



2023

# ESG Report



# Table of Contents

<b>Letter from our CEO</b>	<b>3</b>	<b>Governance Pledge: Our Leaders</b>	<b>17</b>
		Governance Overview	18
<b>About Our Report</b>	<b>4</b>	Board Diversity	18
		Cybersecurity & Business Continuity	19
<b>Disclaimer</b>	<b>5</b>		
<b>Company Profile &amp; Dashboard</b>	<b>6</b>	<b>Appendix A: GRI Content Index</b>	<b>20</b>
<b>Environmental Pledge: Our Planet</b>	<b>7</b>	<b>Appendix B: TCFD Index</b>	<b>25</b>
Environmental Overview	8	<b>Appendix C: SASB Index</b>	<b>30</b>
Green House Gas Emissions & Water Consumption	9		
Fleet Efficiency	10		
<b>Social Pledge: Our People</b>	<b>11</b>		
Social Overview	12		
Employee Benefits	13		
Engagement Programs	14		
Diversity & Inclusion	15		
Uniti in the Community	15		
Volunteer Hours	16		
ULead Training	16		

# Letter from our CEO

Uniti's ESG focus continues to be grounded in our commitments to integrity, transparency and responsibility to our stakeholders – core values that remain the cornerstone of our operations. Our 2023 ESG Report highlights many of the initiatives and commitments we have implemented during the past year.

With Uniti being the second largest independent fiber network in the country, with 140,000 route miles and 8.5 million strand miles of fiber throughout the United States, we are continually seeking ways to improve the impact we have on the environment. To that end, we are proud to disclose our 2023 baseline values for scope 1 & 2 greenhouse gas emissions and water consumption. We also continue to enhance our commercial automotive fleet through the replacement of older, more energy intensive vehicles with newer, more efficient models. These measures to date, along with fleet usage protocols, have resulted in cost savings from a 6% reduction of miles driven and an approximately 3% increase in fuel efficiency.

I am also pleased that in 2023, Uniti was named a Great Place to Work for a 6th consecutive year. We continue to look for ways to improve our industry-leading benefits program for our employees. For example, this past year we began offering employer-paid comprehensive, inclusive fertility healthcare and family-forming benefits, in addition to increasing options for other voluntary benefits. Uniti also launched its 5th Diversity & Inclusion Group (“DIG”) focused on employee health and wellness. Our employees are not only the backbone of Uniti, but also of the communities that they live and work in. In fact, we saw an increase of 34% in paid volunteer hours in 2023. Uniti has also been a strong supporter of those men and women that served or continue to serve our great country, and we were recently named best employer for veterans by Military Times and employer of the year by the Alabama National Guard.

While the world of ESG continues to evolve, our approach to the initiatives outlined in this report, as well as initiatives we plan to pursue in the future, will continue to be in the best interest of all of our stakeholders.

I hope you enjoy reading this year's report and find it to be informative and insightful. We look forward to updating you on the progress we have made on these initiatives going forward.



- Kenny Gunderman



“

We are continually seeking ways to improve the impact we have on the environment”

Kenny Gunderman

# About Our Report

## Boundaries and Uncertainties

This report is intended to reflect activities for the 2023 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. Unifi 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 Unifi 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. Unifi has relied upon or selected such measurements or information in good faith but acknowledges that reliance on or selection of different measuring methods or information could result in materially different measurements. As standards evolve and Unifi'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 Unifi's ownership and management of certain assets and operations; therefore, measurements contained herein relying upon such historical data should not be considered guarantees.

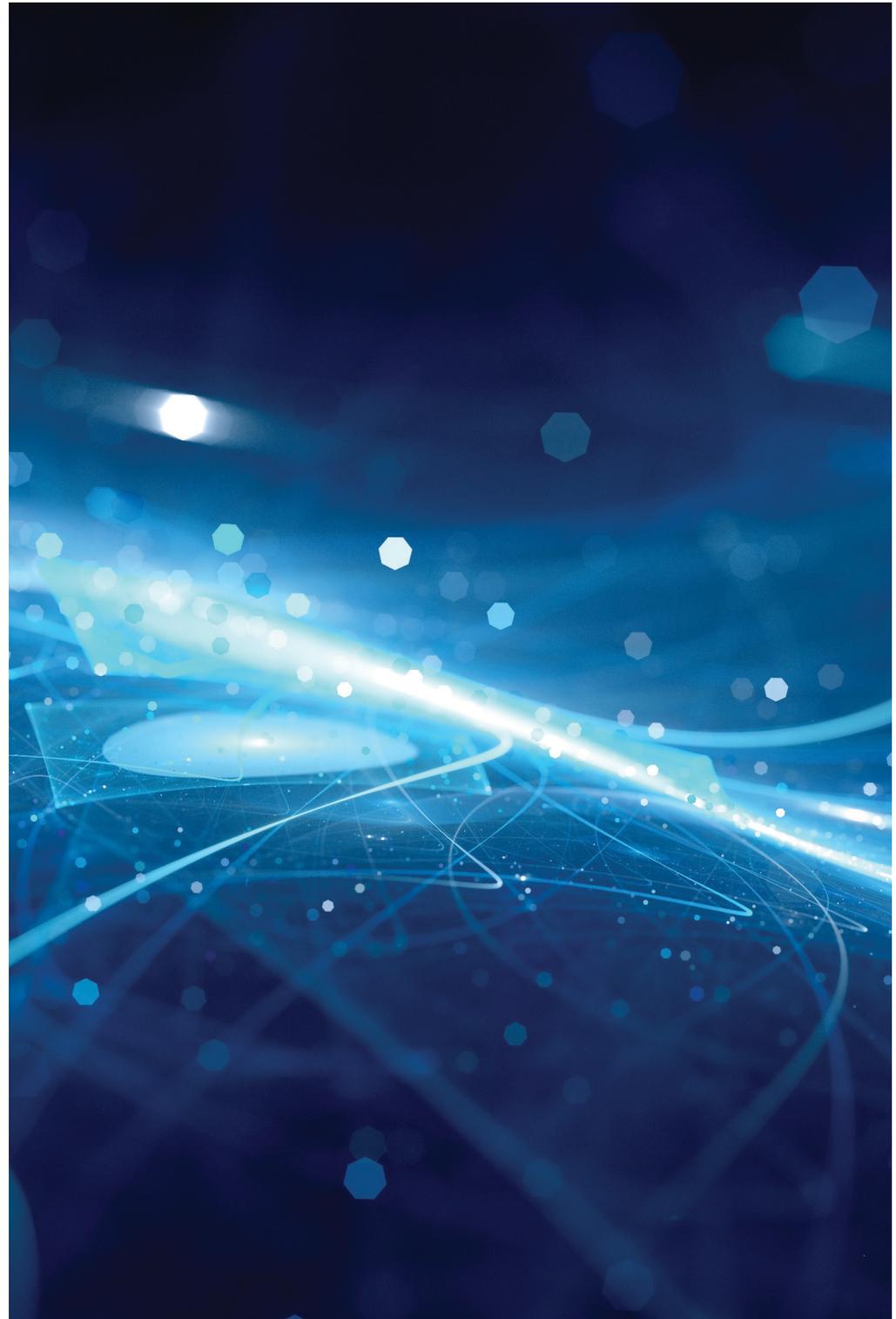
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## Guidelines and Content

To help define the material topics to cover in this report and guide our disclosures, Unifi reported with reference to the Global Reporting Initiative ("GRI") Standards and included additional information we believe is valuable to our stakeholders. Unifi 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 our 2021 ESG Report, which is available on our website. 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. Unifi 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.



# Company Profile & 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 140,000 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.



**~800**  
Employees



**~140K**  
Fiber Route Miles



**\$1.1B**  
Annual Revenue



**8.5M**  
Fiber Strand Miles

**ENVIRONMENTAL PLEDGE:**

# Our Planet

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.





## Environmental Overview

Uniti continued making strides in 2023 toward mitigating our potential impact on the environment as part of our ongoing commitment to environmental stewardship. Integrating responsible and sustainable business practices into our decision-making process is key to fulfilling our commitment. To that end, we are proud to disclose the baseline values of our scope 1 & 2 greenhouse gas emissions and water consumption data for the year ended December 31, 2023. Gathering and disclosing these values allows us to better understand both our global and local impacts, which allows us to set realistic goals toward reducing those impacts in the future.

We are proud to disclose our 2023 baseline values for our scope 1 & 2 greenhouse gas emissions and water consumption.

## ENVIRONMENTAL HIGHLIGHTS:

### Greenhouse Gas Emissions

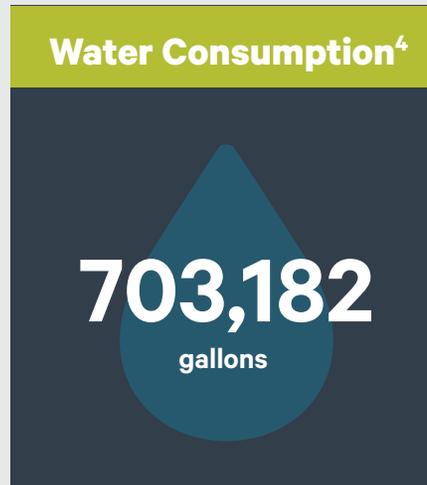
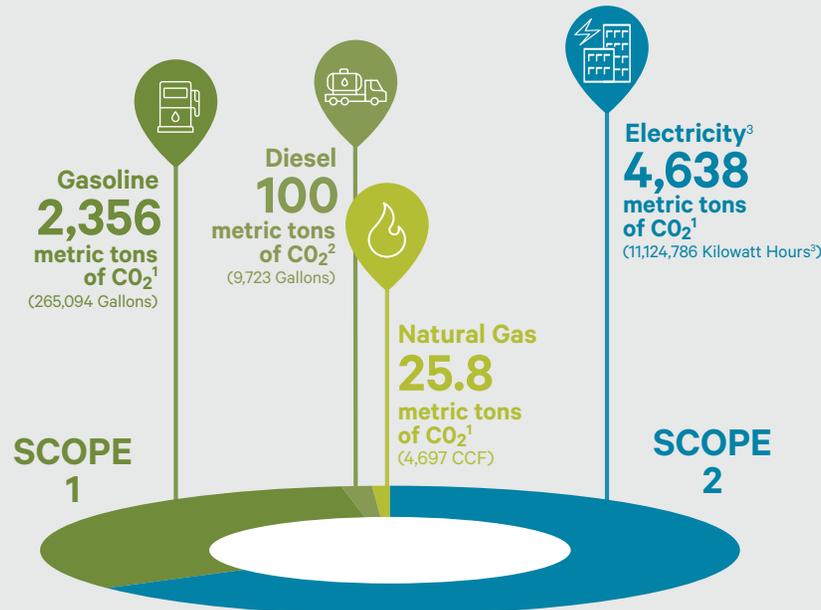
2023 marks Uniti's first year to disclose our scope 1 & 2 greenhouse gas ("GHG") emissions and water consumption data as part of our continuing commitment to environmental stewardship and to mitigating our potential impact on the environment. Uniti operates in compliance with all relevant environmental laws and regulations and integrates the consideration of environmental concerns and impacts into our decision making and activities.

#### Scope 1 Emissions<sup>4</sup>

Scope 1 emissions are direct GHG emissions that occur from sources that are controlled by Uniti (e.g., emissions associated with fuel combustion in heaters, hot water tanks, vehicles and equipment).

#### Scope 2 Emissions<sup>4</sup>

Scope 2 emissions are indirect GHG emissions associated with Uniti's purchase of electricity. Although scope 2 emissions physically occur at the facility where they are generated, they are accounted for in our GHG inventory because they are a result of our energy use.



Uniti's accounting team compiled and verified data from many sources in preparation for disclosure this year. We look forward to compiling this data in the coming years as part of our continuing commitment to measure our potential impact on the environment."

**Ana Stewart**  
Director, Accounting

<sup>1</sup>Conversion to metric tons of CO<sub>2</sub> completed with the EPA's Greenhouse Gas Equivalencies Calculator.

<sup>2</sup>Conversion to metric tons of CO<sub>2</sub> completed with the International Carbon Bank & Exchange's calculator.

<sup>3</sup>Electricity consumption is calculated based on utility bills.

<sup>4</sup>Reporting data at locations where Uniti has operational control.

## ENVIRONMENTAL HIGHLIGHTS:



# 29

**Fuel efficient  
crossovers added  
to fleet in 2023**

### Fleet Efficiency Snapshot

In 2023 Uniti both increased the fuel efficiency of its fleet and reduced the total miles driven, resulting in a reduction of our fleet's environmental impact. Uniti accomplished this through increased operational efficiencies and by replacing older, less efficient vehicles with vehicles that are more fuel efficient.

2021  
(base year)

4,927,069 miles

2022

4,709,323 miles

2023

4,619,330 miles

↓ **6.2%**

**Reduction in  
Miles Driven**  
(from 2021 - 2023)

2021  
(base year)

16 MPG

2022

16.2 MPG

2023

16.4 MPG

↑ **2.5%**

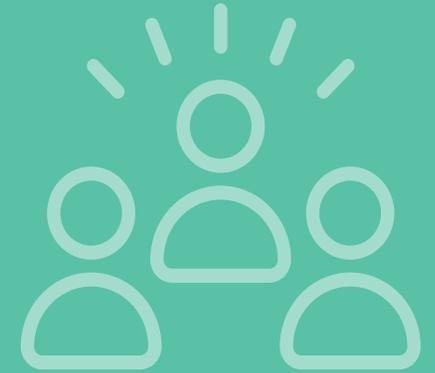
**Increase in Fuel Efficiency**  
(from 2021 - 2023)



**SOCIAL PLEDGE:**

# Our People

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





## Social Overview

Uniti proudly continues to improve our industry-leading employee benefits and employee engagement programs. In 2023, we began offering employer-paid comprehensive, inclusive fertility healthcare and family-forming benefits in addition to increasing options for voluntary ancillary benefits. 2023 saw a huge increase in paid volunteer hours through our program encouraging employees to donate their time to causes they're passionate about. We also launched a 5th Diversity & Inclusion Group focused on employee health and wellness that has been a huge success. In part due to our continual improvement and addition of such benefits and programs, Uniti was recertified as a Great Place to Work<sup>®</sup> for the 6th consecutive year in 2023.



Great  
Place  
To  
Work<sup>®</sup>

Certified

MAY 2023-MAY 2024

USA



**Uniti has been recertified as a Great Place to Work<sup>®</sup> for the 6th consecutive year!**

## SOCIAL HIGHLIGHTS:

### 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
- Employer-paid comprehensive, inclusive fertility healthcare and family-forming benefits
- Voluntary ancillary benefits

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

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



#### Paid Leave:

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

## SOCIAL HIGHLIGHTS:

### 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



### 401(k) and Roth 401(k)



## SOCIAL HIGHLIGHTS:

### Diversity & Inclusion Groups

Our Diversity & Inclusion Groups (“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.

2023 saw Uniti launch our 5th DIG, focused on Health & Wellness, and it has been a huge success. Our Health & Wellness DIG’s mission is to help facilitate a healthy, mindful workplace culture that encourages a deep focus on the wellbeing of Uniti employees.



### Uniti in the Community

Uniti in the Community is our corporate philanthropic program, focused on investing and giving back to the communities in which we live and work. The program is driven by employee requests, which are reviewed monthly by an internal committee, representing key groups across the company, and evaluated for approval.

**\$175K**

in total donations

(1.5% increase over 2022)

**32**

Organizations  
Supported

### Uniti in the Community + Women Empowered DIG

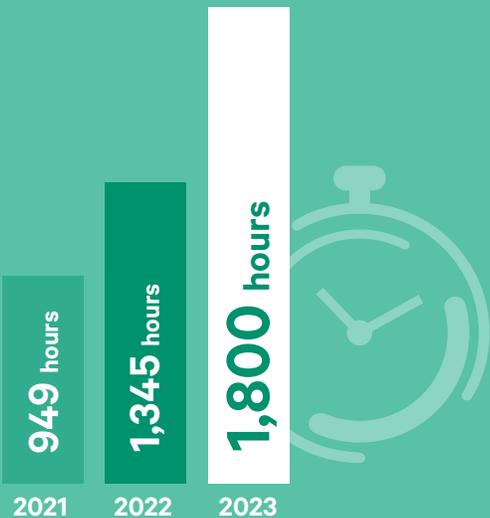
Uniti in the Community, in conjunction with Uniti’s Women Empowered DIG, sponsored the American Cancer Society’s “Making Strides Against Breast Cancer” walk. Over 40 Women Empowered DIG members volunteered to solicit local businesses for silent auction items, setup the event, participate in the walk, and to assist with event tear down.

## SOCIAL HIGHLIGHTS:

### Paid Volunteer Hours:

In addition to local giving, Uniti offers up to 24 hours of paid volunteer time off, per employee per year, as encouragement for employees to donate their time to causes they're passionate about.

**↑ 90%**  
Increase in paid volunteer hours  
(from 2021 - 2023)



ULead has been a huge success. It has been rewarding to see the growth and development of our 50 managers who have already completed the training program. They are dedicated to further developing their skills long after the program has ended. The commitment and support from the participants and their leaders is remarkable and will continue to make Uniti a great place to work for all.”

**Heather Fell**  
VP, Human Resources

### ULead Training

In 2023, Uniti launched ULead, a manager training program focused on the growth and development of our emerging leaders. ULead is a comprehensive training program to help prepare and support Uniti supervisors and managers as they navigate the responsibilities and challenges of managing a team. By investing in their professional development, we are equipping them with the knowledge, tools and confidence to successfully lead their teams to achieve Uniti’s goals and objectives, reduce turnover, and continue to enhance our valued culture.



### Serving Together

Not only do we value our communities, we like serving together! Uniti received the following accolades in 2023:

- Military Times - Best for Vets Employer
- Alabama National Guard Employer of the Year





## GOVERNANCE PLEDGE:

# Our Leaders

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.





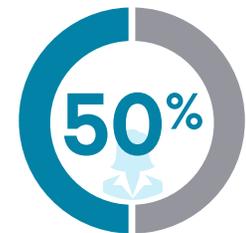
## Governance Overview

As part of our dedication to making positive governing contributions targeted to provide long-term value for all of our stakeholders, Uniti continued to strengthen our cybersecurity defenses in 2023. Notable efforts in 2023 included partnering with the national Cyber Security Infrastructure Agency to further harden our cyber defenses, commencement of efforts to certify our cyber and information security programs to the standards of International Standards Organization 27001, and enrolling all Uniti employees in annual cybersecurity training. The Audit Committee of our Board of Directors receives regular reports on such cybersecurity efforts from our executive team.



## Board Diversity

Uniti believes our Board of Directors is most effective when it embodies a diverse range of views, backgrounds and experience. We have two female Directors who represent 50% of our independent directors and chair 66% of our Board's Committees. We are proud to have Board Members, led by our independent Chairperson, Skip Frantz, representing a broad range of viewpoints, backgrounds and relevant expertise in a way that aligns with Uniti's long-term strategy.



**50%**  
of our independent directors are female

## GOVERNANCE HIGHLIGHTS:



Uniti has partnered with the national Cyber Security Infrastructure Agency (CISA) to strengthen Uniti's risk modeling and mitigation practices. As part of our partnership with CISA to further harden our cyber defenses, we are pursuing the United States Department of Defense's Cybersecurity Maturity Model Certification 2.0 Program to align with widely accepted National Institute of Standards and Technology standards."

**Austin Carr**

*Director, Cybersecurity*

## Cybersecurity

Uniti's Board of Directors, through our Audit Committee, oversees risks related to cybersecurity and data protection. Our Audit Committee, chaired by Carmen Perez-Carlton, regularly receives reports from management regarding those risks and countermeasures being undertaken or considered by Uniti.



2023 saw Uniti make strides toward certifying our cyber and information security programs to the standards of International Standard Organization (ISO) 27001 to promote a holistic approach to information security, vetting people, policies and technology. An ISO 27001 certification, expected in the first quarter of 2024, will confirm that our cyber and information security programs maintain best practices and principles to manage risks related to the security of data owned or handled by the company as part of a standardized system.

## Training

All Uniti employees are required to complete cybersecurity awareness training annually through our web-based learning management system, ULearn. The training course gives our employees the important information they need to identify common tactics that malicious hackers may employ in their attempts to gain access to our resources. Employees learn the early warning signs of a hacker's attack and the actions they should take to protect Uniti.

## Business Continuity

Uniti reaffirmed our commitments to the health and safety of our employees, protection of company assets, and minimization of potential impacts in the event an unplanned business disruption occurs, through the continued development and testing of our Business Continuity Plan. Uniti is on track to complete our Business Continuity Plan and begin annual testing of it in the third quarter of 2024.

2022

2023

2024



# Appendix A: GRI Content Index

Uniti has reported the information cited in this Global Reporting Initiative ("GRI") content index for the period from January 1, 2023 to December 31, 2023, with reference to the GRI Standards. (GRI 1 used: Foundation 2021)

General Disclosures	Disclosure Number	Disclosure Accounting Metric	Disclosure/Location
<b>General Disclosures</b>			
GRI 2: General Disclosures 2021	2-1	Organizational Details	Letter from our CEO, p. 3; About Our Report, pp4-5; 2101 Riverfront Drive, Suite A, Little Rock, Arkansas 72202
	2-2	Entities Included in the organization's sustainability reporting	About Our Report, pp4-5; Exhibit [21.1] to Form 10-K for the year ended December 31, 2023
	2-3	Reporting period, frequency and contact point	Both financial and sustainability reporting are on an annual basis; this report was published April 11, 2024; contact point: ESG@Uniti.com, 501-850-0820contact point: ESG@Uniti.com, 501-850-0820
	2-4	Restatements of information	None
	2-5	External assurance	This report has not been externally assured
	2-6	Activities, value chain and other business relationships	Company Profile & Dashboard, p6; Form 10-K for the year ended December 31, 2023
	2-7	Employees	All publicly available data regarding employees is in Unti Fiber LLC's 2023 FCC Form 395 and our Form 10-K for the year ended December 31, 2023
	2-8	Workers who are not employees	All publicly available data regarding employees is in Unti Fiber LLC's 2023 FCC Form 395 and our Form 10-K for the year ended December 31, 2023
	2-9	Governance structure and composition	2024 Proxy Statement: Board and Board Committee Matters
	2-10	Nomination and selection of the highest governance body	2024 Proxy Statement: Board and Board Committee Matters
	2-11	Chair of the highest governance body	The Chair of the Board is not a senior executive
	2-12	Role of the highest governance body in overseeing the management of impacts	Appendix B, p.25
	2-13	Delegation of responsibility for managing impacts	Appendix B, p.25
	2-14	Role of highest governing body in sustainability reporting	Appendix B, p.25
	2-15	Conflicts of interest	Governance Pledge, p.17; Code of Business Conduct and Ethics and Whistleblower Policy, available on our website at: <a href="https://uniti.com/corporate-responsibility/">https://uniti.com/corporate-responsibility/</a>

## Appendix A: GRI Content Index

GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	Appendix B, p.25; no critical concerns were communicated to the Board in 2023
	2-17	Collective knowledge of the highest governing body	Appendix B, p.28
	2-18	Evaluation of the performance of the highest governing body	Under evaluation
	2-19	Remuneration policies	2024 Proxy Statement: Director Compensation and Executive Compensation
	2-20	Process to determine remuneration	2024 Proxy Statement: Director Compensation and Executive Compensation
	2-21	Annual total compensation ratio	2024 Proxy Statement: Director Compensation and Executive Compensation
	2-22	Statement on sustainable development strategy	Letter from our CEO, p.3
	2-23	Policy commitments	Our policy commitments inform all of our decisions and are communicated to relevant parties through our annual employee handbook, policies (approved at the Executive level or higher), and annual ESG report; Policy commitments are available on our website at: <a href="https://uniti.com/corporate-responsibility/">https://uniti.com/corporate-responsibility/</a>
	2-24	Embedding policy commitments	Appendix B, p.25; Policy commitments are available on our website at: <a href="https://uniti.com/corporate-responsibility/">https://uniti.com/corporate-responsibility/</a>
	2-25	Process to remediate negative impacts	Appendix B, p.25; Policy commitments are available on our website at: <a href="https://uniti.com/corporate-responsibility/">https://uniti.com/corporate-responsibility/</a>
	2-26	Mechanisms for seeking advice and raising concerns	Individuals are encouraged to seek advice from the members of the ESG division, which is comprised of employees from across the organization; see our Code of Business Conduct and Ethics and Whistleblower Policy available on our website at: <a href="https://uniti.com/corporate-responsibility/">https://uniti.com/corporate-responsibility/</a>
	2-27	Compliance with laws and regulations	We did not incur any material fines or non-monetary sanctions for non-compliance with laws or regulations in the social and economic area
	2-28	Membership associations	Memberships include but are not limited to: National Association of Real Estate Investment Trusts (Nareit); INCOMPAS (the internet and competitive networks association)
	2-29	Approach to stakeholder engagement	Our Approach to Stakeholder Management, p.15 of our 2021 ESG Report
2-30	Collective bargaining agreements	None	

## Appendix A: GRI Content Index

		<b>Material Topics</b>	
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Our Materiality Assessment, pp.9-15 of our 2021 Report
	3-2	List of material topics	No changes from our 2021 ESG Report. We are evaluating whether changes may be necessary in the future
		<b>Economic Performance</b>	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Form 10-K for the year ended December 31, 2023
	201-2	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; Form 10-K for the year ended December 31, 2023
	201-3	Defined benefit plan obligations and other retirement plans	Uniti offers a defined contribution plan in the form of a 401(k) as shown on p.14; approximately 73% of our employees participate in our 401(k) plan
	201-4	Financial assistance received from government	Immaterial
		<b>Energy</b>	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Environmental Highlights pp.9-10; Uniti's 271 vehicles consumed 265,094 gallons (34.93 Terajoules) of gasoline. Uniti's equipment consumed 9,723 gallons (1.42 Terajoules) of diesel; Samsara Fleet Maintenance software; <a href="https://www.convertunits.com">https://www.convertunits.com</a>
	302-2	Energy consumption outside of the organization	Environmental Highlights p.9; Uniti purchased of 11,124,786 kWh (40.05 Terajoules) of electricity; The majority of Uniti's scope 2 electricity purchases are in the United States Environmental Protection Agency's (EPA) SRMV (SERV Mississippi Valley) eGRID Subregion. In this Subregion, per the EPA's Power Profiler tool ( <a href="https://www.epa.gov/egrid/power-profiler/#/">https://www.epa.gov/egrid/power-profiler/#/</a> ), 2.9% of energy comes from renewable sources
	302-3	Energy intensity	Environmental Highlights p.9; Uniti purchased 11,124,786 kWh in 2023; Uniti revenue was \$1,149,831,000; 2023 energy intensity (kWh), per \$100,000 of revenue, is 967.51
	302-4	Reduction of energy consumption	Environmental Highlights pp.8-10
	302-5	Reductions in energy requirements of products and services	Under evaluation

## Appendix A: GRI Content Index

Emissions			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Environmental Highlights p.9
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental Highlights p.9
	305-4	GHG emissions intensity	Environmental Highlights p.9; Scope 1 and Scope 2 energy use resulted in 4,663.8 metric tons of CO <sub>2</sub> ; 2023 Uniti revenue was \$1,149,831,000; 2023 GHG emissions intensity (metric tons of CO <sub>2</sub> ), per \$100 million of revenue, is 405.61
	305-5	Reduction of GHG emissions	Under evaluation
Waste			
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Our offices participate in various waste management initiatives, such as recycling paper, plastic and aluminum and digitalizing operations to reduce paper consumption
	306-2	Management of significant waste-related impacts	Under evaluation
	306-3	Waste generated	Under evaluation
	306-4	Waste diverted from disposal	Under evaluation
	306-5	Waste directed to disposal	Under evaluation
Employment			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	All publicly available data regarding employees is in Uniti Fiber LLC's 2023 FCC Form 395 and our Form 10-K for the year ended December 31, 2023
	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. 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

## Appendix A: GRI Content Index

<b>Occupational Health and Safety</b>			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	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
<b>Diversity and Equal Opportunity</b>			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	2024 Proxy Statement: Board Size and Diversity; All publicly available data regarding employees is in Unti Fiber LLC's 2023 FCC Form 395 and our Form 10-K for the year ended December 31, 2023
	405-2	Ratio of basic salary and remuneration of women to men	All publicly available data regarding employees is in Unti Fiber LLC's 2023 FCC Form 395 and our Form 10-K for the year ended December 31, 2023
<b>Non-Discrimination</b>			
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Under evaluation
<b>Customer Privacy</b>			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	All publicly available data regarding customer privacy may be found in our SEC filings

## Appendix B: TCFD Index

This index contains disclosures in accordance with the Task Force on Climate-Related Financial Disclosures (“TCFD”). The TCFD fulfilled its remit and disbanded October 12, 2023. 2023 marks Uniti’s final TCFD disclosure as we transition to alternate standards in the coming years. All data is as of or for the year ended December 31, 2023, 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 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 2023 Form 10-Q filings as well as in the Form 10-K for the year ended December 31, 2023. 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 environmental, social and governance 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 Policy which reflects 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 General Counsel, who leads our Environmental Social Governance (“ESG”) Division. Our ESG Division includes leadership representation from all regions, including key senior leaders, and meets frequently, but not less than monthly. The ESG Division is charged with extending and embedding our Planet, People, and Principle centered approach throughout our core operations.</p>
<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 ESG Division, are responsible for management of specific ESG related matters.</p> <p>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 Index

## 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.

Our 2021 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

**Overall Risk Level**

**MEDIUM**

**Risk Mitigation**

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

**Overall Risk Level**

**HIGH**

**Risk Mitigation**

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

**Overall Risk Level**

**MEDIUM**

**Risk Mitigation**

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

**Overall Risk Level**

**MED - HIGH**

**Risk Mitigation**

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.

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

# Appendix B: TCFD Index

	 Water Stress	<b>Overall Risk Level</b> <span style="background-color: #4CAF50; color: white; padding: 2px 5px; font-weight: bold;">MEDIUM</span>	<b>Risk Mitigation</b> 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.
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<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. 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>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. 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 strategy. Notably, Uniti continually seeks to invest in areas that would improve the 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>Presently, Uniti believes the impact of extreme weather events on our business will be minimal, in part, due to the Triple Net Lease status of our leading customers.</p>		
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<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 Index

<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 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 TCFD-aligned Materiality Assessment, opportunities are identified and assessed through our ESG Division, which extends and embeds our Planet, People, and Principle centered approach throughout our core operations. The ESG Division investigates and implements sustainability related projects, tasks, and efforts. The ESG Division meets not less than monthly to regularly assess 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>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>
<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>

## Appendix B: TCFD Index

<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>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>Disclose scope 1, scope 2, and if appropriate, scope 3 Greenhouse Gas (GHG) emissions, and the related risks.</p>	<p>See p.9 for our base year Scope 1 and 2 disclosures.</p> <p>Discussion of the related risks are described within the preceding 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.</p> <p>See Our Planet, starting on page 7, for additional information about Uniti's progress in this area.</p>

## Appendix C: SASB Index

We have included the below Sustainability Accounting Standards Board ("SASB") 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 business 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, 2023, unless otherwise noted.

Activity Metrics		
Activity Metric		
Number of Broadband Subscribers <sup>1</sup>	TC-TL-000C	Total Customer Connections: 28,599 See also, form 10-K for the year ended December 31, 2023, p. 7
Network Traffic <sup>2</sup>	TC-TL-000D	Approximately 578.7 Petabytes

Other Indicators			
Topic			
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	Uniti discloses all material legal proceedings in our SEC filings.
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected.	TC-TL-230a.1	All publicly available data regarding this topic may be found in our SEC filings.
	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 monthly averages transferred by Uniti's Public IP Backbone to our Transit and Internet Exchange interfaces from January 1, 2023 through December 31, 2023.

## Appendix C: SASB Index

Competitive Behavior & Open Internet	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-TL-520a.1	Uniti discloses all material legal proceedings in our SEC filings.
	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	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. 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. Uniti's Network Engineering and IT departments work continuously to keep all software and hardware upgraded to the latest revisions. In the event of a catastrophic event, Uniti has the ability to stand up an Emergency Operations Center ("EOC"). 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. 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.