



ESG: Environment, Social, and Governance

3Cs Report | Q4 2021

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 striving to enhance the lives of people in our communities as well as serving as a good steward of the environment and enacting governance practices that align with our corporate values. Our responsible practices, which make up the “S” in ESG, are what we consider our 3Cs – Customers, Culture, and Community. Each quarter, we’ll highlight stories from the TDS Family of Companies in each category of our 3Cs.



Customers

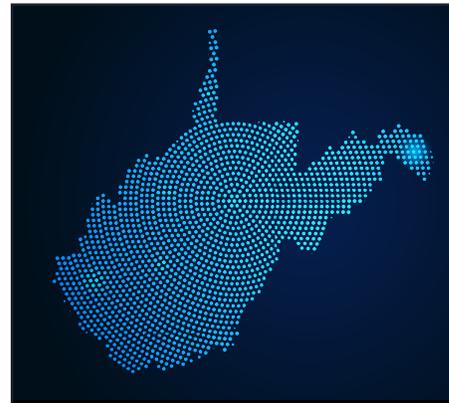
UScellular™ President and CEO Demonstrates mmWave Technology to West Virginia Senators

UScellular President and CEO Laurent Therivel and a team of engineers met with U.S. Senators who represent West Virginia to demonstrate how UScellular's "Locally Grown Wireless" focus is coming to life to benefit residents of rural states. Senators Joe Manchin and Shelley Moore Capito met with Therivel to see how 5G millimeter wave (mmWave) technology could deliver broadband internet to homes and businesses.

Senator Manchin highlighted the importance of enhanced service for a state that has long struggled with consistent internet access.

"Reliable, affordable broadband access is absolutely critical for West Virginians to be able to do their jobs well, complete their homework, keep up with their healthcare appointments, and to compete in a 21st century economy," he said.

Therivel hosted senators at a new 5G wireless tower in Kingwood, a pilot site that uses mmWave on a macro tower to extend range and coverage. The new site can enable 5G mobile broadband to the surrounding area.



In a demonstration of speed and reliability, the senators were joined by UScellular associates from more than 50 locations in a videoconference call which utilized the newly deployed Mobile Experiences Vehicle (MEV).

UScellular believes that this wireless technology should be part of the solution to extend broadband coverage in rural areas and be part of the recent \$1.2 trillion infrastructure bill passed by Congress.

TDS Awarded \$2 Million in Wisconsin Broadband Access Grants

TDS Telecom was awarded \$2.032 million in funding for broadband expansion projects in two Wisconsin communities. The Public Service Commission of Wisconsin selected 83 projects from 242 applications utilizing \$100 million in federal funds from the American Rescue Plan Act (ARPA) to bring faster internet speeds to unserved and underserved areas in the state.

"TDS is pleased to receive support for these worthwhile projects, and we look forward to bringing fiber-fast internet services to the homes and businesses in these communities" said Drew Petersen, senior vice president of Corporate Affairs.

TDS was awarded a grant of \$943,333 for a project in Potosi in southwest Wisconsin and a second grant of \$1,088,791 in Necedah. In all, the two fiber-optic internet projects will help deliver high-speed internet services to hundreds of homes in rural Wisconsin.

The next step in the grant process was to execute the grant agreements with the state. Under the program parameters, the projects will need to be completed by Dec. 31, 2024. TDS plans to begin construction on the fiber networks soon.



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Culture

UScellular Spreads Joy with \$40K Donation to Five Nonprofits

UScellular associates nominated and voted for their favorite organizations through the “You Choose Charity” event in which the company donated a total of \$40,000 to support their associates’ passion for giving. 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.

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

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

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.

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

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



UScellular associates can also have their individual nonprofit donations doubled through UScellular’s Associate Matching Program, where the company matches donations of \$25 or more, up to \$2,500 per associate, per year.

Since 2009, UScellular has donated more than \$20.8 million along with countless experiences and technology items to nonprofit organizations across the country.

TDS Telecom Announces New Benefit for Veterans

TDS Telecom is giving its associates who have served our country in the military an extra day off every year, beginning in 2021.

The idea of the new benefit came from a veteran who works for TDS in Waunakee, Wisconsin. TDS Network Specialist Rod Heinz suggested that veterans should get Veterans Day off in an email correspondence with TDS Telecom President and CEO Jim Butman. “To me, it’s the most honorable way of saying ‘Thank you for your service,’” wrote Heinz.

“His request hit home. Many people say they support our veterans, but what are we doing to show it?” said Butman. “Now if a veteran at TDS wants Veterans Day off or a different day

that works better in their schedule, we want them to have it as a show of our gratitude for their service and sacrifice to our country.”

TDS Telecom has nearly 260 veterans within its workforce in 32 states. Alongside this benefit, TDS has an associate resource group geared toward supporting veterans as well as military and law enforcement-oriented groups within the local communities TDS serves.

Butman captures the sentiment around TDS’ veteran workforce: “We value all veterans, especially those who work at TDS. Veterans bring a high level of professionalism, personal accountability, and team-focused values that our company shares.”



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Communities

UScellular Pledges up to \$13 Million to Help Youth Connect and Close the Homework Gap



Access to reliable connectivity causes a divide between youth who have access and those who do not. Currently, 35% of low-income households lack any access to broadband service at home which creates a gap between those who do and do not have access to the internet.

To close this gap, UScellular launched the [After School Access Project](#) that helps to bridge the digital divide in the communities they serve. The After School Access Project will provide free hotspots and service to eligible

nonprofits that support youth after the school day has ended and provides safe internet access for homework and education. This is an expansion of previous hotspot donations the company provided to address connectivity needs during the pandemic. Seeing the greater need, the company has pledged to donate up to \$13 million in hotspots and service in 2022.

“When we heard the stories of youth who couldn’t get access to reliable internet for their schoolwork, we knew we had to act,” said Laurent Therivel, president and CEO of UScellular. “Connecting people and communities is our mission and the After School Access Project is just one way that we’re helping ensure students have the reliable access they need to grow and pursue their dreams.”

UScellular is focused on addressing gaps in STEM education and is committed to connecting more than 200,000 of tomorrow’s innovators each year with the resources they need today to help shape future opportunities. Since 2009, UScellular has donated more than \$20.8 million along with countless experiences and technology items to nonprofit organizations across the country. The After School Access Project continues UScellular’s commitment to bridging the digital divide.

TDS Telecom Associates Donate \$25K to Local Nonprofits

TDS Telecom associates selected three deserving nonprofits in TDS communities to receive a total of \$25,000 in charitable donations. During the holiday season, TDS Telecom asked associate resource groups to recommend deserving nonprofits. Then associates made the final selection in a Charity of Choice vote last month.



\$12,000

4 Paws For Ability

4 Paws for Ability, an Ohio-based nonprofit organization that provides service dogs to those in need, received a \$12,000 donation after winning the most votes. The agency has a global outreach and provides service dogs to children and veterans with disabilities.

“What a wonderful year-end surprise gift from TDS Telecommunications. 4 Paws is honored to have the support of this generous group of employees who voted for us to receive this \$12,000 donation,” said Kelly Camm, 4 Paws development director.



\$8,000

Second Harvest Foodbank

Second Harvest Foodbank exists to end hunger in southwestern Wisconsin. TDS donated \$8,000 to this organization which has put more than 100 million meals on tables of Wisconsin residents facing hunger since 1986.



\$5,000

Badger Honor Flight

Badger Honor Flight, a regional affiliate of the national Honor Flight Network, works to ensure that World War II, Korean War, Vietnam War, and terminally ill veterans from any war have the opportunity to see the memorials that have been erected in their honor. TDS donated \$5,000 to the organization to support their mission of honoring veterans for their service.

Helping the communities where TDS offers services is an important part of the company’s mission. In addition to the annual charity vote, TDS also provides associates with 16 hours of paid time off every year to volunteer at a 501(c) (3) organization of their choice through its Be Good Citizens program.