

Uniti's ESG Report 2022



Table of Contents

Leadership Letter	3	Uniti in the Community	16
About Our Report	4	Training & Results	17
Company Dashboard	6	Governance: Our Leaders	18
Environmental: Our Planet	7	Operations & Business Continuity	19
Enhancing Our Environmental Footprint	9	Board Independence	20
Disaster Recovery	10	Appendix A: GRI Content Index	21
Fleet Snapshot	11	Appendix B: TCFD Index	26
Social: Our People	12	Appendix C: SASB Index	31
Investing in Our People & Communities	13		
Employee Benefits	14		
Diversity & Inclusion	15		

LETTER FROM OUR CEO:

Uniti's ESG focus is grounded in our commitments to integrity, transparency and responsibility to our stakeholders - core values that have been the cornerstone of our operations since our inception. In this 2022 ESG Report we highlight initiatives and commitments we have implemented since our first ESG report in 2020, including a number of efforts with dual goals of strengthening our business and improving our local, regional, and national impacts.

Our physical footprint in the United States is substantial. Uniti is the second largest independent fiber network in the country, with 135,000 route miles and 8.0 million strand miles of fiber throughout the United States. We continue to seek ways to improve the impact we have on the environment in our footprint. For example, we are continually enhancing our commercial 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 material reduction of miles driven and an increase in fuel efficiency.

I am also pleased that in 2022 we were named one of the top employers for veterans by Military Times, and named a Great Place to Work for the fifth consecutive year. Our employees at Uniti are the heart and soul of our operations, and we are proud to have some of the most creative and innovative minds in the industry. Workforce sustainability and fostering an environment of low turnover and high productivity is critical to our success. We believe that promoting inclusiveness in the workforce is a key contributor to this sustainability. To that end, I am particularly proud of the accomplishments of our DIG program. We initially launched four Diversity & Inclusion Groups ("DIGs") in 2021 aimed at fostering connections and development among employees. Each DIG is led by employee volunteers and sponsored by senior leadership. Through our DIGs, we participated in numerous community service and outreach events, supporting the communities we work and live in. Uniti's DIGs have been successful in building relationships among team members across Uniti's workforce. In fact, each DIG increased its membership by at least 25% in 2022, with some increasing by 50%.

As the world of ESG continues to evolve and certain areas garner more focus than others, we will continue to take a pragmatic approach to any ESG initiative we pursue while making sure our decision making continues to be in the best interest of all of our stakeholders. Ultimately, we are a fiduciary to our stakeholders and our duty is to create value for them.

I hope you find this year's report to be informative and insightful, and we look forward to updating you on our progress going forward.



- Kenny Gunderman



KENNY GUNDERMAN
PRESIDENT & CEO

About Our Report

Boundaries and Uncertainties

This report is intended to reflect activities for the 2022 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.

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.

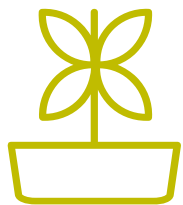
Unifi intends to update its Materiality Assessment and our analysis of the same as needed to account for changes in business priorities and stakeholder perspectives.

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.



CORPORATE OVERVIEW:

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 135,000 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.

\$1.1B

Annual Revenue

750+

Employees

135K

Fiber Route Miles

8M

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:

Our Environmental Priorities

2022 was an impactful year with respect to Uniti's environmental priorities. The company continued its work gathering data necessary to quantify and specify our long-term environmental goals. The company continues to take significant strides collecting data to better understand our global and local impacts, which will allow us to set realistic goals towards reducing those impacts in the future. Uniti is also in the process of analyzing the environmental risks that could impact our business, our vendors, and our customers, and we intend to manage and create processes aimed at addressing those challenges.

Consistent with our goals of reducing our environmental footprint and improving company efficiencies, in 2022 the company moved our Little Rock headquarters to a LEED Certified (Gold Level) office building, made substantial further strides towards evolving our Uniti Fiber vehicle fleet to more fuel-efficient vehicles, and upgraded a significant portion of network equipment with newer, less energy intensive hardware. 2022 also saw a major natural disaster strike a portion of our fiber network: Hurricane Ian, a Category 4 storm, landed just south of Ft. Myers, Florida. Uniti met that challenge head on—our core network was well-protected, robust, and redundant, and only sustained minimal disruption. By deploying our network with an eye towards ensuring the highest standards of protection, we were able to quickly turn our focus towards supporting local governments, emergency responders, businesses and residents during the critical hours after the hurricane's landfall.

“

When searching for a new headquarters location, Uniti immediately recognized the opportunity that the Winrock building offered. LEED-certified buildings are proven to save money, improve efficiency, and create healthier places for people to work, and we're proud to be in such a premier commercial space in our hometown of Little Rock, Arkansas.”



ALLISON TAYLOR
SENIOR VICE PRESIDENT, OPERATIONS



ENVIRONMENTAL HIGHLIGHTS:

Enhancing Our Environmental Footprint

In 2022 we moved our headquarters to a LEED-certified building. The Winrock International Office Building achieved a Gold Rating in 2005, and is one of the few LEED-certified office buildings in Little Rock, Arkansas. In fact, the building was only the second in all of Arkansas to obtain LEED Gold certification, and the fourth in the state to receive LEED certification of any kind. The U.S. Green Building Council's LEED certification process is designed to ensure that designated buildings meet sustainability and efficiency requirements. LEED-certified buildings must demonstrate that they meet a number of standard qualifiers including, but not limited to, building area to site area ratio requirements, occupancy rate requirements, floor area requirements, and site boundary requirements. Gold-certified buildings require additional measures such as sustainability, water system, energy efficiency, and air quality requirements.

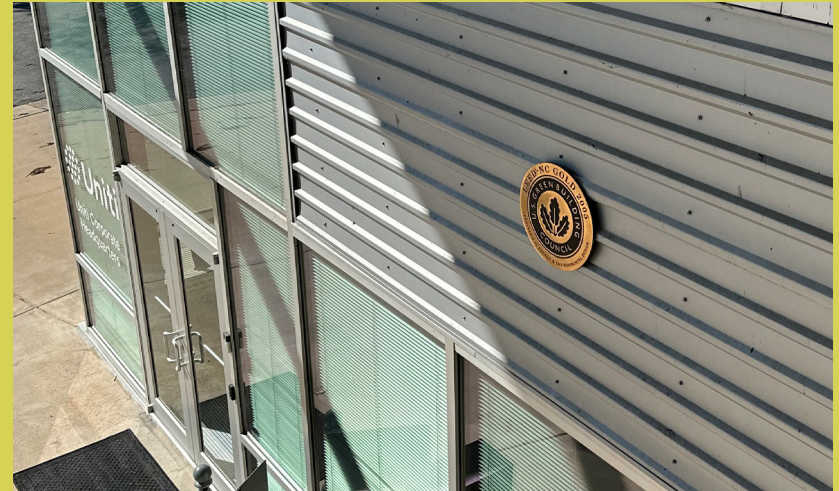
“

In 2022 Uniti replaced a significant portion of our network equipment with newer, more energy efficient models. We estimate that our replacements in 2022 alone will save over 2 million kWh of energy per year. That's enough energy to power nearly 180 average U.S. households per year.”

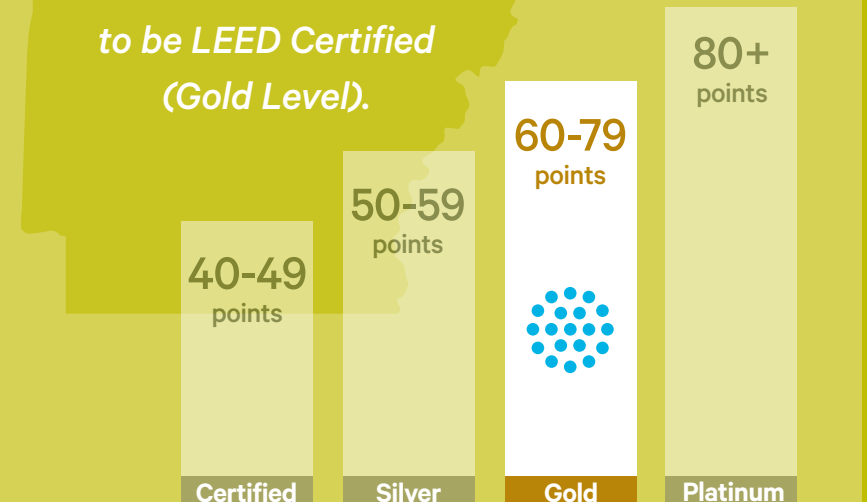
JEFF ETHERIDGE
VICE PRESIDENT, CORE ENGINEERING



Uniti's Little Rock Corporate Office: LEED Certified (Gold Level)



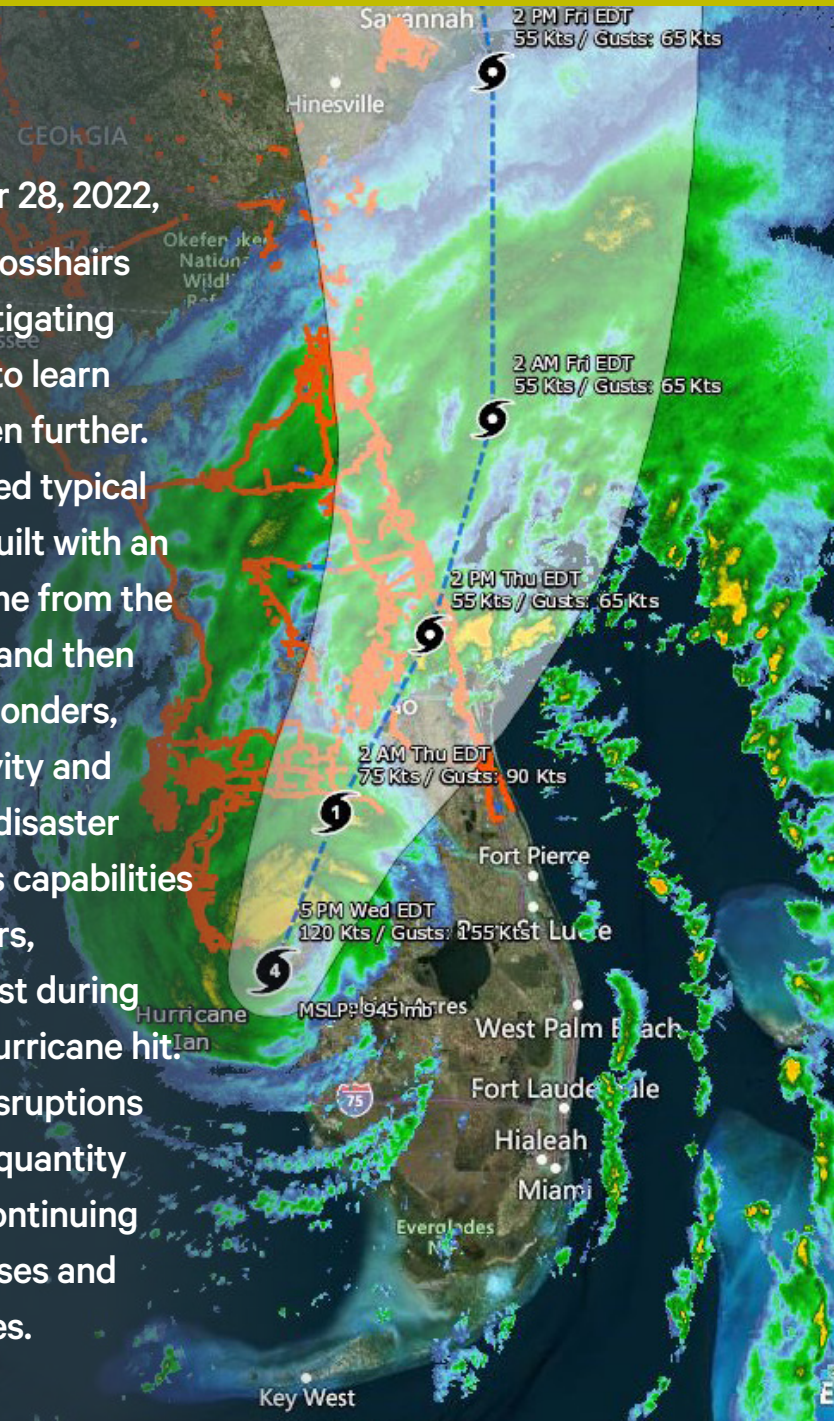
*Our corporate building
was the 2nd in Arkansas
to be LEED Certified
(Gold Level).*



Disaster Recovery Efforts

Hurricane Ian made landfall just south of Fort Myers, Florida on September 28, 2022, as a Category 4 Storm. With the heart of Uniti's network footprint in the crosshairs of Hurricane Alley, the company has long-deployed measures aimed at mitigating natural disaster impacts. We also use every such event as an opportunity to learn how to further strengthen our network and speed our recovery efforts even further. With Hurricane Ian, portions of Uniti's Florida network footprint experienced typical flooding and significant winds. But because Uniti's critical facilities were built with an eye towards redundancy and resiliency, our only significant disruption came from the loss of power. Uniti was able to quickly re-establish our network capacity, and then we immediately turned our focus to assisting local governments, first responders, businesses, and even our own employees and their families with connectivity and other support. Uniti deployed our Mobile Command Resources to FEMA's disaster relief base camp in Fort Myers, and immediately provided communications capabilities

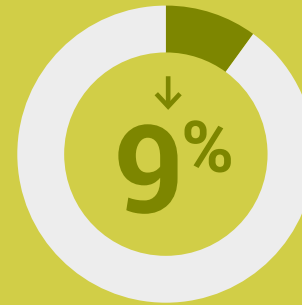
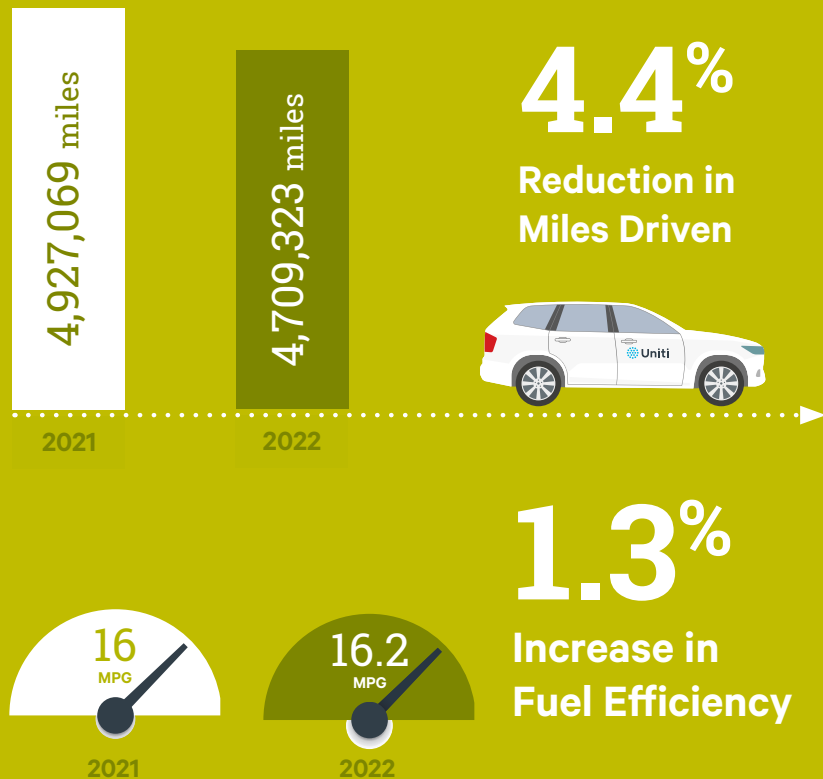
to the government, first responders, businesses and residents at no cost during the most critical hours after the hurricane hit. Uniti anticipates that hurricane disruptions will only increase in intensity and quantity in the coming years, and we are continuing to evaluate and evolve our processes and resources to meet those challenges.



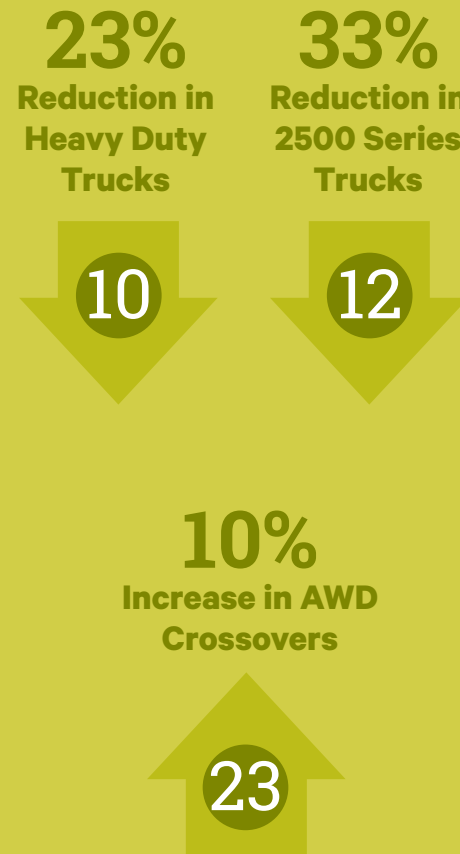
ENVIRONMENTAL HIGHLIGHTS:

Uniti's 2022 Fleet Snapshot

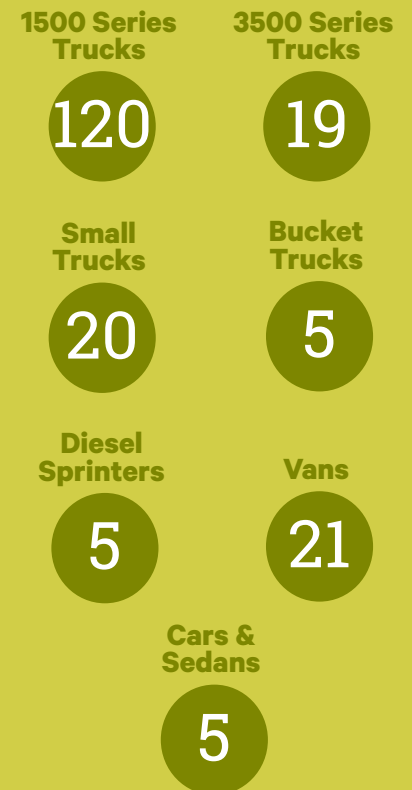
In 2022 Uniti continued efforts to reduce our impacts and increase operational efficiencies. We reduced the overall number of vehicles in the fleet, including a large number of fuel-intensive trucks, and added several AWD crossovers. These measures, along with fleet usage protocols, resulted in a material reduction of miles driven and an increase in fuel efficiency.



Reduction in overall fleet count from 2021 to 2022



2022 Fleet Count



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:

Investing In Our Employees & Communities

We continued to make meaningful investments in the individual success of each of our employees in 2022, as employees remain our most valued resource for sustaining Uniti's success. When our employees are recognized, appreciated, and trained, they are empowered to make Uniti successful. Uniti again rewarded the hard work of its employees and attracted top talent by offering competitive salaries, health benefits, mental health awareness events, 401(k) and stock investment opportunities, financial incentive programs and generous time off.

As a result of our investments in various employee impact and engagement programs, the company was recertified as a Great Place to Work for the 5th consecutive year. Thanks in large part to stellar internal training courses, there were no serious injuries in 2022. Uniti continued to give back to local communities through our corporate philanthropic program, which saw Uniti increase both the value of its donations and number of organizations supported over 2021 levels.

We are also proud to report that our four Diversity & Inclusion Groups, each led by teams of employee volunteers, saw significant increases in membership during 2022.



SOCIAL HIGHLIGHTS:

Employee Benefits¹

The Basics

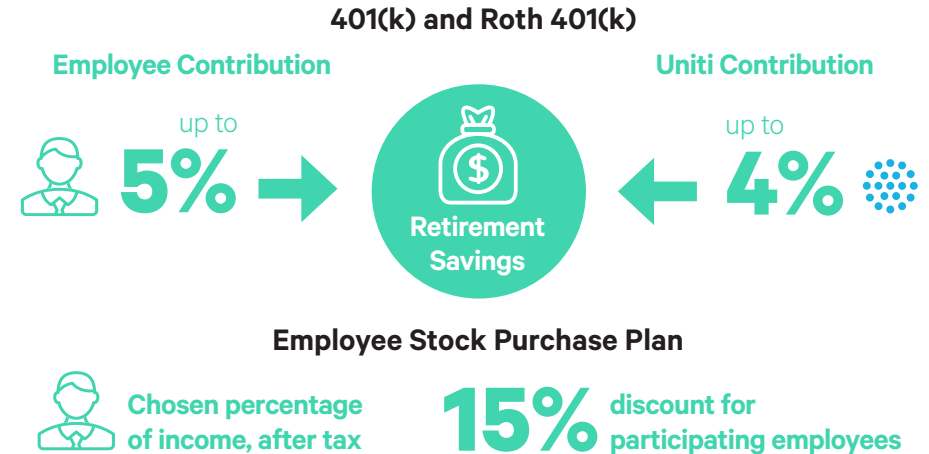
- Medical, dental, and vision plans
- Health savings account contributions²
- Flexible spending account
- Paid basic life and accident insurance
- Short-term disability insurance
- Paid long-term disability insurance
- Employee assistance program and access to mental-health services at no cost to employee
- Employer paid telemedicine benefits to see licensed doctors using live video visits and smart devices
- Employer paid short-term virtual counseling with licensed counselors using phone or video

Paid Leave

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

¹Offered to full-time, permanent employees.

²Available to employees enrolled in a high deductible medical plan.



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

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.



Increase in DIG memberships since 2021



Mental Health Awareness Week

In October, Uniti offered two optional virtual events to provide employees time to take a break from work and focus on their own mental wellbeing.

Mindfulness Class

In this class, a professional instructor shared the science behind the importance of taking mid-day breaks and cultivating a healthy work-life balance, and guided employees through the basic techniques of mindfulness.

Deskercise Class

A professional instructor adapted modern yoga exercises to a seated position and led employees in a session focused on incorporating easy stretches and meditation exercises into their daily routines.



SOCIAL HIGHLIGHTS:



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.

\$172,450
in total donations
(a 15% increase over 2021)

38
organizations supported
(a 19% increase over 2021)

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.



Uniti has been recertified as a Great Place to Work® for the **5th** consecutive year!



42%
Increase in paid
volunteer hours
(949.5 in 2021 to 1,345 in 2022)

SOCIAL HIGHLIGHTS:

Our 2022 Training Highlights

Nicole Wattlington, Director of Business Processes and Training, reports that Uniti is proud to offer over 90 training courses on our web-based learning management system, ULearn, including the 2022 addition of a 90-day, comprehensive Sales New Hire training course. We use a variety of interactive approaches, both virtually and in-person, to ensure student engagement and active participation, resulting in a higher retention rate of key objectives. The Sales New Hire course components included online courses, self-study, virtual sessions, activities, game-based learning, guided/graded assignments, hands-on skill practice in the system, customer presentation role-play, assessments, and surveys.



“

What I'm most proud of, in terms of ULearn training, is that our employees aren't waiting for courses to be assigned to them, they are actively looking for learning opportunities and enrolling in training courses on their own.”

MELISSA HOUK,
SENIOR INSTRUCTIONAL DESIGNER

“

Thanks in large part to ULearn Training, Uniti employees safely worked 1,527,308 hours without a single serious injury.”

TIM WHISENHUNT,
SAFETY COORDINATOR

GOVERNING 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 & HIGHLIGHTS:

Overview

Uniti's commitments to our core values of integrity, responsibility, and transparency are on full display in our corporate governance policies and procedures. The majority of our Board of Directors remains independent, reflecting the Company's commitment to integrity through effective independent oversight of executive management. Uniti's Quality Management System remain certified to rigorous international standards as part of our commitment to transparent and consistent business processes for the benefit of all stakeholders. 2022 also saw Uniti reaffirm its commitment to responsibility as we undertook a project to develop a Business Continuity Plan for all key functions within the company to ensure the health and safety of employees, protect company assets, and minimize any impacts of an unplanned business disruption.

Management & Operational Standards

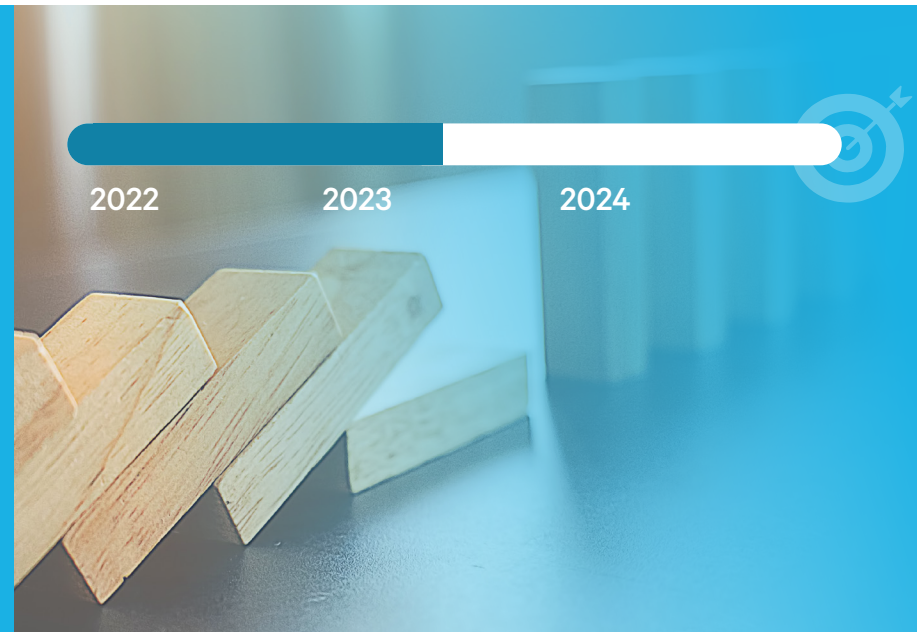
Christopher Jones, Vice President of Strategic Initiatives, states that "Uniti maintains a Quality Management System that is certified according to the standards of International Standard Organization (ISO) 9001. This certification reflects Uniti's commitment to providing quality through the implementation of consistent business processes, reliance on internal and external feedback, hosting of regular management reviews, and its ongoing assessment of risks and stakeholders needs."



Business Continuity Plan

The goal of developing a Business Continuity Plan is to plan for any disruption in business operations, reduce financial exposure, and mitigate risks.

In 2022, Uniti initiated a project to develop Business Continuity Plans for all key functions within the company to ensure the health and safety of employees, protect company assets, and minimize any impacts of an unplanned business disruption. As plans are developed, they will be tested and placed into production. This project will continue through 2023 with the final implementation targeted for the second quarter of 2024.



Board Independence

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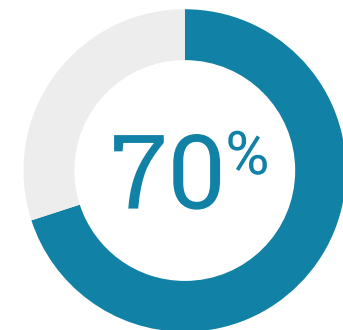
Uniti's Board of Director's is 83% independent, reflecting its commitment to effective oversight of executive management in pursuit of its goal to align executive management's interests with those of the Company and its stockholders. The independent Board is led by an independent Chairperson and meets regularly outside of the presence of executive management. In furtherance of the Board's alignment goal, at least 70% of each executive's compensation package is variable.”



DANIEL HEARD
EXECUTIVE VICE PRESIDENT,
GENERAL COUNSEL

Board of Directors

Uniti's Board is
83%
independent



of each executive's
compensation package
is variable

Appendix A: GRI Content Index

Uniti has reported the information cited in this GRI content index for the period from January 1, 2022 to December 31, 2022, with reference to the GRI Standards. (GRI 1 used: Foundation 2021)

General Disclosures	Disclosure Number	Disclosure Accounting Metric	Disclosure/Location
			General Disclosures
GRI 2: General Disclosures 2021	2-1	Organizational Details	Letter from our CEO, p.3, and About Our Report, pp.4-5; 2101 Riverfront Drive, Suite A, Little Rock, Arkansas 72202
	2-2	Entities Included in the organization's sustainability reporting	About Our Report, pp.4-5; Exhibit 21.1 to Form 10-K for the year ended December 31, 2022
	2-3	Reporting period, frequency and contact point	Both financial and sustainability reporting are on an annual basis; this report was published April 13, 2023; contact 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, p.6; Form 10-K for the year ended December 31, 2022
	2-7	Employees	All publicly available data regarding employees is in our Form 10-K for the year ended December 31, 2022
	2-8	Workers who are not employees	All publicly available data regarding workers who are not employees is in our Form 10-K for the year ended December 31, 2022
	2-9	Governance structure and composition	2023 Proxy Statement: Board and Board Committee Matters
	2-10	Nomination and selection of the highest governance body	2023 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.26
	2-13	Delegation of responsibility for managing impacts	Appendix B, p.26
	2-14	Role of highest governing body in sustainability reporting	Appendix B, p.26
	2-15	Conflicts of interest	Governing Pledge, p. 18; Code of Business Conduct and Ethics and Whistleblower Policy, available on our website at: https://uniti.com/corporate-responsibility/
	2-16	Communication of critical concerns	Appendix B, p.26; no critical concerns were communicated to the Board in 2022

Appendix A: GRI Content Index

GRI 2: General Disclosures 2021	2-17	Collective knowledge of the highest governing body	Appendix B, p.29
	2-18	Evaluation of the performance of the highest governing body	Under evaluation
	2-19	Remuneration policies	2023 Proxy Statement: Director Compensation and Executive Compensation
	2-20	Process to determine remuneration	2023 Proxy Statement: Director Compensation and Executive Compensation
	2-21	Annual total compensation ratio	2023 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: https://uniti.com/corporate-responsibility/
	2-24	Embedding policy commitments	Appendix B, p.26; Policy commitments are available on our website at: https://uniti.com/corporate-responsibility/
	2-25	Process to remediate negative impacts	Appendix B, p.26; Policy commitments are available on our website at: https://uniti.com/corporate-responsibility/
	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: https://uniti.com/corporate-responsibility/
	2-27	Compliance with laws and regulations	We did not incur any significant fines or non-monetary sanctions for non-compliance with laws or regulations in the social and economic area.
	2-28	Membership associations	National Association of Real Estate Investment Trusts (Nareit); INCOMPAS (the internet and competitive networks association); and the Broadband Association of Alabama & Mississippi
	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

		Material Topics	
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
		Economic Performance	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Form 10-K for the year ended December 31, 2022
	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, 2022
	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 66.5% of our employees participate in our 401(k) plan
	201-4	Financial assistance received from government	Immaterial
		Energy	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Uniti's 230 vehicles consumed 311,553 gallons (37.19 Terajoules) of gasoline. Our equipment consumed 6,859 gallons (1 Terajoule) of diesel; Samsara Fleet Maintenance software; https://www.convertunits.com/from/gallon+%5BU.S.%5D+of+diesel+oil/to/joules ----- https://energyeducation.ca/encyclopedia/Joule
	302-2	Energy consumption outside of the organization	Under evaluation
	302-3	Energy intensity	Under evaluation
	302-4	Reduction of energy consumption	We reduced our gasoline consumption by 2.33 Terajoules in 2022 compared to 2021. See p.11 for more detail; 2021 is our base year for calculating our reduced gasoline consumption, as 2021 is the first full year of fuel data that we have available. We consumed 331,079 gallons of gasoline (39.52 Terajoules) in 2021
	302-5	Reductions in energy requirements of products and services	Under evaluation

Appendix A: GRI Content Index

		Waste	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Under evaluation
	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 our Form 10-K for the year ended December 31, 2022
	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
		Occupational Health and Safety	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	2022 Training Highlights, p.17; see also p.26 of our 2021 ESG Report
	403-2	Hazard identification, risk assessment, and incident	2022 Training Highlights, p.17; see also p.26 of our 2021 ESG Report
	403-3	Occupational health services	2022 Training Highlights, p.17; see also p.26 of our 2021 ESG Report
	403-4	Worker participation, consultation, and communication on	2022 Training Highlights, p.17; see also p.26 of our 2021 ESG Report
	403-5	Worker training on occupational health and safety	2022 Training Highlights, p.17; see also p.26 of our 2021 ESG Report
	403-6	Promotion of worker health	2022 Training Highlights, p.17; see also p.26 of our 2021 ESG Report
	403-9	Work-related injuries	2022 Training Highlights, p.17

Appendix A: GRI Content Index

Diversity and Equal Opportunity			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	2023 Proxy Statement: Board Size and Diversity; All publicly available data regarding employees is in our Form 10-K for the year ended December 31, 2022
	405-2	Ratio of basic salary and remuneration of women to men	All publicly available data regarding employees is in our Form 10-K for the year ended December 31, 2022
Non-Discrimination			
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Under evaluation
Customer Privacy			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2022, we did not receive any complaints concerning breaches of customer privacy or loss of customer data

Appendix B: TCFD Index

This index contains disclosures in accordance with the Task Force on Climate-Related Financial Disclosures (“TCFD”). All data is as of or for the year ended December 31, 2022, unless otherwise noted.

Governance <i>Disclose the organization’s governance around climate-related risks and opportunities.</i>	
<p>Describe the Board’s oversight of climate-related risks and opportunities</p>	<p>Uniti’s Board of Directors (the “Board”) oversees our management and overall strategy. In fulfilling this responsibility, the Board maintains an active role, including at the committee level, in overseeing management of the Uniti’s various risk exposures. While the Board is ultimately responsible for overall risk oversight for Uniti, certain of the Board’s committees assist the Board of Directors in fulfilling its oversight responsibilities in certain areas of risk.</p> <p>The Audit Committee oversees Uniti’s enterprise risk management and periodically reviews with management and Uniti’s auditors major financial and auditing risks. We included disclosure relating to potential impacts of climate change in our 2022 Form 10-Q filings as well as in the Form 10-K for the year ended December 31, 2022. 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 VP Deputy 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 recent Materiality Assessment, in part, assessed the potential impact of a variety of risks and opportunities to our operations and strategy, including the potential impacts to our network and operations associated with five (5) widely recognized stress factors associated climate change and extreme weather conditions: Heat Stress, Increased Rainfall and Flooding, Rising Sea Levels, Water Stress, and Increased Hurricane Strength and Frequency.

ACUTE: SUDDEN AND SEVERE NATURAL EVENTS



Increased Rainfall/
Flooding

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

	<div style="display: flex; justify-content: space-between; align-items: flex-start;"> <div style="text-align: center;">  <p>Water Stress</p> </div> <div style="text-align: center;"> <p>Overall Risk Level</p> <div style="background-color: #4CAF50; color: white; padding: 5px; display: inline-block;">MEDIUM</div> </div> <div style="text-align: center;"> <p>Risk Mitigation</p> <p>Uniti's operations are expected to experience overall low levels of water stress due to climate change. Each site identified at risk of water stress will be evaluated for resiliency investments and monitored, along with its water levels.</p> </div> </div> <p>The results indicated that opportunities presented to Uniti by climate change are significant and that the greatest potential risks to our network and facilities can be effectively mitigated. Uniti has substantial opportunities to reduce the impact of our own operations, as well as the impact of our tenants.</p> <p>Most of Uniti's leasing is medium term to long-term, but we have short-term relationships with certain customers. As a result, we believe it is important to periodically identify, assess, and manage our physical risks across different time horizons.</p>
<p>Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</p>	<p>Our business is not resource intensive and is geographically diversified. As such, we have not identified any transitional or physical risks that would have a material impact on our business.</p> <p>However, Uniti is committed to decreasing the environmental footprint of the network we manage, and we encourage our tenants to also commit to energy-reduction goals. We continuously seek new opportunities to further reduce our impact and improve our service offerings.</p> <p>We continue to invest in areas that align with our 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>
<p>Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>The opportunities presented by climate change are substantial and therefore impact our business strategy and financial planning. Our current and long-term strategies seek to capitalize on climate-related opportunities and are largely resilient to climate-related risks, in both business-as-usual and 2°C or lower scenarios. The Company does not foresee a reasonable likelihood of reduced demand for mobile services and the related infrastructure in the near or long term.</p>

Appendix B: TCFD Index

Risk Management <i>Disclose how the organization identifies, assesses, and manages climate-related risks.</i>	
<p>Describe the organization's processes for identifying and assessing climate-related risks.</p>	<p>Management of risk and resiliency is a company-wide priority, delivered through an interdisciplinary effort with contributions from our operations team, risk management, occupational health and safety, legal and compliance, information security, physical security and other functions. Our Operations team, led by our SVP of Operations, is responsible for managing operational risk for our business, while our Chief Financial Officer is the executive responsible for enterprise risk management.</p> <p>As described in the Governance and Strategy sections of this index, Uniti has identified and assessed climate-related risks through both our annual enterprise risk assessment and our initial TCFD-aligned Materiality Assessment.</p> <p>Consistent with other strategic activities, climate-related risks and opportunities are evaluated in the context of overall corporate goals and objectives.</p> <p>Climate-related risks: As part of the annual enterprise risk assessment, senior leadership evaluates risks in terms of likelihood, impact, and control effectiveness. New and emerging risks, as well as legacy profile risks, are included within this exercise.</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>Climate-related opportunities: In addition to our periodic TCFD-aligned Materiality Assessments, 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 assesses climate-related opportunities.</p> <p>Through the processes described above, as well as other engagement mechanisms (e.g., functional risk workshops, targeted exercises), Uniti seeks to identify and assess new or emerging risks to achieving our established goals and objectives. When merited, new risks will be added to our existing risk profile and regularly subjected to our rigorous risk management practices, including consistent ratings methodology and scales.</p>
<p>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

Metrics & Targets

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

<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>Uniti has committed to calculating and disclosing Scope 1 and 2 GHG by 2024. Discussion of the related risks are described within the preceding three sections of this index.</p>
<p>Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>Uniti is in the process of determining relevant targets to reduce the environmental impact of our network and operations as well as limit our exposure to climate-related risks. In 2021, we made a commitment to calculate our scope 1 and 2 GHG emissions by 2024. 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 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, 2022, unless otherwise noted

Activity Metrics		
Activity Metric	SASB Code	Response
Number of Broadband Subscribers ¹	TC-TL-000C	Total Customer Connections: 28,137 See also, form 10-K for the year ended December 31, 2022, p. 8
Network Traffic ²	TC-TL-000D	Approximately 552 Petabytes

Other Indicators			
Topic	Accounting Metric	SASB Code	Response
Data Privacy	Description of policies and practices relating to behavioral advertising and customer privacy	TC-TL-220a.1	Please see our Privacy Policy at https://uniti.com/about-us/legal/policies/privacy-policy .
	Number of customers whose information is used for secondary purposes	TC-TL-220a.2	None
	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	TC-TL-220a.3	None
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected.	TC-TL-230a.1	In 2022, Uniti did not have any data breaches.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards.	TC-TL-230a.2	The latest copy of Uniti's Information Security Overview is available upon request. Please contact ESG@Uniti.com .

¹ Total number of customer connections.

²Based on monthly averages transferred by Uniti's Public IP Backbone to our Transit and Internet Exchange interfaces from January 1, 2022 through December 31, 2022.

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

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	<p>Uniti discloses all material legal proceedings in our SEC filings.</p> <p>In 2022, Uniti did not disclose any monetary losses because of legal proceedings associated with anti-competitive behavior regulations.</p>
	Average actual sustained download speed of (1) owned and commercially associated content and (2) non-associated content relating to behavioral advertising and customer privacy	TC-TL-520a.2	Uniti does not own or produce content and does not favor certain types of content over others in the transmission of information over its network.
	Description of risks and opportunities associated with net neutrality, paid peering, zero rating, and related practices used for secondary purposes	TC-TL-520a.3	Uniti does not own or produce content and does not favor certain types of content over others in the transmission of information over its network.
Managing Systemic Risks from Technology Disruptions	Discussion of systems to provide unimpeded service during service interruptions	TC-TL-550a.2	<p>Uniti builds fully redundant, geographically diverse, self-healing networks, using carrier grade high-capacity technology. Uniti's core networks can identify issues in real-time and take automatic corrective action, while alerting our 24/7 Network Operations Center to the problem for further correction implementation as necessary. 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</p>