



2022

ESG Report



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At TDS, we believe that being a good corporate citizen is fundamental to our long-term success. This means truly caring about our customers, our associates, and the people in our communities, as well as serving as a good steward of the environment and having governance practices that align with our corporate values.



## A message from LeRoy (Ted) T. Carlson, Jr.

At TDS, we believe that our commitments to environmental, social, and governance principles are not only a demonstration of responsible corporate citizenship; they are also a strategic imperative. This report highlights various ways we serve our customers, our associates, and our communities, while managing our environmental impact.

What started as a few small rural telephone companies has grown to become an enterprise that provides top-quality communications services to approximately 6 million customer connections across the country. We owe our success to the innovation, dedication, and hard work of all the associates who have committed themselves to providing outstanding services to our customers and communities.

Corporate responsibility has been a hallmark of the TDS family of companies since our founding over 50 years ago. From the beginning, TDS has been committed to “bridging the digital divide” by connecting underserved communities through a variety of telecommunications services. Our deep-seated commitment to ESG continues to evolve.

Our founder, LeRoy T. Carlson, said, “A company must have a social purpose.” We refer to our socially responsible principles, which make up the “S” in ESG, as our “3Cs” – Customers, Culture, and Community. These three groups are at the heart of everything we do.

We are pleased to present to you our annual Environmental, Social, and Governance (ESG) report.

Very best regards,  
Ted Carlson



## Our Company

TDS provides comprehensive telecommunications services and products to consumers and businesses across the United States through our portfolio of companies.





## Our Businesses



TDS offers wireless voice and data services and products across the United States through our publicly traded subsidiary, UScellular. UScellular is the fourth largest full-service wireless carrier in the United States, providing national network coverage and industry-leading innovations designed to elevate the customer experience. UScellular's mission is to connect customers to what matters most. The Chicago-based carrier strives to provide high-quality connections in all of its markets, especially those underserved by other carriers, and offers a wide range of communication services that enhance customers' lives, increase the competitiveness of local businesses and improve the efficiency of government operations.



TDS Telecommunications LLC (TDS Telecom/TDS®) delivers high-speed internet, TV entertainment, and phone services to a mix of rural and suburban communities throughout the U.S. With 1.2 million connections, TDS is a rapidly growing technology company. Powered by fiber-optics and new industry-leading technologies, TDS delivers up to 8 Gigabit internet speeds and offers internet-protocol based TV entertainment solutions along with traditional phone services. TDS also offers businesses VoIP advanced communications solutions, dedicated internet service, data networking, and hosted-managed services.



OneNeck IT Solutions LLC, offers hybrid IT solutions including cloud and hosting solutions, managed services, enterprise application management, advanced IT services, hardware and local connectivity via top-tier data centers. OneNeck's team of technology professionals manage secure, world-class, hybrid IT infrastructures and applications for mid-sized businesses around the country.

## Stakeholder Assessment of ESG Opportunities and Risks

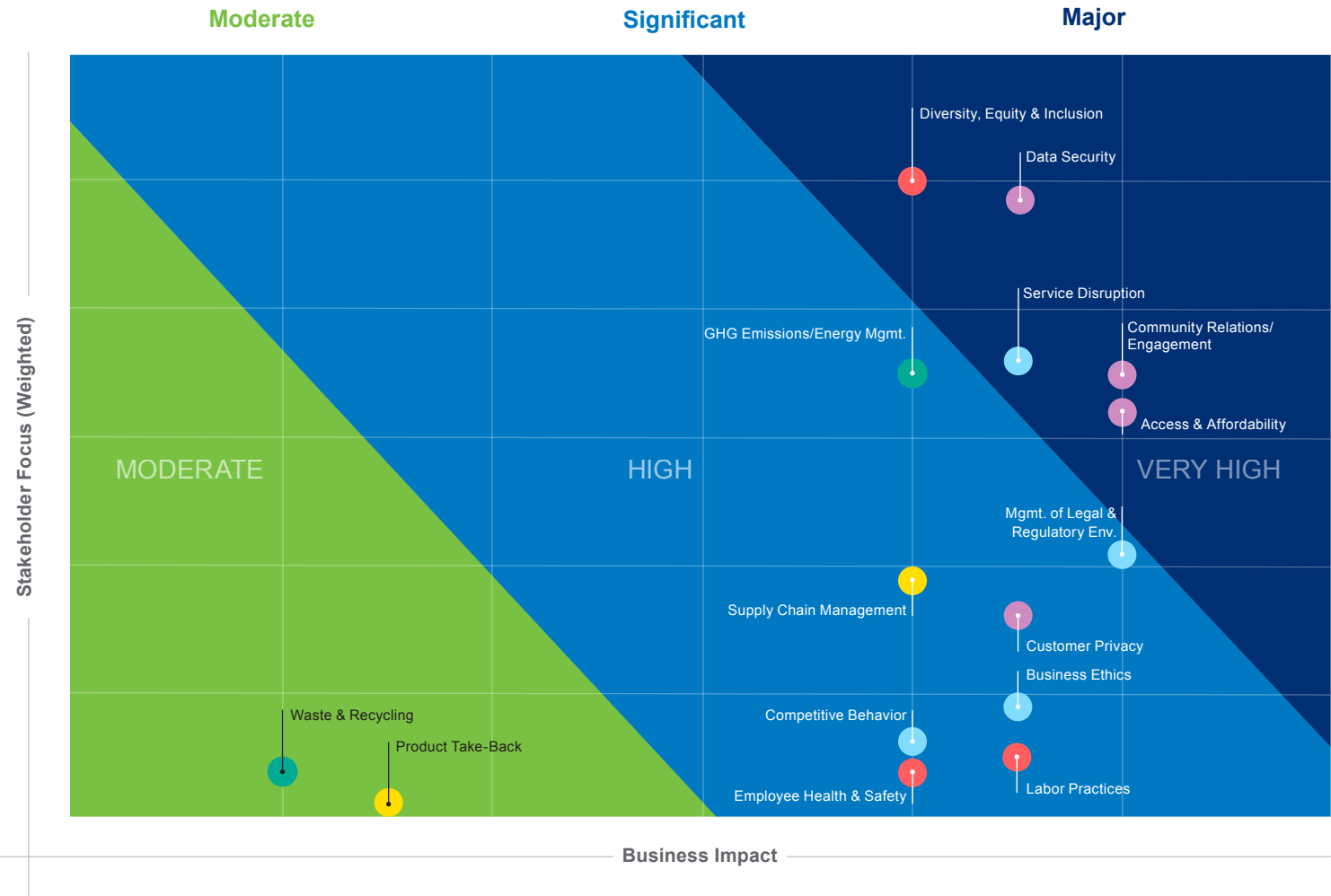
As a part of TDS' program to advance our environmental, social and governance (ESG) strategy, we conducted an assessment, also known as a "Materiality Assessment" in order to identify opportunities and risks that our stakeholders consider most important for TDS. We partnered with an independent third party to guide us in the process of researching, testing, and analyzing our significant ESG issues.

The results of this assessment have helped us further define and drive our ESG strategy. The matrix included on the right categorizes those ESG topics, which helps inform our ESG strategy moving forward.

This scattergram presents each of the ESG topics relative to its potential impact on TDS' business vs. stakeholder focus. Those topics in the top right are considered the most important overall.

- Environment
- Social Capital
- Human Capital
- Business Model & Innovation
- Leadership & Governance

Click [here](#) to read our whole stakeholder assessment



## Our Stakeholder Assessment Process

In 2021, we completed a benchmarking assessment to develop a list of candidate priority ESG topics. We conducted a high-level assessment of ESG disclosures and formats from a group of selected peer and competitor companies and reviewed scoring results and factors from selected ESG rating agencies. We reviewed the Sustainability Accounting Standards Board (SASB) standards for the Telecommunications Services industry as well as existing ESG disclosures from our own enterprise. After narrowing our list of 15 ESG topics, we interviewed and surveyed both internal and external stakeholders, including members of the TDS and UScellular boards of directors, customers, community members, supply chain proponents, investors, and advisors. We then consolidated the key takeaways from each interview and survey (including the stakeholder’s top priority topics) and assessed the results against our established list of significant topics.

As used in this report, the term “material” is distinct from, and should not be confused with, such term as defined for SEC reporting purposes. Thus, the inclusion of information in this assessment should not be construed as a characterization of the materiality or of such information for SEC reporting purposes. Please see Telephone and Data Systems, Inc. (TDS) Form 10-K for the year ended December 31, 2022 for additional information regarding our financial performance and risks.

### Major topics

The major topics identified in our stakeholder assessment remain our key priorities for our ESG Program. These include:



**Access & Affordability**



**Data Security**



**Business Continuity  
(Service Disruption)**



**Diversity, Equity & Inclusion**

**3Cs**

**Customers, Culture, Community  
(Community Relations/  
Engagement)**

## Connecting US

### The Fixed Wireless (FWA) Solution

The combination of new 5G technology and significant government investment provides an exciting opportunity to connect homes and businesses quickly and economically with Fixed Wireless Access (FWA). At UScellular, we are committed to partnering with state and local governments to offer FWA as an option for connecting underserved America.

FWA is a wireless solution that supports broadband connectivity. The home or business connects wirelessly to a nearby cell tower, providing a high-speed broadband connection via a wireless signal, as opposed to the wired connection provided by fiber or cable. Using FWA also provides the dual benefit of enhancing 5G mobile connectivity, ensuring that people are connected at home, at work and virtually anywhere else.



### Access and Education

Through partnerships with nonprofit organizations, original research, and associate volunteerism, we're addressing the digital divide and providing critical resources in local communities. UScellular is focused on addressing gaps in STEM (Science, Technology, Engineering, and Mathematics) education. We are connecting tomorrow's innovators with the resources they need today to help shape their future opportunities.

For more on our educational programs, see the "Our Community" section of this report.



### After School Access Project

After School Access Project is a program that provides free mobile hotspots and service to nonprofits that support youth after the school day has ended and provides safe internet access for homework and education. Our goal is to close the connectivity gap for youth living within our markets, so homework can truly be done at home.

To bridge the digital divide in 2022, we pledged up to **\$13 million in hotspots** and service to **help up to 50,000 youth** connect to reliable internet in our markets.

UScellular pledged up to

**\$13M**

helping up to

**50,000**  
youth



### CTIA Wireless Spotlight

UScellular President and CEO, Laurent "LT" Therivel discusses how UScellular is bridging the digital divide and providing local connections to its customers.

Click [here](#) to watch UScellular's "Wireless Spotlight: Meet UScellular's Laurent Therivel"

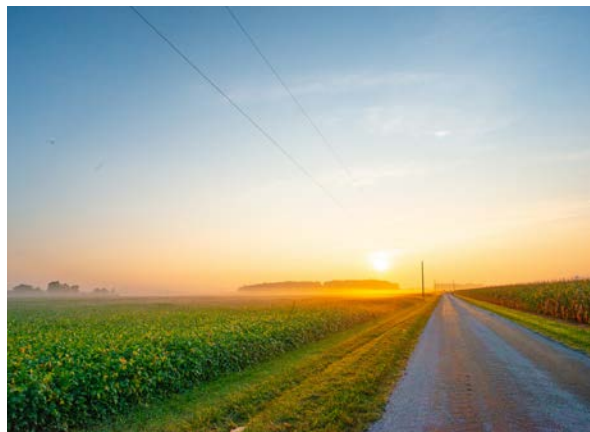


## Bridging the Digital Divide

### Keeping our customers connected

#### A-CAM

TDS Telecom is leveraging funding from the Federal Communications Commission’s (FCC) Alternative Connect America Cost Model (A-CAM) to enhance and improve speeds to approximately 160,000 service addresses in our rural broadband networks by 2028. We are also working to obtain state funding and have received nearly \$48 million in State grants from 2013-2022 to enhance broadband services to over 25,200 service addresses in five states by 2025.



TDS Telecom expects to receive

**\$1.01B** in total A-CAM funding

through 2028 to connect customers in TDS Telecom’s most rural markets with enhanced broadband speeds.

TDS received nearly

**\$48M** in State grants from 2013-2022

to build out broadband to approximately

**160,000** locations by 2028.

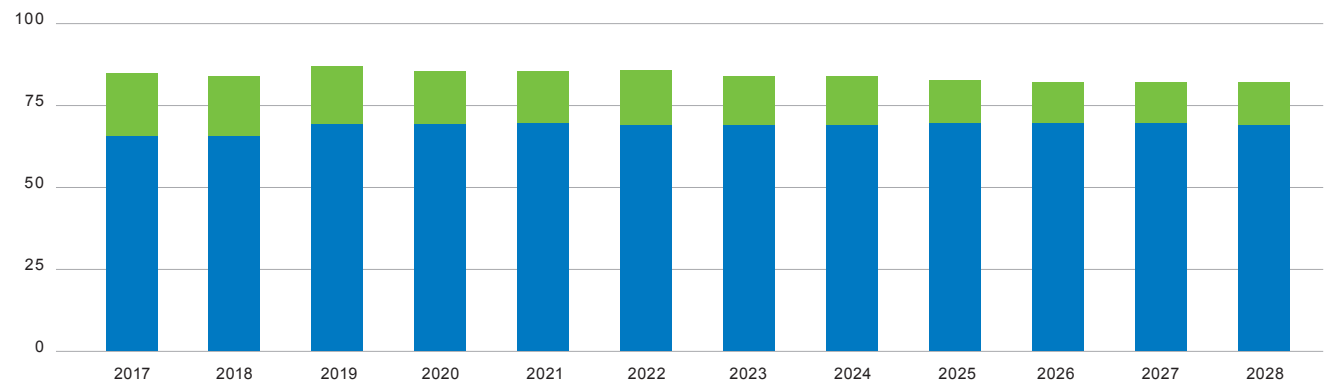
to enhance broadband services to over

**25,200** service addresses in five states by 2025.

#### Confirmed A-CAM Support\*

■ Transition Support ■ Base Support

(in millions of dollars)



\*Includes funding offered by the FCC in February 2019 that increases A-CAM support extended to TDS Telecom



## Data security

The TDS information security program aligns with the National Institute of Standards and Technology (NIST) independent, industry standard cybersecurity framework.

Risk assessments are conducted annually leveraging this standard. The assessment results are used to drive continuous improvement in the TDS cybersecurity control environment. Management reports on the cybersecurity risk program to the TDS Audit Committee and the TDS Board of Directors. TDS assesses the threat and vulnerability landscape using various commercial, government, vendor and publicly available information sources and tools. TDS manages these evolving risks through ongoing investments in the security program including active monitoring of the environment. In addition, TDS Information Technology leaders conduct regular cyber incident simulations to ensure preparedness in the event of a cyber-attack. TDS also leverages external parties to perform assessments and tests of security controls in the environment.



## Business continuity

UScellular and TDS Telecom provide critical communications and data services that customers and communities depend on. This responsibility means we must keep investing in our networks to keep them strong, reliable and resilient. UScellular and TDS Telecom have built redundancy into critical areas.

Each company has 24/7 monitoring, the use of advanced data analytics to monitor network stability and health, disaster response plans and the ability to deploy temporary solutions using alternative power sources. Both organizations can also implement consumer protection measures in the event of emergencies.

When natural disasters strike, UScellular can keep communities connected by making temporary cellsites available, and providing complimentary chargers and charging stations.



## Diversity, Equity & Inclusion (DE&I)

At TDS, we understand the critical importance of diversity, equity and inclusion for our people, partners, customers and community as well as its role in our overall success. We support an inclusive and diverse workforce, supplier base and network of community partners. In 2022, TDS enhanced our enterprise-wide DE&I strategy. We named our first vice president of Enterprise DE&I, formed an Enterprise Diversity Council to establish goals and standards, and partnered with a third-party DE&I firm that offers continuing DE&I educational resources, benchmarking support, and DE&I counsel across our business units. These actions were in the service of enterprise alignment and increased impact realized by unified action and focus. Ultimately, our work is in service of ensuring that we live the tenets of our Code of Business Conduct in word and deed which states: we want our associates to feel supported regardless of their socioeconomic status, race, citizenship status, color, sex, sexual orientation, gender identity, national origin, religion, age, disability, pregnancy, or military status.

We are committed to demonstrating equity and fairness through the inclusion of diverse associates, customers, and suppliers. Additionally, we desire an operating environment in which all associates can pursue their career ambitions, contribute to the company success, feel valued and experience emotional and psychological safety.

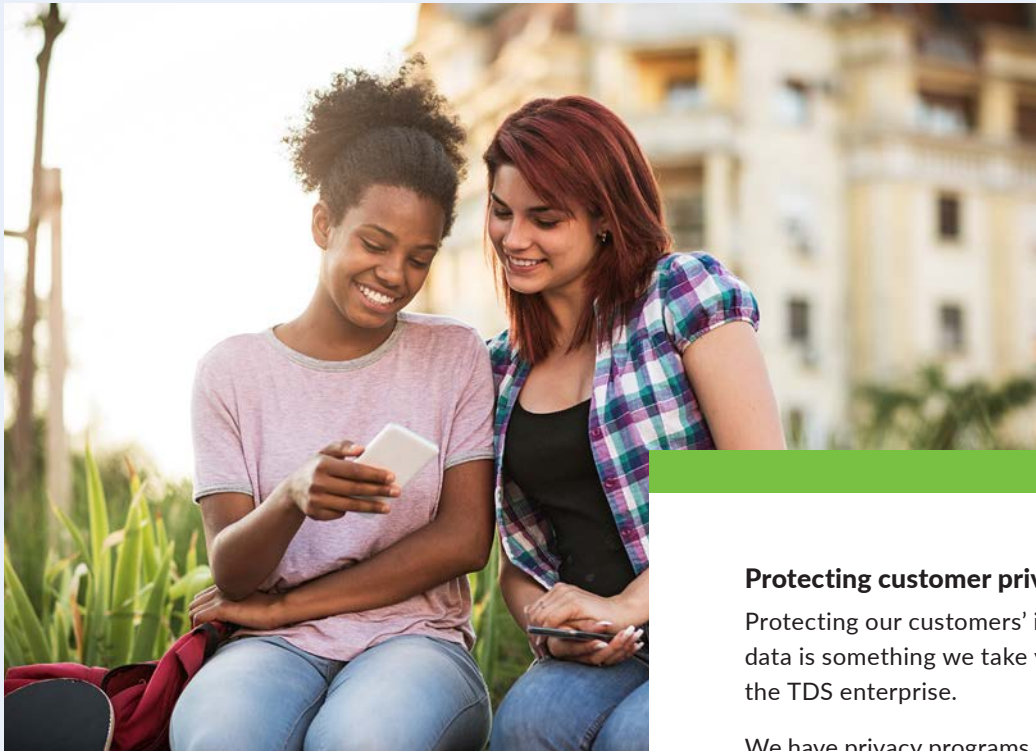
For more information on our programs, see the Culture section of this report.



## Our Customers

Our top priority is serving our customers with high-quality products and services that are reliable, fairly priced, and connect them to what matters most. Customer loyalty and high levels of satisfaction have been a key to our success for over 50 years. From the start, we have felt a responsibility to provide rural and underserved customers with high-quality communications services, and to protect the privacy and data of all our customers in accordance with all laws, rules and regulations and to advertise our services and products truthfully.





“The people who live in these rural and suburban areas should have the same and equal access to the full range of technological advances available today as those enjoyed by people who live in urban areas.”  
LeRoy Carlson - Founder 1979

### Protecting customer privacy

Protecting our customers' information and data is something we take very seriously across the TDS enterprise.

We have privacy programs in place at our organizations and, as a part of this program, our associates are required to complete annual security and privacy training.

### Visit each of the TDS Family of Companies privacy policies.

[TDS Privacy Policy](#)

[UScellular Privacy Statement](#)

[TDS Telecommunications LLC](#)

[TDS Broadband Service LLC](#)

## UScellular Customers



Wherever our customers are—city streets, country roads, or in their home—the signal is there where and when they want to use it.

### Built for US

UScellular's foundation is understanding our communities and staying focused on connecting customers to what matters most. Our mission gives us the responsibility to make a bigger impact on the communities we serve. Since the beginning, we've been putting our customers' needs at the center of everything we do. It's because of our commitment to providing customers with the best wireless experience that we are always investing in technology that helps provide reliable coverage where and when it's needed.

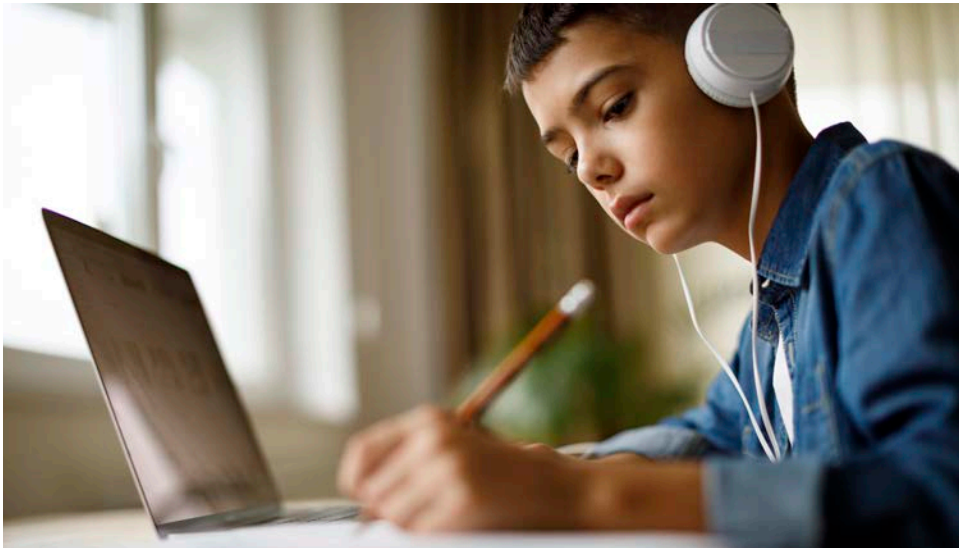
### UScellular is delivering on the promises of 5G

UScellular continued our multi-year 5G deployment. The majority of our traffic is now carried by sites that have 5G deployed. Wherever our customers are—city streets, country roads or in their home—the signal is there wherever and whenever they want to use it. With investments in 5G, UScellular is enabling innovative solutions that enrich communities, support sustainability and more.

### UScellular Business Solutions

UScellular offers the connection and support to help businesses reach their goals. Our Emerging Solutions Business and Internet of Things (IoT) business solutions are backed by outstanding customer service and powered by a network that was built to keep customers connected where connectivity is needed most, even in rural areas.

UScellular



Keeping Students Connected to Classrooms for Digital Learning

Reliable education solutions for distance learning require the right devices and a fast, reliable network. Kids and teachers can be connected to their classrooms wherever they are, even if they don't have regular access to the internet.

K-12 Digital learning has moved beyond being a pandemic need and secured permanence in the education segment. UScellular recognizes the gaps that exist in access to tools and connectivity to help students thrive in conditions where classrooms extend beyond a blackboard.

Our teams help schools address their holistic needs not only by providing tools but also by helping administrators understand funding options available to them.

UScellular's *After School Access Project* is one such initiative that is proof of our commitment to help bridge the digital divide, that holds back students who lack access to reliable internet connectivity.

Digital learning solutions also need to be affordable, so we have offered special pricing for schools on unlimited mobile hotspots. These solutions are powered by a nationwide network that works as well in the countryside as it does in the city. Lastly, they're easy to deploy, allowing quick connectivity to the network for reliable internet access and consistent and seamless access to remote learning activities.



Building a Better Grid with Secure, Reliable and Controlled Connectivity

Many organizations are replacing their outdated, disparate, and inefficient networks with private cellular networks (PCN) that provide the security, reliability, control, and low latency they need to protect their valuable data in areas where there is limited connectivity. With proven cellular-grade security, the UScellular Business PCN solution

isolates an organization's data from public traffic and enables IT leaders to control services provided to users, edge applications and smart IoT device deployments while minimizing the danger of intrusions or cyberattacks.

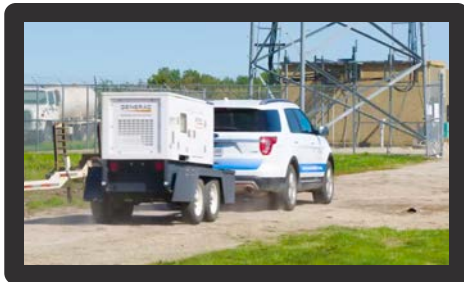
For example, utilities are innovating and undertaking a digital transformation to modernize the grid and withstand growing security threats. UScellular's range of PCN

solutions enable utilities to consolidate dozens of legacy technologies into one ubiquitous network that can support advanced use cases such as smart grid solutions. In addition to supporting the reliable transmission of power grid information and improving fault response times, PCNs can also help utilities streamline communication within their company and with their suppliers.

## UScellular

### Disaster response and emergency support

UScellular is here to help customers in their time of need. When natural disasters strike, UScellular can offer our customers in the impacted areas the smartphone data they need. We keep communities connected by making temporary cell sites available when necessary and providing complimentary chargers and charging stations.



Click [here](#) to watch UScellular’s “Disaster Response Generator”

Each year, UScellular publishes a Transparency Report which provides specific information about the number of civil actions and law enforcement requests we received from attorneys and federal, state or local law enforcement in the United States.

[UScellular Transparency Report](#)



### Helping to Improve Patient Care with Reliable Telehealth

Connecting to the internet is fundamental to the success of any telehealth solution. That’s why choosing a carrier with a reliable network is key, so that our customers can be confident they are able to receive care without leaving home—even if they live in rural areas or don’t have access to the internet.

Some of our solutions include:

- Cellular-enabled tablets and mobile hotspots for patients who don’t have access to a reliable internet connection.
- Mobile forms that let staff document information like arrival and departure times and care details, as well as supporting electronic visit verification (EVV).
- Mobile device management (MDM) solutions that are designed to support hospitals and home health teams by securing patient data and helping with Health Insurance Portability & Accountability Act (HIPAA) compliance.

## TDS Telecom Customers

TDS Telecom is working with state legislators and regulators to obtain funding to deploy broadband in areas where it is otherwise not financially viable. TDS Telecom was a recipient of nearly \$48 million in state grants from 2013-2022 to provide and support enhanced broadband services to over 25,200 service addresses in five states.



### Fiber-optics

In 2022, TDS Telecom continued its transformation into a premier broadband provider, making significant progress in upgrading speeds and deploying fiber technology in both incumbent and expansion markets. TDS Telecom **grew its footprint by 9% by delivering 133,000 marketable fiber service addresses** and ended 2022 with 582,000 marketable fiber services addresses: nearly halfway to reaching its current target of **1.2 million by 2026**.



### A greener technology

According to industry study, fiber provides the most energy efficient delivery of broadband among all communications technologies, offering a lower CO2 footprint. In fact, fiber consumes three times less energy than xDSL.<sup>1</sup> Fiber is also more weather resistant and requires less repairs than DSL, co-axial, and copper.



### Awards

In 2022, TDS Telecom received multiple awards for their service:

- Best Internet Provider in North Idaho, by the *Business Journal* of North Idaho as the region's best internet provider.
- Best of Southern Utah 2022 Gold Winner and Best Internet Provider in Iron County, Utah by Canyon Media's Best of Southern Utah 2022.
- Best of Teller 2022 Gold Winner and Best Internet Provider in Teller, Colorado, by the *Pikes Peak Courier's* Best of Teller contest.

<sup>1</sup> [https://en.idate.org/content/uploads/2022/02/White-Paper\\_Fiber-for-a-sustainable-future.pdf](https://en.idate.org/content/uploads/2022/02/White-Paper_Fiber-for-a-sustainable-future.pdf).





## Our Culture

It starts with taking care of our people. Beyond the foundation of providing competitive benefits offerings, a fair and equitable wage, and a safe place to work, we are creating an environment where associates feel engaged, included, and a sense of belonging. We are committed to providing equal opportunity, which leads to greater diversity of thoughts, ideas and the innovation we need to move the business forward. We are committed to continuous training and learning—hallmarks of the TDS Family of Businesses since its founding.





### Occupational health and safety

TDS and UScellular recognize the importance of providing associates with a safe and healthy work environment, free from recognized hazards, and conducting business in the safest manner possible. We take the health and safety of our associates very seriously and expect each associate to actively promote safety and accident prevention daily, and integrate the tools and training provided into their job functions. Our goal is to reduce illness and injuries for our associates, to lower environmental risks and increase our efficiency in the use of natural resources.

## Enterprise Diversity, Equity, and Inclusion (DE&I)

Our 2022 focus was on creating a stronger, more aligned culture surrounding DE&I across the TDS Family of Companies. Our vice president of enterprise diversity, equity, and inclusion works with DE&I partners at our business units, company leadership, and DE&I champions across the enterprise to accomplish this goal. Our critical levers to build a culture of excellence through DE&I are:

- **Ambition**
- **Accountability**
- **Alignment**

## Enterprise Diversity Council

In 2022, we formed the Enterprise Diversity Council, where leaders from across the Enterprise gathered to establish goals and standards, share information and best practices, and align on elements of our DE&I strategy. TDS has also formed Diversity Councils in each of our business units to align leadership, surface emerging issues and shape both policy and culture.

## Partnership

In 2022, TDS signed an agreement with a third-party DE&I consultancy that works to empower inclusive workplaces through trainings and incentives, tools and guides, events, benchmarking and analytics support, and research.



## MAGIC Pride Fest

TDS Telecom raised the progressive flag prior to the Magic Pride Festival, an event for Dane County, Wisconsin, that it sponsored in 2022.

## Center for Black Excellence and Culture

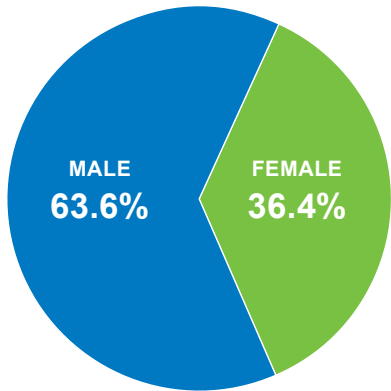
A coalition of African American leaders in business came together to break ground on the Center for Black Excellence and Culture in Madison. TDS Telecom made a pledge to donate \$150,000 towards the effort.



## Diversity by the numbers

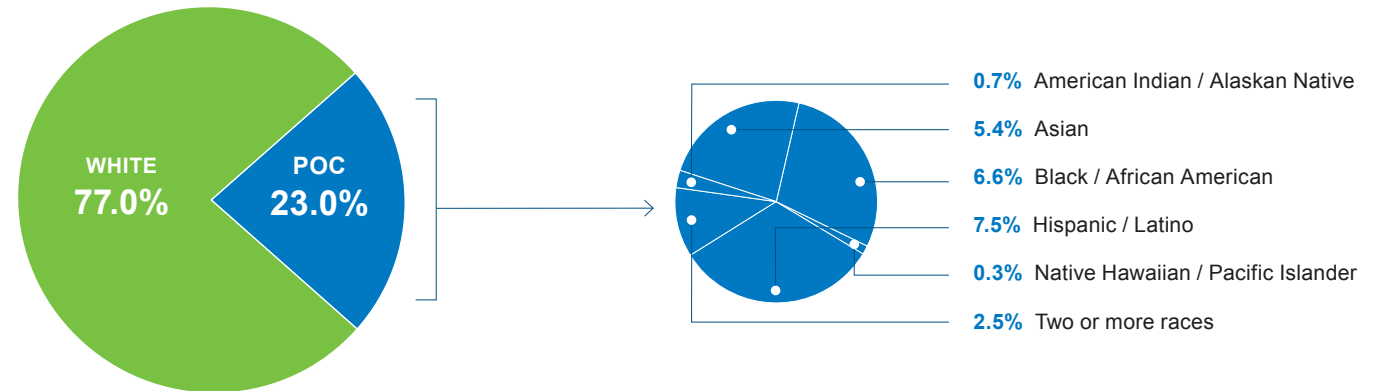
TDS Workforce Profile as of December 31, 2022\*

### Male/Female

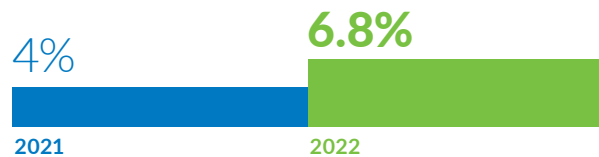


\*includes UScellular, TDS Telecom, TDS Corporate and OneNeck IT Solutions

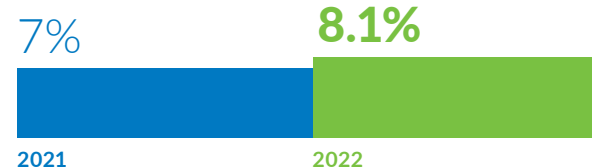
### White/Black, Indigenous, and People of Color (BIPOC)



### Associates with disabilities



### Associates who are veterans

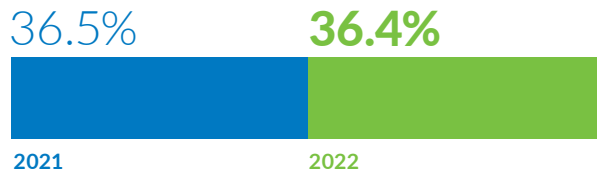


Data shown from report generated for timeframe 10/9/2022 - 10/22/2022. This report will be updated with the link to our consolidated EEO-1 report once it is filed later this year.

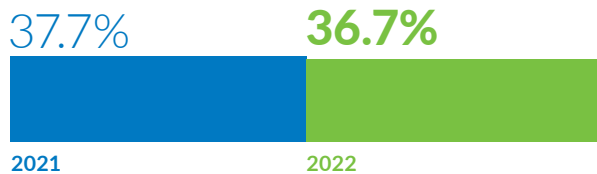
Across the TDS family of companies, we are committed to transparency and voluntarily make our annual EEO-1 report, containing our associate diversity metrics, publicly available. Below are some key metrics in our DE&I journey as well as a more detailed breakdown of gender and race representation within our associate base.

| TDS Gender by position        | Male  | Female |
|-------------------------------|-------|--------|
| Executive/Sr Officials & MGRs | 70.8% | 29.2%  |
| First/Mid Officials & MGRs    | 62.9% | 37.1%  |
| Individual Contributors       | 63.6% | 36.4%  |
| 2022 Grand Totals             | 63.6% | 36.4%  |

### Women in organization

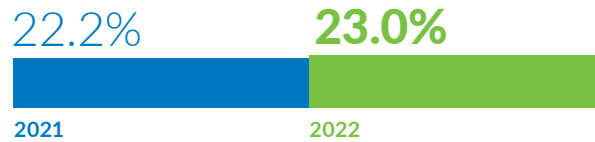


### Women in leadership

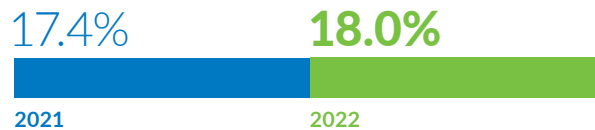


| TDS Race/Ethnicity by position | Hispanic or Latino | White | Black or African American | Native Hawaiian or Pacific Islander | Asian | American Indian or Alaskan Native | Two or more races |
|--------------------------------|--------------------|-------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|
| Executive/Sr Officials & MGRs  | 2.78%              | 87.5% | 5.6%                      | 0.0%                                | 4.2%  | 0.0%                              | 0.0%              |
| First/Mid Officials & MGRs     | 6.3%               | 81.7% | 5.1%                      | 0.2%                                | 4.0%  | 0.7%                              | 1.9%              |
| Individual Contributors        | 7.8%               | 75.9% | 7.0%                      | 0.3%                                | 5.7%  | 0.8%                              | 2.7%              |
| 2022 Grand Totals              | 7.5%               | 77.0% | 6.6%                      | 0.3%                                | 5.4%  | 0.7%                              | 2.5%              |

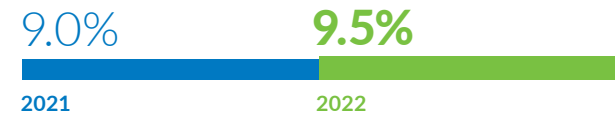
### BIPOC individuals in organization



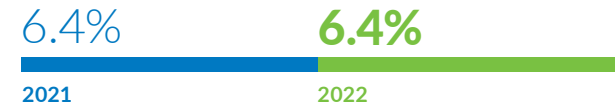
### BIPOC individuals in leadership



### BIPOC women in organization



### BIPOC women in leadership

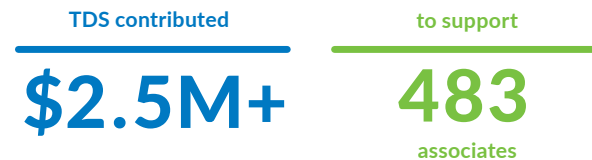


## TDS Training and Development

TDS recognizes that our associates are our most important asset and, as such, we believe in investing in our people to build upon their knowledge and skills. A few of the ways that we support associate training and development include financial support for education and internal development opportunities.

### Education Assistance

Our Education Assistance Plan offers educational assistance to eligible associates pursuing further education at accredited institutions or state-licensed certifications. In 2022, the TDS family of companies contributed over **\$2.5 million to support 483 associates** looking to further their education.



### Development Assignments

Associates looking to gain experience in different business functions or areas can choose to apply for optional, internal development assignments related to a specific need on a team or a special project. These temporary placements give associates exposure to their area of interest. In 2022, **nearly 150 associates** participated in formal development assignments or rotations.

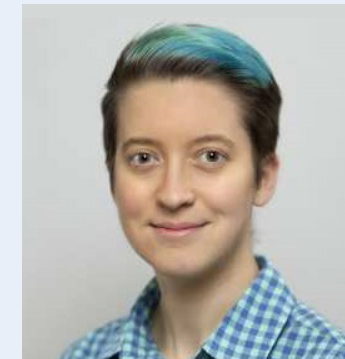


#### Education Assistance

**“ I am thankful for the TDS Education Assistance Program, which supported me in earning an MBA from UW-Madison. The practical business concepts and diversity of thought I experienced through my MBA played a critical role in my personal growth and career advancement. I am grateful for the opportunity to work at a company which believes in furthering the education of its associates and supporting their professional growth.”** - Matt Dolezel, Manager, Shared Services - A/P, T&E, and Cash Accounting

#### Development Assignment

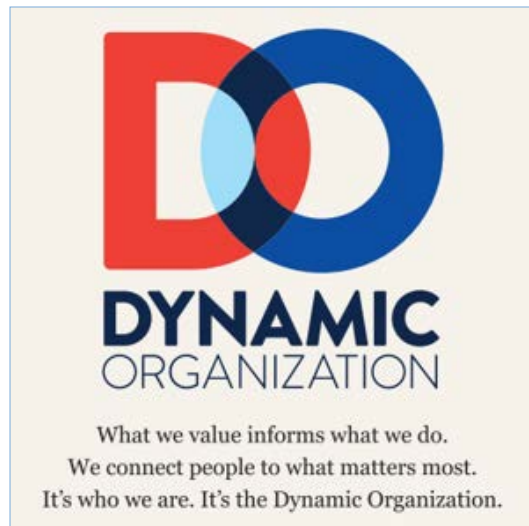
**“ Over the past 6 months, I have been fulfilling the role of an Artificial Intelligence Architect for the AI Strategic Roadmap part-time development assignment. This opportunity has allowed me to experience being on the forefront of a major change in technology, and to stretch my IT skills into new areas that I hadn’t previously had the opportunity to develop. In the future, I plan to combine my new skills gained from studying AI concepts and architecture with my existing software development skills to further my career goals and carry me forward.”** - Hannah Wheeler, Software Engineer



## UScellular Culture

### The Dynamic Organization.

Every associate at UScellular can make a meaningful contribution—and every voice is heard and respected. We call it the Dynamic Organization.



UScellular has cultivated a work environment where support, inclusivity, empowerment and respect converge to create a whole greater than the sum of its parts, and a philosophy that emphasizes the need to continually advance, improve and succeed. Our associates embody the D.O. in everything we do—within our company and among the communities we serve.

### Diversity, Equity & Inclusion

When UScellular associates come together, we create a rich tapestry of passionate and diverse associates who proudly lead with excellence. We each bring our diverse cultures, backgrounds, and talents together for a common purpose—to provide the best customer experience. We have many enterprise-level diversity and inclusion initiatives which includes enabling equitable diverse representation across our talent segments. Our DE&I vision is to foster a sense of belonging through the inclusive experiences we create so we continuously look to identify our areas of opportunity in the DE&I space.

### Inclusion is How We D.O.

Diversity creates a passionate climate of individual thought, creativity and industry-leading innovation that fully engages our associates in the business, thereby giving UScellular a competitive advantage for continued growth. It enables us to be a best-in-class employer of choice, trusted business partner and cherished neighbor that attracts, engages, and retains the best talent from around the world, and provide superior results for our customers and our organization.

Our DE&I mission is to value and connect diverse people and perspectives, amplify marginalized voices, and enable business performance through strategic collaboration. We know that winning requires the efforts of our entire team, and that we must collaboratively foster a culture of inclusion where our differences are respected, appreciated, and used to create innovative, high-performing teams.



**“In HR, we are in the business of people, and we approach our work with that priority in mind. We aspire to create and deliver innovative people-oriented solutions that attract top talent, foster high levels of associate engagement, and help our associates know they belong here – all while they work to realize their personal goals and achieve superior company results.”**  
**- Kevin Lowell, Executive Vice President, Chief People Officer, Head of Communications at UScellular**

## UScellular

### Inclusion Summit



Since 2020, UScellular has been holding an Inclusion Summit. The Summit creates an opportunity for associates and board members to engage with best-in-class thought leadership across a range of topics focused on Diversity, Equity and Inclusion. The 2022 Inclusion Summit was a virtual three-day event featuring UScellular leaders, associates, and guest speakers from across the country who shared their relevant real-world diversity, equity, and inclusion experiences.

**“I appreciated the focus on seeking to understand why someone may hold a belief that is different from yours, to help create an inclusive space where your beliefs can also be shared and understood.”**

- Nathan K., Operations Specialist, UScellular

**“All of the speakers were EXCELLENT. I learned a lot about myself and others. I’m proud to work for a company that embodies Diversity and Inclusion.”**

- Adrienne M., Sr. Change Analyst, UScellular

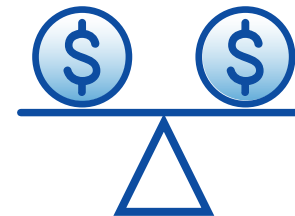
**More than 1,700 associates attended the 2022 Inclusion summit.** The theme, Crossing Bridges, encouraged attendees to collectively cross the bridges that UScellular has built over the years to advance our DE&I journey – taking the steps towards the path of change with one foot in front of the other. The Summit featured guest speakers including renowned authors Dr. Tasha Eurich and Roxane Gay, and DEI thought leaders Odessa Jenkins, Jose Flores, and David Kong. Summit session topics ranged from overcoming “othering”, to the importance of self-awareness when building and leading diverse teams, to body diversity, to understanding the immigrant and refugee experience. All sessions were recorded and placed on an internal resource hub for all associates to access beyond the event.

### Inclusion Training

Our training curriculum seeks to enable associates to fully utilize the strength of varied backgrounds and leverage our diverse composition for teamwork, productivity, and innovative ideas. We educate our associates to model inclusion in ways that increase our bottom line by attracting customers and collaborating with associates, leaders and vendors who see themselves reflected in UScellular’s services, products, marketing, and culture.

### Pay Equity

We conduct periodic pay equity reviews at all levels. UScellular’s salary assessment methodology analyzes the associate population based on objective factors that determine pay including job function, level, and location.



### Supplier Diversity Program

UScellular is committed to increasing the use of certified diverse owned businesses by proactively developing relationships with minority, women, veteran, service-disabled veteran, disabled, LGBTQ+, disadvantaged and small owned businesses within our supply chain. Our Supplier Diversity Program is built on policies, processes, and behaviors that together ensure engagement with certified diverse owned businesses. We preferentially source through certified diverse owned businesses when their products and services meet our business requirements. Our goal is to integrate Supplier Diversity in every business opportunity as we strive to ensure our supply chain better represents the communities where we live, serve, and connect.



## UScellular

### Associate Resource Groups (ARGs)

We know that winning requires the efforts of our whole team of associates bringing their best selves to work. Our all-inclusive Associate Resource Groups (ARGs) are volunteer, company-supported, and associate-driven groups, drawn together by common characteristics, purpose, and a commitment to being a resource for our associates and the organization.

ARGs create diverse and inclusive experiences that align with our vision and values, increase associate engagement and empowerment, support professional development, and proudly promote us as a best-in-class employer and proudly promote us as a best-in-class employer and wireless provider of choice.



Asian American Network



CapAble Network



Latino Associate Network



Network of Black Associates



Next Generation Empowerment Network



PRIDE



Veteran Associates Leading Organizational Results



Women in Action



Empowering Parents and Caregivers Together

### Training and Development

UScellular makes an exceptional commitment to training and development. UScellular offers a number of programs to develop its associates including educational assistance, development assignments, and mentoring programs. In 2022 on average, at UScellular, each associate completed 13 hours of training.

### Awards

UScellular has been awarded Top Workplaces 2022 honors in six markets including The Chicago Tribune Top Workplaces, Knoxville Top Workplaces, and Oklahoma Top Workplaces. The lists are based solely on employee feedback gathered through a third-party survey administered by employee engagement technology partners Energage, LLC.

Also in 2022, Forbes recognized UScellular as a Best Employer for Diversity. We were recognized as a best place to work for LGBTQ+ equality by the Human Rights Campaign and received a top score of 100 on the Disability Equality Index from Disability:IN.



TDS Telecom Culture

At TDS Telecom, we aim for our associates to make the communities we serve, the services we provide, and our company better.



10 hours

of instructor-led training completed by

469 associates



3.4 hours

of e-learning training completed by

944 associates



9 Associate Resource Groups

## TDS Telecom Core Values

### Drive Customer Loyalty

The customer experience is our highest priority, and every interaction must be focused on exceeding their expectations.

### Champion Inclusivity

We are dedicated to cultivating a culture of belonging, inclusion, diversity, and equity that is shared by all.

### Invest in People & Communities

We invest in our associates and the communities we serve by encouraging personal growth and development, volunteerism, and philanthropic activities.

### Act with Integrity

We seek to do the right thing inside and outside the workplace.

### Foster Teamwork

We believe team comes before self.



**These values are proudly displayed throughout the company. They are a critical part of our corporate culture and central to achieving our mission to create a better world by providing high-quality communications services—connecting people and businesses, supporting education, and strengthening communities.**

## Diversity, Equity & Inclusion

TDS Telecom’s commitment to DE&I is a shared value of “Investing in People.” We embrace and endorse the concept of a diverse and inclusionary workforce and strive to have the company reflect the communities it serves. TDS Telecom seeks to broaden its associate base and engage an innovative workforce across areas of Ethnicity, Age, Gender, Generation, Sexual Orientation, and Personal Abilities. It is TDS Telecom’s belief this will foster creative viewpoints, problem solving, and team synergy to increase the productivity and sustainability of our business.

TDS Telecom has a Diversity, Equity & Inclusion (DE&I) Council, whose primary role is to connect DE&I activities to TDS Telecom’s broader business strategy.

This includes:

- Relating diversity, equity and inclusion to the company’s mission, and objectives.
- Outlining key diversity and inclusion goals and actionable steps to achieve them through our 6 areas of focus.
- Help create/apply policies that support equity for all associates.
- Evaluate the effectiveness of ongoing efforts and adapt as needed.

This Council is focused on engaging leaders and associates throughout TDS Telecom, with the goal that they will create and continue to embed inclusion in their areas of responsibility, being active and prominent advocates of inclusive practices and leadership.

## TDS Telecom

### Associate Resource Groups (ARGs)

Associate Resource Groups are made up of associates who share similar ideas, backgrounds, ideals, gender, ethnicity, or common interests. Associate Resource Groups are all about building small, connected communities within the workforce. At TDS Telecom, these groups are organized and run independently by associates, based on topics that fit their interest. They are associate-led and associate-driven. TDS Telecom has nine established Associate Resource Groups.



### Equal employment opportunity

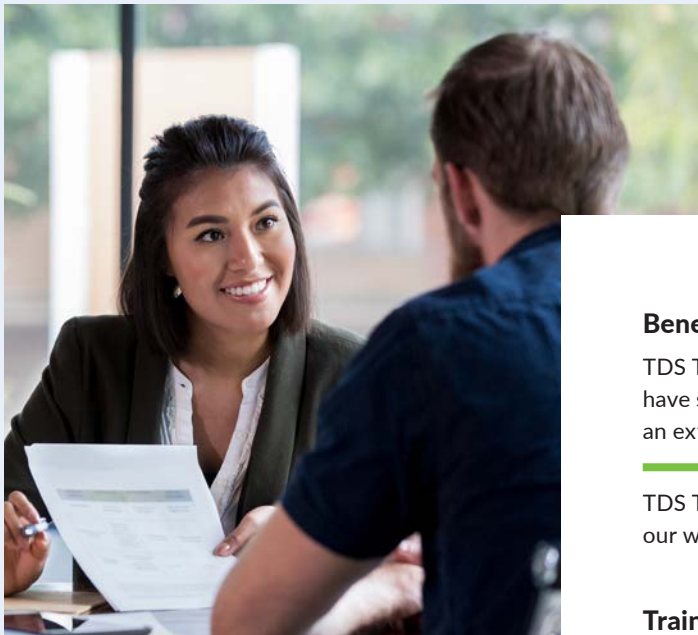
TDS Telecom believes diversity makes the company stronger. TDS Telecom embraces Equal Employment Opportunity by valuing our differences and considering all qualified applicants without regard to race, color, religion, age, sex, sexual orientation, gender identity, national origin, disability, status as a protected veteran, or any other status protected by law.

### TDS Telecom Supplier Diversity

TDS and TDS Telecom are committed to enhancing the use of diverse businesses by proactively developing relationships with minority, women, veteran and disabled veteran, LGBTQ+, disadvantaged businesses and local businesses within our supply chain.

Supplier diversity is a strategic business imperative to the economic growth and expansion of our business. TDS and TDS Telecom also encourage subcontracting opportunities for diverse businesses.

## TDS Telecom



### Diversity at all levels

TDS Telecom is working to create a more diverse workforce across areas of Ethnicity, Age, Gender, Generation, Sexual Orientation, and Personal Abilities in leadership roles.



### Benefits for Veterans

TDS Telecom gives its associates who have served our country in the military an extra day off every year.

TDS Telecom has over 370 veterans within our workforce.



### Training and education

TDS Telecom invests in continuous learning for all associates through training and education initiatives.

TDS Telecom places a high value on continuing education and development. Eligible associates can apply for tuition reimbursement of continuing education in a work-related degree program.



### Awards

TDS Telecom received a perfect score on the Human Rights Campaign (HRC) Foundation's Corporate Equality Index (CEI) for being a 2022 "Best Place to Work for LGBTQ Equality."



TDS Telecom was named Best Place to Work for Disability Inclusion, earning a score of 90 out of 100 on the Disability Equality Index (DEI).



TDS Telecom was named to the Top 50 Employers for Women Engineers by *Woman Engineer Magazine*.





## Our Community

We commit to supporting and enhancing the communities we serve through local and philanthropic initiatives that enrich the lives of those living where TDS operates and where our people live, work and play. Our communities are at the center of TDS' businesses. It is our responsibility to give back to the people and places that contribute to the sustainability and long-term success of the TDS family of companies.



UScellular Community Involvement

UScellular is focused on addressing gaps in STEM (Science, Technology, Engineering, and Mathematics) education. We are connecting tomorrow's innovators with the resources they need today to help shape their future opportunities. Through partnerships with nonprofit organizations, original research, and associate volunteerism, we're addressing the digital divide and providing critical resources in local communities.

Associate Volunteering

Our associates love to give back. It is part of who we are and how we are Building Better Communities. We recognize their commitment and the impact they are making, which is why we offer a variety of programs like personal donation matching, Cause Cards rewards, skills-based volunteerism and Dollars For Doers to support the causes they care passionately about in local communities.

In 2022, our associates participated in nearly

**16,000** hours of volunteer time.

How we worked together to support our local communities:

nearly

**262,000**

devices recycled/repurposed through trade-in program



**117,000**

lbs. of landfill diversion



**333.9M**

gallons of water pollution avoided



**2,585**

associates donations matched

Education and STEM partnerships

We know that STEM education and innovation go hand-in-hand. That's why we invest our time, talent, and resources in helping ensure K-12 youth have equitable opportunities to pursue successful careers in STEM. For more than a decade, partnerships with organizations like Boys & Girls Club of America and Girls Who Code have provided students with resources, access, mentorship, and hands-on STEM education to ensure they have the important tools to reach their full potential.

How we addressed gaps in STEM education to help youth reach full potential:

\$1.3M

\$1.3 million invested in nonprofits with more than 90% supporting STEM

200,000+

Reached over 200,000 youth with STEM resources to shape future opportunities



Doubling our associates' generosity

UScellular associates have big hearts—and it shows in our Associate Matching Program. We match their charitable donations to nonprofit organizations dollar-for-dollar.

In 2022:

We matched \$250,000 in associate donations.



In 2022:

Our associates contributed nearly 16,000 volunteer hours.





## Associates in Action

UScellular associates nominated and voted for their favorite charities, and UScellular made donations to the top five vote-getters in the amounts here.

The donations are part of the company's "Connect Your Cause" initiative, where associates helped direct support to causes they care about and that make an impact in their communities.



**\$15,000**

donated to the **Iowa Humane Alliance**

**\$10,000**

donated to the **Alzheimer's Association (Greater Iowa Chapter)**

**\$7,000**

donated to **The American Cancer Society**

**\$5,000**

donated to the **St. Jude Children's Research Hospital**

**\$3,000**

donated to **American Foundation for Suicide Prevention**

## TDS Telecom Community Involvement



### Community Outreach Committee

Since 2002, TDS Telecom Community Outreach committee members have organized Week of Giving events to support associates in need and many charitable causes. Those impacted by injuries, health concerns, property damage, and other hardships are often selected as recipients of the funds raised by the inspiring Week of Giving program.

TDS Telecom created the LeRoy T. Carlson Pioneer Club's Community Outreach Program. Nearly every month, this group promotes events and activities where associates can choose to donate their time and service.

Giving back is an integral part of the culture at TDS Telecom. From hands-on volunteering, to in-kind and financial support, TDS Telecom takes a vested interest in the growth and success of the communities we serve. We focus on where help is needed in the communities in which we serve and live. We don't just provide critical connection technology; we commit to the people and the communities we serve. We invest money, but just as importantly, we invest time and heart.

TDS Telecom promotes community involvement with:

**16 hours**

of paid time off for volunteering

**\$35,000**

donated to local nonprofits selected by associates

### DE&I Community STEM Fund

The DE&I Community STEM Fund is set up with associates, and the organizations they are involved with, in mind. It provides funding to support innovative projects that bolster education and advance technology in the markets TDS serves. In so doing, TDS is demonstrating its commitment to diverse, inclusive, equitable, and respectful environments. In 2022, \$15,000 was paid out to strengthen communities in which our associates live and work.

## Volunteer of the Quarter Program



Each quarter, TDS Telecom recognizes an associate who has gone above and beyond in serving their community. Click the photo above to check out the most recent featured volunteers!

## Hometown Hero Awards

In 2022, TDS Telecom launched a “Hometown Hero” initiative in Boise, Idaho-area markets where the company is constructing high-speed, all-fiber networks. TDS Telecom looked to recognize those making a difference in their community, especially unsung heroes.

In 2022, TDS Telecom gave out three Hometown Hero awards, presenting a local community member or group with a plaque and a \$1,000 donation to either the recipient’s organization or a nonprofit that works closely with the recipient’s organization.

Awards were presented to:

- Viola Gutierrez, longtime Nampa School District Custodian in Nampa, Idaho.
- Andrea Parker, leader at the Treasure Valley Family YMCA in Meridian, Idaho.
- Nampa Police Volunteers in Nampa, Idaho.

## Be Good Citizens

TDS Telecom continued the “Be Good Citizens” program, which provides associates with **16 hours of paid time off** every year to volunteer to help strengthen and give back to the communities where we live and serve.

## Week of Giving

In 2022, TDS Telecom hosted their inaugural Week of Giving 2022. Throughout the week, TDS Telecom donated more than \$36,700 nationwide to local food pantries, community organizations, and collected toys and essential items for charity.



[Click here](#) to watch “TDS Telecom Week of Giving 2022”

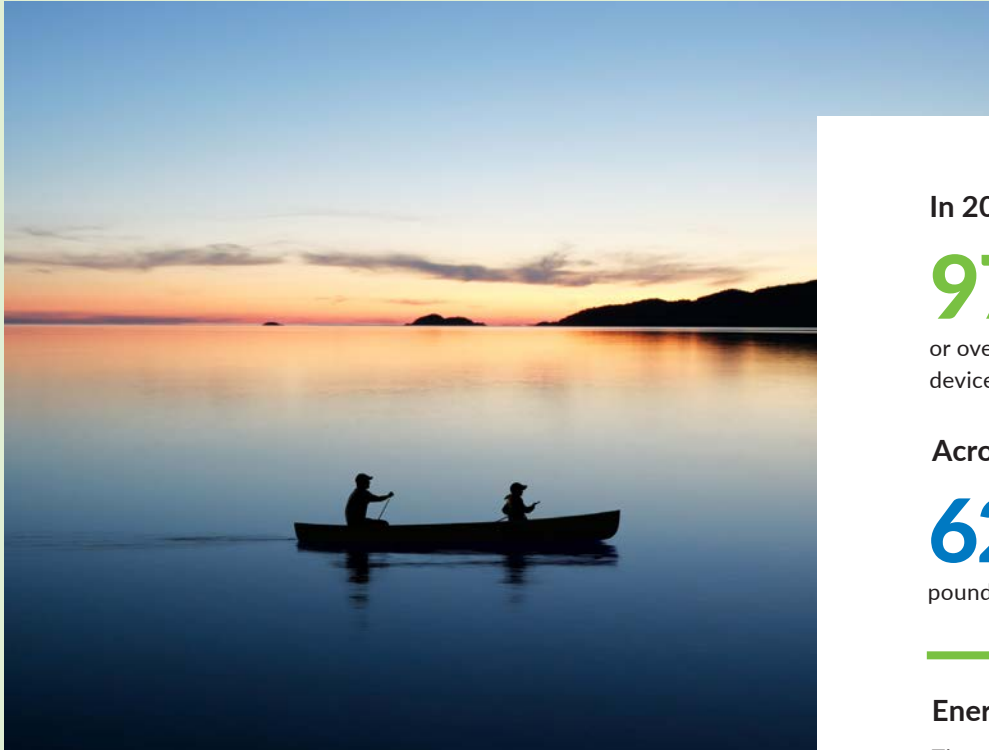


# Our Environment

TDS is dedicated to managing our environmental impact throughout all our operations. The goal of our waste reduction and energy efficiency efforts is to help mitigate the environmental risks of our businesses.

Our commitment to the environment requires that we comply with all federal, state, and local environment protection laws and that we continuously examine the impact of our environmental footprint.





In 2022, our environmental efforts at UScellular and TDS Telecom resulted in:

**97%**

or over 386,000 of recovered devices reused or sold

**3%**

of devices recycled

**0%**

land-filled

Across the TDS family of companies, over

**620,000**

pounds of harmful solid waste diverted from the landfill

### Energy efficiency improvements

Through a partnership with TDS, UScellular and third-party management firms, we are focused on energy efficiency opportunities within the communications industry. The sole purpose of these partnerships is to evaluate all components of operations and infrastructure to identify energy efficiency opportunities.

The combined efforts of the energy efficiency programs have identified solutions such as:

- Network infrastructure modernization
- Power system optimization
- HVAC operational enhancements

Other energy efficiency projects being implemented across the country include:

- Operation & Maintenance (O&M) Measures
- Network Consolidation and Optimization
- UPS Upgrades and Right-Sizing

## Energy usage data

In 2022, the TDS family of companies consumed approximately 2.3 million gigajoules of energy consisting of electricity, natural gas, diesel, and fuel oil.



## Green ARG

TDS associates care about the environment and started an Associate Resource Group (ARG) founded on the idea that grassroots environmental action, both big and small, can bring real and lasting global change.

In 2022, the Green ARG organized three volunteer opportunities, held a company-wide recycled art show, and hosted monthly lunch n' learns

For the past few years, the Green ARG has coordinated opportunities for TDS Corporate, TDS Telecom, OneNeck IT Solutions, and Suttle-Straus associates living in Wisconsin to purchase energy-saving products through Wisconsin's Focus on Energy program. In 2022 alone, associates purchased 835 LEDs, removing the equivalent of over four cars from the road for one year.

## E-Waste/Recycling

The enterprise recycling and waste management program helps divert and reduce waste from landfills. TDS recycles e-waste, including audio/video equipment, network devices, imaging devices, bulk electronics, video display devices, computing devices, laptop computer, and wireless devices. TDS also uses a secure shredding program to safely recycle paper.

UScellular has a robust system for asset management and battery recycling. UScellular's wireless devices are recovered through its stores, direct fulfillment, and through a trade-in program. UScellular requires its device recycling and salvage vendors to be R2 certified. In addition, we require buyers of our recovered devices to have an ISO 14001 certified environmental management system. TDS Telecom manages much of its e-waste through third party vendors which properly dispose, reuse and recycle the waste. Devices recovered through take back:

**1,400** pieces of TDS Telecom equipment recovered which allowed

**442,000** pounds of waste to be diverted from the landfill

In total, UScellular had over **396,000 device returns** which helped divert over **178,000 pounds** of harmful solid waste from the landfill. TDS Telecom had over **1,400 pieces of equipment recovered**, diverting over **442,000 pounds** of waste from the landfill.

## Enterprise Sustainability Concept Team

The Enterprise Sustainability Concept team is a "super group" of people from across all TDS companies who meet monthly to exchange ideas for more sustainability change within the organization.

The team works on projects related to energy efficiency, waste reduction and sustainable purchasing. The group also focuses on and coordinates internal associate education around sustainability.

In 2022, the team identified several opportunities to advance their sustainability efforts, resulting in the development of pilot projects that include EV charging stations in Brookfield, WI, and solar panels on a data center facility in Knoxville, TN. The team's unwavering



commitment to coordinating internal associate education around sustainability, coupled with their dedication to building upon their successes to date, is a clear demonstration of their determination to drive sustainable change across all TDS companies.

## Greenhouse Gas Emissions Reporting

In 2022, we launched a significant effort to collect our greenhouse gas (GHG) emissions across the TDS Family of Companies. The inventory shown measures TDS' environmental impact in terms of greenhouse gas emissions in equivalent metric tons of carbon dioxide for the reporting year 2022 (January 1, 2022, to December 31, 2022).

We are disclosing Scope 1 and Scope 2 GHG emissions and adhere to the Greenhouse Gas Protocol guide on emission scopes:

Scope 1: Direct GHG emissions from operations.

Scope 2: Indirect GHG emissions from consumption of purchased electricity.

Our 2022 GHG Inventory Management Plan is aligned with GHG accounting and reporting guidance set forth by the GHGP Corporate Standard (WRI/WBCSD 2004).

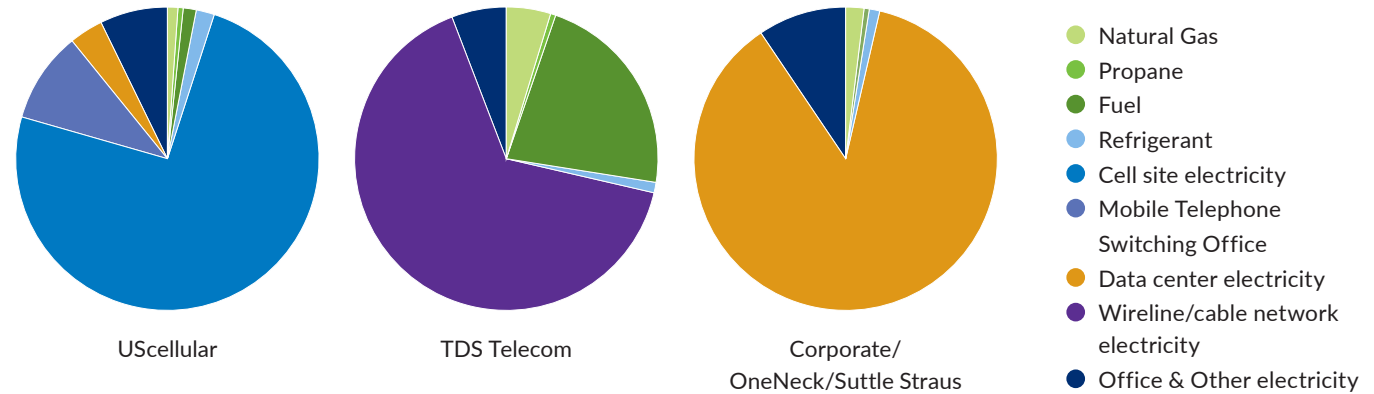
**Emissions Profile 2022 (in mtCO2e)**

| SCOPE                          | USCELLULAR     | TDS TELECOM   | CORPORATE/ OTHER | TOTAL mtCO2e   |
|--------------------------------|----------------|---------------|------------------|----------------|
| Scope 1 Total                  | 9,532          | 15,774        | 1,468            | 26,774         |
| Scope 2 Total (Location Based) | 175,329        | 38,956        | 40,412           | 254,696        |
| <b>Total</b>                   | <b>184,860</b> | <b>54,730</b> | <b>41,880</b>    | <b>281,470</b> |

## 2022 Emission Breakdown

### Emission Breakdown by type

The following inventory provides the TDS Family of Companies consolidated operational emissions totals by type within Scope 1 and Scope 2.



### Emission Intensity

Emissions intensity is a measure of carbon equivalent emissions relative to the size or activity of a business. Revenue is one of the most commonly chosen factors for calculating emissions intensity. For reported revenues for the our business units, TDS' 2022 greenhouse gas emissions intensity is calculated as follows:

| SCOPE                               | USCELLULAR     | TDS TELECOM   | CORPORATE/ OTHER | TOTAL          |
|-------------------------------------|----------------|---------------|------------------|----------------|
| Scope 1 (mtCO2e)                    | 9,532          | 15,774        | 1,468            | 26,774         |
| Scope 2 (mtCO2e)                    | 175,329        | 38,956        | 40,412           | 254,696        |
| <b>Total (mtCO2e)</b>               | <b>184,860</b> | <b>54,730</b> | <b>41,880</b>    | <b>281,470</b> |
| Revenue by BU (in \$m):             | \$4,169        | \$1,020       | \$224            | \$5,413        |
| Emissions (mtCO2e) per \$m Revenue: | 44.3           | 53.7          | 187.0            | 52.0           |



## Enabling customers to minimize their carbon emissions

Our products and services empower customers to combat climate change by enabling them to reduce their environmental impact through efficient technologies.

UScellular and TDS Telecom offer businesses innovative technologies and services that enable them to achieve energy efficiency, reduce carbon emissions, and improve productivity.

### UScellular 5G

5G can contribute to carbon abatement across a number of sectors by connecting remote devices through internet of things (IoT) sensors; collecting, sharing, and storing the data they gather; and powering artificial intelligence (AI).

UScellular has deployed 5G across the majority of its footprint. In fact, 80% of our overall traffic is carried by sites supporting 5G.

According to an Accenture Study, 5G use cases could abate up to 330.8 MMtCO<sub>2</sub>e across five industry verticals, which include:

- Transportation & Cities
- Manufacturing
- Energy & Buildings
- Agriculture
- Working, Living, & Health

For example, 5G fixed wireless access which serves rural customers, saves each rural consumer 121 hours per year or 4,600 miles per year to avoid commuting and make remote work possible. Saving this energy requires rural America to be connected. This is equivalent to removing 71.9 million passenger vehicles off the road for a year or carbon sequestered by 633,000 square miles of US forests in a year.<sup>1</sup>



### TDS Telecom Fiber

According to industry study, fiber provides the most energy efficient delivery of broadband among all communications technologies, offering a lower CO<sub>2</sub> footprint. In fact, fiber consumes three times less energy than xDSL.<sup>1</sup> Fiber is also more weather resistant and requires less repairs than DSL, co-axial, and copper.<sup>2</sup>

TDS Telecom has announced a goal of delivering over 1 million fiber service addresses by 2026.

Fiber provides many opportunities for CO<sub>2</sub> emission reduction, including smart home technology. Smart metering of energy, water, heating and waste are key drivers when it comes to reducing households' footprints. These smarter metering devices requires networks connecting all relevant appliances and devices, and fiber can provide the most efficient network for connectivity.

1 <https://www.ctia.org/news/5g-connectivity-a-key-enabling-technology-to-meet-americas-climate-change-goals>.

2 [https://en.idate.org/content/uploads/2022/02/White-Paper\\_Fiber-for-a-sustainable-future.pdf](https://en.idate.org/content/uploads/2022/02/White-Paper_Fiber-for-a-sustainable-future.pdf).

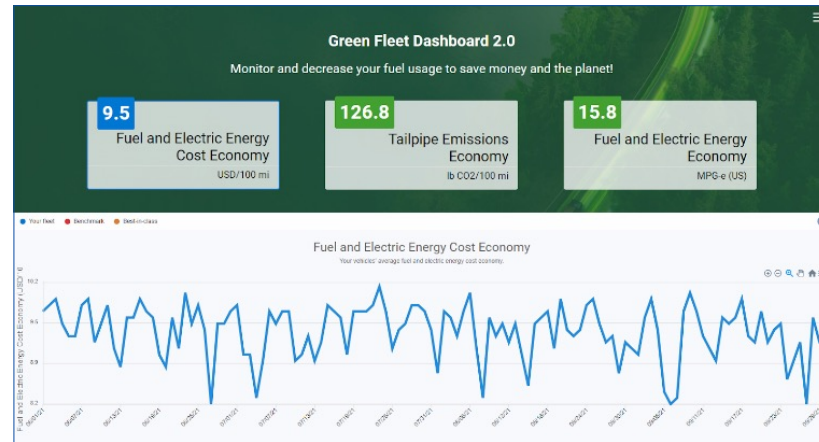
## UScellular enables business customers to minimize carbon emissions

### UScellular Business Solutions

UScellular Business Solutions help manage the environmental impact of its customers in multiple ways.

Whether simply automating paper sign-in logs or reducing fuel use by minimizing unnecessary truck rolls, UScellular offers its customers a range of greener technology to replace inherently wasteful processes.

By upgrading legacy systems with IoT technology and digital workflows, businesses can save energy and money while boosting productivity.



### Minimizing Fleet Carbon Emissions

Fleet management from UScellular is an easy-to-use solution that lets our customers connect vehicles, routes, assets and drivers so they can see the big picture from wherever they are. The Green Fleet Dashboard provides data insights to monitor the success of green initiatives such as electrification and fuel-efficient driver training, and benchmark

against similar fleets. This helps fleet managers meet their fleet’s environmental sustainability targets by tracking progress on fuel economy, emissions and Electric Vehicle (EV) utilization, and identifying opportunities for improvement.

Using fleet management tools for driver feedback and coaching, customers can lower fuel consumption, enhance safety, improve efficiencies, and decrease operational costs.

**By promoting fuel-efficient driver behaviors, such as reducing vehicle speed and idling, organizations can minimize the carbon emissions across the entire fleet.**

## Supporting Sustainable Agriculture with Smart Farming

To succeed in farming today, operations must be managed wisely. Precision agriculture, also known as “smart farming,” can provide valuable solutions using robust sensor networks that allow for near-continuous monitoring of farms.

Utilizing IoT technology solutions to collect and connect data, farmers can quickly and precisely adjust, monitor and care for crops and livestock, to achieve higher efficiency and produce better-quality products. For example, by minimizing the application of fertilizers and pesticides, precision agriculture systems could mitigate leaching problems as well as the emission of greenhouse gases.

**TOP 3 REASONS YOU SHOULD INVEST IN SMART FARMING SOLUTIONS NOW**

1. Higher Yields
2. Greater Efficiency
3. Reduced Costs

The illustration shows a smartphone displaying a dashboard with various icons (leaf, gear, water drop, mail) connected to a farm scene with a tractor, a barn, and a house under a blue sky with clouds.

## Energy Efficiency

TDS is committed to thoughtful energy use. We seek to maximize energy efficiency where possible by identifying opportunities to improve efficiency by vetting partnerships with third party organizations and determining where the organization should concentrate its efforts to maximize impact. Here are a few examples:

### Lighting Upgrades



862 New LED lighting fixtures were installed/retrofitted at TDS Telecom's Corporate office in Madison, WI.

## Data Centers



UScellular has engaged the local electric utility's Telecom Energy Efficiency Program to deliver significant savings in its Chicago data center. The project updates save nearly 8 million kilowatt hours (kWh) of energy annually.



TDS Telecom's CCW Data Center in Madison, WI underwent an energy efficiency project to improve hot and cold aisle air flow containment, reducing energy used by cooling and heating systems.

## Solar Panels



TDS works to identify opportunities to leverage solar panels. Pictured above is the OneNeck data center in Bend, OR.



Pictured above is the solar panel system that went live in December 2022 at UScellular's Data & Customer Care Center in Knoxville, TN.

## EV Charging Stations



UScellular has been piloting an EV charging station in Brookfield, WI.

There are six EV charging stations at UScellular's corporate office in Chicago.

## Cell Sites



UScellular tested raising the temperature by ten degrees at a Cell Site. After confirming it had no adverse impact to any of the equipment, UScellular then rolled this practice out footprint wide. This resulted in lowering carbon emissions, as well as cost savings.

## A new work environment

The TDS Family of Companies embraces a hybrid-work environment, providing the opportunity for:



Meaningful in-person gatherings for all associates.



An inclusive and level playing field for all associates regardless of location.



Flexibility to accommodate the needs of the teams, the business, and associates.

## Environmental health and safety

TDS Telecom's Environmental Health and Safety team has processes in place to identify and assess risks. These include an accident reporting process, emergency action plans, and emergency guides. We have a dedicated safety site and COVID site for associate communications, instructions, guidelines, policies, and resources. We are continually sending company-wide emails about significant changes and updates related to policy, compliance, expectations, best practices, and more. We also have a safety mailbox for concerns, issues, and suggestions as well as safety training classes for field associates and development of safety training videos. TDS Telecom's Safety Handbook includes different sections, covering a wide range of training. This includes topics on personal safety, PPE, fall protection, confined

space entry, vehicle safety, hazard communication, fire safety/suppression, electrical safety, tools, air & machines, office safety, accident management, and construction safety.

UScellular is committed to protecting the health, safety, and environment of our associates, and citizens in communities where we conduct business. Our goal is to reduce injuries to associates, to lower environmental risks, and to increase efficiency in the use of natural resources. UScellular has a health and safety management system consisting of **32 programs** based on recognized risk. UScellular's Environmental Health & Safety (EHS) group is responsible for the company tracking and reporting for all OSHA and EPA codes compliance. They also guide the company's efforts to address any identified risks and prevent injuries.

### STAY SAFE



UScellular's EHS team is responsible for developing and maintaining the written Safety Committee Program, based on input from the safety committees.

### STAY STRONG



The purpose of our safety committee is to bring associates and leaders together in a cooperative effort to promote safety and health in each workplace. All UScellular EHS administered training requirements are included in our Learning Management System, including job specific training. This includes First Aid/CPR/AED training, respirator training, asbestos awareness, fire extinguisher training, and spill prevention, containment, and countermeasure training among others.

### STAY CONNECTED





## Our Governance

We believe that we must conduct ourselves in accordance with the highest moral and ethical standards guided by our Code of Business Conduct, which promotes maintaining best practices, transparency, and accountability to all our stakeholders.



TDS is controlled by the family that founded the Company over 50 years ago. While we understand this structure is not typical for public companies in the United States, it has provided us the ability to make investments that may have longer-term benefits for our stakeholders.

### Managing the company for long-term sustainability and growth

TDS has had over 50 successful years serving our customers and we are continuing to invest in the future. There are three foundational pillars that position the company for long-term sustainability and growth.



#### Maintaining a sound financial foundation

We look to ensure that we have the balance sheet strength to support the investments the enterprise needs. This includes having the right mix of both long-term maturities and shorter-term financings, sufficient undrawn revolving credit facilities, and adequate cash balances so that we are not moved off course by disruptive market scenarios.



#### Investing in our businesses

**Wireless** – Through 5G deployment plans, we are evolving our network to capture new and emerging revenue opportunities.

**Wireline** – Focused on fiber expansion, a long-term investment, to improve competitive position and generate revenue growth.



#### A controlled company

As a controlled company, we are able to take a long-term perspective regarding the best interests of our company.

## ESG Steering Committee

TDS established an ESG Steering Committee to oversee initiatives and report the company’s on-going commitment to environmental, social, and corporate governance matters.

The duties and responsibilities of the ESG Committee include but are not limited to: assisting in setting the company’s general strategy with respect to ESG matters, and to consider and recommend policies, practices, and disclosures that conform with the strategy; to oversee the company’s reporting, disclosure, and communications with respect to ESG; to make recommendations on how the company’s policies, practices, and disclosures can adjust to or address current trends; and to put systems in place, as deemed necessary and appropriate, to monitor ESG matters.



**Colleen Thompson**  
Vice President - Corporate Relations

As vice president of corporate relations, Colleen is responsible for investor relations, ESG, and corporate communications. She handles day-to-day communications with the investment community and financial media, corporate public relations and employee communications. Prior to joining TDS, Colleen was Director of Business Strategy at UScellular. She joined UScellular in 2012 and held various director roles within accounting and finance. Prior to working at UScellular, Colleen held various finance and strategy positions at several large Chicago-based companies, in addition to her experience in public accounting. Colleen is a Certified Public Accountant and earned her MBA from the Kellogg Graduate School of Management at Northwestern University and her BA in Accounting from the University of Notre Dame.



**Kevin Lowell**  
Executive Vice President – Chief People Officer,  
Head of Communications, UScellular

As executive vice president – chief people officer and head of communications, Kevin leads the human resources organization and is responsible for delivering integrated human resources solutions that directly enable the achievement of UScellular’s strategic objectives. He collaborates with various teams to ensure there is appropriate support for and communications about the organization’s mission of connecting customers to what matters most. Kevin joined UScellular in 2003 and most recently served as senior vice president of information technology.

Kevin was a board member of Christopher House in Chicago, was a founding member of ChicagoCLO, and served as an advisory board member of Building Cyber Security. He holds a bachelor’s degree in English Literature from the University of California, Los Angeles. He also has a master’s degree in Human and Organization Development and a doctorate in Organizational Development and Change from Fielding University in Santa Barbara, California.



**Kathy Cefalu**  
Vice President – Chief Human Resources Officer,  
TDS Telecom

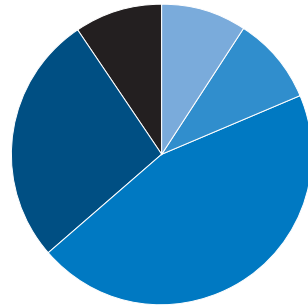
As chief human resources officer and data privacy officer of TDS Telecom, Kathy oversees employee relations, diversity and inclusion, safety, compensation, benefits, talent acquisition and development. She also leads the company’s rewards and recognition program. She joined TDS Telecom’s Employee Benefits team in 1985. Following numerous promotions, including VP of Human Resources in 2013, she moved into her current senior leadership role.

Kathy earned a Bachelor of Business Administration from the University of Wisconsin–Platteville and a Master of Business Administration from Edgewood College. In addition, Kathy has her certification as a Senior Professional in Human Resources, Certified Compensation Professional, SHRM–Senior Certified Professional, and Global Remuneration Professional. Kathy also serves as an at-large member of the Waunakee (Wisconsin) Police Commission, is a member of the Rotary Club of Waunakee, and is involved with the Garding Against Cancer steering committee.

## Characteristics of the Board of Directors

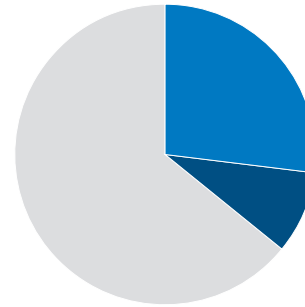
TDS believes good governance begins with an engaged and diverse board. We consider it desirable for the board to have directors with diverse backgrounds, experience, skills, education and attributes to permit the board to have a wide variety of views and insights.

TDS believes that new perspectives can be important to a well-run board. At the same time, it is equally important to benefit from the valuable experience that longer-serving directors bring to the boardroom



Age

40s 50s 60s 70s 80s



Diversity

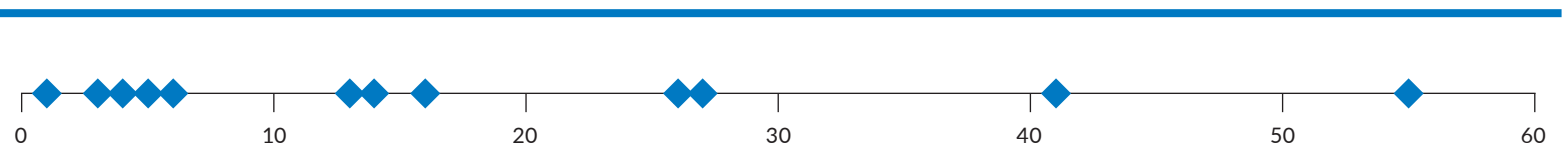
Gender Race or Ethnicity

4 of 12 directors are diverse from a racial/ethnic or gender standpoint.

## Strong Corporate Governance Practices

- Annual election of all directors, ensuring accountability to shareholders.
- The positions of Chairman of the Board and President, CEO are separate.
- Directors, officers and certain other employees prohibited from pledging or hedging shares.
- Charter and bylaws can be amended by a simple majority vote.
- Guidelines recommending that TDS Directors serve on no more than three other public company boards.
- Succession planning sessions are held at least annually.
- Cybersecurity oversight by the full Board of Directors, the Audit Committee and the Technology Advisory Group.
- Stock ownership requirements of three times annual retainer for board members.
- Annual self-assessment of the board and its committees.
- Environmental, Social and Governance (ESG) oversight is the responsibility of the full Board, while the Audit Committee, Compensation and Human Resources Committee (CHRC) and Corporate Governance and Nominating Committee (CGNC) have expanded their charters for certain ESG responsibilities.

## Tenure





## Committee Structures

### Audit Committee

The purpose of the Audit Committee is to assist the Board of Directors in its oversight of the integrity of the company's financial statements and its oversight of compliance with legal and regulatory matters. In addition, the Audit Committee discusses policies with respect to risk assessment and risk management, including cybersecurity and data privacy.

[Audit Committee Charter](#)

### Compensation and Human Resources Committee

The primary functions of the Compensation and Human Resources Committee is to discharge the Board's responsibilities relating to the compensation of the executive officers, including the review of salary, bonus, long-term compensation and all other compensation, to perform all functions designated to be performed by a committee of the Board under any of the Company's Long-Term Incentive Plans and programs, to review and recommend to the Board the Long-Term Incentive Plans and programs for employees, to report on executive compensation in TDS' annual proxy statement and to review the human resources strategies, including initiatives with respect to talent development, executive succession planning, culture, and diversity, equity, and inclusion.

[Compensation and Human Resources Committee Charter](#)

| Board Committee Structure and Membership Information as of May 2023 |                 |  |   |                                     |
|---|-----------------|--|---|-------------------------------------|
|   | Audit Committee | Compensation and Human Resources Committee | Corporate Governance and Nominating Committee | Technology Advisory Group Committee |
| Walter C.D. Carlson   |                 |  | ○   |                                     |
| LeRoy T. Carlson, Jr.   |                 |  | ●   | ○                                   |
| Clarence A. Davis *   | ●               | ●  |   |                                     |
| Kimberly D. Dixon   | ●               | ●  |   | ●                                   |
| George W. Off *   | ○               |  | ●   | ●                                   |
| Christopher D. O'Leary  | ●               | ○  |   | ●                                   |
| Wade Oosterman  | ●               | ●  |   |                                     |
| Dirk S. Woessner  |                 | ●  |   |                                     |

○ Chair  
 ● Member  
 \* Financial Expert

### Corporate Governance and Nominating Committee

TDS has a Corporate Governance and Nominating Committee (CGNC) even though, as a controlled company, TDS is not required to have one. The Board of Directors of TDS has established the CGNC to advise the board on corporate governance matters, including developing and recommending to the board a

set of corporate governance guidelines for the company. Additionally, the committee reviews the company's policies and practices related to corporate citizenship and social responsibility, environmental sustainability, and charitable and political matters and contributions.

[Corporate Governance and Nominating Committee Charter](#)

### Technology Advisory Group Committee

The Technology Advisory Group enhances the board's risk oversight through its review of technologies the company is investing in and through discussion of potential technology disruptions. This committee is responsible for reviewing, monitoring, and informing the board on technology and related matters affecting TDS business units and its customers, along with its competitors and their customers.

## Code of Conduct

The TDS Code of Business Conduct provides the guiding principles by which all of TDS conducts its business activities. These guiding principles are applicable to the Board of Directors, executive officers and all associates. Our success depends on our continued excellence in all areas of our business, including adherence to the highest standards of business conduct. Each year, all full-time, part-time, temporary or contracted and intern associates and board members are required to acknowledge their understanding and acceptance of the TDS Code of Business Conduct.



## Information Privacy and Security

TDS provides multiple opportunities for cybersecurity education throughout the year including required trainings, phishing testing and training, newsletter educational topics, and events targeted at increasing awareness of active security threats. Associates are educated on the culture that security is a part of everyone's responsibility, not just the security team, to ensure the engagement of all associates in maintaining security awareness and practices.

### Oversight of cybersecurity is responsibility of full Board of Directors

TDS believes oversight of cybersecurity risks is the responsibility of the full board of directors and the Board of Directors receive quarterly updates regarding TDS' assessment of threats and mitigation plans. The Audit Committee oversees the Company's processes over internal controls and financial reporting that includes controls and procedures that are designed to ensure that significant cybersecurity incidents are communicated to both senior management and the Audit Committee. Cybersecurity is also discussed with the Technology Advisory Group as warranted, typically on an annual basis.

Kimberly D. Dixon and George W. Off, chair of the TDS Audit Committee, completed the NACD Cyber-Risk Oversight program and earned the CERT Certificate in Cybersecurity

Oversight issued by Software Engineering Institute at Carnegie Mellon University. The program is designed to help directors enhance their cybersecurity literacy and strengthen the board's role in overseeing the organization's cyber preparedness.

## Anti-Corruption

We have a robust anti-corruption program for the prevention and deterrence of fraud and timely detection to mitigate the impact of any fraud that occurs. The company maintains a Fraud Awareness & Ethics Resource Center on its intranet site for associates to continually promote fraud and ethics awareness throughout the Enterprise by providing valuable fraud and ethics resources. Additionally, there is mandatory fraud awareness training annually for all associates across the enterprise.

## Risk management responsibility

Risk is managed throughout the organization. The TDS Board of Directors has primary responsibility for oversight of risk at TDS. In support, management has developed a robust Enterprise Risk Management Program (ERM) to identify and manage risks that may affect the achievement of organizational objectives. The ERM program provides a common enterprise-wide language and discipline around risk identification, quantification, and mitigation. The TDS Board of Directors receives periodic updates about the status and progress of the

ERM program and takes action to the extent appropriate based on such updates.

Other board committees assist in additional risk mitigation and management. The Audit Committee addresses major financial and operational risk, including those related to data privacy. The Compensation and Human Resources Committee assesses risk related compensation policies and practices and the Technology Advisory Group Committee reviews, monitors and informs the board on technology matters affecting operations.

## Privacy Policy

Our Privacy Policies are available on our websites and they describe the information that TDS collects, how we use it and with whom we share it.

## Ethics Hotline

The TDS family of companies is committed to promoting the best interests of customers, shareholders, and associates by using professional, ethical business practices. All TDS associates and members of the Board of Directors are required to act ethically, honestly, and in accordance with the law and the TDS Code of Business Conduct. TDS encourages all associates, vendors, customers, and partners to call its Ethics Hotline to anonymously share any comments or concerns.

## About our ESG Report:

This ESG report provides an overview of ESG topics relevant to TDS and contains non-financial disclosures covering the period from January 1, 2022, through December 31, 2022, unless otherwise stated. This report's content is grounded in our ESG stakeholder assessment and has been informed by the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB), frameworks. The data contained in this report has gone through internal verification procedures.

### Safe Harbor Statement Under the Private Securities Litigation Reform Act of 1995:

Statements in this report that are not statements of historical fact are forward-looking statements within the meaning of the federal securities laws. The words "believes," "anticipates," "estimates," "expects," "plans," "intends," "projects" and similar expressions are intended to identify these forward-looking statements, but are not the exclusive means of identifying them. This includes all statements based on our current assumptions about the company's plans, beliefs, estimates, and expectations. These statements include, without limitation, statements regarding our expectations for A-CAM funding and service and our future goals for the delivery of service addresses. These statements are based on current estimates, projections, and assumptions, which involve certain risks and uncertainties that could cause actual results to differ materially from those in the forward-looking statements. Important factors that may affect these forward-looking statements include, but are not limited to: intense competition; the ability to attract people of outstanding talent throughout all levels of the organization; TDS' smaller scale relative to larger competitors; advances in technology; the ability of the company to successfully construct and manage its networks; uncertainties in TDS' future cash flows and liquidity and access to the capital markets; conditions in the U.S. telecommunications industry; the state and federal regulatory environment; pending and future litigation; cyber-attacks or other breaches of network or information technology security; and deterioration of U.S. or global economic conditions. Investors are encouraged to consider these and other risks and uncertainties that are more fully described under "Risk Factors" in the most recent filing of TDS' Form 10-K, as updated by any TDS Form 10-Q filed subsequent to such Form 10-K.

### Sustainability Accounting Standards Board (SASB)

The Sustainability Accounting Standards Board (SASB) provides a collection of industry-specific standards to help measure and communicate performance on sustainability topics. TDS’ primary businesses (UScellular and TDS Telecom) are part of the Telecommunications Services industry classification.

As used in this index, the term “material” is distinct from, and should not be confused with, such term as defined for SEC reporting purposes. Thus, the inclusion of information in this index should not be construed as a characterization of the materiality of such information for SEC reporting purposes. All data is for the year ended December 31, 2022. Please see Telephone and Data Systems, Inc. (TDS) Form 10-K for the year ended 2022 and other information available on the TDS ESG website.

### Telecommunications Services

| SASB Code    | Activity Metric   |   |
|--------------|---|---|
| TC-TL-000.A  | Number of wireless subscribers  | UScellular: 4.7 million connections including 4.2 postpaid and 0.5 million prepaid connections  |
| TC-TL-000.B  | Number of wireline subscribers  | TDS Telecom:<br>Residential connections<br>Broadband<br>Wireline, Incumbent 249,100<br>Wireline, Expansion 56,100<br>Cable <u>204,800</u><br>Total Broadband 510,000<br>Video 135,300<br>Voice <u>291,600</u><br>Total Residential Connections 936,900<br>Commercial connections <u>236,000</u><br>Total connections 1,173,000<br>Numbers may not foot due to rounding. |
| TC-TL-000.C  | Number of broadband subscribers   | Broadband residential connections: Wireline, Incumbent 249,100; Wireline, Expansion 56,100; Cable 204,800   |
| TC-TL-000.D  | Network traffic   | This information is considered to be competitively sensitive and is therefore not disclosed.  |
| SASB Code    | Accounting Metric   |   |
| TC-TL-130a.1 | (1) Total energy consumed (GJ)<br>(2) Percentage grid electricity<br>(3) Percentage renewable | The TDS Enterprise (UScellular, TDS Telecom, TDS Corporate, OneNeck IT Solutions) consumed approximately 2.3 million GJ of energy consisting of electricity, natural gas, diesel, and fuel oil. Gasoline consumption is not included in the calculation. (2) 84% (3) Insignificant  |
| TC-TL-220a.1 | Description of policies and practices relating to behavioral advertising and customer privacy | <a href="#">TDS Privacy Policy</a><br><a href="#">UScellular Privacy Policy</a><br><a href="#">TDS Telecom Privacy Policy</a><br><a href="#">TDS Broadband Service LLC Privacy Policy</a><br><a href="#">OneNeck Policy</a>   |
| TC-TL-220a.2 | Number of customers whose information is used for secondary purposes                          | UScellular and TDS Telecom do not calculate this metric. The <a href="#">UScellular Privacy Policy</a> and <a href="#">TDS Telecom Privacy Policy</a> describe the information we collect and how we use it.  |

Telecommunications Services

| SASB Code    | Accounting Metric  |   |
|--------------|--|---|
| TC-TL-220a.3 | Total amount of monetary losses as a result of legal proceedings associated with customer privacy  | The TDS Enterprise discloses all significant legal proceedings in its 10-K. In 2022, we did not disclose any monetary losses as a result of legal proceedings associated with privacy.  |
| TC-TL-220a.4 | (1) Number of law enforcement requests for customer information, (2) number of customers whose information was requested, (3) percentage resulting in disclosure | <a href="#">UScellular Transparency Report</a><br>TDS Telecom does not prepare a Transparency report and does not publicly disclose any information around law enforcement requests.  |
| TC-TL-230a.1 | (1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected                                | The TDS Enterprise is committed to maintaining its customers' and employees' privacy. The TDS Enterprise will make public disclosures of any data breach, as required by applicable law.  |
| TC-TL-230a.2 | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards                                  | The TDS information security program aligns with the National Institute of Standards and Technology (NIST) independent, industry standard cybersecurity framework.<br><br>Risk assessments are conducted annually leveraging this standard. The assessment results are used to drive continuous improvement in the TDS cybersecurity control environment. Management reports on the cybersecurity risk program to the TDS Audit Committee and the TDS Board of Directors. TDS assesses the threat and vulnerability landscape using various commercial, government, vendor and publicly available information sources and tools. TDS manages these evolving risks through ongoing investments in the security program including active monitoring of the environment. In addition, TDS Information Technology leaders conduct regular cyber incident simulations to ensure preparedness in the event of a cyber-attack. TDS also leverages external parties to perform assessments and tests of security controls in the environment. |

| SASB Code    | Accounting Metric  |  |
|--------------|--|--|
| TC-TL-440a.1 | (1) Materials recovered through take back programs, percentage of recovered materials that were (2) reused, (3) recycled, and (4) landfilled | UScellular has a robust system for asset management and battery recycling. UScellular's wireless devices are recovered through its stores, direct fulfillment, and through a trade-in program. UScellular requires its device recycling and salvage vendors to be R2 certified. In addition, it requires buyers of its devices to have an ISO 14001 certified environmental management system.<br><br>TDS Telecom manages much of its e-waste through third party vendors which properly dispose, reuse and recycle the waste.<br><br>Devices recovered at UScellular and TDS Telecom: <ul style="list-style-type: none"> <li>• Reused or Sold 97%</li> <li>• Recycled 3%</li> <li>• Land-filled 0%</li> </ul> In total, in 2022, UScellular had approximately 396,000 device returns which helped divert 178,000 pounds of harmful solid waste from the landfill. TDS Telecom had over 1,400 pieces of equipment recovered, diverting over 442,000 pounds of waste from the landfill. |
| TC-TL-520a.1 | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations                       | The TDS Enterprise discloses all significant legal proceedings in its 10-K. In 2022, we did not disclose any monetary losses as a result of legal proceedings associated with anti-competitive behavior.   |
| TC-TL-520a.2 | Average actual sustained download speed of (1) owned and commercially associated content and (2) non-associated content                      | UScellular and TDS Telecom provide service to a broad array of markets from dense smaller cities to extremely remote rural markets. UScellular and TDS Telecom do not measure download speeds based on those identified in this standard (owned and commercially associated content or as nonassociated content).<br><br><a href="#">UScellular Mobile Broadband Internet Access Service and Open Internet Practices</a><br><a href="#">TDS Telecom Internet Network Management</a>  |

Telecommunications Services

| SASB Code    | Accounting Metric   |  |
|--------------|---|--|
| TC-TL-520a.3 | Description of risks and opportunities associated with net neutrality, paid peering, zero rating, and related practices | <a href="#">UScellular Mobile Broadband Internet Access Service and Open Internet Practices</a><br><a href="#">TDS Telecom Internet Network Management</a>   |
| TC-TL-550a.1 | (1) System average interruption frequency and (2) customer average interruption duration                                | UScellular and TDS Telecom do not publicly disclose this information. However, both companies are in compliance with the FCC reporting requirements and other reporting agencies.  |
| TC-TL-550a.2 | Discussion of systems to provide unimpeded service during service interruptions   | <p>UScellular and TDS Telecom provide critical communications and data services that customers and communities depend on. This responsibility means we must keep investing in our networks to keep them strong, reliable and resilient. UScellular and TDS Telecom have built redundancy into critical areas. Each company has 24/7 monitoring, the use of advanced data analytics to monitor network stability and health, disaster response plans, and the ability to deploy temporary solutions using alternative power sources. Both organizations can also implement consumer protection measures in the event of emergencies.</p> <p>When natural disasters strike, UScellular can keep communities connected by making temporary cellsites available when necessary and providing complimentary chargers and charging stations.</p> <p><a href="#">UScellular Mobile Broadband Internet Access Service and Open Internet Practices</a><br/> <a href="#">TDS Telecom Internet Network Management</a></p> |

This index has been prepared in reference to the [Global Reporting Initiative’s \(GRI\) Standards](#) in order to report significant economic, environmental, and social topics within the business. All information below, unless noted otherwise is for the TDS Enterprise (TDS, TDS Telecom, UScellular, and OneNeck IT Solutions).

Inclusion of information in this index should not be construed as a characterization of the materiality or financial impact of that information. All data is for the year ended December 31, 2022. Please see our Form 10-K for the year ended 2022, and other information available on the TDS ESG website and the TDS ESG Report.

| Disclosure                   | Disclosure Title   | 2022 Response   |
|------------------------------|--|---|
| GRI 102: General Disclosures |  |   |
| 102-1                        | Name of organization   | Telephone and Data Systems, Inc.  |
| 102-2                        | Activities, brands, products, and services                   | <a href="#">10-K p. 1</a><br><a href="#">Our Businesses</a>   |
| 102-3                        | Location of headquarters                                     | <a href="#">10-K cover page</a>   |
| 102-4                        | Location of operations                                       | <a href="#">10-K p. 1</a><br><a href="#">Our Businesses</a>   |
| 102-5                        | Ownership and legal form                                     | <a href="#">10-K cover page, p. 1</a>   |
| 102-6                        | Markets served   | <a href="#">10-K p. 1</a><br><a href="#">UScellular Coverage Map</a><br><a href="#">TDS Telecom Company Profile</a><br><a href="#">OneNeck IT Solutions</a>   |
| 102-7                        | Scale of the organization                                    | <a href="#">10-K p. 1</a>   |
| 102-8                        | Information on employees and other workers                   | <a href="#">10-K p. 8</a><br>TDS had approximately 9,300 full time and part time associates as of December 31, 2022.  |
| 102-9                        | Supply chain   | <a href="#">UScellular Supplier Diversity</a><br><a href="#">Supplier Diversity Statement</a><br><a href="#">TDS Culture</a>  |
| 102-10                       | Significant changes to the organization and its supply chain | <a href="#">10-K pgs. 2-6</a>   |
| 102-11                       | Precautionary principle or approach                          | <a href="#">10-K pgs. 9-18</a><br><a href="#">TDS Proxy</a>   |
| 102-14                       | Statement from senior decision-maker                         | "At TDS, we believe that being a good corporate citizen is fundamental to our long-term success. Truly caring about our customers, our associates, striving to enhance the lives of those in our communities and serving as stewards of the environment will drive performance of our business to benefit our shareholders and debtholders over time."<br>- LeRoy T. Carlson Jr., President and CEO - TDS |
| 102-15                       | Key impacts, risks, and opportunities                        | <a href="#">10-K pgs. 9-18</a><br><a href="#">Stakeholder Assessment</a>  |

| Disclosure                          | Disclosure Title  | 2022 Response  |
|-------------------------------------|---|--|
| <b>GRI 102: General Disclosures</b> |   |  |
| 102-16                              | Values, principles, standards, and norms of behavior                          | <a href="#">TDS Code of Conduct</a><br><a href="#">UScellular Code of Conduct</a>  |
| 102-17                              | Mechanisms for advice and concerns about ethics                               | <a href="#">TDS Ethics Hotline</a><br><a href="#">UScellular Ethics Hotline</a>  |
| 102-18                              | Governance structure  | <a href="#">TDS Governance</a><br><a href="#">TDS Proxy</a><br><a href="#">TDS Governance Documents</a><br><a href="#">UScellular Proxy</a><br><a href="#">UScellular Governance Documents</a>   |
| 102-20                              | Executive-level responsibility for economic, environmental, and social topics | <a href="#">ESG Steering Committee</a><br><a href="#">ESG Steering Committee Charter</a>   |
| 102-22                              | Composition of the highest governance body and its committees                 | <a href="#">TDS Proxy</a>  |
| 102-23                              | Chair of the highest governance body  | Walter C. D. Carlson serves as Chair of the Board<br><a href="#">TDS Proxy</a>   |
| 102-25                              | Conflicts of interest   | <a href="#">TDS Proxy</a><br><a href="#">Code of Conduct</a><br><a href="#">UScellular Code of Conduct</a>   |
| 102-32                              | Highest governance body's role in sustainability reporting                    | Environmental, Social and Governance (ESG) oversight is the responsibility of the full Board, while the Audit Committee, Compensation and Human Resources Committee (CHRC) and Corporate Governance and Nominating Committee (CGNC) have expanded their charters for certain ESG responsibilities.<br>From TDS Proxy<br><a href="#">ESG Steering Committee</a><br><a href="#">ESG Steering Committee Charter</a> |
| 102-35                              | Remuneration policies   | <a href="#">TDS Board Committees and Charters</a><br><a href="#">TDS Proxy</a>   |
| 102-36                              | Process for determining remuneration  | <a href="#">TDS Board Committees and Charters</a><br><a href="#">TDS Proxy</a>   |

| Disclosure                           | Disclosure Title   | 2022 Response   |
|--------------------------------------|--|---|
| <b>GRI 102: General Disclosures</b>  |  |   |
| 102-45                               | Entities included in the consolidated financial statements                     | <a href="#">10-K p.23</a>   |
| 102-46                               | Defining report content and topic boundaries                                   | <a href="#">Stakeholder Assessment</a>  |
| 102-49                               | Changes in reporting   | <a href="#">10-K</a><br>There have been no changes from previous reporting periods.   |
| 102-50                               | Reporting period   | Jan 1, 2022 – Dec 31, 2022  |
| 102-51                               | Date of most recent report   | July 25, 2023 (ESG Report).   |
| 102-52                               | Reporting cycle  | Annual  |
| 102-53                               | Contact point for questions regarding the report                               | Julie Mathews – Director, Investor Relations<br><a href="mailto:Julie.mathews@tdsinc.com">Julie.mathews@tdsinc.com</a>  |
| 102-54                               | Claims of reporting in accordance with the GRI standards                       | See top of index.   |
| 102-56                               | External assurance   | We are continuing to evaluate whether we will engage third-party assurance. The information currently provided is validated and assured through a review by our internal audit and accounting functions, investor relations, as well as TDS' external legal firm. |
| <b>GRI 201: Economic Performance</b> |  |   |
| 201-1                                | Direct economic value generated and distributed                                | In 2022, TDS paid dividends and repurchased common stock  |
| 201-2                                | Financial implications and other risks and opportunities due to climate change | TDS believes it has minimal direct business risk exposure to climate change. The financial risk to the company is primarily related to the frequency and severity of weather events where the company offers services.  |



| Disclosure                         | Disclosure Title  | 2022 Response  |
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| GRI 201: Economic Performance      |   |  |
| 201-3                              | Defined benefit plan obligations and other retirement plans | TDS sponsors a defined contribution pension plan along with a defined postretirement plan that provides medical benefits to certain retirees.  |
| 201-4                              | Financial assistance received from government               | TDS Telecom receives Federal and State USF (Universal Service Fund) support, including support from the FCC's A-CAM program. UScellular also receives support from the FCC's USF programs that are designed so that Americans have more equal access to communication services, especially remote rural communities where it is more expensive to serve.   |
| GRI 203: Indirect Economic Impacts |   |  |
| 203-1                              | Infrastructure investments and services supported           | <p>UScellular and TDS Telecom, in an effort to bridge the digital divide, are both investing heavily and bringing advanced communication technologies to the communities they serve. Since its founding in 1969, TDS has focused on serving rural and suburban markets, which have tended to be underserved due to their rural locations. TDS Telecom is making significant investments in fiber inside and out of its footprint. Fiber promises faster speeds and better reliability. In addition, the A-CAM program is enabling TDS Telecom to improve internet speeds in some of the hardest to reach areas of TDS Telecom's serving area.</p> <p>Additionally, UScellular's deployment of 5G technology is expected to address customers' growing demand for data services as well as opportunities for new services requiring high speed reliability and low latency. And importantly, UScellular expects to leverage the technology to better serve rural customers and connect them to education, healthcare and entertainment solutions.</p> |

| Disclosure                     | Disclosure Title   | 2022 Response  |
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| GRI 204: Procurement Practices |  |  |
| 204-1                          | Proportion of spending on local suppliers                                | Where appropriate, preference may be given to reasonably priced, high-quality suppliers located in the areas in which the Company's business units conduct business, and to TDS business units that submit closely competitive bids.<br><a href="#">TDS Code of Conduct</a><br><a href="#">UScellular Code of Conduct</a><br><a href="#">UScellular Supplier Diversity</a><br><a href="#">Supplier Diversity Statement</a>   |
| GRI 205: Anti-corruption       |  |  |
| 205-1                          | Operations assessed for risks related to corruption                      | We want our customers, suppliers, and others to know the high standards with which we operate. Our <a href="#">Code of Business Conduct</a> provides the guiding principles by which we conduct all business activities. Additionally, we have a robust anti-fraud program for the prevention/deterrence of fraud and timely detection to mitigate the impact of any fraud that occurs.  |
| 205-2                          | Communication and training about anti-corruption policies and procedures | The company maintains a Fraud Awareness & Ethics Resource Center on its intranet site for employees to continually promote fraud and ethics awareness throughout the Enterprise by providing valuable fraud and ethics resources. Additionally, there is mandatory fraud awareness training annually, which is periodically reviewed and refreshed, for all associates across the enterprise. The company also maintains an anonymous Ethics notification program that can be accessed by telephone or the internet. |
| GRI 207: Tax                   |  |  |
| 207-1                          | Approach to tax  | Proactively deliver timely, accurate, and business focused tax solutions and minimize the financial impact of taxes.   |
| 207-4                          | Country-by-country reporting   | TDS' operations are domestic - only a U.S. taxpayer.   |

| Disclosure             | Disclosure Title                                | 2022 Response   |
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| <b>GRI 302: Energy</b> |   |   |
| 302-1                  | Energy consumption within the organization      | The TDS Enterprise (UScellular, TDS Telecom, TDS Corporate, OneNeck IT Solutions) consumed approximately 2.3 million GJ of energy consisting of electricity, natural gas, diesel, and fuel oil. Gasoline consumption is not included in the calculation.  |
| <b>GRI 306: Waste</b>  |   |   |
| 306-2                  | Management of significant waste-related impacts | UScellular requires its device recycling and salvage vendors to be R2 certified. In addition, it requires buyers of its recovered devices to have an ISO 14001 certified environmental management system.<br><br>TDS Telecom manages much of its e-waste through third party vendors which properly dispose, reuse and recycle the waste.   |
| 306-4                  | Waste diverted from disposal                    | UScellular has a robust system for asset management and battery recycling. UScellular's wireless devices are recovered through its stores, direct fulfillment, and through a trade-in program.<br><br>Devices recovered at UScellular and TDS Telecom:<br><ul style="list-style-type: none"> <li>• Reused or Sold 97%</li> <li>• Recycled 3%</li> <li>• Land-filled 0%</li> </ul> In total, in 2022, UScellular had approximately 396,000 device returns which helped divert 178,000 pounds of harmful solid waste from the landfill. TDS Telecom had over 1,400 pieces of equipment recovered, diverting over 442,000 pounds of waste from the landfill. |

| Disclosure                                     | Disclosure Title   | 2022 Response  |
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| <b>GRI 401: Employment</b>                     |  |  |
| 401-1  | New employee hires and employee turnover   | In 2022, the TDS Enterprise (TDS Corporate, UScellular, TDS Telecom, and OneNeck IT Solutions) had 2,729 new hires, 2,005 terminations, and an average overall turnover rate of about 18.9%.   |
| 401-2  | Benefits provided to full-time employees that are not provided to temporary or part-time employees | <a href="#">TDS Careers</a><br><a href="#">UScellular Benefits</a><br><a href="#">TDS Telecom Benefits</a>   |
| 401-3  | Parental leave   | In 2022, the TDS Enterprise had 131 men take paternity leave and 86 women take maternity leave. 94% overall returned to work.  |
| <b>GRI 403: Occupational Health and Safety</b> |  |  |
| 403-1  | Occupational health and safety management system   | UScellular is committed to protecting the health, safety and environment of our associates, and citizens in communities where we conduct business. UScellular's goal is to reduce injuries to associates, to lower environmental risks and to increase efficiency in the use of natural resources. UScellular has a health and safety management system consisting of 32 programs based on recognized risk. UScellular's Environmental Health & Safety (EHS) group is responsible for the company tracking and reporting for all OSHA and EPA codes compliance. They also guide the company's efforts to address any identified risks and prevent injuries.<br><br>TDS Telecom recognizes the importance of providing employees with a safe and healthy work environment, free from recognized hazards, and conducting business in the safest manner possible. TDS Telecom takes the matter of safety very seriously and expects each employee to actively promote safety and accident prevention daily, and integrate the tools and training provided into their job functions. |

| Disclosure                              | Disclosure Title  | 2022 Response   |
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| GRI 403: Occupational Health and Safety |   |   |
| 403-2                                   | Hazard identification, risk assessment, and incident investigation                      | <p>UScellular utilizes investigation processes to determine a root cause and corrective action for incidents. The EHS team reviews and tracks all incidents to look for trends and systematic issues. Employees communicate with their safety committees about potential hazards, safety questions and inquiries, then the committees assess each situation and EHS proposes preventive measures.</p> <p>TDS Telecom's Environmental Health and Safety team has processes in place to identify and assess risks. These include an accident reporting process, emergency action plans, and emergency guides.</p>   |
| 403-4                                   | Worker participation, consultation, and communication on occupational health and safety | <p>UScellular's EHS team is responsible for developing and maintaining the written Safety Committee Program, based on input from the safety committees. The purpose of the safety committee is to bring associates and leaders together in a non-adversarial cooperative effort to promote safety and health in each workplace.</p> <p>TDS Telecom is committed to providing a safe and healthy workplace for all its associates and customers and that requires full cooperation among our associates, leadership team and customers. Through this cooperative effort, TDS Telecom is able to establish and maintain the safety and health of our associates and workplaces. TDS Telecom has a dedicated safety site and COVID site for employee communications, instructions, guidelines, policies and resources. The company is continually sending company-wide emails about significant changes and updates related to policy, compliance, expectations, best practices, etc. TDS Telecom also has a safety mailbox for concerns, issues, and suggestions as well as classes for field associates and development of safety training videos.</p> |

| Disclosure                              | Disclosure Title   | 2022 Response   |
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| GRI 403: Occupational Health and Safety |  |   |
| 403-5                                   | Worker training on occupational health and safety                                    | <p>All UScellular EHS administered training requirements are included in our Learning Management System, including job specific training. This includes First Aid/CPR/AED training, respirator training, asbestos awareness, fire extinguisher training, and spill prevention, containment, and countermeasure training, among others.</p> <p>TDS Telecom's Safety Handbook includes 12 different sections, covering a wide range of training. This includes topics on personal safety, PPE, fall protection, confined space entry, vehicle safety, hazard communication, fire safety/suppression, electrical safety, tools, air &amp; machines, office safety, accident management, and construction safety.</p> |
| GRI 404: Training and Education         |  |   |
| 404-1                                   | Average hours of training per year per employee                                      | <p>At UScellular, each associate completes about 13 hours of training based on internal learning management system data. External development is currently not tracked.</p> <p>At TDS Telecom, 469 associates averaged nearly 10 hours of instructor-led training and 944 associates averaged nearly 3.4 hours of e-learning training.</p> <p>TDS places a high value on continuing education and development. Employees may be eligible for tuition reimbursement of continuing education in a work-related degree program. In 2022, the TDS Enterprise contributed over \$2.5 million to support 483 associates looking to further their education.</p>   |
| 404-3                                   | Percentage of employees receiving regular performance and career development reviews | At UScellular and TDS Telecom, all associates receive regular performance and career development reviews.   |

| Disclosure                               | Disclosure Title   | 2022 Response   |
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| GRI 405: Diversity and Equal Opportunity |  |   |
| 405-1                                    | Diversity of governance bodies and employees   | For the TDS enterprise, Female is 36.4%, Male is 63.6%, Minority/POC is 23.0%, Veteran is 8.1% and Disabled is 6.8%.  |
| GRI 413: Local Communities               |  |   |
| 413-1                                    | Operations with local community engagement, impact assessments, and development programs     | <a href="#">TDS Communities</a>   |
| GRI 414: Supplier Social Assessment      |  |   |
| 414-1                                    | New suppliers that were screened using social criteria                                       | <a href="#">UScellular Suppliers</a>  |
| GRI 418: Customer Privacy                |  |   |
| 418-1                                    | Substantiated complaints concerning breaches of customer privacy and losses of customer data | <p>UScellular and TDS Telecom do not publicly disclose this information. However, both companies are in compliance with the FCC reporting requirements and other reporting agencies. The TDS information security program aligns with independent, industry standard cybersecurity frameworks. Formal risk assessments are conducted annually leveraging these standards. The assessment results are used to drive continuous improvement in the TDS cybersecurity control environment. The cybersecurity risk program is reported to the TDS Audit Committee and the TDS Board of Directors. TDS assesses the threat and vulnerability landscape using various commercial, government, vendor and publicly available information sources and tools. TDS manages these evolving risks through ongoing investments in the security program.</p> <p> <a href="#">TDS Privacy Policy</a><br/> <a href="#">UScellular Privacy Policy</a><br/> <a href="#">TDS Telecom Privacy Policy</a><br/> <a href="#">TDS Broadband Service LLC Privacy Policy</a><br/> <a href="#">OneNeck Privacy Policy</a> </p> |

| Disclosure                        | Disclosure Title   | 2022 Response   |
|-----------------------------------|--|---|
| GRI 419: Socioeconomic Compliance |  |   |
| 419-1                             | Non-compliance with laws and regulations in the social and economic area | The TDS enterprise discloses all significant legal proceedings in its 10-K. In 2022, we did not disclose any legal proceedings in the social and economic area. |