



AMERICAN TOWER®
CORPORATION

2021 Sustainability Report





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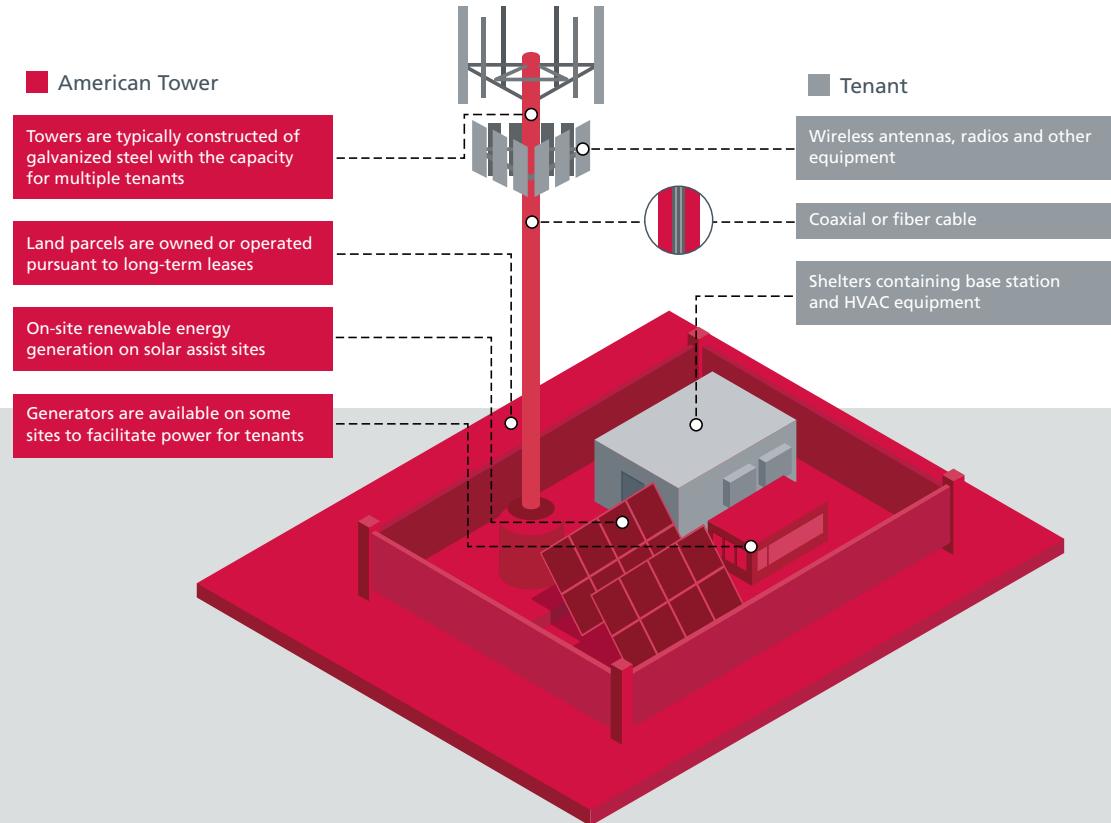
About American Tower

Founded in 1995, American Tower is one of the largest publicly held global real estate investment trusts. With a presence in 25 countries, we are a leading independent owner, operator and developer of multitenant communications real estate. We lease space on our communications sites to a diverse array of tenants—wireless service providers, radio and television broadcast companies, wireless data providers, government agencies and municipalities, and companies in various other industries. In addition to the communications sites in our portfolio, we manage rooftop and tower sites for property owners and hold other telecommunications infrastructure, fiber and property interests, including highly interconnected data center facilities and related assets. We also offer tower-related services, including site acquisition, zoning and permitting, and structural analysis, which primarily support our site leasing business, including the addition of new tenants and equipment on our sites. For further information on our operations and financial results, please see our [Investor Relations](#) web page.

Our Vision

We make wireless communication possible *everywhere*.

Our more than 6,000 employees are critical in supporting the achievement of our vision to make wireless communication possible everywhere through our *Stand and Deliver* strategy. We strive to support equitable access to wireless communication globally, in partnership with our tenants, nonprofit organizations, government authorities and local communities.



Our *Stand and Deliver* Strategy

- Lead** wireless connectivity around the globe.
- Innovate** for a mobile future.
- Drive** efficiency throughout the industry.
- Grow** our assets and capabilities to meet customer needs.

Our real estate portfolio of over 220,000 communications sites includes:¹

United States (U.S.) and Canada

~43,000

Europe

~30,000

Asia-Pacific (APAC)

~76,000

Latin America

~49,000

Africa

~22,000

Highly interconnected data center facilities across 10 U.S. markets²

27

1. As of December 31, 2021

2. The 27 data center facilities across the U.S. include 2 data center facilities added to the American Tower portfolio through the DataSite acquisition, which closed on October 7, 2021, and 24 data center facilities added to the portfolio through the Core Site Realty Corporation acquisition, which closed on December 28, 2021. Due to the timing of the acquisition, the added facilities would have an immaterial impact on the 2021 total reported figures and therefore were excluded from the 2021 Sustainability Report, unless otherwise noted.

Letter From Our President and CEO

We witnessed several mobile network technology advancements take center stage in 2021. At American Tower, our teams remained steadfast in supporting critical connectivity across the globe, reducing our environmental impact, encouraging and supporting one another, and giving back to the communities we call home. Through our Stronger Together campaign, we maintained our sense of resolve and continued to champion sustainability and drive progress against our key priorities. As you will see throughout this report, we set bold goals for the future and took concrete steps for impact today.

We did not waver in our focus on promoting diversity, equity and inclusion at all levels within our organization. In 2021, we launched a resource center for our U.S. employees to serve as a hub of information and provide tools to facilitate continuing education on diversity, equity and inclusion topics. Additionally, our Compensation Committee approved a shared human capital management goal for the entire executive team for 2022, which emphasizes increased representation, inclusivity and talent development with a focus on underrepresented groups.

Our commitments extend beyond our internal American Tower community, bringing improved opportunities to the global ecosystem we are fortunate to be a part of. As the world emerges from what we all hope was the worst of the COVID-19 pandemic, access to wireless communication has become vitally important. To improve equitable access to the internet, as of December 31, 2021, we have established over 300 Digital Communities in eight countries, promoting digital inclusion in underserved communities.

To date, we have enrolled more than 200,000 students in programs focused on community education and career

development—including Science, Technology, Engineering and Mathematics education, job training opportunities, certificate courses and curriculum focused on financial literacy. As we strive to make wireless communication possible everywhere, we are committed to scaling this program to 2,000 Digital Communities by 2026, leveraging the uninterrupted connectivity of our communications sites and a strong series of local and multinational partnerships to drive tangible impact.

The success of these local efforts can have global reach, through the people, communities, ideas and connections they support and enable to flourish. We are proud our Digital Communities program was awarded the 2021 World Summit on the Information Society Prize, which identifies the year's most innovative and high-impact information and communication technology projects around the world.

Investing in our communities also means being good stewards of the environments and ecosystems that surround them. As we continue to see the growing impacts of climate change, with severe wildfires, hurricanes and other natural disasters causing significant devastation and disruption, American Tower is committed to operating in an environmentally responsible manner. As an extension of that commitment, we have adopted science-based targets. These targets reflect the goals set forth in the Paris Agreement and guide our efforts to help limit future global warming to well below two degrees Celsius above preindustrial levels.

We have established over 300 Digital Communities in eight countries.



Thomas A. Bartlett
President and
Chief Executive Officer



**By the end of 2021,
we successfully
reduced our
operational scope 1
and 2 GHG emissions
by 6.5%.**

energy storage systems.¹ This bold commitment to the future has resulted in more than 40% of our sites with lighting systems being upgraded to LEDs; nearly 11,000 communications sites supported by solar arrays; and almost 13,600 sites utilizing lithium-ion batteries (LIBs) for energy storage, all of which combined significantly reduces diesel generator run time. This has led to measurable progress and by the end of 2021, we reduced our operational scope 1 and 2 GHG emissions by 6.5% compared to our 2019 baseline. We are proud of this achievement, and even with our continued strong organic growth, including in markets where we provide power as a service, I see this as a testament to the efforts and investments our global teams have made to reduce the environmental impact of our and our customers' operations at our sites.

We recognize the need to work together with outside organizations to address society's most pressing topics. We believe the whole is greater than the sum of its parts, and we can amplify our positive impact through effective collaborations. To that end, we are supporting global initiatives, including the United Nations Global Compact, the United Nations Women's Empowerment Principles and the United Nations Sustainable Development Goals, among

We remain focused on reducing our greenhouse gas (GHG) emissions, as well as our customers' GHG emissions. Since 2012, we have invested more than \$400 million in energy efficiency improvements, renewable energy solutions and advanced

others, which aim to bring the collective power of businesses together to drive positive change. In 2021, we also joined the World Economic Forum's EDISON Alliance 1 Billion Lives Challenge, which aims to spur development of affordable and accessible digital solutions for health, finance and education to the underserved.

The above highlights only a few of our accomplishments during the year, with in-depth data, impactful stories of the actions we have taken so far and our bolder goals for the future further discussed throughout our 2021 Sustainability Report. Since joining American Tower more than a decade ago, I have been constantly inspired by the strength and determination of our people, and this has never been more obvious than over the past two years in the face of so many challenges.

Our work to foster a more equitable culture for our employees, improve our operational sustainability, support the needs of our tenants, uphold ethics and integrity at every level of the organization, and engage with our local communities is integral to our success. And although we have made impressive strides, there is always more we can do as a Company and as individuals to drive positive change. I believe a more connected, more equitable and cleaner world is possible, and that the critical connectivity we support around the globe will help us realize this vision. As long as we continue to stand Stronger Together, anything is possible.

Thomas A. Bartlett

President and Chief Executive Officer

Sustainability at American Tower

In 2021, we refreshed our sustainability strategy to focus on three pillars: Environment, Social and Governance. Our sustainability strategy remains aligned with our vision to make wireless communication possible everywhere, as well as with the United Nations (UN) Sustainable Development Goals (SDGs), which are a universal call to action to end poverty, protect the planet and ensure all people enjoy peace and prosperity by 2030.



Environment

Aligning With the SDGs



Our Approach

At American Tower, we are committed to minimizing our environmental impact and operating sustainably. Our overall business model of developing and leasing neutral-host infrastructure to multiple communications providers, as an alternative to each provider building its own, fundamentally reduces consumption of energy, materials and resources.

- Minimize the telecommunications industry's impact on the environment through our shared infrastructure model
- Pursue our climate targets, which are approved by the Science Based Targets initiative and therefore aligned with the Paris Agreement
- Increase on-site energy efficiency, deploy renewable energy solutions and install advanced energy storage systems, with more than \$400 million invested in this strategy since 2012
- Conduct environmental assessments to identify and implement proper mitigation measures to minimize potential impact on local ecosystems prior to new site development

Alignment With Global Principles

As part of our commitment to sustainability, we have committed to or became a signatory of several global organizations and initiatives, including:



In support of

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office



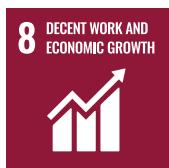
2021 Highlights

- Adopted science-based greenhouse gas (GHG) emissions reduction targets and achieved a 6.5% reduction in scope 1 and 2 GHG emissions compared to our 2019 baseline, despite strong organic business growth
- Formally supported the Financial Stability Board's Task Force on Climate-related Financial Disclosures
- Achieved 78% of our second-generation renewable energy goal by expanding our portfolio to include over 58 megawatts of solar capacity installed at almost 11,000 sites
- Installed lithium-ion battery energy storage systems at more than 13,600 sites globally, increasing our energy storage capacity to 400 megawatt hours
- Protected more than 3,400 bird nests across our operations



Social

Aligning With the SDGs



Our Approach

We believe in the importance of providing support and opportunities for both our own employees and the communities in which we operate. Our social pillar encompasses our employee development programs, community initiatives, including financial contributions from the American Tower Foundation and volunteer efforts by our employees, and our Digital Communities, among other philanthropic endeavors. We are using our resources to improve our communities and taking responsibility for the social impacts of our business.

- Provide professional development and training opportunities for employees at all levels to support their career growth
- Promote and cultivate diversity, equity and inclusion through redesigned recruitment efforts, conscious inclusion training and opportunities for employees and leaders to discuss important topics
- Mandate extensive safety training and certifications for our employees, specific to work hazards they may encounter at our communications sites
- Actively promote digital literacy and employment opportunities for marginalized groups, particularly through our Digital Communities program
- Provide communication and relief efforts during and after natural disasters and other catastrophic events

2021 Highlights

- 97% of employees believe in the values of the Company
- Provided performance and career development reviews to 100% of our employees
- Promoted approximately 400 employees, a 33% increase over 2020
- Contributed more than \$500,000 to support 260 employees pursuing educational opportunities
- Opened our 308th Digital Community, achieving over 15% progress toward our goal of establishing 2,000 Digital Communities by the end of 2026
- Adopted the United Nations Women's Empowerment Principles in early 2022
- Distributed nearly \$6 million globally through our workplace giving and matching programs, volunteer events, disaster-relief donations and financial contributions from the American Tower Foundation



Governance

Aligning With the SDGs



Our Approach

American Tower is committed to doing business the right way to ensure we are viewed as a partner of choice for our tenants and the communities where we operate. Our commitment to operating in an ethical manner is visible throughout our day-to-day work and is clearly manifested in our training regimen and communications from our senior leadership.

- Drive long-term value creation through strong customer satisfaction, organic growth, disciplined capital allocation and select platform expansion initiatives
- Ensure a strong corporate governance framework that defines the roles and responsibilities of our Board of Directors (Board), provides thematic oversight of our strategy and operations, and ensures regulatory compliance
- Conduct training on our Code of Ethics and Business Conduct Policy ([Code of Conduct](#)) for all employees and the Foreign Corrupt Practices Act (FCPA) for all international employees, emphasizing our zero-tolerance policy
- Provide multiple channels for employees and other stakeholders to report violations, track all reported incidents of misconduct and manage resolutions; substantive matters are reported to the Board through the Audit Committee
- Maintain strong stakeholder relationships and engagement programs by conducting employee engagement surveys, participating in industry organizations and administering regular formal customer satisfaction surveys, in addition to our frequent informal interactions and ongoing discussions
- Maintain and continuously enhance safeguards to protect against cybersecurity threats and attacks through comprehensive policies and programs

2021 Highlights

- Joined the United Nations Global Compact in early 2022
- Named to *Newsweek's* list of America's Most Responsible Companies
- All employees and Board members reviewed and certified our [Code of Conduct](#)
- Incorporated environment, social and governance metrics into the short-term incentive program for each Company executive in early 2022
- Employees completed over 18,000 training classes related to cybersecurity
- Achieved International Organization for Standardization 27001 certification at all our U.S.-based data centers¹

1. This metric includes legacy American Tower data centers. Information related to data centers obtained through the DataSite acquisition, which closed on October 7, 2021, and the CoreSite Realty Corporation acquisition, which closed on December 28, 2021, is not included within this report.



"Pledging our support of the **United Nations Global Compact** and the **Women's Empowerment Principles** reflects our unwavering commitment to operate our global business in a sustainable way, guided by our Core Principles. We will continue to embed these initiatives and principles into the strategy, culture and operations of American Tower and engage in collaborative projects to advance the broader objectives of the United Nations, particularly the **Sustainable Development Goals**."

Thomas A. Bartlett, President and CEO

Prioritizing Material Topics

Our sustainability approach and communications are focused on topics that are most relevant to our Company and key stakeholders. To ensure proper strategic direction, we complete periodic sustainability materiality assessments, most recently in 2021, to evaluate the importance of a range of environment, social and governance (ESG) topics. Through benchmarking, as well as internal and external stakeholder engagement, we identified topics deemed to be most important to achieving our business objectives, while also meeting the expectations of and aligning with the values of our key stakeholders. This process involved three main steps:

1 First, we developed a universe of 25 potential topics through a benchmarking exercise, informed by priorities identified by tenants, industry peers, investors, trade organizations, ESG standard setters and ESG rating agencies.

2 Next, we conducted internal and external stakeholder engagement, facilitated by Global Sustainability Committee (GSC) members, to gather insights supporting topic prioritization for our business objectives. This GSC-led engagement included a cross-functional global survey process to gather input and participation from leadership and operational teams across the organization in addition to targeted interviews.

3 Finally, after survey aggregation and analysis, we conducted validation of the results with regional and executive leadership to solidify our final determination of material topics.

This assessment is crucial for identifying and prioritizing sustainability topics affecting our Company and stakeholders, as well as for facilitating long-term value creation. The outcome informs our sustainability strategy, resource allocation and goals across our three pillars:

Environment

- Climate change mitigation
- Land stewardship
- Waste management

Governance

- Cybersecurity
- Ethics, regulatory compliance and accountability
- Governance
- Stakeholder engagement
- Tax and economic contribution

Social

- Emergency and disaster response
- Occupational health and safety
- DE&I
- Physical security
- Talent recruitment, development and retention
- Community engagement and philanthropy
- Reliable and inclusive connectivity



The Mobile Industry's Collective Impact on Achieving the UN SDGs

According to the GSMA 2021 Mobile Industry Impact Report: Sustainable Development Goals, the mobile industry has increased its positive impact across every SDG despite the global hardships experienced over the past two years. The COVID-19 pandemic highlighted the vital role mobile connectivity plays in people's lives and its ability to provide invaluable access to essential services, like healthcare, banking and education. We are proud to be part of an industry that collectively is driving progress on all the SDGs.

American Tower Board of Directors



Thomas A. Bartlett
President and CEO,
American Tower Corporation



Kelly C. Chambliss
SVP and COO,
IBM Consulting



Teresa H. Clarke
Chair and CEO,
Africa.com LLC



Raymond P. Dolan
Chairman and CEO,
Cohere Technologies, Inc.



Kenneth R. Frank
Partner, Banneker Partners



Robert D. Hormats
Managing Director,
Tiedemann Advisors



Grace D. Lieblein
Former VP, Global Quality,
General Motors



Craig Macnab
Former CEO and Chairman,
National Retail Properties, Inc.



JoAnn A. Reed
Healthcare Consultant and
Former SVP, Finance and CFO,
Medco Health Solutions, Inc.



Pamela D.A. Reeve
Chairperson of the Board
Former President and CEO,
Lightbridge, Inc.



David E. Sharbutt
Former CEO and Chairman,
Alamosa Holdings, Inc.



Bruce L. Tanner
Former EVP and CFO,
Lockheed Martin Corporation



Samme L. Thompson
President, Telit Associates, Inc.



Governance

Governance at American Tower

American Tower is committed to strong corporate governance, bolstered by a culture of ethics and integrity that starts at the top. Our Board, composed of our President and CEO and 12 independent directors with diverse experiences, perspectives and backgrounds, oversees our business strategy. We recognize our ability to operate sustainably is directly linked to the overall success of our Company, and as such ESG principles and objectives are core priorities for our Board.

Our Board has three committees:

The Nominating and Corporate Governance Committee

(Nominating Committee) reviews our director composition and corporate governance practices, as well as oversees our ESG programs and policies, including environmental initiatives, community engagement, human capital management, workforce diversity and development, and ESG reporting.

The Compensation Committee

oversees the Company's compensation practices and corporate goals and objectives related to leadership. The committee approved individual ESG metrics to be incorporated into the short-term incentive program for each Company executive, beginning in 2022.

The Audit Committee

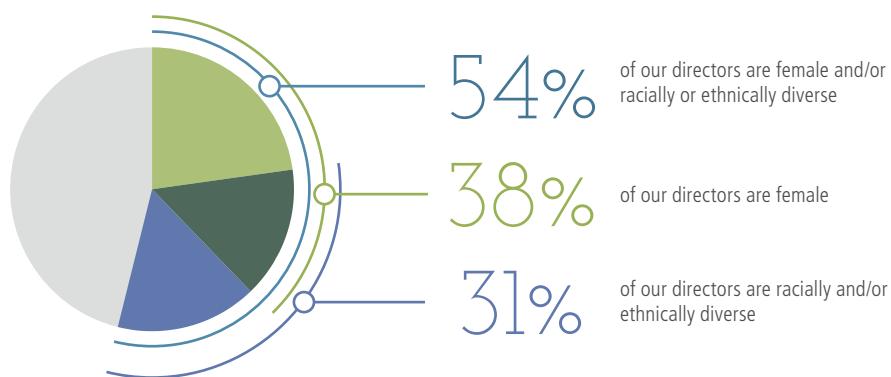
oversees management's financial reporting processes and internal audit plans, as well as reviews the implementation and effectiveness of the Company's risk management, ethics and compliance, and cybersecurity programs.

"We recognize the long-term success of our Company hinges on addressing ESG holistically and embedding ESG principles across the business. Through our governance structure, accountability and management of ESG issues starts from the top, with our Board, and includes every employee and contractor in the field."



Mneesha Nahata, SVP, Legal and Chief Sustainability Officer

Board Diversity Metrics



Our Chief Sustainability Officer (CSO), with support from the global sustainability team and market leaders, manages our sustainability strategy and reports regularly to the Nominating Committee. Supporting our CSO is the newly formed Global Sustainability Committee (GSC), which develops and implements our sustainability strategy, as well as embeds sustainability principles across the organization and promotes cross-market collaboration. Together with the CSO, our Chief Diversity, Equity and Inclusion Officer leads our workforce DE&I strategy.

Sustainability Governance



We recognize the importance of Board oversight of the Company's management of both risks and opportunities related to ESG topics. Our Board evaluates the Company's management of identified risks in the areas of finance, compensation, governance and the environment, including matters related to climate change when material. Because we believe our directors should be continually educated on corporate governance processes and practices, our business and our industry, we periodically conduct Board education sessions, often using external experts. In 2021, training topics included DE&I, sustainability, executive compensation, data centers, wireless infrastructure marketplace investment perspectives and regulatory compliance.

"Oversight of the Company's ESG strategy and related risks is a top priority for the Board, and we feel confident the Company has made great progress in this area. This progress and clear commitment to ESG is demonstrated through actions such as adopting of science-based GHG emissions reduction targets; establishing shared human capital management goals for the entire executive team, focused on talent development for underrepresented groups; and supporting the development of affordable and accessible digital solutions for health, finance and education to the underserved."

**Pamela D.A. Reeve,
Chairperson of the Board**



In 2021, we established a **Global Sustainability Committee** to help facilitate cross-market knowledge sharing and implement our sustainability strategy.

Promoting and Maintaining an Ethical Culture

Our culture of ethics and integrity starts at the top with our Board and leadership, and cascades down through all levels of the organization. We have established a comprehensive [Code of Conduct](#), as well as supplemental policies and procedures, which serve as the foundation of our ethics and compliance programs. Additionally, in early 2022, we formally became a signatory of the UNGC, further emphasizing our commitment to ethical business practices.

Our Integrity and Compliance Program

Our Code of Conduct covers a breadth of topics related to responsible operations: safe work environment, accurate and complete records, conflicts of interest, integrity in the marketplace, data privacy and security, as well as policies against retaliation. Employees are introduced to the Code of Conduct upon hiring and receive training on the Code of Conduct, anti-harassment and anti-discrimination, confidentiality, insider trading and information security as part of their orientation. In 2021, 99% of new employees completed these training courses. Ongoing compliance with the Code of Conduct and our suite of integrity and compliance policies is required, and all employees and Board members must review and certify understanding and compliance annually. Our global Excellence Through Ethics program, led by senior leaders, provides further training through lectures and case studies. We also embed key components of our policies throughout other internal courses and Company communications.

Our Integrity and Compliance Policies

- Anti-Harassment and Anti-Discrimination Policy
- Anti-Insider Trading Policy
- Business Travel and Entertainment Policy
- Code of Ethics and Business Conduct Policy
- Communications Policy
- Confidentiality Agreement
- Electronic Communication Policy

For employees outside of the U.S., three different FCPA classes are offered to raise awareness of U.S. and local laws and to provide examples, case studies and other resources to participants:

FCPA I

Employees complete this online course within their first 30 days at the Company to gain a basic understanding of the FCPA law and their responsibilities under it.

FCPA II

Employees within each market attend a virtual session, led by the local American Tower legal team. This session reinforces key points from the FCPA I course and covers market-specific application.

FCPA III

Employees attend a virtual session, led by the American Tower General Counsel along with outside counsel. This session primarily provides an opportunity for scenario-based group discussion.

We have a zero-tolerance policy for bribery and corruption at American Tower. Our ability to uphold our commitment to doing the right thing relies on employees feeling empowered and comfortable to report potential policy violations. Any employee who knows of or suspects a violation of the Code of Conduct or applicable laws must report the matter through any of our multiple channels, which include the Ethics Committee, local human resources (HR) and legal departments, or our third-party administered confidential website or hotline.

All instances of misconduct are tracked and managed on a case-by-case basis, and any substantive allegations are reported to the Board through the Audit Committee. Independent auditors are also informed of any matter that may have a potential impact on our financials or their ability to sign off on our reported results. In 2021, we received 91 inquiries or reports related to the Code of Conduct, and all were addressed, evaluated and remediated as necessary or appropriate.



2021 Recognitions

Forbes' list of World's Most Admired Companies

Forbes' list of America's Best Midsize Employers

Newsweek' list of America's Most Responsible Companies

Responsible Sourcing

We are committed to responsibly managing our value chain, and hold our vendors, suppliers and other business partners to the same high ethical standards as our employees. Our [Vendor Code of Conduct](#), which aligns closely with our [Code of Conduct](#) and [Global Human Rights Statement](#), outlines our expectations on the protection of human rights. The Vendor Code of Conduct includes guidelines on, among other things: diversity, payment of fair wages, prohibition of forced and child labor, and compliance with nondiscrimination, anti-harassment, and health and safety regulations. All vendors are required to fully comply with the Vendor Code of Conduct. Additionally, vendors are carefully vetted by regional teams before being hired and are routinely overseen by American Tower quality assurance supervisors.

Outside of the U.S., many of our markets require new vendors to complete a virtual FCPA class and certify the American Tower FCPA policy annually. Based on country risk and other select criteria, an assessment is performed and vendors who are rated as higher risk are required to participate in FCPA training courses, including annual FCPA refresher courses, in order to raise awareness of relevant laws. In 2021, 587 vendors participated in FCPA courses across our markets.

We also believe it is essential to support diversity, not only within our employee base but also throughout our supply chain. Through our U.S. Diversity Commitment, we encourage our vendors to achieve at least 20% spending on goods and services with businesses owned by women, minorities or veterans, including service-disabled veterans, and request quarterly progress reports against this goal. Globally, executive and regional leadership approved our first Global Supplier Diversity Vision and Mission Statement in 2021, and we are exploring global initiatives through engagement with regional contacts to better understand local cultures, needs and opportunities in 2022.

Partnering With Supplier Diversity-Certifying NGOs and Supporting Diverse Suppliers

In 2021, American Tower partnered with six supplier diversity-certifying nongovernmental organizations (NGOs) in the U.S. to create a standardized process and database for diverse suppliers and access best practices to support a strong and inclusive supplier diversity program. American Tower also sponsored nine diverse suppliers in their journey to becoming an approved vendor with American Tower, coaching them through sourcing and procurement processes. In 2022, we are looking to pilot a more formal supplier diversity program by providing mentorship opportunities and projects to other diverse suppliers.



Human Rights

It is critical that our operations and relationships respect and promote human rights. Our [Global Human Rights Statement](#) outlines our values on human rights related matters, including anti-discrimination, diversity, equality, and maintaining a healthy and safe workplace. The statement is guided by the principles set forth in the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises and applies to our operations, including our interactions with communities and stakeholders. We strengthened our commitment to universal human rights in early 2022 by joining the UNGC and becoming a signatory of the UN WEPs, emphasizing our dedication to aligning our Company operations and strategies with sustainability principles, including human rights, anti-corruption and labor. Additionally, we outlined our expectation that our vendors hold the same commitment to human rights and conduct business in accordance with these principles.

Our Global Human Rights Statement outlines our values on human rights related matters, including anti-discrimination, diversity, equality, and maintaining a healthy and safe workplace.

Engaging With Key Stakeholders

We value the relationships we have built with all our stakeholders and recognize their feedback and engagement is critical to the success of our Company. We regularly engage our key stakeholder groups through a variety of platforms to better inform our strategy and ultimately drive the management of our business and priority ESG issues.

Employees

Our employees are our greatest asset. We actively engage with and solicit feedback from American Tower employees through company-wide surveys, executive town halls, our employee hotline, and talent management and career development processes. In 2021, our leadership team hosted virtual and in-person town halls, with question-and-answer sessions, to ensure employees stayed informed about important Company updates. Each market also conducted its own engagement activities, including market-level employee surveys and town halls. In addition, we are in the process of launching employee resource groups to help strengthen our culture of inclusion and provide another avenue for employees to voice suggestions and concerns. Please see the People section for more information on how we support our employees.

Tenants

Building strong and lasting relationships with our tenants is fundamental to achieving our vision of making wireless communication possible everywhere. As such, we communicate regularly with our tenants during business operations, so we can understand and better support their evolving needs. Additionally, we distribute annual or biennial regional customer¹ satisfaction surveys to collect feedback on a wide range of topics.

¹ Our customers include our tenants, licensees and other payers.

Our employee engagement efforts received an **87% favorability score** on our 2021 global employee engagement survey.



LIT moments

Learning. Interacting. Thinking.

Our executive team in Africa engaged virtually with employees across our seven Africa markets through the region's Learning. Interacting. Thinking. (LIT) at American Tower program. The training-focused LIT initiative was expanded in 2021 to integrate the region's Hearts and Minds campaign. It promoted engagement and connections, during a challenging year of loss and uncertainty, and provided a forum to come together and share our stories, passions, joys and, sometimes, heartaches. By connecting with and supporting one another this important program further strengthened our strong culture.

Voice of the Customer Program in 2021

In 2021, we leveraged the success of our 2020 South Africa Customer Engagement Survey (CES) to roll out our first regionally aligned Africa CES in Burkina Faso, Ghana, Kenya, Niger, Nigeria, Uganda and South Africa. Overall customer satisfaction scores varied by country, with our Ghana team leading with a 95% customer favorability rating. In South Africa, we saw customer satisfaction stay steady at around 75%. We aim to strengthen our scores by improving operational processes and systems and developing online platforms, which in turn will help us improve our responsiveness and efficiency when working with customers.

Key Memberships & Appointments in 2021

- 5G Automotive Association
- American Chamber of Commerce
- Americas Society/Council of the Americas
- Associated Industries of Massachusetts
- Broadband India Forum
- Business Council for International Understanding
- Business Roundtable
- CTIA
- Digital Infrastructure Providers Association
- European Wireless Infrastructure Association
- GSMA
- International Telecommunication Union
- Nareit
- National Association of Counties
- OnGo Alliance
- The New England Council
- U.S.-Africa Business Council
- U.S.-India Business Council
- U.S.-India Strategic Partnership Forum
- Wireless Broadband Alliance
- Wireless Infrastructure Association
- WorldBoston
- World Economic Forum

Stockholders

Through our investor relations team, we engage stockholders at routine meetings, events and filings to discuss best practices and seek feedback. We hold quarterly conference calls to share business and financial results, host an annual stockholder meeting and provide written communications through the release of our annual 10-K filing and proxy statement. In 2021, through these various communication avenues, we engaged stockholders representing more than 80% of our actively managed outstanding shares.

Local Communities

We are active participants in the communities where we operate, and we actively seek input and feedback from community members, especially during the planning and construction phases of a communications site. In 2021, we completed nearly 3,000 engagements with local communities through meetings, surveys, and newspaper and flyer announcements. The American Tower Foundation and our employees also support communities through partnerships with local nonprofits, volunteering and other philanthropic endeavors, which provide informal opportunities to discuss and respond to local issues.

Suppliers and Landlords

We seek to build strong relationships with our suppliers and landlords. Each partner is engaged directly during contract and procurement procedures, and critical suppliers participate in additional touchpoints to strengthen their education on our policies and procedures. Due in part to the need to work remotely during the COVID-19 pandemic, we have continued to improve our user interface technology to make the landlord experience as seamless as possible.



In September 2021, The New England Council invited our President and CEO, Thomas A. Bartlett, to be the first guest in its new virtual series "Inside the Corner Office," where he shared his professional background and career path and highlighted ongoing American Tower work to expand access to 5G networks, support innovation and economic growth, and close the digital divide.

Trade Organizations and NGOs

We are committed to supporting our partners in helping make wireless communication available across our global footprint through the development and operation of communications infrastructure. This commitment is reflected in our operations and through our leadership and participation in trade organizations, collaborations with NGOs and representation before governments. We play a leading role in over 20 real estate, telecommunications and business groups worldwide. Participation enables us to gain insight into issues faced by our industry, share expertise and knowledge, build consensus and advocate in favor of interests that support an efficient, healthy and competitive economy. Our internal public affairs team monitors our participation in industry groups, evaluating the costs and benefits of our memberships and providing briefings on government affairs to our Board.

We also recognize the value in engaging directly with governments and policymakers to educate them on issues that may impact all stakeholders. A focus of our public affairs team has been on working with policymakers, industry leaders and NGOs to increase equitable access to wireless communication. For instance, in early 2021, we submitted comments to the National Telecommunications and Information Administration on how to best advance telecommunications technology development worldwide.

Many trade associations and other tax-exempt organizations engage in lobbying efforts. Our public affairs team has oversight of political, lobbying and compliance activities and has set effective internal reporting, accounting and compliance procedures to closely monitor our expenditures in relation to such matters. The Board regularly reviews our participation in trade associations and other tax-exempt organizations that engage in lobbying to determine if our involvement is consistent with the Company's business objectives.

The American Tower Code of Conduct states that as a matter of policy, it does not make political contributions in support of any party or candidate in any election. Additionally, the Code of Conduct prohibits any employee or director of American Tower from directing or requiring any other employee or director to contribute to any political party, cause, organization or candidate. Further, the Company does not have, nor does it believe it is necessary to establish, a Political Action Committee (PAC), and it does not use corporate funds to support super PACs or other political organizations.



Kenya engaged in an inaugural multi-stakeholder meeting with the National Security Telecommunications Service (NSTS) to facilitate coordination of security activities and operations to alleviate security threats faced within the telecommunications sector. As we continue the deployment of communications sites around Kenya, the NSTS will be an integral partner in the resolution of security concerns.

Contributing Positively to Market Economies

Through our *Stand and Deliver* strategy and brought to life by our people, we believe American Tower makes positive contributions to local and national economies. In 2021, we continued to deliver solid growth, with property revenue growing 14.5% and adding nearly 40,000 sites through construction and acquisition. Our communications sites continue to serve as the backbone of modern wireless networks worldwide.

A **10% increase** in mobile internet penetration increases gross domestic product by **2.5%** in Africa.¹

Our expansion initiatives enhance our core tower platform by creating new partnerships, building new ecosystems, defining new products for use in multitenant digital infrastructure and operating more sustainably. The investments we make ensure we meet the growing demands on the telecommunications industry, particularly the expanding wireless and mobile digital services markets.

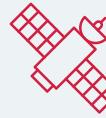
American Tower also believes it is our responsibility to pay taxes in a fair and transparent manner. We comply with the tax requirements in every jurisdiction we operate and ensure oversight and governance of tax matters through rigorous internal review procedures, including oversight by the Audit Committee.



This year American Tower:

 Expanded our U.S. data center portfolio through the acquisitions of CoreSite Realty Corporation and DataSite, both included a differentiated set of highly interconnected facilities, which we believe enhances our positioning to host mobile edge infrastructure in an emerging 5G hyperconnected world

 Continued investment in energy solutions, including renewable generation, on-site storage and efficiency improvements to proactively respond to climate-related risks and opportunities (to learn more, see the Environment section)

 Deployed 10 sites to support a leading, low Earth orbit satellite constellation and deepened our relationship with AST SpaceMobile to drive strategic collaboration and position American Tower sites as neutral-host gateways

 Selectively invested across our six-country international fiber footprint, improving internet speed and capacity

Information Technology and Cybersecurity

At American Tower, we recognize the importance of connection and access to the digital world. In sync with our efforts to support the expansion of digital access is our work to maintain safeguards to minimize cybersecurity threats and attacks. Led by our Chief Information Security Officer, with oversight from the Audit Committee, our technology team assesses areas of potential risk, reports on emerging threats, manages cybersecurity issues and responds to potential loss of or unauthorized access to information.

To ensure we maintain our best-in-class status, our Information Security Executive Committee meets quarterly to discuss best practices and emerging cybersecurity issues. The Audit Committee regularly evaluates our cybersecurity efforts and is informed of any material breaches. Due to our strong governance and information security protocols, there were no material breaches that warranted the Board's attention in 2021.

As part of our continuous improvement efforts, we conducted two exercises in 2021 to test our Cyber Threat Response Plan and completed our biannual cybersecurity risk and strategy assessment with an external consultant. As a result, we improved our Cyber Threat Response Plan, in the areas of communication, accountability and escalation, and created a more efficient process to respond to security incidents.

Employees completed over 18,000 training classes related to cybersecurity.

We also continue to raise awareness and educate our directors and employees. Three times a year, employees at all levels globally must complete mandatory cybersecurity training on topics including detecting and reporting malicious software, phishing, data hygiene and business email compromise. Additionally, all employees with access to sensitive information, including our leadership team, receive more advanced training. In 2021, across our organization, employees completed over 18,000 training classes related to cybersecurity.

We will continue to expand our preparation and defenses in this ever-evolving area and will be conducting a Board education session focused on cybersecurity in 2022.

To maintain our ability to securely deliver our data center services, our information security and innovation teams have maintained International Organization for Standardization (ISO) 27001 certifications at all our U.S.-based data centers in 2021.¹ As part of this process, more than 100 different information security controls are employed, such as facility monitoring cameras, backup energy systems protocols and emergency response procedures. Starting in 2021, our teams in Mexico began the process to become certified, culminating in obtaining ISO 27001 certification in early 2022.

Cyber Threat Response Plan

We maintain a Cyber Threat Response Plan to help ensure a timely, consistent and compliant response to actual or attempted data incidents that may impact the Company. The steps of the response plan include:

- | | |
|---|--|
| <ol style="list-style-type: none"> 1. Detection 2. Analysis 3. Containment | <ol style="list-style-type: none"> 4. Eradication 5. Recovery 6. Post-Incident Review |
|---|--|



American Tower is Committed to Acting Ethically in the Digital Era

As part of our commitment to acting ethically in a digital era, American Tower's President and CEO is a signatory to the GSMA Digital Declaration. The declaration, signed by 90 other CEOs, calls on businesses to respect the privacy of citizens, handle personal data securely and transparently, take meaningful steps to mitigate cyber threats and ensure everyone can participate in the digital economy as it develops. Read more about the declaration on the [GSMA Digital Declaration website](#).



Supporting Our People

At American Tower, our more than 6,000 employees in 25 countries are the heart of our business and fundamental to the Company's success. We focus on creating a workplace that attracts, develops, engages and retains top diverse talent throughout all the markets where we operate. As part of this strategy, we strive to offer the best opportunities for career growth and development across all levels of the organization. We believe we should celebrate and embrace our employees' unique backgrounds and diverse perspectives.

Training and Development

From the moment our employees begin working at the Company and throughout their tenure, we support them through a variety of methods, including professional onboarding, training and career development opportunities. As part of these efforts, we provide extensive and flexible programs for professional development, skills expansion, and management and leadership development. In 2021, we invested roughly \$4 million in employee development programs—approximately \$700 per employee. This is an increase of 14% from spending in 2020.

All new employees at American Tower are required to complete a comprehensive learning plan, which includes foundational courses about the Company, as well as customized training courses tailored to local policies, procedures and cultures.

It is vital employees at all levels have the opportunity to continually develop their skills and progress their careers at American Tower, including the ability to explore new and different roles at the Company. We offer our employees over 18,000 learning

resources, including 7,000 online courses, in up to five languages that focus on job-specific training and general topics through our American Tower Development Center. This year, popular courses for our employees included Contributing as a Virtual Team Member, Providing Effective Internal Customer Service and Developing a Growth Mindset. We also offer Rosetta Stone language training programs for employees looking to improve their English, Spanish, French, German, Portuguese or Hindi language skills. Our Chief Technology Officer continued to provide monthly TechTalks to a broad range of teams on industry topics, including 5G, fiber networks, drones and smart cities. In 2021, our global team completed over 72,300 hours of internal training, averaging the same as 2020 at roughly 12 hours per employee.

American Tower Core Principles

Every day, in addition to bringing our *Stand and Deliver* strategy to life, our employees also bring to life the American Tower Core Principles:

- Understand our customers' needs and satisfy them
- Hire good people and empower them
- Focus on solutions, not problems
- Do what we say we're going to do
- Have fun
- Play to win



We also believe performance reviews are a critical component of the career development process. This year, we increased our focus on improving employee management and mentorship through this process. For example, our U.S. team offered a Giving and Receiving Feedback course to meet the growing demand for this skill set. Harvard's ManageMentor tool is also available to all managers globally and offers training on over 40 critical management topics, such as talent development, through flexible, self-directed learning options, which also provide expert commentary and real-life examples from Harvard Business School faculty and business leaders. These trainings are available in English, Spanish, Portuguese and French. In 2021, 100% of our employees received an annual performance and career development review.

Beyond our internal career development, we support our employees seeking ongoing education through tuition assistance support and reimbursement. In 2021, we contributed more than \$500,000 globally to support nearly 260 employees pursuing educational advancement opportunities, exemplifying our ongoing commitment to help our employees advance their careers.

Management and Leadership Development

Ensuring opportunities for career growth and promotion is essential to our organization. This means developing a pipeline of accomplished leaders and skilled managers in all our markets. As part of this effort, we proactively offer career development opportunities for our employees to facilitate planning for organizational succession. In 2021, approximately 400 employees were promoted, an increase from the approximately 300 employees promoted in 2020.

Additionally, we offer a variety of programs and workshops for current and prospective leaders across the organization, including but not limited to:

Management Development at American Tower (MDAT)

New managers, either newly hired or newly promoted to a management role, are offered the opportunity to participate in the MDAT program. The program includes a curriculum of online and virtual classroom modules that focus on key skills, such as managing teams, delegating and feedback essentials.

Leadership Excellence at American Tower Program (LEAP)

Select senior leaders are invited to participate in LEAP. This program provides training in global strategy, innovation and design thinking, organizational leadership, change management and digital ecosystems. In 2021, many of the original LEAP participants connected with Professor Erin Kelly of the Massachusetts Institute of Technology for targeted sessions on Leading in a Hybrid Environment.

Accelerated Leadership Development Program (ALDP)

Our Europe, Africa and Latin America markets partner with the INSEAD Business School through ALDP to provide a 12-week intensive workshop, covering team coaching, leadership action plan development, and group application challenge projects and offering networking with senior leaders across markets.

Leadership, Excellence and Development (LEAD)

The APAC region's first LEAD program cohort graduated in 2021. The program included formal sessions, led by Indian School of Business faculty, and networking with senior leaders in the APAC region. This year, 40 high-potential employees were invited to participate in the program, which covered topics such as strategic finance for senior executives, financial acumen and personal leadership. Participants also joined action-learning project teams to explore real-world challenges the Company faces.

Recognizing Exemplary Employees Through the TowerStar Award Program

Since its founding in 2001, our TowerStar Award program has highlighted exceptional employees at American Tower. These individuals display outstanding dedication to their work, are committed to thinking creatively to identify solutions, are active models of our Core Principles and help American Tower succeed. Once a year, employees nominate colleagues for the TowerStar Award and the nominees are then evaluated and selected by our senior leadership team. To date, more than 160 American Tower employees and 25 teams have been celebrated as honorees. Highlighted below are just a few of our honorees from 2021:



Michael Kioko Maviti, Security Manager, Kenya

Through his continued focus on finding innovative solutions, Michael's influence has mitigated risks and reduced theft and site vandalism at our towers in Kenya. Michael is a true example of someone who does what they say they are going to do, as he helped team members feel a sense of safety during an unprecedented time.



Kenneth Hubbard, Treasury Analyst and AP Specialist, U.S.

Kenneth has invaluable institutional knowledge and turns every question into a teaching opportunity, helping his colleagues understand processes, and in turn allowing them to effectively respond to their own customers' questions. He is dedicated to process improvement, works to find creative solutions when issues arise and is always willing to help.



Nina Galli Salgadom, Internal Communications and Social Responsibility Specialist, Brazil

Nina's profound understanding of American Tower allowed her to reinvent the Brazil team's approach to communications and engagement during the transition to remote work in 2020. With creativity, agility and commitment to her colleagues, she delivered critical information through transparent and effective communications. Nina truly exemplifies the spirit of our Core Principles.



Priya Parasuraman, Director, Mergers and Acquisitions, U.S.

Priya has proven to be a model of focusing on solutions, playing to win and empowering good people. Through her dedication to our Core Principles, hard work, analytical mind and focus on improvement, Priya has brought a new approach to mergers and acquisitions at American Tower.



Jagat Mohanty
Vice President, Head of HR Operations



Pankaj Mittal
Senior Vice President, Chief HR Officer - APAC



Shammi Vohra
Head of Quality



Shivika Chaube
Head - International HR and Organizational Development



Sonali Gaurav
Health, Safety and Environment Lead, Quality

Asia Stronger Together Team

A group of cross-functional employees came together voluntarily at the beginning of the COVID-19 pandemic with the intention of prioritizing employee safety. This team has been instrumental in supporting and positively impacting the lives of our employees in India during the pandemic, by focusing on solutions to keep employees safe, informed and engaged.

Connecting With Our Employees

Engaging directly with our employees is key to understanding and addressing their needs. To achieve this, we have several avenues for connecting, including communications with our CEO, regular town hall meetings, local team meetings, our employee intranet, networking and social events, focus groups and biennial company-wide surveys.

Most recently in 2021, we completed our company-wide biennial employee survey and achieved a response rate of 91%. Of these responses, the teamwork and leadership categories both scored 89% favorable, which is an increase of three and four percentage points from the 2019 results, respectively. Additionally, employee engagement remained consistent, despite the effects of the pandemic, with an 87% favorable rate.

In response to feedback from our previous biennial employee surveys, we created a new and improved employee intranet, which became fully operational for almost all regions in 2021. The portal is a global platform for employees to share information and updates across regions and markets, as well as read local news and information, create personalized content and quickly access employee-focused tools and resources.

Employee Survey Results



of employees responded that they believe in the values of the Company



of employees responded favorably toward the Company's handling of the COVID-19 pandemic



of employees responded favorably toward their immediate supervisor's behavior and treatment

"At American Tower, we recognize that fostering an environment where our employees can be their best selves is essential to the success of our business. We strive to find and keep top talent by offering meaningful work, development and career growth opportunities, and an inclusive and dynamic culture. 2021 was a record-breaking year in terms of customer activity, and we wouldn't have delivered such strong results without the dedicated efforts of our outstanding team."

Bud Noel, SVP and Chief Operating Officer, U.S. Tower





Return to Office

As part of our return-to-office plans and to support work-life balance, we implemented a hybrid work schedule. We continued our Face Mask and Social Distancing policy during this transition for the health and safety of our employees. Additionally, we continued to adjust our policy to reflect what was recommended by local health experts and listened to our employees throughout the return-to-office process.



Mental Health Awareness and Stress Management

As part of Mental Health Awareness Month in May, our U.S. team offered several events and opportunities for employees to learn more about managing their mental health. We promoted our Employee Assistance Program, which offers mental health support and assistance with various personal matters for employees. We also partnered with a third party to offer free live meditation sessions throughout the year. Additionally, through the Wellness Program portal, employees have access to numerous mindfulness videos that, if viewed, earn points toward gift card incentives.

Benefits and Wellness

At American Tower, we believe providing our employees with comprehensive benefits packages is fundamental to supporting their overall wellbeing, as well as allowing the Company to retain talented people.

Given the varying regulations and cultures across our global footprint, our markets offer tailored benefits packages unique to each country. We are proud to offer medical and parental benefits to all full-time employees across all markets, with some local variation. In 2021, approximately 250 employees took parental leave following additions to their families, of which 98% returned to work at American Tower.

Nearly all our markets offer wellbeing benefits for full-time employees. For example, our team in the U.S. has a Wellness Program portal that provides a platform for a variety of initiatives. U.S. employees, as well as their spouses or domestic partners covered by our medical plan, can earn points to convert to gift cards for participating in a variety of activities related to fitness, nutrition, mindfulness, biometric screening or by obtaining recommended health and dental exams. In 2021, two-thirds of our U.S. employees received gift cards by participating in this

program. We also offer a wellness reimbursement in the U.S., in which employees can be reimbursed for qualified wellness expenses for themselves and their dependents. In 2021, over 1,300 employees, or approximately 70% of our U.S. employees, were given reimbursements.

Similar to the U.S., our Brazil team launched their Wellness Program portal in 2021 to facilitate employee engagement in a variety of health initiatives and provide easy access to resources.

For example, through this portal employees can connect with a health coach, take a stress management class or sign up for an annual medical exam.

Financial wellbeing is another critical aspect of our benefits and wellness programs, including our retirement savings plans and the Employee Stock Purchase Program (ESPP). In 2021, 41% of employees participated in the ESPP. By accessing shares at a discounted rate from the market price, our employees can invest in both the Company and their own financial future. Additionally, in 2021, we partnered with a leading financial management firm and launched a new financial wellness benefit, through which employees can access digital financial tools, a personalized online experience tailored to respective financial priorities and an on-demand library of resources selected by financial planning experts.

Promoting Diversity, Equity and Inclusion

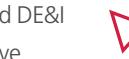
We aim to build a culture that values diversity, equity and inclusion (DE&I) throughout all aspects of our business. We have issued a Diversity Statement and [CEO Action for Diversity and Inclusion pledge](#) to clarify this foundational element of our business. Our culture promotes mutual respect, facilitates fresh ideas and helps us remain connected to our employees, tenants, vendors and surrounding communities. We are one of 80 members of the Business Roundtable Multiple Pathways Initiative and have committed to reforming our hiring and talent management practices to emphasize skills over degrees and create more diverse, equitable and inclusive workplaces through this process.

 Due to our ongoing efforts to promote a diverse, equitable and inclusive workplace, we were named to [Forbes' America's Best Employers for Veterans](#) list for the second consecutive year in 2021.

advance the organization's global footprint and inclusive culture. In 2021, we conducted a global assessment of DE&I in each of our 25 markets and worked with market leaders to create global DE&I plans, following the three pillars of our DE&I strategy: People, Culture and Partnerships. We also continue to focus on expanding access to employee development opportunities through every stage of the talent lifecycle and, in early 2022, incorporated DE&I metrics into the short-term incentive program for each Company executive.

DE&I Resource Center

As part of the efforts by our new CEO Advisory Council, we launched our DE&I Resource Center on the employee portal to serve as a hub for information and tools. This hub helps facilitate continued education for our U.S. employees on topics related to DE&I.



[Read our Diversity Statement](#)

The Power of Choice

In 2021, American Tower launched a new U.S. leadership development program to help accelerate and enhance retention for managers in underrepresented groups. This program also provides training and support for the participants' division leaders to provide them with tools to facilitate collaboration and partnership with their teams.



Raising DE&I Awareness Through New Speaker Series

In 2021, we introduced a speaker series for employees in the U.S., featuring renowned speakers, to increase awareness of and engagement with DE&I topics. Sessions included an open Q&A moderated by American Tower employees. The new speaker events are part of our DE&I celebrations throughout the year, including Black History Month, Disability Awareness Month, Asian American and Pacific Islander Heritage Month, LGBTQ+ Pride Month, Hispanic/Latinx Heritage Month and Veterans Day.

Recruiting Diverse Talent

Our recruiting efforts include strategies to build diverse candidate pipelines and promote a culture that supports a diverse team of global employees. In 2021, we implemented a goal for all our U.S. senior leaders to have a diverse candidate slate when recruiting externally for director level and above positions. The effort for diversity in our candidate pipelines goes well beyond senior management positions. For example, in 2021, approximately 70% of the externally posted roles in our U.S. Tower division had a diverse slate of candidates. Additionally, through our 2021 Leadership Development Program, which provides an opportunity for business school students to learn about our business through rotational assignments, 67% of hires identified as part of a minority group and 33% identified as female.

Partnering With Historically Black Colleges and Universities

In the U.S., we have expanded our engagement with Historically Black Colleges and Universities (HBCUs), including North Carolina A&T State University (NC A&T) and North Carolina Central University, by:

Committing **\$1,000,000**
for scholarships

Serving on college
advisory boards

Approving a donation of
\$800,000 for Wi-Fi
infrastructure upgrades

Recruiting **10 HBCU interns**
for our summer program

Providing **consulting guidance from our innovation team**
to North Carolina A&T State University IT leadership regarding
their upcoming data center construction project

Initial and Ongoing DE&I Training

All new employees are required to complete the Diversity at American Tower online training within 30 days of joining the Company. In the U.S., employees are offered pilot courses in DE&I basic definitions and terminology and understanding microaggressions, which were both launched in 2021. Managers in our U.S. market also participate in a classroom workshop focused on fostering an inclusive work environment. Additionally, all our markets are implementing DE&I programs and goals, which will include education, training and review of representation and policies. All employees have access to a curated collection of suggested resources, including videos, articles and TedTalks, which was expanded in 2021 and shared with employees through numerous methods.

In 2021, our employees completed **13,800 hours of DE&I training**, up significantly over the prior year.



Supporting Female Leaders

Gender diversity is a critical part of our DE&I efforts and, like all DE&I efforts, is fundamental to the success of our business. In early 2022, American Tower adopted the UN WEPs as part of our goal to promote gender equality and female empowerment in the workplace and

community, and we have facilitated several partnerships, programs and initiatives to enhance opportunities for female leaders. For example, we are developing a women's employee resource group in the U.S. and our LatAm markets to support the planning and implementation of numerous DE&I initiatives, including the launch of mentoring programs.



Additionally, our team in Mexico participated in the Americas Society/Council of the Americas (AS/COA) Women's Hemispheric Network Conference in Mexico City to

discuss gender parity in the workforce. At this annual conference, American Tower hosted a workshop on negotiation, which was attended by over 70 female professionals from 10 different companies. In 2021, 37% of our global promotions were female employees, while just 27% of our global workforce is female. In addition to increasing female representation in management, we also continued to make efforts to increase female representation across our global workforce, with approximately 35% of all new hires identifying as female in 2021.

In 2021, 37% of our global promotions were female employees, while just 27% of our global workforce is female.

Our DE&I strategy also focuses on creating partnerships with organizations that support and provide equitable opportunities to all. For example, each year we sponsor the Women in Wireless Leadership Forum to support women empowerment in the Information and Communications Technology (ICT) industry. Furthermore, we provide grants to the Black Girls Code organization during Black History Month to promote technology education for girls.



American Tower Adopts the **United Nations Women's Empowerment Principles**

1. Establish high-level corporate leadership for gender equality
2. Treat all women and men fairly at work—respect and support human rights and nondiscrimination
3. Ensure the health, safety and wellbeing of all women and men workers
4. Promote education, training and professional development for women
5. Implement enterprise development, supply chain and marketing practices that empower women
6. Promote equality through community initiatives and advocacy
7. Measure and publicly report on progress to achieve gender equality

To learn more, please visit our company profile here.

Promoting Supplier Diversity

Our supplier diversity program is aimed at ensuring that equity, inclusion and mutual respect remain at the forefront of our culture. In 2021, we established an internal supplier diversity matrix to clearly define the Supplier Diversity Program roles of the DE&I and procurement teams. Our Vendor Code of Conduct explicitly prohibits discrimination in hiring and employment practices and states that our vendors must use their best efforts to identify, promote and procure a diverse range of businesses.



Read more about our efforts in the **Responsible Sourcing** section.

Health and Safety Management

A top priority of American Tower is ensuring a safe work environment for our employees, tenants and third-party vendors. We believe this is critical to our success, and we strive to eliminate accidents and injuries in all aspects of our business.



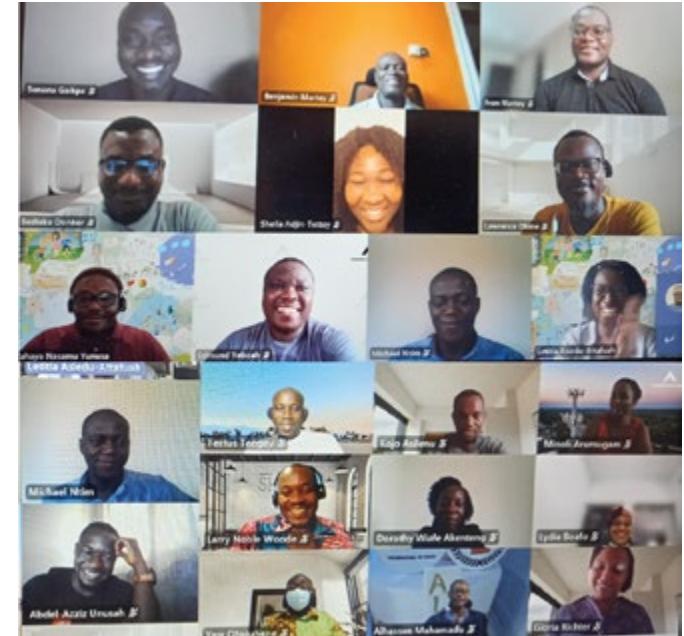
Across our operations, American Tower has implemented specific risk-based training and strict monitoring and evaluation of risks and controls associated with health and safety. We conduct regular risk assessments and comply with all relevant local laws and regulations.

In 2021, we continued to expand our robust health and safety protocols related to COVID-19. As we began the return-to-office process, we facilitated employee vaccinations across our markets. Certain markets also launched awareness campaigns about COVID-19 and vaccine health and safety, including live sessions for employees with epidemiologists and partnerships with organizations and governmental agencies. For example, as the COVID-19 pandemic continued through 2021, the American Tower team in Ghana facilitated a public-private partnership initiative with a leading pharmaceutical supplier, as well as worked with the Ghana Chamber of Telecommunications and Ministry of Health to secure vaccine doses for employees. Additionally, the team launched a “Be Informed” educational campaign to provide employees with useful and verified information about the vaccine to alleviate any concerns.



Supporting Our Team Members During COVID-19

Throughout the pandemic, our team in India has been committed to ensuring the health and safety of all team members and their families. Specifically, employees and their families were given the opportunity to receive the COVID-19 vaccine through various vaccination camps. The HR team also rolled out a campaign to encourage vaccination among employees. In addition, they hosted several live sessions on relevant topics, such as healthy living and coping with stress, and introduced a new benefit to provide teleconsultation and healthcare support services for employees and their families.



Promoting Healthy Lifestyles



Employees in Mexico participated in a seven-week health fair to promote healthy lifestyles. The event covered important areas such as preventive and corrective medicine, nutrition, physical activities, emotional wellbeing and financial wellness. The fair also provided health checkups for employees to promote greater health awareness and presented several virtual offerings, including motivational, nutritional, medical, psychological, ergonomic, financial and emotional wellbeing conferences; fitness classes; Friday cooking activities; and more.

Management Systems and Safety Certifications

As a leading global infrastructure provider, we are actively influencing health and safety standards for training and certification in our industry, and our engineering team is leading several working groups in standards development. In the U.S., American Tower regularly contributes to several standard-setting organizations, including the Telecommunications Industry Association (TIA), American National Standards Institute (ANSI), National Association of Tower Erectors (NATE) and the Occupational Safety and Health Administration (OSHA) under the U.S. Department of Labor. Additionally, many of our markets partner with local organizations. For example, our team in Brazil is part of an operational group called the Brazilian Association of Telecommunication Infrastructure, which works to share knowledge, resources and best practices across the industry. Our team in Chile partners with a local



insurance administration organization to help lead updates on regulations and safety standards in the workplace. In Nigeria, American Tower participates in industry peer reviews of draft policy documents and standards, as well as regulatory frameworks. Specifically, the team partners with the Nigerian Communications Commission to make recommendations regarding quality of service regulations and national roaming guidelines. Finally, in Spain, we participate in the Spanish Association for Digitization on issues relating to occupational risk prevention, construction processes and the coordination of business activities.

Across our markets, American Tower has developed extensive operational manuals, including detailed guidance on tower and site safety protocols. We are committed to incident investigation and corrective action implementation. For example, our team in India has a process in place for recording near misses, which are regularly discussed during safety committee meetings to develop and deliberate on potential solutions. Each market tailors its approach to health and safety management, depending on its specific operational risks and whether specific tasks are performed by American Tower employees or third-party contractors. As such, we also have a comprehensive program for ensuring vendor compliance with safety standards and certifications where necessary.

In 2021, American Tower maintained or achieved ISO 45001 certification for approximately 54% of our global portfolio, with health and safety management system certification implementation currently underway in additional markets. This commitment highlights our organization's dedication to having best-in-class health and safety management systems, including documentation, training, and continuous monitoring and evaluation processes.

Our engineering teams around the world are responsible for regular auditing of our tower portfolio to ensure the integrity and safety of our sites, as well as to confirm compliance with the TIA's Standard for Antenna Supporting Structures and Antennas (TIA-222-G). Ensuring the health and safety of American Tower employees who work at tower sites also includes confirming proper design, maintenance and modifications of our communications sites. In 2021, we conducted more than 90,000 structural integrity analyses across all markets.

In 2021, we conducted more than 90,000 structural integrity analyses across all markets.

Health and Safety Training Initiatives

American Tower employees participate in a wide range of trainings related to health and safety, including working at height, electrical safety, safe driving, first aid and CPR. For example, employees in the U.S. complete trainings on hazard communication, lead awareness, radio frequency safety, first aid, CPR, rooftop safety and spill emergencies. Individual markets also set internal targets for achieving health and safety objectives. For example, operations in Chile aim to obtain 100% validation of contractor completion of training for high-risk work; achieve 100% compliance with the proper use of Personal Protective Equipment (PPE); annually verify the functionality of all safety equipment; and achieve zero lost-time accidents, fatalities or serious injuries. Our contractors also complete relevant trainings, and, in 2021, contractors participated in 34,000 total hours of training.

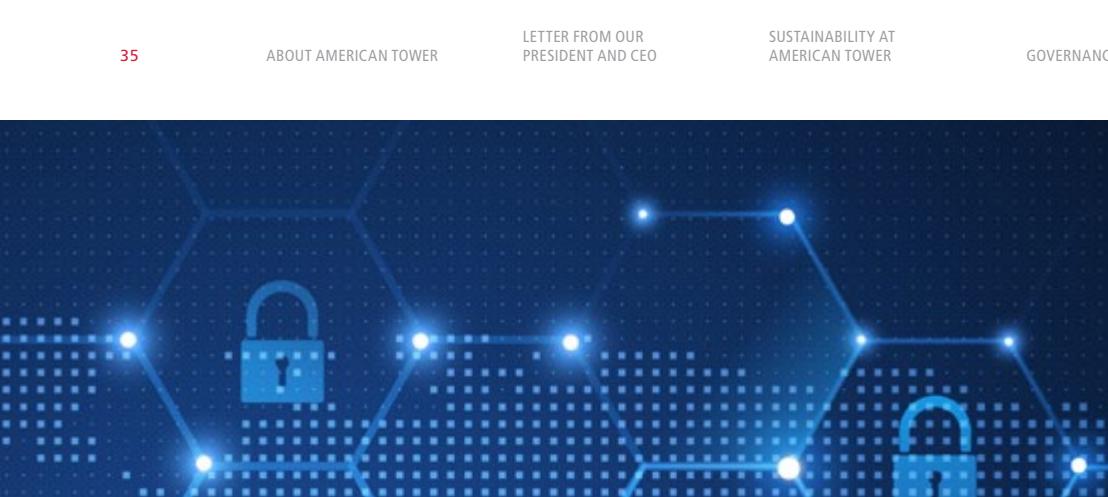
In 2021, 97% of employees and 98% of contractors completed their targeted trainings.

2021 Training Data		
Training topic	Number of field employees trained	Total training hours
Working at height	568	1,107
Tower erection	44	328
Defensive driving	2,358	3,033
Electricity risk	579	2,849
Other health and safety trainings	5,055	9,703

Providing Health- and Safety-Related Trainings

Our team in France held its second annual Francophone Training Day for employees in 2021, and they included employees from our Burkina Faso and Niger teams. By incorporating employee feedback from the first training session, this event was transformed into a half-day format, covering a mix of basic training (e.g., tower construction, rooftops, smart cities) and technical workshops. Feedback from the event demonstrated 90% employee satisfaction and 100% intention to participate again next year.





"I'm thrilled to join the American Tower team and develop a global security framework to better protect our people, assets and operations. Establishing a corporate security function will allow us to implement and oversee security risk management strategies and standards to safeguard the most important elements of our business."

Emil de Carvalho, SVP and Chief Security Officer



Physical Security

In addition to ensuring the safety of all persons at our sites, it is critically important to safeguard our physical assets and respond adequately to crises. In 2021, American Tower appointed a new Chief Security Officer to develop and oversee a global security risk management program.

In 2021, 98% of sites across our markets had threat-based on-site security measures in place, including posted signage, anti-climb protections, regular monitoring, or perimeter gates and fences.

Third-Party Vendor Management

A significant portion of tower-related work on our communications sites is performed by third-party vendors, with many markets outsourcing activities, such as routine maintenance and security. With varying requirements across our markets, which are based on regulatory considerations and market-specific determinations, we work to ensure our third-party vendors hold and maintain all relevant certifications. For example, all third-party vendors in our Nigeria market are required to have selected staff certified in first aid, working at height, firefighting and defensive driving techniques, as well as maintain an ISO 45001:2018 certification. To ensure compliance across our markets, we conduct vendor audits to verify associated qualifications, trainings and proper on-the-job performance. In 2021, we performed 6,600 vendor audits, an increase from 1,500 in 2020. In our South Africa market, audits include annual reviews of the vendor's occupational health and safety management system documentation and implementation, as well as regular inspection programs for ongoing site work.

Measuring Our Performance

At American Tower we regularly evaluate our data to identify trends and areas for improvement, as well as conduct root-cause analysis and associated corrective action planning to assist in achieving our global goal of zero reportable injuries. In 2021, our reportable injury rate was 0.07, a 50% decrease from the 2020 rate of 0.14. We define reportable injury rate as the number of incidents per 200,000 hours of full-time equivalent employee work. Our lost time injury rate for 2021 was .02, an 82% decrease from our 2020 rate of 0.11 and significantly lower than the industry average of 1.9.¹ We attribute these rates, which are improvements upon previous years at American Tower as well as the industry average, to our safety-first mindset, active communication, strong focus on safety trainings and certifications, engagement with relevant regulations and consistent oversight.

Health and Safety Performance Trends			
Metric	2019	2020	2021
Total number of employees	5,454	5,618	5,894 ²
Number of fatalities	0	0	0
Total number of reportable injury/illness	2	8	4
Total number of lost time injury/illness	2	6	1
Total Recordable Incident Rate (TRIR)	0.04	0.14	0.07
Lost Time Injury Rate (LTIR)	0.04	0.11	0.02

1. Data from the U.S. Bureau of Labor Statistics. As of the preparation of this report, 2021 data had not been released; 2020 industry data used. Our North American Industry Classification System (NAIC) code is 23713 – power and communication line and related structure construction.

2. The 2021 total number of employees noted in the table above was the total count as of December 28, 2021 and does not include the approximately 500 employees who joined the American Tower team following the CoreSite Realty Corporation acquisition.



We recognize when an employee is injured on the job, it not only affects the employee but can affect their family as well. To help the family members of our employees and other workers in the tower industry in the case of an on-the-job injury, we support the **Tower Industry Family Support Charitable Foundation**—which provides financial assistance to family members of workers injured on the job—financially and through participation on its board of directors.”

Connecting With Communities

Our culture is founded on strengthening the communities in which we operate around the world. We aspire to create positive impact by supporting digital connectivity in underserved communities, actively engaging through employee volunteerism and providing financial support through the American Tower Foundation.

The American Tower Foundation was launched in 2017, and since then has provided nearly **\$2 million in grants** to a wide variety of charitable organizations, **matched over \$1 million** in employee giving through our matching gift program and provided close to **\$3 million to nonprofit** organizations working in areas that have been adversely impacted by natural disasters.

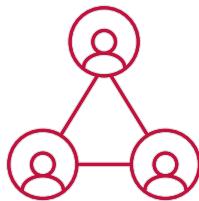
Even as technology is becoming more affordable and internet access seems increasingly ubiquitous, a digital divide still exists around the globe. We believe this is a critical societal issue and are committed to helping close this divide. Through our Digital Communities program, we provide broadband connectivity and uninterrupted power to support underserved communities, focusing on education, including promoting digital literacy, increased employability, greater access to healthcare and financial inclusion.

Our commitment to support the prosperity of our communities was further strengthened in 2021, as we distributed nearly \$6 million globally through our workplace giving and matching program, volunteer events, regional philanthropic programs, disaster-relief donations and financial contributions from the American Tower Foundation. Our employees actively participate in community events and, in 2021, they completed more than 6,700 volunteer hours to support various causes in their local communities. Additionally, our Foundation provides grants in response to applications submitted by employees for causes that are personally important to them, such as education, art and other social issues.



Leading by Example

In 2021, American Tower President and CEO Thomas A. Bartlett was named Champion of the WEF's EDISON Alliance, which is a global movement of the Information and Communications Technology sector to enable digital opportunities for all by 2025. As an organization, we have committed to supporting the EDISON Alliance's 1 Billion Lives Challenge through our Digital Communities program, which assists in the development of affordable and accessible connectivity solutions across education, health, career development and finance in underserved communities.



Reliable and Inclusive Connectivity

Globally, the internet continues to transform the lives of millions by providing opportunities for educational advancement, increasing employability through skills development and access to online job sites, and improving personal wellbeing through access to online health and financial support services. The COVID-19 pandemic further underscored the importance of reliable and affordable internet access, when work, school and social lives were compelled to go online. However, for many people, particularly those in underserved or developing areas, lack of wireless connectivity limits their ability to participate equitably in the modern world.

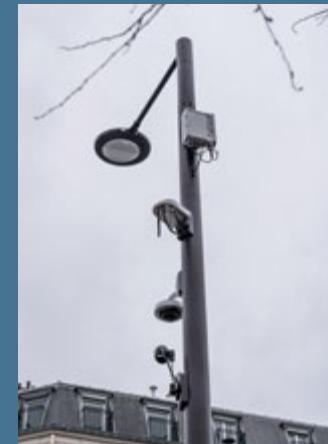
Creating Connection in Rural Areas in Africa

Access to wireless connectivity can be particularly challenging in rural areas, which typically lack the infrastructure needed to support these connections. As a solution to this issue, we are deploying rural area networks, with small, lightweight and well-built towers designed to withstand the rigors of a rural environment. The units are off-grid solutions, powered by solar arrays and supported by lithium-ion battery backup power for a nearly carbon-neutral operational footprint, and weather-proofed to ensure site longevity and continuous uptime to connect the unconnected.



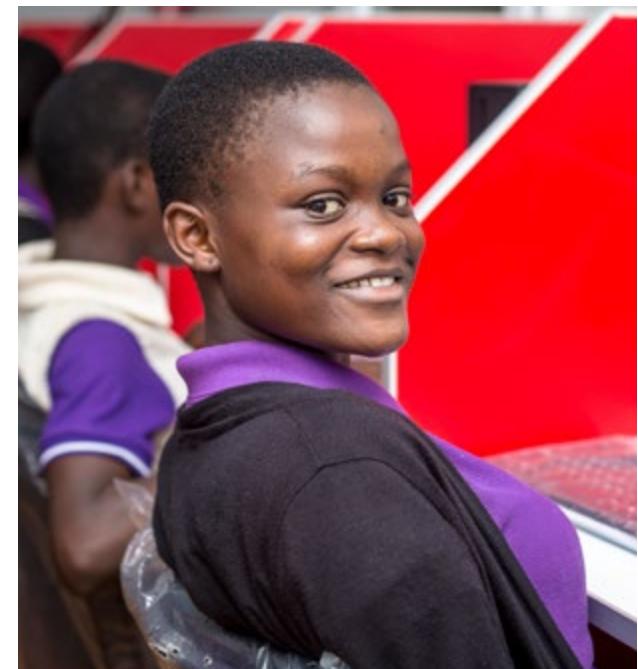
Making a Difference Through Digital Infrastructure

Paris2connect is an innovative project, launched by the city of Paris, that intends to demonstrate how a shared urban digital infrastructure can support connectivity for smart city services in an inclusive and environmentally conscious way. Since 2018, our team in France, in partnership with public and private entities, including Nokia, Signify, Aximum and the Paris Transit Authority, has worked to develop and install technical solutions for three components of the project: smart city services, autonomous mobility and cooperative transportation systems. In 2021, American Tower deployed nine smart poles, connecting three train stations in southeast Paris. The smart poles will enable improved observation of urban logistics, including vehicle and pedestrian traffic flow in the area. Data gathered through this project will be used to aid in the implementation of mobility policies and the development of an application to alert pedestrians, cyclists, drivers and connected vehicles to collision risk through predictive trajectory analysis.



Digital Communities

The American Tower Digital Communities program aims to support greater access to ICT in the communities where we operate. Through this program, we build digitally connected and ICT-equipped community spaces, linked to our communications sites to ensure uninterrupted connectivity. Based on local needs, Digital Communities provide educational, healthcare, financial and career development services, with an aim to improve quality of life through connectivity.





In 2021, we expanded our Digital Communities program into two new markets, Chile and Peru, bringing the total to eight markets. Notably, with the 2021 launch of 15 Science, Technology, Engineering and Mathematics (STEM) education laboratories in government-run schools across the state of Bihar, we now have more than 200 Digital Communities in India. Since the Digital Communities program was established in 2012, we have

built 308 Digital Communities, enrolled 206,000 students and awarded almost 193,000 training course certifications. Our Digital Communities program continues to create tangible positive impact, as more than 2,100 graduates have found employment due to the skills and certifications obtained through offerings at our Digital Communities.



We are committed to expanding our Digital Communities program and have a goal to build **2,000** Digital Communities by the end of 2026.



We added **24** new Digital Communities in 2021—bringing the total to **308**.





In 2021, American Tower was awarded the World Summit on the Information Society (WSIS) Prize in the International and Regional Cooperation category for our Digital Communities program. The WSIS Prize is an annual contest organized by the International Telecommunication Union (ITU), in collaboration with the UN Conference on Trade and Development, the UN Educational, Scientific and Cultural Organization and the UN Development Program. The contest identifies the year's most innovative and high-impact ICT projects from around the world that are contributing to achieving the UN SDGs.

Digital Communities Partners

- IBM
- The American India Foundation Trust
- The Forum
- Save the Children
- Enred
- Anditel
- Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH
- The N50 Project
- Microsoft
- NIIT Foundation
- Apollo Telemedicine Network Foundation
- Edojobs Africa
- Ogun, Nigeria
- Uganda Communications Commission
- Fundación Lima



"As an industry leader, American Tower is committed to acting sustainably and improving communities where we operate. We believe in prioritizing digital inclusion through our Digital Communities program. We focus on delivering impact across key areas, like digital education, skill development, employability, healthcare and financial inclusion through technology."

Rubeca Adlakha, Deputy General Manager, Corporate Social Responsibility and Sustainability, ATC India



Girls in ICT

Globally, the ICT field remains heavily male-dominated and women have less access to the relevant training needed for these jobs. We recognize the importance of encouraging and supporting girls and women in developing digital skills and in pursuing STEM-related careers.

In support of enabling gender balance in the ICT industry, almost **85% of our markets** have hosted events focused on supporting women's STEM education and empowerment.

For example, since 2018, our Ghana team has supported Girls in ICT, an initiative of the ITU that encourages and inspires young women to pursue STEM education and careers. In 2021, American Tower partnered with Ghana's Minister of Communications and Digitization, who spearheads the local Girls in ICT program, to support 3,000 girls through the year's theme of "Connected Girls, Creating Brighter Futures."

In Chile, through an alliance program with the Foundation for The Promotion and Development of Women, American Tower provided technology devices and internet access to a community based in Limache to teach women digital skills and promote local entrepreneurship.



"Empowering girls and women to pursue STEM education is not only vital to the future success of the ICT sector but is critically important to creating thriving and equitable communities. That is why we are proud to support Girls in ICT programs and initiatives in nearly all our markets."

Rodrigo Jimenez Castellanos

Group Head Public Affairs, Sustainability and Communications, Europe, Africa and Latin America

Community Engagement and Philanthropy

We are proud of our 2021 community engagement and philanthropic efforts. It was another year of creating positive impact via Company financial giving and employee volunteering in support of communities in need, including crucial social movements.



Successful Inaugural Giving Tuesday Campaign in the U.S.

Through our workplace giving and matching program, supported by the American Tower Foundation, we held our first Giving Tuesday campaign in the U.S. The goal of the campaign was to raise \$50,000 in a day; however, employees far exceeded this goal and raised approximately \$270,000 for over 260 charitable organizations supporting an incredible variety of causes.



American Red Cross

works with public health agencies to help communities respond to crisis, as well as partners with governmental agencies to ensure the safety and availability of the U.S. blood supply for patients in need.



Un Techo Para Mi País's Empathy Pact

supports vulnerable families in eight countries across Latin America, including Argentina, Brazil, Chile, Colombia, Costa Rica, Mexico, Paraguay and Peru, by helping to secure health and food assistance.



Human Rights Campaign Foundation

operates in the U.S. and supports equality for all. It focuses on LGBTQ+ individuals, allies and institutions to provide resources via comprehensive programs.



Billion Hearts Beating

was founded by Apollo Hospitals with the objective of providing healthcare and health awareness across India. The organization oversees three main projects aimed at serving society's most neglected needs: providing free health services to senior citizens, conducting basic life support courses and offering free health camps and workshops on noncommunicable diseases.



Groundwork Lawrence

focuses on improving lives by developing community-based partnerships that empower people, businesses and organizations to promote environmental, economic and social wellbeing.

"Thank you to the Board of the American Tower Foundation for your generous grant award, supporting our efforts addressing social justice through food access. Your support helps Groundwork Lawrence continue our work supporting Greater Lawrence's realization of its potential as a beautiful, robust, thriving and healthy community."

The Groundwork Lawrence Team

COVID-19 Support

In 2020, when the COVID-19 pandemic struck, we responded quickly to support our communities, particularly those in dire circumstances. American Tower has continued this support throughout the duration of the pandemic.



For example, the American Tower Foundation partnered with Akshaya Patra Foundation in India on several COVID-19 relief initiatives. Through this partnership, we distributed grocery kits, which provided roughly two million meals to 45,000 families in 31 communities across India during the first wave of COVID-19 in 2020, with more than 200 employees volunteering to support this distribution effort. During 2021, we leveraged the

same partnership to distribute around 9,200 COVID-19 kits, containing pulse oximeters and digital thermometers, in 21 underserved communities across India. Our India Foundation further supported relief efforts during the second COVID-19 wave in the spring of 2021 by distributing 150 oxygen concentrators to 50 government hospitals around the country.

In Brazil, we partnered with Central Única das Favelas (CUFA), a nonprofit civil entity, by donating to their national COVID-19 hunger-fighting campaign.

Through this effort, we managed to serve approximately 1.5 million families in 5,000 disadvantaged neighborhoods, providing nearly 20,000 tons of food.

Our donations helped provide food in the most remote regions of Brazil, where it can be logistically challenging to get food to those in need.

American Tower Volunteering Around the World



United States: To honor MLK Day of Service, the Company offered an opportunity to its employees to participate in community events hosted by organizations in Atlanta and Boston. The events were virtual and ranged from educational opportunities to discussions about community issues, volunteer training and remote service.



South Africa: Our South Africa team continues to work with communities near our sites. In 2021, our team donated and planted 700 trees at more than 20 schools. The tree-planting event was conducted by employee volunteers, alongside students from the schools. We anticipate and hope these trees will provide fruit, shade and beauty. For another volunteer initiative, our team built 10 flush toilets for elementary school students, who were previously using pit toilets.



Peru: In 2021, employees participated in the Junior Achievement boot camp for information technology and mentored students on related projects.

Employee Volunteerism and Giving

We encourage our employees to get involved in their local communities and support their efforts by providing paid time off for volunteering in many markets. While the COVID-19 pandemic imposed restrictions on most in-person volunteering, it did not stop our employees from engaging with their communities. Our employees found creative ways to help make a positive impact, for example, by conducting virtual tutor training classes for intellectually disabled people in Brazil. During 2021, more than 2,200 employees participated in community volunteering efforts by investing a total of 6,700 hours.



Social Justice

We believe our communities are strongest when everyone has equitable access to opportunities. American Tower is committed to driving positive impact by standing against prejudice and injustice.

In 2020, the American Tower Foundation pledged \$1 million to help counter systemic racism. In early 2021, the Foundation approved donations of \$500,000 to two HBCU scholarship funds, to be disbursed over five years, from this \$1 million pledge. Additionally, for the third year in a row, we supported the Thurgood Marshall College Fund's Leadership Institute, a national program intended to develop students' leadership skills, provide organizations access to a talented and diverse student population and help students make important career connections. In March 2021, the Foundation approved an additional \$1 million pledge and formed a Social Justice Committee made up of American Tower employee volunteers. These employee volunteers reviewed grant applications and provided recommendations to the Foundation Board on which organizations should receive funds from the \$1 million pledge in support of the cause for a more equitable and inclusive world.



More than **\$1.5 million** was donated to DE&I and social justice causes in 2021.

The American Tower Foundation provided grants to the following two organizations, as well as many others, to support social justice in 2021:

George Floyd Memorial Foundation

The foundation honors George Floyd's legacy by uniting and activating our communities to address the root causes of racial inequity and funds programs to uplift the Black community and eliminate police brutality.

Center for Racial Justice in Education

The organization offers training, consultation and in-depth partnerships to educators and educational organizations, who aim to advance racial justice.

Disaster Relief and Critical Infrastructure Support

American Tower infrastructure is critical to public safety and relief efforts during and in the aftermath of natural disasters. To ensure uninterrupted communication for first responders and other local relief efforts, we support communications site connectivity. The Company's disaster management approach is based on the principle that preparedness is key, and as such, we take proactive measures to monitor extreme weather events.



Mitigating the Potential Impacts of Flooding on Residents

In 2020, our Brazil team supported the Noah Smart City Company in partnering with the city of Rio de Janeiro to implement smart devices to gather data to alert communities of potential flood events. After achieving great success during the program pilot, in 2021, we expanded the number of sensors in the city, thereby increasing the scope of monitoring and, consequently, benefiting a greater number of people. These smart devices send real-time information about the city's water level fluctuation during rainfall, which empowers the local government to work on prevention, instead of corrections, and avoid disasters. Residents can also use the initiative's mobile application to receive real-time alerts.

American Tower Supports Communities During and After Natural Disasters



Brazil: Our team distributed 275 food packages for families affected by floods in São Paulo in 2021.



South Africa: In July 2021, during nine days of civil unrest in KwaZulu Natal, the Company delivered food parcels and essential supplies to our impacted employees and their families. Additionally, personal security services were arranged for our employees in high-risk areas.

Our disaster management plan is technology-enabled, as we use sophisticated real-time, third-party authored Geographic Information System (GIS) data layers to track extreme weather events, such as tropical storms and tornadoes. The GIS data enables informed prioritization for site inspection and remediation after the event. Additionally, to supplement GIS storm tracking, we use on-site cameras and other security features for real-time updates. These proactive efforts helped the Company achieve a 99.97% uptime rate for 2021.

Beyond our towers being critical to disaster-recovery efforts, American Tower also provides financial support to many communities impacted by natural disasters. In 2021, the world faced several natural disasters and our Foundation made donations to support the communities affected by the earthquake in Haiti, tornadoes in Kentucky and Hurricane Ida, which made landfall on the east coast of the U.S.



Climate Change Mitigation

Climate change is a complex issue that poses a serious challenge for society and will require substantial collective efforts to mitigate its effects. We recognize our responsibility to contribute to the global reduction in GHG emissions and our need to manage and mitigate climate-related risks that may impact our business. In 2021, building on our original diesel-reduction goal that was set in 2017, we adopted more ambitious GHG emissions reduction targets, which were approved by the Science Based Targets initiative (SBTi) and reflect the goals set forth in the 2015 Paris Agreement, as well as our efforts to help limit future global warming to well below 2 degrees Celsius. Our new targets address both our operational (scope 1 and 2) and our value chain (scope 3) GHG emissions.

Our SBTi Approved GHG Emissions Reduction Targets¹

Scope 1 and 2

American Tower is targeting a **40% reduction** in absolute scope 1 and 2 GHG emissions by 2035 from a 2019 base year.

Scope 3

American Tower is targeting a **40% reduction** in indirect scope 3 value chain GHG emissions by 2035 from a 2019 base year.

To date, we have invested approximately **\$400 million** toward energy efficiency improvements, renewable energy deployment and sophisticated energy storage solutions to minimize the use of fossil fuels at our sites.

Not only do these investments help us and our tenants meaningfully reduce our overall carbon footprint, but they also enhance operational efficiency and resiliency at the site level and improve the service we offer our customers, who increasingly strive to run their networks as sustainably as possible. Additionally, through these initiatives we reduce our exposure to climate-related risks and better capitalize on climate-related opportunities.

"We stand by our Core Principle of building lasting customer relationships by understanding our customers' needs. The GHG emissions reduction targets we have recently set, combined with the significant investments we have made internationally in on-site renewable energy generation and advanced energy storage, not only help address climate change but also help our customers meet their own GHG emissions reduction commitments."



Marek Busfy, SVP and Chief Executive Officer, Africa

1. Achievement of our SBTs is dependent on many internal and external factors. In addition to significant required internal capital expenditures in energy use reduction and renewable energy initiatives, realization or the failure to realize certain external assumptions, including, but not limited to, expansion and improved reliability of country electric grids, country-specific transitions from fossil fuel-based power generation to cleaner fossil fuel and renewable power generation with the accompanying improvements in country-specific emissions factors, continued evolution of energy efficiency and renewable energy technological advancements, and maturation of additional fossil fuel alternatives, such as renewable diesel (e.g., hydrotreated vegetable oil), will directly affect the attainment of the targeted absolute GHG emissions reduction goals.

GHG Emissions and Energy Consumption Profile

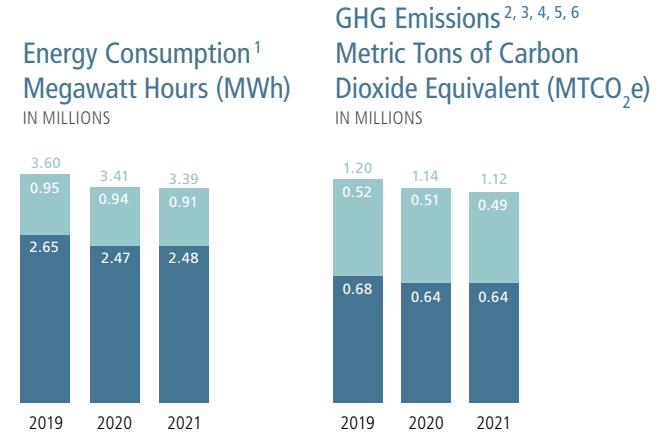
In 2021, nearly all our operational GHG emissions are attributed to generating power as a service for tenants in markets with unreliable or nonexistent electric grids—a marketplace differentiator that drives our overall tenant satisfaction. Nearly three-quarters of our operational emissions result from providing on-site power for tenant communications equipment via diesel generators, while the remainder is mostly attributed to electricity use at our own facilities, including towers, data centers, warehouses and offices. Our largest GHG emissions and energy footprints are in Africa and APAC, largely because we provide more on-site power for tenant consumption in those regions due to the unreliable grids and rural nature of the sites. The GHG emissions and energy footprints for our remaining regions; U.S. and Canada, Europe and Latin America are influenced by the number of towers in each region, the emissions intensity of the local grid and how much on-site energy generation is required.



1. Our scope 1 and 2 GHG emissions inventory includes American Tower's global asset portfolio (tower, rooftop, distributed antenna systems, fiber operations, offices and data centers) under our operational control and excludes energy consumed by tenant equipment on American Tower communications sites. This tenant-related energy consumption is reported in our scope 3, category 13 downstream leased assets GHG emissions.

2. Assets that fall under American Tower's operational control due to an acquisition are included in the energy and GHG emissions footprint boundary in the year of acquisition, unless the acquisition does not have a material impact on the Company's footprint because of acquisition timing or size of the acquired company. The Company closed the acquisition of DataSite on October 7, 2021 and CoreSite Realty Corporation on December 28, 2021. These acquisitions would have immaterial impacts on the 2021 total reported figures and, therefore, were excluded from the 2021 GHG emissions inventory.

3. GHG emissions data for 2019, 2020 and 2021 have been adjusted to account for American Tower's growth by acquisitions in accordance with The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) (GHG Protocol). Additionally, the 2019 and 2020 scope 2 GHG emissions figures from purchased grid electricity have been restated to correct the error in boundary of operational control that was identified after the publication of the 2020 Sustainability Report. Our scope 2 footprint is comprised of electricity consumed by American Tower equipment, including but not limited to site lighting, air conditioning and security, and excludes electricity that is consumed by tenant equipment. Tenant equipment energy consumption is reported in our scope 3, category 13 downstream leased assets GHG emissions in accordance with GHG Protocol.



Scope 1 and 2 Energy Consumption and GHG Emissions by Region

Region	2021 Total MWh ¹	2021 Total MTCO ₂ e ^{2, 3, 4, 5, 6}
Africa	1,338,152	339,774
APAC	1,739,074	726,857
Europe	167,332	13,444
Latin America	27,157	5,225
U.S. and Canada	120,414	37,268

4. American Tower references the following emission factor sources to calculate GHG emissions: 2021 International Energy Agency (IEA) Emission Factors, 2021 Environmental Protection Agency (EPA) - Emission Factors for Greenhouse Gas Inventories and the GHG Protocol - Emission Factors from Cross-Sector Tools (2017).

5. Scope 1 emissions total includes communications sites' fossil fuel consumption and fugitive emissions. Fugitive emissions figures are based on estimates provided by operations personnel in the markets for 2021. Due to lack of data availability, 2021 fugitive emissions estimates were used for 2019 and 2020. We continue to make efforts to improve data collection regarding fugitive emissions. Scope 1 emissions were calculated using the methodology included in the GHG Protocol.

6. Scope 2 emissions total includes electricity used by American Tower operations at communications sites, offices and other business segments. American Tower calculates both location-based and market-based scope 2 emissions per the GHG Protocol. Market-based scope 2 GHG emissions are presented here. See Appendix D for scope 2 location-based GHG emissions.

In 2021, our scope 1 emissions **decreased 6.5%** to 636,157 MTCO₂e and our scope 2 (market-based) emissions **decreased 6.6%** to 486,410 MTCO₂e, compared to our 2019 baseline.

Our overall scope 1 and 2 emissions reduction of 6.5%, compared to our 2019 baseline, is driven by several factors, including improving communications site energy efficiency, deploying renewable energy solutions and upgrading on-site energy storage systems. Details on the various GHG emissions and energy reduction initiatives are provided in the following sections.

We measure GHG emissions reduction progress in absolute terms in accordance with the SBTi and also in GHG emissions intensity per tower to show the GHG emissions reduction progress achieved, despite significant organic growth, particularly in emerging markets where connectivity is so vital but often power availability and reliability are so uncertain.

Scope 1 and 2 GHG Emissions per Tower (MTCO₂e)

Region	2019	2020	2021
Africa	20.7	15.2	14.5
APAC	11.3	10.3	9.6
Europe	0.0	0.0	0.7
Latin America	0.2	0.1	0.1
U.S. and Canada	0.8	0.8	0.9
Average	6.9	6.2	5.1



Efforts Continue in Kenya to Support Achieving GHG Emissions Reduction Targets



In Kenya, we have implemented several initiatives to support achieving American Tower's GHG emissions reduction targets. At 99% of the approximately 1,000 newly built sites and nearly 75% of the approximately 2,100 legacy sites, we have installed solar arrays and lithium-ion batteries (LIBs). Also, where possible, we have accelerated grid connections at newly built sites to utilize Kenyan grid power, which is increasingly powered by renewables.

Reducing Energy Consumption

Improving energy efficiency at our sites is critical to achieving our science-based targets (SBTs). We aim to improve on-site energy efficiency by implementing energy management systems (EMSs), upgrading equipment and installing new technologies.

Implementing Energy Management Systems

We have implemented EMSs to monitor and better manage energy consumption, with a focus on our markets with the highest GHG emissions—the U.S., Spain, India and across Africa—which represent almost 99% of our total operational energy usage. These systems consist of computer-aided tools, such as remote monitoring, and enable us to regularly review energy consumption, identify inefficiencies and quickly remediate issues as they arise. For example, for each tenant at a site level, our team in Spain can now remotely monitor energy consumption and other site information, such as temperature, to manage heating and cooling systems more efficiently. The EMS utilized in Spain achieved ISO 50001 certification, and more markets are planning to obtain certification within the next few years.

Since 2012, American Tower has invested over **\$400 million** in energy solutions, including renewable generation, on-site storage and efficiency improvements.

Converting Equipment Cabinets



Converting our equipment cabinets from indoor to outdoor allows us to take advantage of ambient air temperatures, which require less energy-intensive cooling methods, such as fans and natural ventilation, compared to traditional heating, ventilation, and air conditioning (HVAC) systems. We converted more than 500 equipment cabinets in 2021, bringing our total to more than 3,000 in the past five years. Many of these conversions occurred in India, where along with process improvement and connecting sites to the grid, we have been able to decrease diesel consumption by approximately two million liters per month compared to 2019.



We ran a five-month pilot program at approximately 80 sites across our Africa markets for a new cloud-based EMS, which uses predictive analytics and artificial intelligence (AI). The system uses real-time data to identify abnormal events, such as solar degradation due to dirty solar modules, and optimizes solar panel angles to improve energy generation. At one site, diesel generator runtime was reduced by nearly 40% after the implementation of the new EMS. Due to this program's success in Africa, India is now piloting a similar cloud-based EMS.



500

Equipment cabinets converted in 2021

3,000

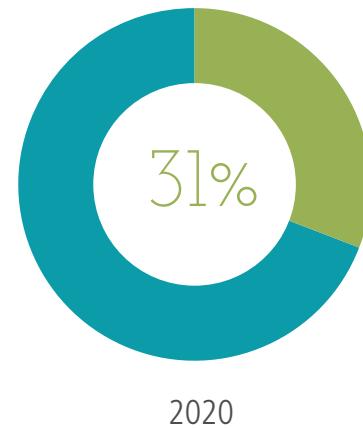
Equipment cabinets converted in the past five years

Upgrading to LED Systems

By replacing traditional tower lighting with LEDs, our lighting systems use an estimated 65% less energy, thereby improving on-site energy efficiency. Additionally, LEDs require less maintenance, and with a lifespan nearly 10 times as long as traditional lighting, reduce the frequency of high-risk work at height and decrease overall site waste.

In 2021, we invested an additional \$15 million in LED upgrades, bringing our total investment in LEDs to over \$123 million to date. The number of communications sites with LED systems now totals nearly 38,000, or 40% of our total sites with lighting systems. Some markets, such as Nigeria, have installed LED systems at all sites that have on-site lighting.

Percent of Tower Lighting Systems With LEDs



Improving Energy Efficiency in Our Offices



Our GHG emissions reduction efforts also extend to our offices, where we focus on energy efficiency and technology upgrades. In our Mexico headquarters, we improved air flow system efficiency by fixing leaks, completing distribution box maintenance, cleaning filters and upgrading HVAC equipment.

Deploying Renewable Energy Solutions

We recognize the deployment of renewable energy solutions will play a critical role in mitigating climate change and achieving our SBTs. As such, we have a goal to expand our renewable energy portfolio to 66 megawatts (MW) of solar capacity installed at over 12,000 sites by 2025.

Through an additional \$50 million invested in 2021, we have reached nearly 11,000 communications sites supported by solar energy, collectively providing 58 MW of capacity and generating



approximately 41,000 MWh annually. Solar at our sites can support a diverse array of power needs, such as directly powering our tenants' mobile communications equipment, charging on-site LIBs and providing power specifically for site lighting used for aviation warnings. In Uganda, all new sites are installed with solar arrays, and as of the end of

2021, 38% of our Uganda portfolio was utilizing renewable energy. Across our markets, we now have 60 sites that are 100% powered by solar energy, eliminating the need for grid-based electricity or diesel fuel.

Given our vast geographic distribution, solar is currently the most effective and readily available renewable option, but we continue to review other potential renewable options for future deployment. Our markets are also exploring options for investing in renewable energy beyond on-site installations. For example, in Spain, our team has opted to purchase entirely renewable electricity, through their electricity supply contract

with the local utilities, for 85% of the sites where we procure energy, with a goal to increase this to 100% in 2022. These contracts cover electricity purchased for both American Tower and tenant usage, providing a unique benefit to our tenants to support their GHG emissions reduction journey as well as our own. In 2021, these contracts totaled 213,000 MWh of renewable energy, with approximately 52,000 MWh covering our usage and more than three times that amount, approximately 161,000 MWh, provided to our tenants. In Brazil, we partnered with a developer to complete our first renewable energy power purchase agreement in 2020. The 1.7 MW plant in Minas Gerais meets 100% of our neutral fiber-optic network consumption in the country and performed exceptionally well in 2021, thanks to its geographic location and advanced sun-tracking technology, generating 3,100 MWh of solar energy.

In 2021, the South Africa team further expanded our use of renewable energy solutions and installed the Company's first-ever wind turbine to harness on-site wind power generation.

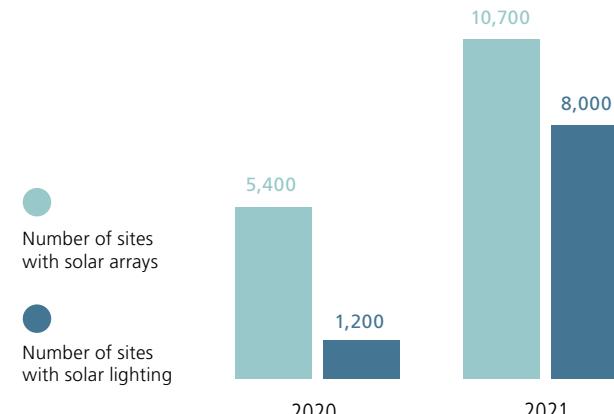


Solar Innovations in India

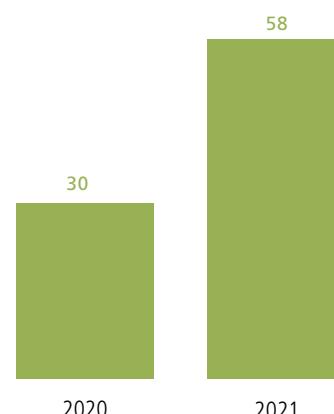
In India, our teams developed the idea for a thin film solar panel that can be pasted onto the surface of telecommunications towers.

A pilot site has been running successfully since January 2020. The team won the Aegis Graham Bell Award for Innovation in Telecom Infrastructure in February 2021 and is exploring possibilities of scaling this product.

Solar Installations



On-site Solar Capacity (MW)



Improving On-site Energy Storage

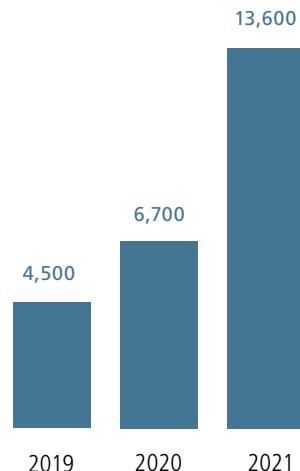
As GHG emissions related to diesel consumption for on-site generators make up a significant portion of our overall footprint, we are focused on installing LIBs to decrease generator runtime, and thereby diesel consumption. Additionally, expanding battery storage helps accommodate our growing reliance on renewable, but intermittent, solar and wind energy. Increasing capacity for on-site energy storage decreases exposure for both American Tower and our tenants to climate-related risks, such as carbon tax, and improves site power uptime and resiliency.

We chose to install LIBs because they have improved storage capacity, shorter charge times and more efficient operations under partial charge compared to traditional lead-acid batteries. This improves our overall energy efficiency regardless of the primary on-site power source. In 2021, we invested another \$90 million in new LIB on-site energy storage and transitioning to LIBs from lead-acid batteries. We more than doubled the number of sites with LIBs

compared to 2020, reaching a total of nearly 50,000 LIBs, with over 400 MWh of capacity at 13,600 communications sites. We estimate the installations reduced on-site diesel consumption by nearly 12 million liters in 2021, which reduced our scope 1 emissions by nearly 30,000 MTCO₂e.

In June 2021, American Tower signed a multi-million-dollar LIB bulk purchase agreement with energy storage solutions provider Polarium. This deal will support a new energy storage manufacturing plant in South Africa and secure thousands of lithium-powered backup solutions for our Africa region over the next few years.

Number of Sites With LIBs



Supporting a Sustainable Energy Future

American Tower continues to explore ways to make our future more sustainable, including partnering with universities and think tanks to expand research and explore sustainable innovations through pilot studies across our markets:

Vehicle electrification: In the U.S., we are committed to replacing traditional sport utility vehicles (SUVs) with hybrid SUVs, as they reach our fleet replacement parameters. We are also exploring options to add electric trucks to our fleet in future years. In 2021, our headquarters in France was the latest to install electric charging stations, and we will continue to expand electric vehicle charging in other markets.

Alternative fuels: We started a pilot program to utilize hydrotreated vegetable oil as an alternative to diesel at five sites across the U.S. in 2021. We are reviewing the pilot results to investigate potentially expanding our use of alternative fuels.

Low-carbon construction materials: We used low-carbon concrete to pour a site foundation for the first time in France this past year and will continue to source lower-carbon materials where feasible.

Reducing Reliance on Diesel in Africa

In 2021, the Africa markets have reduced their reliance on diesel by **more than 50% compared to 2017**.

These improvements have been accomplished by investments in on-site solar arrays and LIBs. In 2021, solar arrays and LIBs were deployed at an additional 2,500 sites, serving to further reduce diesel consumption in our Africa markets.

Adopting the Task Force on Climate-related Financial Disclosures

In 2021, American Tower joined over 3,000 organizations around the world when we formally signed a statement of support for the Task Force on Climate-related Financial Disclosures (TCFD). In addition to providing greater transparency for our stakeholders, we are also using the TCFD's Recommendations to guide our assessment and management of climate-related risks and opportunities. These processes allow us to better prepare for the impacts of climate change, while enhancing our ability to seize opportunities to transition to a lower-carbon economy. We share high-level descriptions of how we address the four thematic areas of the Recommendations below, as well as detailed disclosures in [Appendix B: TCFD Index](#).

Governance: To ensure climate change management is embedded throughout our organization and business strategy, our Board has direct oversight of climate-related risks and opportunities. Annually, the Board, along with the executive leadership team, reviews climate-related risks and opportunities, if they meet the materiality and time period thresholds, as part of the overall annual enterprise risk assessment. More broadly, we formally updated the Nominating Committee charter to include oversight of ESG programs and policies. The CSO, with support from the global sustainability team, develops the sustainability strategy and partners with the GSC, which includes leadership representation from all regions. The GSC was established in 2021 to help develop and implement our sustainability strategy, as well as embed sustainability principles across the organization and promote cross-market collaboration.

Risk Management: The management of climate-related risks is integrated into our process for managing other enterprise risks. It is supplemented with the TCFD-aligned Climate-related Risk and Opportunity (CR&O) Assessment, which allows the Company to identify climate-related risks that may not meet the financial materiality or time horizon thresholds required by our enterprise risk assessment processes. Combined, these processes prioritize climate-related risks for management and help determine the required level of mitigation. Climate-related opportunities are also identified through the TCFD-aligned CR&O Assessment and quarterly Innovation Council meetings. As part of these processes, the mitigation measures related to the identified risks, as well as actions taken to capitalize on opportunities, are monitored, assessed for effectiveness and updated as needed.

Strategy: Along with continued integration of climate risks into our enterprise risk management process, we have performed a comprehensive scenario analysis of key climate-related risks and opportunities. American Tower selected two scenarios—business-as-usual and aggressive mitigation—to evaluate potential physical and transitional risks and opportunities. These scenarios drew upon the Intergovernmental Panel on Climate Change's (IPCC) Sixth Assessment Report Shared Socio-economic Pathways (SSPs). The business-as-usual scenario aligned with the SSP5-8.5 pathway and the aggressive mitigation scenario aligned with the SSP1-2.6 pathway. Research and analysis using qualitative and quantitative inputs, coupled with workshops with employees from all regions and appropriate departments, were completed to understand potential impacts under the selected scenarios. The results of our scenario analysis show greater potential impact from climate-related opportunities than climate-related risks, mainly due to our expanding renewable energy portfolio and energy storage opportunities.

Metrics and Targets: In 2021, we set two near-term SBTs aligned with the well-below 2 degrees Celsius scenario, which reflect our goal of significantly reducing our GHG emissions. Our current renewable energy goal of 66 MW of on-site renewable capacity by 2025 supports progress toward achieving our SBTs, and we measure and report progress against all goals.



Land Stewardship

Our core business model of shared infrastructure utilizes land more efficiently by reducing the number of communications sites built, thus minimizing the industry's overall environmental impact. At the end of 2021, our owned and leased real estate portfolio included more than 220,000 communications sites globally, but with efficient site design and management, our global ecological footprint is only an estimated 220 square kilometers. We firmly believe in the importance of preserving natural ecosystems and view our operations through a lifecycle lens. This translates to efforts to evaluate and minimize environmental impacts across each phase of our work—planning and construction, operations and site decommissioning.

Given the vast geographic distribution of our site locations, each market is responsible for complying with all applicable environmental regulations, as well as developing land stewardship policies and programs and facilitating community engagement. These efforts are led by local site development and land management teams and are guided by environmental management systems. We are pursuing ISO 14001 certification of our environmental management systems.

As of 2021, nearly 100,000 sites have achieved certification, including new sites in France, bringing our total certification coverage to nearly 45% of our portfolio.

Other markets continue to work toward certification, including Brazil, which is working toward a 2025 certification date.



Global Tree Planting Efforts

We are part of 1t.org, a WEF initiative to conserve, restore and grow one trillion trees by 2030, which is supported by our partnership with American Forests. Through the WEF initiative, as well as our other local tree-planting efforts, we have an opportunity to support nature-based climate solutions and improve local ecosystem health.

United States: We continue to partner with American Forests to achieve our goal of planting one million trees across the U.S. by 2027. In our fourth year of the partnership, we planted another 100,000 trees, bringing our total to 400,000. Projects spanned from restoring forests damaged by the French Fire in California to restoring Longleaf Pine habitat in Florida. Also, part of this initiative included a National Arbor Day campaign, where American Tower, in partnership with American Forests, planted 25 trees in the name of each participating employee.



Germany: During Earth Day 2021, teams in Germany launched the Trees for Towers program. Through the program, we are committed to planting 200,000 trees over the next 10 years in critical habitats in Germany. In 2021, over 9,000 oak and hornbeam trees were planted in an environmental protection area near the city of Ratingen, where our local headquarters is located.



Ghana: For World Environment Day 2021, Ghanaian teams ran a "Plant a Tree at Home" initiative, where employees received about 80 types of seedlings from the Ghana Forestry commission.

South Africa: Teams worked with Food and Trees for Africa to donate trees to over 20 schools in the KwaZulu Natal and Western Cape regions. Donated funds supported the planting of over 300 fruit trees and nearly 400 indigenous shade trees, and teams volunteered time to plant trees with students at two of the schools.



Environmental Protection During Site Planning and Construction

Evaluating and mitigating potential environmental impacts from our operations begins during the site planning phase, which includes an environmental assessment, tailored to local regulation, as well as engagement with local communities. In 2021, we completed nearly 9,000 prefeasibility and environmental impact assessments to identify potential

environmental impacts of proposed projects, as well as the appropriate best management practices to mitigate potential impacts.

Based on the planning phase, modifications are made to the site construction plans, as necessary. For example, as part of our program to protect birds in the U.S., which is discussed in more detail below, the team may stop or limit construction during critical migratory, breeding or nesting seasons.

Additionally, American Tower hosted nearly 3,000 community engagements in 2021. Engagements included both physical meetings and questionnaires, which provide local communities a means to learn about the project and express any concerns prior to construction. For example, in Chile local communities around a proposed tower site receive letters informing them of the project and providing them an initial opportunity to share feedback. Following the first phase of feedback, communities have an opportunity to vote on various aspects of the construction, such as the architecture, and where the site is located.

American Tower employees who work on environmental matters are trained on relevant topics, including environmentally conscious design, compliance and natural resource or habitat protection, when applicable.

In 2021, nearly 1,000 employees and contractors completed 15,300 training hours on the above environmental topics.



Reducing Environmental Impact Through Responsible Operations

We seek to minimize the impact on the local environment from our ongoing operations. Our teams monitor and mitigate potential impact on natural resources and wildlife, as well as the subsequent impact to surrounding communities during ongoing operations. This includes tree planting, erosion control, and proper management and disposal of waste and hazardous materials. Additionally, to limit visual and noise pollution for wildlife and local communities, American Tower deploys various tactics across our sites. In 2021, we added over 700 new camouflage towers, which are towers designed to resemble indigenous trees, to blend into local landscapes and reduce visual pollution. We now have over 8,500 camouflage towers globally. We also deploy acoustic enclosures around diesel generators at sites close to residential communities to reduce noise pollution.





Wildlife Protection Efforts

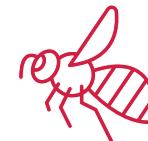
American Tower recognizes our sites coexist with important wildlife habitats and sometimes serve as homes for local flora and fauna. We have several initiatives to support local wildlife at our sites, with a particular emphasis on birds and bees.

In the U.S., we continue to focus efforts on protecting migratory birds, particularly those designated as threatened or endangered. All field teams are trained on how to properly recognize and identify bird nests. When field teams identify nesting sites on existing towers, our goal is to protect the birds and keep our tenants, contractors and employees safe. We first follow standardized protocol to alert all relevant parties, and then look to postpone work until the nests become inactive. When urgent work is required, we bring in a third-party specialist, who provides guidance on performing the work with minimal disturbance. In Germany, approximately 30 sites were closed for climbing and landscaping maintenance activities were limited from March through September due to bird-breeding activities on the sites. This protected over 100 birds, including red-tailed hawks, great-horned owls and barn owls.

Management of Bees in Ghana

Per the Bees and Dangerous Reptiles policy, our Ghanaian teams complete bee hazard awareness training prior to beginning work at a new tower site and are provided protective clothing for site inspections. If bees are identified on-site, the occupational health and safety manager is notified within three hours. In 2018, the team began training, certifying and providing safety gear to over 20 local beekeepers in three communities to ensure the safe relocation of bees from our sites.

In 2021, we protected more than 3,400 bird nests across our global operations.



Bees are essential pollinators in nearly all ecosystems and, as such, many markets have developed policies and programs to protect bee populations found on our sites. In Ghana, teams deploy bee relocation boxes, baited with pheromones to attract bees, and successfully relocate hives to bee farms with minimal disruption. This past year, in the U.S., bee relocation standards were added to the Standard of Care guidebook to further minimize the impact to honey bees at tower sites. The environmental compliance team assists with beehive relocations when necessary, which in 2021 included two relocations.



Waste Management

Management and proper disposal of waste is a top priority for both our communications sites and our offices. At communications sites, we are focused on reducing waste associated with diesel generators and batteries. As part of our efforts to upgrade to more efficient LIBs, we recycled 22,200 lead-acid batteries in 2021, a substantial portion of the total batteries removed from service. The more efficient LIBs enable us to further reduce operational waste due to fewer battery replacements and engine oil changes, as generators need to run for fewer hours. For engine oil associated with generators, in markets where recycling is accessible, we recycled an estimated 141,000 liters.

American Tower Waste Profile ¹ (Metric Tons)	
Waste recycled	1,176
Waste sent for third-party processing	19,329
Waste sent for composting	16
Waste sent to landfill	932
Other disposal methods	4,183
Total waste generated	25,636

response procedures require a designated member of the environment team respond within 24 hours. The cause is identified and corrective actions are taken to address the spill and prevent future occurrences. Employees also completed more than 600 hours of hazardous waste training in 2021, with almost 300 employees participating in related workshops.

At our offices, we are also pursuing waste reduction initiatives, particularly regarding paper use. For example, in 2021, our India offices reduced their paper usage by 350,000 sheets by automating multiple workflows in the site management application process.

We also have active on-site management for the handling and proper disposal of hazardous materials. If a spill occurs, employees are required to report through our incident management system and complete follow-ups in a timely manner. For instance, in Nigeria, the spill prevention and



Water Management

Water is a critical shared resource in the communities where we operate. In 2021, American Tower was not a major water user; however, we still strive to efficiently manage and conserve water consumed by our operations. We consumed approximately 20,000 cubic metrics of water during the year.²

One area of focus of our water management initiatives is during the design and development of our sites, particularly access roads, to ensure appropriate stormwater best management practices are in place. For instance, our U.S. sites follow our Access Road and Compound Design Guide, which sets stormwater-related requirements for access road designs. Additionally, our construction standards include specific details on erosion and sediment controls. Our teams have identified sites with a high risk for access road erosion and runoff, and we routinely complete preventive maintenance to ensure culverts and other stormwater solutions are clear of debris and can work effectively.



Check dams along an access road in the U.S. serve to regulate water velocity, reduce erosion and purify water by removing sediment and other contaminants.

1. Waste metrics are based on data reported by our markets. In several markets, we do not have formalized systems to track waste generation and disposal and accordingly, those markets do not have this data. Therefore, it is likely that our total waste figures are higher than what is reported here.

2. Water withdrawn reflects actual data where available, and extrapolation is used for markets in which American Tower does not have access to actual data. Water consumption related to data centers added to the American Tower portfolio via the DataSite acquisition, which closed on October 7, 2021, is not included in the total water footprint reported. The water consumption for the legacy DataSite facilities was approximately 13,000 cubic meters for October through December 2021.

Responsible Site Decommissioning and Repurposing of Materials

During site decommissioning we aim to minimize waste and restore land. When a site is decommissioned, we follow decommissioning procedures and environmental management plans to ensure compliance with applicable regulatory requirements.

Materials from decommissioned sites are repurposed where possible, and if repurposing is not viable, recycled. For instance, our operations team in Chile responsibly recycled close to 110 tons of steel waste related to decommissioned communications sites. In Mexico, over 100 fiber-optic devices were reused in 2021, and where electronics could not be reused, six tons of waste were disposed of through a certified waste vendor. Our scrap disposal policy in India details personnel responsibility and required steps for disposal of all materials during site decommissioning and emphasizes reuse where possible.

Across our markets **over 20,000 tons** of steel waste from communications site decommissioning were diverted from landfills by recycling or reusing in 2021.

Principles of Reporting and the GRI Content Index and TCFD and SASB Indices



Reporting Guidelines and Content

This report provides a comprehensive view of our sustainability approach and performance for the fiscal year ended December 31, 2021. This report has been prepared in accordance with the GRI Standards: Core option. We also provide disclosures aligned with the Task Force on Climate-related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board's (SASB) Sustainability Accounting Standards. These standards provide the world's most widely used frameworks for sustainability reporting and offer a structured format to comprehensively share information about material issues, performance metrics and the management of sustainability-related topics within the organization.

All disclosures in Appendix A are based on the GRI Standards. For the Materiality Disclosures Services, GRI Services reviewed and the GRI Content Index is clearly presented and the references for Disclosures 102-40 to 102-49 align with the appropriate sections in the body of the report.

All disclosures in Appendix B are reported against TCFD recommendations to ensure we are disclosing clear, comparable and consistent information about climate-related risks and opportunities.

All disclosures in Appendices C1 and C2 are reported in accordance with the SASB's Standards for the Real Estate and Telecommunication Services sector, respectively.

The term "material" and "materiality" as used in context of this report and in our materiality assessment relating to this report (see *Sustainability at American Tower*, starting on page 63) are different from such terms as used in the context of filings with the Securities and Exchange Commission (SEC). Issues deemed material for the purposes of this report should not necessarily be considered material for SEC reporting purposes.

Reporting Uncertainties

Measurement of nonfinancial information in Appendices A, B and C of the 2021 American Tower Sustainability Report includes estimates and assumptions that are subject to inherent measurement uncertainty, resulting from precision of conversion and other factors. The selection by management of different but acceptable measurement methods, input data or assumptions may have resulted in materially different amounts or disclosures being reported.

Report Boundaries

Unless otherwise stated, the data in this report covers our activities between January 1, 2021 and December 31, 2021. Data presented in the report represents all wholly owned, operationally controlled American Tower business activities, including directly and indirectly owned subsidiaries and joint ventures. Note that the Company closed the acquisition of DataSite on October 7, 2021 and CoreSite Realty Corporation on December 28, 2021, which would have immaterial impacts to the 2021 total reported figures and, therefore, were excluded from the 2021 Sustainability Report, unless otherwise noted. Where qualitative examples from outside the reporting period are included, the timing of those examples is explicitly stated.

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," "American Tower," "our Company," "the Company" or "us" refers to American Tower Corporation and its subsidiaries. Our "customers" include our tenants, licensees and other payers.



Appendix A: GRI Content Index¹

GRI 101: Foundation 2016

GRI 102: General Disclosures 2016

102-1	Name of the organization	American Tower Corporation
102-2	Activities, brands, products and services	See About American Tower on page 3 and Form 10-K for the fiscal year ended December 31, 2021 (2021 Form 10-K) Item 1.
102-3	Location of the headquarters	116 Huntington Avenue, 11th Floor Boston, MA 02116
102-4	Location of operations	2021 Form 10-K Item 7 and Exhibit 21.
102-5	Ownership and legal form	2021 Form 10-K Note 1 to the Consolidated Financial Statement and Exhibit 21.
102-6	Markets served	See About American Tower on page 3.
102-7	Scale of the organization	See 2021 Form 10-K Item 1, Item 7 and the Consolidated Statements of Operations, Comprehensive Income, Equity and Cash Flows.
102-8	Information on employees and other workers	See Supporting Our People , starting on page 24, and 2021 Form 10-K Item 1.
102-9	Supply chain	See Governance at American Tower , starting on page 13.
102-10	Significant changes to the organization and its supply chain	There have been no significant changes to the supply chain in 2021.
102-11	Precautionary Principle approach	The Precautionary Principle does not explicitly guide decisions made by American Tower; however, the potential risk and harm of all our actions undertaken are considered and appropriate steps are taken to mitigate to reasonable levels, as necessary.
102-12	External initiatives	External initiatives are referenced throughout this report, by topic. See Supporting Our People , starting on page 24; Environment , starting on page 47; and Connecting With Communities , starting on page 37.
102-13	Membership in Associations	See Engaging With Key Stakeholders , starting on page 18.
102-14	Statement from senior decision-maker	See Letter From Our President and CEO on page 5.
102-16	Values, principles, standards and norms of behavior	See Promoting and Maintaining an Ethical Culture on page 15, and our Code of Conduct , Vendor Code of Conduct and Global Human Rights Statement .
102-18	Governance structure	See the Corporate Governance section of our website. For sustainability governance structure, see Governance at American Tower , starting on page 13, and Appendix B: TCFD Index , starting on page 73.
102-40	List of stakeholder groups	See Engaging With Key Stakeholders , starting on page 18.
102-41	Collective bargaining agreements	13% of our employees are represented by labor unions and 10% of our employees have collective bargaining agreements.
102-42	Identifying and selecting stakeholders	See Engaging With Key Stakeholders , starting on page 18.
102-43	Approach to stakeholder engagement	See Engaging With Key Stakeholders , starting on page 18.
102-44	Key topics and concerns raised	See Engaging With Key Stakeholders , starting on page 18.
102-45	Entities included in the consolidated financial statements	All data presented in the report represents all American Tower operations, including directly and indirectly owned subsidiaries and joint ventures, unless explicitly noted otherwise. Also, see 2021 Form 10-K Exhibit 21.

1. For the Materiality Disclosures Service, GRI Services reviewed that the GRI Content Index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.

102-46	Defining report content and topic boundaries	See Prioritizing Material Topics on page 11.
102-47	List of material topics	<p>See Prioritizing Material Topics on page 11.</p> <p>The GRI Standards that correspond to our material topics are included within this appendix. The standards are as follows:</p> <ul style="list-style-type: none"> • 201: Economic Performance • 205: Anti-corruption • 206: Anti-competitive Behavior • 302: Energy • 303: Water and Effluents • 304: Biodiversity • 305: Emissions • 306: Waste • 307: Environmental Compliance • 401: Employment • 403: Occupational Health and Safety • 404: Training and Education • 405: Diversity and Equal Opportunity • 406: Non-discrimination • 413: Local Communities • 415: Public Policy • 419: Socioeconomic Compliance
102-48	Restatements of information	This report includes updated energy and GHG data for 2019 and 2020, reflecting corrections to previously reported data. The 2019 and 2020 scope 2 GHG emissions from purchased grid electricity have been restated to correct the error in the amount of electricity used directly by American Tower-owned on-site equipment that was identified after the publication of the 2020 Sustainability Report. See footnotes, within the Environment section, on page 49.
102-49	Changes in reporting	American Tower undertook a materiality refresh process in 2021. The resulting material topics list is updated compared to previous reporting periods; however, the alignment of our material topics with the GRI Standards remains the same.
102-50	Reporting period	January 1 to December 31, 2021
102-51	Date of most recent report	August 2020
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Mneesha O. Nahata, Senior Vice President, Legal & Chief Sustainability Officer
102-54	Claims of reporting in accordance with the GRI Standards	See Principles of Reporting and the GRI Content Index , starting on page 62.
102-55	GRI content index	See Principles of Reporting and the GRI Content Index , starting on page 62.
102-56	External assurance	External assurance was not obtained for this report.

Topic-Specific Disclosures

Stakeholder Engagement

American Tower material topic "Stakeholder Engagement" does not correspond directly to a GRI Standard. For additional detail, see [Engaging With Key Stakeholders](#), starting on page 18.

GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its boundary	We value the relationships we have built with all our stakeholders and recognize their feedback as critical to the Company's success. Our stakeholder engagement programs work to ensure the Company's management structure balances the interests of all relevant stakeholders and facilitates transparency and the disclosure of critical information. This topic is relevant to all stakeholder groups.
103-2	Management approach and its component	Many teams across American Tower are responsible for components of our stakeholder engagement program, including human resources, public affairs and investor relations. We regularly engage our key stakeholder groups through a variety of platforms to better inform our strategy and ultimately drive the management of our business and priority ESG issues.
103-3	Evaluation of the management approach	We review all feedback received from our various stakeholder groups and use their feedback to better inform our business strategies. For additional detail, see Engaging With Key Stakeholders , starting on page 18.

Cybersecurity

American Tower material topic "Cybersecurity" does not correspond directly to a GRI Standard. For additional detail, see [Information Technology and Cybersecurity](#) on page 22.

GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its boundary	In today's digital world, it is imperative to create a secure digital environment to protect American Tower and others' data from malicious attack and improper use. This topic is relevant to all stakeholder groups.
103-2	Management approach and its component	Led by our Chief Information Security Officer, with oversight from the Audit Committee, our technology team assesses areas of potential risk, reports on emerging threats, manages cybersecurity issues and responds to potential loss of or unauthorized access to information.
103-3	Evaluation of the management approach	To ensure we maintain our best-in-class status, our Information Security Executive Committee meets quarterly to discuss best practices and emerging cybersecurity issues. The Audit Committee regularly evaluates our cybersecurity efforts, including our incident response plan, and is informed of any material breaches. Due to our strong governance and information security protocols, there were no material breaches that warranted the Board's attention in 2021.

Ethics, Regulatory Compliance and Accountability, and Governance

The American Tower material topics "Ethics, Regulatory Compliance and Accountability" and "Governance" correspond to the GRI Standards "205: Anti-Corruption", "206: Anti-Competitive Behavior" and "419: Socioeconomic Compliance." For additional detail, see [Governance at American Tower](#), starting on page 13, and [Land Stewardship](#), starting on page 56, for details regarding environmental compliance.

GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its boundary	It is a foundational value for American Tower to operate in an ethical and legally compliant manner. American Tower follows the provisions of the Foreign Corrupt Practices Act, which prohibit U.S. companies and their directors, officers, employees and agents from offering, paying, promising or authorizing the giving of anything of value (e.g., money or gifts) to a person who is an official of any government outside the U.S., or to any other person, while knowing the item of value will be offered or given, directly or indirectly, to such a foreign official for the purpose of (i) influencing any decision of the foreign official, (ii) inducing a decision to fail to perform his or her lawful duty or (iii) inducing the foreign official to use his or her influence to affect any decision so as to be able to obtain any improper advantage to assist the Company in obtaining or retaining business. Ethics- and compliance-related matters are important to American Tower tenants, employees, regulators and stockholders.
103-2	Management approach and its component	While these issues are the responsibility of all Company employees, and are covered under our Code of Conduct , ultimate responsibility for this topic resides with the American Tower legal and HR teams, either at the corporate or country level. Reports of potential or perceived noncompliance or misconduct can be made by reaching out to our Ethics Committee, local HR department, management, local legal department or by using a third-party-administered confidential website or hotline. Bribery and corruption risks are also identified and assessed using our established enterprise risk management framework. See Governance at American Tower , starting on page 13, for more information.
103-3	Evaluation of the management approach	We monitor all reports of potential noncompliance, ethics and other legal issues, escalate them to the Ethics Committee under the Board, where appropriate, and ensure they are appropriately resolved.
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	All markets are assessed for risks related to corruption before entering the market and then on an ongoing basis as part of the Company's annual fraud risk assessment process. The results and identified risks are presented to the Audit Committee, along with the planned internal audits that address those risks.
205-2	Communication and training about anti-corruption policies and procedures	See Promoting and Maintaining an Ethical Culture , starting on page 15.
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	No legal actions were pending or completed during the reporting period regarding anti-competitive behavior or violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.
GRI 419: Socioeconomic Compliance 2016		
419-1	Noncompliance with laws and regulations in the social and economic area	In 2021, there were no significant fines or nonmonetary sanctions for noncompliance with laws and/or regulations in the social and economic area.

Diversity, Equity and Inclusion

The American Tower material topic "Diversity, Equity and Inclusion" corresponds to the GRI Standards "401: Employment," "405: Diversity and Equal Opportunity" and "406: Non-discrimination." For additional detail, see [Supporting Our People](#), starting on page 24.

GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its boundary	The Chief HR Officer and the regional and country-level heads of HR are ultimately responsible for human capital management. They oversee employee training and development, compliance-related issues and diversity and inclusion, and they report to the Chief Administrative Officer and General Counsel of the Company. In early 2021, we hired a Chief Diversity, Equity and Inclusion Officer, reporting directly to our CEO, to lead our diversity, equity and inclusion (DE&I) strategy. This topic is primarily relevant to our employees and stockholders.
103-2	Management approach and its component	These issues are primarily managed at the country level, with consideration given to local customs, norms and regulations. See our Equal Employment Opportunity Policy , Equal Employment Opportunity Policy Statement and Diversity Statement for additional details.
103-3	Evaluation of the management approach	Progress on these topics is monitored regularly through a variety of methods, including employment engagement surveys, benchmarking studies and participation in training and development programs.

GRI 401: Employment 2016

401-1	New employee hires and employee turnover	<table border="1"> <thead> <tr> <th>Region</th><th>Total employees¹</th><th>New hires¹</th><th>Turnover %¹</th></tr> </thead> <tbody> <tr> <td>Africa</td><td>861</td><td>101</td><td>2.7%</td></tr> <tr> <td>APAC</td><td>1,404</td><td>101</td><td>11.4%</td></tr> <tr> <td>Europe</td><td>327</td><td>77</td><td>2.8%</td></tr> <tr> <td>Latin America</td><td>1,475</td><td>271</td><td>6.4%</td></tr> <tr> <td>U.S. and Canada</td><td>1,827</td><td>294</td><td>9.4%</td></tr> <tr> <td>Total</td><td>5,894</td><td>844</td><td></td></tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Region</th><th>Employee Tenure</th><th>Gender</th><th colspan="2">Under 30 years old¹</th><th colspan="2">30 - 50 years old¹</th><th colspan="2">Above 50 years old¹</th></tr> </thead> <tbody> <tr> <td rowspan="4">Africa</td><td rowspan="2">Current employees</td><td>Female</td><td>7%</td><td>15</td><td>86%</td><td>197</td><td>8%</td><td>18</td></tr> <tr> <td>Male</td><td>3%</td><td>19</td><td>87%</td><td>518</td><td>9%</td><td>56</td></tr> <tr> <td rowspan="2">New hires</td><td>Female</td><td>29%</td><td>10</td><td>69%</td><td>24</td><td>3%</td><td>1</td></tr> <tr> <td>Male</td><td>8%</td><td>5</td><td>91%</td><td>60</td><td>2%</td><td>1</td></tr> <tr> <td rowspan="4">APAC</td><td rowspan="2">Current employees</td><td>Female</td><td>18%</td><td>22</td><td>77%</td><td>92</td><td>4%</td><td>5</td></tr> <tr> <td>Male</td><td>5%</td><td>77</td><td>85%</td><td>1,200</td><td>10%</td><td>140</td></tr> <tr> <td rowspan="2">New hires</td><td>Female</td><td>38%</td><td>14</td><td>59%</td><td>22</td><td>3%</td><td>1</td></tr> <tr> <td>Male</td><td>17%</td><td>11</td><td>81%</td><td>52</td><td>2%</td><td>1</td></tr> <tr> <td rowspan="4">Europe</td><td rowspan="2">Current employees</td><td>Female</td><td>16%</td><td>20</td><td>67%</td><td>82</td><td>16%</td><td>20</td></tr> <tr> <td>Male</td><td>6%</td><td>11</td><td>66%</td><td>117</td><td>28%</td><td>50</td></tr> <tr> <td rowspan="2">New hires</td><td>Female</td><td>19%</td><td>6</td><td>61%</td><td>19</td><td>19%</td><td>6</td></tr> <tr> <td>Male</td><td>20%</td><td>9</td><td>48%</td><td>22</td><td>33%</td><td>15</td></tr> <tr> <td rowspan="4">Latin America</td><td rowspan="2">Current employees</td><td>Female</td><td>16%</td><td>78</td><td>79%</td><td>396</td><td>6%</td><td>28</td></tr> <tr> <td>Male</td><td>10%</td><td>95</td><td>75%</td><td>679</td><td>15%</td><td>132</td></tr> <tr> <td rowspan="2">New hires</td><td>Female</td><td>38%</td><td>30</td><td>60%</td><td>47</td><td>1%</td><td>1</td></tr> <tr> <td>Male</td><td>39%</td><td>76</td><td>55%</td><td>106</td><td>6%</td><td>11</td></tr> <tr> <td rowspan="4">U.S. and Canada</td><td rowspan="2">Current employees</td><td>Female</td><td>14%</td><td>89</td><td>63%</td><td>390</td><td>22%</td><td>139</td></tr> <tr> <td>Male</td><td>14%</td><td>168</td><td>62%</td><td>732</td><td>24%</td><td>290</td></tr> <tr> <td rowspan="2">New hires</td><td>Female</td><td>39%</td><td>49</td><td>46%</td><td>56</td><td>15%</td><td>14</td></tr> <tr> <td>Male</td><td>41%</td><td>69</td><td>47%</td><td>80</td><td>12%</td><td>26</td></tr> </tbody> </table>	Region	Total employees ¹	New hires ¹	Turnover % ¹	Africa	861	101	2.7%	APAC	1,404	101	11.4%	Europe	327	77	2.8%	Latin America	1,475	271	6.4%	U.S. and Canada	1,827	294	9.4%	Total	5,894	844		Region	Employee Tenure	Gender	Under 30 years old ¹		30 - 50 years old ¹		Above 50 years old ¹		Africa	Current employees	Female	7%	15	86%	197	8%	18	Male	3%	19	87%	518	9%	56	New hires	Female	29%	10	69%	24	3%	1	Male	8%	5	91%	60	2%	1	APAC	Current employees	Female	18%	22	77%	92	4%	5	Male	5%	77	85%	1,200	10%	140	New hires	Female	38%	14	59%	22	3%	1	Male	17%	11	81%	52	2%	1	Europe	Current employees	Female	16%	20	67%	82	16%	20	Male	6%	11	66%	117	28%	50	New hires	Female	19%	6	61%	19	19%	6	Male	20%	9	48%	22	33%	15	Latin America	Current employees	Female	16%	78	79%	396	6%	28	Male	10%	95	75%	679	15%	132	New hires	Female	38%	30	60%	47	1%	1	Male	39%	76	55%	106	6%	11	U.S. and Canada	Current employees	Female	14%	89	63%	390	22%	139	Male	14%	168	62%	732	24%	290	New hires	Female	39%	49	46%	56	15%	14	Male	41%	69	47%	80	12%	26
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401-3 Parental leave

See Benefits and Wellness on page 28.

GRI 405: Diversity and Equal Opportunity 2016

405-1 Diversity of governance bodies and employees See Supporting Our People, starting on page 24, our Social webpage, and our EEO-1 Report.

GRI 406: Non-discrimination 2016

406-1 Incidents of discrimination and corrective actions taken In 2021, there were no substantiated incidents related to discrimination that required the attention of senior management and/or the Board.

Talent Recruitment, Development and Retention

The American Tower material topic "Talent Recruitment, Development and Retention" corresponds to the GRI Standard "404: Training and Education." For additional detail, see [Supporting Our People](#), starting on page 24.

GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its boundary	The Chief HR Officer and the regional and country-level heads of HR are ultimately responsible for human capital management. They oversee recruitment efforts, employee training and development, and compliance-related issues, and they report to the Chief Administrative Officer and General Counsel of the Company. In 2021, we hired a Chief Diversity, Equity and Inclusion Officer, reporting directly to our CEO, to lead our DE&I strategy. This topic is primarily relevant to our employees and stockholders.
103-2	Management approach and its component	These issues are primarily managed at the country level, with consideration given to local customs, norms and regulations. See our Equal Employment Opportunity Policy , Equal Employment Opportunity Policy Statement and Diversity Statement for additional details.
103-3	Evaluation of the management approach	Progress on these topics is monitored regularly through a variety of methods, including employee engagement surveys, benchmarking studies and participation in training and development programs.
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	See Supporting Our People , starting on page 24.
404-2	Programs for upgrading employee skills and transition assistance programs	See Supporting Our People , starting on page 24.
404-3	Percentage of employees receiving regular performance and career development reviews	See Supporting Our People , starting on page 24.

Occupational Health and Safety and Physical Security

The American Tower material topics "Occupational Health and Safety" and "Physical Security" correspond to the GRI Standard "403: Occupational Health and Safety." For additional detail, see [Health and Safety Management](#), starting on page 32

GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its boundary	Employee and contractor health, safety and security, in addition to ensuring the protection of American Tower property from actions and events that could cause damage or loss, is of critical importance to American Tower. Effective management of the topic ensures we will be an employer of choice and solidifies our reputation with tenants that their equipment will be installed on structurally compliant infrastructure and will not introduce any liabilities to their business as a result of their relationship with American Tower. This topic is primarily relevant to our employees, vendors and customers.
103-2	Management approach and its component	Employee health and safety and physical security are managed at the market level, with consideration given to local requirements and regulations. In the U.S., the health and safety teams report to the legal group and the division's General Counsel. In the Africa, APAC, Europe and Latin America regions, health and safety roles are part of the operations teams. Employees who engage in work on towers are required to undergo specific safety trainings. Additionally, in 2021, we hired a Senior Vice President, Chief Security Officer to further enhance our physical security programs.
103-3	Evaluation of the management approach	We regularly monitor safety reports from the countries and regions, identify any systemic issues requiring corrective actions and implement new policies and procedures where necessary.
403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	See Management Systems and Safety Certifications on page 33.
403-5	Worker training on occupational health and safety	See Health and Safety Training Initiatives on page 34.
403-9	Work-related injuries	See Measuring Our Performance on page 36.

Climate Change Mitigation

The American Tower material topic "Climate Change Mitigation" corresponds to the GRI Standards "302: Energy" and "305: Emissions." For additional detail, see Environment, starting on page 47.

GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its boundary	Efficiently managing energy consumption and the associated GHG emissions are good business practices. The Company can increase the resilience of its infrastructure, reduce costs and reduce impacts on the environment by adhering to an environmentally responsible operating model. This topic is relevant to all stakeholder groups.
103-2	Management approach and its component	<p>Responsibility for energy consumption sits with the country-level management teams, who are responsible for monitoring usage, costs associated with energy efficiency and renewable energy projects, as well as maintaining a resilient energy supply regardless of local conditions.</p> <p>American Tower has key opportunities to reduce our environmental impact by reducing energy consumption and expanding renewable energy deployment. We have described our management approach in detail in the TCFD Index, starting on page 73.</p> <p>Given the importance of good energy management, we have incentivized leadership personnel to achieve targeted reductions. Specifically, one of our CEO's short-term incentive compensation goals includes the targeted reduction of our scope 1 GHG emissions from generator-related diesel consumption in the Company's emerging markets. This goal is then pushed down through the organization; for example, one of our Chief Technology Officer's goals is also linked to the achievement of this reduction in diesel-powered generator use. Additionally, in 2021 the Science Based Targets initiative (SBTi) approved our targets to reduce scope 1, 2 and 3 emissions by 40% by 2035 compared to a 2019 baseline.</p>
103-3	Evaluation of the management approach	Energy and emissions are managed regularly by monitoring the consumption and costs (recurring and capital expenses) associated with providing energy to our tenants' equipment.
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	See GHG Emissions and Energy Consumption Profile , starting on page 49.
302-3	Energy intensity	See GHG Emissions and Energy Consumption Profile , starting on page 49.
302-4	Reduction of energy consumption	See GHG Emissions and Energy Consumption Profile , starting on page 49.
302-5	Reductions in energy requirements of products and services	See GHG Emissions and Energy Consumption Profile , starting on page 49.
GRI 305: Emissions 2016		
305-1	Direct GHG emissions (scope 1)	See GHG Emissions and Energy Consumption Profile , starting on page 49.
305-2	Energy-based indirect GHG emissions (scope 2)	See GHG Emissions and Energy Consumption Profile , starting on page 49.
305-4	GHG emissions intensity	See GHG Emissions and Energy Consumption Profile , starting on page 49.
305-5	Reduction of GHG emissions	See GHG Emissions and Energy Consumption Profile , starting on page 49.

Land Stewardship and Waste Management

The American Tower material topics “Land Stewardship” and “Waste Management” correspond to the GRI Standards “303: Water and Effluents,” “304: Biodiversity,” “306: Waste” and “307: Environmental Compliance.” For additional detail, see [Land Stewardship](#), starting on page 56.

GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its boundary	We utilize natural resources responsibly to minimize the Company's overall environmental impact. This topic is primarily relevant to our employees, customers and the communities where we operate.
103-2	Management approach and its component	The American Tower policies for land use management and stewardship, as well as waste management, are overseen by the regional markets, which are responsible for maintaining oversight of the property portfolio and interacting with the local communities where our properties are located. In addition, we have achieved ISO 14001 certification for 45% of our global portfolio.
103-3	Evaluation of the management approach	We regularly monitor and track regulations pertaining to land management and permitting, as well as other specific metrics related to land conservation and protected species. Additionally, prior to building new sites, our teams complete environmental assessments to identify potential impacts, as well as the proper mitigation measures.
GRI 303: Water and Effluents 2018		
303-3	Water withdrawal	See Land Stewardship , starting on page 56.
GRI 304: Biodiversity 2016		
304-2	Significant impacts of activities, products and services on biodiversity	See Land Stewardship , starting on page 56.
GRI 306: Waste 2020		
306-3	Waste generated	See Land Stewardship , starting on page 56.
306-4	Waste diverted from disposal	See Land Stewardship , starting on page 56.
GRI 307: Environmental Compliance 2016		
307-1	Noncompliance with environmental laws and regulations	The Company did not incur significant fines or nonmonetary sanctions for noncompliance with local environmental laws and/or regulations.

Community Engagement and Philanthropy, Reliable and Inclusive Connectivity, and Emergency and Disaster Response

The American Tower material topics "Community Engagement and Philanthropy," "Reliable and Inclusive Connectivity," and "Emergency and Disaster Response" correspond to the GRI Standard "413: Local Communities." For additional detail, see [Connecting With Communities](#), starting on page 37.

GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its boundary	Our engagement with local communities is guided by our Connecting With Communities program and includes our Digital Communities program, financial contributions from the American Tower Foundation and other community outreach and support programs. This topic is relevant to all stakeholder groups. For additional detail on how American Tower supports these initiatives, see Connecting With Communities , starting on page 37.
103-2	Management approach and its component	Each region, including corporate, has its own philanthropic budget outside of the Foundation and has the authority to use those funds to support education- and technology-related projects and other causes. Regional initiatives are centered in markets where the Company operates, and in many markets long-term partnerships have been established with local organizations.
103-3	Evaluation of the management approach	Decisions regarding funding priorities and levels are made by corporate and local management teams.
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments and development programs	See Connecting With Communities , starting on page 37, and Land Stewardship , starting on page 56.

Tax and Economic Contribution

The American Tower material topic "Tax and Economic Contribution" corresponds to the GRI Standard "201: Economic Performance." For additional details, see [Contributing Positively to Market Economies](#) on page 21.

GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its boundary	Financial performance directly drives shareholder return and creates long-term value for American Tower. These topics are primarily relevant to our employees, customers, suppliers and stockholders.
103-2	Management approach and its component	The members of the American Tower senior leadership team, who are overseen by the Board, are the most senior policymakers in the organization, and they set the tone and business priorities for the Company, including its financial goals and strategies. Additionally, we comply with the tax requirements in every jurisdiction we operate and ensure oversight and governance of tax matters through rigorous internal review procedures, including oversight by the Audit Committee.
103-3	Evaluation of the management approach	Financial goals are monitored on an ongoing basis by all levels of management in the organization through financial performance goals, quarterly targets, and annual revenue and profitability goals. Financial results are released on a quarterly basis through earnings releases.
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	See 2021 Form 10-K Consolidated Statements of Operations .

Appendix B: TCFD Index

Governance

Disclose the organization's governance around climate-related risks and opportunities.

Describe the Board's oversight of climate-related risks and opportunities.	<p>We believe sustainability needs a direct line to the boardroom, and as such, our Board, through its Nominating Committee, has the ultimate responsibility for overseeing our Environment, Social and Governance programs. Our Chief Sustainability Officer has overall responsibility for the Company's sustainability efforts and provides periodic updates on initiatives and progress toward goals.</p> <p>Climate-related risks are overseen by our Board through our annual enterprise risk assessment. As part of the assessment, the Board evaluates the Company's ability to manage and mitigate identified risks. Potential risks are also identified through quarterly reviews of the strategic, regulatory, operational, financial and emerging risks in each of our markets.</p> <p>Climate-related opportunities are reviewed by the Board through quarterly summaries prepared by our Chief Technology Officer, who leads our Innovation Council. Our Innovation Council includes executive-level representation from all markets and meets on a quarterly basis. The Council is charged with extending our core tower platform via four workstreams, including energy and sustainability.</p> <p>For additional detail, see Governance at American Tower, starting on page 13.</p>
Describe management's role in assessing and managing climate-related risks and opportunities.	<p>Efforts to address sustainability within our operations are led by our Chief Sustainability Officer. In early 2021, our Global Sustainability Committee (GSC) was formed to help develop and implement our sustainability strategy, as well as embed sustainability principles across the organization and promote cross-market collaboration. The GSC includes leadership representation from all regions and meets quarterly at a minimum and more often, as necessary.</p> <p>In addition to the annual enterprise risk assessment described above, our sustainability team completed a TCFD-aligned, Climate-related Risk and Opportunity (CR&O) Assessment in 2021, along with a scenario analysis to better understand the potential impact and mitigation measures of relevant climate-related risks and opportunities. The CR&O Assessment and scenario analysis included engagement from all regions to ensure proper understanding of the local risks and relative impacts. Risks and opportunities were evaluated for likelihood and impact over a 30-year time horizon. Top climate-related risks are considered, and when applicable, integrated into the annual enterprise risk assessment, which is ultimately presented to the Board, informing climate-related strategy setting. Initiatives related to our climate-related opportunities, such as energy efficiency improvements and renewable energy deployments, are implemented by our operations and technology teams at the local level.</p> <p>For additional detail, see Governance at American Tower, starting on page 13, and Environment, starting on page 47.</p>

Strategy																																																														
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy and financial planning, where such information is material.																																																														
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<p>In 2021, we conducted a detailed CR&O Assessment, where we assessed a broad range of climate-related risks and opportunities to identify the top company-wide climate risks and opportunities over a 30-year time horizon. The CR&O Assessment was coupled with an in-depth qualitative and quantitative scenario analysis to assess the potential likelihood and impact of the key risks and opportunities to our global operations and strategy under two different climate scenarios. We have opportunities to reduce the impact of our own operations, as well as the impact of our tenants. The results of our CR&O Assessment, where we worked with our internal stakeholders to identify the key risks and opportunities, indicated that opportunities presented to American Tower by climate change outweigh the potential residual risks after planned mitigations, mainly due to our expanding renewable energy portfolio and energy storage opportunities.</p> <p>Based on the initial assessment, the following top climate-related risks and opportunities emerged:</p> <table border="1"> <thead> <tr> <th colspan="6">Risks</th> </tr> <tr> <th colspan="2">Category</th> <th>Climate-related Risk</th> <th>Short-term¹</th> <th>Medium-term¹</th> <th>Long-term¹</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Transition</td> <td>Market</td> <td>Risk from increased cost of raw materials</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Reputation</td> <td>Risk from increased stakeholder concern</td> <td></td> <td></td> <td></td> </tr> <tr> <td rowspan="2">Physical</td> <td>Chronic</td> <td>Risk from sea level rise</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Acute</td> <td>Risk from extreme weather events</td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="6">Opportunities</th> </tr> <tr> <th colspan="2">Category</th> <th>Climate-related Opportunity</th> <th>Short-term¹</th> <th>Medium-term¹</th> <th>Long-term¹</th> </tr> </thead> <tbody> <tr> <td colspan="2">Energy source</td> <td>Opportunity from expanding renewable energy portfolio</td> <td></td> <td></td> <td></td> </tr> <tr> <td colspan="2">Resource efficiency</td> <td>Opportunity by improving energy efficiency</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>					Risks						Category		Climate-related Risk	Short-term¹	Medium-term¹	Long-term¹	Transition	Market	Risk from increased cost of raw materials				Reputation	Risk from increased stakeholder concern				Physical	Chronic	Risk from sea level rise				Acute	Risk from extreme weather events				Opportunities						Category		Climate-related Opportunity	Short-term¹	Medium-term¹	Long-term¹	Energy source		Opportunity from expanding renewable energy portfolio				Resource efficiency		Opportunity by improving energy efficiency			
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1. The time horizons shown above are aligned with the Company's business strategy and with typical communications sites lease terms and are as follows: short is 0 to 5 years, medium is 5 to 20 years and long is greater than 20 years.

Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

The top risks and opportunities outlined above were included in the scenario analysis, where they were assessed for likelihood and potential impact to our business under two different climate scenarios. For the analysis, we selected two scenarios—business-as-usual and aggressive mitigation. These two scenarios were based on the Intergovernmental Panel on Climate Change's (IPCC) Sixth Assessment Report – Shared Socio-economic Pathways (SSPs). The two models used were the best-case scenario (SSP1-2.6), where the global average temperature increases by less than 2°C, and a business-as-usual scenario (SSP5-8.5), where the average global temperature increases by more than 4°C by the end of the century. As part of the analysis process, we conducted multiple workshops across our five regions—Africa, APAC, Europe, Latin America, and U.S. and Canada—to develop an understanding of how the top risks and opportunities may result in potential impacts under the two scenarios selected. Where possible, we translated the top climate risks and opportunities into potential financial impact, using a series of facts and assumptions based on Company data and scientific literature.

For example, we investigated the potential impact of natural disasters (e.g., hurricanes, ice, windstorms, tornadoes, floods and wildfires) on our infrastructure assets. Over the past five years, the resulting damage from extreme weather events is estimated at approximately \$3 million per annum globally, reduced further to less than \$1 million per annum after insurance payouts, and on average fewer than 30 of more than 220,000 communications sites across our portfolio are significantly affected annually. When measured against our company-wide total net property and equipment of close to \$20 billion, this represents less than a tenth of one percent of our total tower, equipment and other related property value. During the scenario analysis, we utilized publicly available government-authored geographic information system data layers to better understand how the frequency and intensity of extreme weather events may change in the future. The results of our scenario analysis show that extreme weather risk is expected to remain proportionally insignificant over the next 30 years.

Additionally, we assessed the risk of future sea level rise to our communications sites. We collected the geographic coordinates of all sites and, using a proprietary tool from an independent organization of leading scientists, mapped our site locations against a model that combines sea level rise, land elevation and storm predictions to estimate future coastal flood threat. The model is aligned with the IPCC scenarios and, as such, we were able to estimate potential exposure through 2050 under our two scenarios. We considered a site at-risk if the model estimated the site would flood at least once every five years. The proprietary tool is unable to discern between negligible and more significant flood events, so while a site may be considered at risk for floods, it is probable based on Company experience to date, that the site does not incur any damage. Given the vast geographic distribution and largely non-coastal nature of our sites, the tool showed that less than 1% of our portfolio is considered at-risk of coastal flooding currently. Though there were minimal increases in coastal flooding risk in both forward-looking scenarios, communications sites at-risk remained at less than 1% of our portfolio, and therefore, the Company is considered resilient to coastal flood risk.

The results of the CR&O Assessment determined that the identified risks are fully mitigated—the risk is mitigated to a fully acceptable tolerance level and American Tower will continue executing and monitoring—or mostly mitigated—the risk is within tolerance, but not fully acceptable and requires some additional mitigation or enhancement to existing mitigation. No risks fell in the partially mitigated or unmitigated categories, as none were outside the Company's risk tolerance level or required significant and/or immediate action beyond what was currently or in the process of being implemented. Opportunities are categorized based on level of investment; all were listed as properly invested, indicating the proper amount of financial capital and resources are dedicated to the initiative at this time and in the forward-looking scenarios, if the investment strategy is properly maintained or adjusted as needed.

The overall analysis related to the above climate-related risks indicates the Company is largely resilient and that the risks are mitigated well in both scenarios. In addition, the Company is making adequate investment in renewable energy solutions and energy efficiency improvements. Notably, since 2012, we have invested over \$400 million in energy solutions, including renewable generation, on-site storage and efficiency improvements, which greatly reduce our environmental impact, as well as our tenants' potential exposure to emerging carbon regulation.

Risk Management

Disclose how the organization identifies, assesses and manages climate-related risks.

Describe the organization's processes for identifying and assessing climate-related risks.

As described in the Governance and Strategy sections of this index, the Company identifies and assesses climate-related risks via two workstreams: (1) the annual enterprise risk assessment and (2) the biennial TCFD-aligned CR&O Assessment. The CR&O Assessment allows the Company to identify climate-related risks that may not meet the financial materiality or time period threshold requirements of our enterprise risk assessment processes. Combined, these processes prioritize climate-related risks for management and help determine the required level of mitigation. Climate-related opportunities are identified and assessed via two workstreams: (1) the biennial TCFD-aligned CR&O Assessment and scenario analysis and (2) the Innovation Council quarterly meetings. Consistent with other strategic activities, climate-related risks and opportunities are evaluated in the context of Company goals and objectives.

Describe the organization's processes for managing climate-related risks.

Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.

Climate-related risks

As part of the annual enterprise risk assessment, senior leadership evaluates risks in terms of likelihood, impact and control effectiveness. New and emerging risks, as well as legacy profile risks, are included within this exercise. In 2021, sustainability-related risks were included within this assessment, including climate-related risks, though they were not assessed as a top-tier risk. Results of this exercise were reported to the Board. The TCFD-aligned CR&O Assessment and scenario analysis were completed to supplement the annual enterprise risk assessment. The CR&O Assessment included transition and physical risks, as well as opportunities in accordance with the TCFD taxonomy. Conducting the TCFD-aligned CR&O Assessment allowed for a deeper analysis of climate-related risks and opportunities across two climate scenarios. This assessment engaged personnel from all regions and appropriate departments via surveys and workshops. Participants were asked to rate the presented risks and opportunities on likelihood and impact over a 30-year time horizon. Results were aggregated and refined and help guide our sustainability strategy, including the identification and implementation of mitigation measures, as needed.

Climate-related opportunities

In addition to the TCFD-aligned CR&O Assessment, opportunities are identified and assessed through our Innovation Council, which focuses on four strategic platform expansion segments, including energy and sustainability. The Innovation Council investigates and implements energy efficiency and renewable energy projects that reduce our GHG emissions footprint, as well as those of our tenants. Meeting quarterly, the Innovation Council regularly assesses energy and climate-related opportunities, with the results presented to the Board.

Through the processes described above, as well as other engagement mechanisms (e.g., functional risk workshops, targeted exercises), American Tower seeks to identify and assess new or emerging risks to achieving our established goals and objectives. When merited, new risks are added to our existing risk profile and regularly subjected to our rigorous risk management practices, including consistent ratings methodology and scales.

For additional detail, see [Governance at American Tower](#), starting on page 13, and [Environment](#), starting on page 47.

Metrics and Targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities, where such information is material.

Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>As noted above, climate change presents greater opportunities than risks for American Tower. We believe our greatest climate-related opportunity is to reduce our GHG emissions footprint and help our tenants do the same. As such, American Tower performs detailed measurements and tracking of energy consumption and the associated GHG emissions. This data allows the Company to calculate climate-related metrics, such as reduction in fossil fuel use over time, regional tower intensity and global energy consumption. See Environment, starting on page 47, and Appendix D: Energy and GHG Emissions Data on page 83 for a complete inventory of disclosed metrics.</p>
Disclose scope 1, scope 2, and if appropriate, scope 3 GHG emissions, and the related risks.	<p>Our scope 1, 2 and 3 emissions inventories include communications sites operations, vehicles, offices and more, as well as the upstream and downstream impacts from our business, including tenant energy use as part of scope 3, category 13: downstream leased assets.</p> <ul style="list-style-type: none"> • Scope 1: 636,157 MTCO₂e • Scope 2: 486,410 MTCO₂e • Scope 3: 3,647,198 MTCO₂e <p>Please see Environment, starting on page 47, and Appendix D: Energy and GHG Emissions Data on page 83 for a more detailed description and breakdown of our emissions portfolio. Discussion of the related risks are described within the preceding three sections of this index.</p>
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>Our ambitious targets allow us to demonstrate that we are committed to reducing the Company's environmental impact and limiting our exposure to climate-related risks. In 2021, we set SBTi-approved goals:</p> <ul style="list-style-type: none"> • Scope 1 and 2: American Tower is targeting a 40% reduction in absolute scope 1 and 2 GHG emissions by 2035 from a 2019 base year. • Scope 3: American Tower is targeting a 40% reduction in indirect scope 3 value chain GHG emissions by 2035 from a 2019 base year. <p>To support achieving our SBTs, we have a goal to drive our uptake of renewable energy by increasing our solar sites to 12,000, with 66 MW of capacity and an estimated 66,000 MWh of annual renewable electricity generation, by 2025 from a baseline of approximately 5,400 sites, with 30 MW of capacity and approximately 29,000 MWh of annual renewable electricity generation, in 2019. See Environment, starting on page 47, for updates on progress against these targets.</p> <p>Achievement of our SBTs is dependent on many internal and external factors. In addition to significant required internal capital expenditures in energy use reduction and renewable energy initiatives, realization or the failure to realize certain external assumptions including, but not limited to, expansion and improved reliability of country electric grids, country-specific transitions from fossil fuel-based power generation to cleaner fossil fuel and renewable power generation with the accompanying improvements in country-specific emissions factors, continued evolution of energy efficiency and renewable energy technological advancements, and maturation of additional fossil fuel alternatives, such as renewable diesel (e.g., hydrotreated vegetable oil), will directly affect the attainment of the targeted absolute GHG emissions reduction goals.</p> <p>For additional detail, see Environment, starting on page 47.</p>

Appendix C1: SASB Index - Real Estate

Topic	Real Estate Accounting Metric	Category	Disclosure	Unit of Measure	Code
Energy Management	Energy consumption data coverage as a percentage of total floor area, by property subsector	Quantitative	<p>Floor area is not relevant to our tower leasing model; however, American Tower reports on 100% of its energy consumption data in accordance with the GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).</p> <p>Additional details are reported within Environment, starting on page 47.</p> <p>Note: The Company acquired data centers and cloud on-ramps through the DataSite acquisition, which closed on October 7, 2021, and the CoreSite Realty Corporation acquisition, which closed on December 28, 2021. These acquisitions would have immaterial impacts on the 2021 total reported figures and, therefore, are not included in this report.</p>	Percentage (%) by floor area	IF-RE-130a.1
	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity and (3) percentage renewable, by property subsector	Quantitative	<p>(1) 12,211,670 GJ</p> <p>(2) 24% grid electricity</p> <p>(3) Of the 24% of our consumed grid electricity, an estimated 2.9% is from renewable sources. This estimate is based on International Energy Agency (IEA) data of renewable energy generation in countries where the Company operates.</p>	Gigajoules (GJ), Percentage (%)	IF-RE-130a.2
	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Quantitative	Like-for-like 2020 versus 2021 change in energy consumption for 100% of asset portfolio is an 0.5% decrease. Additional details are reported within Environment , starting on page 47.	Percentage (%)	IF-RE-130a.3
	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	Quantitative	Energy ratings and ENERGY STAR certification are not applicable to our communications sites.	Percentage (%) by floor area	IF-RE-130a.4
	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Discussion and Analysis	As detailed within Environment , starting on page 47, efficient energy management and energy consumption reductions are integral components of our operational strategy. In 2021, we set our second-generation GHG emissions reduction targets, which are approved by the SBTi and, therefore, aligned with the Paris Agreement. These goals help prioritize energy strategy (e.g., efficiency upgrades, renewable energy deployments).	n/a	IF-RE-130a.5

Water Management	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	Quantitative	(1) Floor area is not relevant to our tower leasing model; however, American Tower reports water consumption for 100% of our operations. (2) Floor area is not relevant to our tower leasing model; however, American Tower reports water consumption for 100% of our operations in regions with High or Extremely High Baseline Water Stress. Note: The Company acquired data centers and cloud on-ramps through the DataSite acquisition, which closed on October 7, 2021, and the CoreSite Realty Corporation acquisition, which closed on December 28, 2021. These acquisitions would have immaterial impact on the 2021 total reported figures and, therefore, are not included in this report.	Percentage (%) by floor area	IF-RE-140a.1
	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	Quantitative	(1) In 2021, we withdrew an estimated 20,204 m ³ of water. (2) Using the World Resources Institute's Water Stress by Country, approximately 11.4% of our total water withdrawal is in regions with High or Extremely High Baseline Water Stress.	Thousand cubic meters (m ³), Percentage (%)	IF-RE-140a.2
	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Quantitative	Like-for-like 2020 versus 2021 change in water withdrawn for 100% of our operations is a 25% decrease.	Percentage (%)	IF-RE-140a.3
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	Due to the nature of our business, water usage is not a material part of our operations. Therefore, the Company does not view it as a material risk and has not developed strategies and practices to mitigate that business risk. However, American Tower does recognize that water is an essential shared resource and promotes water conservation efforts in our offices and operations. One area of focus of our water management initiatives is during the design and development of our sites, particularly access roads, to ensure appropriate stormwater best management practices are in place. Additional details are reported within Environment , starting on page 47.	n/a	IF-RE-140a.4
Management of Tenant Sustainability Impacts	Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and associated leased floor area, by property subsector	Quantitative	(1) Not applicable. (2) Not applicable.	Percentage (%) by floor area, Square feet (ft ²)	IF-RE-410a.1
	Percentage of tenants that are separately metered or sub-metered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	Quantitative	(1) An estimated 21% of tenants are separately metered, and the majority of remaining sites are either sub-metered or the Company has mechanisms in place to pass through the tenants' energy usage per agreed upon contractual terms. (2) Separately metered water withdrawals are not tracked, as our communications sites require minimal water usage, and it is, therefore, not a material metric.	Percentage (%) by floor area	IF-RE-410a.2
	Discussion of approach to measuring, incentivizing and improving sustainability impacts of tenants	Discussion and Analysis	For communications sites where we have operational control of the energy, we typically try to renegotiate the energy pass-through terms with our tenants to swap direct pass-through costs with fixed energy pricing. This enables us to make energy efficiency-, renewable energy- and energy storage-related capital investments at the site, which helps achieve our GHG emissions reduction targets, as well as helps our tenants achieve their GHG emissions reduction targets. See Environment , starting on page 47, for additional information on these programs.	n/a	IF-RE-410a.3

Climate Change Adaptation	Area of properties located in 100-year flood zones, by property subsector	Quantitative	Due to the need for communications sites to be located in areas of relatively higher elevation to facilitate radio wave propagation, it is estimated that only a small percentage of sites are located in 100-year flood zones. As this is not a material risk to the Company, this metric is not formally tracked. See the TCFD Index , starting on page 73, for more information on climate-related risks.	Square feet (ft ²)	IF-RE-450a.1
	Description of climate change risk exposure analysis, degree of systematic portfolio exposure and strategies for mitigating risks	Discussion and Analysis	See the TCFD Index , starting on page 73.	n/a	IF-RE-450a.2

Real Estate Activity Metric	Category	Disclosure	Unit of Measure	Code
Number of assets, by property subsector	Quantitative	As of December 31, 2021, we owned and operated a portfolio of 220,131 communications sites and 27 data center facilities. In addition, we own property interests that we lease to communications service providers and third-party tower operators. Note: the total site counts provided in response to IF-RE-000.A include sites acquired through the DataSite acquisition, which closed on October 7, 2021, and the CoreSite Realty Corporation acquisition, which closed on December 28, 2021. See 2021 Form 10-K Item 1, Item 7.	Number	IF-RE-000.A
Leasable floor area, by property subsector	Quantitative	While relevant to many real estate companies, leasable floor area is not a metric that is relevant to American Tower. We lease space on our towers, often measured in terms of height (e.g., from 50' to 62') to tenants.	Square feet (ft ²)	IF-RE-000.B
Percentage of indirectly managed assets, by property subsector	Quantitative	Our tenants have the authority to install and manage their equipment within the portion of the tower they are leasing. However, American Tower retains authority over operational and environmental policies at all sites.	Percentage (%) by floor area	IF-RE-000.C
Average occupancy rate, by property subsector	Quantitative	The average number of physical tenants per tower on a global basis was approximately 1.5 as of December 31, 2021. This metric is tracked in absolute terms as opposed to percentage.	Percentage (%)	IF-RE-000.D

Appendix C2: SASB Index - Telecommunication Services

Topic	Telecommunication Services Metric	Category	Disclosure	Unit of Measure	Code
Environmental Footprint of Operations	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	(1) 12,211,670 GJ (2) 24% grid electricity (3) Of the 24% of our consumed grid electricity, an estimated 2.9% is from renewable sources. This estimate is based on IEA data of renewable energy generation in countries where the Company operates.	Gigajoules (GJ), Percentage (%)	TC-TL-130a.1
Data Privacy	Description of policies and practices relating to behavioral advertising and customer privacy	Discussion and Analysis	As a provider of communications infrastructure, behavioral advertising and the related customer privacy is not applicable to our business.	n/a	TC-TL-220a.1
	Number of customers whose information is used for secondary purposes	Quantitative	As a provider of communications infrastructure, we do not have access to customer data and, therefore, do not use it for secondary purposes.	Number	TC-TL-220a.2
	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	Quantitative	We incurred \$0 in monetary losses as a result of legal proceedings associated with customer privacy.	Reporting currency	TC-TL-220a.3
	(1) Number of law enforcement requests for customer information, (2) number of customers whose information was requested, (3) percentage resulting in disclosure	Quantitative	(1) Zero (2) Zero (3) Not applicable.	Number, Percentage (%)	TC-TL-220a.4
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	(1) There were no material breaches that warranted Board attention. (2) See (1) above. (3) See (1) above.	Number, Percentage (%)	TC-TL-230a.1
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	See Information Technology and Cybersecurity on page 22.	n/a	TC-TL-230a.2
Product End-of-life Management	(1) Materials recovered through takeback programs, percentage of recovered materials that were (2) reused, (3) recycled, and (4) landfilled	Quantitative	The Company does not sell products and, therefore, does not have a takeback program. However, the Company does have recycling and/or recovery programs for batteries, oil, steel and other related materials at our communications sites. See Environment , starting on page 47, for additional information.	Metric tons (mt), Percentage (%)	TC-TL-440a.1
Competitive Behavior & Open Internet	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	None	Reporting currency	TC-TL-520a.1
	Average actual sustained download speed of (1) owned and commercially associated content and (2) non-associated content	Quantitative	As a provider of communications infrastructure, this metric is not applicable to our service offerings.	Megabits per second (Mbps)	TC-TL-520a.2
	Description of risks and opportunities associated with net neutrality, paid peering, zero rating and related practices	Discussion and Analysis	As a provider of communications infrastructure, these concepts are not applicable to our service offerings.	n/a	TC-TL-520a.3

Managing Systemic Risks from Technology Disruptions	(1) System average interruption frequency and (2) customer average interruption duration	Quantitative	In limited situations, we do provide connectivity service; however, this service equates to less than one percent of our total revenue; and is therefore, not applicable.	Disruptions per customer, Hours per customer	TC-TL-550a.1
Technology Disruptions	Discussion of systems to provide unimpeded service during service interruptions	Discussion and Analysis	As a provider of communications infrastructure, we work to ensure uninterrupted energy supply to our tenants' equipment, which ultimately helps reduce service interruptions for their customers. We deploy alternative power sources at many sites. Backup power source type and strength are determined by specific site requirements and vary greatly across our portfolio.	n/a	TC-TL-550a.2

Telecommunication Services Activity Metric	Category	Disclosure	Unit of Measure	Code
Number of wireless subscribers	Quantitative	American Tower infrastructure supports mobile network operators, but the Company does not have any direct wireless subscribers.	Number	TC-TL-000.A
Number of wireline subscribers	Quantitative	American Tower infrastructure supports mobile network operators, but the Company does not have any direct wireline subscribers.	Number	TC-TL-000.B
Number of broadband subscribers	Quantitative	Metric is not material to American Tower revenue.	Number	TC-TL-000.C
Network traffic	Quantitative	Metric is not material to American Tower revenue.	Petabytes	TC-TL-000.D

Appendix D: Energy and GHG Emissions Data¹

Energy				
Performance indicator	Unit	2019	2020	2021
Building heating (heating oil, natural gas)	MWh	531	606	498
Communications sites' generators (diesel, propane)	MWh	2,629,508	2,451,968	2,452,498
Vehicles (diesel, gasoline)	MWh	23,205	22,084	25,786
Total scope 1 energy	MWh	2,653,244	2,474,658	2,478,782
Operations electricity ²	MWh	872,416	847,418	804,208
Office electricity	MWh	14,523	11,494	11,580
Renewable energy ³	MWh	64,097	77,465	97,560
Total scope 2 energy	MWh	951,036	936,377	913,348
Total scope 1 and 2 energy	MWh	3,604,280	3,411,035	3,392,130

GHG Emissions (Scope 1, Scope 2, Scope 3)				
Performance indicator	Unit	2019	2020	2021
Building heating (heating oil, natural gas)	MTCO ₂ e	116	123	100
Communications sites' generators (diesel, propane)	MTCO ₂ e	665,255	620,313	620,452
Vehicles (diesel, gasoline)	MTCO ₂ e	5,849	5,557	6,490
Refrigerants ⁴	MTCO ₂ e	9,115	9,115	9,115
Total scope 1 emissions	MTCO₂e	680,335	635,108	636,157
Operations electricity ²	MTCO ₂ e	551,734	512,270	490,166
Office electricity	MTCO ₂ e	6,834	4,941	4,594
Total scope 2 emissions (location-based method)	MTCO₂e	558,568	517,211	494,760
Total scope 2 emissions (market-based method)	MTCO₂e	520,653	507,304	486,410
Total scope 1 and 2 (market-based) emissions	MTCO₂e	1,200,988	1,142,412	1,122,567
Total scope 3 emissions⁵	MTCO₂e	3,983,542	3,857,549	3,647,198

1. For more detail regarding American Tower's energy and GHG emissions boundaries and calculation methodologies, see footnotes included within [Environment](#), starting on page 47.

2. Operations electricity includes electricity used by Company equipment at communications sites, data centers and by our fiber business segment.

3. Renewable energy is consumed throughout American Tower operations, including communications sites and offices. For details regarding on-site renewable energy generation and our PPA, see [Environment](#), starting on page 47.

4. Fugitive emissions figures are based on estimates provided by operations personnel in the markets for 2021. Due to lack of data availability, 2021 fugitive emissions estimates were used for 2019 and 2020. We continue to make efforts to improve data collection regarding fugitive emissions.

5. The 2019 and 2020 GHG emissions figures for scope 3 have been restated to correct the error in boundary of operational control that was identified after the publication of the 2020 Sustainability Report. Energy and the associated GHG emissions, consumed by tenant equipment is included in our scope 3, category 13 downstream leased assets GHG emissions figures in accordance with GHG Protocol. Electricity consumed by American Tower equipment at communications sites, including but not limited to site lighting, air conditioning and security, is included in the Company's scope 2 footprint.



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