

# TDS – U.S. Cellular – TDS Telecom

## Environmental, Social and Governance Steering Committee Charter

### Purpose:

The Environmental Social and Governance Steering Committee's ("ESG Committee") purpose is to approve initiatives to report on the Company's on-going commitment to environmental, social, and corporate governance matters (collectively "ESG Matters"). It will assist in:

- a) setting strategy relating to ESG Matters,
- b) developing, implementing, and monitoring initiatives and policies based on that strategy,
- c) overseeing communications with employees, investors and stakeholders with respect to ESG Matters,
- d) monitoring and assessing developments relating to, and improving the Company's understanding of ESG Matters, and
- e) efficient, timely and accurate disclosure of ESG matters.

It is recognized that the ESG Committee's responsibility is oversight in nature and that the primary responsibility and ultimate decision-making with respect to the Company's underlying programs and policies remains with the subject matter experts currently responsible for such matters.

### Duties and Responsibilities:

The duties and responsibilities of the ESG Committee shall be as follows:

- a) assist 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;
- b) to oversee the Company's reporting, disclosure and communications with respect to ESG Matters;
- c) to consider current and emerging ESG Matters that may affect the business, operations, performance or public image of the Company or are otherwise pertinent to the Company and its stakeholders, and to make recommendations on how the Company's policies, practices and disclosures can adjust to or address current trends;
- d) to put systems in place, as deemed necessary and appropriate, to monitor ESG Matters;
- e) to review and assess this Charter annually and recommend any proposed changes for approval; and
- f) to perform such other duties, tasks, and responsibilities relevant to the purpose of the ESG Committee as may from time to time be requested.

The ESG Committee may delegate such responsibilities to one or more members of the ESG Working group.

### Committee Members:

The ESG Committee will include officers and key personnel taking into account such employee's or associate's expertise in relevant and varied disciplines, including environmental, health and safety, operations, legal, investor relations, government affairs, corporate governance, finance, human resources and communications. Initial steering committee members are as follows:

- Jane W. McCahon, Senior Vice President – Corporate Relations and Corporate Secretary at TDS
- Deirdre C. Drake, Executive Vice President – Chief Human Resources Officer at U.S. Cellular
- Kathy Cefalu, Vice President, Chief Human Resources Officer at TDS Telecom