

GENERAL DISCLOSURES

Organizational Profile

GRI 102-1	Name of the organization.	Evergy's 2021 10-K (page 1)
GRI 102-2	a. Description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	Evergy's 2021 10-K Item 1. Business
GRI 102-3	Location of the organization's headquarters.	Evergy's 2021 10-K (page 1)
GRI 102-4	Number of countries where the organization operates, and names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	Evergy's 2021 10-K (page 7)
GRI 102-5	Nature of ownership and legal form.	Evergy's 2021 10-K (page 7)
GRI 102-6	Markets served, including: i. geographic location where products and services are offered; ii. sectors served; iii. types of customers and beneficiaries.	Evergy's 2021 10-K (page 7)
GRI 102-7	Scale of the organization, including: i. Total number of employees ii. Total number of operations iii. Net sales (for private sector organizations) or net revenues (for public sector organizations) iv. Total capitalization broken down in terms of debt and equity (for private sector organizations) v. Quantity of products or services provided	Evergy's 2021 10-K
GRI 102-8	a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Report any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in employment in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made.	Evergy's 2021 10-K
GRI 102-9	Description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	Evergy's 2021 10-K Evergy Suppliers

GRI 102-11	Report whether and how the precautionary approach or principle is addressed by the organization.	<p>Evergy believes its Policy of Environmental Practices and Policy on Water Resources reflect the internalization of the precautionary principle within Evergy. Elements of the precautionary principle are utilized within Evergy when identifying risks and environmental and stakeholder impact surrounding existing, past and future business operations. Risk Factors, as presented in Item 1A. of Evergy's 2021 Form 10-K, include: Utility Regulatory Risks; Environmental Risks; Financial Risks; Customer and Weather-related Risks; Operational Risks; Litigation Risks; and COVID-19 Risks.</p>
GRI 102-12	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	<p>Evergy continues to evaluate various external charters and principles to which the company may subscribe based on their applicability to our industry, sustainability and endorsement by peers. External partners we consider when we make sustainability decisions and considerations of charters to implement include: Utility Solid Waste Activities Group (USWAG); Electric Power Research Institute's (EPRI) Energy Sustainability Interest Group; and the Edison Electric Institute (EEI).</p> <p>Evergy abides by all laws and regulations, and upholds and respects human rights. Evergy is committed to respecting and protecting human rights in the course of its business. In keeping with this commitment, the Company supports international human rights principles such as those identified in the United Nations Universal Declaration of Human Rights. For details see our Human Rights Policy.</p>
GRI 102-13	List memberships of industry or other associations, and national or international advocacy organizations	<p>Public policy decisions can affect our business, and at Evergy we believe that engaging in the political process is in the best interest of our company, our employees and our stakeholders. We track proposed legislation at the federal, state and local levels and advocate our position when appropriate. We strive to educate public officials about our businesses and the impacts of potential policy decisions, and also participate in industry trade associations to assist in developing industry-wide positions, including memberships in the Edison Electric Institute (EEI) and the Electric Power Research Institute (EPRI).</p> <p>Evergy has Political Action Committees (PACs) through which employees may participate in the political process. These nonpartisan, voluntary PACs are organized and operate separately from Evergy, as required by law. Our PACs are governed by employees from across the company, and PAC contributions are made without regard to the private political preference of any director, executive or employee. More details on the PACs are available on Evergy's Public Policy Engagement.</p>
Strategy		
GRI 102-14	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	Evergy's 2021 10-K
GRI 102-15	Key Impacts, Risks, and Opportunities	Evergy's 2021 10-K Item 1A. Risk Factors
Ethics and Integrity		
GRI 102-16	Describe the organization's values, principles, standards and norms of behavior.	Evergy's Code of Ethics
GRI 102-17	Mechanism for Advice and Concerns about Ethics	Evergy's Code of Ethics

Governance		
GRI 102-18	a. Report the governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision- making on economic, environmental and social topics.	Evergys Board Charters and Governance Documents Evergys 2022 Annual Meeting and Proxy Statement
GRI 102-19	Delegating Authority	Evergys Board of Directors Corporate Governance Guidelines Evergys 2022 Annual Meeting and Proxy Statement
GRI 102-22	Composition of the Highest Governance Body and its Committees	Evergys Board Charters and Governance Documents Evergys 2022 Annual Meeting and Proxy Statement
GRI 102-23	Chair of the Highest Governance Body	Evergys Board of Directors Details Evergys 2022 Annual Meeting and Proxy Statement
GRI 102-24	Nominating and Selecting the Highest Governance Body	Evergys Corporate Governance Guidelines Evergys 2022 Annual Meeting and Proxy Statement
GRI 102-25	Conflicts of Interest	Evergys Corporate Governance Guidelines
GRI 102-26	Role of the Highest Governance Body in Setting Purpose, Values, and Strategy	Evergys Corporate Governance Guidelines Evergys 2022 Annual Meeting and Proxy Statement
GRI 102-27	Collective Knowledge of Highest Governance Body	Evergys Corporate Governance Guidelines Evergys 2022 Annual Meeting and Proxy Statement
GRI 102-28	Evaluating the Highest Governance Body's Performance	Evergys Corporate Governance Guidelines Evergys 2022 Annual Meeting and Proxy Statement
GRI 102-29	Identifying and Managing Economic, Environmental and Social Impacts	Evergys 2021 10-K Item 1A. Risk Factors
GRI 102-30	Effectiveness of Risk Management Process	Evergys 2021 Sustainability Report (page 22) describes Evergys's Enterprise Risk Management process including key dimensions, and oversight of key risks and related mitigation plans.
GRI 102-32	Highest Governance Body's Role in Sustainability Reporting	Evergys Board of Directors Nominating, Governance, and Sustainability Committee Charter
GRI 102-38	Annual Total Compensation Ratio	Evergys 2022 Annual Meeting and Proxy Statement

Stakeholder Engagement

GRI 102-40	Provide a list of stakeholder groups engaged by the organization.	<p>We engage with a variety of stakeholders such as our customers, investors, employees, potential employees, community neighbors, local organizations, public officials, regulators, the news media, suppliers, contractors, shareholders and financial analysts. When considering our sustainability priorities we consider these various stakeholders.</p> <p>The EEI quantitative and qualitative reports were developed based on investor feedback. Evergy is among the Edison Electric Institute (EEI) member companies using the voluntary Environmental, Social, Governance (ESG) / Sustainability reporting qualitative and quantitative templates for investors. This information is being provided in response to the desire of investors and other stakeholders for ESG/Sustainability information that is consistent across the electric utility sector. These reports are available on our website.</p>
GRI 102-41	Report the percentage of total employees covered by collective bargaining agreements.	<p>Evergy's 2021 Sustainability Report (page 33)</p>
GRI 102-42	Report the basis for identification and selection of stakeholders with whom to engage.	<p>Stakeholders include customers who depend on Evergy for their electricity needs; employees and suppliers who carry out Evergy operations and strategy; regulatory agencies and bodies; investors; and our community partners, including nonprofits, industry and government organizations.</p> <p>In addition, public notice for utility projects needing permits is provided as necessary, consistent with regulatory requirements.</p>
GRI 102-43	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	<p>See our 2021 Annual Report.</p> <p>The majority of our engagement is in line with specific projects. We complete hundreds of projects each year across the service territories we operate in. Investor, customer and regulatory engagement is ongoing and part of the normal business operation. For example, we participate in community events where customers can ask questions and we have the opportunity to share information about the company.</p> <p>Investors are formally engaged on quarterly calls as well as through attendance at conferences throughout the year. Evergy has a formalized stakeholder outreach process in place for infrastructure modernization projects, remediation activities, and other instances (when needed) if local communities are impacted by our business operations. In addition, public notice for utility projects needing permits is provided as necessary, consistent with regulatory requirements.</p> <p>To evaluate the effectiveness of our management of material topics, we collaborate with EEI and EPRI to ensure that our metrics, reporting and disclosures are consistent and in line with our industry peers.</p> <p>Additionally, we're planning now for tomorrow's energy needs through our Integrated Resource Plan (IRP) - a regulatory process used in Missouri and Kansas to thoroughly analyze and outline how electric utilities plan to meet the future electric requirements of its customers. This process involves a public forum, which includes participation from customers, consumer advocates, environmental organizations and other stakeholders.</p>

GRI 102-44	<p>Report key topics and concerns that have been raised through stakeholder engagement, including:</p> <p>i. how the organization has responded to those key topics and concerns, including through its reporting.</p> <p>ii. Report the stakeholder groups that raised each of the key topics and concerns.</p>	<p>The Nominating, Governance, and Sustainability Committee assists the Board in overseeing the programs, performance and risks relative to environmental and sustainability matters. Its responsibilities can be found in its Committee Charter.</p> <p>We report key sustainability/ESG metrics in our EEI quantitative and qualitative templates which were developed based on feedback from the EEI ESG/Sustainability working group comprised of industry peer companies and investors.</p> <p>Many of our customer programs (i.e. energy efficiency and renewable power programs) are a direct result of feedback from stakeholders. Evergy is continuously seeking stakeholder input to encourage transparency and influence our approach to affordable, reliable, and sustainable energy. Projects we undertake involve extensive stakeholder input and consideration. In addition, our customer care advocates and public affairs team are continuously receiving feedback and information from stakeholders.</p>
Reporting Practice		
GRI 102-45	<p>a. List all entities included in the organization's consolidated financial statements or equivalent documents.</p> <p>b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.</p>	<p>Evergy's Electric Operations organization is detailed within the Item 1. Business section of the Form 10-K (Annual Filing).</p> <p>All report contents represent only continuing operations; all discontinued operations have been removed to ensure the report is representative of our continuing business.</p>
GRI 102-46	<p>a. Explain the process for defining the report content and the topic Boundaries.</p> <p>b. Explain how the organization has implemented the Reporting Principles for defining report content.</p>	<p>Evergy is following the Global Report Indicator (GRI) Standards "Core" reporting methodology as the basis of our disclosures. Evergy's 2021 Sustainability Report effectively follows GRI reporting standards for Report Content: stakeholder inclusiveness, sustainability context, materiality, and completeness; and Report Quality: Accuracy, Balance, Clarity, Comparability, Reliability, and Timeliness.</p>
GRI 102-47	List all the material topics identified in the process for defining report content.	<p>Evergy has collaborated with EEI and EPRI, to ensure that our metrics, reporting and disclosures are consistent and in line with our industry peers. Priority issues are responsible, accelerated decarbonization; Provider of choice for customers; Competitive total shareholder return; Modernizing the grid; and Diverse, engaged workforce. Details of these priority issues are in Evergy's 2021 Sustainability Report and 2021 Annual Report.</p>
GRI 102-48	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	There are no restatements present in the 2021 Annual Report and related materials, unless noted.
GRI 102-49	Report significant changes from previous reporting periods in the list of material topics and topic Boundaries.	There are no significant changes in material topics and topic boundaries in this year's report.
GRI 102-50	Reporting period (such as fiscal or calendar year) for information provided.	Calendar year 2021; published in 2022
GRI 102-51	Date of most recent previous report (if any).	Not applicable
GRI 102-52	Reporting cycle (such as annual, biennial).	Annual
GRI 102-53	Provide the contact point for questions regarding the report or its contents.	<p>Evergy Corporate Sustainability Melissa Michels Manager melissa.michels@evergy.com Randy Erickson Sr Consultant randy.erickson@evergy.com</p>

GRI 102-54	Report if the organization has prepared the report in accordance with the GRI Standards, either: i. GRI Standards: Core option ii. GRI Standards: Comprehensive option.	Everygy has prepared this report in accordance with the GRI Standards: Core option.
GRI 102-55	Report the GRI Content Index which specifies each of the GRI Standards used and lists all disclosures included in the report. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	This document represents the GRI Content Index and meets the criteria described in GRI 102-55.
GRI 102-56	a. Description of the organization's policy and current practice with regard to seeking external assurance for the report. b. If the report is externally assured: i. not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. ii. The relationship between the organization and the assurance providers. iii. Whether and how the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	As of 2021, Everygy does not have a policy or practice with regard to external assurance for the GRI from an independent third party. Everygy obtained external assurance on 2021 greenhouse gas data and four social metrics from Ramboll UK Limited. The Nominating, Governance, and Sustainability Committee of the Board of Directors meets no less than four times per year to fulfill the committee's responsibilities for assessing the company's sustainability initiatives.

MANAGEMENT APPROACH

GRI 103-1	a. For each material topic, the reporting organization shall report the following: a. Explanation of why the topic is material b. The boundary for the material topic which includes a description of: where the impacts occur and the organization's involvement with the impacts. c. Any specific limitation regarding the topic Boundary	a. Topics that rank highest in priority to both internal and external stakeholders align with our well-established business strategy and focus: Responsible, accelerated decarbonization; Provider of choice for customers; Competitive total shareholder return; Modernizing the grid; and Diverse, engaged workforce. b. These priority issues are at the heart of the products and services we offer that serve as a foundation of modern life, enable innovation, and drive sustainable growth for all stakeholders: affordable, cleaner energy for customers; a rewarding and professional work environment for employees; value for investors; and growth for the communities we serve. This is detailed within the information presented in our 2021 Sustainability Report (page 4) and 2021 Annual Report . c. There are no limitations to the report regarding topic boundary as indicated in b. above.
GRI 103-2	For each material topic, the organization shall report: a. How the organization manages the topic b. A statement of the purpose of the management approach c. A description of the following, if the management approach includes that component: i. policies ii. commitments iii. goals and targets iv. responsibilities v. resources vi. grievance mechanisms vii. specific actions, such as processes, projects, programs and initiatives	a. Management of Material Topics. See our 2021 Annual Report for details on how material topics are managed. b. The purpose of this management approach is to ensure that our identified priority topics are addressed through our current business priorities and investments, and to measure our performance against our milestones and targets. c. We strive for transparency in our reporting and continue to look for opportunities to report our performance in a manner that is comparable and consistent with other companies in our industry. Our sustainability-related policies, supplemental data, and other related information can be found here .

GRI 103-3	<p>For each material topic, the organization shall report: How the organization evaluates the management approach, including:</p> <ul style="list-style-type: none"> i. The mechanisms for evaluating the effectiveness of the management approach ii. The results of the evaluation of the management approach iii. Any related adjustments to the management approach 	<ul style="list-style-type: none"> i. To evaluate the effectiveness of our management of material topics, we collaborate with EEI and EPRI, to ensure that our metrics, reporting and disclosures are consistent and in line with our industry peers. ii. We respond to numerous rating organizations' surveys and requests for information to help us measure our sustainability/ESG performance. iii. See Priority Topics section below for adjustments.
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PRIORITY TOPICS

GRI 201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	Evergy 2022 CDP Climate Report Evergy 2022 CDP Water Report
GRI 205-2	Communication and Training about Anti-Corruption Policies and Procedures	Evergy Code of Ethics
GRI 302-4	Reduction of Energy Consumption	Evergy 2021 EEI ESG Metrics Report (page 2)
GRI 303-1	Water Withdrawal by Source	Evergy 2022 CDP Water Report
GRI 303-2	Water Sources Significantly Affected by Withdrawal of Water	Evergy 2022 CDP Water Report
GRI 303-3	Water Recycled and Reused	Evergy 2022 CDP Water Report
GRI 305-1	Direct (Scope 1) GHG Emissions	Evergy 2021 EEI ESG Metrics Report (page 1)
GRI 305-2	Energy Indirect (Scope 2) GHG Emissions	Evergy 2021 EEI ESG Metrics Report (page 1)
GRI 305-3	Other Indirect (Scope 3) GHG Emissions	Evergy 2021 EEI ESG Metrics Report (page 1)
GRI 305-4	GHG Emissions Intensity	Evergy 2021 EEI ESG Metrics Report (page 1)
GRI 305-5	Reduction of GHG Emissions	Evergy 2021 EEI ESG Metrics Report (page 1)
GRI 305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	Evergy 2021 EEI ESG Metrics Report (page 1)
GRI 306-1	Water Discharge by Quality and Destination	Evergy 2022 CDP Water Report
GRI 306-5	Water Bodies Affected by Water Discharges and/or Runoff	Evergy 2022 CDP Water Report
GRI 401-1	New Employee Hires and Employee Turnover	Evergy's 2021 Sustainability Report (page 33)

GRI 401-3	Parental Leave	Evergy's 2021 Sustainability Report (page 36)
GRI 403-2	Types of Injury and Rates of Injury, Occupational Diseases, Lost Days, and Absenteeism, and Number of Work-Related Fatalities	Evergy 2021 EEI ESG Metrics Report (page 2)
GRI 404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	Evergy's 2021 Sustainability Report (page 37-39)
GRI 405-1	Diversity of Governance Bodies and Employees	Evergy's 2021 Sustainability Report (page 33-35, 46-47)
GRI 407-1	Operations and Suppliers in which the Right to Freedom of Association and Collective Bargaining may be at Risk	Evergy supports the right to Freedom of Association and Collective bargaining as stated in the Evergy Human Rights Policy
GRI 415-1	Political Contribution	Evergy Public Policy Engagement

Highlighted fields indicated GRI CORE OPTION Questions