Sustainability Report 2023

evergy®

TABLE OF CONTENTS

Introduction 3
- Benefits to Stakeholders 3
- Mission and Vision 3
- Strategic Focus Areas 4
- Affordability, Reliability, Sustainability 5
- Priority Sustainability Topics 6
- Environmental, Social, and Governance Reporting 6

Environmental 8
- Annual Overview 8
- Energy 8
- Emissions 19
- Water Conservation and Quality 23
- Waste and Toxicity 25
- Natural Resources/Conservation/Biodiversity 28
- Risks and Opportunities 31

Social 34
- Affordability and Assistance 34
- Community Impact 41
- Stakeholder Engagement Procedure 51
- Rate Modernization 53
- Company Culture and Engagement 54
- Workforce Pillars 56
- Diversity, Equity, and Inclusion Pillars 67
- Labor, Health, and Safety 69

Governance 76
- Board Structure 76
- Governance Highlights 78
- ESG Governance 81

Forward-Looking Statements 84

Introduction

Evergy, Inc. (NASDAQ: EVRG) serves approximately 1.7 million customers in Kansas and Missouri. Evergy's mission is to empower a better future. Today, almost half the power generated by Evergy comes from emission-free sources, creating reliable energy with less impact on the environment. Evergy is committed to delivering safe, reliable, affordable, and sustainable energy to customers while being a great place to work for a diverse workforce and supporting the communities we serve.

Sustainability has consistently been at the forefront of our business. Since 2005, we reduced carbon emissions by 53 percent, and sulfur dioxide and nitrogen oxide emissions by 98 percent and 90 percent, respectively. We have made significant gains in adding renewable energy assets to our generation portfolio since 2011 and our integrated resource plan includes significant ongoing renewables additions as we manage the responsible transitions of our generation portfolio.

Benefits to Stakeholders

Throughout this report, callouts specifically outline Evergy's emphasis on stakeholder benefits as we advance our Environmental, Social, and Governance (ESG) initiatives. Our products and services enable affordable, reliable energy for customers; ongoing emissions reductions and expansion of clean energy solutions; a rewarding work environment for employees; and growth in the communities we serve.

Mission and Vision

OUR MISSION

We empower a better future.

OUR VISION

To lead the responsible energy transition and provide affordable, reliable and sustainable service to our customers and communities.

Employees

- Be a great place to work
- Foster engagement and excellence
- Embrace diversity, equity and inclusion

Customers

- Deliver Tier 1 quality and cost-effective service
- Serve as our customers' trusted energy provider
- Provide affordable and regionally competitive rates

Shareholders

- Deliver consistent and superior shareholder returns
- Allocate capital to drive sustainable and diverse energy solutions

Communities

- Ensure open and collaborative regulatory and stakeholder relationships
- Serve as good stewards of resources and relationships
- Advance economic development

At Evergy, we seek to empower a better future for our approximately 1.7 million customers we have the privilege to serve across Kansas and Missouri. We strive to lead the responsible energy transition and provide affordable, reliable, and sustainable service to our customers and communities. To deliver on this vision, our corporate strategy centers on five key strategic focus areas to allow us to be a rewarding place to work for our employees, serve as our customers' trusted energy provider, deliver consistent and superior shareholder returns, and be good stewards of resources and relationships within our communities.

Strategic Focus Areas

Culture & Engagement. We strive to have an inclusive, **mission-driven culture**. Our shared purpose – **to empower a better future** – motivates and drives our daily work. The centerpiece of our culture is the **Evergy team** and our commitment to our core values.

Operational Excellence. We aim for excellence in our day-to-day operations. **Safety** is at the forefront, with a focus on **Reliability, Commercial Availability**, and **Customer Experience**, enabled by infrastructure investment, productivity and process improvements, and new technology deployment.

Regulatory Relationships & Outcomes. Everything we do to serve our customers and communities must be done in partnership with our regulators and stakeholders. **Constructive relationships, enabling policy**, and fair and balanced outcomes in regulatory proceedings are critical to our mission and vision.

Responsible Portfolio Transition. We aspire to lead the **responsible energy transition** that reflects the input of regulators and stakeholders and integrates new emissions-free technologies with existing resources – advancing and balancing the objectives of affordability, reliability, and sustainability.

Customer & Demand Transformation. Customer expectations for, and engagement with, electricity providers are evolving rapidly – and electrification is making our product more and more critical to daily life. We will play a central role in **offering** new products and rate plans, **transforming** the role that electricity plays in many sectors of the economy, and **fostering economic development** across our region.

Affordability, Reliability, Sustainability

Evergy's mission is to empower a better future, and our vision is to lead the responsible energy transition and provide affordable, reliable, and sustainable service to our customers and communities. In furthering our mission and vision, executing our strategic plan delivered the following accomplishments in 2023.

Affordability: We saw continued improvement in regional rate competitiveness, with retail rates increasing 1.0 percent in Kansas and 1.3 percent in Missouri on a cumulative basis since 2017[1], well below regional peer states and inflation over the same time period. In 2022 and 2023, we filed rate cases in Missouri and Kansas, respectively – the first since Evergy was formed in 2018 – allowing us to return to customers the considerable cost savings we have achieved. We found common ground with stakeholders in our Missouri and Kansas rate case settlements, resulting in a balanced outcome for our stakeholders.

Reliability: Our focus on safe and reliable service includes investments to modernize our transmission and distribution infrastructure to improve reliability for our customers and improve the resiliency of the electric grid and its ability to withstand extreme weather. By replacing aging equipment and investing in smart grid technologies, we also seek to enable further efficiency gains in serving our customers. Our focus on reliability includes effectively managing our diverse generation fleet and investing to meet the requirements of a changing energy industry, including the increased demands brought on by large-scale renewable resources and the retirement of older plants. Evergy's balanced generation portfolio – supported by a mix of emissions-free nuclear and wind resources, as well as dispatchable fossil generation – provides the reliability needed to meet peak customer demand while insulating customers from inflationary bill shock seen across the country as commodity prices rise.

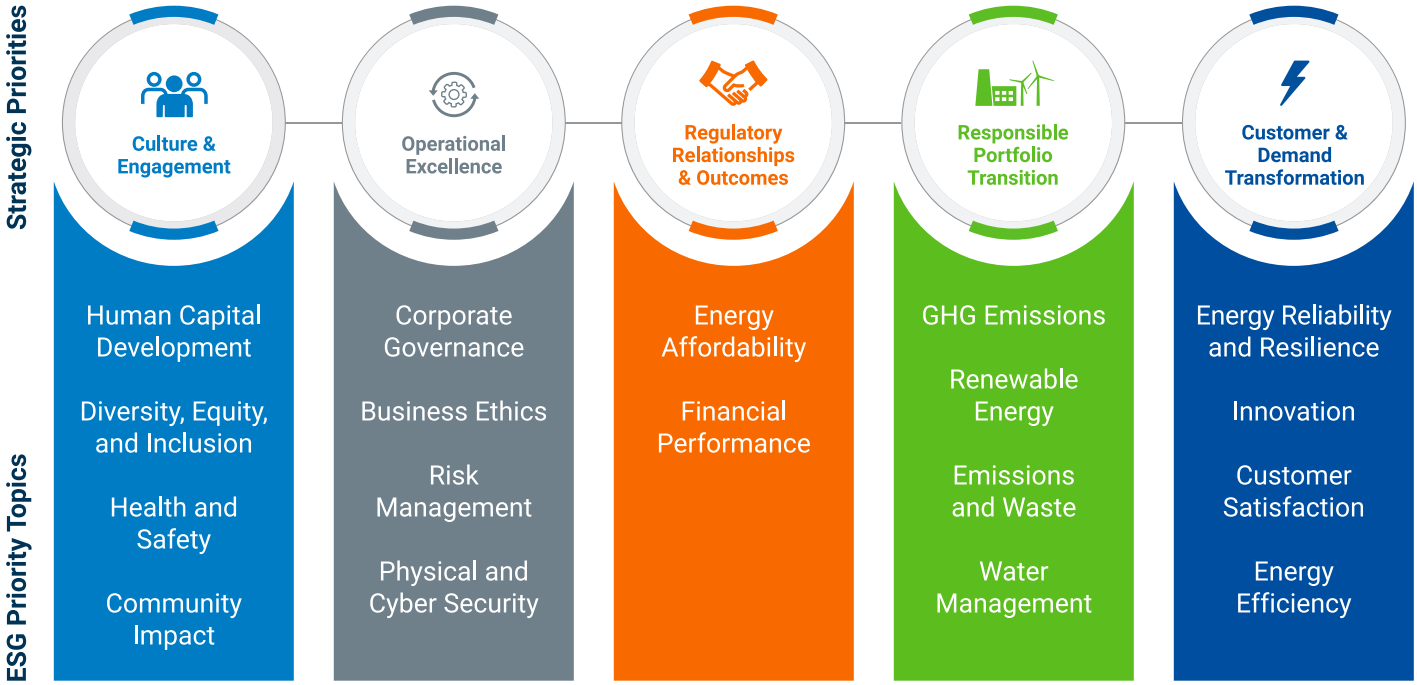
Sustainability: Our most recent Integrated Resource Plan (IRP) outlined our intent to add 5,100 megawatts of renewable energy from wind and solar over the next 20 years. Evergy seeks to lead the responsible energy transition in our service area, taking advantage of the region's ample renewable resources and the benefits of a diverse generation portfolio. In May 2023, we closed on the acquisition of the 199-megawatt Persimmon Creek Wind Farm, reflecting continued progress toward our goal of a 70 percent reduction of owned generation carbon dioxide (CO_2) emissions from 2005 levels by 2030. Our long-term target is to achieve net-zero CO_2e emissions, for scope 1 and scope 2, by 2045 through the responsible transition of Evergy's generation fleet. Achieving these emissions reductions is expected to be dependent on enabling technologies and supportive policies and regulations, among other external factors. For example, the passage of the Inflation Reduction Act in 2022 provides longer-term certainty around renewable tax credits that serve to reduce the levelized cost of energy for new renewable generation.

[1] *Cumulative rate increase since the end of 2017 through the end of November 2023. Regional electric state data is sourced from the U.S. Energy Information Administration (EIA) and is comprised of revenues and sales for all sectors. 2023 data is based on a rolling 12-month average of total revenues and sales through the end of November 2023. EIA data is preliminary that is subject to change, with 2023 data to be finalized in October 2024.*

Priority Sustainability Topics

Periodically, Evergy identifies priority topics for ESG reporting allowing for a current-state view of performance against existing ESG standards and peer practices. Several internal and external sources, including the Task Force on Climate-related Financial Disclosure (TCFD) and Sustainability Accounting Standards Board (SASB), were used to define and validate these priority topics. We have updated the priority sustainability topics to align with Evergy's vision and strategy. Additionally, Evergy's Corporate Sustainability team is in the Corporate Strategy department, led by Evergy's Vice President of Strategy and Long-Term Planning, to further integrate sustainability best practices into Evergy's strategy.

Strategy Alignment



Environmental, Social, and Governance Reporting

Evergy provides quantitative and qualitative data on various ESG areas of focus, including those relating to emissions, waste, and water on our investor relations website. A proliferation of ESG reporting formats has emerged in recent years, and Evergy has been a leader in consulting with stakeholders to determine which frameworks are most important to them. This report outlines the broad-reaching benefits of Evergy's ESG focus.

This Report does not include details on our financial performance. Details on our financial performance can be found on our investor relations website and in our public filings available through the U.S. Securities and Exchange Commission (SEC). Materiality and its relevant definition as used in this report, and our ESG materiality review process, are different than the definition used in the context of filings with the SEC. Issues deemed material for purposes of this Report and for purposes of determining our ESG strategies may not be considered material for SEC reporting purposes.

For ease of use, the table below provides a comprehensive list of Evergy's public filings that are related to ESG reporting, as well as other resources mentioned in this report.

Investor Website	investors.evergy.com
Evergy ESG Metrics	investors.evergy.com/ESGMetrics
Evergy TCFD Report	investors.evergy.com/TCFD
Evergy SASB Report	investors.evergy.com/SASB
2024 IRP Update Overview	investors.evergy.com/2024
CDP Climate 2023	investors.evergy.com/CDPclimate
CDP Water 2023	investors.evergy.com/CDPwater
GRI	investors.evergy.com/2022-global-reporting-initiative-report
Governance Documents Charters & Policies	investors.evergy.com/corporate-governance/documents-charters

Environmental

Annual Overview

Our most recent Integrated Resource Plan (IRP) outlines our intention to add 5,100 megawatts of renewable energy from wind and solar and 6,000 MW of firm, dispatchable generation – including 2,500 MW of new, hydrogen-enabled natural gas generation across 2029-2032 – as our service area is experiencing record-setting economic development. In 2023, Evergy achieved a reduction in carbon dioxide (CO_2) emissions of 53 percent from 2005 levels. This reflects considerable progress toward our interim goal of a 70 percent reduction in owned generation CO_2 emissions from 2005 levels by 2030, with a long-term target of net-zero CO_2e, for scope 1 and scope 2, by 2045. Additionally, sulfur dioxide and nitrogen oxide emissions have decreased by 98 percent and 90 percent, respectively compared to 2005. Together these reductions help us improve air quality in our service area and in neighboring states as well.

To achieve our net-zero goal, we recognize that research and development of new and existing low or zero-emissions technologies are needed. Evergy has continued piloting battery storage technology with our Switchgrass Battery Storage Pilot Project, Evergy's first lithium-ion battery, and through residential battery programs. In 2023, we closed on the acquisition of Persimmon Creek Wind Farm, a 199-megawatt wind farm that provides carbon-free energy for our Kansas customers.

In recent years, we publicly disclosed our Environmental Policy, Water Policy and Waste Policy highlighting our commitment to protecting our natural resources combined with an assessment program to ensure ongoing compliance and continuous improvement within our established environmental compliance programs.

Energy

Generation Transition

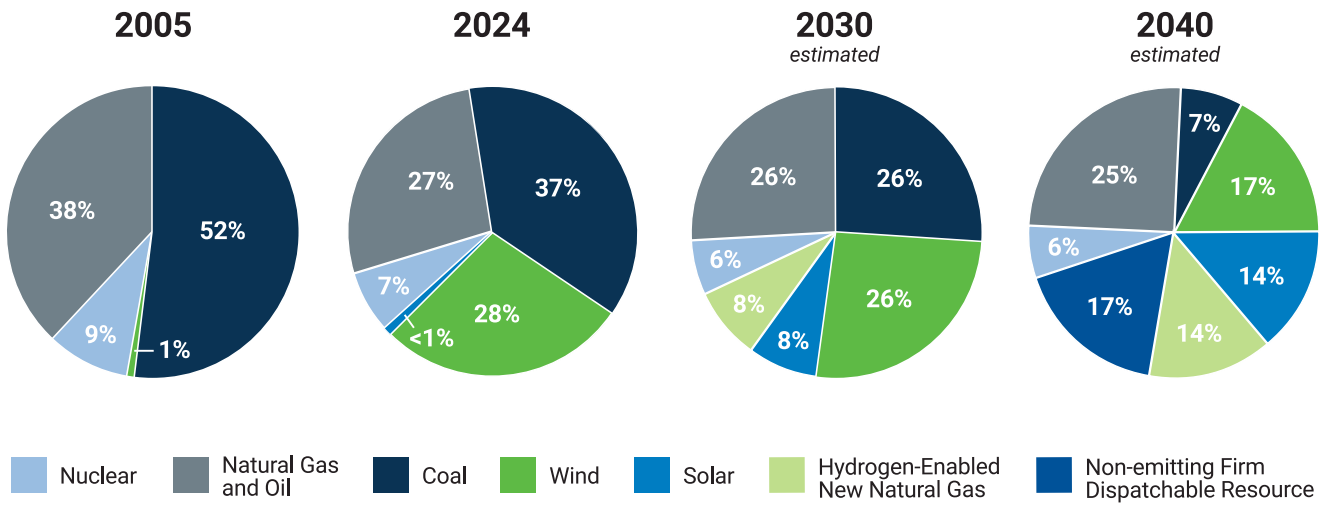
In 2023, almost half of the electricity we generated came from carbon-free sources. Since 2005, we have added nearly 4,500 megawatts of renewable generation (including both owned generation resources and renewable energy sourced through long-term power purchase agreements) and retired more than 2,400 megawatts of fossil generation. In 2023, renewable resources represented more than 27 percent of our total generation nameplate capacity.

We use a triennial Integrated Resource Plan (IRP), a detailed analysis that estimates factors that influence the future supply and demand for electricity, to inform the manner in which we supply electricity. The integrated resource plan considers forecasts of future electricity demand, fuel prices, transmission improvements, new generating capacity, cost of environmental compliance, integration of renewables, energy storage, energy efficiency and demand response initiatives. Our 2024 IRP shows that coal nameplate capacity is expected to decline from about 37 percent in 2024 to 26 percent by 2030, and for that decline to accelerate further with planned coal plant retirements early next decade. While our coal generation has served our region well for decades, this transition from older coal resources is a component of the ongoing portfolio transition and the provision of affordable, reliable, and sustainable electric power.

To continue planning for our future, during 2023, we issued a Request for Proposals (RFP) for generation resources to serve our customers. The all-source RFP solicited bids for Evergy's purchase or contracting of up to 1,240 megawatts (MW) of energy resources that will be in service by 2026.

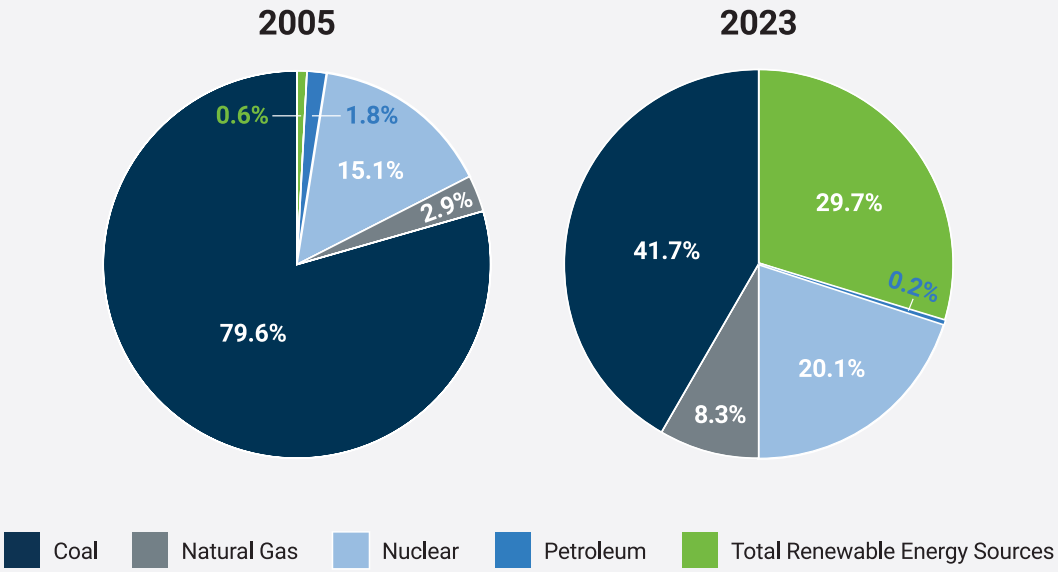
Transitioning to owning and operating more of the renewable energy we provide and depending less upon purchased power agreements with other entities is also an element of our business plan. We believe that having more control over sustainable assets will enable us to better ensure affordability and reliability and retain value and flexibility for our customers. To successfully carry out our renewable energy strategy, we have created a dedicated renewable energy and generation development department that reports to our Vice-President of Development.

Generation Capacity by Fuel Type



Our goal is to achieve net-zero carbon emissions by 2045.

Net Generation by Fuel Type (MWh)

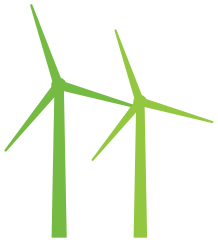


Evergy's Renewable Generation

Our renewable generation portfolio is diverse and includes wind, solar, hydro, and biogas resources. In our most recent IRP, we outlined our intention to add 5,100 MW of renewable energy over the next 20 years. In 2022, the federal Inflation Reduction Act (IRA) was signed into law. The IRA supports renewable energy technologies by providing longer-term certainty for renewable tax credits that serve to reduce the levelized cost of energy of new renewable generation.

Wind

Evergy has expanded wind energy production in the Midwest for years. With the acquisition of the 199-megawatt Persimmon Creek Wind Farm in 2023, we now own or have under contract more than 4,500 megawatts of wind generation capacity. By strategically growing our wind portfolio over the last two decades, we have helped fuel Kansas' top-five state ranking[1] for the most wind generation. The total wind electricity generation in the United States is approximately 10 percent[2] of all energy generation sources while Evergy's wind generation percentage is nearly three times that at 29 percent of Evergy's electricity generation.



4,525 MW

4,525 estimated megawatts of wind capacity, including owned generating capacity and renewable power purchase agreements.

Solar

Evergy owns or has funded more than 75 solar projects in Kansas and Missouri. In 2023, more than 17 megawatts of solar projects were put into service, bringing the total solar portfolio to greater than 30 megawatts. Looking forward to 2024 and 2025, Evergy will be involved in the construction of additional solar projects totaling more than 35 megawatts and will continue preparations to significantly expand solar build into the latter half of the decade as indicated in Evergy's most recent annual IRP.

During 2023, Evergy placed a new 10-megawatt solar array at our Hawthorn Generating Station in Kansas City, MO into service. The site is made up of more than 22,000 solar panels. Portions of the project support Evergy's solar subscription customers and income-eligible solar pilot customers within Evergy's Metro and Missouri West service areas. The income-eligible solar subscription program is available for both homeowners and renters who want to enjoy solar energy with no increase to their monthly bill. Eligible residents can sign up through a simple application on Evergy's Income Eligible Solar Subscription website.

Hawthorn solar is Evergy's largest single-axis tracking array, which rotates the panels by using GPS data to find the optimal angle. This technology can boost annual energy production by up to 25 percent when compared to a similarly sized fixed tilt array. In addition, the site will feature a pollinator friendly and native grass blend, which aligns seamlessly with Evergy's sustainability goals and Monarch butterfly conservation efforts. Hawthorn Solar is anticipated to produce 21,000 MWh annually over the next 25 years. The portion of the array for the solar subscription program exceeded the enrollment goal and is fully subscribed with an active waitlist.

[1] *https://www.eia.gov/energyexplained/wind/where-wind-power-is-harnessed.php*

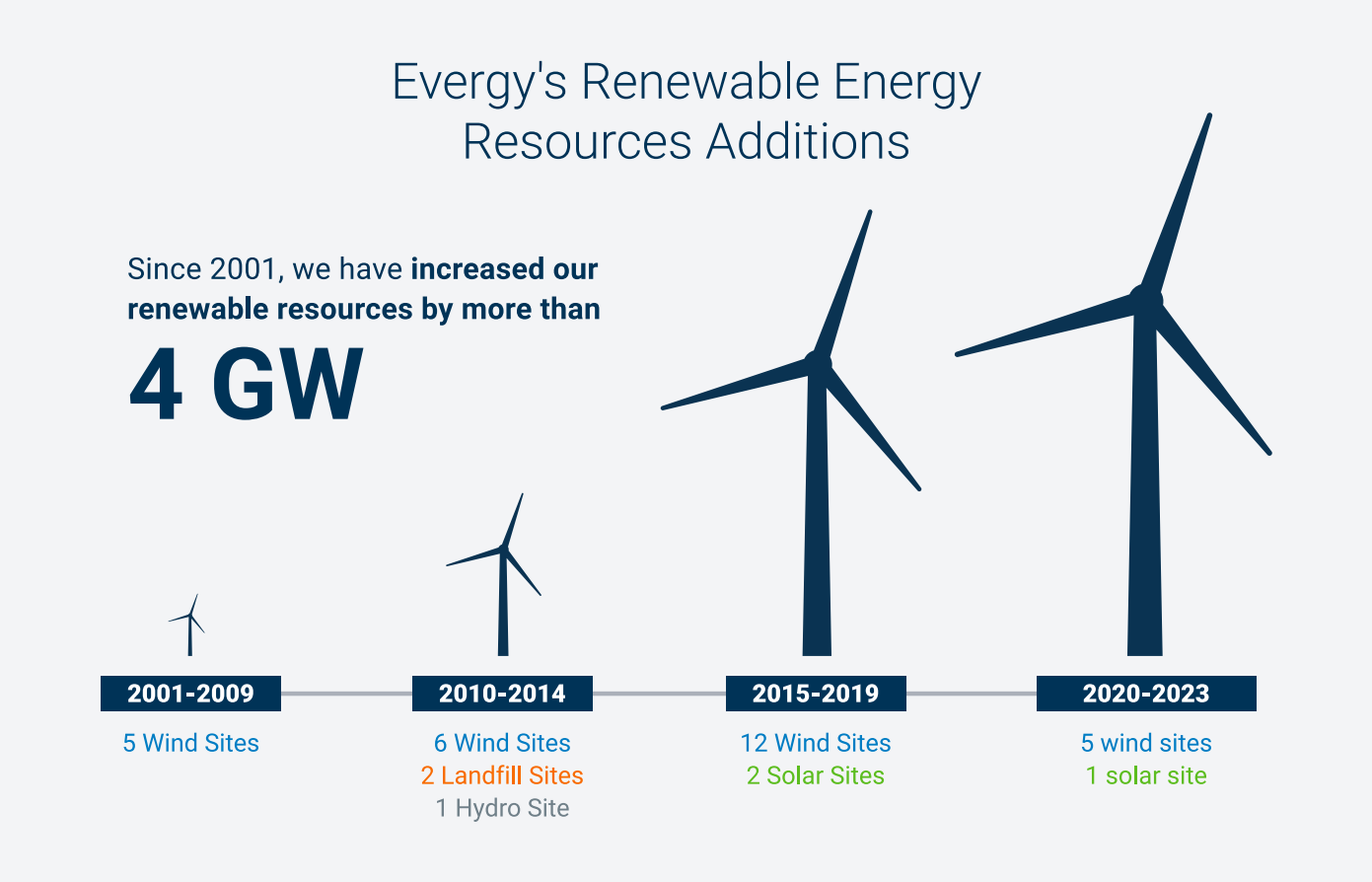
[2] *EIA - https://www.eia.gov/tools/faqs/faq.php?id=427&t=3*

Hydro Energy

Since 2014, Evergy has purchased renewable energy from Central Nebraska Public Power and Irrigation District's three hydroelectric plants totaling 66 megawatts of capacity.

Biogas Energy

The three million tons of decomposing waste in St. Joseph, MO's landfill continually produces methane, which our Evergy landfill gas plant converts into enough electricity to power up to 1,000 homes annually. Landfill gas is an important source of waste-based, renewable energy that can generate distributed base load power. Evergy also purchases power from Rolling Meadows in Topeka, KS, a 6-megawatt landfill gas-to-energy plant that has been producing electricity for our customers since 2010.



Reliability

In 2023, we invested $2.3 billion across our system, with the largest portion focused on our transmission and distribution network. The investment is focused on replacing aging equipment and modernizing the grid, driving benefits for customers by improving reliability, enhancing resiliency and the ability to withstand extreme weather, and increasing security. As we advance the use of smart grid technologies and transition toward a lower-cost, lower emissions generation fleet and upgraded customer systems, our investments will also enable us to reduce costs to serve customers. The capital investment plan we published in February 2024 included an estimated $12.5 billion of capital investment through 2028, including nearly $2.9 billion of new generation resources in support of Evergy's ongoing generation portfolio transition.

BENEFIT TO STAKEHOLDERS

Providing a reliable, safe, and secure power grid to our customers is an essential part of Evergy's mission, including the ability to withstand and recover safely and effectively from extreme weather events.

$1.6 billion invested in 2023 transmission and distribution infrastructure upgrades

Our customers rely on us to deliver the energy they need, when and where they need it. With increased dependence on electricity for our everyday lives, system reliability is increasingly important and depends on our disciplined, effective business execution. We are targeting high performance in both system reliability and in customer experience.

The key to improving system reliability is advancing and ensuring the resiliency of our more than 10,000 miles of transmission lines, 60,000 miles of distribution lines, and more than 900 substations that span across the high vegetation regions of the Kansas City metro areas through the rural grasslands on the Kansas plains. To do that, we are modernizing our grid, leveraging technology, and implementing an innovative vegetation management program.

Our capital investments in replacing aged infrastructure, enabling grid automation, data handling and analytics capabilities, and building advanced communications infrastructure are all aimed at improving overall grid reliability and resiliency. Proactive grid modernization efforts and smart grid technologies will also better enable our grid to integrate diverse new generation resources. The installation and implementation of advanced communicating devices will help reduce restoration times.

We are working toward a more modern, reliable, and resilient grid that is also prepared for the changes and technology breakthroughs that are transforming the energy industry.

Energy Innovation

Battery Storage Projects

Innovation is key in finding new ways to serve our customers with reliable, affordable, and sustainable energy. Battery storage is just one innovation that we are exploring and incorporating to reach that goal. In 2022, we completed our first utility-scale lithium-ion battery project.

The Switchgrass Battery Storage Pilot Project was operational in the fall of 2022 and is located adjacent to the Sedgwick County Zoo in Wichita, KS. This battery provides one megawatt of power to the Southwest Power Pool (SPP) Market or, in cases of emergency, the neighboring zoo and can operate for up to four hours from a full charge.

In 2023, Evergy began accepting applications for a battery storage pilot at customer homes in Missouri to gain insight into customer value, grid optimization support, and enhanced reliability. The three-year residential Battery Storage Pilot Program consists of the installation of approximately 50 battery storage systems within Evergy's Missouri Metro and Missouri West service areas. Operational data from the battery systems will be collected and evaluated for customer savings and utility benefits.

This project will support initial testing and integration of the technology into existing grid operations. Customer benefits include optimization of home energy costs and greater flexibility in managing solar self-consumption, along with providing access to a backup power source. The project can also help us understand customer preference and usage patterns to complement time-of-use rate offerings, decarbonization goals, or electrification initiatives. Both battery storage projects will provide Evergy real-time data and insight into how this technology integrates with, and supports, sustainable grid functionality and reliability.

In 2022, Evergy partnered with coalitions of public and private entities in Kansas and Missouri to pursue federal funding opportunities under the U.S. Department of Energy's Regional Hydrogen Hub Program. While funding was not awarded to that project, Evergy continues to explore the benefits of hydrogen in planning its long-term resource integration.

STAKEHOLDER ENGAGEMENT

Switchgrass also serves as a training location for local first responders. Evergy Loss Control had 100 firefighters participate in training at the site in July 2022, including the Wichita and Sedgwick County Fire Departments. The group discussed pre-incident planning, site hazards, response tactics and communication.

Technology

Evergy's Unmanned Systems program, which includes drones, robotics and submersibles offers various benefits to our safety and operations. Their unique capabilities can significantly improve the efficiency and effectiveness of inspection, maintenance, and monitoring tasks, while reducing cost and risks to workers. Key benefits include:

- I**mproved safety:** Access to difficult-to-reach or hazardous locations, such as transmission towers, power lines, substations, and confined spaces without putting workers at risk during manual inspections or maintenance tasks.
- **Increased efficiency:** Coverage of large areas quickly, allowing for faster and more frequent inspections of infrastructure utilizing high-resolution images or videos processed and analyzed to identify potential issues or areas needing further attention.
- **Cost savings:** Reduced labor costs for manual inspections and maintenance and minimized need for expensive equipment such as helicopters or specialized vehicles.
- **Enhanced data collection and analysis:** Advanced sensors and cameras can collect a wide range of data, including thermal imaging, LIDAR (Light Detection and Ranging), and electromagnetic field measurements. All used to identify issues enabling proactive assessment and predictive maintenance.
- **Disaster response and recovery:** Quickly assess damage to electrical infrastructure, identify areas that need immediate attention, and help prioritize repair efforts in the aftermath of natural disasters like tornadoes, floods, or wildfires. This can speed up the restoration of power to affected communities.
- **Environmental monitoring:** Helping to track the environmental impact of our operations, such as assisting with compliance of regulations related to protected habitats or wildlife.

Grid Modernization

Modernizing Evergy's grid helps reduce the frequency and duration of power outages by quickly identifying and addressing issues, as well as increasing the grid's ability to withstand extreme weather events and other potential threats by deploying smart assets. Examples of the assets we currently utilize are reclosers, various controllers, sensors, fault indicators, and regulators. We are also adding smart controls and smart communications to substations and other existing assets to increase reliability and efficiency of response if a problem occurs. By combining these with a high-powered data concentrator, logic processor, and Blueframe Operating System, we are able to analyze our field assets in ways that save time and money when performing scheduled maintenance and unscheduled repairs.

These smart assets provide data that is brought back to Evergy's Advanced Distribution Management System (ADMS) for added benefits. ADMS is our software platform that supports the full suite of distribution management and optimization. This includes outage management, fault location, distribution control, and the performance of other smart assets on our distribution grid.

Evergy's grid modernization is also essential for integrating wind, solar, and other renewable energy sources that reduce the reliance on fossil fuels and lower greenhouse gas emissions. Additionally, it allows for better demand response management, where electricity consumers can adjust their power usage during peak times, helping to balance the load on the grid and reduce the need for additional energy generation.

Distributed Energy Resource Programs

Solar Subscription

Evergy's Solar Subscription programs provide customers with renewable energy solutions through a local community-based initiative without the upfront expense and hassle of installing and maintaining solar. Evergy offers Solar Subscription programs in Missouri and Kansas. Evergy's first 1.2 MW community solar array went online in 2016 in Hutchinson, KS and is fully subscribed by Kansas Central customers. During 2023, Evergy placed a 10 MW solar array in Missouri into service on repurposed land around its Hawthorn power plant. A portion of this array (5 MW) is designated for Evergy's solar subscription program for its Missouri and Kansas Metro customers, and 1 MW is allocated for Missouri income-eligible customers. Evergy has fully subscribed the 5 MW solar subscription program with more than 1,200 customers. Evergy is enrolling Missouri customers for the income-eligible portion. The remainder of the 10 MW Hawthorn array provides energy to a portion of Evergy's retail customers.

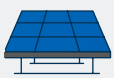
Wind Subscription

Evergy also offers a subscription program that allows customers to offset up to 100 percent of their electric usage with locally generated wind energy.

Current Solar Subscription:

Began in 2016

1,781
customers



5.4 MW
of energy

Current Wind Subscription:

Began in 2015

22,552
customers

24,753 MWh
of energy

Renewables Direct

Evergy's green tariff program, Renewables Direct, offers large commercial and industrial customers a bundled solution to obtain wind energy and receive renewable energy credits.

Renewables Direct:

69 customers

608 MW of energy

In addition to the subscription programs mentioned, Evergy offers the following renewable energy solutions.

Programs	Details
Small utility-scale solar resource	Evergy developed a 5 MW utility scale solar resource in conjunction with the solar subscription array.
Income-eligible solar subscription	Evergy launched an income-eligible Solar Subscription program in Missouri. The program provides clean energy at an affordable rate to underserved customers in addition to access to other financial assistance and weatherization options. Evergy is currently recruiting customers for this program.
Net metering program	Evergy works closely with solar installers and customers to streamline the net metering application process, as well as administer solar rebates in Missouri, as provided for through legislation. As of December 2023, Evergy had 12,458 net metering customers.
Behind-the-meter storage pilot program	Evergy launched a residential battery energy storage pilot program in Missouri in 2023 for 50 customers. Evergy will also launch a similar program in Kansas during 2024. Both pilot programs will allow Evergy to better understand customer usage preferences and bill savings opportunities in addition to future impacts of these distributed energy resources (DER) on our system. The pilot programs will complement other programs such as time-of-use rates, demand response, solar and electrification initiatives that support customer decarbonization goals.

BENEFIT TO STAKEHOLDERS

Adding additional renewable resources to Evergy's already impressive renewable portfolio helps to lower our carbon intensity. In addition, our specialized programs provide customers access to renewable generation sources that were previously physically inaccessible or considered cost prohibitive. These programs empower consumers to customize solutions to meet their individual needs.

Renewable Partnerships - Solar

Evergy is committed to providing our customers with cost-effective, reliable renewable energy solutions to help build a more sustainable future. As part of that commitment Evergy Energy Solutions and Evergy Energy Partners provide turnkey services to meet the growing needs of customers within and outside our service area, respectively. Projects and benefits include:

Combined, these solar projects could:

Power nearly **3,300 homes**

Avoid **millions of gallons** of water usage

Charge more than **1 billion smartphones**

Project	Details
FreeState Electric Cooperative	The project will provide FreeState Electric Cooperative with supplemental energy that is not only clean and local, but also purchased at a competitive rate for FreeState's members. This project demonstrates a commitment by both of our companies to be innovative, while keeping electricity affordable and reliable.
Paragould Light Water & Cable	Bifacial solar panels, which produce solar energy from both sides of the panel, serve to provide energy to municipal utility customers in Paragould, Arkansas. The site's grass ground cover provides a cooling effect under the panels that allows for greater solar generation. The array's tracking system tracks the sun throughout the day to maximize the energy collected from sunlight and the light reflecting from the ground. Native grass cover at the site saves money, avoids extraneous storm water runoff, and provides a pollinator-friendly ecological environment for butterflies, hummingbirds and bees.
The City of West Plains, MO	The 40-acre site that was once a landfill is now home to an 8 MW solar array that has been constructed with more than 26,000 panels. With the construction of the solar array and the establishment of native plants and grasses, Evergy and the City of West Plains, MO, have created a renewable energy site with a strong and healthy native habitat. Grasses selected for this site include sideoats grama, blue grama and little bluestem. These grasses are native to Missouri and provide food and habitat for a host of wildlife species that are adapted to the local climate. At less than 3-foot tall at maturity, they are compatible with the operation of the solar panels.
Spring Hill USD 230	Spring Hill's 750 kW solar system coupled with its Building Automation System create a "smart micro-grid" that reduces the school's peak demand by as much as 30 percent and saves the school about 30 percent on its electricity costs. The solar system was designed to produce enough energy to meet the majority of the high school's daytime electricity needs. It annually offsets about a third of the school's energy usage and reduces stress on the local grid. Located near a high school, the array becomes the subject of experiential lessons for students.

Project	Details
Pittsburg State University	Evergy Energy Solutions partnered with Pittsburg State University to address a need for power outside the University's Kansas Technology Center where students study construction and automotive disciplines. Installed in the center's parking lot, the canopy array supplies energy to a 21-kWh battery storage system that provides consistent power delivery for students' work. The solar canopy doubles as a shelter for passersby on the campus and a place for students to sit and charge their devices while studying. This project will offset 15.6 metric tons tons of CO_2 per year.
The City of Roeland Park, KS	The City of Roeland Park is committed to showing the community its dedication to sustainability. The city partnered with Energy Solutions to develop a solar canopy parking array at city hall, as well as rooftop solar on their city hall and the community center. The annual production of these two projects is expected to be around 270 MWh. This commitment is the equivalent to offsetting greenhouse gas emissions from 41 gasoline-powered passenger vehicles driven for one year. Roeland Park is excited that this project will not only provide clean energy to their buildings, but it will also offer covered parking for their employees and residents when visiting city hall.
WaterOne	Serving more than 600,000 residents in Johnson County, KS, WaterOne partnered with Energy Solutions to build a 100-kW solar array, WaterOne's Lamar pump station and reservoir pump station peaks during the hottest summer months as residents' water usage increases. Given that the solar array also provides peak output during this time, it makes it the ideal renewable resource for the water utility. Energy Solutions designed, built, and will operate and maintain the array over the long term, while WaterOne receives energy-saving benefits via a net-metering arrangement. The array produces enough power to supply 15 homes, and has a CO2 offset equivalent to 139,000 pounds of coal not burned in power plants.

Evergy's Facilities and Fleet

At Evergy, we know that if we want our stakeholders, customers, and employees to trust us to provide affordable, reliable, and sustainable energy, we must lead by example. This means incorporating energy efficient and renewable solutions at our own facilities and introducing more electric-powered vehicles in our company fleet. In doing so, we understand the importance of balancing innovation and cost, so our goal is to be as sustainable as possible, without sacrificing affordability or reliability.

Evergy Facilities Sustainability Practices

Evergy is incorporating sustainable building practices and renewable energy systems in our facilities.

Our Lawrence Service Center was built as a LEED (Leadership in Energy and Environmental Design) Silver facility in 2008 and our Kansas City Headquarters offices were built in 2009 as a LEED Gold facility.

Buildings currently under construction, or recently built, use design concepts from LEED and other certifications. The following facilities were under construction in 2023:

- The Nevada Service Center, completed in 2022, includes high efficiency HVAC systems, increased daylight for the office areas, added insulation, plumbing and conduit for future rainwater capture and solar installations. Solar arrays were installed in 2023, providing sustainable power to the facility to offset its energy use. The solar system also

charges a battery backup system that was installed instead of an emergency backup generator, reducing emissions.

- The Emporia Service Center, completed in 2023, includes insulated concrete forms (ICF) block walls, insulated concrete slabs, hydronic heating for large service bays, office and conferencing areas with increased daylight and increased fresh air intake using an energy recovery unit, conduit and piping for future solar and rainwater capture, native/minimal maintenance and watering landscaping, and a walking trail in the native grass field.
- The Atchison Service Center, completed in 2023, includes high efficiency HVAC systems, increased insulation, under slab insulation and hydronic heating for service bays, and conduit for future solar installations.

To further improve energy efficiency, high efficiency HVAC systems and LED lighting were installed at our Front and Manchester Service Center, Blue Springs Service Center, and Lee's Summit Service Center. LED lighting uses 75 percent less energy than incandescent lighting. Existing HVAC systems are also being evaluated for replacement to higher efficiency units. When our existing roof systems are replaced, they are evaluated for installation of additional insulation and high reflectivity coatings.

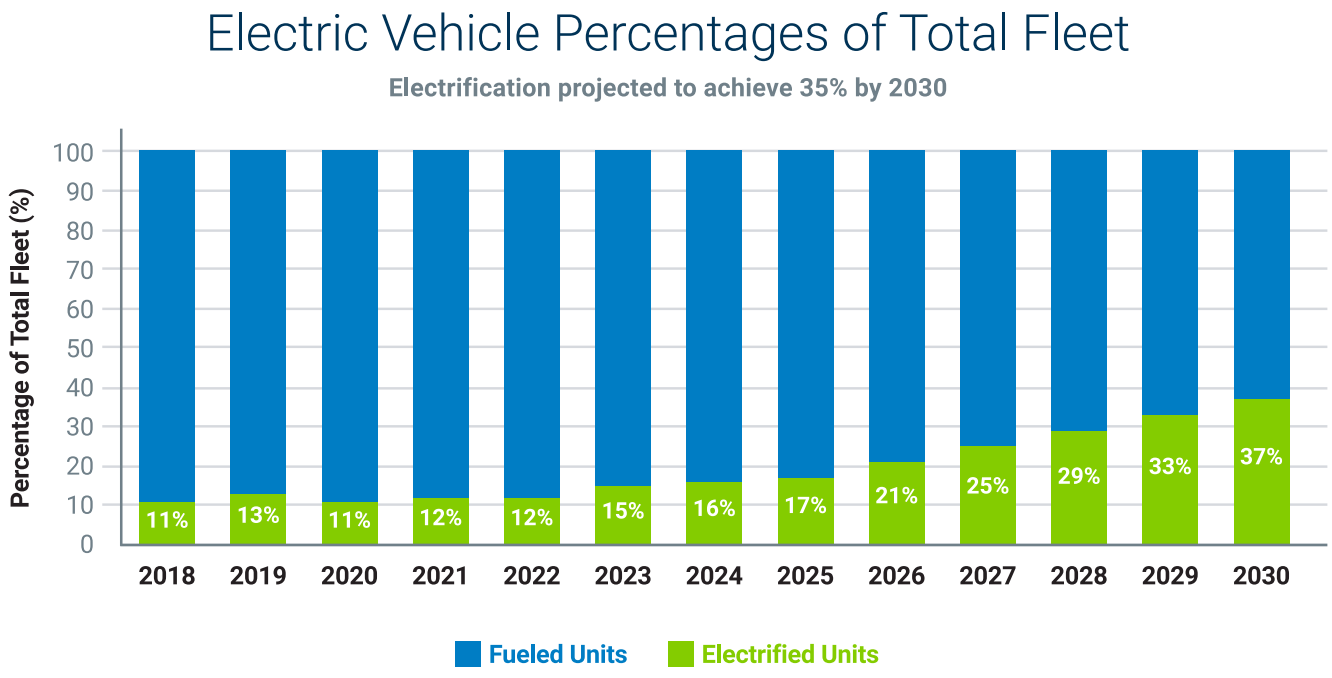
In 2014, Evergy began installing renewable energy systems on company owned property throughout our service area. In addition to the listed arrays, we are currently in the development phase of adding solar to our new Emporia Service Center. The array is planned to be 100 kW capacity and is expected to be commissioned by the end of 2024. This array will also charge a battery back-up system for the building in lieu of a standard generator. The primary goal of the solar installation is to learn more about the performance of solar panels in our area and how they interact with existing system assets. These projects have the added benefit of providing a portion of energy consumed at each location with renewable generation.

Manhattan Service Center	**40 kW**
Lawrence Service Center	**39 kW**
Shawnee Service Center	**74 kW**
Parsons Service Center	**19 kW**
Wichita Service Center	**21 kW**
Topeka General Office	**10 kW**
Evergy Connect	**25 kW**
Nevada Service Center	**90 kW**
Total: More than 315 kW of solar power installed on Evergy facilities	

Evergy Vehicle Fleet Electrification

Evergy's internal vehicle fleet is a key component of progressing toward reliability and reducing emissions. In 2020, Evergy announced that it had adopted the Edison Electric Institute's (EEI) two-part fleet electrification goal:

- 100 percent of new light-duty vehicle fleet purchases to be electrified units by 2030.
- A target of 35 percent or more of the overall vehicle fleet, including light-duty, medium-duty, heavy-duty, forklifts, and ATV/ UTV, to be electrified by 2030.



2023-2030 percentages are estimates.

We are making consistent progress toward this goal with 15 percent of our existing fleet electrified, including 42 percent of cars, vans, and SUVs and 40 percent of all forklifts, ATVs and UTVs meeting the electrified classification. All medium and heavy-duty vehicles are now ordered with electric cab comfort and/or electric boom capabilities. Technology limitations in the light-duty pickup trucks have proved challenging due to the 24/7 nature of our industry. We continue to monitor this space, piloting new technologies and products as they become available. Evergy has nearly 100 electric vehicle charging stations installed at Company facilities to support employees' EV adoption and our EEI initiative.

Evergy has also implemented fleet management and telematics systems that allow us to optimize our fleet usage and maintenance programs. These systems help us drive operational efficiencies, ultimately reducing fleet emissions and idle times. Other specific idle-mitigation technologies for the light-duty to heavy-duty vehicles platforms have also been put in place to reduce carbon emission output.

In 2023, Evergy's fleet management, telematics, and compliance processes were reviewed and evaluated by the U.S. Department of Transportation Federal Motor Carrier Safety Administration and received a satisfactory rating. This confirms we are meeting Federal requirements for safety and fleet maintenance programs. We also began piloting vehicle camera systems across the fleet to evaluate their impact on safety and vehicle operation performance.

Emissions

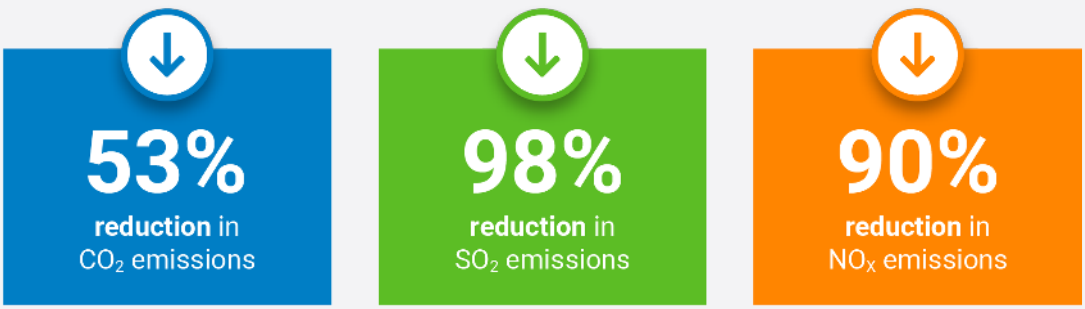
Emissions Reductions and Environmental Leadership

Almost a third of our annually generated power is sourced from renewables. When combined with the production from our Wolf Creek Nuclear Generating Station, nearly half of the power generated for homes and businesses we serve comes from emission-free sources.

BENEFIT TO STAKEHOLDERS

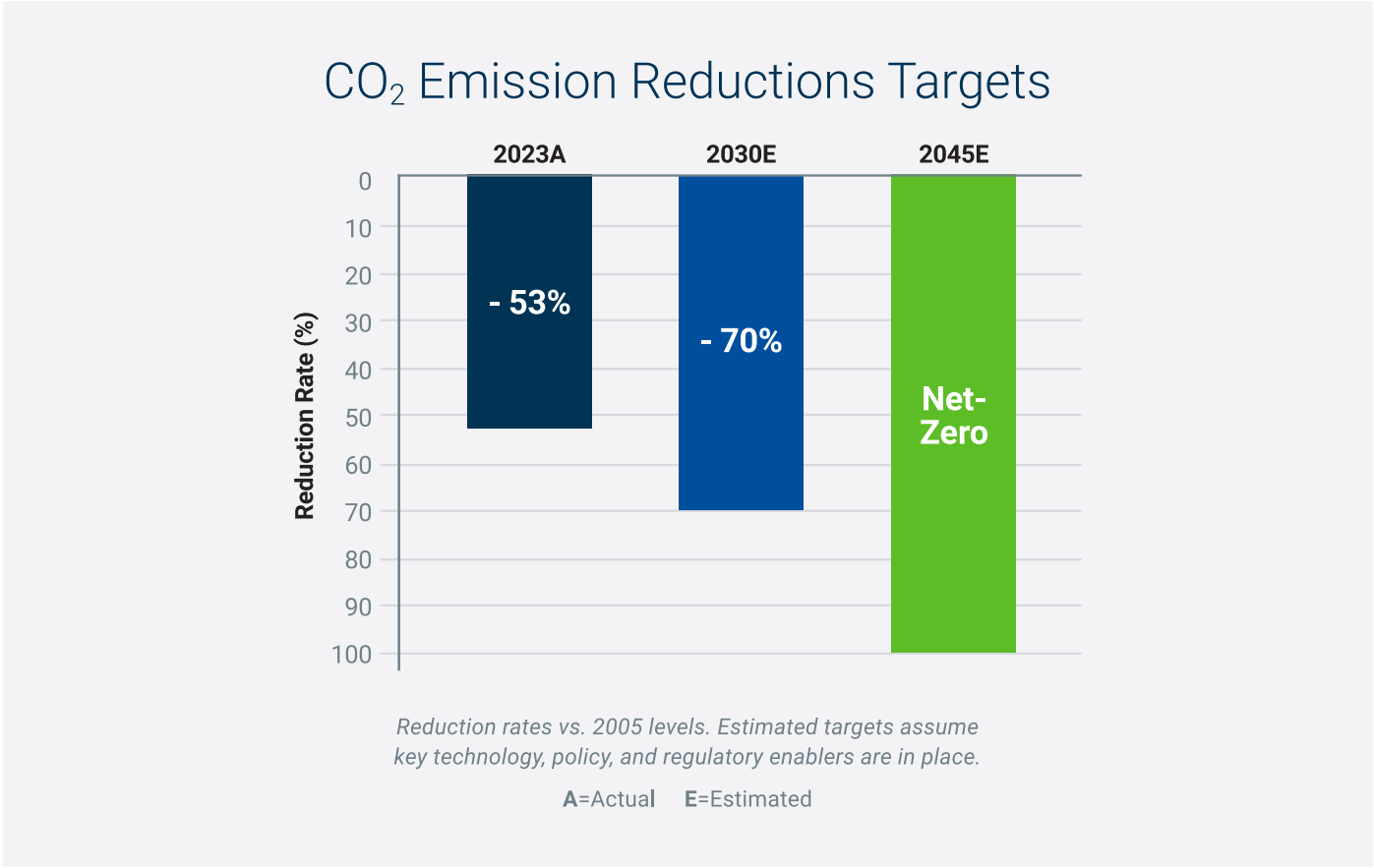
As Evergy reduces our carbon intensity and emissions footprint, all customers benefit from a reduction in their carbon footprint, helping many meet their own established carbon targets. Additionally, cleaner air and water benefit the health of our communities.

In 2023, Evergy achieved a reduction in carbon dioxide emissions of 53 percent, and sulfur dioxide (SO_2) and nitrogen oxide (NO_x) emissions by 98 and 90 percent, respectively, compared with the 2005 baseline numbers.



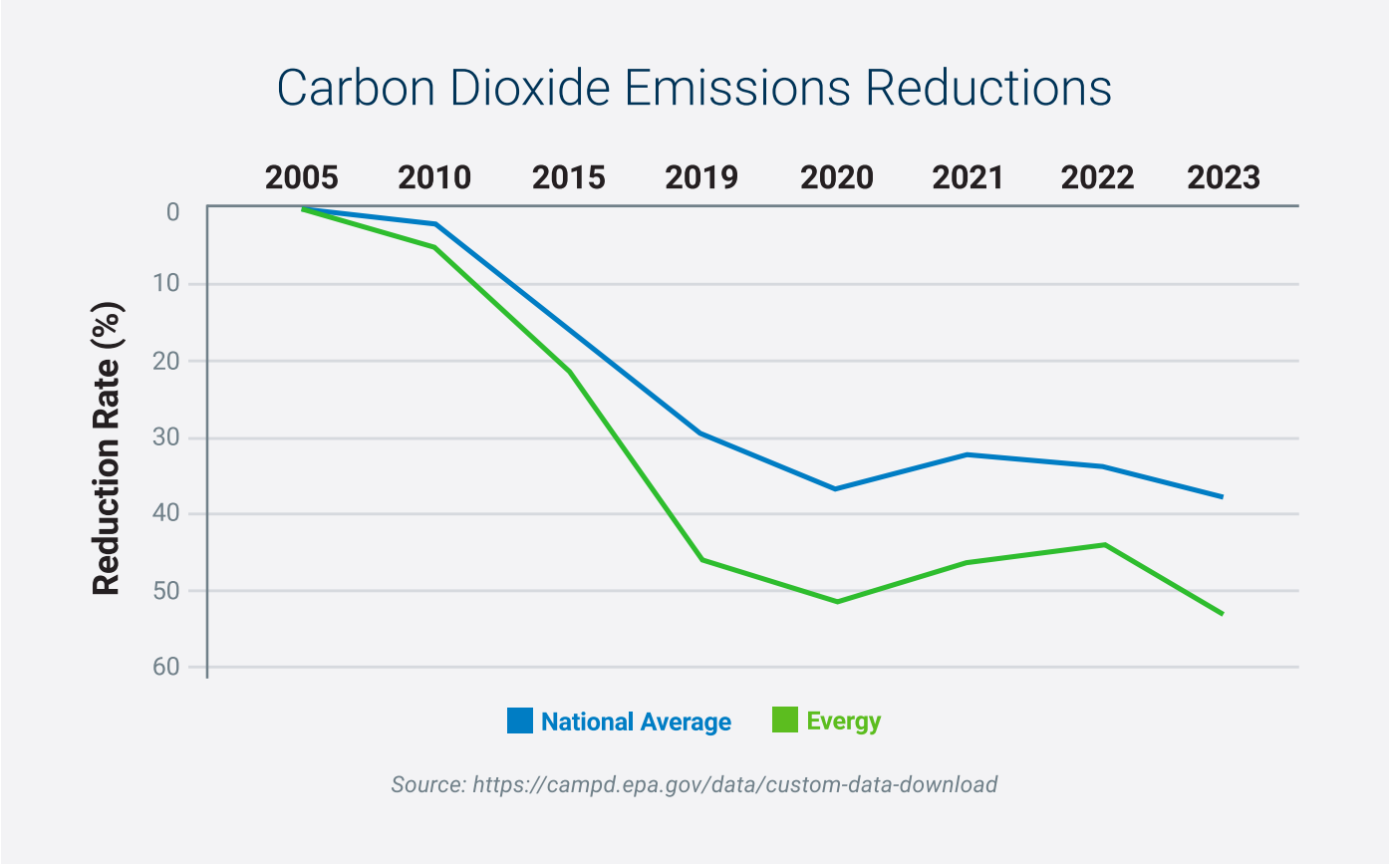
Actual reductions as of year-end 2023 versus 2005.

Beyond these achieved reductions, Evergy has a goal to achieve net-zero CO_2e emissions, for scope 1 and scope 2, by 2045 with an interim goal of a 70 percent reduction of owned generation CO_2 emissions from 2005 levels by 2030 through the responsible transition of the Evergy Companies' generation fleet. The trajectory and timing of reaching our net-zero goals depend on many external factors, including enabling technology developments, the reliability of the power grid, availability of transmission capacity, supportive energy policies and regulations, and other factors. These external factors are outside of Evergy's control, and without these enabling factors, we cannot be certain about the achievement of Evergy's long-term emissions reduction goals.



Evergy continues to outperform the United States energy sector in reducing carbon dioxide emissions. From a 2005 baseline, the United States energy sector has reduced carbon dioxide emissions by approximately 38 percent through 2023[1]. Evergy achieved that reduction in 2018, five years in advance of the sector. As of 2023, we have reduced carbon dioxide by 53 percent. In addition, we have achieved significant emissions reductions in NO_x and SO_2 at our coal facilities through the implementation of state-of-the-art air quality controls. Evergy's fleet includes emissions control equipment such as selective catalytic reduction systems, fabric filters, and flue gas desulfurization systems.

[1] *https://campd.epa.gov/data/custom-data-download*



Source: https://campd.epa.gov/data/custom-data-download

Scope 1, Scope 2 and Scope 3 Carbon Emissions

The table below summarizes Evergy's 2022 scope 1, scope 2, and scope 3 emissions. These individual scope emissions represent several emissions sources that include direct emissions (scope 1), indirect emissions from the generation of purchased electricity (scope 2), and other select categories of indirect emissions that occur in the company's value chain (scope 3). For Evergy, this includes:

- Scope 1 emissions reported for stationary, mobile, and fugitive emission sources.
- Scope 2 (market-based) emissions reported for Evergy facilities (owned or leased), not served by Evergy. Emissions were estimated using actual kWh purchases and electric supplier emission factors (when available); when supplier specific emission factors were unavailable, national sub grid average carbon dioxide emission factors were used.
- Scope 3 emissions reported as per the established accounting standards in the Greenhouse Gas Protocol Scope 3 Standards for Category 6 (business travel) and Category 7 (employee commuting).

Our 2023 scope 1, 2 and 3 emissions received independent third-party verification. The verification was performed in accordance with ISO 14604-3:2006. Additional information can be found in the Verification Statement.

Scope 1 (metric tons)	
Generation Emissions CO_2	**22,961,093**
Generation Emissions CO_2e	**23,340,388**
Total Scope 1 CO_2e*	**23,429,233**

**Total scope 1 CO_2e includes total emissions from generating facilities, vehicle fleet, comfort heat, SF6 (a gas used as an insulator in high voltage equipment), and refrigerant losses*

Scope 2 (metric tons)	
Market Based*	**3,409**

**Facilities with electricity not served by Evergy*

Scope 3 (metric tons)	
Select Categories*	**8,659**

**Includes business travel and employee commuting*

Emissions Reduction Efforts

In 2016, the transportation sector surpassed all other sectors in terms of greenhouse gas emissions in the United States. To reduce vehicle emissions, Evergy's goal is that 100 percent of new light-duty vehicle purchases by 2030 will be electric. In addition, Evergy has a goal that 35 percent or more of our overall vehicle fleet including light-duty, medium-duty, heavy-duty, forklifts, and small utility vehicles be electrified by 2030.

Additionally, Evergy has invested significant resources to install state-of-the-art controls to substantially lower emissions at our coal facilities. Over the past two decades, this work, in addition to fossil retirements, has achieved a reduction of 53 percent carbon dioxide, 98 percent sulfur dioxide, and 90 percent nitrogen oxide as compared to a 2005 baseline year. These controls significantly reduce the nearby and regional impacts from these emissions. These values will continue to improve as we transition toward our net-zero goal for carbon emissions in 2045. Strategies we are pursuing to reduce our emissions include:

- retiring fossil fuel generation;
- developing renewable energy facilities;
- grid investment and advancement;
- collaborating with regulators to offer customers the opportunity to procure electricity produced with renewable resources; and
- investing in customer energy efficiency programs.

Carbon Storage In Conservation Reserve Program Land

Investing in renewable energy, responsibly retiring our coal assets, promoting energy efficiency programs, and implementing innovative technologies are moving our industry toward a low-carbon future. These advances, however, cannot eliminate all carbon emissions. As our industry works to eliminate carbon emissions associated with our energy supply and work processes, reliance on nature-based climate solutions, or “offsets” will be increasingly valuable. Our strategy to achieve our 2045 net-zero goal requires that Evergy be forward-thinking in our short-term investments today.

More than seven million acres in the Great Plains have been protected from tillage under the USDA Conservation Reserve Program (CRP). These acres have historically sequestered significant amounts of carbon and many acres are at risk of “aging out” of the established CRP program. As this happens, it is possible that the Great Plains region could lose significant acres of prairie grass and stored soil carbon.

Evergy is enabling a feasibility study that involves research regarding modeling and certifying offsets, establishing processes, and reviewing economic impacts of establishing a conservation reserve program on these acres that would exist in perpetuity. Kansas State University is conducting this feasibility study, with other partners, providing support as needed. Using these acres to create legitimate, certifiable offset credits in a permanent conservation program provides climate change mitigation and ecological benefits across millions of CRP acres in the Great Plains.

Water Conservation and Quality

Evergy recognizes the importance of natural resources in our operations. Water from groundwater wells and natural surface water resources are vital to our ability to produce electricity for our customers. All Evergy's owned and operated facilities that rely on process water for operation are included in our 2023 EEI/ESG Metrics table.

During 2023, Evergy responded to the CDP Water Security questionnaire for the second year. The CDP Water survey supports Evergy's focus on expanding disclosures and provides a comparable platform to disclose management programs regarding water quantity and quality.

Water Resilience and Conservation

Evergy completed a third-party Water Resilience Assessment that used several climate science data sources including the National Oceanic and Atmospheric Administration (NOAA) state climate summaries, United States Army Corps of Engineers (USACE) climate hydrology assessment tool, United States Drought Monitor, and World Resources Institute (WRI) Aqueduct Water Risk Atlas to understand current and future water-related risks to our generation assets, providing benefit to our climate-related risks management and associated mitigation practices. As part of our ongoing focus on water and risk management, during 2022 and 2023, we implemented a solution at our Iatan and Hawthorn Generating Stations intake to be able to operate in low flow conditions on the Missouri River. [1]During 2022 and 2023, the Missouri River had reduced flows that resulted in water conservation measures, including minimum releases from Gavins Point Dam, upstream of Evergy's facilities. As the river was experiencing a flow reduction, the Iatan and Hawthorn facilities were responding with a solution implemented behind the intake screens to continue protecting aquatic life while also allowing for the intake to operate five feet below the previous operating levels. This solution was completed in late December 2022, just days before the Missouri River fell to record lows, allowing for the unit to stay online. This project highlights the balancing of our core tenants to provide affordable, reliable, and sustainable electricity to our customers.

Since 2018, Evergy facilities have decreased water consumption by 42 percent and non-consumptive water use by 39 percent. This was accomplished through the addition of renewable generation and flexible fleet operation while retiring coal-generation facilities, our most water intensive generation. We continue to focus on improving our recycling and conservation efforts to further decrease our reliance on water resources. As we continue to invest in renewable resources, we expect our reliance on water resources to continue to decrease.

Effluent and Stormwater Management

In addition to monitoring the amount of water we utilize, we focus on the quality of water we return to the environment. Our effluent management program, which covers all Evergy assets that return process water into the environment, is done in accordance with state and federal requirements under the National Pollutant Discharge Elimination System (NPDES). Through this program, Evergy has 13 sites that have site specific water permits with water sampling and testing requirements. Additionally, Evergy Environmental has staff dedicated to reviewing the water data and providing feedback to Evergy's generation facilities to manage the quality of water discharged back into the environment.

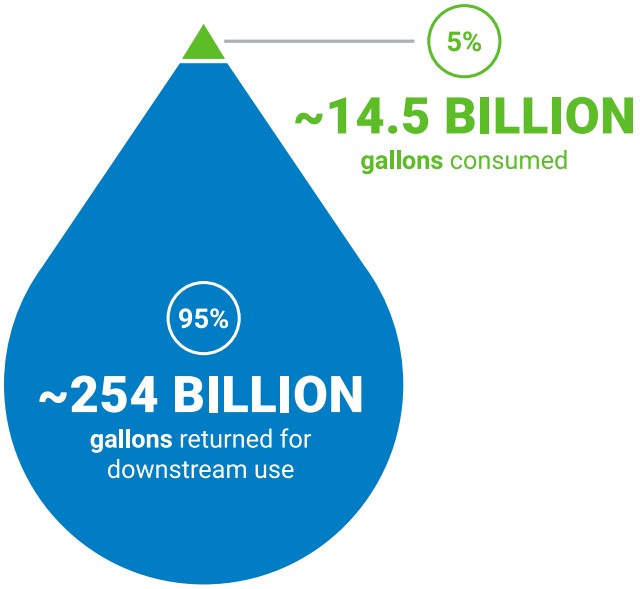
Through the NPDES program, more than 2,200 water samples are collected from Evergy's water discharge points in a typical year, and more than 4,500 analyses are run on those water samples. Analyses are site specific but include oil and grease, heavy metals, nutrients, plus many more pollutants. Evergy utilizes accredited laboratories to run all external samples and certifies our internal field labs through state and federal programs.

In addition to Evergy's NPDES program, Evergy has stormwater programs at industrial facilities and at construction locations to help minimize soil erosion, capture lost soil and sediment, and prevent pollutants from being carried into waters of the state through rainwater runoff.

[1] *https://www.nwd.usace.army.mil/Media/News-Releases/Article/3261192/dry-conditions-expected-to-persist-for-the-missouri-river-basin/#:~:text=For%20the%202022%20calendar%20year,125%20years%20of%20record%2Dkeeping.*

Evergy withdraws billions of gallons of water each year. However, 95 percent of that water is returned to the environment for downstream use. To reduce withdrawals, Evergy continues to consider ways to decrease water use through improved water recycling at generation sites. For generation facilities such as LaCygne and Wolf Creek, all water is returned to their source lakes for reuse. In partnership with Kansas Wildlife and Parks and the Missouri Department of Conservation, we are proud to provide access to our lakes for recreational and educational purposes.

Yearly Fresh Water Withdrawal and Return



Evergy understands the value that these shared resources provide to our communities. These reservoirs provide public access to approximately 11,025 acres of water resources for tourism and recreation while providing food and shelter for a variety of wildlife species.

To learn more about visiting Evergy's lakes visit:

Jeffrey Energy Center
ksoutdoors.com/KDWP-Info/Locations/Wildlife-Areas/Northeast/Jeffrey-Energy-Center

LaCygne Generating Station
ksoutdoors.com/Fishing/Where-to-Fish-in-Kansas/Fishing-Locations-Public-Waters/Southeast-Region/La-Cygne-Reservoir

Wolf Creek Nuclear Station
ksoutdoors.com/Fishing/Where-to-Fish-in-Kansas/Fishing-Locations-Public-Waters/Southeast-Region/Coffey-County-Lake

Montrose Generating Station (retired)
mdc.mo.gov/discover-nature/places/montrose-conservation-area

Waste and Toxicity

Waste Management Overview

Evergy is dedicated to the responsible management of industrial waste generated from company operations as documented in Evergy's Waste Policy. In keeping with our vision to be good stewards of our resources, Evergy establishes and introduces waste management practices that lead to the overall reduction of hazardous, solid, and universal waste. Common waste streams generated by Evergy include coal-combustion residuals (CCR), used oil, municipal waste, scrap metal, and wooden utility poles.

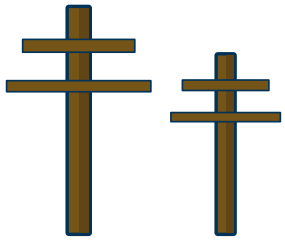
Hazardous Waste Management

Evergy's hazardous waste program has been designed to properly manage and dispose of hazardous waste in accordance with the appropriate state and federal regulations. This includes efforts to minimize generation of waste, when possible, and to properly track and manage all hazardous waste generated at Evergy facilities from "cradle to grave." Specific efforts employed to ensure the proper management of hazardous waste include the following:

- Creation and distribution of the Evergy Waste Compliance Manual, outlining the regulatory handling, storage, and disposal requirements and waste best handling practices.
- Creation and distribution of Evergy hazardous waste work practices, detailing specific management requirements for common wastes.
- Company-wide hazardous waste awareness training for all employees, detailing proper handling and management of hazardous waste.
- Additional hazardous waste management training for all employee groups that have an active role in the management of hazardous waste.
- Cataloging of all hazardous and non-hazardous waste determinations within a company-wide, centralized database to assist with proper waste management and handling and to comply with RCRA regulatory requirements.
- Coordination of appropriate waste analysis, including testing as needed, to verify waste characteristics and proper management efforts. All waste analyses are recorded in Evergy's Waste Determination Database.
- Implementation of the Hazardous Waste inspection program. This includes documentation of site conditions, identification and resolution of any noted regulatory deficiencies, and monthly tracking of hazardous waste generation and storage at all Evergy Generating Sites.
- Retention of hazardous waste disposal records for a minimum of five years.
- Completion of environmental focused site audits as a part of the Evergy Environmental Assessment program, which includes a review of both hazardous and non-hazardous waste practices and documentation resulting in continuous improvement by identification and completion of corrective actions.

Solid Non-Hazardous Waste Management

Evergy uses several protocols when managing solid waste generated by our work and at our facilities. Our goal is to reduce solid waste disposal, so when possible, we share resources between Evergy-owned locations. When we need to dispose of material, solid waste is identified and categorized to determine the steps for proper disposal.



1.45M lbs

1.45 million lbs of poles reused by Evergy Green Team for trails, bridges, and educational kiosks in our communities.

Non-Hazardous Generation and Facility Waste

Evergy uses dedicated Environmental Compliance Coordinators, among other resources, to conduct routine audits, surveillance, and inspection of solid waste stream storage and disposal locations. They also track tonnage of universal waste generated at all Evergy-owned locations. Disposal of solid waste is completed by partnering with approved waste vendors and obtaining regulatory and landfill approval when recycling is not an option.

2023 Recycled Materials

Transformers	Scrap Metal	Wood Poles
2,716 tons	**3,716 tons**	**3,303 tons**

While operating coal-fired generation plants, Evergy produces CCR, including fly ash, gypsum, and bottom ash/slag. Evergy strives to recycle CCRs as useful product whenever feasible and protective of human health and the environment. If disposal is necessary, Evergy manages CCRs in disposal units regulated by both state and federal law. In 2023, Evergy, along with our partners, was able to beneficially use more than 394,000 tons of CCR in the production of materials such as cement and roofing tiles. Overall, 44 percent of all CCR Evergy generated was repurposed in the beneficial use market.

CCR that cannot be repurposed for beneficial use must be disposed of in disposal units. Evergy operates CCR disposal units at many of our energy centers. When decommissioning energy centers, Evergy evaluates and closes CCR disposal units in accordance with regulation. Additionally, multiple CCR units have been closed since 2015 in compliance with the Federal CCR Rule. This includes the initiation of closure of all surface impoundments used for the processing of CCR at all Evergy facilities. Since 2015, nine CCR units have completed closure.

394,000 tons

During 2023, Evergy partnerships resulted in beneficial reuse of over 394,000 tons of CCR

As we close CCR impoundments, we perform detailed analysis of groundwater to determine if remediation is required. If the need to remediate exists, Evergy completes assessments of possible corrective actions and initiates public stakeholder engagement to involve the community in decisions around remediation efforts. The first Evergy CCR units identified to require remediation are the former CCR surface impoundments at Lawrence Energy Center. These impoundments were completely cleared of all CCR and restored to a natural condition in 2021. While the CCR is gone, Evergy identified the need to remediate certain groundwater constituents.

STAKEHOLDER ENGAGEMENT

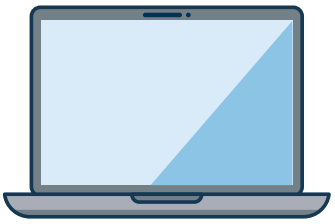
We hosted an open house for the Lawrence Energy Center's CCR units on March 12, 2024 to inform interested members of the community about the Energy Center, CCR practices at the site, groundwater conditions, and the options to remediate groundwater. Representatives from state government, local city utilities, and concerned citizens attended the open-house meeting and were provided multiple methods to provide formal feedback. Every will consider the received feedback when determining the next steps forward to remediate the groundwater at the site.

Electronic Waste

Evergy's Information Technology Asset Management (ITAM) plays a key role in keeping Evergy environmentally aware and focused on conserving costs, reducing waste, and minimizing regulatory costs. Taking a sustainability-minded approach to IT assets helps reduce electronic waste.

Evergy's strategic approach when acquiring and cycling IT resources results in benefits to Evergy, our communities, and the environment. By using proper data sanitation, testing, and refurbishment, older assets can be recycled or repurposed. Used electronics can be sold to employees for personal use or donated through organizations that provide them to disadvantaged students or communities. By extending the useful life of an IT asset, Evergy helps delay the need to manufacture a new device, avoiding the carbon generation caused by mining and the manufacturing of that new device. Not to mention slowing the need for distribution and reducing the carbon from transportation and other warehousing and retail operations.

Equally important, when assets cannot be repurposed, ITAM recycles them with the goal of keeping them out of landfills. When electronics are responsibly recycled, the materials end up back in manufacturing, creating a circular lifecycle for those electronics where the recycled materials are used to make new products.



8,900

More than 8,900 assets recycled through donations or sales during 2023, avoiding landfilled electronic waste.

Radioactive Waste Management

Our nuclear generating station, Wolf Creek, provides carbon-free electricity for our customers. As part of operating Wolf Creek, we must follow rigorous radioactive waste management practices as outlined by Federal requirements found in Nuclear Regulatory Commission (NRC) regulations. As part of compliance obligations for radioactive waste management, Wolf Creek has comprehensive procedures relating to safety, training, monitoring and measurement, shipping and disposal of radioactive materials. These processes are regularly reviewed and audited by the Wolf Creek Quality Assurance program (QA), the Institute of Nuclear Power Operations (INPO), and the American Nuclear Insurers (ANI) in addition to a continuous regulatory oversight program conducted by the NRC.

Key components of the radioactive management program include safety and management training, monitoring and measurement, shipping and disposal, and compliance oversight.

- **Safety and Management Training** – All Wolf Creek employees receive annual basic training on nuclear safety and radioactive waste. Those working directly with radioactive waste receive enhanced training and must pass proficiency testing prior to working with radioactive waste. In addition to the reoccurring training provided by Wolf Creek, key individuals receive specialized vendor training to further enhance their proficiency and meet regulatory requirements.
- **Monitoring and Measurement** – Wolf Creek's radioactive waste is monitored and inspected regularly per NRC requirements. Weekly, quarterly, and annual measurements are conducted per industry standard to ensure the proper management of radioactive waste on site.
- **Shipping and Disposal** – Each shipment of radioactive waste is planned, prepared, categorized, and executed by a team of highly trained individuals spanning multiple departments at the Station that include Radiation Protection, Maintenance, and Security. Wolf Creek's shipping program was designed and developed utilizing regulatory guidance and industry best practices. Disposal is conducted per NRC regulations and industry standard practices.
- **Compliance Oversight** – Independent reviews of radioactive shipments from QA, ANI, INPO and the NRC, determined Wolf Creek's radioactive waste shipping program to be effective. All radioactive waste at Wolf Creek is managed per NRC guidelines and is routinely inspected for compliance. Wolf Creek's radioactive waste management program is an effective, safe asset of the Station.

To learn more about Wolf Creek's radioactive protection, visit Wolf Creek's Radiation Protection Policy and Wolf Creek's Emergency Preparedness plan.

Natural Resources/Conservation/Biodiversity

Biodiversity and Conservation

Evergy's service area has some of the most diverse biodiversity in the United States. The biodiversity of the area includes mixed and tall grass prairies, in addition to, deciduous forests and mountain glades. Native grasslands are one of the most impacted and least protected habitats in the world. Of the less than five percent tallgrass prairie that remains in the world, most are found in the Flint Hills Region of Kansas.

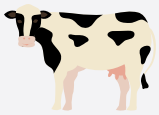
30,000 acres

Evergy manages more than 30,000 acres of native grassland habitat associated with our company-owned lands and rights-of ways. That includes:

153 acres
native vegetation restoration (construction activities)

50 acres
native grasses reconstruction at community solar sites

3,374 acres
prescribed fire on company-owned land to improve native grasslands



2,961 acres
prescribed grazing on company-owned land to improve native grassland

160 acres
brush removal on company-owned lands to improve native grassland

Evergy has been participating as a member of the Rights-of-Way as Habitat Working Group since 2018. This group represents more than 200 organizations from across private industry, government agencies, non-profit organizations, and academia in the United States and Canada with a purpose to collaborate and identify best management practices for habitat conservation on working landscapes, specifically our power line rights-of-way.

With the construction of new solar energy generating facilities, Evergy has had the opportunity to revegetate these sites with native grasses and forbs, providing not only critical nectar resources for many pollinators, but also offering additional land use benefits. Native grasses and wildflowers typically have much deeper and more elaborate root systems compared to non-native, lawn-type grasses. This increase in underground biomass has greater potential to capture carbon and reduce stormwater runoff. Below is a table of previously vegetated sites, as well as sites planned for future revegetation.

Baldwin City, KS	West Plains, MO	Paragould, AR	Hawthorn Generating Station	Osawatomie, KS	Stull Solar	Osage City, KS
3.9 acres Planted in 2020	**51 acres** Planted in 2021	**10 acres** Planted in 2021	**63 acres** Planted in 2022	**28 acres** Planted in 2023	**16 acres** Planted in 2023	**6 acres** Planted in 2023

Wildlife Protection

Native and protected wildlife is also a priority in and around Evergy's facilities and sites. There are 21 species on the Federal threatened and endangered species list in Kansas and 41 species in Missouri. Preventing negative impact to these species' natural habitat is a priority when evaluating projects and work done by Evergy. To support these efforts, Evergy has a dedicated Environmental Services team with subject matter experts in wildlife, native species, and cultural resources.

Evergy has a long history of avian protection efforts throughout Kansas and Missouri. Approximately 500 species of birds can be found nesting or stopping-over during migration in Kansas and Missouri. Evergy's service area contains two bird conservation regions, Central Mixed-grass Prairie and Eastern Tallgrass Prairie. As part of this commitment, Evergy has recently formed an Avian Protection Advisory Group comprising representatives from various work groups across the company. This group maintains and implements Evergy's Avian Protection Plan and serves as a standing advisory group to ensure effective communication across the company about avian protection projects moving forward.

Evergy was also an early supporter of the monarch butterfly Candidate Conservation Agreement with Assurances (CCAA). This CCAA is a formal agreement between the U.S. Fish and Wildlife Service and non-federal property owners, like Evergy, to voluntarily commit to enhance, restore, or maintain habitat to benefit the monarch butterfly with the goal that listing this species as endangered or threatened will become unnecessary. By enrolling in this CCAA, **Evergy has committed to conserving more than 20,000 acres of monarch butterfly habitat** on our rights-of-way and company-owned land throughout Kansas and Missouri. As of 2022, Evergy has the third highest number of Monarch CCAA acres managed by an electric utility company in the nation.

Based on our 2023 vegetation sampling efforts, we estimate that Evergy maintains more than 5 million stems of milkweed across our service area. Milkweed is a critical host plant for the declining monarch butterfly. In addition to milkweed, results indicate that abundant nectar resources are also available with almost 11% of the total acreage that we manage providing suitable habitat for native wildflowers.

Protecting our Natural Resources

Wetlands Creation and Expansion - Evergy made substantial investments in wetlands, both financially and with in-kind support from Evergy's Green Team. These investments helped create, provide public access, and enhance these important areas. A new wetlands area was created in Wellington, KS. Additionally, enhancements were made to wetlands in Newton and Gardner, KS. Evergy partnered with Kansas Alliance for Wetlands and Streams (KAWS), Ducks Unlimited (DU), Kansas Department of Wildlife and Parks (KDWP), local cities and school teachers on this work.

Habitat Protection and Restoration - Evergy's Green Team focused on three areas of habitat restoration: invasive species removal, wildlife habitat enhancement, and educational habitat improvements. A signature project for the team was a partnership with Deep Roots KC on a Callery Pear buyback program to help eradicate these invasive and destructive trees. Evergy funded this initiative that allowed members of the community to swap out their invasive Callery Pear tree for a native species tree. There were three events across Kansas and Missouri where more than 300 native trees were distributed to residents.

For habitat projection, we had two unique projects that leveraged the high lifting capabilities of our line trucks and the skilled craftsmen that operate them. Both projects involved accessing raptor nests in the state of Kansas. We constructed and installed a nesting platform from recycled power poles, for the only documented pair of Osprey that have hatched and raised young in the state of Kansas at Perry Lake, northeast of Topeka. We also partnered with several local and national wildlife agencies to tag and install tracking devices on young bald eagles in south central Kansas for educational research.

Additionally, Evergy's Green Team partnered with zoos in both Kansas and Missouri. Although these animals are not in the wild, providing quality habitat for exercise and entertainment is critical for their success. We built interactive structures for three different animals including a leopard, lemur and black bear and created an outdoor exercise area for a group of tortoises.

Vegetation Management

Evergy manages vegetation in many ways to help us deliver affordable, reliable, and sustainable electricity. The seven full-time vegetation management employees work with 50 contract Utility Foresters and more than 300 contracted tree-trimmers, most holding or actively pursuing ISA Certified Arborist status, to maintain nearly 30,000 miles of overhead distribution systems and nearly 10,000 miles of transmission network rights-of-way.

Using ANSI A300 best practice pruning standards for tree and large growth maintenance, and strategic mowing and planting practices, this group promotes the growing of early successional plant communities compatible with safe, reliable overhead power delivery. By working year-round, Evergy's vegetation management group touches more than 500,000 trees annually to proactively manage growth that could cause outages and damage to the distribution and transmission networks during severe weather events. This work also limits some accessibility to network equipment by wildlife, which is another cause of service interruptions in the Evergy service area.

Managing existing growth is a big part of the strategy, however, educating the public about best practices when planting new plants or trees is also important. Through Evergy's "Right Tree, Right Place" messaging, customers are educated about what types of vegetation provide both the desired aesthetic and environmental benefits without negatively impacting local distribution or transmission networks.

Tree Line USA

Once again in 2023, Evergy was recognized as a Tree Line USA recipient by the Arbor Day Foundation. Evergy has earned this honor for more than 20 years. Tree Line USA is a national program recognizing public and private utilities for practices that protect and enhance America's urban forests. A collaboration of the Foundation and the National Association of State Foresters, Tree Line USA promotes the dual goals of delivering safe and reliable electricity while maintaining healthy community trees.

TREE LINE USA®
An Arbor Day Foundation Program

By successfully meeting Tree Line USA standards — training employees in quality tree-care practices, educating the public about planting trees for energy conservation, and helping homeowners' plant proper trees near utility lines. Evergy not only helps provide beautiful trees for the future, but also yields long-term savings for customers.

Risks and Opportunities

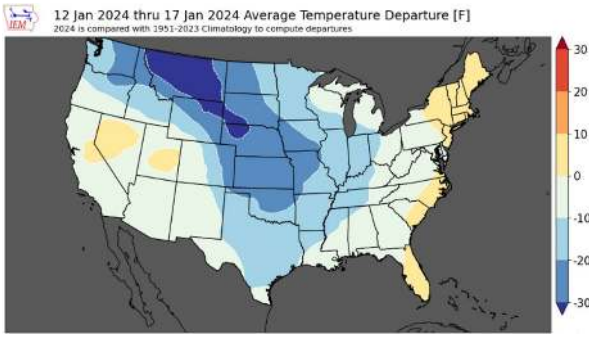
Adaptation and Resiliency

Evergy seeks to manage the impact of climate-related risks on our business and our ability to provide electricity safely and reliably to customers. Severe weather, including tornadoes, high winds, snow, fire, rain, flooding, drought, extreme temperatures, and ice storms can be destructive and cause outages and property damage that impairs our ability to provide dependable electricity to our customers. In an effort to understand and adapt to impacts from future climate scenarios, we completed a Water Resilience Assessment, assessing generation assets risk related to drought, flooding, and precipitation changes, and disclosed the results in the CDP Water Security questionnaire. In 2023, Evergy continued to participate in the Electric Power Research Institute's Climate Resilience and Adaptation Initiative (ClimateREADi), which is focused on developing a comprehensive framework to inform infrastructure investment and deployment to help ensure a resilient power system.

Event Response

The National Weather Service reported that in the Kansas City region, July 2023 had the most preliminary severe weather reports for any July on record. For Evergy's service area, severe weather ranged from tennis ball-sized hail to significant wind gusts. The most significant storm event occurred on July 14, with reports of 80 - 100 mile per hour wind. This storm resulted in widespread tree and structure damage and at the storm's peak, 186,000 Evergy customers were without power. To restore power safely and efficiently, more than 3,000 individuals were involved in storm restoration, working 16-hour shifts ranging from line and vegetation crews to safety and support teams. This event was the largest restoration effort Evergy had since 2002.

Additionally, earlier this year, Evergy's service area experienced widespread extreme cold temperatures. The artic air lasted for several days with windchills ranging from -20 to -30 degrees for multiple days. As the cold temperatures moved in, Evergy began cold weather operations processes for generation and distribution facilities. During this event, Evergy was able to maintain the generation fleet and no conservation measures (including controlled outages) were needed.



While Evergy proactively performs vegetation management and system upgrades, we are also prepared for outages related to unpredictable extreme weather. Evergy partners with neighboring utilities to share resources for large-scale outages and has support staff trained to assist in these extreme events. We learn from these events and continue to improve our ability to operate effectively, while also developing preventative measures in preparation for extreme weather.

Through engagement with Electric Power Research Institutes' Climate READi, and additional experience, Evergy continues to progress in understanding climate vulnerabilities of our assets and mitigation opportunities. In response to the recent uptick in wildfires, Evergy created a Wildfire Mitigation Task Force that has Board-level oversight. This Task Force consists of Evergy employees in Transmission, Regulatory, Legal, Environmental, Distribution, and Risk Management who are focused on understanding Evergy's risk to wildfires and develop potential mitigations to reduce it.

While we have to recognize that not all extreme events can be mitigated against, understanding the potential hazards and preparing for them are important.

As part of Evergy's ongoing risk and opportunity evaluation related to climate-risks, Evergy continues to follow the Task Force on Climate-related Financial Disclosures (TCFD), a framework that includes recommendations about how companies can disclose the extent to which climate is addressed in governance, strategy, and risk management. Since 2020, Evergy has focused on integrating climate-related risks into our existing Enterprise Risk Management

(ERM) process. Earlier this year, the Securities Exchange Commission (SEC) adopted rules to enhance and standardize climate-related disclosures and Evergy staff is working cross-functionally to review and prepare for the requirements of the final rule.

Evergy's Risk Management

Evergy uses an Enterprise Risk Management (ERM) framework that aligns top business risks with management responsibilities, and ultimately Board of Director (Board) level oversight of these risks. Various Board committees are responsible for the oversight of all major risks, including strategic, financial, operational, and compliance risks, as well as mitigation plans related to those risks. At least once each year, the full Board receives a report from management of key risks and related mitigation plans following an extensive and iterative analysis. Management also incorporates risk and mitigation plans into regular presentations to the Board. Key dimensions of the ERM process that inform Evergy's business strategy are summarized below:

- **Integrated risk assessments** – Identify and evaluate operational risks, strategic risks, and externally imposed risks. Risks are quantified and calibrated across the company based on their relative impact and likelihood – acting as a precursor to identify threats and potential losses, as well as uncover potential opportunities and rewards.
- **Deep dive analyses** – Engage risk owners in deeper discussions focused on root cause analysis, consequences, mitigation, and key risk indicators for each of the company's top business risks and notable emerging risks.
- **Board member interviews** – Seek Board input regarding risks of Evergy and to Evergy's strategy, top business risks, and key disruptive activities in the industry.
- **Executive management review** – Top business risks are presented and reviewed in the context of industry benchmarking, risk assessment results, and Board member feedback.

In 2023, Evergy continued our annual integration of climate change risk assessment into our existing ERM process. During this multi-disciplinary process, ERM staff met with nearly 20 separate groups across each of Evergy's business units to identify and assess company risks. Additionally, cross-functional climate-risks meetings were held to educate Evergy leaders and to facilitate an in-depth discussion about climate risks using the TCFD framework and to weigh those risks and prioritize mitigation activities. Evergy's identified climate risks were placed into a climate risk register, along with the associated calibrated scoring, to determine Evergy's top climate-related risks. These risks were provided to Evergy's Nominating, Governance, and Sustainability Board Committee. Evergy's ERM process is not conducted with an eye toward avoiding all risk, but rather with a goal of enhancing the ability to identify and mitigate risks across current and future business strategies. Evergy believes this ERM process is important because it provides a structure to identify risk and develop mitigation activities. In addition, it provides the framework to report to the Board on key climate and other risks.

Additionally, in 2023, Evergy reported full CDP Climate Change and CDP Water Security questionnaires to CDP (formerly known as the Carbon Disclosure Project) for the second time. In these CDP questionnaires, Evergy's governance, management, strategy, and risks and opportunities surrounding climate and water were disclosed.

Environmental Management

Environmental Compliance Assessment Program (ECAP)

Through our internal ECAP, Evergy analyzes compliance with environmental laws and regulations and corrects areas of non-compliance. The ECAP is administered by the Environmental Services Department and includes, but is not limited to, the following activities:

- Annual review of environmental procedures.
- Periodic site visits of each Evergy facility that includes industry subject matter experts in areas of air, water, and waste requirements.
- Periodic review of required reporting to the respective environmental agencies.
- Periodic review of the vendors used by Evergy's Environmental Services team.

- Environmental audit review with facility management and/or procurement.
- Coordination with proper environmental agencies, as necessary.
- Environmental audit report and associated corrective actions identified on the site visit to encourage continuous improvement of Evergy's environmental practices.

Evergy uses an Environmental Management System (EMS) to monitor compliance and drive execution of identified aspects of our operations. Key performance indicators are established for operational groups and checked routinely to minimize impacts on the environment.

Environmental Management System (EMS)

Evergy's EMS consists of the following components:

- Policy
  - Evergy's Environmental Policy can be found here: Evergy Environmental Policy
  - Evergy's Water Policy can be found here: Evergy Water Policy
  - Evergy's Waste Policy can be found here: Evergy Waste Policy
- Identification and Prioritization of Environmental Impacts
  - Regulation review and project specific compliance evaluations
- Development of Goals and Targets
  - Performance metrics
- Assignment of Responsibilities
  - Management information systems
- Documentation of Key Procedures
  - Operational procedures
  - Automated compliance task assignment and completion records
- Evaluation of Performance
- Training
  - Annual training on environmental compliance with all impacted employees

Environmental Services, in coordination with the Law Department, periodically self-assesses environmental compliance at company and vendor facilities, as appropriate, to ensure compliance.

Social

Affordability and Assistance

Supporting Vulnerable Customers and Communities

In 2023, Evergy's Corporate Social Impact program made stronger shifts in community investments and customer support to address energy burden, access to equity, and capacity building. Additionally, Evergy's program made key signature investments in community-based environmental sustainability and stewardship projects. Highlights of this work include:

- Worked face-to-face with more than 68,000 customers and secured more than $42 million in utility payment assistance.
- Evergy's two "Evergy Connect" walk-in facilities provided assistance to more than 30,000 customers, in 2023, with customized, face-to-face support, and linkages to energy efficiency programs, payment assistance, and social service resources.
- Evergy provided nearly $7 million in community investments in the following areas:
  - Nearly $3 million in vulnerable communities and customers including programs for energy burden, access to resources, and environmental justice communities.
  - Almost $2.7 million in workforce, business creation, community development, access to equity, and workforce programs.
  - Approximately $700,000 in environmental programs for conservation and beautification, stewardship, and habitat restorations.
- Evergy's Green Team worked to protect and enhance several wetlands and animal habitats, volunteered to distribute and help plant hundreds of trees in underserved communities to help lower the heat index in urban areas, and provided direct contributions to help protect resources, build and enhance trails and waterways.

Environmental Justice

With a lower-carbon future in our sights, Evergy realizes challenges and opportunities arise as we transition to clean, reliable, and affordable energy sources. Evergy strives to meet the needs of our customers and stakeholders by offering several programs that seek to equitably distribute decarbonization costs and benefits with our customers' needs in mind. Addressing these challenges takes considerable foresight and careful planning so we understand the implications of our clean energy transition and can mitigate impacts to the extent practicable for disadvantaged communities.

Evergy's internal, cross-functional, working group continues to define Evergy's Environmental Justice (EJ) strategy and lead the company's EJ efforts. Members of the EJ working group include numerous business units across Evergy including Environmental Services, Corporate Sustainability, Energy Solutions, Social Impact, Investor Relations, Corporate Communications, Generation, Legal, External Affairs and Diversity, Equity, and Inclusion. This EJ working group developed community engagement plans for areas identified in Evergy's service area as a disadvantaged community that included an inventory of existing programs and investment in these areas. The intent is to identify gaps in support to help focus continued investments, customer outreach, and community support. Evergy has utilized the Environmental Protection Agency's (EPA) EJ screening tool, as well as the Department of Energy's (DOE) Disadvantaged Communities Reporter to identify each disadvantaged community and to help quantify the impacts on these communities. This data will be used to facilitate more deliberate efforts to positively impact these communities.

In 2023, Evergy's Green Team focused on two sustainability projects within EJ communities. Both projects focused on gardening and education including a native garden creation at a Topeka, KS school and garden bed renovations used to grow produce in an urban city area at the Kansas City Community Gardens. The native garden project was spearheaded by an environmentally conscious group of Topeka high school students. For both projects, the Green Team worked alongside the students and residents and included many educational aspects.

Evergy currently has programs within these communities, such as customer energy payment assistance and energy savings programs and outreach, residential tree giveaways for energy efficiency and community beautification and conservation. During 2023, Evergy planted hundreds of trees in the Kansas City Metro area at large that engaged nearly 1,000 homeowners. This program had a positive environmental impact such as pollution absorption, energy savings, and stormwater filtration. Additional Evergy initiatives and programs that support our communities are economic development, energy equity, energy efficiency, and community impact.

Energy Equity for Customers

Evergy offers many income-eligible programs that are designed to reduce electric usage and provide bill assistance at a resident's home. These include:

- **Weatherization** – Evergy's program is modeled after DOE Low-income Weatherization Assistance Program to deliver weatherization measures free of charge to qualified homes and customers. In 2023, Evergy began providing funding to the weatherization agencies to benefit customers who have been deferred to participate in the Low-Income Weatherization program due to home structural or health issues. By fixing these issues, customers are then eligible to participate in the weatherization program and enjoy energy efficiency upgrades.
- **Income-Eligible Multi-family** – Free in-unit upgrades like lighting, faucet aerators, smart power strips directly installed by Evergy to help improve efficiency for tenants, as well as holistic rebates to building owners for investing in upgrades for both in-unit and common areas, such as public area lighting, building heating, ventilation and air conditioning (HVAC), and insulation.
- **Urban Heat Island Mitigation** – In previous years, Evergy began working with MidAmerican Regional Council (MARC) to understand how its MEEIA programs could aid in mitigation of urban heat island (UHI) effects. These efforts include:
  - In 2021, in partnership with Evergy, MARC, Kansas City, Missouri Office of Environmental Quality, University of Missouri-Kansas City, an UHI mapping campaign was completed.
  - Evergy assembled and hosted four local stakeholder collaborative sessions to discuss UHI initiatives.
  - Evergy identified energy efficient and demand reducing measures that would be most impactful to affect urban heat islands.
  - In partnership with the Arbor Day Foundation and Bridging the Gap, Evergy has provided more than 2,000 trees to customers.
  - In 2023, MARC completed a Kansas City UHI analysis and mitigation proposal for the Kansas City Independence Avenue Corridor, which is home to 11,000 houses and 31,300 residents. MARC outlined a tree cover mitigation strategy that Evergy will begin undertaking to increase the number of trees in that area.
- **Low-Income Leadership Assistance Collaborative (LILAC)** – Started in 2020 with a group of Kansas City area companies and agencies to exchange ideas about how to best serve the low-income customers in our footprint with the variety of programs focused on energy, health, and safety.
- **The Economic Relief Pilot Program (ERPP)** – Helps to ease the pain of monthly bills and provide help to budget eligible customers' monthly expenses. This program provides those with an income at or below 200 percent of the current federal poverty level with a credit of up to $65 per month, for a maximum of 12 consecutive months if the customer qualifies.
- Customer Outreach Teams and Evergy Connect participated in and coordinated more than 300 events to meet with customers throughout our area to link them to energy payment and savings assistance. Additionally, Evergy's two

walk-in facilities provide face-to-face customer service allowing for customized solutions to energy payments and usage. These teams helped nearly 70,000 customers secure $42 million in bill assistance funding.

- **Dollar Aide and Project Deserve** – Evergy provides donations to these programs to help income-eligible customers with their utility bills.
- Evergy designed two new Missouri programs to help customers beginning in 2024:
  - **The Critical Customer program** will assist those with medical or cognitive difficulties by securing bill payment help and provide linkages to other wrap-around services.
  - Evergy will launch a new **Customer Rehousing program** to help those customers ready to go into stable income-eligible housing by assisting with arrears.
- In late 2023, Evergy received conditional approval for a four-year energy efficiency portfolio in Kansas that will provide programs for Evergy's residential and business customers, which was enabled by Kansas Energy Efficiency Investment Act (KEEIA). Programs will be similar to those offered to Evergy's Missouri customers through MEEIA and will include income-eligible programs for single-family and multi-family homes.

Customer Experience, Engagement and Assistance

Creating a positive customer experience has always been a goal of Evergy's. We realize to make that possible, we need to be available to all customers, wherever they choose to do business with us, in the way that best fits their lives.

To provide face-to-face assistance to customers in need, Evergy opened Connect in Kansas City in 2018 and expanded Connect to Wichita in 2022. Since both openings, Evergy's Connect facilities have helped more than 65,000 customers with direct and customized service. The team has helped thousands of customers avoid disconnections and enroll in energy efficiency, payment assistance, and medical programs. In addition to face-to-face service, the team conducts "virtual face-to-face" consultations with customers who are unable to visit the site. The teams assess a customer's account, considers all viable options, directs them to payment assistance, prints and helps them complete applications, as well as connects them to non-utility assistance resources such as career help, childcare, food pantries, and more.

30,000

Evergy Connect in KC and Wichita served more than 30,000 customers in 2023.

It's our goal to connect with customers in a way that works best for them. In addition to face-to-face, we launched our Evergy mobile customer app during 2022. A product of the Digital Strategy and Customer Experience group, as part of Evergy's Senior Vice President of Public Affairs and Chief Customer Officer's organization, the Evergy mobile app allows customers to conduct the most common interactions with Evergy through their mobile device.
From viewing usage and paying their bills to reporting and tracking outages, the app provides a convenient, safe and secure solution for our digital-friendly customers.

For those customers who prefer to connect with us through our contact centers and online through evergy.com, we have taken steps to become more efficient and effective in answering questions and solving problems. By offering more self-service solutions and notification options for customers, we can more effectively help those customers who need personal interaction.

Self-Service Solutions

9/10
customers used our digital tools to self-serve

Over 3M
calls contained by our interactive voice assistant system (8% above the industry average)

2/5
customers used self-service tools to start service

78%
of residential customers and 37% of commercial customers used our energy management tools

195,000
Evergy mobile app downloads

Over 80%
of customers enrolled in outage communications

Energy Efficiency Community Programs

In addition to the investments above, community planning and collaboration are important to enable Evergy and our business partners to successfully navigate the transition of our generation fleet and empower our partners to meet their own sustainability goals. Evergy participates in several initiatives that focus on leveraging our customers' own resources. These include:

Program	Details
Kansas City Building Energy Exchange (BE-Ex)	Established in early 2021 as the first major initiative of Kansas City's Regional Climate Action Plan, the BE-Ex brings world class resources, direct assistance, and tangible value to the current and future owners and occupants of Kansas City buildings. This program aims to provide direct support and financing services to building owners, policy makers, property managers, architects, engineers, and others in the Kansas City metropolitan region to promote a high performance-built environment and help the Kansas City region meet ambitious climate goals, create jobs, accelerate innovation, and grow its economy. Evergy provided a grant to support this program and is actively engaged with an Evergy employee sitting on the Board of BE-Ex.
Tree initiatives	Evergy partners with Bridging the Gap and the Arbor Day Foundation to distribute young trees and information about how to plant them to provide energy savings. Additionally, Evergy's Green Team partners with these organizations to provide and plant young trees and native vegetation in communities throughout our service area.
Building benchmarking	Evergy is supporting the Kansas City, MO benchmarking ordinance by providing building owners with multiple tenants the ability to aggregate information and gain an Energy Star score as the first step to identifying energy savings opportunities for large buildings.
Urban heat island	Evergy continues to collaborate with Missouri stakeholders to study how to mitigate the impact of rising temperatures in the urban areas in the summer due to thermal radiation of buildings, sidewalks, and blacktop.

Electrification

Working together in a customer-focused clean-energy transition, we can collectively reach our clean energy goals. The programs below are focused on helping customers reduce their carbon footprint by electrifying equipment and vehicles , with a focus on minimizing grid impact..

Fleet Electrification

Because Evergy values giving back to the community through partnerships that improve the quality of life for those we serve, Evergy places emphasis on partnering with area fleets to replace traditional fleet vehicles powered by non-renewable fuels with zero-emission electric vehicles and the installation of electric vehicle charging solutions. Fleet electrification is becoming one of the top choices by companies that want to reduce carbon. Through 2023, Evergy has nearly 30 organizations in our service area with electric fleet vehicles in service including three public transit agencies, four cities and six school districts. Evergy is committed to providing the following support for fleets:

- EV charging infrastructure rebates
- EV charging rates for business customers
- Grant support
- In-kind support and expertise to address technical issues and facilitate cost-effective, efficient use of energy

Evergy has also initiated outreach strategies to connect with customers on their EV transition. For example, Evergy initiated an outreach strategy with school districts, resulting in connections with more than 30 districts and counting to support the electrification of their school bus fleets through quarterly webinars and personalized consultations. Also, in response to IRA and IIJA provisions, Evergy engaged with more than 20 car dealerships in 2023 to facilitate the installation of charging infrastructure, providing support and access to utility rebates and federal funding information. This enables dealerships to sell zero-emission vehicles in our region, and help buyers take advantage of federal tax credits for electric vehicles at the point of sale.

Program	Details
Federal funding support	Through awareness, education, and grant application-supported activities, Evergy is helping customers connect with federal funding provided by the Infrastructure Investment and Jobs Act (H.R. 3684) and Inflation Reduction Act (H.R. 5376).
Transit and school bus partnerships	Evergy provides grant support and technical review to local school districts and transit authorities as they take initial steps toward electrifying their bus fleets. Evergy has worked with a broad range of customers, including relatively rural school districts such as Caney Valley, KS and the transit authorities in Wichita, Lawrence and Topeka in Kansas and Kansas City, MO.
Midwest utility memorandum	Evergy and several other regional utilities signed a memorandum of cooperation to promote the construction of the foundational electric vehicle charging network across the utilities' applicable service areas to foster public confidence and ensure convenient fast-charging stations for electric vehicles (EVs) are available along the Midwest's major travel corridors. The Midwest coalition is among participants in a national coordination effort organized by the Edison Electric Institute.
Charging station network	The Evergy Clean Charge Network consists of more than 1,000 electric vehicle charging stations throughout the Kansas City region – one of the largest of any utility in the United States. Personal gas-powered vehicles account for around one-fifth of U.S. emissions, while electric vehicles help attain EPA regional ozone standards and make our cities cleaner, better places to live and work.

Program	Details
Transportation electrification filings in Missouri and Kansas	The state Commissions approved five-year program plans of $6.9 million in Missouri and $19.3 million in Kansas to help customers with costs related to purchasing an EV or electrifying their fleets. The program includes a budget focused on educating customers about the benefits of off-peak charging and owning/operating an EV. Other aspects include: • Residential rebate program for installing a 240V outlet for EV charging. • Business rebate program for installing charging stations. • Clean Charge Network expansion in Kansas to underserved areas. • Transit and commercial time-of-use tariffs, ensuring that electric vehicles are powered by renewable energy sources. These rate options are supported by Renewable Energy Credits (RECs) in Kansas.

Energy Efficiency Programs

Enabled through the Missouri Energy Efficiency Investment Act (MEEIA), Evergy offers a portfolio of programs to provide Missouri customers (residential and business) with opportunities to invest in energy efficiency to drive long-term energy savings with a faster payback on the customer's investment. Evergy also incentivizes customers to help manage our peak system demand with business demand response programs and residential thermostat incentives. Since 2013, Evergy has impacted more than 400,000 customers in Missouri through the MEEIA programs.

MEEIA 10 Year Results

Impact

400,000+ Residents

9,500+ Businesses

50 Jobs Created Locally

Evergy services **600,000 residential customers in MO**; **67%** of these customers have been impacted by MEEIA programs

Energy Efficiency

Results to date

1.18 billion kWh electricity saved since 2013

162,000+ homes powered with energy saved

186,090 equivalent number of cars taken off the road with reduced emissions

$2.00 benefits for each dollar spent

MEEIA Customer Impact

7,259 Residential Energy Walk-thrus

222 Income Eligible Multi-Family Properties became more energy efficient

$48,200,000+ Business Rebates

18,800+ Income Eligible Multi-Family Units received energy efficiency product installation

Evergy has invested nearly **$360+ million** in Missouri energy efficiency programs under the Missouri Energy Efficiency Investment Act (MEEIA), **impacting over 400,000 customers** and delivering substantial emissions reductions, and energy savings

Evergy's MEEIA programs resulted in **more than 1.18 billion kWh of energy savings since 2013.**

Evergy extended its MEEIA Cycle 3 programs through the end of 2024. This extension includes the continuation of energy efficiency programs for residential and business customers, as well as increased income-eligible program budgets and year-round demand response programs. The portfolio also includes an on-bill financing program (Pay as You Save®), launched in 2021, to help Missouri customers who might not otherwise invest in energy efficiency (HVAC, insulation, duct sealing, etc.) to pay down the investment with the savings from the energy savings measures.

Additionally, through MEEIA, Evergy develops innovative energy solutions to offer as pilot programs. In 2022, Evergy launched the Power Check pilot in partnership with the Kansas City and Mid-Continent Public libraries. This pilot focuses on lower-income areas with the goal of educating homeowners about how much electricity an appliance or any other electronic device uses so that the customer can better manage their bill.

Evergy provides residential customers the opportunity to download their energy information in the Green Button format. The Green Button initiative is an industry-led effort that responds to a 2012 White House call-to-action to provide utility customers with easy and secure access to their energy usage information in a consumer-friendly and computer-friendly format for electricity, natural gas, and water usage.

In late 2023, Evergy received conditional approval for a four-year energy efficiency portfolio in Kansas that will provide programs for Evergy's residential and business customers, which was enabled by Kansas Energy Efficiency Investment Act (KEEIA). Programs will be similar to those offered to Evergy's Missouri customers through MEEIA.

Community Impact

Community Support

Evergy is committed to empowering a better future for our customers and communities. Making a positive impact in the communities we call home is a foundational component of our business. Our community impact strategy, created with input from hundreds of employees and customers, is designed to provide support that addresses the root causes of issues in our communities causing a shift from traditional, reactive support to a program that is proactive and forward focused.

Our support takes many forms – financial investments, physical goods and services, volunteerism, community leadership, and connecting agencies to resources.

Financial Community Investments

Evergy's community strategy was designed to adjust to the changing needs of our customers and communities while also engaging our employees in volunteerism and community leadership. In 2023, Evergy invested $6.7 million in the communities we serve in two key areas, environmental leadership and community vitality.

Community Vitality

Evergy is only as healthy as the communities in which we live and work. We invest in opportunities that support our vulnerable communities, stimulate local economies, encourage workforce readiness, provide access to opportunities for all ages and backgrounds, and basic needs that help people contribute to society. In 2023, Evergy provided $3 million to vulnerable areas including programs for energy burden, access to resources, and environmental justice and another $2.7 million in workforce, business creation, community development, and access to equity efforts.

EVERGY IN 2023

Community Impact by the Numbers

Evergy's Connect and Customer Affairs teams helped nearly **68,000 customers with face-to-face assistance**, helping them secure nearly **$42M in energy bill payment assistance.**

Evergy provided nearly **$6.7M in community support** to hundreds of community agencies in the areas of environmental leadership and community development and vitality. Additionally, **more than half of Evergy employees** participated in supporting the communities through volunteerism and giving program.

More than **47% of Evergy's employees** participated in community giving campaigns, **donating $645,000** personally to area community agencies.

Evergy's Green Team conducted more than **50 environmental projects**, dedicating nearly **2,000 hours of volunteerism** on wildlife habitats, trail enhancements, tree plantings, river clean-ups, prairie restorations and more.

They distributed and planted more than **525 trees** and removed **140 tires** as well as **hundreds of pounds of trash**, from local rivers.

Community-based Environmental Leadership

As an energy provider, Evergy is committed to creating a sustainable energy future and minimizing our environmental impact. We do this through education, energy efficiency, land preservation and habitat protection, as well as stewardship and conservation. In 2023, Evergy dedicated approximately $700,000 to these efforts. Additionally, Evergy's Green Team conducted more than 50 environmental projects, dedicating nearly 2,000 hours of volunteerism toward wildlife habitats, trail enhancements, tree plantings, river clean-ups, prairie restorations, and more.

evergy GREEN TEAM

Since 1989, our volunteer, employee-driven ***Green Team*** has completed thousands of projects restoring hundreds of acres of wetlands, thousands of acres of prairie and planting more than 30,000 trees. Partnering with agencies, non-profits, and schools, we protect, preserve, and educate.

BENEFIT TO STAKEHOLDERS

Evergy's long history of environmental conservation has helped our communities by supporting conservation projects and organizations in our service territory and beyond. Additionally, the protection measures for both flora and fauna that have been implemented protect our environment, benefiting generations to come.

Community Project Spotlights

MO Hives & Kansas City Community Gardens

MO Hives transforms vacant urban lots in Kansas City into thriving bee farms while also working with young people to understand the importance of bees for food insecurity, ecosystems, as well as possible careers. Evergy's Green Team constructed an educational pavilion and fencing, as well as other general improvements to the group's main installation which also happens to be near the Kansas City Community Gardens (KCCG). This multi-year project includes installing bee boxes and raised garden beds at the KCCG location and continued work to help both agencies expand their services. "The best way to help bees is to know about them," said Dr. Marion Pierson, one of MO Hives' founders. "One of our biggest successes is opening the conversation to people who didn't know they were part of the equation." The perfect location of MO Hives near the KCCG site has created a symbiotic relationship providing forage for the bees, ensuring a diverse and nutritious diet. In turn, the bees pollinate the nearby gardens, fostering a sustainable and interconnected ecosystem.

Emporia State University Prophet Aquatic Research and Outreach Center (PAROC)

Evergy and Green Team's involvement with Emporia State University Prophet Aquatic Research and Outreach Center (PAROC) began by concepting the facility years ago. This educational structure was built in a flood plain near King Lake and was constructed seven and half feet off the ground to mitigate flooding. It was completed in 2020 and utilized different components from retired transmission structures in the design. Poles and arched support beams were used for the deck and the roof of the entrance staircase. In 2021, Evergy's Green Team connected the new facility to the established Dale Greiner Nature Trail along the Neosho River. The team built a 54-foot bridge over a roadside ravine to allow front door access from PAROC's education facility to more of nature's learning opportunities. In 2023 the partnership with PAROC continued as Evergy volunteers removed invasive species along the river corridor and the nearby trails. "As a former biology student, alumni, and Green Team volunteer, it was a perfect culmination of past, present and future partnerships between my University and Company," said Kelly Kelsey, senior manager within environmental services and Emporia State alum.

Supporting Our Communities & Customers

Evergy provides direct support, volunteerism, in-kind facility usage to many community partners throughout our service area. These investments provide strategic support to our varied communities from rural to urban and align with the unique needs of those areas including economic, community development, access to equity, workforce, and basic human needs.

The Thread Women's Leadership Collective

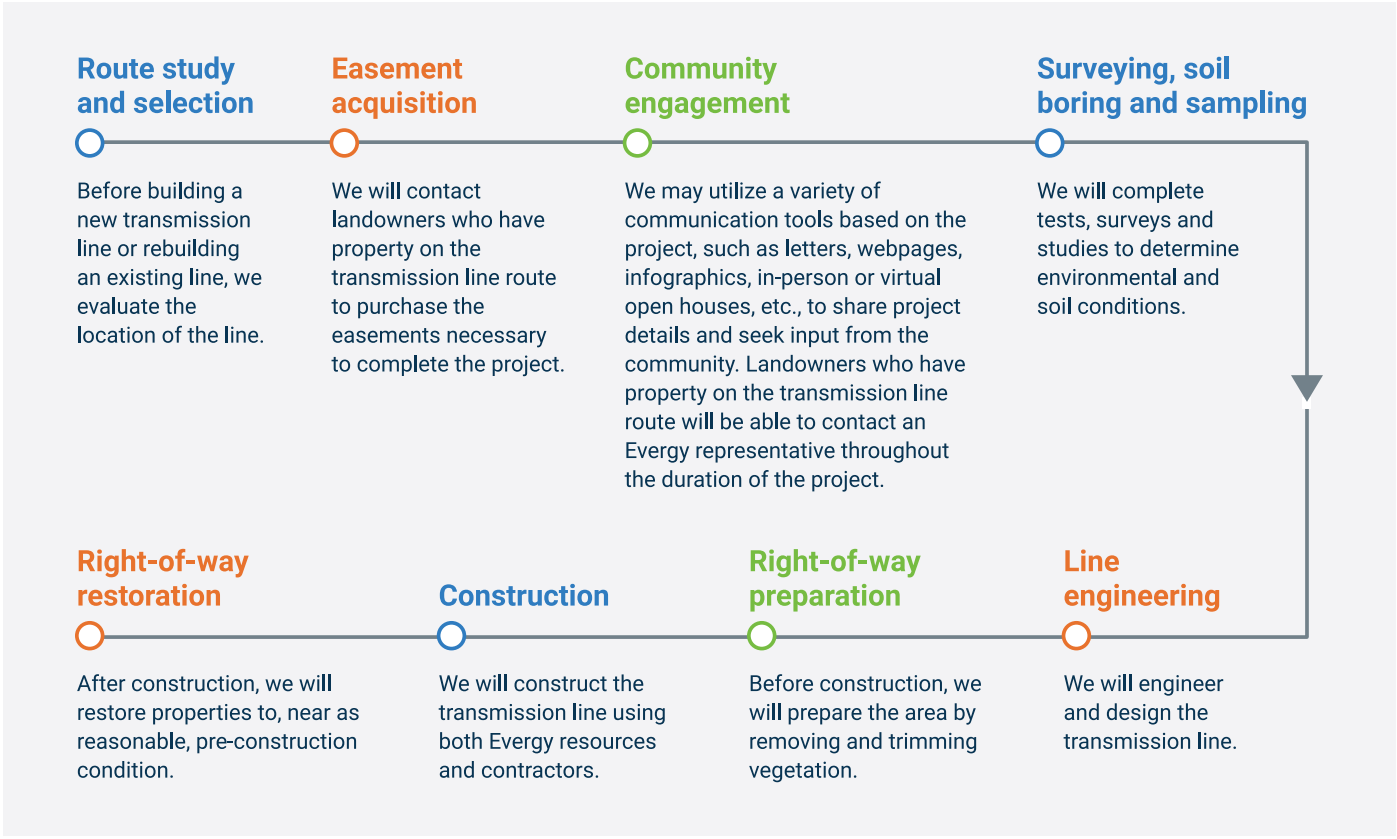
Using the new Connect facility in Wichita, Evergy hosted The Thread Women's Leadership Collective's sixth cohort comprised of 35 women for each of their in-person workshops held through the six-month program. The Thread Collective cultivates connections for women with tailored programs, mentoring, peer-to-peer coaching. They also provide resources for women to find their voice, develop confidence, create a lasting support system of authentic relationships, and empower them for success in their professional and personal journeys.

Customer Support Partnerships

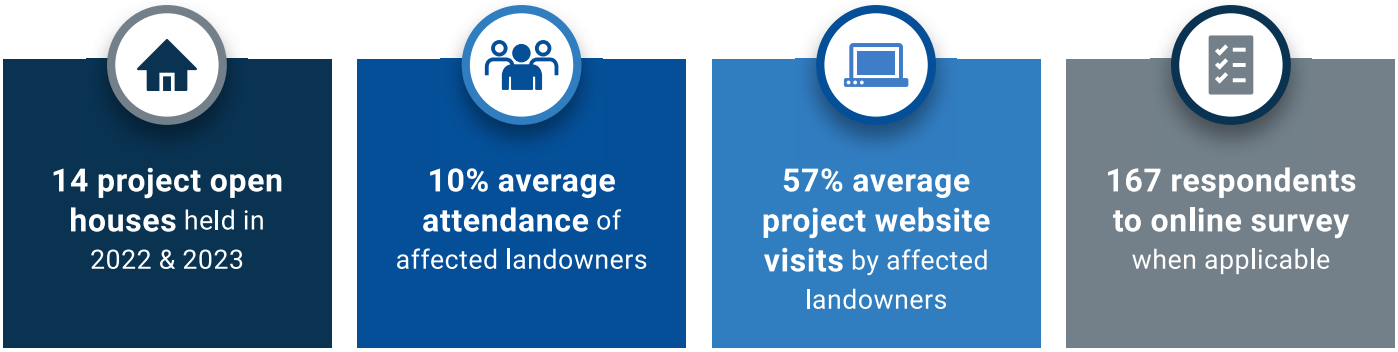
Evergy partners year-round with community action agencies, social service agencies and other utilities to provide direct bill payment assistance and other wrap-around services including energy efficiency and weatherization, access to food, job placement, affordable housing, financial literacy, and more. In 2023, using both Evergy Connect centers, as well as our customer affairs mobile outreach team, Evergy provided customized, face-to-face service to nearly 70,000 residents in the service area, helping secure nearly $42M in bill payment assistance.

Community Engagement

As part of the stakeholder engagement process, one of the more common events held multiple times every year across our service area are transmission and/or distribution project open houses. These projects include maintenance, rebuilds, and new construction. The communities in Evergy's service area continue to grow and depend on reliable electric service, which means we continue to invest in and upgrade our infrastructure to meet our customers' current and future needs. Evergy is committed to open, transparent, and frequent communication surrounding infrastructure changes. Community engagement is a key milestone in our transmission project timeline overview.



Within the community engagement component, there are multiple touchpoints that offer stakeholders the opportunity to engage with project planners and leadership. Stakeholders can learn about details of the project, ask questions, and offer feedback virtually, and in person.



While each of these projects involves different numbers of people, we follow the same steps to ensure ample engagement opportunities for stakeholders. We also may hold multiple open houses at various stages throughout a project, depending on the details of the project. For example, an initial routing study open house may be held where stakeholders can provide their feedback on potential routes. Next, a 30 percent design open house is held to share preliminary plans so we can gather feedback and incorporate changes where possible. Finally, a 90 percent open house is held to show nearly completed plans. We work to make it easy and convenient for those who wish to offer feedback or learn more about the projects.

The result of this process is safer and more reliable electric service provided to the surrounding communities, completed through a partnership with local stakeholders. It also enables economic growth, allowing communities to attract and keep residents and businesses. This collaborative approach enables Evergy to be more cost-effective and environmentally responsible, delivering on our goal to provide affordable, reliable, and sustainable service to our customers.

More information about our process to review projects can be found here: Transmission Projects (evergy.com).

BENEFIT TO STAKEHOLDERS

Attracting and retaining customers is key to the economic vitality of our service territory. Additionally, by serving as a catalyst for local growth, Evergy helps to create jobs and contributes to the local economies we serve.

Economic Development

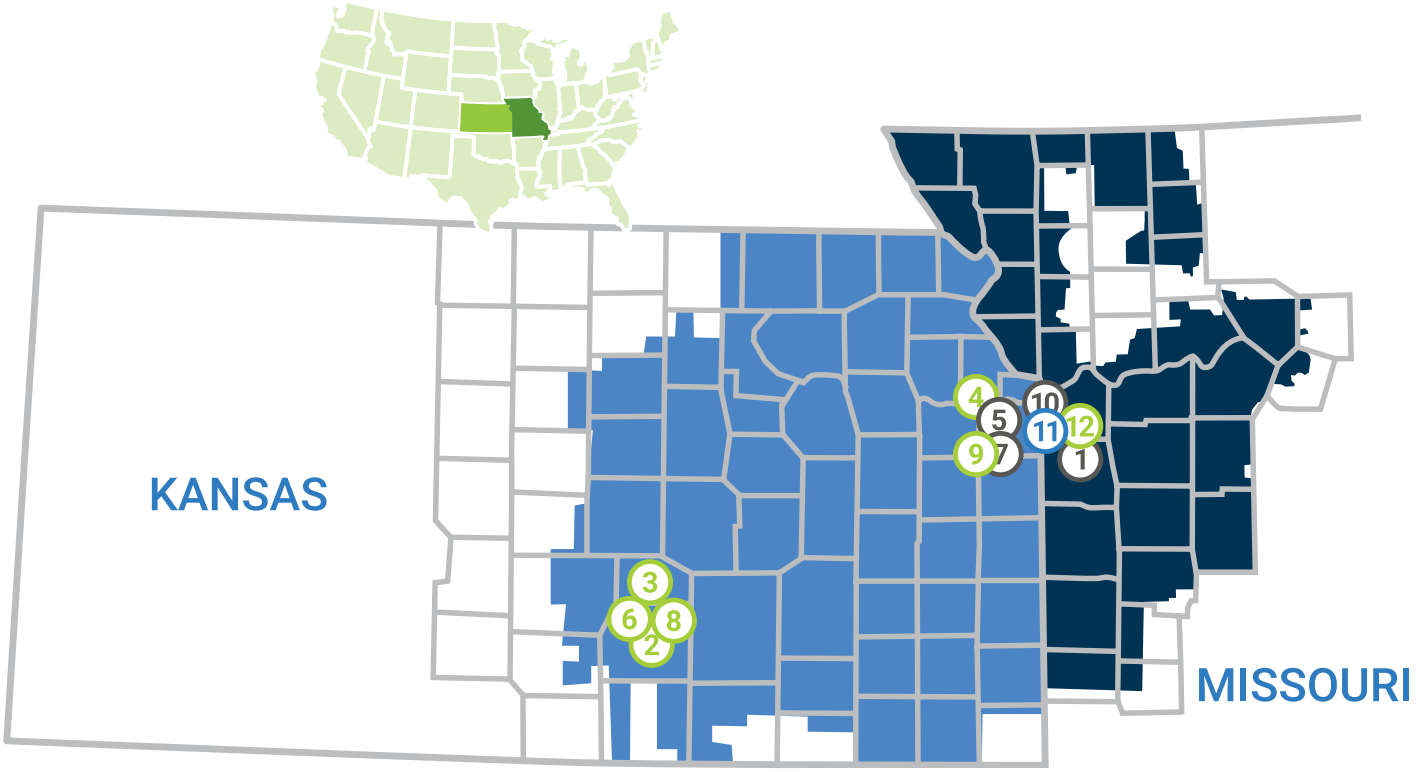
As a leading and trusted energy partner, the mission of the Economic Development team is to attract new companies, keep and expand existing customers, while making strategic partner investments that result in the creation of new electrical load growth. We strive to increase economic prosperity and improve the quality of life in the communities we serve. We do this by providing comprehensive support for businesses relocating to or expanding in our service area. Areas of support provided include site visit hosting, site and building searches, industry analysis and several other areas that can be found on Evergy's Economic Development website.

In addition to providing direct support, Evergy sponsors economic development organizations throughout our service area as we are committed to supporting professional organizations involved in economic growth, development, continuing education, and legislative advocacy. The Evergy Economic Development Team sponsors and volunteers their time to support both the Kansas Economic Alliance (KEDA) and Missouri Economic Development Council (MEDC).

During 2023, Evergy's Economic Development team had a strong year with nearly $1 billion in new capital investments from 12 projects coming to our service area. Projects ranged from manufacturing and logistics projects to data centers across Evergy's service area.

KEDA Kansas Economic Development Alliance

MEDC MISSOURI ECONOMIC DEVELOPMENT COUNCIL



1 ***Nuuly***
Raymore, MO
New Jobs: 2,000
Investment: $84,000,000

2 ***Coleman***
Wichita, KS
New Jobs: 60
Investment: $6,000,000

3 ***GAF Roofing***
Newton, KS
New Jobs: 200
Investment: $150,000,000

4 ***DSM Nutritional Products***
Tonganoxie, KS
New Jobs: 28
Investment: $52,200,000

5 ***Chick-fil-A***
Olathe, KS
New Jobs: 60
Investment: $31,000,000

6 ***Charlotte Pipe & Foundry***
Maize, KS
New Jobs: 50
Investment: $50,000,000

7 ***Walmart***
Olathe, KS
New Jobs: 600
Investment: $257,000,000

8 ***Quickstep***
Wichita, KS
New Jobs: 35
Investment: $3,920,000

9 ***Cnano Technology***
New Century, KS
New Jobs: 81
Investment: $96,000,000

10 ***Ace Hardware***
Kansas City, MO
New Jobs: 350
Investment: $155,000,000

11 ***Edged Data Center***
Kansas City, MO
New Jobs: 14
Investment: $85,700,000

12 ***Performance Food Group***
Lee's Summit, MO
New Jobs: 44
Investment: $22,027,379

EVERGY IN 2023

Economic Development by the Numbers

$1 Billion in new capital investment from ***12 projects***

3,522 new jobs

$31 Million economic impact to Evergy

$24 Million in new annual revenue to Evergy

42,577 kW in new demand growth

Recognition for Economic Development

Evergy continues to engage with stakeholders to improve and evolve the economic development landscape.

Kansas Department of Commerce launched the **Kansas Certified Sites Program** based on the program created by the Evergy Economic Development Team.

Missouri Department of Commerce launched the **Missouri Certified Sites Program** in 2008.

AEDO Recertification – originally accredited in 2016, Evergy is one of two utilities to achieve AEDO status in the nation.

Site Selection Magazine names Evergy a **Top U.S. Utility in Economic Development**.

BENEFIT TO STAKEHOLDERS

Healthy communities help support the long-term growth and stability of our region helping our customers, employees, and company overall. Evergy donates millions each year and Evergy's employees give time and money to support our local communities.

Supporting Development

During 2023, Evergy supported the construction of the Kansas City Current's groundbreaking inaugural stadium. This historic stadium is the first women's professional sports stadium in the world. The support provided by Evergy included our overhead line and cable splicing crews, operator constructors, metering department, economic development, customer solutions, distribution planning, and more. Additionally, Evergy collaborated on the stadium design and location of our facilities within the stadium property. The new stadium was completed in early 2024 and hosted their first game in March.

"Large scale projects like the KC Current Stadium are important to our internal line crews and apprentices. These projects drive loyalty and commitment to Kansas City and all the residents of our great city. Our apprentices have a chance to work on these monuments that are of major importance to the city, and it helps to foster that feeling of responsibility and community involvement. The amount of pride our crews instill in these jobs...there is nothing better than being able to drive by with your family, and proudly say, 'I helped build that!'"

Brandon Orr, Journeyman-Lineman

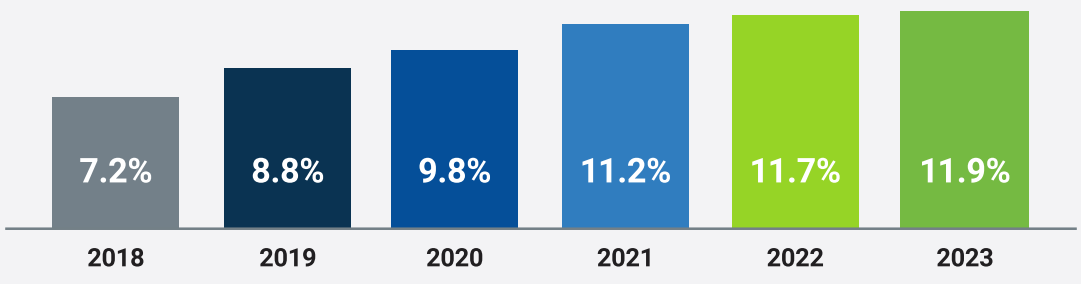
Supply Chain Sustainability

Evergy uses more than 4,800 suppliers to provide the goods and services needed to deliver safe, clean, reliable, affordable energy to customers. We view our supplier relationships as strategic partnerships in which close collaboration, transparency, and shared values benefit everyone – not just Evergy and our suppliers, but communities and the environment. In a post-pandemic world, we look to strong strategic supplier relationships to give us an industry edge, reduce risk, and keep our critical projects moving forward.

Our Supplier Code of Conduct aligns the business practices we expect from vendor partners with our strategic focus on reliability, affordability, and sustainability. In the next several years, we're moving to increase our work with diverse suppliers, as well as strengthening and expanding the environmental and social criteria already embedded in our procurement processes.

Supplier Diversity

In 2023 diverse suppliers represented ***nearly 12 percent of total sourceable spend, exceeding our goal of 10+ percent.***



Evergy strives to be nationally recognized as a leader in supplier diversity. For more than 40 years, our Supplier Diversity Initiative (SDI) has opened doors for minority, women, veteran, disabled, disadvantaged, LGBTQ+, HUB Zone, and small businesses to help them succeed and to increase our local economic impact. In 2023, Evergy spent approximately $300 million with diverse suppliers, topping our previous all-time high for a sixth year in a row.

By increasing opportunities for diverse suppliers and enhancing the competitiveness of the supply chain, we promote economic value for our customers, the communities we serve, and our regional economy. Our supplier diversity initiatives benefit both underrepresented businesses and the communities in which they are located through job creation, business formation, and tax revenue.

Evergy's unique diverse supplier mentoring program, Light Source, pairs emerging local diverse businesses with an Evergy executive to help guide their ability to work with companies like Evergy. We also partner with many community organizations helping nurture growth and strengthen their networks and capabilities. These include the Kansas City Procurement Roundtable, Wichita's Diverse Business Committee, diverse chambers of commerce, minority supplier councils, women's business development councils, the state and local chambers of commerce, the small business administration, and others.

In 2023, Evergy launched two new supplier diversity programs. The first was a business development program, Accelerate, in partnership with Burns & McDonnell and RGMA. Participants were partnered with sponsors and mentors from Evergy and Burns & McDonnell, again with the goal of becoming more competitive and increasing the volume of work their businesses can win in open competition. Second, Evergy hosted its inaugural Supplier Diversity Week with more than 100 suppliers and 30 community partners. This event shared key examples of how we prioritize diverse spending within our supply chain and nurture supplier growth and development, as well as creating an inclusive forum for industry peers and partners to learn supplier diversity best practices.

To learn more about Evergy's supplier diversity program and economic impact: evergy.com/partner-with-us/suppliers/supplier-diversity

Evergy's Procurement Process

Supplier Code of Conduct

Our suppliers are our partners in delivering affordable, reliable, and sustainable energy. We also encourage and expect them to collaborate with us in our plans for a more sustainable energy future. Our Code of Conduct outline these expectations and how they connect with Evergy's mission, vision, and values.

> *"Evergy's business is managed in an environmentally responsible manner and in compliance with all environmental requirements. Evergy is committed to sound practices that maintain public health, wildlife habitats, and preserve the integrity of the planet. Evergy expects Suppliers to participate and contribute to efforts that recognize and promote sound environmental stewardship, continually seek to understand and address concerns about the environment, and strive to improve, protect, and conserve beyond the requirements of the law."*
>
> **Evergy's Supplier Code of Conduct**

Supply Chain Sustainability Steering Committee & Framework

Evergy has developed a Sustainability Steering Committee consisting of a diverse cross-section of employees and business units, to promote continued growth in Evergy's Supplier Diversity Program and build on our Supply Chain Sustainability Framework. This Framework has been built in conjunction with the Sustainable Supply Chain Alliance (SSCA), a group of electric utilities and suppliers who are working to lead the industry in enhancing and promoting supply chain sustainable practices across utilities and suppliers. The SSCA activities aim to improve the sustainability of the products and services utilities buy and use, as well as the performance of suppliers and supply chain operations. Evergy continues to work toward this goal by:

- Partnering with stakeholders and value chain partners to identify, promote, and adopt successful sustainability practices.
- Fostering the availability of and demand for more sustainable solutions.
- Delivering tangible business value to the industry through the application of sustainability practices.

Supplier Engagement Survey

Evergy has partnered with the SSCA in the development and deployment of an assessment for suppliers to disclose sustainability information, which includes emissions, water and other sustainability-related topics. In addition to disclosure, the assessment asks our suppliers to indicate actions they are willing to take to improve in these areas. From 2020-2023, Evergy has engaged approximately 60 suppliers related to this assessment which represents about 50 percent of annual managed spend.

Suppliers from our top two tiers are selected for the assessment. These tiers are designated by a number of factors, but primarily focus on suppliers with the highest spend totals and largest impact on Evergy's core business areas. The survey tool has customized questions for more than 23 supplier types that ask a variety of questions, from the details of a supplier's operational controls to the level of leadership engagement and commitment. It also offers benchmarking that enables suppliers to plan for improved performance in the future and can be used for sharing best practices. Evergy is using the results of the survey to help us further identify sustainability risks associated with our current suppliers and potential future business partners.

In addition to engaging suppliers on sustainability issues, Evergy is also now scoring sustainability elements in its procurement bidding process, with questions relating to emissions to water usage.

Supply Chain Risk Management

Evergy's supply chain risk management strategies are a critical part of ensuring the resiliency and reliability of our service. Our aim is to give our business the tools to effectively manage the very complex network that makes up a utility supply chain. Risk management in the supply chain gives us the ability to recognize bottlenecks and other vulnerabilities, implement processes to reduce risk, and develop contingency plans for unavoidable scenarios that put our operations at risk.

Our goal is to dramatically reduce the number of disruptions that challenge our strategic focus areas of affordability and reliability. To achieve this, we use a wide-ranging management approach that has several key elements and is aimed at continually improving.

- **Supplier qualification:** Evergy goes through a rigorous qualification process before doing business with new suppliers. We use industry-leading services such as ISN, Experian, and Resilinc to monitor all active suppliers for violations of federal safety standards (e.g. OSHA et al.), criminal proceedings, or regional geopolitical and disaster events, assess suppliers' financial health, safety, and diverse subcontracting. Evergy suppliers must also meet all Federal mandates like NERC/CIP-013 or Buy America.
- **Key risk assessments:** We look at categories such as commodity price risk, business continuity, sustainability and governance processes, and create our sourcing strategies to minimize potential supply disruptions due to natural

disasters or geopolitical risks. Each of our Tier 1 and Tier 2 suppliers - nearly 60 percent of our procurement spend – is assigned a resiliency score based on these factors.

- **Global risk:** While the majority of our spending is with American suppliers, we also do significant work with U.S.-based foreign suppliers and a small amount of work directly with foreign suppliers. Our Foreign Corrupt Practices Act and Anti-Corruption Policy helps ensure compliance by our employees and representatives with the FCPA and its underlying ethical principles.
- **Security:** Another key focus is on exposure to cyber, information, and other security risks from suppliers' access to our systems, confidential information, and critical infrastructure. This additional level of scrutiny involves a comprehensive review of the supplier's security environment by Evergy's cyber security team.
- **Safety:** All suppliers who provide services or materials at our sites are required to submit their safety program information and five years of safety-related performance data. Our third-party safety administrator reviews this data and may reject a supplier or require a safety improvement plan. Once a contract is implemented, we continue to monitor suppliers' safety performance, which is a key metric on scorecards and in bid events.

Stakeholder Engagement Procedure

Most work that we do as a company requires interaction with the people around us. Whether it is a solar farm, environmental work, a transmission line re-build or a community improvement project, we strive to identify and engage with those stakeholders throughout the different stages of any work we do.

Successful stakeholder engagement results in multiple benefits.

- Unknowns and potential problems are identified and mitigated more efficiently.
- Transparency and communication promote trust and collaboration among the parties.
- Projects are more likely to be completed on schedule and on budget with the right people involved from the beginning.

The primary objective of our Stakeholder Engagement Procedure is to conduct audience analysis and build a framework of touchpoints reflective of the project. We evaluate each project and identify stakeholders in the following groups, and how best to include and engage them.

- Employees
- Customers
- Non-customer residents
- Local leaders and community organizations
- Legislators and regulators
- Investors

For each of these groups, we utilize different types and channels of communication to inform necessary stakeholders about project plans and execution. It is essential that we incorporate input from these groups to ensure the best possible outcome. We have dedicated business units that focus on engaging with these different groups and work together to make sure information is shared and messaging is consistent across groups where applicable.

Stakeholders	Demographic Examples	Areas of Interest Examples	Engagement Examples	Grievance Mitigation Examples
Employees	Operations, Power Plants, Corporate, Union, Contractors, Executives, Leadership	Job Expectations and Roles, Policies, Industry Changes, Safety, Negotiations, Training, Benefits	2x Weekly Employee Newsletters, HR and Compliance Training, Safety Roadshows, Leader Updates, Green Team and Community Volunteer Opportunities, Performance Management Process, Engagement Surveys, Recruiting and Onboarding for New Employees, Diverse Business Resource Groups, Total Benefits Packages, Professional Development and Tuition Reimbursement	Compliance Training about Reporting Concerns, SURF Safety Report Form, Online and Toll-Free Concerns Line, Union Grievance Process, Supervisor 1-on-1s, Mandatory HR Training about Harassment and Reporting, Contact Center Mitigation Training
Customers	Residential, Small/Medium/ Large Business, Commercial & Industrial, Non-Regulated	Start/Stop/Change Service, Account Management, Outages, Energy Efficiency, Rate Options, Assistance, Construction, Renewable Energy, EVs, Safety, Community Engagement	Monthly Statements with Customizable Information and Notices; Online, Phone and Mobile App Account Management and Outage Tools; Digital and In-Person Assistance Resources; Program Marketing; Business Customer Representatives; Social Media Updates and Notifications; Project Open Houses; Regulatory Public Meetings; Public Safety Campaigns	Contact Center (phone/email), Evergy Connect Locations (in person), Business Center, Social Media, Online KS and MO Commissions Complaint Procedure and Forms, Customer Solutions Group, Customer Affairs Advisors
Non-Customers	Property Owners, Landowners,	New Project Construction, Rebuild Projects, Environmental Impacts	Open Houses and Public Meetings for Prospective Projects; Direct and Email Communications; Dedicated Real Estate Resources	Project Manager, Real Estate Representative, Contact Center (phone/email), Evergy Connect Locations (in person), Social Media, Website
Local Leaders and Community Organizations	City Officials and Government, Local Interest Groups, Schools, Non-Profits, HOAs	Service Reliability, Residential and Business Impacts, Community Support and Development, Safety, DE&I, Environmental Impact, Local Economies, Recruiting, Educational Opportunities	Public Meetings and Forums to Discuss Projects; Employee Giving Campaigns; Paid Volunteer Time Off; Community Slide Library for Public Presentations; Assistance Grants for Local Businesses; Recruiting and Workforce Pipeline Programs; Scholarship Opportunities for Local Students; Ecology and Wildlife Sustainability Projects	Government Affairs Contacts, Contact Center (phone/email), Evergy Connect Locations (in person), Business Center, Social Media, Online KS and MO Commissions Complaint Procedure and Forms, Customer Solutions Group, Customer Affairs Advisors, Media Line
Legislators and Regulators	Elected Officials, Kansas Corporation Commission, Missouri Public Service Commission	Corporate Governance, Environmental Controls, Rate Competitiveness, Customer Options and Tools, Reliability	Dedicated Government Affairs and Regulatory Resources to Engage with Officials; Participation in Regulatory Processes, Transparency in Resource Planning; Multiple Public Reports and Disclosures about Reliability, Sustainability and Affordability; Federal Natural Resource Conservation Programs Participation; Emissions and Environmental Control Advancement	Government Affairs Contacts, Regulatory Group Contacts, Customer Affairs Advisors
Investors	Shareholders, Financial/ Investment Professionals	Credit Ratings, Stock Performance, Short- and Long-Term Planning, Risk Mitigation, Company Growth and Sustainability, Regulatory Relationships, Corporate Governance	Quarterly Earnings Calls; Annual Shareholder Meeting; ESG, Sustainability, and IRP Disclosures	Investor Relations Contacts, Media Line, Business Center, Social Media

Keep an eye out in this report for callouts within specific sections highlighting specific stakeholder engagement events or activities reflecting the details of this procedure.

Rate Modernization

A significant component of Evergy's affordability tenet is offering different rate options to our customers. To accomplish that, we sometimes need to introduce new rates and update, or modernize, existing rates.

STAKEHOLDER ENGAGEMENT:

Through the 2023 KCC Rate Filing process in Kansas, Evergy conducted a series of public hearings to engage with and hear feedback from local customers, business owners, public interest groups and government officials. Their input was submitted to the filing record and helped determine the settlement of the filing.

In 2022, the Missouri Public Service Commission (MPSC) ordered that a low differential TOU rate will be the default rate for all new Missouri residential customers beginning in 2023. This rate preserves the legacy block rate pricing but adds an additional charge for on-peak usage and a credit for off-peak usage. All existing Missouri residential customers were transitioned to this rate by the end of the year as well, if they were not already on a TOU rate or a net metering customer. In addition to the low differential default TOU rate, the MPSC also approved the Evergy Missouri's TOU portfolio with the following opt-in rates:

- High differential, whole house three-period TOU rate
- High differential, separately metered three-period TOU rate, and
- Moderate differential, whole house two-period TOU rate.

A 2023 Kansas Rate Filing settlement agreement also provided options for our customers. As part of that rate case, the Company adjusted and continued its optional three-period TOU rates for residential customers and added a two-period TOU rate that is expected to appeal to more customers. The rate case also standardized an "Even Use" rate that rewards customers with a lower rate for the energy you use every day but adds a demand charge for the highest amount of demand you use each billing period during the peak times. Evergy also modernized the rates offered to non-residential customers by introducing time-based methods to charge these customers or the energy component of their service.

In addition to the new rate options, Evergy streamlined existing rates between their two Kansas rate areas. Rate structures and classifications between areas were combined, frozen, and/or eliminated to improve consistency for all Kansas customers. This has allowed Evergy to increase standardization of customer-facing materials, simplify operations and become more efficient in the day-to-day processing of data.

Electric vehicle charging, transit and commercial time-of-use tariffs continue to be available in Missouri and Kansas to promote electrification adoption and efficient use of the grid.

Company Culture and Engagement

Culture is a combination of values, leadership beliefs, and leadership norms. At Evergy, we strive for an inclusive, mission driven culture. One that empowers a better future for our company, its employees, and our community. Culture and engagement are top priorities.

Evergy's Culture and Workforce

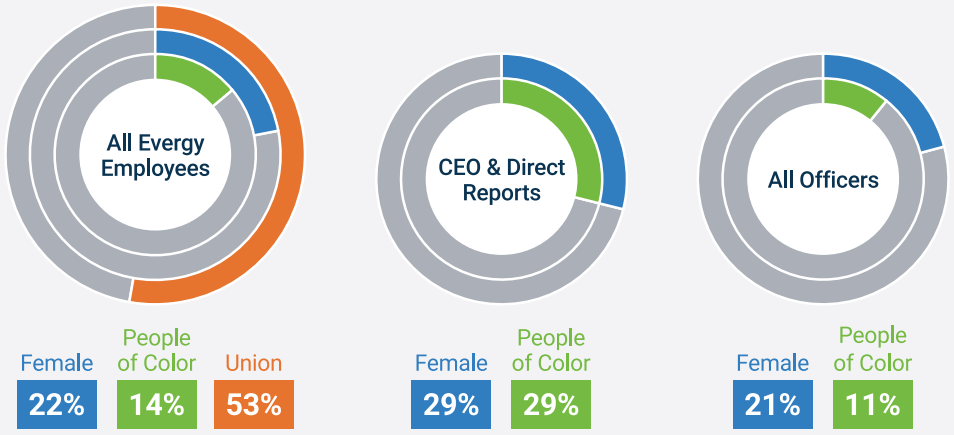
Our shared purpose – to empower a better future – motivates and drives our daily work. The centerpiece of our culture is our people and our shared commitment to our core values.

Culture supports Evergy's vision to lead the responsible energy transition and provide affordable, reliable, and sustainable service to our customers and communities. Our workforce goals align with our mission, vision, and strategies:

- **Foster engagement and excellence**
- **Be a great place to work**
- **Embrace diversity, equity, and inclusion**

Evergy has a strong workforce that contributes to Evergy's success. The Company has approximately 4,600 employees supporting our service area, with 53 percent of the workforce represented by bargaining units. Every employee plays an important role in delivering our workforce goals in alignment with our strategic focus and priorities. The sense of purpose and our core values – safety, integrity, ownership, adaptability – guide everything we do to serve our customers and our communities.

Evergy Workforce



Year End 2023

Percent of Employees by Age*

29%
51 or older

60%
30 to 50

11%
Under 30

Year End 2023

Diversity, equity, and inclusion (DE&I) represent vital components of who we are as Evergy. We know the most effective way to achieve our mission is through a diverse, equitable, and inclusive culture that promotes productivity and innovation and engages the talented people who power our company. We can only fulfill our core values of safety, integrity, ownership, and adaptability by respecting each other and those we serve, being accountable for our actions, and focusing on the good of the whole. DE&I is a vital element to these objectives. Our goal is to build DE&I into our strategic workforce planning and pillars, as opposed to a bolt-on. Evergy continues to leverage data and insights to pursue the goal of ensuring that our workforce of the future reflects the communities we serve.

"When we embrace what makes us different, it makes us stronger. When we fail to embrace it, we fail our colleagues and lose out on our team's full potential."

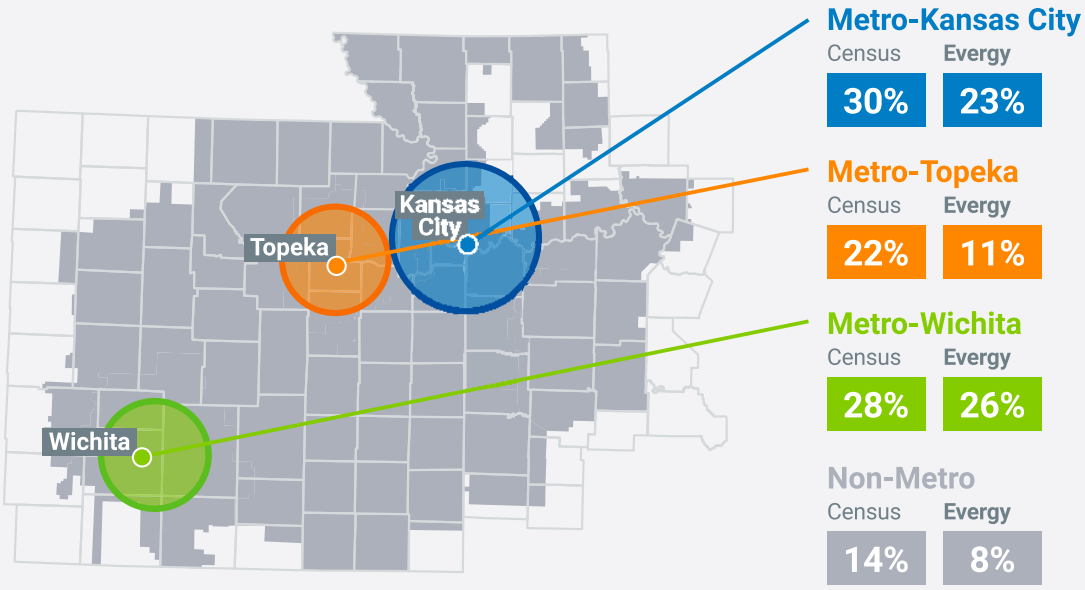
David Campbell, President and CEO

"To be inclusive, we need to intentionally foster an environment in which everyone is valued and respected for their diversity, empowered to engage and contribute, and is provided access to resources and opportunities."

Valerie Coyazo, Lead Supplier Diversity Manager

% Diverse Population

(Ethnicity)



Workforce Pillars

Evergy takes a strategic, data-driven approach to advance the employee experience in each element of the employee life cycle and is aligned to the business goals.

Attract & Select

We understand the success of our business depends on our workforce. Therefore, we continue to advance our hiring practices to meet the employment needs of our business today and tomorrow. We ensure that our recruitment practices, processes, and tools attract and deliver our workforce outcomes. We do this by focusing on these key areas:

- **Sourcing talent aligned to business goals**
  - Proactive, long-term talent acquisition objectives aligned with business strategy and objectives.
  - Use of specialized recruiting strategies for critical/difficult roles to fill.
  - Optimized processes, technology, insights to assess and develop candidate pipelines.
- **Focused talent flow & candidate engagement**
  - A strong, deliberate partnership with the business focused on current and future workforce needs.
  - Scholarships/internships serve as the critical path to campus hires.
  - Ongoing development of diverse talent pipelines to source job opportunities.
- **Highly engaged workflow & employer brand**
  - Timely, proactive communication for all stakeholders.
  - Qualitative/quantitative metrics to maximize operational performance and facilitate a positive candidate/hiring manager experience.
  - A strong employer brand consistently positioned across all channels to attract diverse, capable candidates.

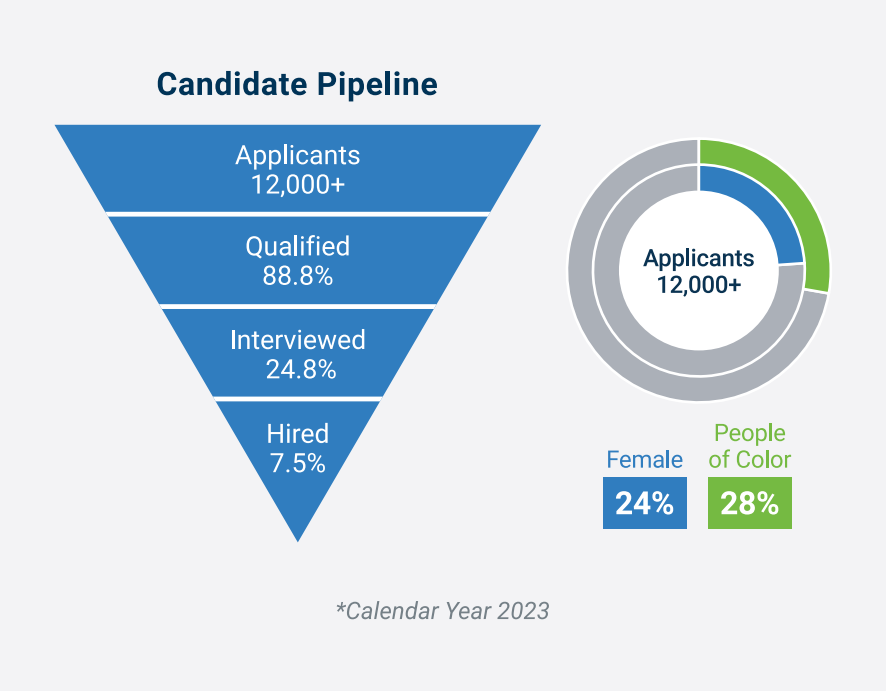
STAKEHOLDER ENGAGEMENT:

In 2023, Evergy partnered with the Kansas Hispanic Education & Development Foundation (KHEDF) to sponsor scholarships to first-generation high school students studying STEM fields after graduation. KHEDF helps education students about various opportunities for valuable career paths and contributes to Evergy's diverse talent pipeline goal. These students have access to Evergy professionals through KHEDF workshops held throughout the year.

Sourcing New Talent

The creation of a near-term and long-term pipeline is a strategic priority to invest in our workforce. A Candidate Relationship Management infrastructure is critical to managing the relationships with current and potential future candidates. Evergy is focused on developing a data-driven approach to manage communications with candidates and improve our candidate experience.

Our dedicated Talent Acquisition team is establishing stronger partnerships to advance diversity hiring for entry-level and experienced hires. A few examples of our evolving programs and strategy include the Line Pre-Apprenticeship Program and Campus Pipeline Strategy.



*Calendar Year 2023

The **Line Pre-Apprenticeship Program** is a six to nine month blended learning experience in which participants attend in-classroom training every three-weeks while spending the remaining time at assigned service centers for on-the-job learning. Successful completion of the program progresses the employee to a four-year registered Lineman-Splicer apprenticeship.

The program represents a great opportunity for diverse pipelines into the organization with community partnerships and relationships within our service area to broaden the diversity of candidate pool through strong partnerships established with the Full Employment Council, Prep KC and local technical colleges.

Since program inception, Evergy's pre-apprentice diverse hires are **~18 percent versus the current diverse line population of 10 percent.**

Our **Campus Pipeline Strategy** is also evolving to secure future talent for entry level roles into Evergy.

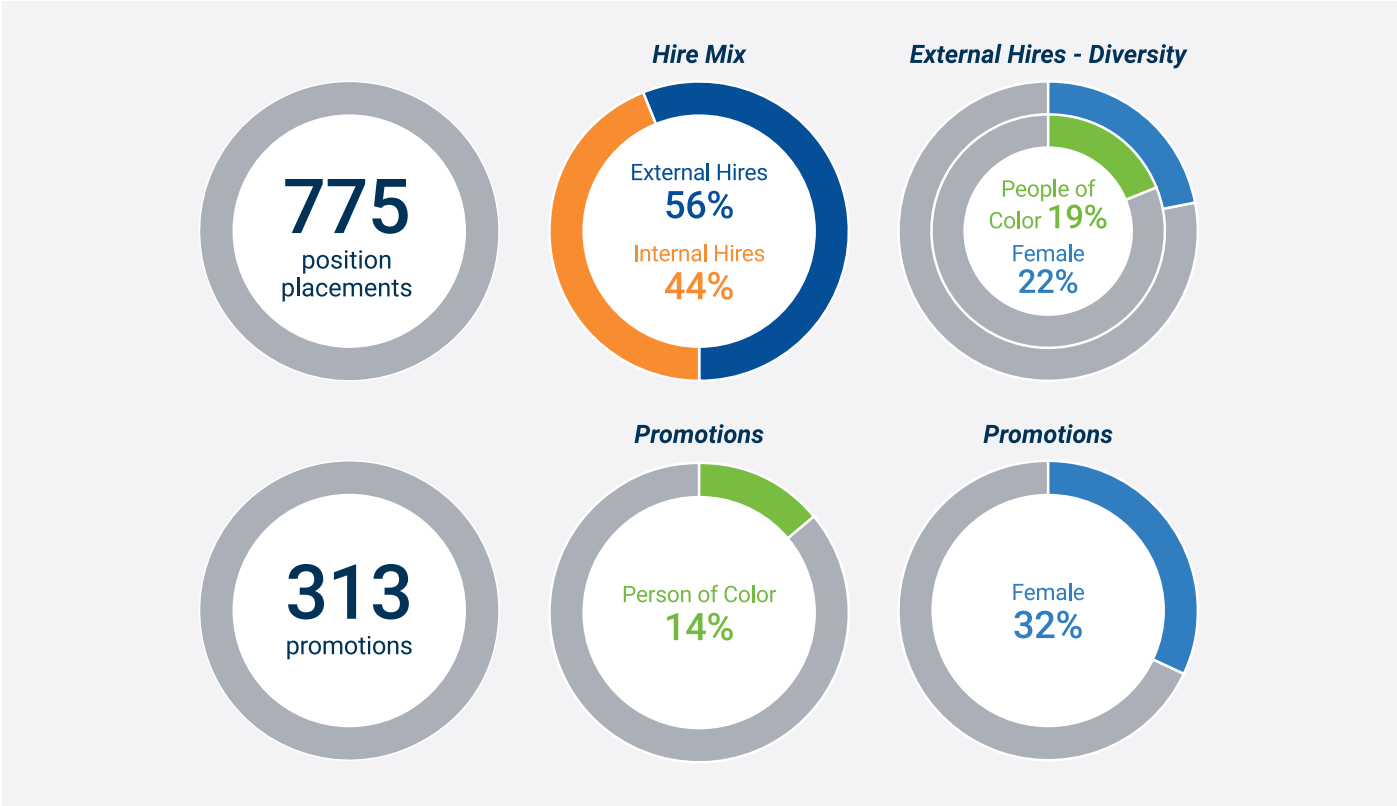
VISION

A people program that creates a scalable, diverse talent pipeline that enables Evergy to hire the best and brightest student and develop future professionals.

	The Right Partner Schools	Informed & Engaged Campus Leads & Teams	Streamlined Process & Technology	Differentiated Candidate Experience
PILLARS	• Standard criteria for school selection. • Schools that are aligned with and deliver for the business.	• Selecting the right campus leads and teams. • Enabling leads and teams with the appropriate training and tools to select the right candidates.	• Standard candidate process. • Clear expectations of who is responsible at each step within the process. • Streamlined process and communication through automation.	• Showcase breadth of opportunities. • Experience Evergy events. • Student-Employee Value Proposition.
MEASURES	A portfolio of schools that supports our business needs.	Quality talent that meets the business needs.	Less time on manual tasks and elimination of duplicate efforts.	Employer of choice.

Selecting and Promoting Talent

Through our recruitment, we foster the culture and build the skills and competencies needed. We invest in talent mobility across the organization to build a pipeline and develop the skills needed today and in the future. Approximately 44 percent of open positions are filled with internal transfer, and 56 percent are external hires. In 2023, Evergy promoted more than 300 employees.



Lead & Develop

Evergy is committed to building a pipeline of inclusive and ready-now leaders, and it is critical that development is made available for all Evergy employees leveraging several key talent indicators and assessments. Evergy provides training and development opportunities for employees throughout the year. Talent indicators and assessments utilized for talent development with Evergy include historical performance, behavioral and strengths assessments, and talent profiles.

~89,175 **training hours** dedicated to safety, compliance, and technical skills

~6,800 **training hours** dedicated to leadership development, professional development, and 360 IDP workshops

~3,000
360-degree assessments completed

313
promotions

Leadership Development Components

(Talent Profile)

Historical Performance

- Performance Review and Ratings (previous three years)
- 9 Box Ploy (Potential v Performance)

Behavioral Assessment: Potential

- Agility – capacity to recognize, adapt and overcome
- Ability – capacity to solve problems
- Aspiration – desire to grow and rise

Behavioral Assessment: Talent Framework

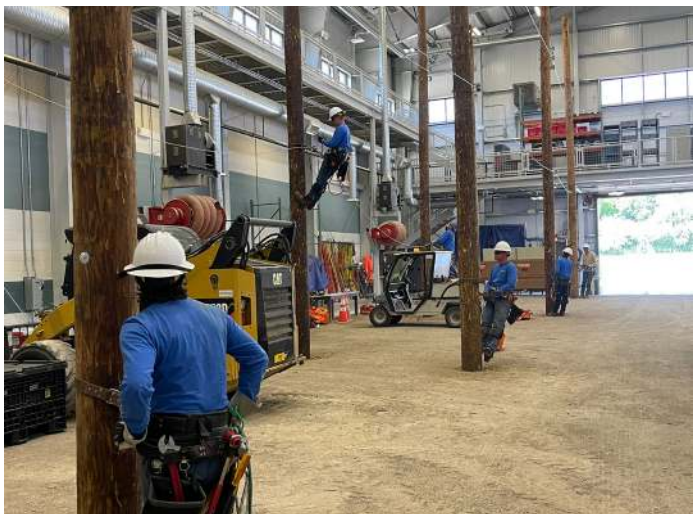
- Our People First Values
- Making decisions
- Executing/operating with excellence
- Thinking strategically
- Managing talent

At Evergy, training includes safety and compliance, technical, leadership, and professional development. We focus on providing tools for employees to be successful in their current roles but continue to grow within the company. Example courses include:

Compliance and Safety	Annually required training for **100 percent** employees covering: • Code of Ethics • Employee Handbook • Occupational Health and Safety • Environmental • Information Security • Anti-Harassment & Discrimination training
Technical Training	• More than 180 targeted training and skills-based courses offered to journeyman craft employees • 26 new field training courses developed for employees in 2023 (Recloser and Control, Knife Use) • Dedicated facilities for delivery and generation employees to train in real-life simulated environment. Allows for training and enhancement of skills in a simulated and safe environment. Including pole lab for climbing, welding booths, pole yard, mock substation, and meter wall • Evergy Analytics University
Professional and Leadership Development	• 7 Habits of Highly Effective People • Frontline Leader Forums • Business Acumen • Emotional Intelligence • Crucial Conversations

Training Programs for Journey Level Craft Employees

We are committed to the continuous improvement of our workforce and adapt training to best serve the needs of employees and the industry. We invested nearly 59,000 hours of technical and job-related training in 2023. more than 100 targeted training and skills-based courses and more than 300 sessions were offered to our journeyman craft employees with our focus remaining on the safety and reliability of our equipment. These course offerings include AC/DC Theory, Regulator Operations, Transformer Theory, Defensive Driver Training, Breaker Training, Process Water Training, Asbestos Certification, Human Organizational Performance (Level 1 & 2) and are delivered in a variety of forums.



Evergy has specialized facilities in two states that are dedicated to the technical and professional training and growth of Evergy employees, partners and stakeholders. These facilities allow for training in a simulated and safe environment. The Professional Development Center - Topeka, KS, and Cedar Point Safety & Training Center - Kansas City, MO, are dedicated training facilities for employees to train in realistic environments. These facilities host

specialized craft labs, welding booths, pole yards, mock substations, meter walls and more - All simulating actual work environments in Evergy's work scope.

Technical Preparation Programs

In preparation for jobs at Evergy, we are dedicated to giving persons of diverse backgrounds an opportunity in our skilled trade jobs. We do so through a variety of exposure programs.

Summer Lineworker Interns

Evergy partners with local technical colleges and community colleges to select students to be summer line interns, where they get valuable on-the-job experience working in a craft. This not only gives them experience, but also completes the requirement for their technical school degree. Many summer line interns apply to our pre-qualification camp.

Lineworker Pre-Apprentice Program

A six-month entry-level paid position that provides persons from diverse backgrounds exposure to line work. Many pre-apprentices apply to our pre-qualification camp.

Pre-Qualification Camps

These camps showcase craft specific work and allow candidates to demonstrate their skills in pursuit of an opportunity in an Evergy apprenticeship program. Camps combine classroom work and physical work focusing on basic electricity and general math. It allows skilled professionals at Evergy to assess knowledge and aptitude for future Evergy workers.

Apprenticeship Programs

The Evergy Technical Training Team partners with Operations and representing unions to lead our defined apprenticeship programs. Additionally, each apprenticeship program is guided by a Joint Apprentice Training Committee (JATC) comprised of union leaders and operations experts. The JATC's are solely focused on the betterment of the apprentice program and the development of the knowledge, skills, and abilities of these apprentices. Evergy's Line, Substation, Cable Splicer, Mechanic, Electrician, Welder, Relay, Meter person, Mechanic Automobile and Pipe Coverer registered apprenticeship programs are developed in cooperation with and approved by the U.S. Department of Labor Office of Apprenticeship. The Apprenticeship Programs are subject to audit by the Department of Labor – In 2023, the Evergy Apprenticeship Programs for the State of Missouri were audited and were determined to meet the requirements of a quality program and met the requirements for Registered Apprenticeship programs set forth in 29 CFR part 29, subpart A and part 30. Evergy's programs are also registered with the Veterans Affairs Department, so that military veterans can receive their GI Bill throughout their apprenticeship. In 2023, 171 apprentices worked toward their Journeyworker Status in these programs at Evergy:

Craft	2023 Count
Line	105
Substation	35
Cable Splicer	7
Mechanic	2
Electrician	2
Relay	20
Total	**171**

In addition to internal training, Evergy provides external learning opportunities to offer employees more development options outside of the organization. The intent is to increase skills and capabilities for the employee and the company. We offer a variety of different programs:

- Executive MBA Programs
- Centurions
- Chamber of Commerce Engagements
- Energy Executive Programs
- Leadership Development Programs
- Civic Engagements

Tuition Reimbursement is also available to employees, as we understand our success depends on a highly educated and capable workforce. All Evergy's regular, non-temporary employees working 24 or more hours per week are eligible for the program immediately upon hire.

Development through Performance Reviews

Evergy provides formal mid-year and annual feedback to employees. Employee performance is one of the five focus areas of Evergy's Talent Philosophy. We expect strong performance from all employees, and leaders play a key role in planning, observing, and coaching throughout the year. The mid-year and year-end performance reviews serve distinct purposes in support of Evergy's Talent Philosophy.

Mid-year performance reviews are conducted at the beginning of the third quarter and offer an opportunity for leaders to assess employees' progress toward goals, recognize strong work and accomplishments, provide constructive feedback on areas for improvement, ensure alignment with goals, and address any barriers to goal achievement. Mid-year reviews are less formal and encourage open conversations between leaders and direct reports to focus on development-centered discussions, emphasizing resources, and growth.

Year-end performance reviews are more intensive and often tied to compensation-related decisions. They are intended to allow both leaders and direct reports to reflect on overall performance throughout the year, determine merit increases and bonus payouts, and discuss new goals for the upcoming year.

Reward and Recognize

Evergy offers a comprehensive and competitive Total Rewards program that encompasses compensation, benefits, and wellbeing. Evergy's employee base represents a broad range of backgrounds and experiences. As such, we offer a wide range of benefits to provide a healthy foundation for career and life.

Evergy strives to be an employer of choice by providing a competitive value proposition to employees. It includes the total rewards compensation package, a high quality of work, and interaction and collaboration with an inclusive diverse workforce along with an opportunity to develop and grow.

BENEFIT TO STAKEHOLDERS

Developing a workforce that is diverse, equitable, and inclusive is critical as Evergy strives to be an employer of choice in our industry. The best employees bring the best results, which ultimately adds value to our customers, communities and stakeholders. Providing competitive benefits, focusing on employee well-being, performing routine employee engagement surveys and acting on the results all help recruit and keep the best employees.

Total Rewards

Evergy's Total Rewards programs are designed to attract, retain, and engage Evergy's talent, as well as align with our company culture and values. We understand the important role that benefits play in the lives of our employees and their families. As a new hire and then annually during open enrollment, employees can select from a wide array of benefits to align with their needs and ensure they have the right coverage. Evergy's benefits guide provides useful tips, tools, and resources to explore options and make wise decisions by enabling employees to receive the most value from their benefits through understanding the plans offered to them and how to select the ones that best fit their needs.

Performance Based Pay

- Attract and retain the talent to drive outstanding performance.
- Total rewards that recognize employees' total contributions.
- Competitive base pay package that considers each employee's performance, skills and experience.
- Recognition and feedback provided on achievement against goals and demonstration of the company's core values.

Incentives and Recognition

- Incentive programs for eligible employees to align performance with the achievement of corporate goals and objectives.
- Sharing scorecard metrics and providing quarterly updates to employees.
- Encourage employees to collaborate and innovate across departmental lines to achieve outstanding performance.
- Metrics are measured to drive performance: safety, financial performance, operational performance, and enhanced customer experience. Officer incentives also focus on DE&I and strategic plan alignment.
- Employees share in the success as goals are achieved.

Benefits[1]

We support every employee's health, wellness, and financial footing with a comprehensive benefits package that includes:

- Choice of medical, dental and vision plans.
- Health Savings accounts, medical and dependent care reimbursement accounts.
- 401(k) plan with company matching contributions.
- Paid vacation, company holidays and personal days.
- Paid parental leave.
- Onsite Mother's Rooms
- A variety of leave programs including sick leave, short-term disability, caregiver and acute treatment.
- Life, accident, and long-term disability insurance.
- Education assistance.
- Wellbeing program.
- Retirement plan.

WellBeing Program

Evergy's Wellbeing program is about the combination of our love for what we do each day, the quality of our relationships, the security of our finances, the vibrancy of our physical health, and the pride we take in what we have contributed to our communities.

Evergy offers a Wellbeing program focused on our employee and their family's health, providing programs in our five dimensions of Wellbeing: physical, environmental, emotional, financial, and social.

5 Dimensions to WellBeing

[1] *Pay and benefit programs may vary based on the position. Some employees are under collective bargaining agreements that outline the benefits they may receive. If the information conflicts with the terms of the written plan documents governing the plan, the plan document will control. Compensation and benefit plans are subject to change and Evergy has the right to end, suspend or amend any of its plans at any time in whole or in part.*

Employees have access to comprehensive wellbeing tools and resources.
The foundation of well-being is Evergy's 'Three Steps to Healthier You' program. This annual program provides employees with the tools and motivation you they to take charge of their health. The wellness program is designed to:

- Help employees know their metrics by completing a routine health screening with their primary care provider.
- Understand their individual risks by completing an online assessment.
- Provide rewards for actions to a healthier lifestyle by participating in one of the many programs offered during the calendar year.

Flexible Hybrid Work Environment

Working at Evergy means delivering quality services to our customers and creating a workplace that fosters flexibility while continuing to prioritize business needs. Enabling remote and hybrid work is a strategic business decision, in addition to being a benefit for employees. Leaders are empowered to determine the best approach for their employees and the ability to provide flexible hybrid work aligns with Evergy's goals, including:

- Creating a highly engaged, equitable, diverse, and inclusive workforce environment.
- Attracting and retaining employees by providing a work environment that is supportive, productive, and flexible.
- Sustaining a highly collaborative culture.
- Fostering an environment for continued productivity, improvement, and excellence.
- Empowering decisions that prioritize both business needs and employee preferences.

Benefits Eligibility

Employees who work at least 20 hours per week are eligible, with most benefits being effective on hire date if the employee is enrolled within 31 days. The following dependents are also eligible:

- Legal spouse
- Children up to age 26

Engage and Retain

Engagement

At Evergy, every employee plays a key role in serving our customers and communities, providing affordable, reliable, and sustainable power, and creating a work environment that enables successfully fulfilling those responsibilities. The way we work and how we interact with each other are the essence of culture. Evergy uses a variety of mechanisms to gather feedback from employees. One of the tools at our disposal to gauge our progress in building an engaged, continuous improvement culture is the Gallup Employee Engagement Survey. All bargaining and non-bargaining employees are invited to participate. Approximately 76 percent of employees participated in our last survey.

Engagement Focus Areas:

- Change Management: Create clarity, mission orientation, and inspiration across Evergy.
- Diversity Equity & Inclusion: Focus on enhancing belonging across all ethnicities.
- Manager Development: Focus on managers' abilities to become coaches rather than bosses.

Evergy Employees who strongly agree that...

At work, I am treated with respect.

are **21x** more likely to be engaged.

My supervisor behaves in ways that demonstrates he or she values diversity and inclusion.

are **19x** more likely to be engaged.

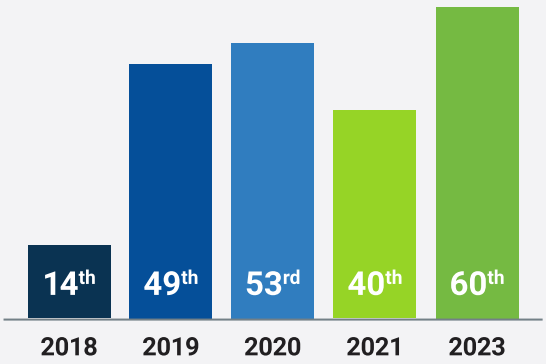
My team has made progress on the goals set during our action planning sessions after the last employee Engagement Survey.

are **17x** more likely to be engaged.

Survey Participation and Engagement Mean

Year	Participation	Mean
2023	76%	4.02
2021	74%	3.88
2020	71%	3.95
2019	71%	3.91
2018	77%	3.64

Engagement Percentile

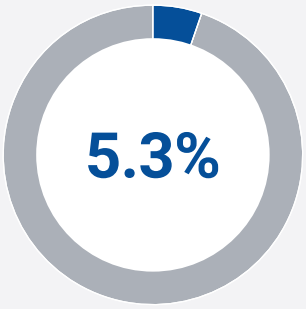


Note: Percentiles based on 1Gallup's Q12 Overall Company Level Database from the survey year

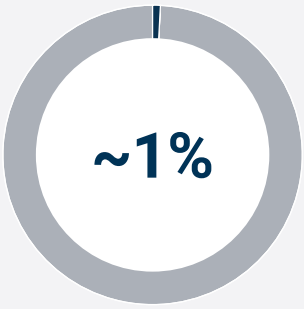
Workforce Evolution

Annual Turnover Rate

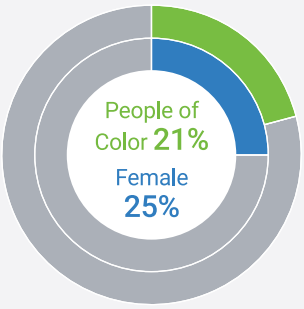
Annual Total Turnover



Retired



Separation – Diversity



Assess and Execute

The pace and scale of change today requires Evergy to have strategic workforce planning and feedback mechanisms to adapt and enable our employees today and ready them for tomorrow. In partnership with Operations, the Human Capital team identifies and anticipates workforce gaps and creates the employee experience they need to serve our customers and our communities.

Workforce Planning

As part of our workforce planning, Evergy implements a succession planning process. Succession management ensures leadership depth and continuity for Evergy to achieve the company's current and future business goals. The methodology enables an understanding of the current talent pool, creates visibility to high potential leaders and/or talent with critical skills, and aligns actions to strengthen the team and retain key talent.
We are focused on the following goals for succession planning:

- Identify successors from executive to supervisor.
- Cycle through entire downline (executive to supervisor) by the end of 2024.
- Build leadership capabilities.
- Evolve the Talent Review process to better enable the identification, differentiation and development of talent.
- Enhance the calibration process with better insights.
- Create a holistic talent development program that includes learning, coaching/mentoring, key experiences for breadth and depth, and heightened exposure.

Succession Planning Progress

100%	100%	100%
Vice-Presidents	Senior Directors	Directors

Labor Relations

Evergy recognizes the right of all employees to select union representation, in accordance with applicable laws. We facilitate positive union relations and promote collaboration on business and employees' challenges that impact our operations and workforce. Approximately 53 percent of our workforce is represented by unions.

Key Anchors:

- Fair wages, benefits, opportunities to match skill sets
- Trust, flexibility
- Culture, engagement

Diversity, Equity, and Inclusion Pillars

Evergy's aspiration is to be an inclusive, equitable, and diverse People First culture that empowers better futures for all. In addition to building a diverse workforce, fostering an inclusive workplace and marketplace is critical to our success. DE&I's strategic pillars are:

Marketplace

Support **inclusive economic prosperity** for Evergy and our ecosystems through investing in diverse suppliers and improving community vitality

- Sustain 10+ percent supply diverse spend
- Partner with 150+ diverse vendors
- Continue Diverse Supplier Development and Mentoring Program (Accelerate)

Workplace

Strengthen our **inclusive environment** that empowers better futures for our employees and our communities

- Sustain 25% of workforce embedded within nine BRGs
- Continue action plans from 2023 Employee Engagement Survey and results
- Enhance onboarding processes
- Launch a DE&I annual event

Workforce

Create an **inclusive employee experience** that attracts, develops, and retains all employees, striving for a diverse and representative workforce

- Strengthen talent attraction and sourcing within Wolf Creek and for linemen
- Continue the design of a comprehensive development program for diverse talent
- Accelerate development and growth for select diverse Managers/Sr. Managers
- Continued evolution of employee demographics and trend analytics

Marketplace

The objective for Marketplace is **to support inclusive economic prosperity** for Evergy and its ecosystem through investing in diverse suppliers and improving community vitality.

Spending with diverse suppliers has increased and exceeded our 10 percent target the past two years. As we continue our partnership with 150+ diverse suppliers and ensure ongoing shared success, we are recognizing the challenge of sourcing qualified top-tier diverse suppliers in some categories. To address this critical challenge, we have launched a new supplier mentorship program. Additional information regarding our long-standing supply chain diversity efforts can be found here.

The **Accelerate Program** partners executives and emerging leaders at Evergy to provide mentorship with small and diverse businesses in our community. These partnerships will help build business capabilities and functions with the goal of developing competitive entities capable of meeting the needs of Evergy and other similar organizations. In 2023, 39 businesses graduated from the Accelerate Program.

Workplace

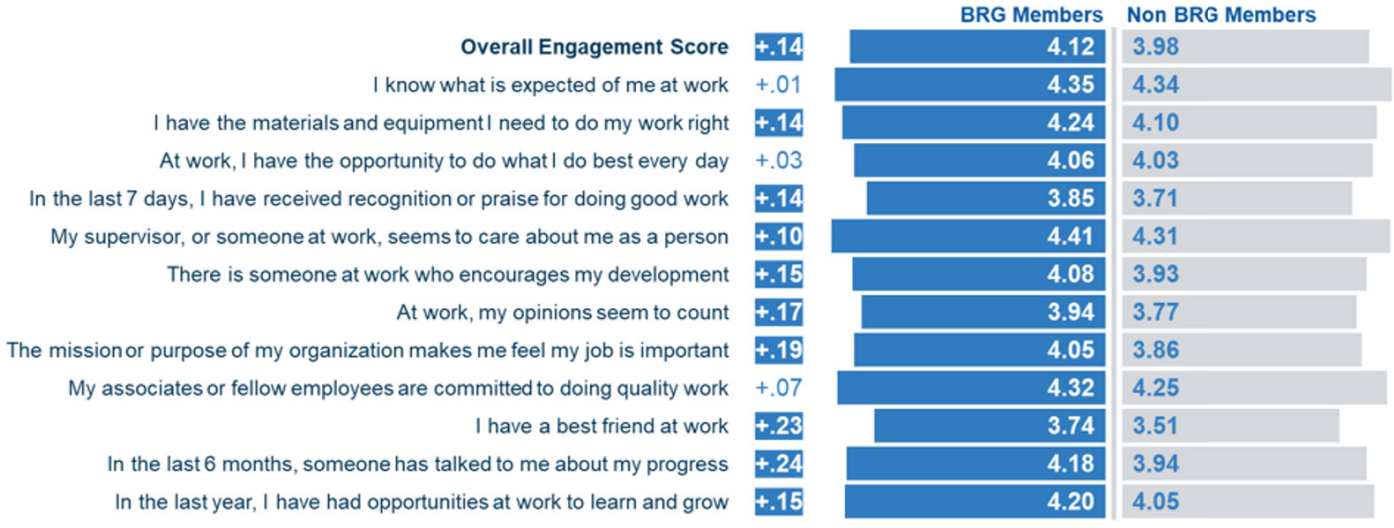
The objective for Workplace is **to strengthen our inclusive environment** that empowers better futures for our employees and our communities.

Evergy and David Campbell support the CEO Action for Diversity and Inclusion™ that was co-founded in 2017 on a shared belief that diversity, equity, and inclusion is a societal issue, and that collaboration and bold action from the business community - especially CEOs - is vital to driving change at scale.

The CEO Action is now the largest business-led initiative to advance DEI in the workplace, with more than 2,400 CEOs having pledged to create more inclusive cultures while not being afraid of having difficult conversations about diversity, equity, and inclusion. The coalition provides a variety of tools, resources, events, and thought-leadership opportunities to support business leaders in taking action and driving progress to advance progress.

Our Business Resource Groups (BRGs) serve as another critical enabler to fostering an inclusive environment by connecting employees throughout our entire service area, strengthening our company culture and setting the bar for employee engagement within Evergy. In 2023, 26 percent of our workforce were members of at least one BRG. On average, participants in Business Resource Groups reported higher levels of engagement across all categories.

Participation within Business Resource Groups **fosters higher employee engagement.**



**.10 difference in engagement results is considered significant*

Workforce

The objective is **to create an inclusive employee experience** that attracts, develops, and retains our employees, striving for a diverse and representative workforce with a focus on implementing and monitoring enhanced hiring and onboarding processes and measurements, continuing the design of a comprehensive development program for diverse talent and focusing on the pre-apprentice line program as pipeline for diverse talent.

Labor, Health, and Safety

Human Rights and Labor

Evergy is committed to respecting and protecting human rights and implementing sound labor policies in the course of our business. In keeping with this commitment, we support international human rights principles such as those identified in the United Nations Universal Declaration of Human Rights. More information can be found by reading Evergy's Human Rights Policy.

Occupational Health and Safety

Safety is a core value at Evergy, and we value safety at all times and in all situations with both our internal and external stakeholders. Evergy considers safety in the generation, delivery and use of electrical energy to be the highest priority. In that regard, it is Company policy that all employees perform their duties in a manner that ensures their personal safety, the safety of fellow employees, customers, contractors and community members. Executive management of the company is committed to the oversight and implementation of this practice and solidifies this commitment in the Policy on Safety.

Evergy commits to the governance and thought leadership of safety. This is done through multiple collaborative committees established at many levels within the organization and in partnership with represented unions including the International Brotherhood of Electrical Workers (IBEW) and the United Government Security Officers of America (UGSOA). These partnerships are key in setting and executing against our performance expectations and safety culture.

Board of Directors Operations Committee

Oversight

Purpose: Review the Company's overall performance, strategy, and initiatives relating to the overall safety of the Company's operations.

Executive Safety Steering Committee

Comprised of Evergy executives and safety leadership.

Purpose: Set the vision for Evergy to establish a top performing safety culture, review and implement policies, processes, and practices concerning safety.

Joint Safety Leadership Committee

Three committees comprised of union safety leaders, operations leaders, and safety leaders.

Purpose: Support the Company's vision by bringing workers and management together on a regular basis in a cooperative effort to promote safety and health in the workplace and to make recommendations on accident prevention programs and policies that affect the safety of employees.

Local Safety Leadership Teams

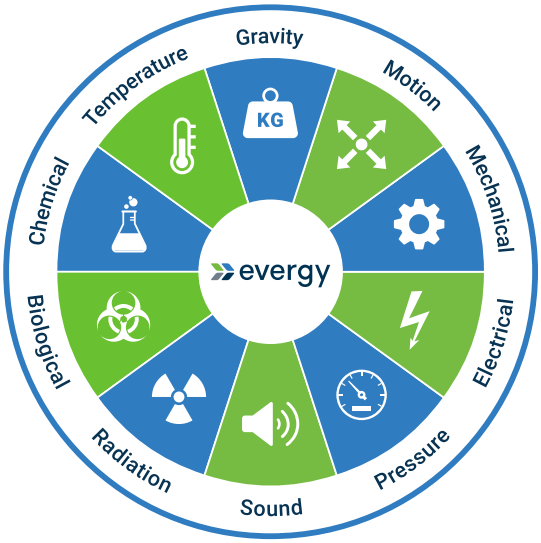
Located at each of Evergy's operating facilities and comprised of local union safety leaders, local management, and local safety representatives.

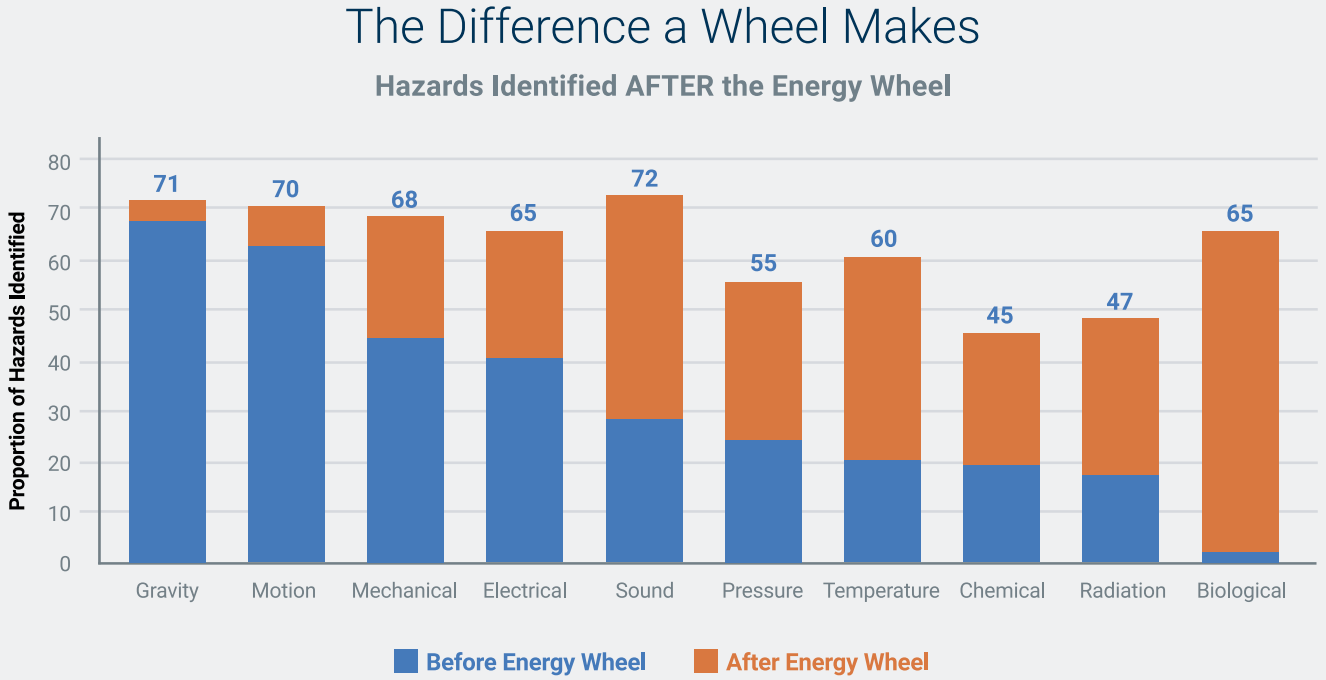
Purpose: Cultivate local Evergy safety culture by collaborating on hazard identification tools, incident investigations, and lessons learned, hosting meaningful safety meetings and addressing employee and stakeholder safety concerns in their respective areas.

Employee Safety

In 2023, Evergy began a path toward Energy Based Safety with Edison Electric Institute's Safety Classification Model (EEI SCL) as the anchor for our programmatic safety focus. Energy Based Safety was introduced to employees in the second half of 2023 with a concentration on Serious Injury Fatality (SIF) and potential serious injury Fatality (PSIF) prevention. Evergy continued trending downward on SIFs in 2023 with no SIF events during the year.

A continued focus going into 2024 is to educate employees and contractors about how the Energy Based Safety model, with incorporation of the Energy Wheel, can significantly and positively impact hazard recognition and mitigation.





Graph by Safety Function. In "The Energy Wheel" presentation to Evergy in 2024.

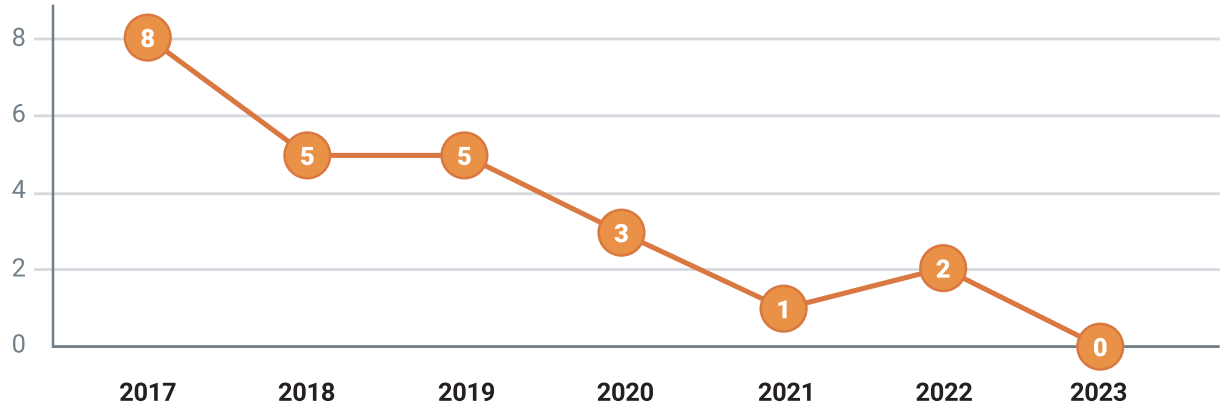
We remain focused on actions to eliminate injuries and improve performance with initiatives in 2024 that include:

- Continued education and incorporation of Energy Based Safety and the Energy Wheel.
- Reduction of musculoskeletal injuries through partnership with Vimocity, a research-based program and platform to assist utility companies in improving their employees' safety habits and reduce injuries.
- Action toward the feedback received in the first Evergy Safety Culture Survey that was launched in early 2024 in partnership with ISNetworld.

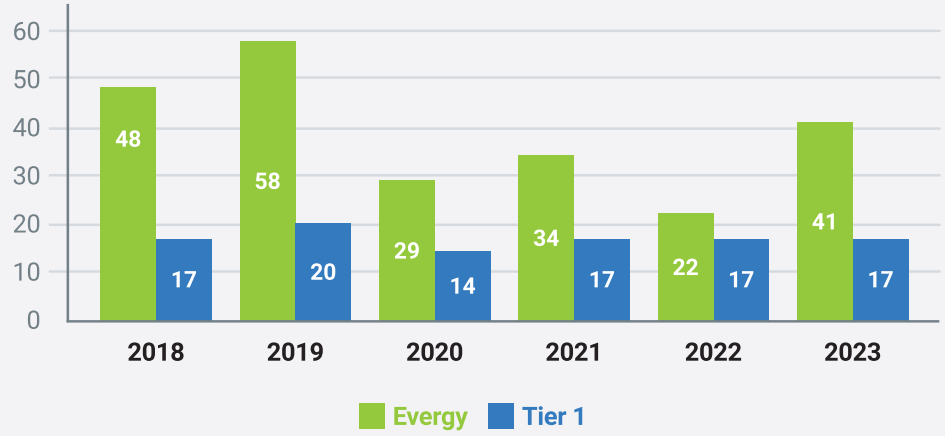
Evergy's safety performance during 2023 continued to have a downward trend in serious injuries since 2017. Evergy experienced no SIF injuries in 2023, which will remain a focus in 2024 with incorporation of the EEI SCL Model. That said, Evergy did see an increase in musculoskeletal injuries in 2023, which contributed to an increase in Days Away Restricted or Transferred (DART) injuries. Data related to Evergy's full time employees' safety metrics can be found in our most recent EEI Data Template here: investors.evergy.com/sustainability.

Serious Injury or Fatality Trend

The number of serious injuries has trended down since 2017; there were no HSIF injuries in 2023



DART Cases Actual vs. Tier 1 Performance



Employee Safety and Technical Training Staff

Evergy employs a skilled team of safety and training professionals that are dedicated to keeping employees safe, skilled, and compliant in the hazardous functions that they perform. This team is made of more than 20 Journeyman, holds 30 college degrees and has more than 60 safety-focused safety certifications (ASP, CSP, COSS, COSM, OSHA 10/30, FEMA specialized certifications, nuclear and more), Industrial Hygienists, registered nurses, first responders, and highly trained and specialized subject matter experts. The Team is intentionally positioned, both by organization and physical location, to business operations. This allows daily interaction and guidance for employees at all levels of the Company.

Emergency Preparedness Programs

Evergy recognizes that their facilities and operations can provide unique safety and emergency response challenges. We use and train multiple specialty resources/teams to be prepared in an emergency. For every manned Evergy facility, an Emergency Action Preparedness plan has been created and is onsite. These plans have identified potential risks while onsite such as tornado, fire, medical emergency, hostile intruder, and several other situations that Evergy's safety team has identified as a potential event and provided a planned emergency response.

- **Rescue Teams**
  All coal-fired generation facilities have confined space and high-angle rescue teams. Rescue personnel are trained annually, using real life scenarios and rescue situations. These teams have a comprehensive scope of skills that include rope rescue techniques and other specialized gear/ equipment. Teams perform rescue work in areas that could include the side of a building, elevated scaffolding/ ladders, and confined spaces.
- **Fire Brigade**
  Jeffery Energy Center has a trained fire brigade prepared to respond to larger fire emergencies. The team is trained in offensive fire attack and fire rescue, beyond incipient level, where additional personal protective equipment (PPE) is required, such as bunker gear and self-contained breathing apparatus. All other employees are trained to respond at the incipient fire level.
- **Medical Support**
  In addition to a specialized team of Safety and Technical Training professionals, Evergy employees a Medical Staff that is available to support employees and respond to emergencies. This team is made of registered medical professionals who respond 24 hours a day to employee emergencies and concerns.

Contractor Safety

Evergy partners with contractors to improve the safety of contracted employees working on our property and job sites. Safety expectations are established in service agreements and work scope and contractors are reviewed against these expectations in key performance metrics. Contractors are held to the same safety standards (or greater) as Evergy employees, as outlined in the Evergy Safety Rules. Additionally, Evergy and our executive management commits to a Policy on Safety in which each employee performs their duties in a manner that ensures the safety of our contractors.

Evergy partners with subject matter expert review teams at ISNetworld to prescreen all contractors performing high risk work on Evergy property and assets. These contractors are reviewed against a safety scorecard and approved for work on Evergy property based on their safe work history and practices defined and scored in that process. The scorecard measures Health and Safety Pre-Qualifications, Fatalities, TRIR, Citations Experience Modifier, Written Programs and Insurance. Nearly 600 contracted companies are vetted through this established process, by seasoned professionals and are required to subscribe to the program and be re-screened and re-scored annually.

The ISNetworld Team that Evergy partners with has extensive experience and qualifications that are used in reviewing Evergy contractor information before hire. The Review and Verification Team at ISNetworld adds a level of due diligence to the process of reviewing contractors' self-reported information. ISNetworld Team experience and expertise includes:

- 1,300+ Years of health, safety and environmental experience.
- 60+ Combined HSEQ certification held (CSP, CRSP, EurOSHM).

- 520+ years of insurance, risk management, and cyber security experience.
- 40+ Combined insurance and risk management certifications held (CPCU, CRM, CISA)

Additionally, ISNetworld has completed the below reviews for Evergy since the start of our partnership in 2018:

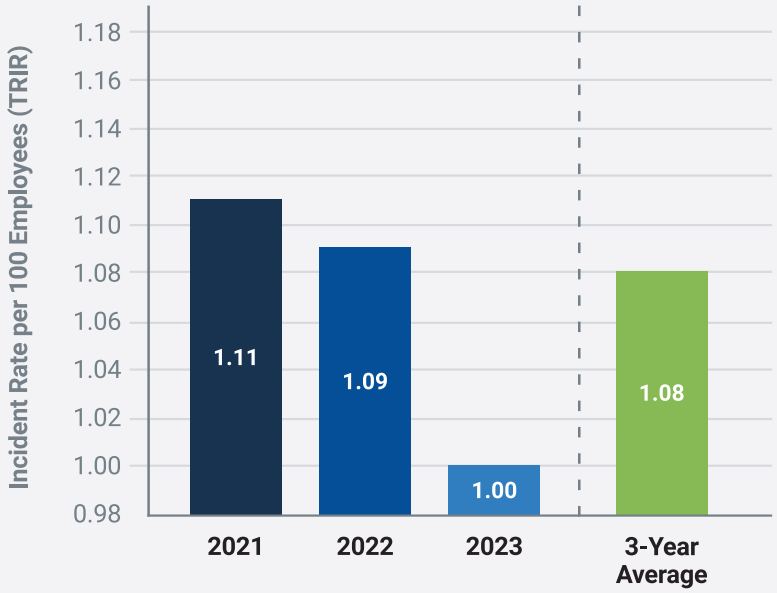
- 5,220+ Written Program Reviews
- 4,880+ OSHA Form Reviews
- 2,740+ Experience Modifier Reviews
- 5,420+ Citation Reviews (OSHA & EPA)

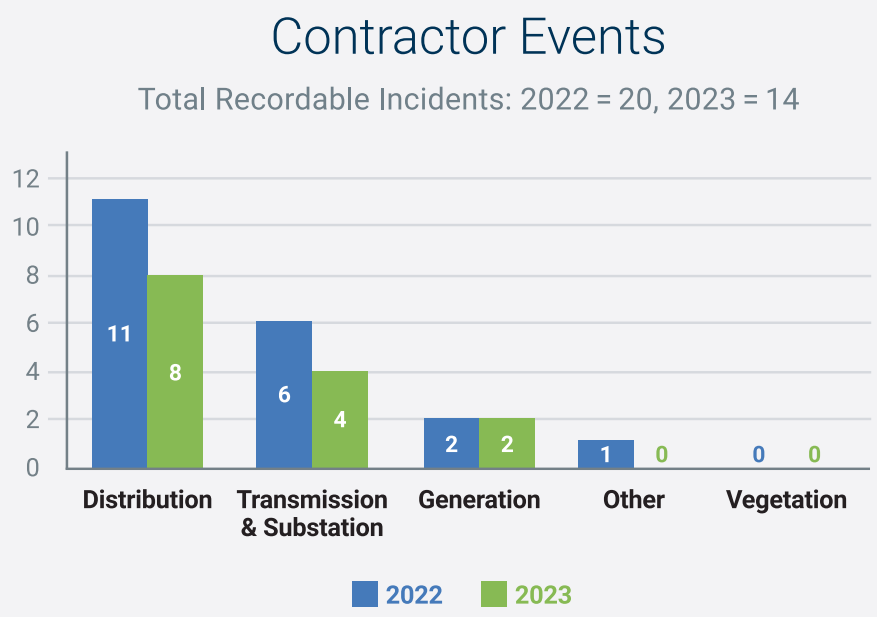
Contractors receive Evergy Safety Orientation and Training in the ISNetworld program focused on their work environments. Evergy also provides contractor training throughout the year including when contractors are called upon to support in storm restoration efforts.

Evergy tracks monthly hours and safety performance for contractors who regularly work on the property. Evergy also partners with our contractors on incident reviews. We believe the transparent sharing of information and proactive safety improvement opportunities allows for both our internal employees and contractors to work safer. Contractor incidents and incident investigations are reported within the ISNetworld platform for recording purposes.

Contractor Total Recordable Incident Rates (TRIR) Over Time

TRIR for Evergy contractors has **decreased by 10%** over the past three years.





Evergy had **zero contractor fatalities** during 2023.

Evergy's residential contractors (~50 contracted companies are onsite daily) **2023 safety metrics:**

- TRIR: **1**
- DART: **0.26**
- LTIR: **0.21**
- Fatalities: **0**
- Lost Time Incident Frequency Rate: **1.05**

BENEFIT TO STAKEHOLDERS

Having a reliable, safe, and secure power grid is critical to our ability to serve our customers. Evergy is constantly working to improve upon our existing safety culture. Reducing accidents, improving human performance, protecting our employees and the communities we serve are all important as Evergy focuses on carrying out our strategic plan. Safety, employee engagement, and a high performing culture are all critical enablers to delivering safe and reliable power to our customers.

Public Safety

Evergy continues to stay intently connected to our external community partners through a variety of safety programs. The Evergy Public Safety Program focuses on educating contractors, first responders, children, and the general public about living and working safely near utility assets. Our most popular avenue for this education is provided through classroom and live demonstrations in which we operate a live exhibit simulating a power grid.

In 2023, Evergy connected with stakeholders through more than 140 live presentations and demonstrations. Demonstrations are tailored to the audience and highlight the consequences of contact with power lines.

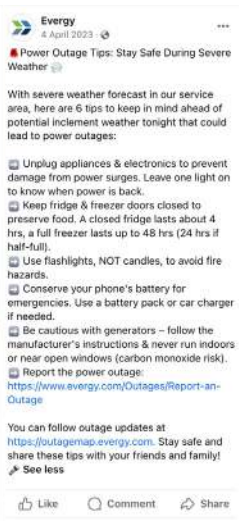
- We are proud to serve the community by offering the Electrical Safety Certification program, which is a unique and impactful way to train first responders to help them safely respond to emergency situations that involve Evergy assets. Attendees earn Missouri and Kansas state certified CEUs with completion of this program. There have been 200 Professional and Volunteer First Responders who have successfully completed the course. This includes Firefighters, Law Enforcement, EMS, Emergency Management, Parks & Wildlife, Forestry, and Public Administrators.
- We presented at multiple large events in our community in 2023 including the Kansas EMS Association, Kansas Firefighters Association, International Lineman's Rodeo, and the Missouri Common Ground Alliance.

- We also connect directly with thousands of stakeholders in our area by providing safety-related materials and programming through direct mail. Safety resources are available at evergy.com/community/safety and specifically for children, parents, and educators at e-SMARTkids (evergy-safety.com).
- Evergy connected by direct mail with nearly 40,000 workers, first responders and students in our area.

Safety on Social Media

Evergy has more than 91,000 followers on Facebook, more than 12,400 followers on LinkedIn and nearly 10,000 followers on Twitter. These platforms allow us to reach our stakeholders with safety messages that are timely and relevant to subscribers. In 2023, nearly 60 public safety messages were published on these social media platforms. These messages reached 1.2 million people and resulted in more than 750 engagement actions.

More information about our commitment to safety can be found by reading Evergy's safety policy here: Evergy Safety Policy.



Governance

Board Structure

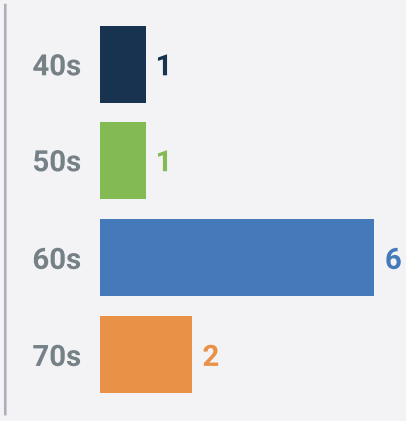
Each member of Evergy's Board of Directors (Board) is elected by shareholders annually, and 90 percent of the members of the Board are independent. The Board annually appoints a Lead Independent Director, and the Board holds standing executive sessions comprised of only independent directors to ensure that adequate independent oversight exists on the Board. Evergy has added six new directors since 2020, each of whom brings an additional breadth of experience, expertise, and characteristics to the Board.

Director *Nominee* Snapshot

Directors' Race/Ethnicity	Directors' Gender	Directors' Independence
20% diverse	**40%** female	**90%** independent

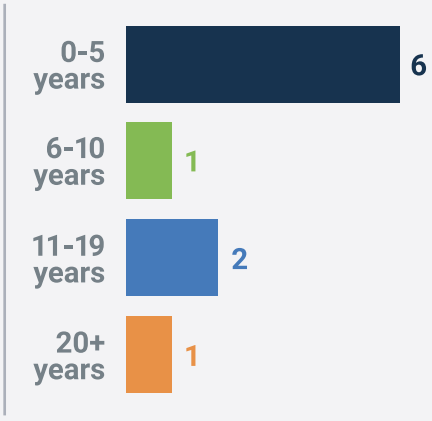
BENEFIT TO STAKEHOLDERS

A strong governance structure ensures Evergy has policies and controls in place to guide ethical and effective business conduct. The governance structure creates a framework in which Evergy's business-enabling decisions are balanced with external stakeholders benefits.



Average Age: 64

AGE DISTRIBUTION



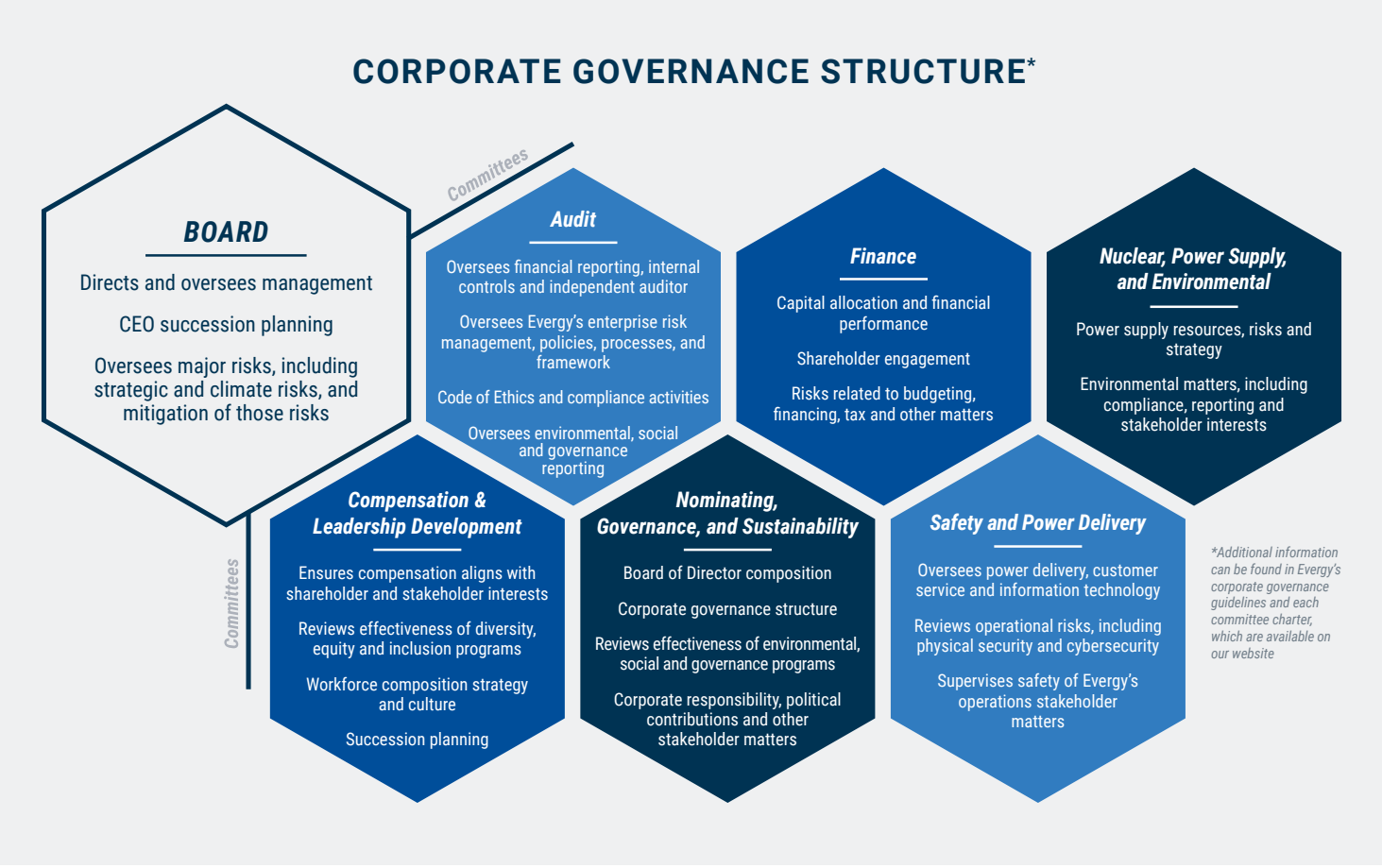
Average Tenure: 7.5 years

TENURE

Board Diversity Matrix

Gender Identity	Female	Male
Directors	4	6
Demographic Background	**Female**	**Male**
African American or Black	1	0
Asian	0	1
White	3	5

The Board is responsible for the oversight of major risks (as well as mitigation plans) of the Company including strategic, financial, operational, and compliance risks. The Board has delegated some specific risk oversight responsibility to its committees, as provided in the committee charters and highlighted below.



All of the committee charters, governance documents and public policy information can be found at investors.evergy.com/corporate-governance/documents-charters.

Governance Highlights*

Topic	Feature
Shareholder Empowerment	Annual election of directors
	Majority voting in uncontested elections
	Proxy access
	Shareholder right to call special meeting
Independence and Corporate Governance Best Practices	Lead Independent Director
	Independent Committee Chairs
	Standing executive sessions in Board and Committee meetings
	Annual self-evaluations
	All Board members re-elected annually; no staggered terms
	Shared oversight of risk management
	Robust stock ownership requirements – 6-times base salary for CEO
	SEC compliant clawback policy and provisions in award agreements
	Whistleblower hotline
	No shareholder rights plan or poison pill
	No short selling, hedging, or pledging allowed by any employee or non-employee director
Sustainable Operations and Carbon Emission Reduction	Board review of ESG matters
	CO_{2e} emission goal of net zero for scope 1 and 2, by 2045, assuming key technology, policy, and regulatory enablers are in place
	Master Credit Facility with pricing based on diversity and non-CO2 emitting generation goals
	Almost half of power generated from non-CO_2 emitting sources in 2023
	Transparent environmental disclosures
Diversity	Diverse Board, including four female directors
	Diverse management team, including five female officers
Political Spending	Board review of political spending
	Annual disclosure of political spending
Cybersecurity	Annual cybersecurity training
	Board review of cybersecurity matters

**Refer to the committee charters, governance documents and public policies at investors.evergy.com/corporate-governance/documents-charters for additional information*

Code of Ethics

Evergy's Board has adopted a Code of Ethics (Code) to set the tone for expectations that all directors, officers, and employees act in an ethical and lawful manner. The Board reviews and approves the Code annually.

Given that ethical behavior is important to our success, we work hard to make our employees familiar with company expectations of compliance. Examples of these efforts include conducting annual ethics and compliance training, training over anti-corruption such as market manipulation and fraud, sending quarterly ethics-focused communications to all employees, providing ethical decision-making scenarios for leaders to use to foster conversation, and providing various means of raising concerns including an anonymous concerns line managed by a third-party.

Evergy also has a Supplier Code of Conduct to provide suppliers, agents, business partners, consultants and others who work for us an understanding of company expectations and provide a framework for compliance.

Board Approved:	Executive Management Approved:
Code of Ethics	Policy on Safety
Human Rights Policy	Policy on Environmental Practices
	Policy on Water Resources
	Policy on Waste Management

Other parts of our process to promote lawful and ethical business conduct include policies and procedures, compliance monitoring and reporting and periodic training on various areas of the law and corporate policies. We have also established a "ConcernsLine," which is independently administered and is available 24 hours a day, every day, for the confidential and anonymous reporting of concerns and complaints.

Links to Evergy's Code of Ethics and Supplier Code of Conduct are available below:
Code of Ethics
Supplier Code of Conduct

Shareholder Rights

We also value shareholder participation in our governance processes. We introduced "proxy access" rights for shareholders for the 2020 proxy season. Our bylaws allow one or more shareholders owning at least 15 percent of common stock to call special shareholder meetings, provided requirements are met. Moreover, shareholders have been involved in identifying four of the five directors that have joined the Board since 2020. Our proxy statement includes additional information about our environmental, social, and governance leadership.

Security

Cybersecurity

Evergy's cybersecurity and information technology risk mitigation program is based on a comprehensive set of policies, standards, and guidelines created to safeguard Evergy's operating information, proprietary business information and customer and employee personal information. Evergy is audited against the North American Electric Reliability Corporation – Critical Infrastructure Protection (NERC-CIP) reliability standards every three years. The next audit is in the summer of 2024. Additionally, Evergy is audited on an annual basis for (Sarbanes-Oxley) SOX compliance. The program also incorporates self-assessments and third-party assessments to measure efficacy of the program and facilitate continual improvement.

The Evergy Companies' risk mitigation function utilizes the National Institute of Standards and Technology Cybersecurity Framework, the United States Department of Energy Cyber Capability Maturity Model standard and components of National Institute of Standards and Technology Risk Management Framework for a comprehensive, flexible and risk-based approach to managing risk from cybersecurity threats that integrates, security, privacy, and cyber supply chain risk management activities. Evergy also maintains information security risk insurance coverage. Evergy's cybersecurity team regularly coordinates with industry peers, industry trade organizations (Edison Electrical Institute (EEI); Electricity-Information Sharing and Analysis Center (E-ISAC)), and multiple state and federal governmental agencies, including the United States Department of Homeland Security and the Federal Bureau of Investigations within the United States Department of Justice. These relationships give Evergy a high level of situational awareness of emerging threats and best practices to protect its assets and customers.

All Evergy employees complete an annual information security awareness training that addresses information technology, cybersecurity, privacy, and other matters, and Evergy provides frequent awareness opportunities to employees by conducting controlled phishing campaigns and periodically providing other educational opportunities. Evergy's management team is responsible for the design and implementation of this program, subject to oversight of the Board and its committees.

Generative Artificial Intelligence (AI)

Evergy recognizes that generative AI is a powerful technology that can provide benefits across the organization that can increase our value to stakeholders. To effectively leverage the usage of generative AI technology within the organization, Evergy has developed a policy for employees' usage. Evergy must govern and manage its usage to ensure accuracy, security, transparency, and alignment with company expectations. Earlier this year, all Evergy employees were required to complete information security awareness training that included generative AI expectations and guidelines. Evergy has generative AI technologies that are secured and available for employees to leverage.

Grid Security

We believe that electricity is the backbone of our communities, and the security and reliability of the power grid is of utmost importance. Evergy has implemented a layered security program that includes a zero-trust network, email protection, advanced end point protection and a 24x7 security operations center to protect against physical and cyber threats. Through robust security, business continuity and crisis management planning, Evergy seeks to maintain a secure, reliable power supply and distribution network for our customers. Additionally, Evergy works with state and federal agencies to ensure that our program is in sync with government direction. For example, Evergy participates in a biannual nationwide security exercise known as GridEx. Entities take lessons learned from this exercise and implement them in their programs. Along with the GridEx participation, Evergy has held multiple other exercises and used the lessons learned to enhance security of our systems, supply chain, communications, and overall grid reliability.

Cyber and Information Technology Governance

Evergy's Safety and Power Delivery Committee helps the Board with respect to, among other things, oversight of cybersecurity risks and other aspects of Evergy's information technology function. At each Safety and Power Delivery Committee meeting, the Chief Technology Officer discusses the Evergy Companies' cybersecurity metrics and scorecard performance; global, industry, and Evergy-specific cybersecurity news; third-party assessments of the Evergy Companies' cybersecurity program; and industry benchmarking results. Annually, the Board and its committees receive multiple presentations specific to information technology and cybersecurity matters, and information technology and cybersecurity matters are also incorporated into other presentations as relevant to the presentation. Information technology and cybersecurity matters are also regularly assessed in connection with the Board's oversight of Evergy's operations. At least once each year, the full Board receives a report from management of key business and compliance risks and related mitigation plans, and management reviews cybersecurity matters

with the Board in connection with this report. Evergy's Audit Committee also receives reports from the Company's Audit Services department regarding the results of reviews of cybersecurity matters and information security governance.

Evergy also expects our suppliers to abide by the cybersecurity requirements found here: Evergy Supplier Cybersecurity Requirements.

Privacy

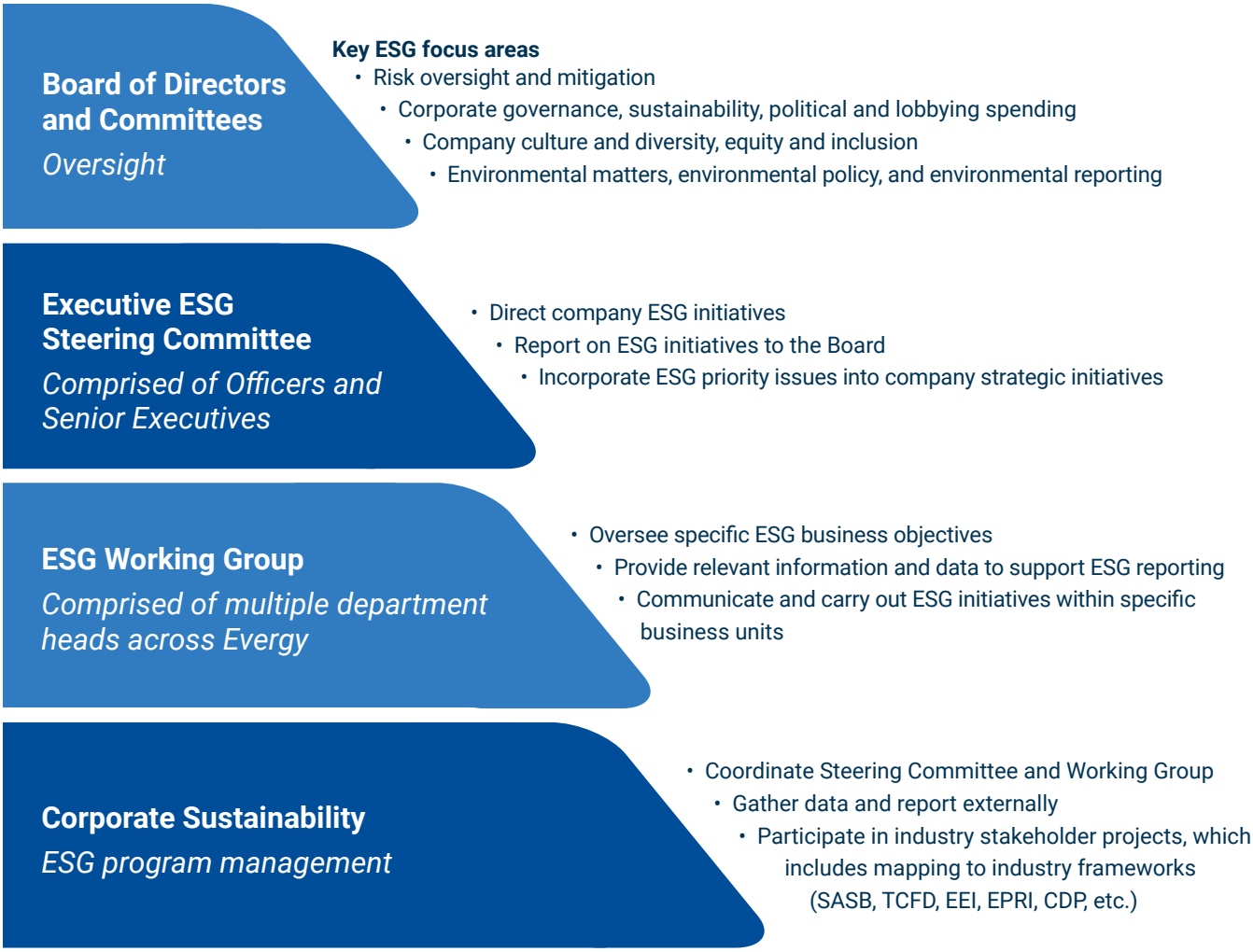
Evergy understands the concerns about the use of personal information and is committed to protecting our customers' privacy. We have implemented and publicly disclosed a Privacy Policy to give our customers a better understanding of how we manage their information. This Privacy Policy applies to information we collect when our customers obtain service from us, use our websites, systems, or applications, or otherwise interact with us.

Evergy controls and retains information collected on our websites, our systems, and applications. The security of our customers' personal information is important to us. We maintain commercially reasonable physical, technical, and administrative security measures to protect and limit access to personal information and we regularly review our security procedures to consider proper innovative technology and protection methods. As part of our annual information technology employee compliance training, employees receive training on privacy. Privacy risk is included in information technology functions, which Evergy's Board of Directors oversees.

ESG Governance

Annually, the Nominating, Governance, and Sustainability Committee assesses the effectiveness of the Board, its committees, and reviews the results with the Board. As part of this process, the Board determines the competencies needed on the Board to sustain long-term stakeholder value. In 2023, the Board determined the following categories of competencies were primarily important, among others: strategy development; federal and state regulation and compliance; alignment of company culture and compensation and leadership development; accounting, finance and investment management; risk management; operational oversight; customer experience; community and political relations; and environmental, social and governance, which was added as a standalone core competency in 2021 in recognition of the importance of ESG matters to our stakeholders.

Evergy has also established a management structure to oversee and drive ESG matters. For many years, Evergy has had a working group composed of leaders of Evergy's corporate governance, investor relations, environmental stewardship, operations, public affairs and community relations, and diversity, equity, and inclusion teams to monitor and lay the foundation for ESG business objectives and reporting. In addition, Evergy has an ESG Steering Committee comprising our President and Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, and many additional senior executives and officers to identify company priorities, provide a platform and resources to implement ESG initiatives, and engage with the Board committees responsible for ESG matters.



ESG Data Governance

ESG issues and associated metrics are becoming increasingly important for many. Robust, complete, and comparable data is crucial to managing all ESG-related issues and is expected by internal and external stakeholders. To this end, in 2023, Evergy received independent third-party verification of the 2022 scope 1, 2 and 3 emissions. The verification was done in alignment with the principles of ISO 14064-3:2006. Evergy also received third-party verification on diverse supplier spend, recordable incident rate, workforce training hours, and total workforce cost.

Third party verification of ESG-related data can be beneficial to:

- Establish a robust baseline for future net-zero or other decarbonization activity;
- Meet market demand for reliable ESG performance information; and
- Increase the efficiency of processes for sustainability reporting.

In addition to this external verification, Evergy has established data collection process and controls that are periodically reviewed by Evergy's Audit Services department. During 2023, Evergy's Sustainability Team also implemented a software designed to facilitate, collect, and receive management signoff of company metrics and information for ESG reporting which adds additional control elements to the ESG reporting process.

Executive Compensation

Evergy prioritizes being a diverse, equitable, and inclusive company that empowers better futures for our employees and our communities. We believe that diversity adds depth to our company and makes us stronger. At Evergy, we seek to be aware of the ways our actions, consciously or unconsciously, impact our stakeholders and our company culture. We strive to take proactive steps to continually improve fostering DE&I. In 2023, we continued to add a discretionary DE&I modifier to our executive annual incentive plan to further promote and reinforce our commitment to DE&I. We measured our overall growth and engagement in the three pillars of Marketplace, Workplace, and Workforce.

See pages 43-45 of our 2024 Proxy Statement for executive compensation metrics, targets and results for safety, reliability, customer, financial and DE&I.

The goals, targets, and results of our 2023 executive incentive plans are disclosed in our 2024 proxy statement. The 2023 compensation plan continued to support our strategic business plan with metrics similar to our 2022 metrics and targets focused on continued year-over year improvement. For 2023, the Long-term Incentive Plan included an environmental metric based on total megawatts of owned renewables additions by year-end 2024 or buy-ins of purchase power agreements.

Forward-Looking Statements

Statements made in this report that are not based on historical facts are forward-looking, may involve risks and uncertainties, and are intended to be as of the date when made. Forward-looking statements include, but are not limited to, statements based on Evergy managements' current assumptions and expectations, including statements regarding our ESG targets, goals, commitments and programs, and relating to the strategic plan for Evergy, Inc. and its subsidiaries (the "Evergy Companies"), including, without limitation, those related to earnings per share, dividend, operating and maintenance expense and capital investment goals; the outcome of legislative efforts and regulatory and legal proceedings; future energy demand; future power prices; plans with respect to existing and potential future generation resources; the availability and cost of generation resources and energy storage; target emissions reductions; goals with respect to employee and supplier diversity; and other matters relating to expected financial or ESG performance or affecting future operations. Forward-looking statements are often accompanied by forward-looking words such as "anticipates," "believes," "expects," "estimates," "forecasts," "should," "could," "may," "seeks," "intends," "proposed," "projects," "planned," "target," "outlook," "remain confident," "goal," "will" or other words of similar meaning. Forward-looking statements involve risks, uncertainties and other factors that could cause actual results to differ materially from the forward-looking information.

In connection with the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, the Evergy Companies are providing a number of risks, uncertainties and other factors that could cause actual results to differ from the forward-looking information. These risks, uncertainties and other factors include, but are not limited to: economic and weather conditions and any impact on sales, prices and costs; changes in business strategy or operations; the pace and potential delays with respect to research and development of new and existing technologies needed to meet target emissions and resources reduction goals; the impact of federal, state and local political, legislative, judicial and regulatory actions or developments, including deregulation, re-regulation, securitization and restructuring of the electric utility industry; decisions of regulators regarding, among other things, customer rates and the prudency of operational decisions such as capital expenditures and asset retirements; changes in applicable laws, regulations, rules, principles or practices, or the interpretations thereof, governing tax, accounting and environmental matters, including air and water quality and waste management and disposal; the impact of climate change, including increased frequency and severity of significant weather events and the extent to which counterparties are willing to do business with, finance the operations of or purchase energy from the Evergy Companies due to the fact that the Evergy Companies operate coal-fired generation; prices and availability of electricity and natural gas in wholesale markets; market perception of the energy industry and the Evergy Companies; the impact of future pandemic health events on, among other things, sales, results of operations, financial position, liquidity and cash flows, and also on operational issues, such as supply chain issues and the availability and ability of the Evergy Companies' employees and suppliers to perform the functions that are necessary to operate the Evergy Companies; changes in the energy trading markets in which the Evergy Companies participate, including retroactive repricing of transactions by regional transmission organizations (RTO) and independent system operators; financial market conditions and performance, disruptions in the banking industry, including volatility in interest rates and credit spreads and in availability and cost of capital and the effects on derivatives and hedges, nuclear decommissioning trust and pension plan assets and costs; impairments of long-lived assets or goodwill; credit ratings; inflation rates; effectiveness of risk management policies and procedures and the ability of counterparties to satisfy their contractual commitments; impact of physical and cybersecurity breaches, criminal activity, terrorist attacks, acts of war and other disruptions to the Evergy Companies' facilities or information technology infrastructure or the facilities and infrastructure of third-party service providers on which the Evergy Companies rely; impact of geopolitical conflicts on the global energy market; ability to carry out marketing and sales plans; cost, availability, quality and timely provision of equipment, supplies, labor and fuel; impacts of tariffs; ability to achieve generation goals and the occurrence and duration of planned and unplanned generation outages; delays and cost increases of generation, transmission, distribution or other projects; the Evergy Companies' ability to manage their transmission and distribution development plans and transmission joint ventures; the inherent risks associated with the ownership and operation of a nuclear facility, including environmental, health, safety, regulatory and financial risks; workforce risks, including those related to the Evergy Companies' ability to attract and retain qualified personnel, maintain satisfactory relationships with their labor unions and manage costs of, or changes in, wages, retirement, health care and other benefits; disruption, costs and uncertainties caused by or related to the actions of individuals or entities, such as activist shareholders or special interest groups, that seek to influence the Evergy Companies' strategic plan, financial results or operations; the impact of changing expectations and demands of the Evergy Companies' customers, regulators, investors and stakeholders, including heightened emphasis on environmental, social and governance concerns; the possibility that strategic initiatives, including mergers, acquisitions and divestitures, and long-term financial plans, may not create the value that they are expected to achieve in a timely manner or at all; difficulties in maintaining relationships with customers, employees, regulators or suppliers; and other risks and uncertainties.

This list of factors is not all-inclusive because it is not possible to predict all factors. You should also carefully consider the information contained in the Evergy Companies' other filings with the Securities and Exchange Commission (SEC). Additional risks and uncertainties are discussed from time to time in current reports filed by the Evergy Companies with the SEC. New factors emerge from time to time, and it's not possible for the Evergy Companies to predict all such factors, nor can the Evergy Companies' assess the impact of each such factor on the business or the extent to which any factor, or combination of factors, may cause actual results to differ materially from those contained or implied in any forward-looking statement. Given these uncertainties, undue reliance should not be place on these forward-looking statements. The Evergy Companies undertake no obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future events or otherwise, except as required by law.

06/2024

evergy®