

BOOSTER®

2023 ESG Report

Our Commitment
to ESG & Sustainability



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Letter from our CEO

I am delighted to present Booster's second-year Environmental, Social, and Governance (ESG) Report. In a world that continues to evolve, our sense of pride and responsibility in sharing our progress, commitments, and vision for a sustainable future has only grown stronger.

At Booster, our journey is driven by an unwavering dedication to enhancing both the well-being of people and the health of our planet.

This report offers a comprehensive view of our endeavors, accomplishments, and aspirations across the three pillars of ESG:

1. Environmental Stewardship:

Our planet's welfare is a shared responsibility. The Booster board, leadership, and teammates remain steadfast in its endeavors to reduce our environmental impact.

We are thrilled to announce achievements in emissions reduction, investments in renewable energy, and the integration of eco-conscious practices throughout our operations.

By 2025, we pledge to achieve carbon neutrality, and by 2030, our aim is to be a net-zero carbon company. Our vision is to leave behind a more sustainable world for future generations.

2. Social Responsibility:

Our most valuable asset is our people. We've cultivated a diverse, inclusive, and thriving workplace culture that nurtures innovation, growth, and well-being.

Within this report, you will discover details about our community engagement initiatives, employee development programs, and our steadfast commitment to diversity, equity, and inclusion.

Our objective is to continually foster a workforce that embodies our core values and strengthens our bonds with the communities we serve.

3. Governance Excellence:

Transparency, accountability, and ethical governance principles are the bedrock of our operations.



In the past year, we have made substantial enhancements to our corporate governance structure, ensuring that our decision-making aligns with the best interests of our stakeholders.

We remain devoted to upholding the highest ethical standards in all our pursuits, safeguarding the trust and confidence of our investors, customers, and partners.

As you explore this report, I encourage you to reflect on the collective impact we can generate when we unite in pursuit of a sustainable future.

We believe in the power of collaboration, innovation, and responsible business practices, and we invite you to join us on this journey.

At Booster, our commitment to ESG is not merely a corporate endeavor; it is a reflection of our values, and it defines our purpose.

We understand that challenges lie ahead, but we also perceive them as opportunities to drive positive change. Together, we will persist in innovating, adapting, and leading in the quest for a more sustainable and equitable world.

I extend my heartfelt appreciation to our dedicated employees, loyal customers, steadfast shareholders, and all our stakeholders for their unwavering support and partnership. Your trust and commitment inspire us to reach for new horizons.

Thank you for being an integral part of Booster's mission to shape a brighter, more sustainable future. We eagerly anticipate the shared path ahead.

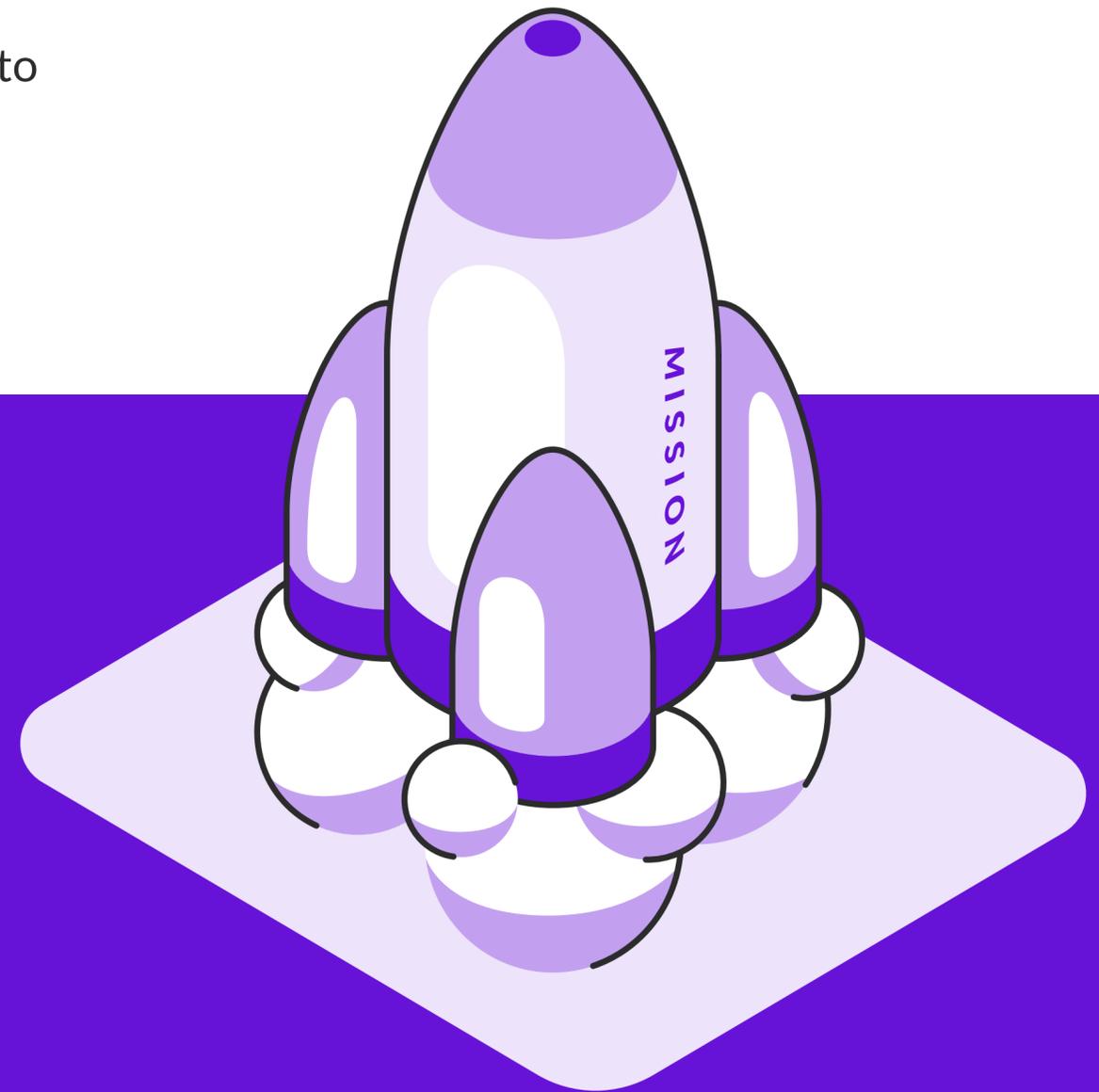
Warm regards,

Frank Mycroft
CEO, Booster

Booster's Commitment

At Booster, we have a mission to be the mobile energy for the world and support the planet and everyone on it. As the world continues on the journey toward decarbonization and sustainable energy, we take our role seriously.

Sustainability drives everything we do at Booster and is reflected in our commitment to the environment, our people, and the governance of our company.



Our Mission & Vision

Mobile energy for the world.

We meet you where you are, and we take you where you're going.

Fueling the energy transition.

Our Values

At Booster, our core values are our guiding principles and rules of the road. They define our company's culture, shape how we make decisions, and reflect who we are as a team. These not only inspire and unite our teammates but also influence how the company interacts with customers, partners, and the broader community, ultimately shaping its reputation and long-term success.



Safety

We put safety first, always. We are committed to investing our time, resources, and energy in maintaining and improving our safety-first culture.

Everyone is 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.



Customer

We are customer-focused. We consider our customers' needs, wants, emotions, and challenges when providing value.

Our customers are diverse; they are both internal and external. We deliver the technology, innovation, and operational excellence they require to thrive.

This focus ensures that we continue to innovate, create, and build the right things, for the right people, for the right reasons, and at the right time.

This creates credibility and compassion in our customer relationships. These relationships are strong and lasting. This customer-first approach is the key to Booster's success.



Integrity

We are honest with ourselves, our teammates, and our customers. We operate with a mindset of humility and curiosity. We take ownership of our actions.

We have the courage to act with integrity, even when it's inconvenient. This builds trusted relationships and enables us to maintain a constant level of respect, trust, and loyalty with our customers, stakeholders, and teammates.



Excellence

We know every boost matters. We are committed to exceptional service and flawless execution. We hire and develop the best. We obsess about operational excellence.

We use data to guide our learning. We seek simple solutions to complex problems. We continuously improve by seeking feedback from customers and teammates.

This creates the highest standards for ourselves and others. This drives better experiences for our customers and teammates.

This lets us track and drive exceptional performance. With pride in our work, we keep raising the bar.



Bold

We are innovative, decisive, and curious. We think big and take initiative. We are empowered to make a change.

We take pride in exploring and sharing new ideas and championing the ideas of others. We welcome others to challenge our thinking. We won't let failure slow us down.

We defy the impossible. This moves us further and brings us closer together.

This lets us test our ideas and experiments. This creates the future others just predict — that's bold.



Stewardship

We are committed to accelerating the decarbonization of our world. We strive to combine play, purpose, and potential because why we work impacts how well we work.

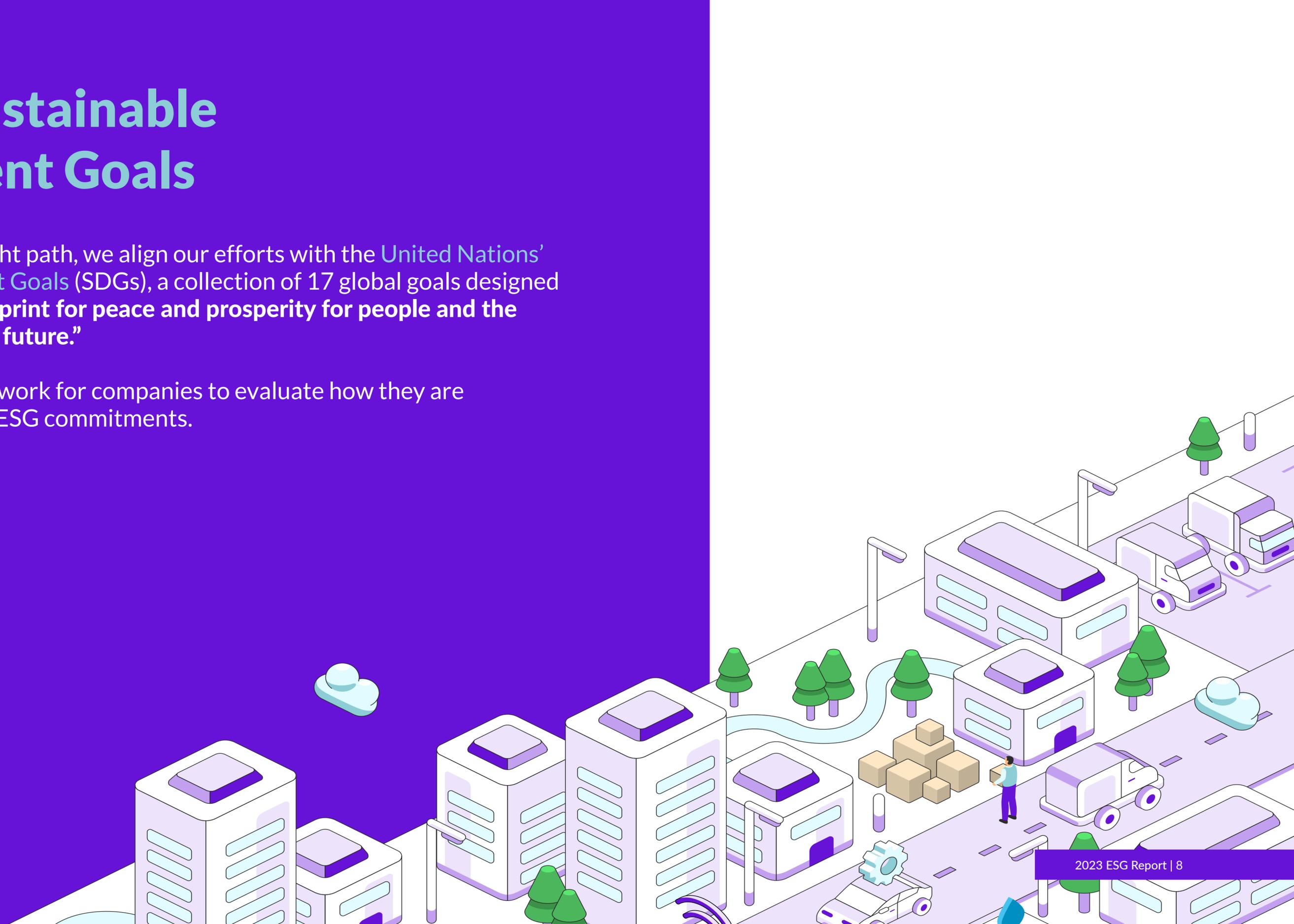
We actively listen and respect other perspectives. We thrive when diversity and inclusion prosper. This results in prosperity for our people, company, customers, and community.

This unlocks a sense of magic and well-being that is the undeniable change agent in the bedrock of Booster.

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 “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.





Environmental Stewardship



Supporting the Energy Transition

In the energy transition, sustainable fleets require mobile fuel delivery, data analysis, and technological advancements. It's more than simply a push for cleaner energy sources, but also transforming the way we think about fueling vehicles. Booster is at the forefront of delivering innovative solutions that align with sustainability goals and support the transition.



Mobile Fueling

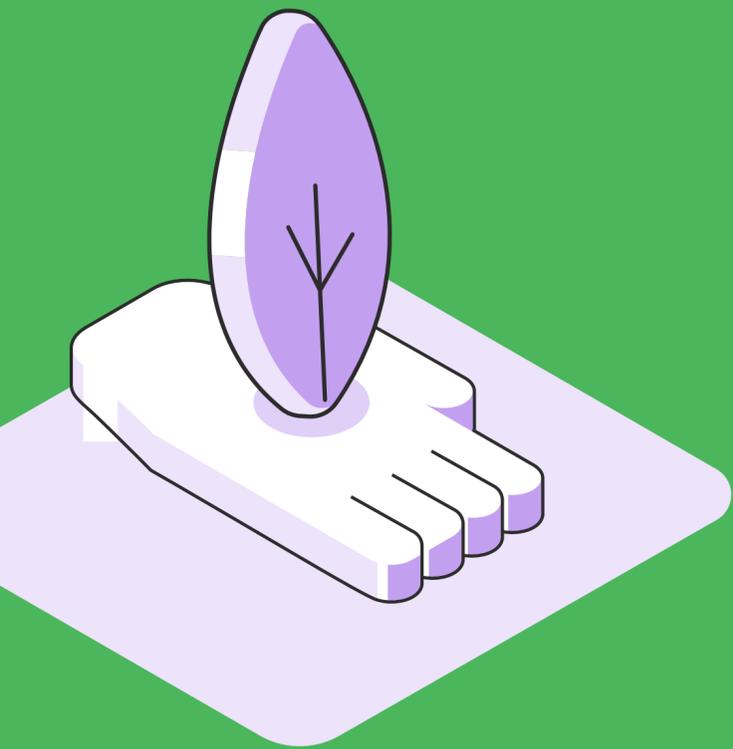
One of Booster's standout contributions to the energy transition lies in its commitment to reducing the carbon footprint associated with traditional refueling practices.

Booster's approach to fueling is simple and straightforward. Instead of requiring customers to visit gas stations, we deliver a variety of traditional and alternative fuels directly to customer sites.

Mobile fueling not only saves time but also reduces traffic congestion and greenhouse gas emissions.

This approach aligns seamlessly with the move to alternative fuels and electric vehicles (EVs) by making them more accessible to customers.

Supporting the Energy Transition



Cleaner Energy

Booster actively promotes alternative fuels and electric vehicle charging solutions to customers who are interested.

When partnering with our customers to provide mobile fueling services, we talk with our customers about what a transition to cleaner energy sources could look like for their fleet, when they are ready.

Whether it's supplying electric vehicle charging infrastructure or offering fuel alternatives, Booster empowers its customers to make environmentally responsible choices that contribute to the reduction of greenhouse gas emissions.

Booster offers a range of sustainable fuels to lower emissions for existing internal combustion engine vehicles, including alternative fuels like renewable diesel.

Nearly all of Booster's fleet clients have switched to Renewable Diesel in markets where it is available. This sustainable alternative fuel offers up to 85% fewer lifecycle emissions than petroleum diesel.

In 2023, we had over 250+ customers using alternative fuels, including renewable diesel, hydrogen, and EV. Of those customers, we helped over 75+ customers transition from conventional diesel to RD in the past year.

Supporting the Energy Transition



Using Technology to Improve Sustainability

Our commitment to sustainability extends beyond just our services; it is deeply ingrained in our company's operations and the technology we use to deliver for our customers.

For our customers...

Our Booster Customer Portal allows our customers to see everything from service reporting to consumption amounts, and spending, empowering them to make better, faster decisions.

This platform allows us to schedule conventional and sustainable fuels to be delivered directly to fleets with a solution that is better for our customers, their communities, and the planet.



For our own fleet...

The Booster Smart Tankers utilize telematic technology to track and improve the sustainability of our own fleet.

- We monitor safe driving to help reduce negative driving behaviors like speeding, hard braking, aggressive driving, and abrupt acceleration, all of which negatively impact fuel economy.
- We track vehicle health because tankers with poor performance consume more fuel. Our smart tankers have fault code notifications alert to vehicle performance issues including tire pressure and idling.
- We use GPS-enabled routing to ensure we have the most efficient routes each night to reduce miles traveled and fuel consumed

Setting the Standards for Safe Fueling



Though our mission seeks to bring sustainable fueling solutions to fleets everywhere, we recognize that true sustainability must prioritize the safety and longevity of our teammates and the communities we serve.

With this recognition in mind, we've developed robust safety protocols to define how we operate. These protocols ensure that fueling is conducted safely and efficiently, minimizing the risk of accidents or spills. Additionally, our smart tanker technology ensures the fueling process is as efficient, effective, and safe as possible - the correct amount of fuel is dispensed at the right location with high-quality spill protection. We follow and often exceed, all requirements for onboard refueling vapor recovery (ORVR).

To safely fuel vehicles, our Service Professionals are required to obtain and maintain a CDL Class C permit, with hazmat and tanker endorsements.

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 fuel transport, storage, and dispensation.

Adherence to highest requirements – Fully compliant with NFPA 30A, FMCSA, and the International Fire Code.

Exceed safety expectations – All U.S. Department of Transportation, Environmental Protection Agency, and fire and air quality requirements for fuel transport, storage, and dispensation.

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.

Supporting the Energy Transition



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, and 30-gallon fuel-limit switch, and is overturn spill protection certified (NFPA 385).
- The Occupational Safety and Health Administration (OSHA) - Meet all Federal and State standards.



Social Responsibility

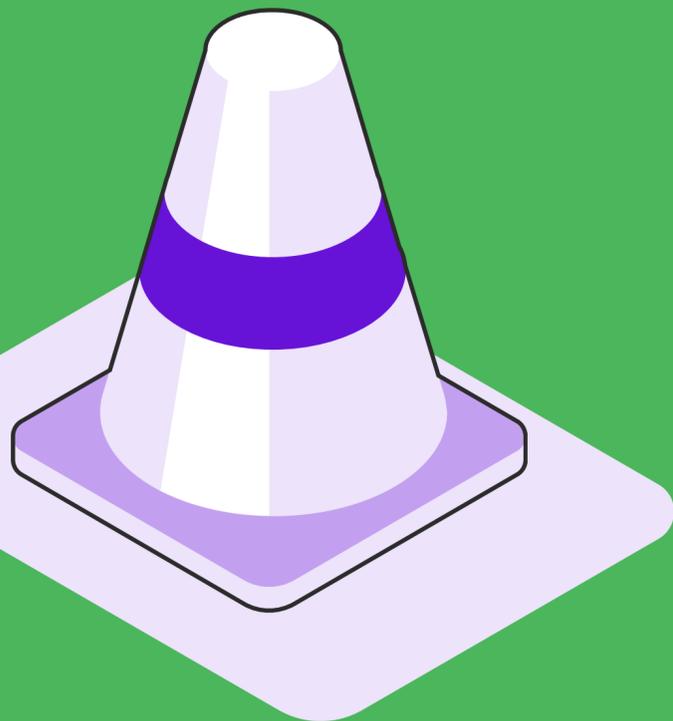


Social Responsibility

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.

- ✓ **Safety is our Top Priority**
- ✓ **Sustainability in Action**
- ✓ **Diversity & Inclusion**
- ✓ **Internal Mobility**
- ✓ **Creating Career Architectures & Pay Transparency**

Social Responsibility



Safety is our Top Priority

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 in 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 various ways – our people, our technology & trucks, and our process.

We know that 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 Compliance 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 requirement (49 CFR 571.223).
- Personal Protective Gear: Every service professional must wear safety gloves, sturdy shoes, eye protection, high visibility clothing, headlamps, and more.



Perfect Boost

Each service professional is trained, licensed, and fully certified to safely transport and deliver fuel.

“The Perfect Boost” is the process followed by our Service Professionals immediately before, during, and after the act of fueling a vehicle. This promotes **safe, efficient, and consistent service delivery** across all markets.



Perfect Boost



Sustainability in Action

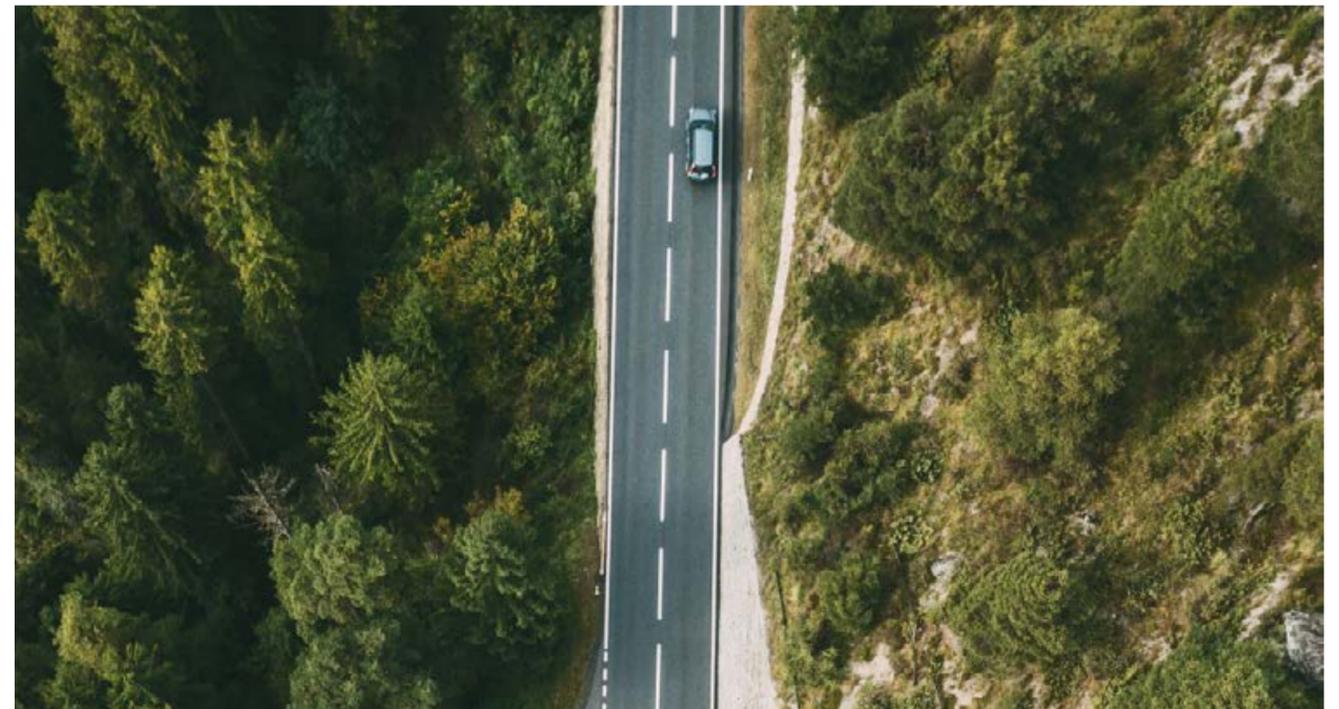
Our team believes in the power of collective action. From reducing our carbon footprint to implementing eco-friendly practices, we don't just talk the talk; we walk the walk. Throughout the year, the Booster team comes together to support

We actively engage in the **“Campaign for Clean Air's California Clean Air Day Pledge,”** showing our hands-on commitment to improving air quality. We aim for 100% corporate participation. This goal reflects a broader vision of collective responsibility within the company, emphasizing the role each of us plays in fostering environmental sustainability.

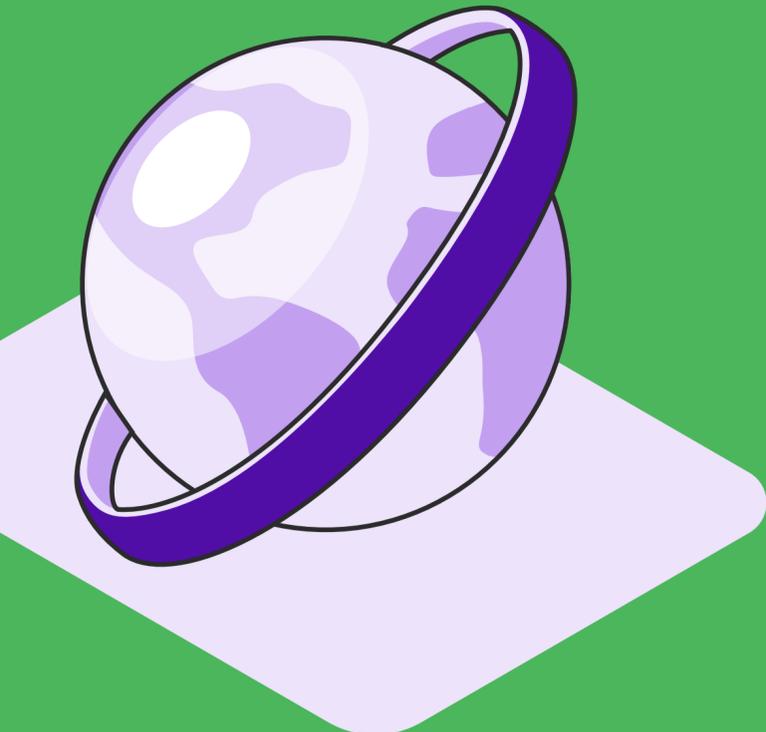
By setting this target, Booster positions us as a leader, inspiring other businesses to join in the shared effort for cleaner air and a healthier environment.

Booster's active participation in **“Zero Emissions Day”** also emphasizes our commitment to environmental stewardship and passion for the energy transition. We embrace this initiative as a tangible step toward reducing emissions and contributing to a sustainable future.

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.



Perfect Boost



Diversity & Inclusion

We are committed to our planet and everyone on it. We intentionally work to craft a future where the workplace isn't just a space for professional endeavors but a vibrant ecosystem where diverse skills converge to create something greater. We're not just embracing diversity as a policy; we're committed to making it the cornerstone of our success.

Support the planet & everyone on it. We actively listen and respect other perspectives. We thrive when diversity and inclusion prosper.

As of October 2023, **15%** of Booster's CDL drivers identify as women, almost double the industry average of 8-10%.

More than half of our company (**52%**) identifies as a minority population.

50% of our senior leadership identifies a minority population.

We have a robust 'Interviewing at Booster' training program that helps teach our leaders how to recognize and reduce bias in their interviewing process

We are also proud partners with [Women in Trucking \(WIT\)](#) which is a non-profit organization with a mission to encourage the employment of women in the trucking industry.

Supporting Our Teammates

Internal Mobility

At Booster, we care about growing and developing our teammates. We have a high internal mobility rate; as of today, **over 25%** of our Service Professionals have been promoted to higher-level positions and **over 10%** of corp employees have transitioned internally.

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.

Leadership Skill Development:

We know that our leaders play a pivotal role in our success. For that reason, we have several different programs to develop our leaders at all levels of the organization including partnerships with well-known leadership training organizations like Lifelabs.



Supporting Our Teammates



Creating Career Architectures & Pay Transparency

Booster knows that having a clear career path and an understanding of compensation is something that matters to our employees and helps them be their best while at work. To support this, we undertook two initiatives in the past year to help bring clarity to our employees.

1

Career Architecture:

Booster has developed, and continues to refine, a comprehensive career architecture. This work provides employees with a clear and structured path for professional growth.

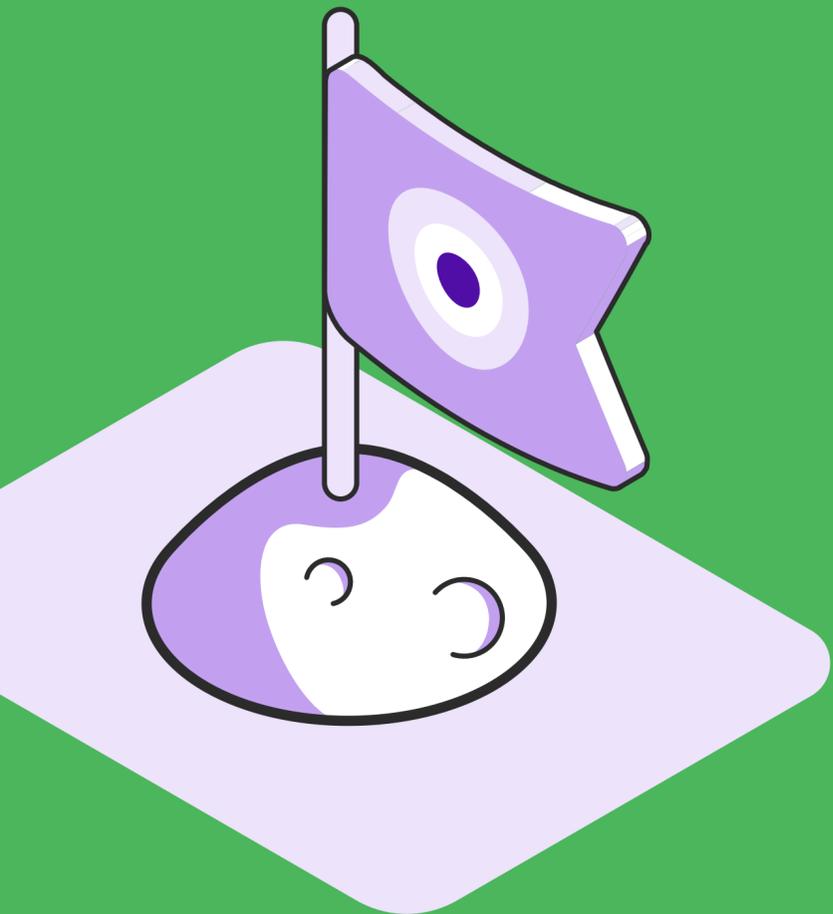
This system delineates various career levels, skill progressions, and potential trajectories within the organization. This approach enables employees to understand the skills and experience required for advancement and aligns their aspirations with the company's growth.

2

Pay Transparency:

We have started creating more transparency and openly communicating our compensation structures. This means sharing salary ranges for different roles and levels as we hire new employees.

By promoting transparency, we aim to build trust and equity across our workforce. This approach allows employees to make informed decisions about their career paths and compensation expectations, fostering a culture of fairness and openness within the organization.

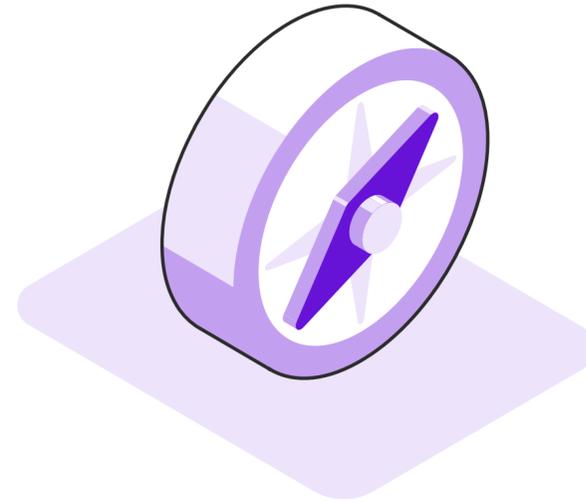




Governance Excellence



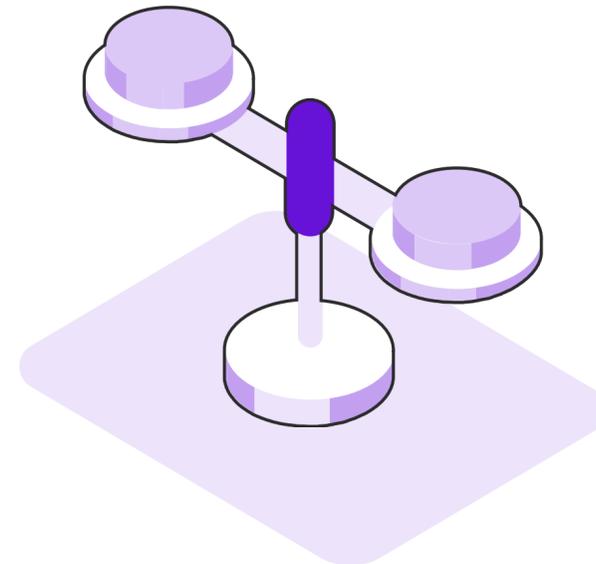
Governance Excellence



Holding Ourselves Accountable

Aligned with U.N. SDGs 5 & 8

Good governance is a critical pillar of any business. This includes complying with 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 merit fulfills the highest possible standards for equity, fairness, transparency, and ethics.

Governance Excellence



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.

We have clearly outlined policies to protect against discrimination, harassment, and retaliation

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.

Strict policies to protect against discrimination, harassment, and retaliation.

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.

An open-door policy to encourage honest and direct communication to resolve issues and concerns in an expeditious manner.

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.

A whistleblower process that provides an alternative and anonymous method of reporting suspected compliance violations, unlawful or unethical behavior, or fraud.

BOOSTER[®]

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