



# ESG REPORT 2024

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# ABOUT OUR REPORT

## Boundaries and Uncertainties

This report is intended to reflect activities for the 2024 calendar year unless otherwise indicated or suggested by the report's contents. This report provides qualitative and quantitative information on our approach to corporate responsibility, which includes environmental sustainability, social, and corporate governance issues. Uniti publishes this report on an annual basis. In the report, the term "including," and any variation of such term, means "including without limitation." The use of the word "or" in this report is not exclusive. Unless this report indicates otherwise or the context suggests otherwise, the terms "we," "our," "our company," "the company," or "us" refer to Uniti Group Inc. and its wholly owned subsidiaries. In addition, unless this report indicates otherwise or the context suggests otherwise, references to "the U.S." are to the United States of America and Puerto Rico, collectively. Non-financial information contained in this report is subject to measurement uncertainties resulting from limitations including those relying on third party provided information (as noted in this report) as well as those resulting from the methods used to make such determinations. Uniti has relied upon or selected such measurements or information in good faith but acknowledges that reliance on 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.

## Guidelines and Content

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



## Disclaimer

This report includes forward-looking statements as defined under U.S. federal securities law. Forward-looking statements include all statements that are not historical statements of fact and those regarding our intent, belief, or expectations. Words such as “anticipate(s),” “expect(s),” “intend(s),” “plan(s),” “believe(s),” “may,” “will,” “would,” “could,” “should,” “seek(s)” and similar expressions, or the negative of these terms, are intended to identify such forward-looking statements. These statements are based on management’s current expectations and beliefs and are subject to several risks and uncertainties that could lead to actual results differing materially from those projected, forecasted, or expected. Although we believe that the assumptions underlying the forward-looking statements are reasonable, we can give no assurance that our expectations will be attained. There are a variety of factors that could have a material adverse effect on our operations and prospects, or that could cause actual results to differ materially from our expectations. Forward-looking statements speak only as of the date of this report. Except in the normal course of our public disclosure obligations, we expressly disclaim any obligation to release publicly any updates or revisions to any forward-looking statements to reflect any change in our expectations or any change in events, conditions, or circumstances on which any such statement is based.

# COMPANY PROFILE & DASHBOARD

Uniti Group Inc. (NASDAQ: UNIT) is an independent, internally managed real estate investment trust (“REIT”) that engages in the acquisition and construction of mission critical communications infrastructure, and is a leading provider of fiber and other wireless solutions for the communications industry. As of December 31, 2024, Uniti owns approximately 145,000 fiber route miles, 8.8 million fiber strand miles, and other communications real estate throughout the United States.



FIBER  
STRAND MILES  
**8.8M**



ANNUAL  
REVENUE  
**\$1.2B**

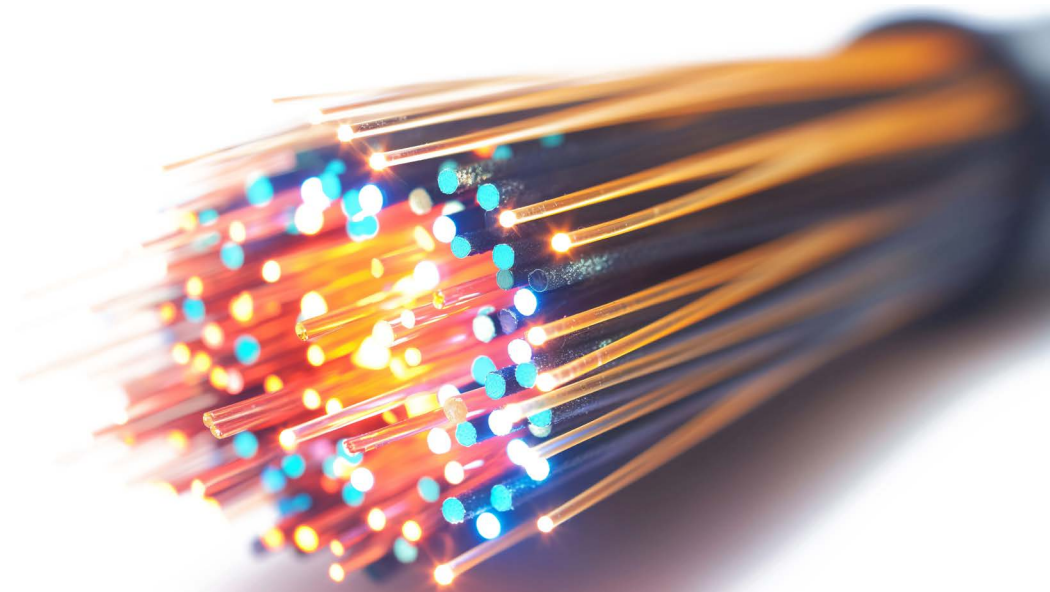


FIBER  
ROUTE MILES  
**145K**



NUMBER OF  
EMPLOYEES  
**~760**


Uniti provides the critical  
communications infrastructure  
needed to connect the world

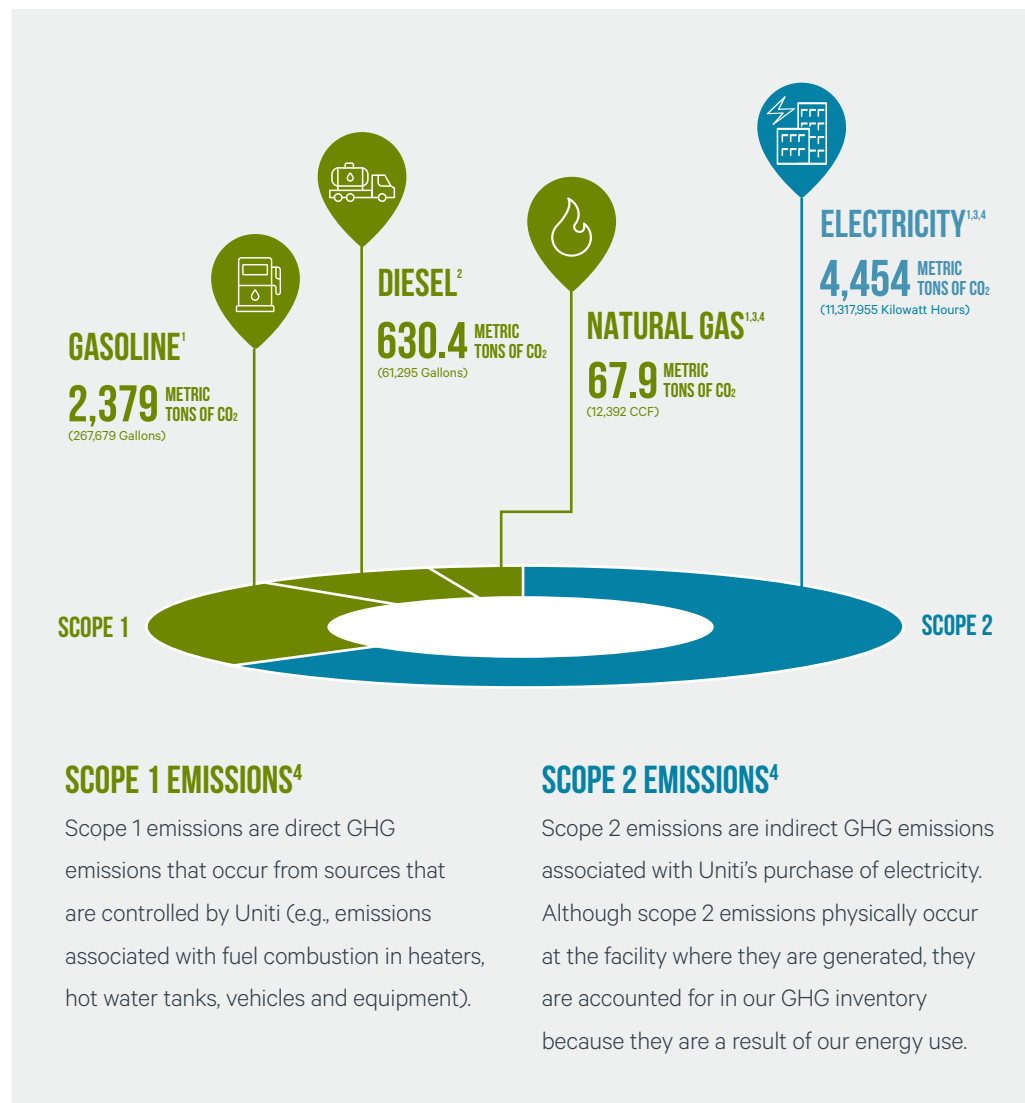
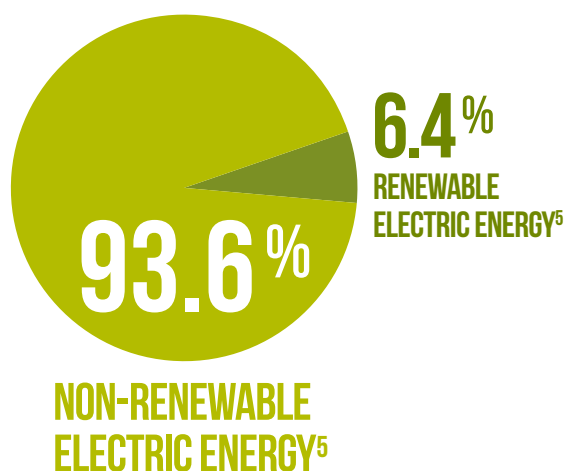


# ENVIRONMENTAL HIGHLIGHTS

## Greenhouse Gas Emissions & Water Consumption

2024 is Uniti's second year to disclose our scope 1 & 2 greenhouse gas ("GHG") emissions and water consumption data as part of our continuing commitment to environmental stewardship and to mitigating our potential impact on the environment. Uniti operates in compliance with all relevant environmental laws and regulations.

 **GALLONS OF WATER USED = 941,784<sup>3,4</sup>**



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

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

<sup>3</sup>Electricity, natural gas, and water consumption was calculated based on utility bills and year-over-year rate changes to same.

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

<sup>5</sup>Approximately half of Uniti's scope 2 electricity purchases are in the United States Environmental Protection Agency's (EPA) SRMV (SERV Mississippi Valley) eGRID subregion and approximately half are in SRSO (SERC South). These values result from an average of the SRMV and SRSO fuel mixes the per the EPA's Power Profiler tool.

# SOCIAL HIGHLIGHTS



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

### THE BASICS:

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

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

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



### PAID LEAVE:

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



Uniti has been recertified as a Great Place to Work® for the 7th consecutive year!



## 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



## Retirement and Stock Purchase Plans



### EMPLOYEE CONTRIBUTION

UP TO **5%**



**401(K) AND  
ROTH 401(K)  
SAVINGS MATCH**

**0%**

CHOSEN PERCENTAGE OF  
INCOME, AFTER TAX<sup>1</sup>



**EMPLOYEE STOCK  
PURCHASE PLAN**



### UNITI CONTRIBUTION

UP TO **4%**



**15%**

DISCOUNT FOR  
PARTICIPATING EMPLOYEES



<sup>1</sup>Up to the annual purchase maximum as defined in the Employee Stock Purchase Plan



## 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.

**31** ORGANIZATIONS SUPPORTED | **\$172K** DONATIONS IN 2024



## Paid Volunteer Hours

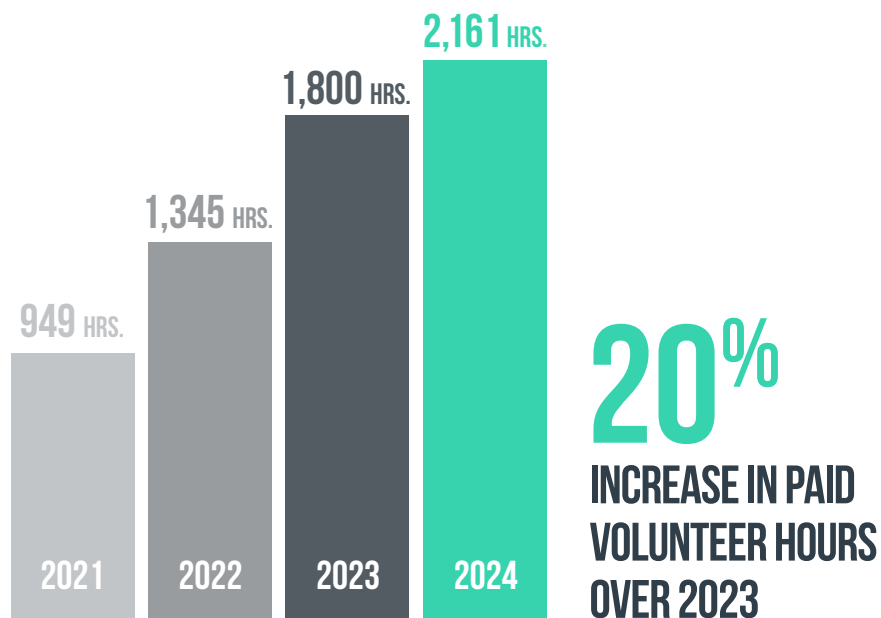
In addition to local giving, Uniti offers up to 24 hours of paid volunteer time off, per employee per year, as encouragement for employees to donate their time to causes they're passionate about.



## Safety Training

Uniti is proud to report that our ~760 employees worked ~1.5 million hours and had zero reportable injuries. This is attributable to Uniti's strong culture of safety, and our web-based learning management system, ULearn. We use a variety of interactive approaches, both virtually and in-person, to ensure employee engagement and active participation, resulting in a higher retention rate of key objectives which ultimately leads to a safer working environment for all Uniti employees.

**In 2024, ~760 employees worked ~1.5 million hours with zero reportable injuries**



# GOVERNANCE HIGHLIGHTS



## Cybersecurity

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



## Security Training

All Uniti employees are required to complete annual cybersecurity awareness training through our web-based learning management system, ULearn. In 2024, the training focused in part on equipping Uniti employees with the tools to identify and take action to protect Uniti from artificial intelligence enabled phishing attempts by malicious actors.



## Information Security

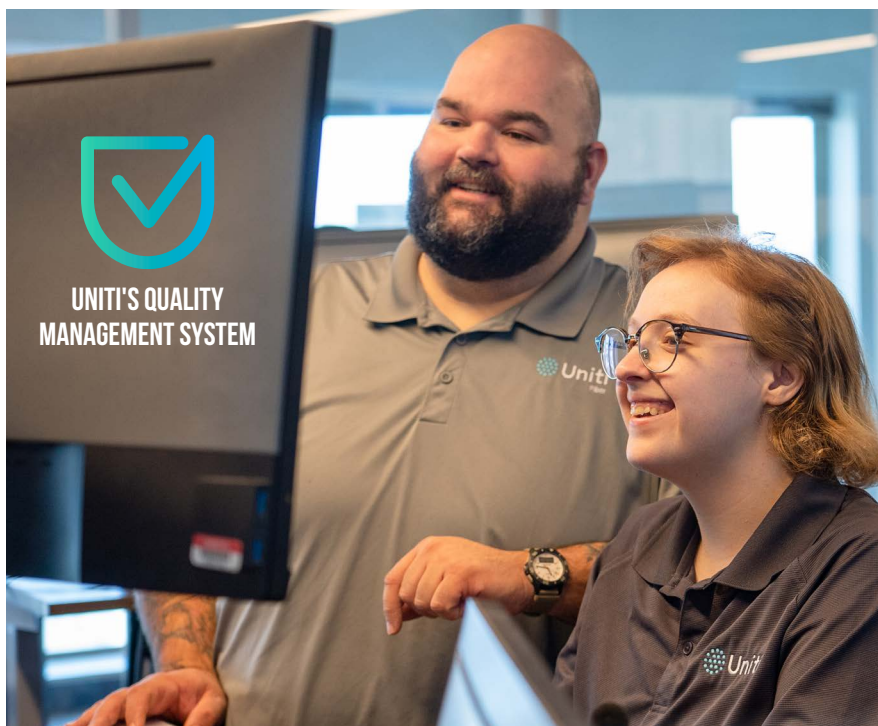
In furtherance of Uniti's holistic approach to the information security of both Uniti and customer information, in 2024 we certified our information security program to the standards of the International Standard Organization (ISO) 27001. Our ISO 27001 certification confirms that our information security program maintains best practices and principles to manage risks related to the security of data owned or handled by the company as part of a standardized system.

**In 2024, ULearn equipped employees with the tools to identify and take action against AI enabled phishing attempts**



## Business Continuity

In support of our commitments to the health and safety of our employees, protection of company assets, and minimization of potential impacts in the event an unplanned business disruption occurs, Uniti adopted a thoroughly developed Business Continuity Plan in 2024. We have several tests and exercises of the Business Continuity Plan scheduled throughout 2025 to ensure readiness.



# APPENDIX A: GRI CONTENT INDEX

Uniti has reported the information cited in this Global Reporting Initiative ("GRI") content index for the period from January 1, 2024 to December 31, 2024, 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	About Our Report, p. 2; 2101 Riverfront Drive, Suite A, Little Rock, Arkansas 72202
	2-2	Entities included in the organization's sustainability reporting	About Our Report, p. 2; Form 10-K for the year ended December 31, 2024
	2-3	Reporting period, frequency and contact point	Both financial and sustainability reporting are on an annual basis; this report was published March 19, 2025; contact point: <a href="mailto:ESG@Uniti.com">ESG@Uniti.com</a> , 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. 4; Form 10-K for the year ended December 31, 2024
	2-7	Employees	All publicly available data regarding employees is in our Form 10-K for the year ended December 31, 2024
	2-8	Workers who are not employees	All publicly available data regarding employees is in our Form 10-K for the year ended December 31, 2024
	2-9	Governance structure and composition	2025 Proxy Statement: Board and Board Committee Matters
	2-10	Nomination and selection of the highest governance body	2025 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	<p>Uniti's Board of Directors (the "Board") oversees our management and overall strategy. In fulfilling this responsibility, the Board maintains an active role, including at the committee level, in overseeing management of Uniti's various risk exposures. While the Board is ultimately responsible for overall risk oversight for Uniti, certain of the Board's committees assist the Board of Directors in fulfilling its oversight responsibilities in certain areas of risk.</p> <p>The Audit Committee oversees Uniti's enterprise risk management and periodically reviews with management and Uniti's auditors major financial and auditing risks. We included disclosure relating to potential impacts of climate change in our 2024 Form 10-Q filings as well as in the Form 10-K for the year ended December 31, 2024. 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>

# GRI CONTENT INDEX

GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	<p>The Governance Committee oversees sustainability matters, including significant issues of environmental, social and governance responsibility, as they pertain to Uniti's business and long-term value creation for our stockholders. The Governance Committee reviews such matters and makes recommendations to the Board. The Board has reviewed and approved our Statement of Environment, Social and Governance Policy which reflects Uniti's efforts to minimize the impact of our operations and services on the environment.</p> <p>The Board's discharge of its risk oversight role has not specifically affected its leadership structure discussed above. Rather, in establishing the current leadership structure, risk oversight was one factor among many considered. The Board will regularly review its leadership structure and evaluate whether it, and the Board as a whole, is functioning effectively. If in the future the Board believes that a change in its leadership structure is required to, or potentially could, improve the Board's risk oversight role, it may make any change it deems appropriate.</p> <p>Climate-related risks are overseen by our Board through our annual enterprise risk assessment. Climate-related opportunities are reviewed by the Board through bi-quarterly summaries prepared by our General Counsel, who leads our Environmental Social Governance ("ESG") Division. Our ESG Division includes leadership representation from all regions, including key senior leaders, and meets frequently, but not less than monthly.</p>
	2-13	Delegation of responsibility for managing impacts	See disclosures in GRI 2-12
	2-14	Role of highest governing body in sustainability reporting	See disclosures in GRI 2-12
	2-15	Conflicts of interest	Code of Business Conduct and Ethics and Whistleblower Policy available on our website at: <a href="https://uniti.com/corporate-responsibility/">https://uniti.com/corporate-responsibility/</a>
	2-16	Communication of critical concerns	See disclosures in GRI 2-12; no critical concerns were communicated to the Board in 2024
	2-17	Collective knowledge of the highest governing body	See disclosures in GRI 2-12; identification, assessment and management of climate-related risks are fully integrated into Uniti's established enterprise risk management framework
	2-18	Evaluation of the performance of the highest governing body	Under evaluation
	2-19	Remuneration policies	2025 Proxy Statement: Director Compensation and Executive Compensation
	2-20	Process to determine remuneration	2025 Proxy Statement: Director Compensation and Executive Compensation
	2-21	Annual total compensation ratio	2025 Proxy Statement: Director Compensation and Executive Compensation

# GRI CONTENT INDEX

GRI 2: General Disclosures 2021	2-23	Policy commitments	Our policy commitments inform all of our decisions and are communicated to relevant parties through our annual employee handbook, policies (approved at the Executive level or higher), and annual ESG report; policy commitments are available on our website at: <a href="https://uniti.com/corporate-responsibility/">https://uniti.com/corporate-responsibility/</a>
	2-24	Embedding policy commitments	See disclosures in GRI 2-12; policy commitments are available on our website at: <a href="https://uniti.com/corporate-responsibility/">https://uniti.com/corporate-responsibility/</a>
	2-25	Process to remediate negative impacts	See disclosures in GRI 2-12; policy commitments are available on our website at: <a href="https://uniti.com/corporate-responsibility/">https://uniti.com/corporate-responsibility/</a>
	2-26	Mechanisms for seeking advice and raising concerns	Individuals are encouraged to seek advice from the members of the ESG Division, which is comprised of employees from across the organization; see our Code of Business Conduct and Ethics and Whistleblower Policy available on our website at: <a href="https://uniti.com/corporate-responsibility/">https://uniti.com/corporate-responsibility/</a>
	2-27	Compliance with laws and regulations	We did not incur any material fines or non-monetary sanctions for non-compliance with laws or regulations in the social and economic area
	2-28	Membership associations	Memberships include but are not limited to: National Association of Real Estate Investment Trusts (Nareit); INCOMPAS (the internet and competitive networks association)
	2-29	Approach to stakeholder engagement	As Uniti builds on its strategy, ongoing engagement with our stakeholders will remain vital. We are thankful for the trusted relationships and regular dialogue that we share with these stakeholders. Uniti considers and welcomes additional opportunities to regularly engage in thoughtful conversations with these groups.
	2-30	Collective bargaining agreements	None
<b>Material Topics</b>			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	In 2021, Uniti conducted a Materiality Assessment to both identify the impact and prioritize the importance of various ESG related issues and to also create Uniti's first ESG-related materiality matrix, which was based on survey results from internal and external stakeholders comprised of key suppliers, customers, employees, and investors. We are evaluating whether changes may be necessary in the future.
	3-2	List of material topics	Disaster & Crisis Response; Cybersecurity; Waste & Recycling; Energy & Resource Management; Health & Safety; Compensation & Wellness; Procurement; Economic Performance; Compliance & Reporting; We are evaluating whether changes may be necessary in the future.

# GRI CONTENT INDEX

Economic Performance			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Form 10-K for the year ended December 31, 2024
	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, 2024.
	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. 7; approximately 73.5% 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	Environmental Highlights p. 5; Uniti's vehicles consumed 267,679 gallons (35.27 Terajoules) of gasoline. Uniti's equipment and vehicles consumed 61,295 gallons (8.98 Terajoules) of diesel; Samsara Fleet Maintenance software; <a href="https://www.convertunits.com">https://www.convertunits.com</a>
	302-2	Energy consumption outside of the organization	Environmental Highlights p. 5; Uniti purchased of 11,317,955 kWh (40.74 Terajoules) of electricity
	302-3	Energy intensity	Environmental Highlights p. 5; Uniti purchased 11,317,955 kWh in 2024; Uniti revenue was \$1,166,927,000; 2024 energy intensity (kWh), per \$100,000 of revenue, is 969.89
	302-4	Reductions in energy requirements of products and services	Environmental Highlights p. 5; Uniti's vehicles consumed 267,679 gallons (35.27 Terajoules) of gasoline. Uniti's equipment and vehicles consumed 61,295 gallons (8.98 Terajoules) of diesel; Samsara Fleet Maintenance software; <a href="https://www.convertunits.com">https://www.convertunits.com</a>
Emissions			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Environmental Highlights p. 5
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental Highlights p. 5
	305-4	GHG emissions intensity	Environmental Highlights p. 5; Scope 1 and Scope 2 energy use resulted in 7,531.3 metric tons of CO <sub>2</sub> ; 2024 Uniti revenue was \$1,166,927,000; 2024 GHG emissions intensity (metric tons of CO <sub>2</sub> ), per \$100 million of revenue, is 645.4

# GRI CONTENT INDEX

Waste			
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Our offices participate in various waste management initiatives, such as recycling paper, plastic and aluminum and digitalizing operations to reduce paper consumption
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, 2024
	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	Maternity and 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	Uniti is dedicated to the health and safety of our employees, customers, business partners and the public. Our safety team actively monitors and implements state and federal regulations as we continually adjust our business practices and operating procedures to ensure the protection of team members and the continuity of our business.
Customer Privacy			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	All publicly available data regarding customer privacy may be found in our SEC filings

## APPENDIX B: SASB INDEX

We have included the below Sustainability Accounting Standards Board ("SASB") disclosures related to the sector that most closely aligns to our mix of businesses. Unless otherwise noted, all data and descriptions apply to our entire company, not just the business relevant to that sector. We do not currently disclose all indicators included in the standard but have focused on those most relevant to Uniti where we have sufficient information. All data is as of or for the year ended December 31, 2024, unless otherwise noted.

Activity Metrics		
Activity Metric		
Number of Broadband Subscribers <sup>1</sup>	TC-TL-000.C	Total Customer Connections: 29,755 See also, Form 10-K for the year ended December 31, 2024
Network Traffic <sup>2</sup>	TC-TL-000.D	Approximately 733.4 Petabytes

Other Indicators			
Topic			
Data Privacy	Description of policies and practices relating to behavioral advertising and customer privacy	TC-TL-220a.1	Please see our Privacy Policy at <a href="https://uniti.com/about-us/legal/policies/privacy-policy">https://uniti.com/about-us/legal/policies/privacy-policy</a> .
	Number of customers whose information is used for secondary purposes	TC-TL-220a.2	None.
	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	TC-TL-220a.3	Uniti discloses all material legal proceedings in our SEC filings
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	TC-TL-230a.1	All publicly available data regarding this topic may be found in our SEC filings
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-TL-230a.2	The latest copy of Uniti's Information Security Overview is available upon request. Please contact <a href="mailto:ESG@Uniti.com">ESG@Uniti.com</a> .

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

<sup>2</sup>Based on monthly averages transferred by Uniti's Public IP Backbone to our Transit and Internet Exchange interfaces from January 1, 2024, through December 31, 2024.

# SASB INDEX

Competitive Behavior & Open Internet	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-TL-520a.1	Uniti discloses all material legal proceedings in our SEC filings
	Average actual sustained download speed of (1) owned and commercially associated content and (2) non-associated content relating to behavioral advertising and customer privacy	TC-TL-520a.2	Uniti does not own or produce content and does not favor certain types of content over others in the transmission of information over its network
	Description of risks and opportunities associated with net neutrality, paid peering, zero rating, and related practices used for secondary purposes	TC-TL-520a.3	Uniti does not own or produce content and does not favor certain types of content over others in the transmission of information over its network
Managing Risks from Technology Disruptions	Discussion of systems to provide unimpeded service during service interruptions	TC-TL-550a.2	Uniti builds fully redundant, geographically varied, 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 (the "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 (the J.O.C.) which can be deployed quickly into the relevant area. The JOC provides a base of operations for Uniti employees and contractors, current information for Uniti customers, and free wireless internet access services to the nearby public.