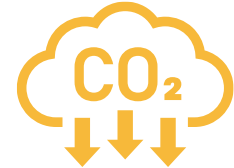


Frontier Energy Corporate Sustainability – 2022 Annual Report Highlights

Goal #1 – Emissions Reporting Plan

The Frontier Energy Sustainability Committee (Committee) performed a search of globally recognized emissions reporting frameworks to determine the standard best suited to Frontier’s business needs for internal and external reporting. The following frameworks were considered:

- EU Corporate Sustainability Reporting Directive (CSRD)
- Task Force on Climate-Related Financial Disclosures (TCFD)
- Sustainability Disclosure Standards, Carbon Disclosure Project (CDP)
- Global Reporting Initiative (GRI)
- Greenhouse Gas Protocol (GHGP)¹



After a thorough review, the Committee selected the GHGP as the emissions reporting framework to guide Frontier. The Committee recommends that Frontier move forward with adopting this framework as soon as possible, with a focus on activities for which data are currently available or can be easily obtained.



Goal #2 – Office Thermostat Management

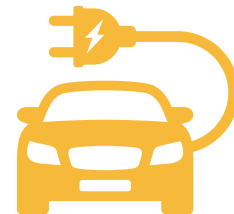
All of Frontier’s offices have different arrangements regarding how their HVAC system is controlled, leading to varied performance and possibly unintended inefficiencies. Knowing how to control our current systems to meet comfort and sustainability needs is a low-cost step toward corporate sustainability. The Committee identified “thermostat czars” for each office—individuals who have control over thermostats and can implement

best practices. A questionnaire was used to understand current office climate control approaches and provide input for developing best practices to guide offices in implementing a sustainability framework for climate control, including behavioral guidelines for energy efficiency. This work is ongoing.

Goal #3 – Commute and Work-Related Travel Emissions

The 2022 commute survey goal aimed to calculate GHG emissions associated with Frontier Energy staff commutes and work-related ground travel.² This follow-up to the same goal in 2019 helps build the foundation for corporate Environmental, Social, Governance reporting. The Committee found that annual emissions from work-related travel dwarfed commute emissions: 2,818,340/lb. CO₂ compared to 55,641/lb. CO₂. This represents a substantial change from 2019, where 70% of ground travel emissions came from commutes. The change is likely due to an increase in remote work, as well as the acquisition a new office and business line that has high work travel rates.

The Committee provided several recommendations for emissions reduction, including replacing company cars used for work-related travel with zero or partial zero emitting vehicles. The Committee recommends repeating the travel emissions analysis every three years, and using the GHGP (see Goal #1) for the next round.



¹ <https://ghgprotocol.org/>

² For both 2019 and 2022, no flight data that allowed an adequate estimation of emissions were available. Therefore, no attempt was made to calculate these emissions.