

FRONTIER'S 2024 ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT



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INTRODUCTION

A Message from Barry Biffle, Chief Executive Officer

In 2024, we achieved several significant milestones in our transformation into The New Frontier. We made major enhancements to our product offerings, added even more benefits to our industry-leading loyalty program, and completed our network redesign—all with the goal of delivering a better experience for our customers at the best value. While much has changed, our dedication to our customers and to the 15,000 members of Team Frontier – which includes Frontier employees and partners – remains as strong as ever.

Late last year, we also began a company-wide cultural reset. Our new **Culture of Caring** is designed to bring care and intention to everything we do—from strategic decisions to individual interactions. This mission is supported by three pillars: Caring for our Customers, Caring for Each Other and Caring for our Future.

Caring for our Customers has always been central to our “Low Fares Done Right” promise. Our mission remains: to make air travel accessible to more people by keeping costs low while offering friendly, easy and reliable service. As part of Caring for Our Customers, we are also committed to ensuring that safety remains our top priority. In 2024 alone, more than 33 million passengers flew safely with us.

Caring for Each Other includes prioritizing employee well-being, providing growth opportunities, and fostering a shared sense of purpose. Our efforts also extend into the communities we serve. We support a range of causes—

from homelessness and domestic violence recovery to military families and animal welfare. One example is our continued support of Folds of Honor, which provides scholarships to the families of fallen or disabled service members and first responders. Since 2021, we’ve raised nearly \$1.5 million through our annual charity golf tournament.

Caring for our Future reflects our continued growth and our unwavering commitment to environmental responsibility. Frontier is proud to call ourselves “America’s Greenest Airline¹.” We invest over \$1 billion annually in one of the most fuel-efficient fleets in the country. In 2024, we achieved 105 available seat miles per gallon—46% more efficient than the U.S. airline average—avoiding around 170 million gallons of fuel consumption and 1.5 million metric tons of CO₂e². By 2030, we aim to reach 115 ASMs per gallon, as the A321neo comprises the majority of our fleet.

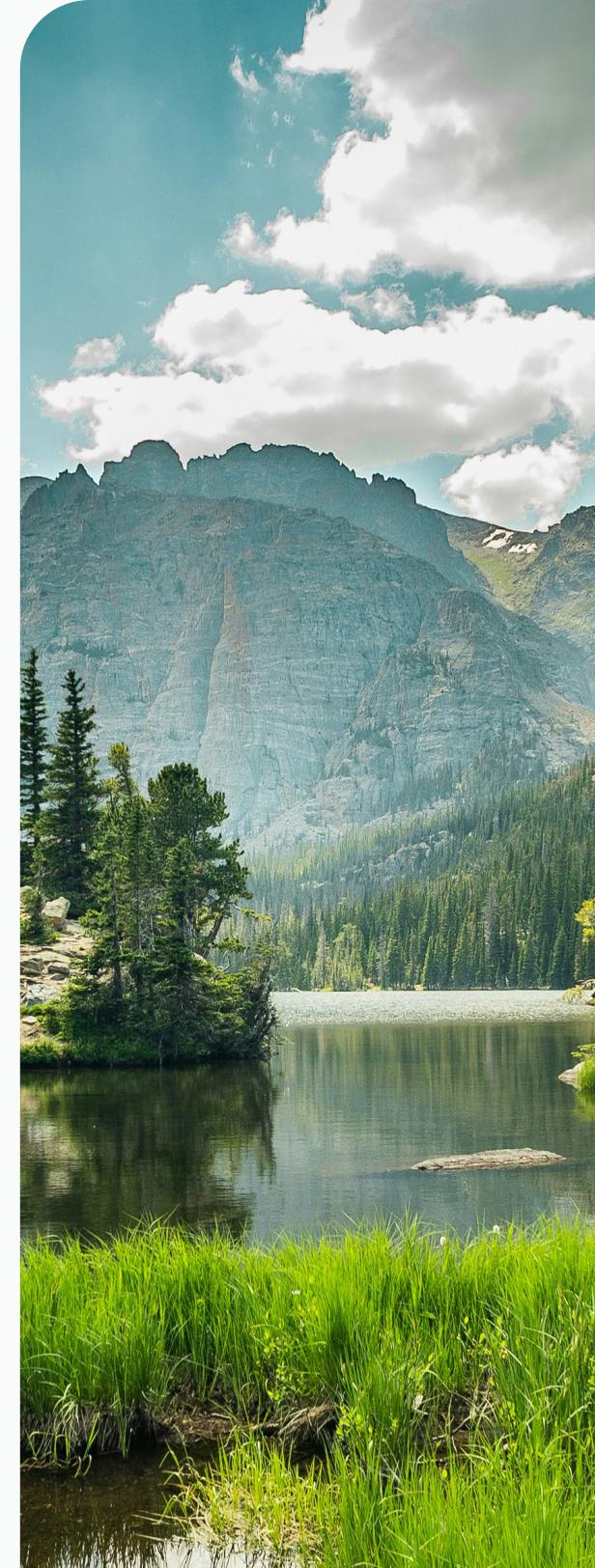
I’m grateful to everyone at Team Frontier for their hard work this past year and for embracing our **Culture of Caring**.

Barry



¹ Measured by available seat miles (“ASM”) per fuel gallon consumed over the twelve months ended December 31, 2024; other airline average calculated as weighted average of the nine major U.S. airlines. This, and all other related data in this report was calculated internally and not audited, assurance or otherwise certified by a third-party provider. ASMs are defined as the number of seats available for passengers multiplied by the number of miles the seats are flown.

² Per the EPA Greenhouse Gas Equivalencies Calculator.



Our Story

Frontier Group Holdings, Inc. (Frontier Airlines, Frontier, or the Company) believes that the sky is for everyone. We strive to make this happen by delivering **LOW FARES DONE RIGHT**[®], a superior level of ultra-low-cost service to more than 100 destinations in the United States (U.S.), Latin America and the Caribbean. Our unique product offering is underpinned by our low-cost structure and focus on delivering reliable, dependable and hassle-free service.

And green isn't just the color of our logo; it is our commitment to being America's Greenest Airline through our continued efforts towards efficiency that allow us to move more people per gallon of fuel than any other U.S. airline. As of December 31, 2024, we operate 159 A320 family aircraft, the largest A320neo family fleet in the U.S. and we have commitments for an additional 187 Airbus aircraft to be delivered through 2031.

ABOUT THIS REPORT

Our 2024 ESG Report summarizes Frontier's ESG strategy, initiatives and performance on ESG topics that we believe are most relevant to our business and important to our stakeholders. Unless otherwise noted, the report reflects our progress during fiscal year 2024 for the period from January 1 through December 31, 2024.

To identify the ESG areas most relevant to our business, and to provide ease of use and comparability with peers, we align our reporting with the Sustainability Accounting Standards Board (SASB) Standards for the Airlines industry. We also report on corporate activities that advance several United Nations Sustainable Development Goals (SDGs) which we believe are most relevant to our business. Both are included in the Appendix at the end of this report.





Our ESG Approach

At Frontier, ESG is embedded in how we operate every day—from our ongoing focus on airline safety and security to our steadfast commitment to ethics and compliance to our sustainable business practices. We are pleased to share our 2024 ESG Report that outlines our current environmental, social and governance initiatives, practices and objectives across four ESG pillars fundamental to our business. We believe that our efforts in these core areas give us a competitive advantage and create long-term value for our customers, team members, shareholders, and communities.

OUR ESG PILLARS



Customer and Team Member Well-being

We prioritize the well-being of our customers and team members by striving to be an industry leader in safe and healthy travel practices.



Environmental Stewardship

Through sustainable business practices and by reducing our environmental footprint, we aim to lead the airline industry in environmental stewardship and serve the needs of eco-conscious air travelers.



Our People and Culture

Our employees are the key to our success, and we are dedicated to employee engagement, training and development to support our team members' advancement to reach their fullest potential.



Community Engagement

We believe that air travel should be accessible to all and we take pride in supporting our communities through various philanthropic and volunteer initiatives.

Governance

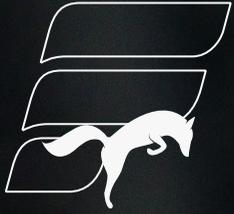
Our ESG pillars are built on responsible business practices, including sound corporate governance and compliance, employing high ethical standards to build sustainable long-term shareholder value.

STAKEHOLDER ENGAGEMENT

We strive to focus our business strategy, initiatives, and reporting on the ESG topics that are most important to our stakeholders. In the following table, we summarize the ways we engage with our stakeholders.



Stakeholders	Ways We Engage	Key ESG Topics Addressed
Customers	<ul style="list-style-type: none"> • Customer service channels • Social media monitoring and engagement • Customer satisfaction survey 	<ul style="list-style-type: none"> • Customer experience and support
Employees	<ul style="list-style-type: none"> • Professional development and training • Collective bargaining agreements • Business Resource Groups 	<ul style="list-style-type: none"> • Benefits and compensation • Employee health and safety • Diversity • Employee engagement, training, and development
Investors	<ul style="list-style-type: none"> • Annual meeting of shareholders • Quarterly earnings calls • Regular calls, meetings, and conference presentations 	<ul style="list-style-type: none"> • Financial performance • Corporate governance and business ethics • Environmental impact • Transparency and reporting
Suppliers	<ul style="list-style-type: none"> • Supplier agreements • Vendor Code of Conduct • Human Rights Policy • Procurement and contracting process • Regular supplier reviews • Quality management process 	<ul style="list-style-type: none"> • Supply chain management • Business ethics and human rights
Communities	<ul style="list-style-type: none"> • Charitable fundraising events • Donation requests • Employee volunteer events 	<ul style="list-style-type: none"> • Corporate philanthropy • Employee volunteerism
Regulators and Government Agencies	<ul style="list-style-type: none"> • Regulatory compliance reporting and audits • Information sharing through aviation industry memberships and partnerships 	<ul style="list-style-type: none"> • Passenger safety and security • Cybersecurity and customer privacy • Environmental compliance



GOVERNANCE AND RISK MANAGEMENT



Enterprise Risk Management and ESG Oversight

Risk assessment and oversight are integral to Frontier’s governance and management processes. Our Board provides independent oversight to establish and review progress on our business strategy and enterprise risk management important to the company’s sustainable financial success and long-term value creation. The Board works with management to promote a culture where risk management is integrated into our corporate strategy and day-to-day business operations. Our full Board administers the oversight of ESG risk exposure and strategy overall, and various standing board committees address risks inherent in their respective areas of oversight.

The Nominating and Corporate Governance Committee has primary responsibility for the review of our ESG strategy and practices and

periodically reports on these matters to the full Board. Any pertinent feedback that management receives from shareholders as part of the Company’s shareholder engagement practices is also reported to the Board for consideration.

The Audit Committee and the Safety and Security Committee oversee our exposure to financial and operational risks, respectively and the actions management has taken to mitigate or resolve these exposures. Senior Management, the Audit Committee and the Safety and Security Committee review these risks and the associated mitigation strategies with the full Board at quarterly board meetings. The Audit Committee also oversees our cyber and information security environment. Additionally, the Nominating and Corporate Governance Committee monitors the effectiveness of our corporate governance guidelines, and the

Compensation Committee oversees risks related to our executive compensation, equity incentive plans, and other compensatory arrangements.

In addition, we created the role of Lead Independent Director to further the independent oversight of our key risk and strategy matters, including ESG risk management. The Lead Independent Director’s responsibilities include coordinating the activities of, and discussions with, the independent directors, including those who serve on our Audit Committee, the overseers of financial and operational risk. The Lead Independent Director’s responsibilities also include briefing our CEO on matters coming out of those independent director sessions, thereby serving as the bridge for ESG recommendations from independent directors to the top of the house.



Our Board sets high standards for Frontier’s employees, officers and directors. At the cornerstone of this philosophy is the importance of sound corporate governance across our business operations.



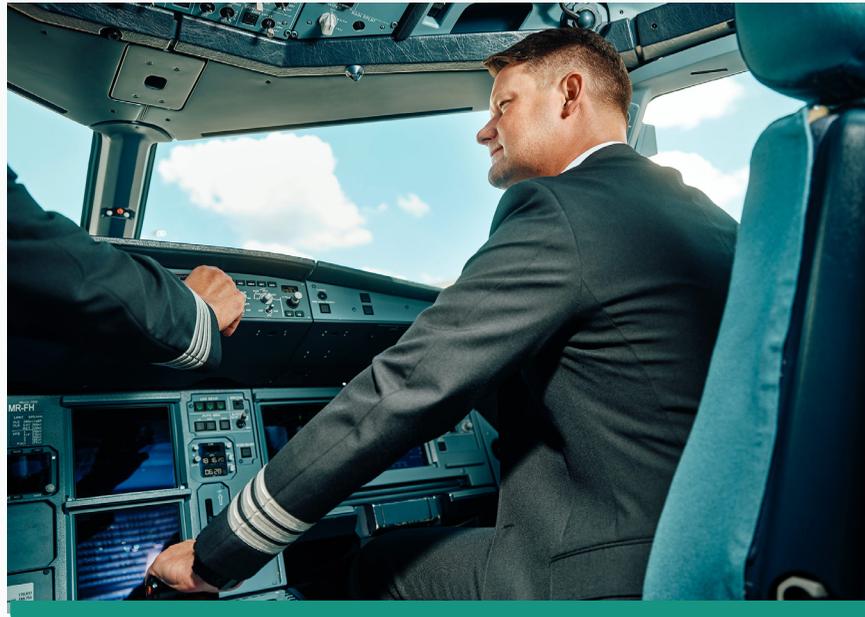
Board ESG Oversight

Responsible Party of the Board	Oversight Areas for ESG Matters
Board of Directors	Sustainability and ESG strategy and risk management, through oversight of our business strategy and annual strategic planning process.
Nominating and Corporate Governance Committee	Corporate governance and oversight of the Company’s environmental and social strategy and practices, which includes climate related risks and opportunities.
Audit Committee	Financial risks, fraud and anti-corruption oversight, financial reporting and external audit oversight, cyber and information security environment oversight and risk assessment and management.
Compensation Committee	Human capital management including engagement/development, compensation and benefits programs for our officers, directors, and employees.
Safety and Security Committee	Oversight of activities, programs, and procedures relating to safety performance and physical security of Frontier, including with respect to the Company’s management of critical original equipment manufacturers (OEMs) and third-party providers.



BOARD COMPOSITION

Our qualified, experienced, and multifaceted Board oversees the effectiveness of our governance framework. The Nominating and Corporate Governance Committee considers a mix of board members that represent a diversity of background and experience.



BUSINESS CONTINUITY

We maintain an Emergency Response Plan that details procedures in case of a major incident or accident involving our aircraft. We conduct annual tabletop exercises with a cross-functional group composed of representatives from nearly all operational groups as well as the Legal, Treasury, IT, and Cybersecurity departments. Sessions on Cyber Risk Management are hosted quarterly with the Frontier Board Audit Committee, which includes topics such as project portfolio, cyber risk assessments, vulnerability management, compliance, and peer benchmarking. For more information on safety and cybersecurity, please see the sections on our Safety Management System and on Data Security and Customer Privacy later in this report.



BUSINESS ETHICS AND COMPLIANCE

Our Board adopted a [Code of Ethics \(Code\)](#) that applies to all our directors, officers, and employees, including our Chief Executive Officer (CEO), Chief Financial Officer (CFO), and principal accounting officer. The purpose of the Code is to deter wrongdoing and to promote honest and ethical conduct.

To achieve our results, we aim to promote a culture of winning and adherence to high standards of professionalism and integrity as provided within our Code. The Code addresses, among other things, issues relating to conflicts of interest, including internal reporting of violations and disclosures and compliance with applicable laws, rules and regulations, including the following areas:

- Conflicts of Interest
- Confidential Information
- Competition and Fair Dealing
- Gifts and Entertainment
- Political Contributions and Activities
- Compliance with Antitrust Laws
- Insider Trading Laws
- Foreign Corrupt Practices Act
- Harassment and Discrimination
- Anti-Corruption Policy

All full and part-time employees are required to complete mandatory compliance training on our Code upon joining Frontier and annually thereafter, and all Frontier employees at manager level and above, and all those in purchasing or procurement roles, are required to complete mandatory Anti-Corruption Policy training upon joining Frontier and annually thereafter. During FY 2024, 100% of our team members completed the required compliance training regarding our Code and 100% of applicable Frontier employees completed the Anti-Corruption training. Management strives to continue a 100% completion rate in future years.

WHISTLEBLOWER POLICY

Frontier is committed to high standards of ethical, moral and legal business conduct. We encourage employees, independent contractors, third-party vendors, customers and business partners to notify the Audit Committee and Frontier Management of potential accounting and ethical problems. Frontier has a [Whistleblower Policy](#) that outlines procedures to ensure that employees can submit concerns regarding questionable activity without fear of dismissal or retaliation of any kind. We engage a third-party, independent contractor to provide helpline services in a confidential, anonymous manner. Complaints are taken seriously, addressed promptly and discreetly, and directed to the Compliance Officer and/or the Audit Committee for review. The Audit Committee investigates reports regarding ethics and compliance matters and reports to the Board periodically concerning the information received through the ethics helpline and any related investigations.



POLITICAL CONTRIBUTIONS AND ACTIVITIES

It is Frontier policy that its funds or assets are not used to make a political contribution to any political party or candidate unless prior approval has been given by Frontier’s CEO or General Counsel. We comply with federal and state contribution laws limiting contributions to political parties or candidates. During 2024, Frontier did not make any corporate contributions or contributions to political parties. Our General Counsel is responsible for monitoring federal and state legislative issues pertinent to our operations and industry. Frontier retains outside lobbyists to assist with certain federal, state and local legislative efforts.

Frontier encourages employees and directors to participate in the political process as individuals and during their own time. Employees may contribute personal funds to political parties or candidates and may participate in volunteer political activities during non-work time. Frontier does not reimburse, compensate, or otherwise incentivize employees for making political contributions. Employees’ views and actions are their own and not made on behalf of Frontier.

SUPPLY CHAIN MANAGEMENT

Frontier employs policies to closely monitor our suppliers for quality and efficiency, and as an ultra-low-cost carrier, we also tightly manage our costs throughout our entire supply chain.

Frontier has adopted a [Vendor Code of Conduct and Human Rights Policy](#) that reflects the company’s emphasis on responsible business practices, including sound corporate governance and compliance, to encourage its vendors and suppliers to employ high ethical standards and to build sustainable long-term relationships between Frontier and its vendors. This Code and Policy is now included in the Requests for Proposals issued by Frontier.





**CUSTOMER & TEAM
MEMBER WELL-BEING**



SAFETY MANAGEMENT SYSTEM (SMS)

Frontier Airlines aims to establish high safety standards in every area of our operations. As required by the U.S. Federal Aviation Administration (FAA), we maintain a Safety Management System (SMS), which provides a standardized framework to control operational risks and build a sound safety culture.

The SMS relies on data and analytics to continuously assess the effectiveness of risk controls and overall safety performance. It is operationalized by data analysis groups composed of designated management and subject matter experts tasked with identifying new hazards, systemic issues, and opportunities to improve risk controls.

The oversight structure for the SMS consists of the Corporate Safety Committee, a cross-functional group composed of Frontier’s Vice President of Safety, Director of Operations, Chief Pilot, Director of Maintenance, and Chief Inspector. The Corporate Safety Committee meets regularly to openly discuss risks, quality assurance, and potential interfaces and escalate as needed. The Vice President of Safety meets regularly with the CEO and other executive leadership to relay critical safety updates and findings by the Corporate Safety Committee.

The Committee has ultimate oversight of Frontier’s safety management through its Safety and Security Committee. Executive management meets with the Board two to four times a year to discuss safety and security issues across Frontier.

Our SMS and Operations are audited regularly by internal and external stakeholders. We go beyond regulatory requirements and are certified by the International Air Transport Association (IATA)’s Operational Safety Audit (IOSA), a voluntary evaluation system designed to assess an airline’s operational management and control systems.

SAFETY MANAGEMENT SYSTEM Oversight Structure





SAFETY CULTURE AND TRAINING

While management sets safety objectives and evaluates safety risks, every Frontier employee plays an integral role in identifying hazards and promoting a positive safety culture. Safety ownership at Frontier means every employee knows their responsibility within the SMS, which encompasses:

Culture

Frontier aims to promote trust and collaboration, rather than utilizing punishment or blame, so employees can feel comfortable reporting and addressing safety hazards.

Training

All employees receive safety information and training relevant to their role upon hire and throughout their tenure at Frontier. Employees are trained on hazard communication, including workplace chemical inventory lists, material safety data sheets, and personal protective equipment (PPE) hazard assessment forms.

Compliance

All employees are required to comply with the safety program rules and procedures, including hazard identification and reporting.

SAFETY OWNERSHIP AT FRONTIER



Safety first, always



Continuous compliance through empowerment and consistent diligence



Continuous learning and refinement through education



Fostering an atmosphere of trust and collaboration to investigate and prevent safety incidents

Frontier has several avenues for safety incident reporting. The Aviation Safety Action Program (ASAP) is a non-punitive system in which employees can anonymously disclose if they accidentally violated a safety policy or regulation. ASAP reports are handled by the Frontier Safety Department and typically resolved through collaboration with the FAA, company management, and the applicable union. For other types of operational irregularities ranging from minor to severe, employees can file Incident Reports to flag situations that may need further investigation to prevent future issues. Our in-flight crew members may also file Fatigue Reports that result in a no-questions-asked rest period.

In addition, Frontier has developed the following measures for employees to report issues of occupational safety:



First Report of Injury/ Accident Form for any on-site accidents that do not require emergency services



Safety Incident Report to OSHA Reportable Injury/ Illness



Safety Hotline available for any individual to voice a concern. The Safety Hotline is a voicemail system that is monitored regularly by the Safety Department.



EMPLOYEE SAFETY AT A GLANCE FY 2024

3.37

TRIR¹
Total Recordable Injury Rate

2.76

DART²
Days Away, Restricted or Transferred

INDUSTRY PARTNERSHIPS

In 2024, we were a member of the National Air Carrier Association (NACA) and shared data with other member air carriers certificated under Title 14, Part 121 of the Code of Federal Regulations (CFR). Other industry-wide initiatives we participate in include:



FAA’s Aviation Safety Information Analysis and Sharing system -
A safety analysis and data sharing initiative that leverages internal FAA datasets and safety data from airlines, manufacturers, publicly available sources, and more.



Commercial Aviation Safety Team -
An aviation industry partnership with the U.S. government to reduce the U.S. commercial aviation fatality risk using an integrated, data-driven approach.



IATA’s Incident Data Exchange -
A worldwide, aggregated, de-identified database of incident reports spanning flight operations, cabin and ground operations safety and security occurrences.

On the ground, we liaise with regulatory bodies like the Department of Homeland Security (DHS) and the U.S. Customs and Border Protection (CBP) for passenger and cargo screening. We maintain active, open lines of communication with the Transportation Security Administration (TSA) at all our locations to ensure proper regulations are met for the security of our personnel, customers, equipment, and facilities. During the TSA’s 2024 corporate audit of Frontier’s security program, we were deemed fully compliant.

SPOTLIGHT: COMBATING HUMAN TRAFFICKING



Frontier Airlines is proud to partner with the DHS and the Department of Transportation (DOT) to combat human trafficking through the Blue Lightning Initiative (BLI). As part of the BLI, all in-flight crew receives annual training to help identify and report potential human traffickers and victims to federal law enforcement. Please see the Supply Chain Management section of this report for more information on our commitment to protect Human Rights through our Vendor Code of Conduct and Human Rights Policy.

¹TRIR is calculated as (Number of OSHA recordable incidents) x 200,000 / (Total employee hours worked)

² DART is calculated as (Number of OSHA recordable injuries and illnesses that resulted in Days Away; Restricted; Transferred) x 200,000 / (Total employee hours worked)



Customer Service and Support

We aim to provide smooth and enjoyable travel experiences to our customers. Our Customer Service Plan is available on our website and outlines our commitments to our customers, including how we handle flight delays and cancellations.

We are here to help customers by providing support in English and Spanish across a variety of channels, including chat, phone, and email. Through 2024, we expanded and strengthened our phone support options, including offering priority support for elite loyalty customers and customers with imminent or recently completed travel.

We value feedback from our customers to help us learn what we are doing well and where we can improve. We conduct customer surveys to gather feedback on various steps of our customer journey, including booking, airport, inflight, and interactions with our Customer Care team. To continuously work to improve customer experience, we share customer feedback and related metrics, such as Net Promoter Score (NPS), with our executive team and other appropriate groups across Frontier.



Data Security and Customer Privacy

The security and privacy of our customers' personal information is a top priority for Frontier. We have established a robust foundation of oversight, internal policies and procedures, and system safeguards to protect both data and our IT infrastructure.

Our data security and customer privacy programs are historically led by the Chief Information Officer (CIO) and the Director of Cybersecurity. Together, they oversee a team focused on four key pillars: cybersecurity architecture & engineering; cybersecurity operations; IT governance, risk & compliance (GRC); and identity access governance (IAG). The Director of Cybersecurity reports to the CIO, and both provide quarterly updates to the Board's Audit Committee. During these updates, board members are briefed on internal performance metrics, the status of process improvement projects, regulatory requirement updates, and current threats and breaches impacting the airline industry.

SECURITY FRAMEWORKS, COMPLIANCE & AUDITS

Our cybersecurity program is structured around the National Institute of Standards and Technology (NIST) Cybersecurity and Privacy Frameworks. We broadly integrate best practices from various control frameworks, including ISO 27001, the NIST Cybersecurity Framework (CSF), the Sarbanes-Oxley (SOX) Act, the TSA Joint Emergency Amendment (EA) 23-01, the CPIM Body of Knowledge v2.04, and the Committee of Sponsoring Organizations (COSO) Framework. As a major airline that transacts customer payments at airport terminals, in-flight, and online, we maintain Level 1 compliance with the Payment Card Industry Data Security Standard (PCI-DSS).

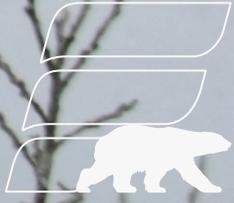
Our cybersecurity and privacy programs are subject to frequent internal and external audits, including assessments by a Qualified Security Assessor (QSA) to ensure PCI compliance. We also enlist third-party experts to perform penetration testing on our systems, web applications, and mobile APIs. Based on the results of these exercises, we work throughout the year to remediate any vulnerabilities. Additionally, we monitor our Security Scorecard and BitSight Rating, using insights from these external evaluations to continually improve our data security program. The privacy program conducts database inventory audits annually.

We also interface regularly with industry groups to monitor threat data and share best practices, including the Aviation Information Sharing and Analysis Center (ISAC) and the Association of Value Airlines (AVA).

EMPLOYEE TRAINING

As part of their onboarding process, employees are required to acknowledge the Acceptable Use Policy outlined in the Employee Handbook. Full-time employees are assigned annual Cybersecurity Awareness Training through our online Learning Management System (LMS). For Frontier business partners and flight crew, we distribute yearly "must-reads" on cybersecurity best practices, covering topics such as password management, securing personal information, avoiding social engineering and more.

Additionally, we have introduced privacy training for employees who have direct customer contact, including crew, airport personnel, call center personnel, and employees at corporate offices. Software engineers who work on web applications are assigned additional training modules and participate in an onsite course focused on the most critical web security risks to be aware of when developing code.



ENVIRONMENTAL STEWARDSHIP



Fleet and Fuel Efficiency

Our approach to assessing and managing climate risks and opportunities, as well as our environmental footprint, is centered around aircraft—the heart of our business and largest source of our GHG emissions and other environmental impacts. As air travel directly results in emissions, we recognize that airlines have an important role to play in climate change mitigation. We believe that our low-cost structure - built on operational efficiency and cost savings - serves as one model for environmental stewardship for our industry by deploying the most fuel-efficient aircraft fleet in the U.S., thereby avoiding emissions that otherwise would have been discharged, as compared to the industry average illustrated in the chart to the right.

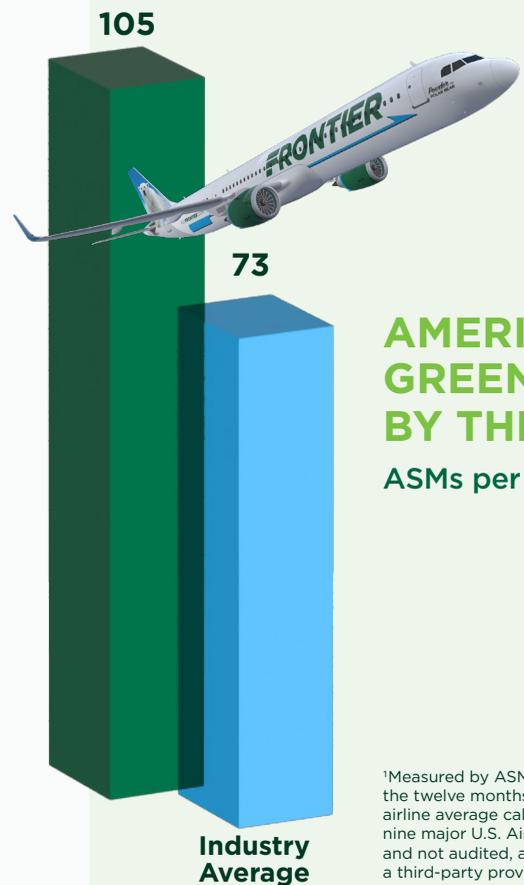
OUR AIRCRAFT

With our A320neos' leading the charge, our fleet continues to be the most fuel-efficient of all major U.S. carriers when measured by ASMs per fuel gallon consumed, generating over 105 ASMs per gallon as of December 2024 and saving approximately 170 million gallons of fuel as compared to the industry average¹.

As of December 2024, we've made a significant investment in a fleet of 159 Airbus single-aisle aircraft, of which nearly 82% is comprised of the A320neo family, which are expected to deliver 20% improved fuel efficiency compared to the prior generation of Airbus A320ceo family aircraft. And while we celebrated our 30th birthday in 2024, our fleet isn't showing any signs of age with an average age of 4.6 years as of December 2024. By having one of the youngest fleets in the industry, we burn less fuel as compared to older fleets with lower average fuel efficiency by ASM. This saves our customers money while reducing our carbon footprint.

“With our substantial investments, we operate the most fuel-efficient fleet of all major U.S. carriers when measured by ASMs per fuel gallon consumed, and last year, we saved 170 million gallons of fuel, the equivalent of removing nearly 300,000 cars from the road for a year.”

— Barry Biffle, CEO, Frontier Airlines



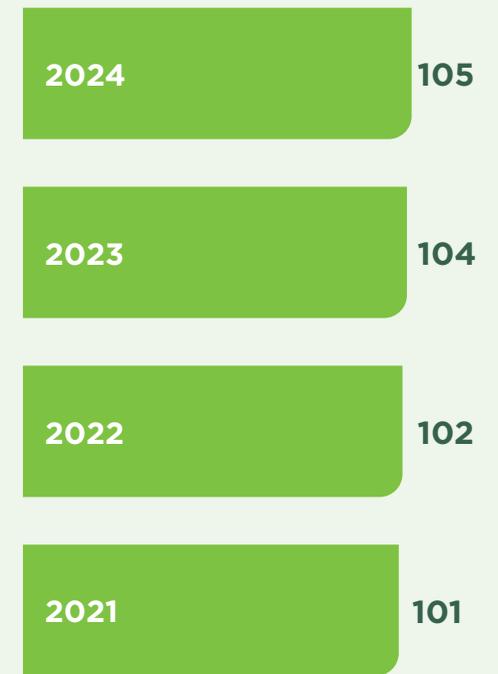
AMERICA'S GREENEST AIRLINE¹ BY THE NUMBERS

ASMs per Gallon, FY 2024

¹Measured by ASMs per fuel gallon consumed over the twelve months ended December 31, 2024; other airline average calculated as weighted average of the nine major U.S. Airlines. This was calculated internally and not audited, assurance or otherwise certified by a third-party provider.

GREENER BY THE YEAR

Frontier's ASMs per Gallon, 2021-2024





And we are just getting started. In October 2022, we were proud to unveil our first Airbus A321neo powered by the groundbreaking Pratt & Whitney Geared Turbo Fan (GTF) engine that significantly reduces fuel burn and regulated air pollutant emissions versus prior generation engines. By the end of the decade, the GTF powered A321neo is expected to comprise 68% of our fleet and contribute to an overall 10% improvement in our fuel efficiency factor to approximately 115 ASMs per gallon.

WEIGHT REDUCTION INITIATIVES

To keep improving the fuel efficiency of our fleet and reduce GHG emissions, we have introduced additional efforts to reduce aircraft weight.

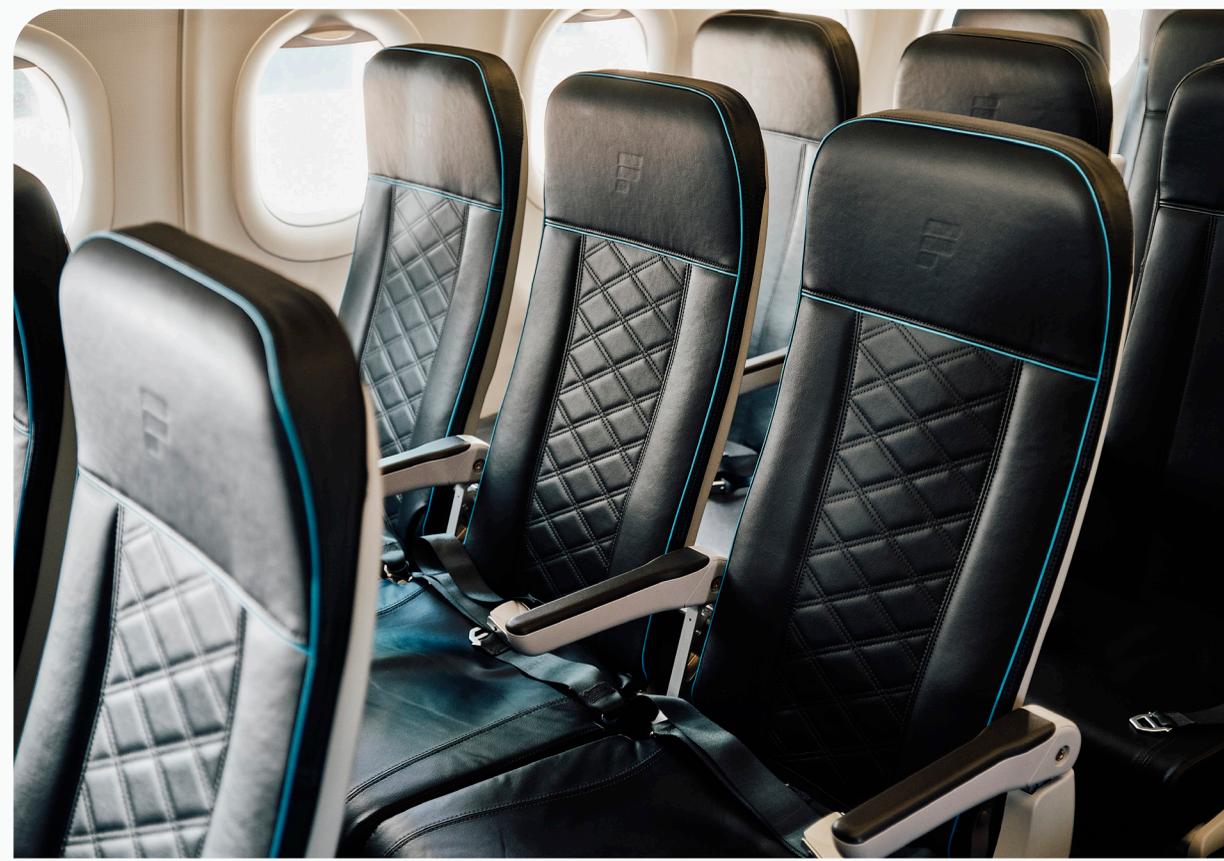
Our weight-saving initiatives begin with incentivizing consumers to carry less and pack light. By offering food and beverage for sale, passengers buy only what they want which allows us to reduce the number of consumables needed on each flight and drives a reduction in spoilage.

We also use environmentally conscious design elements for the interiors of our planes to help reduce weight. In 2021, we began installing new premium seating developed by Recaro which are 30% lighter than prior seating utilized. On an average Airbus A321 aircraft, the fuel savings due to the reduced weight of the new seats equates to approximately 32,000 gallons of fuel per year. In addition, Recaro will supply these seats for our remaining aircraft on order with Airbus as part of our first two orderbooks and scheduled for delivery through 2028.

In addition to installing lighter seats, we also operate a fleet with one of the highest seat density configurations for narrow-body aircraft of any U.S. carrier. Transporting more people on each flight helps to minimize the relative environmental impact of our operations and associated GHG emissions, as highlighted on the next page.

30%
LIGHTER THAN OUR
PREVIOUS MODELS

32K
GALLONS OF FUEL
SAVED ANNUALLY
On an average Airbus A321
aircraft





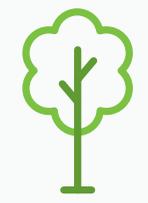
OTHER FUEL EFFICIENCY MEASURES

We know that all our efforts can add up to big differences. From day one, our pilots are made aware of efficient operating practices recommended by Airbus to operate in the most economical manner possible. For example, Frontier **pilots may minimize fuel burn by utilizing idle reverse thrust, single-engine taxi, and no Auxiliary Power Unit techniques** whenever safe and operationally warranted. The fuel efficiency of our fleet is further bolstered by our **out-and-back network and enhanced route planning software**, which allows us to focus on direct, non-stop flights and carry only fuel necessary for the flight.



OTHER ENVIRONMENTAL INITIATIVES

Our focus on managing the environmental impact from our operation starts with and is grounded in compliance. We **maintain rigorous compliance standards** and strive to operate in accordance with all applicable federal, state, and local environmental laws and regulations. This includes regulations linked to the **handling and disposal of oils and other waste** generated during maintenance and servicing of our aircraft.



INFLIGHT WASTE

Our à la carte service means we can carry less food and fewer beverages - with **less packaging - on our flights than we did previously**. And we endeavor to further reduce the impact of inflight waste by **eliminating plastic stirrers and serving all in-flight beverages in biodegradable cups**. Even our pilots and flight attendants are helping to reduce paper waste with **paperless cockpits** that utilize mobile tablets for information and by **eliminating paper manuals in favor of handheld electronic devices**. Passengers are encouraged to go paperless by using our **mobile app for itineraries, receipts, and boarding passes, generating less paper waste** starting with their flight reservation.



NOISE REDUCTION

In addition to running a more fuel-efficient fleet, we also prioritize noise reduction where possible. The engines on our A320neos deliver a **50% reduction in noise** versus the previous generation. And the GTF engines that power the next generation of aircraft are even quieter - with a **75% smaller noise footprint**.



FACILITIES MANAGEMENT

While our aircraft and flight operations account for the most significant portion of our environmental impact, we continue to work to reduce the impact of the rest of our operations, including our owned company facilities. Frontier's Denver, Colorado headquarters is a **LEED Certified building designed to achieve energy savings and meet water efficiency and CO2 standards**.





SPOTLIGHT: RAISING AWARENESS OF ENDANGERED SPECIES

The animals featured on the tails of our aircraft have been a beloved part of our company culture. Flight crews on each aircraft hand out trading cards to children on board to educate them about the animal featured on their plane's tail. We built this program further in 2019 by spotlighting endangered animals on our airplane tails. Today, we also feature some of these endangered species on our Frontier Airlines World Mastercard, which is made of 85% recycled material.

60
ENDANGERED OR AT RISK ANIMALS
FEATURED ON OUR
PLANE TAILS IN 2024





In May 2023, Frontier, along with a consortium of Indigo Partners, LLC, portfolio airlines, executed an agreement for the right to purchase up to 90 million gallons of sustainable aviation fuel, or “SAF”. Not only does this demonstrate our efforts to help limit carbon emissions from air transportation, the investment also will help increase the supply of SAF to the larger airline industry which may enable more widespread adoption than otherwise would be possible. CleanJoule has developed a unique technology to convert abundantly available agricultural residues and other waste biomass into SAF.

According to the International Air Transport Association, SAF has the potential to reduce aviation sector emissions by 80%¹. SAF can reduce life cycle greenhouse gas emissions dramatically compared to conventional jet fuel, and this investment marks an important chapter in Frontier’s commitment to climate action.

¹Source: <https://www.iata.org/en/events/agm/agm-2023/agm-2023-program/financing-saf-panel-summary/>

²Source: <https://www.epa.gov/greenvehicles/fast-facts-transportation-greenhouse-gas-emissions>

³Source: <https://www.energy.gov/eere/bioenergy/sustainable-aviation-fuels>

WHAT IS SUSTAINABLE AVIATION FUEL?

Traditional aviation fuels could be impacted by limited supply and/or regulation restrictions due to climate-related issues. As such, the aviation industry has begun investing in SAF, which is a biofuel used to power aircraft that has similar properties to conventional jet fuel but with a smaller carbon footprint. Depending on the feedstock and technologies used to produce it, SAF can reduce life cycle greenhouse gas emissions dramatically compared to conventional jet fuel. SAF’s lower carbon intensity makes it an important solution for reducing aviation emissions, which make up 8% of U.S. transportation emissions, according to the U.S. Environmental Protection Agency².

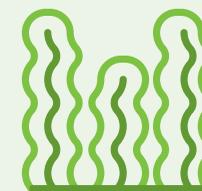
According to the U.S. Department of Energy, an estimated 1 billion dry tons of biomass can be collected sustainably each year in the U.S., enough to produce 50-60 billion gallons of biofuels³. These resources primarily include:



Corn Grain



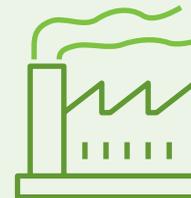
Agricultural Residues



Algae



Forestry Residues



Wood Mill Waste



Fats, Oils and Grease



2024 Scope 1 & Scope 2 Emissions

GREENHOUSE GAS EMISSIONS

The following information was prepared based on a calendar reporting year that is the same as the Frontier Airlines financial reporting period and covers Frontier Airlines and each of its subsidiaries.

Scope 1 and 2 GHG emissions information was prepared in accordance with the World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition and the GHG Protocol Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard.

ORGANIZATION BOUNDARY

The company presents its emissions under the operational control approach, accounting for emissions from operations over which it or one of its subsidiaries has the full authority to introduce and implement its operating policies.

USE OF ESTIMATES AND ESTIMATION UNCERTAINTIES

Emissions data are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. Some data, such as Scope 2 emissions from airport station electricity are estimates.





2024 Scope 1 & Scope 2 Emissions

Scope 1 emissions are direct emissions from the combustion of fuels inside the organizational boundary and include mobile combustion, stationary combustion and fugitive emissions. Scope 2 emissions are indirect emissions from the generation of acquired and consumed electricity, steam, heat or chilled water occurring at sources outside of the organizational boundary as a consequence of activities from sources inside the organizational boundary, including purchased electricity.

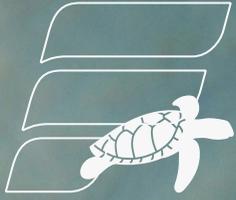
This data has not been verified, assured, audited or reviewed by a third-party provider and is subject to change.

GHG Absolute Emissions in Metric Tons of Carbon Dioxide Equivalent (CO ₂ e)	2024 Results	2024 %	2023 Results	2023 %
Scope 1 Emissions	3,754,896	99.87%	3,587,279	99.85%
Aircraft	3,752,608	99.81%	3,584,766	99.78%
GSE	1,713	0.05%	479	0.01%
Facility Heating	575	0.01%	2,034	0.06%
Scope 2 Emissions (Location-based)	4,956	0.13%	5,347	0.15%
Total Scope 1 and Scope 2 Emissions	3,759,852	100%	3,592,626	100%

Intensity	Unit	2024	2023
Scope 1 & Scope 2 (location-based)	mtCO ₂ e per thousand RPM ¹	0.1217	0.1167
	mtCO ₂ e per thousand ASM ²	0.0935	0.0950
Jet Fuel Emissions	mtCO ₂ e per thousand RPM ¹	0.1214	0.1164
	mtCO ₂ e per thousand ASM ²	0.0933	0.0948

¹RPM means revenue per passenger mile.

²ASM means available seat miles.



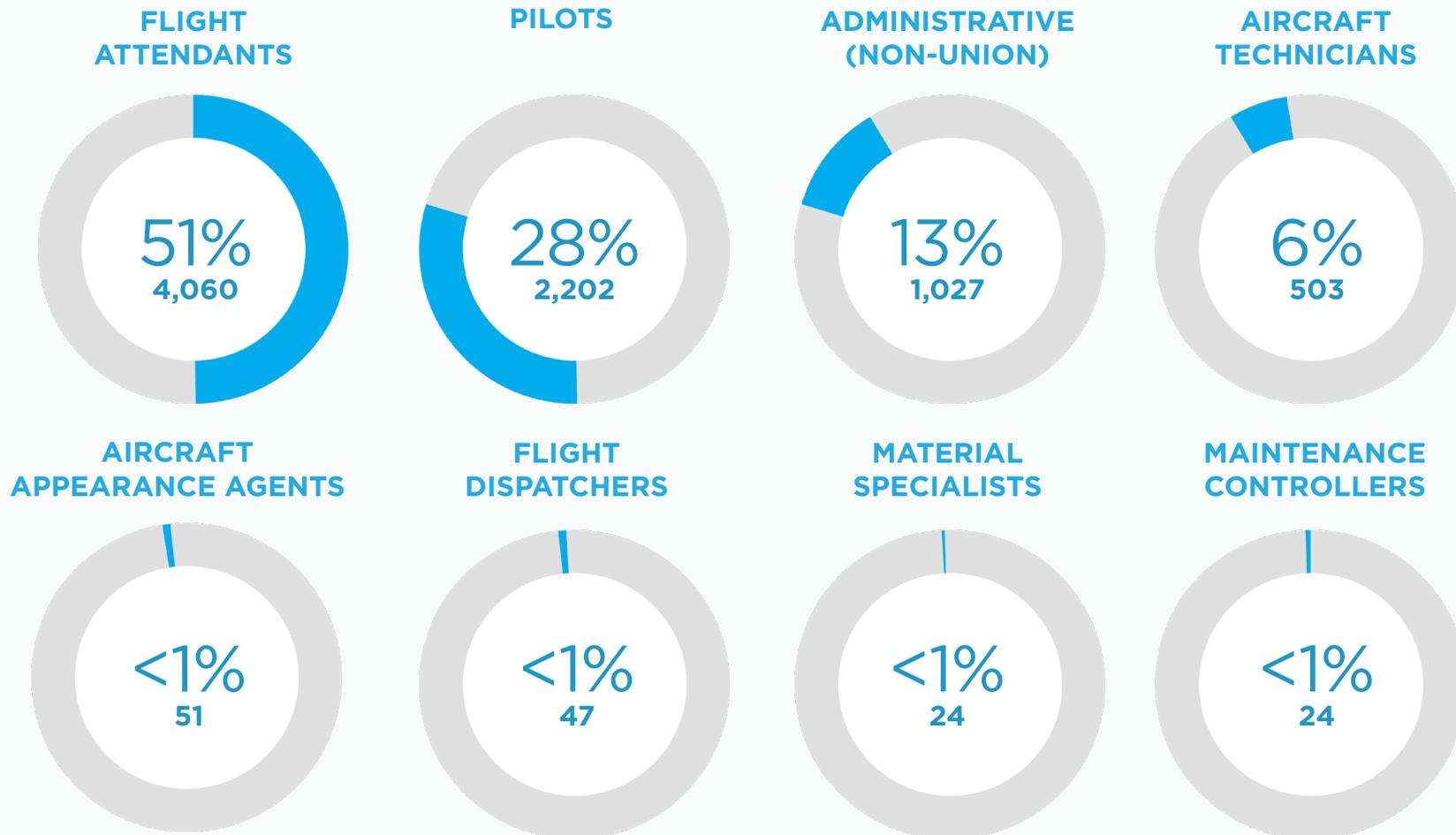
OUR PEOPLE AND CULTURE



Employee Characteristics

As of the end of FY 2024, we had 7,938 total employees within the following functional areas:

Our employees are the key to our success. We are committed to providing equal employment opportunities for all individuals, and we are dedicated to employee engagement, training and development to support our team members' ability to reach their fullest potential.



Frontier supports our crew members' choice to participate in unions and collective bargaining. **Approximately 87% of our employees** were represented by labor unions under collective-bargaining agreements as of December 31, 2024. Frontier is currently in contract negotiations with five of our union groups including our Pilot, Flight Attendant, Aircraft Appearance Agent, Material Specialist, and Maintenance Controller groups. There were no reported work stoppages at Frontier in 2024.



Benefits and Wellness

Our compensation and benefits offerings are designed to support the financial, mental, and physical well-being of our employees and their families. Our compensation package is continuously evaluated and adjusted to remain competitive within the airline industry. We seek to reduce out-of-pocket costs for company-sponsored medical, dental, vision, disability and life insurance plans and maximize the value of employee health savings accounts and 401(k) retirement savings plans.

We know that mental health is as important as physical well-being. To that end, Frontier has an Employee Assistance Program (EAP), a free and confidential service for our employees and members of their immediate household. The EAP includes tele-counseling and face-to-face visits with a licensed counselor for issues including anger management, stress and anxiety, family and parenting issues, substance abuse, coworker conflict, legal advice, and financial planning. Since 2021, we have also offered an incentivized wellness program for employees to invest in their health, earn points and participate in various health and wellness competitions.

Training and Development

At Frontier, we organize and manage training by position and function of each employee's role. Our central learning and development team creates content for our non-union employees, and the Human Resources Business Partners disseminate the training throughout the company. This includes the safety training discussed in the Safety Management System section of this report. Gaps in training are surveyed and assessed during an annual training review process.

As additional resources, many employees have access to online learning libraries. We also support the ongoing development of our employees through conferences, external training, and executive coaching.

PERFORMANCE FEEDBACK

For non-union Frontier employees, we measure performance via annual reviews to determine compensation increases and eligibility for promotions. Union employee performance is covered by conditions set by the collective bargaining agreements, wherein wages are determined by longevity.

SPOTLIGHT: GROWING THE NEXT GENERATION OF PILOTS



- The Pilot Cadet Program is a program to help build a pipeline of successful commercial pilots through a two-year flight training program, with a direct pathway into a First Officer role. Successful applicants complete flight training at over 70 ATP Flight School locations nationwide. No prior flying experience is required, and cadets receive assistance in applying for financial aid to help offset training and living expenses. This program is helping to develop the next generation of pilots and the end of 2024 had over 600 cadets in the program.
- Launched in October 2022, the Rotor Transition Program (RTP) supports U.S. military-trained helicopter aviators to transition to fixed-wing commercial aviation and join Team Frontier. RTP candidates receive training and mentorship to help them smoothly transition from the military to commercial aviation.



Diversity of our Workforce

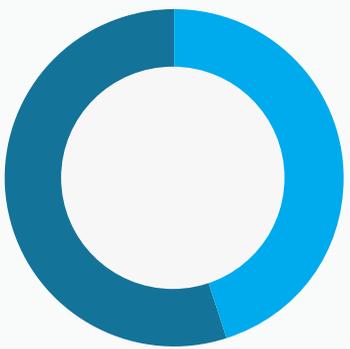
OUR APPROACH

We are stronger as a company when we create a workplace where everyone can bring their whole selves to work. We believe this approach will add value and lead to a more highly engaged workforce, allowing us to deliver better business results. Frontier is committed to providing equal opportunity and fair treatment to all individuals based on merit, without discrimination because of race, color, religion, national origin, sex (including pregnancy), sexual orientation, age, disability, veteran status, or other characteristics protected by law.

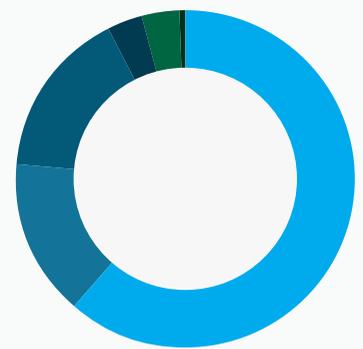


KEY PEOPLE METRICS

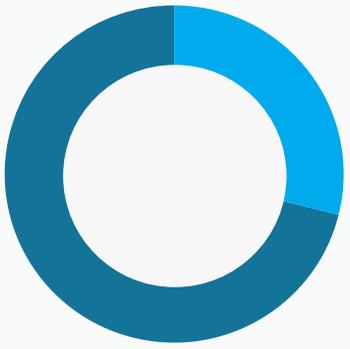
The data below represents a snapshot of our workforce as of December 31, 2024 based on self-identification data from employees. Note: may not add to 100% due to non-specified responses.



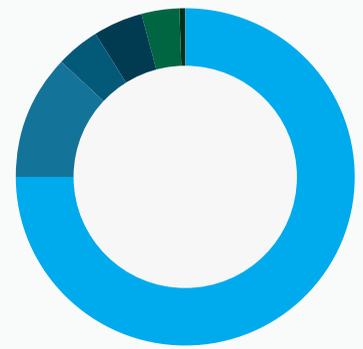
Total Workforce by Gender
● 54% Male
● 46% Female



Total Workforce Ethnic/Racial Diversity
● 57% White
● 19% Hispanic/Latino
● 15% Black/African-American
● 4% Asian
● 3% 2+ Races
● <1% American Indian or Alaskan Native



Managers and Above by Gender
● 70% Male
● 30% Female

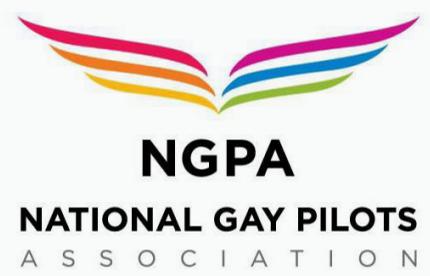


Managers and Above Ethnic/Racial Diversity
● 70% White
● 15% Hispanic/Latino
● 4% Black/African-American
● 4% Asian
● 4% 2+ Races
● <1% American Indian or Alaskan Native



PROGRAMS AND PARTNERSHIPS

To help foster opportunities and careers in aviation, Frontier has developed partnerships with organizations such as:



SPOTLIGHT: ALTITUDE PROGRAM



Altitude is one of the newest programs featured within our Leadership Development curriculum. Designed for high potential leaders with aspirations of growing their careers, Altitude is a multi-month program which features classroom instruction, online courseware, executive mentorship and project work. In 2024, our first cohort of participants began the program and graduated in early 2025.

As detailed in the Training and Development section of this report, Frontier has also established the Pilot Cadet Program which provides a pathway for individuals to pursue a career as commercial pilots. We also continue to invest in our employees through ongoing leadership development opportunities, providing opportunities to grow their career as leaders within the organization.



BUSINESS RESOURCE GROUPS (BRGS)

Our employee-led voluntary BRGs bring together employees with similar interests and experiences to create an environment where everyone can bring their talents, passion, and experiences to the team. Our BRGs, which are open to all employees, include:

- Women’s Leadership Network
- Veteran’s Resource Group
- Frontier PRIDE
- Society of Black Professionals
- Green Steering Committee
- Hispanic Resource Group (late 2024)

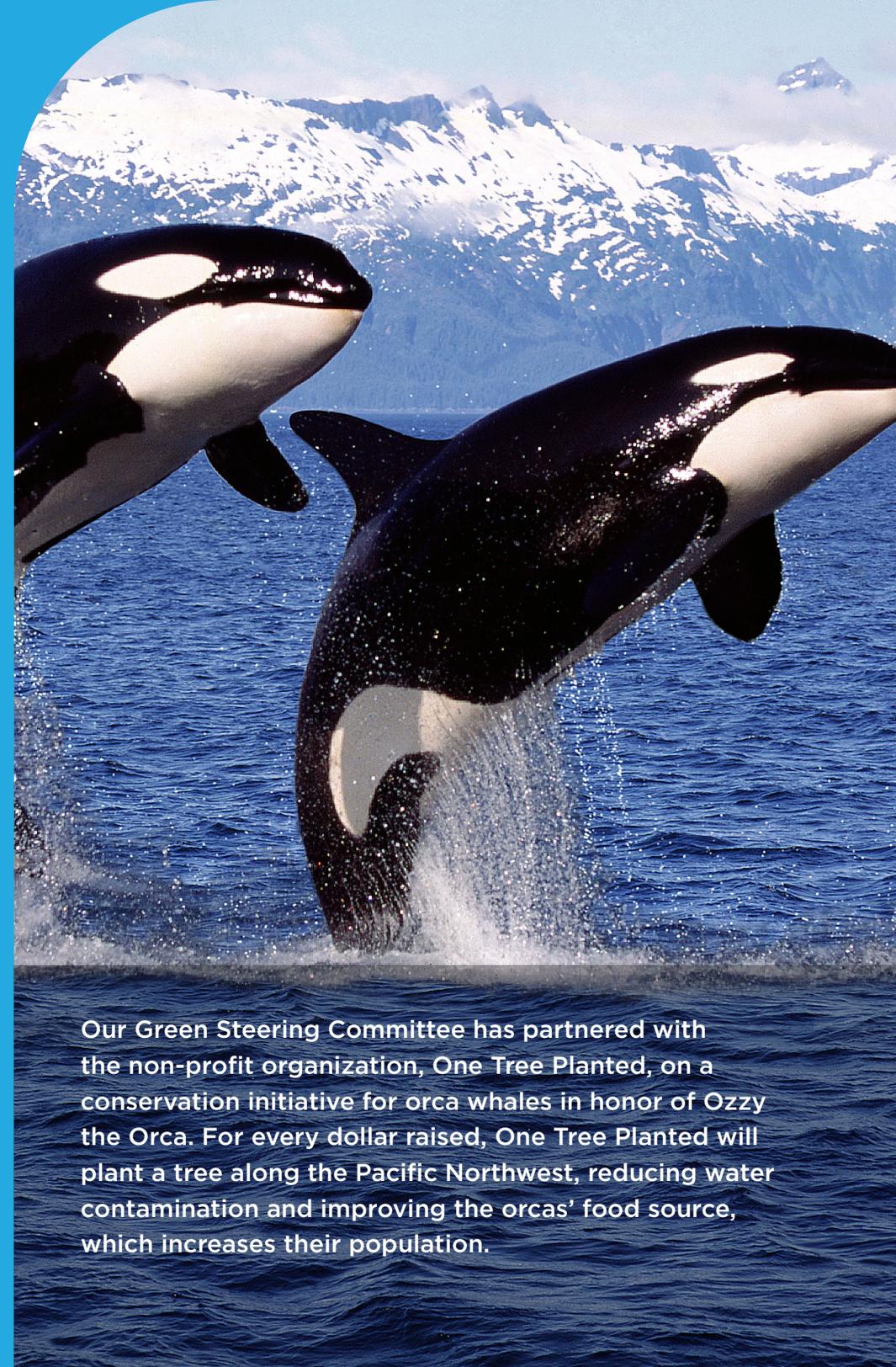


DIVERSITY HIGHLIGHTS

We celebrate our differences throughout the year by recognizing meaningful achievements and sharing stories through our company newsletters during Black History Month, Hispanic Heritage Month, Women’s History Month, Pride Month and Breast Cancer Awareness Month.

SPOTLIGHT: VETERANS DAY AT FRONTIER

We celebrate veterans from all branches of the military who work at Frontier. In 2024, our Veteran’s Resource Group, along with volunteers from around the company, helped to plant US flags outside of our headquarters building to celebrate Veteran’s Day.



Our Green Steering Committee has partnered with the non-profit organization, One Tree Planted, on a conservation initiative for orca whales in honor of Ozzy the Orca. For every dollar raised, One Tree Planted will plant a tree along the Pacific Northwest, reducing water contamination and improving the orcas’ food source, which increases their population.



Culture of Caring

Our Mission: Positively transform Frontier by embedding CARE in all that we do.

In 2024, Frontier introduced the Culture of Caring. We believe that our commitment to delivering a Culture of Caring will deliver both short and long term value to the company, it's team members, and our customers. Our Culture of Caring is intended to:

- Enhance our customer and employee experience through genuine, caring interactions.
- Increase customer loyalty through visible changes.
- Drive operational success by integrating care into efficiency-focused workflows.
- Foster a strong, engaged workforce where employees feel valued.
- Unify Team Frontier under a shared purpose of teamwork and accountability.



DELIVERING ON OUR CARE COMMITMENT: THREE KEY PILLARS



Caring for our CUSTOMERS

Creating easy, affordable and enjoyable experiences.



Caring for EACH OTHER

Encouraging positive teamwork, dependability, and friendliness.



Caring for our FUTURE

Driving innovation and discipline to maintain low fares and operational efficiency, with our communities and planet in mind.



COMMUNITY ENGAGEMENT

FRONTIER



SPOTLIGHT: FRONTIER CHARITY GOLF TOURNAMENT

Frontier holds an annual charitable golf tournament in Colorado's Rocky Mountains. The event raises money for Folds of Honor, a non-profit that provides scholarships to families of service men and women who have fallen or been left with a disability while protecting their country.

SINCE INAUGURAL SPONSORSHIP WE HAVE RAISED CLOSE TO

\$1.5M

RAISED IN 2024

\$485K



HOPE

Frontier's employees generously give their time to a variety of causes throughout the year, including visits to local schools and Aviation Day events to promote careers in Aviation and the importance of education.

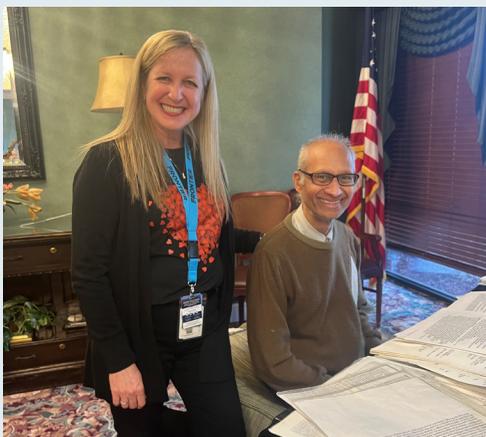
Giving back to our communities is in our DNA, and we support many charitable organizations through volunteerism, in-kind donations and fundraising. Our philanthropic causes include support for those experiencing homelessness or terminal illness, women recovering from domestic violence, food banks, animal shelters, and more.

For employees experiencing hardship, Frontier's HOPE League is available to support and is funded through employee donations. Frontier also allows customers to pay it forward by donating their unused Frontier Miles to select non-profit organizations.



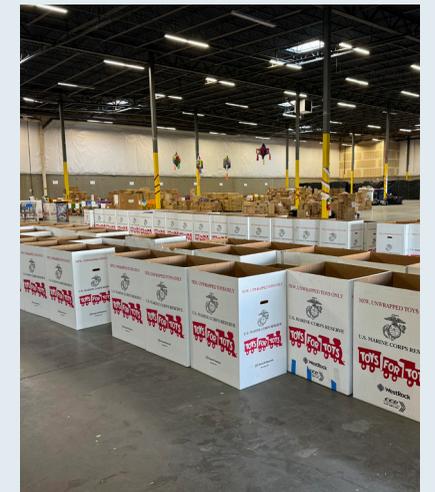
SPOTLIGHT: AMERICAN ASSOCIATION OF RETIRED PEOPLE’S WISH OF A LIFETIME

On Valentine’s Day in 2024, Frontier partnered with Wish of a Lifetime to hand out roses to residents at two Denver-area senior facilities.



SPOTLIGHT: FRONTIER JOINS FORCES IN HOLIDAY TOY DONATION DRIVE

In conjunction with the U.S. Marine Corps, Frontier’s Veterans Resource Group sponsored a Toys for Tots campaign for children and families in need.



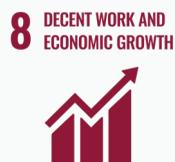


APPENDIX



United Nations Sustainable Development Goals (SDGs)

The United Nations Sustainable Development Goals (SDGs) are a call to action by all countries to promote prosperity while protecting the planet. Represented by 17 Global Goals and 169 targets, the SDGs address challenges of poverty, inequality, climate change, environmental degradation, and achieving peace and justice. Below, we identified the SDGs where we believe Frontier has the greatest influence and impact through our business strategy, products, and services.

Goal	Description	Specific Goal Targets	Alignment to Frontier	Report Chapter
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all	8.5	<ul style="list-style-type: none"> • Frontier provides jobs with competitive compensation and benefits for over 7,000 employees. • We have training and development programs for entry-level and underrepresented groups in aviation. 	Our People and Culture
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	9.1	<ul style="list-style-type: none"> • Frontier annually transports 33 million passengers on more than 350 routes. Our low-cost and fuel-efficient model reduces the cost of air travel and helps connect more families and businesses. 	<p>Introduction</p> <p>Environmental Stewardship</p>
 <p>10 REDUCED INEQUALITIES</p>	Reduce inequality within and among countries	10.2	<ul style="list-style-type: none"> • Through industry partnerships and pilot recruitment initiatives, we aim to train and hire more pilots from historically underrepresented groups in aviation. 	Our People and Culture

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS) continued

Goal	Description	Specific Goal Targets	Alignment to Frontier	Report Chapter
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Ensure sustainable consumption and production patterns	12.5, 12.6	<ul style="list-style-type: none"> We have implemented numerous measures designed to lower aircraft weight and reduce inflight waste. We are committed to regularly report our sustainability initiatives. 	Environmental Stewardship
 <p>13 CLIMATE ACTION</p>	Take urgent action to combat climate change and its impacts	13.3	<ul style="list-style-type: none"> Frontier has a newer, highly fuel-efficient fleet and we reduce our impact by optimizing operational behavior (e.g., takeoff and landing procedures), weight load, and route management. 	Environmental Stewardship
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	Strengthen the means of implementation and revitalize the global partnership for sustainable development	17.16, 17.17	<ul style="list-style-type: none"> We participate extensively through industry partnerships to advance safety and hazard reporting, stop human trafficking, advance diversity in aviation, and more. 	<p>Customer and Team Member Well-Being</p> <p>Environmental Stewardship</p> <p>Our People and Culture</p>



The Financial Stability Board’s Task Force on Climate-Related Financial Disclosures (TCFD)

The TCFD provides a framework of recommended disclosures for corporate reporting on climate-related risks and opportunities, categorized by Governance, Strategy, Risk Management, and Metrics and Targets.

Category	Recommended Disclosures	Alignment to Frontier
Governance	<ul style="list-style-type: none"> Describe the board’s oversight of climate-related risks and opportunities. Describe management’s role in assessing and managing climate-related risks and opportunities. 	<ul style="list-style-type: none"> See page 10, “Board ESG Oversight” See page 9, “Enterprise Risk Management and ESG Oversight” and pages 21-25
Strategy	<ul style="list-style-type: none"> Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including 2°C or lower scenario. 	<ul style="list-style-type: none"> See page 21, “Fleet and Fuel Efficiency”, page 22 “Weight Reduction Initiatives”, and page 25, “CleanJoule” See page 21, “Fleet and Fuel Efficiency”, page 22 “Weight Reduction Initiatives”, and page 25, “CleanJoule” See page 23, “Facilities Management” for climate resilience strategies. The Company is still assessing potential climate-related scenarios.
Risk Management	<ul style="list-style-type: none"> Describe the organization’s processes for identifying and assessing climate-related risks. Describe the organization’s processes for managing climate-related risks. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management. 	<ul style="list-style-type: none"> See page 9, “Enterprise Risk Management and ESG Oversight” See page 21, “Fleet and Fuel Efficiency” See page 9, “Enterprise Risk Management and ESG Oversight”
Metrics and Targets	<ul style="list-style-type: none"> Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. 	<ul style="list-style-type: none"> See page 27, “2024 Scope 1 & Scope 2 Emissions” as well as page 42 “SASB” See page 27, “2024 Scope 1 & Scope 2 Emissions” The Company continues to assess potential targets by which to measure its performance against, however at this time no such targets have been established.



Sustainability Accounting Standards Board (SASB)

The following tables incorporate Version 2023-12 of the SASB Standards (now a part of the IFRS Foundation) related to Airlines. They include the relevant topic metric(s) where available and/or references to sections within this report where additional content related to the metric can be found.

Topic	Accounting Metric	SASB Code	FY 24 Response	Report Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions	TR-AL-110a.1	See page 27 for our Scope 1 and Scope 2 Greenhouse Gas Emissions	Fleet & Fuel Efficiency
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TR-AL-110a.2		Fleet & Fuel Efficiency
	(1) Total fuel consumed, (2) percentage alternative, (3) percentage sustainable	TR-AL-110a.3	(1) 381 million gallons	Fleet & Fuel Efficiency
Labor Practices	Percentage of active workforce covered under collective bargaining agreements	TR-AL-310a.1	87%	Employee Snapshot
	(1) Number of work stoppages and (2) total days idle	TR-AL-310a.2	There were no reported work stoppages at Frontier in 2024.	Employee Snapshot
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TR-AL-520a.1	0	Business Ethics and Compliance
Accident & Safety Management	Description of implementation and outcomes of a Safety Management System	TR-AL-540a.1	See page 16 for details on our Safety Management System	Safety Management System
	Number of aviation accidents	TR-AL-540a.2	0	Safety Management System
	Number of governmental enforcement actions of aviation safety regulations	TR-AL-540a.3	0	Safety Management System

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS: AIRLINES



ACTIVITY METRIC: AIRLINES

Activity Metric	SASB Code	FY 24 Response
Available seat kilometers (ASK)	TR-AL-000.A	64,166.2 million
Passenger load factor	TR-AL-000.B	76.8%
Revenue passenger kilometers (RPK)	TR-AL-000.C	49,294.2 million
Revenue ton kilometers (RTK)	TR-AL-000.D	Not available
Number of departures	TR-AL-000.E	216,374
Average age of fleet	TR-AL-000.F	4.6 years

FORWARD-LOOKING STATEMENTS

Certain statements in this report should be considered forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, Section 21E of the Securities Exchange Act of 1934, as amended, and the Private Securities Litigation Reform Act of 1995. These forward-looking statements are based on the Company’s current expectations and beliefs with respect to certain current and future events and anticipated financial and operating performance. Words such as “expects,” “will,” “plans,” “intends,” “anticipates,” “indicates,” “remains,” “believes,” “estimates,” “forecast,” “guidance,” “outlook,” “goals,” “targets” and similar expressions are intended to identify forward-looking statements. Additionally, forward-looking statements include statements that do not relate solely to historical facts, such as statements which identify uncertainties or trends, discuss the possible future effects of current known trends or uncertainties, or which indicate that the future effects of known trends or uncertainties cannot be predicted, guaranteed or assured. All forward-looking statements in this Current Report on Form 8-K are based

upon information available to the Company on the date of this report. The Company undertakes no obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future events, changed circumstances or otherwise, except as required by applicable law.

Actual results could differ materially from these forward-looking statements due to numerous risks and uncertainties relating to the Company’s operations and business environment including, without limitation, the following: unfavorable economic and political conditions in the states where the Company operates and globally, including tariffs and other trade protection measures, an inflationary environment and potential recession, weakened demand environment, and the resulting impact on cost inputs and/or consumer demand for air travel; the highly competitive nature of the global airline industry and susceptibility of the industry to price discounting and changes in capacity; disruptions to the Company’s flight operations, including due to factors beyond the Company’s control, such as adverse weather events or air traffic controller staffing shortages; the Company’s ability to attract and retain qualified personnel at reasonable costs; high and/or volatile fuel prices or significant disruptions in the supply of aircraft fuel, including as a result of the war between Russia and Ukraine and conflict in the Middle East; the Company’s reliance on technology and automated systems to operate its business and the impact of any significant failure or disruption of, or failure to effectively integrate and implement, the technology or systems; the Company’s reliance on third-party service



providers and the impact of any failure of these parties to perform as expected, or interruptions in the Company's relationships with these providers or their provision of services; adverse publicity and/or harm to the Company's brand or reputation; reduced travel demand and potential tort liability as a result of an accident, catastrophe or incident involving the Company, its codeshare partners or another airline; terrorist attacks, international hostilities or other security events, or the fear of terrorist attacks or hostilities, even if not made directly on the airline industry; increasing privacy and data security obligations or a significant data breach; further changes to the airline industry with respect to alliances and joint business arrangements or due to consolidations; changes in the Company's network strategy or other factors outside its control resulting in less economic aircraft orders, costs related to modification or termination of aircraft orders or entry into less favorable aircraft orders; the Company's reliance on a single supplier for its aircraft and two suppliers for its engines, and the impact of any failure to obtain timely deliveries, additional equipment or support from any of these suppliers; expanded inspection programs and/or heightened maintenance requirements imposed on the Company's aircraft or engines; the impacts of union disputes, employee strikes or slowdowns, and other labor-related disruptions on the Company's operations; extended interruptions or disruptions in service at major airports where the Company operates; the impacts of seasonality and other factors associated with the airline industry; the Company's failure to realize the full value of its intangible assets or its long-lived assets, causing the Company to record impairments; the costs of compliance with extensive government regulation of the airline industry; costs, liabilities and risks associated with environmental regulation and climate change; the Company's inability to accept or integrate new aircraft into the Company's fleet as planned; the impacts of the Company's significant amount of financial leverage from fixed obligations, the possibility the Company may seek material

amounts of additional financial liquidity in the short-term and the impacts of insufficient liquidity on the Company's financial condition and business; failure to comply with the covenants in the Company's financing agreements or failure to comply with financial and other covenants governing the Company's other debt; changes in, or failure to retain, the Company's senior management team or other key employees; current or future litigation and regulatory actions, or failure to comply with the terms of any settlement, order or arrangement relating to these actions; increases in insurance costs or inadequate insurance coverage; and other risks and uncertainties set forth from time to time under sections captioned "Risk Factors" in the Company's reports and other documents filed with the SEC, including the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2024, which was filed with the SEC on February 18, 2025.