

Restricted Stock Units (RSUs) at Crown Castle

Restricted Stock Units (RSUs) are awarded company shares granted to teammates as part of their total compensation package. Crown Castle awards RSUs to management and senior-level professionals to help them grow their wealth while being stewards of our business.

WHY?

ATTRACTION of great talent

RETENTION of our teammates over the long-term

ALIGNMENT with our shareholders

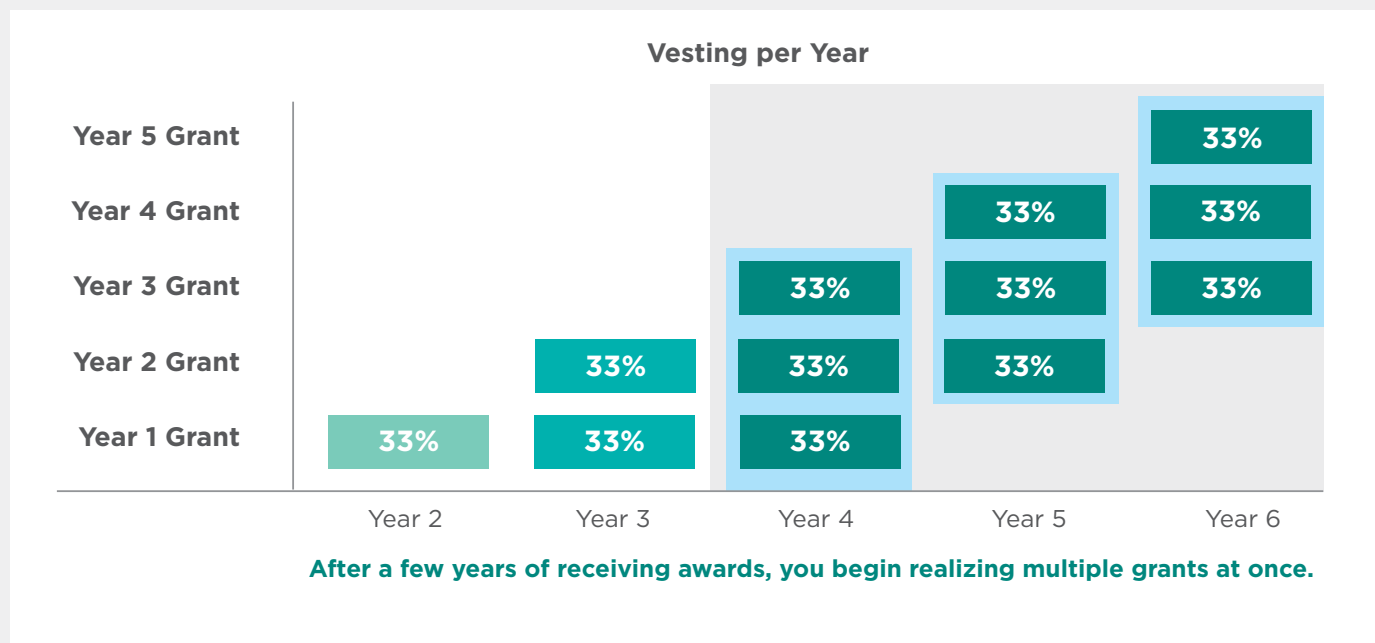
How it works...

1 GRANT	<p>Each RSU-eligible teammate is considered for an award during the annual compensation cycle. Leaders consider a teammate's sustained performance and their contributions to value creation relative to the RSU target for the position and the budget available for allocation.</p>
2 VESTING	<p>After a defined period of employment, you become vested in your RSU award (or a portion of it, to be more precise). Generally, this occurs in equal one-third installments one, two and three years following the grant date.</p>
3 OWNERSHIP	<p>Shares underlying the vested units are deposited, net of taxes, into your Charles Schwab brokerage account. You are now an owner, and you can do with the shares what you choose. As long as you hold the shares, you'll collect quarterly dividends, enjoy voting rights and participate in the market economics of share ownership.</p>
4 SALE	<p>At some point, you may choose to sell your stock—perhaps for a life event, like helping to buy a house or pay for college. This might be shortly after vesting, or years down the road. When you do, hopefully you've realized a gain.¹</p>

¹ Prior to selling stock, familiarize yourself with Crown Castle's [Insider Trading Policy](#). You may owe taxes on any gain in the value of the stock since the time it vested and should always consult a tax specialist.

Did you know?

- The annual nature of our long-term incentive program creates a virtuous cycle of wealth-building opportunity. Every year, new RSU awards are granted while portions of prior awards are vesting.



- You participate in the dividend of Crown Castle stock following vesting (as a shareholder of record). But even before vesting, you're eligible to participate in our dividends via dividend equivalents, which accumulate and are paid to you after each vesting event (via Payroll, reduced for tax withholding).
- Most teammates choose to pay the taxes related to RSU vestings through share withholding. However, if you'd prefer, you can elect to pay cash to cover these taxes.

Resources/Links

[Set up your Charles Schwab Brokerage Account²](#)

[How to accept your Restricted Stock Unit Award](#)

[Charles Schwab Equity Award Center](#)

Questions?

Reach out to Compensation@crowncastle.com for more information on how the program works.

Holding Crown Castle stock beyond the vesting period is an investment decision. It is recommended that you consult a financial advisor to determine your investment strategy, the level of risk that is appropriate for your portfolio, and your overall approach to diversification. Past performance is not necessarily an indicator of future results.