



2021  
**ESG REPORT**



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## Letter from our CEO



Uniti's reputation for integrity, responsibility, and transparency has been at the cornerstone of our operations since we became the first U.S. REIT focused on acquiring and leasing critical communications infrastructure. Since that time, we have grown significantly by building and acquiring critical fiber assets. Today, Uniti owns 128,000 route miles and 7.6 million strand miles of mission critical fiber throughout the United States.

In the past two years, we have all seen our fair share of changes and challenges, from COVID-19 to political unrest. We have also seen many changes in how people connect to the Internet for work and school, while at the same time, new technologies that result in increased demand for faster speeds and more reliable, stable Internet connections.

We value the opportunity and responsibility Uniti has undertaken to keep our customers connected, and we will continue to work tirelessly with all of our customers, partners, and communities to ensure that remains the case.

Our policies and actions on environmental, social, and governance matters integrate sustainable and responsible practices that promote not only Uniti's general business strategies and goals, but also our commitment to be a responsible corporate partner.

We released our inaugural ESG report last year, highlighting initiatives and commitments we began to implement to address ESG related matters, including efforts to reduce the carbon footprint of our entire commercial fleet, deploying additional cybersecurity measures, and expanding training programs to include ESG-related topics. Importantly though, we also committed to expand our ability to provide responsive oversight and disclosures on ESG matters. We have made significant progress in these areas in 2021. As the starting point for that work, Uniti conducted its first full ESG Materiality Assessment. This assessment, designed to help our teams identify and prioritize ESG issues most critical to Uniti, provided the data

we needed to formulate TCFD-based short-term goals for all material ESG-related areas.

As we reflect on our environmental and operational achievements, we must also acknowledge the power of our people. At Uniti, our employees are the heart of our operations, and we are proud to have the most motivated, creative, and innovative people in our industry helping Uniti transform the way the world connects. We foster this "get things done" culture, in part, by celebrating the diversity of our workforce.

One of the new initiatives you will see in this year's report is the launch of our Diversity & Inclusion Groups ("DIGs"). We initially launched four DIGs in 2021 aimed at fostering connections and development among employees, with each DIG led by employee volunteers and sponsored by senior leadership. Uniti's DIGs have been successful in building relationships among team members across Uniti's workforce. To further show our commitment to diversity and inclusion, I signed onto the CEO Action for Diversity & Inclusion™ in 2021. In doing so, I join nearly 2,000 other CEOs leading American organizations to personally pledge to advance diversity and inclusion within the workplace at Uniti.

While ESG reporting is an evolving area, with priorities frequently shifting in importance, we remain committed to growing and developing a responsive and comprehensive sustainability strategy and integrating it into our overarching business continuity and climate action plans. And as we continue our work in these areas, I pledge that integrity, responsibility, and transparency will remain at the cornerstone of our operations.

I hope you enjoy reading this year's report and seeing all the progress Uniti has made in 2021.

A handwritten signature in black ink that reads "Kenny Gunderman". The signature is written in a cursive, flowing style.

Kenny Gunderman

# This is Uniti: **ABOUT OUR REPORT**

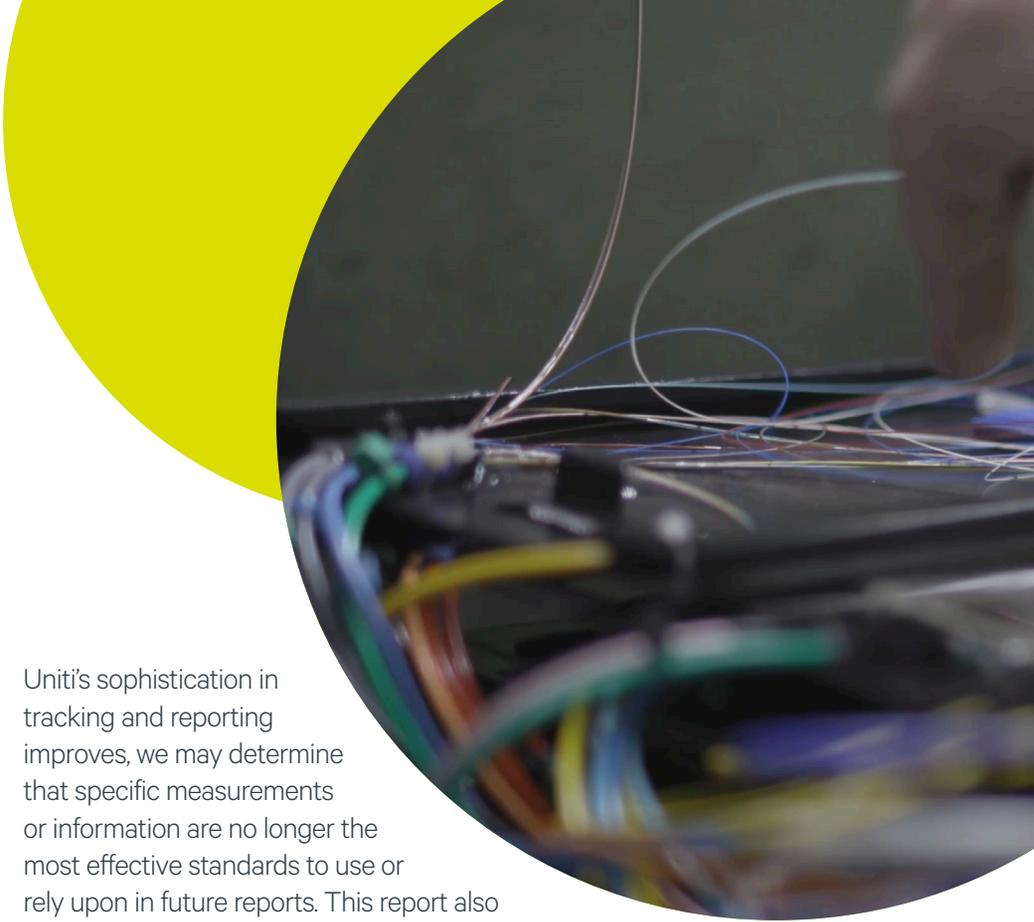
## **About Our Report**

### **Report Boundaries and Uncertainties**

This report is intended to reflect activities for the 2021 calendar year unless otherwise indicated or suggested by the report's contents. This report provides qualitative and quantitative information on our approach to corporate responsibility, which includes environmental sustainability, social, and corporate governance issues. Uniti publishes this report on an annual basis.

In the 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 suggests otherwise, the terms “we,” “our,” “our company,” “the company,” or “us” refer to Uniti Group Inc. and its wholly owned subsidiaries. In addition, unless this report indicates otherwise or the context suggests otherwise, references to “the U.S.” are to the United States of America and Puerto Rico, collectively.

Non-financial information contained in this report is subject to measurement uncertainties resulting from limitations including those relying on third party provided information (as noted in this report) as well as those resulting from the methods used to make such determinations. Uniti has relied upon or selected such measurements or information in good faith but acknowledges that reliance or selection of different measuring methods or information could result in materially different measurements. As standards evolve and



Uniti's sophistication in tracking and reporting improves, we may determine that specific measurements or information are no longer the most effective standards to use or rely upon in future reports. This report also uses estimates and assumptions of historical levels, including those tracked by successors-in-interest to Uniti's ownership and management of certain assets and operations; therefore, measurements contained herein relying upon such historical data should not be considered guarantees.

### **Reporting Guidelines and Content**

To help define the material topics to cover in this report and guide our disclosures, Uniti leveraged the Global Reporting Initiative (“GRI”) Standards: Core Option and included additional information we believe is valuable to our stakeholders.

Uniti formally completed its initial sustainability materiality assessment (“Materiality Assessment”) in 2021. Information on both the Materiality Assessment and its findings can be found beginning on page 9 of this

report. Despite being unable to complete a Materiality Assessment prior to the publication of our inaugural ESG Report in 2020, that report contained specific focus areas we intended to improve upon as we worked to complete the Materiality Assessment. Material updates to these focus areas are provided through this report under the Focus Updates heading.

The terms “material” and “materiality” as used in the context of this report are distinct from the definition of such terms as used in the context of filings with the Securities and Exchange Commission (“SEC”). Issues deemed material for purposes of this report may not be considered material for SEC reporting purposes.

Uniti intends to update its Materiality Assessment and our analysis of the same as needed to account for changes in business priorities and stakeholder perspectives.

## Disclaimer

This report includes forward-looking statements as defined under U.S. federal securities law. Forward-looking statements include all statements that are not historical statements of fact and those regarding our intent, belief, or expectations. Words such as “anticipate(s),” “expect(s),” “intend(s),” “plan(s),” “believe(s),” “may,” “will,” “would,” “could,” “should,” “seek(s)” and similar expressions, or the negative of these terms, are intended to identify such forward-looking statements.

These statements are based on management’s current expectations and beliefs and are subject to several risks and uncertainties that could lead to actual results differing materially from those projected, forecasted, or expected. Although we believe that the assumptions underlying the forward-looking statements are reasonable, we can give no assurance that our expectations will be attained. There are a variety of factors that could have a material adverse effect on our operations and prospects, or that could cause actual results to differ materially from our expectations.

Forward-looking statements speak only as of the date of this report. Except in the normal course of our public disclosure obligations, we expressly disclaim any obligation to release publicly any updates or revisions to any

forward-looking statements to reflect any change in our expectations or any change in events, conditions, or circumstances on which any such statement is based.



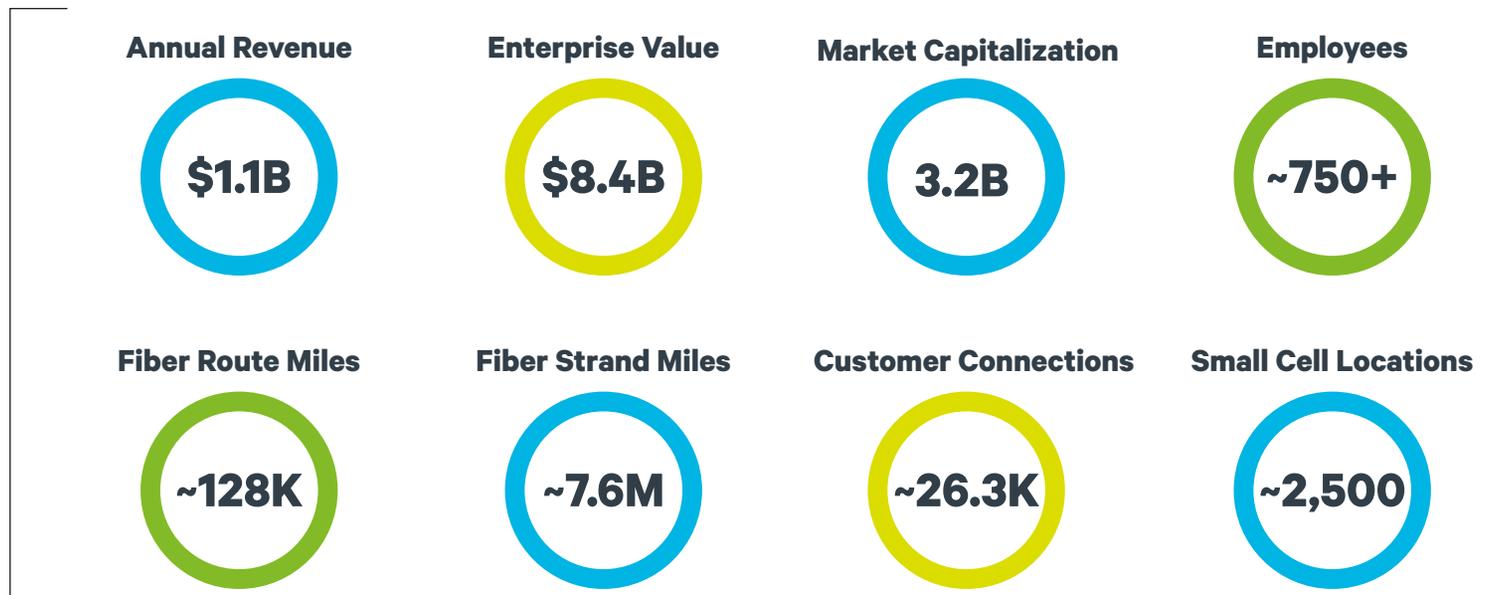
**In 2021 Uniti conducted its first full ESG Materiality Assessment.**

# This is Uniti: COMPANY DASHBOARD

Uniti Group Inc. (NASDAQ: UNIT) is an independent, internally managed real estate investment trust (“REIT”) that engages in the acquisition, construction and leasing of mission critical communications infrastructure. Founded in 2015, Uniti is the first diversified communications infrastructure REIT, and today is one of the top ten largest fiber providers in the U.S. with approximately 128,000 route miles of fiber nationwide.

Since inception, Uniti’s strategy has centered around creating long-term value for our stockholders by generating reliable and growing cash flows, diversifying our tenant and asset base, paying dividends, and maintaining our financial strength and liquidity, while at the same time leaving a positive impact on our communities.

## Uniti by the Numbers



*“This was a successful year for Uniti in many ways, but I am personally proud of the improvements we’ve made, as a team, in setting higher standards for ourselves and expecting continued progress.”* - Kenny Gunderman, President & CEO

# This is Uniti: OUR ESG JOURNEY

## Our ESG Journey

Uniti published its inaugural environmental, social, and corporate governance (“ESG”) report on April 1, 2021 (the “Initial ESG Report”). The Initial ESG Report was the first public-facing compilation of Uniti’s internal ESG efforts, which formally began with the establishment of our Corporate Social Responsibility (“CSR”) division in 2019.

While the Initial ESG Report was a significant milestone for Uniti, it only marked the beginning of our efforts to create a targeted ESG-strategy capable of guiding Uniti on our mission to provide the critical communication infrastructure needed to seamlessly connect the world.

We know that unity is essential to our mission. We seek it by ensuring our actions are guided by three key values: Connection, Respect, and Collaboration.

The CSR division employed each of these values when conducting Uniti’s Materiality Assessment. Additional information on the Materiality Assessment, which had been previously delayed by the COVID-19 pandemic, can found beginning on page 9 of this report.

ESG matters at Uniti are directly overseen and managed by Uniti’s executive management team (“EMT”) and Board of Directors (“Board”). The collective actions of these groups are guided by the Environmental, Social, and Governance pledges featured in Uniti’s Initial ESG Report. These unique pledges, which are



annually reviewed and recertified by our EMT, inspire Uniti’s three-pronged approach to documenting, improving, and reporting on material ESG-related risks.

This approach seeks to proactively manage and report on Uniti’s material ESG-related risks in three general areas: Our Planet, Our People, and Our Principles. Additional information on Unit’s assessment and management of climate-related risks and opportunities can found on page 23 of this report.



**Planet**



**People**



**Principles**

# ESG AT UNITI



## Environmental

- Making positive environmental contributions
- Prioritizing the protection and conservation of natural resources
- Integrating responsible and sustainable business practices



## Social

- Making positive social contributions
- Supporting and empowering our employees
- Promoting equity and inclusion
- Supporting activities and programs that benefit our local communities



## Governance

- Making positive governance contributions
- Maintaining skilled and diverse leadership
- Instituting and enforcing transparent company policies and practices



# This is Uniti:

# OUR MATERIALITY ASSESSMENT

## Our Materiality Assessment

Our Materiality Assessment set out to both identify the impact and prioritize the importance of various ESG related issues and to also create Uniti's first ESG-related materiality assessment risk map ("Materiality Matrix"). To accomplish these aims, Uniti's CSR division strategically initiated dialogue with both internal and external stakeholders regarding ESG matters. Following initial outreach and communication with an identified stakeholder group, the CSR division distributed a custom Initial Stakeholder Survey (the "Initial Survey") to such individuals. Nearly 140 individual internal and external stakeholders, including key suppliers, customers, employees, and investors, received an Initial Survey and were asked to complete it to the best of their ability based on their existing knowledge and awareness.

The CSR division conceived, compiled, and created the Initial Survey to gather information on general corporate responsibility beliefs, to gauge familiarity with general ESG-related considerations, and to collect preferences regarding Uniti's larger sustainability and corporate responsibility vision. The Initial Survey defined leading ESG-related risks, concerns, and potential opportunities (referred to collectively as "Priorities" and individually, a "Priority") and identified existing stakeholder concern for an individual Priority, overall importance ranking of the Priorities as a group, and stakeholder opinion on corporate responsibility for each Priority.

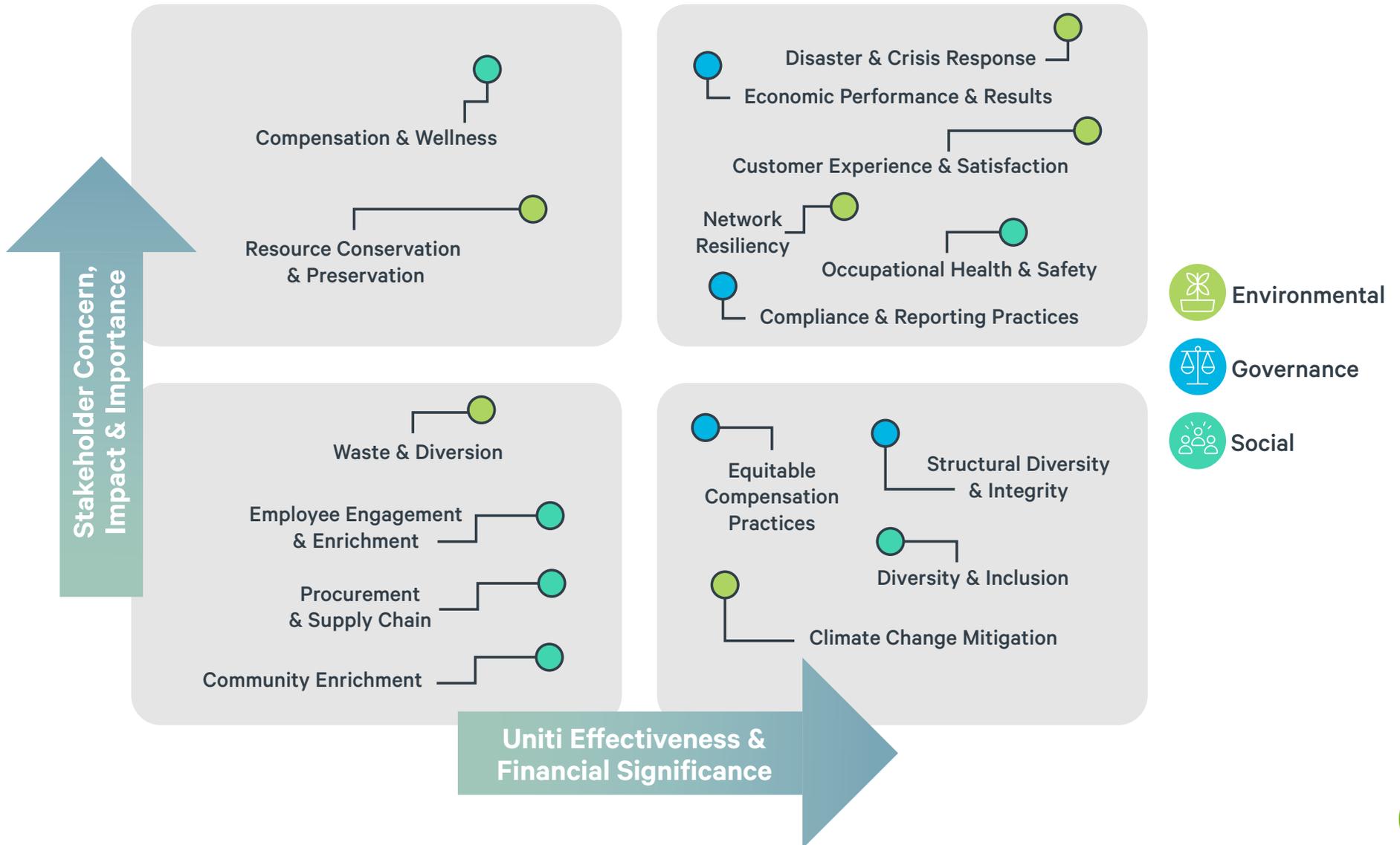
Stakeholder responses to the Initial Survey were compiled and analyzed by the CSR division. Thereafter, the CSR division engaged key stakeholders, including members of the EMT, in further discussions regarding both the overall results of the Initial Survey as well as certain individual responses to it. Key executives and management then met in strategy sessions to discuss and prioritize each Priority against the overall effectiveness and financial significance to Uniti's underlying mission and values. These discussions, in part, lead to the creation of Uniti's first Materiality Matrix.



## Our 2021 Materiality Matrix

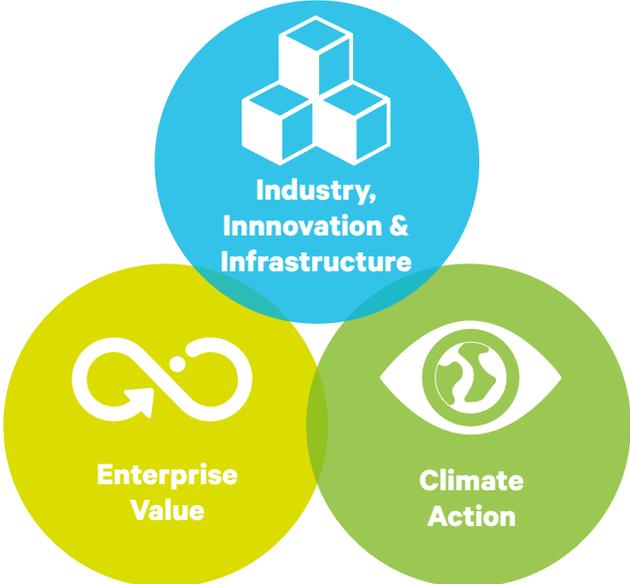
Uniti's 2021 Materiality Matrix is divided into four quadrants and two high to low range scales indicating both overall Stakeholder concern, impact, and importance of each Priority as compared with our leadership's perspective of the overall effectiveness and financial significance of such Priority to Uniti's overall mission and values. Our Materiality Matrix also connects each Priority to its underlying Planet, People, and corporate Principles impact area.

### Uniti 2021 ESG Materiality Matrix



# Material Priorities & Alignment with UN Sustainable Development Goals

Uniti's Materiality Assessment identified five (5) Planet-related Priorities, four (4) People-related Priorities, and four (4) corporate Principle-related Priorities as material to Uniti's continued success. This success, however, cannot be fully realized in world struggling with poverty, inequality, unrest, and environmental stress. Therefore, we have a vital interest in aligning our Priorities with the United Nation's 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals ("SDGs"). We believe our communication infrastructure empowers our communities with the necessary technology and innovation needed to achieve many of the SDGs. The following defines the material Priorities discussed in the Planet, People, and Principles sections of this report and identifies the SDG alignment of each Priority.



## Our Environmental Priorities

Our recent Materiality Assessment identified the following as the material Planet-related Priorities to be addressed in our overall ESG-Strategy. Uniti has set specific and measurable short-term goals related to each of these environmental Priorities that are discussed in additional detail beginning on page 16 of this report. As Uniti expands our capacity to monitor, improve, and disclose important information regarding these Priorities, we plan to release information regarding medium and long-term goals for each Planet-related Priority in future reports.

## Material Planet Priorities

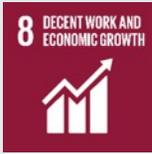
Priority	SDG Alignment
<p><b>Disaster &amp; Crisis Response</b></p> <p>The set of plans and actions taken in immediate response to disruptions in essential communications and services for customers, partners, employees, and communities.</p>	
<p><b>Climate Change Mitigation</b></p> <p>Efforts to adequately track, reduce, and prevent emission of heat-trapping greenhouse gases into the atmosphere</p>	
<p><b>Cybersecurity</b></p> <p>Enterprise-wide strategies, policies, standards, and processes used to construct and maintain a comprehensive information security program and ensure business and network continuity in the face of catastrophic events.</p>	 
<p><b>Waste &amp; Recycling</b></p> <p>The efficient and responsible use and disposal of operational waste, including efforts to reduce, reuse, recycle and eliminate unnecessary waste.</p>	 
<p><b>Energy &amp; Resource Management</b></p> <p>The efficient use and oversight of renewable and nonrenewable energy sources as well as the efficient and responsible use of natural resources (i.e., water) throughout operations, including contamination prevention.</p>	 

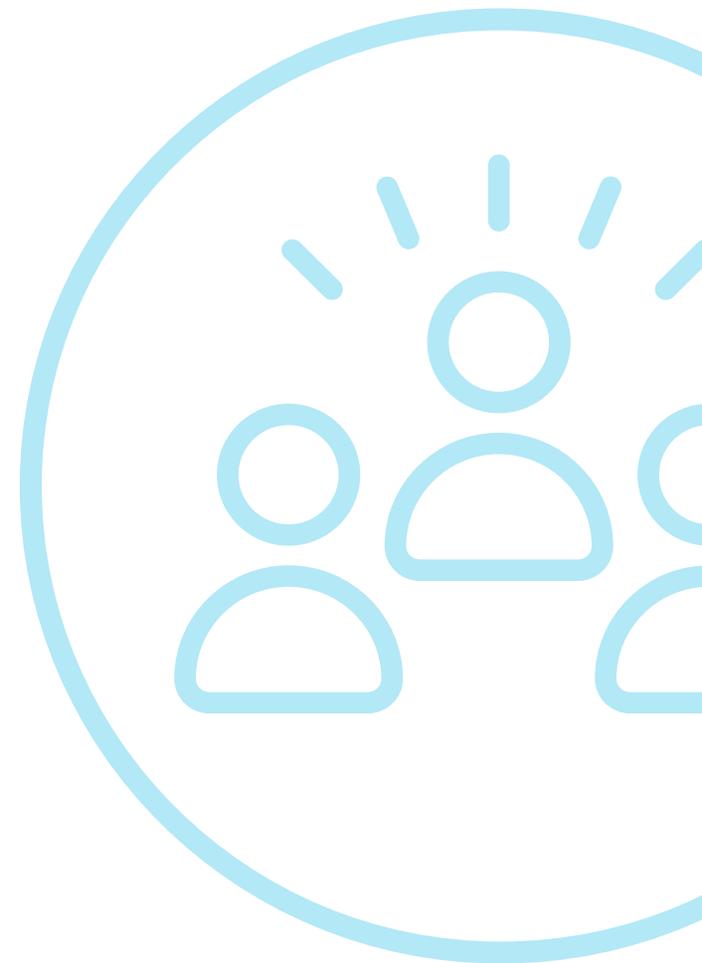


## Our Material Social Priorities

Our recent Materiality Assessment identified the following as the material People-related Priorities to be addressed in our overall ESG-Strategy. Uniti has set specific and measurable short-term goals related to each of these social Priorities that are discussed in additional detail beginning on page 24 of this report. As Uniti expands our capacity to monitor, improve, and disclose important information regarding these Priorities, we plan to release information regarding medium and long-term goals for each People-related Priority in future reports.

## Material People Priorities

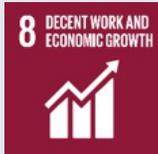
Priority	SDG Alignment
<p><b>Health &amp; Safety</b></p> <p>The practice of proactively managing and mitigating risks to physical risks to employees and operations including effective training, proper distribution and use of personal protective equipment, and policy enforcement.</p>	
<p><b>Compensation &amp; Wellness</b></p> <p>The salary, other monetary and non-monetary benefits, and wellbeing opportunities offered to employees and their dependents.</p>	
<p><b>Diversity &amp; Inclusion</b></p> <p>The practice of cultivating an environment that encourages awareness, prioritizes equality, and fosters inclusion and equity of our human differences, including but not limited to race, ethnicity, sexual orientation, age, gender, gender identity, disability, religion and national origin.</p>	 
<p><b>Procurement</b></p> <p>The underlying process to obtain, retain, and monitor the infrastructure necessary to conduct business, including materials, supplies, and services.</p>	 



## Our Material Principle Priorities

Our recent Materiality Assessment identified the following as the material Principle-related Priorities to be addressed in our overall ESG-Strategy. Uniti has set specific and measurable short-term goals related to each of these governing Priorities that are discussed in additional detail beginning on page 32 of this report. As Uniti expands our capacity to monitor, improve, and disclose important information regarding these Priorities, we plan to release information regarding medium and long-term goals for each Principle-related Priority in future reports.

## Material Principle Priorities

Priority	SDG Alignment
<p><b>Economic Performance</b> The creation of long-term value for economic stakeholders.</p>	 
<p><b>Compliance &amp; Reporting</b> The transparent reporting of, and adherence to, local, state, and federal regulations, requirements, and best practices.</p>	
<p><b>Structural Diversity</b> The construction and maintenance of dynamic systems and principled leadership, including Board composition and independence.</p>	 
<p><b>Equitable Compensation</b> Fair and appropriate compensation practices based on performance and experience that is designed to recruit and retain industry leaders.</p>	



# Our approach to Stakeholder Engagement

As Uniti builds on its comprehensive sustainability strategy, ongoing engagement with our stakeholders will remain vital. We are thankful for the trusted relationships and regular dialogue that we share with these stakeholders. Uniti considers and welcomes additional opportunities to regularly engage in thoughtful conversations with these groups and encourages stakeholders to contact the CSR division directly at [esg@uniti.com](mailto:esg@uniti.com).



Stakeholder Group	Form of Engagement	Frequency
<b>Customers</b>	<ul style="list-style-type: none"> <li>Regional and local industry event, forums, and conferences</li> <li>Proprietary company events and meetings</li> <li>Partnership and working group to advance best practices</li> </ul>	Our senior leaders and commercial teams actively participate in customer events and meetings throughout the year.
<b>Investors</b>	<ul style="list-style-type: none"> <li>Public quarterly earnings calls</li> <li>Annual Stockholder Meeting</li> <li>Executive meetings, presentations, and operational tours</li> <li>Outreach program lead by our Investor Relations Group</li> </ul>	We inform our investors and analysts about our operations formally on a quarterly and annual basis, as well as proactively engage in year-round integrated outreach, to monitor developments in corporate governance and sustainability.
<b>Employees</b>	<ul style="list-style-type: none"> <li>Culture and pulse surveys</li> <li>State of the Uniti Town Hall Meetings</li> <li>Diversity &amp; Inclusion Groups (“DIGs”)</li> </ul>	We exchange ideas and feedback with our employees across a wide array of communication channels weekly, monthly, quarterly, and annually.
<b>Governments</b>	<ul style="list-style-type: none"> <li>Formal and informal bilateral meetings with public officials</li> <li>Lobbying and other direct engagement in compliance with applicable laws and regulations</li> </ul>	Senior leaders across our operations engage with public officials on a regular and ongoing basis.
<b>Suppliers &amp; Vendors</b>	<ul style="list-style-type: none"> <li>Vendor Code of Conduct distribution; Q&amp;A</li> <li>Direct dialogues and meetings</li> <li>Sustainability requirements in key agreements &amp; leases</li> <li>Regular performance reviews with key vendors/suppliers</li> <li>Diversity questionnaire</li> </ul>	We exchange and monitor performance, feedback, and operating requirements with vendors and suppliers through various means on a regular and routine basis as well as an as-needed basis dependent on situational needs.
<b>Community</b>	<ul style="list-style-type: none"> <li>Contract with local suppliers where commercially practical</li> <li>Corporate philanthropy</li> <li>Paid employee volunteer hours</li> </ul>	Uniti engages in ongoing dialogue with community partners on charitable projects and planning for employee volunteerism, and weekly as employees hold positions with local groups.
<b>Policy groups &amp; Industry Associations</b>	<ul style="list-style-type: none"> <li>Membership and participation at various levels, including working groups, committees and boards</li> </ul>	Uniti participates in a variety of industry groups, weekly, monthly and quarterly, as well as attending annual meetings and special events to advance best practices and policy positions.



# Our Planet: RESPONSIBILITY & SUSTAINABILITY

## Our Environmental Pledge

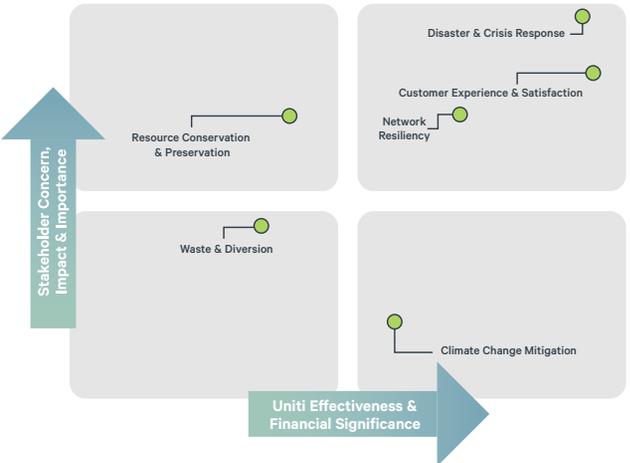
Uniti is dedicated to making positive environmental contributions targeted to promote sound operational and investing practices both internally and externally. We commit to prioritizing the protection and conservation of natural resources in our workplaces and to integrating responsible and sustainable business practices into our decision-making processes.



The first step in pursuing opportunities to improve our environmental performance is gathering information. To that end, teams throughout Uniti, including the CSR Division, have undertaken efforts to better track and manage the environmental impacts of our operations. These data tracking tools and processes will help Uniti identify opportunities to further improve our resource conservation efforts and assist in future reductions to our greenhouse gas emissions.

In the years to come, Uniti will strive to expand the depth and breadth of data that is internally tracked and urge our business partners to do the same. As a REIT, a large portion of Uniti's portfolio consists of communication infrastructure that is leased to our customers on a triple-net basis. In turn, each such customer is generally responsible for the maintenance of these assets, including utility management and the implementation of other environmentally sustainable practices. Uniti works directly with business partners to assess current environmental practices and develop a model from which all parties benefit from making low-carbon investments. Given Uniti's unique position, this approach often encourages customers and vendors to do the same. Uniti is prepared to investigate potential capital improvements, such as smart controls and efficiency retrofits, that would enable more sustainable operation of our network.

### Environmental Materiality Matrix



By continuing to work across functions and with our communities, we're determined to identify and implement solutions that address pain points and scale efforts in a way that is mutually beneficial.

## Our 2021 Environmental Highlights

### Successful Use of Network Operating Areas

Uniti's network and operations are constantly growing, and this growth comes with a responsibility to conserve resources used in our operations. To promote efficiency in our operations, Uniti operates through specific five (5) Network Operating Areas ("NOAs"): Alabama, North Florida, North Louisiana & Mississippi, South Louisiana, and Tampa.



Each NOA is overseen by a dedicated Network Director and staff who manage day-to-day network operations, including field operations, engineering, permitting, splicing, and project management. By separating operations into NOAs, Uniti Fiber saw a significant reduction in resource consumption, such as with our overall fleet mileage and fuel consumption. NOA usage has also encouraged friendly competition between our network professional teams which has driven innovation and resulted in further optimizations and savings.

### Crucial Energy Saving Network Audits

Uniti Fiber's Engineering, Furnishing, and Installation ("EF&I") and Critical Facilities Team completed important audits of our network, including all points of presence ("PoPs") as well as colocation ("CO") facilities. These audits not only allowed Uniti to identify energy-draining assets to target for decommission, but will also allow us to free up unnecessary equipment and lease space, which will further conserve financial resources. Optimizing our space and power footprint will allow for the installation of higher capacity gear and will result in faster circuit delivery as well as more circuits per chassis. These audits have also helped Uniti transition to badge reader access at many sites, thus reducing Uniti's production and distribution of multiple key sets.

### Focus Update: Environmentally Friendly Driver Training Program



*"This training program was assigned to all Uniti drivers August of 2021 and is required for all new employees who are assigned a company vehicle. This training details our commitment to prioritizing the protection and conservation of natural resources, and integrates responsible and sustainable business practices for all company drivers.*

*The program details methods drivers should use to improve resource conservation, reduce energy consumption, and addresses proper material storage and waste management."*

*– Tim Whisenhunt, Uniti Fiber Safety Coordinator*



### 2021 Power & Footprint Savings:

- Total add of 12 Terabytes of core MPLS capacity;
- Total add of 17.6 Terabytes of DWDM/Optical capacity;
- Total of 155RUs of recovered rack space, now available for growth;
- Total reduction of 300Amps of power.

### Network Assurance Department

Uniti's Network Assurance team, formed in late 2020, has been charged with two critical responsibilities. First: to ensure that Uniti's Network teams are following best cyber security practices at every user level. And second: to work directly with our IT department on the operation, maintenance, and security of the transport backend operational support systems ("OSS"). In short, Network Assurance acts as the single point of contact between IT and the Network teams and it primarily focuses on all things related to Network security.

Uniti's Network Assurance team is currently lead by Austin Carr. Austin's experience building transport networks and cyber security education has helped Uniti bridge the gap between IT and Network, and allows Uniti to confidently address network threats in real time.

### 2021 Network Assurance Initiatives:

- Added 10K+ production network devices into upgraded security authentication systems;
- Integrated voice network devices into upgraded security authentication systems;
- Removed redundant OSS systems by 10%, reducing power draw by 60Amps, and used disk space by a Terabyte;

- Developed Information and Security Incidence Response Plan in conjunction with IT;
- Oversaw a full cyber security audit and penetration testing of the production network.
- Worked with outside consultants to conduct full cyber security audit and penetration testing of the production network.





quickly recognized Hurricane Ida as an opportunity to reduce Uniti's space and power footprint while adding capacity to these markets.

By the end of our recovery and restoration efforts, Uniti increased core MPLS capacity by 3.4 Terabytes, recovered 77 units of rack space for future growth, and reduced power draw by 140 Amps. In 2022, our teams will continue to focus on network optimization, which we anticipate will reduce our space and power footprint further as we consolidate networks and move to newer and more energy efficient equipment.

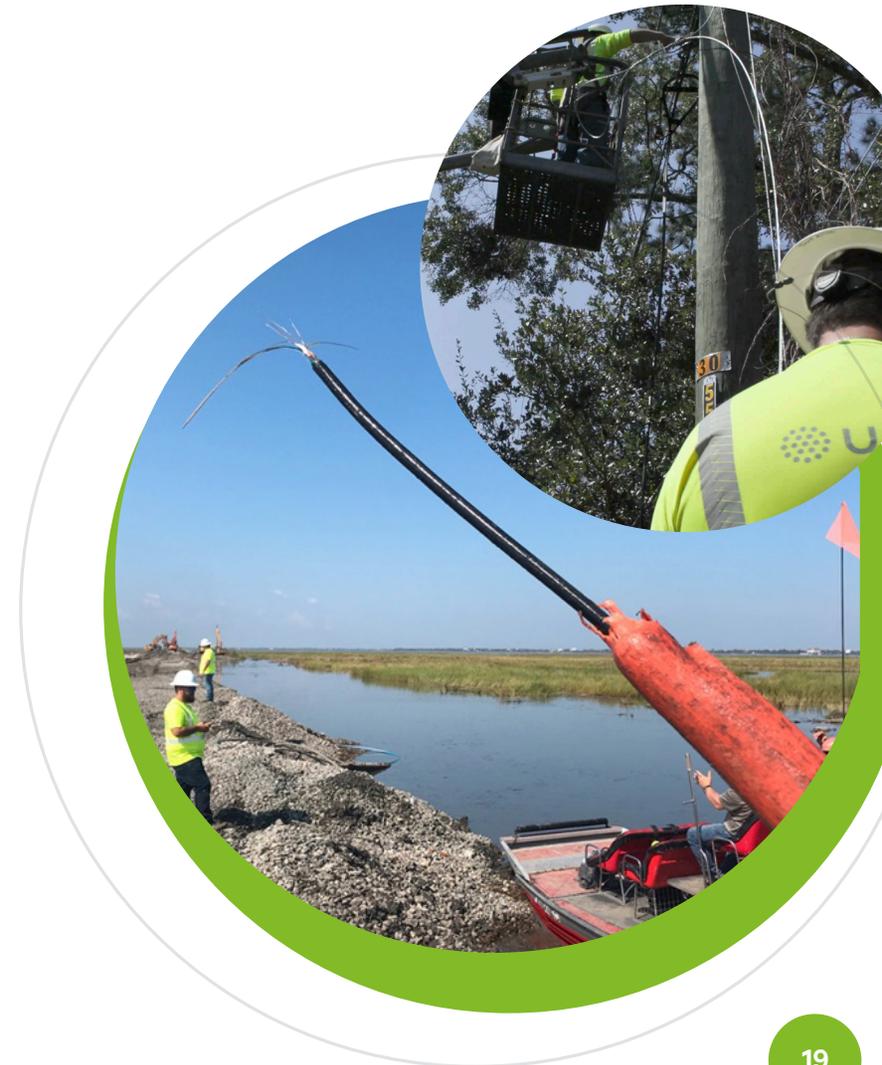
## Hurricane Ida Response and Recovery

On August 29, 2021, Hurricane Ida came ashore south of New Orleans near Grand Isle, Louisiana, with maximum winds of 150 mph, tying with two other hurricanes as the strongest to ever hit Louisiana. Ida's wrath was felt across Uniti's Gulf Coast networks as far east as Florida, with most of the damage concentrated on Uniti's southeast Louisiana network.

Despite the substantial personal challenges, widespread destruction of trees and power lines affecting almost two million people, triple digit temperatures, and dangerous conditions on the right of way, Uniti's Network teams immediately jumped into action and began surveying the damage as reinforcements began to arrive from Uniti's National team.

Led by Southeast Louisiana Network Director John Tiblier, our extraordinary teams aggressively worked to restore Uniti's network to full operation. Uniti housed displaced employees and their families at our Hammond, Louisiana facility. Knowing that their families were safe and comfortable in RVs procured by the company, our local teams were able to push through adversity and bring our network and our customers back to service.

Working alongside our Network Team, our Engineering Team was able to use the power fluctuations, brown outs, and possible moisture intrusions caused by Hurricane Ida to analyze each market for possible failures and equipment replacements. Uniti's Engineering and Network leadership





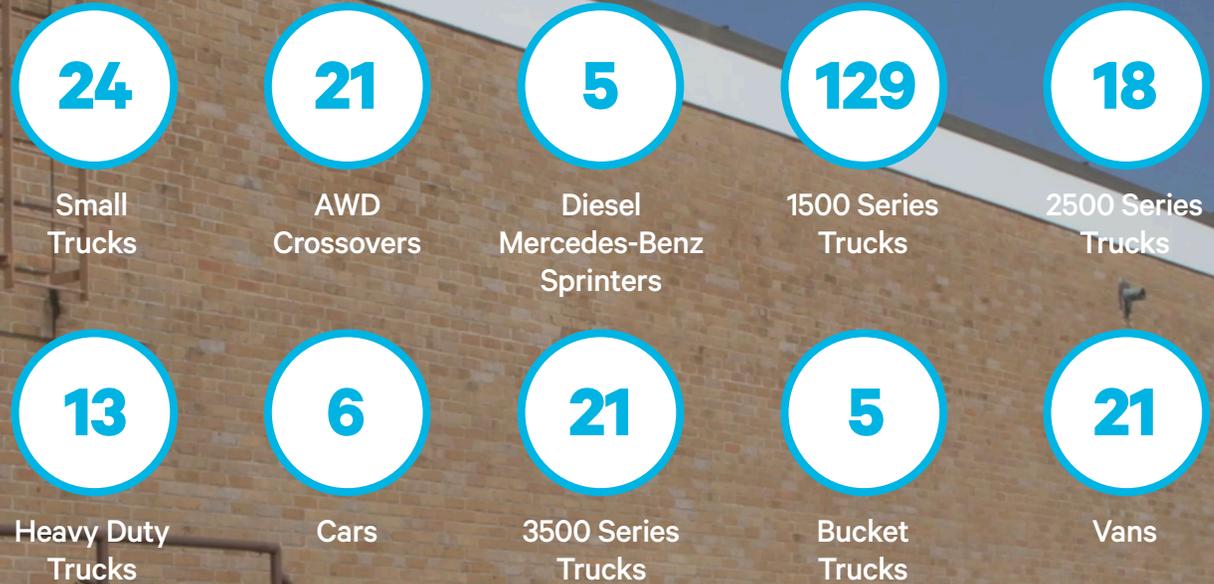
### Focus Update: Fleet Upgrades

*"While we continue to prioritize fuel-efficient vehicles in our commercial fleet, a side effect of the COVID-19 pandemic has been an overall reduction in our fleet by 25%. We are still targeting full upgrades of our current 1500 series fleet by the end of 2030 but have already reduced that portion of our fleet by nearly 15% while simultaneously increasing the number of fuel-efficient models in our fleet by 50% compared to last year. We are excited about our progress on this goal but will continue to also explore other ways to limit the overall energy consumption of entire commercial fleet."*

– Scott Russell, Manager, Real Estate & Fleet Operations



### 2022 Fleet Count Snapshot



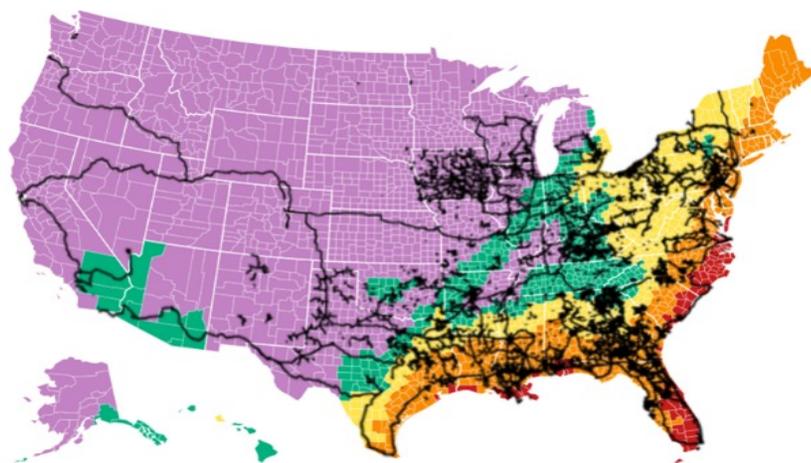
# Our Short-Term Environmental Goals<sup>1</sup>

## Climate Change Mitigation

Uniti is committed to managing climate risks and implementing the recommendations of the Financial Stability Board’s Task Force on Climate-related Financial Disclosures (“TCFD”). To do so, Uniti has committed to calculate and disclose Scope 1 & 2 emissions related to our footprint by 2024. Our goal is to reduce our overall greenhouse gas (“GHG”) emissions by 15-20% by 2026 through energy and water usage reduction and mitigation efforts.

### SHORT TERM GOALS:

- Calculate & Disclose GHG Scope 1 & 2 Emissions by 2024
- Reduce Scope 1 & 2 Emissions by 15-25% by 2026



## Disaster & Crisis Response

Uniti’s Materiality Assessment analyzed the potential risks and opportunities imposed on our network and operations based on five (5) widely recognized stress factors associated with climate change: Heat Stress, Increased Rainfall and Flooding, Rising Sea Levels, Water Stress, and Increased Hurricane Strength and Frequency. This analysis, along with results of the Initial Survey, identified Disaster & Crisis Response as Uniti’s leading Planet-related Principle and Priority. As a leading concern, we intend to maintain 95% or greater disaster recovery training completion rates for all field personnel, and to measure and disclose our average network restore time.

### SHORT TERM GOALS:

- Maintain 95%+ YoY Field Personnel Disaster Recovery Training Completion Rate
- Measure & Disclose Average Network Restore Time

<sup>1</sup>Short-Term Goals are targeted for completion by 2026 unless otherwise specifically noted herein.



### Focus Update: Deployment of ZTNA & EDR Solutions

*“Our cyber security posture benefited from continued investment and upgrades over the past calendar year, including the deployment of both Endpoint Detection & Response and Zero Trust Network Access technologies. These provide robust protections to not only the security of our network, but to every customer we serve.”*

–Ric Chura, Chief Technology Officer

## Cybersecurity

Privacy, security, and confidentiality are fundamental to the resilience of Uniti's network and operations. Our Privacy Program focuses on compliance with the privacy laws and regulations governing our operations. Our Cyber Threat Response Plan addresses the major phases of incident response, including:

- Preparation
- Detection and Analysis
- Containment and Investigation
- Notification
- Eradication and Recovery

Uniti intends to continue comprehensive cybersecurity training for all employees on an annual basis and maintain a 95% or greater cybersecurity training completion rate.

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### SHORT TERM GOAL: Maintain 95%+ YoY Employee Cybersecurity Training Completion Rate

## Waste & Recycling

The efficient use and management of materials and waste mitigates our potential impact on the environment and can also decrease our operational costs. Our offices currently participate in various waste management initiatives, such as sorting recyclable materials and digitalizing operations to reduce paper consumption. By 2023, we intend to have on-site collection for 100% of post-consumer waste at each office location and to achieve 90% or greater employee participation in comprehensive training related to this roll-out. By 2026, Uniti intends for 100% of all our E-Waste to be either recycled, repurposed, or R2 certified.



---

### SHORT TERM GOALS:

- **On-Campus Recycling of All Post-Consumer Waste by 2023**
- **90%+ Employee Waste & Recycling Roll-Out Training} Completion**
- **100% of E-Waste Recycled, Repurposed, or R2 Certified**

## Energy & Resource Management

The ability to limit climate change requires changing how society produces energy and Uniti aims to expand our portfolio of renewable energy by calculating and disclosing our total electric and water consumption metrics by 2024 and then undertaking targeted efforts to transition to renewable energy where practical to reduce our overall footprint and deliver accretive long-term financial returns for our stakeholders.

---

### SHORT TERM GOALS:

- **Calculate & Disclose Total Campus Electric & Water Consumption by 2024**
- **Reduce Total Campus Electric & Water Consumption by 15-25%**

## Governance

We believe sustainability needs a direct line to the boardroom, and as such, our Board oversees our enterprise-level approach to major risks facing the company and identifies strategic opportunities. The Board's Governance Committee oversees Uniti's ESG program, and in turn our sustainability strategy, initiatives, and policies. That Committee also manages areas of potential risk and opportunities for the company through direct collaboration with the Board, EMT, and the CSR division. The CSR division is currently led by internal Senior Counsel and includes representatives from all major departments within Uniti. Our Chief Financial Officer is responsible for financial matters and our General Counsel oversees ESG matters for the company. All corporate officers are appointed by the Board and report to both the Chief Executive Officer and the Board. Various other senior officers, including those in the CSR Division, are responsible for management of specific ESG related matters.

## Risk Management

Our management teams assess a range of risks for all of our assets, from the time of acquisition, during the construction process, and throughout operational lifecycle. Risks and opportunities are assessed based on the level of potential financial impacts, physical disruption to business activities, customer concerns and priorities, and shareholder concerns. Where relevant, climate risks are reviewed alongside other material risks and opportunities and are evaluated over the relevant planning horizon for the associated risk.

## TCFD Alignment

In 2015, the Financial Stability Board established the Task Force on Climate-related Financial Disclosures ("TCFD") as a means of creating a disclosure framework for consistent climate-related financial risks that were increasingly requested by investors, banks, companies, and other stakeholders. For Uniti, the TCFD framework is a critical tool that guides our assessment and management of climate-related risks and opportunities. Additional detail regarding Uniti's alignment with each core element can be found in Appendix B.

## Strategy

Efforts to address sustainability within Uniti operations are led by our Senior Counsel for Sustainability and Governance, with support from the General Counsel, CSR Division, and other senior departmental leaders. In 2019, Uniti's CSR Division was formed to help develop the company's climate strategy and facilitate cross-departmental knowledge sharing. The CSR Division includes leadership representation and meets frequently, but not less than monthly. The CSR Division is charged with extending and embedding our "Planet, People, and Principle"-centered approach throughout our core operations.

## Metrics and Targets

The short-term goals and targets reflected in this report are a significant step in our effort to reduce the environmental impacts of our operations and network. Moving forward, Uniti will report progress on the short-term goals identified in this report, and will determine and disclose both medium- and long-term sustainability related goals. We will likewise report our progress towards those medium- and long-term goals in future reports.



# Our People: SUPPORT & EMPOWERMENT

## Our Social Pledge

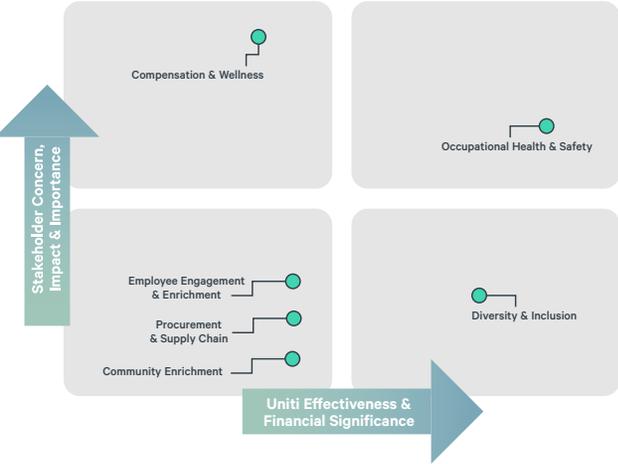
Uniti is dedicated to making positive social contributions targeted to promote equity and inclusion. We commit to supporting and empowering employees by maintaining a positive work environment, offering access to training and professional advancement, providing comprehensive benefits and compensation, and supporting activities and programs that benefit our local communities.



**A**t Uniti, our employees will always be our most important resource. We believe that the individual success of each employee ultimately builds our collective corporate success. Uniti strives to fuel the individual success stories of our employees through a variety of tools and programs designed to support and empower personal growth, recognition, and appreciation. Additional details about our various employee impact and engagement programs and services can be found throughout this report.

At Uniti, we also believe that companies should go beyond “checking the box,” and provide meaningful rewards for hard work, such as competitive salary, health benefits, 401(k) and stock investment opportunities, financial incentive programs and generous time off. The next generation of Uniti leaders are created through career growth, recognition, and appreciation programs, fulfilling work relationships, and empowerment tools such as mentoring, training, and other development opportunities. We do good work with good people and are eager to continue building on that legacy in years to come.

### Social Materiality Matrix



# Our 2021 Social Highlights

## Success of our Diversity & Inclusion Groups

Uniti launched four Diversity & Inclusion Groups (“DIGs”) in 2021. Our DIGs are led by teams of employee volunteers and offer fun social and networking events, community outreach, learning and development, opportunities to make lasting impacts at Uniti and in our communities, and a great way to connect and build relationships with other team members throughout the company.



The mission of Proud 2 Serve is to enable and empower the success of Uniti's veterans and first responders.



Embrace Uniti's mission is to advance a culture of commitment to inclusivity where diversity is embraced and encouraged and where individuals of all races, ethnicities and beliefs are welcomed, respected, and valued.



The mission of Women Empowered is to enhance Uniti's competitive advantage by cultivating leadership potential and professional development of women through connection, collaboration, and networking.



The mission of Uniti Pride is to promote a welcoming and inclusive community prioritizing equality and connection for LGBTQ+ employees.



### Focus Update: Company-Wide Pay Analysis

*"Uniti's human resources team was able to complete a benchmark review of overall pay equity in 2021. We gained information that in future years will give our team the capacity to perform a more detailed analysis and, if necessary, address any discovered gaps in a meaningful manner."*

– Jennifer Ragsdale, SVP – Chief Administrative Officer

# Our Annual Day of Thanks

Uniti celebrated our annual “Day of Thanks” on December 3, 2021. With employees spread across numerous states, and in the midst of a pandemic, our teams undertook creative ways to connect with our employees and ensure they know how much they are appreciated. These efforts included various virtual events designed to foster engagement and connection within and between our Uniti employees, hourly cash prize drawings, and a gift shipped to every employee’s home. Uniti executives and other leaders also mailed hand-written cards to employees and made personal phone calls to thank employees for their hard work.



## 2021 Workplace Snapshot

Total Voluntary Employee Turnover



New Hires in 2021



Percentage of Full-time Employees



Total Employee Turnover Rate



Total Leadership/ Management Roles



Over 200 employees received a phone call from a Uniti leader on our Fourth Annual Day of Thanks.

# 2021 Employee Benefits<sup>1</sup>

## The Basics:

- Medical, dental, and vision plans
- Health savings account contributions<sup>2</sup>
- Flexible spending account
- Paid basic life and accident insurance
- Short-term disability insurance
- Paid long-term disability insurance
- Employee assistance program and access to mental-health services at no cost to employee
- Employer paid telemedicine benefits to see licensed doctors using live video visits and smart devices
- Employer paid short-term virtual counseling with licensed counselors using phone or video

## Paid Leave:

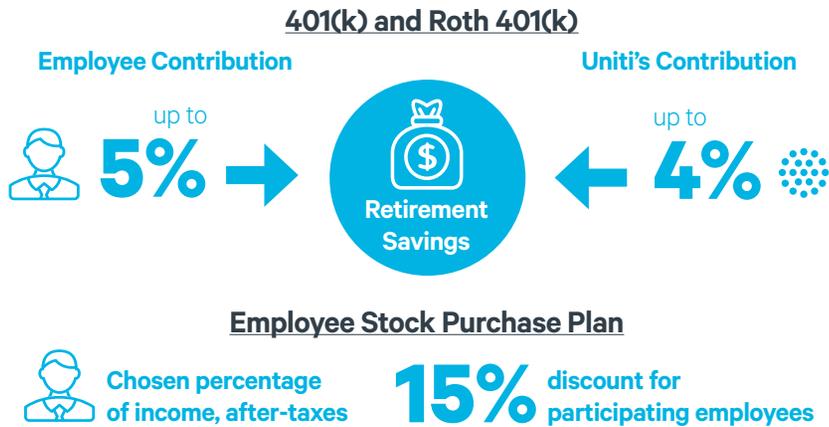
- Paid time off beginning at 15 days and increasing with tenure
  - Up to 40 hours of unused PTO rollover each year
- Maternity Leave
- Military Leave
- Jury Duty Leave
- Bereavement Leave
- Volunteer Hours
- COVID-19 Emergency Leave

<sup>1</sup>Offered to full-time, permanent employees.

<sup>2</sup>Available to employees enrolled in a high deductible medical plan.



## Employee Investment Programs:



## Employee Engagement Programs:

- **Day of Thanks:** Annual employee appreciation and celebration day
- **Annual Spirit of Uniti and Impact Awards:** Annual peer-nominated recognition program
- **Peer Mentor Program:** Dedicated mentors to support and develop new hires
- **Employee Referral Program:** Rewarding employees for any candidate they refer who is hired
- **Employee Customer Referral Program:** Rewarding employees for any referral that results in new customer acquisition
- **Returning Mothers Program:** Welcoming new mothers back to work after paid maternity leave
- **Cost Savings Reward Program:** Financially rewarding employees for ideas that, if implemented, result in cost savings, cost avoidance, and/or improvements to Uniti
- **President's Circle Award:** All expense paid trip for top sales earners and peer-nominated employees that support sales operations



*"Life turned upside down; when schools closed and full-time working parents also became full-time teachers, substitute playmates, and child psychologists. For my family, this stressful transition meant learning to work from home with two energetic children – ages 2 and 9 at the time. When my family learned that Uniti was offering childcare reimbursements for working families we were floored. It was the most impactful and beneficial thing a company could do to empower employees to succeed in their jobs during a societal game changer. Thanks to Uniti's reimbursement program, my family was able to find a sitter to come to our house for several hours each day so I could work with fewer disruptions. This outstanding response not only provided the support I needed to get my work done, but it gave my girls interaction with regular social interaction with someone other than Mom and Dad during the long months of lockdown. Uniti's COVID response and support efforts were exactly what my family needed most during such difficult times."*

– Jennifer Stokes,  
Sales Operations Coordinator for Strategic Accounts

## Our Short-Term Social Goals<sup>3</sup>

### Health & Safety

Uniti is dedicated to the health and safety of our employees, customers, business partners and the public. Our safety team actively monitors and implements state and federal regulations as we continually adjust our business practices and operating procedures to ensure the protection of team members and the continuity of our business. In an effort to reduce the carbon footprint associated with our current health and safety program, Uniti intends to migrate at least 90% of all required health & safety training to an online platform.

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**SHORT TERM GOAL: Migrate 90% of all required health & safety training to an online platform**

### Compensation & Wellness

We believe that everyone is entitled to receive fair and equitable compensation for their efforts. In 2021, we continued efforts to evaluate our compensation practices and identify any existing pay gap ratios. We intend to continue this work and actively encourage a creative and productive workforce by increasing the percentage of minority groups representation in our leadership positions to 35% and by maintaining our annual certification as a Great Place to Work.

---

#### SHORT TERM GOALS:

- **Increase percentage of minority group employees in leadership positions to 35%**
- **Maintain Great Places to Work Certification Annually**

<sup>3</sup>Short-Term Goals are targeted for completion by 2026 unless otherwise specifically noted herein.

### Diversity & Inclusion

We are in the business of improving connectivity – seamlessly connecting the world – for people of every background, race, and ethnicity. It's not just what we do, it's also who we are. It's in our name – Uniti; “unity” is defined as “the state of being united or joined as a whole.” We intend to increase the percentage of minority group employees engaged in senior and/or leadership positions to 30%.

---

**SHORT TERM GOAL: Increase percentage of minority group employees in Senior/Leadership positions to 30%**

### Procurement

Uniti expects our vendors to act with integrity and to demonstrate similar commitments to legal, ethical, safe, fair, and environmentally responsible business practices. While current vendors undergo an ESG related screening and monitoring prior to onboarding, we intend to disclose the overall percentage of diversity of our vendor pool (including small business status) by 2023 and thereafter increase our total spend with such diverse vendors and suppliers by at least 10%.

---

#### SHORT TERM GOALS:

- **Disclose Vendor Diversity/Small Business Stats by 2023**
- **Increase total spend with diverse/small business suppliers by 10%**



## COVID-19 Response Update

As the world continued to experience the effects of the global COVID-19 pandemic, Uniti employed a top-down safety strategy to ensure that our first priority was the safety of our employees and customers. Throughout 2021, our fast-acting team effectively executed on our pandemic response plans and rapidly responded by implementing, and when necessary, developing, controls based on guidance from the Center for Disease Control (“CDC”)

We routinely surveyed employees to seek their opinions on a variety of COVID-19 related topics, including vaccination requirements. While Uniti did not ultimately require proof of vaccination for its employees in 2021, we offered an incentive bonus for those fully vaccinated and/or those who became fully vaccinated. This incentive is still in place and can be earned by any existing employee who can demonstrate their vaccinated status and will continue to be available to new hires made during the COVID-19 pandemic. In addition to this vaccination incentive, which included entry into a lottery for a \$5,000 winner, Uniti continued to pay employees emergency pay (up to 80 hours for the year) if they were unable to work due to testing positive for COVID-19 and/or exposure.

In January 2021, we launched our Remote Work Academy. Eligible fulltime employees were presented with the ability to transition to 100% permanent remote work, both during the COVID-19 pandemic and thereafter. The Remote Work Academy involved a detailed 5-week training program developed for employees and their managers to ensure the success for the employee, manager, and team.



Uniti paid over 4,600 hours of Emergency Pay related to COVID-19 in 2021.

## Uniti in the Community Annual Report

Uniti in the Community (“UITC”) is our people-focused, corporate philanthropic program, designed to give back to the communities we call “home.” We do this in part by introducing our employees to specific organizations and providing opportunities for them to get involved locally. We are deeply grateful that many of our employees choose to invest their own precious resources, including time volunteering and supporting many of these same organizations. Uniti further encourages this practice by offering our employees a generous paid volunteer time program – 24 hours per employee each year. We believe using our resources for good changes how we see the world and our place in it.



9 years

sponsoring the Mighty Oaks Heart Foundation Golf Tournament



Provided more than  
**\$150K** in support to  
32 local organizations

either through sponsorship or monetary contributions, including \$25,000 in support to Positive Atmosphere Reaches Kids (P.A.R.K), a comprehensive year-round weekly educational after-school and summer enrichment program for at-risk youth.



Paid over **949.5** hours

compensating employees for their community volunteer efforts



# Our Principles:

# TRANSPARENCY & ACCOUNTABILITY

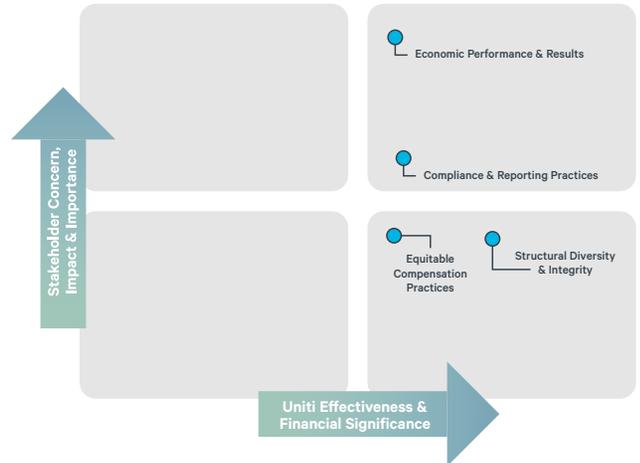
## Our Governance Pledge

Uniti is dedicated to making positive governing contributions targeted to provide long-term value for our stockholders, customers, employees, and communities. We commit to maintaining skilled and diverse leadership, instituting, and enforcing transparent company policies and practices reflecting the highest moral, legal, and ethical standards, and holding our officers, directors, and employees accountable for the care and preservation of our integrity.



### Governance Materiality Matrix

**W**e pride ourselves on our strong ethical foundations and have instituted policies and procedures designed to preserve and prioritize corporate integrity. To actively promote honest, ethical, and respectful conduct, we engage in a top-down approach by expecting our directors and executives to set high standards of integrity, responsibility, and transparency. We require employees at all levels, along with contract workers and vendors, to annually certify – and adhere to – Uniti’s Code of Business Conduct and Ethics and Whistleblower Policy. Additional details on this policy and other key corporate policies and practices can be found throughout this report.



# Our 2021 Governance Highlights

## Diverse Board Structure and Leadership

Diversity of leadership, at all levels, is integral to Uniti's corporate culture. Studies repeatedly show that companies with gender-diverse boards have fewer instances of problematic business practices. Diverse boards are also associated with more transparent disclosure of stock price information and fewer financial reporting mistakes. Despite women remaining underrepresented on many U.S. corporate boards, women currently represent 33% of Uniti's Board. And the input and strategic guidance these women provide have been integral to Uniti's success.

Jennifer S. Banner, initially appointed to our Board in 2015, has unique prior experience as a Chief Executive Officer of a diversified real estate holding company. Ms. Banner's experience grants Uniti an exclusive edge in its management of a complicated network of holdings, not only in general accounting and financial matters, but also in various technical accounting, corporate governance, risk management and real estate matters.

Carmen Perez-Carlton, a former advisor to another publicly traded fiber infrastructure REIT, was appointed to Uniti's Board in 2019 based on her extensive operational, management, and financial and accounting expertise. Ms. Perez-Carlton's long tenure as a senior executive in the telecommunications industry, as well as her leadership in multiple philanthropic endeavors, has led to industry wide recognition as one of the top women in the telecommunications industry.

In addition to their impressive resumes and credentials, Ms. Banner and Ms. Perez-Carlton also play a critical role in Uniti's top-down approach to creating a corporate culture that prioritizes, supports, and invests in diversity, equity, and inclusion ("DEI"). Board leadership on DEI matters is essential, and as members of Uniti's highest level of organizational leadership, Ms. Banner and Ms. Perez-Carlton set bold examples of the skills, talents, and perspectives that diversity and inclusion bring to business. Their input and strategic guidance, as well as the input from all of Uniti's other diverse leaders and team members, ensures Uniti achieves better business outcomes and makes smarter business decisions, and will continue to build a more inclusive culture.



**Jennifer S. Banner**



**Carmen Perez-Carlton**

# CEO **ACT!ON** FOR DIVERSITY & INCLUSION<sup>1</sup>

## CEO Action for Diversity & Inclusion™

Events of the past year serve as a powerful reminder that corporations, like Uniti, have a vital role in improving the overall health and well-being of society through proactive corporate responsibility programs. Over the last twelve months, Uniti has engaged in concerted action to accelerate our ability to monitor, improve, and disclose information on our ESG management program. In addition to competing our first Materiality Assessment and delivering the ambitious short-term goals in this report, Kenny Gunderman joined over 2,000 other CEOs in a collective pledge to advance diversity and inclusion in the workplace.

CEO Action for Diversity & Inclusion™ is cultivating a new type of ecosystem centered around collaboration and sharing among organizations joining the pledge. Uniti is committed to taking steps towards effecting positive change and continuing to facilitate a diverse and inclusive community to drive innovation. As a signatory, Uniti joins a broad coalition of enterprises dedicated to exchanging tangible learning opportunities and creating collaborative conversations.



### Focus Update: ESG Metric for Named Executive Officer Incentive Plans

*"We are focused on incorporating ESG-related performance metrics into our executive compensation plan. To be successful in these efforts, our teams have conducted extensive research to identify quantifiable metrics most likely to increase executive accountability and progress to Uniti's ESG vision and strategy."*

*– Daniel Heard, EVP – General Counsel & Secretary*

<sup>1</sup>CEO Action for Diversity & Inclusion™ is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. Bringing together over 2,000 CEOs of America's leading organizations, the commitment outlines actions that participating companies pledge to take to cultivate a workplace where diverse perspectives and experiences are welcomed and respected, employees feel comfortable and encouraged to discuss diversity and inclusion, and where best known—and unsuccessful—actions can be shared across organizations. Learn more at [CEOAction.com](http://CEOAction.com) and connect with us on Twitter: [@CEOAction](https://twitter.com/CEOAction).

## Stockholder Rights Highlights



No material restrictions on shareholder's right to call special meetings



All directors elected annually



No class of shareholder with unequal voting rights

## Governance Highlights

33%

of the Board is Female

60

Average Age of Members

1/3

of Board Committees are Chaired by a Female

5.3 years

Average Tenure of Members

99%

Our CEO as Director Received 99% of Stockholder Support

*At 2021 Annual Meeting*

# Practical Guidance and Proper Governance

## Board Structure and Oversight

Uniti has a robust corporate governance structure designed to promote a strong, independent Board with members who are held to the highest standards of professional integrity and judgment. Uniti's Corporate Governance Guidelines ("Guidelines") and Amended and Restated Bylaws ("Bylaws") lay the foundation for Uniti's transparent and accountable corporate governance program. Uniti's Board is charged with corporate oversight duties and has a fiduciary responsibility to act in the best interests of our company and its stockholders. Uniti's Board, as well as each of its three committees, perform annual self-assessments and evaluations to review both the Guidelines and Bylaws for necessary updates and revisions, along with their respective charters.

The Board's Audit Committee oversees Uniti's accounting and financial reporting, legal and regulatory compliance, and enterprise risk management. The Board's Compensation Committee oversees compensation programs, plans, and awards for executive officers and directors, and administers equity compensation plans. The Board's Governance

Committee oversees corporate governance, responsibility and sustainability practices and policies, and identifies and recommends qualified individuals to serve on the Board.



## Sustainability and Environmental Risk Management

To ensure that sustainability is integrated into the management and operations throughout Uniti, our Board, currently composed of six directors, is tasked with final oversight and approval of all ESG-related matters. Uniti's EMT includes its CEO, CFO and Treasurer, and its General Counsel and Secretary. These key executives oversee and support teams throughout Uniti and report directly to the Board.

Substantial personal and professional experience aids and informs our Board and EMT as they assess and manage Uniti's sustainability efforts. In addition to assessing and managing potential physical and transitional risks of climate change to our property and operations, our Board and EMT work together to identify, evaluate, and propose new practices and policies aimed at mitigating risks and reducing Uniti's carbon footprint.

## Compensation Highlights

No  
problematic  
pay practices  
identified  
by ISS

57:1  
CEO to Median  
Pay Ratio

Annual market  
analysis relative  
to industry  
peer group

98%  
Stockholder  
approval on  
Say-on-pay  
*At 2021 Annual Meeting*

## Our Short-Term Governance Goals<sup>1</sup>

Uniti has set specific and measurable short-term goals related to each of these material Principles and Priorities that we will strive to achieve by the end of 2026. As we expand our capacity to monitor, improve, and disclose important information regarding these Principles and Priorities, we intend to release additional information on both medium and long-term goals related to each Principle and Priority.

### Economic Performance

Trends in the communications infrastructure space have never been better, and Uniti remains uniquely positioned to benefit from the continued proliferation of broadband growth, fiber-to-the-home, small cells, and national transport. As we continue our work building a fiber focused diversified communications REIT, we will capitalize on this strong demand and provide long-term value to our stakeholders and report our results in regularly required filings.

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**SHORT TERM GOAL: Capitalize on strong demand for communications infrastructure and continue reporting financial performance in regular reports and**

### Compliance and Reporting

Uniti will continue to report on our economic performance fairly and accurately in required filings and reports but is also committed to providing greater transparency in our ESG-related disclosures. We believe however, that our annual ESG reports should be meaningful and must provide investors with both qualitative and quantitative information about our ESG-strategy. Therefore, in the absence of more prescriptive disclosure requirements, our annual ESG reports will adhere to popular ESG frameworks, including TCFD, SASB, and GRI.

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**SHORT TERM GOAL: Publish Annual ESG Reports conforming to following indexes or standards**

<sup>1</sup>Short-Term Goals are targeted for completion by 2026 unless otherwise specifically noted herein.



### Structural Diversity

We believe that good businesses become better businesses when they strengthen structural integrity and diversify leadership. Uniti believes it is vital to maintain the racial and gender diversity of our Board and intends to elevate our own understanding and awareness by introducing diversity, equity, and inclusion training to both our Board and EMT by 2026.

---

**SHORT TERM GOAL: Maintain gender (33%) & racial (16%) diversity of Board of Directors**

### Equitable Compensation

Transparent and fair compensation at all business levels is essential to recruiting and retaining the talent necessary to reach both economic and non-economic goals. At Uniti, we model our commitment to equitable compensation through a top-down approach, which includes annual “Say-on-Pay” votes approving executive leadership compensation. In addition to maintaining at least 85% stockholder approval in these votes, Uniti will continue to avoid all problem pay practices, as determined by Institutional Shareholder Services (“ISS”). We intend to further advance our efforts by including an ESG-related performance metric in incentive programs for executive officers.

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**SHORT TERM GOAL: Maintain Annual stockholder approval of Say-On-Pay by 85%+**

## Appendix A - GRI Index

This index contains disclosures in accordance with the Global Reporting Initiative (“GRI”) Standards. All data is as of or for the year ended December 31, 2021, unless otherwise noted.

Disclosure Number	Disclosure Accounting Metric	Answer/Location
<b>General Disclosures - Organizational Profile</b>		
102-1	Name of the organization	Uniti Group Inc.
102-2	Activities, brands, products, and services	Company Dashboard, p. 6 See also Form 10-K for the year ended December 31, 2021.
102-3	Location of headquarters	2101 Riverfront Drive, Suite A, Little Rock, Arkansas 72202
102-4	Location of Operations	Company Dashboard, p. 6.
102-5	Ownership and legal form	Uniti Group Inc. is a publicly held corporation (NASDAQ: UNIT), which operates as a real estate investment trust (REIT) for US federal income tax purposes.
102-6	Markets Served	Company Dashboard, p. 6.
102-7	Scale of the organization	As of December 31, 2021, we employed approximately 754 employees. See also Form 10-K for the year ended December 31, 2021.
102-8	Information on employees and other workers	See Our People: Support & Empowerment, p. 24.
102-9	Supply Chain	A significant portion of our annual supplier spend is on contractors involved with construction and maintenance of our fiber infrastructure assets.
102-10	Significant changes to the organization and its supply chain	None.
102-11	Precautionary Principle or approach	Uniti has not formally adopted the Precautionary Principle or approach at this time. However, we take steps to monitor and manage our environmental footprint.
102-13	Membership of associations	National Association of Real Estate Investment Trusts (Nareit); Wireless Infrastructure Association (WIA); INCOMPAS; Pennsylvania Telephone Association; Georgia Wireless Association; Business Council of Alabama, Fiber Network Alliance (FNA); NANOG, Inc.
<b>General Disclosures - Strategy</b>		
102-14	Statement from senior decision-maker	Letter from our CEO, p. 3
102-15	Key impacts, risks, and opportunities	This is Uniti: Our ESG Journey, p. 7, This is Uniti: Our Materiality Assessment, p. 9, Our Planet: Responsibility & Sustainability, p. 16, Our Planet: TCFD Alignment, p. 23, See also, Appendix B.

## Appendix A - GRI Index

General Disclosures - Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	Our Principles: Transparency & Accountability, p. 32, Our Governing Pledge, p.32.
102-17	Mechanisms for advice and concerns about ethics	Our Principles: Transparency & Accountability, p. 32, See also Code of Business Conduct and Ethics and Whistleblower Policy
General Disclosures - Governance		
102-18	Governance Structure	This is Uniti: Our ESG Journey, p. 7, This is Uniti: Our Materiality Assessment, p. 9, Our Principles: Transparency & Accountability, p. 32, Our Governing Pledge, p. 32, See also, Appendix B.
102-19	Delegating authority	Our Principles: Transparency & Accountability, p. 32, Our Governing Pledge, p. 32, See also, Appendix B.
102-20	Executive-level responsibility for economic, environmental, and social topics	Our Governing Pledge, p.32 Our Principles: Transparency & Accountability, p. 32, See also, Appendix B.
102-22	Composition of the highest governance body and its committees	Our Governing Pledge, p. 32 Our Principles: Transparency & Accountability, p. 32, See also, Appendix B.
102-23	Chair of highest governance body	Our Governing Pledge, p. 32 Form 10-K for the year ended December 31, 2021
102-24	Nominating and selecting the highest governance body	Our Governing Pledge, p. 32 Form 10-K for the year ended December 31, 2021
102-25	Conflicts of interest	Our Governing Pledge, p. 32; See also Code of Business Conduct and Ethics and Whistleblower Policy.
102-26	Role of highest governance body in setting purpose, values, and strategy	Our Governing Pledge, p. 32 Our Principles: Transparency & Accountability, p. 32, See also, Appendix B.

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102-29	Identifying and managing economic, environmental, and social impacts	This is Uniti: Our ESG Journey, p. 7, This is Uniti: Our Materiality Assessment, p. 9, Our Governing Pledge, p. 32, Our Principles: Transparency & Accountability, p. 32, See also, Appendix B.
102-31	Review of economic, environmental, and social topics	This is Uniti: Our ESG Journey, p.7, This is Uniti: Our Materiality Assessment, p. 9, See also, Appendix B.
102-32	Highest governance body's role in sustainability reporting	This is Uniti: Our ESG Journey, p. 7, This is Uniti: Our Materiality Assessment, p. 9, See also, Appendix B.
102-33	Communicating critical concerns	This is Uniti: Our ESG Journey, p. 7 This is Uniti: Our Materiality Assessment, p. 9, See also, Appendix B.
102-35	Remuneration policies	2021 Proxy, p. 21
102-36	Process for determining remuneration	2021 Proxy, p. 21
102-37	Stakeholders' involvement in remuneration	2021 Proxy, p.21
102-38	Annual total compensation ratio	Our Governing Pledge, p. 32, Our Principles: Transparency & Accountability, p. 32, Our 2021 Governance Highlights, p. 33.
<b>General Disclosures - Stakeholder Engagement</b>		
102-40	List of stakeholder groups	This is Uniti, Our Materiality Assessment, p. 9; This is Uniti, Stakeholder Engagement, p. 15.
102-41	Collective bargaining agreements	Not applicable.
102-42	Identifying and selecting stakeholders	About this Report, p. 4, This is Uniti: Stakeholder Engagement, p. 15.
102-43	Approach to stakeholder engagement	About this Report, p. 4, This is Uniti: Stakeholder Engagement, p. 15.

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102-44	Key topics and concerns raised	About this Report, p. 4, This is Uniti: Stakeholder Engagement, p. 15, This is Uniti: Our Materiality Assessment, p. 9.
<b>General Disclosures - Reporting Practice</b>		
102-45	Entities included in the consolidated financial statements	Exhibit 211 to Form 10-K for the year ended December 31, 2021.
102-46	Defining report content and topic Boundaries	About this Report, p. 4
102-47	List of material topics	About this Report, p. 4, GRI Content Index, p. 38
102-48	Restatements of information	Not applicable.
102-49	Changes in reporting	There have been no changes in reporting.
102-50	Reporting period	About this Report, p. 4
102-51	Date of most recent report	About this Report, p. 4
102-52	Reporting cycle Reporting cycle	Annually
102-53	Contact point for questions regarding the report	<a href="mailto:esg@uniti.com">esg@uniti.com</a> , 501-850-0820
102-54	Claims of reporting in accordance with the GRI Standards	About this Report, p. 4
102-55	GRI content index	p. 38
102-56	External assurance	This report has not been externally assured.
<b>Economic Specific Disclosures - Economic Performance</b>		
201	Management Approach (103(1)-(3))	Our Principles: Transparency & Accountability, p. 32, Our Governing Pledge, p. 32, Form 10-K for the year ended December 31, 2021.
201-1	Direct economic value generated and distributed	Our Principles: Transparency & Accountability, p. 32, Our Governing Pledge, p. 32, Form 10-K for the year ended December 31, 2021.
202-2	Financial implications and other risks and opportunities due to climate change	We could be negatively impacted by natural disaster, which could, among other things, damage or delay deployment of our communication infrastructure assets or interrupt or delay service to our tenants; see also Form 10-K for the year ended December 31, 2021, p. 20.

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201-3	Defined benefit plan obligations and other retirement plans	Our People: Support & Empowerment, p. 24.
<b>Economic Specific Disclosures - Anti-Corruption</b>		
205	Management Approach (103(1)-(3))	Our Principles: Transparency & Accountability, p. 32, Our Governing Pledge, p. 32, See also Anti-Bribery, Anti-Corruption Policy.
205-2	Communication and training about anti-corruption policies and pro-cedures	Annual distribution of Anti-Bribery, Anti-Corruption Policy with required certificate of understanding and compliance.
205-3	Confirmed incidents of corruption and actions taken	None.
<b>Economic Specific Disclosures - Anti-Competitive Behavior</b>		
206	Management Approach (103(1)-(3))	Our Principles: Transparency & Accountability, p. 32, Our Governing Pledge, p. 32, See also Code of Conduct and Ethics and Whistleblower Policy
206-1	Legal actions for anti-competitive behavior, anti-trust, and monop-oly	None.
<b>Environment Specific Disclosures - Energy</b>		
302	Management Approach (103(1)-(3))	Our Planet: Responsibility & Sustainability, p. 16 Our Environmental Pledge, p. 16.
302-4	Reduction of energy consumption	Our Planet: Responsibility & Sustainability, p. 16, Our Planet: Short-Term Environmental Goals, p. 21.
<b>Environment Specific Disclosures - Environmental Compliance</b>		
307	Management Approach (103(1)-(3))	Our Planet: Responsibility & Sustainability, p. 16, Our Environmental Pledge, p. 16.
307-1	Non-compliance with environmental laws and regulations	Form 10-K for the year ended December 31, 2021.
<b>Environment Specific Disclosures - Supplier Environmental Assessment</b>		
308	Management Approach (103(1)-(3))	Our Planet: Responsibility & Sustainability, p. 16, Our Environmental Pledge, p. 16.

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Social Specific Disclosures - Employment		
401	Management Approach (103(1)-(3))	Our People: Support & Empowerment, p. 24, Our Social Pledge, p. 24.
401-1	New employee hires and employee turnover	Our People: Support & Empowerment, p. 24 Our 2021 Social Highlights, p. 25.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Part time or temporary employees do not receive any benefits.
401-3	Parental Leave	Two weeks of paid parental leave. Beginning in 2022, Full-time female employees with at least six months of continuous service immediately prior to need for leave are eligible for up to four weeks of paid maternity leave after giving birth. This paid maternity leave is in addition to the eligibility for two weeks of paid parental leave.
Social Specific Disclosures- Occupational Health and Safety		
403	Management Approach (103(1)-(3))	Our People: Support & Empowerment, p. 24, Our Social Pledge, p. 24.
403-1	Occupational health and safety management system	Our People: Support & Empowerment, p. 24, Our Short-Term Social Goals, p. 29.
403-2	Hazard identification, risk assessment, and incident investigation	Our People: Support & Empowerment, p. 24, Our Short-Term Social Goals, p. 29.
403-3	Occupational health services	Our People: Support & Empowerment, p. 24, Our Short-Term Social Goals, p. 29.
403-4	Worker participation, consultation, and communication on occupational health and safety	Our People: Support & Empowerment, p. 24, Our Short-Term Social Goals, p. 29; See also, COVID-19 Response Update, p. 30.
403-5	Worker training on occupational health and safety	Our People: Support & Empowerment, p. 24, Our Short-Term Social Goals, p. 29; See also, COVID-19 Response Update, p. 30.
403-6	Promotion of worker health	Our People: Support & Empowerment, p. 24, Our Short-Term Social Goals, p. 29; See also, COVID-19 Response Update, p. 30.

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<b>Social Specific Disclosures - Training and Education</b>		
404	Management Approach (103(1)-(3))	Our People: Support & Empowerment, p. 24, Our Short-Term Social Goals, p. 29;
404-2	Programs for upgrading employee skills and transition assistance programs	Our People: Support & Empowerment, p. 24, Our 2021 Social Highlights, p. 29.
404-3	Percentage of employees receiving regular performance and career development reviews	100% of full-time employees.
<b>Social Specific Disclosures - Diversity and Equal Opportunity</b>		
405	Management Approach (103(1)-(3))	Our People: Support & Empowerment, p. 24, Our Social Pledge, p. 24.
405-1	Diversity of governance bodies and employees	33.33% Female Board
405-2	Ratio of basic salary and remuneration of women to men	Average Salary Sr. Mgr and Above: \$176,324.77 (Male) to \$143,512.13 (Female) Average Salary Manager and Below: \$63,187.07 (Male) to \$65,976.53 (Female)
<b>Social Specific Disclosures - Non-discrimination</b>		
406	Management Approach (103(1)-(3))	Our People: Support & Empowerment, p. 24, Our Social Pledge, p. 24.
<b>Social Specific Disclosures - Local Communities</b>		
413	Management Approach (103(1)-(3))	Our People: Support & Empowerment, p. 24, Our Social Pledge, p. 24
413-1	Operations with local community engagement, impact assessments, and development program	Our People: Support & Empowerment, p. 24, Our Social Pledge, p. 24. See also, Uniti in the Community Annual Report, p. 31.
<b>Social Specific Disclosures - Public Policy</b>		
415	Management Approach (103(1)-(3))	Our People: Support & Empowerment, p. 24, Our Social Pledge, p. 24. See also, Uniti in the Community Annual Report, p. 31.
415-1	Political contributions	None.

<b>Social Specific Disclosures - Customer Privacy</b>		
418	Management Approach (103(1)-(3))	Our Planet: Responsibility & Sustainability, p. 16, Our Environmental Pledge, p. 16.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2021, we did not receive any complaints concerning breaches of customer privacy or loss of customer data.
<b>Social Specific Disclosures - Socioeconomic Compliance</b>		
419	Management Approach (103(1)-(3))	Our Governing Pledge, p. 32 See also Code of Conduct and Ethics and Whistleblower Policy
419-1	Non-compliance with laws and regulations in the social and economic area	In 2021, we did not incur any significant fines or non-monetary sanctions for non-compliance with laws or regulations in the social and economic area.

# Appendix B - TCFD Report

This index contains disclosures in accordance with the Task Force on Climate-Related Financial Disclosures (“TCFD”). All data is as of or for the year ended December 31, 2021, unless otherwise noted.

<b>Governance</b> <i>Disclose the organization’s governance around climate-related risks and opportunities.</i>		
<p>Describe the Board’s oversight of climate-related risks and opportunities</p>	<p>Uniti’s Board of Directors (the “Board”) oversees our management and overall strategy. In fulfilling this responsibility, the Board maintains an active role, including at the committee level, in overseeing management of the Uniti’s various risk exposures. While the Board is ultimately responsible for overall risk oversight for Uniti, certain of the Board’s committees assist the Board of Directors in fulfilling its oversight responsibilities in certain areas of risk.</p> <p>The Audit Committee oversees Uniti’s enterprise risk management and periodically reviews with management and Uniti’s auditors major financial and auditing risks. We included disclosure relating to potential impacts of climate change in our 2021 Form 10-Q filings as well as in the Form 10-K for the year ended December 31, 2021. Additionally, the Audit Committee oversees risks related to cybersecurity and data privacy matters and, for that purpose, regularly receives reports from management regarding those risks and countermeasures being undertaken or considered by Uniti.</p> <p>The Governance Committee oversees sustainability matters, including significant issues of corporate social and environmental responsibility, as they pertain to Uniti’s business and long-term value creation for our stockholders. The Governance Committee reviews such matters and makes recommendations to the Board. The Board has reviewed and approved our Statement of Environment, Social, and Governance Sustainability Policy and Environmental Policy, which collectively reflect Uniti’s efforts to minimize the impact of our operations and services on the environment.</p> <p>The Board’s discharge of its risk oversight role has not specifically affected its leadership structure discussed above. Rather, in establishing the current leadership structure, risk oversight was one factor among many considered. The Board will regularly review its leadership structure and evaluate whether it, and the Board as a whole, is functioning effectively. If in the future the Board believes that a change in its leadership structure is required to, or potentially could, improve the Board’s risk oversight role, it may make any change it deems appropriate.</p> <p>Climate-related risks are overseen by our Board through our annual enterprise risk assessment. Climate-related opportunities are reviewed by the Board through bi-quarterly summaries prepared by our Senior Counsel of Sustainability and Governance, who leads our Corporate Social Responsibility (“CSR”) Division. Our CSR Division includes leadership representation from all regions, includes key senior leaders, and meets frequently, but not less than monthly. The CSR Division is charged with extending and embedding our Planet, People, and Principle centered approach throughout our core operations.</p>	<p>For additional detail, see Our Principles, starting on page 32, and Our Planet, starting on page 16.</p>

# Appendix B - TCFD Report

<b>Governance</b> <i>Disclose the organization’s governance around climate-related risks and opportunities.</i>		
<p>Describe management’s role in assessing and managing climate-related risks and opportunities.</p>	<p>Our Chief Financial Officer is responsible for financial matters and our General Counsel oversees social, environmental, and governance matters for the company. All corporate officers are appointed by the Board and report to both the Chief Executive Officer and the Board. Various other senior officers, including those in the CSR Division, are responsible for management of specific ESG related matters.</p> <p>As part of our 2021 Materiality Assessment, our CSR Division completed a TCFD-aligned, climate-related risk and opportunities assessment in 2021 to better understand the potential impact of relevant climate-related risks and opportunities. This assessment was completed with engagement from all regions to ensure proper understanding of the local risks and relative impacts. Risks and opportunities were evaluated for likelihood and impact, should the risk or opportunity occur. 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. Individual initiatives, such as waste and recycling improvements, are implemented by our local level teams.</p>	

# Appendix B - TCFD Report

**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.

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Our recent Materiality Assessment, in part, assessed the potential impact of a variety of risks and opportunities to our operations and strategy, including the potential impacts to our network and operations associated with five (5) widely recognized stress factors associated climate change and extreme weather conditions: Heat Stress, Increased Rainfall and Flooding, Rising Sea Levels, Water Stress, and Increased Hurricane Strength and Frequency.

**ACUTE: SUDDEN AND SEVERE NATURAL EVENTS**

 Increased Rainfall/ Flooding	<b>Overall Risk Level</b> <div style="background-color: #ffc107; padding: 5px; display: inline-block;"><b>MEDIUM</b></div>	<b>Risk Mitigation</b> The risk of flood was medium across our network and facilities. Sites at higher risk will be evaluated for potential mitigation efforts.
 Increased Hurricane Strength and Frequency	<b>Overall Risk Level</b> <div style="background-color: #dc3545; color: white; padding: 5px; display: inline-block;"><b>HIGH</b></div>	<b>Risk Mitigation</b> Sites and facilities with historical exposure to severe weather events are monitored and assessed for resiliency investment. Those identified as higher risk are monitored for resiliency investment and potential relocation.

**CHRONIC: RISKS DUE TO LONG-TERM SHIFTS IN CLIMATE OR WEATHER PATTERNS**

 Heat Stress	<b>Overall Risk Level</b> <div style="background-color: #ffc107; padding: 5px; display: inline-block;"><b>MEDIUM</b></div>	<b>Risk Mitigation</b> A proportion of our network and facilities are expected to experience some level of heat stress due to climate change. We expect operation costs of comfort cooling at these sites to increase and will monitor them and will continue to update retired equipment with more energy efficient equipment.
 Rising Sea Levels	<b>Overall Risk Level</b> <div style="background-color: #dc3545; color: white; padding: 5px; display: inline-block;"><b>MED - HIGH</b></div>	<b>Risk Mitigation</b> Overall, the risk to Uniti's network and facilities from sea level rise could be potentially significant. To improve resiliency, the affected sites will be monitored in terms of contingency planning and adaptation measures installed.

For additional detail, see Our Principles, starting on page 32, and Our Planet, starting on page 16.

# Appendix B - TCFD Report

	<div style="display: flex; justify-content: space-between; align-items: flex-start;"> <div style="text-align: center;">  <p><i>Water Stress Long-Term Risk Level</i></p> </div> <div style="text-align: center;"> <p><b>Overall Risk Level</b></p> <div style="background-color: #4CAF50; color: white; padding: 2px 10px; border-radius: 5px; display: inline-block;"><b>MEDIUM</b></div> </div> <div style="text-align: center;"> <p><b>Risk Mitigation</b></p> <p>Uniti's operations are expected to experience overall low levels of water stress due to climate change. Each site identified at risk of water stress will be evaluated for resiliency investments and monitored, along with its water levels.</p> </div> </div> <p>The results indicated that opportunities presented to Uniti by climate change are significant and that the greatest potential risks to our network and facilities can be effectively mitigated. Given the rapid and broad transitions needed to achieve the Paris Agreement goals, Uniti has substantial opportunities to reduce the impact of our own operations, as well as the impact of our tenants.</p> <p>Most of Uniti's leasing is medium term to long-term, but we have short-term relationships with certain customers. As a result, we believe it is important to periodically identify, assess, and manage our physical risks across different time horizons.</p>	
<p>Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</p>	<p>The impact rating of identified risks was lower than opportunities, likely because our business is not resource intensive and is geographically diversified. As such, we have not identified any transitional or physical risks that would have a material impact on our business.</p> <p>However, Uniti is committed to decreasing the environmental footprint of the network we manage, and we encourage our tenants to also commit to energy-reduction goals. We continuously seek new opportunities to further reduce our impact and improve our service offerings.</p> <p>We continue to invest in areas that align with our Stand and Deliver strategy. Notably, Uniti continually seeks to invest in areas that would improve overall energy efficiency of our operations as well as renewable energy projects, which over time will greatly reduce Uniti's environmental impact and position us as an industry leader.</p> <p>In the future, we intend to conduct quantitative assessments of several risks, including extreme weather and carbon regulation. Specifically, we intend to quantify the potential impact of Heat Stress, Increased Rainfall and Flooding, Rising Sea Levels, Water Stress, and Increased Hurricane Strength and Frequency on our infrastructure assets.</p> <p>Once calculated, Uniti intends to measure these costs against our Company-wide total net property and equipment and disclose such percentage as it relates to Uniti's overall property value. Presently, Uniti believes the impact of extreme weather events to our business is expected to be minimal, in part, due to the Triple Net Lease status of our leading customers.</p>	
<p>Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>The opportunities presented by climate change are substantial and therefore impact our business strategy and financial planning. Our current and long-term strategies seek to capitalize on climate-related opportunities and are largely resilient to climate-related risks, in both business-as-usual and 2°C or lower scenarios. The Company does not foresee a reasonable likelihood of reduced demand for mobile services and the related infrastructure in the near or long term.</p>	

# Appendix B - TCFD Report

<b>Risk Management</b> <i>Disclose how the organization identifies, assesses, and manages climate-related risks.</i>		
<p>Describe the organization's processes for identifying and assessing climate-related risks.</p>	<p>Management of risk and resiliency is a company-wide priority, delivered through an interdisciplinary effort with contributions from our operations team, risk management, occupational health and safety, legal and compliance, information security, physical security and other functions. Our Operations team, led by our SVP of Operations, is responsible for managing operational risk for our business, while our Chief Financial Officer is the executive responsible for enterprise risk management.</p> <p>As described in the Governance and Strategy sections of this index, Uniti has identified and assessed climate-related risks through both our annual enterprise risk assessment and our initial TCFD-aligned Materiality Assessment.</p> <p>Consistent with other strategic activities, climate-related risks and opportunities are evaluated in the context of overall corporate goals and objectives.</p> <p><b>Climate-related risks:</b> 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.</p> <p>Our initial TCFD-aligned Materiality Assessment was completed to supplement the annual enterprise risk assessment. The assessment included transition and physical risks, as well as opportunities in accordance with the TCFD taxonomy. Conducting the TCFD-aligned assessment allowed for a deeper analysis of climate-related risks and opportunities.</p> <p><b>Climate-related opportunities:</b> In addition to our periodic TCFD-aligned Materiality Assessments, opportunities are identified and assessed through our CSR Division, which extends and embeds our Planet, People, and Principle centered approach throughout our core operations. The CSR Division investigates and implements sustainability related projects, tasks, and efforts. The CSR Division meets not less than monthly to regularly assesses climate-related opportunities.</p> <p>Through the processes described above, as well as other engagement mechanisms (e.g., functional risk workshops, targeted exercises), Uniti seeks to identify and assess new or emerging risks to achieving our established goals and objectives. When merited, new risks will be added to our existing risk profile and regularly subjected to our rigorous risk management practices, including consistent ratings methodology and scales.</p>	<p>For additional detail, see Our Principles, starting on page 32, and Our Planet, starting on page 16.</p>
<p>Describe the organization's processes for managing climate-related risks.</p>	<p>Uniti proactively manages our climate-related risks by integrating it into our process for managing other enterprise risks. This general risk management is supplemented with our initial Materiality Assessment, which was TCFD-aligned. This approach allows Uniti to identify climate-related risks that may not meet the financial materiality threshold required by our enterprise risk assessment processes. These processes, when combined, prioritize climate-related risks for management and help determine the required level of mitigation.</p> <p>Additionally, as part of these processes, the mitigation measures related to the identified risks are also assessed for effectiveness. If a risk is above our Company's risk tolerance, additional remediation steps are determined and taken. These risks and related actions are then monitored and periodically updated.</p>	

# Appendix B - TCFD Report

<p>Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>As noted above, identification, assessment, and management of climate-related risks are fully integrated into Uniti's established enterprise risk management framework.</p>	
<p><b>Metrics &amp; Targets</b> <i>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities, where such information is material.</i></p>		
<p>Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	<p>As noted above, we believe that a proactive approach to impending climate change may ultimately present greater opportunities for our network and operations. Uniti desires to reduce our GHG footprint and help our tenants do the same. As such, Uniti has committed to performing detailed measurements and tracking of our energy consumption and emissions. Uniti believes that this data, once available, will allow Uniti to calculate climate-related metrics, such as reduction in GHG emissions over time.</p>	<p>For additional detail, see Our Principles, starting on page 32, and Our Planet, starting on page 16.</p>
<p>Disclose scope 1, scope 2, and if appropriate, scope 3 Greenhouse Gas (GHG) emissions, and the related risks.</p>	<p>Uniti has committed to calculating and disclosure Scope 1 and 2 GHG by 2024.</p> <p>Discussion of the related risks are described within the preceding three sections of this index.</p>	
<p>Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>Uniti is in the process of determining relevant targets to reduce the environmental impact of our network and operations as well as limit our exposure to climate-related risks. In 2021, we made a commitment to calculate our scope 1 and 2 GHG emissions by 2024.</p> <p>See Our Planet, starting on page 16, for additional information about Uniti's progress in this area.</p>	

## Appendix - SASB Index

This report marks the first time we have reported under the Sustainability Accounting Standards Board (“SASB”) standards. We have included the below disclosures related to the sector that most closely aligns to our mix of businesses. Unless otherwise noted, all data and descriptions apply to our entire company, not just the businesses relevant to that sector. We do not currently disclose all indicators included in the standard but have focused on those most relevant to Uniti where we have sufficient information. All data is as of or for the year ended December 31, 2021, unless otherwise noted.

Activity Metrics		
Activity Metric	SASB Code	Response
Number of Broadband Subscribers <sup>1</sup>	TC-TL-000.C	Total Customer Connections: 26,300 See also, Form 10-K for the year ended December 31, 2021, pg. 34
Network Traffic <sup>2</sup>	TC-TL-000.D	Approximately 393 Petabytes

Other Indicators			
Topic	Accounting Metric	SASB Code	Response
Data Privacy	Description of policies and practices relating to behavioral advertising and customer privacy	TC-TL-220a.1	Please see our Privacy Policy at <a href="https://uniti.com/about-us/legal/policies/privacy-policy">https://uniti.com/about-us/legal/policies/privacy-policy</a> .
	Number of customers whose information is used for secondary purposes	TC-TL-220a.2	None
	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	TC-TL-220a.3	None
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected.	TC-TL-230a.1	In 2021, Uniti did not have any data breaches.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards.	TC-TL-230a.2	The latest copy of Uniti's Information Security Overview is available upon request. Please contact <a href="mailto:esg@uniti.com">esg@uniti.com</a> .

<sup>1</sup> Total number of customer connections.

<sup>2</sup>Based on averages transferred by Uniti's Public IP Backbone to our Transit and Internet Exchange interfaces from February 2021 through February 2022.

<sup>3</sup>Uniti calculates an average to peak throughput ratio based on daily average and daily peak throughput. The average to peak ratio is multiplied against the peak for each day in the year, which is then summed for our total annual volume.

Competitive Behavior & Open Internet	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-TL-520a.1	<p>Uniti discloses all material legal proceedings in our SEC filings.</p> <p>In 2021, Uniti did not disclose any monetary losses because of legal proceedings associated with anti-competitive behavior regulations.</p>
	Average actual sustained download speed of (1) owned and commercially associated content and (2) non-associated content relating to behavioral advertising and customer privacy	TC-TL-520a.2	Uniti does not own or produce content and does not favor certain types of content over others in the transmission of information over its network.
	Description of risks and opportunities associated with net neutrality, paid peering, zero rating, and related practices used for secondary purposes	TC-TL-520a.3	Uniti does not own or produce content and does not favor certain types of content over others in the transmission of information over its network.
Managing Systemic Risks from Technology Disruptions	Discussion of systems to provide unimpeded service during service interruptions	TC-TL-550a.2	<p>Uniti builds fully redundant, geographically diverse, self-healing networks, using carrier grade high-capacity technology. Uniti's core networks can identify issues in real-time and take automatic corrective action, while alerting our 24/7 Network Operations Center to the problem for further correction implementation as necessary.</p> <p>Uniti's network is segmented into multiple operating areas, each managed by a local network director with a full staff of technicians and engineers. These local resources have the autonomy needed to quickly assess and repair issues.</p> <p>Uniti's Network Engineering and IT departments work continuously to keep all software and hardware upgraded to the latest revisions.</p> <p>In the event of a catastrophic event, Uniti has the ability to stand up an Emergency Operations Center. The EOC is directed by the Network Deputy Director or Network SVP and becomes the centralized restoration hub for the affected areas for as long as necessary to provide emergency restoration functions.</p> <p>If the EOC needs to be deployed in the affected market, Uniti utilizes a portable Joint Operations Center which can be deployed quickly into the relevant area. The Joint Operations Center provides a base of operations for Uniti employees and contractors, current info for Uniti customers, and free wireless Internet access services to the nearby public.</p>