

BOOSTER®

2022 ESG Report

Our Commitment to ESG & Sustainability

boosterusa.com



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Letter From Booster CEO Frank Mycroft

Fueling the Energy Transition ... Sustainably

The world is at a tipping point. Policymakers, companies and countries are working to combat the climate crisis by setting aggressive environmental, social and governance (ESG) goals in attempts to design a healthier, more sustainable future.

Though wide-scale electrification and zero-emissions energy solutions such as hydrogen will be critical to fully decarbonize the global economy, the energy transition will present challenges too complicated to be solved by just these technologies, especially in the short term. While we all desire a net-zero future state, incredible — but not insurmountable — challenges stand in the way. We will need time, innovation and a diverse lineup of advanced technologies to overcome them.

Here at Booster, our greatest opportunity to build a more sustainable world is through the tech-driven mobile energy services we provide our customers — our contribution to that diverse lineup of energy solutions. But it's not enough to only look externally; we must also examine our own business practices and operations to ensure we are making the strongest sustainability commitments to the environment, our people and the governance of our company.

With this in mind, I am proud to introduce our 2022 ESG Perspective, which aims to record tangible progress on our journey to making this planet a better, more sustainable and more equitable place to live. We welcome you to follow along.

Frank Mycroft
Booster CEO and co-founder

Booster's Commitment To Sustainability

At a time when the urgent desire to transition to a sustainable energy future is far outpacing the availability of the necessary infrastructure, Booster provides a critical solution for the mobility and transportation sectors.

We are proud of what we do ... but that alone isn't enough.

Sustainability is a journey, not a destination. Sustainability drives everything we do here at Booster, and is reflected in our commitment to the environment, our people and the governance of our company.



Our Mission

Our mission is to power the delivery of everything.



Our Vision

We believe the world needs better energy solutions to power the movement of things.



Our Values

We have six core values that underlie the foundation of everything we do at Booster.

Booster Values

At Booster, our core values guide our approach to interacting with customers, communities and fellow team members, creating a framework for our company culture.

From one-on-one conversations to large team meetings, our values offer a lens for discussion, internal recognition, and problem-solving. Booster values are an intrinsic part of life at Booster.



Safety

Our daily guiding principle.



Excellence

Never settle. Always raise the bar.



Customer

The heart of all our actions.



Bold

Be brave and create the future.



Integrity

Do the right thing, even when no one is looking.



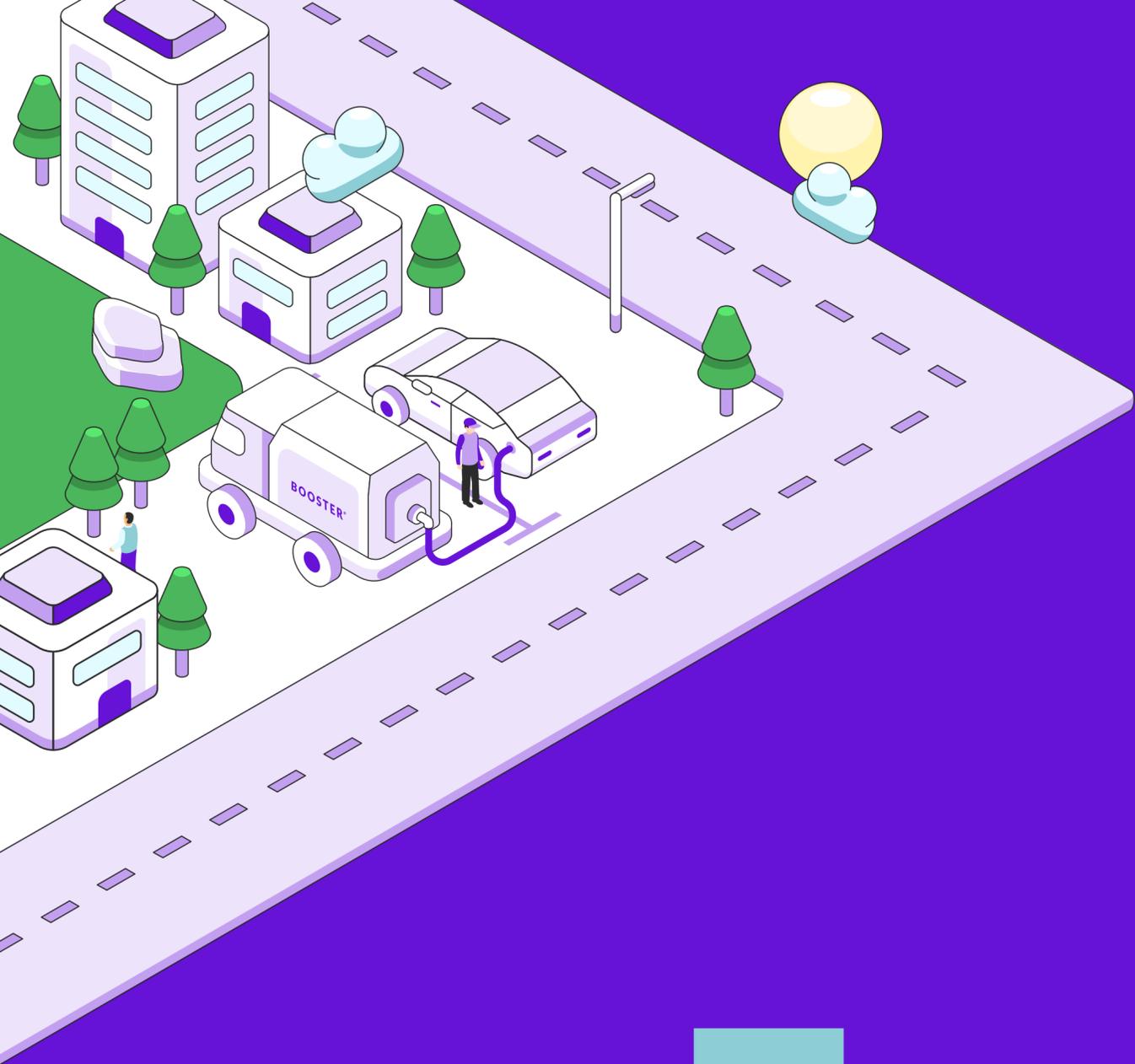
Stewardship

Support the planet and everyone on it.

The U.N. Sustainable Development Goals

To help keep us on the right path, we align our efforts with the United Nations' Sustainable Development Goals (SDGs), a collection of 17 global goals designed to provide a “a shared blueprint for peace and prosperity for people and the planet, now and into the future.” The SDGs supply a framework for companies to evaluate how they are performing against their ESG commitments.





Environment

Setting the Standards

Smart and Safe Environmental Policies

To safely fuel vehicles, our Service Professionals require a CDL Class C permit, with hazmat and tanker endorsements. We follow (and often exceed) all requirements for onboard refueling vapor recovery (ORVR). We also have the following safe fueling measures in place to protect the environment and our customers:

- ★ **Exceed safety expectations** – All U.S. Department of Transportation, Environmental Protection Agency, and fire and air quality requirements for the transport, storage, and dispensation of fuel.
- ★ **Adherence to highest requirements** – Fully compliant with NFPA 30A, FMCSA, and the International Fire Code.
- ★ **End-to-end insurance** – Comprehensive commercial auto and pollution insurance with enterprise-class liability coverage.
- ★ **Spill prevention** – Three-stage Perfect Boost spill prevention protocol with a zero-drip policy based on fire hazmat safety measures.



"Protecting the environment is at the core of our mission as we work to decrease carbon emissions, investigate newer, more sustainable alternative fuels, and support our customers as they embark upon their decarbonization journey."

– Jason Godley, President, Booster

Our Compliance Standards

- ★ CARB Executive Order – Validation through policy executive order of Booster's high standards for emissions reduction as the benchmark for the industry.
- ★ National Fire Protection Association (NFPA) requirements under NFPA-30A – Meets all requirements of the NFPA Flammable and Combustible Liquids Code.
- ★ Federal Motor Carrier Safety Administration (FMCSA) and International Fire Code (IFC) – Meets all requirements for on-demand mobile fueling
- ★ Advanced National Institute of Standards and Technology (NIST) certified – Meets federal DOT, EPA, Weights & Measures, and Air Resources standards.
- ★ All of our drivers are qualified as SMITH System drivers – The SMITH System is the industry standard for defensive driving for commercial drivers.

Every delivery vehicle is equipped with an automatic shutoff nozzle, 30-gallon fuel-limit switch, and is overturn spill protection certified (NFPA 385).

We Must be Good Stewards

Prioritizing Environmental Accountability Throughout our Business

Mapped to SDGs 7, 9, 11, 13

As a company focused on bringing sustainable, decarbonized solutions to the transportation sector, environmental stewardship sits at the heart of our business. But a successful sustainability mission radiates outward, and we take seriously our responsibility to minimize our own environmental impacts. At our core, we want to make the world a better, cleaner, more convenient place for all. We recognize this begins with securing the health of our planet and our generations to come.

- ★ Booster is an active participant in the [California Clean Air Day Pledge](#), a project of the [Coalition for Clean Air](#), and strives to achieve 100% participation.
- ★ This year, Booster was named a finalist for the 2022 "Best Tech for Good" award by Tech in Motion, which recognizes companies that "apply technology to tackle today's most pressing social, global, and environmental challenges."
- ★ In 2019, Booster was awarded Sustainability Service of the Year by the Business Intelligence Group, in honor of bringing sustainability to the forefront of their business practices and overall mission.
- ★ This year, we implemented an internal Head of Sustainability and developed the first "Sustainability Working Group" comprised of a cross-functional team working to identify and implement sustainable measures throughout our business practices.



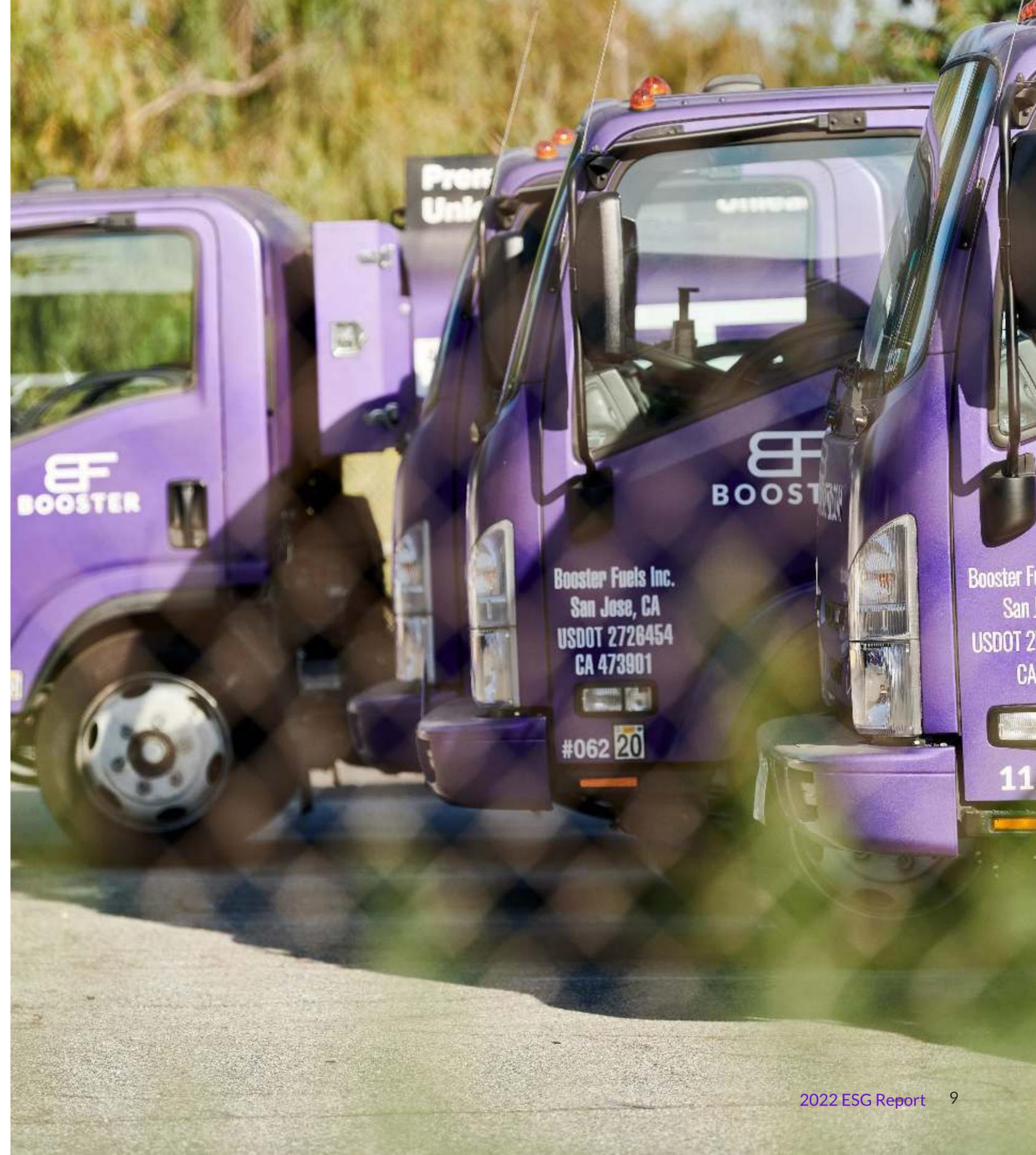
Continuous Improvement

Running Our Efficient, Modern Commercial Fleet

Booster strives to reduce environmental impacts across all our operations. We track the direct carbon emissions resulting from our operations, which come primarily from our service vehicles and from our corporate footprint at our headquarters and in our yards.

In markets where we are able to obtain Renewable Diesel, we have converted nearly 100% of our fleet customers to the sustainable alternative fuel, which can offer up to 70% lower lifecycle emissions compared to petroleum diesel. As of September, we offer Renewable Diesel to all our diesel-powered fleet customers in the San Francisco Bay Area, Orange County, San Diego, Sacramento, and San Jose.

Since introducing renewable diesel fuels in November 2021, Booster has now converted nearly 100% of California-based fleet customers to this lower carbon supply.



Reducing the Carbon Impact of Fleets Today and Tomorrow

Addressing the Energy Losses and Emissions of Traditional Fueling Methods

Today, we enable customers like Amazon, Zum, Imperfect Foods and UPS to power their vehicles with the right fuels, at the right time, in the right place. Delivering fuel through our mobile operations requires less fuel, producing fewer emissions. Booster’s [renewable diesel offerings](#) further reduce carbon impact by 70% or more compared to typical diesel formulations.

To decarbonize fleets even further, Booster is investing in flexible infrastructure to support battery and fuel cell electric vehicles. In summer 2022, Booster began to integrate new assets and energy types into our existing operational platform. We are committed to speed the rollout of zero emissions vehicles by creating rapid-to-deploy EV charging and FCEV fueling services.

Prevent harmful emissions	Reduce volatile organic compounds	Eliminate underground contamination
<ul style="list-style-type: none"> • Every boost saves 2.2 miles driven and up to 2.87 lbs of CO₂ emissions. • Reduce carbon and fuel transfers. • Our Smart Tanker is 100% carbon-neutral and results in 50% fewer fuel transfers. • Reduce vapor emissions. • Eco-Nozzle technology is ORVR compliant and reduces emissions with every Boost. 	<ul style="list-style-type: none"> • Reduce smog emissions. • For every four vehicles fueled, Booster reduces smog emissions by the equivalent of one vehicle. • Reduced fuel transfers • Thanks to a simplified supply chain, fueling with Booster requires only 50% of the fuel transfers that a gas station requires. • Reduced emissions from ICE fleet. • Biofuel blends and biodiesel logistic solutions reduce emissions, VMTs and labor cost. 	<ul style="list-style-type: none"> • Zero risk of soil or water supply contamination. • No underground storage tanks means no risk of our fuel ever leaking into the soil or water supply. • Exhaustive spill prevention protocol. • Our three-stage Perfect Boost spill prevention protocol has a zero-drip policy based on fire and hazmat safety measures.

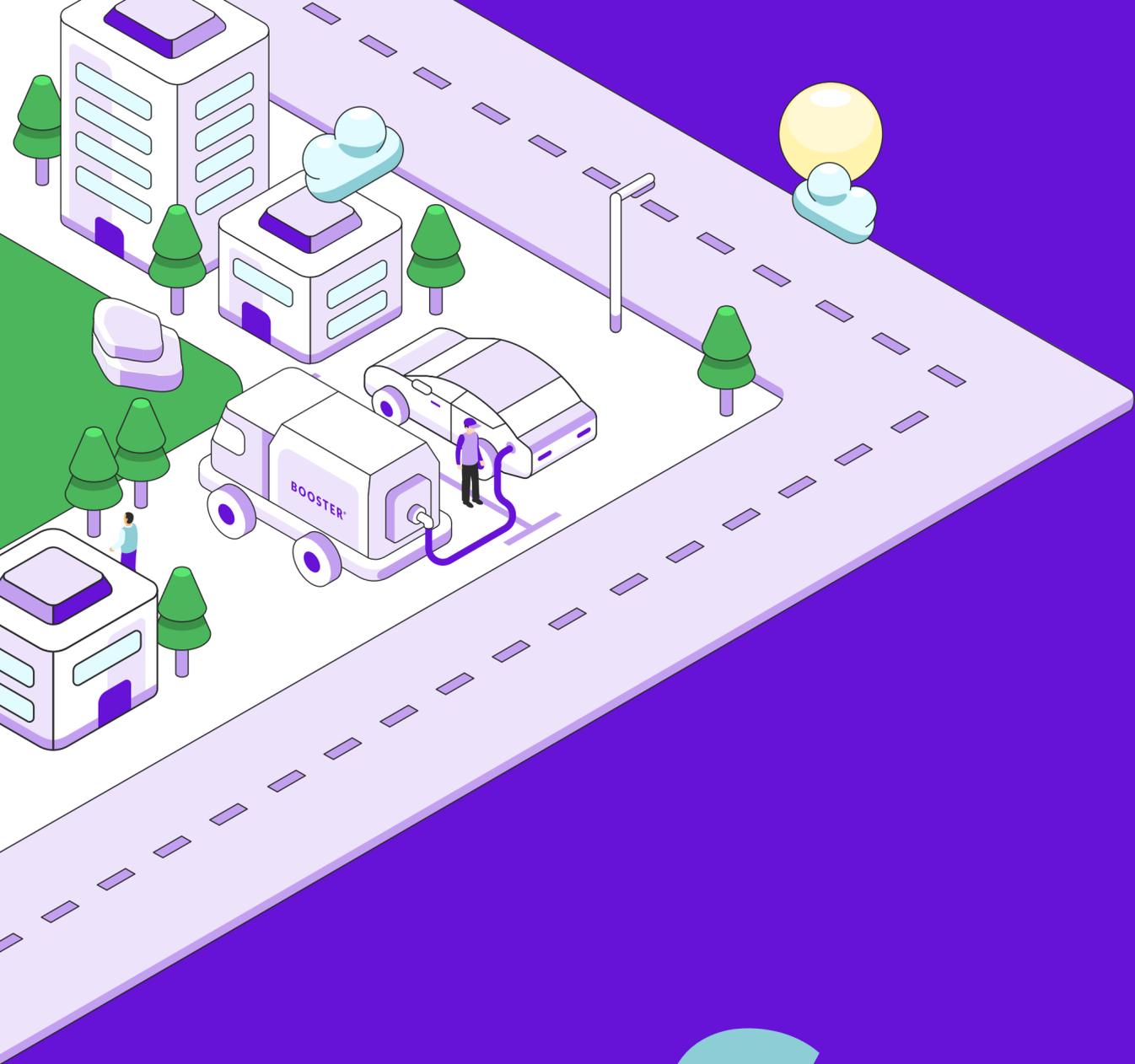
Backed by Telematics

Digital Technologies Improve Sustainability for Booster and its Customers

Telematics technologies are a powerful tool that allow us to track and improve the sustainability of our own fleet. By tracking a range of data in real time, telematics helps Booster improve the sustainability of its own fleets. Some examples include:

1. **Safety Monitoring** – Can help reduce negative driving behaviors like hard braking, aggressive driving and abrupt acceleration, all of which negatively impact fuel economy while reducing the risk of accidents.
2. **Vehicle Health** – Poor vehicle performance consumes more fuel; fault code notifications alert to vehicle performance issues.
3. **Capture Vehicle Meters** – Tracking miles/engine hours allows for better maintenance, and a well-maintained vehicle reduces carbon output.
4. **Monitor Idling** – Reducing idling reduces emissions and fuel consumption; an idling heavy-duty truck engine can consume up to 1 gallon per hour.
5. **GPS Tracking** – Helps ensure shortest routes, reducing miles traveled and fuel consumed.
6. **Vehicle Speed Monitoring** – Primarily a safety issue, but over speeds consume more fuel.
7. **Tire pressure monitoring** – Low tires decrease fuel efficiency and lead to higher consumption.





Social Impact

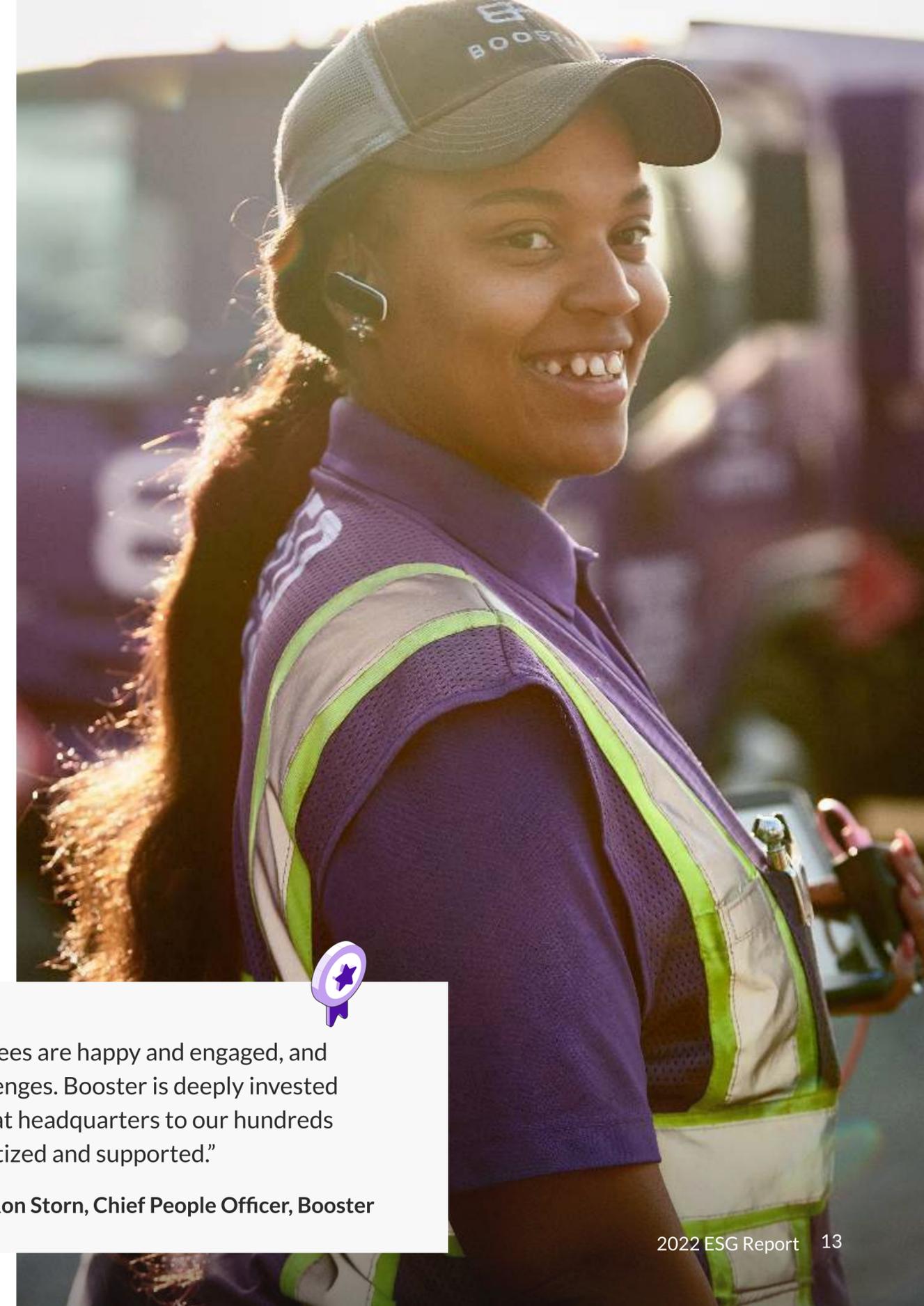
Social Impact

Mapped to SDGs 3, 5, 8, 10

We may be a technology-driven company, but we remain a people-driven business.

Our people are at the core of who we are. We take pride in building a caring and engaging work culture, and in supporting all our employees, from our field staff to our headquarters professionals. Social responsibility is a key tenet at Booster and we strive to be a good employer and valued partner to our communities.

- ✦ In 2022, Booster was named one of Forbes' Best Startup Employers in recognition of its commitment to maintaining a good reputation, investment in employee satisfaction, and pursuit of steady growth.
- ✦ In 2019, Booster was named a Top Company for Women to Work For in Transportation by Women in Trucking, honoring the company for its ongoing commitment to advancing diversity and expanding the employment of women in trucking.



"Companies are more successful when employees are happy and engaged, and are encouraged to learn and take on new challenges. Booster is deeply invested in ensuring that all its employees - from those at headquarters to our hundreds of service professionals in the field - feel prioritized and supported."

- Ron Storn, Chief People Officer, Booster

Safety is No. 1

Our Daily Guiding Principle

Safety is one of Booster’s six core values and the health and safety of our employees, customers and vendors is of the utmost importance to us.

We put safety first, always. We are committed to investing our time, resources and energy into maintaining and improving our safety-first culture. We are each responsible for safety as part of our everyday life. We take immediate action to remedy unsafe conditions or behaviors. This instills absolute confidence in each other, our customers and our community — providing all of us with a healthy, safe and sustainable environment.

We measure our safety in a variety of ways — for example, by tracking driver safety and environmental safety. In 2021, we rolled out an upgraded telematics system that allows our drivers to maintain safe driving through automatic in-cab technology.

We know it’s not only the quality of our product, but also the quality of the people delivering it that makes Booster the safest, most reliable way to get fuel. Our safety team ensures that we follow through on our commitment in every aspect of every service we offer.



Our Safety Standards

- ✦ On-board Vapor Recovery (ORVR) – Technology enabled compliance to all ORVR standards.
- ✦ Eco-Nozzle– Reduces vapor emissions for every Boost, with technology powered ORVR compliance, standard on every tanker.
- ✦ Fusion-welded, pressure-tested tanks – Our tanks offer thermal protection sufficient to resist a pool fire for 100 minutes or a torch fire for 30 minutes (49 CFR 179.100-3, 179.100-18 & 179.18)
- ✦ Features impact guards – Meets Federal Motor Vehicle Safety Standard No. 223 requirements (49 CFR 571.223).



”Booster has worked with all levels of government and regulators to design the safest, cleanest, and most environmentally sustainable delivery of traditional and alternative fuels.”

– Ollie Browne, VP of Policy & Regulatory, Booster

Diversity, Equity, Inclusion & Belonging

Diversity Drives Success in All That We Do

Diversity, Equity, Inclusion and Belonging are critical to life at Booster, as evidenced by our leadership statement:

“At Booster, we are better because of diversity. Having diverse experiences and perspectives drives our excellence in how we serve our customers. We are committed to ensuring that our employees reflect the communities where we live and work.

Our leadership vision is that all employees see a path for growth and see themselves represented at higher levels. We boldly work to include varied thoughts, ideas, experiences, and backgrounds. We actively listen and respect other perspectives.

We are stewards of our culture. We thrive when diversity and inclusion prosper. Each employee’s sense of belonging enables them to be brave and create a better future for our customers.”

- ★ As of June 2022, 16% of Booster’s CDL drivers identify as women, almost double the industry average of 8-10% ([citation](#)).
- ★ More than half of our company (58%) identifies as a minority population.



“A company’s strengths lie in its ability to foster diversity – across genders, perspectives, backgrounds and cultures – and to build a welcoming and inclusive workplace.”

– Frank Mycroft, CEO and founder

Culture, Engagement & Growth

Play, Purpose, Potential

Booster believes in building a welcoming, inclusive environment that rewards innovation and collaboration. This includes supporting growth – both personal and professional – for all our employees, at all levels.

This includes two Employee Resource Groups (ERGs) – one main ERG for all Booster employees and an ERG specifically for our Veteran employees. Together, these two ERGs have hosted several culture and education events for our employees, including Booster Trivia Nights, Round Table Discussions on topics such as Women in the Workplace, and more. The Veteran ERG held a series of Lunch and Learns in May for National Military Appreciation Month and is engaging several organizations in the markets where Booster operates to partner on charity events.

Employee engagement is also a top priority, specifically the elements of Total Motivation (ToMo). We enlist all employee feedback in a ToMo score survey on a quarterly basis and use that to drive improvements to increase employee engagement overall.



Compensation & Benefits

Investing in the Best Talent

We offer competitive compensation and benefits to all regular full-time employees, hiring and retaining the best talent to create safe and inspiring workplaces where people feel valued as part of the team. We pride ourselves on going the extra mile for our employees for their career growth as well as the whole person experience and benefits package.



“At Booster, drivers are the heart of our business. And as a growing company, we understand that taking care of our people and their futures is crucial to providing meaningful and lasting careers.”

– Adrian Agostini, Chief Revenue Officer

Career Mobility

We have a high internal mobility rate; as of today, 47% of our Service Professionals have been promoted into higher-level positions. We achieve this through several internal training programs:

- ✦ **CDL Academy:** We have built an internal training program to provide a solution to the truck driver shortage and improve the lives of the people in the communities that we serve. We provide higher paying jobs and full training for CDL licensing/endorsements for our Academy participants.
- ✦ **Coaching and Leadership Skill Development:** We have several different programs to develop our leaders at all levels of the organization, including Executive Coaches for our up-and-coming mid-level managers.

Benefits

- ✦ **Medical/Dental/Vision:** We provide full benefits for all employees and offer benefit options that are paid 100% of the employee cost.
- ✦ **Financial Wellness:** We provide all employees with free access to Origin Financial, a service that helps with personal finance including budgeting, investing, and more.
- ✦ **Mental and Emotional Wellness:** We provide all employees with free access to ModernHealth, which is a service that provides virtual coaches and therapists free of cost to the employee. They also provide instructive classes, group sessions, and courses to support the whole person. Each employee also receives access to Calm, a meditation and mindfulness app.
- ✦ **Additional Benefits:** We are also in the process of rolling out additional whole-person benefits, including Dayzz, a sleep program designed for shift workers, and more.

Strengthening Our Communities

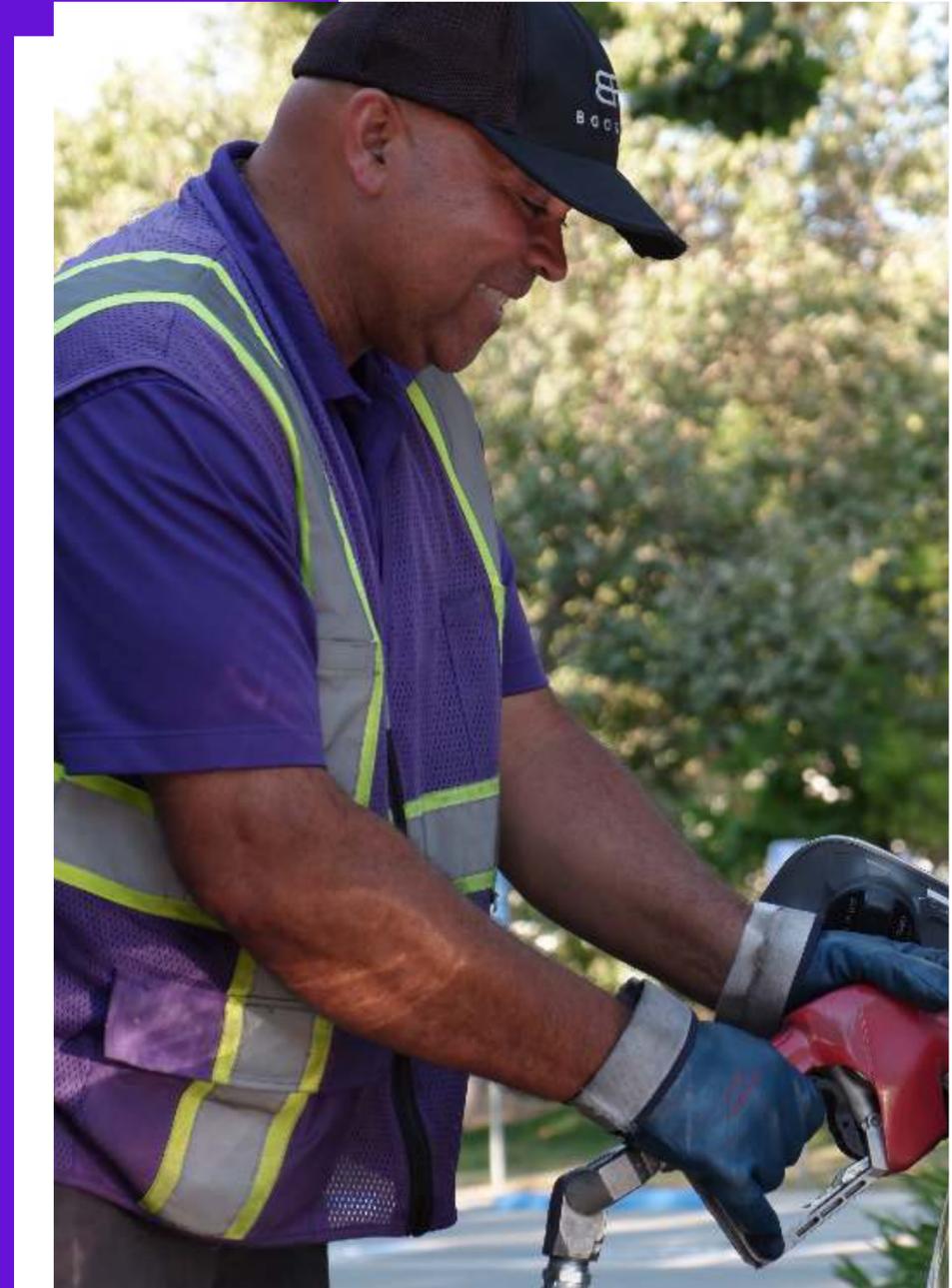
We believe in contributing to the communities where we live and work. This means getting involved in advocacy efforts for a variety of causes, from expanding mobile fueling for the disability community to supporting our first responders during emergency events.

- ★ Booster is proud to be a part of Californians for Smart Fueling, a disability-lead coalition whose purpose is to advance and advocate for the growth of mobile fueling by promoting news, relevant business and policy developments, and by messaging important industry issues to the mobile fueling industry.
- ★ The Coalition includes Booster, United Spinal Association, Muscular Dystrophy Association, and Northern California Spinal Cord Injury Foundation.
- ★ The Booster Alignment Coalition (BAC) was founded in response to the protests of 2020 to engage with the communities around us and improve Booster's social responsibility. The BAC has made the following donations to community organizations:

2020 – \$10K to the Equal Justice Initiative

2021 – \$5,000 to Race Forward to honor Juneteenth

2022 – \$5,000 to Emmanuel Mercy Mission to support efforts in Ukraine



Providing Emergency Services in Times of Crisis

COVID-19

In response to COVID-19, Booster teamed up with fire stations, ambulance companies, food delivery, and other essential businesses to help them stay fueled while limiting their staff's exposure to potentially contaminated surfaces. To help keep the rest of the community safely fueled, Booster set up contactless fueling stations where anyone on the road could get a full tank without having to get out of their vehicles.

BLACK OUTS

During the 2019 rolling blackouts in California, Booster fueled generators for the Lawrence Livermore National Library, preserving crucial work.

TORNADOES

In March of 2020, Booster fueled generators for neighborhoods in Nashville devastated by the tornado.

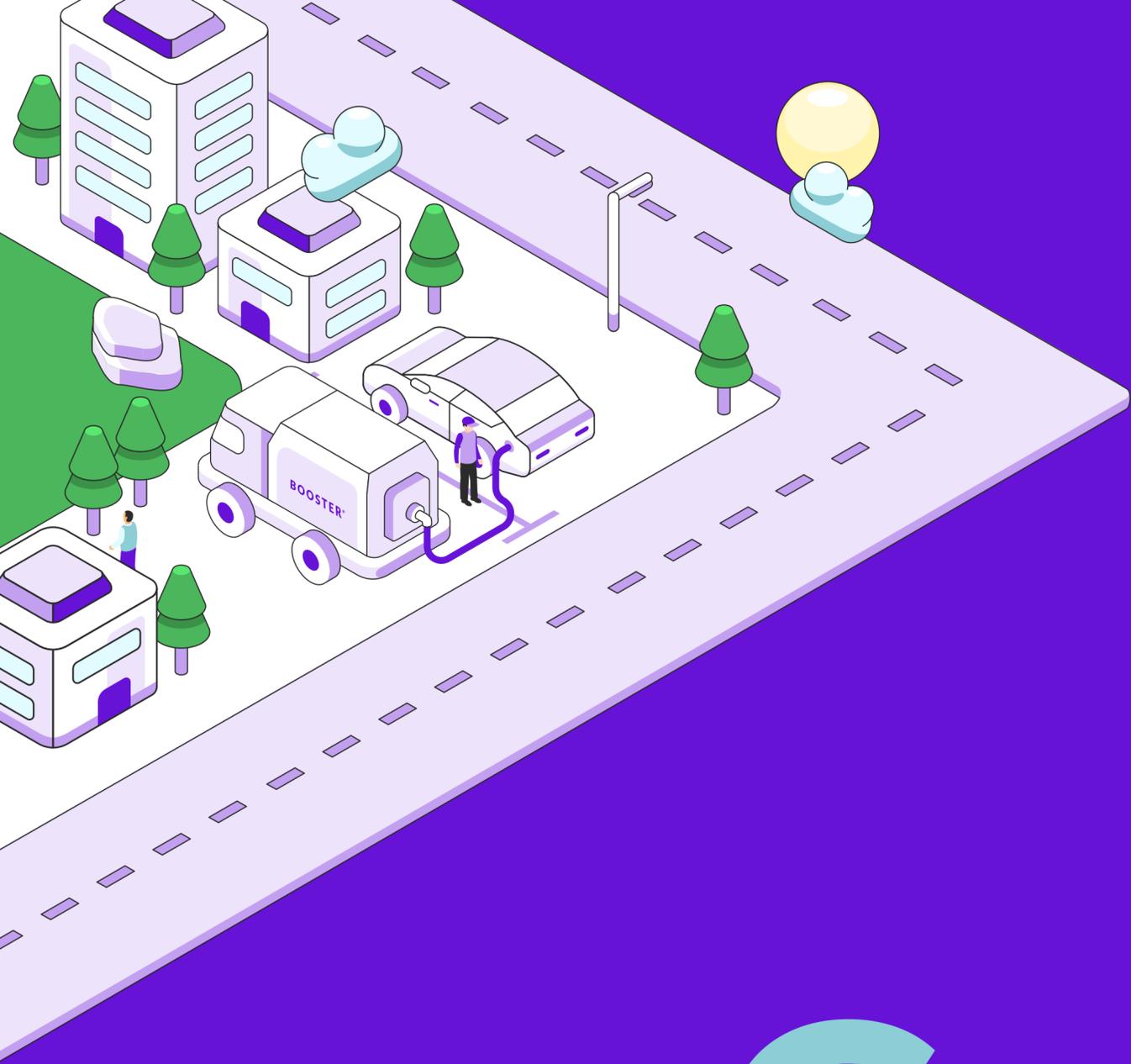
HURRICANES

After Hurricane Michael in 2018, 62% of gas stations were out of fuel even eight days after the area was devastated. In 2017, Booster provided emergency fueling services to FEMA vehicles responding to the most adversely impacted areas of Texas.

In 2020, when the Louisiana coast got hit by Hurricane Laura in late August 2020, the Lake Charles community was left without electricity, cell service, or working gas stations. In response, Booster sent a relief team to help get the community back on their feet.

In 2021, following Hurricane Ida and its public health emergencies, people in New Orleans and the surrounding areas suddenly lost access to basic needs. Booster in partnership with an international grocer deployed its team to New Orleans to help aid food delivery workers responding to food distribution needs brought about by the hurricane.





Governance

Holding Ourselves Accountable

Mapped to SDGs 5, 8, 17

Good governance is a critical pillar of any business. This includes complying with all applicable laws, rules, regulations and policies, all while remaining dedicated to our six core values.

Corporate Governance

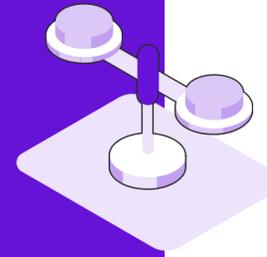
Booster has a qualified Board of Directors in place, and maintains governance through two committees: Audit and Compensation. Each committee has a specific mandate to ensure Booster fulfills the highest possible standards for equity, fairness, transparency and ethics.



Ethics

Our directors and all employees, including senior management, conduct themselves in accordance with the highest moral and ethical standards, informed by a robust Employee Handbook that contains business conduct and ethics policies.

- ✦ Strict policies to protect against discrimination, harassment and retaliation.
- ✦ An open-door policy to encourage honest and direct communication to resolve issues and concerns in an expeditious manner.
- ✦ A whistleblower process that provides an alternative and anonymous method of reporting suspected compliance violations, unlawful or unethical behavior, or fraud.



Conflict of Interest

All Booster employees are expected to avoid any conflict of interest when conducting their business dealings with customers, suppliers, partners and vendors. This is to protect the interests – and the integrity of – our employees and our company.

- ✦ Our most prominent suppliers – fuel refineries – include Chevron, Phillips 66 and other global energy providers that are required to certify the environmental impact of their products and operations.
- ✦ Booster's purchasing guidelines prefer and stimulate the use of renewable fuels (particularly renewable diesel) in our customer's markets. We seek to reduce the total carbon impact of fuels we buy and deliver, in order to drive measurable Scope 1 and 3 reductions for Booster and our customers.
- ✦ Our asset purchases, including tanker trucks and components, are reviewed for a range of sustainability and safety requirements, including clean idle tech, driver ergonomics, quiet operation, and more.

BOOSTER[®]

Thank You

Connect With Booster!

Chris Kaufield, Vice President Of
Sustainability and Fleet Electrification

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