



### **Summary Annual Reports (SARs)**

Uniti is required by law to provide participants with a summary of the latest Annual Report for certain employee benefit plans. The Summary Annual Reports ("SARs") inform participants about financial activities of the plans during the plan year.

### **Your Rights**

You have the right to:

- Receive a copy of the full annual report, or any part, on request. For a full or partial copy of the annual report, write Uniti Group, LLC, Attn: Benefits Department, 4005 N Rodney Parham Road, MS1170-B1F02-93, Little Rock, AR 72212. You will need to pay copying costs of 25 cents per page.
- Receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included.
- Examine the annual report at the main office of the plan (Uniti Group, LLC, 4005 N Rodney Parham Road, Little Rock, AR 72212) and at the U.S. Department of Labor in Washington, D.C. Or you can get a copy from the U.S. Department of Labor when you pay copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

*– Employee Benefits*

## **SUMMARY ANNUAL REPORT For Windstream 401(k) Plan**

This is a summary of the annual report Form 5500 Annual Return/Report of Employee Benefit Plan for Windstream 401(k) Plan, EIN 85-2049794, Plan No. 009, for period January 1, 2024 through December 31, 2024. The Form 5500 annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### **Basic Financial Statement**

Benefits under the plan are provided by a trust fund. Plan expenses were \$181,809,007. These expenses included \$603,297 in administrative expenses, \$177,742,584 in benefits paid to participants and beneficiaries, and \$3,463,126 in other expenses. A total of 12,119 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$1,289,723,638 as of December 31, 2024, compared to \$1,229,434,573 as of January 1, 2024. During the plan year the plan experienced an increase in its net assets of \$60,289,065. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$242,098,072, including employer contributions of \$23,648,324, employee contributions of \$49,482,139, earnings from investments of \$165,612,498, and other income of \$3,355,111.

### **Your Rights To Additional Information**

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- an accountant's report;
- financial information;
- assets held for investment;
- information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates;

To obtain a copy of the full annual report, or any part thereof, write Uniti Group, LLC, Attn: Benefits Department, 4005 N Rodney Parham Road, MS1170-B1F02-93, Little Rock, AR 72212. You will need to pay copying costs of 25 cents per page.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan (Uniti Benefits Committee, 4005 Rodney Parham Road MS 1170-B1F02-93, Little Rock, AR 72212) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. The annual report is also available online at the Department of Labor website [www.efast.dol.gov](http://www.efast.dol.gov). OMB Control Number 1210-0040 (expires 03/31/2026).

**SUMMARY ANNUAL REPORT  
For Windstream Services, LLC Welfare Benefit Plan**

This is a summary of the annual report of the Windstream Services, LLC Welfare Benefit Plan, EIN 85-2049794, Plan No. 501, for period January 1, 2024 through December 31, 2024. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Windstream Services, LLC has committed itself to pay certain self-insured Medical, Prescription Drug, Health Flexible Spending Account, Dental, Short-term Disability, and Severance claims incurred under the terms of the plan.

**Insurance Information**

The plan has contracts with Magellan Healthcare, Life Insurance Company of North America, MetLife Legal Plans, Vision Service Plan, Included Health, Standard Insurance Company, and Aetna Life Insurance Company to pay Vision, Life Insurance, Long-term Disability, Accidental Death and Dismemberment, Employee Assistance Program, Legal, Critical Illness, Hospital, Accident, and Expert Medical Opinion claims incurred under the terms of the plan. The total premiums paid for the plan year ending 12/31/2024 were \$11,552,742.

Because they are so called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending 12/31/2024, the premiums paid under such "experience-rated" contracts were \$4,253,755 and the total of all benefit claims paid under these contracts during the plan year was \$3,835,068.

**Your Rights to Additional Information**

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. Insurance information, including sales commissions paid by insurance carriers;

To obtain a copy of the full annual report, or any part thereof, write or call Uniti Group, LLC, Attn: Benefits Department, 4005 N Rodney Parham Road, MS1170-B1F02-93, Little Rock, AR 72212 and telephone number, 501-748-7000.

You also have the legally protected right to examine the annual report at the main office of the plan: Uniti Group, LLC, 4005 N Rodney Parham Road, Little Rock, AR 72212, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.