

***SUSTAINABILITY AND CORPORATE RESPONSIBILITY AT CONTERRA NETWORKS
ENVIRONMENTAL | SOCIAL | GOVERNANCE
2022 ANNUAL REPORT***

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Letter from our President:

December 31, 2022

Dear Conterra Friends, Teammates, and Stakeholders:

I am pleased to present to you Conterra's first Environmental, Social, and Governance (ESG) annual report. This is an exciting milestone for Conterra as we continue our ESG journey and is a significant accomplishment for our team – especially considering that our formal ESG program was founded only in 2019!

For the past three years at Conterra, with the excellent support of our investors, we have worked to make ESG and sustainability more and more a part of our culture. To some extent, this has been easy as sustainability and stewardship principles are interwoven with our culture and our Guiding Principles. Some areas have proved more challenging, however, and offer us significant opportunities to move forward as we look into the future and examine our functions and operations for ways where we can improve and make more of a difference for our customers, our employees, our investors, and the communities we all serve together.

This Annual Report explains a bit more why ESG matters at Conterra. We also provide some history of Conterra's business as well as the history of sustainability at Conterra, along with a brief summary of our 2022 accomplishments, and then an overview of our sustainability plans and vision as we look into the future.

Thank you for taking the time to review our Annual Report, and I look forward to working with each and every one of you as we together connect the world and make it a better place for us all.

Sincerely yours,



*Craig S. Gunderson
President & CEO*

ESG at Conterra – Significance and Importance

Conterra is committed to bringing value to its employees and customers. We are accomplishing this by not only providing industry leading service levels, but also by insuring we are good stewards of our planet with a people-centric culture that includes accountability at all levels of the organization, including the corporate governance.

Environmental, Social and Governance is more than a responsibility, it is how Conterra does business with everyone in which we engage. It has become increasingly more important

Being a good steward of the environment is more than not creating issues, it is also a focus on leaving habitats unharmed. It is partnering with State and Local agencies to ensure their standards are met and exceeded. Conterra monitors our impact on the environment by working to eliminate greenhouse gas emissions. We are establishing a habitat and ecosystem management system that allows for maintenance and care of natural habitats.

Social is important because it is about how we treat people. As a people-centric culture, creating a sense of belonging and inclusivity is paramount to Conterra. Social issues include keeping our employees safe and healthy. It ensures we are creating policies and procedures that are centered on employee well-being, such as the newly implemented Sick/Wellness time for employees to use as they need for their wellness.

Lastly, ensuring that the organization has a sturdy foundation with good, ethical governance is critically important to the health of the organization. At Conterra, we have guiding principles that create our culture. At the top of those principles is Integrity. Acting with integrity and being honest in all we do guides our company from the C-suite to the labor teams burying the fiber cable our services are delivered upon.

A Brief History of Conterra

Tracing its roots back to the early 2000s, Conterra was founded to provide high quality high bandwidth services to school districts and libraries around the country. Our focus on high-speed internet access and fast reliable wide area networks allowed schools and libraries in unserved or underserved areas to have unprecedented access to knowledge and learning resources found on the worldwide web. It also enabled schools in rural and other underserved areas to utilize fast, secure modern communications services.

In the early days, Conterra served its school and libraries customers with microwave fixed wireless technology that was state of the art at the time. However, with the incredibly rapid expansion of the Internet, e-commerce, electronic communications, streaming media, and other bandwidth intensive applications, Conterra realized early on that fiber optic cable was the technology of the future. Conterra committed to what has become a decades long effort to build state-of-the-art fiber networks to truly enable limitless communication for our education, government, healthcare, enterprise, and carrier customers.

Conterra has always been a company with a purpose. A business with a mission. We are proud of history and are proud to continue our legacy of service with a purpose, and our ESG program and

progress are indicative of our commitment to a mission marked by service, excellence, innovation, and compassion.

Conterra Business Overview

Conterra is a super-regional telecommunications company that designs, builds, and operates highly reliable state-of-the-art new tech telecom networks for education, government, healthcare, enterprise (small, mid, and large size businesses), and carrier customers. Conterra’s network consists of more than 13,000 miles of fiber optic cable serving more than [10,000??] customers. Our network houses 750,000 miles of fiber optic strands, providing tremendous network capacity to serve our customers and help fuel economic growth in our markets.

Conterra is known for utilizing leading-edge technologies and customized local solutions to solve network problems and meet customers’ ever expanding network needs. Our sales force is comprised of skilled telecom professionals who are trained to listen and respond to customer needs. And, our unrelenting focus on reliability is a key differentiator that customers want and have come to expect from a high quality premium network provider.

At Conterra, we say that we are “Fiber driven and people powered.” Our fiber technology and focus on quality and reliability gives us a technical edge, and our people who live and work in the markets we serve, bring a personal local touch to our customer relationships and our custom solutions.

History of Sustainability at Conterra

Our efforts to grow our capabilities are all homegrown and initiated through passion and a drive to be a better company. With our change in ownership in July of 2020, the winds of change started to blow through the organization. Fiera International and APG Investments are global leaders in ESG. As they took ownership of the company, they helped direct our efforts and created an urgency in the company to align with the Global Real Estate Sustainability Benchmark (GRESB) standards. Those benchmarks have created a compass to guide Conterra to improve our efforts.

A highlight of the yearly achievements is below.

Prior to 2021

- Established the first-ever ESG Committee
 - Made up of different teams across the company
 - All volunteers to help the company to achieve their goals
 - Routine meetings
- With the establishment of the committee, Conterra also established ESG Policies
- Conterra submitted their first response to GRESB

2021

- ESG Committee met to discuss GRESB submission

- Met with Tony Pringle and Team from Quinn and Partners (Q+P)
- Completed materiality assessment for GRESB submission
- Created ESG Priority List
- Benchmark reporting started for GRESB Assessment
- Submitted 2020 GRESB Assessment
- Q+P completed their expertise with Conterra’s data to produce our benchmark reporting
 - This was a big step forward for Conterra
 - We are now able to build on that reporting and improve
- Sustainability link added to Conterra’s web site
- Efforts increased GRESB score up to 59 points
 - 18-point increase

2022

- Continued partnership with Q+P
- Established baseline and methodology for tracking biodiversity and habitat protections
- Established guidelines for Risk Management
- Efforts increased GRESB score up to 74 points
 - Another increase in score – increased by 15 points
- Annual report created

ESG at Conterra Today

As we close out 2022, Conterra would like to acknowledge and is appreciative of the excellent support of our ESG program and initiatives from our primary investors, Fiera Infrastructure and APG Group. In addition to providing resources and guidance, Fiera and APG have set clear expectations for their portfolio companies and provide an important oversight and accountability framework. We are also supported by industry-leading sustainability consulting firm Quinn and Partners (Q+P). Q+P together with the Fiera and APG resources provide access to thought leaders as well as to program management expertise and accountability measures to help continue to guide Conterra’s sustainability journey.

Internally, Conterra’s ESG and sustainability efforts are led by our ESG Committee. Conterra’s ESG Committee is a nine-person committee of employees who have been selected for their internal expertise, industry experience, and their commitment to ESG and sustainability. The Committee currently consists of the following Conterra employees:

- **Jessica Davis:** *Jessica is Conterra’s Director of Customer Success. She is instrumental in ensuring prompt accurate service delivery to customer and resolution of customer concerns. Jessica is a lifelong student of sustainability, culture, and organizational effectiveness. Passionate about many social issues, Jessica is the heart of the ESG Committee at Conterra and is a strong voice for diversity, equity, and inclusion at the company.*
- **Tanya Gardner:** *Tanya Gardner is Conterra’s Senior Corporate Paralegal and serves as a member of the ESG Committee. Tanya began her career with Conterra in 2012 and has provided support and assistance to every department within the organization. Tanya has a strong desire to ensure that Conterra fully understands the importance of ESG so that we may effectively integrate ESG factors into each of Conterra’s decision-making processes.*

- **André Hall:** *André is Conterra's General Counsel and Corporate Secretary and serves as the Chair and Executive Sponsor of the ESG Committee. André has handled many environmental, health, and safety matters over the course of his career and is passionate about proactive measures to prevent pollution and enhance safety. André also has significant corporate governance and compliance experience and is an advocate for lean efficient systems and processes for internal controls and proper corporate governance.*
- **Dawna Hannan:** *Dawna is Conterra's Vice President of Human Resources & Telecom Regulatory and serves as a member of the ESG Committee. Dawna has been in the telecommunications industry for over 40 years of which 28 years have been serving in high level leadership roles in Human Resources & Telecom Regulatory Affairs. Dawna plays a large role in the "S" part of ESG and is very passionate about all aspects of human resources and helping to build a "Best Place to Work" culture and enhancing workplace safety.*
- **Chris Harris:** *Chris is Conterra's Chief Technology, Information and Security Officer and serves on various committee's across Conterra. Chris has led, managed or worked within many different roles along the course of his career including, operations, engineering, construction, sales, security information and has worked directly with local, state, and federal governmental agencies concerning environmental issues and approvals related to construction and network operations.*
- **Michael Hukins:** *Michael is Conterra's Company Safety Officer and manages the Fleet Program, Facilities Maintenance, and Security related concerns. Michael is always looking for better ways to do things that decrease the companies' liabilities and also searches for smarter approaches to loss prevention. Michael has specialized in these areas of management for the past 30 years over a broad spectrum of applications, but he is still not done learning and implementing new and improved methods to answer to the demand of this constantly changing marketplace*
- **John Marquis:** *John is the Vice President of National Operations. John is a key leader at Conterra and a key member of the ESG Committee. John has been instrumental in developing the methodology for calculating greenhouse gas emissions at Conterra and together with Mike Hukins, is a major advocate of the safety program and safety initiatives at Conterra.*
- **Robert McDaniel:** *Robert McDaniel is Conterra's Director of Cybersecurity Governance and Strategy. Robert has over twenty years of IT and Security experience in a broad range of industries. During this time he has served on various risk and governance committees. Robert's focus is on protecting Conterra's assets via targeted security controls, measurements, and promotion of a healthy security culture.*
- **Gigi Sizer:** *Gigi is Conterra's Vice President of Information Management Systems. Gigi's technical skills and analytical prowess have served Conterra and the ESG Committee well as Gigi has been the driving force behind Conterra's successful efforts to quantify energy usage and greenhouse gas emissions. The work done by Gigi and John have prepared a strong baseline on which future emissions targets and eventually Conterra's net zero commitments and related strategic plans will be based.*

The ESG Committee has been instrumental in the early development of Conterra's formal ESG program. All Committee members are active in biweekly meetings and leverage their experiences and expertise as Conterra continually seeks to advance its ESG commitments and its program overall. For example, Gigi Sizer and John Marquis have led efforts to quantify carbon emissions and measure greenhouse gas output. Their work has created a strong baseline against which future emissions targets will be

measured, and Jessica Davis has been instrumental in gathering and organizing the data needed for our GRESB submittals. Jessica along with Dawna Hannan also serves on the Company's DEI Committee and is a strong voice for DEI at Conterra.

Led by the Committee, and with sponsorship from our investors, Conterra has participated in the annual GRESB infrastructure ESG assessment since 2019. GRESB is an international investor-led organization that provides actionable and transparent ESG data to financial markets around the globe. The GRESB assessment collects significant amounts of ESG data from participants, and then generates category and cumulative scores that show trends over time and also show performance in key ESG areas relative to peer groups.

Conterra has as shown dramatic measurable improvements in its GRESB scores since first completing the GRESB Infrastructure asset survey for calendar year 2019. For that year, Conterra received a cumulative score of 41, well below its peer group score. Applying focus, new data gathering tools, and new processes, Conterra was able to significantly improve its score for calendar year 2020 to 59. Although still below its peer group average (64), this improvement reflected the attention and focused efforts by the ESG Committee and Conterra overall on Conterra's ESG program and processes.

In 2021, the Company continued to advance its ESG program and carried out key initiatives such as a formal Materiality Assessment, which will be discussed later in this report. As a result of this and other efforts, Conterra's GRESB score for 2021 improved to 74 – an impress 25% gain on top of the 44% gain between 2019's score of 41 and 2020's score of 59. Moreover, the 2021 score of 74 placed Conterra squarely in line with the peer group average of 75. The 2021 score reflect an 80.5% cumulative improvement over the three-year period in which Conterra has been participating in the GRESB process.

Conterra is pleased with its GRESB score progression and the indication of how the company's ESG program is progressing. While the rate of progress as a percentage will naturally slow over time, Conterra expects that its ESG focus and continued efforts will yield performance results that meet or exceed peer group expectations. We have built a solid base and are excited to continue the journey!

Summary of 2022 Accomplishments

Materiality Risk Assessment

In the second half of 2021, Conterra conducted an ESG Materiality Assessment. The Materiality Assessment was led by in-house employees along with some high-level oversight by Quinn & Partners. The Materiality Assessment focused on a large group (18 in total) of potentially relevant ESG subjects and sought to determine which of those were most important and most relevant to Conterra.

Conterra deployed a written survey to its employees, the ESG Committee members, its executive leadership team, and the Company's Board of Directors. Respondents had the opportunity to answer several questions designed to elicit how important a particular issue is or is likely to become to Conterra.

During the first quarter of 2022, the ESG Committee was largely focused on taking the output from the assessment and using it for the development of near-term priorities and longer-term strategic objectives. In the first quarter of 2022, the ESG Committee met multiple times and developed specific actions plans

and assigned those actions to responsible owners for follow-up, and these actions continue to be part of the normal agenda and review process for the ESG Committee.

2022 GRESB Submittal

In the second quarter of 2022, Conterra turned its focus to preparing for its annual GRESB submittal. Information and data were gathered, and the GRESB report was submitted in June 2022. It was the most fulsome of the three submittals made so far by Conterra and reflected the learning that has occurred at Conterra about the GRESB process and objectives.

The GRESB process itself validated the importance of several of the key action items coming out of the Materiality Assessment. Several other priorities also emerged from the GRESB process giving Conterra additional improvement opportunities. For example, through the GRESB process, the company was able for the first time to develop an efficient and accurate method of calculating the amount of habitat lost as a result of Conterra's network construction operations. It also highlighted the need to do habitat loss and biodiversity training for our personnel engaged in construction planning and construction operations, and that training was carried out in the fourth quarter of 2022. This is a first for Conterra and marked an important evolution in our training and development program to focus on a targeted specific ESG issue.

ESG Risk Assessments

In the third and fourth quarters of 2022, Conterra conducted two important ESG risk assessments. First was a Climate Risk Assessment that was facilitated by APG and led by Quinn & Partners. The Climate Risk Assessment systematically examined a broad universe of TCFD-informed climate risks and opportunities to identify the most material risks and opportunities for Conterra's business. The assessment yielded a formal report that summarized key findings and serves as a starting point for intentional climate management and to set a base for more detailed analysis in the future.

The assessment identified 52 potential risks and opportunities, but 17 were screened out as being irrelevant to Conterra. For the 35 climate-related risks and opportunities identified as material, the report found that Conterra has some existing policies and practices in place to mitigate risks and capture opportunities. For example, Conterra has well-documented emergency plans and monitoring in place for extreme weather and uses equipment that is designed to withstand high heat environments. The report also notes Conterra's expertise and experience in building resilient networks with redundancies in place in case of business interruption (e.g., backup power) where the likelihood of such interruption could increase over time if extreme climate-related events become more frequent.

The report concluded that the largest gaps relate to transition planning, such as developing an emissions target and decarbonization plan, incorporating financial impacts from climate-related risks into budgets and engaging with stakeholders (suppliers, regulators/ municipalities, investors) to prepare for future climate-related impacts. These are all areas that will become more of a focus as Conterra's ESG program and processes evolve and develop.

Conterra also conducted an internal enterprise risk assessment with focus on ESG risks. The assessment was led by the company's general counsel and included detailed reviews with all of the company's executive leadership team. While there was certainly overlap in terms of findings and output between the Climate Risk Assessment and the broader Enterprise Risk/ESG, the broader assessment identified

several key additional risks relating to biodiversity and habitat loss, diversity and inclusion, fraud prevention, cyber security, and high priority safety issues (trenching operations, lift operations, traffic and vehicle safety, etc.). Risk owners have been assigned, and owners will be working throughout 2023 to develop and implement short-, mid-, and long-term mitigation plans.

Employee Survey

In the fourth quarter of 2022, the company conducted a comprehensive employee survey. The survey included questions on most aspects of the employment experience at Conterra. While there was appropriate focus on key compensation and benefits, much of the survey was focused on culture. Trust in leadership, peer relationships, training and development, and communications were all key subjects covered in the survey.

The survey was deployed with a tool that allowed employees to disclose their names or, if they preferred, to remain anonymous. At the end of the survey, employees also had an opportunity to answer open-ended questions and provide customized feedback of their choice.

While many employee surveys receive responses from less than two-thirds of employees, Conterra received a very healthy 82% response rate. This is a very healthy percentage and should provide statistically significant data. Initial reviews indicate that Conterra is doing well, and that employees are overwhelmingly positive about their experience at Conterra. However, there are areas where we do less well and where improvement is needed. In the first quarter of 2023, the company will be working on analyzing the data and developing communications and other follow up plans in response to the feedback received from employees.

Employee Handbook

Conterra also prepared a new employee handbook in 2022. The handbook sets forth policies that cover a wide variety of employee and employment issues ranging from ethics, to communications, harassment, diversity and inclusion, safety, environmental responsibility, etc. The handbook went into effect on December 31, 2022, and training and communications relating to the new handbook will be rolled out in the first quarter of 2023.

* * *

The groundwork done in late 2021 positioned Conterra well for an exciting year to execute on multiple ESG priorities. Similarly, the work done in 2022 has yielded near term information and benefit, but it further builds a base from which the company can continue growing and building its ESG programs and processes.

Looking Forward and Closing Thoughts

Conterra looks to build on the momentum we have created by adding some veracity to its policies and delivering on the goals we have set. Conterra is people-powered and as such will continue to focus on the issues that are most relevant to our employees, customers, and stakeholders. We will need to be innovative and forward-looking to build our efforts for the future.

Our key focus areas as we move forward will involve setting formal emissions targets to track our progress towards a net zero carbon emissions future, a goal to which Conterra is committed. In addition,

we will be implementing formal ESG Management Systems in line with ISO requirements and covering key areas such as environmental management and employee safety. Our goal is to further ingrain ESG principles into our culture and the day-to-day management of the company.

We cannot tell you what tomorrow will bring, but we can commit to being good stewards, with a people-centric mindset with a strong foundation for our business – and above all, a commitment to do the right thing and to continuously move forward.