



FRONTIER'S ENVIRONMENTAL AND SOCIAL PROGRAMS

MARCH 2021

Frontier Airlines has become America's Greenest Airline

By focusing on sustainable business practices and financial investments that reduce our environmental footprint, Frontier Airlines has become America's Greenest Airline. We are leading the way in environmental stewardship in the airline industry and serving the needs of today's eco-conscious air travelers.

At Frontier, we believe that air travel should be accessible to all and we place people first, both our customers and team members. Not only do we have a highly engaged and satisfied workforce, we also partner

with mentoring and professional development organizations for underserved groups to ensure diversity and opportunities for those pursuing aviation careers. And we take pride in supporting our communities through a wide variety of philanthropic and volunteer initiatives.

The well-being of our customers and team members is at the forefront of everything we do and Frontier Airlines is an industry leader in healthy travel practices.

Youngest and most fuel-efficient aircraft fleet in the U.S.

Frontier's fleet is made up exclusively of Airbus A320 family aircraft and is the youngest, most fuel-efficient fleet in the U.S.

Over half of Frontier's planes are A320neo's, which feature engines designed to deliver optimum fuel efficiency as well as a 50 percent reduction in noise versus the previous generation.

Frontier's aircraft fleet is 43 percent

more fuel efficient, on average, than other U.S. airlines (based on Frontier Airlines' 2019 fuel consumption per seat-mile compared to the weighted average of major U.S. airlines). We have more than 150 additional Airbus A320 family aircraft on order, furthering the growth and modernization of our fleet, along with our commitment to operating in an environmentally responsible manner.



Initiatives to reduce aircraft weight, save fuel and benefit the environment

Frontier has undertaken multiple initiatives in recent years to reduce the weight of our aircraft, eliminate paper and use environmentally friendly products.

Lower aircraft weight saves fuel and reduces CO2 emissions, which not only helps minimize our environmental footprint, but also helps reduce costs, ultimately benefitting consumers in the form of lower fares.

A key driver of reduced weight on our aircraft stems from our policies around baggage and inflight catering. By charging for carry-on and checked bags, consumers are incentivized to pack less. By charging for beverages, including soft drinks, along with all food items, passengers are encouraged to be more discerning in their consumption. This results in less catering supplies, which also reduces aircraft weight.





In late 2020, Frontier announced an agreement with premium seat manufacturer Recaro to supply the seats for 156 new aircraft on order and scheduled for delivery between March 2021 and mid-2027. The seats weigh 30 percent less than existing seats and, on an average A321 aircraft, will result in fuel savings of nearly 32,000 gallons per year. Based on U.S. Environmental Protection Agency equivalency calculators, the fuel savings provided by the new seats across the 156 aircraft over the course of a year is equal to the elimination from the environment of approximately:



**642 million
plastic bottles**



**1.1 billion
plastic bags**



**15 billion
plastic straws**

Other 'green' measures we've implemented onboard our aircraft:

- A point-to-point versus hub network which contributes to fuel efficiency
- Further reducing aircraft weight by removing in-flight entertainment devices given that the vast majority of Americans travel with a personal mobile device housing their preferred entertainment choices
- Launch of a mobile app that gives customers access to everything they need electronically, eliminating paper itineraries, receipts and boarding passes
- Introduction of biodegradable cups and elimination of plastic stirrers to help the environment
- Paperless cockpits by giving our pilots mobile work pads that contain all the necessary data and information to do their jobs
- Elimination of onboard magazines resulting in a significant weight reduction per flight while saving thousands of pounds of paper on an annual basis
- Single engine taxiing after landing which reduces fuel consumption
- More efficient aircraft brakes which contribute to fuel savings





Our people are our most important asset

At Frontier Airlines, we are fully committed to providing equal employment opportunities for all persons and prohibit discrimination in all aspects of our operation. We are dedicated to employee engagement, training, and development to support and advance our team members to their fullest potential

Our most recent employee satisfaction survey, conducted in late 2020, indicates that the majority of our employees highly rate the direction of the company, along with the communication and support offered by senior leadership. A solid majority

believes that Frontier is dedicated to inclusion and diversity. The Employee Promoter Score – an accurate measure of workforce engagement – increased by 40-plus points over last year's survey, indicating a strong commitment to the company by our workforce.

Frontier has established employee business resource groups, including the Women's Leadership Network and the Veterans' Resource Group, with plans for additional resource groups in the future. We also partner with organizations such as the Latino Pilots Association, Girls in Aviation and RTAG (Rotary to Airline Group) to help foster opportunities and careers in aviation.



Modernized, energy-efficient headquarters location

In 2017, Frontier moved its Denver, Colorado headquarters location to a new LEED Certified building, designed to achieve maximum energy savings, water efficiency and CO2 standards.





Cortez
THE GREEN
TURTLE



Ichabod
THE WHOOPING
CRANE



Cruz
THE ISLAND FOX



Watson
THE KEY DEER

Highlighting endangered species

Throughout Frontier's history, our airplane tails have featured animals, from Flo the Flamingo and Powder the Polar Bear to Peachy the Fox and Otto the Owl. They provide our planes with a distinctive and fun appearance that delights children and adults alike. Flight crews on each aircraft hand out trading cards to children on board that tell the unique story of the animal on the plane's tail.

In 2019, we introduced a new initiative to highlight endangered species on our tails, starting with Wellington, the Black-Footed Ferret. New tails now feature North American endangered species, serving to highlight the importance of these unique animals whose populations are at risk of extinction.



Social responsibility

The Frontier business model is based on the principle that flying should be affordable for everyone. Not only does our pricing structure support that mission, but Frontier's family focus, including our unique Kids Fly Free program (with Discount Den membership), makes air travel accessible for families.



When it comes to charitable initiatives, giving back is in our DNA. We support a huge array of charitable organizations through volunteerism, in-kind donations and fundraising, with causes ranging from food banks, children, battered women, and homelessness to the environment, animals and terminal illness. The company's HOPE League is funded through employee donations and supports colleagues experiencing hardship.





At the forefront of healthy travel

As Covid-19 spread around the globe, we acted quickly to adapt and ensure we were doing everything possible to keep our customers and team members safe. We have been an industry leader in healthy travel initiatives and are currently the only U.S. airline conducting temperature screenings for all passengers and crew prior to boarding. Anyone with a temperature of 100.4 degrees Fahrenheit or higher will be denied boarding as a step to better protect other passengers while flying.

Additionally, we enacted a variety of other sweeping health and safety enhancements affecting every step of a customer's travel journey, beginning with required face coverings that must be worn by all passengers and team members throughout every

flight. We also instituted a health acknowledgement, which must be completed during check-in via the company's website or mobile app. Passengers are required to confirm that:

- Neither they nor anyone in their household has exhibited Covid-19 related symptoms in the last 14 days
- They will wash their hands/sanitize before boarding the flight
- They understand and acknowledge the airline's face covering policy and pre-boarding temperature screening policies

Frontier also introduced a fogging disinfectant to our already stringent aircraft cleaning and sanitation protocols, which provides a safe, certified disinfecting solution proven to be effective against viruses. The fogging includes virtually every surface in the passenger cabin. Planes are wiped down every night with additional disinfectant, as well.

During flight, main cabin air is a mix of fresh air drawn from outside and air that has been passed through an air filtration system that features HEPA filters capable of capturing respiratory virus particles at more than 99.9% efficiency - similar to those used in hospital environments. Frontier's modern all-Airbus fleet is among the youngest in the world - all aircraft currently in operation are less than four years old.

For additional information, visit <https://www.flyfrontier.com/committed-to-you/>