



## 2023 SUSTAINABILITY REPORT



Okemos Office Green Team  
Happy Little 5k DNR Run for the Trees  
April 2023

# PURPOSE-DRIVEN IMPACT





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## Purpose-Driven Impact

# A Note from the CEO

As I write this letter, I'm reflecting on when I joined Franklin Energy a few years ago. I was immediately struck by the pride and energy of this community. I quickly learned that everyone at Franklin Energy has a story that is deeply personal and connected to what we do as a business; our team's passion is what sets us apart. And as I continue to learn about this organization, it is evident that Franklin Energy has always been a different kind of company—one that is purpose-driven to its core.



Terry Sobolewski

If we stop to take a look at the unprecedented challenge that our world faces—to fundamentally transform its relationship with energy—there is no other team I'd rather face this challenge with. If we pause for just a moment to consider the work this challenge demands, it's easy to become overwhelmed. The scale is massive. The timeline is aggressive. And status quo thinking will not be enough to halt the increasingly negative impacts of global climate change.

So, how do we respond?

We must be **bold**.

We must **inspire**.

We must **innovate**.

We must be **inclusive**.

And we must do it all at a never-before-seen scale. The good news is, we at Franklin Energy and AM Conservation are uniquely positioned to do just that. We have proven, time and time again, that we have what it takes to embrace a mindset as unprecedented as the situation itself.

We will draw on our resiliency and rise to this new challenge.

Throughout this report, you will see a number of goals we have set within each focus area of our organization. We publicly announce these goals to hold ourselves accountable and indicate our direction for the upcoming year. Consequently, this report also checks in on the progress we've made on last year's goals, many of which we have proudly achieved.

Looking to the future, I see opportunity. Our experience, values, and ingenuity have driven the adoption of energy efficiency and demand response solutions and products for 30 years. And now, at this very point in time, we are precisely poised to apply our expertise, partnerships, passion, and focus to explore new markets, new technologies, and even new industries — all so we can do even more for our customers, and in turn, do more for our planet.

Our ambition is to accelerate large-scale adoption of sustainable energy solutions. In 2022, we knew we'd face challenges, yet we carried an optimism grounded in our resilience. Throughout the year, that approach led us to deepen our purpose-driven impact across the nation. (See pages 8-9 for full details.)



**Franklin Energy**  
has always been a different  
kind of company—one  
that is purpose-driven  
to its core.

With sustainability as the backbone of what we do, we continue to look for ways not only to reduce the carbon footprint of our clients and their customers, but to make sure we do the same for ourselves in the process. I believe in our people, our purpose, and our potential. And I remain excited to pursue ambitious goals for our employees, our clients, and our communities. The challenges that lie ahead are daunting, but the opportunities are even greater. And with an ever-growing team of passionate experts united under one mission, the possibilities are endless.

Terry Sobolewski, CEO

## Purpose-Driven Impact:

# About Franklin Energy

The way we use energy is changing, and Franklin Energy is at the forefront of this monumental transition. Headquartered in Port Washington, WI, with offices across the United States, we deliver innovative energy management resources to utilities, municipalities, businesses, and customers throughout the nation.

While our purpose statement and values have evolved over the years, the sentiment has endured. We are a team of passionate, hardworking people who have joined together to **boldly change our energy future**. We inspire, we innovate, and we are inclusive. At the end of the day, we are committed to simplifying the complex and making the challenging achievable—for the good of our clients, our planet, and our future.

But change doesn't happen overnight. That's why we've been working nonstop for almost 30 years to reverse the effects of climate change, support utilities' energy efficiency goals, and build a net-zero carbon world for the next generation. Our robust offerings enable us to meet any client's unique needs, including implementing utility programs, offering technology solutions, and leveraging AM Conservation to provide high-efficiency products.

From electric vehicles and building decarbonization to the advent of smart, grid-interactive homes, to an accelerating focus on sustainable energy affordability and equitable access, we are witnessing the most significant energy

transformation in generations. But the challenge for us isn't the introduction of new solutions, technologies, or measures; we have done it all before and done it well.

Like a decades-old tree that has stood the test of time, our future lies at the intersection of endurance and evolution.



**NET  
ZERO**  
BY 2025

Over the next several years, we will be focused on paving the way to a frictionless sustainable energy experience for all. By leveraging our people, processes, and platforms, alongside our client and partner networks, we will remain the go-to source our clients and customers can depend upon to achieve their goals. By combining our long-standing track record of success with our agility and innovation, we continue to deliver for clients while creating new solutions that serve the needs of both current and prospective clients.

**By identifying areas where we are needed most, and where we are uniquely positioned to solve complex challenges, we position both ourselves and our clients for a strong future.**



## PURPOSE-DRIVEN IMPACT: ABOUT FRANKLIN ENERGY



### Our purpose:

To boldly change our energy future.

### Our values:

#### We inspire.

We empower every customer with smart, affordable, carbon-reducing energy solutions.

#### We innovate.

We introduce new ideas to build strong communities and local economies free from the effects of climate change.

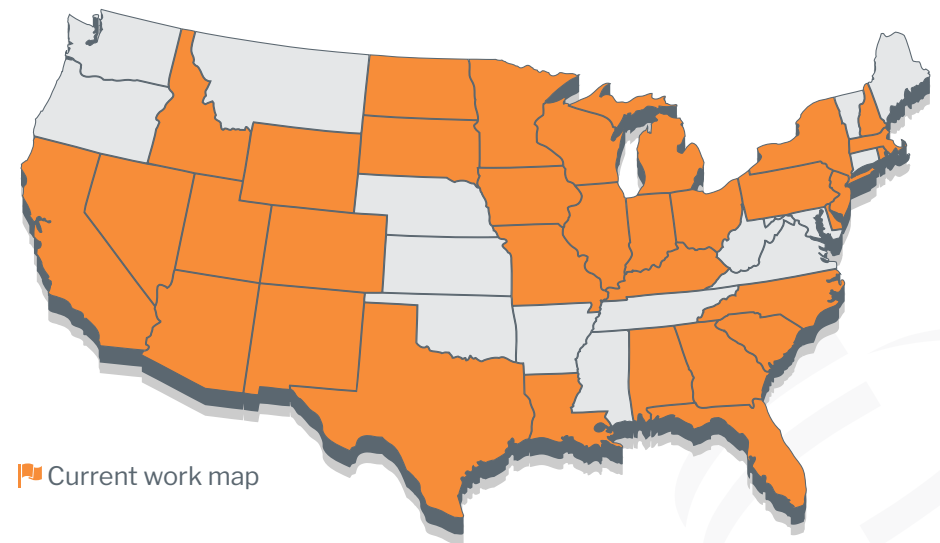
#### We are inclusive.

We work in a safe, diverse, and collaborative culture to solve the complexity of long-term energy management and equity.

Founded in **1994**

Over **1,000** full- and part-time employees

**33** offices



Current work map

## Business Highlights:

# Community Impact Review

In 2022:



WE DISTRIBUTED MORE THAN  
**\$173 MILLION**  
in energy efficiency  
incentives to customers



WE DISTRIBUTED  
**\$55 MILLION**  
in incentives to  
low-income customers



OUR WORK THROUGH OUR  
CLIENT UTILITIES RESULTED  
IN THE REDUCTION OF  
**1.7 MILLION**  
metric tons of  
carbon dioxide per year



MORE THAN  
**3,500**  
**NEW JOBS**  
were created from  
our work



OUR 1,000  
EXPERTS SERVED OVER

**3.3 MILLION**  
**CUSTOMERS**



ACROSS THE US,  
OUR PROGRAMS  
IN LOCAL COMMUNITIES  
CREATED ECONOMIC  
ACTIVITY WORTH  
**\$700 MILLION**

Over the lifetime of the water- and  
energy-efficient measures we installed in 2022,  
our clients and utility customers will save:



**22.3 BILLION kWh**  
equivalent to powering  
183,000 homes each year



**1.8 BILLION therms**  
carbon equivalent to taking  
145,000 cars off the road each year



**52.7 BILLION** gallons of water  
equivalent to 80,000 Olympic-sized swimming pools



## BUSINESS HIGHLIGHTS: DRIVING PURPOSE-DRIVEN IMPACT ONE CUSTOMER AT A TIME

# TRANSFORMING ENERGY TODAY AND TOMORROW



### Driving the Future of Innovation

Franklin Energy is accelerating the move toward decarbonization with the development of our robust electric vehicle (EV) solution. Our make-ready transportation electrification offering is the first to fully integrate product, technology, and implementation services to support both residential and commercial customers in one curated experience. Following the development of our new make-ready solution, in Western New York we exceeded the installation goals of L2 EV chargers by 115% and DC Fast Chargers by 750%.



### Groundbreaking Commercial and Industrial Program Design

Our commercial and industrial team surpassed annual savings goals, exceeded monetary savings, and improved air quality for hard-to-reach industrial utility customers across Michigan through a program implemented by Franklin Energy that recently won the AESP Energy Award for Groundbreaking Commercial & Industrial Program Design and Implementation. Providing energy-saving tools and services alongside cost-effective products that ultimately save industrial customers money, time, and energy, the program saw savings increase by 8,144% in the first three years, while also surpassing the annual goal of 20 GWh by achieving 40 GWh of savings.



### Capitalizing on Historic Federal Home Energy Efficiency and Electrification Legislation

Following the passage of the Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA), we went to work partnering with federal policymakers, state energy offices, and utilities nationwide to take advantage of these unprecedented opportunities to accelerate the positive impacts on home energy savings and emission reductions. We have begun integrating the new federal tax credits and rebates into our current work with home weatherization, electrification, and efficiency—with the greatest percentage of our implementation in low- to moderate-income households. While we wait for the final rollout of the IRA home rebate programs, our market development team is hard at work ensuring every community benefits from these federal investments.



### Measured Pay-for-Performance and Beneficial Electrification

Utilizing scalable solutions, electrification, and load shifting, Franklin Energy was able to maximize customer bill savings and contribute to grid value throughout California. Delivering over 20% peak summer savings on average, our pay-for-performance programs paid for measured savings delivered at the meter to align with California's goal of decarbonization and reduced system peaks to encourage grid reliability.



### Next-Generation Residential Programs

To meet the evolving needs of our clients across the country, we are taking an all-in-one approach to our residential offerings by bringing together products and services into customer-focused programs. Our next-generation residential programs drive engagement and deliver a customized journey for increased savings, thoughtful load shifting, and meaningful electrification, which results in satisfied customers. Through innovative offerings like multi-channel energy auditing, personalized offers and equipment recommendations, marketplaces featuring device enrollment and installation, mobile-first rebate applications with instant payments, and robust financing offerings, Franklin Energy is driving the clean energy transition.



### Advancing Energy Equity

Our products division, AM Conservation, worked tirelessly throughout the year with Title 1 schools as well as disadvantaged and historically marginalized communities to provide energy and water education and vital efficiency products. The efficiency measures help deliver financial relief by producing immediate savings on participants' utility bills, while the education component creates lasting savings by encouraging behavior change and the ongoing reduction in energy and water consumption.



### Whole-Home Approach to Energy Efficiency

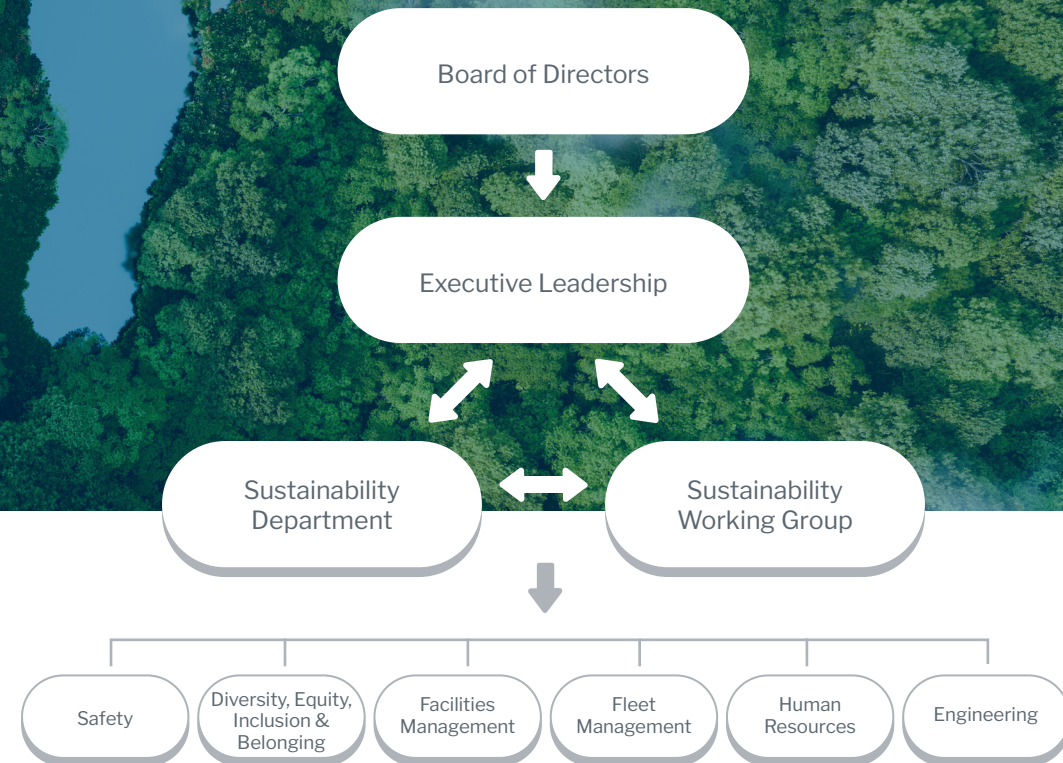
A whole-home approach to energy upgrades offers deep savings benefits with opportunities to decarbonize and create a comfortable home environment. And for the millions of moderate- to low-income families throughout the nation, a whole-home approach incorporates vital weatherization services and products that make these homes not just free from leaks and drafts, but also safer and healthier. In 2022, our products division, AM Conservation, sold over 23 million weatherization products, contributing to a whole-home approach and making homes across the nation more efficient, more comfortable, safer, and healthier.

## Our Approach:

# Sustainability Governance

We have structured our sustainability governance to include all levels of the company and every employee and function. In this manner, sustainability is embedded in all our practices and the decisions we make.

- 1. Board of Directors** provides oversight to sustainability issues.
- 2. Executive Leadership** is responsible for successful execution of Franklin Energy's sustainability function.
- 3. Sustainability Department** is responsible for setting sustainability priorities and targets, for tracking data and reporting against these targets, and for working with business leaders across the company to integrate sustainability into business practices.
- 4. Sustainability Working Group** is comprised of employees from across all aspects of the organization. They provide input and guidance from their respective functional areas and advocacy for sustainability efforts.
- 5. Functional Business Leaders** provide data and other information required for sustainability tracking and reporting and are the experts who deploy the innovation needed to meet our ambitious targets.



## Sustainability Reporting

With sustainability fully integrated across our business functions, we have created auditable processes and controls to track and report results in accordance with internationally recognized standards.



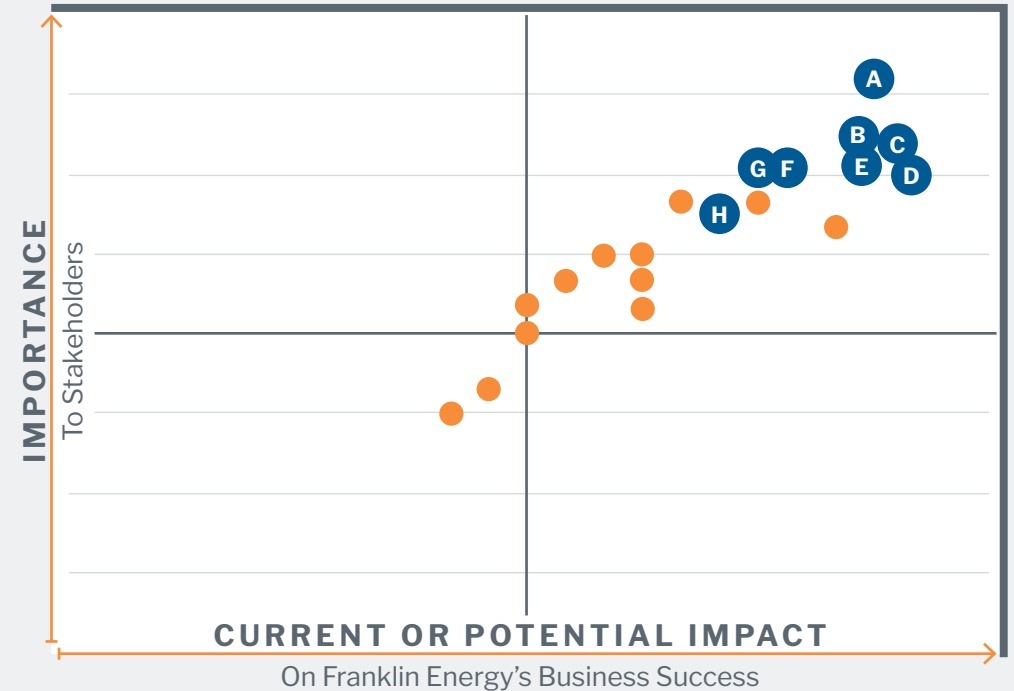
## Our Approach:

# Materiality Assessment Results

By performing a full assessment of our material issues, we are able to identify and manage key environmental, social, and governance issues. This practice is critical to driving our long-term sustainability strategy and setting meaningful goals to ensure continued improvement.

Our process includes a comprehensive review of our material issues using the Global Reporting Initiative's ("GRI") Standards, in which stakeholders from across the company individually provided input on current and emerging issues. This was followed by a robust discussion during which the results were prioritized and finalized.

The risks and opportunities that were identified are grouped into eight categories: economic performance; safety, health, and security; customer privacy; climate change; supplier impact; diversity and equal opportunity; environmental management systems and compliance; and public policy.



## MATERIALITY ISSUE

## REPORT PRIORITY

<b>C</b> Customer Privacy	<b>Ensuring Safety, Health, and Security</b>
<b>D</b> Safety, Health, and Security	
<b>E</b> Diversity and Equal Opportunity	<b>Championing Our People</b>
<b>B</b> Climate Change	<b>Enabling the Clean Energy Transition</b>
<b>F</b> Environmental Management Systems & Compliance	
<b>A</b> Economic Performance	<b>Building Strong Communities and Local Economies</b>
<b>G</b> Public Policy	
<b>H</b> Supplier Impact	

● Additional Issues Considered

## Our Priorities:

# Championing Our People

Our hardworking, passionate experts are the reason we are able to deliver on our promises to our clients each day. We recognize and celebrate each person's unique background, culture, and skillset, and we work to champion diversity, equity, inclusion, and belonging at all levels of our organization.



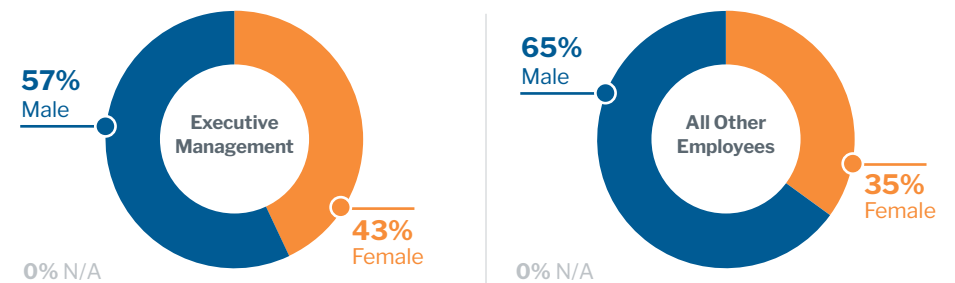
Franklin Energy employs **1,044\*** experts across the US

(\*headcount as of 12/31/22)



## FRANKLIN ENERGY AT A GLANCE:

### Gender Representation of Global Employees



\* Executive management includes executives/senior-level officials and managers.

\* All other employees does not include temporary employees or executive management.

### Number of employees



### Number of permanent employees



### Number of full-time employees



### Number of part-time employees



### Number of temporary employees





## OUR PRIORITIES: CHAMPIONING OUR PEOPLE

Racial/Ethnic Group Representation of U.S. Employees (%)



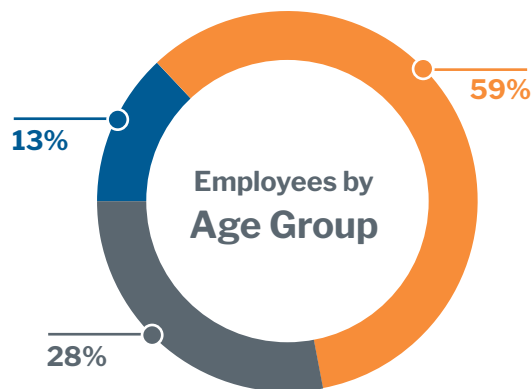
10% Asian  
0% Black or African American  
5% Hispanic or Latino  
86% White  
0% Other\*  
0% N/A\*\*



3% Asian  
12% Black or African American  
12% Hispanic or Latino  
69% White  
3% Other\*  
2% N/A\*\*

\*Other includes the classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and two or more races

\*\*N/A = not available or not disclosed



13% under 30 years old  
59% 30-50 years old  
28% over 50 years old

### GOAL

Grow our supplier and partner development program's reach by offering support to no less than three new partners per year

### STATUS

**In progress.** In 2022, we assisted one supplier with financial and technical support to achieve minority certification. We are expanding this program to assist additional partners each year.

Achieve 50% diversity for new hires

**Achieved.** In 2022, we achieved over 61% diversity for new hires.

Maintain or increase number of veterans in our employee base over the previous year

**Achieved.** In 2022, we increased our number of veterans by 15%.

Increase employee retention to 85% by 2024

**In progress.** We are working to achieve this goal by 2024.

Begin a pay equity study and related work to determine where and when we may need to adjust compensation to increase retention, engagement, and market competitiveness

**Achieved.** We conducted a market analysis and a pay equity analysis to ensure our compensation is comparable both within the industry and the organization. In the rare instances where compensation was misaligned, adjustments were made.



Above all else, we prioritize our people and our culture. This emphasis is demonstrated at every level of the organization, from our investments in sustainability to those within safety support and diversity, equity, inclusion, and belonging.

Ed Hayes, Chief People Officer

## Our Priorities:

# Building Strong Communities and Local Economies

Across the nation, we are honored to serve the communities in which we work. From busy metropolitan cities to rural small towns, we believe everyone deserves an equitable opportunity to access affordable energy.

“

It is of the utmost importance that we reflect the diversity of the local communities in which we live and work. By weaving inclusivity and belonging into the DNA of our organization, we have created a welcoming culture that actively recognizes and celebrates our employees' differences.

Mark Sebree, Director of Diverse Sourcing and Inclusion



Through our utility client work in 2022, we paid over \$55 million in low-income incentives to benefit historically underserved communities. These incentives gave community members the tools to achieve meaningful upgrades AND resulted in savings on their utility bills, which are often disproportionately high.

We also created 3,500 local jobs throughout the United States. Creating new jobs in the sustainable energy industry is a great way to boost communities, create clean energy awareness, and stimulate local economies.

### GOAL

Establish a formal Supplier Code of Conduct and use it to measure and manage explicit environmental and social criteria

### STATUS

**Achieved.** The Supplier Code of Conduct unequivocally states our expectations regarding suppliers' environmental and social practices. It is currently being incorporated into any new contracts or existing contract adjustments.

Support our local communities by promoting employee volunteerism, resulting in an increase in the total paid employee volunteer hours over the previous year

**In progress.** While our employees currently receive one paid 8-hour day for volunteer work each year, only a small number participated last year. We are implementing communications to remind employees to take advantage of this opportunity.



## Our Priorities:

# Ensuring Safety, Health, and Security

Keeping our workplace as safe as possible for both employees and clients remains a top priority for our organization. From physical health to cyber security, we take safety seriously. That's why we have implemented a host of guidelines, policies, and practices to ensure our employees understand risks and are well-suited to overcome them.



**“When it comes to the safety of our clients, their customers, and our employees, we always take a proactive approach. Our employees are trained in safety procedures, and they hold regular safety huddles to share tips and ideas for improvement. These trainings and discussions occur at all levels of the organization to ensure safety is engrained into our culture and that our safety practices are top of mind every day.”**

**Tim Kaddatz, Safety Manager**

## OUR PRIORITIES: ENSURING SAFETY, HEALTH, AND SECURITY

“  
In the face of today’s modern threats and cyber-attacks, we hold ourselves to the highest standard of data security and protection. Using the right combination of people, processes, and technology provides the necessary security layers for secure processing and storage of data for our mobile- and cloud-first philosophy.

**Sushma Annareddy,**  
Chief Technology Officer

### Occupational Health and Safety Management

All employees—both program and support staff—operate under a voluntary occupational health and safety management system that adheres to OSHA, state, and local laws. To ensure compliance, our program staff are required to complete ten safety trainings each year and support staff must complete five.

### Cybersecurity

To keep customer and client data secure, our information technology team employs firewalls, IDS/IPS, SIEM tools, user behavior analytics, anti-virus and malware detection, and content monitoring and filtering on all endpoints and network galleries. All employees and contractors are subject to background checks and ongoing training for identifying cyber threats.

In the case of a data security event, our incident response (IR) team is responsible for employing their IR plan within 24 hours. This comprehensive strategy includes monitoring, detection, analysis, containment, eradication, and recovery.

Our organization is in a unique position to collect and utilize sensitive customer data for a variety of purposes. We support all industry best practices for providing information security safeguards for all company and client data.



GOAL	STATUS
Achieve SOC I and SOC II compliance on an annual basis	<b>Achieved.</b> SOC audits verify that our internal controls meet the highest standards for protecting customer and client data.
Provide Automated External Defibrillators (AEDs) and training protocol to our four largest facilities	<b>Achieved.</b> We will also expand this rollout by continuing to purchase AEDs for placement at additional facilities.
Offer first aid and CPR training at no cost to employees	<b>Achieved.</b> We hosted four trainings last year and will continue hosting more into the future.
Meet or exceed 95% participation for safety training sessions	<b>Achieved.</b>
Require all employees to complete data security training	<b>Achieved.</b>



## Our Priorities:

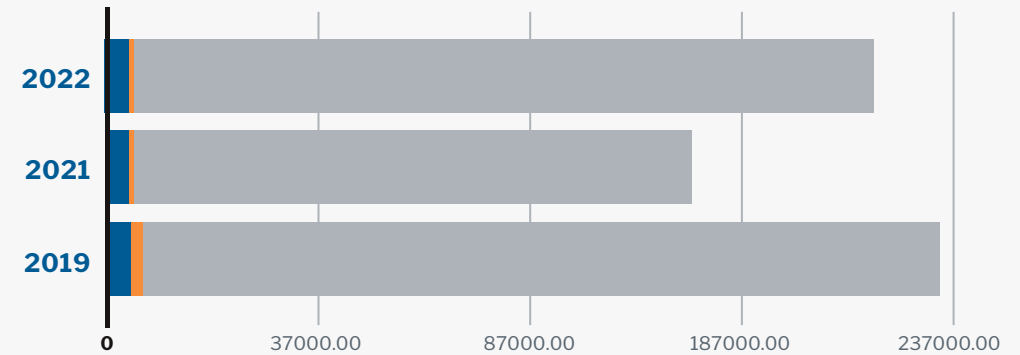
# Enabling the Clean Energy Transition

Our impact keeps growing. The work that Franklin Energy completed in 2022 will result in total lifetime savings of 22.3 billion kWh of electricity and 1.8 billion therms of natural gas. That adds up to a reduction of more than 1.7 million metric tons of carbon saved each year.

We are not only focused on helping our clients and utility customers reduce their energy usage and carbon footprints; we are also determined to reduce the carbon footprint created by the operation of our business. This goal led us to commit to achieving net-zero carbon emissions across Scope 1 and Scope 2 by 2025, and we are well on our way.

As is typical with any organization, the largest portion of our carbon emissions falls within Scope 3, indirect emissions. Of our Scope 3 emissions, the high-efficiency products we sell through AM Conservation generate the most significant portion. When calculating this figure, we include the entire lifecycle of all products sold, down to the packaging used for our energy-saving kits, which allows us to identify opportunities for improvement.

## EMISSIONS BY SCOPE



	2019	2021	2022
● Scope 1:	3168	2647	3069
● Scope 2:	858	498	473
● Scope 3:	2,312,928	1,351,977	2,133,270

*\*Numbers for 2019 and 2021 have been updated from previously reported figures to include more complete life cycle data of sold products.*

While Scope 3 is responsible for the largest fraction of our carbon impact, we realize that Scopes 1 and 2 have the potential to widen our carbon footprint. With this in mind, we have been aggressively addressing our own impacts. Despite a post-pandemic return to full operations, we continue to reduce the greenhouse gas emissions created by our business over our baseline. Although some employees have returned to working in offices, we continue to consolidate facilities and reduce office spaces wherever we can, having learned that remote working

options are viable. This cuts down on commercial heating and cooling as well as emissions from employees' commutes.

Some of our facilities use natural gas for heating, of which we used a total of approximately 103,000 therms in 2022. During the same period, our total electricity consumption was 1.39 million kWh, most of which was grid electricity, with 7.4% resulting from renewable energy purchased from our electric utilities. Incredibly, this is a 45% reduction from our 2019 baseline electricity consumption.

## OUR PRIORITIES: ENABLING THE CLEAN ENERGY TRANSITION

Perhaps most impressive is that despite a growing fleet, we showed a reduction in the carbon impact from our vehicles over our baseline. Over the past year, we ran an initiative to reduce engine idling, which included driver alerts, reporting, and education around the topic. These efforts resulted in a 16% reduction in idling times over 2021, with an estimated savings of 6,500 gallons of fuel. In addition, we continue to move toward the electrification of our fleet, having installed chargers at some facilities and added several plug-in hybrid/electric cars. This progress will continue as we prioritize the use of electric vehicles wherever possible and add more advanced vehicle technologies to our fleet.

To date, the total reduction of our footprint across Scope 1, Scope 2, and Scope 3 is over 8% over our baseline year of 2019, which puts us well on the path to our net zero goal. At the end of the day, making changes in our processes and behaviors was a team effort. From our corporate support teams to our field staff, achieving carbon emission reductions only comes from cooperation at every level. Thankfully, our experts all share the same passion for protecting the environment and building for a brighter future, and we're happy to do it every day—for both our clients and our own organization.

### GOAL

Calculate our Scopes 1, 2, and 3 footprints in accordance with an internationally recognized methodology

### 2022 PROGRESS

✓ **Achieved.** See appendix.

Achieve net-zero emissions across Scopes 1 and 2 by 2025

⋯ **In progress.** 2022 showed a reduction of combined Scope 1 and Scope 2 emissions of 12%, and we commit to reaching Net Zero by 2025.

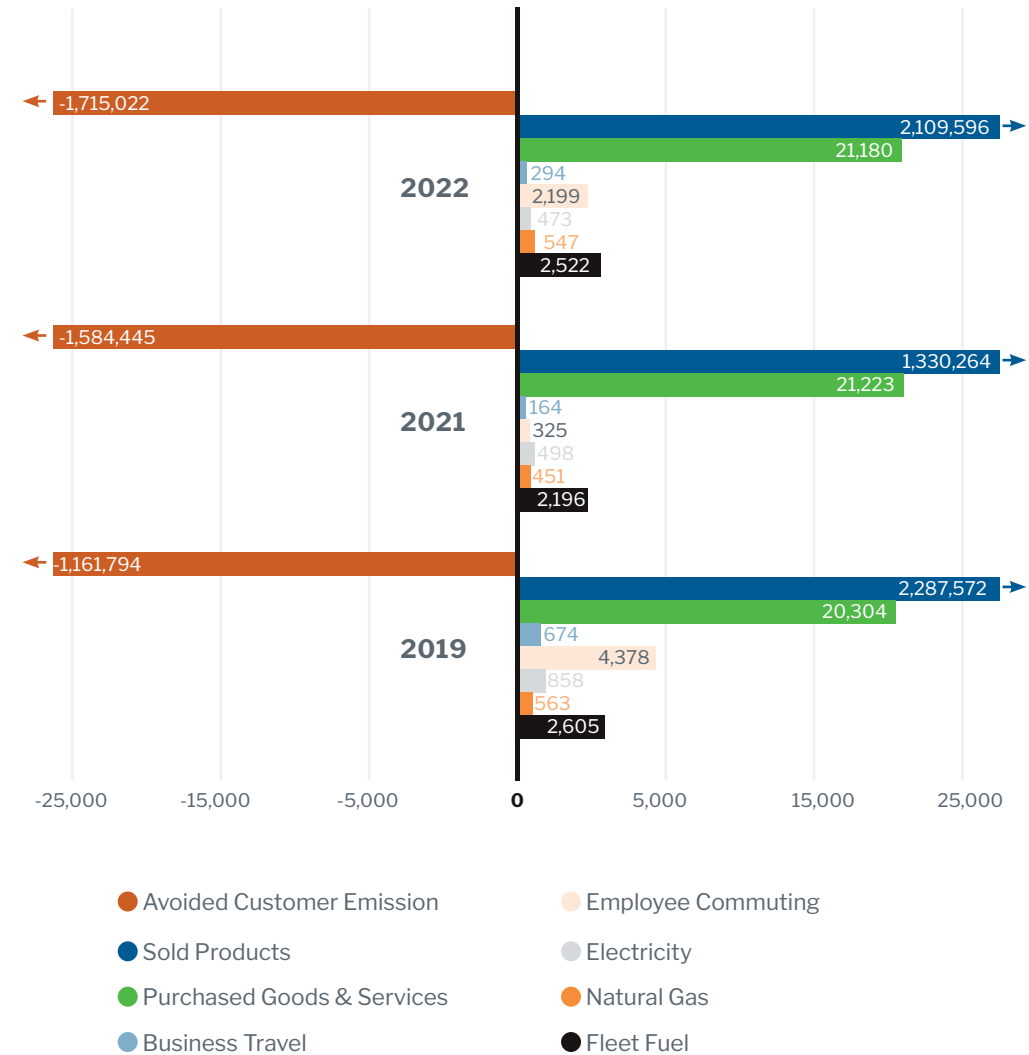
Select advanced technology options such as hybrid or electric vehicles when possible

✓ **Achieved.** Additional EVs have been added to our fleet, with more to come.

Train our employees in efficient driving practices

✓ **Achieved.** We added vehicle idle time to tracking and reporting for our fleet drivers, along with information on the impacts of idling and ways to reduce this practice.

## EMISSIONS BY SOURCE



Avoided customer emission numbers for 2019 and 2021 have been updated from previously reported figures.



# About This Report

Franklin Energy's 2023 Sustainability Report includes consolidated data within operational control of both Franklin Energy Services, LLC, and AM Conservation Group, Inc. for the calendar year 2022.

This report has been prepared with reference to the GRI Standards: Core Option and by aligning with standards set forth by the Sustainability Accounting Standards Board. Framework-specific disclosure tables can be found in the appendices of this report.

The information in this report may contain forward-looking statements, estimates, or projections. These forward-looking statements relate to, among other matters, plans, goals, and strategies with respect to sustainability. These statements, estimates, and projections are subject to certain risks and uncertainties that could cause actual results to differ materially.

For questions about this report or any information contained within it, please contact Franklin Energy's sustainability team at [sustainability@franklinenergy.com](mailto:sustainability@franklinenergy.com).





## APPENDIX: PROGRESS TOWARDS GOALS

	Timeline	2022	
		In Progress	Achieved
Ensuring Safety, Health, and Security			
Meet or exceed 95% participation for safety training sessions	Annually		✓
Offer first aid and CPR training at no cost to employees	2022		✓
Provide Automated External Defibrillators (AEDs) and training protocol to our four largest facilities	2022		✓
Require all employees to complete annual data security training	Annually		✓
Achieve SOC I and SOC II certification on an annual basis	Annually		✓
Championing Our People			
Grow our supplier and partner development program's reach by offering support to no less than three new partners per year	Annually	✓	
Achieve 50% diversity for new hires	Annually		✓
Maintain or increase number of veterans in our employee base over the previous year	Annually		✓
Increase employee retention to 85% by 2024	2024	✓	
Begin a pay equity study and related work to determine where and when we may need to adjust compensation to increase retention, engagement, and market competitiveness	2022		✓
Re-establish an employee discount for purchases of energy- and water-saving products	2022		✓
Enabling the Clean Energy Transition			
Calculate our Scope 1, 2, and 3 footprint in accordance with an internationally recognized methodology	Annually		✓
Achieve net zero emissions across Scopes 1 and 2 by 2025	2025	✓	
Select advanced technology options such as hybrid or electric vehicles when possible	Annually		✓
Train our employees in efficient driving practices	Annually		✓
Building Strong Communities and Local Economies			
Establish a formal Supplier Code of Conduct and use it to measure and manage explicit environmental and social criteria	2022		✓
Support our local communities by promoting employee volunteerism, resulting in an increase in the total paid employee volunteer hours over the previous year	Annually	✓	





## APPENDIX: GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	REPORT LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	About Franklin Energy
	2-2 Entities included in the organization's sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report
	2-4 Restatements of information	Enabling the Clean Energy Transition
	2-7 Employees	Championing Our People
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment Results
	3-2 List of material topics	Materiality Assessment Results
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Building Strong Communities and Local Economies
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Enabling the Clean Energy Transition
	302-4 Reduction of energy consumption	Enabling the Clean Energy Transition
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Enabling the Clean Energy Transition
	305-2 Energy indirect (Scope 2) GHG emissions	Enabling the Clean Energy Transition
	305-3 Other indirect (Scope 3) GHG emissions	Enabling the Clean Energy Transition
	305-5 Reduction of GHG emissions	Enabling the Clean Energy Transition
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Ensuring Safety, Health, and Security
	403-5 Worker training on occupational health and safety	Ensuring Safety, Health, and Security
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Championing Our People



## APPENDIX: SUSTAINABILITY ACCOUNTING STANDARDS BOARD REFERENCE TABLE

Below is a table referencing Franklin Energy's public disclosures to the Sustainability Accounting Standards Board's ("SASB") Professional & Commercial Services Industry standards. The far-right column represents where you can find more information on each of these topics.

Topic	Accounting Metric	Code	Response
Data Security	Description of approach to identifying and addressing data security risks	SV-PS-230a.1 CG-EC-230a.1	Ensuring Safety, Health, and Security
	Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	Ensuring Safety, Health, and Security
Workforce Diversity & Engagement	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	SV-PS-330a.1 CG-EC-330a.3	Championing Our People
Hardware Infrastructure Energy & Water Management	1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	CG-EC-130a.1	Enabling the Clean Energy Transition

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Activity Metric	Code	Response
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	SV-PS-000.A	Championing Our People