



# Sustainability Report 2024



# TABLE OF CONTENTS

<b>Introduction.....</b>	<b>3</b>
Benefits to Stakeholders .....	3
Mission and Vision .....	4
Strategic Focus Areas .....	4
Affordability, Reliability, Sustainability.....	5
Key Sustainability Topics .....	5
Sustainability Reporting .....	6
 <b>Environmental.....</b>	 <b>8</b>
Annual Overview .....	8
Energy.....	8
Emissions.....	20
Water Conservation and Quality .....	23
Waste and Toxicity.....	26
Natural Resources/Conservation/Biodiversity .....	28
Risks and Opportunities .....	31
 <b>Social.....</b>	 <b>34</b>
Affordability and Assistance.....	34
Community Impact .....	41
Community-based Environmental Leadership.....	43
Stakeholder Engagement Procedure.....	52
Company Culture and Engagement.....	54
Workforce Pillars .....	55
Employee Engagement Pillars .....	65
Labor, Health, and Safety .....	67
 <b>Governance.....</b>	 <b>76</b>
Board Structure.....	76
Governance Highlights .....	78
Sustainability Governance.....	81
 <b>Forward-Looking Statements.....</b>	 <b>84</b>

# Introduction

Evergy, Inc. (NASDAQ: EVRG) serves 1.7 million customers in Kansas and Missouri. Evergy's mission is to empower a better future, which is accomplished by advancing our strategic pillars of affordability, reliability and sustainability. To continue delivering within these objectives, Evergy has to remain adaptable and continue to evolve with customer needs. Evergy has significant economic development opportunities in our region and remains committed to delivering safe, reliable, affordable, and sustainable energy to customers while being a great place to work and supporting the communities we serve.

Sustainability has consistently been at the forefront of our business. Evergy was created from a merger between companies that have been within the communities we serve for more than 125 years. To sustain our company, we believe in a balanced approach and are committed to adapting as the market changes. From Evergy's grid resiliency investments and our all-the-above approach to generation and demand-side management, to our focus on community engagement and customer support, we work every day to provide reliable and affordable energy, sustainably, for communities today and for years to come.

Since 2005, we have reduced carbon emissions by 57 percent, and sulfur dioxide and nitrogen oxide emissions by 98 percent and 90 percent, respectively. We have made significant changes to our generation portfolio over time and our integrated resource plan, which maps out how we plan to meet customer needs over the next 20 years, includes adding new power plants, of all types, as we manage our generation portfolio. We also have supportive demand-side management laws in Missouri and Kansas that provide for utility-offered programs and Commission-approved portfolios in both states. Missouri and Kansas are experiencing record economic development growth, attracting new business at a historic pace. Investing in new power plants and demand-side management programs helps meet our customers' current needs and prepares us for the future.

## » Benefits to Stakeholders

Throughout this report, callouts specifically outline Evergy's emphasis on stakeholder benefits as we highlight our work across the business. Our products and services enable affordable, reliable energy for customers; ongoing expansion of a diverse set of energy solutions; a rewarding work environment for employees; and growth in the communities we serve.

## ➤ Mission and Vision

### OUR MISSION

We empower a better future.

### OUR VISION

To provide affordable, reliable, and sustainable energy that creates the foundation for thriving and growing communities.

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

## ➤ Strategic Focus Areas



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

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

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

**Balanced Generation Portfolio.** We aspire to have a **balanced generation portfolio** that reflects the input of regulators and stakeholders and integrates a mix of resources as part of an "all-of-the-above" generation portfolio strategy – advancing and balancing the objectives of affordability, reliability, and sustainability.

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

## Affordability, Reliability, Sustainability

Evergy's mission is to empower a better future, and our vision is to provide affordable, reliable, and sustainable energy that creates the foundation for thriving and growing communities. In 2024, through teamwork and dedication, we continued to deliver on our strategic plan and corporate initiatives to best position Evergy to support growth and economic development opportunities in our region and remain focused on consistently delivering against these strategic pillars.

**Affordability:** We saw continued improvement in regional rate competitiveness, with retail rates increasing 6.8 percent in Kansas and 2.4 percent in Missouri on a cumulative basis since 2017<sup>(1)</sup>, well below the average rate increases in regional peer states and inflation over the same time period. In 2024, we filed a rate case in Missouri that culminated in a unanimous settlement agreement that will allow us to recover investments made to support generation capacity and improve the grid to provide reliable power. In 2024, we also launched demand-side management programs in Kansas to provide our residential customers and business customers an opportunity to reduce their usage by upgrading to more energy efficient equipment and participating in customer-friendly grid solutions, such as demand response programs. These include programs tailored to benefit low-income customers.

**Reliability:** Our focus on safe and reliable service includes investments to modernize our transmission and distribution infrastructure to improve reliability for our customers and improve the resiliency of the electric grid and its ability to withstand extreme weather. By replacing aging equipment and investing in smart grid technologies, we seek to enable further efficiency gains in serving our customers. Our focus on reliability also includes effectively managing our generation fleet and investing to meet the requirements of a changing energy industry, including the increased challenges and opportunities brought on by large-scale renewable resources and the retirement of older plants.

**Sustainability:** Evergy is making significant investments in infrastructure to cost-effectively serve the growing needs of our customers while also advancing reliability and resiliency. Our five year capital expenditure plan is largely driven by our need to construct new generation resources while continuing to further modernize and improve our grid with projects that support reliability, resiliency, and economic growth. In 2024, we submitted requests to our regulators to approve the construction of three new natural gas units and three new utility-scale solar arrays, and we continue to evaluate additional generation resources as identified in our Integrated Resource Plan (IRP). We also updated our distribution investment plan to further enhance our grid to directly benefit our customers. We continued to offer pilot programs, such as our residential battery storage system program to understand how new technology can increase grid resiliency while also benefiting customers. Positioning Evergy to be able to make these capital investments and maintain a strong investment grade credit rating was a significant accomplishment in 2024, one that required constructive collaboration with all our stakeholders.

## Key Sustainability Topics

Periodically, Evergy identifies key sustainability topics for reporting, allowing for a current-state view of performance against existing frameworks and peer practices. Several internal and external sources are used to define and validate these priority topics. We have updated the priority topics to align with Evergy's vision and strategy. Additionally, Evergy's Corporate Sustainability team is in the Corporate Strategy department, led by Evergy's Vice President of Strategy and Long-Term Planning, to further integrate sustainability best practices into Evergy's strategy.

<sup>1</sup> Cumulative rate increase since the end of 2017 through the end of November 2024. Regional electric rate data is sourced from the U.S. Energy Information Administration (EIA) and is comprised of revenues and sales for all sectors. 2024 data is based on a rolling 12-month average of total revenues and sales through the end of November 2024.

# Strategy Alignment



## Sustainability Reporting

Evergy provides quantitative and qualitative data on various environmental, social, and governance areas of focus, including those relating to emissions, waste, and water on our investor relations website. A proliferation of reporting formats exist, and Evergy consults with stakeholders to determine which frameworks are most important to them.

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

<b>Investor Website</b>	<a href="http://investors.evergy.com">investors.evergy.com</a>
<b>Evergy EEI Sustainability Metrics</b>	<a href="http://investors.evergy.com/EEI-Sustainability-Metrics">investors.evergy.com/EEI-Sustainability-Metrics</a>
<b>Evergy TCFD Report</b>	<a href="http://investors.evergy.com/TCFD">investors.evergy.com/TCFD</a>
<b>Evergy SASB Report</b>	<a href="http://investors.evergy.com/SASB">investors.evergy.com/SASB</a>
<b>2025 IRP Update Overview</b>	<a href="http://investors.evergy.com/2025IRPUpdate">investors.evergy.com/2025IRPUpdate</a>
<b>2024 CDP Report</b>	<a href="http://investors.evergy.com/CDPReport">investors.evergy.com/CDPReport</a>
<b>GRI</b>	<a href="http://investors.evergy.com/2022-global-reporting-initiative-report">investors.evergy.com/2022-global-reporting-initiative-report</a>
<b>Governance Documents</b> Charters & Policies	<a href="http://investors.evergy.com/corporate-governance/documents-charters">investors.evergy.com/corporate-governance/documents-charters</a>

# Environmental

## » Annual Overview

Our most recent Integrated Resource Plan (IRP) outlines a potential strategy to add nearly 8,000 megawatts of renewable energy from wind and solar and more than 7,500 megawatts of new, hydrogen-enabled natural gas generation over the next two decades – as our service area is experiencing record-setting economic development. Our IRP also incorporates continued investment in demand-side management programs. By the end of 2024, Evergy achieved a reduction in carbon dioxide (CO<sub>2</sub>) emissions of 57 percent from 2005 levels. This reflects considerable progress toward our long-term target of net-zero CO<sub>2</sub>e for scope 1 and scope 2, by 2045. Additionally, sulfur dioxide and nitrogen oxide emissions have decreased by 98 percent and 90 percent, respectively compared to 2005. Together these reductions help us improve air quality in our service area and in neighboring states as well.

Achieving the company's long term net-zero goal is expected to be dependent on the evolution of Evergy's integrated resource plans (IRP) and many external factors, including enabling technology developments, trends in total demand for electricity, the reliability of the power grid, availability of transmission capacity, supportive energy policies and regulations, and other external factors. Evergy has continued piloting utility scale battery storage technology with our Switchgrass Battery Storage Pilot Project, Evergy's first lithium-ion battery, and through residential battery pilot programs. In recent years, we acquired Persimmon Creek Wind Farm, a 199-megawatt wind farm that provides carbon-free energy for our Kansas customers.

## » Energy

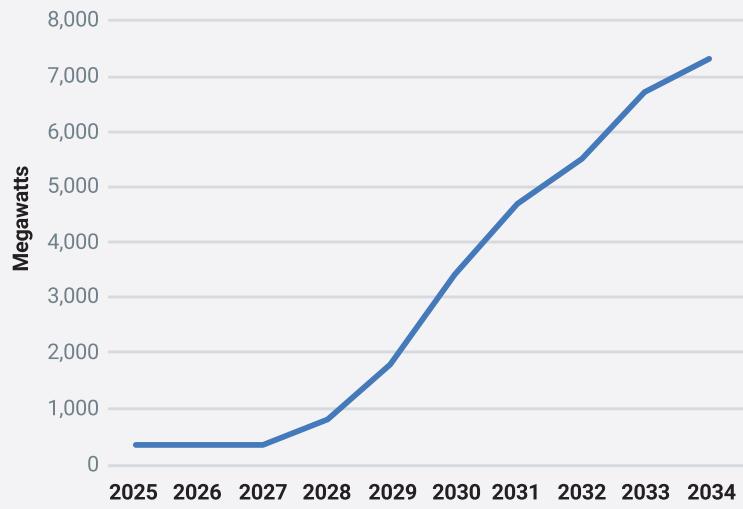
### Balanced Generation Portfolio

In 2024, more than half of the electricity we generated came from carbon-free sources. We have added over 4,600 megawatts of renewable generation (including both owned generation resources and renewable energy sourced through long-term power purchase agreements) into our generation fleet. Since 2005, we have retired more than 2,400 megawatts of fossil generation. In 2024, renewable resources represented nearly 27 percent of our total generation nameplate capacity.

We use a triennial Integrated Resource Plan (IRP), a detailed analysis that estimates factors that influence the future supply and demand for electricity, to inform our long-term electricity supply

### Projected Generation Additions

Cumulative (Based on the 2025 IRP)

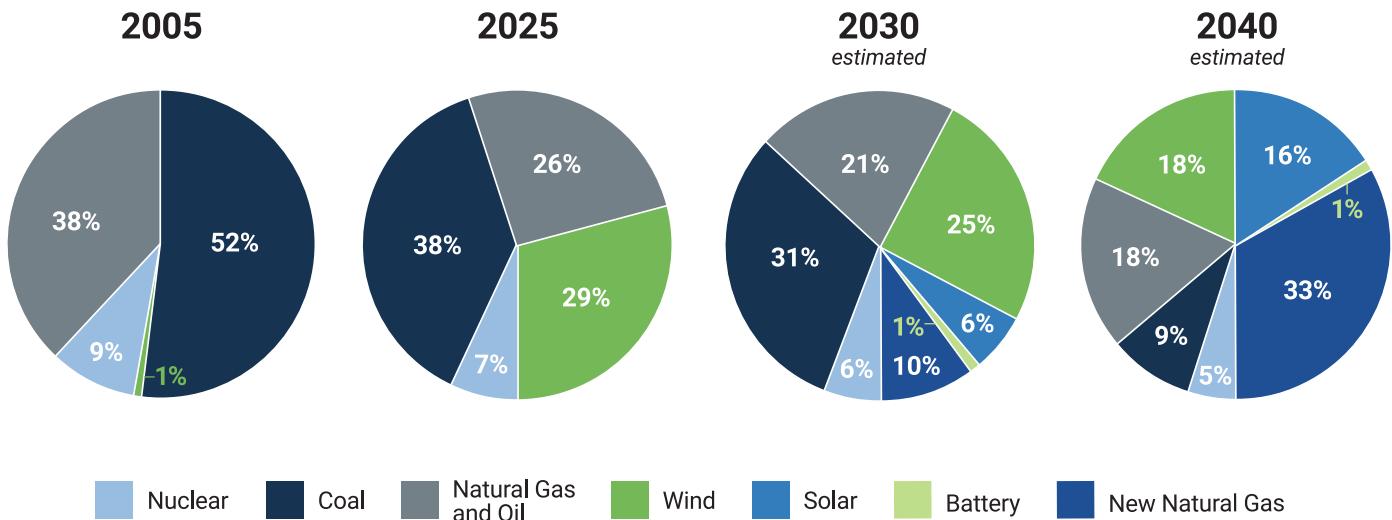


strategy. The integrated resource plan considers forecasts of future electricity demand, fuel prices, transmission improvements, new generating capacity, cost of environmental compliance, integration of renewables, energy storage, energy efficiency and demand response initiatives. We update the IRP annually. Our 2025 IRP update shows that coal nameplate capacity is expected to decline to 31 percent by 2030 from about 38 percent in 2025, and for that decline to accelerate further with planned coal plant retirements next decade. While our coal generation has served our region well for decades, this transition from older coal resources is a component of the ongoing balanced portfolio strategy and the provision of affordable, reliable, and sustainable electric power. By 2030, many of Evergy's coal resources will be over 50 years old. Given the age and condition of these units, increasing importance of reliability for resource adequacy purposes, broader headwinds to the fuel supply and coal industry supply chain, and future environmental regulations risk, Evergy feels it is important to have a pragmatic long-term plan that balances customer risks and trade-offs of retirement.

To continue planning for our future, in May 2025, we issued a Request for Proposals (RFP) for generation resources to serve our customers. The all-source RFP solicited bids for Evergy's purchase or contracting with a minimum size of 50 megawatts (MW) of energy resources that will be in service by 2032. More information regarding Evergy's newly issued RFP can be found at [evergy2025rfp.rfpmanager.biz/](http://evergy2025rfp.rfpmanager.biz/).

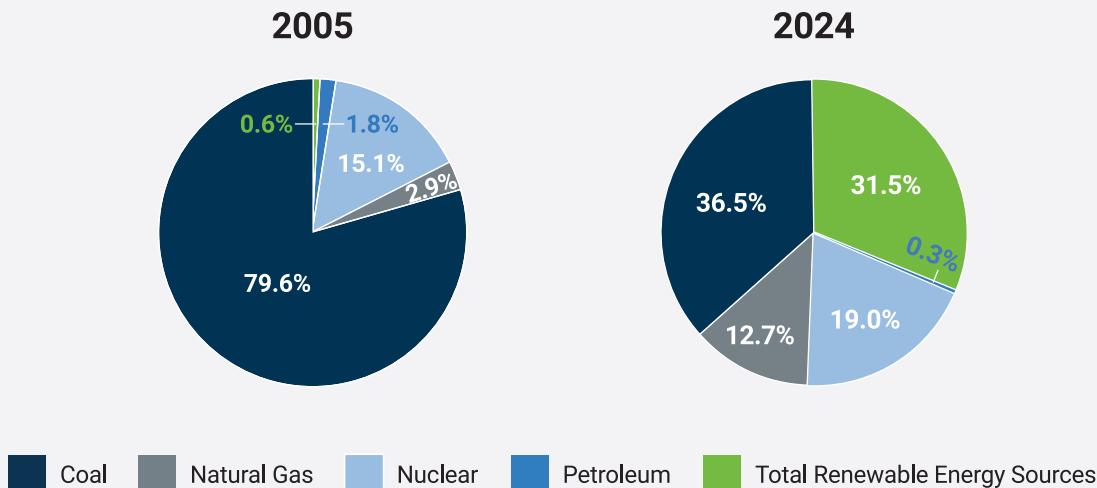
Transitioning to owning and operating more of the renewable energy we provide and depending less upon purchased power agreements with other entities is also an element of our business plan. We believe that having more control over sustainable assets will enable us to better ensure affordability and reliability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

## Generation Capacity by Fuel Type



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

## Net Generation by Fuel Type (MWh)



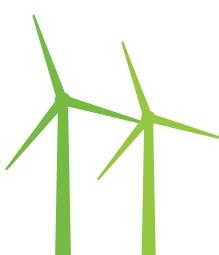
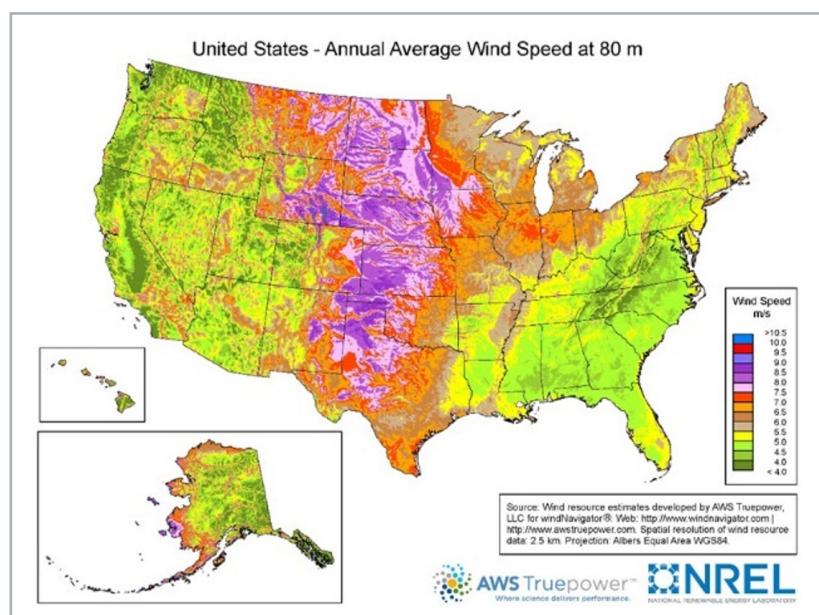
### Energy's Renewable Generation

Our renewable generation portfolio is diverse and includes wind, solar, and biogas resources. In our most recent IRP, we outlined our plan to add approximately 8,000 megawatts of renewable energy over the next 20 years.

#### Wind

Energy has expanded wind energy production for years, as our service area is located in the heart of the Midwest, where majority of the United States' wind electricity generation capacity exists<sup>1</sup>.

With the acquisition of the 199-megawatt Persimmon Creek Wind Farm, we now own or have under contract more than 4,500 megawatts of wind generation capacity. Strategically growing our wind portfolio over the last two decades has taken advantage of our region's world-class wind resources, adding new, low-cost resources to the portfolio and helping fuel Kansas'



# 4,525 MW

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

top-five state ranking<sup>1</sup> for the most wind generation. The total wind electricity generation in the United States is approximately 10 percent<sup>2</sup> of all energy generation sources while Evergy's wind generation percentage is more than three times that at 31 percent.

### **Solar**

Evergy owns or has funded more than 75 solar projects in Kansas and Missouri. During 2024 and looking forward to 2025, Evergy will be involved in the construction of additional solar generation totaling more than 35 megawatts and will continue activity to significantly expand solar build into the latter half of the decade as indicated in Evergy's most recent annual IRP.

In 2024 and the first quarter of 2025, Evergy filed requests with the Kansas Corporation Commission and the Missouri Public Service Commission initiating a formal process in each state for permission to plan and construct multiple solar projects. The Missouri filing included two utility-scale projects, Sunflower Sky (~65MW) and Foxtrot (~100MW). The Kansas filing included one project, Kansas Sky (~160MW). If approved, all three projects are projected to be completed by the end of 2026.

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



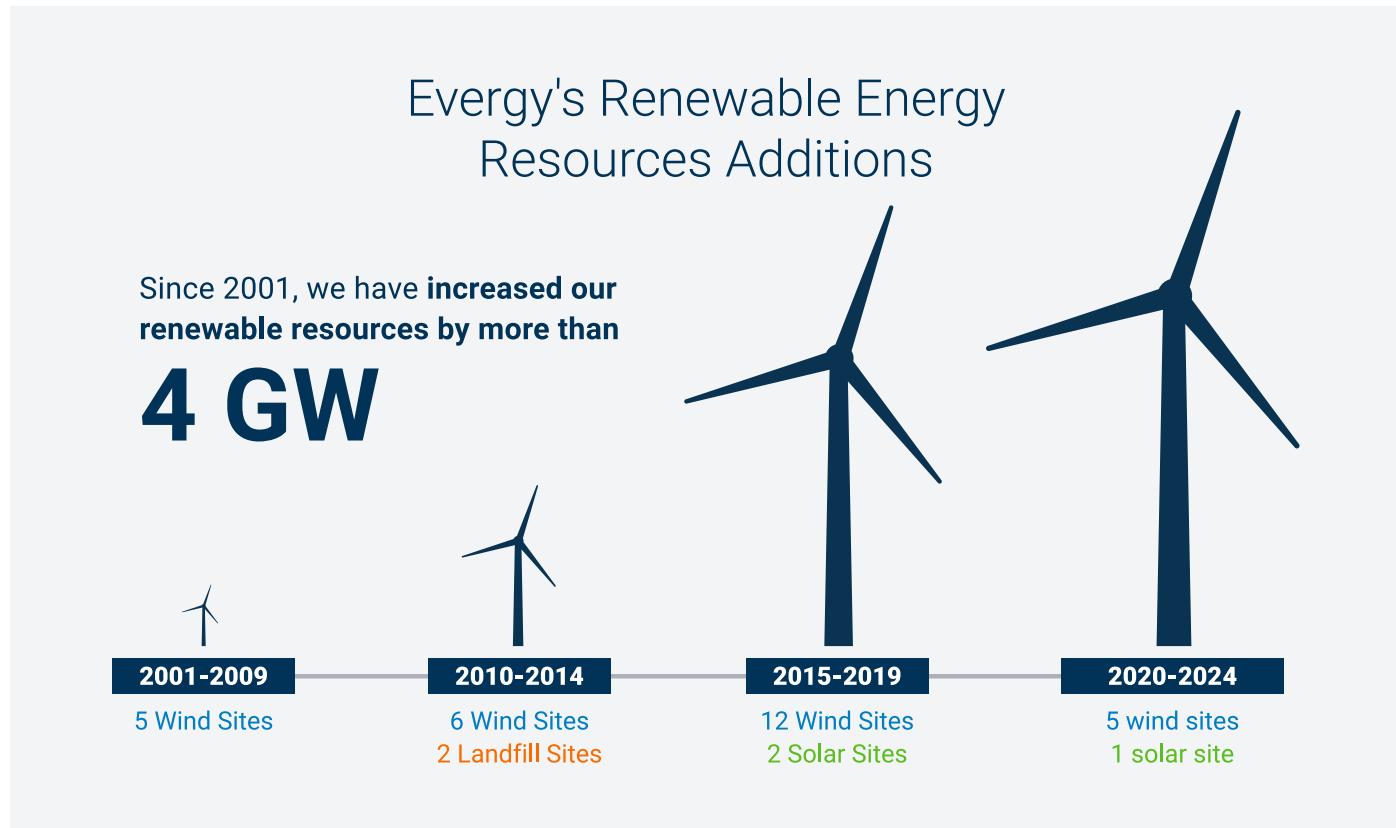
Hawthorn solar is Evergy's largest single-axis tracking array, which rotates the panels by using GPS data to find the optimal angle. This technology can boost annual energy production by up to 25 percent when compared to a similarly sized fixed-tilt array. In addition, the site features a pollinator friendly and native grass blend, which aligns seamlessly with Evergy's sustainability goals and Monarch butterfly conservation commitment. Hawthorn Solar is anticipated to produce 21,000 MWh annually over the next 25 years.

<sup>1</sup> <https://www.eia.gov/energyexplained/wind/where-wind-power-is-harnessed.php>

<sup>2</sup> EIA - <https://www.eia.gov/tools/faqs/faq.php?id=427&t=3>

## 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.



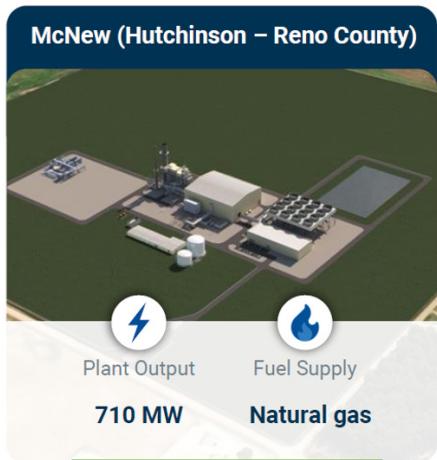
## Evergy's New Generation

We are in the early stages of an unprecedented economic development opportunity, in our country and in our region, that is expected to develop over the next decade and in which we have the opportunity and privilege to play a significant role. Missouri and Kansas are experiencing historic economic development opportunities, and Evergy has mapped out plans to meet our customers' energy needs today and in the future.

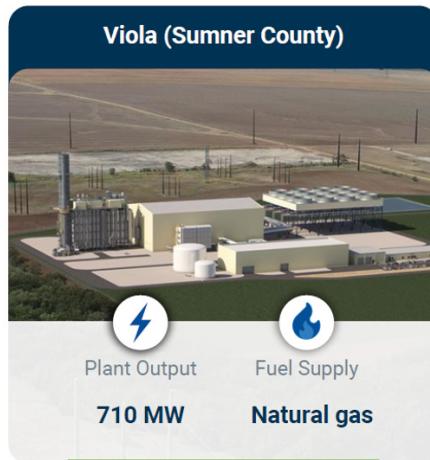
For Evergy, these plans include making the significant investments in infrastructure required to serve the growing needs of our customers while also ensuring reliability and resiliency. In 2024, we increased our five year capital expenditure plan, driven by our need to construct new generation resources while continuing to further modernize and improve our grid with projects that support reliability, resiliency, and economic growth. We are advancing plans to construct new natural gas units and new utility-scale solar projects, and we continue to evaluate additional projects as identified in our Integrated Resource Plans.

In Fall of 2024, plans to construct two new, combined-cycle natural gas plants in Kansas were announced.

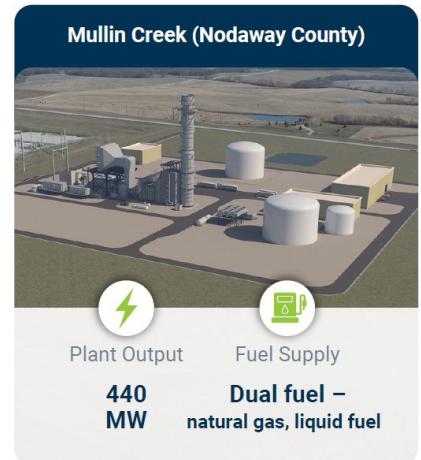
In Spring of 2025, plans to construct a new, simple-cycle natural gas plant in Missouri were announced.



Estimated Commercial Operations  
**Summer 2030**



Estimated Commercial Operations  
**Summer 2029**



Estimated Commercial Operations  
**Summer 2030**

Combined, these plants will provide flexible generation that pairs well with other resources and will meet stringent emissions standards. They also represent major investments in both states that will serve customers and communities over the next 40 years.

Evergy is also in various stages of developing utility scale solar. Regulatory proceedings in Kansas and Missouri taking place in 2024 and early 2025 included requests for early-stage planning for these projects.



These new projects are helping to meet the current and projected need of our customers. These needs are largely determined by our Integrated Resource Plan (IRP). The IRP process produces a “preferred plan” that weighs expected growth in demand in the short and long term against criteria like ongoing cost in operations, environmental compliance, programs that help customers reduce demand and adding sources of energy to meet that expected growth. The preferred plan provides the framework to meet current and future energy needs while minimizing expected cost across many different scenarios. Evergy’s all-the-above approach to generation allows us to balance longer lead-time plants with those that can deliver power in shorter timeframes. By using this mix, we position ourselves to deliver reliable, affordable, and sustainable energy to our customers today and well into the future.

## Reliability

Evergy increased the five year capital expenditure plan to \$17.5 billion including approximately \$6.2 billion in new generation investments to meet current customers' needs, help enable historic economic development opportunities in Kansas and Missouri, meet increasingly stringent capacity reliability requirements of the Southwest Power Pool, among other factors. We also increased our distribution investment plan to further modernize and improve our grid with projects that support reliability, resiliency, and economic growth. Positioning Evergy to be able to make these capital investments and maintain a strong investment grade credit rating was a significant accomplishment in 2024.

### BENEFIT TO STAKEHOLDERS

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

### **\$1.4 billion invested in 2024 transmission and distribution infrastructure upgrades**

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

The key to improving system reliability is advancing and ensuring the resiliency of our more than 10,000 miles of transmission lines, 60,000 miles of distribution lines, and more than 900 substations that stretch from the high-vegetation regions of the Kansas City metro to the rural grasslands of the Kansas plains. To achieve this, we are modernizing our electric grid by deploying advanced technologies - leveraging our Private LTE (long-term evolution) network for secure communication, implementing intelligent control software, and launching an innovative vegetation management program to proactively reduce outages.

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 a range of new generation resources. The installation and implementation of advanced communicating devices will help reduce outage restoration times.

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

## Energy Innovation

### *Battery Storage Projects*

Innovation is key in finding new ways to serve our customers with reliable, affordable, and sustainable energy. Battery storage is just one innovation that we are exploring and incorporating. The 2025 IRP preferred plan calls for the incorporation of battery storage technology in 2030. In 2022, we completed our first utility-scale lithium-ion battery project.

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



In 2023, Evergy began accepting applications for a battery storage pilot at customer homes in Missouri to gain insight into customer value, grid optimization support, and enhanced reliability. The three-year residential Battery Storage Pilot Program consists of the installation of approximately 50 battery storage systems within Evergy's Missouri Metro and Missouri West service areas. In 2024, the program was expanded to a 100 behind-the-meter residential customers pilot in Kansas by the approval of the Kansas Corporation Commission (KCC). By the end of April 2025, installation of 100 battery systems were completed in three locations – Wichita, Topeka/Lawrence and KS Metro. Operational data from the battery systems will be collected and evaluated for customer savings and utility benefits. Total capacity of 2.1 MWh of energy storage will help Evergy reduce peak load during the summer and demand response events.

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

## STAKEHOLDER ENGAGEMENT

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



## Residential Managed Charging and Fleet Advisory Services Pilots

Electric vehicle (EV) charging continues to proliferate in Evergy's service area. To continue to evaluate the impact of EV charging on Evergy's grid, in September 2024, Evergy filed two new electric vehicle (EV) programs in Kansas. In March 2025, Evergy reached a unanimous agreement to offer a Residential Managed Charging Pilot and a Fleet Advisory Services Pilot. The Residential Managed Charging (RMC) Pilot is a five-year pilot program aimed to optimize the charging patterns of EV drivers who charge at home. It will test two methods of load shaping, passive and active, to gather valuable data and insights for a future full-scale program. The goal is to encourage off-peak charging, which benefits both the grid and our customers by reducing overall system costs and enhancing grid stability. Secondly, the Fleet Advisory Services Pilot is a three-year program designed to support fleet electrification customers by providing them with the necessary information and insights to implement optimized infrastructure and charging strategies. This program will help fleets transition to electric vehicles in a cost-effective and grid-friendly manner, ultimately benefiting all Evergy customers through reduced system costs and improved environmental quality.

## Technology

Evergy's Unmanned Systems program, which includes drones, robotics and submersibles, offers various benefits to our safety and operations. Their unique capabilities can significantly improve the efficiency and effectiveness of inspection, maintenance, and monitoring tasks, while reducing cost and risks to workers. Evergy has implemented this technology to create a "touchless substation" environment where possible. Key benefits of this technology include:

- **Improved safety:** Access to difficult-to-reach or hazardous locations, such as transmission towers, power lines, substations, and confined spaces without putting workers at risk during manual inspections or maintenance tasks.
- **Increased efficiency:** Coverage of large areas quickly, allowing for faster and more frequent inspections of infrastructure utilizing high-resolution images or videos processed and analyzed to identify potential issues or areas needing further attention.

- **Cost savings:** Reduced labor costs for manual inspections and maintenance and minimized need for expensive equipment such as helicopters or specialized vehicles.
- **Enhanced data collection and analysis:** Advanced sensors and cameras can collect a wide range of data, including thermal imaging, LIDAR (Light Detection and Ranging), and electromagnetic field measurements. All used to identify issues enabling proactive assessment and predictive maintenance.
- **Disaster response and recovery:** Quickly assess damage to electrical infrastructure, identify areas that need immediate attention, and help prioritize repair efforts in the aftermath of natural disasters like tornadoes, floods, or wildfires. This can speed up the restoration of power to affected communities.
- **Environmental monitoring:** Helping to track the environmental impact of our operations, such as assisting with compliance of regulations related to protected habitats or wildlife.

### *Grid Modernization*

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

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

Evergy's grid modernization is also essential for integrating wind, solar, and other renewable energy sources that reduce the reliance on fossil fuels and lower greenhouse gas emissions. Evergy has been a leader in implementing a Distributed Energy Resource Management System (DERMS) for many years and continues to evolve its DERMS as more customer behind-the-meter opportunities prevail. For example, the DERMS allows for better demand response management, where electricity consumers can adjust their power usage during peak times, helping to balance the load on the grid and reduce the need for additional generation.

### **Distributed Energy Resource Programs**

#### *Solar Subscription*

Evergy's Solar Subscription programs provide customers with renewable energy solutions through a local community-based initiative without the upfront expense and hassle of installing and maintaining solar. Evergy offers Solar Subscription programs in Missouri and Kansas. Evergy's first 1.2 MW community solar array went online in 2016 in Hutchinson, KS and is fully subscribed by Kansas Central customers. Evergy's second 10 MW solar array located in Missouri went into service on repurposed land around its Hawthorn power plant. A portion of this array (5 MW) is designated for Evergy's solar subscription program for its Missouri and Kansas Metro customers, and an additional 1 MW is allocated for Missouri income-eligible customers. Evergy has 4.1 MW of the 5 MW solar subscription program fulfilled with more than 1,200 customers. Evergy is enrolling Missouri customers for the income-eligible portion and is currently 20% subscribed. The remaining 4 MW of the Hawthorn array provides energy to a portion of Evergy's retail customers.

### Wind Subscription

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

### Current Solar Subscription:

Began in 2016



**1,705**  
customers



**5.4 MW**  
of energy

### Current Wind Subscription:

Began in 2015



**20,554**  
customers



**32,086 MWh**  
of energy

### Renewable Partnerships - Solar

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

Combined, these solar projects could:



Power nearly **4,000 homes**

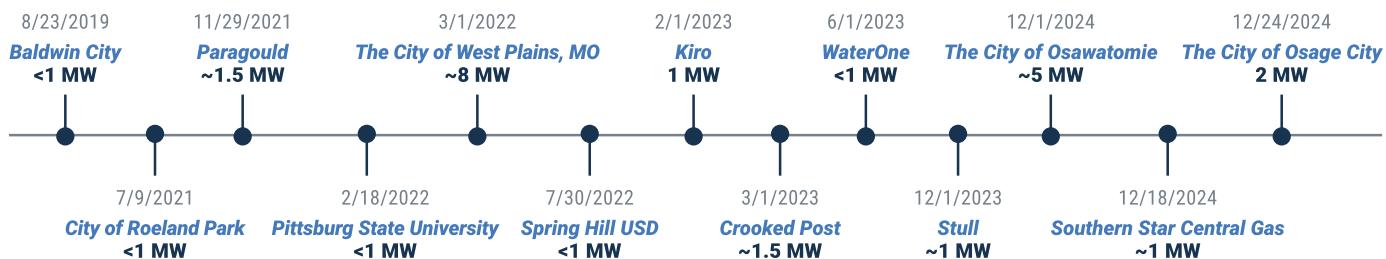


Avoid **millions of gallons** of water usage



Charge more than **1 billion smartphones**

### Solar Projects | 23 MW



2024 Projects	Details
<p><b><u>Southern Star Central Gas</u></b></p> 	<p>By leveraging solar power, Southern Star offsets a substantial amount of greenhouse gas emissions—specifically, 1,270 metric tons of CO<sub>2</sub> each year. This reduction in emissions is equivalent to the environmental benefits provided by planting 20,996 trees over ten years or serving the annual power needs of 175 homes with clean energy. The solar array, with a capacity of 999 kW AC, is designed to produce an impressive 1.8 MWh of energy annually. The collaboration with Evergy Energy Solutions underscores the effectiveness of partnerships in driving sustainable energy practices within traditional energy sectors.</p>
<p><b><u>The City of Osawatomie</u></b></p> 	<p>The City of Osawatomie solar array became operational in the fall of 2024. Spanning approximately 40 acres of land, the solar array will generate 6.38 MW of clean, renewable energy for both the community and the state hospital. This project not only fosters economic development and growth but also ensures a sustainable future for generations to come.</p>
<p><b><u>The City of Osage City</u></b></p> 	<p>The City of Osage solar array became operational in the fall of 2024, covering approximately 8 acres, and generates 1.75 MW of energy. This project, utilizing a retired landfill property, marks a significant step in our commitment to sustainable energy and environmental stewardship. By harnessing solar power, we reduce our carbon footprint and pave the way for a cleaner, greener future. Additionally, the site features pollinator-friendly grass blends, enhancing its environmental benefits.</p>

## Evergy's Facilities and Fleet

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

### Evergy Facilities Sustainability Practices

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

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



Buildings currently under construction, or recently built, that use design concepts from LEED and other certifications include:

- The Nevada Service Center - Includes high efficiency HVAC systems, increased daylight for the office areas, added insulation, plumbing and conduit for future rainwater capture and solar installations. Solar arrays were installed in 2023, providing sustainable power to the facility to offset its energy use. The solar system also charges a battery backup system that was installed instead of an emergency backup generator, reducing emissions.
- The Emporia Service Center - Includes insulated concrete form (ICF) block walls, insulated concrete slabs, hydronic heating for large service bays, office and conferencing areas with increased daylight and increased fresh air intake using an energy recovery unit, solar panels with a battery-back up system, rainwater capture, native/minimal maintenance and watering landscaping, and a walking trail in the native grass field.
- The Atchison Service Center - Includes high efficiency HVAC systems, increased insulation, under slab insulation and hydronic heating for service bays, and conduit for future solar installations.
- The Salina Service Center – Will include ICF block walls, insulated panel metal building systems and hydronic heating in the shop, service, and warehouse areas. The building will also include electric vehicle charging and a solar array with a battery back-up system. Rainwater harvesting and native landscaping will reduce maintenance and environmental impacts moving forward. This facility also allows for all area operations to be housed in one location, improving efficiency and reducing travel to multiple material storage locations.

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

Evergy has been installing renewable energy systems on company owned property since 2014. In addition to the listed arrays, a 186 kW solar array is planned for our new Salina Service Center which is expected to be commissioned by the end of 2025. This array will also charge a battery back-up system for the building in lieu of a standard generator. The primary goals of the solar installation are to learn more about the performance of solar panels in our area, how they interact with existing system assets, and to reduce standard generator emissions. These projects have the added benefit of providing a portion of energy consumed at each location with renewable generation.

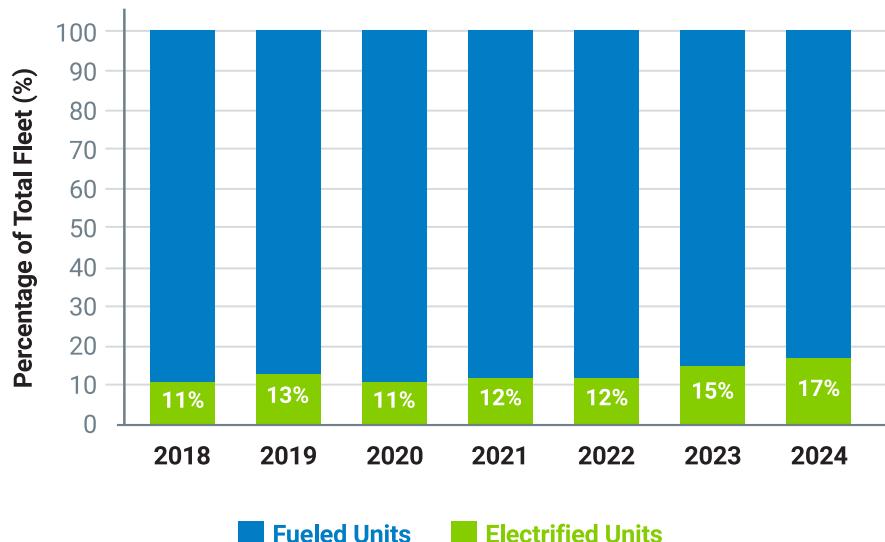
Manhattan Service Center	<b>40 kW</b>
Lawrence Service Center	<b>39 kW</b>
Shawnee Service Center	<b>74 kW</b>
Parsons Service Center	<b>19 kW</b>
Wichita Service Center	<b>21 kW</b>
Topeka General Office	<b>10 kW</b>
Evergy Connect	<b>25 kW</b>
Nevada Service Center	<b>90 kW</b>
Emporia Service Center	<b>186 kW</b>
<b>Total: More than 504 kW of solar power installed on Evergy facilities</b>	

### **Evergy Vehicle Fleet Electrification**

Evergy's internal vehicle fleet is a key component of progressing toward reliability and reducing emissions. In 2020, Evergy announced that it had adopted the Edison Electric Institute's (EEI) two-part fleet electrification goal, including 100 percent of new light-duty vehicle fleet purchases to be electrified units by 2030 and a target of 35 percent or more of the overall vehicle fleet, including light-duty, medium-duty, heavy-duty, forklifts, and ATV/ UTV, to be electrified by 2030.

# Electric Vehicle Percentages of Total Fleet

Electrification projected to achieve 35% by 2030



We are making consistent progress in fleet electrification with 17 percent of our existing fleet electrified, including 47 percent of cars, vans, and SUVs and 46 percent of all other equipment (forklifts, ATVs, carts, etc.) meeting the electrified classification. Additionally, 23 percent of all bucket trucks have electric boom capabilities. Technology limitations in light-duty pickup trucks have proved challenging due to the 24/7 nature of our industry. Evergy has nearly 100 electric vehicle charging stations installed at Company facilities to support employees' EV adoption and our EEI initiative. We continue to monitor this space, piloting new technologies and products as they become available; ultimately, the pace of fleet electrification will depend on the availability, cost, and performance of the required fleet equipment.

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

In 2023, Evergy's fleet management, telematics, and compliance processes were reviewed and evaluated by the U.S. Department of Transportation Federal Motor Carrier Safety Administration and received a satisfactory rating. This confirms that we are meeting Federal requirements for safety and fleet maintenance programs. We continue periodic internal and external audits of our programs to maintain safety and operational excellence. Additional driver training for the organization was completed in 2024 that includes an expanded emphasis on Department of Transportation (DOT) regulations and requirements. We also continue to pilot vehicle camera systems across the fleet to evaluate their impact on safety and vehicle operation performance.

## ➤ Emissions

### Emissions Reductions and Environmental Leadership

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

## BENEFIT TO STAKEHOLDERS

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

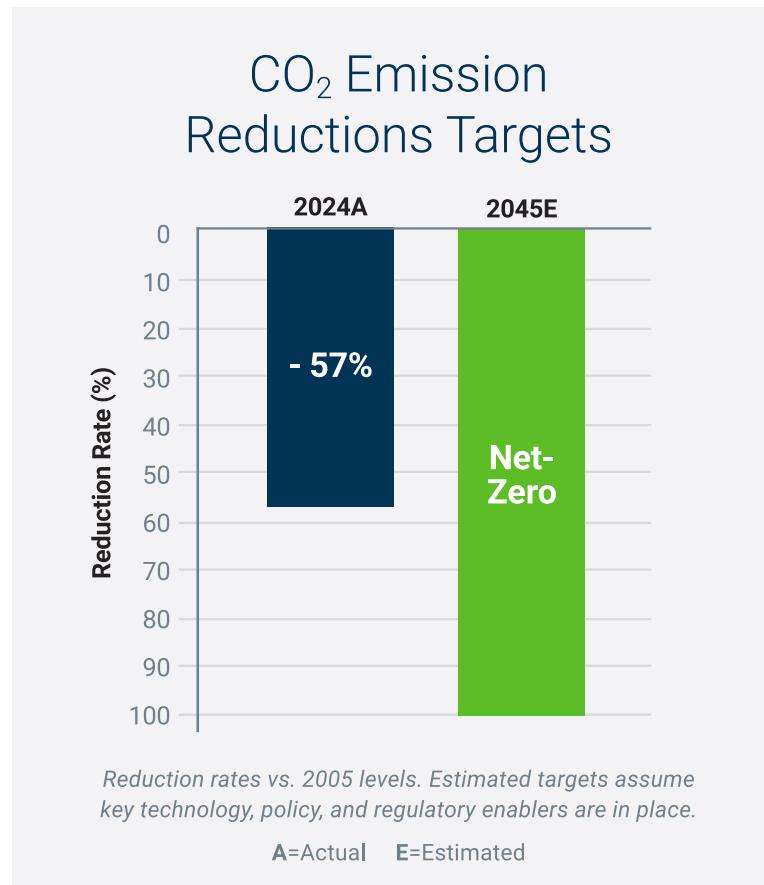
In 2024, Evergy achieved a reduction in carbon dioxide emissions of 57 percent, and sulfur dioxide (SO<sub>2</sub>) and nitrogen oxide (NO<sub>x</sub>) emissions by 98 and 90 percent, respectively, compared with the 2005 baseline numbers.



Actual reductions as of year-end 2024 versus 2005.

Beyond these achieved reductions, Evergy has a goal to achieve net-zero CO<sub>2e</sub> emissions, for scope 1 and scope 2, by 2045, through the responsible transition of the Energy Companies' generation fleet. The trajectory and timing of reaching our net-zero goal depend on many external factors, including enabling technology developments, trends in total demand for electricity, the reliability of the power grid, availability of transmission capacity, supportive energy policies and regulations, and other factors. These external factors are outside of Evergy's control, and without these enabling factors, we cannot be certain about the achievement of Evergy's long-term emissions reduction goals.

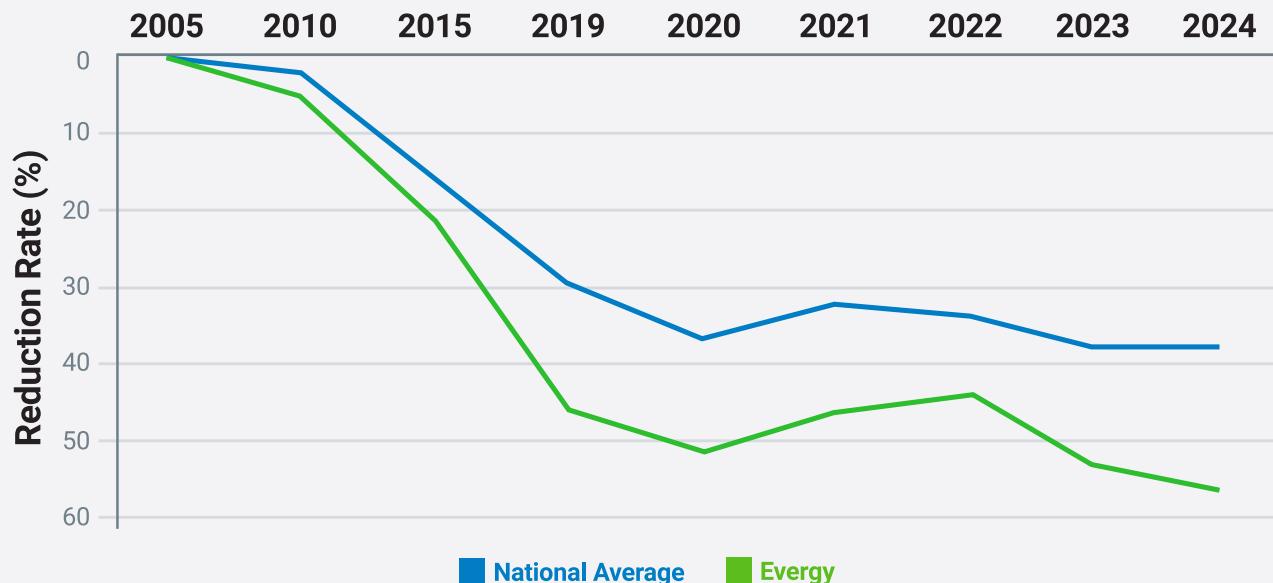
Evergy continues to outperform the United States energy sector in reducing carbon dioxide emissions. From a 2005 baseline, the United States energy sector has reduced carbon dioxide emissions by approximately 38 percent through 2024<sup>1</sup>. Evergy achieved that reduction in 2018. As of 2024, we have reduced carbon dioxide by 57 percent. In addition, we have achieved significant emissions reductions in NO<sub>x</sub> and SO<sub>2</sub> at our coal facilities through the implementation of state-of-the-art air quality controls. Evergy's fleet includes emissions control equipment such as selective catalytic reduction systems, fabric filters, and flue gas desulfurization systems.



A=Actual E=Estimated

<sup>1</sup> <https://campd.epa.gov/data/custom-data-download>

# Carbon Dioxide Emissions Reductions



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

## Scope 1, Scope 2 and Scope 3 Carbon Emissions

The table below summarizes Evergy's 2024 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 2024 scope 1, 2 and 3 emissions received independent third-party verification. The verification was performed in accordance with ISO 14604-3:2006. Additional information can be found in the [Verification Statement](#).

Scope 1 (metric tons)	
Generation Emissions CO <sub>2</sub>	<b>20,644,649</b>
Generation Emissions CO <sub>2</sub> e	<b>20,906,788</b>
Total Scope 1 CO <sub>2</sub> e*	<b>20,958,294</b>

Scope 2 (metric tons)	
Market Based*	<b>2,943</b>

\*Facilities with electricity not served by Evergy

Scope 3 (metric tons)	
Select Categories*	<b>7,511</b>

\*Includes business travel and employee commuting

\*Total scope 1 CO<sub>2</sub>e includes total emissions from generating facilities, vehicle fleet, comfort heat, SF6 (a gas used as an insulator in high voltage equipment), and refrigerant losses

## Emissions Reduction Efforts

In 2016, the transportation sector surpassed all other sectors in terms of greenhouse gas emissions in the United States. Evergy is making consistent progress in fleet electrification with 17 percent of our existing fleet electrified, including 47 percent of cars, vans, and SUVs and 46 percent of all other equipment (forklifts, ATVs, carts, etc.) meeting the electrified classification. Additionally, 23 percent of all bucket trucks have electric boom capabilities.

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 57 percent carbon dioxide, 98 percent sulfur dioxide, and 90 percent nitrogen oxide as compared to a 2005 baseline year. These controls significantly reduce the nearby and regional impacts from these emissions. These values will continue to improve as we transition toward our net-zero goal for carbon emissions in 2045. Strategies we are pursuing to reduce our emissions include:

- Developing renewable energy facilities;
- Grid investment and advancement;
- Collaborating with regulators to offer customers the opportunity to procure electricity produced with renewable resources; and
- Investing in customer energy efficiency programs.

## Carbon Storage in Conservation Reserve Program Land

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

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

Evergy has enabled a feasibility study that involves research regarding modeling and certifying offsets, establishing processes, and reviewing economic impacts of establishing a conservation reserve program on these acres that would exist in perpetuity. Evergy's community investments department made a multi-year donation to Kansas State University (KSU) to lead the program. KSU has developed a visual map of the Kansas acres enrolled in the Conservation Reserve Program (CRP) going back to 1982. The map shows yearly changes in CRP for the state and by county. This data will be used as a guide in targeting key counties for locating the contracted fields for permanence and estimated soil carbon sequestration.

## Water Conservation and Quality

Evergy recognizes the importance of natural resources in our operations. Water from groundwater wells and natural surface water resources are vital to our ability to produce electricity for our customers. All Evergy's owned and operated facilities that rely on process water for operation are included in our 2024 EEI/ESG Metrics table.

During 2024, Evergy responded to the CDP questionnaire for the third year. The CDP survey supports Evergy's focus on expanding disclosures and provides a comparable platform to disclose management programs regarding water quantity and quality.

## Water Risk and Resilience

Evergy completed a third-party Water Resilience Assessment that used several climate science data sources including the National Oceanic and Atmospheric Administration (NOAA) state climate summaries, United States Army Corps of Engineers (USACE) climate hydrology assessment tool, United States Drought Monitor, and World Resources Institute (WRI) Aqueduct Water Risk Atlas to understand current and future water-related risks to our generation assets, providing benefit to our climate-related risks management and associated mitigation practices. As part of our ongoing focus on water and risk management, we have implemented a solution at our Iatan and Hawthorn Generating Stations water intake structures to be able to operate in low flow conditions on the Missouri River.<sup>1</sup>

In addition to implementing technology to assist with water resilience, Evergy also diversifies water sources. Evergy leverages water rights regulations to source water for operations from surface water and groundwater depending on the availability and potential environmental impact. Water sources for Evergy's generation facilities include:

- **Rivers** – Major waterways capable of supporting withdrawal, provide both Evergy's supply water and location of return water for subsequent downstream uses
- **Company-owned lakes** – Evergy owned lakes provide stormwater runoff capture and storage from water that is pumped from other surface and groundwater sources
- **Upstream reservoirs** – Provide flow support to maintain necessary surface water during drought or low flow events
- **Groundwater** – When significant surface waterways are not available or not able to support withdrawal
- **Municipalities** – For sites that have smaller water needs and sites that require supplemental water resources

To further mitigate water-related risk, Evergy employees also engage with local and regional stakeholders. Evergy maintains membership in multiple Water Assurance Districts (WAD) in the state of Kansas. These organizations maintain ownership of surface water reservoir space and control water supplies necessary to operate member company facilities during drought or low flow events. As these reservoirs supply critical water for operations during drought, Evergy is also active in state efforts to maintain and enhance the resource. Reservoir sedimentation and loss of capacity is a concern to the WAD and its member companies. In Kansas, the legislature is working to establish control and funding of efforts to reduce the sedimentation and potentially regain lost capacity. Evergy is working with partners to improve sustainability of the reservoirs and long-term access to needed water supplies.

Since 2018, Evergy facilities have decreased water consumption by 34 percent and non-consumptive water use by 26 percent. This was accomplished through the addition of renewable generation and flexible fleet operations while retiring coal-generation facilities, our most water intensive generation. We continue to focus on improving our recycling and conservation efforts to further decrease our reliance on water resources. As we continue to invest in renewable resources and less water intensive natural gas generation, we expect our reliance on water resources to continue to decrease.

## Effluent and Stormwater Management

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

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

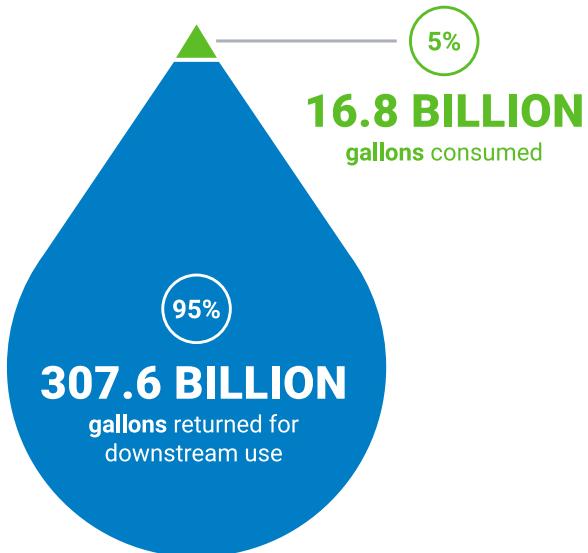
<sup>1</sup> <https://www.nwd.usace.army.mil/Media/News-Releases/Article/3261192/dry-conditions-expected-to-persist-for-the-missouri-river-basin/#:~:text=For%20the%202022%20calendar%20year,125%20years%20of%20record%20keeping>

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

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



## Yearly Fresh Water Withdrawal and Return



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

To learn more about visiting Evergy's lakes, visit:



**Jeffrey Energy Center**

[ksoutdoors.com/KDWP-Info/Locations/Wildlife-Areas/Northeast/Jeffrey-Energy-Center](http://ksoutdoors.com/KDWP-Info/Locations/Wildlife-Areas/Northeast/Jeffrey-Energy-Center)



**LaCygne Generating Station**

[ksoutdoors.com/Fishing/Where-to-Fish-in-Kansas/Fishing-Locations-Public-Waters/Southeast-Region/La-Cygne-Reservoir](http://ksoutdoors.com/Fishing/Where-to-Fish-in-Kansas/Fishing-Locations-Public-Waters/Southeast-Region/La-Cygne-Reservoir)



**Montrose Generating Station (retired)**

[mdc.mo.gov/discover-nature/places/montrose-conservation-area](http://mdc.mo.gov/discover-nature/places/montrose-conservation-area)



**Wolf Creek Nuclear Generating Station**

[ksoutdoors.com/Fishing/Where-to-Fish-in-Kansas/Fishing-Locations-Public-Waters/Southeast-Region/Coffey-County-Lake](http://ksoutdoors.com/Fishing/Where-to-Fish-in-Kansas/Fishing-Locations-Public-Waters/Southeast-Region/Coffey-County-Lake)

# Waste and Toxicity

## Waste Management Overview

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

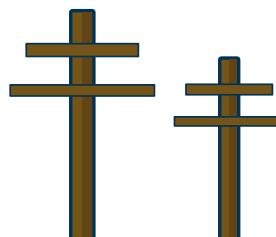
## Hazardous Waste Management

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

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

## Solid Non-Hazardous Waste Management

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



# 1 Million

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

## Non-Hazardous Generation and Facility Waste

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

## 2024 Recycled Materials

Transformers

**2,818 tons**

Scrap Metal

**3,436 tons**

Wood Poles

**3,146 tons**

While operating coal-fired generation plants, Evergy produces coal combustion residuals (CCR), including fly ash, gypsum, and bottom ash/slag. Evergy strives to recycle CCRs as useful product whenever feasible and protective of human health and the environment. If disposal is necessary, Evergy manages CCRs in disposal units regulated by both state and federal law. In 2024, Evergy, along with our partners, was able to beneficially use more than 282,500 tons of CCR in the production of materials such as cement and roofing tiles. Overall, 37 percent of all CCR Evergy generated was repurposed in the beneficial use market. Evergy maintains and complies with written operating procedures when disposing of CCR at company owned disposal sites. All locations have operating plans approved by the relevant state regulatory agencies. In addition, Evergy has developed site specific fugitive dust control plans to control and minimize dust whenever possible. Sites are routinely inspected for compliance with the plans and the plans are audited and, if needed, updated annually. Each location has published these plans, as well as a method for public outreach on the Evergy CCR public website.

CCR that cannot be repurposed for beneficial use must be disposed of in disposal units.

Evergy operates CCR disposal units at many of our energy centers. As part of CCR disposal operations, Evergy must consider potential environmental impacts to land, water, and air resources. Both surface water run-on to the operations area and run-off into water bodies is considered and controlled with operational planning.

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



**282,500 tons**

During 2024, Evergy partnerships resulted in beneficial reuse of over 282,500 tons of CCR

## STAKEHOLDER ENGAGEMENT

We hosted two open houses in 2024, one for Lawrence Energy Center in Kansas (March), and one for the now closed Sibley Generating Station in Missouri (November), to inform interested members of the community about the sites, CCR practices, groundwater conditions, and the options to remediate groundwater. Representatives from state government, local city utilities, and concerned citizens were invited to attend the open-house meeting and were provided multiple methods to provide formal feedback. Evergy will consider the received feedback when determining the next steps forward to remediate the groundwater at the site.



In January 2025, two lawsuits, including one seeking class certification, were filed in the Circuit Court of Henry County, Missouri against Evergy Metro and two other defendants alleging unspecified damages resulting from the defendants' alleged unlawful and negligent spreading of CCRs associated with the Montrose Station coal ash landfill. Montrose Station was a coal-fired generating facility which was operated by Evergy Metro until its closure in 2018. The cases are at preliminary stages and Evergy and Evergy Metro are unable to assess the outcome or reasonably estimate any possible damages with respect to the claims. However, Evergy and Evergy Metro believe the claims are without merit and intend to vigorously defend themselves.

## ➤ Natural Resources/Conservation/Biodiversity

### Biodiversity and Conservation

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

# 30,000 acres

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



**105 acres**  
native vegetation restoration (construction activities)



**80 acres**  
native grasses reconstruction at community solar sites



**2,381 acres**  
prescribed fire on company-owned land to improve native grasslands



**3,191 acres**  
prescribed grazing on company-owned land to improve native grasslands



**1 acre**  
brush removal on company-owned lands to improve native grassland

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

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

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

### Wildlife Protection

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

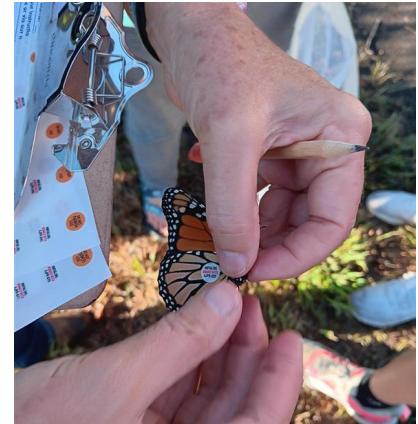
Evergy has a long history of avian protection efforts throughout Kansas and Missouri. Approximately 500 species of birds can be found nesting or stopping-over during migration in Kansas and Missouri. Evergy's service area contains two bird conservation regions, Central Mixed-grass Prairie and Eastern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

Evergy's Avian Protection Plan includes a framework to identify areas of high avian use and scenarios that pose an increased risk to birds. Evergy recently updated this portion of the avian risk assessment focused on bald eagles (*Haliaeetus leucocephalus*) using a Geographic Information System model to predict areas with increased potential bald eagle use within our service area. By using the results of this assessment, we can explore the power poles that intersect with areas of higher bald eagle use for further investigation to understand if an electrocution hazard exists. This will allow us to further consider the pole design and need for future retrofits and rebuilds to help ensure safe perching conditions for birds the size of eagles and smaller.



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

*Based on our 2024 vegetation sampling efforts, we estimate that Evergy maintains more than 2.5 million stems of milkweed across our service area. Milkweed is a critical host plant for the declining monarch butterfly. In addition to milkweed, results indicate that abundant nectar resources are also available with almost 17 percent of the total acreage that we manage providing suitable habitat for native wildflowers.*



Evergy volunteers carefully tag Monarch butterflies. To learn more about tagging visit [monarchwatch.org/tagging/](https://monarchwatch.org/tagging/)

## Protecting our Natural Resources

**Nature Center Restoration** - Evergy makes substantial investments in wetlands and restoring water bodies, both financially and with in-kind support from Evergy's Green Team. These investments helped create, provide public access, and enhance these important areas for our service area. For example, during 2024, Evergy collaborated with Hutchinson Recreation and the City of Hutchinson to restore and fill the upper pond at Dillion Nature Center, a public recreation area in Hutchinson, Kansas. Dillon Nature Center is a neighbor to Evergy's Hutchinson Energy Center. The project included pond dredging where the material was transported to the energy center for beneficial reuse and the use of Evergy's water rights to pump the necessary water to transfer to the Dillion Nature Center.

***"We are deeply grateful for the generosity of all donors and the partnership with Evergy, along with the support of the City of Hutchinson, which ensured the success of this project."***

**Tony Finlay**, Executive Director of Hutchinson Recreation



**Habitat Protection and Restoration** - Evergy's Green Team focused on three areas of habitat restoration: invasive species removal, wildlife habitat enhancement, and educational habitat improvements. Evergy's Green Team and Environmental Services team collaborated to build several artificial nests to support the populations growth of native bee species. Native bees are North America's most important group of pollinators. Thirty percent of North America's 4,000 different native bee species nest in small tunnels such as hollow plant stems, abandoned borer-beetle holes and similar locations. With that in mind, Evergy's Green Team began construction of nesting boxes made from recycled power poles. The boxes include small tunnels that mimic a traditional bee habitat.

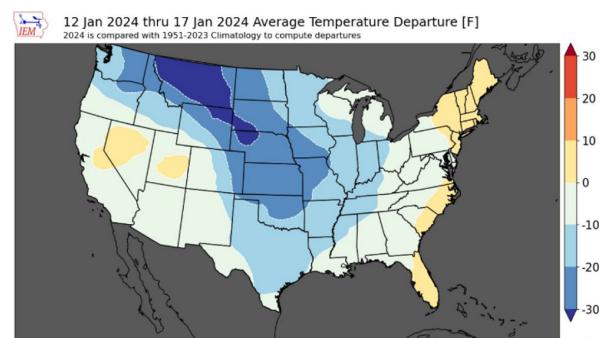
# ➤ Risks and Opportunities

## Adaptation and Resiliency

Evergy seeks to manage the impact of climate-related risks on our business and our ability to provide electricity safely and reliably to customers. Severe weather, including tornadoes, high winds, snow, fire, rain, flooding, drought, extreme temperatures, and ice storms can be destructive and cause outages and property damage that impairs our ability to provide dependable electricity to our customers. In 2024, Evergy continued to participate in the Electric Power Research Institute's Climate Resilience and Adaptation Initiative (ClimateREADi), which is focused on developing a comprehensive framework to inform infrastructure investment and deployment to help ensure a resilient power system.

## Event Response

During 2024, Evergy's service area experienced widespread extreme cold temperatures. The artic air lasted for several days with windchills ranging from -20 to -30 degrees for multiple days. As the cold temperatures moved in, Evergy began cold weather operation processes for generation and distribution facilities. During this event, Evergy was able to maintain the generation fleet and no conservation measures (including controlled outages) were needed.



Additionally, in early 2025, Evergy's service area experienced record-breaking extreme cold weather during February. The cold weather was a multi-day event with wind chills reaching double digit negative temperatures. During the event, Evergy stayed in close communication with the Southwest Power Pool but did not experience widespread outages related to the record-breaking event.

Related to Evergy's response efforts from a July 2023 storm that brought hurricane level wind and torrential rain, Evergy received an Edison Electric Institute (EEI) Emergency Storm Recovery Award. The Evergy team rallied for nearly a week to restore power to 295,000 customers impacted by the storm. The EEI Emergency Response Award recognizes companies that faced difficult circumstances caused by extraordinary events and that put forth an outstanding effort to restore service to the public. Over the course of the storm, 30 miles of distribution lines were replaced, 800 feeders were affected (29 percent of the distribution system), nearly 500 poles were damaged, 147,000 calls were made to our contact centers, and 152,000-man hours were worked from Evergy personnel.



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

Evergy continues to progress in understanding climate vulnerabilities of our assets and mitigation opportunities. In response to the uptick in wildfires, Evergy created a Wildfire Mitigation Senior Manager position that reports directly to the Vice President of Transmission. Additional information surrounding Evergy's wildfire related work, including legislation and mitigation efforts can be found in the [wildfire section](#) of this report.

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

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

### Wildfire Mitigation

The electric utility industry has recently experienced numerous wildfire related risks.

To better understand the risk of wildfires in our service area, Evergy completed a fire risk analysis, which evaluated fire history, vegetation encroachment, fire climate, outage data and infrastructure age. The analysis showed that our risk is low. The Federal Emergency Management Agency's (FEMA) National Wildfire Risk Index represents a community's relative fire risk compared to the rest of the United States. FEMA categorized our service area as very low or relatively low, with five counties in the relatively moderate range.

Although our risk is low, Evergy is taking steps to mitigate wildfires, including risk monitoring, grid hardening, and operations and emergency response. These strategies increase reliability for customers, enhance resiliency of the power grid, and ultimately, mitigate risk for our communities.

During the 2025 session, the Kansas Legislature passed new legislation to address utility liability and mitigation for wildfires. This law establishes parameters around liability for economic and non-economic damages. It also requires the Kansas Corporation Commission (KCC) to hold a workshop where stakeholders, including KCC Staff, the Citizens' Utility Ratepayer Board (CURB) and other interested parties, can assess and discuss wildfire risk and potential mitigation steps.

Coordination of Evergy's assessment and response is led by our Senior Manager of Wildfire Mitigation. Our mitigation strategies include:

- **Fostering strong relationships with local fire departments** – We have seven F500 extinguishing foam trailers at our facilities that we lend to our communities when needed. We also helped a fire department purchase a trailer for themselves.
- **Participating in local burn associations** – The prescribed burn process that many ranchers and farmers undergo also helps mitigate risk, in addition to being good for the environment and agriculture. We teach those how to safely complete the controlled burns around electrical equipment.
- **Deploying smart devices on the grid** – This technology makes the power system more resilient and easier for us to manage the flow of energy in an emergency.
- **Taking a systemic and planned approach to upgrades** – We track the age of infrastructure and routinely inspect poles so we can replace equipment before it fails.
- **Trimming vegetation away from power lines** – Transmission teams are required to visually inspect lines 200 kV and above, although they generally inspect all lines on a yearly basis. Distribution trims every four to six years, depending on vegetation type and growth rates.

If there is an electrical emergency, customers should call 911 and Evergy at 800-383-1183 (Kansas Central) or 888-471-5275 (Evergy Metro and Missouri West).



## **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. Assessments are included across all types of operational assets on a set rotation based on environmental risk. The ECAP is administered by the Environmental Services Department and includes, but is not limited to, the following activities:

- Annual review of environmental procedures.
- Periodic site visits of each Evergy facility that includes industry subject matter experts in areas of air, water, and waste requirements.
- Periodic review of required reporting to the respective environmental agencies.
- Periodic review of the vendors used by Evergy's Environmental Services team.
- Environmental audit review with facility management and/or procurement.
- Coordination with proper environmental agencies, as necessary.
- Environmental audit report and associated corrective actions identified on the site visit to encourage continuous improvement of Evergy's environmental practices.

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

### *Environmental Management System (EMS)*

Evergy's EMS consists of the following components:

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

Environmental Services periodically self-assesses environmental compliance at company and vendor facilities, as appropriate, to ensure compliance.

# Social

## » Affordability and Assistance

### Supporting Vulnerable Customers

In 2024, Evergy's Corporate Social Impact program made stronger shifts in community investments and customer support to address energy burden, bill payment support, and energy efficiency education and program participation.

In 2024, our teams:

- Helped **36,000 customers** at both Connects, with face-to-face service to secure resources needed for bill payment assistance, energy savings, and more.
- Conducted or participated in over **270 events assisting 33,000 customers** with payment support and sharing of energy efficiency opportunities, customer and energy efficiency programs.
- Provided **23,000 income-eligible customers**, with energy efficiency tools.
- Helped customers secure just under **\$29M in bill payment assistance funds**.

In 2024, Evergy launched **four new customer assistance programs in Missouri:**



**Critical Medical Needs program** provides critical bill assistance to those facing traumatic medical issues, providing payment help and linking customers to other resources.



**Rehousing program** helps those customers who are entering stable, affordable housing with bill arrearage assistance.



**Income-Eligible Weatherization Ready program** (under the Missouri Energy Efficiency Investment Act (MEEIA)), to remove housing issues that inhibit a customer's ability to participate in the Weatherization Assistance Program.



**Urban Heat Island Mitigation program** will help lower the heat index along Kansas City's historic Independence Boulevard through tree plantings and cool roof additions.

Additionally, in Evergy's Kansas service area, we put in place several new customer support and energy efficiency programs to assist income-eligible customers:

- **Evergy Cares Fund** to provide gap bill assistance to our customers when normal state resources are not available.
- **Income-eligible multi-family program** approved through Kansas Energy Efficiency Investment Act (KEEIA).
- **KEEIA energy savings kits.**
- **KEEIA energy assessments** with free direct installation of energy efficiency items and supporting weatherization assistance programs.

## Energy Assistance for Customers

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

- **Weatherization and Weatherization Ready** – Evergy's program's support the Department of Energy's (DOE) Low-income Weatherization Assistance Program to deliver weatherization measures free of charge to qualified homes and customers. To further assist customers whose homes are disqualified from participation due to structural problems or unsafe health conditions, Evergy provides support to benefit customers who have been deferred to participate in the Weatherization program. By fixing these issues, customers are then eligible to participate in the Weatherization Ready Program and enjoy energy efficiency upgrades.
- **Income-Eligible Multi-Family** – Free in-unit upgrades like lighting, faucet aerators, smart power strips directly installed by Evergy to help improve efficiency for tenants, as well as holistic rebates to building owners for investing in upgrades for both in-unit and common areas, such as public area lighting, building heating, ventilation and air conditioning (HVAC), and insulation.
- **Community Energy Savings Kits** – Energy efficient items provided in a kit to customers that are income-eligible. The kits are distributed through Evergy's Wichita Connect location, community events, and local food services/pantries.
- **Energy Assessment and Free Direct Install** – In-home energy assessments are provided by an Evergy energy professional along with the installation of free energy saving items. During these visits, customers receive valuable do-it-yourself (DIY) tips about how they can do little things in their homes to become more energy efficient and are provided with a comprehensive report of the findings and recommendations for best next steps and available programs to support further energy efficiency upgrades.
- **Low-Income Leadership Assistance Collaborative (LILAC)** – Started in 2020 with a group of Kansas City area companies and agencies to exchange ideas about how to best serve the low-income customers in our footprint with the variety of programs focused on energy, health, and safety.
- **Low-Income Leadership in Essential Services (LILIES)** – With the newly launched Kansas Energy Efficiency Investment Act (KEEIA) programs, there is an opportunity for collaborative partnerships to support energy efficiency and comprehensive customer support for Kansas, similarly to what we have in place for the Kansas City area (LILAC). This collaboration of resources is still in the early launch stages; however, we expect to have many positive customer impacts.
- **The Economic Relief Pilot Program (ERPP)** – Helps to ease the pain of monthly bills and provides help to budget eligible customers' monthly expenses. This program provides those with an income at or below 200 percent of the current federal poverty level with a credit of up to \$65 per month, for a maximum of 12 consecutive months if the customer qualifies.
- **Customer Outreach Teams and Evergy Connect Teams** – participated in and coordinated more than 270 events to meet with customers throughout our area to link them to energy payment and savings assistance. Additionally, Evergy's two walk-in facilities in Wichita, KS and Kansas City, MO provide face-to-face customer service allowing for customized solutions to energy payments and usage. These teams helped nearly 69,000 customers secure just under \$29 million in bill assistance funding.
- **Dollar Aide and Project Deserve** – Evergy provides donations to these programs to help income-eligible customers with their utility bills.
- **Evergy Cares Fund** – Launched in 2024 to assist Kansas customers with emergency bill payment assistance when traditional forms of state assistance is not available.
- Evergy launched two new Missouri programs to help customers:
  - **The Critical Customer Program** – Assists those with extreme medical or cognitive emergencies by securing bill payment help and provide linkages to other wrap-around services.
  - **The Customer Rehousing Program** – Helps those customers ready to go into stable income- eligible housing by assisting with arrears.

## Customer Experience, Engagement, and Assistance

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

To provide face-to-face assistance to customers in need, Evergy opened Connect in Kansas City in 2018 and expanded Connect to Wichita in 2022. Since both openings, Evergy's Connect facilities have helped more than 130,000 customers with direct and customized service. These teams have helped customers avoid disconnections and enroll in energy efficiency, payment assistance, and medical programs. In addition to face-to-face service, the team conducts "virtual face-to-face" consultations with customers who are unable to visit Evergy's Connect facilities. The teams assess a customer's account, considers all viable options, directs them to payment assistance, prints and helps them complete applications, as well as connects them to non-utility assistance resources such as career help, affordable housing, financial literacy, food resources, and more.



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

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

Evergy also provides residential customers the opportunity to download their energy information in the Green Button format. The Green Button initiative is an industry-led effort 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.

## Self-Service Solutions

**9/10**

customers used our digital tools to self-serve

**Over 2.9M**

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

**44%**

of customers used self-service tools to start service

**80%**

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

**314,000**

Evergy mobile app downloads

**Over 80%**

of customers enrolled in outage communications

## Energy Efficiency Community Programs

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

Program	Details
<b>Kansas City Building Energy Exchange (BE-Ex)</b>	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 provides grants to support this program and Climate Action KC is actively engaged with an Evergy employee sitting on the Board Climate Action KC.
<b>Tree Initiatives</b>	Evergy partnered with Bridging the Gap and the Arbor Day Foundation to distribute young trees and information about how to plant them to provide energy savings. Additionally, Evergy's Green Team partners with these organizations to provide and plant young trees and native vegetation in communities throughout our service area.
<b>Building Benchmarking</b>	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.
<b>Urban Heat Island Mitigation (UHI) Program</b>	In previous years, Evergy began working with MidAmerican Regional Council (MARC) to understand how its MEEIA programs could aid in mitigation of urban heat island (UHI) effects. Evergy continues to partner with MARC, the City of Kansas City, Missouri Office of Environmental Quality, University of Missouri-Kansas City, and Kansas University to perform tree plantings to mitigate the local urban heat island effect. In 2024 there were 700 trees planted. This effort will continue into 2025 with an additional partner, local nonprofit, Jerusalem Farms, to assist in 1,000 more trees being planted. Evergy will also begin work to identify customers that would benefit from cool roof installations and reflective painting and start implementing these upgrades. This program has a positive environmental impact including pollution absorption, energy savings, and stormwater filtration in the downtown KC area.

## Electrification

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

In 2024, Evergy sought an order from the Kansas Corporation Commission (KCC) to implement its second phase of its Transportation Electrification portfolio. The second phase is comprised of two programs: a Fleet Advisory Services Program and a Residential Managed Charging Pilot. The Fleet Advisory Services Program will provide technical assistance to fleets and shape their charging plans for many years ahead. The Residential Managed Charging Pilot will test two promising methods for residential managed charging to reveal how each can be used to provide cost effective load shaping and will incentivize residential customers to charge their electric vehicles (EV) at home during off-peak periods. The goal of the pilot is to gather information about customer preferences related to managed charging and to quantify the load-shaping impacts of different approaches on different customer groups. In early 2025, Evergy reached a settlement agreement with parties, which reflects in large part Evergy's initial filing. Evergy received approval of the agreement in March 2025 by the KCC for implementation of the programs.

### *Customer's Fleet Electrification*

Because Evergy values giving back to the community through partnerships that improve the quality of life for those we serve, Evergy places emphasis on partnering with area fleets to replace traditional fleet vehicles powered by non-renewable fuels with zero-emission electric vehicles and the installation of electric vehicle charging solutions. Fleet electrification is becoming one of the top choices by companies that want to reduce carbon. Through 2024, Evergy has over 50 organizations in our service area with electric fleet vehicles in service including public transit agencies, municipalities, school districts, and private businesses. Evergy is committed to providing the following support for fleets:

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

Evergy expanded our education and outreach to support all public and private fleet customers with their EV transition through quarterly webinars, in-person events and personalized consultations. Additionally, Evergy engaged car dealerships and auto dealer associations in providing support and access to utility rebates and electric rate information. This enables dealerships to sell zero-emission vehicles in our region, and help buyers take advantage of incentives for electric vehicles at the point of sale.

Program	Details
<b>Federal funding support</b>	Through awareness, education, and grant application-supported activities, Evergy is helping customers connect with federal funding provided by the Infrastructure Investment and Jobs Act (H.R. 3684) and Inflation Reduction Act (H.R. 5376).
<b>Transit and school bus partnerships</b>	Evergy provides grant support and technical review to local school districts and transit authorities as they take initial steps toward electrifying their bus fleets. Evergy has worked with a broad range of customers, including relatively rural school districts such as Caney Valley, KS and the transit authorities in Wichita, Lawrence and Topeka in Kansas and Kansas City, MO.
<b>School bus V2G pilot project</b>	Evergy is part of a consortium including twelve utilities that was recently awarded federal funds to conduct a school bus vehicle-to-grid pilot project.

Program	Details
<b>Charging station network</b>	<p>The Every Clean Charge Network consists of more than 1,000 electric vehicle charging stations throughout the Kansas City region – One of the largest of any utility in the United States. Personal gas-powered vehicles account for around one-fifth of U.S. emissions, while electric vehicles help attain Environmental Protection Agency (EPA) regional ozone standards and make our cities cleaner, better places to live and work.</p>
<b>Transportation electrification filings in Missouri and Kansas</b>	<p>Every continues to offer its Missouri and Kansas residential and business customers rebates to defer costs related to purchasing an EV or electrifying their fleets. The program includes a budget focused on educating customers about the benefits of off-peak charging and owning/operating an EV. Other aspects include:</p> <ul style="list-style-type: none"> <li>• Residential rebate program for installing a 240V outlet for EV charging.</li> <li>• Business rebate program for installing charging stations.</li> <li>• Clean Charge Network expansion in Kansas to underserved areas.</li> <li>• Transit and commercial time-of-use tariffs, ensuring that electric vehicles are powered by renewable energy sources. These rate options are supported by Renewable Energy Credits (RECs) in Kansas.</li> <li>• Every is a supporter and member of Plug-in KC (PIKC), a non-profit initiative of Climate Action KC. PIKC's goal is to accelerate the scale up electric vehicles and associated infrastructure in the greater Kansas City area.</li> </ul>

### Energy Efficiency Program Impacts

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

## MEEIA 10 Year Results

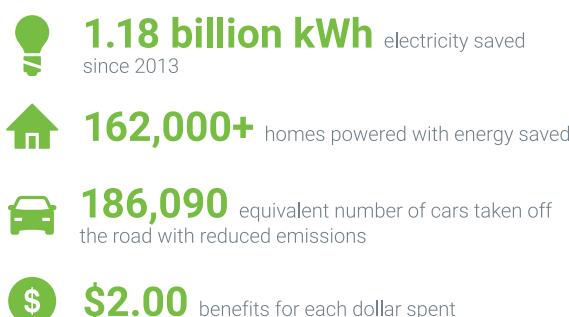
### Impact



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

## Energy Efficiency

### Results to date



# MEEIA Customer Impact



**7,259** Residential Energy Walk-thrus



**222** Income Eligible Multi-Family Properties became more energy efficient



**\$48,200,000+** Business Rebates



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

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



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

Evergy completed its third cycle of its MEEIA programs at the end of 2024 and the Missouri Public Service Commission (MPSC) approved a fourth cycle beginning on January 1, 2025. The Cycle 4 approval included a two year approval of energy efficiency programs for residential, business, and income-eligible customers and a three year approval of demand response programs. The portfolio includes an on-bill financing program (Pay as You Save®), launched in 2021, to help Missouri customers who might not otherwise invest in energy efficiency (HVAC, insulation, duct sealing, etc.) to pay down the investment with the savings from the energy savings measures. In 2024 in Missouri, Evergy provided:

- **Weatherization services to 265 income-eligible homes**, and installed energy efficiency measures such as LED lighting, efficient flow showerheads, faucet aerators, smart power strips, smart thermostats, and weatherization measures in 2,133 income-eligible multi-family tenant units.
- Evergy **served 595 single-family home customers** with an energy assessment and direct install of energy efficiency measures, like those noted above for the income-eligible multi-family units.
- Evergy also **provided Weatherization Ready (home repair services) to 11 homes** so they can proceed with energy efficiency/weatherization assistance services.

In early 2024, Evergy launched its four-year energy efficiency and demand response portfolio in Kansas, which provides programs for Evergy's residential and business customers. The programs were enabled by Kansas Energy Efficiency Investment Act (KEEIA). Programs are like those offered to Evergy's Missouri customers through MEEIA and includes income-eligible programs for single-family and multi-family homes.

## In 2024 in Kansas, Evergy provided:



Provided weatherization services to 98 income-eligible homes



Over 20,000 energy savings kits to income-eligible customers through community partners such as Harvesters and Convoy of Hope



Installed energy efficiency measures such as LEDs, efficient flow showerheads, faucet aerators, smart power strips, smart thermostats and weatherization measures in 650 income-eligible multi-family tenant units

Through its MEEIA and KEEIA demand response and interruptible programs, Evergy accredited 251MW of summer peak load reduction for Southwest Power Pool. These programs may also be utilized for winter needs.

# Community Impact

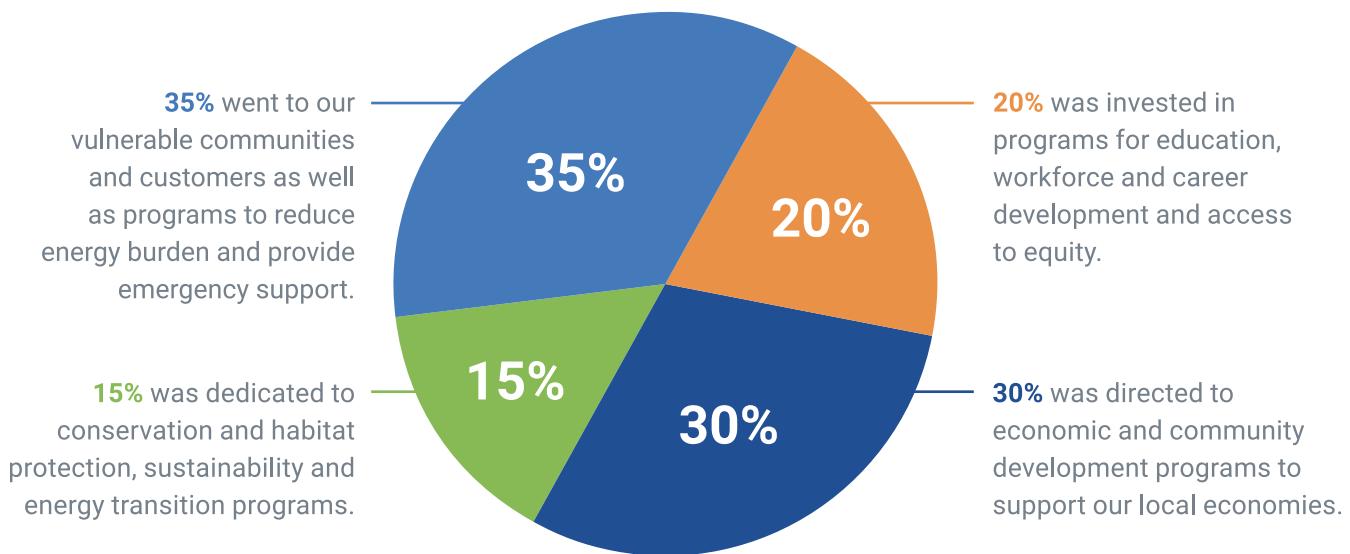
## Community Support

Evergy is committed to empowering a better future for our customers and communities. Making a positive impact in the communities we call home is a foundational component of our business. Our [Community Strategy](#) centers on making innovative community investments in the areas of **environmental leadership** and **community vitality** while also aligning with the needs of our communities and our corporate business strategy.

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

## Financial Community Investments

Evergy's community strategy was designed to adjust to the changing needs of our customers and communities while also engaging our employees in volunteerism and community leadership. In 2024, Evergy invested \$7.1 million in the communities we serve in two key areas, environmental leadership and community vitality. That support was directed into the following program areas:



## Community Vitality

Evergy is only as healthy as the communities in which we live and work. We invest in opportunities that support our vulnerable customers, stimulate local economies, encourage workforce readiness, provide access to opportunities for all ages and backgrounds, and basic needs that help people contribute to society.

## Community Spotlight

### Startups and Small Business

Small businesses and startups play a crucial role in the economies of Kansas and Missouri, contributing significantly to employment and economic growth. For both states, small businesses employ nearly two million people and account for the majority of all businesses. The backbone of Evergy's community strategy has been to help our communities thrive through economic support. Evergy has long supported regional efforts to help generate and grow start-ups, as well as help these businesses expand and remain in our region. This support includes corporate donations, in-kind usage of facilities, mentoring and leadership. In 2024, Evergy donated approximately \$1.1 million to nonprofit agencies that support entrepreneurship, startups, small business development and growth, workforce training, and local chamber economic programs. Some of the nonprofits we supported that provide critical startup and small business support include Generating Income For Tomorrow (GIFT), NXTSTAGE, Create Campaign, Business Network International/Rainmakers Chapter, Prospect Business Association, LaunchKC, Prospect KC, Keystone Innovation District, and more.

# Community Impact by the Numbers



Evergy's Connect and Customer Affairs teams helped **69,000 customers** with face-to-face service at our Connect facilities and at **270 events**, helping customers secure **\$29 million** in bill payment assistance.



More than **24% of Evergy's employees** participated in a volunteerism event, dedicating nearly **15,000 hours** in 2024. Employees also **donated over \$649,200** personally to community agencies in our service area.



In 2024, **Evergy invested \$7.1 million in the communities** we serve in two key areas, environmental leadership and community vitality.



Evergy's Green Team conducted more than **64 environmental projects** in our service territory. Of these projects, **23** were completed in vulnerable communities.



Evergy's Green Team also distributed and planted more than **1,300 trees** and removed **300 tires** and **10 tons of trash**, from local rivers.

## Environmental Leadership

As an energy provider, Evergy is committed to creating a sustainable energy future and minimizing our environmental impact. We do this through education, river and wetland enhancements, land preservation and habitat protection, as well as stewardship and conservation. In addition to financially supporting environmental efforts, Evergy's Green Team completed 64 environmental projects in our service area. Of these projects, 23 were completed in vulnerable communities. These Green Team projects focused on enhancing Missouri and Kansas riverways, lowering urban heat through tree plantings, and creating and installing important pollinator gardens in the region. They planted more than 1,300 trees and removed 300 tires and 10 tons of trash from local rivers.

## Community Spotlight

### Urban Heat Island

Kansas City's historic Northeast Kansas City community was identified as an area with a high heat index. As part of Evergy's Missouri Energy Efficiency Investment Act (MEEIA) program, the Company launched an intensive effort to help mitigate this increasing heat and help area residents eventually lower their own cooling costs. Trees naturally create shade to lower the air temperature by minimizing the reflective surfaces directly impacted by the sun. Scientific research shows a direct correlation between areas having a lesser tree canopy and increased temperature. Evergy's Green Team managed the effort and worked with local city agencies, including the Forestry Department, the City of Kansas City and the Housing Authority of Kansas City, to find approved, beneficial locations along Kansas City's Independence Avenue Corridor and surrounding areas. This effort resulted in just over 700, 15-gallon trees planted in the fall of 2024. These trees will be maintained through weekly watering in the growing season for two years. Phase two of the project will happen in 2025 with an additional 1,000 trees being planted.





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 33,000 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 area and beyond. Additionally, the protection measures for both flora and fauna that have been implemented protect our environment, benefiting generations to come.

## ➤ Community-based Environmental Leadership

This year Evergy's community-based sustainability efforts and Green Team focused on three areas:

1. Protecting and enhancing our rivers and waterways
2. Increasing native tree populations
3. Creating habitats for valuable pollinators

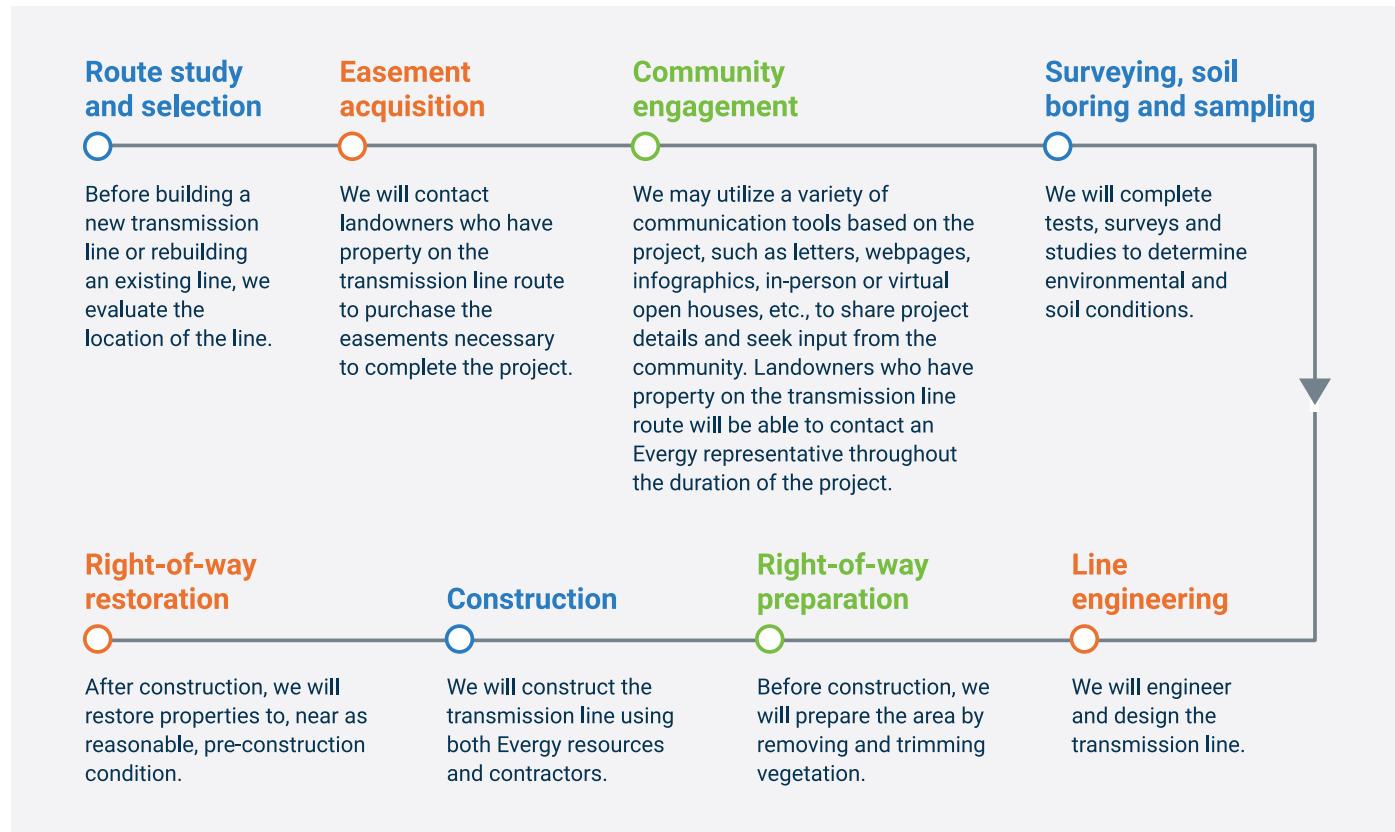
**Rivers & Waterways.** While working in the waterways, we partnered with the experts – Friends of the Kaw, Kansas Alliance for Wetlands & Streams and Missouri River Relief. Our support is both in contributions of funds and employee volunteerism. In 2024, Evergy volunteers worked at five different river clean-up activities that saw over 10 tons of trash and 300 tires removed.

**Native Trees.** Trees are a critical component to our ecosystem. They help clean our air, create shade which helps lower cooling costs, and provide habitat for native wildlife. In 2024, Evergy's Green Team and other volunteers made a huge impact by increasing the tree population in both Kansas and Missouri by planting more than 1,300 trees.

**Pollinator Habitats.** Bees are a critical part of the world's pollination process. They pollinate crops, maintain a diverse ecosystem by pollinating wild plants, and produce honey. Creating habitats and pollinator gardens for our region's bees was another focus for Evergy's Green Team.

### Community Engagement

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



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



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

The result of this process is safer and more reliable electric service provided to the surrounding communities, completed through a partnership with local stakeholders. It also enables economic growth, allowing communities

to attract and keep residents and businesses. This collaborative approach enables Evergy to be more cost-effective and environmentally responsible, delivering on our goal to provide affordable, reliable, and sustainable service to our customers.

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

### Economic Development

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

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

During 2024, Evergy's Economic Development team had a strong year with nearly \$1.5 billion in new capital investments from 12 projects coming to our service area. Projects ranged from manufacturing to data centers across Evergy's service area.



### EVERGY IN 2024

## Economic Development by the Numbers



**\$1.5 Billion** in new capital investment from **12 projects**



**2,879** new jobs



**\$216 Million** economic impact

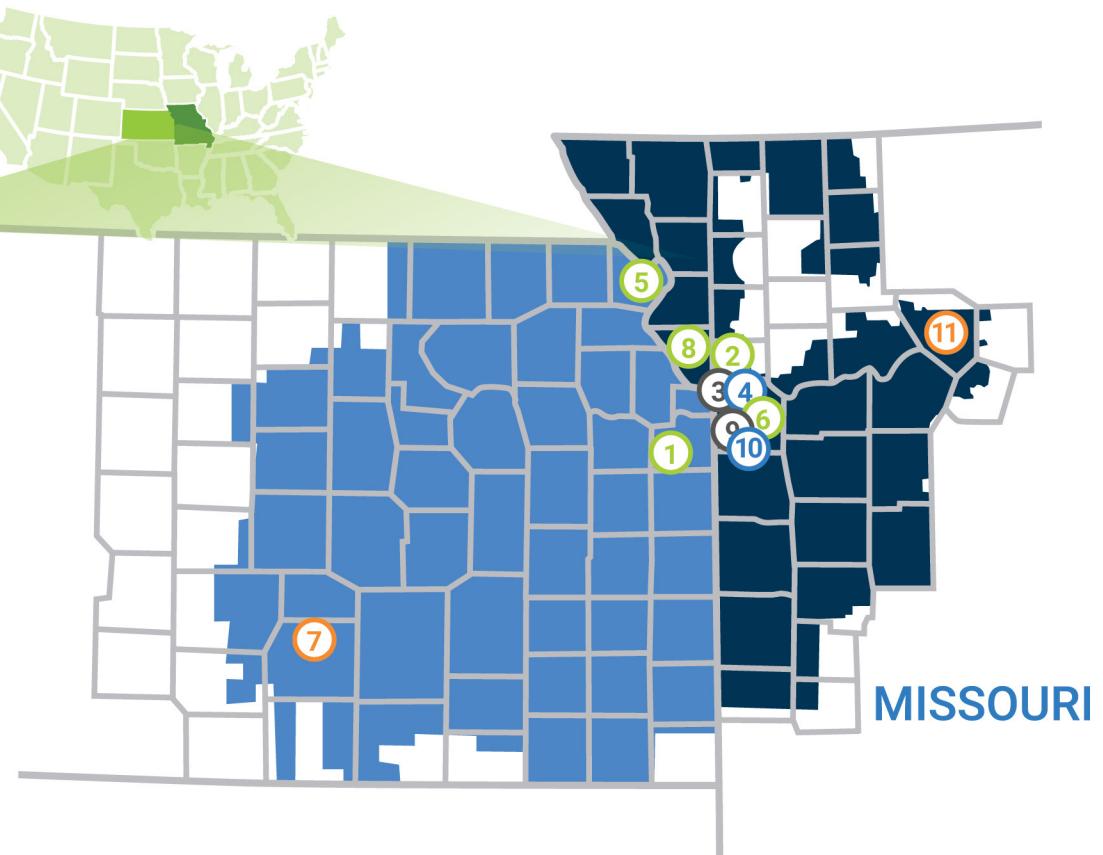


**\$209 Million** in new annual revenue to Evergy



**437,736 kW** in new demand growth

## KANSAS



**1 Honeywell** • Olathe, KS

NEW JOBS: 2,000 • INVESTMENT: \$84,000,000

**4 Google** • Kansas City, MO

NEW JOBS: 100 • INVESTMENT: \$1,000,000,000

**7 Mueller, Inc.** • Park City, KS

NEW JOBS: 20 • INVESTMENT: \$4,300,000

**10 Project Ink Blot** • Kansas City, MO

NEW JOBS: 10 • INVESTMENT: \$15,000,000

**2 TAB USA LLC** • Liberty, MO

NEW JOBS: 50 • INVESTMENT: \$10,700,000

**5 Elanco** • Elwood, KS

NEW JOBS: 72 • INVESTMENT: \$72,000,000

**8 Central Power Systems** • Platte City, MO

NEW JOBS: 190 • INVESTMENT: \$28,516,003

**3 Americold** • Kansas City, MO

NEW JOBS: 187 • INVESTMENT: \$127,000,000

**6 RB SRL** • Kansas City, MO

NEW JOBS: 163 • INVESTMENT: \$16,000,000

**9 Vertical Cold Storage** • Kansas City, MO

NEW JOBS: 67 • INVESTMENT: \$139,650,000

**11 CAM construction** • Glasgow, MO

NEW JOBS: 30 • INVESTMENT: \$925,000

**12 Project Rackhouse** • Missouri West

NEW JOBS: 5 • INVESTMENT: \$TBD

## Development Pipeline and Projects

The Evergy service territory is experiencing record-setting economic development project wins in the data center and manufacturing industry sectors with the announcement from Google, Elanco, Animal Health, Inc., TAB and Honeywell. During 2024, Evergy's Economic Development team worked 100 projects with the average size load request of these projects being 212 MW. With these inquiries, over 155 sites within Evergy's service area were analyzed.

### **Google Expands with a \$1 Billion Investment in Kansas City, Missouri**

[Google announced](#) the expansion of its presence with a \$1 billion investment in a new data center located at Hunt Midwest Business Center in Kansas City, Missouri. Google is working with Evergy to bring 400 megawatts of new carbon-free energy to the grid as part of the company's ambitious goal to run on 24/7 carbon-free energy. Google's data centers help power popular digital services — like Google Cloud, Workspace (which includes Gmail, Docs, Sheets and more), Search and Maps — for people and organizations worldwide.

### **Global Leader in Animal Health Announces \$130 Million Investment and Expansion of Existing Manufacturing Facility in Elwood, Kansas**

Elanco Animal Health Inc., a global leader in animal health, announced plans to make a \$130 million investment through the end of 2026 to expand and renovate its existing manufacturing facility in Elwood, Kansas. The planned expansion in Doniphan County is expected to create approximately 70 new jobs over the next two years.

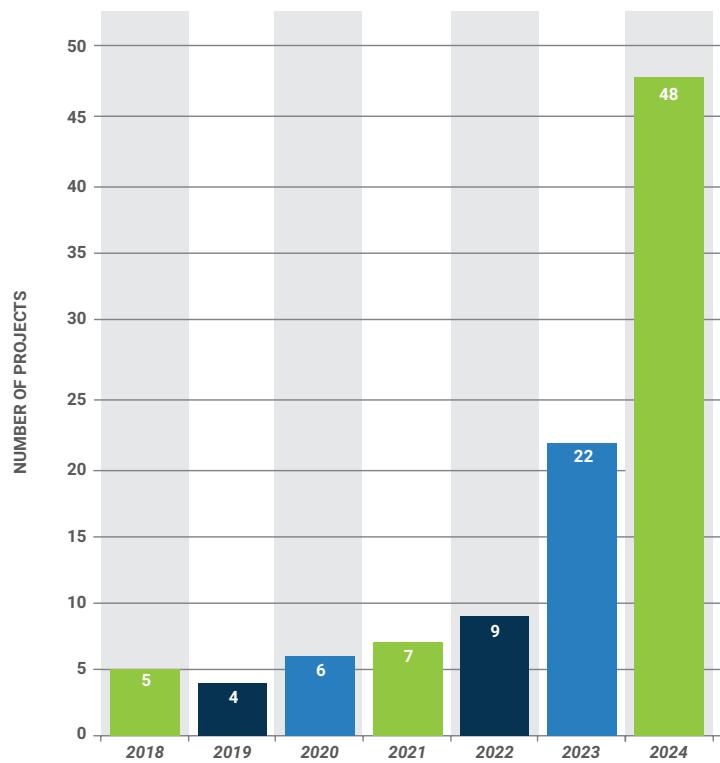
### **Honeywell Invests \$84M In Its Olathe Aerospace Manufacturing Facility**

The \$84M investment will allow Honeywell International, Inc. (NASDAQ: HON) to ramp up its technological capabilities, as well as construct and install new equipment in the facility. The project, which is expected to generate nearly \$47 million in total gross domestic product (GDP) and contribute \$18.3 million to state and local taxes in the first six years, supports the company's alignment with the compelling megatrend of the future of aviation.

### **Industrial Battery Manufacturer, TAB to Open U.S. Headquarters and Assembly Operation in Liberty**

TAB, an international manufacturer of industrial, SLI and lithium-ion batteries, selected Liberty, Mo. for a 66,700-square-foot facility, investing \$15 million and creating 50 jobs over the next five years. The new facility opened during 2024 and TAB USA is planning to make additional investments over the first five years of operation to accommodate growth and the need for increased capacity.

## LARGE PROJECT OVERVIEW: Project Inquiry with 10MW or Greater



## 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**.

## Large Customer Rate Evolution

We're seeing a potential level of growth in electric demand throughout our country and in our region over the next decade that we haven't witnessed in over 50 years. Driven primarily by the surge of advanced manufacturing, artificial intelligence and data centers, this growth is expected to benefit all the communities we serve. The large customers currently building in our service territories are just the start. The construction of the Meta and Google data centers in Missouri and Panasonic battery factory in Kansas are well underway, with both Panasonic and Meta drawing power for their facilities. We are also finalizing agreements with two additional data centers with an aggregate load of 1.3 GW. Looking forward, our economic development pipeline includes projects representing more than 11 gigawatts of incremental demand actively considering our service territories, exceeding our current peak demand of more than 10 gigawatts. While we do not expect to bring on-line all of these customers in the years ahead, we believe this pipeline will result in multiple new large customers, benefiting the communities we serve in Kansas and Missouri with additional jobs and local tax and franchise fee revenues, while significantly growing Evergy's business.

Our rate evolution and modernization strategy embraces a proactive and balanced approach by supporting growth while ensuring fair rates for all customers. This strategy positions us to meet current demands and prepares us for the future. In addition to working towards rate alignment across our territories in Kansas and Missouri, we are evolving to introduce new rate options that appeal to new businesses while remaining fair for existing customers. The power grid is shared by all customers, and effective rate design ensures fair pricing for all by recognizing the benefits large customers bring, such as increased electricity sales that can lower prices for everyone.

We have studied our rate offerings, reviewed other utilities' rates, and consulted with large customers to develop new rate offerings for large customers in our pipeline. In early 2025, we proposed a new Large Load Power Service (LLPS) rate for 100MW+ customers that builds on our existing Large Power Service tariff and complements options for service available to large customers today, while adding important protections and accommodations.

In addition to their load, large customers may bring benefits that we can leverage, such as an ability to lower use at peak times or provide some of their own generation. Others may have specific needs, such as corporate carbon-free or zero-emission goals and may be willing to pay a premium for additional renewable energy. Our large customer rate structure provides choices that reflect these benefits and requirements.

This delicate balance ensures that we can support growth without compromising the reliability and affordability of our services. By proactively investing in our grid, we can distribute the costs across a broader base of usage, keeping rates competitive for all customers.

By welcoming these new, large, customers, we not only enhance our financial stability but also help our communities thrive with a larger tax base that supports essential services and schools, and creates jobs, which in turn helps us grow our residential load.

### **Supply Chain Sustainability**

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

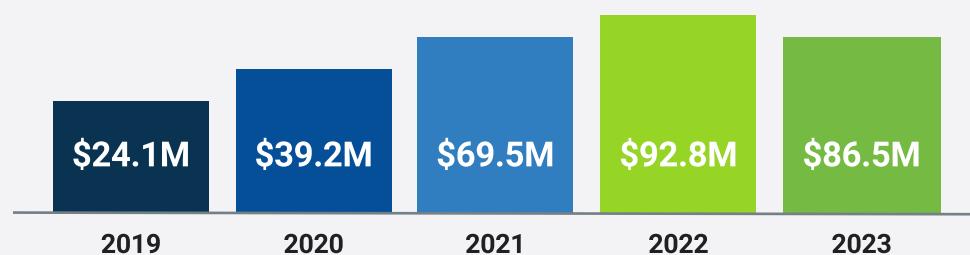
Our Supplier Code of Conduct aligns the business practices we expect from vendor partners with our strategic focus on reliability, affordability, and sustainability. In the next several years, we're moving to increase supplier engagement, reinforcing our commitment to the economic prosperity of our communities and the importance of supporting the development of businesses in our communities.

### **Supplier Engagement**

Our supply chain initiatives and responsible procurements help foster jobs and economic activity in the communities we live and serve. Evergy's supply chain policy is to perform the sourcing and procurement functions in a manner that supports the company mission of "Empowering a Better Future." By increasing opportunities for businesses in our communities and enhancing the competitiveness of the supply chain, we promote economic value for our customers, the communities we serve, and our regional economy. We do this by putting our people first and by being a safe, efficient, reliable, and customer-centric provider of energy, while meeting the highest standards of integrity and ethical conduct. By following our values and working with suppliers who have the same values we will become the best energy company.

Purchases from businesses in our communities support economic activity at these suppliers and create a ripple effect of purchases throughout their supply chain. Employees who hold these jobs earn incomes that help support their families and create additional spending. Suppliers ramp up staff to support additional sales. This supports jobs with our suppliers, within their supply chain and in their communities. Economic activities generate revenues for the government in the form of personal and business taxes, which in turn support investment in the community.

## Small Business Spend



Evergy's supplier engagement program supports the development of businesses in our communities through Accelerate, a partnership with Burns & McDonnell and RGMA. Participants are partnered with sponsors and mentors from Evergy and Burns & McDonnell, with the goal of becoming more competitive and providing exposure to the opportunities to increase the volume of work their businesses can win in open competition.

Evergy hosted its second annual Supplier Engagement Week with more than 180 suppliers and 40 community partners.

This event shared key examples of how we collaborate with businesses in our communities and nurture supplier growth and development, as well as creating an inclusive forum for industry peers and partners to learn responsible sourcing best practices.



## **Evergy's Procurement Process**

### *Supplier Code of Conduct*

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

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

### **Evergy's Supplier Code of Conduct**

## *Supply Chain Sustainability Steering Committee & Framework*

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

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

### **Supplier Engagement Survey**

Evergy is a member of the [Sustainable Supply Chain Alliance](#), a collective of utilities and supplier affiliates dedicated to fostering an environmentally conscious supply chain. The Alliance focuses on sharing best practices and developing sustainable business solutions to disclose sustainability information, which includes emissions, water and other sustainability-related topics. One of its major initiatives is The Sustainability Project (TSP), an online assessment tool that evaluates the environmental sustainability performance of our suppliers. We actively encourage our top-tier suppliers to utilize this resource for an annual assessment to indicate actions they are willing to take to improve in these areas. From 2020-2024, Evergy has engaged top tier suppliers related to this assessment which represents approximately 60 percent of annual managed spend.

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

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

### **Supply Chain Risk Management**

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

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

- **Supplier qualification:** Evergy goes through a rigorous qualification process before doing business with new suppliers. We use industry-leading services such as ISN, Experian, and Resilinc to monitor all active suppliers for violations of federal safety standards, criminal proceedings, regional geopolitical and disaster events, assess suppliers' financial health, safety, and subcontracting plan. Evergy suppliers must also meet all Federal mandates like NERC CIP-013 or Buy America.
- **Key risk assessments:** We look at categories such as commodity price risk, business continuity, sustainability and governance processes, and create our sourcing strategies to minimize potential supply disruptions due to natural disasters or geopolitical risks. Our top-tier suppliers are assigned a resiliency score based on these factors.
- **Global risk:** While the majority of our spend is with American suppliers, we also do significant business with U.S.- based foreign suppliers and a small percentage of our purchases directly with foreign suppliers. Our Foreign Corrupt Practices Act and Anti-Corruption Policy helps ensure compliance by our employees and representatives with the FCPA and its underlying ethical principles.
- **Security:** Another key focus is on exposure to cyber, information, and other security risks from suppliers' access to our systems, confidential information, and critical infrastructure. This additional level of scrutiny involves a comprehensive review of the supplier's security environment by Evergy's cyber security team.

- **Safety:** All suppliers who provide services or materials at our sites are required to submit their safety program information and five years of safety-related performance data. Our third-party safety administrator reviews this data and may reject a supplier or require a safety improvement plan. Once a contract is implemented, we continue to monitor suppliers' safety performance, which is a key metric on scorecards and in bid events.

## » Stakeholder Engagement Procedure

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

Successful stakeholder engagement results in multiple benefits.

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

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

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

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

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

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

## STAKEHOLDER ENGAGEMENT:

As Evergy works to add new generation resources to its fleet, Stakeholder Engagement plays a critical role in getting these projects approved and planned. In 2024 and early 2025 alone, Evergy representatives and partners met with stakeholders in each of the sections of the above table multiple times. It takes open and transparent communication with all stakeholders to ensure projects of this magnitude are done reliably, affordably, and sustainably.

## ➤ Company Culture and Engagement

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

### Evergy's Culture and Workforce

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

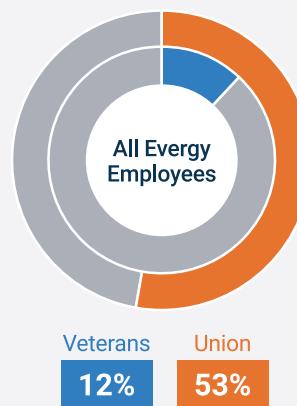
Culture supports Evergy's vision to provide affordable, reliable, and sustainable energy that creates the foundation for thriving and growing communities. Our workforce goals align with our mission, vision, and strategies:

- **Foster engagement and excellence.**
- **Be a great place to work.**
- **Meet the evolving demands of the organization and the broader market.**

Evergy has a strong workforce that is vital to Evergy's success. The Company has approximately 4,700 employees supporting our service area, with 53 percent of the workforce represented by bargaining units. Every employee plays an important role in delivering our workforce goals in alignment with our strategic focus and priorities. The sense of purpose and our core values – safety, integrity, ownership, adaptability – guide everything we do to serve our customers and our communities.

Engaged employees feel valued, respected, and like they can make a meaningful contribution at work. Employee engagement promotes productivity and innovation and draws upon the talented people who power our company. We can only fulfill our core values of safety, integrity, ownership, and adaptability by respecting each other and those we serve, being accountable for our actions, and focusing on the good of the whole. Evergy knows the most effective way to achieve our mission is through fostering an environment that values the perspectives of all our employees.

### Evergy Workforce



\*Year End 2024

# Workforce Pillars

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



Run HR with transactional excellence & embed our people-first values throughout



## Attract and Select

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

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

### STAKEHOLDER ENGAGEMENT:

Evergy partners with local organizations and higher-education institutions to sponsor scholarships and attend career programs geared to high school students. Focusing on students who want to study STEM (science, technology, engineering, and math) and utility fields after graduation, Evergy helps educate them about various opportunities for valuable career paths while contributing to Evergy's talent pipeline goal.

## Sourcing New Talent

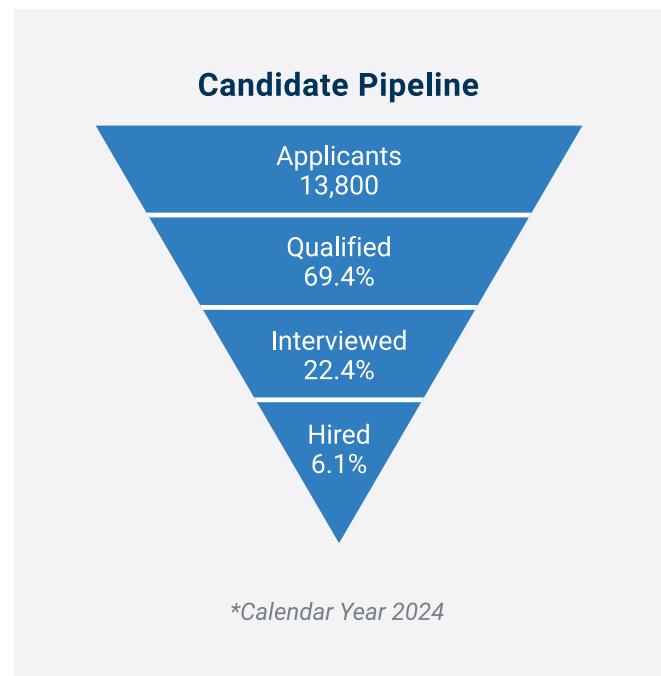
The creation of a near-term and long-term pipeline is a strategic priority to invest in our workforce. A Candidate Relationship Management infrastructure is critical to managing the relationships with current and potential future candidates. Evergy is focused on developing a data-driven approach to manage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

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

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

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

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



\*Calendar Year 2024

## VISION

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

	The Right Partner Schools	Informed & Engaged Campus Leads & Teams	Streamlined Process & Technology	Differentiated Candidate Experience
PILLARS	<ul style="list-style-type: none"><li>Standard criteria for school selection.</li><li>Schools that are aligned with and deliver for the business.</li></ul>	<ul style="list-style-type: none"><li>Selecting the right campus leads and teams.</li><li>Enabling leads and teams with the appropriate training and tools to select the right candidates.</li></ul>	<ul style="list-style-type: none"><li>Standard candidate process.</li><li>Clear expectations of who is responsible at each step within the process.</li><li>Streamlined process and communication through automation.</li></ul>	<ul style="list-style-type: none"><li>Showcase breadth of opportunities.</li><li>Experience Evergy events.</li><li>Student-Employee Value Proposition.</li></ul>
MEASURES	A portfolio of schools that supports our business needs.	Quality talent that meets the business needs.	Less time on manual tasks and elimination of duplicate efforts.	Employer of choice.

## Selecting and Promoting Talent

Through our recruitment, we foster the culture and build the skills and competencies needed. We invest in talent mobility across the organization to build a pipeline and develop the skills needed today and in the future. Approximately 50 percent of open positions are filled with internal transfer, and 50 percent are external hires. In 2024, Evergy promoted more than 250 employees.

**565**

position placements

**253**

promotions

### Hire Mix

External Hires

**50%**

Internal Hires

**50%**

## Lead and Develop

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



**~85,000**

training hours which includes safety and compliance training

**~10,000**

training hours dedicated to leadership development, professional development, and 360 IDP workshops



**~2,100**

360-degree assessments completed



**253**

promotions

## Leadership Development Components

### (Talent Profile)

#### Historical Performance

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

#### Behavioral Assessment: Potential

- Agility – Capacity to recognize, adapt and overcome
- Ability – Capacity to solve problems
- Aspiration – Desire to grow and rise

#### Behavioral Assessment: Talent Framework

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

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

<b>Compliance and Safety</b>	Annually required training for <b>100 percent</b> employees covering: <ul style="list-style-type: none"><li>• Code of Ethics.</li><li>• Employee Handbook.</li><li>• Occupational Health and Safety.</li><li>• Environmental.</li><li>• Information Security.</li><li>• Anti-Harassment and Discrimination training.</li></ul>
<b>Technical Training</b>	<ul style="list-style-type: none"><li>• More than 180 targeted training and skills-based courses offered to journeyman craft employees.</li><li>• Some of the new courses for 2024 include: Wire Down training, Basic Electrical Theory, Underground Residential Distribution Testing and Familiarization, Transformer Nameplate training.</li><li>• Dedicated facilities for delivery and generation employees to train in real-life simulated environment. Allows for training and enhancement of skills in a simulated and safe environment. Including pole lab for climbing, welding booths, pole yard, mock substation, and meter wall.</li><li>• Evergy Analytics University.</li></ul>
<b>Professional and Leadership Development</b>	<ul style="list-style-type: none"><li>• 7 Habits of Highly Effective People.</li><li>• Frontline Leader Forums.</li><li>• Business Acumen.</li><li>• Emotional Intelligence.</li><li>• Crucial Conversations.</li></ul>

#### *Training Programs for Journey Level Craft Employees*

We are committed to the continuous improvement of our workforce and adapt training to best serve the needs of employees and the industry. We invested over 85,000 hours of technical and job-related training in 2024. More than 100 targeted training and skills-based courses and more than 300 sessions were offered to our journeyman craft employees with our focus remaining on the safety and reliability of our equipment. These course offerings include AC/DC Theory, Regulator Operations, Transformer Theory, Defensive Driver Training, SF6 Training, Rigging and Signaling, PLC (Programmable Logic Controller) Programming and Application, Human Organizational Performance (Level 1 & 2) and are delivered in a variety of forums.



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

dedicated training facilities for employees to train in realistic environments. These facilities host specialized craft labs, welding booths, pole yards, mock substations, meter walls and more - All simulating actual work environments in Evergy's work scope.

#### *Technical Preparation Programs*

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



#### **Summer Lineworker Interns**

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

#### **Lineworker and Substation Pre-Apprentice Programs**

A four to six-month entry-level paid position that provides persons with broad skills and different backgrounds exposure to electrical utility work.

#### **Pre-Qualification Camps**

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

#### *Apprenticeship Programs*

The Evergy Technical Training Team partners with Operations and representing unions to lead our defined apprenticeship programs. Additionally, each apprenticeship program is guided by a Joint Apprentice Training Committee (JATC) comprised of union leaders and operations experts. The JATCs are solely focused on the betterment of the apprentice program and the development of the knowledge, skills, and abilities of these apprentices. Evergy's Line, Substation, Cable Splicer, Mechanic, Electrician, Welder, Relay, Meter person, Mechanic Automobile, and Pipe Coverer registered apprenticeship programs are developed in cooperation with and approved by the U.S. Department of Labor Office of Apprenticeship. The Apprenticeship Programs are subject to audit by the Department of Labor – In recent years, the Evergy Apprenticeship Programs for the State of Missouri were audited and were determined to meet the requirements of a quality program and met the requirements for Registered Apprenticeship programs set forth in 29 CFR part 29, subpart A and part 30. Evergy's programs are also registered with the Veterans Affairs Department, so that military veterans can receive their GI Bill throughout their apprenticeship. In 2024, 195 apprentices worked toward their Journeyworker Status in these programs at Evergy:

Craft	2024 Count
Line	121
Substation	25
Cable Splicer	12
Metering	9
Maintenance	11
Relay	17
<b>Total</b>	<b>195</b>

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

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

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

#### ***Development through Performance Reviews***

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

Mid-year performance reviews are conducted at the beginning of the third quarter and offer an opportunity for leaders to assess employees' progress toward goals, recognize strong work and accomplishments, provide constructive feedback on areas for improvement, ensure alignment with goals, and address any barriers to goal achievement.

Mid-year reviews are less formal and encourage open conversations between leaders and direct reports to focus on development-centered discussions, emphasizing resources, and growth.

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

#### **Reward and Recognize**

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

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

#### **BENEFIT TO STAKEHOLDERS**

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

## Total Rewards

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

<b>Performance Based Pay</b> <ul style="list-style-type: none"><li>Attract and retain the talent to drive outstanding performance.</li><li>Total rewards that recognize employees' total contributions.</li><li>Competitive base pay package that considers each employee's performance, skills and experience.</li><li>Recognition and feedback provided on achievement against goals and demonstration of the company's core values.</li></ul>	<b>Incentives and Recognition</b> <ul style="list-style-type: none"><li>Incentive programs for eligible employees to align performance with the achievement of corporate goals and objectives.</li><li>Sharing scorecard metrics and providing quarterly updates to employees.</li><li>Encourage employees to collaborate and innovate across departmental lines to achieve outstanding performance.</li><li>Metrics are measured to drive performance: safety, financial performance, operational performance, and enhanced customer experience. Officer incentives also focus on strategic plan alignment.</li><li>Employees share in the success as goals are achieved.</li></ul>	<b>Benefits<sup>1</sup></b> <p>We support every employee's health, wellness, and financial footing with a comprehensive benefits package that includes:</p> <ul style="list-style-type: none"><li>Choice of medical, dental, and vision plans.</li><li>Health Savings accounts, medical and dependent care reimbursement accounts.</li><li>401(k) plan with company matching contributions.</li><li>Paid vacation, company holidays and personal days.</li><li>Paid parental leave.</li><li>Onsite Mother's Rooms.</li><li>A variety of leave programs including sick leave, short-term disability, caregiver, and acute treatment.</li><li>Life, accident, and long-term disability insurance.</li><li>Education assistance.</li><li>Wellbeing program.</li><li>Retirement plan.</li></ul>
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## Wellbeing Program

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

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



## 5 Dimensions to Wellbeing



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

Employees have access to comprehensive wellbeing tools and resources.

The foundation of Wellbeing is Evergy's 'Three Steps to Healthier You' program. This annual program provides employees with the tools and motivation they to take charge of their health. The wellness program is designed to:

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

### **Flexible Hybrid Work Environment**

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

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

### **Benefits Eligibility**

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

- Legal spouse.
- Children up to age 26.

## **Engage and Retain**

### **Engagement**

At Evergy, every employee plays a key role in serving our customers and communities, providing affordable, reliable, and sustainable power, and creating a work environment that enables successfully fulfilling those responsibilities. The way we work and how we interact with each other are the essence of culture. Evergy uses a variety of mechanisms to gather feedback from employees. One of the tools at our disposal to gauge our progress in building an engaged, continuous improvement culture is the Gallup Employee Engagement Survey. All bargaining and non-bargaining employees are invited to participate. Approximately 77 percent of employees participated in our last survey.

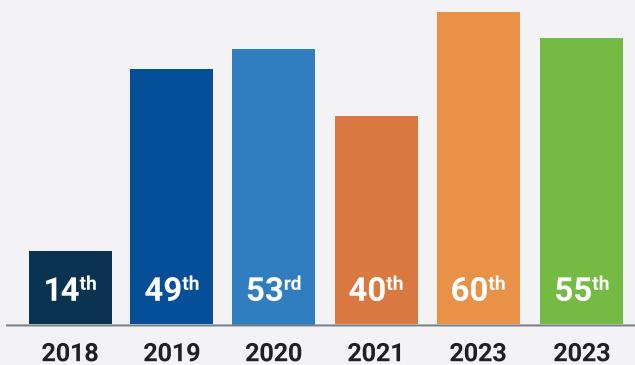
Engagement Focus Areas:

- Change Management: Create clarity, mission orientation, and inspiration across Evergy.
- Manager Development: Focus on managers' abilities to become coaches rather than bosses.

## Survey Participation and Engagement Mean

Year	Participation	Mean
2025	77%	3.99
2023	76%	4.02
2021	74%	3.88
2020	71%	3.95
2019	71%	3.91
2018	77%	3.64

## Engagement Percentile



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

## Workforce Evolution

### Annual Turnover Rate

#### Annual Total Turnover



#### Retired



## Assess and Execute

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

### *Workforce Planning*

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

We are focused on the following goals for succession planning:

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

### *Succession Planning Progress*



### *Labor Relations*

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

Key Anchors:

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

# Employee Engagement Pillars

Evergy's aspiration is to be a mission-driven, People First culture that empowers better futures for all. Our engagement pillars align with the company's mission, values, and strategic priorities:



## Marketplace

Investing in local businesses and community vitality to strengthen our economy and create a vibrant, thriving community for all.

- Sustain 150+ local and small vendors.
- Continue supplier development and mentoring programs.
- Advance community engagement and social impact strategies.



## Workplace

Empower better futures for our employees by fostering an environment where they can make meaningful contributions.

- Sustain the Company's workforce embedded within 10 Employee Resource Groups (ERGs) .
- Continue to monitor the employee life-cycle and adjust as necessary (recruiting pipeline, promotions, retention).
- Implement learnings for 2025 Gallup Engagement survey.



## Workforce

Supporting talent attraction, development, and retention to ensure our workforce reflect a broad range of skills and backgrounds.

- Refresh roadmap to partner with technology, schools, and community colleges to develop a strong pipeline of intern & apprentices for Generation, Transmission & Distribution, and Nuclear.
- Institutionalize recruiting programs for targeted regional universities and for veterans.
- Discuss and review employee demographics and trends.

### Marketplace

The objective for Marketplace is **to invest in local businesses and community vitality to strengthen our economy** and create a vibrant, thriving community for all.

The **Accelerate Program** partners executives and emerging leaders at Evergy to provide mentorship with small businesses in our community. These partnerships will help build business capabilities and functions with the goal of developing competitive entities capable of meeting the needs of Evergy and other similar organizations. In 2024, 40 businesses graduated from the Accelerate Program.

### Workplace

The objective for Workplace is **empower better futures for our employees** by fostering an environment where they can make meaningful contributions.

Our Employee Resource Groups (ERGs) enable an engaged environment by connecting employees throughout our entire service area, strengthening our company culture and setting the bar for employee engagement within Evergy. In 2024, 27 percent of our workforce were members of at least one ERG. On average, participants in Employee Resource Groups reported higher levels of engagement across all categories.



## Participation within Employee Resource Groups (ERG) fosters higher employee engagement.



### +.21 Overall Engagement Score

- +.06 I know what is expected of me at work
- +.20 I have the materials and equipment I need to do my work right
- +.15 At work, I have the opportunity to do what I do best every day
- +.20 In the last 7 days, I have received recognition or praise for doing good work
- +.16 My supervisor, or someone at work, seems to care about me as a person
- +.18 There is someone at work who encourages my development
- +.22 At work, my opinions seem to count
- +.32 The mission or purpose of my organization makes me feel my job is important
- +.15 My associates or fellow employees are committed to doing quality work
- +.27 I have a best friend at work
- +.34 In the last 6 months, someone has talked to me about my progress
- +.27 In the last year, I have had opportunities at work to learn and grow

\* .10 difference in engagement results is considered significant

### Workforce

The objective is to support talent attraction, development, and retention to ensure our workforce reflect a broad range of skills and backgrounds.

# ➤ Labor, Health, and Safety

## Human Rights and Labor

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

## Occupational Health and Safety

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

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

### Board of Directors Operations Committee

*Oversight*

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

### Executive Safety Steering Committee

*Comprised of Evergy executives and safety leadership.*

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

### Joint Safety Leadership Committee

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

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

### Local Safety Leadership Teams

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

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

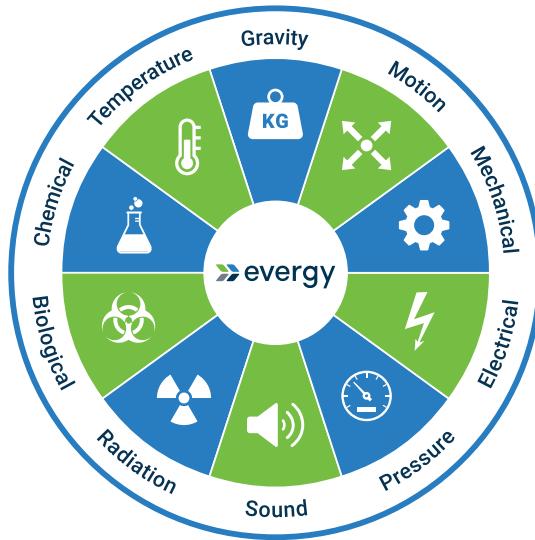
## Employee Safety

Throughout 2024 and into 2025, Evergy remains focused on programs and partnerships to eliminate injuries and build a safe culture. Those efforts include:

- Eliminating serious injuries through continued education and incorporation of **Energy Based Safety (EBS)** and the Energy Wheel.
- A reduction of costly and impactful musculoskeletal injuries by standing up the **Energy Moves** program through a partnership with Vimocity, a research-based program and platform that assists utility companies in improving their employees' safety habits and reduce injuries.
- Improving our **driving habits and risk** through mock audits and ongoing compliance reviews and education with our thousands of Evergy employees that drive company vehicles.

Those efforts are outlined below.

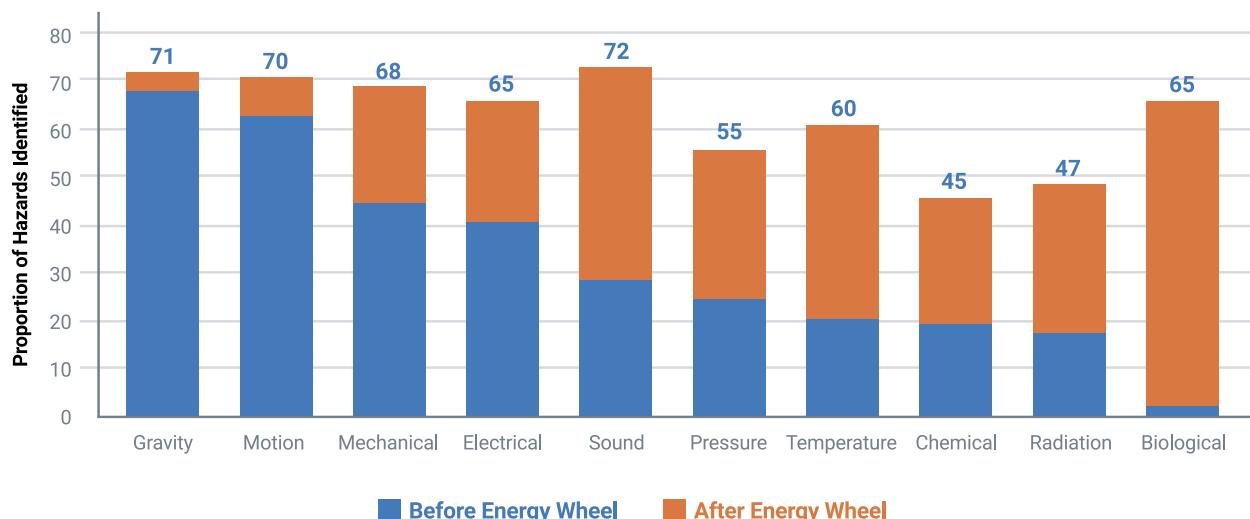
In 2023, Evergy began a partnership with Safety Function, whose vision is to eliminate serious injuries and fatalities in construction. This small group of safety scientists who transform safety research into practical interventions, partnered with Edison Electric to create the Safety Classification Model (EEI SCL). This model allows for consistent classification of safety events and furthers our ability to learn from and prevent events in the future. It also incorporates **Energy Based Safety (EBS)** which has become the anchor for our programmatic safety focus. EBS tools, like the Energy Wheel, keep employees focused on identifying high-energy hazards and mitigating them, thus preventing Serious Injury Fatality (SIF) and Potential Serious Injury Fatality (PSIF) events.



To saturate EBS in 2024, we focused on teaching employees about how to use the Energy Wheel and the positive impacts that it can have when used as a layer of hazard mitigation on our jobsites. As shown below, utilizing the Energy Wheel in job hazard identification, increased a worker's chance of recognizing a hazard in every category of high energy on the Energy Wheel.

## The Difference a Wheel Makes

Hazards Identified AFTER the Energy Wheel



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

In addition to these efforts to prevent serious injuries, Evergy also invested in a relationship with Vimocity to stand up our Energy Moves Program. Vimocity combines the best of sports medicine and movement science to reduce the most common and costly injuries faced in the utility and energy industries.

The **Energy Moves (powered by Vimocity)** Programs provides Evergy employees the opportunity to invest a few minutes every day to do healthy movements that prepare and restore our most valuable tool – Our bodies. Whether it be lineman rolling out their muscles before changing out poles on a hot summer day or power plant helpers completing a short movement in a "Daily 5" exercise before turning a valve, these moves keep us from getting hurt on the job. Since the inception of the program in August of 2024, Evergy employees have engaged in more than 50,000 efforts to better prepare for and recover from their work.

Finally, Evergy began working with JJ Keller, a nationally recognized safety agency, to bring focus to our driving programs. We started with mock audits of our Department of Transportation (DOT) programs which passed with great results and then began focusing on further educating our DOT drivers. This education and program maturation will continue into 2025. Between this work, driver training, and focus on a 360 process, Evergy saw a reduction of more than 60 percent in preventable vehicle accidents in 2024. This, again in 2024, keeps Evergy's driving record in the top decile when compared to our peers - Our goal is to maintain this excellent performance.

To help measure the impact of these efforts and hold ourselves accountable for focusing on these items, Evergy includes safety metrics in our Company Scorecard. Achievement levels within these safety metrics are based on improvement in line with industry benchmarks and historical performance.

Those metrics include:

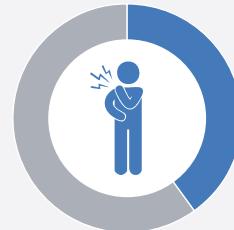
- PSIF level events investigated with follow-up actions completed on time.
- DART - Days away (from work) restricted or transferred.
- PVAR – Preventable vehicle accident rate.

Data related to Evergy's full time employees' safety metrics can be found in our most recent [EEI Sustainability Metrics](#).

In addition to the focus on our three main priorities of EBS, EnergyMoves and safe driving and measuring our performance on those items, Evergy Teams also put a significant emphasis on our work in the field. Some highlights of other safety programming are listed here:

- **Training** – Evergy operational employees spend an average of three full days per year in focused safety training. This training may be in-person or online. The training focuses on job preparation, safely assessing work, OSHA required subjects, emergency planning, skills testing for rescue, and more. For safety related training, Evergy partners with Health & Safety Institute (HSI), a nationally recognized training organization. HSI subject matter experts (SME) proactively review pending regulations so any courses needing updates are executed in line with regulations. Regardless of regulatory changes, each course is reviewed at least every other year by an HSI SME to see if updates are needed. Lessons that receive continuing education credits are reviewed annually.

## A Track Record of Success in the Utility & Energy Industries



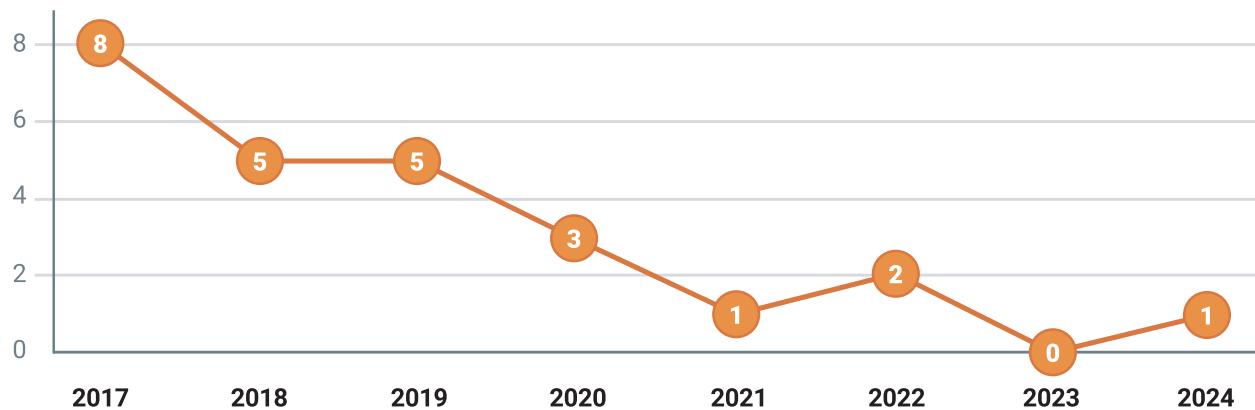
**40%** sustained reduction in recordable strain and sprain industries



- **Observations** – Evergy employees completed more than 20,600 Field Safety Observations in 2024. Field Safety Observations are a proactive effort to provide feedback and engage in safety conversations. Observations occur in the field, on the jobsite. An employee “observes” a job briefing, a job, a two minute drill or other function related to the work being performed. That observer then provides immediate feedback and documents the observation for learning and trending in an Evergy Observation System.
- **Event Learning** – Evergy also works to learn from safety events. The process begins with supervisor notification and entry into a company-wide system called SURF (Safety Universal Reporting Form). Employees are trained and encouraged to enter good catches, safety events, near misses, injuries, safety suggestions, and more into SURF. From there, a subject matter expert team reviews each event, and assigns a classification to the event. More serious level events are assigned an investigation team that uses a Human and Organizational Performance-based process for reviewing safety events. All findings are saved into the SURF system and learnings are reported out to employees through a series of regular meetings and committees, including the Joint Safety Leadership Committee and the Local Safety Leadership Teams mentioned earlier.
- **Rules** – Evergy Safety Rules are posted internally and externally for stakeholders. Workers have access to these rules online and in print. Employees are also encouraged to provide feedback on the rules. This feedback is then reviewed and presented to the Joint Safety Leadership Committee for input and then considered for updating. Rules are regularly reviewed on a defined schedule by subject matter experts as well. Evergy Safety rules can be viewed here: [Contractors - Evergy](#).
- **Other safety program elements** – Physical conditions audits, hazard assessments, emergency drills, supervisor training, craft leader training, job shadows/ride-alongs, company-wide safety roadshow, and more.

## Serious Injury or Fatality Trend

The number of serious injuries has trended down since 2017;  
there was one HSIF injury in 2024



### Wolf Creek Safety Milestone

Evergy's Wolf Creek Nuclear Generating Station reached a significant milestone of 10 million safe work hours without any lost-time incidents in January 2025. This impressive achievement represents more than five years with zero OSHA recordable or lost-time injuries. It has been 1,868 days since the plant's last OSHA recordable, which occurred in December 2019, when an individual slipped and fell on ice in the parking lot.



"Safety performance like this is the result of our values," said Cleve Reasoner, Evergy Vice President, Chief Nuclear Officer and Wolf Creek Chief Executive Officer. "We have a team that cares about each other enough to keep the other person safe. Every high-performing safety organization I've been a part of has started with people caring about each other like they're family, and that's what helps us achieve our best results."

Prior to 2025, the last recorded instance of Wolf Creek achieving 10 million safe work hours was July 1993.

### **Employee Safety and Technical Training Staff**

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

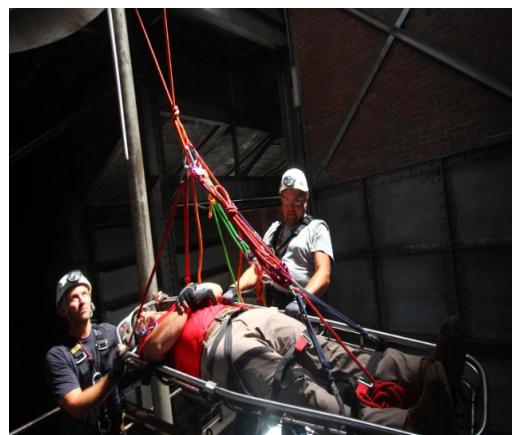


### **Emergency Preparedness Programs**

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

#### **• Rescue Teams**

All coal-fired generation facilities have confined space and high-angle rescue teams. Rescue personnel are trained annually, using real life scenarios and rescue situations. These teams have a comprehensive scope of skills that include rope rescue techniques and other specialized gear/equipment. Teams perform rescue work in areas that could include the side of a building, elevated scaffolding/ladders, and confined spaces.



#### **• Fire Brigade**

Jeffery Energy Center has a trained fire brigade prepared to respond to larger fire emergencies. The team is trained in offensive fire attack and fire rescue, beyond incipient level, where additional personal protective equipment (PPE) is required, such as bunker gear and self-contained breathing apparatus. All other employees are trained to respond at the incipient fire level.



#### **• Medical Support**

In addition to a specialized team of Safety and Technical Training professionals, Evergy employees a Medical Staff that is available to support employees and respond to emergencies. This team is made of registered medical professionals who respond 24 hours a day to employee emergencies and concerns.

## Contractor Safety

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

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

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

ISNetworld Team experience and expertise includes:

**1,300+**

years of health, safety and environmental experience

**60+**

combined HSEQ certification held (CSP, CRSP, EurOSH)

**520+**

years of insurance, risk management, and cyber security experience

**40+**

combined insurance and risk management certifications held (CPCU, CRM, CISA)

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

**5,220+**

Written Program Reviews

**4,880+**

OSHA Form Reviews

**2,740+**

Experience Modifier Reviews

**5,420+**

Citation Reviews (OSHA & EPA)

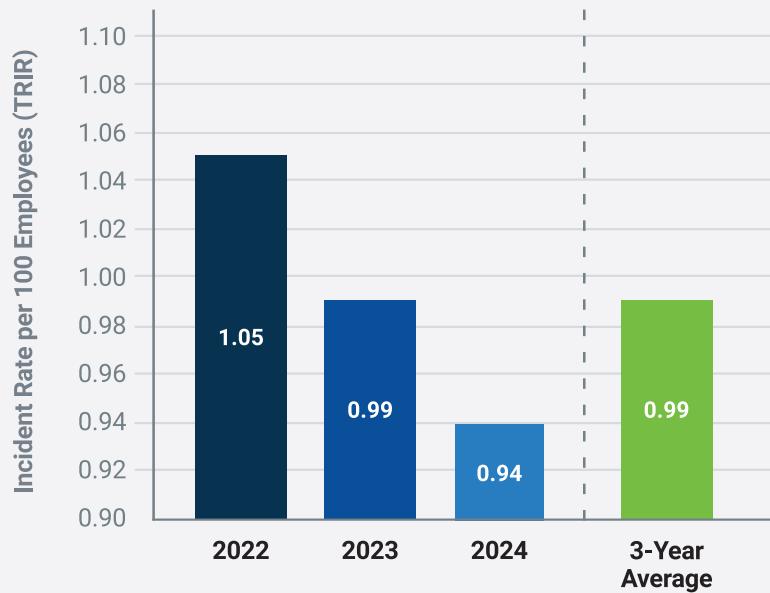
Contractors receive Everyg Safety Orientation and Training in the ISNetworld program focused on their work environments. Everyg also provides contractor training throughout the year including when contractors are called upon to support in storm restoration efforts.

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



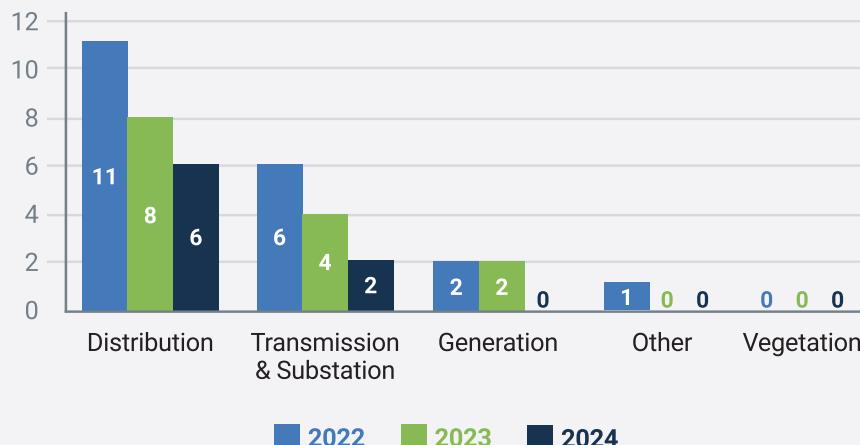
## Contractor Total Recordable Incident Rates (TRIR) Over Time

TRIR for Everyg contractors has **decreased by 11 percent** over the past three years.



## Contractor Events

Total Recordable Incidents: 2022 = 20, 2023 = 14, 2024 = 8



Evergy had **zero contractor fatalities** during 2024.

Evergy's residential contractors (<50 contracted companies are onsite daily) **2024 safety metrics:**

- TRIR: **0.56**
- DART: **0.19**
- LTIR: **0.06**
- Fatalities: **0**

### 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 is committed to educating our stakeholders on how to live and work safely near utility assets. The Evergy Public Safety Program focuses on contractors, first responders, children, and the general public. Our most popular avenue for this education is provided through classroom and live demonstrations in which we operate a live exhibit simulating a power grid.

In 2024, Evergy connected with stakeholders through more than 140 of these live presentations and demonstrations. Demonstrations are tailored to the audience and highlight the consequences of contact with power lines. These events allowed us to educate nearly 8,000 stakeholders in person about the hazards of working and living around our assets. Additionally,

- We connected with thousands of stakeholders in our area by providing safety-related materials and programming through our Evergy Public Safety Program website. Safety resources are available at [evergy.com/community/safety](http://evergy.com/community/safety) and specifically for children, parents, and educators at e-SMARTkids ([evergy-safety.com](http://evergy-safety.com)).
- Evergy connected via direct mail with nearly 45,000 workers, first responders, and students in our area.
- We are also proud to serve the community by offering the Electrical Safety Certification program, which is a unique and impactful way to train first responders to help them safely respond to emergency situations that involve Evergy assets. Attendees earn Missouri and Kansas state certified Continued Education Units (CEUs) with completion of

this program. More than 300 Professional and Volunteer First Responders successfully completed the series of courses for CEU in 2023 and 2024. This includes Firefighters, Law Enforcement, EMS, Emergency Management, Parks & Wildlife, Forestry, and Public Administrators.

- We presented at multiple large events in our community in 2024 including the Missouri Common Ground Alliance Summit where Evergy staff trained more than 1,000 underground utility workers, Build My Future events hosted for hundreds of high school students interested in construction, the Kansas Emergency Medical Services Association Annual KEMSA conference held for all first responding agencies in the state of Kansas and more

#### **Safety and the Media**

Evergy's customers are wide-ranging in demographics and geography (rural and urban). Evergy seeks to educate this diverse set of our stakeholders through multiple media avenues. In 2024, Evergy hosted a public safety campaign to increase awareness to prevent accidents and to showcase Evergy's commitment to safety. The campaign consisted of social media posts, billboards, bill inserts, emails and more. They successfully garnered 43 million impressions and drove nearly 41,000 site sessions. Impressions showed that Evergy Customers are most interested in these topics:

- Live demonstrations on the hot trailer.
- "Call before you dig" information.
- Holiday and home safety tips.
- The work of the Evergy Fire brigade.



# Governance

## » Board Structure

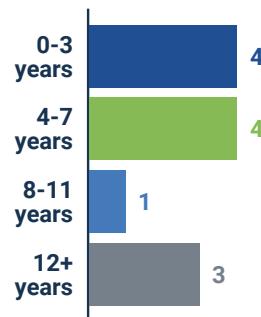
Each member of Evergy's Board of Directors (Board) is elected by shareholders annually, and 92 percent of the members of the Board are independent. The Board annually appoints a Lead Independent Director, and the Board holds standing executive sessions comprised of only independent directors to ensure that adequate independent oversight exists on the Board.

Evergy is committed to maintaining a fresh board with regional expertise and perspectives. We believe each member of Evergy's Board exhibits practical wisdom, sound judgement, and financial acumen. Based on their breadth of experiences, the directors are fully aligned with the competencies conducive to enhancing shareholder value.

### BENEFIT TO STAKEHOLDERS

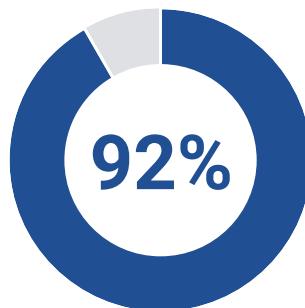
*A strong governance structure ensures Evergy has policies and controls in place to guide ethical and effective business conduct. The governance structure creates a framework in which Evergy's business-enabling decisions are balanced with external stakeholders benefits.*

### Board Tenure



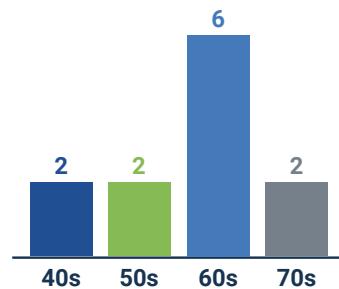
Average Tenure: **7.2 years**

### Independence



**11 out of 12** director nominees are independent

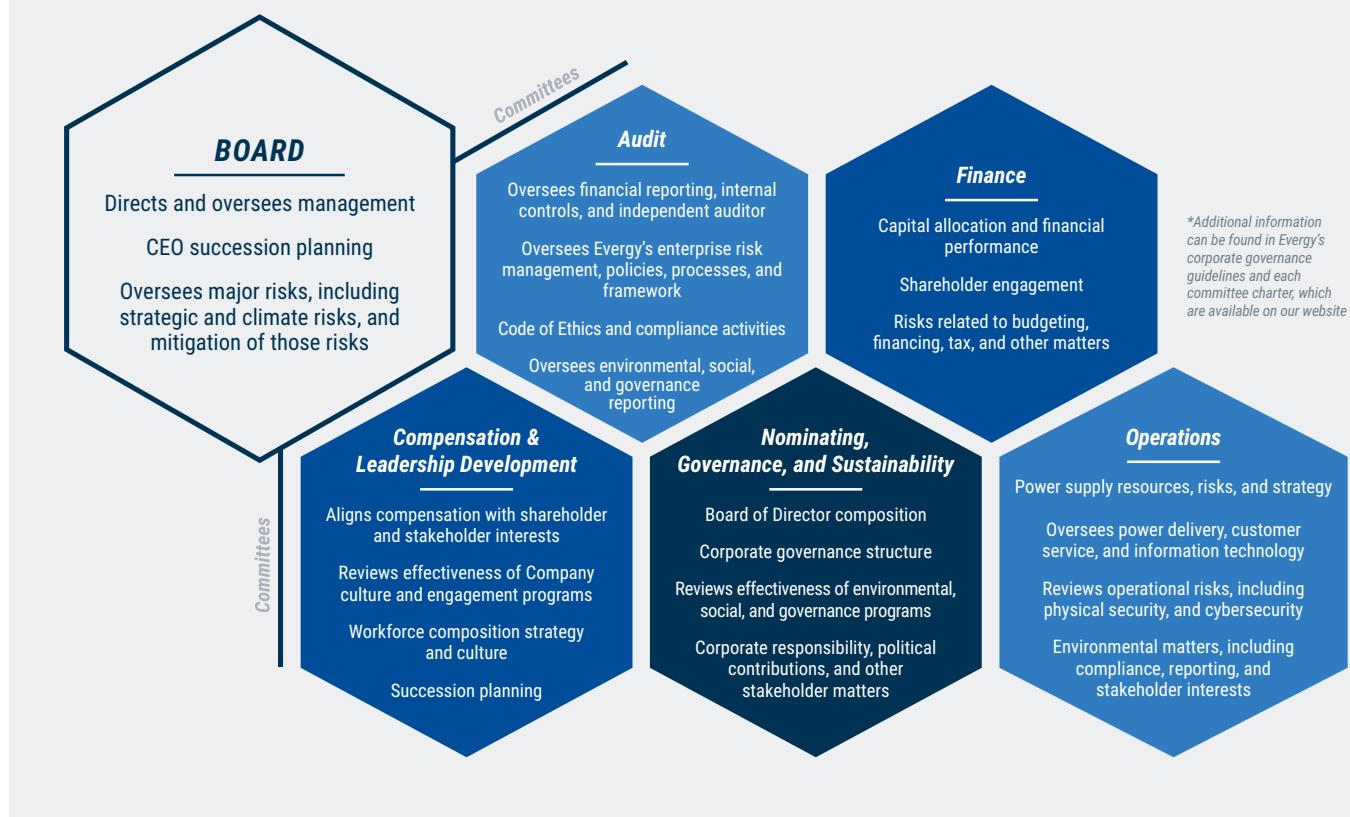
### Age Distribution



Average Age: **62**

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

## CORPORATE GOVERNANCE STRUCTURE\*



All of the committee charters, governance documents, and public policy information can be found at [investors.eversource.com/corporate-governance/documents-charters](http://investors.eversource.com/corporate-governance/documents-charters).

 Governance Highlights\*

Topic	Feature
Shareholder Empowerment	Annual election of directors
	Majority voting in uncontested elections
	Proxy access
	Shareholder right to call special meeting
Independence and Corporate Governance Best Practices	Lead Independent Director
	Independent Committee Chairs
	Standing executive sessions in Board and Committee meetings
	Annual self-evaluations
	All Board members re-elected annually; no staggered terms
	Shared oversight of risk management
	Robust stock ownership requirements – six times base salary for CEO
	SEC compliant clawback policy and provisions in award agreements
	Whistleblower hotline
	No shareholder rights plan or poison pill
Sustainable Operations and GHG Emission Reduction	No short selling, hedging, or pledging allowed by any employee or non-employee director
	Board review of Environmental, Social, and Governance matters
	CO <sub>2</sub> e emission goal of net zero for scope 1 and 2, by 2045, assuming key technology, policy, and regulatory enablers are in place
	Over half of power generated from non-CO <sub>2</sub> emitting sources in 2024 (compared to 2005 base levels)
Political Spending	Transparent environmental disclosures
	Board review of political spending
Cybersecurity	Annual disclosure of political spending
	Annual cybersecurity training and review of risk mitigation programs
	Board review of cybersecurity matters

\*Refer to the committee charters, governance documents and public policies at [investors.evergy.com/corporate-governance/documents-charters](https://investors.evergy.com/corporate-governance/documents-charters) for additional information

## Code of Ethics

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

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

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

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

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

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

[Code of Ethics](#)

[Supplier Code of Conduct](#)

## Shareholder Rights

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

## Security

### Cybersecurity

Evergy's cybersecurity and information technology risk mitigation program is based on a comprehensive set of policies, standards, and guidelines created to safeguard Evergy's operating information, proprietary business information, and customer and employee personal information. Evergy is audited against the North American Electric Reliability Corporation – Critical Infrastructure Protection (NERC-CIP) reliability standards based on the Midwest Reliability Organization's Compliance Oversight Plan for Evergy. An audit was completed in August of 2024 with no findings of potential non-compliance. No areas of concern or recommendations issued were related to cybersecurity. The audit team issued a positive observation related to Evergy's culture of compliance. The next audit is anticipated in 2027 and Evergy will be notified 270 days in advance. The program also incorporates self-assessments and third-party assessments to measure efficacy of the program and facilitate continual improvement.

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

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

#### *[Generative Artificial Intelligence \(AI\)](#)*

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

#### *[Grid Security](#)*

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

#### *[Cyber and Information Technology Governance](#)*

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

Evergy also expects our suppliers to abide by the cybersecurity requirements found here: [Evergy Supplier Cybersecurity Requirements](#).

#### *Privacy*

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

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

## Sustainability Governance

Annually, the Nominating, Governance, and Sustainability Committee assesses the effectiveness of the Board, its committees, and reviews the results with the Board. As part of this process, the Board determines the competencies needed on the Board to sustain long-term stakeholder value. In 2024, the Board determined the following categories of competencies were primarily important, among others: strategy development; federal and state regulation and compliance; alignment of company culture and compensation, and leadership development; accounting, finance and investment management; risk management; operational oversight; customer experience; community and political relations; and environmental, social and governance, which was added as a standalone core competency in 2021 in recognition of the importance of environmental, social, and governance matters to our stakeholders.

Evergy has also established a management structure to oversee and drive Sustainability matters. For many years, Evergy has had a working group composed of leaders of Evergy's corporate governance, investor relations, environmental stewardship, operations, public affairs, and community relations to monitor and lay the foundation for sustainability objectives and reporting.

In addition, Evergy has a Sustainability Steering Committee comprised of our President and Chief Executive Officer, Chief Financial Officer, and many additional senior executives and officers to identify company priorities, provide a platform and resources to implement sustainability initiatives, and engage with the Board committees responsible for sustainability matters.

## Board of Directors and Committees

### Oversight

#### Key Sustainability Responsibilities

- Risk oversight and mitigation
- Corporate governance, sustainability, political and lobbying spending
- Company culture and engagement programs
- Environmental matters, environmental policy, and environmental reporting

## Executive Sustainability Steering Committee

*Comprised of Officers and Senior Executives*

- Direct company sustainability program
- Report on sustainability initiatives and topics to the Board
- Incorporate key sustainability topics into company strategic initiatives

## Sustainability Working Group

*Comprised of multiple department heads across Evergy*

- Oversee specific business objectives that impact sustainability
- Provide relevant information and data to support sustainability reporting
- Communicate and carry out sustainability initiatives within specific business units

## Corporate Sustainability

*Sustainability program management*

- Coordinate Steering Committee and Working Group
- Gather data and report externally
- Participate in industry stakeholder projects, which includes mapping to frameworks (SASB, TCFD, EEL, etc.)

## Data Governance

Environmental, Social, and Governance issues and associated metrics are important for many. Robust, complete, and comparable data is crucial to managing related issues and is expected by internal and external stakeholders. To this end, in 2024, Evergy received independent [third-party verification](#) of the 2024 scope 1, 2 and 3 emissions. The verification was done in alignment with the principles of ISO 14064-3:2006. Evergy also received [third-party verification](#) on recordable incident rate, total fatalities, workforce training hours, and total workforce cost.

Third party verification of Sustainability related data can be beneficial to:

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

In addition to this external verification, Evergy has established data collection process and controls that are periodically reviewed by Evergy's Audit Services department. During 2024, Evergy's Sustainability Team also implemented a software designed to facilitate, collect, and receive management signoff of company metrics and information for Sustainability reporting which adds additional control elements to the reporting process.

## **Executive Compensation**

Evergy prioritizes being a company that empowers better futures for our employees and our communities. At Evergy, we seek to be aware of the ways our actions, consciously or unconsciously, impact our stakeholders and our company culture. We measured our overall growth and engagement in the three pillars of Marketplace, Workplace, and Workforce.

See pages 43-49 of our [2025 Proxy Statement](#) for executive compensation metrics, targets, and results for safety, reliability, customer, and financial.

The goals, targets, and results of our 2024 executive incentive plans are disclosed in our 2025 proxy statement. The 2024 compensation plan continued to support our strategic business plan with metrics similar to our 2023 metrics and targets focused on continued year-over year improvement. For 2024, the Long-term Incentive Plan included an environmental metric based on total megawatts of owned renewables additions by year-end 2026 or buy-ins of purchase power agreements.



# Forward-Looking Statements

Statements made in this report that are not based on historical facts are forward-looking, may involve risks and uncertainties, and are intended to be as of the date when made. Forward-looking statements include, but are not limited to, statements based on Evergy management's 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 including demand driven by new and existing customers; 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; 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," "guidance," "should," "could," "may," "seeks," "intends," "predict", "potential", "opportunities", "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; significant changes in the demand for electricity; changes in business strategy or operations; including with respect to the Evergy Companies' strategy to meet demand requirements of existing and future customers; 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; the ability to build or acquire generation and transmission facilities to meet the future demand for electricity from customers; the ability to control costs, avoid costs and schedule overruns during the development, construction and operation of generation, transmission, distribution or other projects due to challenges, which include, but are not limited to, changes in labor costs, availability and productivity, challenges with the management of contractors or vendors, subcontractor performance, shortages, delays, increased costs or inconsistent quality of equipment, materials and labor and increased financing costs as a result of changes in interest rates or as a result of project delays; 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; development, adoption and use of artificial intelligence by the Evergy Companies and its third-party vendors; the impact of climate change, including increased frequency and severity of significant weather events; risks relating to potential wildfires, including costs of litigation, potential regulatory penalties and damages in excess of insurance liability coverage; the extent to which counterparties are willing to do business with, finance the operations of or purchase energy from the Evergy Companies due to the fact that the Evergy Companies operate coal-fired generation; prices and availability of electricity and natural gas in wholesale markets; market perception of the energy industry and the Evergy Companies; the impact of future pandemic health events on, among other things, sales, results of operations, financial position, liquidity and cash flows, and also on operational issues, such as supply chain issues and the availability and ability of the Evergy Companies' employees and suppliers to perform the functions that are necessary to operate the Evergy Companies; changes in the energy trading markets in which the Evergy Companies participate, including retroactive repricing of transactions by regional transmission organizations (RTO) and independent system operators; financial market conditions and performance; disruptions in the banking industry, including volatility in interest rates and credit spreads and in availability and cost of capital and the effects on derivatives and hedges, nuclear decommissioning trust and pension plan assets and costs; impairments of long-lived assets or goodwill; credit ratings; inflation rates; effectiveness of risk management policies and procedures and the ability of counterparties to satisfy their contractual commitments; impact of physical and cybersecurity breaches, criminal activity, terrorist attacks, acts of war and other disruptions to the Evergy Companies' facilities or information technology infrastructure or the facilities and infrastructure of third-party service providers on which the Evergy Companies rely; impact of geopolitical conflicts on the global energy market, including the ability to contract for non-Russian sourced uranium; ability to carry out marketing and sales plans; cost, availability, quality and timely provision of equipment, supplies, labor and fuel; impacts of tariffs; ability to achieve generation goals and the occurrence and duration of planned and unplanned generation outages; the Evergy Companies' ability to manage their generation, transmission and distribution development plans and transmission joint ventures; the inherent risks associated with the ownership and operation of a nuclear facility, including environmental, health, safety, regulatory and financial risks; workforce risks, including those related to the Evergy Companies' ability to attract and retain qualified personnel, maintain satisfactory relationships with their labor unions and manage costs of, or changes in, wages, retirement, health care and other benefits; disruption, costs and uncertainties caused by or related to the actions of individuals or entities, such as activist shareholders or special interest groups, that seek to influence Evergy's plan, financial results or operations; the impact of changing expectations and demands of the Evergy Companies' customers, regulators, investors and stakeholders, including differing views on environmental, social and governance concerns; the possibility that strategic initiatives, including mergers, acquisitions and divestitures, and long-term financial plans, may not create the value that they are expected to achieve in a timely manner or at all; difficulties in maintaining relationships with customers, employees, contractors, regulators or suppliers; the outcome of the litigation involving the Evergy Companies; and other risks and uncertainties.

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

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