



EVERGY 2021

Sustainability Report



TABLE OF CONTENTS

Introduction	3
Benefits to All Stakeholders.....	3
Affordability, Reliability, Sustainability.....	3
Priority Sustainability Topics.....	4
United Nations Sustainable Development Goals.....	5
Environmental, Social, and Governance Reporting.....	7
Environmental	8
Annual Overview.....	8
Emissions.....	8
Energy.....	11
Waste and Toxicity.....	17
Natural Resources/Conservation/Biodiversity.....	18
Risks and Opportunities.....	21
Social	23
Affordability and Assistance.....	23
Community Development.....	29
Diversity, Equity, and Inclusion.....	32
Employee Benefits and Development.....	35
Labor, Health and Safety.....	39
Governance	45
Board Structure.....	45
Governance Highlights.....	46
ESG Governance.....	47
Metrics, Goals, Targets.....	49
Forward-Looking Statements	50

Introduction

Evergy, Inc. (NYSE: EVRG), provides clean, safe, and reliable energy to approximately 1.6 million customers in Kansas and Missouri. Today, almost half the power supplied to homes and businesses 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 employing a diverse workforce, being a great place to work for employees, and supporting the communities we serve.

Sustainability is important to us and has consistently been at the forefront of our business. Since 2005, we reduced carbon emissions by 46 percent, and sulfur dioxide and nitrogen oxide by 98 percent and 88 percent, respectively. We have received many awards for innovative and sustainable business practices, and we continually work with our stakeholders to sustainably operate our business. Additionally, we have made significant gains in adding renewable energy assets to our generation portfolio and plan to add even more.

» Benefits to All Stakeholders

Throughout this report, callouts specifically outline Evergy's emphasis on stakeholder benefits as we continue to advance our Environmental, Social, and Governance (ESG) initiatives. The products and services we offer serve as a foundation of modern life, enable innovation, and drive sustainable growth for all stakeholders: affordable, cleaner energy for customers; a rewarding and professional work environment for employees; value for investors; and growth for the communities we serve.

BENEFIT TO STAKEHOLDERS

Evergy's strategic plan accelerates efforts to create a forward-thinking, customer-centric, and sustainable energy company. With an emphasis on grid modernization, generation transition, improved customer experience, and cost competitiveness, the plan intends to create benefits for customers, communities, stakeholders, and the environment. Targeted capital investments will improve grid reliability, reduce power restoration times, and increase overall grid resiliency, while enabling long-term and sustainable cost savings. These benefits will enhance economic development and provide regionally competitive rates that benefit customers and communities, while the continued generation transition advances Evergy's sustainability goals and the sustainability goals of our customers.

» Affordability, Reliability, Sustainability

Evergy delivered strong financial and operational performance in 2021 and drove our affordability, reliability and sustainability initiatives forward. Highlights include:

Affordability: We continued improvement in regional rate competitiveness, with retail rates down approximately 4.2 percent over the 2017-2021 period, outpacing regional peers and well below the rate of inflation. We recently filed in Missouri for our first base rate increase request in over five years. Our continued focus on cost reductions resulted in ongoing savings that reduced the rate request increase by more than half, returning over \$110 million in annual savings to customers.

Reliability: In 2021, we invested \$1.97 billion across our system, with the largest portion focused on our transmission and distribution network. We are 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 upgrade customer systems, our investments will also enable us to reduce costs to serve customers.

Sustainability: We updated our integrated resource plan (IRP) in 2021, which outlined our intention to add nearly 4 gigawatts of renewable generation and retire nearly 2 gigawatts of coal generation over the next decade. In 2021, nearly half of the electricity we provided to customers came from carbon-free sources, achieving considerable progress toward our interim goal of 70 percent reduction in carbon dioxide emissions from 2005 levels by 2030, with a long-term target of net-zero carbon by 2045.




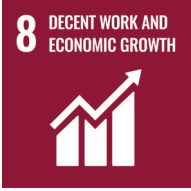
➤ Priority Sustainability Topics

In 2021, Eversource conducted an assessment to identify priority topics for ESG reporting. Through this assessment, the company developed a current-state view of performance against existing ESG standards and peer practices. Additionally, several internal and external sources were used to define and validate these priority topics. These sources included industry accepted frameworks such as the Task Force on Climate-related Financial Disclosure (TCFD) and Sustainability Accounting Standards Board (SASB) recommendations, as well as internal standards focused on company culture and values. Information provided by leading industry peers were reviewed, and targeted interviews were conducted across Eversource's leadership team. Eversource will review these priorities annually and they will be used to help establish coherence between Eversource's purpose and strategy as it relates to ESG performance.

	Responsible, accelerated decarbonization	Provider of choice for customers	Competitive total shareholder return	Modernizing the grid	Diverse, engaged workforce
ESG Priority Topics	GHG Emissions	Energy Affordability	Corporate Governance	Energy Reliability & Resilience	Human Capital Development
	Renewable Energy	Customer Satisfaction	Financial Performance	Physical & Cyber Security	Diversity, Equity, and Inclusion
	Water Use		Risk Management	Innovation	Health & Safety
	Toxic Emissions and Waste		Business Ethics		

United Nations Sustainable Development Goals (UNSDG)

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared plan for peace and prosperity for people and planet, now and into the future. This plan defines 17 Sustainable Development Goals (SDGs) that outline strategic areas of focus for tackling climate change while working to improve quality of life and protect our natural resources. While all 17 SDGs are important, Evergy has focused on mapping priority topics to the 10 SDGs most relevant to our business. As Evergy's own climate change response continues to adapt and change locally, it is important to link our own priority sustainability topics to these United Nations SDGs to steward our natural resources locally with an eye towards global impact. The creation of these priority topics and subsequent mapping to the SDGs helps inform Evergy's long-term strategy of affordability, reliability, and sustainability.

UNSDG Goal	Evergy Priorities
 <p>5 GENDER EQUALITY</p> <p>Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous, and sustainable world.</p>	<p>Developing a workforce that is diverse, equitable, and inclusive is critical as Evergy strives to be an employer of choice in our industry.</p>
 <p>6 CLEAN WATER AND SANITATION</p> <p>Clean, accessible water for all is an essential part of the world we want to live in.</p>	<p>Evergy is committed to protecting our natural resources, including efficient water use and returning clean water to our environment.</p>
 <p>7 AFFORDABLE AND CLEAN ENERGY</p> <p>Energy is central to nearly every major challenge and opportunity.</p>	<p>With a low-carbon future in our sights, Evergy realizes there are implications and opportunities that arise as we transition to clean, reliable, and affordable energy sources. Evergy is prepared to meet the demands of our customers and stakeholders by offering programs that equitably distribute decarbonization costs and benefits across our service territory to ensure that recent technologies and programs have been designed, developed, and deployed with all our customers' needs in mind.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>Sustainable economic growth will require societies to create the conditions that allow people to have quality jobs.</p>	<p>As a leading and trusted energy partner, Evergy seeks to attract new customers and find solutions to help existing customers expand their businesses, providing excellent jobs in our service territory.</p>

UNSDG Goal

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



Investments in infrastructure are crucial to achieving sustainable development.

10 REDUCED
INEQUALITIES



To reduce inequalities, policies should be universal in principle, paying attention to the needs of disadvantaged and marginalized populations.

11 SUSTAINABLE CITIES
AND COMMUNITIES



There needs to be a future in which cities provide opportunities for all, with access to basic services, energy, housing, transportation and more.

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Responsible production and consumption.

13 CLIMATE
ACTION



Climate change is a global challenge that affects everyone, everywhere.

15 LIFE
ON LAND



Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss.

Energy Priorities

In 2021, we invested \$1.97 billion across our system, with the largest portion focused on our transmission and distribution network. The program 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.

Diversity adds depth to our company and makes us stronger. At Evergy, it's our obligation to make sure we are aware of the way our actions, consciously or unconsciously, impact our stakeholders and our company culture. We strive to foster diversity, equity and inclusion across our company.

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.

In 2021, almost half of the electricity we provided to our customers came from carbon-free sources. Evergy is focused on reducing waste and protecting our natural resources.

We promote sustainability by integrating climate-related risks and opportunities into our business strategies.

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.

➤ 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 its 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 corporate 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, is 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.

<i>Investor Website</i>	investors.evergy.com
<i>Evergy ESG Metrics</i>	investors.evergy.com/ESGMetrics
<i>Evergy TCFD Report</i>	investors.evergy.com/TCFD
<i>Evergy SASB Report</i>	investors.evergy.com/SASB
<i>IRP Overview</i>	investors.evergy.com/IRP2021
<i>CDP Survey Evergy 2021 CDP Climate</i> <small>*2022 CDP Climate and Water Surveys available Q3 2022</small>	investors.evergy.com/CDP2021

Environmental

➤ Annual overview

Our 2021 integrated resource plan (IRP) outlines our intention to add nearly 4 gigawatts of renewable generation and retire nearly 2 gigawatts of coal over the next decade. In 2021, nearly half the electricity we provided to customers came from carbon-free sources, achieving considerable progress toward our interim goal of a 70 percent reduction in carbon dioxide emissions from 2005 levels by 2030, with a long-term target of net-zero carbon by 2045. Ongoing sulfur dioxide and nitrogen oxide emissions have decreased by 98 percent and 88 percent, respectively compared to 2005. Together these reductions help us improve air quality in our service territory 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. We partnered with the Kansas Geological Survey to conduct a feasibility study related to hydrogen storage. The study, which was partially funded by the U.S. Department of Energy (DOE), focused on the storage of hydrogen for use as a clean-burning fuel in a combustion turbine. We also started work with a third-party to explore the carbon capture and sequestration feasibility at a fossil fuel power plant in our service territory. Both technologies have the potential to greatly reduce or eliminate carbon emissions at fossil fuel power plants in the future.

This year we publicly disclosed our Environmental Policy for the first time, highlighting our commitment to protecting our natural resources combined with periodic assessment of our programs to ensure compliance. We also developed tools to more accurately track water consumption at each of our power plants. Late in 2021, drought conditions impacting the Missouri River basin confirmed the need to accurately account for our water usage and determine which facilities are at risk if future droughts occur. As a result, a robust assessment of our water-related risks is in progress to provide information and help inform decisions to address current and future water supply. A new Water Policy was also publicly disclosed highlighting our commitment to water conservation.

➤ Emissions

Emissions Reductions and Environmental Leadership

Nearly a third of our customers' annual power is sourced from renewables. When combined with the production from our Wolf Creek Nuclear Generating Station, nearly half of the power to homes and businesses we serve comes from emission-free sources.

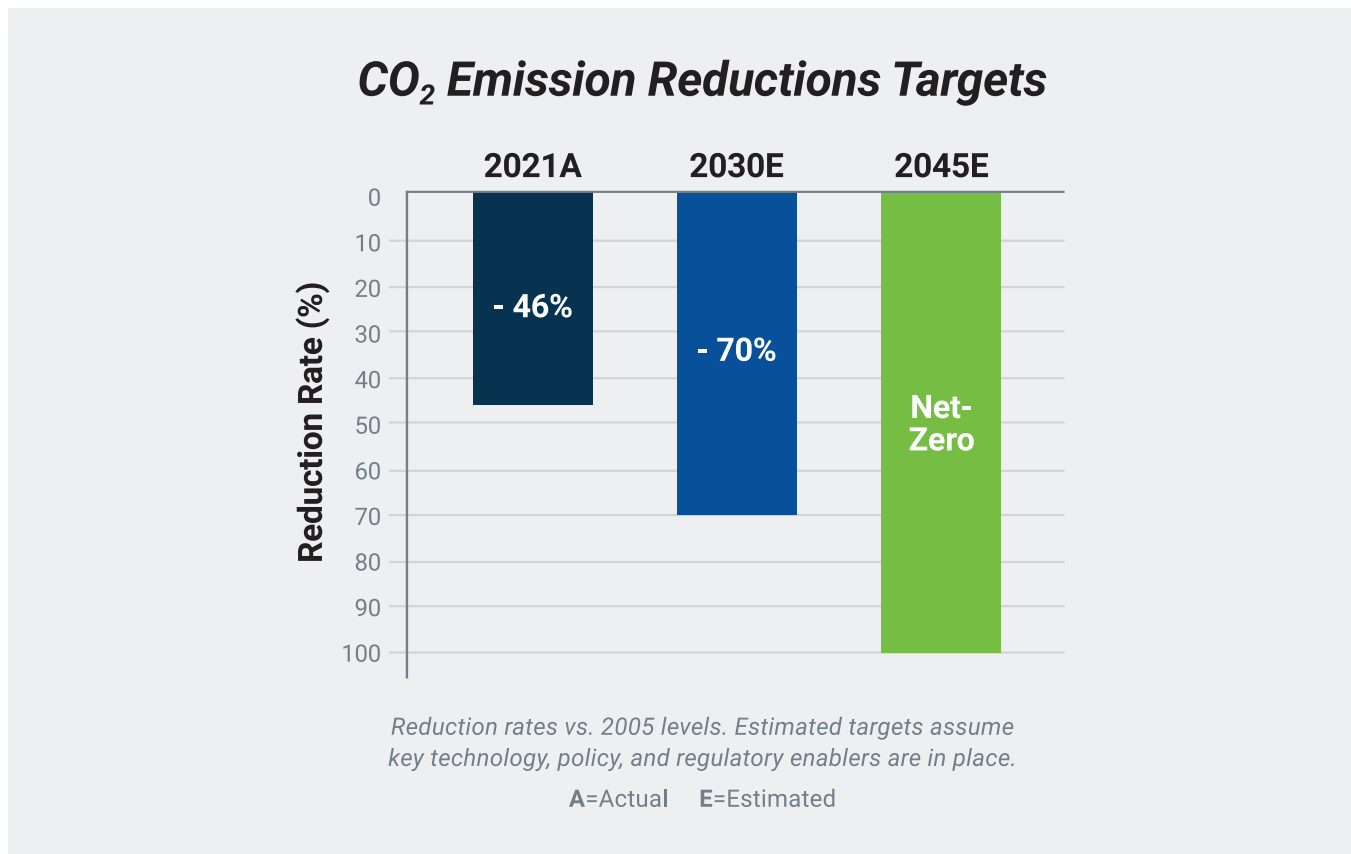
BENEFIT TO STAKEHOLDERS

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 2021, Evergy achieved a reduction in carbon dioxide emissions of 46 percent, and sulfur dioxide and nitrogen oxide by 98 and 88 percent, respectively, compared with the 2005 baseline numbers.



Beyond these achieved reductions, Evergy has a goal to achieve net-zero carbon dioxide emissions by 2045, with an interim goal of 70 percent reduction of carbon dioxide emissions from 2005 levels by 2030. The trajectory and timing of reaching the goal could be impacted by 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.



Scope 1, Scope 2 and Scope 3 Carbon Emissions

The table below summarizes Evergy's 2021 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 2021 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](#).

Evergy continues to refine and expand its scope 2 and scope 3 emissions and track the development of the new SEC rule regarding climate disclosures that are currently being developed.

Scope 1 (metric tons)		Scope 2 (metric tons)		Scope 3 (metric tons)	
Generation Emissions CO ₂	26,072,715	Market Based*	2,334	Select Categories*	7,772
Generation Emissions CO ₂ e	26,514,554	<i>*Facilities with electricity not served by Evergy</i>		<i>*Includes business travel and employee commuting</i>	
Total Scope 1 CO ₂ e*	26,540,373				

**Total scope 1 CO₂e includes total emissions from generating facilities, vehicle fleet, comfort heat, SF6 (a gas used as an insulator in high voltage equipment), and refrigerant losses*

Carbon Capture/Sequestration

To meet our carbon reduction targets, the nation needs to explore innovative technologies and processes to not only generate carbon-free electricity but also to capture and sequester carbon when possible. Evergy, in partnership with the Kansas Geological Survey (KGS) and Linde, Inc., was awarded a project by the DOE to support their Office of Fossil Energy's goal to advance energy storage solutions toward commercial deployment. The overall aim of this project was to conduct a feasibility study for a power-to-hydrogen system "inside the fence" of a fossil fuel electricity generating unit in Kansas. Two Evergy generating sites, Hutchinson Energy Center and Gordon Evans Energy Center, were evaluated as part of this project. Both sites were being considered due to potential underground salt cavern hydrogen storage capacity. However, neither site was selected for further evaluation. The feasibility phase of this project set the stage for future potential site-specific projects integrating relatively mature combinations of energy storage technologies with specific fossil fuel assets.

This project is a continuation of the strong working relationship between Evergy, KGS and Linde, Inc. This was the second DOE-funded project the team has been awarded. The team worked together on several phases of the DOE funded Carbon Storage Assurance Facility Enterprise (CarbonSAFE) project, which focused on developing geological storage sites for storage of 50 million metric tons or greater of carbon dioxide captured from industrial source emissions in Kansas. For the CarbonSAFE project, the team conducted a pre-feasibility analysis at Evergy's Jeffrey Energy Center. Both projects expand our knowledge regarding potential pathways to reduce our carbon dioxide emissions and overall carbon footprint.

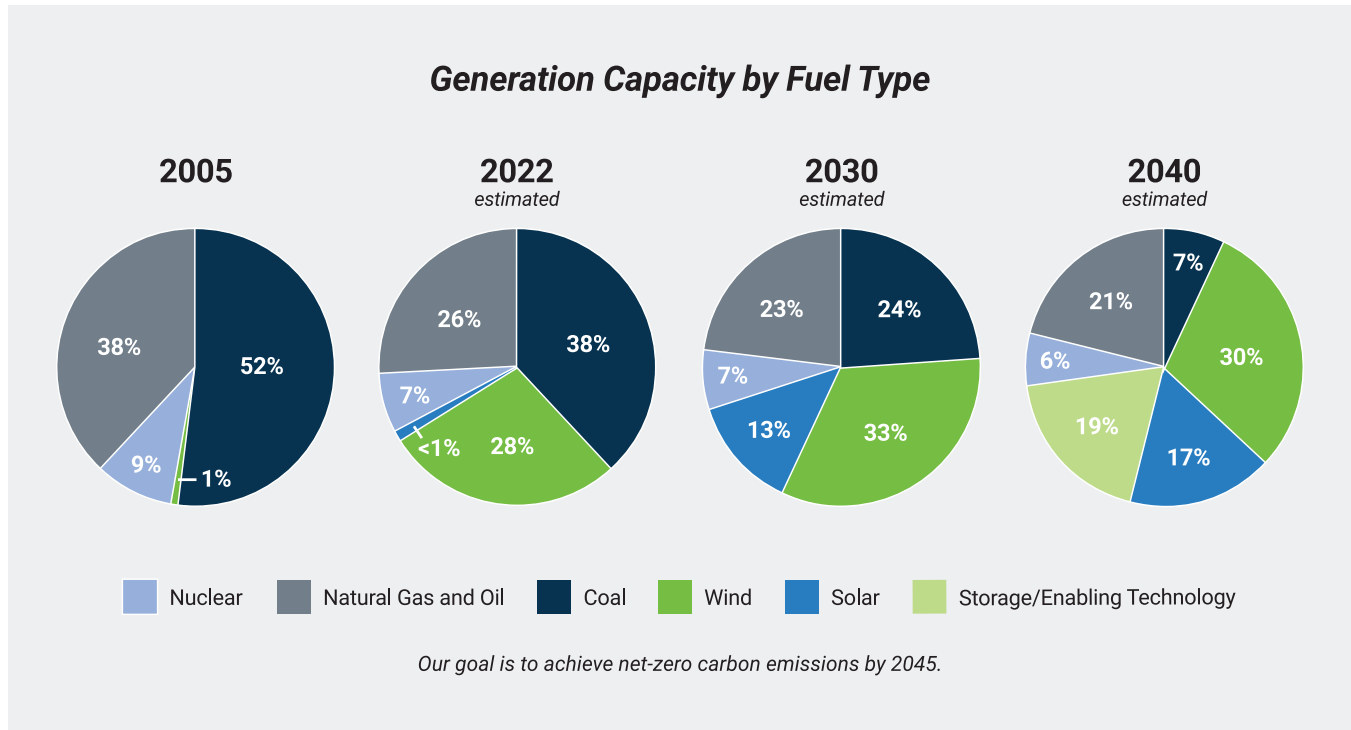
Energy

Generation Transition

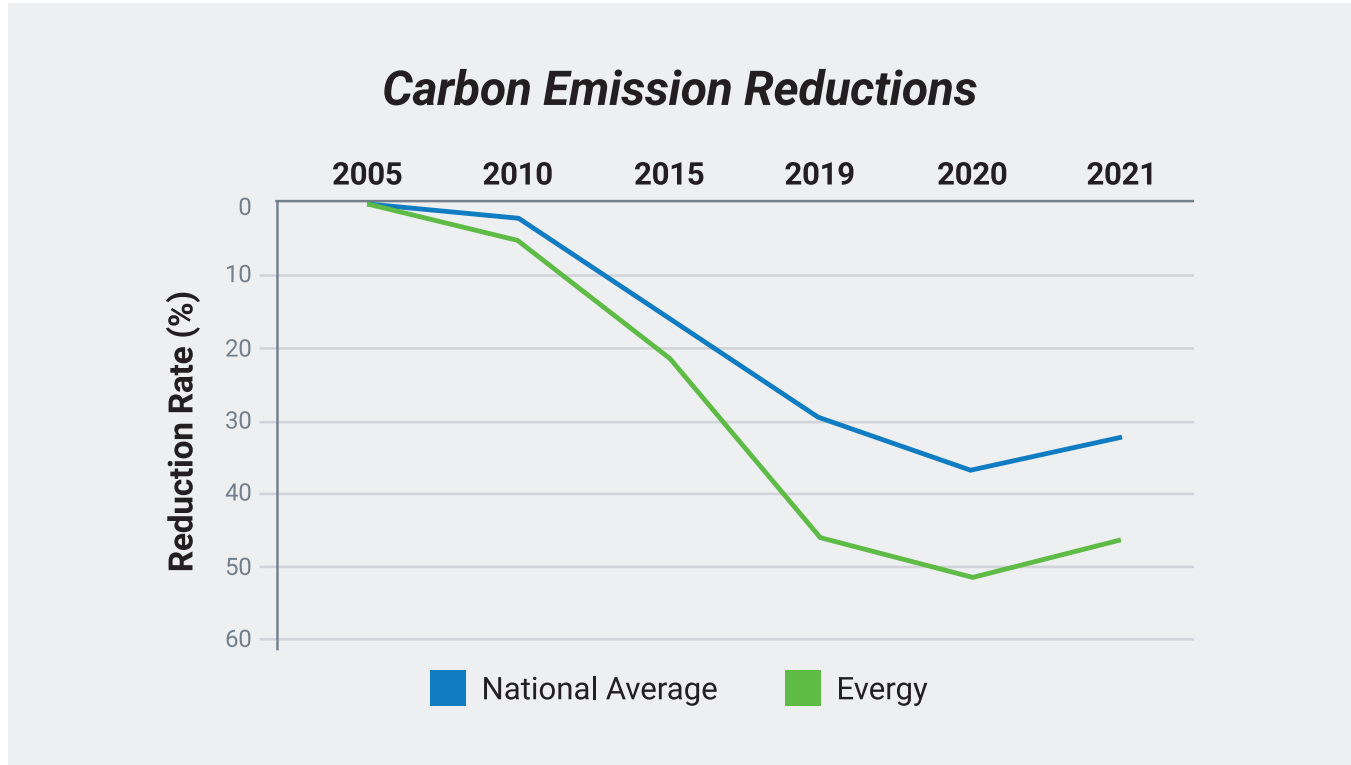
In 2021, almost half of the electricity we provided to our customers came from carbon-free sources. Since 2005, we cut our carbon emissions by about 50 percent. Over that same period, we added more than 4,400 megawatts of renewable generation (including both owned generation resources and renewable energy sourced through long-term power purchase agreements) and retired more than 2,400 megawatts of fossil generation.

Our generation transition plan projections show coal – as a share of our rate base – to decline from about 30 percent in 2021 to less than 20 percent by the end of 2025, 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 is necessary to enable the ongoing progression of reliable, affordable and sustainable electric power.

Transitioning to owning and operating more of the renewable energy we provide and depending less upon purchased power agreements with other entities is a key part of our business plan. We believe that having more control over sustainable assets will enable us to better ensure affordability and reliability.

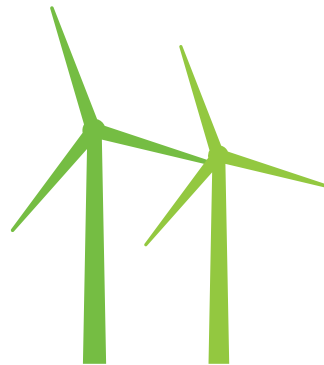


Evergy is a national leader in emission reductions and has reduced carbon emissions by up to 15 percent more than the national average since 2005.



Wind

Evergy has expanded wind energy production in the Midwest for years. With almost 4,400 megawatts of wind generation that we own or have under contract, our wind portfolio helps fuel Kansas' state ranking as the second largest producer of renewable generation as a percentage of total generation in the United States.



90M

Surpassed 90 million megawatt hours of wind energy generation in 2021.

4,326 MW

4,326 megawatts of wind capacity at year-end 2021.

Solar

In 2016, Evergy completed construction of a solar array at our Greenwood Energy Center in Greenwood, MO, with a capacity of 3 megawatts. In 2017, we launched a second utility-scale solar project in Hutchinson, KS, which has a capacity of 1.2 megawatts. Additionally, Evergy owns or funds 25 other solar projects with 6.5 megawatts of total combined capacity.

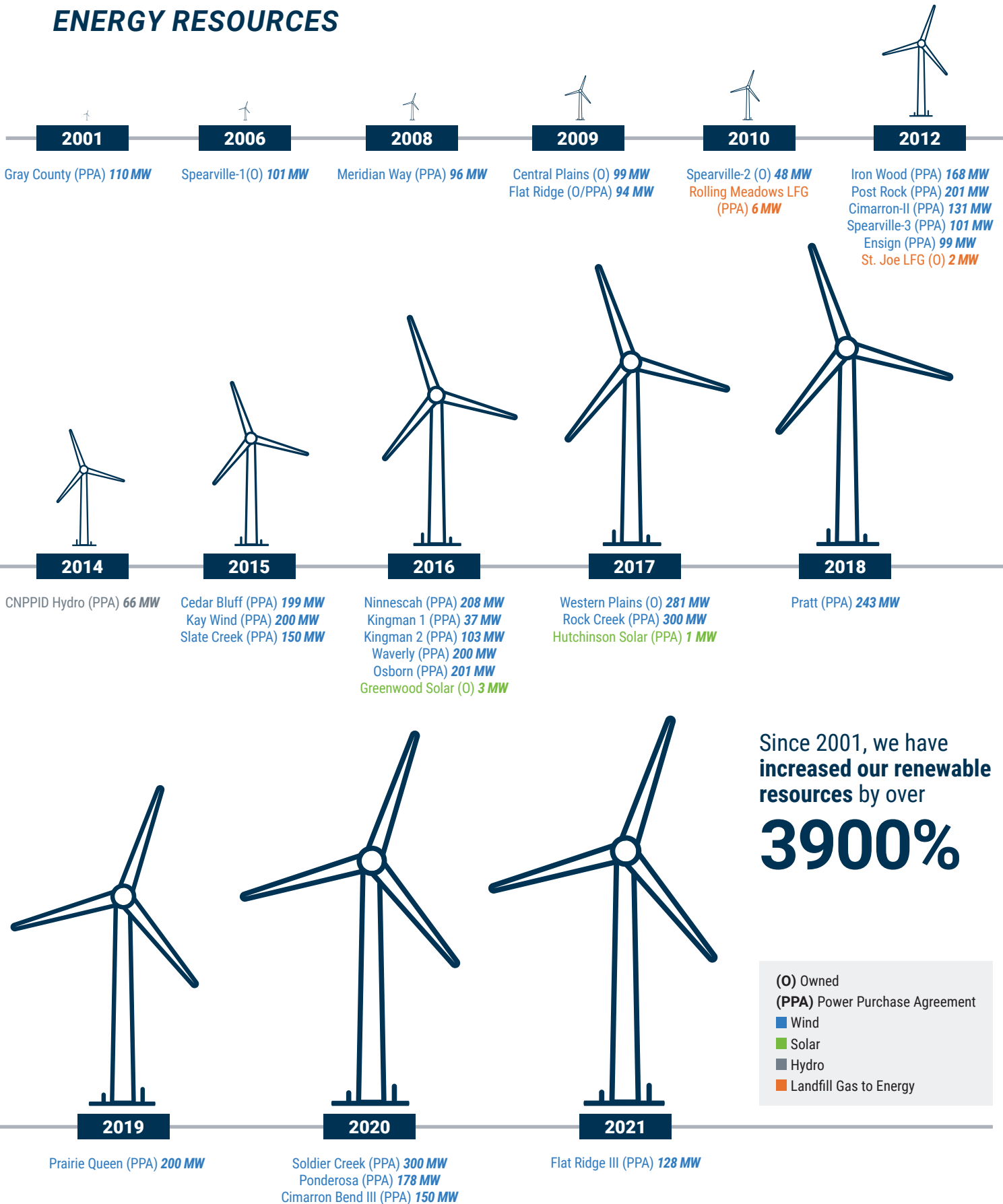
Evergy partnered with Baldwin City, KS, to build a solar farm in 2019. The facility produces enough energy to power more than 180 homes in Baldwin City. The solar farm was built on a pollinator friendly native grass blend, which offers a safe habitat for bees and butterflies and requires minimal ground maintenance.



In April 2021, we broke ground on the 40-acre West Plains solar array, which was constructed with more than 26,000 panels and has a capacity just under 11 megawatts. The site was completed in March 2022 and has the potential to deliver over 16,000 megawatt hours annually to the customers in West Plains, MO, for the next 30 to 35 years. Evergy will own and operate the facility under a 30-year power purchase agreement with the City of West Plains, MO.

In mid-2022, Evergy will break ground on a new 10 megawatt solar array at our Hawthorn Generating Station, in Kansas City, MO. Portions of the project will support Evergy's solar subscription customers and low-income solar pilot customers, pending regulatory approval. The site will be Evergy's first single-axis tracking array, which 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. Hawthorn Solar is expected to start producing energy for Evergy's customers by 2023.

EVERGY'S RENEWABLE ENERGY RESOURCES



Since 2001, we have increased our renewable resources by over

3900%

- (O) Owned
- (PPA) Power Purchase Agreement
- Wind
- Solar
- Hydro
- Landfill Gas to Energy

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 3 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.

Evergy Facilities

In 2014, Evergy began installing renewable energy systems on company owned property throughout our service territory. The primary goal was 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
Grand total: Over 225 kW of solar power installed on Evergy facilities	

Distributed Energy Resource Programs

Solar Subscription

Evergy Solar Subscription programs provide customers with renewable energy solutions through a local community-based initiative without the hassle of installing and maintaining solar. Evergy offers Solar Subscription in Missouri and Kansas and will be completing the construction of its 5 MW array in Missouri in late 2022. The company is currently 100 percent customer subscribed in all our solar arrays.

Wind Subscription

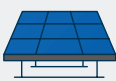
Evergy's subscription-based wind program provides customers with a wind-powered renewable energy solution. This program allows customers to offset up to 100 percent of their electric usage from local renewable energy resources.

Current Solar Subscription:

Began in 2016



1,867
customers



6.34 MW
of energy

Current Wind Subscription:

Began in 2015



28,135
customers



13,751 MWh
of energy

Renewables Direct

Evergy's green tariff program, Renewables Direct, offers large commercial and industrial customers a turn-key solution to obtain wind energy.

Renewables Direct:



66
customers



720 MW
of energy

Other Renewables Programs	Details
Small utility scale solar resource	Evergy is currently developing a 5 MW small utility scale solar resource in conjunction with the solar subscription array. 1 MW of the 5 MW small scale solar resource will be allocated to a proposed low-income community solar rate.
Low-income community solar	In its January 2022 Missouri rate case, Evergy proposed to accommodate low-income customers with a new community solar 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 November 2021, Evergy had 6,107 net metering customers and has administered \$11.9 million of solar rebates.
Behind the meter solar plus storage program	In its January 2022 Missouri rate case, Evergy proposed a behind the meter solar plus storage program to better understand the future impacts of these distributed energy resources (DER) on its system.
Renewable energy credit program	In its January 2022 Missouri rate case, Evergy proposed a renewable energy credit (REC) green tariff program. The program will provide customers with clean energy access at an affordable price. Customers can subscribe to offset up to 100 percent of their current energy consumption sourced from Evergy's local service territory.
Evergy energy solutions	This non-regulated program helps business customers install solar at their facilities or lease their solar array through Evergy.

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 inaccessible due to physical access or considered cost prohibitive. These programs empower consumers to customize solutions to meet their individual needs.

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 2021, Evergy started planning multiple projects focusing on battery storage that will provide insight into customer value, grid optimization support, and enhanced reliability.

One project is an employee pilot program. Four Evergy employees living in our service area will be selected to have battery storage added to their homes. This will support initial testing and integration of the technology into existing grid operations. Other 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.

Evergy is also in the process of constructing a battery energy storage project in Wichita, KS. The primary function of the project will be to store and release energy into the local power grid. Located on land adjacent to the Sedgwick County Zoo, the project may also be able to serve as a backup power source during any unplanned, prolonged outages.

Both projects will provide Evergy real-time data and insight into how this technology integrates with, and supports, sustainable grid functionality and reliability. They can also help us understand customer preference and usage patterns to complement other incentive programs such as time of use rates, decarbonization goals, and electrification initiatives.

➤ Waste and Toxicity

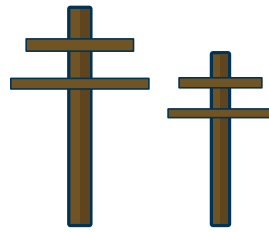
Waste Management Overview

Evergy is dedicated to the responsible management of production and industrial waste generated from company operations. 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 solid, hazardous, and universal waste. Common waste streams generated by Evergy include coal-combustion residuals (CCR), used oil, municipal waste, scrap metal, and wooden utility poles.

Our responsible waste management work includes an emphasis on recycling/reusing potential waste whenever possible. These efforts include:

- Territory-wide installation of recycling collection containers for scrap metal and wood utility power poles
- Building demolition and byproduct management requiring recycling as much material as possible, including scrap metal and other material
- When possible, universal waste, used oil, and chemical byproducts are recycled with approved third-party vendors
- Installation and continued use of company-wide recycling receptacles at our office, generation, and power delivery facilities for municipal waste
- Transfer or reuse of industrial products by transferring products between business groups/locations during larger disposal events
- Continued retirement of polychlorinated biphenyl or PCB-containing transformers that are encountered during transmission maintenance operations
- Company-wide collection events of e-waste to allow for proper recycling and management with approved third-party vendors

Continued revision of our waste management processes has allowed Evergy to include more potential waste streams and introduce processes to reduce or recycle waste coming from both our generation and transmission sites. Continued, proactive identification of new disposal options and identification of areas for improvement has allowed Evergy to decrease its overall waste.



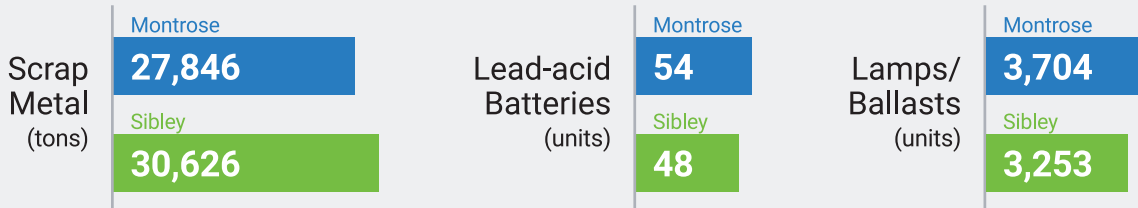
800 tons

Almost 800 tons of power poles recycled in 2021.

Plant Retirement and Demolition

As Evergy is transitioning to renewable energy sources, many fossil generation units have been retired and decommissioned. Evergy has retired fossil assets at Tecumseh, Montrose, Sibley, Murray Gill, Hutchinson and Gordon Evans within the past five years. As part of the retirement, Evergy decommissioned the units through the removal of buildings and equipment, cleaning of wastewater ponds, and the removal of coal piles. Nearly 220 acres that had been long industrialized by these six facilities are being re-vegetated, using native species where appropriate. In addition to restoring the land, Evergy also recycled many materials through the decommissioning process. The Montrose and Sibley facilities recycled over 50,000 tons of scrap metal through the decommissioning process.

Recycled Materials



➤ Natural Resources/Conservation/Biodiversity

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.

Biodiversity and Conservation

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.

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 over 20,000 acres of monarch butterfly habitat on our rights-of-way and company-owned land throughout Kansas and Missouri.

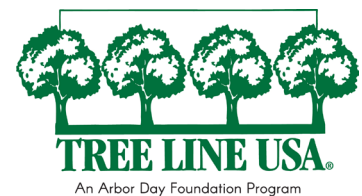
With the construction of new solar energy generating facilities, Evergy has had the opportunity to revegetate these sites with native grasses and forbs, providing not only critical nectar resources for many pollinators, but also offering additional land use benefits. Native grasses and wildflowers typically 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
3.9 acres Planted in 2020	51 acres Planted in 2021	10 acres Planted in 2021	50 acres Will be planted in 2022

Evergy also has a long history of avian protection efforts throughout Kansas and Missouri. As part of this commitment, Evergy has recently formed an Avian Protection Advisory Group comprising representatives from various workgroups 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 on avian protection projects moving forward.

Tree Line USA

Once again in 2021, Evergy was recognized as a Tree Line USA recipient by the Arbor Day Foundation, which marks the twentieth year that Evergy has earned this honor. 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. 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.



Protecting our Natural Resources

Evergy's nuclear power plant, Wolf Creek Generating Station, contracts for water stored in John Redmond Reservoir (JRR) to use during drought. JRR has lost nearly half its water storage capacity due to sedimentation. To reduce sedimentation and protect this valuable freshwater resource, Kansas adopted a goal in the state water plan to treat 80 percent of the priority cropland above JRR with soil health principles.

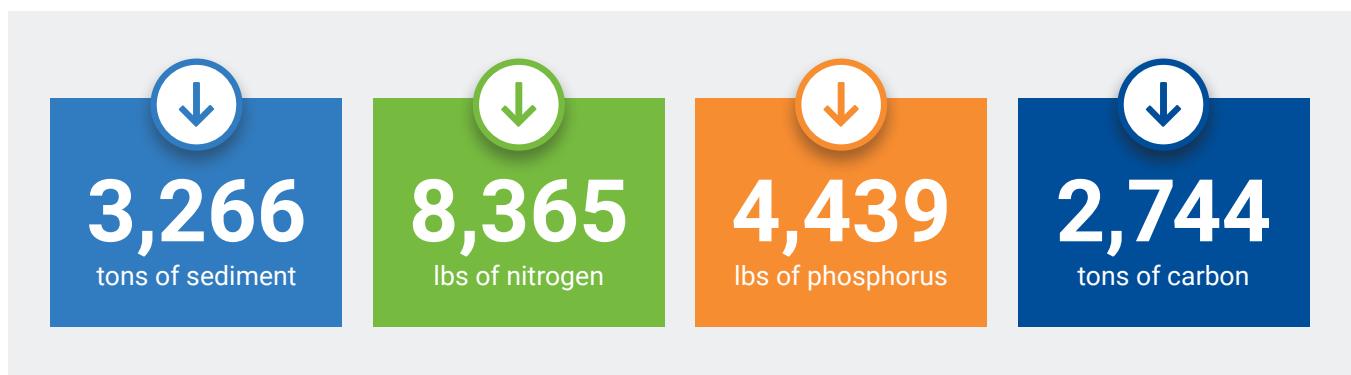
In 2021, Evergy, together with United States Fish and Wildlife Service, Kansas Alliance for Wetlands and Streams (KAWS), Kansas Department of Wildlife and Parks, Kansas Department of Health and Environment, Ducks Unlimited, National Wild Turkey Federation, and Neosho Valley Quail Forever, developed a new position designed, in part, to facilitate implementation of this goal. An added focus of the new KAWS position is wildlife habitat improvement in JRR watershed. The watershed is situated in the Flint Hills landscape, a key biodiversity area.

Evergy's investment supported purchases of equipment. The equipment is used to conduct a range of agriculture practices from seeding cover crops and native grass on cropland, to connecting large areas of Flint Hills prairie through tree removal. The KAWS position functions without cost to the private landowners. In the fall of 2021, KAWS planted 114 acres of cropland back to native prairie and treated over 3,000 acres (almost 5 square miles) of cropland with cover crops. Cover crops keep the ground covered, a soil health principle, between cash crops.



Matt Horton, Lyon County Farmer and conservation district board member, said *"This extra effort to get cover crops in the watershed will go a long way toward protecting it."*

These practices resulted in an annual load reduction to JRR of 3,266 tons of sediment, 8,365lbs of nitrogen, and 4,439lbs of phosphorus*. In addition, annual carbon sequestration was estimated at 2,744 tons**.



➤ Risks and Opportunities

Adapting to Climate Change

Evergy seeks to manage the impact of climate-related risks on our business and our ability to safely and reliably provide electricity to customers. Severe weather and related events, 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 and results in adverse financial outcomes. In December 2015, the Financial Stability Board established an industry-led Task Force on Climate-related Financial Disclosures (TCFD) to help stakeholders understand the financial system's exposures to climate-related risks. The Task Force developed a framework that includes recommendations about how companies can disclose the extent to which climate is addressed in governance, strategy, and risk management. In 2020, Evergy integrated a climate change risk assessment into its existing Enterprise Risk Management (ERM) process. In 2021, we published our first TCFD report, which explains in detail how we manage relevant climate-related risks and opportunities.

Enterprise 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 its 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 2021, Evergy continued our annual integration of climate change risk assessment into our existing ERM process. During this multi-disciplinary process, ERM staff, along with Evergy's Sustainability staff, met with nearly 20 separate groups across each of Evergy's business units to identify and assess climate-related risks, as well as other company risks. Individual business units were asked to identify risks using the TCFD framework and to weigh those risks and prioritize mitigation activities. Evergy's ERM process is not conducted with an eye toward avoiding all risk, but rather with a goal of enhancing its 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 2021 Evergy reported an abbreviated climate risk survey to CDP (formerly known as the Carbon Disclosure Project) for the first time. Evergy will follow up with more reporting to CDP in 2022 with full climate change and water security surveys, which also align with the Financial Stability Board's TCFD recommendations.

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 facility
- Periodic review of required reporting to the respective environmental agencies
- Inspection of environmental vendors' facilities and procedures
- Environmental audit review with facility management and/or procurement
- Coordination with proper environmental agencies, as necessary

Evergy uses Environmental Management System (EMS) components 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)

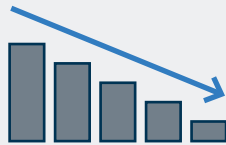
Evergy's EMS consists of the following components:

- Policy
 - Evergy's Environmental Policy can be found here: [Evergy Environmental Policy](#)
 - Evergy's Water Policy can be found here: [Evergy Water Policy](#)
- 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

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

Social

➤ Affordability & Assistance



Retail rates down

4.2%



Returning annual savings to customers over

\$110 million

Rate Competitiveness

Eversource continued improvement in regional rate competitiveness, with retail rates down approximately 4.2 percent over the 2017-2021 period, outpacing regional peers and well below the rate of inflation.

We recently filed in Missouri for our first base rate increase request in over five years. Our continued focus on cost reductions resulted in ongoing savings that reduced the rate request increase by more than half, returning over \$110 million in annual savings to customers.

COVID-19 Response

The COVID-19 pandemic and resulting economic crisis continued through 2021, creating a continued strong need for customer assistance. Maintaining the commitment to customers, Eversource ramped up outreach efforts to customers to raise awareness of resources and link customers directly to support. These comprehensive efforts resulted in helping Eversource customers secure \$47 million in federal and state utility bill payment assistance from traditional utility assistance programs as well as COVID-19 relief resources.

To bolster engagement, Eversource:

- Held more than **335 events that reached over 30,000 people** to help customers become aware of available assistance
- Focused on outreach events within our territories' lowest income zip codes and areas of high eviction rates
- Worked with social service agencies who work directly with customers in need
- Created a one-stop page on our website with all links to funds and applications
- Proactively contacted customers to let them know about these funds
- Adjusted customer correspondence to incorporate assistance funds including social media, bill inserts, call center hold messages, emails, news releases, printed flyers for homes and disconnect notifications

Environmental Justice

With a low-carbon future in our sights, Evergy realizes implications and opportunities arise as we transition to clean, reliable, and affordable energy sources. Evergy is prepared to meet the needs of our customers and stakeholders by offering several programs that equitably distribute decarbonization costs and benefits across our service territory to ensure that recent technologies and programs have been designed, developed, and deployed with all 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 disadvantaged communities.

Evergy has a policy in place to minimize engine idling in company vehicles in the Kansas City and Wichita metropolitan areas. Annual mandatory training on this policy was implemented for all Evergy employees in 2021. In 2016, the transportation sector surpassed all other sectors in terms of greenhouse gas emissions in the United States. Reducing engine idling is a crucial step to help minimize impacts to communities in these more densely populated areas. To further 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 46 percent carbon dioxide, 98 percent sulfur dioxide, and 88 percent nitrogen oxide as compared to a 2005 baseline year. These controls significantly reduce the nearby and regional impacts of these emissions. These values will continue to improve as we transition toward our net-zero goal for carbon emissions in 2045.

Energy Equity for Customers

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

- Weatherization – Program modeled after DOE Low-income Weatherization Assistance Program to deliver weatherization measures free of charge to qualified homes and customers
- Multi-family – Free in-unit upgrades like lighting, faucet aerators, smart power strips direct installed by Evergy to help improve efficiency for tenants as well as holistic rebates to building owners for investing in upgrades to public area lighting, building heating, ventilation and air conditioning (HVAC), and insulation
- Low-income Leadership Assistance Collaborative – Started in 2020 as a group of Kansas City area companies to exchange ideas on how to best serve the low-income customers in our footprint with the variety of programs focused on energy, health, and safety
- Pay As You Save – An on-bill financing program launched in 2021 to help Missouri customers who might not otherwise invest in energy efficiency (HVAC, insulation, lighting, etc.) to pay down the investment with the savings from the energy savings measures

Additionally, Evergy has proposed an income-eligible community solar program in 2022 as a part of our Missouri rate case. This program is being proposed to bring emissions free energy to eligible low-income customers from a solar array located at our Hawthorn generating site.



To provide face-to-face assistance to customers in need, Evergy opened Connect in Kansas City in 2018. Since its opening, Evergy Connect has helped more than 31,000 customers with direct and customized service. The team has helped thousands of customers avoid disconnections and enroll in energy efficiency, payments assistance, and medical programs.

During the entire pandemic Connect was closed only three months, reopening with many safety protocols in place to continue to help customers in need. In addition to face-to-face service, the team conducts 'virtual face-to-face' consultations to customers who are unable to visit the site. This team assesses a customer's account, considers all viable options, directs them to payment assistance, prints and helps them complete applications, as well as connecting them to non-utility assistance resources such as career help, childcare, food pantries, and more.

Evergy plans to expand on this concept by opening a Wichita, KS, location in 2022.

Community Transition

Financial Contributions

As Evergy transitions to renewable energy, it's vital that we also help our more vulnerable customers make the same changes and assist in traditionally marginalized communities. In addition to the many income-eligible weatherization and energy efficiency programs, Evergy invested more than \$6.7 million in its communities focusing on environmental leadership and community vitality. Approximately 50 percent of Evergy's contributions are directed toward agencies and programs benefiting vulnerable customers and marginalized communities.

Annually, Evergy directs approximately \$500,000 to social service agencies to expand their staffing and capacity to provide aid on the front lines assisting vulnerable customers. These agencies manage weatherization and utility assistance programs. Evergy also donates approximately \$200,000 annually to direct assistance programs for customers in programs like Dollar Aide and Project Deserve, which are programs designed to help eligible individuals and families by assisting with their utility bills to avoid loss of service.

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
<p><i>Kansas City Building Energy Exchange (BE-Ex)</i></p>	<p>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.</p>
<p><i>Tree initiatives</i></p>	<p>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 its service territory.</p>
<p><i>Building benchmarking</i></p>	<p>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.</p>
<p><i>Urban heat island</i></p>	<p>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, blacktop.</p>

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.

Program	Details
Federal funding support	Eversource is preparing a strategy to leverage federal funding provided by the Infrastructure Investment and Jobs Act (H.R. 3684).
Transit bus partnerships	Eversource provides grant support and technical review to local transit authorities as they take initial steps toward electrifying their bus fleets. Eversource has worked with transit authorities in Wichita, Topeka, and Kansas City.
Midwest utility memorandum	Eversource 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 territories to foster public confidence and ensure convenient fast-charging stations for electric vehicles (EVs) are available along the Midwest's major travel corridors.
Charging station network	The Eversource Clean Charge Network consists of over 1,000 electric vehicle charging stations in Kansas City – one of the largest of any city 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.
Transportation electrification filings in Missouri and Kansas	<p>Eversource filed 5-year program plans of \$12.8 million in Missouri and \$19.7 million in Kansas to help customers with costs related to purchasing an EV or electrifying their fleets. The program filing includes an education budget that will be focused on educating customers on the benefit of off-peak charging and benefits of owning/operating an EV. Other aspects include:</p> <ul style="list-style-type: none"> • Residential rebate program for installing a 240V outlet • Business rebate program for charging station installations • Clean Charge Network expansion to underserved areas • Transit and commercial time of use tariffs with options to be supported by RECs, ensuring that electric vehicles are powered by renewable energy sources

Energy Efficiency Programs

In Missouri, Eversource offers a portfolio of programs to provide customers (residential and business) with opportunities to invest in energy efficiency to drive long-term energy savings with a faster payback on the investment. Eversource also incentivizes customers to help Eversource manage our peak system demand with business demand response programs and residential thermostat incentives.



Energize's Missouri Energy Efficiency Investment Act (MEEIA) Cycle 3 programs are expected to result in **\$234 million¹** and **769 million kWh of energy savings**.

Energize has requested to extend our MEEIA Cycle 3 programs for an additional year, which would extend the programs through the end of 2023. This extension will include increased low-income program budgets and year-round demand response programs.

In 2021, Energize filed a similar four-year energy efficiency portfolio in Kansas and expects a ruling on that filing later this year.

Energize 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.

Rate Modernization

Energize Missouri and Energize Kansas Metro implemented time of use pilot programs in 2018. These pilot programs focus on providing price signals to help customers shift demand from the peak hours of 4 to 8 p.m. to reduce their bill and manage the system peak load. Energize currently has over 6,000 customers enrolled in time of use rate plans across our service territories.

Energize's 2022 Missouri rate case filing includes additional rates and programs for customers. These programs include:

Program	Details
Prepay	Allow customers to prepay for electric usage
Time of Use (TOU)	<ul style="list-style-type: none"> • Continue 3 period TOU whole house rate • Offer 2 period TOU rate – focused on all-electric customers • Offer 3 period TOU rate – focused on EV drivers • Propose edits to net metering application to allow for distributed generation participation in TOU rates
EV specific rate	Addition of a separate meter to measure EV use
Subscription pricing	Flat rate developed for individual customers with ability to also select two additional tiers of adding a smart thermostat and/or clean energy with no annual true up

Community Development

Community Relations

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. In 2021, Evergy's employees dedicated almost 25,000 hours to volunteerism and served on about 250 non-profit boards.

EVERGY IN 2021

Community Impact by the Numbers



24,500
employee volunteer hours



\$951,000
in employee donations

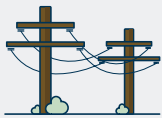


41% of Employees
participate in giving campaigns



\$6.7 Million Community Donations

40% of Evergy giving goes to vulnerable communities and programs



\$47 Million in utility
assistance secured for Evergy customers



355 customer
outreach events

Economic Development

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.

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 load growth. We strive to increase economic prosperity and improve the quality of life in the communities we serve.

EVERGY IN 2021

Economic Development by the Numbers

\$1.19 Billion in new
capital investment from **19 projects**



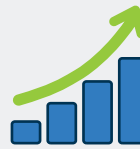
2,296
new jobs



\$32.4 Million
economic impact to Evergy



\$26.7 Million in
new annual revenue to Evergy



53,682 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.



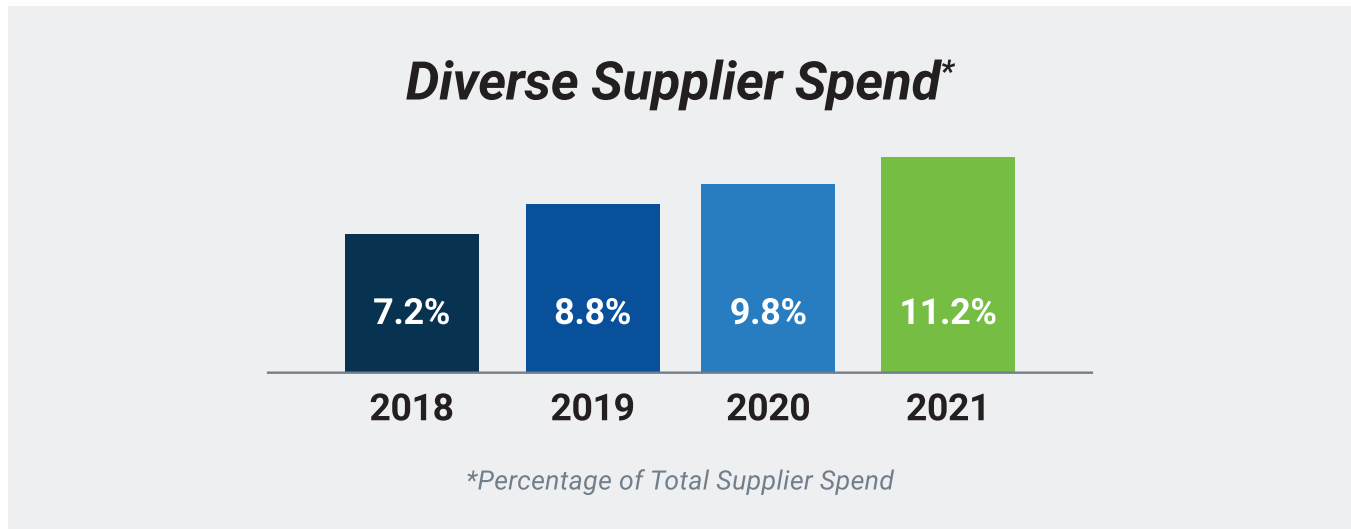
Site Selection Magazine names Evergy a **Top U.S. Utility in Economic Development**.

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.

Supplier Diversity

In 2021 diverse suppliers represented **over 10% of total in-scope spend**.



Evergy strives to be nationally recognized as a leader in supplier diversity. For more than 35 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 2021, Evergy spent approximately \$229 million with diverse suppliers, topping our previous all-time high for a fourth year in a row.

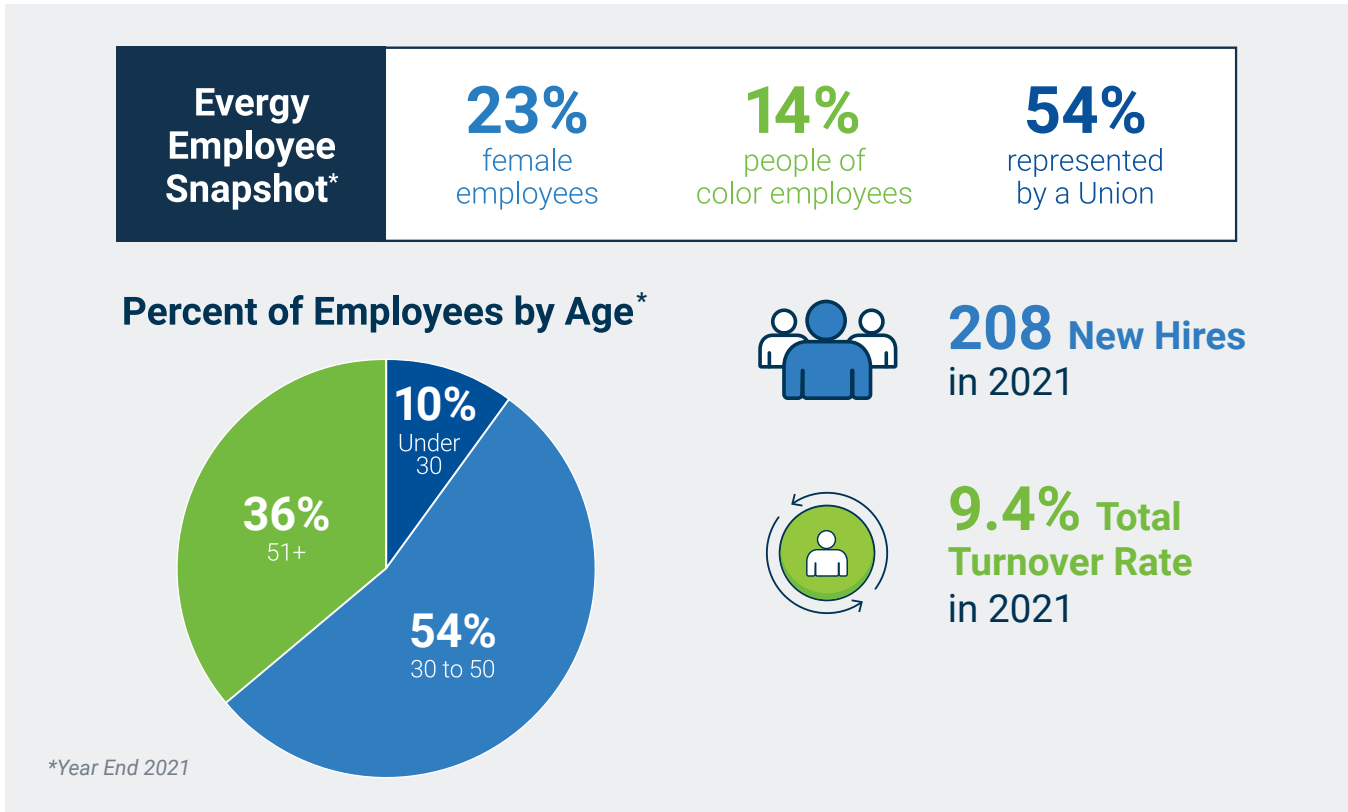
By increasing opportunities for diverse suppliers and enhancing the competitiveness of the supply chain, we promote economic value for our customers, the communities we serve, and our regional economy. Our supplier diversity initiatives benefit both underrepresented businesses and the communities in which they are located through job creation, business formation, and tax revenue. In 2021, Evergy amended and restated its \$2.5 billion master credit facility with certain pricing based on Diverse Supplier Spend. The applicable interest rates and commitment fees for the facility are subject to upward or downward adjustments, with certain limitations, based upon performance on this key metric. This action further promotes and reinforces our commitment to supplier diversity.

Evergy offers a unique diverse supplier mentoring program, Light Source. The program 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. Such organizations 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.

Evergy was recognized with the Edison Electric Institute (EEI) Innovation Award in 2021 for the Light Source program. This award recognizes the implementation and execution of innovation in supplier diversity practices, as well as proven successes and benefits for diverse suppliers and for the company. Internally, Evergy has benefited by increasing the pipeline of talented diverse supplier options.

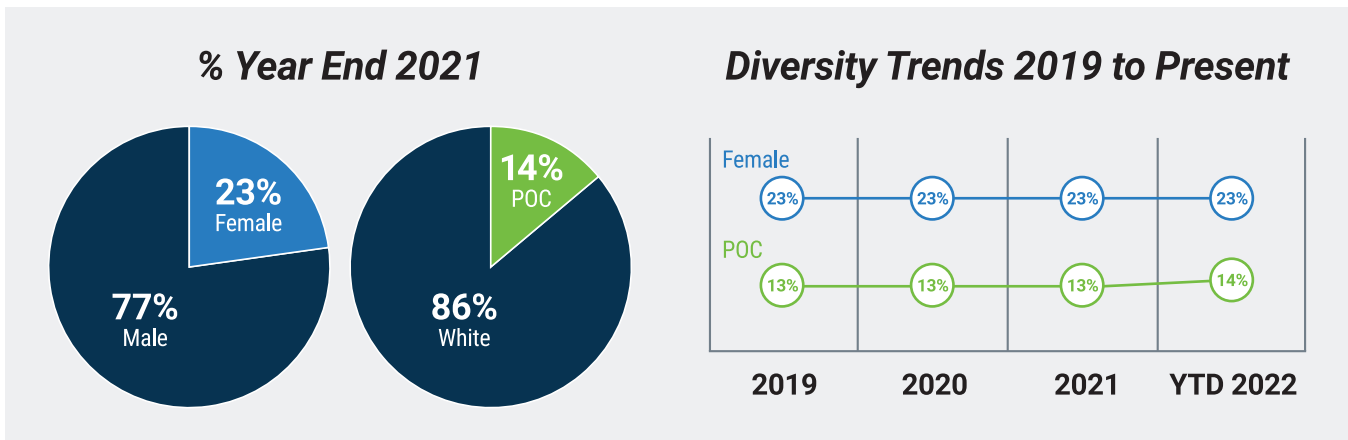
Evergy developed a Supplier Diversity Advisory Council consisting of a diverse cross-section of employees, to promote the growth and sustainability of Evergy's Supplier Diversity Program. This council reports to the Diversity, Equity, and Inclusion (DE&I) Executive Steering Committee on supplier diversity best practices and ways to increase the amount of sourcing with diverse businesses locally and nationwide. This council is also focused on identifying and nurturing qualified diverse businesses in the communities we serve.

➤ Diversity, Equity, and Inclusion



Diversity, equity and inclusion is part of our corporate culture, which encourages employee engagement, interaction, training and advancement. In addition, we have initiated actions geared toward deepening and broadening the talent pool of diverse and underrepresented employees.

We value, embrace and advance diversity, equity and inclusion within our workforce, communities and suppliers, and throughout the many decisions we make and actions we take every day. The importance of continuing to make progress in these areas is reinforced by the diversity, equity and inclusion goals that are included in Evergry's executive compensation.



➤ We have **maintained the percentage of underrepresented employees** since combining two standalone companies to form Evergry in 2019.

In 2022, Evergy's Chief Executive Officer signed a pledge joining CEO Action for Diversity & Inclusion™, the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. Evergy shares in this group's ambition to drive measurable action and meaningful change in advancing diversity, equity and inclusion in the workplace. We recognize that signing this pledge is the first of many important steps, and we are excited to move these initiatives forward as outlined in our DE&I Strategic Priorities.

Our DE&I Strategic Priorities are focused on three key areas: marketplace, workplace and workforce.

Marketplace

Evergy supports inclusive economic prosperity by investing in diverse suppliers to improve community vitality.

Partnering with local communities continues to be a driver for engagement at Evergy. Our Community Impact programs facilitate partnerships with local community organizations to serve underrepresented customers.

Evergy continues to support non-profits in the communities we serve with our time, resources, and talents. Please refer to the Community Impact section on [page 29](#) for more details.

Workplace

Evergy promotes an inclusive culture to empower employees to be their authentic selves and to develop a sense of belonging. The company also integrates well-being programming at both the individual and organizational level.

In 2021, Evergy launched a suite of DE&I tools: a DE&I talking guide, supplier diversity 101 overview, unconscious bias and allyship training, which prepares employees to better support, collaborate with, and advocate for people from minority and marginalized groups inside and outside of the workplace.



Our Business Resource Groups (BRGs) focus on fostering a diverse, equitable and inclusive workplace, developing future leaders, connecting employees throughout our entire service territory, and strengthening our company culture. Evergy recently added Pride related to the LGBTQ+ community as our 8th BRG. All BRGs serve as connection points for employees with common backgrounds or interests, create opportunities for leadership development and are leveraged to attract and keep talent. Approximately 20 percent of employees are members and participate in at least one BRG.



Emerging company leaders were selected to attend McKinsey's Black leadership development program with different cohorts continuing through 2022. Also in 2021, a Cross-Cultural Mentorship Program was launched, which paired 16 diverse future leaders with Evergy officers, for guidance, mentorship, and relationship building.

Workforce

Evergy creates an inclusive employee experience that attracts, develops and retains all employees, striving for a diverse and representative workforce.

Evergy created a Diversity Recruiter position in 2021 and implemented targeted recruiting strategies that allow us to attract top talent from diverse candidate pools. We expanded existing strategies to focus on students at historically Black colleges and universities, women, and military veterans. We also employ K-12 outreach, four-year college and two-year trade scholarships to broaden our candidate pool. We implemented an interview panel hiring process that requires at least one diverse employee defined as person of color or female on each interview panel for both external and internal applicants. Finally, working with our local workforce development agency, we established a pre-apprentice line worker program as a pathway for diverse line workers.

In the face of a global pandemic, our recruiting and Human Resource teams were able to maintain an elevated level of engagement with new talent. We have steadily increased the diversity of our selected interns over the past three years. We experienced a 16 percent year-over-year increase in female interns for a 40 percent overall increase, and a 10 percent year-over-year increase in people of color interns for an overall 32 percent increase. We participate in an annual company-wide engagement survey, with the 2021 results showing the same level of engagement scores across ethnic/demographic groups consistent with the overall company mean.

Evergy is proud that of the direct reports to the CEO, 29 percent are female and an equal percent are diverse. Evergy has strong female and diverse representation across the director level as well.



» Employee Benefits and Development

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.

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.

Employee Benefits

Evergy is committed to attracting and retaining a talented and diverse workforce to empower a better future for employees, our communities and customers. 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. One result of these efforts is being recognized by local and national organizations for our focus on employee wellbeing, including being named a 2021 Healthiest Employee Honoree by Kansas City Business Journal.

Total Rewards Package

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*

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
- 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

*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.

Pandemic Response

2021 brought extraordinary circumstances to employees and their families due to the COVID-19 pandemic. Evergy responded by offering paid administrative leave for those who became ill with or exposed to COVID-19. The company also encouraged employees and their families to get the COVID-19 vaccine, hosting on-site clinics connecting employees to resources in each county in our service area and providing a financial incentive for vaccinated employees. Paid administrative time was given to receive the vaccine as well. Evergy's internal Covid Response Team provided case management and resources to those ill or exposed to COVID-19.

Additional benefits were offered in 2021 to help meet employee needs. Additional flexibility was given to make benefit changes following life events. The 401(k) plan allowed additional flexibility in certain loan provisions. The Employee Assistance Program expanded options to provide additional virtual resources and access to care. Flexible Spending Plan rules were relaxed to allow changes at any time.



Evergy employees have participated in annual employee engagement surveys since 2018. Evergy uses those results to **implement initiatives to improve culture and move Evergy towards our vision to become the best energy company.** In 2021, nearly three quarters of Evergy's employees participated in this annual survey.

Evergy offers flexible hybrid work for non-union employees so they can continue to work from home and work as their interest and business needs allow. The company has provided tools and training to managers to help them effectively lead in a hybrid work environment. Additional tools and technology have been added so employees can be equally productive at home and at work. Pulse surveys will be offered in the months ahead to provide feedback on the hybrid model to enhance or adjust as may be needed.

Employee Development

Given the rapid change in both the utility environment and technology, Evergy found that, as one of the six company strategic initiatives, we needed to "mature" our technical and analytics capabilities. This includes focusing on people, process, technology and data, and identifying more predictive types of analytics opportunities.

This fundamental shift has enabled Evergy to become more efficient and nimble, and more decisions are based on data. It also has unlocked many capabilities related to tools, techniques, data and advanced analytics use cases. All of this requires an upskilled workforce, which is addressed through our analytics change management initiatives.

Change management is an important aspect of the analytics program to communicate, educate and ensure adoption. Various methods are used via quarterly analytics meetings, monthly educational sessions and through a formalized education program (titled Evergy Analytics University (EAU)) offered internally. In total, 9,900 hours (more than a year) of education have been offered over the past 18 months. Data shows our workforce is gaining momentum with each EAU session offered.

"I enrolled in EAU because I wanted to be a part of the future of Evergy. With the way the industry is going, data analytics will be everywhere in just the next few years and having the knowledge provided in EAU, I will be able to be at the front of it. I've appreciated the wide array of areas of focus in the courses and look forward to implementing everything I've learned in my career."

Ryan Brokke, Senior Application Analyst

Energy Analytics University



59 students graduated in 2021

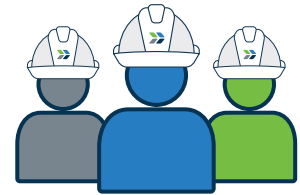


7,700 estimated total hours provided in 2021

Training Programs for Craft Employees

Over 175,000 hours (about 20 years total) of technical and job-related training were provided to Evergy's Operations personnel in 2021 with most of those hours being apprentice and targeted/refresher training for our wide range of craft employees. Our line and generation employees are critical to our success and for keeping power flowing and the lights on. Evergy has several initiatives focused on keeping skills current as well as bringing in new recruits to build the pipeline of skilled craft employees.

7 unions
54% of workforce



Evergy union employees are represented by 7 unions representing 54% of our workforce.

Evergy has facilities dedicated to technical and professional training that include:



Professional Development Center - Topeka, KS

Dedicated training facility for delivery and generation employees to train in real-life simulated environment. Includes pole lab for climbing, multiple labs, a pole yard, mock substation, and meter wall.



Cedar Point Safety & Training Center - Kansas City, MO

Dedicated training facility for delivery and generation employees to train in real-life simulated environment. Includes six labs, a fully functional pole barn and multiple meeting spaces.

At these facilities, Evergy uses state of the art Lab Volt equipment for training generation employees on pumps, mechanics, flows, etc. Both facilities have simulated meter walls to train on installing and changing meters. These facilities and equipment allow apprentices and journeyman to train and enhance their skills in a simulated and safe environment.

Program	Details
<i>Craft scholarship</i>	<p>Evergy awards yearly scholarships of \$3,000 renewable for up to two years for students seeking to pursue degrees or certifications in electrical power and distribution or renewable wind energy at a local community college or trade school.</p> <ul style="list-style-type: none"> • Line Worker/Electrical Power and Distribution Scholarships Line workers are responsible for doing what it takes to safely keep the lights on by working on the complex electrical systems that power our homes and businesses. Some of the skills needed for these jobs include climbing poles and towers, operating machinery and working around energized conductors in all types of conditions. • Wind Energy/Renewable Energy Scholarship Keeping the lights on starts with reliable power generation and the right people to make it happen. In recent years, more of our power is being supplied by wind farms. Wind energy technicians do what it takes to keep our turbines running smoothly, thus maintaining critical equipment to generate electricity in real-time.
<i>Summer lineworker interns</i>	<p>Evergy partners with local technical colleges and community colleges to select students to be a summer line intern, where they get valuable on the job experience working in the craft. This not only gives them experience, but also completes the requirement for their technical school degree. Majority of summer line interns then apply to our pre-qualification camp.</p>
<i>Pre-qualification camps</i>	<p>These camps cover entry level requirements to get into the apprenticeship programs. The camp consists of certain skill disciplines related to high-voltage power line work, such as ropes and knots, climbing poles, gaining familiarity with tools necessary to perform work on overhead and underground power lines or substations. There is also classroom work with basic electricity and general math.</p>
<i>Climb to new heights as a lineman pre-apprentice</i>	<p>A one-year entry level paid position to gain experience to become a line worker apprentice for candidates without a technical background. This is also an additional way to recruit diverse candidates. This program was developed in 2021 and had over 700 applicants. For the first class, Evergy hired 18 pre-apprentices.</p>
<i>Apprenticeship programs</i>	<p>Evergy apprenticeship programs are registered with the Department of Labor through KS and MO as well as approved by the company and the applicable Local Union. Evergy's programs are also registered with the Veterans Affairs Department, so that military veterans can receive their GI Bill throughout their apprenticeship. Evergy was able to keep their apprenticeships running safely throughout the COVID-19 pandemic by adapting to virtual and online training, when possible, smaller class sizes, and additional safety protocols.</p>



175,000 hours

175,000 technical and job-related total training hours

➤ 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.

2021 was a solid year for safe work by Evergy employees with a significant reduction in serious injuries. Information related to Evergy internal safety metrics can be found in our most recent EEI Data Template here: investors.evergy.com/sustainability

In addition to taking care of our own employees, we continue to provide educational programs for customers and contractors about electricity safety and tree trimming and planting. Employees visit area schools to teach students electrical safety as well.

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 the Evergy Public Safety Program by pursuing focused touchpoints with stakeholders throughout the service territory. In 2021, Evergy connected with 12,600 stakeholders with these presentations and demonstrations.

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.

Demonstrations are tailored to the audience and highlight the consequences of contact with power lines. In 2022, Evergy launched two new programs for the public:

- **Solar** – A solar safety program focused on installation, maintenance, and emergency response that was initially created for first responders and made publicly available.
- **Continued Education Units (CEUs)** – Evergy is 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 state certified CEUs with completion of this program.



Evergy also connects directly with over 1,600 schools in our territory by providing safety related materials and programming to educators. Safety resources are available at [evergy.com/community/safety](https://www.evergy.com/community/safety) and specifically for children, parents and educators at [e-SMARTkids \(evergy-safety.com\)](https://www.evergy-safety.com). Evergy also hosted a billboard contest for children in 2021. The project celebrated the creativity and insight of winners by turning their artwork into 48 Evergy safety-themed billboards throughout the service area further impacting our Evergy communities.

Delivery	Community Focus	Count
Live training/demonstrations	First responders	12,600
Direct mail	Contractors/children	43,000
Social, radio, video, internet, billboard, bill inserts	All public	>35,000,000

More information about our commitment to safety can be found by reading Evergy's safety policy here: [Evergy Safety Policy](#)

Reliability

In 2021, we invested \$1.97 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. We also updated our capital investment plan to reflect a targeted \$10.7 billion of investment through 2026, including a target of nearly \$2 billion of new renewable generation resources.

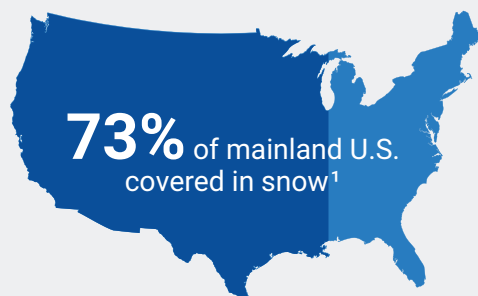
BENEFIT TO STAKEHOLDERS

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.

Winter Storm Emergency

In early 2021, a historic winter storm enveloped much of the country. Extended cold temperatures created fuel and electricity shortages for our region. As members of the Southwest Power Pool (SPP), a regional electricity coordinator, Evergy worked with regional partners to prevent grid damage and minimize outages.

A Historic Storm Enveloped the SPP Region



3,000 daily and 79 all-time local low temperature records broken²



“Comparable to the historic cold snaps of Feb. 1899 & 1905”³



Extreme weather caused power plant outages, fuel supply problems and record-high gas and electricity use.

1 - National Operating Hydrologic Remote Sensing Center 2 & 3 - National Weather Service Weather Prediction Center

As the cold temperatures moved in, Evergy began cold weather operations processes for generation and distribution facilities. This meant securing additional staffing and ensuring fuel availability. When we received regional condition notifications from SPP, Evergy began public calls for conservation. We believe that these actions prevented the power grid from potentially experiencing uncontrolled outages for greater periods,

affecting more customers. Evergy, like others, is studying this event to inform our planning in reliability, resiliency, and stability.

\$1.4 billion in 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 almost 1,000 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.

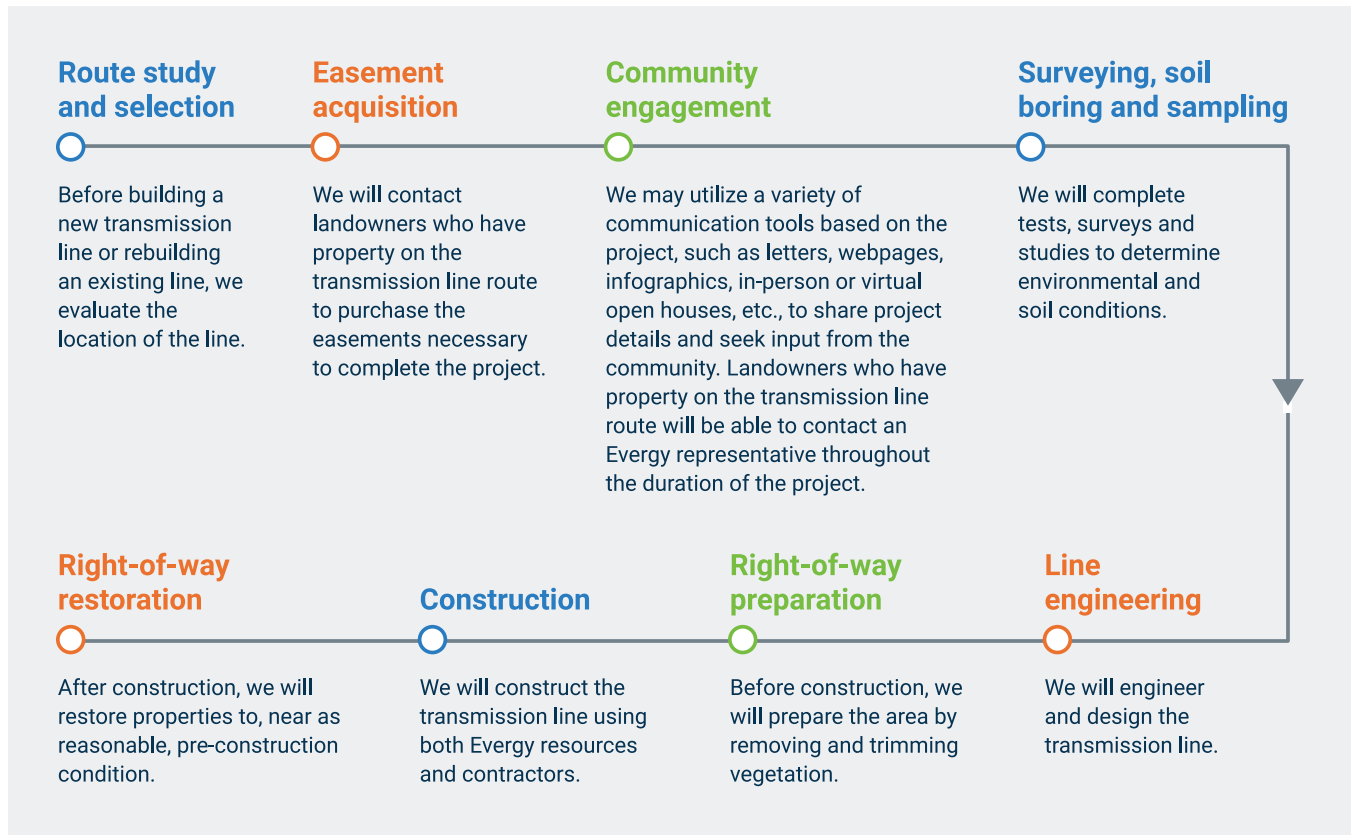
Our capital investments in replacing aged infrastructure, enabling grid automation, data handling and analytics capabilities, and building advanced communications infrastructure are all aimed at improving overall grid reliability and resiliency. Proactive grid modernization efforts and smart grid technologies 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 having a more modern, reliable and resilient grid that is also prepared for the changes and technology breakthroughs that are transforming the energy industry.

Transmission project engagement

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. Growing demand for energy and changes to the electric grid to support more renewable energy requires investments in, and expansion of, transmission lines. Transmission infrastructure is the foundation for reliable, affordable, sustainable and safe energy.

Evergy uses a robust process to study and select routes for transmission lines.



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 reliable, sustainable and affordable service to our customers.

More information on our process to review projects can be found here: [Transmission Projects \(evergy.com\)](https://www.evergy.com/transmission-projects)

Security

Cyber Security

Evergy's cybersecurity and information technology risk mitigation program is based on a comprehensive set of laws and rules issued by multiple government agencies concerning cybersecurity and safeguarding Evergy's operating information, proprietary business information and personal information belonging to customers and employees. Evergy is subject to recurring, independent, third-party audits with respect to adherence to these laws and rules.

Evergy's cybersecurity program uses a multi-layered framework and is designed to align with the Cybersecurity Framework issued by the National Institute of Standards and Technology (NIST) within the United States Department of Commerce and the United States Department of Energy Cyber Capability Maturity Model (C2M2) standard. Evergy also maintains information security risk insurance coverage. Evergy's cybersecurity team regularly coordinates with industry peers, industry trade organizations, 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.

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.

Grid Security

Electricity is the backbone of our communities, so the security and reliability of the power grid is of utmost importance. Evergy has a vast security network 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. In 2021, the Board and its committees received five presentations that were specific to information technology and cybersecurity matters, and information technology and cybersecurity matters are also incorporated into other presentations if those topics are 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.

Governance

Board Structure

Each member of Evergy's Board of Directors (Board) is elected by shareholders annually, and approximately 85% 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.

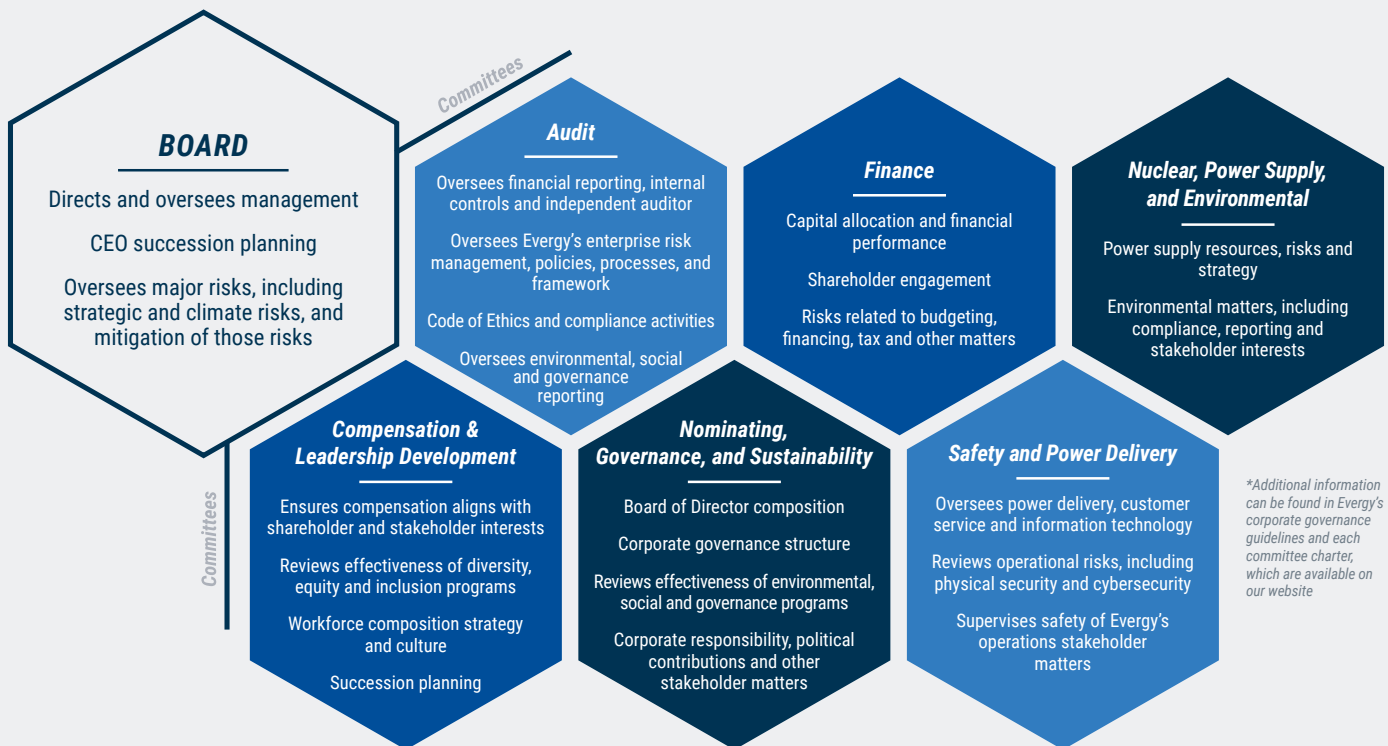
Director Snapshot	Directors' Race/Ethnicity	Directors' Gender	Directors' Independence
	8% diverse	33% female	83% independent

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.

The Board is responsible for the oversight of all 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.

CORPORATE GOVERNANCE STRUCTURE*



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

➤ Governance Highlights

<i>Topic</i>	<i>Feature</i>
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	Separate Chair and CEO
	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
	Clawback provisions in award agreements
	Whistleblower hotline
	No shareholder rights plan or poison pill
	No short selling, hedging or pledging allowed by any employee or director
Sustainable Operations and Carbon Emission Reduction	Board oversight of environmental, social and governance matters
	Carbon dioxide emission goal of net zero by 2045, assuming key technology, policy, and regulatory enablers are in place
	Master Credit Facility with pricing based on diversity and non-emitting carbon dioxide generation goals
	Almost half of power generated from non-carbon emitting sources
	Transparent environmental disclosures
	New executive Long-term Incentive Plan metric based on total megawatts of renewables by year end 2024
Diversity	Diverse Board, including four female directors
	Diverse executive management team, including four female officers
	Executive Annual Incentive Plan includes a discretionary DE&I modifier
Political Spending	Board oversight of political spending
	Annual disclosure of political spending
Cybersecurity	Annual cybersecurity training
	Board oversight of cybersecurity matters

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 is also responsible for the annual review and approval of our Code. Given that ethical behavior is critical to our success, we work hard to ensure that our employees are familiar with company expectations by conducting annual ethics and compliance training, 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 ensure its suppliers, agents, business partners, consultants and others who work for us understand expectations.

Other parts of our process to ensure 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. We also recently amended our bylaws to allow one or more shareholders owning at least 15% of common stock to call special shareholder meetings, provided requirements are met. Moreover, our shareholders have been involved in identifying four of the five directors that we have added to the Board since 2020. Our proxy statement includes additional information about our environmental, social, and governance leadership.

Political Lobbying

Late in 2021, Evergy received a strong political/lobbying disclosure rating from a publication by the Center for Political Accountability and the Zicklin Center for Business Ethics at Wharton. Evergy received one of the highest "trendsetter" scores, improving on its 2020 "first tier" ranking.

ESG Governance

On an annual basis, the Nominating, Governance, and Sustainability Committee conducts an assessment of the effectiveness of the Board and 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 2021, the Board determined the following competencies were important: 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 comprised of representatives 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 comprised of our President and Chief Executive Officer, and many 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 companies. Internal and external stakeholders are certainly realizing that robust, complete, and comparable data is crucial to managing all ESG-related issues. To this end, in 2022, Evergy has received independent [third-party verification](#) of the 2021 scope 1, 2 and 3 emissions. The verification was done in alignment with the principals of ISO 14064-3:2006. Evergy is also seeking third-party verification on several other ESG-related metrics.

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 already established data collection processes and controls that are reviewed by Evergy's internal audit program. Reporting directly to Evergy's Audit Committee, Evergy's Audit Services program has an annual review of ESG-related processes and controls as part of their audit plan that is approved by the Audit Committee.

➤ Metrics, Goals, Targets

Executive Compensation

Evergy is focused on being a diverse, equitable, and inclusive company that empowers better futures for our employees and our communities. Diversity adds depth to our company and makes us stronger. At Evergy, it is our obligation to make sure we are 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 2021, and again in 2022, we added 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 four main pillars: talent pipeline, employee engagement, employee development, and supplier diversity.

See page 42 of our 2022 [Proxy Statement](#) for executive compensation metrics, targets and results for safety, reliability, customer, financial and DE&I.

The goals, targets, and results for our 2022 executive incentive plans will be disclosed in our 2023 proxy statement. The 2022 compensation plan continues to support our strategic business plan with metrics similar to our 2021 metrics and targets focused on continued year-over year improvement. In addition, in 2022 we added an environmental metric to the Long-term Incentive Plan based on total megawatts of owned renewables additions by year-end 2024 or buy-ins of purchase power agreements, among other changes.

Greenhouse Gas Reduction Targets

<i>Metrics and Targets Summary</i>	
2030	70% reduction by 2030 (2005 baseline)
	100% of new light-duty vehicle purchases will be electric by 2030
	30% of medium-duty vehicles will be electric by 2030
	60% of total light-duty fleet will be electric by 2030
2040	3,200 MW of solar to be added by 2040
	1,000 MW of wind to be added by 2040
2045	Net Zero by 2045



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 prudence 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 in wholesale markets; market perception of the energy industry and the Evergy Companies; the impact of the Coronavirus (COVID-19) pandemic on, among other things, sales, results of operations, financial condition, 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, including inflation, changes 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; the transition to a replacement for the London Interbank Offered Rate (LIBOR) benchmark interest rate; 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; ability to carry out marketing and sales plans; cost, availability, quality and timely provision of equipment, supplies, labor and fuel; 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; increase in price of commodities; 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, 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 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 our other filings with the Securities and Exchange Commission (SEC). Additional risks and uncertainties are discussed in Part I, Item 1A - Risk Factors in the Annual Report on Form 10-K, and from time to time in current reports on Form 8-K and quarterly reports on Form 10-Q filed by the Evergy Companies with the SEC. Each forward-looking statement speaks only as of the date of the particular statement. 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.

