



2021 ESG Report



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Our Culture

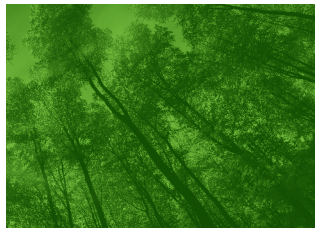
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Our Community

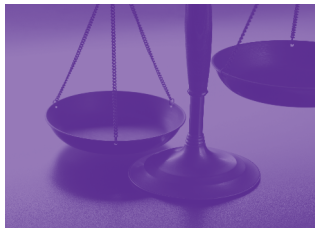
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At TDS, we believe that being a good corporate citizen is fundamental to our long-term success. This means truly caring about our customers, our associates, and the people in our communities, as well as serving as a good steward of the environment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



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

TDS has held good corporate responsibility at the forefront of our values for over 50 years. This report will highlight many of our efforts. 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.

We have grown from a few small rural telephone companies to an enterprise that serves approximately six million customer connections through a variety of top-quality communications services. We owe our success to the innovation, dedication, and hard work of all the associates who have committed themselves to providing outstanding services to our customers and communities. TDS is founded on a strong set of values and behaviors to support our mission, as we complete our 54th year of service.

Our founder, LeRoy T. Carlson, said, “A company must have a social purpose.” He believed in delivering exceptional customer service and the latest technology to the nation’s rural, small town, and suburban communities. These beliefs are still the focus of our businesses today. From the beginning, TDS has been committed to serving underserved communities as we seek to bridge the digital divide. Together, our associates continue to focus on this mission while growing and improving our businesses to serve the needs of our customers and associates, while building shareholder value. We are pleased to present to you our annual Environmental, Social, and Governance (ESG) report.

Very best regards,

Ted Carlson

Our Company





Our Businesses

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



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



TDS Telecom, headquartered in Madison, Wisconsin, provides innovative voice, internet, entertainment services, and leading-edge business technology for customers in hundreds of rural and suburban communities nationwide. For more than 50 years, TDS Telecom has been connecting customers with reliable, high-quality products and services while centering on delighting customers. Today, we are a growing force in the broadband industry and remain committed to championing economic development and broadband innovation in all the communities we serve.



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

Stakeholder Assessment of ESG Opportunities and Risks

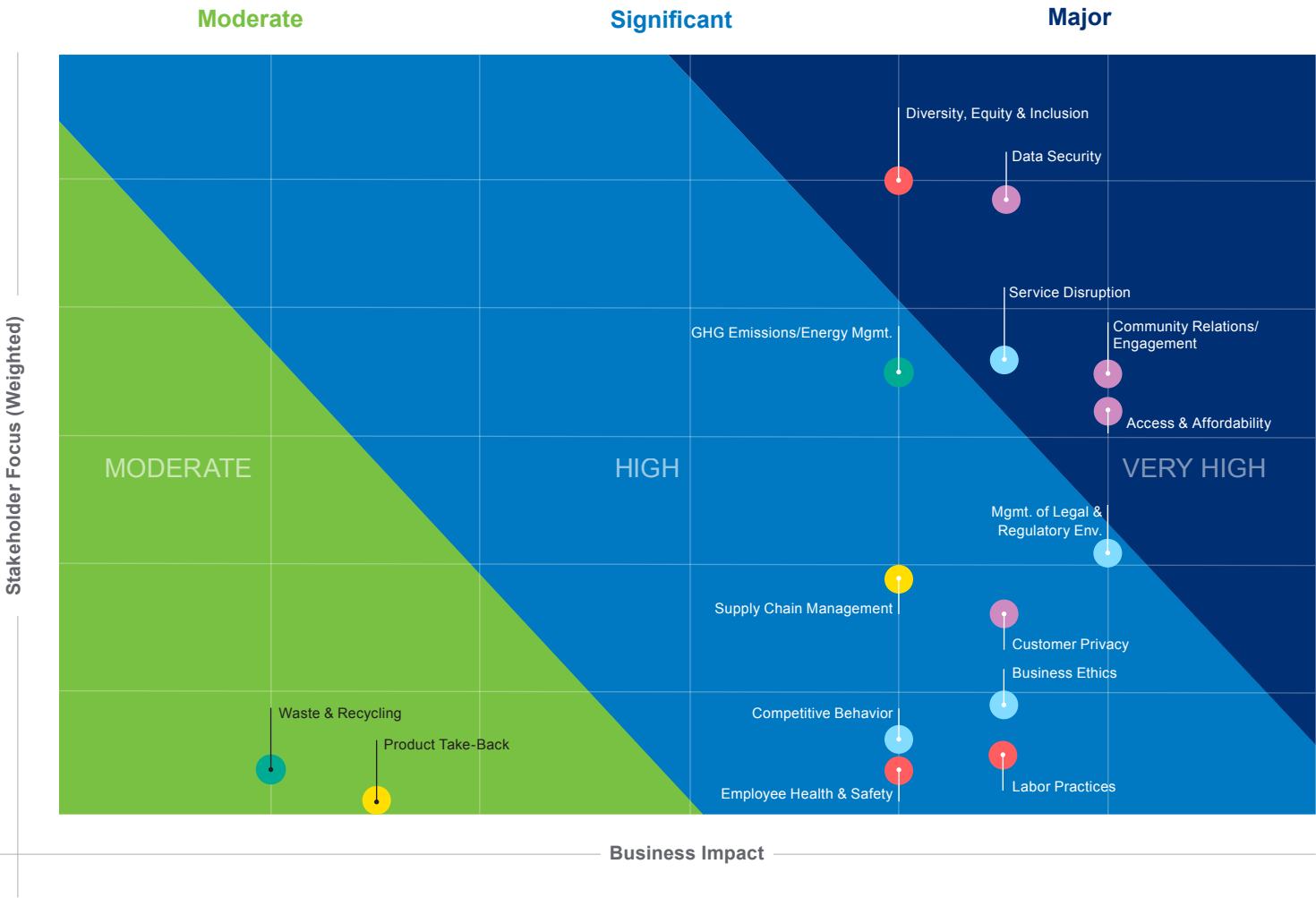
As a part of TDS' program to advance our environmental, social and governance (ESG) strategy, we conducted an assessment, also known as a "Materiality Assessment" in order to identify opportunities and risks that our stakeholders consider most important for TDS. We partnered with an independent third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

The results of this assessment has helped us further define and drive our ESG strategy. The matrix included on the right categorizes these ESG topics, which will help inform our ESG strategy moving forward.

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

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

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



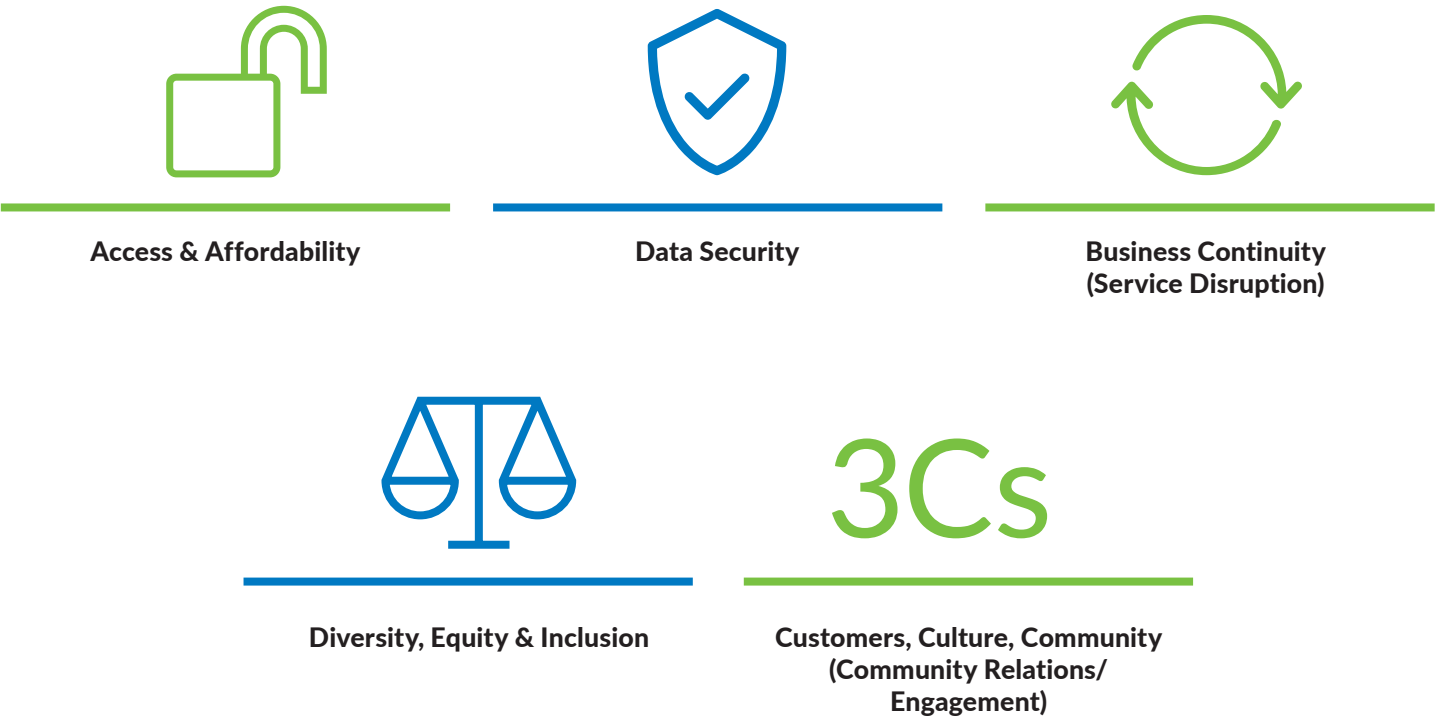
Our Stakeholder Assessment Process

We began with the completion of a benchmarking assessment to develop a list of candidate priority ESG topics. We conducted a high-level assessment of ESG disclosures and formats from a group of selected peer and competitor companies and reviewed scoring results and factors from selected ESG rating agencies. We reviewed the Sustainability Accounting Standards Board (SASB) standards for the Telecommunications Services industry as well as existing ESG disclosures from our own enterprise. After narrowing our list of 15 ESG topics, we interviewed and surveyed both internal and external stakeholders, including members of the two 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.

Inclusion of information in this assessment should not be construed as a characterization of the materiality or financial impact of information on such topics. Please see Telephone and Data Systems, Inc. (TDS) Form 10-K for the year ended December 31, 2021 for additional information regarding our financial performance and risks.

Major topics

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



Access and affordability

Bridging the Digital Divide

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

K-12 STEM Education

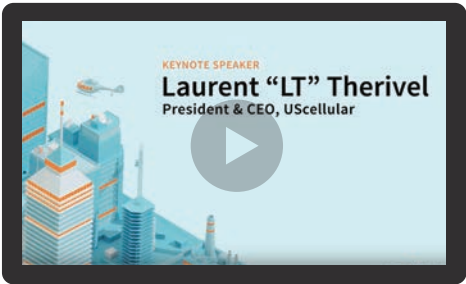
We know that STEM education and technology go hand-in-hand. That’s why we invest our time, talent, and resources in helping ensure K-12 youth have equitable opportunities to pursue successful careers in STEM. For more than a decade, partnerships with organizations like Boys & Girls Club of America have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



After School Access Project

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

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



2021 CTIA 5G Summit

UScellular President and CEO, Laurent “LT” Therivel discusses the importance of bridging the digital divide and providing local connections to its customers.

[Click here](#) to watch UScellular’s “Laurent Therivel Keynote”

Bridging the Digital Divide

Keeping our customers connected
A-CAM

TDS Telecom has advocated for and is leveraging funding from the Federal Communications Commission’s (FCC) Alternative Connect America Cost Model (A-CAM) to enhance and improve the speeds delivered on our rural broadband networks.



TDS Telecom expects to receive

\$1.01B

in funding

In total, TDS Telecom expects to receive \$1.01B in A-CAM funding to connect customers in TDS’ most rural markets with high broadband speeds.

to build out broadband to about

160,000

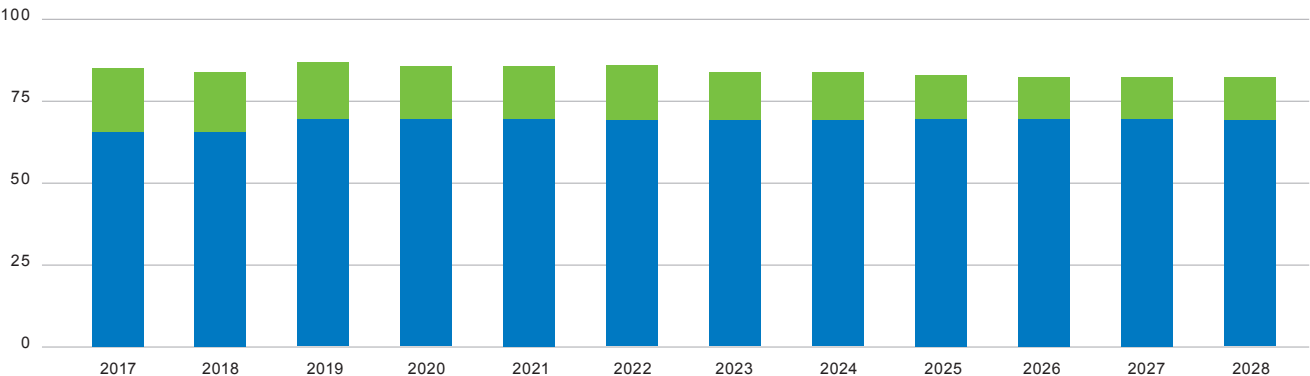
locations by 2028.

Under A-CAM, TDS is working to enhance and improve speeds delivered to about 160,000 service addresses by 2028.

Confirmed A-CAM Support*

Transition Support Base Support

(in millions of dollars)



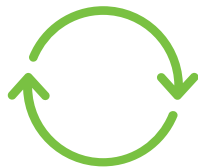
*Includes funding offered by the FCC in February 2019 that increases A-CAM support extended to TDS Telecom



Data security

The TDS information security program aligns with independent, industry standard cybersecurity frameworks. Both UScellular and TDS Telecom use the Center for Internet Security (CIS), Critical Security Controls and the National Institute of Standards and Technology (NIST).

Risk assessments are conducted annually leveraging these standards. 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. In addition, TDS Information Technology leaders conduct regular cyber incident simulations to ensure preparedness in the event of a cyber-attack.



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.



Diversity, Equity & Inclusion (DE&I)

At TDS, we understand that the diversity, equity and inclusion of our people and partners is critical to our success. Supporting a more inclusive and diverse workforce is what we strive to accomplish. As described in the TDS Code of Business Conduct, we want our associates to feel supported regardless of their socioeconomic status, race, citizenship status, color, sex, sexual orientation, gender identity, national origin, religion, age, disability, pregnancy, or military status. We are committed to demonstrating equity and fairness through the inclusion of diverse associates, customers, and suppliers.

To grow our DE&I program further, TDS hired its first vice president of enterprise diversity, equity, and inclusion. This position is responsible for working collaboratively with the TDS business units, coordinating and communicating DE&I activities, while providing strategic recommendations to key stakeholders at all levels of the organization.

For more information on our programs, see the [UScellular](#), [TDS Telecom](#), and [TDS Corporate](#) pages.

Our Customers



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



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

Protecting customer privacy

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

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

Visit each of the TDS Family of Companies privacy policies.

- [TDS Privacy Policy](#)
- [UScellular Privacy Statement](#)
- [TDS Telecom Privacy Policy](#)
- [Privacy Policy - BendBroadband](#)

UScellular Customers

America’s Locally Grown Wireless

Being local means we understand the region and we’re able to make connectivity better throughout it. We know the dead spots, so we fix them. We know the communities, so we’re good to them. Since the beginning, we’ve been putting our customers’ needs at the center of our practices. It’s because of our commitment to providing our customers with the best wireless experience that we’re always investing in technology to enhance our network and offer reliable coverage where and when it’s needed.



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

UScellular is delivering on the promises of 5G

UScellular continued our network modernization program and multi-year 5G deployment. The majority of our traffic is now carried by sites that have 5G deployed. Wherever our customers are—city streets, country roads or in their home—the signal is there where and when they want to use it. Fixed wireless is a particularly compelling solution for broadband where it’s uneconomical to put fiber. We’ve seen speeds of nearly 1 gigabit over 7 kilometers in our technical trials. That’s a tremendous improvement in speeds, especially for rural America. With these investments in 5G, UScellular is enabling innovative Internet of Things (IoT) solutions that enrich communities, support sustainability and more.

UScellular Business Solutions

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



Keeping Students Connected to Classrooms for Remote Learning

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

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

Building a Better Grid with Secure, Reliable and Controlled Connectivity

Many organizations are replacing their outdated, disparate, and inefficient networks with private cellular networks (PCN) that provide the security, reliability, control, and low latency they need to protect their valuable data in areas where there is limited connectivity. With proven cellular-grade security, the UScellular Business PCN solution isolates an organization's data from public traffic and enables IT leaders to control services provided to users, edge applications and smart IoT device deployments while minimizing the danger of intrusions or cyberattacks.

For example, utilities are being forced to innovate and undergo a digital transformation to modernize the grid and withstand growing security threats. PCNs 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.

Improving Patient Care with Reliable Telehealth

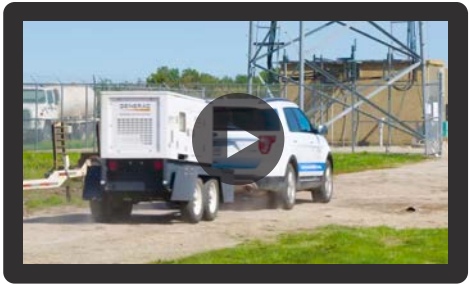
Connecting to the internet is fundamental to the success of any telehealth solution. That's why choosing a carrier with a reliable network is key, so that our customers can be confident they are able to receive care without leaving home—even if they live in rural areas or don't have access to the internet.

Some of our solutions include:

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

Disaster response and emergency support

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



[Click here](#) to watch UScellular's "Disaster Response Generator"

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

[UScellular Transparency Report](#)

TDS Telecom Customers

We are also working with state legislators and regulators to obtain funding to deploy broadband in areas where it is otherwise not financially viable. TDS Telecom was a recipient of nearly \$35 million in state grants from 2013-2021 to provide and support enhanced broadband services to over 23,400 service addresses in five states.



Fiber-optics

In 2021, TDS Telecom continued its transformation into a premier broadband provider, making significant progress in upgrading speeds and deploying fiber technology in both incumbent and expansion markets. TDS Telecom **surpassed \$1 billion in revenue and exceeded a half million total broadband connections** in the year. In addition, TDS Telecom launched 2Gig broadband speeds in select markets and announced a goal of reaching approximately **1.2 million fiber service addresses by 2026**.

\$1.01B+

in revenue for TDS in 2021

1.2M

goal of fiber service addresses by 2026



A greener technology

Fiber-optic networks require less power to operate. In fact, fiber uses up to 12 times less energy than copper because it transmits data using light technology. This significantly reduces carbon emissions. Fiber is also more weather resistant and requires less repairs than DSL, co-axial, and copper.

Awards

TDS named a top Business ISP by PC Magazine.

Business customers named TDS Telecom (TDS) as a top business internet service provider (ISP) in [PC Magazine's May 2021 survey](#). TDS scored high marks across all measures, landing in the top 10.

TDS named Independent Operator of the Year by Cablefax: The Magazine.

Our Culture



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



TDS named to Forbes List of Best Employers for Diversity



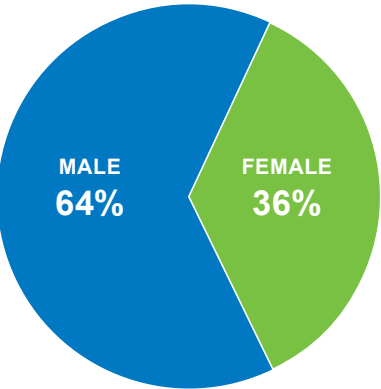
TDS named to Forbes List of Best Employers for Women

Occupational health and safety

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

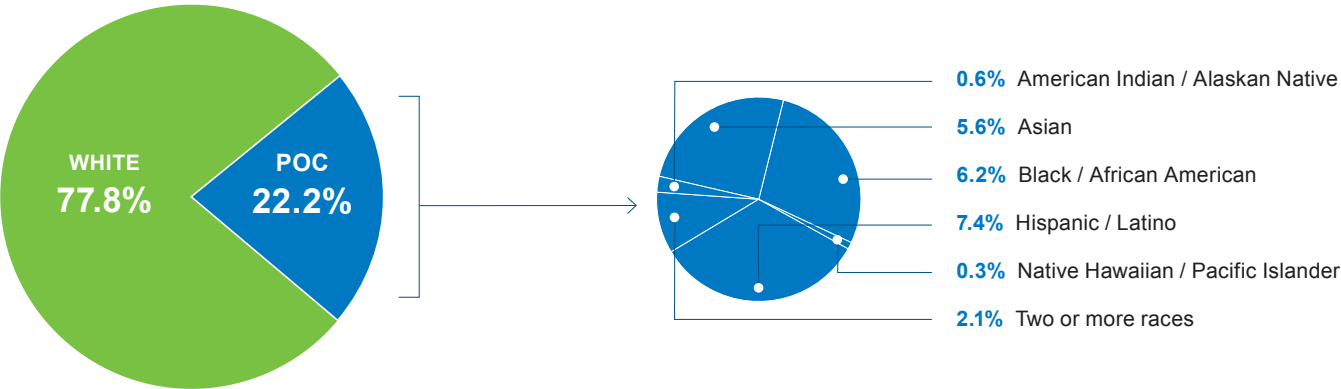
TDS Workforce Profile as of December 31, 2021*

Male/Female



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

White/People of Color (POC)

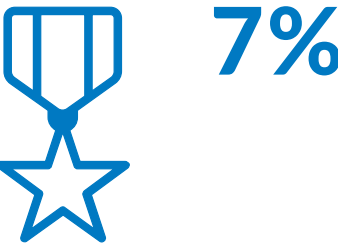


[Click here](#) to see our Consolidated EEO-1 Report

Disabled



Veteran



UScellular Culture

The Dynamic Organization.

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



Pride. Empowerment. Respect. Unselfishness.

These are just some of the values and behaviors that make up the Dynamic Organization. The D.O. applies not only to the way we do business; it applies to the way we support one another. At UScellular, it’s simply what we D.O.

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

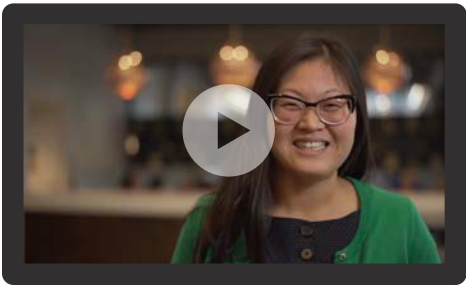
Diversity, Equity & Inclusion

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

Inclusion is how we D.O

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

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



[Click here](#) to watch UScellular’s “Inclusion Campaign”

“We are committed to a workplace culture that supports and empowers people of all backgrounds and experiences. We believe all associates should feel a sense of belonging, be treated fairly and respectfully, and have equitable access to opportunities and resources. An inclusive workplace drives the best outcomes for our associates, our customers and our communities.”
Deirdre Drake, Executive Vice President, Chief People Officer,
Head of Corporate Communications and Corporate Director UScellular

Inclusion Summit



Since 2020, UScellular has held an Inclusion Summit. The summit creates an opportunity for associates and board members to engage with best-in-class thought leadership across a range of topics focused on Diversity, Equity and Inclusion. The 2021 Inclusion Summit was a virtual three-day event featuring UScellular leaders, associates, and guest speakers from across the country who shared their relevant real-world diversity, equity, and inclusion experiences. More than 1,200 associates attended the event.

“My favorite part of the summit was the dialogue it has sparked with my peers and co-workers; we may not all have the same opinion, but we have been able to engage in a more educated dialogue that has challenged the way I think, and I really dig that!” Benjamin K., Human Resources Business Partner, UScellular

The theme, Rise Up, encouraged attendees to consider how to individually and collectively Rise Up to take the next step in their DE&I journey and to move from talking to taking action. The 2021 Inclusion Summit featured guest speakers like renowned authors Tim Wise and Wajahat Ali, and DEI thought leaders Redia Anderson, Barbara Frankel and Jeff Chang. Summit session topics ranged from what it means to be an inclusive leader, to the importance of allyship, to changing the narrative and removing the stigma of mental health in marginalized communities. All sessions were recorded and placed on an internal resource hub for all associates to access beyond the event for continued cultural competency building.

Inclusion training

As an organization that embraces and promotes cultural competence, we have a distinct competitive advantage by being able to attract and retain top diverse talent. Our training curriculum seeks to enable associates to fully utilize the strength of varied backgrounds and leverage our diverse composition for teamwork, productivity, and innovative ideas. We educate our associates to model inclusion in ways that increase our bottom line by attracting customers and collaborating with associates, leaders and vendors who see themselves reflected in UScellular’s services, products, marketing, and culture.

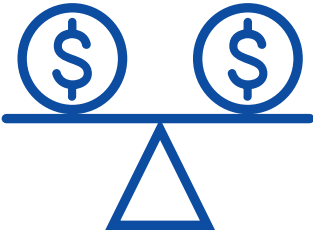
Supplier Diversity Program

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



Pay equity

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











UScellular

Associate Resource Groups (ARGs)

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

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

To support the commitment of our ARGs and extend our outreach efforts, we continue to forge external partnerships and regularly seek new ways to collaborate with organizations to attract and develop diverse talent vital to our business and the culture of our workplace. From best-in-class resources to professional development and network opportunities, we encourage our associates and leaders to be their authentic selves personally and professionally while celebrating their diverse backgrounds and cultures.

 Asian American Network	 ABLE Associate Network
 Latino Associate Network	 Network of Black Associates
 Next Generation Empowerment Network	 USC Pride
 Veteran Associates Leading Organizational Results	 Women in Action

Training and Development

UScellular makes an exceptional commitment to training and development. UScellular also offers a number of programs to develop its associates including educational assistance, development assignments, and mentoring programs. In 2021 at UScellular, each associate completed about 12 hours of training.



Awards

UScellular has been awarded a Top Workplaces 2021 honor by The Chicago Tribune Top Workplaces, The Iowa Top Workplaces, and Oklahoma Top Workplaces. The lists are based solely on employee feedback gathered through a third-party survey administered by employee engagement technology partners Energage, LLC.



TDS Telecom Culture

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



11 hours

of instructor-led training completed by

335 associates



5 hours

of e-learning training completed by

900 associates

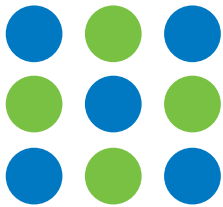


260

veterans receive benefits

9

Associate Resource Groups



TDS Telecom Core Values

Maintain integrity – Our most important value is integrity. It must be present in everything we do and is a threshold condition of employment. We work with integrity to inspire trust between our associates, vendors, and customers alike.

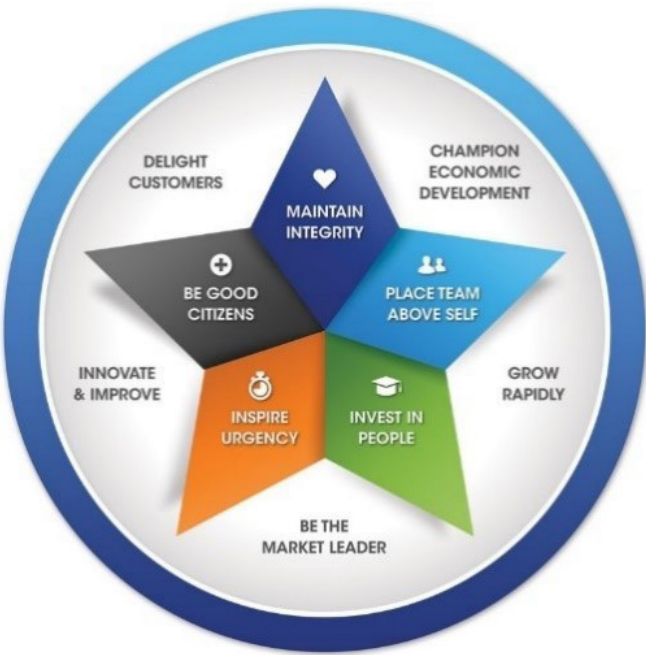
Place team above self – We replace internal competition with cooperation and compete only with our competitors.

Invest in people – Our associates are our greatest asset. We devote time and attention to education and training and cultivating our future leaders. We work in an atmosphere of open, respectful, and transparent communications. We believe in sharing opinions, acting with intention, showing initiative, and having a tolerance for calculated risk taking.

Inspire urgency – Every associate must develop and inspire a strong sense of urgency to improve both individual and team performance. To win collectively, our will to achieve our objectives must be extraordinary.

Be good citizens – We lead with action. We encourage associates to volunteer, and we support their efforts to strengthen local communities as advocates for and leaders of philanthropic organizations, schools, and events.

These values are proudly displayed throughout the company. They are a critical part of our corporate culture and central to achieving our missions of delighting customers, championing economic development, growing rapidly, being the market leader, innovating, and improving.



Diversity, Equity & Inclusion

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

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

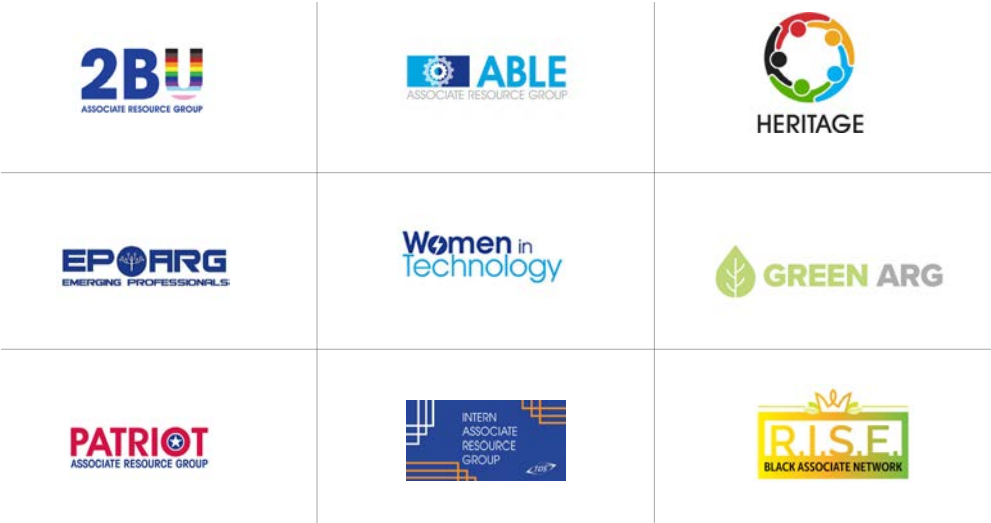
- This includes:
- Relating diversity, equity and inclusion to the company's mission, values and objectives
 - Outlining key diversity and inclusion goals and actionable steps to achieve them through our 6 areas of focus
 - Help create/apply policies that support equity for all associates
 - Evaluate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

The role of each Council member will be to put their influence behind current and future DE&I efforts, embed inclusive practices in our business, be accountable in their area of responsibility within TDS Telecom, and willingly go on a personal journey of understanding diversity, equity, and inclusion.

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

Associate Resource Groups (ARGs)

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



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.

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, sex, sexual orientation, gender identity, national origin, disability, status as a protected veteran, or any other status protected by law.





Diversity at all levels

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

Awards

The Wisconsin Department of Workforce Development awarded TDS Telecom a Gold Level Award for our commitment to hiring veterans, supporting its veteran workforce and maintaining outreach to the greater veteran community.

TDS Telecom received a perfect score on the Human Rights Campaign (HRC) Foundation’s Corporate Equality Index (CEI) for being a 2021 “Best Place to Work for LGBTQ Equality.” Through efforts like joining the Wisconsin LGBTQ Chamber of Commerce, including a same-sex couple in a commercial, and by targeting recruiting efforts at LGBTQ virtual career fairs and job board postings, TDS earned the highest possible score.



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

New benefit announced for Veterans in 2021

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

TDS Telecom has nearly **260 veterans** within our workforce in **32 states**.



Training and education

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

In 2021, **335 associates** averaged nearly **11 hours** of instructor-led training and **900 associates** averaged nearly **5 hours** of e-learning training.

TDS places a high value on continuing education and development. Associates may be eligible for tuition reimbursement of continuing education in a work-related degree program.



Our Community



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

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, and Dollars For Doers to support the causes they care passionately about in local communities.

In 2021, our associates participated in over

3,800 volunteer experiences.



How we worked together to support our local communities:

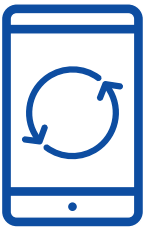
\$40,000

in Red Cross disaster support



186,000

devices recycled/repurposed

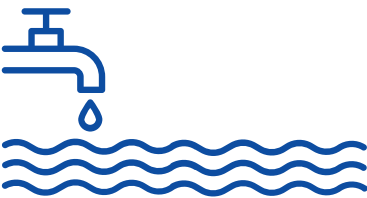


83,980

lbs. of landfill diversion

237M

gallons of water pollution avoided



\$1,236

in average associate support fund donations

Education and STEM partnerships

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

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



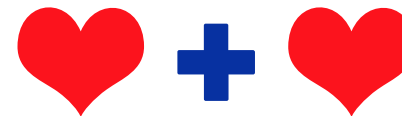
\$1.8 million invested in nonprofits with more than 80% supporting STEM



Reached **525,000 youth** with STEM resources to shape future opportunities



Supported **12,000 hours** of STEM education



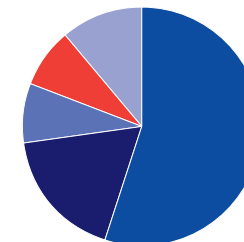
Doubling our associates’ generosity

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 2021:

We matched **\$296,000 in associate donations**.

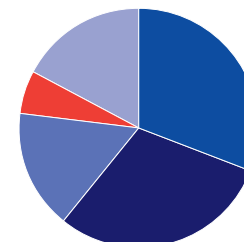
- Health, Human Services, Community: 55%
- Education, Youth, Athletics: 18%
- Animals & Environment: 8%
- Arts & Humanities: 8%
- Miscellaneous: 11%



In 2021:

Our associates participated in over **3,800 volunteer experiences**.

- Health, Human Services, Community: 31%
- Education, Youth, Athletics: 30%
- Animals & Environment: 16%
- Arts & Humanities: 6%
- Miscellaneous: 17 %



American Red Cross

During natural disasters we make contributions to communities that have been negatively impacted in our markets. In addition to financial donations, we provide charging stations, overage fee forgiveness and other ways to support community members in their time of need.



Associates in Action

UScellular associates nominated and voted for their favorite charities, with the top five vote-getters receiving the donation amounts below.

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



\$15,000

St. Jude's Children's Research Hospital received \$15,000.

\$3,000

The American Foundation for Suicide Prevention received \$3,000.

\$5,000

The Animal Resource Foundation of Iowa received \$5,000.

\$8,500

The American Cancer Society and the UScellular Associate Support Fund (via the Foundation of the Carolinas) each received \$8,500 after tying for the second most votes.

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 growth and success of the communities we serve. We focus on where help is needed in the communities in which we serve and live. We don't just provide critical connection technology; we commit to the people and the communities we serve. We invest money, but just as importantly, we invest time and heart.

TDS Telecom promotes community involvement with:

16 hours

of paid time off for volunteering

\$25,000

donated to local nonprofits selected by associates



Community Outreach Committee

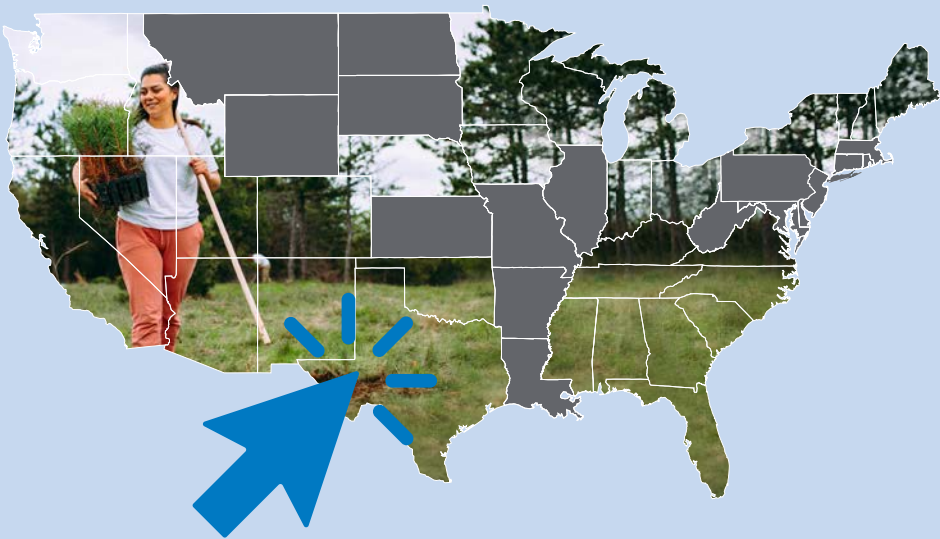
Since 2002, TDS Telecom Community Outreach committee members have organized Week of Giving events to support associates in need and many charitable causes. Those impacted by injuries, health concerns, property damage, and other hardships are often selected as recipients of the funds raised by the inspiring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

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

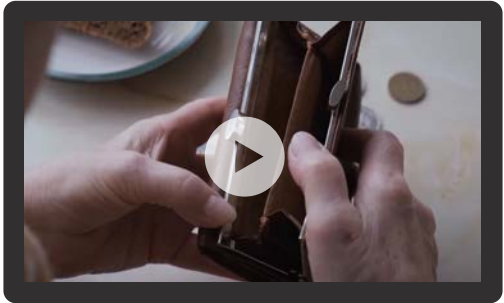
DE&I Community STEM Fund

The DE&I Community STEM Fund is set up with associates, and the organizations they are involved with, in mind. It provides funding to support innovative projects that bolster education and advance technology in the markets TDS serves. In so doing, TDS is demonstrating its commitment to diverse, inclusive, equitable, and respectful environments. In 2021, \$45,000 was paid out to strengthen communities in which our associates live and work.

Lending a hand from coast-to-coast



Click the map to learn more about TDS Telecom's community involvement in 31 states across their operating footprint.



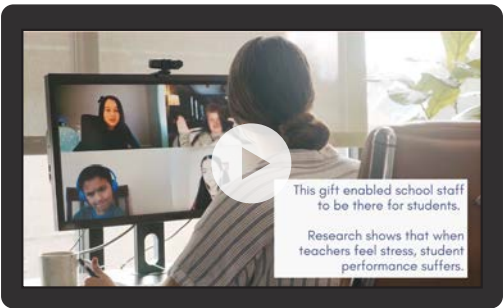
Click [here](#) to watch "Redirect the Check"

Redirect the Check Campaign

Associates at TDS Telecom in Bend, Oregon started a campaign called "Redirect the Check." A GoFundMe page was set up, and they urged anyone who was willing to donate some or all of their federal stimulus check to local nonprofits to visit the site. After only a week of setting up the GoFundMe page, the campaign raised over \$40,000 to help those struggling most in Central Oregon with TDS matching the first \$10,000 in donations. Over 100 people generously donated all or part of their check.

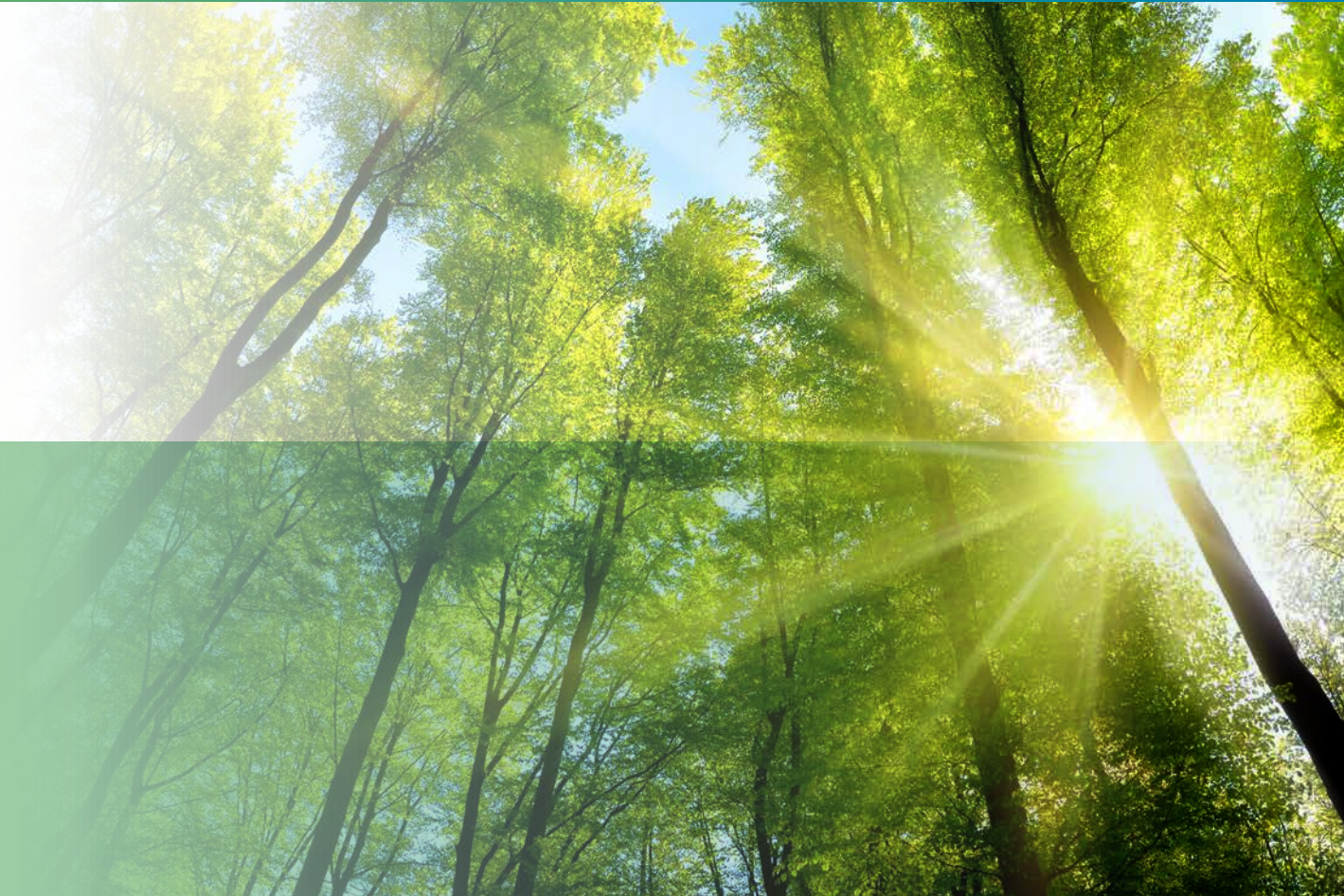
Be Good Citizens

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



[Click here](#) to watch "TDS Telecom Supports the Rooted School"

Our Environment



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

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

There is a significant effort underway to collect information regarding Scope 1 and Scope 2 Greenhouse Gases for the TDS Family of Companies.

In 2021, our environmental efforts resulted in:

96%

or 362,000 of recovered devices reused or sold

4%

of devices recycled

0%

land-filled

163,000

pounds of harmful solid waste diverted from the landfill

4.7M

kWh energy efficiency project



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

Schaumburg Data Center Project

One large-scale energy efficiency program comprised of several projects took place at the UScellular Schaumburg Data Center and Network Operations Center. A number of HVAC, UPS, and airflow upgrades were made which will account for a usage reduction of over 4.7 million kilowatt-hours (kWh) annually. This included, data center floor tile reconfigurations, upgrades improving airflow, data center duct improvements, and air economization.



Click [here](#) to open a detailed PDF

Energy usage data

In 2021, the TDS Enterprise (UScellular, TDS Telecom, TDS Corporate, OneNeck IT Solutions) consumed approximately 2.1 million gigajoules of energy consisting of electricity, natural gas, diesel, and fuel oil.



Green ARG

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

The Green ARG coordinated an opportunity for TDS Corporate, TDS Telecom, OneNeck IT Solutions, and Suttle Straus associates living in Wisconsin to purchase energy-saving products through Wisconsin's Focus on Energy program.

E-Waste/Recycling

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

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



In total in 2021, UScellular had approximately **362,000 device returns** which helped divert over **163,000 pounds** of harmful solid waste from the landfill. Since 2012, TDS Telecom has properly recycled over **2.8 million pounds** of telecom network equipment.

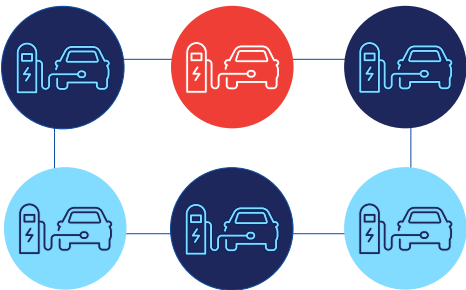
Enterprise Sustainability Concept Team

Led by leaders of the Green ARG, the Enterprise Sustainability Concept team is a "super group" of people from across all TDS companies who meet monthly to exchange ideas for more sustainability change within the organization. The team works on projects related to energy efficiency, waste reduction and sustainable

purchasing. The group also focuses on and coordinates internal associate education around sustainability.

In 2021, the group developed a resource tool to help associates find residential energy efficiency programs in their communities.

Buildings and data centers



UScellular Plaza has six electric car charging stations available for use.

The deployment of IoT technology and faster internet speeds across industry sectors have intensified the need for fiscally effective and sustainable energy efficiency improvements in the data centers for telecommunications and broadband industries. UScellular has engaged the local electric utility's Telecom Energy Efficiency Program to deliver significant savings in our Chicago data center. The projects include network infrastructure, airflow management, free cooling optimization, and power system upgrades.

Environmental health and safety

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

UScellular is committed to protecting the health, safety, and environment of our associates, customers and citizens in communities where we conduct business. Our goal is to reduce injuries to associates, to lower environmental risks, and to increase efficiency in the use of natural resources.

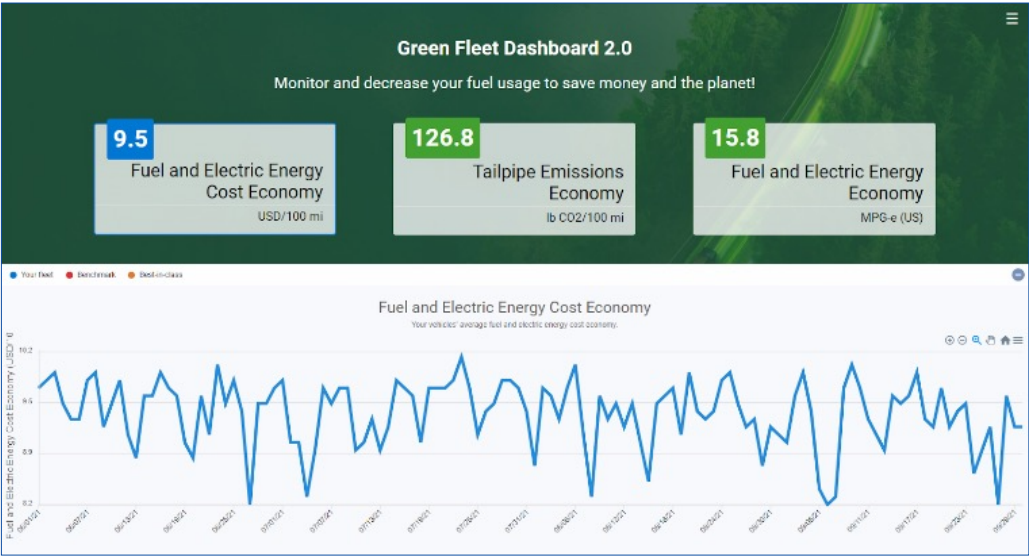
UScellular has a health and safety management system consisting of **32 programs** based on recognized risk. UScellular's Environmental Health & Safety (EHS) group is responsible for the company tracking and reporting for all OSHA and EPA codes compliance. They also guide the company's efforts to address any identified risks and prevent injuries.

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 non-adversarial 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, and spill prevention, containment & countermeasure training among others.

UScellular Business Solutions



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 fuel-efficient driver training and electrification, and benchmark against

similar fleets. This helps fleet managers meet their fleet’s environmental sustainability targets by tracking progress on fuel economy, emissions and Electric Vehicle (EV) utilization, and identifying opportunities for improvement. Using fleet management tools for driver feedback and coaching, customers can lower fuel consumption, enhance safety, improve efficiencies, and decrease operational costs.

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

Supporting Sustainable Agriculture with Smart Farming

To succeed in farming today, operations must be managed wisely. Precision agriculture, also known as “smart farming,” can provide valuable solutions using robust sensor networks that allow for almost 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 will mitigate leaching problems as well as the emission of greenhouse gases.



Our Governance



Governance

We believe that we must conduct ourselves in accordance with the highest moral and ethical standards guided by our Code of Business Conduct, which promotes maintaining best practices, transparency and accountability to all our stakeholders. TDS is controlled by the family that founded the Company over 50 years ago. While we understand this structure is not typical for public companies in the United States, it has provided us the ability to make investments that may have longer-term benefits for our stakeholders.

Managing the company for long-term sustainability and growth

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



Maintaining a strong financial foundation

We look to retain relatively low leverage levels, long dated debt maturities, sufficient undrawn revolving credit facilities, and adequate cash balances so that we are not at the mercy of any disruptive market scenarios and we can maintain a sufficient level of investment back into our businesses.



Investing in our businesses

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

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



A controlled company

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

ESG Steering Committee

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

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



Colleen Thompson
Vice President - Corporate Relations

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



Deirdre Drake
Executive Vice President, Chief People Officer,
Head of Corporate Communications and Corporate
Director UScellular

As executive vice president — chief people officer and a member of the UScellular Board of Directors, Deirdre leads the human resources organization and is responsible for delivering integrated human resources solutions that directly enable the achievement of UScellular’s strategic objectives. She collaborates with various teams to ensure there is appropriate support for the organization’s mission and vision of providing an excellent customer experience.

Deirdre earned a bachelor’s degree in human resources from Central Michigan University in Mount Pleasant, Mich., and a master’s degree in business administration from St. Joseph’s University in Philadelphia. She is a lifetime member of the National Black MBA Association, serves as a board member with the Chicago Public Library Foundation and The National Philanthropic Board of the American Red Cross, and is actively involved in a number of local and national not-for profit organizations.



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

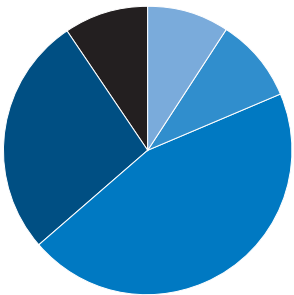
As chief human resources officer and data privacy officer of TDS Telecom, Kathy oversees employee relations, diversity and inclusion, safety, compensation, benefits, talent acquisition and development. She also leads the company’s rewards and recognition program. She joined TDS Telecom’s Employee Benefits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

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

Characteristics of the Board of Directors

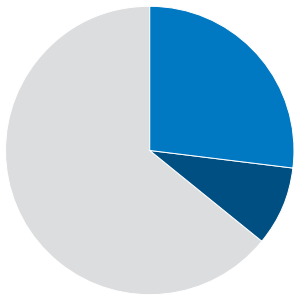
TDS believes good governance begins with an engaged and diverse board. We consider it desirable for the board to have directors with diverse backgrounds, experience, skills, education and attributes to permit the board to have a wide variety of views and insights.

TDS believes that new perspectives can be important to a well-run board. At the same time, it is equally important to benefit from the valuable experience that longer-serving directors bring to the boardroom. Since 2016, the average Board tenure has been reduced from 19 to 17 years. Additionally, over the same time period, the average tenure of the independent board members has been reduced from 17 to 12 years. TDS has an ongoing board refreshment process. Most recently, Dirk S. Woessner, with over 20 years of global telecommunications experience, was elected to the TDS Board.



Age

40s 50s 60s 70s 80s

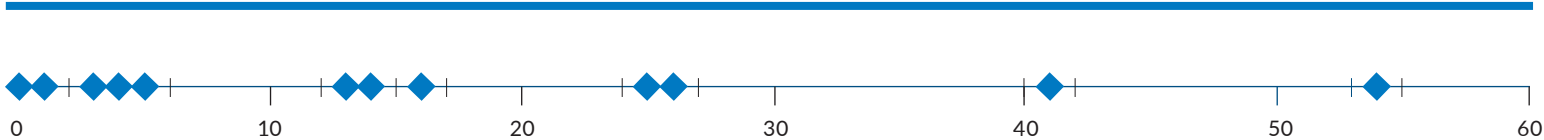


Diversity

Gender Ethnic

4 of 12 directors are diverse from racial, gender or ethnic standpoint

Tenure



Strong Corporate Governance Practices

- Annual election of all directors, ensuring accountability to shareholders
- The positions of Chairman of the Board and President and CEO are separate
- Directors, officers and certain other employees prohibited from pledging or hedging shares
- Charter and bylaws can be amended by a simple majority vote
- Guidelines recommending that TDS Directors serve on no more than three other public company boards
- Succession planning sessions are held at least annually
- Cybersecurity oversight by the full Board of Directors, the Audit Committee and the Technology Advisory Group
- Stock ownership requirements of three times annual retainer for board members
- Annual self-assessment of board and its committees

Committee Structures

Audit Committee

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

[Audit Committee Charter](#)

Compensation and Human Resources Committee

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

[Compensation and Human Resources Committee Charter](#)

Board Committee Structure and Membership Information as of August 2022				
	Audit Committee	Compensation and Human Resources Committee	Corporate Governance and Nominating Committee	Technology Advisory Group Committee
Walter C.D. Carlson			○	
LeRoy T. Carlson, Jr.			●	○
Clarence A. Davis *	●	●		
Kimberly D. Dixon		●		●
George W. Off *	○		●	●
Christopher D. O’Leary	●	○		●
Wade Oostermnan	●	●		
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 do so. The Board of Directors of TDS has established the Corporate Governance and Nominating Committee to advise the board on corporate governance matters, including

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

[Corporate Governance and Nominating Committee Charter](#)

Technology Advisory Group Committee

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

Code of Conduct

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

Information Privacy and Security

Each year, all associates receive information privacy and security training.



Oversight of cybersecurity is responsibility of full Board of Directors

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

Kimberly D. Dixon and George W. Off, chair of the TDS Audit Committee, completed the NACD Cyber-Risk Oversight program and earned the CERT Certificate in Cybersecurity Oversight issued by Software Engineering Institute at Carnegie Mellon University. The program is designed to help directors enhance their cybersecurity literacy and strengthen the board's role in overseeing the organization's cyber preparedness.

Anti-Corruption

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

Risk management responsibility

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

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

Privacy Policy

Our Privacy Policy describes the information that TDS collects, how we use it and with whom we share it.

Ethics Hotline

The TDS group of companies is committed to promoting the best interests of customers, shareholders, and employees through the use of professional, ethical business practices. All TDS employees, 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 employees, 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, 2021, through December 31, 2021, 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 been gone through internal verification procedures.

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

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

Sustainability Accounting Standards Board (SASB)

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

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, 2021. Please see Telephone and Data Systems, Inc. (TDS) Form 10-K for the year ended 2021 and other information available on the TDS ESG website.

Telecommunications Services

SASB Code	Activity Metric	
TC-TL-000.A	Number of wireless subscribers	UScellular: 5.0 million connections including 4.4 postpaid, 0.5 million prepaid and 0.1 million reseller and other connections
TC-TL-000.B	Number of wireline subscribers	TDS Telecom: Residential connections Broadband Wireline, Incumbent 250,200 Wireline, Expansion 36,900 Cable 203,200 Total Broadband 490,300 Video 141,500 Voice 303,700 Total Residential Connections 935,600 Commercial connections 264,300 Total connections 1,199,900 Numbers may not foot due to rounding.
TC-TL-000.C	Number of broadband subscribers	Broadband residential connections: Wireline, Incumbent 250,200; Wireline, Expansion 36,900; Cable 203,200
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 2.1 million GJ of energy consisting of electricity, natural gas, diesel and fuel oil. Gasoline consumption is not included in the calculation. (2) 95% (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 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.

Telecommunications Services

SASB Code	Accounting Metric	
TC-TL-220a.3	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	The TDS Enterprise discloses all significant legal proceedings in its 10-K. In 2021, we did not disclose any monetary losses as a result of legal proceedings associated with privacy.
TC-TL-220a.4	(1) Number of law enforcement requests for customer information, (2) number of customers whose information was requested, (3) percentage resulting in disclosure	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 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.

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. Devices recovered through Take Back: • Reused or Sold 96% • Recycled 4% • Land-filled 0% In total, in 2021, UScellular had approximately 362,000 device returns which helped divert 163,000 pounds of harmful solid waste from the landfill. Additionally since 2012, TDS Telecom has properly recycled over 2.8 million pounds of telecom network equipment.
TC-TL-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	The TDS Enterprise discloses all significant legal proceedings in its 10-K. In 2021, we did not disclose any monetary losses as a result of legal proceedings associated with anti-competitive behavior.
TC-TL-520a.2	Average actual sustained download speed of (1) owned and commercially associated content and (2) non-associated content	UScellular and TDS Telecom provide service to a broad array of markets from dense smaller cities to extremely remote rural markets. UScellular and TDS Telecom do not measure download speeds based on those identified in this standard (owned and commercially associated content or as nonassociated content). UScellular Mobile Broadband Internet Access Service and Open Internet Practices TDS Telecom Internet Network Management
TC-TL-520a.3	Description of risks and opportunities associated with net neutrality, paid peering, zero rating, and related practices	UScellular Mobile Broadband Internet Access Service and Open Internet Practices TDS Telecom Internet Network Management

Telecommunications Services

SASB Code	Accounting Metric	
TC-TL-550a.1	(1) System average interruption frequency and (2) customer average interruption duration	UScellular and TDS Telecom do not publicly disclose this information. However, both companies are in compliance with the FCC reporting requirements and other reporting agencies.
TC-TL-550a.2	Discussion of systems to provide unimpeded service during service interruptions	<p>UScellular and TDS Telecom provide critical communications and data services that customers and communities depend on. This responsibility means we must keep investing in our networks to keep them strong, reliable and resilient. UScellular and TDS Telecom have built redundancy into critical areas. Each company has 24/7 monitoring, the use of advanced data analytics to monitor network stability and health, disaster response plans, and the ability to deploy temporary solutions using alternative power sources.</p> <p>UScellular Mobile Broadband Internet Access Service and Open Internet Practices</p> <p>TDS Telecom Internet Network Management</p> <p>BendBroadband Network Management</p> <p>TDS Broadband Service Network Practices</p>

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

Inclusion of information in this index should not be construed as a characterization of the materiality or financial impact of that information. All data is for the year ended December 31, 2021. Please see our Form 10-K for the year ended 2021, and other information available on the TDS ESG website and the TDS ESG Report.

Disclosure	Disclosure Title	2021 Response
GRI 102:	General Disclosures	
102-1	Name of organization	Telephone and Data Systems, Inc.
102-2	Activities, brands, products, and services	10-K Our Businesses
102-3	Location of headquarters	10-K
102-4	Location of operations	10-K Our Businesses
102-5	Ownership and legal form	10-K
102-6	Markets served	10-K UScellular Coverage Map TDS Telecom Company Profile OneNeck IT Solutions
102-7	Scale of the organization	10-K
102-8	Information on employees and other workers	10-K TDS had approximately 8,800 full time and part time associates as of December 31, 2021.
102-9	Supply chain	UScellular Supplier Diversity Supplier Diversity Statement TDS Culture
102-10	Significant changes to the organization and its supply chain	10-K
102-11	Precautionary principle or approach	10-K TDS Proxy
102-14	Statement from senior decision-maker	"At TDS, we believe that being a good corporate citizen is fundamental to our long-term success. Truly caring about our customers, our associates, striving to enhance the lives of those in our communities and serving as stewards of the environment will drive performance of our business to benefit our shareholders and debtholders over time." - LeRoy T. Carlson Jr., President and CEO - TDS
102-15	Key impacts, risks, and opportunities	10-K Stakeholder Assessment

Disclosure	Disclosure Title	2021 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 TDS Governance Documents UScellular Proxy UScellular Governance Documents
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 Chairman of the board TDS Proxy
102-25	Conflicts of interest	TDS Proxy Code of Business Conduct UScellular Code of Business Conduct
102-32	Highest governance body's role in sustainability reporting	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
102-46	Defining report content and topic boundaries	Stakeholder Assessment

Disclosure	Disclosure Title	2021 Response
GRI 102:	General Disclosures	
102-49	Changes in reporting	10-K There has been no changes from previous reporting periods.
102-50	Reporting period	Jan 1, 2021 – Dec 31, 2021
102-51	Date of most recent report	Sept 21, 2021 (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. The information currently provided is validated and assured through a review by our internal audit and accounting functions, investor relations, as well as TDS' external legal firm.
GRI 201:	Economic Performance	
201-1	Direct economic value generated and distributed	TDS directly distributes economic value to its shareholders through the payment of dividends and repurchases of its common stock.
201-2	Financial implications and other risks and opportunities due to climate change	TDS believes it has minimal direct business risk exposure to climate change. The financial risk to the company is primarily related to the frequency and severity of weather events where the company offers services.
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.

Disclosure Disclosure Title		2021 Response
GRI 203: Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	<p>UScellular and TDS Telecom, in an effort to bridge the digital divide, are both investing heavily and bringing advanced communication technologies to the communities they serve. Since its founding in 1969, TDS has focused on serving rural and suburban markets, which have tended to be underserved due to their rural locations. TDS Telecom is making significant investments in fiber inside and out of its footprint. Fiber promises faster speeds and better reliability. In addition, the A-CAM program is enabling TDS Telecom to improve internet speeds in some of the hardest to reach areas of TDS Telecom's serving area.</p> <p>Additionally, UScellular's network modernization program and deployment of 5G technology is expected to address customers' growing demand for data services as well as opportunities for new services requiring high speed reliability and low latency. And importantly, UScellular expects to leverage the technology to better serve rural customers and connect them to education, healthcare and entertainment solutions.</p>
GRI 204: Procurement Practices		
204-1	Proportion of spending on local suppliers	<p>Where appropriate, preference may be given to reasonably priced, high-quality suppliers located in the areas in which the Company's business units conduct business, and to TDS business units that submit closely competitive bids.</p> <p>TDS Code of Conduct UScellular Code of Conduct UScellular Supplier Diversity Supplier Diversity Statement</p>

Disclosure Disclosure Title		2021 Response
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 Business 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 employees to continually promote fraud and ethics awareness throughout the Enterprise by providing valuable fraud and ethics resources. Additionally, there is mandatory fraud awareness training annually, which is periodically reviewed and refreshed, for all associates across the enterprise. The company also maintains an anonymous Ethics notification program that can be accessed by telephone or the internet.
GRI 207: Tax		
207-1	Approach to tax	Proactively deliver timely, accurate, 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.
GRI 302: Energy		
302-1	Energy consumption within the organization	The TDS Enterprise (UScellular, TDS Telecom, TDS Corporate, OneNeck IT Solutions) consumed nearly 2.1 million GJ of energy consisting of electricity, natural gas, diesel and fuel oil. Gasoline consumption is not included in the calculation.

Disclosure Disclosure Title		2021 Response
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 through Take Back: <ul style="list-style-type: none">• Reused or Sold 96%• Recycled 4%• Land-filled 0% In total in 2021, UScellular had approximately 362,000 device returns which helped divert 163,000 pounds of harmful solid waste from the landfill. And since 2012, TDS Telecom has properly recycled over 2.8 million pounds of telecom network equipment.
GRI 401: Employment		
401-1	New employee hires and employee turnover	In 2021, the TDS Enterprise had 1,599 new hires, 1,980 terminations and an overall average turnover rate of 17%.
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 2021, the TDS Enterprise had 157 men take paternity leave, 104 women take maternity leave and 97% overall returned to work.

Disclosure Disclosure Title		2021 Response
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. UScellular's goal is to reduce injuries to associates, to lower environmental risks and to increase efficiency in the use of natural resources. UScellular has a health and safety management system consisting of 32 programs based on recognized risk. UScellular's Environmental Health & Safety (EHS) group is responsible for the company tracking and reporting for all OSHA and EPA codes compliance. They also guide the company's efforts to address any identifies 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.

Disclosure Disclosure Title		2021 Response
GRI 403: Occupational Health and Safety		
403-2	Hazard identification, risk assessment, and incident investigation	<p>UScellular utilizes investigation processes to determine a root cause and corrective action for incidents. The EHS team reviews and tracks all incidents to look for trends and systematic issues. Employees communicate with their safety committees about potential hazards, safety questions and inquiries, then the committees assess each situation and EHS proposes preventive measures. As COVID-19 has posed a risk to our associates and customers, UScellular has taken steps to minimize potential exposure through distribution of PPE, remote working arrangements and careful monitoring of our evolving essential operations.</p> <p>TDS Telecom's Environmental Health and Safety team has processes in place to identify and assess risks. These include an accident reporting process, emergency action plans and emergency guides. TDS Telecom also added additional guidelines due to the COVID-19 global pandemic to protect the safety and health of our associates, customers, and the general public and to comply with the most current guidance from the Centers for Disease Control (CDC), Occupational Safety and Health Administration (OSHA) and applicable state/municipal regulations. This includes the distribution of PPE, remote work requirements (if possible, for the position), vaccination tracking, travel restrictions and a self-health assessment for associates who are not able to work remotely.</p>

Disclosure Disclosure Title		2021 Response
GRI 403: Occupational Health and Safety		
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>UScellular's EHS team is responsible for developing and maintaining the written Safety Committee Program, based on input from the safety committees. The purpose of the safety committee is to bring associates and leaders together in a non-adversarial cooperative effort to promote safety and health in each workplace. UScellular has a COVID-19 website for frontline communications, information and benefits updates as well as additional resources and FAQs for associates to access at all times.</p> <p>TDS Telecom is committed to providing a safe and healthy workplace for all its associates and customers and that requires full cooperation among our employees, leadership team and customers. Through this cooperative effort, TDS Telecom is able to establish and maintain the safety and health of our associates and workplaces. TDS Telecom has a dedicated safety site and COVID site for employee communications, instructions, guidelines, policies and resources. The company is continually sending company-wide emails about significant changes and updates related to policy, compliance, expectations, best practices, etc. TDS Telecom also has a safety mailbox for concerns, issues, and suggestions as well as safety training classes for field associates, development of safety training videos.</p>
403-5	Worker training on occupational health and safety	<p>All UScellular EHS administered training requirements are included in our Learning Management System, including job specific training. This includes First Aid/CPR/AED training, respirator training, asbestos awareness, fire extinguisher, and spill prevention, containment & countermeasure training among others.</p> <p>TDS Telecom's Safety Handbook includes 11 different sections, covering a wide range of training. This includes topics on personal safety, PPE, fall protection, confined space entry, vehicle safety, hazard communication, fire safety/suppression, electrical safety, tools, air & machines, office safety, and accident management.</p>

Disclosure Disclosure Title		2021 Response
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	<p>At UScellular, each associate completes about 12 hours of training based on internal learning management system data. External development is currently not tracked.</p> <p>At TDS Telecom, 335 associates averaged nearly 11 hours of instructor-led training and 900 associates averaged nearly 5 hours of e-learning training.</p> <p>TDS places a high value on continuing education and development. Employees may be eligible for tuition reimbursement of continuing education in a work-related degree program.</p>
404-3	Percentage of employees receiving regular performance and career development reviews	At UScellular and TDS Telecom, all associates receive regular performance and career development reviews.
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	For the TDS enterprise, Female is 36%, Male is 64%, Minority/POC is 22%, Veteran is 7% and Disabled is 4%.
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	TDS Communities
GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	UScellular Suppliers

Disclosure Disclosure Title		2021 Response
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>UScellular and TDS Telecom do not publicly disclose this information. However, both companies are in compliance with the FCC reporting requirements and other reporting agencies. The TDS information security program aligns with independent, industry standard cybersecurity frameworks. Formal risk assessments are conducted annually leveraging these standards. The assessment results are used to drive continuous improvement in the TDS cybersecurity control environment. The cybersecurity risk program is reported to the TDS Audit Committee and the TDS Board of Directors. TDS assesses the threat and vulnerability landscape using various commercial, government, vendor and publicly available information sources and tools. TDS manages these evolving risks through ongoing investments in the security program.</p> <p>TDS Privacy Policy UScellular Privacy Policy TDS Telecom Privacy Policy OneNeck Privacy Policy UScellular Transparency Report</p>
GRI 419: Socioeconomic Compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	The TDS enterprise discloses all significant legal proceedings in its 10-K. In 2021, we did not disclose any legal proceedings in the social and economic area.