



2020 ESG Report

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Letter from CEO

Since Uniti's formation in 2015 as the first U.S. REIT focused on acquiring and leasing critical communications infrastructure, our company's reputation for integrity, responsibility, and transparency has been the cornerstone of our operations.

Over the past several years, we have grown the company substantially through hiring hundreds of employees, creating a diverse and team-oriented workforce, deploying over \$2 billion of capital on numerous value accretive transactions, and building and acquiring critical fiber assets, resulting in Uniti owning 123,000 route miles and 6.9 million strand miles of mission critical fiber throughout the United States.

The last year has seen many changes and challenges. The COVID-19 pandemic spread quickly around the globe. Social movements and political unrest challenged the world. We have seen many changes in how people connect to the internet for work and school, while at the same time, new technologies have evolved and emerged, such as telemedicine and the advanced rollout of 5G services, resulting in increased demand for faster speeds and reliable, stable internet connections. Through it all, we have held firm in our belief that unity is essential to our mission.

We value the opportunity and responsibility Uniti has 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. We know maintaining that connection means more than simply keeping the lights on. Uniti will use the backdrop of the events that transpired in 2020 to fuel development for thoughtful and intentional dialogue with our stakeholders regarding our role in addressing social and environmental concerns and we will continue to build accountability into our internal processes, policies, and goals.

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

While Uniti has made significant investments to establish these policies and practices aimed at promoting effective corporate governance and transparency, our work is not done. Throughout this report, we note some of our focus areas we intend to improve upon as we expand our ability to provide responsive oversight and disclosures to the public. Going forward, Uniti will deliver annual updates on the progress we have made.

We fully intend to live up to our name and we hope that this inaugural report demonstrates how committed we are in this undertaking.



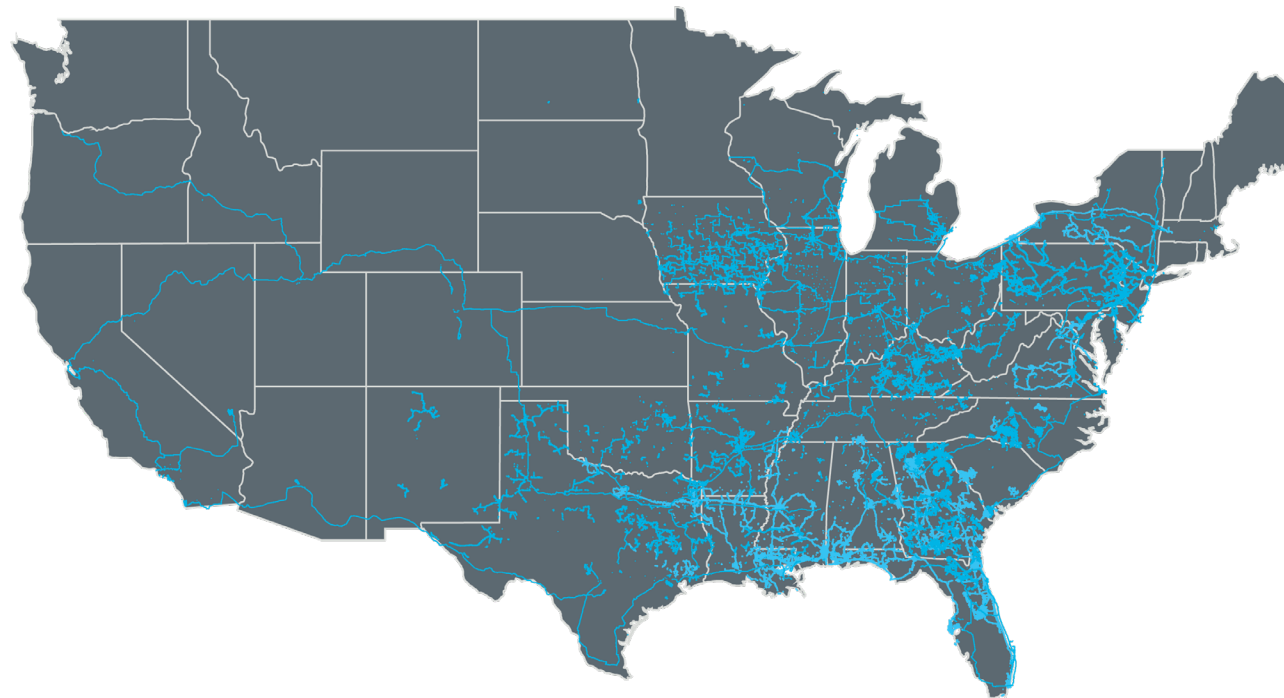
Kenny Gunderman



“I am pleased to release our inaugural Environmental, Social and Governance (ESG) Report, demonstrating Uniti’s commitment to operating its businesses in a sustainable and responsible manner, while at the same time continuing to grow each one of those businesses and realizing significant value for our stockholders, customers, and communities.”

Corporate Profile

Since its formation in 2015 as the first U.S. REIT focused on acquiring and leasing communications distribution systems, Uniti (NASDAQ: UNIT) has grown substantially. Over the past several years the company has hired hundreds of employees, engaged in numerous transactions, and currently owns millions of strand miles of fiber, hundreds of communications towers and other communications assets throughout the U.S. In an industry that is famously capital intensive, Uniti collaborates with operators to develop assets and simultaneously relieves them of the burden of raising investment capital. However, unlike a private equity or venture fund, Uniti does not take an ownership interest in or exercise control over operations. Rather, operators gain access to a vast reserve of capital along with the freedom to use it in ways that best suit their strategic objectives. Uniti's unique REIT structure provides the vital connection between investors and operators of capital and unlocks the value of the network for the benefit of both parties.



Uniti, as a S&P SmallCap 600 Company and the first diversified communication infrastructure REIT, is dedicated to forging partnerships, igniting ideas, and pursuing strategies that advance not only our network, but also the communities it serves.



~800
employees

~2,300
small cell locations
(installed or
in backlog)

~6.9M
fiber strand
miles

~123K
fiber route
miles

\$2.8B
market
capitalization

\$1.1B
annual
revenue

~26,000
customer
connections

\$7.7B
enterprise
value

Uniti and Unity

In the 25 years since the passing of the Telecommunications Act of 1996, the communications marketplace has fundamentally transformed. Services have aggressively evolved; demand for data and bandwidth have skyrocketed; and internet connectivity has morphed from a luxury into an absolute necessity. But innovation alone does not produce unity. In our view, unity is developed through connection, collaboration, and respect—all of which are tenets at the core of Uniti's business. By investing in our people, collaborating with our customers, and respecting our communities and environment, Uniti promotes unity every day. Our network and portfolio of services unite families, businesses, and communities. We collaborate with our customers to seamlessly integrate distant locations, empower consumers to access more and more advanced communications, connect schools and libraries to power next-generation education and enable online healthcare and telemedicine to promote the wellbeing of thousands of patients. These efforts, we believe, promote connection, collaboration, and respect and ultimately lead to greater local, community and national unity.



Connection

Unity requires connection, and connection is at the heart of Uniti's mission. With over 26,000 customer connections and growing, connection is at the forefront of our mission. We work every day to enable our customers to seamlessly connect their distant business locations through our state-of-the-art fiber network. We also provide the backbone network for the nation's wireless carriers to allow their mobile customers to connect to their friends and families. We provide services to hundreds of schools and libraries across our network footprint

to enable students in rural and remote areas to connect to greater educational resources. We also provide connectivity to numerous rural healthcare facilities, bringing doctors and patients together like never before.

We also enable connection through the integration of new technologies, which enable our customers to provide more and more advanced services. 5G, for example, will revolutionize the way that Americans connect, and Uniti's network and services are at the heart of that revolution.

Collaboration

Unity requires parties to work together. Uniti isn't just a service provider, we're a network provider. With over 6.9 million fiber strand miles in our portfolio, we work with hundreds of other carriers across the country to help them create the network connections they need to drive their businesses and connect their own communities. We have invested billions of dollars into network infrastructure across the country that enables our business and carrier customers to expand their reach, and we collaborate every day with those customers to establish solutions to enable them to seamlessly expand and manage their own networks and services. We also partner with our vendors and contractors to ensure that our activities are as minimally impactful to the environment as possible. And we work cooperatively with the communities we serve to ensure that local consumers enjoy the best communications experience possible in a manner that is nondiscriminatory, fair, and equitable.

Fundamentally, Uniti is in the business of investing capital into networks to ensure our customers have the ingredients they need to make their own networks "work."

Respect

Fundamentally, unity is based on respect. Uniti's business is fueled by respect: respect for our customers; respect for our employees and stakeholders; respect for our communities; and respect for our environment. Foremost, we put our customers first and we devote massive amounts of resources to keeping our customers happy. In times of emergency, we are thoroughly dedicated



to putting things right when things go wrong. We respect our customers, the businesses that they run, and the end users that rely on the networks we operate. We pride ourselves on collaborating with our customers to meet their needs, to treat them fairly and to uphold the highest ethical standards in our business practices. We respect our employees by ensuring that our workforce enjoys comprehensive benefits, equal opportunity, training, and the ability for personal and professional advancement. We respect our shareholders by ensuring that we run our business as efficiently and effectively as possible and through transparent and ethical governance. Finally, we respect our environment by ensuring that our business practices from top to bottom comport with best practices and a priority to protect our natural resources. We work hard to ensure that the products, methods, and services we use are as environmentally sensitive as possible.

In our view, unity is generated through connection, collaboration, and respect. And unity is supported by Uniti.

ESG Overview: Connecting to a better world

Uniti's success has always been integrally intertwined with our reputation for responsibility and transparency. As our operation and fiber footprints expand however, so too does our commitment to equitably serve our stockholders, our communities and our industry.

Our Corporate Social Responsibility Division

In early 2019, Uniti launched an internal Corporate Social Responsibility (CSR) division led by Associate General Counsel reporting directly to Uniti's Executive Vice President and General Counsel (GC). Throughout 2019 the CSR division gathered information from external sources to identify potential sustainability topics, including a variety of global reporting standards, guidelines from industry associations, such as the National Association of Real Estate Investment Trusts (Nareit), and criteria from indices and ranking agencies. Through the coordinated efforts with the GC, the rest of Uniti's executive management team (EMT) and Board of Directors (Board), Uniti explored sustainability perspectives of key internal and external stakeholders, including investors, employees, and sustainability rating agencies, to assess existing sustainability practices and disclosures as well as to identify and better understand sustainability risks and opportunities for our company.

The assessment conducted by the CSR division led to the implementation of new practices and procedures that Uniti is excited to share in this

report. Its work also included the creation, review and ultimate adoption of key new policies relating to various environmental, social, and governance matters, including a [Statement of Environment, Social and Governance Policy](#), a [Human Rights Policy](#), and an [Environmental Policy](#). In addition, the assessment led to Uniti's endorsement of the United Nations Principles of Responsible Investment as well as its 64/292 and 70/169 Resolutions regarding rights to water and sanitation and safe drinking water and sanitation, respectively.

ESG Management and Oversight

These efforts, while successful and well received, only mark the beginning of Uniti's commitment to expand its tracking, reporting, and improvement of ESG related matters throughout its operational footprint.

The CSR division is supported by Uniti's oversight and management structure. The Governance Committee of the Board oversees Uniti's ESG and sustainability strategy, initiatives, and policies and manage areas of potential risk and opportunities for the company through direct collaboration with the Board, the EMT, and the CSR division.



UNITI'S CORPORATE RESPONSIBILITY MISSION STATEMENT:

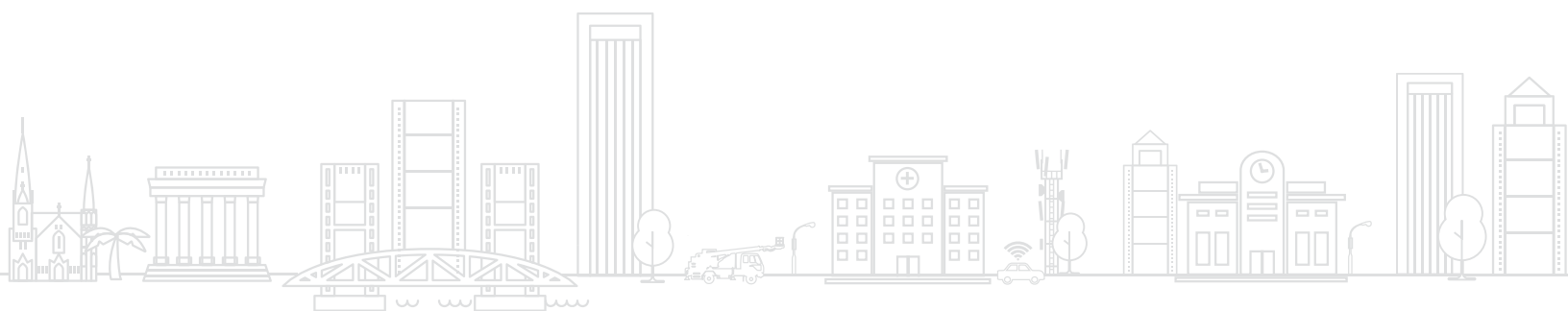
“To engage in the acquisition and construction of mission critical communications infrastructure assets through effective, strategic and responsible business governance, and in a manner that supports and enhances our communities and environment.”

Our Chief Financial Officer is responsible for financial matters and our GC oversees social, environmental, and governance matters for the company. These officers are appointed by the Board and report to the Chief Executive Officer and the Board. Various other senior officers, including those in the CSR division, manage, and report specific ESG related matters to the EMT.

Uniti understands that adding value is more than just increasing the bottom line; adding value is merely a component of our mission to provide industry leading services for customers and substantial returns for our stockholders. We believe that ultimately, Uniti's value must include dedication of resources address and advance

issues and concerns related to ESG priorities while also expanding our transparency on progress in these areas.

Like Uniti, our ESG playbook is ever changing. We are however, dedicated to sharing this journey with our stakeholders. The 2020 ESG Report – the first of its kind for Uniti – is a milestone in our journey and we will use it as a guidepost to facilitate an effective and responsive CSR reporting segment within Uniti. We are proud of this report, but it is merely a starting point. As with every element of Uniti's business, we will strive to continually improve, constantly adjust, and most importantly, hold ourselves to the highest ethical standards.



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 governing contributions
- maintaining skilled and diverse leadership
- instituting and enforcing transparent company policies and practices

Uniti understands that adding value is more than just increasing the bottom line.



Environmental: Our Standards & Objectives



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.

Focusing on Operational and Climate Resilience:

Uniti is committed to environmental stewardship and to mitigating our potential impact on the environment. As a REIT with a business unit dedicated to providing scalable and affordable infrastructure solutions, Uniti is in a unique position to hold itself and its vendors to high standards. Uniti operates in compliance with all relevant environmental law and regulations and integrates the consideration of environmental concerns and impacts into our decision making and activities. Uniti supports the United Nation's Principles for Responsible Investment (Principles) and

work collaboratively with others to enhance our effectiveness in implementing the Principles. [Our Environmental Policy](#) outlines our commitment to incorporate environmental issues and concerns into all investment analysis and decision-making processes. This includes weighing environmental factors during our annual budgeting process and collaborating with partners to identify and understand their environmental practices and policies. We do this, in part, by requiring certain environmental disclosures and information as a routine component of our transactional diligence

process and by including environmental compliance and certification requirements in all our final transactional documents. In addition, our EMT and Board are considering how to best incorporate environmental impact as a weighted factor in the consideration and approval of capital expenditure investment planning.

Resource Conservation and Consumption

We routinely advise and co-operate with customers, vendors, targets, and other interested parties to achieve environmentally friendly outcomes that uphold the Principles. Throughout 2019 and 2020, we implemented policies and practices that would enable us to better monitor and actively manage our resource consumption, including water, fuel, and electricity. Our [Vendor Code of Conduct](#) not only requires our vendors to comply with all applicable

environmental laws and regulations, but it also urges them to take practical steps to monitor and manage their energy consumption and water stewardship as well as to take all practical steps to reduce or eliminate pollutants.

Moving forward, we intend to develop and implement additional policies and practices targeted to reduce our consumption of vital resources. Uniti has and will continue to explore means to track and manage our use of resources, including potentially using an environmental management system and utility data aggregation software to assist in the consistent review, evaluation, and improvement our environmental performance. In addition, our Uniti Fiber business and operational teams are focused on identifying energy and water conservation opportunities to ensure we operate at peak levels of efficiency.


UNITI FOCUS:
Beginning in 2021, our driver training program will incorporate environmentally friendly driving instructions and practices.





Waste and Recycling


We believe that even the smallest efforts can make a world of difference. The efficient use and management of materials and waste mitigates our potential impact on the environment and can also decrease our operational costs. We have implemented recycling initiatives across most of our offices and continue to reduce the volume of materials we send to landfills. Our offices also participate in waste management initiatives, such as sorting recyclable materials and digitalizing

operations to reduce paper consumption. Our warehouses proudly recycle 99% of transportation materials and further reduce waste by recycling all electronic equipment. In 2020 alone, we prevented approximately 5,350 pounds of electronic waste from entering landfills. Additionally, all maintenance on our fleet of over 350 vehicles is performed only by EPA-Certified vendors who adhere to all necessary precautions to protect our communities water supply from harmful chemicals. We minimize our carbon footprint by:

 **Using digital platforms and services for document review and approval**

 **Reducing travel needs with video conferences and webcasts**

 **Promoting in-office shredding and recycling**

 **Reducing plastic waste by eliminating bottled water in our office locations**

 **Implementing or using energy efficient lighting solutions**

Managing and Safeguarding our Stakeholders

Vendor Engagement & Priorities

Because we expect our vendors to act with integrity and to demonstrate commitments to legal, ethical, safe, fair, and environmentally responsible business practices, ESG related screening and monitoring has become an area of opportunity for Uniti. In 2020, Uniti published our first [Vendor Code of Conduct](#) and ensured it would be applicable to the affiliates, subsidiaries, employees, agents, suppliers, subcontractors or other representatives, of all entities that provide goods or services to us or on our behalf.

Our [Vendor Code of Conduct](#) sets forth the business ethic, labor and employment and environmental standards we insist our vendors adhere to, both in their own practices and across their supply chain, while conducting business with us or on our behalf.

We continually assess our vendor list and use our influence to push industry standards forward. Following an internal power ranking of such vendors in 2018, Uniti Fiber eliminated over 100 high energy consuming routers from our managed network and added power consumption metrics as a top priority for assessing all new equipment. These efforts have proven successful and in certain areas Uniti Fiber has been able to produce a power savings of nearly 80% when compared to pre-2017 energy usage.



OUR OFFICES AT A GLANCE

	 Paper Shredding & Recycling Program	 LED Lighting Initiatives	 Sortable Recycling Receptacles
Little Rock, AR (Corporate Headquarters)	✓	✓	✓
Mobile, AL	✓	✓	
St. Petersburg, FL	✓		
Metairie, LA	✓		
Wetumpka, AL	✓		✓

We will continue efforts to introduce all energy and waste saving initiatives at all office locations.

80%
power savings
when compared to pre-2017 usage

Customer Experience & Privacy

As Uniti helps build an increasingly connected and accessible digital world, the trust our customers place in us to help them thrive in this environment

In Q4 2020, our security tools blocked over 5.2 million malicious emails.

continues to grow. This trust is a paramount driver for our work and we prioritize addressing the risks that come with operating in an “always-on, always there” society, including those related to privacy and data security. Our [Data Protection Policy](#) provides additional information on our security and data protection protocols.

Cybersecurity Approach

Cybersecurity is a top priority for Uniti and we work diligently to protect our network, systems, and data.

To more effectively address the cybersecurity threats posed today, Uniti has a dedicated security staff augmented by partnerships with industry leading security experts. The team is responsible for leading enterprise-wide information security strategy, policy, standards, and processes. Our team is continuously building and improving a comprehensive information security program with the goals of increasing cybersecurity threat awareness and fostering a corporate culture of security-minded users.

Information Security Program

Uniti’s comprehensive information security program must ensure the core concepts of confidentiality, integrity, and availability are supported by adequate security controls to mitigate or reduce the risks of data loss, disruption, or corruption. We use a multi-layered approach involving administrative, technical, and physical controls. This includes (among other aspects) vulnerability management, antivirus and malware protection, access control, email and phishing security, and employee awareness. Uniti’s information security program is governed by a set of policies and standards based on accepted industry best practices. These policies set forth our commitment to information security and define the practices and procedures that are to be followed by all employees, helping protect information resources and information systems from unauthorized access, leakage, falsification, loss, destruction or other security risks. We routinely review and revise these policies and standards to address changes in the risk landscape, threats, and the regulatory environment.



Risk Assessments

Our security controls are continuously evaluated by performing risk assessments throughout the year. These assessments – designed for continuous improvement of the information security program’s effectiveness – consist of social engineering, vulnerability scanning, and penetration testing conducted by our information security team and third-party industry experts.

Employee Training

Each employee plays a critical role in protecting Uniti’s most sensitive information. To increase employee awareness of information security threats, we require all personnel to complete various training exercises that help them easily identify security

threats and malicious activity. These exercises include online video training, authorized internal phishing campaigns, and security newsletters with advice on security best practices and updates on the current threat landscape.

Strengthening Measures

Uniti is committed to safeguarding the trust of its customers, employees, and business partners. We recognize that potential cybersecurity threats will continue to grow. Our approach is to remain proactive and continually evolve our information security program. We continuously seek opportunities to improve practices, implement stronger controls, and provide more robust security against new threats, all to protect the confidentiality, integrity, and availability of the data entrusted to our care.



Zero Trust Network Access (ZTNA)

ZTNA is a set of technologies that operates on an adaptive trust model, where trust is never implicit, and access is granted on a “need-to-know”, least-privileged basis defined by granular policies. ZTNA gives users seamless and secure connectivity to private applications without ever placing them on the network or exposing applications to the internet

Endpoint Detection & Response (EDR)

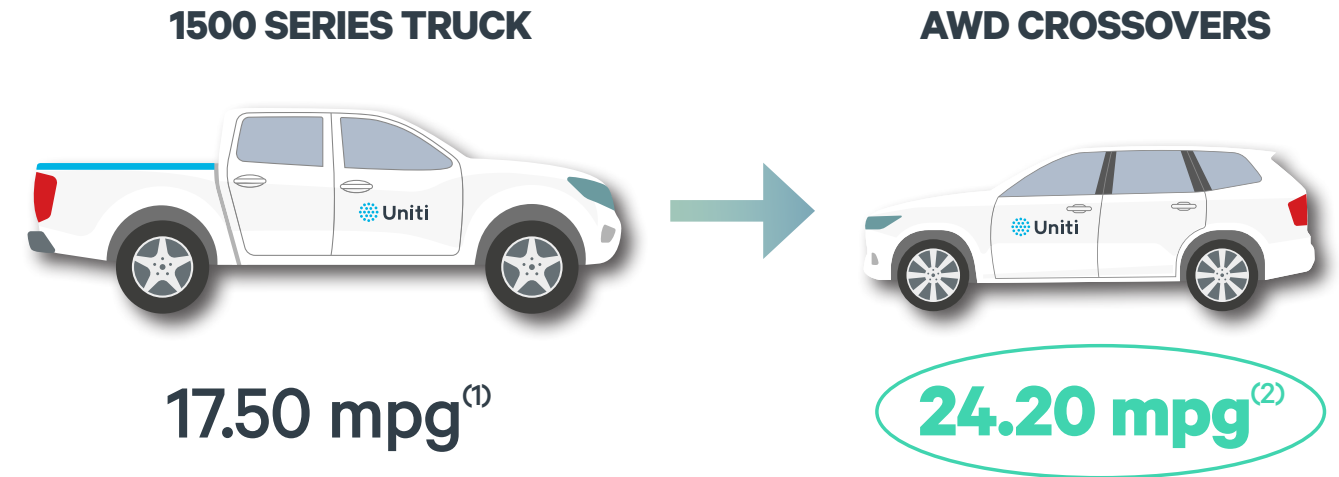
EDR is next-generation antivirus that blocks known malware and uses artificial intelligence to detect abnormal behavior. EDR also provides the capability to automate the response by stopping any malicious actions and removing malicious files from the device

UNITI FOCUS:
In 2021, Uniti will deploy ZTNA and EDR solutions company wide.

SPOTLIGHT ON: Fleet Management

Uniti Fiber performed an environmental audit of its entire fleet to optimize efficiency while providing quality service and response to customers. This audit determined that our fuel usage could be substantially reduced through changes in fleet management priorities including preference for 6 cylinder and eco-diesel engines and SUVs with greater fuel economy. In our current fleet, all large utility trucks are “CA Certified Clean Idle” emissions rated, and all utility construction trucks, and equipment are TIER 4 emissions rated. Uniti Fiber reduced the need for six of its power heavy trucks and splicing trailers through the deployment of Mercedes-Benz Sprinter Vans. This new splicing platform increased our fleet’s fuel efficiency and reduced our team’s reliance on external generators. Moving forward, we will expand these benefits by replacing less-efficient vehicles with either Mercedes-Benz Sprinter Vans or other better performing options.

UNITI FOCUS:
Our entire fleet of 1500 series trucks are targeted to be replaced with significantly more fuel-efficient vehicles by 2030.



Predicted to Reduce:

- ✓ Gallons Used
- ✓ Average MPG
- ✓ Average Idle Time
- ✓ Average Idle Cost per month
- ✓ Tire Replacement and Scrap
- ✓ Damage to Transportation Infrastructure



SNAPSHOT OF OUR CURRENT FLEET:

32 Small Trucks	14 AWD Crossovers	18 Cars	10 Bucket Trucks	27 Vans
5 Diesel Mercedes-Benz Sprinters	151 1500 Series Trucks	41 2500 Series Trucks	34 3500 Series Trucks	22 Heavy Duty Trucks

(1) via U.S. Department of Energy, Average Fuel Economy by Major Vehicle Category, last updated February 2020
(2) Id. AWD Crossover vehicles categorized as cars under wheelbase standards

Preparing and Responding to Disaster

Storm Response

The increasing dependence on connectivity for safety and information underscores the importance of a resilient network and support team that can plan for and maintain operations during extreme weather events. Uniti's fiber network, operations, processes, and teams are all designed with the

“Our goal is to repair the network safely and effectively without negatively impacting the tempo of normal operations. It requires an “all hands-on deck” approach in our emergency operations center including coordination between logistic, operations, engineering, OSP/ISP, GIS, and finance teams. We’ve learned on the job and have developed highly detailed processes that allow Uniti Fiber to assess, move and communicate both internally and in conjunction with state level emergency management agencies and officials.”

– Eric Daniels, SVP - Uniti Fiber Network



highest degree of resiliency and agility in order to consistently provide reliable, high quality connectivity.

This structure is even more critical in disaster scenarios – whether manmade or caused by Mother Nature – in order to meet the need for essential communications for our customers, partners, employees and communities. It is imperative that our customers are able to quickly resume business activity, that our communities can connect to the services they need and that government agencies and first responders are able to access vital information in real-time. In the aftermath of hurricanes, tornados, floods or other disaster.

During any catastrophic weather event, our primary concern is for the safety of all impacted individuals – employees, customers and the citizens of the communities we serve – with the overarching goal of safely and efficiently resolving any service-impacting issues and maintaining or restoring connectivity. To achieve this, we have instituted rigorous advance storm preparation and activation protocols that incorporate solid risk management practices, business continuity planning, and incident

management. These plans are continuously reviewed to enhance or improve business processes.

Preparedness is foundational in successful execution of any plan, but even more in the instance of an approaching hurricane. Once Uniti has notice of a potential market-impacting storm, we engage our Emergency Operations Center (EOC) to initiate assessment activities.

To ensure network integrity and operation, we use a highly advanced, real-time geographic information system system that is integrated with our Network Operations Center (NOC) alarm and monitoring systems. As outages begin, the NOC creates trouble-tickets, which are uploaded into our GIS dashboards via real-time scripting. This offers visibility into specific outage locations, types of customers impacted, and where our restoration crews are working relative to the service issue. Once a customer site is restored, the next update

(every five minutes) removes the indicator from the outage dashboard.

Throughout the duration of the event, our EOC is in communication with the local Emergency Management Agency (EMA), constantly realigning our resources to better serve their needs as well as to ensure our efforts are not in conflict with those of other local restoration entities.

Operating out of our EOC, coordinating with local governments and contractors as necessary, we then begin deploying our experts along with mobile generators, fuel, equipment, and

**EOC deployed
8 times**
during the 2020 storm season



other resources to begin ground-level crisis management. When engaging local teams to move into impacted areas, we use a sectored approach, with the priority driven by the EOC, as determined by external factors including local EMA guidance, physical barriers, potential for further damage and more.

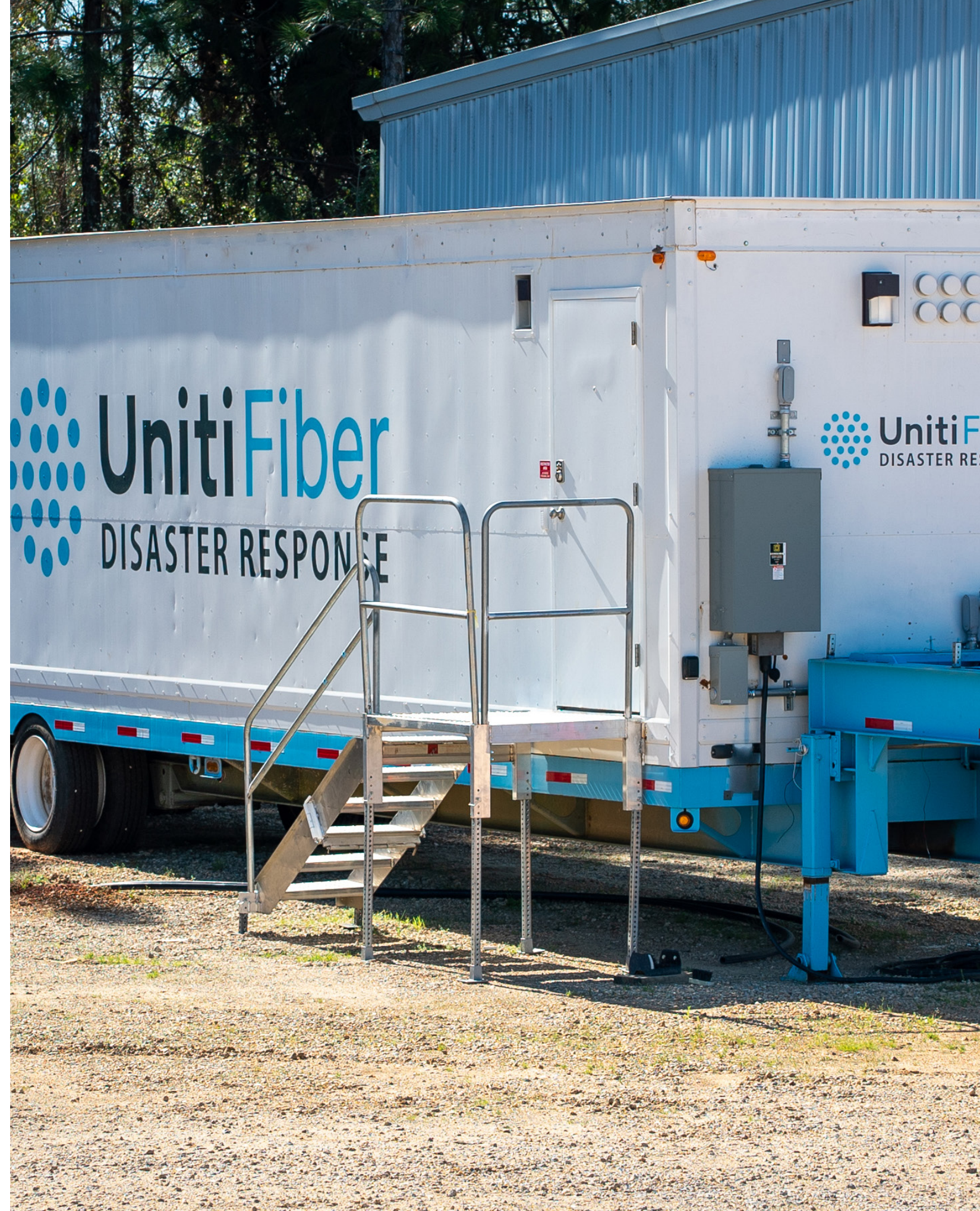
During the post-landfall period, we implement mandatory team check-ins with intervals established by the EOC director, based on severity of the damage. Our teams use a variety of tools in the field to relay issues, obstacles, or remediation to the EOC.

Meet our Joint Operations Center

Our Joint Operations Center (JOC) is a fully mobile, fully functional network operations command center that can be positioned anywhere in our footprint to restore connectivity after natural disasters. JOC was born from the upcycle of an unused point of presence (PoP) trailer.



- Original PoP trailer was fully gutted and then equipped with our most cutting-edge technology
- Provides a central location for both virtual and human assessment teams to survey damage and restore the network
- Instrumental to restoration efforts following Hurricane Sally's hit on Alabama's gulf coast in September 2020
- JOC can be used as a place of rest for city officials and first responders and offers complimentary public WiFi during disaster recovery



Social: Our People & Communities



OUR SOCIAL PLEDGE:

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.

Prioritizing Health, Wellness, and Safety:

Employees First

Our employees are our most important resources and their success ultimately creates our own. That's why we fuel their success by offering career growth, recognition, and appreciation programs, fulfilling work relationships, empowerment, mentoring, training, and development opportunities. We value the financial, physical, and emotional health of our employees. Therefore, among other benefits, we provide our employees with competitive salaries, health benefits, investment opportunities, paid time off options and even a generous paid volunteer program.

We believe we have been very successful in these efforts: Uniti has been named a Great Place to Work for three years in a row. Our management team strives to embody and promote our company

values of United, Necessary, Innovative, Tenacious, Integrity. As a certified Great Place to Work, 94% of our employees say they are proud to work at Uniti and 88% of them agree that Uniti is a great place to work. We believe our energetic and collaborative work environment also contributes to our limited employee turnover.

94%
of our employees
say they are proud
to work at Uniti

2020 Employee Benefits⁽¹⁾

The Basics:

- Medical, dental, vision plans
- Health savings account contributions⁽²⁾
- Flexible spending accounts
- 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 program 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

⁽¹⁾ Not offered to part-time or temporary employees.

⁽²⁾ Only available to employees enrolled in one of Uniti's medical plans



Serious about Safety

Uniti is dedicated to the health and safety of our employees, customers, business partners, and the public. Our safety team actively monitors and enforces 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. Each of our employees are tasked with maintaining a safe and healthy workplace for all. On a continual basis, all employees are required to follow safety

Uniti has been named a Great Place to Work for three years in a row.

and health rules, and current practices. This includes reporting all accidents, injuries, and unsafe equipment and working conditions. Our safety plans and procedures are comprehensive and apply to all employees that may be exposed to hazards. We have taken great care to ensure that our employees are informed and trained on a variety of important matters, including fall protection, Hazard Communication Standards (HCS), bloodborne pathogen and vehicle safety. We have also established policies addressing lone workers, lockout and tagout, aerial lifts, ladders, hand and power tools, and personal protective equipment.

We see training as a cornerstone to success as it applies to giving our employees the tools needed to create a positive safety culture. We believe that targeted training topics aid employees in hazard assessment and gives them the ability to make risk decisions at the appropriate level.



Depending on need and applicability, these plans and procedures detail distinct management, supervisor and employee responsibilities, required processes and procedures, training requirements and topics, environmental requirements including required signage, monitoring requirements and schedules, emergency preparedness and response procedures, risk management factors and first aid standards.

Focus on Diversity and 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."

Within our organization, we believe in unity and know that it can only be generated through connection, collaboration, and respect. We are committed to fostering these ideals by hiring, developing, and supporting a diverse and inclusive workplace that encourages, supports, and celebrates the diverse voices of our team members. Two women sit on our board of

directors and women represent approximately 22% of leadership positions across our company. Current key initiatives include our Diversity and Inclusion Groups (DIGs) which support employees with diverse backgrounds, experiences or characteristics who share a common interest in various topics. Each DIG is sponsored and supported by senior leaders across the organization.

Following the devastating death of George Floyd and the subsequent unrest in our communities, our CEO, Kenny Gunderman, reinforced Uniti's commitment to cultivate a workplace that prioritizes equality, diversity and openness and resolved to use compassion and shared purpose to ensure a culture that acknowledges diversity and treats everyone with equal respect.

To deliver on this commitment, in part, Uniti issued a Pledge Toward Equality and asked each of its employees to join and sign the pledge. Our commitment to our employees goes well beyond the pledge itself and our leadership sets the example for high integrity and mutual respect. We are proud of our efforts to date, but we will always strive to do better by continually seeking ways to make Uniti a place where everyone feels safe, valued, and included.



Workplace Snapshot

Total Voluntary Employee Turnover



Total Leadership/Management Roles



Percentage of Full-time Employees



Total Employee Turnover Rate



New Hires in 2020



THE UNITI PLEDGE TOWARD EQUALITY

Uniti is committed to a culture of inclusion where diversity is encouraged and all people are treated with respect, equality, and dignity, regardless of race, ethnicity, sexual orientation, age, gender, gender identity, disability, religion, or national origin. With a focus on creating a workplace that encourages compassion, awareness and ongoing dialogue, our hope is to break down divisive barriers and create meaningful change in the communities in which we live and work. Prioritizing and valuing diversity is foundational to building an environment that supports solidarity, integrity, and equality for all.

Take the Pledge:

I pledge to:

- Actively promote a culture of equality and to make inclusion a priority.
- Speak up if I see or hear racism, bigotry, sexism, or discrimination in any form.
- Treat all people with dignity, equality, and respect.
- Seek different perspectives and respect points of view different from my own.

I further pledge to:

- Learn to recognize racism, sexism, bigotry, and discrimination in all its varying forms.
- Learn to recognize unconscious prejudice and implicit bias.
- Actively work to identify and eliminate the use of stereotypes.
- Engage in open, honest, ongoing conversations to support diversity.

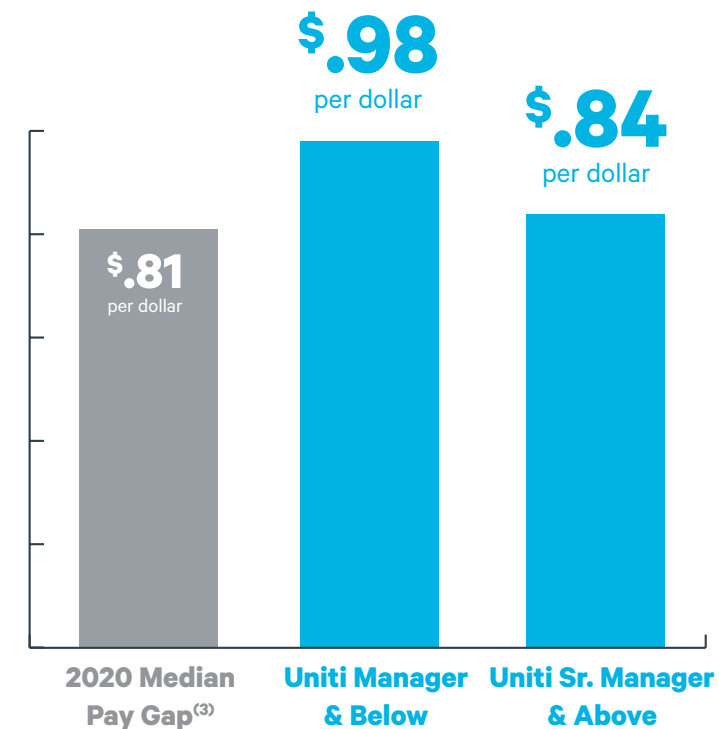


Gender and Pay Gap Metrics

We believe that everyone is entitled to receive fair and equitable compensation for their efforts. In 2020, we initiated a formal process to evaluate our compensation practices and better understand any existing pay gap ratios. Initial evaluations determined that Uniti's male to female pay gap is lower than the 2020 Median Pay Gap for both manager and below and senior manager and above roles. In addition, the overall breakdown pay gap ratios of racial-ethnic minorities were generally favorable for both manager and below and senior manager and above roles. Now that we have a process to evaluate and identify areas requiring additional review, we are determined to address any gaps discovered and will continue to evaluate and revise our compensation practices in accordance with that goal.

UNITI FOCUS:
In 2021, Uniti will complete a company-wide pay equity analysis.

Female to Male Pay Ratios



Minority Pay Ratios



⁽³⁾ As reported by PayScale, an industry leader in compensation analytics.

SPOTLIGHT ON: COVID-19 Response

At the outset of the COVID-19 pandemic, we moved swiftly to support our employees' medical, mental, emotional, physical, and financial health. We created and distributed training to employees on proper donning of PPE, created health and safety standard operating procedures and offered remote work options to all employees located in office environments which included nearly half of our workforce. Our offices and workspaces continue to follow strict protocols including social distancing and other federal, state, and local health and safety requirements, as well as guidelines issued by the Centers for Disease Control and Prevention and other public health authorities. Through these efforts we were able to hire, develop and retain a healthy and diverse workforce throughout the pandemic.



Launched monthly and weekly COVID-19 wellness surveys

Distributed survey results and COVID-19 updates in weekly newsletters to all employees

Added employer-paid virtual mental health benefit in addition to our already available Employee Assistance Program (EAP)



Committed to providing up to
80 hours
company paid emergency leave
for COVID-19 related situations

Ultimately paid over
4,600 hours
of emergency leave for
COVID-19 related illnesses

Investing in Our People:

We do good work with good people. Our amazing employees collaborate to build the critical solutions required to help connect the world – that’s a powerful impact. Our mission-driven, values-based culture believes in caring, respect, empowerment and making a difference - with our customers, with our communities and with each other.

As a technology company, we are in a cycle of constant positive evolution – always seeking new perspectives, approaches, and solutions. We value the roles our employees play in shaping and developing our company, which is why we place such importance on our corporate values and encourage engagement at every opportunity. Authentic, honest feedback from each employee helps us better identify what we’re doing right and where we have an opportunity to do better.

our energetic and collaborative work environment empowers employees to be passionate about what they are doing. Everyone is part of the big picture.

Because understanding the needs of our employees is elemental, we conduct routine employee surveys, helping to facilitate communication across the board and shed light on opportunities for improvement. Most importantly, these surveys build a culture that values multi-faceted (rather than one-way) dialog. In addition, 100% of our employees receive annual performance and career development reviews from their direct supervisor.

We strive to create a work environment that encourages thinking creatively and developing new ideas that impact our internal and external success. To ensure employees are engaged in our success plan, we have set clear goals and defined the steps necessary to achieving them through a company-wide program that helps employees determine ownership of their contribution, tracking those efforts to success metrics.

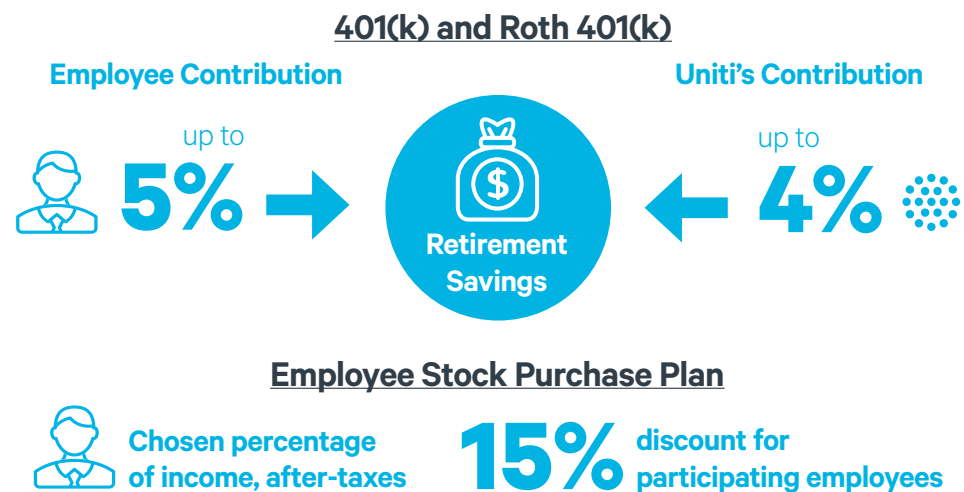
Employee Impact & Engagement

We’re constantly looking for new ways to make our workplace and culture even better. At Uniti,

We also hold regular, structured company-wide updates – including “State of the Uniti” quarterly Town Hall meetings with our CEO and other business leaders – to foster transparency across all teams. Our Connection Crew, a team comprised of employee representatives from all departments across the company, meets regularly to ensure we’re aligning programs and messaging to best support our employees.

We also believe in rewarding hard work and go beyond checking off the boxes, offering career growth, recognition, and appreciation programs, fulfilling work relationships, empowerment, mentoring, training, and development opportunities. And that’s in addition to our competitive salary, health benefits, investment, and vacation options.

- **Day of Thanks: Annual employee appreciation / 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 substantial savings to Uniti**



Importance of Peer Mentoring

Uniti is committed to helping our employees build the knowledge, skills and abilities needed for their continued success and vital to supporting our corporate values: United, Necessary, Innovative, Tenacious, Integrity.

Learning and development begins on day one at Uniti and continues throughout our employees' tenure. It is foundational to the Uniti culture, which is why we've integrated a formal peer mentor program to our onboarding process. By pairing new employees with more established Uniti mentors to facilitate the transition to Uniti, we are building employee retention, a more engaged employee base, stronger succession opportunities within the organization and an environment that encourages employee growth and development.

While informal mentoring opportunities have existed at Uniti since its inception, the formal peer mentor program launched in 2019 and has grown to more than 25 employee mentors. Employees interested in becoming a mentor are nominated by their manager, then evaluated by a selection committee.

What Makes a Great Mentor?

- Demonstrates a thorough knowledge of their position
- Shows an aptitude for training others
- Has a proven record of consistently expressing a strong work ethic, accountability, and honesty
- Possesses a good understanding of Uniti's business, culture, values, and resources
- Exhibits a positive, friendly attitude, enjoys teamwork, cares about the success of the team
- Shows good decision-making and leadership skills

We launched an official peer mentor program in 2019 and have seen participation by a variety of our teams, including sales, order management, service delivery, network operations, and engineering.

Selected mentors must then complete a certification process, including several mentorship training modules, as well as a signed commitment, before being assigned to their first mentee.

Because we pride ourselves on being unity experts – at providing the critical communications required to connect the world seamlessly – we take our people commitment seriously. We seek knowledge, wisdom, expertise, and excellence and have pledged to championing and building these characteristics company-wide. Through the talent development and mentoring facets of Uniti's corporate culture, we are empowered to be better today than we were yesterday.



Community Enrichment

We believe using our resources for good changes how we see the world and our place in it. At Uniti, we believe everyone deserves to connect – regardless of location or socioeconomic status. While Uniti helps local communities benefit economically, our employees take the lead in determining how we support our hometowns by helping Uniti identify partnership opportunities with local non-profit organizations.

To build this program, we introduce our employees to specific organizations and provide opportunities for them to get involved locally. We encourage our employees to nominate local charitable organizations and events to be financially supported by the program. Our investment, however, runs deeper than just financial giving. 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.

24 hours

of paid volunteer time offered annually to each employee

Serving Together

Not only do we value our communities, but we also like each other and serving together! Our inclusive company culture inspires our teams to serve side by side, doing good in the world around us. We offer a generous paid volunteer program, offering employees the opportunity to make a difference in their communities.

Lending to the importance of work-life balance, we know that the only thing better than doing a good deed is perhaps doing so while getting paid. Not only does paid volunteering get Uniti into our communities, but it also offers us the opportunity to see our co-workers and leaders in a new light.



Uniti in the Community

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.



2020 UITC HIGHLIGHTS:

Provided more than
\$150,000

in support to 29 local organizations - either sponsorship or monetary contributions

8 years

Sponsoring the Mighty Oakes Heart Foundation Golf Tournament



More than 7% of our employee base actively participated in the paid volunteer program, spending almost

600 paid hours

in supporting their local community efforts



Governance: Our Leaders & Principles



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.

Promoting and Maintaining Principled and Diverse Leadership

Board Structure and Corporate Leadership

Uniti's amended and restated bylaws authorize the oversight of the company through a Board of no less than two and no more than nine members. Our current Board is composed of six directors, five of whom are considered independent according to Institutional Shareholder Services (ISS). While our CEO is an inside director and is not deemed independent, our Board's Audit, Compensation, and Governance committees are each comprised of independent members.

Our board has a fiduciary responsibility to act in the best interests of our company and its stockholders. The Board operates according to best practice principles outlined in [Uniti's Corporate Governance Guidelines](#).

These principles lay the foundation for the Board's responsibilities and guide their activities for operations, leadership, and organization and committee matters. Our corporate governance structure promotes a strong, independent Board whose members are held to the highest standards of personal and professional integrity and judgment.

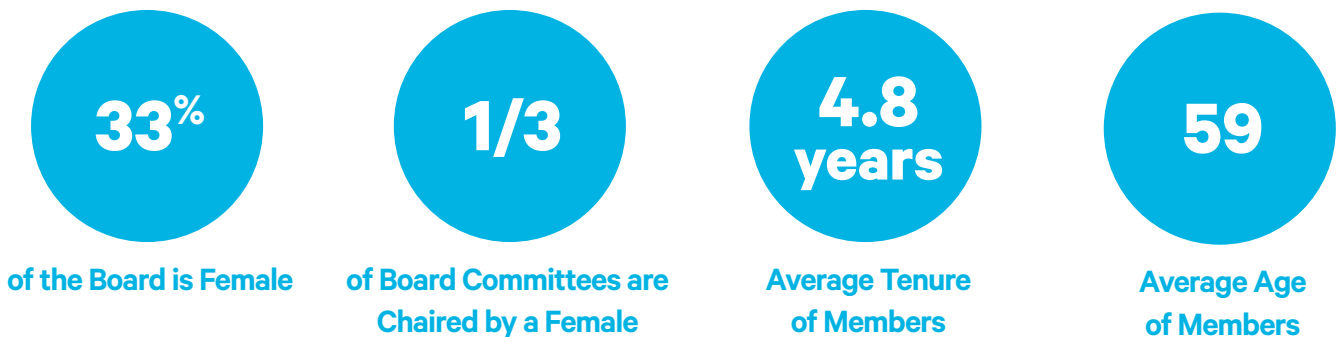
We believe a collaborative culture encourages differing views and perspectives and we therefore strive to model this diversity from the top down. Our Board's Governance Committee intentionally seeks out Board candidates with varying backgrounds, abilities, commitments, and expertise in order to provide strong oversight and advisement for the company.

In addition to the Board, Uniti's EMT has substantial experience in telecommunications, capital markets, REITs, and mergers and acquisitions and is structured to provide Uniti greater flexibility in pursuing its strategic initiatives. 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.

Both of Uniti's operating segments, Uniti Fiber and Uniti Leasing, are led by experienced senior officers who report to and coordinate with the EMT and the Board.

GOVERNANCE HIGHLIGHTS⁽¹⁾:



(1) At 2020 Annual Meeting

AUDIT COMMITTEE:

Oversees Uniti's accounting and financial reporting, legal and regulatory compliance, and enterprise risk management.

COMPENSATION COMMITTEE:

Oversees compensation programs, plans, and awards for executive officers and directors, and administers equity compensation plans.

GOVERNANCE COMMITTEE:

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

Corporate Ethics and Integrity

We 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 insist all employees adhere to a Code of Conduct that sets clear standards for appropriate behavior, and includes information on preventing, identifying, reporting, and stopping any type of discrimination

or unethical behavior. To facilitate this compliance, employees at all levels of our company, along with contract workers and vendors, are expected to complete annual certification of – and adhere to – our [Code of Business Conduct and Ethics and Whistleblower Policy](#).

In addition, Uniti maintains and trains its employees on a variety of other policies and matters, including:

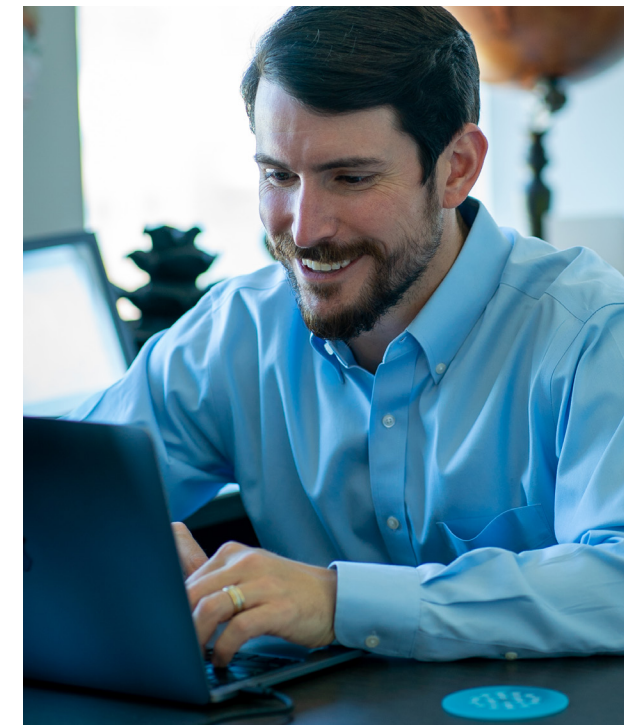
Our [Charitable and Political Contributions Policy](#) not only provides high ethical standards for contributions from Uniti, but also gives each of our employees a voice in how Uniti supports our communities. We encourage employees to

nominate local charitable organizations and events to be financially supported by Uniti in the Community.

Our [Vendor Code of Conduct](#) sets forth the business ethics, labor and employment, and environmental standards we insist our vendors adhere to, both in their own practices and across their supply chain, while conducting business with us or on our behalf.

Our [Insider Trading Policy](#) is aimed at preventing improper conduct by our employees, officers and directors, and outlines Uniti's philosophy of avoiding even the appearance of impropriety. It also promotes promptness in the public reporting of transactions in Uniti's securities by certain employees and all directors.

Our [Anti-Bribery, Anti-Corruption Policy](#) ensures that every employee, officer, and director contribute to the care and preservation of Uniti's reputation and includes processes to ensure that bribery and corruption, in all forms, are prevented, and if necessary, addressed swiftly.



Our [Human Rights Policy](#) promotes the enjoyment of human rights within the communities in which we operate and to respect the human rights of all people affected by our business footprint.

WHISTLEBLOWER PROTECTION

An ethical workplace environment can only exist when employees at all levels feel comfortable asking questions or voicing concerns without fear of retaliation. Uniti provides a dedicated and confidential Whistleblower Line that is available 24-hours a day, seven days a week. This service is available to everyone, including individuals not associated with Uniti, to report actual or suspected ethical or illegal misconduct. The hotline is managed by an independent, third-party operator and all reports are promptly investigated.

SPOTLIGHT ON:

Corporate Female Leadership

Uniti Leadership Spotlight:

Allison Williams Taylor, SVP – Operations

While Allison Williams Taylor has been with Uniti from its inception in April 2015, her telecommunication tenure began over two decades ago. Allison started her management career in the medical field. Her self-taught software skills allowed her to computerize a medical clinic and she was quickly recruited by a hospital to help with a startup clinic network. As the hospital acquired several independent practices, Allison took on the role of computerizing all clinics and integrating them into a single network. While working in medical billing conversions, Allison was recruited by Alltel Information Systems and offered the opportunity to work in M&A, integration, and billing



conversion. At Alltel, Allison spearheaded the development of integration processes and transition services agreements and was thereafter recruited by Windstream to lead the Project Management Organization (PMO), Integrations, Business Processes, Training, and Business Continuity Planning (BCP) efforts.

As one of Uniti's original three employees, Allison's role has substantially evolved alongside Uniti. Allison currently leads Uniti's PMO, Integrations, Asset Management (including management of tenant relationships), Business Processes, and Training departments. These teams are critical for Uniti's business and operations. Among other things, they analyze, report, and monitor Uniti's tenants and assets (Uniti-owned as well as sales-leaseback) to ensure that Uniti investments are properly maintained and accounted for.

Allison oversees the largest number of direct reports at Uniti's Corporate Headquarters.

Q&A with Allison:

Allison's leadership philosophy:

I believe unity is critical to the success of any team, here at Uniti or at any organization. I carry that belief into any leadership role – whether that's with my team, with peers or with other teams across our company. I strive to be a transformational leader, empowering my team by getting out of their way when needed (or asked!), letting them know I have their back, that I'm available at any time day or night should they need to discuss an issue, report a problem or simply vent (which we all need from time to time!). I meet with my direct reports once a week for one-on-one sessions, not only to discuss business issues, but also to check in with them on their challenges or road blocks, to find out how I can assist them, and provide guidance. That dedicated time offers so much insight, both as individuals as well as the overall team and its unity.

Allison and work / life balance at Uniti:

Sometimes it's a sprint and other times it's a marathon, and my approach is to know the difference and adjust accordingly. Work/life balance is foundational in order to thrive – not just personally but professionally as well. We owe it to ourselves to prioritize that relationship. Uniti is a strong proponent of that philosophy, knowing that if that balance is off for too long, efficiency and productivity start to suffer, employee engagement goes down, and retention suffers. So, we encourage time off, taking time to do what's important, to recharge. Of course, there are times when deadlines and critical projects eat into your personal time, but

Uniti has a very generous vacation policy and we fully expect that our employees will (and should!) take advantage of it.

Allison on being a female senior executive in a male-heavy industry:

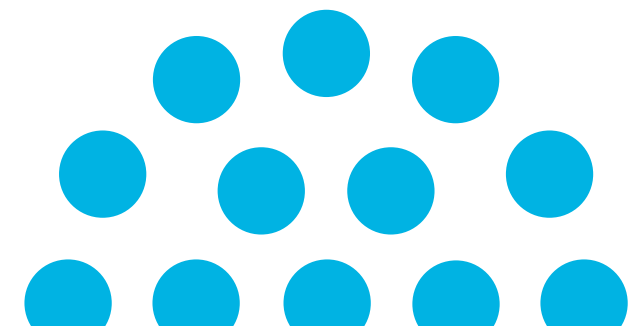
Throughout my career, I have been in industries typically dominated by men. I have found there are those men that discount opinions or ideas of women but have not found that to be prevalent within Uniti. I'm in many meetings or scenarios where I am the only woman and am not made to feel any different from those men in attendance.

Allison's leadership inspiration:

The Notorious Ruth Bader Ginsburg. Women today continue to stand on those tiny little shoulders. She accomplished so much in her career and did so with grace, compassion, and conviction. Ruth Bader Ginsburg has influenced so many people and will continue to for generations to come.

Allison's advice to younger Allison:

Don't take things personally, we are all in this together to support one another when things don't go as planned. And by all means, celebrate all teams when success is attained!



Practicing Ethical Compensation and Communication

Executive Compensation & Oversight

Our Board's compensation committee is committed to transparent and fair compensation for our EMT and our employees. The oversight provided by this committee advances our values with respect to our stockholders, customers, employees, and communities. These values include rewarding performance while also aligning the interests of key stakeholders. The compensation committee annually reviews and recommends to the Board, the compensation of the CEO and other executive officers, including individual elements of salary, bonus, supplemental retirement, incentive and equity compensation, in light of the corporate goals and objectives and the performance evaluations conducted by the Board. One element

of this comprehensive review includes comparing performance and relative stockholder return with past performance and industry peers.

Stockholder Rights

Uniti is committed to serving the collective interests of our stockholders, which includes transparent communication and financial reporting. Our investor relations team, along with our CEO and CFO, engage in discussions with investors regarding Uniti's overall strategy, governance, sustainability practices, and financial performance. On a quarterly basis, our CEO and CFO participate in a public earnings call and field questions for a variety of interested industry professionals.

COMPENSATION HIGHLIGHTS:



UNITI FOCUS:
Include ESG-related performance metric in approved
2022 incentive programs for executive officers.

⁽¹⁾ At 2020 Annual Meeting

STOCKHOLDER RIGHTS HIGHLIGHTS:



No class of shareholder
with unequal voting rights



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



All directors elected
annually



Appendix - About This Report

Report Boundaries and Uncertainties

This report, published in April 2021, is intended to reflect activities for the 2020 calendar year unless otherwise indicated in the report 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 governance issues. This report is the first of its kind for Uniti but we intend to continue publishing it 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 on disclosures, we leveraged the Global Reporting Initiative (GRI) Standards: Core Option and included additional information we believe is valuable to our stakeholders.

In 2020, we engaged in an initial sustainability materiality assessment with both internal and external stakeholders, but due in part to the COVID-19 pandemic, we were unable to formally complete these efforts. We intend to complete our materiality assessment in 2021 and publish its detailed findings in our 2021 ESG

Report. Additional information about our initial assessment can be found on pp. 8-10 of this report. The terms "material" and "materiality" as used in the context of this report is 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.

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.

Appendix - GRI Index

Disclosure Number	Disclosure Accounting Metric	Answer/Location
General Disclosures Organizational Profile		
102-1	Name of the organization	Uniti Group Inc.
102-2	Activities, brands, products, and services	p. 4, See also Form 10-K for the year ended December 31, 2020.
102-3	Location of headquarters	10802 Executive Center Drive Benton Building, Suite 300 Little Rock, Arkansas 72211
102-4	Location of Operations	Corporate Profile, p. 4
102-5	Ownership and legal form	Uniti Group Inc. is a publicly held corporation, which operates as a real estate investment trust (REIT) for US federal income tax purposes.
102-6	Markets Served	Corporate Profile, p. 4
102-7	Scale of the organization	As of December 31, 2020, we employed approximately 787 employees. See also Form 10-K for the year ended December 31, 2020.
102-8	Information on employees and other workers	Social: Our People & Communities, p. 24
102-9	Supply Chain	A significant portion of our annual supplier spend is on contractors involved with construction and maintenance of our infrastructure assets; see also Vendor Engagement & Priorities, pg. 15
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.
102-12	External initiatives	ESG Overview, p. 8
102-13	Membership of associations	National Association of Real Estate Investment Trusts (Nareit); Wireless Infrastructure Association (WIA); Incompas Solutions (INCOMPAS); Pennsylvania Telephone Association; Georgia Wireless Association; Fiber Network Alliance (FNA); NANOG, Inc.;
General Disclosures Strategy		
102-14	Statement from senior decision-maker	Letter from our CEO, p. 3
General Disclosures Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	Our Governing Pledge, p. 38,
102-17	Mechanisms for advice and concerns about ethics	Corporate Ethics & Integrity, p. 40, See also Code of Business Conduct and Ethics and Whistleblower Policy

General Disclosures Governance		
102-18	Governance Structure	Our Governing Pledge, p. 38 Board Structure and Corporate Leadership, pp. 38-40
102-19	Delegating authority	Our Governing Pledge, p. 38 Board Structure and Corporate Leadership, pp. 38-40
102-20	Executive-level responsibility for economic, environmental and social topics	Our Governing Pledge, p. 38 ESG Overview, p. 8
102-22	Composition of the highest governance body and its committees	Our Governing Pledge, p. 38 Board Structure and Corporate Leadership, pp. 38-40
102-23	Chair of highest governance body	Our Governing Pledge, p. 38 Form 10-K for the year ended December 31, 2020
102-24	Nominating and selecting the highest governance body	Our Governing Pledge, p. 38 Form 10-K for the year ended December 31, 2020
102-25	Conflicts of interest	Our Governing Pledge, p. 38; 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. 38 Promoting and Maintaining Principled and Diverse Leadership, pp. 38-40
102-38	Annual total compensation ratio	Our Governing Pledge, p. 38 Practicing Ethical Compensation and Communication, p. 45
General Disclosures Stakeholder Engagement		
102-40	List of stakeholder groups	ESG Overview, p. 8 About this Report, pp. 46-47
102-41	Collective bargaining agreements	Not applicable.
102-42	Identifying and selecting stakeholders	ESG Overview, p. 8 About this Report, pp. 46-47
102-43	Approach to stakeholder engagement	ESG Overview, p. 8 About this Report, pp. 46-47
102-44	Key topics and concerns raised	ESG Overview, p. 8 About this Report, pp. 46-47
General Disclosures Reporting Practice		
102-45	Entities included in the consolidated financial statements	Form 10-K for the year ended December 31, 2020, p. 74
102-46	Defining report content and topic Boundaries	About this Report, pp. 46-47
102-47	List of material topics	About this Report, pp. 46-47 GRI Content Index, pp. 48-52
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, pp. 46-47
102-51	Date of most recent report	This 2020 ESG Report is the first of its kind for Uniti.
102-52	Reporting cycle	Hereafter, annually.

102-53	Contact point for questions regarding the report	legal@uniti.com 501-850-0820
102-54	Claims of reporting in accordance with the GRI Standards	About this Report, pp. 46-47
102-55	GRI content index	pp. 48-52
102-56	External assurance	This report has not been externally assured.
Economic Specific Disclosures <i>Economic Performance</i>		
201	Management Approach (103(1)-(3))	Form 10-K for the year ended December 31, 2020
201-1	Direct economic value generated and distributed	Form 10-K for the year ended December 31, 2020
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.
201-3	Defined benefit plan obligations and other retirement plans	Prioritizing Health, Wellness, and Safety, p. 24
Economic Specific Disclosures <i>Anti-Corruption</i>		
205	Management Approach (103(1)-(3))	Our Governing Pledge, p. 38 Corporate Ethics & Integrity, pp. 40-41 See also Anti-Bribery, Anti-Corruption Policy
205-2	Communication and training about anti-corruption policies and procedures	Annual distribution of Anti-Bribery, Anti-Corruption Policy with required certificate of understanding and compliance.
205-3	Confirmed incidents of corruption and actions taken	0
Economic Specific Disclosures <i>Anti-Competitive Behavior</i>		
206	Management Approach (103(1)-(3))	Our Governing Pledge, p. 38 Corporate Ethics & Integrity, pp. 40-41 See also Code of Conduct and Ethics and Whistleblower Policy
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	0
Environment Specific Disclosures <i>Energy</i>		
302	Management Approach (103(1)-(3))	Our Environmental Pledge, p. 12 Focusing on Operational and Climate Resilience, pp. 12-13
302-4	Reduction of energy consumption	Waste and Recycling, p. 14 Managing and Safeguarding our Stakeholders, p. 15
Environment Specific Disclosures <i>Waste</i>		
306	Management Approach (103(1)-(3))	Our Environmental Pledge, p. 12 Focusing on Operational and Climate Resilience, pp. 12-13
306-1	Waste generation and significant waste-related impacts	Waste and Recycling, p. 14
306-2	Management of significant waste-related impacts	Waste and Recycling, p. 14
306-4	Waste diverted from disposal	Waste and Recycling, p. 14

Environment Specific Disclosures <i>Environmental Compliance</i>		
307	Management Approach (103(1)-(3))	Our Environmental Pledge, p. 12 Focusing on Operational and Climate Resilience, pp. 12-13
307-1	Non-compliance with environmental laws and regulations	Form 10-K for the year ended December 31, 2020.
Environment Specific Disclosures <i>Supplier Environmental Assessment</i>		
308	Management Approach (103(1)-(3))	Our Environmental Pledge, p. 12 Managing and Safeguarding our Stakeholders, p. 15
Social Specific Disclosures <i>Employment</i>		
401	Management Approach (103(1)-(3))	Our Social Pledge, p. 24 Prioritizing Health, Wellness, and Safety, pp. 24-29
401-1	New employee hires and employee turnover	Prioritizing Health, Wellness, and Safety, pp. 24-29
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 maternity leave.
Social Specific Disclosures <i>Occupational Health and Safety</i>		
403	Management Approach (103(1)-(3))	Our Social Pledge, p. 24 Prioritizing Health, Wellness, and Safety, pp. 24-29
403-1	Occupational health and safety management system	Serious about Safety, p. 28
403-4	Worker participation, consultation, and communication on occupational health and safety	Serious about Safety, p. 28
403-5	Worker training on occupational health and safety	Serious about Safety, p. 28
403-6	Promotion of worker health	Prioritizing Health, Wellness, and Safety, pp. 24-29
Social Specific Disclosures <i>Training and Education</i>		
404	Management Approach (103(1)-(3))	Our Social Pledge, p. 24 Investing in Our People, pp. 32-37
404-2	Programs for upgrading employee skills and transition assistance programs	Investing in Our People, pp. 32-37
404-3	Percentage of employees receiving regular performance and career development reviews	100% of full-time employees.

Social Specific Disclosures Diversity and Equal Opportunity		
407	Management Approach (103(1)-(3))	Our Social Pledge, p. 24 Focus on Diversity and Inclusion, pp. 26-27
405-1	Diversity of governance bodies and employees	33.33% Female Board Workforce: 75% Male and 25% Female
405-2	Ratio of basic salary and remuneration of women to men	Average Salary Sr. Mgr and Above: \$183,447.24 (Male) to \$153,809.54 (Female) Average Salary Manager and Below: \$69,881.84 (Male) to \$68,173.60 (Female)
Social Specific Disclosures Non-discrimination		
406	Management Approach (103(1)-(3))	Our Social Pledge, p. 24 Focus on Diversity and Inclusion, pp. 26-27
Social Specific Disclosures Local Communities		
413	Management Approach (103(1)-(3))	Our Social Pledge, p. 24 Community Enrichment, p. 35
413-1	Operations with local community engagement, impact assessments, and development program	Investing in Our People, p. 32 Community Enrichment, p. 35
Social Specific Disclosures Customer Privacy		
418	Management Approach (103(1)-(3))	Our Environmental Pledge, p. 12 Managing and Safeguarding our Stakeholders, p. 15
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2020, we did not receive any complaints concerning breaches of customer privacy or loss of customer data.
Social Specific Disclosures Socioeconomic Compliance		
419	Management Approach (103(1)-(3))	Our Governing Pledge, p. 38 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 2020, we did not incur any significant fines and non-monetary sanctions for non-compliance with laws or regulations in the social and economic area.