVERSITY AND	DEQUAL OPPORTUNITY 2016	
Material Topic: Diversi	ty and Inclusion	
405-1	Diversity of governance bodies and employees	2019 Proxy Statement, pages 7-13
GRI 413: LOCAL COMMUI	NITIES 2016	
Material Topic: Comm	unity Service	
413-1	Operations with local community engagement, impact assessments, and development programs	See "Social Impact - Connected by Good," pages 9-13, and "Environmental Matters - Environmental Impact," page 28
GRI 414: SUPPLIER SOCI	AL ASSESSMENT 2016	
Material Topic: Supply	Chain Management	
414-1	New suppliers that were screened using social criteria	See "Operations – Supply Chain," page 25

NON-GRI TOPICS		
Material Topic: Philanthropy		
Non-GRI Topic	See "Social Impact - Connected by Good," pages 9-13	
Material Topic: Shareholder relations		
Non-GRI Topic	See "Governance – Shareholder Relations," page 17	
Material Topic: Footprint		
Non-GRI Topic	See "Environmental Matters – Our Footprint," page 32	
Material Topic: Innovation		
Non-GRI Topic	See "Operations – Innovations," page 19	

ABOUT THIS REPORT

Sustainability Reporting

This report was published in December 2019 and, unless otherwise indicated or the context otherwise suggests, reflects our activities for calendar year 2018. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option.

Forward-looking statements

This report contains forward-looking statements about our activities and expectations. Statements that are not historical facts are identified as forward-looking statements. In addition, words such as "estimate," "anticipate," "project," "plan," "intend," "believe," "expect," "potential," "predicted," "continue," "likely," "target," "seek," "goal," "will," "may," "plan," "aim," "should," and any variations of these words and similar expressions are intended to identify forward-looking statements.

Such forward-looking statements should, therefore, be considered in light of various risks, uncertainties and assumptions, including prevailing market conditions, risk factors described in our most recent Annual Report on Form 10-K and Quarterly Reports on Form 10-Q filed with the Securities and Exchange Commission (SEC), and other factors. Should one or more of these risks or uncertainties materialize, or should any underlying assumptions prove incorrect, actual results may vary materially from those expected. Forward-looking statements in this report speak only as of the date made, and we do not undertake any obligations to update any forward-looking statements, whether as a result of new information, future events, or otherwise. All future dividends are subject to declaration by our board of directors.

Our filings with the SEC are available through the SEC website at **www.sec.gov** or through our investor relations website at **investor.crowncastle.com**. We use our investor relations website to disclose information about us that may be deemed to be material. We encourage investors, the media and others interested in us to visit our investor relations website from time to time to review up-to-date information or to sign up for e-mail alerts to be notified when new or updated information is posted on the site.

Materiality

The terms "material" and "materiality" as used in the context of this report and in our materiality assessment relating to this report (see Materiality Assessment) are different from such terms as used in the context of filings with the SEC. Issues deemed material for purposes of this report may not be considered material for SEC reporting purposes.

Interpretation

In this report, the term "including," and any variation of such term, means "including without limitation." The use of the word "or" in this report is not exclusive. Unless this report indicates otherwise or the context otherwise requires, the terms "we," "our," "our company," "the company" or "us" refer to Crown Castle International Corp. and its subsidiaries. Additionally, unless the context suggests otherwise, references to "US" are to United States of America and Puerto Rico, collectively.



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