2023
ESG Report

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At TDS, being a good corporate citizen is fundamental to our long-term success.

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

TDS' mission is to provide outstanding communications services to our customers and meet the needs of our shareholders, our people, and our communities. As we evolve our business, create opportunities for our associates, and steadily build value, we place our commitments in environmental, social, and governance (ESG) principles at the center of our responsible corporate citizenship. This report demonstrates how we serve our customers, associates, and communities, while managing our environmental impact.

Since our founding more than 50 years ago, TDS has been committed to **bridging the digital divide** by connecting underserved communities through a variety of telecommunications services. Today our customers are benefiting from the deployments of the latest technologies including mid-band spectrum for 5G wireless service and fiber for broadband. Our company serves approximately 6 million customer connections nationwide. Our success can be attributed to the innovation, dedication, and hard work of our associates.

Our deep-seated commitment to ESG continues to evolve but is based on the philosophy of our founder, Roy Carlson. He believed, "A company must have a social purpose." Our socially responsible principles, which make up the "S" in ESG, are 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

UScellular is a full-service wireless carrier that provides 4G and 5G network connectivity through a combination of its facilities-based network and roaming agreements, along with industry leading innovations designed to help customers stay connected to the things that matter most. The Chicago-based carrier provides a strong, reliable network supported by the latest technology and offers a wide range of communication services that enhance consumers' lives, increase the competitiveness of local businesses and improve the efficiency of government operations. Through its *After School Access Project*, the company has donated more than $23 million in hotspots and service to help youth connect to reliable internet.

In May 2024, TDS made the following announcement concerning UScellular: Telephone and Data Systems, Inc. - TDS Board Announces Unanimous Support for Sale of UScellular's Wireless Operations and Select Spectrum Assets to T-Mobile.

TDS Telecommunications LLC (TDS Telecom/TDS®) delivers high-speed internet, TV entertainment, and phone services to a mix of small to mid-sized urban, suburban and rural communities throughout the U.S. With 1.2 million connections, TDS is a 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 specializes in hybrid IT solutions. This includes cloud and hosting solutions, managed services, professional IT services, hardware, and top-tier data centers in Arizona, Colorado, Iowa, Minnesota, Oregon, and Wisconsin.

OneNeck's nearly 400 professionals manage world-class hybrid IT infrastructure and applications for businesses around the country.

In June 2024, TDS made the following announcement concerning OneNeck: Telephone and Data Systems, Inc. - TDS to sell its OneNeck Business to US Signal.

Stakeholder Assessment of ESG Opportunities and Risks

As part of TDS' program to advance our environment, social and governance (ESG) strategy in 2021, we conducted an assessment, also known as a "Materiality Assessment" to identify opportunities and risks that our stakeholders considered most important to TDS.

We partnered with an independent third party to guide us in the process of researching, testing, and analyzing our significant ESG opportunities.

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**

Moderate   **Significant**   **Major**

Stakeholder Focus (Weighted)

- Diversity, Equity & Inclusion
- Data Security
- Service Disruption
- Community Relations/ Engagement
- GHG Emissions/Energy Mgmt.
- Access & Affordability
- MODERATE
- HIGH
- VERY HIGH
- Mgmt. of Legal & Regulatory Env.
- Supply Chain Management
- Customer Privacy
- Business Ethics
- Competitive Behavior
- Waste & Recycling
- Product Take-Back
- Employee Health & Safety
- Labor Practices

Business Impact

Our Stakeholder Assessment Process

In 2021, we completed a benchmarking assessment to develop a list of candidate-priority ESG topics. These remain our ESG priorities today. 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, 2023, for additional information regarding our financial performance and risks.

Major topics

The major topics identified in our stakeholder assessment remain the 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)

UScellular

In the Business of Making Connections

UScellular is a full-service wireless carrier that provides 4G and 5G network connectivity to its customers with its regional network and roaming agreements, and industry-leading innovations designed to help customers stay connected to the things that matter most. Through a wide range of communication services—including 5G unlimited and prepaid plans, small business packages, and high-speed home internet—we provide a strong, reliable network supported by the latest technology. Our network offers a variety of services that enhance consumers' lives, increases the competitiveness of local businesses, and improves the efficiency of government operations. Our incredible team of 4,300 full and part-time associates across the United States is dedicated to fulfilling our mission–connecting people to what matters most.

Coverage Map

Data Coverage
No Coverage
* Compatible device required
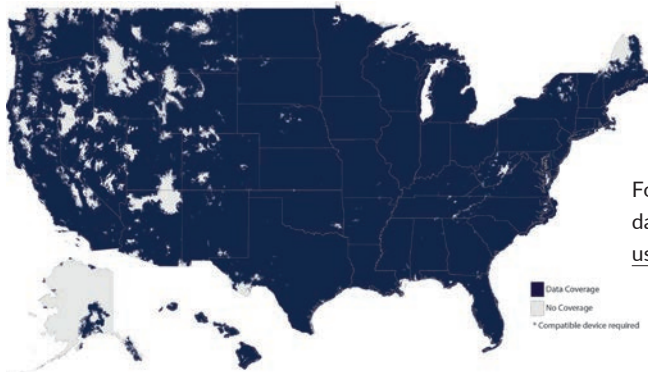
For the most up-to-date voice and data coverage including 5G, visit us at uscellular.com/coverage-map

What Drives US

newsroom.uscellular.com/leading-a-dynamic-organization

UScellular

Connecting US
The Fixed Wireless Access (FWA) solution

UScellular is committed to investing in broadband infrastructure and the latest wireless technology to help deliver reliable, high-speed internet access to underserved communities. The company's advanced 5G Fixed Wireless Access (FWA) technology can connect homes and businesses quickly and economically where capacity is available. UScellular's 5G mid-band network can deliver speeds up to 10x faster than 4G LTE and current low-band 5G networks along with broad coverage – enhancing both mobile and FWA connectivity.

UScellular understands the digital divide is real and connectivity to high-speed internet is essential for economic development and quality of life. The combination of new 5G technology and potential government investment provides an exciting opportunity to connect homes and businesses quickly and economically with FWA.

MID-BAND SPECTRUM   INCREASED DISTANCE TO TOWER
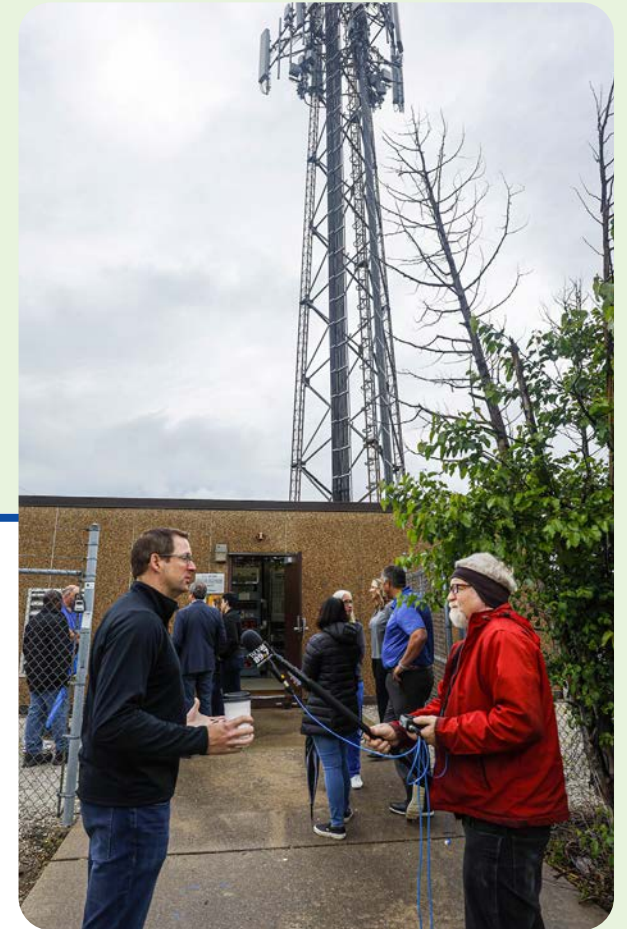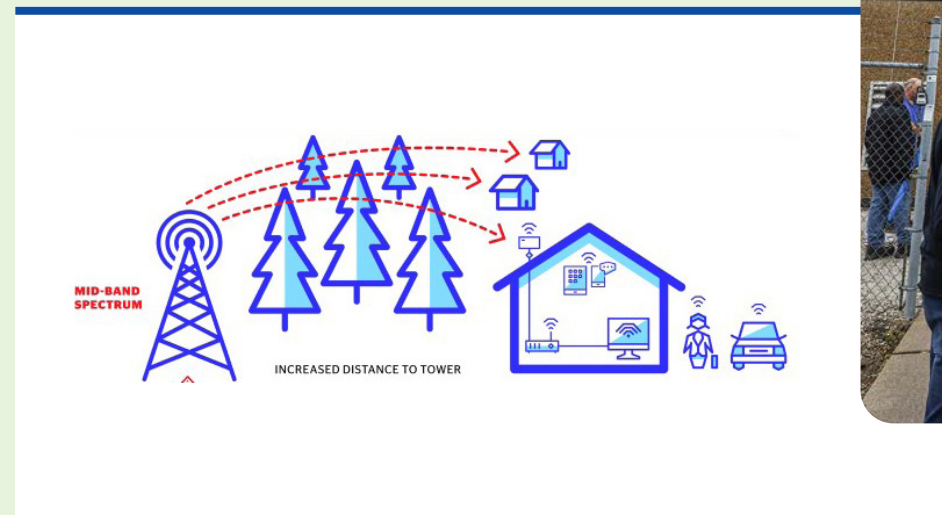
TDS Telecom

Creating a Better World

TDS Telecom is on a mission to create a better world by providing high quality communication services – connecting people and businesses, supporting education, and strengthening communities.

The company is executing its growth strategy to transform into a high-speed fiber broadband company. In 2023, the company showed strong momentum, ending the year launching approximately 100 expansion communities, mainly in Wisconsin and the Pacific Northwest, and exceeding its fiber address goal by delivering 217,000 new marketable fiber service addresses. The company is targeting 60% of total service addresses to be served by fiber and ended 2023 with fiber to 47% of addresses.

Coverage Map
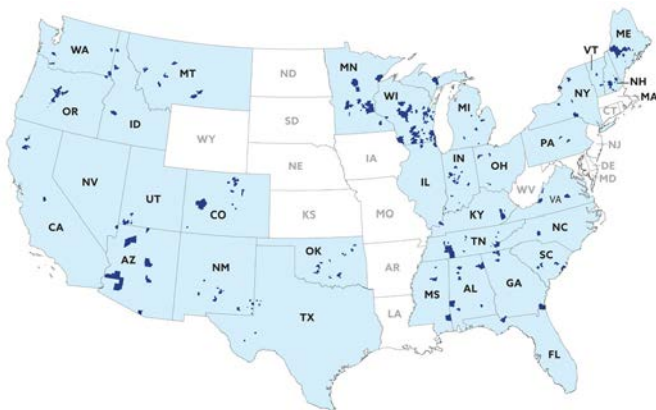
2023 Fiber Accomplishments

~100
expansion communities launched

217,000
marketable fiber service addresses added

47%
of total service addresses served by fiber

TDS Telecom
Bridging the Digital Divide

Keeping our Customers Connected

In 2023, TDS Telecom accepted offers from the Federal Communications Commission for the new Enhanced Alternative Connect America Cost Model (E-ACAM) to deploy and maintain high-speed internet to underserved locations in 24 states. The offers require TDS to deploy at least 100/20 Mbps internet service to approximately 270,000 locations by 2028 in exchange for $1.3B in total support over the next 15 years.

TDS E-ACAM States
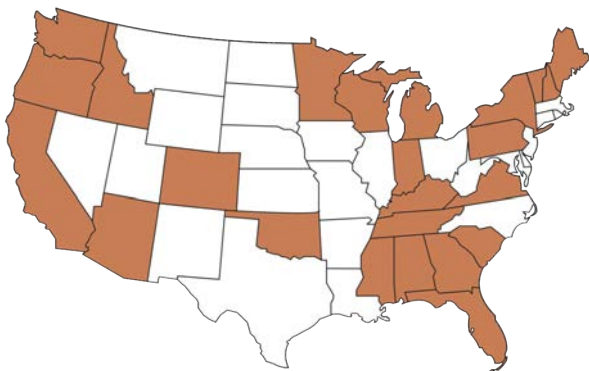
TDS Telecom's E-ACAM initial offers would provide

$1.3B in total funding

to build out broadband to approximately

270,000 service addresses by 2028.

TDS received nearly

$51M in state grants from 2013-2023

to enhance broadband services to approximately

27,000 service addresses in five states by 2026.

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 and UScellular Audit Committees and the TDS and UScellular Boards 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 keeps communities connected by making temporary cellsites available, and providing complimentary chargers and charging stations. TDS Telecom has back-up power generators and prioritizes the restoration of emergency services first.

Diversity, Equity & Inclusion (DE&I)

Diversity, equity and inclusion for our people, partners, customers and community play an important role in our overall success. We support an inclusive and diverse workforce, supplier base and network of community partners. An Enterprise Diversity Council has established goals and standards for the entire organization. We partner with a third-party DE&I firm that offers continuing DE&I educational resources, benchmarking support, and DE&I counseling across our business units. All associates have access to Associate Resource Groups offering the opportunity for inclusion, expression and to contribute.

We live the tenets of our Code of Business Conduct in word and deed, which states: we want 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 strive to establish an operating environment in which all associates can pursue their career ambitions, contribute to the company's success, feel valued and a sense of belonging, and experience emotional and psychological safety. See the Culture section for more information.

Occupational health and safety

TDS and UScellular prioritize the health and safety of associates by providing them with an 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 by integrating the tools and training provided in their job functions.

Our companies have policies and procedures that assist in developing core competencies for safe work practices, which promote a safe, healthy and secure work environment that influences mutual respect within the company for all associates.
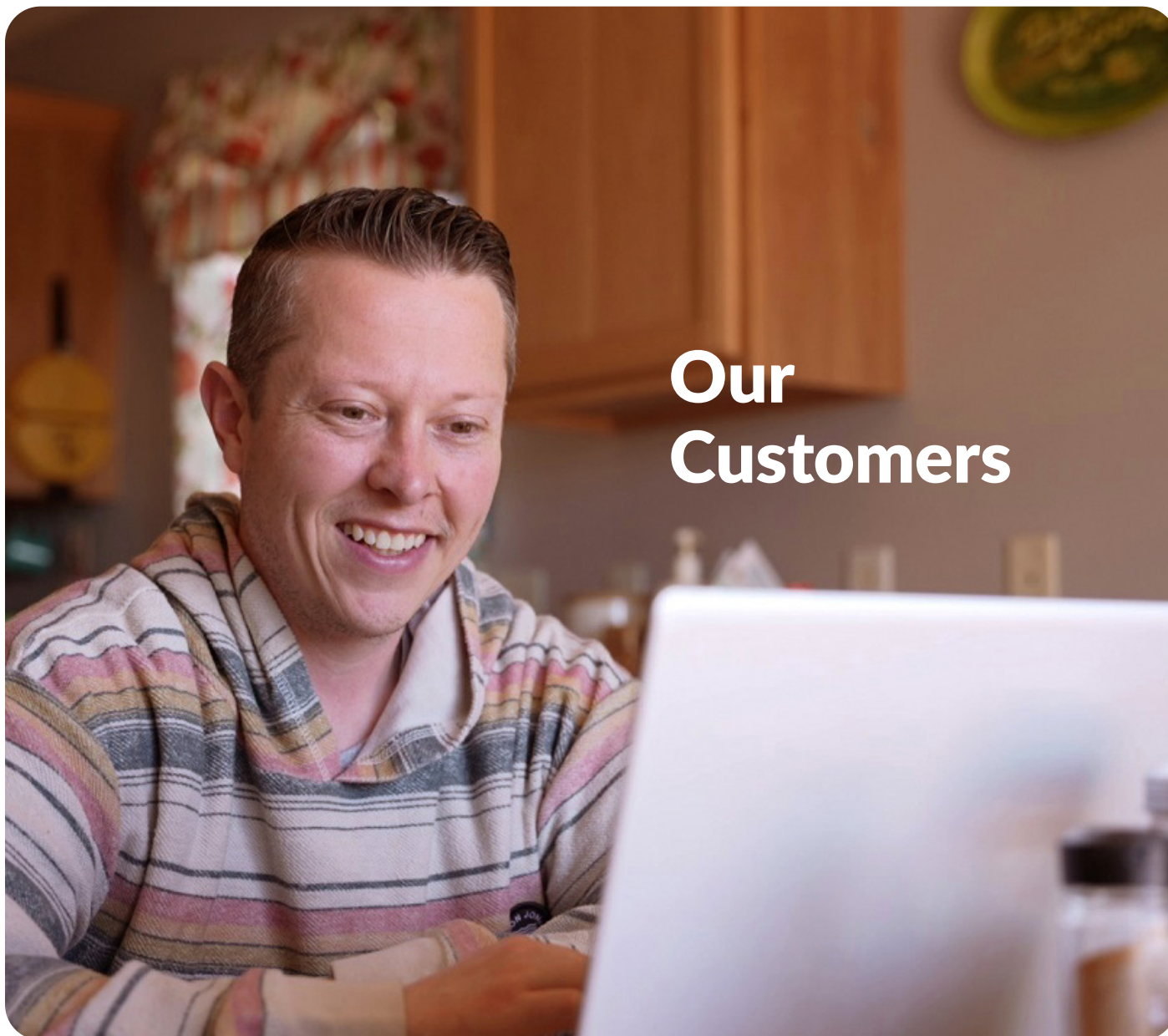
Our Customers

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.

Protecting customer privacy

Protecting our customers' information and data is a priority across the TDS Family of Companies. We incorporate a variety of methods to safeguard personal information.

Transparency Report

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

- Our policies and procedures enforce the protection of personal information.
- Robust training is required for associates to protect personal information.
- Access to personal information is controlled and proportionate to the specific business purpose.
- Associates and service providers are obligated to protect personal information and may be penalized if they fail to meet their obligations.
- Adopt leading practices from organizations like the Center for Internet Security.

Visit each of the TDS Family of Companies privacy policies.

TDS Privacy Policy

UScellular Privacy Statement

TDS Telecommunications LLC

TDS Broadband Service LLC

OneNeck Policy

UScellular

Building a Healthier Digital Future

At UScellular, we connect people to what matters most. Our network and portfolio of devices and solutions help people build strong connections with friends, family, and communities. But somewhere along the way, the devices meant to connect us began to keep us apart. Through initiatives like the "Phones Down for 5", "Global Day of Unplugging", and tutorials for changing phone settings to "US Mode" to limit digital distractions, we are helping people create better relationships with their technology. We also have tools, tips, and alternatives to help families navigate the digital world together with our Digital Family Matters resource.

Connecting Customers in Times of Need

Disaster response and emergency support

When natural disaster strikes, UScellular offers customers the smartphone data they need. Temporary cell sites are made available when necessary as well as complimentary chargers and charging stations. UScellular also donates to the local American Red Cross chapters in the impacted areas and offers free calling to customers trying to reach international areas of concern.

Helping Improve Patient Care with Reliable Telehealth

Some of our solutions to connect customers to telehealth 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).

- Managed Detection and Response (MDR) solutions help healthcare organizations defend against cyber-attacks, including the theft of patient information in ransomware events, the loss of research or even the disruption of medical equipment and operations.

Our Customers

UScellular

Closing the STEM Education Gap

We provide vital tools like access to reliable connectivity to help youth in rural and underserved communities explore and develop STEM skills to propel them into bright futures. We partner with the Boys & Girls Clubs of America and Girls Who Code to provide STEM education resources and curriculum in safe and encouraging environments to foster a future in a STEM career. Since 2009, we've invested more than $47 million in monetary donations, technology resources and experiences to support nonprofit organizations across the country.

$47M

funds, tech resources & experiences donated since 2009

Click here to see the impact of UScellular's "*After School Access Project*."

Keeping Students Connected

UScellular's *After School Access Project*
UScellular extended its commitment to help connect youth in 2023 with up to $13 million in new funding to address the homework gap in the United States. The company's initiative, *After School Access Project*, provides mobile hotspots and two years of service to nonprofits that support youth after the school day has ended, and offers safe and reliable internet access for homework and education.

To date, the company has donated more than 18,000 hotspots and service worth a total of over $23 million.

UScellular pledged up to

$13M

helping up to

50,000

youth

UScellular donated

18,000

hotspots and service worth a total of over

$23M

TDS Telecom

Driving customer loyalty is one of the company's shared values that we work toward every day. We celebrate when our first customers are connected in our fiber expansion communities, and we recognize the community leaders after construction is completed. We value our customers' feedback and appreciate the confidence they have in our products and services.

Fiber-Fast Community Designation

TDS Telecom launched our Fiber-Fast Community Award Program in 2023. Awarded to local officials and chamber members, this designation marks the completion of fiber internet network construction, showcasing a community's access to world-class internet. It also serves as a signal for any person, business, or investor outside the community looking for a location that's built for the future.

An official 2023 Fiber-Fast Community Award went to: Coeur d'Alene, ID and Kimberly, Little Chute, and Combined Locks, WI.

Prioritizing Affordability

Although the Federal Communications Commission's Affordable Connectivity Program has ended, TDS continues to offer a low-cost internet option to our customers. The product called TDS Connect delivers 200/200 Mbps service where available.

TDS Service Awards

In 2023, TDS Telecom received multiple awards for our service:

- Best Internet Provider in North Idaho, by the *Business Journal of North Idaho* for the second year in a row.
- Best of Southern Utah 2023 Gold Winner for the third year in a row and back-to-back Gold Winners for Best Internet Provider in Iron County, Utah by the *Best of Iron County* magazine.
- Voted Best Internet Service provider by readers of the *Fort Stockton Pioneer* in its 2023 Readers' Choice Awards.
- Named Best New Business at the West Bend Area Chamber of Commerce's Annual Awards Dinner.

Our Culture

It starts with taking care of our people. Beyond the foundation of providing competitive benefit 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 also committed to continuous learning, training, and creating an environment where our associates can thrive.

Diversity, Equity, and Inclusion (DE&I)

We are committed to creating a stronger, more aligned culture surrounding DE&I across the TDS Family of Companies. Our corporate HR leaders work with DE&I partners at our business units, company leadership, and DE&I champions across the enterprise to accomplish this goal.

Enterprise Diversity Council

TDS has an Enterprise Diversity Council, where leaders from across the enterprise gather 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

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

Associate Resource Groups

Associate Resource Groups (ARGs) are integral to fostering a more inclusive workforce. They are developed and run by associates, based on associate interests, building small, connected communities where all associates can feel a sense of belonging. UScellular has 9 ARGs with 1,800 associates involved. TDS Telecom has 10 ARGs with 695 involved.

The TDS Family of Companies held its second annual Pride Flag Raising event at TDS Telecom's Madison, Wisconsin headquarters.

TDS Training and Development

The TDS Family of Companies is committed to training and development. From educational assistance, development assignments, and mentoring programs to e-learning, we take great pride in developing our associates.

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 areas of interest.

In concert with our "Invest in People" Shared Value, TDS Telecom places a strong emphasis on consistently transforming our workforce through associate development and leader effectiveness by assessing organizational needs, identifying critical roles and keeping a strong focus on closing knowledge, skills and experience gaps. We have launched several tools, dashboards and resources in support of our commitment which accompanies our associate experience, new hire onboarding and leadership initiatives.

TDS Telecom

5,266 hours
of instructor-led training completed by

467
associates – including

1,660 hours
hours of DEI&B coursework.

6,995 hours
of e-learning training completed by

1,287
associates

UScellular

~80,000
hours of training including

4,600
hours of DE&I coursework

Since 2020, UScellular has hosted an Inclusion Summit. Our 2023 Inclusion Summit was a two-day program open to the enterprise and served as an opportunity for associates and leaders to learn ways of building cultural competence and enabling an environment of inclusion, understanding, and belonging for all. **More than 1,400 associates registered to attend the 2023 Inclusion Summit.**

Education Assistance

Our Education Assistance Program offers educational assistance to eligible associates pursuing approved degree programs or certifications. In 2023, the TDS Family of Companies contributed over **$1.1 million to support associates** looking to further their education.

TDS contributed

$1.1M+

to support associate education

TDS Telecom University

TDS-U is a three-year rotational program that invests in associates who display the aspiration, ability, agility, attitude, and engagement to be our next generation of TDS Telecom leaders.

Since its inception in 2018, 11 associates have graduated from the program and there are 19 current students in various roles around the company.

"TDS-U was such a great experience because it forced me to do something outside my comfort zone. It helped me realize that I have skills that I didn't even know were there, they just needed to be brought to the surface. Sometimes the only way to learn more about yourself is to jump in with both feet."

**Leah Wisdorf,
Manager, Network Infrastructure
Planning and OSPS**

Diversity in hiring and supplying

TDS Telecom 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.

UScellular Equal Employment Opportunity

UScellular is an EEO employer and gives consideration to qualified applicants without regard to race, color, age, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, pregnancy or genetic information, 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 Supplier Diversity Statement

Pay Equity

The individual companies conduct periodic pay equity reviews at all levels using compensation methodology that analyzes the associate population based on objective factors that determine pay including job function, level, etc.

UScellular Supplier Diversity Program

UScellular's Supplier Diversity Program is a strategic imperative that facilitates engagement with diverse and small businesses by creating and influencing policies, procedures, and behaviors that fulfill our company goals and uplift our communities.

UScellular Supplier Diversity Statement

TDS Telecom Shared 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.

DRIVE CUSTOMER LOYALTY

CHAMPION INCLUSIVITY

INVEST IN PEOPLE & COMMUNITIES

Our mission is to create a better world by providing high-quality communication services—connecting people and businesses, supporting education, and strengthening communities

ACT WITH INTEGRITY

FOSTER TEAMWORK

OUR MISSION AND SHARED VALUES

Awards

TDS Telecom Awards

TDS Telecom received a perfect score of 100 for the Best Place to Work for Disability Inclusion on the Disability Equality Index in 2023.

TDS Telecom earned a Gold Certification from the Wisconsin Department of Workforce Development's 2023 Vets Ready Initiative, which recognizes companies that go above and beyond to support Veterans and their families. TDS has more than 377 veterans within its workforce.

TDS Telecom was named a Recognized Employer on the VETS Indexes annual list, which is based on a survey around policies, practices, and benefits for Veterans and their families.

UScellular Awards

In 2023, UScellular received the Founders Award from the Chicagoland Admin Awards as well as the Fast Company's Brands That Matter recognition. Forbes recognized UScellular as a Best Employer for Diversity and America's Best Midsize Employers. The Milwaukee Journal Sentinel selected us as a Top Workplace. We were proud to be named a Seramount Inclusion Index Company. We were also recognized as a leader in LGBTQ+ workplace inclusion by the Human Rights Campaign, acknowledged as a Veteran-Friendly Company by U.S. Veterans Magazine, named as one of America's Best Places to Work for Hispanics/Latinos by the Hispanic/Latino Professionals Association, and received a top score of 100 on the Disability Equality Index from Disability:IN, the global organization driving disability inclusion and equality in business.

OneNeck Awards

OneNeck was recognition by CRN®, a brand of The Channel Company, as a member of the 2023 Managed Service Provider Elite 150 list. The company also received the 2023 winner of the Infinidat Channel Partner Award, the Global and Americas Service Provider of the Year, and the 2023 Best of Scottsdale Award.

Diversity by the numbers

TDS Workforce Profile as of October 2023*

Male/Female

MALE
65.1%

FEMALE
34.9%
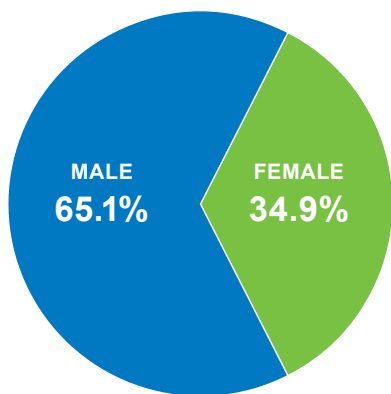
*includes UScellular, TDS Telecom, TDS Corporate and OneNeck IT Solutions

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

WHITE
76.8%

POC
23.2%

0.8% American Indian / Alaskan Native
5.5% Asian
6.2% Black / African American
7.9% Hispanic / Latino
0.2% Native Hawaiian / Pacific Islander
2.6% Two or more races
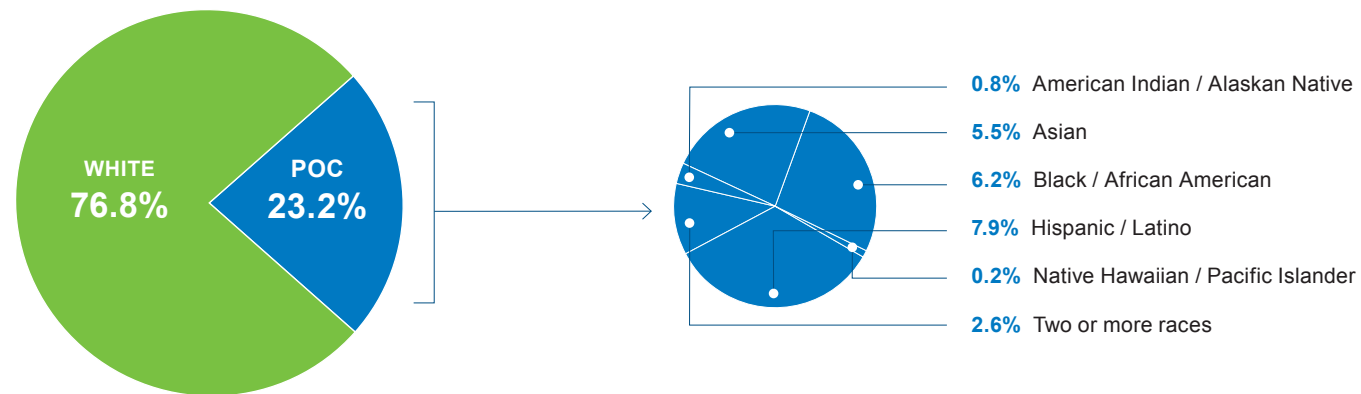
Associates with disabilities

6.8%
7.5%

2022   2023
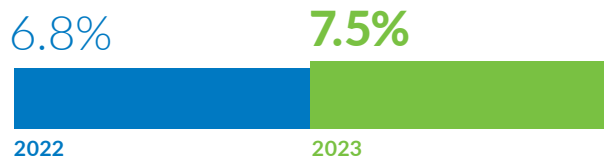
Associates who are veterans

8.1%
9.1%

2022   2023
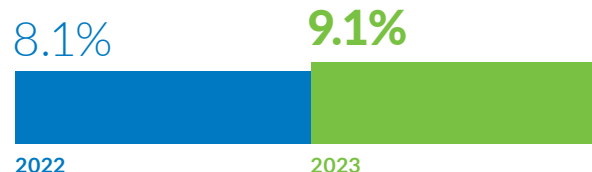
*Data shown from report generated for timeframe 10/8/2023 – 10/21/2023. This report will be updated with the link to our consolidated EEO-1 report once it is filed later this year.

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	64.8%	35.2%
First/Mid Officials & MGRs	62.5%	37.5%
Individual Contributors	65.6%	34.4%
2023 Grand Totals	65.1%	34.9%

| TDS Race/Ethnicity by position	Hispanic or Latino	White	Black or African American	Native Hawaiian or Pacific Isander	Asian	American Indian or Alaskan Native	Two or more races
Executive/Sr Officials & MGRs	4.2%	85.9%	4.2%	0.0%	5.6%	0.0%	0.0%
First/Mid Officials & MGRs	6.8%	81.9%	4.0%	0.3%	4.0%	0.8%	2.3%
Individual Contributors	8.1%	75.7%	6.7%	0.2%	5.8%	0.8%	2.7%
2023 Grand Totals	7.9%	76.8%	6.2%	0.2%	5.5%	0.8%	2.6%

Women in organization

36.4%　　34.9%

2022　　2023
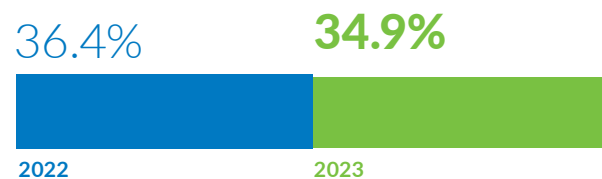
BIPOC individuals in organization

23.0%　　23.2%

2022　　2023

BIPOC women in organization

9.5%　　9.2%

2022　　2023

Women in leadership

36.7%　　37.4%

2022　　2023
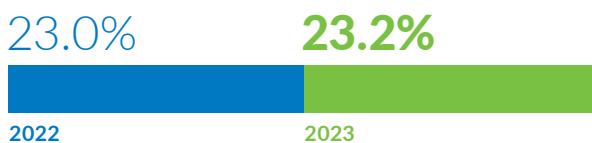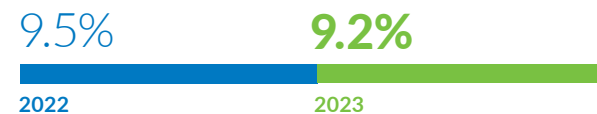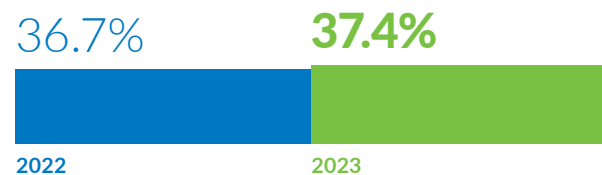
BIPOC individuals in leadership

18.0%　　17.6%

2022　　2023
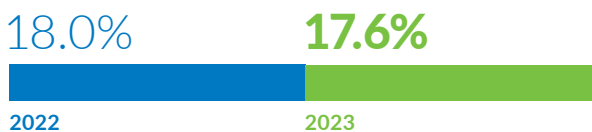
BIPOC women in leadership

6.4%　　6.8%

2022　　2023
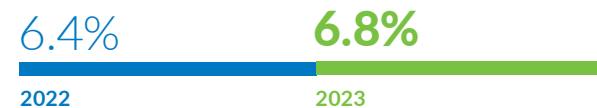
Data shown from report generated for timeframe 10/8/2023 – 10/21/2023.

Our Community

We are committed to supporting and enhancing the communities we serve through local and philanthropic initiatives that enrich the lives of those living where TDS serves and where our associates 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.

Community Impact in 2023
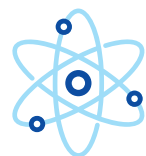
$1.3M
invested in nonprofits with nearly 90% supporting STEM.

200,000
youth reached with STEM resources to shape future opportunities.

Nearly
40,000
youth have Wi-fi access through our *After School Access Project*.

$10.5M
in hotspots and service donated.

13,500
volunteer hours contributed.

$240,000
personal donations matched.

UScellular

Education and STEM partnerships

STEM education and innovation go hand in hand. That's why we invest our time, talent, and resources to help 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, YWCA, and Girls Who Code have provided students with resources, access, mentorship, and hands-on STEM education. Every child deserves the opportunity to reach their full potential.
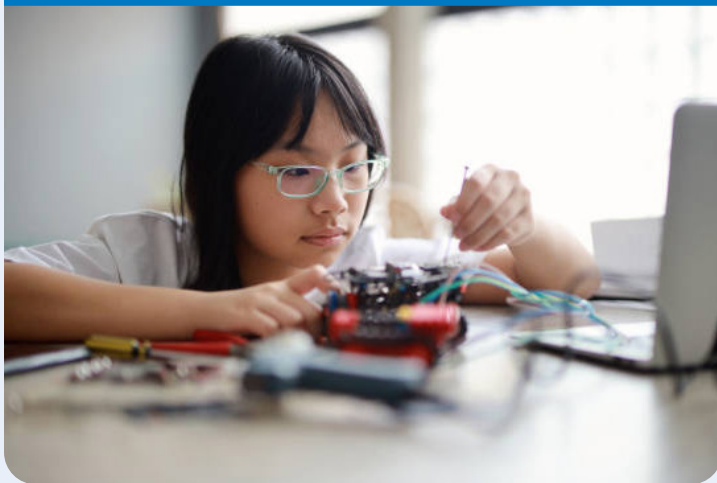
$47M

Since 2009, we've invested more than $47 million in monetary donations, technology resources, and experiences to support nonprofit organizations across the country.

Education and STEM Investments in 2023

BOYS & GIRLS CLUBS OF AMERICA

- Donated $1 million in grants to local clubs to support 170,000 youth

  newsroom.uscellular.com/boys-girls-clubs-of-america

girls who code

- Funded a two-week summer immersion program for 55 young women with a $175,000 donation

  newsroom.uscellular.com/girls-who-code

eliminating racism empowering women ywca

- Provided service to 17 YWCA through the *After School Access Project*

  newsroom.uscellular.com/ywca

- Donated $100,000 for TechGYRLS®

- Donated $4.7 million in wireless hotspots

UScellular

Associates in Action

UScellular associates nominated and voted for their favorite charities, and then the company made donations to the top seven vote-getters.

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.

$46,000

went to seven organizations selected by our associates:

- Wildthunder Wildlife & Animal Rehabilitation and Sanctuary, Independence, IA
- Aces for Autism, Greenville, NC
- Strong Native Minds, Milwaukee, WI
- Alzheimer's Association, Chicago Chapter, Chicago, Illinois
- Elizabeth Hopper Memorial Scholarship at Purdue University, West Lafayette, IN
- Muslim Community Center Academy, Chicago, IL
- St. Jude Children's Research Hospital, Memphis, TN
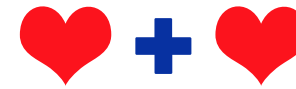
Doubling Our Associates' Generosity

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 2023:

We matched **$240,000 in associate donations.**
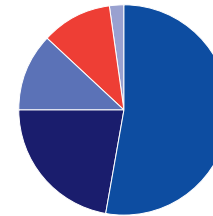
- Health, Human Services, Community: 53%
- Education, Youth, Athletics: 22%
- Animals & Environment: 12%
- Arts & Humanities: 11%
- Miscellaneous: 2%

TDS Telecom Community Involvement

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 communities we serve. Through our TDS Cares initiatives, we focus on where help is needed the most. In reviewing funding requests, TDS prioritizes giving to organizations that support people's basic needs and ones that support Science, Technology, Engineering, and Math (STEM) education or diversity, equity, inclusion, and belonging (DEI&B) efforts.

Promoting Volunteerism

TDS Telecom promotes volunteerism through our **Be Good Citizens program**, which provides associates with 16 hours of paid time off every year to volunteer in their communities at a local nonprofit organization. In 2023, associates logged 1,400 hours in the company's program.

In addition, each quarter TDS Telecom honors an associate who has gone above and beyond in serving their community through its **Volunteer of the Quarter** recognition program.

TDS Telecom promotes community involvement with:

16 hours
of paid time off for volunteering

20,000
Be Good Citizens volunteer hours since the program's inception in 2009.

Week of Giving

In 2023, TDS Telecom hosted its second annual Week of Giving. Throughout the week, TDS Telecom associates gave their time and provided donations to local food pantries, community groups, and collected toys and essential items for worthwhile non-profit organizations. In just a week, associates volunteered 275 hours at 120 organizations. The Week of Giving shows our commitment to making a difference in the lives of others and reflects the company's mission.

Community Outreach Committee

TDS Telecom created the LeRoy T. Carlson Pioneer Club's Community Outreach Program to give back to our communities and our associates. Since 2002, TDS Telecom Community Outreach committee members have organized events to support associates in need and other 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 support program.

TDS Cares Program

Honoring Community Leaders

TDS Telecom continued our **Hometown Hero** award program in Idaho where the company is constructing high-speed, all-fiber networks. The company recognized individuals making a difference in their community, especially unsung heroes.

In 2023, TDS Telecom gave out two 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:

• Lucas O'Neil, a Veterans advocate in Meridian, Idaho

• Angie Soto, a client care coordinator at Voices Against Violence in Twin Falls, Idaho

In a partnership with the Green Bay Packers, TDS Telecom selected a **Most Valuable Educator** in Wisconsin. School Counselor Kristi Kjelstad of Hillcrest Elementary School in Chippewa Falls received the honor at a school assembly. The award included a Green Bay Packers prize package with four tickets to a game, recognition during the game, and a student field trip to Lambeau Field in the off season.

$85,000
DE&I Community STEM Funds awarded since the grant began in 2020.

$700,000
Money raised since 2011 from the TDS Open, an associate and business partner golf outing, that benefits worthy nonprofit organizations within TDS communities.

$1M
donated to charitable organizations in 2023.

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 any environmental risks of our businesses.

Our commitment to the environment includes compliance with all federal, state, and local environment protection laws and a continual examination of the impact of our environmental footprint.

At UScellular in 2023, total dispositioned devices came to

406,981

Of that amount

389,909   # 8,072

or 98% were resold and   were recycled.

In 2023, our environmental efforts at UScellular, TDS Telecom and TDS resulted in

597,000

pounds of 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 2023, the TDS family of companies consumed approximately 2.4 million gigajoules of energy consisting of electricity, natural gas, diesel, and fuel oil.

Green ARG

TDS associates care about the environment and have 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 2023, the Green ARG organized two volunteer opportunities, held a companywide recycled art show, and hosted monthly lunch and learn events.

UScellular received a certificate of Blue Sky® Renewable Energy Support in 2023, supporting 44,888 kilowatt-hours of renewable energy. Also in 2023, UScellular was awarded Gold and Silver from Scor3card, The Sustainability Alliance for eight of its facilities.

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 computers, and wireless devices. In 2023, more than **44,000 pounds of assets** were recycled. Included in this amount, the company continued its donations of refurbished laptops to the YWCA Madison in Wisconsin. 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.

UScellular customers can trade in their old devices for a monthly discount on a new phone or receive a credit of up to $535 on their account. In 2023, the company recycled/repurposed 242,477 devices and diverted 109,110 pounds from landfills.

TDS Telecom manages much of its e-waste through third party vendors which properly dispose, reuse and recycle the waste. The company redeployed 63, 567 devices and sold 13,589 refurbished devices in 2023.

In total, UScellular had over **406,000 device returns** which helped divert over **183,000 pounds** of solid waste from the landfill. TDS Telecom had over **1,450 pieces of equipment recovered**, diverting over **370,000 pounds of waste** from the landfill.

Greenhouse Gas Emissions Reporting

In 2023, we continued to collect and monitor 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 2023 (January 1, 2023, to December 31, 2023).

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.

Emissions Profile 2023 (in mtCO2e)

SCOPE	USCELLULAR	TDS TELECOM	CORPORATE/ OTHER	2023 TOTAL	PY (2022)
Scope 1	9,948	17,894	1,137	29,175	26,774
Scope 2	180,305	37,047	46,522	263,874	254,696
TOTAL:	**190,253**	**54,941**	**47,659**	**292,853**	**281,470**
Revenue by BU (in $m)	$3,906	$1,028	$226	$5,160	$5,413
Emissions/$m Revenue:	**48.7**	**53.4**	**210.9**	**56.8**	**52.0**

Our 2023 GHG Inventory Management Plan is aligned with GHG accounting and reporting guidance set forth by the GHGP Corporate Standard (WRI/WBCSD 2004).

2023 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.

UScellular

TDS Telecom

Corporate/Other

- Natural Gas
- Propane
- Fuel
- Refrigerant
- Cell site electricity
- Mobile Telephone Switching Office electricity
- Data center electricity
- DSA/network electricity
- Office & Other electricity

Enabling customers to minimize their carbon emissions

Our products and services empower customers 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 low-band.

According to an Accenture Study, 5G use cases could abate up to 330.8 MMtCO2e across five industry verticals, which include:

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

It's estimated 5G will help the United States meet 20% of its emission reduction goals by 2025, which is reportedly equivalent to removing 72 million cars off the highway.[1]
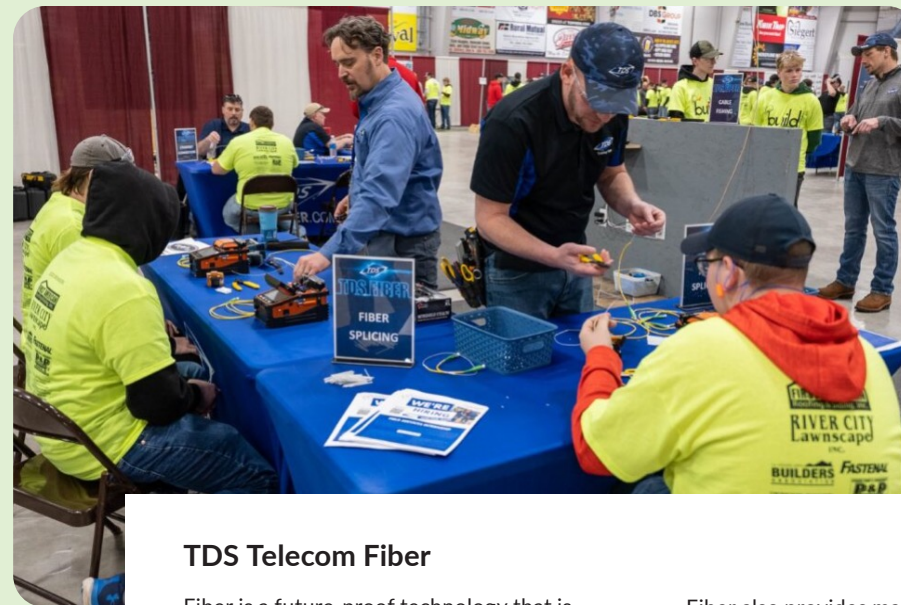
TDS Telecom Fiber

Fiber is a future-proof technology that is sustainable and creates less CO2 emissions than other technologies. Industry experts have even deemed it "**most energy efficient broadband technology**."[2]

A 2024 industry report estimates because of its reliability, fiber has .13 truck rolls per subscriber per year verses .45 for DSL. In addition, the deployment of fiber to every American home and business could be equal to removing 11 million cars off the road each year.[3]

Fiber also provides many opportunities for CO2 emission reduction, including smart home technology.

TDS Telecom has announced a long-term goal of deploying 1.2 million fiber service addresses. The company exceeded its fiber address goal for 2023 by delivering 217,000 new marketable fiber service addresses. The company is targeting 60% of total service addresses to be served by fiber and ended 2023 with fiber to 47%.

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

2 Fibre is the most energy efficient broadband technology | Shaping Europe's digital future (europa.eu)

3 The Benefits of Retiring Copper Today 6.7.24.pdf (fiberbroadband.org)

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.

Building a Better Grid with Secure, Reliable and Controlled Connectivity

Many organizations are replacing their outdated, disparate, and inefficient networks with privatecellular 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.

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.

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.

TDS Telecom increased and incentivized its self-install program, which reduces truck deployments to customers. In 2023, the company completed 13,550 self-install orders, which, equating on average a technician spends 20 minutes traveling to an appointment, would mean 271,000 travel minutes avoided for technicians.

TOP 3 REASONS YOU SHOULD INVEST IN SMART FARMING SOLUTIONS NOW

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

Energy Efficiency

TDS is committed to thoughtful energy use. We seek to maximize energy efficiency where possible.

Here are a few examples:

Electric-powered booms

TDS Telecom added 15 new small bucket vans with electric-powered booms, eliminating the need to run the engines to operate the booms.

Solar Panels

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

The estimated economic benefits of the solar panel system at UScellular's Data & Customer Care Center in Knoxville, TN include 99,117 lb of CO2 emission saved, which is the equivalent to 748 trees planted since its inception in December 2022.

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.

Recycling Technology

In 2023, UScelluar sunset its CDMA service, resulting in a reduction in energy consumption and carbon footprint. Shutting down 7,000 CDMA cell sites within a year saved an estimated $7.5 million in utility costs and reduced carbon emissions by over 21,000 metric tons.

EV Charging Stations

UScellular installed two EV charging stations in Brookfield, WI and TDS Telecom installed an EV charging station at its Waunakee, WI warehouse. Both companies have charging stations at their company headquarters.

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.

Environmental health and safety

TDS Telecom's Environmental Health and Safety team has processes in place to identify and assess risks. These include an incident reporting process, emergency action plans, and emergency guides. We have a dedicated safety 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, fall protection, confined space entry, vehicle

safety, hazard communication, fire safety/ suppression, electrical safety, tools, 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 **33 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.

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 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.

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 Family of Companies

TDS is considered a controlled company, with the controlling shareholder being the family that founded the Company over 50 years ago. While we understand this structure is uncommon for public companies in the United States, it has provided us the ability to make investments that have longer-term benefits for our stakeholders.

Foundational Pillars

TDS has had over 50 successful years serving our customers and we are continuing to invest in the future. **Three foundational pillars** 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 can 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 Thompson 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, she 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, Thompson held various finance and strategy positions at several large Chicago-based companies, in addition to her experience in public accounting. Thompson is a Certified Public Accountant and earned her MBA from the Kellogg Graduate School of Management at Northwestern University and her bachelor's degree in Accounting from the University of Notre Dame.
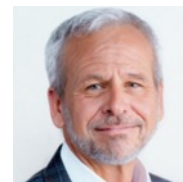
Kevin Lowell
Executive Vice President – Chief People Officer, Head of Communications, UScellular

As executive vice president – chief people officer and head of communications, KevinLowell 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. Lowell joined UScellular in 2003 and most recently served as senior vice president of information technology.

Lowell was a board member of Christopher House in Chicago, was a founding member of ChicagoCIO, 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.

AnnMarie Kreitzer
Senior Vice President – Chief Human Resources Officer, TDS Telecom

AnnMarie Kreitzer was appointed senior vice president of human resources and chief human resources officer in July 2023. In this senior leadership role, she oversees employee relations, safety, compensation, benefits, rewards and recognition, talent acquisition and development, and Diversity, Equity, Inclusion, & Belonging (DEI&B) efforts.

Prior to joining TDS Telecom in 2023, Kreitzer accumulated more than 20 years of experience in human resources management, strong business acumen, and consistently delivered positive business results at several major corporations throughout the U.S., Europe, and Latin America.

Kreitzer earned a Bachelor of Arts in Psychology and Women's and Gender Studies from Ripon College (Wis.), where she also played Division III basketball. She also maintains a Master of Science in Industrial Organizational Psychology from the University of Wisconsin-Oshkosh.

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 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.
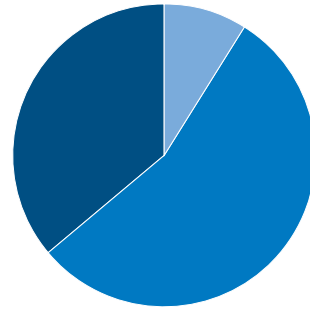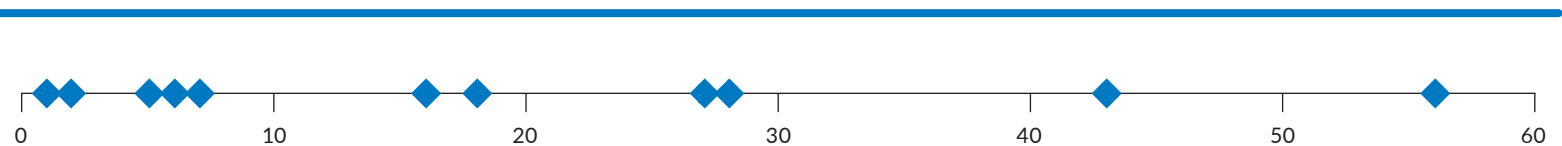

Age

- 50s
- 60s
- 70s
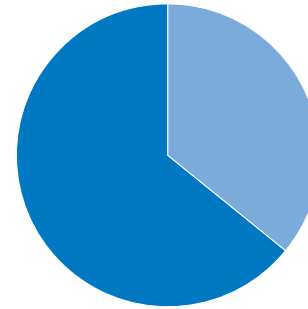
Diversity

- Female
- Male

4 of 11 directors on the TDS Board are female.

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 TDS 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

0   10   20   30   40   50   60

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, diversity, and inclusion.

Compensation and Human Resources Committee Charter

Board Committee Structure and Membership Information as of May 2024				
	Audit Committee	Compensation and Human Resources Committee	Corporate Governance and Nominating Committee	Technology Advisory Group Committee
Walter C.D. Carlson			○	
LeRoy T. Carlson, Jr.			●	○
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, climate and sustainability strategy and initiatives; 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 Business 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 all associates, including Board of Directors who are 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, contracted and intern associates are required to acknowledge their understanding and acceptance of the TDS Code of Business Conduct. Additionally, TDS has a Code of Business Conduct for Officers and Directors that is acknowledged annually.

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 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. In 2023 this included education specifically related to data backup and recovery across the enterprise and Artificial Intelligence (AI).

Kimberly D. Dixon and George W. Off 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 acts 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. Questions regarding TDS' corporate privacy policy can be directed at privacy@tdsinc.com.

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, 2023, through December 31, 2023, 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 Enhanced 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: whether any strategic alternatives for UScellular will be successfully completed; whether any such strategic alternative will result in additional value for UScellular and its shareholders and whether the process will have an adverse impact on UScellular's business; strategic decisions regarding UScellular's tower business; changes in demand, consumer preferences and perceptions, price competition or churn rates; impacts of costs, integration problems or other factors associated with acquisitions, divestitures or exchanges of properties or wireless spectrum licenses and/or expansion of UScellular's business; difficulties involving third parties with which we do business; the ability to make payments on indebtedness or comply with the terms of debt covenants; disruption in credit or other financial markets; potential conflicts of interests between TDS and UScellular; control by the TDS Voting Trust; impact, duration and severity of public health emergencies; 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.

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SASB Code	Activity Metric	
TC-TL-000.A	Number of wireless subscribers	UScellular: 4.6 million retail connections, including 4.1 postpaid and 0.5 million prepaid connections

TC-TL-000.B	Number of wireline subscribers	TDS Telecom:
		Residential connections
		Broadband
		  Wireline, Incumbent 244,800
		  Wireline, Expansion 92,200
		  Cable 202,900
		  Total Broadband 539,800
		Video 131,500
		Voice 281,600
		  Total Residential Connections 952,900
		Commercial connections 210,200
		Total connections 1,163,100
		Numbers may not foot due to rounding.

TC-TL-000.C	Number of broadband subscribers	Broadband residential connections: Wireline, Incumbent 244,800; Wireline, Expansion 92,200; Cable 202,900
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) (2) Percentage grid electricity (3) Percentage renewable	(1) The TDS Enterprise (UScellular, TDS Telecom, TDS Corporate, OneNeck IT Solutions) consumed nearly 2.4 million GJ of energy consisting of electricity, natural gas, diesel and fuel oil. Gasoline consumption is not included in the calculation. (2) 90% (3) Insignificant
TC-TL-220a.1	Description of policies and practices relating to behavioral advertising and customer privacy	TDS Privacy Policy UScellular Privacy Policy TDS Telecom Privacy Policy TDS Broadband Service LLC Privacy Policy OneNeck Policy
TC-TL-220a.2	Number of customers whose information is used for secondary purposes	UScellular and TDS Telecom do not calculate this metric. The UScellular Privacy Policy and TDS Telecom Privacy Policy describe the information we collect and how we use it.

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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 material legal proceedings in its 10-K. In 2023, we did not disclose any material accruals with respect to 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	UScellular Transparency Report 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. 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. TDS Telecom manages much of its e-waste through third party vendors which properly dispose, reuse and recycle the waste. Devices recovered at UScellular: • Reused or Sold 98% • Recycled 2% • Land-filled 0% In total, UScellular had over 406,000 device returns which helped divert over 183,000 pounds of solid waste from the landfill. TDS Telecom had over 1,450 pieces of equipment recovered, diverting over 370,000 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 material legal proceedings in its 10-K. In 2023, we did not disclose any material accruals with respect to legal proceeding 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 Network Management Policy TDS Telecom Internet Network Management

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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	UScellular Network Management Policy TDS Telecom Internet Network Management
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	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. UScellular Network Management Policy TDS Telecom Internet Network Management

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This index has been prepared in reference to the <u>Global Reporting Initiative's (GRI) Standards</u> 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, 2023. Please see our Form 10-K for the year ended 2023, and other information available on the TDS ESG website and the TDS ESG Report.

Disclosure	Disclosure Title	2023 Response
GRI 102:	General Disclosures	
102-1	Name of organization	Telephone and Data Systems, Inc.
102-2	Activities, brands, products, and services	<u>10-K p. 1</u> <u>Our Businesses</u>
102-3	Location of headquarters	<u>10-K cover page</u>
102-4	Location of operations	<u>10-K p. 1</u> <u>Our Businesses</u>
102-5	Ownership and legal form	<u>10-K cover page, p. 1</u>
102-6	Markets served	<u>10-K p. 1</u> <u>UScellular Coverage Map</u> <u>TDS Telecom Company Profile</u> <u>OneNeck IT Solutions</u>
102-7	Scale of the organization	<u>10-K p. 1</u>
102-8	Information on employees and other workers	<u>10-K p. 8</u> TDS had approximately 8,800 full time and part time associates as of December 31, 2023.
102-9	Supply chain	<u>UScellular Supplier Diversity</u> <u>TDS Telecom Supplier Diversity Statement</u>
102-11	Precautionary principle or approach	<u>Proxy p. 14</u>
102-14	Statement from senior decision-maker	"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. Our socially responsible practices, which make up the "S" in ESG, are what comprise our 3Cs – Customers, Culture, and Community." -LeRoy T. Carlson Jr., President and CEO - TDS
102-15	Key impacts, risks, and opportunities	<u>10-K pgs. 9-18</u> <u>Stakeholder Assessment</u>

Disclosure	Disclosure Title	2023 Response
GRI 102:	General Disclosures	
102-16	Values, principles, standards, and norms of behavior	TDS Code of Conduct UScellular Code of Conduct
102-17	Mechanisms for advice and concerns about ethics	TDS Ethics Hotline UScellular Ethics Hotline
102-18	Governance structure	TDS Governance TDS Proxy UScellular Governance UScellular Proxy
102-20	Executive-level responsibility for economic, environmental, and social topics	ESG Steering Committee ESG Steering Committee Charter
102-22	Composition of the highest governance body and its committees	TDS Proxy
102-23	Chair of the highest governance body	Walter C. D. Carlson serves as Chair of the Board TDS Proxy
102-25	Conflicts of interest	TDS Proxy TDS Code of Conduct UScellular Code of Conduct
102-32	Highest governance body's role in sustainability reporting	TDS Proxy, p.14 ESG Steering Committee ESG Steering Committee Charter
102-35	Remuneration policies	TDS Board Committees and Charters TDS Proxy
102-36	Process for determining remuneration	TDS Board Committees and Charters TDS Proxy
102-45	Entities included in the consolidated financial statements	10-K p.23
102-46	Defining report content and topic boundaries	Stakeholder Assessment

Disclosure	Disclosure Title	2023 Response
GRI 102:	General Disclosures	
102-49	Changes in reporting	There have been no changes from previous reporting periods.
102-50	Reporting period	Jan 1, 2023 – Dec 31, 2023
102-51	Date of most recent report	2022 ESG Report
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Julie Mathews – Director, Investor Relations Julie.mathews@tdsinc.com
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.
GRI 201:	Economic Performance	
201-1	Direct economic value generated and distributed	In 2023 TDS paid dividends.
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.

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Disclosure	Disclosure Title	2023 Response
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	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. 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.

Disclosure	Disclosure Title	2023 Response
GRI 204:	Procurement Practices	
204-1	Proportion of spending on local suppliers	TDS Code of Conduct, p.4 UScellular Code of Conduct, p. 6
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 Code of Conduct 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 associates which contains valuable fraud and ethics resources. Additionally, across the enterprise there is mandatory fraud awareness training annually. The company also maintains an anonymous Ethics Hotline.
GRI 207:	Tax	
207-1	Approach to tax	Proactively deliver timely, accurate, ethical, 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.

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Disclosure	Disclosure Title		2023 Response
GRI 302:	Energy		
302-1	Energy consumption within the organization		The TDS Enterprise (UScellular, TDS Telecom, TDS Corporate, OneNeck IT Solutions) consumed nearly 2.4 million GJ of energy consisting of electricity, natural gas, diesel and fuel oil. Gasoline consumption is not included in the calculation
GRI 306:	Waste		
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. 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. Devices recovered at UScellular and TDS Telecom: • Reused or Sold 98% • Recycled 2% • Land-filled 0% In total, in 2023, UScellular had approximately 407,000 device returns which helped divert 183,000 pounds of harmful solid waste from the landfill. TDS Telecom had over 1,450 pieces of equipment recovered, diverting over 370,000 pounds of waste from the landfill.

Disclosure	Disclosure Title	2023 Response
GRI 401:	Employment	
401-1	New employee hires and employee turnover	In 2023, the TDS Enterprise (TDS Corporate, UScellular, TDS Telecom and OneNeck IT Solutions) had 2,125 new hires, 2,335 terminations, and an average overall turnover rate of about 26%.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	TDS Careers UScellular Benefits TDS Telecom Benefits
401-3	Parental leave	In 2023, the TDS Enterprise had 149 men take paternity leave, 89 women take maternity leave and 98% overall returned to work.
GRI 403:	Occupational Health and Safety	
403-1	Occupational health and safety management system	UScellular is committed to protecting the health, safety and environment of our associates, customers, and citizens in communities where we conduct business. 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. 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.

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Disclosure	Disclosure Title	2023 Response
GRI 403:	**Occupational Health and Safety**	
403-2	Hazard identification, risk assessment, and incident investigation	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. 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.
403-4	Worker participation, consultation, and communication on occupational health and safety	UScellular's EHS team is responsible for developing and maintaining the written Safety Committee Program, based on input from the safety committees. TDS Telecom is also 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.
403-5	Worker training on occupational health and safety	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, and spill prevention, containment & countermeasure training among others. TDS Telecom's Safety Handbook covers a wide range of training, including 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.

Disclosure	Disclosure Title	2023 Response
GRI 404:	**Training and Education**	
404-1	Average hours of training per year per employee	UScellular - 80,000 hours of training, including 4,600 hours of Diversity, Equity, & Inclusion (DE&I) coursework. TDS Telecom – 5,266 hours of instructor-led training completed by 467 associates – including 1,660 hours of DEI&B coursework. Additionally, 6,995 hours of e-learning training completed by 1,287 associates. 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 2023, the TDS Enterprise contributed over $1.1 million to support associates looking to further their education.
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.
GRI 405:	**Diversity and Equal Opportunity**	
405-1	Diversity of governance bodies and employees	For the TDS enterprise, Female is 35%, Male is 65%, Minority/POC is 23%, Veteran is 9% and Disabled is 8%.

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Disclosure	Disclosure Title	2023 Response
GRI 413:	**Local Communities**	
413-1	Operations with local community engagement, impact assessments, and development programs	UScellular Social Impact TDS Telecom Community Involvement
GRI 418:	**Customer Privacy**	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	UScellular and TDS Telecom do not publicly disclose this information. However, both companies are in compliance with federal and state reporting requirements. 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. TDS Privacy Policy UScellular Privacy Policy TDS Telecom Privacy Policy TDS Broadband Service LLC Privacy Policy OneNeck Privacy Policy
GRI 419:	**Socioeconomic Compliance**	
419-1	Non-compliance with laws and regulations in the social and economic area	The TDS enterprise discloses all material legal proceedings in its 10-K. At December 31, 2023, TDS had no material accruals with respect to legal proceedings in the social and economic area.