



## Frontier Diversity, Equity, and Inclusion Statement

A diverse and inclusive workforce is an organizational imperative – a competitive advantage enabling our purpose of Building Gigabit America.

At Frontier, we are committed to unlocking human potential and harnessing the power of diversity to advance digital inclusion. DEI is not only the right thing to do, but the smart thing to do. That's why we are passionate about driving policies and practices that provide equitable opportunities.

We aim to ensure equity and inclusion are woven into the fabric of Frontier, ingrained throughout the principles of our people, our purpose, and our product.

**People:** We take pride in fostering community inclusion, where employees of all backgrounds can thrive, feel a sense of belonging, and are empowered to succeed.

**Purpose:** Building Gigabit America is creating a sustainable digital infrastructure that allows us to connect more people in a digital society and bridge the divide, further enabling educational, healthcare, and economic empowerment.

**Product:** A diverse workforce positions us to create and deliver products and services that reflect the diversity of our customers today and develop innovative technology to meet the needs of our customers tomorrow.

The Frontier Way is grounded in the belief that “we get it done together.” This is how we deliver an exceptional experience for our customers and an exceptional work environment for our employees. We understand that it's our differences that strengthen us – and that is why DEI matters. Quite simply, it's the Frontier Way.