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DEAR COLLEAGUE:

2020 was a stressful year filled with challenges and unprecedented disruptions to our lives, jobs, families and communities. We are very grateful for the hard work and dedication that the Evergy team demonstrated in the face of these disruptions. The events of 2020 forced us to change the way we do things and it likely will alter the way we do business and serve our customers in the future. Of note, what did not and what will not change is our commitment to always conduct ourselves and our business in an ethical and compliant manner.

This past year has been especially difficult for the economically vulnerable and for members of historically marginalized groups. We are proud of how our company and staff responded not only to the pandemic, but to the civil unrest across the nation and in our communities where we live and work. For more than 100 years, our employees, customers and communities have put their trust in us, and we didn't let them down. We hosted a town hall for leadership and Black employees moderated by leading change management experts to offer a safe space for Black employees to share stories, thoughts and solutions to help make our work environment a more inclusive space. We are taking actions to address what we heard. Responding to pandemic-driven economic disruptions that impacted so many, we provided community assistance in the form of Home Town Economic Recovery grants, suspended disconnects, and offered additional payment plans for customers. Importantly, day in and day out during all the uncertainty, our employees continued to deliver the clean, safe and reliable energy our customers depend on.

Because ethical behavior is so critical to our success, we want to ensure our employees are familiar with what is expected of them. In addition to conducting annual ethics and compliance training for employees, we created a Code of Ethics (Code). The Code is aligned with our Mission and Vision, and is reinforced by our core Values of safety, integrity, ownership and adaptability. To advance our mission to empower a better future and our vision to become the best energy company, we must continue to cultivate a company culture that respects others, allows for a questioning attitude and strives to do the right thing every time.

To assist you in your decision making, you can refer to the explanations and scenarios within the Code that bring to life real compliance and ethical issues you may grapple with from time to time. We have a no retaliation policy, which means if you raise a compliance or ethics concern in good faith you won't be retaliated against for raising that issue. If you become aware of a legal or ethical concern, use the Code to help you determine what to do, and never be afraid to report compliance or ethical issues.

Our success depends on our ability to earn and retain the trust of employees, customers, regulators, investors and communities. And these unprecedented times call on us to strengthen our resolve to continue to work together and step up our leadership. Foundational to this resolve is our commitment to our core values and to doing business ethically and with integrity. We urge each of you to join us and take personal responsibility for following the Code, as well as our policies and procedures, the applicable laws and regulations that impact our company; please take time to understand how they apply to your job. In return, you can expect to be protected from any form of intimidation or retaliation. Your commitment to uphold our Mission, Vision, and Values and the Code of Ethics is important to our collective success as we strive to build on our company’s legacy of trust for the next 100 years.

Sincerely,

David Campbell
President and
Chief Executive Officer

Ellen E. Fairchild
Vice President and
Chief Compliance Officer
Our Values
MISSION
We empower a better future.

VISION
To become the best energy company.

EMPLOYEES
• We will be a great place to work for the talent that we need
• Our culture fosters engagement and excellence
• We will be diverse and inclusive

CUSTOMERS
• Our operations will be Tier 1 quality and cost effective
• We will be the provider of choice
• We will be our customers’ trusted energy partner

SHAREHOLDERS
• We will deliver consistent and superior Total Shareholder Returns
• We will allocate capital to drive sustainable and diverse energy solutions

COMMUNITIES
• We will have collaborative stakeholder relationships
• We will have open and transparent regulator relationships
• We will be good stewards of our resources and relationships

VALUES
People first.

SAFETY
• Safety is everyone’s responsibility
• We value safety at all times and in all situations
• We never compromise safety
• Zero unsafe behavior is the goal

INTEGRITY
• Integrity and honesty are the foundations of all we do
• We respect each other and those we serve
• We respect and protect the environment
• We will focus on the whole of the organization

OWNERSHIP
• We are always accountable for our actions
• We are committed and responsive to our owners
• We continuously work to improve performance

ADAPTABILITY
• We use innovation and flexibility to meet the emerging needs of our customers and owners
• We demand continuous improvement and encourage break through thinking that challenges the status quo
Our Commitment
The Code is just one of the resources that can help you conduct company business lawfully and ethically. Other resources include policies, procedures, knowledgeable personnel and training. Each of us needs to learn the applicable standards that apply to our jobs.

**Doing the Right Thing**
As employees, we always need to do the right thing, even when no one is watching. This means obeying the law and conducting business ethically and with integrity. Our Code of Ethics (the Code) shows us how to make ethical decisions and when we should ask for further guidance. Although the Code is designed for our employees, officers and board of directors (directors), we expect our suppliers, agents, business partners, consultants and others who work for us to also embrace its spirit.

**Our Responsibilities**
Our Code applies all the time, but it is only effective when we follow it. One instance of a person failing to act with integrity can damage the company’s hard-earned reputation. All Evergy employees must understand and adhere to the expectations in the Code. To ensure lawful and ethical business conduct throughout the company we must:

- **Follow the Code**, company policies, procedures and the applicable laws and regulations (what we refer to as applicable standards) at all times;
- **Uphold** the principles of the Code and company policies and procedures in all you do;
- **Never allow ignorance or the mindset of “everyone else is doing it”** to influence you to act illegally or unethically;
- **Ask questions** and use the company’s resources to make the right decisions; and
- **Speak up** if you believe a violation of our Code, company policies or procedures or any law or regulation has occurred.

Supervisors have additional responsibilities, including:

- Having a practical knowledge of the Code and leading others by example;
- Providing effective communication and training to the employees and contractors they supervise; and
- Promoting an open-door policy so employees and contractors feel comfortable asking questions and voicing concerns.

Because no Code or policy can cover every situation, law or regulation, our Code contains principles to guide us. In addition to asking questions when you’re uncertain about how to apply the applicable standards, additional helpful resources are shared in the Reporting Concerns section of this Code. The Reporting Concerns section also discusses situations that are, or appear to be, violations of the applicable standards and the importance of reporting them promptly. Additional information is also available on the Compliance intranet page under the How to Report Concerns link.

“Company” and “Evergy” mean Evergy and all subsidiaries.
No Retaliation
We ask you to Speak Up when you see unethical or illegal behavior. No employee will ever be punished for making a good faith report about violations of applicable standards or cooperating in authorized investigations. Making a good faith report means you believe the information you provide is true. It is a violation of the Code to make a report without a good faith belief that it is true.

It is also a violation of the Code for anyone to retaliate against an employee who speaks up in good faith. Supervisors are responsible for making sure the employees and contractors they supervise comply with our no retaliation policy.

Consequences
Any violation of applicable standards could result in disciplinary action including a warning, suspension or termination of employment.

Cooperation with Investigations
The company and/or external experts will follow up on all reported concerns. As part of that process authorized investigations may be conducted. You are required to cooperate fully, promptly and truthfully in any authorized internal or external investigation. This cooperation may include responding to requests for information, participating in interviews and disclosing relevant information. You must not destroy or alter any company record related to an open investigation or litigation.

REPORTING CONCERNS

You are encouraged to report concerns related to:

- HARASSMENT
- DISCRIMINATION
- SAFETY
- INAPPROPRIATE USE OF COMPANY ASSETS
- INAPPROPRIATE USE OF SOCIAL MEDIA
- INAPPROPRIATE ACCOUNTING REPORTING

Our Duties
Numerous ways are available to report concerns and complaints, including anonymously. Confidentiality will be maintained to fullest extent practicable, but complete confidentiality cannot be guaranteed unless reported anonymously through the ConcernsLine. The company has an obligation to conduct an adequate investigation and meet its obligations under the law when it receives complaints of improper conduct. You can choose to remain anonymous when you report your

{Q}
My peers were reported to our supervisor for sharing a misogynistic joke and received discipline. My peers believe it was me that reported the issue and now refuse to talk to me, even regarding work related matters. Does this violate the policy against retaliation?

{A}
Yes. Employees are protected when they in good faith report an allegation of wrongdoing. Treating employees differently because they reported a concern is likely retaliation and a violation of the Code. In this example it is unknown who reported the issue; however, retaliation based on presumption is still a potential violation of the Code and the employee should report the behavior following one of the company’s reporting avenues.

{Q}
I reported a concern anonymously to the ConcernsLine, was provided with a PIN to access the response on a designated call back date, but I lost the PIN. What can I do?

{A}
Without the PIN the ConcernsLine has no way to verify that you are the original reporter. You will need to make the report again, obtain a new PIN and check back on the new call back date for a response.
concern by using the ConcernsLine, but it is important for you to keep your report number (provided by the third-party administrator of the line) so you can follow up on your concern and provide additional details, if necessary. If we have follow-up questions about your concern, we will provide them to the third-party administrator and you may be asked to assist with the investigation by calling or logging back in to the web submission tool to provide additional details. Without all the facts, it may be difficult to get to the bottom of your concern.

**Your Options for Reporting a Concern**

- **Talk to your supervisor**
- **Contact your HR Partner**
- **Contact our Chief Compliance Officer, Ellen Fairchild at 816-652-1103**
- **Contact our General Counsel, Heather Humphrey at 816-556-2335**
- **Submit a report online to the anonymous and confidential ConcernsLine, utilizing the link on the Compliance Intranet Site**
- **Call the ConcernsLine at 866-266-7595, available 24/7 for confidential and anonymous reporting of concerns and complaints**

Evergy employees and contractors that support Wolf Creek Generating Station may also write a Condition Report, contact the Employee Concerns Program, confidentially in person or anonymously by calling the ConcernsLine at 877-845-6997, or by contacting the Nuclear Regulatory Commission 800-695-7403.

**Investigations and Corrective Action**

Concerns and complaints will be promptly and appropriately investigated. We will take appropriate corrective actions, if necessary, based on the results of our investigation. These corrective actions may include amending processes and controls, making policy and procedure changes, distributing training, and taking disciplinary actions up to and including termination of employment.

**Have a concern?**

_I’m concerned that if I file a report about my co-workers’ misconduct, they will know it’s me and our work relationship will be difficult. What should I do?_

**A**

Investigations of employee concerns are done confidentially and shared with others only if they need to know. However, the ConcernsLine allows you to ask a question or report concerns anonymously. As an Evergy employee, you’re responsible for reporting actual or suspected violations of the Code and for seeking clarification and guidance on ethical, compliance and legal issues. The company’s no retaliation policy prohibits retaliation against you by your coworkers or anyone else at the company.
What happens when I report concerns to the ConcernsLine?

When you call the ConcernsLine, a risk specialist (independent third party) will ask you questions about the concern. Please provide as much information as possible to help with the investigation. You will also be asked if you wish to remain anonymous.

Once the concern is described, the risk specialist will confirm they have the correct information and then provide a unique Issue Number and call back date. This number allows you to check back on the status of the concern or provide more information.

ConcernsLine notifies Evergy of the new report. The report is investigated by the appropriate department (generally Corporate Compliance, HR, or Legal).

You can call the ConcernsLine and the risk specialist will read back the concern resolution posted by Evergy. Or, you can go online and check the website.

Once the investigation is complete, the resolution is posted on the ConcernsLine website.

If we have follow-up questions we will post them on the third-party site. You can assist with the investigation by calling or logging back in to the web submission tool to provide additional details (anonymously, if desired).

*Concerns regarding Wolf Creek Generating Station (Wolf Creek) operations, equipment/design, or security should be communicated promptly to the control room or the security shift leader.*
GUIDANCE

You should ask for guidance on Code and ethical matters that arise at work from whomever you are most comfortable, including supervisors, managers, Human Resources, Legal, the Chief Compliance Officer or the ConcernsLine. The company also provides training on the Code and the applicable standards.

**Ethical decision-making tree**

Is it the right thing to do?

1. Is it legal? **NO**
   - YES
2. Is this action appropriate so someone’s life, health or safety won’t be endangered? **NO**
   - YES
3. Does it reflect Evergy’s Values and culture? **NO**
   - YES
4. Does it comply with Evergy’s policies? **NO**
   - YES
5. Would my family, friends, manager or co-workers approve? **NO**
   - YES
6. Would our other stakeholders approve? **NO**
   - YES
7. Would you feel comfortable reading about these actions in the news or on social media? **NO**
   - YES
8. Is it the right thing to do? **NO**

If you answered “No” to any of these questions or were hesitant at all, speak up and get answers.
Our Workplace
EMployment

We commit to creating an inclusive environment where individual contributions are recognized, people are valued, respected, and have opportunities to reach their full potential. Every will not tolerate conduct that violates the Code or the following policies. Employees who are found to violate the policies detailed below may face enhanced discipline, up to and including termination of employment, as appropriate to the situation.

Equal Opportunity, Diversity, Inclusion, and Nondiscrimination
We recognize the contribution of a diverse workforce to our company’s success. Discrimination is not tolerated based on any real or perceived protected differences among employees, customers, suppliers or the public.

The company is fully committed to equal opportunity and nondiscriminatory employment practices. We seek to recruit, hire, develop and retain qualified people from a diverse candidate pool regardless of race, color, religion, creed, gender, pregnancy or related medical conditions, age (40 and over), national origin or ancestry, physical or mental disability, genetic information, sexual orientation, gender identity or expression, veteran status, or any other consideration protected by federal, state or local laws. Our commitment to create an inclusive environment includes valuing our employees’ diverse backgrounds and life experiences which in turn allow us to better connect with all stakeholders making Every a stronger company.

Harassment
We do not tolerate illegal harassment of any type or in any form, whether it is physical, verbal, electronic, or by any other method. That means disciplinary action will be taken against anyone who violates this policy, up to and including termination of employment. It is unacceptable to harass each other, our customers, vendors or anyone else.

Illegal harassment consists of words or actions that denigrate or show hostility or dislike toward anyone, their relatives, friends or associates because of race, color, religion, creed, gender, pregnancy or related medical conditions, age (40 and over), national origin or ancestry, physical or mental disability, genetic information, sexual orientation, gender identity or expression, or veteran status or any other consideration protected by federal, state or local laws. Harassment can:

- Create an intimidating, hostile, or offensive work environment;
- Unreasonably interfere with an individual’s work performance; and
- Adversely affect an individual’s employment opportunities.

Q: What should I do if I believe I have been discriminated against at work?
A: If you believe that you or anyone else has been the victim of unlawful discrimination or harassment, you should report it to your supervisor, your HR business partner or any of the appropriate people described in the Reporting Concerns section of this Code. If you prefer, you can speak anonymously and confidentially with the ConcernsLine at 866-266-7595 or Compliance intranet site.

Q: My co-worker has made a habit of sharing meme’s and quotes under their signature in emails. Some of these I find questionable, what should I do?
A: You can discuss this with the individual sending the memes and quotes; however, if you are not comfortable addressing the issue directly, you should discuss the concern with your supervisor or any appropriate person described in the Reporting Concerns section of this Code.
Illegal sexual harassment is behavior that is not welcome and offensive. It includes:

- **Making unwelcome sexual advances, requests** for sexual favors or other verbal or physical conduct of a sexual nature a condition of continued employment;
- **Making submission to or rejection** of such conduct the basis for employment decisions; or
- **Creating** an intimidating, disparate, hostile or offensive working environment.

You are obligated to report any harassment you believe has occurred to the appropriate people described in the Reporting Concerns section of this Code.

### HARASSMENT: IN BOUNDS

**TREATING YOUR CO-WORKERS WITH RESPECT AND DIGNITY**

**REPORTING AN INAPPROPRIATE SITUATION**

### HARASSMENT: OUT OF BOUNDS

**INAPPROPRIATE TOUCHING**

**MAKING DEROGATORY COMMENTS TO A CO-WORKER**

**TELLING OFFENSIVE JOKES**

**THREATS OR INTIMIDATION**

### Violence

We do not tolerate threats or acts of violence or intimidation of any kind or in any form, whether physical, verbal, electronic, or by any other method. Employees who have been threatened with or subjected to violence by another employee, a nonemployee on company property, or anyone with whom employees are in contact as a result of their job if you see or hear any situation that is threatening, or carries the potential for violence, call your supervisor or Security Control (answered 24/7) at (816) 654-1499 or call 9-1-1, if necessary. Act immediately.

### Substance Abuse

At no time does the company allow employees to purchase, use, possess, sell, distribute, manufacture or be under the influence of alcohol or, illegal drugs, including misused prescription drugs, during working hours (including lunch or break periods) or on company or customer property. Employees will be subject to discipline, up to and including termination of employment, if they report for work or are working with a blood alcohol concentration of 0.02 or greater or are under the influence of a controlled substance. Disciplinary action will also be taken if an employee possesses or uses alcohol or a controlled substance, except legally obtained prescription drugs, during working hours (including lunch or break periods) on company or customer property.
All employees are expected to report for work in a condition that allows them to perform their job duties. Supervisors may require an employee to submit to a physical examination if it appears the employee is not fit for duty or there is a reasonable basis for suspecting the employee may have used alcohol or a controlled substance in violation of this policy.

Wolf Creek Generating Station employees, and Evergy employees badged for access at Wolf Creek Generating Station, are required to abide by Wolf Creek’s Fitness for Duty procedure. For more information, refer to Procedure AP 13-001, Fitness for Duty Program, and Fatigue Management policies.

The company Employee Assistance Program (EAP) is available for employees to use on a confidential basis. Any employee who has a problem with alcohol or drug use is encouraged to seek assistance from the EAP.

Exceptions to the prohibition of the use or possession of alcohol in connection with authorized events will be approved in advance by the Chief Compliance Officer. Approval for outside organizations to use company facilities and to serve alcohol is part of the facility request procedure process.

**Appropriate Use of Computer Resources/Employee Privacy Expectations**

The company entrusts you with computer resources for legitimate business purposes only. These resources may not be used for personal gain (such as advertising, personal business or political lobbying not on behalf of the company). Other inappropriate uses, such as accessing pornographic material, hate group information, gambling material or any other violation of company policy is prohibited.

All information transmitted, stored or accessed using company computer resources belong to the company, and you should have no expectation of privacy when using these resources and business tools. Computer resources, such as voice mail, telephone, company issued cell phones, Internet or e-mail, may be reviewed by the company for any reason. In addition, employee workspaces or property on company premises may be searched by the company. These actions may take place without any prior notice. Incidental and occasional personal use of computer resources is permitted, but should not be abused, and the company can revoke this privilege at any time. Your supervisor or an information security professional can answer any questions you may have about the appropriate use of company computer resources. Refer to the Information Security policy (Evergy-S300).

**Personal Information**

The company collects and maintains personal information that relates to your employment and the customers we serve in accordance with

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**I occasionally send and receive personal emails using my evergy.com email address. Is this acceptable?**

**Occasional personal use of email is acceptable. However, please remember these messages are considered company property and you should have no expectation of privacy.**

**Policy:**

Evergy-S300
applicable laws and regulations. Special care is taken to limit access to personal information to company personnel or service providers with a need to know such information for a legitimate business purpose. Refer to the Personally Identifiable Information policy (Evergy-C306).

**SAFETY**

We strive to provide a safe and healthy environment for our employees, customers and members of the public. Employees are required to perform their duties in a manner that focuses on the personal safety of employees, customers, suppliers and the public. The company establishes and enforces safety policies and practices appropriate to its businesses and promotes safety awareness for employees and the general public through education, training and outreach. Accidents, injuries, occupational illnesses, unsafe conditions and safety violations must be reported as specified in the applicable standards.

Disregard for safety or violation of safety rules may be subject to disciplinary action, up to and including suspension or termination of employment, even for the first offense.

**DATA PRIVACY: IN BOUNDS**

- Lock your computer each time you leave your work area
- Close sensitive files before presenting or sharing your screen

**DATA PRIVACY: OUT OF BOUNDS**

- Sharing your password
- Sharing customer or employee personal information with anyone other than those who need to know
- Sharing confidential or sensitive company information with another other than those who need to know

**SAFETY: IN BOUNDS**

- Wearing your personal protective equipment (PPE)
- Identifying possible safety hazards before starting a job
- Reporting an injury or near miss

**SAFETY: OUT OF BOUNDS**

- Not stopping a job when it is deemed unsafe
- Taking shortcuts
- Being distracted and not focusing on safety

**Policy:**

Evergy-C306

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**Q**

I am not 100% comfortable with the safety aspects of the procedure I am about to perform. What should I do?

**A**

Stop the work. We are committed to putting safety and health first. Discuss your perceptions with your supervisor, share them in a safety meeting or call the ConcernsLine at 866-266-7595. You have the right to speak up without any fear of retaliation even if your view is not popular.
Our Company
CONFLICTS OF INTEREST

Definition
Conflicts of interest may occur when our personal interests, position, or relationships influence us to take actions or make decisions that are not in the best interests of the company. We should take care to avoid even the appearance of a conflict of interest through appropriate disclosure. Conflicts may relate to the following:

- Personal financial interests
- Secondary employment and business relationships
- Opportunities and compensation from non-company sources
- Community, professional or board activities

The keys to dealing with any potential conflict of interest are to:

- **Use every reasonable means** to prevent them;
- **Always disclose them in writing** to your supervisor, the Corporate Compliance department, and on the annual Code certification form; and
- **Resolve them quickly.** We will review each situation and take appropriate steps to help you address the potential conflict.

Keep in mind the four **Ps** when considering whether a situation might create a conflict of interest, or the appearance of one:

- **Private or personal interest** Has the situation created a tension between what may be best for the individual and best for the company?
- **Potential personal benefit** Would any individual receive a potential personal benefit now or at some point in the future?
- **Perception** How would the scenario look to others?
- **Promises** Have any promises been made or obligations assumed?

**Personal Financial Interests**
A potential conflict of interest may exist when you are in a position to gain financially from decisions you make on behalf of the company or if a member of your immediate family is involved or could gain financially from the decision or arrangement. We are expected to make these types of decisions free of personal interest.

Similarly, you cannot make a loan to a supplier, customer, partner or competitor or buy derivatives based on their equities or debt. Just to be clear, however, the prohibition on having a financial interest in a supplier only applies to a company whose financial performance can be measurably influenced by sales to our company.

You may not hold a financial interest in any company subsidiary, partnership or joint venture involving the company, or any company in which the company has invested without prior approval from the Chief Compliance Officer.
The company will not make loans to or guarantee obligations for any of its directors, officers or other employees.

As explained in the Reporting Concerns section, you must tell the company when a member of your immediate family has acquired, or intends to acquire, a financial interest in a stakeholder group. For questions regarding personal financial interests, contact the Corporate Compliance department.

**Stakeholder Group** means any person or company, with which the company does business or is likely to do business, any company or person that is seeking to do business with our company; or any vendors or suppliers.

**Subsidiary** means an entity in which Evergy has, directly or through its subsidiaries, either more than 50 percent of the voting rights or the power to control that entity.

**Secondary Employment and Business Relationships**

If you hold a secondary job or have other outside business relationships, there could be a conflict of interest. Similarly, if a member of your immediate family holds a job or has outside business relationships connected to Evergy, they may create a conflict of interest for you.

As an employee, you cannot directly or indirectly compete with the company by serving as a director, officer, employee, independent contractor, representative or consultant for a competitor.

If you or someone in your immediate family performs work for, or serves as a director or officer for a supplier or contractor, you must disclose it in writing.

Board of Directors and officers must disclose potential conflicts of interest in writing to the Law Department, who will assess the facts and determine where to apprise the Evergy Nominating, Governance, and Corporate Responsibility Committee.

Full-time employees are expected to devote their full-time effort to their job responsibilities. Therefore, you cannot solicit business or conduct outside activities for another employer (including self-employment) during company working hours.

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**Q**

I have a secondary employment working for a home improvement contractor on my days off. What do I need to do?

**A**

First, report this secondary employment to your immediate supervisor. Your supervisor will help determine if any potential or actual conflicts of interest exist and if additional reporting needs to be done with Corporate Compliance.

**Q**

My mother-in-law is also employed by Evergy but in a different department and at a different location. Do I need to report this?

**A**

Yes, first report this immediate family member relationship to your supervisor annually or as circumstances change. Your supervisor will help determine if any potential or actual conflicts of interest exist and if additional reporting needs to be done with Corporate Compliance.
When and How should I report a potential conflict of interest?

Information should be disclosed to your supervisor annually as a part of the annual Code of Ethics training and certification, or promptly as circumstances change. These potential conflicts include, but are not limited to:

- Secondary employment or any situation that could result in personal gain related to your position at the company.
- Employment by the company of an immediate family member in any capacity, whether as a direct employee, temporary employee, third-party contingent worker.

After discussion with your supervisor, if it is determined there is a potential conflict of interest, the conflicts of interest form should be filled out by going to the Compliance page on the Intranet and following the [link](#) to the form.

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**SECONDARY EMPLOYMENT:**

**IN BOUNDS**

- Secondary employment that doesn’t interfere with job responsibilities
- Separating your personal and company interests to eliminate the appearance of or actual conflicts of interest

**SECONDARY EMPLOYMENT:**

**OUT OF BOUNDS**

- A position that will compete with, embarrass, discredit, or go against the company’s best interests
- Soliciting personal business on company time or using company resources for personal business

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Immediate family member includes: the employee’s spouse, domestic partner, brother, sister, parents, stepparents, grandparents, children, stepchildren, father-in-law, mother-in-law, grandfather-in-law, grandmother-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, aunt, uncle, nieces, nephews, first cousin, and any other member of the employee’s household.

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Corporate Opportunities and Compensation from Noncompany Sources

You have a duty to advance the company’s legitimate interests whenever possible. This means you cannot:

- **Transfer any business opportunity discovered** as part of your job to yourself or anyone else,
- **Compete directly or indirectly** with the company.

You cannot accept any form of compensation from another company or person for services that you perform for the company.
ACCOUNTING AND RECORDKEEPING

Accounting and Financial Disclosures
Compliance with generally accepted accounting principles and applicable internal accounting controls is required. All company accounting entries, books, accounts and records must properly and fairly reflect its assets, liabilities and results of operations. No one may establish unrecorded, off-the-books accounts. All company assets, particularly bank accounts, liabilities and transactions, must be recorded in the company’s accounting records. Each transaction must be clearly and correctly described in adequate detail in the appropriate accounting and business records.

It is unacceptable to falsify or direct someone else to falsify any company books, records or accounts. Whether you create a company document, direct someone else to do it, or provide information for a document, you must ensure it is true and accurate.

Company documents may not be improperly altered or destroyed except according to the requirements of the company’s Enterprise Information Governance: Preservation of Records policy (Evergy-C301).

The company complies with all applicable securities laws and U.S. Securities and Exchange Commission (SEC) rules, providing full, fair, accurate, timely and understandable disclosure in reports and documents filed or furnished to the SEC and the public. Everyone providing information for, or involved in the preparation, review and certification of these reports and documents is responsible for ensuring that this information is full, fair, accurate, timely and understandable.

Fraud, Theft, Payments and Kickbacks or Similar Conduct
Fraud, or the appearance of fraud, can compromise the integrity of our financial reporting system and the safety of company assets. No employee should engage in fraudulent activity, including activities that bypass existing controls.

Likewise, you may not engage in any direct or indirect scheme to defraud anyone out of money, property or honest services through theft, fraud, embezzlement, misappropriation or wrongful conversion of any property. You may not lie, either orally or in writing, about any aspect of our company.

Our Code does not allow you to accept anything of value from an outside party for your actions or decisions involving the company. Likewise, we do not allow employees to offer or give a kickback to anyone for any reason. Prohibited payments or kickbacks could include money, fees, commissions, loans, gratuities, lavish trips, entertainment or recreation, personal services, accommodations or anything else of value.

I have been asked by a co-worker to sign off on work they completed, but I have not verified. We are on a tight deadline and they usually do the work correctly, should I do this?

Do not sign documents that you know are inaccurate or incomplete or if it’s your responsibility to review and verify and you haven’t completed the review.

I think a co-worker is recording overtime that they did not work. What can I do?

Preparing incorrect time sheets on purpose, or reporting hours not worked, is a serious issue. False time reporting is a form of theft that causes the company to lose money. It may also be a violation of local law. You should report your concern to your supervisor or one of the other reporting options outlined in the Reporting Concerns section of this Code.

Policy:
Evergy-C301
Approval of Business Transactions
The company’s contracts and agreements establish its rights and obligations in business transactions. All employees and contractors must follow the company’s policies and procedures to make sure that the appropriate terms and conditions and levels of review and approval have been obtained before entering into any contracts. Refer to Approval Authority for Business Transactions policy (Evergy-E200).

Accounting, Internal Controls and Auditing Matters
If you have any concerns about accounting, internal accounting controls, auditing matters or possible violations of applicable standards, you must report them. You may make confidential and anonymous reports of your concerns regarding accounting, internal accounting controls or auditing matters through the ConcernsLine or by contacting the Chief Compliance Officer. The Audit Committee will be notified of all concerns or complaints regarding accounting, internal accounting controls or auditing matters and Audit team members. The concerns will be investigated according to company policy and procedures.

Independent Accountants and Audit Services
The company’s Audit Services Department provides the Evergy Audit Committee and company management with an independent appraisal of the adequacy and effectiveness of our accounting, administrative and internal control system. This appraisal includes the reliability and integrity of financial and operating information; safeguarding assets; compliance with relevant policies, procedures, contracts, laws and regulations; and monitoring the effectiveness and efficiency of operations. Audit Services and the independent accountants engaged to perform audits and other services have unrestricted access to the Audit Committee and all company personnel, physical properties, records, contracts, correspondence and company papers with the accompanying accountability for safekeeping and confidentiality.

All employees must cooperate fully with Audit Services and the company’s independent accountants. You may not make or direct someone else to make false or misleading statements or omit facts. You may not directly or indirectly take any action to coerce, manipulate, mislead or fraudulently influence Audit Services or the company’s independent accountants in the performance of their services.

Records Management
Employees must follow the applicable standards on records retention and management and comply with all requests from the Law Department to preserve documents. The Law Department should be notified immediately if you learn of a subpoena or a pending, imminent or contemplated lawsuit, government investigation or proceeding, so actions can be taken to ensure that relevant documents are preserved.

Policy:
Evergy-E200
PROTECTING COMPANY ASSETS

Fiscal Responsibility
The company recognizes its fiscal responsibility to its customers, shareholders and employees. To that end, employees are expected to make prudent economic decisions in the planning, procurement and use of company capital, labor, plants, equipment and supplies.

This means you:

• **May not use or convert** company assets or resources for personal use, including equipment and personnel, without proper authorization (Evergy-A100).

• **Must protect and ensure** the efficient use of company assets, since theft, carelessness and waste have a direct impact on our profitability (Evergy-A100).

• **May only make requests for reimbursement** for legitimate business expenses incurred while engaging in authorized business activities, such as travel. You must report your expenses accurately and provide the required receipts. For additional information about our policy, review Reimbursement of Employee- Incurred Business Expenses policy (Evergy-E201).

• **Must report and record** time accurately and timely.

For additional guidance on our policy, review Enterprise Information Governance: Preservation of Records policy (Evergy-C301).

**Affiliate Transaction Rules**
An affiliate is any entity that controls, is controlled by, or is under common control with a regulated electric utility. For example, Evergy, Inc. controls each of the Evergy utility operating entities. That makes each of the Evergy entities affiliated with each other. Employees should be aware that we have affiliated entities and that there are rules that prevent regulated utilities from subsidizing their non-regulated operations. The affiliate transaction rules protect our rate payers/retail customers from inappropriate charges.

You are expected to use correct Federal Energy Regulatory Commission (FERC) account codes and operating unit when charging your work time and submitting expenses. If you provide general services that benefit multiple affiliates (e.g., you work in Accounting), use the operating unit account code that allocates costs based on predefined allocation factors.

Refer to the intranet Accounting and Finance Department page in the chartfields section for a complete listing of Account Codes. Additional guidance on affiliate transaction rules is available on the Compliance Department intranet page in the FERC / North American Electric Reliability Corporate (NERC) Compliance section.

**Policies:**
Evergy-C301
Evergy-A100
Evergy-E201
Protection of Information
Except as authorized or required by law, you must protect information, including customer, technical, commercial and financial information, that is restricted, privileged or of competitive value to the company. You may not disclose it to anyone (including other employees) unless they have a legitimate need to know. These same protections also apply to information that customers, vendors and other third parties give us. This information can be disclosed for authorized corporate purposes only and not for your personal benefit or the benefit of others.

Proprietary information includes all non-public information that might be useful to competitors or others that could be harmful to the company or its customers if disclosed. Intellectual property such as trade secrets, patents, trademarks and copyrights, as well as business research and new product plans, objectives and strategies, records, databases, salary and benefits data, employee medical information, customer, employee and suppliers lists and any unpublished financial or pricing information must also be protected.

Additionally, in the course of business, our employees, officers and directors may obtain access to the confidential proprietary information of others under non-disclosure agreements. Such confidential proprietary information is to be used only as allowed by the applicable non-disclosure agreement and is to be protected from disclosure to others using the same level of protection the company uses in protecting its own confidential proprietary information.

Unauthorized use or distribution of proprietary information violates company policy and could be illegal. Such use or distribution could result in negative consequences for both the company and the individuals involved, including potential legal and disciplinary actions. We respect the property rights of other companies and their proprietary information and require our employees, officers and directors to observe such rights.

Your obligation to protect the company’s proprietary and confidential information continues even after you leave the company. You must return all proprietary and confidential information in your possession upon leaving the company.

{Q} I am working from home with my children around. I sometimes let them play games on my work computer while I am on a break. Is this ok?

{A} No. Company assets are to be used for legitimate business purposes only and should not be accessed by unauthorized individuals.

{Q} I have found information stored in a manner that may not be sufficiently protecting Personally Identifiable Information (PII). What should I do?

{A} Report the issue to your supervisor or one of the other reporting options outlined in the Reporting Concerns section of this Code.
PROTECTING COMPANY ASSETS - Q&A

Q: I have been asked to drive an Evergy truck in a community parade. Is this permissible?

A: Probably, but always ask your supervisor for permission. Your participation in community activities and professional organizations should not interfere with the time and effort required to perform your job properly or impede other workgroups.

Q: Can I take equipment or other materials that are being disposed of or are obsolete?

A: Always ask for permission. Any materials that could be sold to provide income to the company may not be taken. No materials or equipment may be taken off company property without proper authorization.

Q: I volunteer with a local group that works with at-risk kids. May I use company equipment to copy flyers for a fundraiser?

A: While we encourage participation in community activities on your personal time, using company assets and property for personal reasons and projects is generally not acceptable. Your supervisor should specifically approve any use of company resources for non-company purposes.
Our Community
Contacts with Media
No one should talk to the news media on behalf of the company unless authorized to do so by Corporate Communications, the company president or his designee. All media inquiries must be referred to Corporate Communications. See External Communications policy (Evergy-Z100) for additional guidance.

Social Media
You are personally responsible for the content you publish on blogs, wikis, tweets, posts, pictures and videos or any other form of social media. Use of social media tools is subject to copyright and trademark laws. To the extent required by applicable law, employees must obtain necessary permission and properly cite the source when using or posting copyrighted material (such as photos, graphics, text, video, and other media).

Do not post comments or content about Evergy employees, vendors, customers or other people that are threatening, bullying, violent, obscene, intimidating, harassing, discriminatory or that could contribute to a hostile work environment on the basis of race, color, religion, creed, gender, pregnancy or related medical conditions, age (40 and over), national origin or ancestry, physical or mental disability, genetic information, sexual orientation, gender identity, veteran status, or any other consideration protected by federal, state or local laws. Conduct or social media postings that violate the Evergy Code of Ethics, other Evergy policies or the law could affect your employment at Evergy.

The company is aware of its obligations with regard to protected activity under the National Labor Relations Act (NLRA), and none of the prohibitions contained in this policy are intended to infringe upon your rights under the NLRA. Limited personal use of social media while at work is permitted, but it is a revocable privilege. Personal use must not interfere with normal business operations or conflict with business interests. If warranted by business needs, individual departments may limit employees’ use of the Internet, including social media, while working. See Social Media policy (Evergy-Z500) for additional guidance.

Q
On my Facebook account I have identified myself as an Evergy employee. I was contacted by a reporter and asked to comment on a story they are working on involving Evergy. I’m not comfortable with this, but what should I do?

A
Your instincts were right. Unless you are an authorized spokesperson for the company, you should not speak on behalf of the company. Direct the reporter to Corporate Communications or refer them to the 24-hour news media hotline 888-613-0003.

Q
I noticed a co-worker using racially inappropriate language on a social media site. This is not right, but I’m not sure what to do?

A
Report the issue to your supervisor or one of the other reporting options outlined in the Reporting Concerns section of this Code.

Policies:
Evergy-Z100
Evergy-Z500
Community and Professional Organizations
Your participation in community activities and professional organizations should not interfere with the time and effort required to perform your job properly. You will need your supervisor’s approval if your participation in community and professional organizations requires you to take time from your job.

Political Activity
Running for political office is a personal decision that you may choose to do as an individual citizen. However, you may not represent the company in any way while campaigning or carrying out public duties. You must inform your supervisor and Public Affairs as soon as possible when considering running for, or accepting, a public position. If you are elected to a political position, you may be required, under certain circumstances, to terminate your employment or take a leave of absence from the company during your term in office. Employees who serve on public bodies should disqualify themselves from any actions that represent, or may appear to represent, a conflict of interest between their roles as employees of the company and their roles on the public body.

Gifts and Gratuities
Employees may only participate in the accepted practice of giving and receiving occasional and modest gifts, meals, services or entertainment as a way to promote goodwill and help build positive business relationships. However, these gifts must be infrequent, reasonable, customary, legal and of modest value. Employees may also accept invitations to entertainment events if they are infrequent and moderate in value and the stakeholder is also attending.

If you receive a gift while the stakeholder group is involved in a procurement decision-making process or contract negotiation that involves your immediate area of responsibility, you must decline it, regardless of value, and report the situation to your supervisor and the procurement point of contact.

We may never request or accept a gift or gratuity from a stakeholder group if the situation could limit us from acting in the best interests of the company. Likewise, we cannot offer or provide any gift or gratuity to any representatives of a stakeholder group if the acceptance could limit those individuals from acting in their company’s best interests.

What is usually acceptable*
- Meals
- Charitable events
- Tickets to a sporting or cultural event where the stakeholder attends
- Holiday gathering or other celebration
*Only when we are NOT involved in a procurement making decision

Always ask
- Any gift from a person or company that is likely to do business, is currently doing business or seeking to do business with us, including commercial or industrial customers
- Any gift from a competitor
- A vendor/organization offers to pay for travel or hotel for an event
- A gift more than a nominal amount
- Tickets to a special event (like the World Series or Super Bowl)

What you can never accept
- Cash or cash equivalent (gift cards)
- Trips
- Bonuses, fees or commissions
- Private discounts, unless offered to all employees
- Anything that creates a perceived or actual conflict of interest and limits us from acting in the best interests of the company

Reasonable exceptions to restrictions on giving and receiving gifts and gratuities may be granted by the Chief Compliance Officer upon request and after review.
Entertainment and Meals
It is inappropriate to accept entertainment or meals from an individual or company on a regular basis without returning the hospitality at business-related functions. If you are invited to attend a function that involves travel or an overnight stay, make sure that these events are in the best interests of our company. The company must pay your travel and lodging expenses (after following normal management authorization processes) unless you receive approval from the Chief Compliance Officer for another company to pay for the expenses.

Loans and Gifts of Corporate Property; No Bribes
Company property, loans, contributions or unpaid services cannot be offered to anyone outside the company without proper authorization.

Gifts, entertainment, meals, transportation or anything of value cannot be given to employees or officials of federal or state governments or regulatory bodies having jurisdiction over public utilities or our business activities except as in compliance with applicable laws and regulations.

Under no circumstance can bribes be made or offered, nor can a promise, offer or gift be made that would result in conduct that is corrupt, deceptive or otherwise contrary to the recipient’s or your ethical and lawful duties. All contacts with stakeholder groups, governmental agencies and others should be conducted in an ethical, legal and professional manner.

Political Contributions
The company has standards that define the circumstances when the company may make contributions to the campaigns of an individual holding or seeking public or governmental office, or any individual or group acting on behalf of an individual or party.

Only the company is permitted to engage in lobbying activities on behalf of itself. Eligible employees may participate in political action committees. The company may also pay related administrative and solicitation costs for political action committees formed in accordance with applicable laws and regulations.

The company can support nonpartisan programs to encourage voter registration, political awareness or responsible citizenship and participate in nonpartisan elections as permitted by law. Subject to applicable laws and the policies of the Evergy directors, the company can contribute to campaigns for ballot issues. Refer to Political Contributions policy (Evergy-Z400).

\{Q\}
A customer offered me a gift card as a thank you for restoring their service. May I accept it?

\{A\}
No. Evergy employees may never accept cash or cash equivalents.

\{Q\}
At the end of the year, a supplier sent me a large basket of chocolates and cookies as a holiday token of appreciation for our business. May I accept it?

\{A\}
Holiday gift baskets are a common business courtesy. Generally, you may accept such gifts if the value is not exorbitant. The gift basket should be shared with others in your work area.
**Endorsements by Individuals**
Identifying your relationship to the company in a commercial product or service endorsement is not allowed unless you follow the company’s policies and procedures for approval of endorsements. For additional information about our policies, review External Communications policy (Evergy-Z100 and Evergy-E100).

**Environmental Practices**
Our business is managed in an environmentally responsible manner and in compliance with all environmental requirements. We commit to sound practices that maintain wildlife habitats and preserve the integrity of the planet. In addition, we have pledged to participate in, and contribute to, efforts that recognize and promote sound stewardship that strives to improve, protect and conserve the environment. You are required to report to your supervisor or our Environmental Services department any event you witness that could result in noncompliance with environmental laws or regulations. Refer to the company’s Environmental Practices policy (Evergy-C200).

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**ENVIRONMENTAL - Q&A**

**Q:** Environmental protection laws can be complicated. Sometimes it’s difficult to know when to be concerned about a situation. What do I need to remember?

**A:** The laws are complex, but you don’t need to understand every detail to report an environmental concern. If you are unsure contact Environmental Services.

**Q:** I noticed a pipe was leaking oil, but it was only a small drip, so I didn’t report it. Is that OK?

**A:** All issues such as a leaking pipe should be reported immediately to Environmental Services. While the leak may start out as a drip it can quickly turn into a major issue.

**Q:** We had a small spill that we took care of quickly but I’m pretty sure nobody notified management. No one wants the paperwork, aggravation or possible expense of a government fine. What’s the company’s stance on this?

**A:** We obey the law. We are responsible for being a good environmental citizen – this means not only prompt, effective cleanup, but also accurate and honest reporting when required. Any event that threatens the environment or our reputation must be reported to your supervisor and Environmental Services.
BUSINESS CONDUCT

Fair Dealing
We want to deal fairly with all our stakeholders. As a result, it is unacceptable to take advantage of anyone through unfair practices, such as manipulation, concealment, misuse of proprietary information or misrepresentation.

Antitrust
We are committed to fair and ethical competition and obeying all laws and regulations, including those dealing with antitrust and fair trade.

Generally, antitrust laws prohibit unfair competition practices, such as price discrimination, price fixing, bid rigging, division of markets and boycotts. Other prohibited practices include concerted refusals to do business with other companies for the purpose of eliminating competition, tying arrangements, unreasonable restraints of trade or attempts to create illegal monopolies. Keep in mind that even the appearance of collusion can result in a lawsuit or government investigation. Because antitrust law is complex and fact dependent; employees should consult with the Law Department before taking any action that could be covered by antitrust laws.

Insider Trading
Employees must not engage in “insider trading,” which involves using material, nonpublic information to buy or sell securities. Examples of material information include news of a significant sale of company assets, regulatory actions or proceedings, significant changes in corporate strategy, news of a pending or proposed company transaction, or other events that may impact the company's earnings or stock price. Not only does insider trading violate our Code and policies, but it is also illegal. “Tipping,” which is telling someone else confidential information under circumstances where you could reasonably expect them to use the information learned to engage in improper trading, is also prohibited. Nonpublic information includes information that:

- Is not available to the public at large but, if known, could affect the market price of the security or;
- An investor would consider important when deciding whether to buy, hold or sell stock.

Employees may not trade in securities of other publicly-traded companies, including those of customers or suppliers, if they obtained nonpublic information about them through our company.

Special rules apply to officers, directors and employees routinely exposed to nonpublic financial information as a function of their position with the company. Before trading in any securities issued by the

{Q}
My supplier accidentally sent me a price list that includes information related to pricing for a different customer that is not typically shared. The supplier discovered their error and notified me prior to opening the list. May I use this information to negotiate pricing?

{A}
No. We want to deal fairly with all suppliers and competitors. You should destroy the list and request a new one from the supplier.

{Q}
My team is hosting a foreign business delegation. We would like to take all the delegates to dinner and a baseball game. Does this raise any issues?

{A}
You may be able to entertain the delegates; however, the determination is very fact specific. You must seek pre-approval from the Chief Compliance Officer, or in matters related to Wolf Creek, from Legal.
company, they must obtain permission in advance from the General Counsel. For additional information about our policy, review Evergy Securities Trading (Insider Trading) Policy (Evergy-C500).

**Regulation Fair Disclosure (FD) Compliance**

If you are an officer or an employee who regularly communicates with the investment community for the company, you must comply with SEC Regulation FD. Regulation FD generally requires the company or its representatives to make a public disclosure when material, nonpublic information is disclosed to those who hold our securities or specialize in security markets. Before making such a disclosure, you should consult with the Law Department. Refer to the Regulation Fair Disclosure (FD) policy (Evergy-C600) for additional information.

**Doing Business with Foreign Countries, Entities or Individuals**

When you conduct business with foreign countries, entities, or individuals, they are subject to federal, state or local laws of the United States (U.S.) and laws of any foreign country, including U.S. Laws that govern the international activities of U.S. companies. In particular, you must comply with the Foreign Corrupt Practices Act (FCPA). The FCPA sets forth anti-bribery provisions and accounting provisions. The anti-bribery provisions make it unlawful for an Evergy representative to offer anything of value, including payments, gifts or bribes, to a foreign official for the purpose of influencing that official. Promising, offering or authorizing a bribe violates the FCPA. You should not make payments or gifts to government officials without prior approval from the Chief Compliance Officer or, in matters related to Wolf Creek, from Legal. No individual should retain a consultant or agent in a foreign country without legal review of the terms and conditions of the engagement to ensure compliance with the FCPA. The accounting provisions of the FCPA seek to curb bribery of foreign officials by preventing companies from creating “off-the-books” funds and other means to conceal the use of company funds for wrongful purposes. The FCPA requires that Evergy keep accurate books and records that fairly reflect transactions and disposition of assets.

Evergy must also comply with applicable export control, economic sanctions and trade embargoes, and any boycott laws. U.S. export control laws impose licensing requirements and other restrictions on exports, re-exports, and transfers of controlled commodities, software, and technology, including nuclear power related technology, to certain countries or to foreign persons in the U.S.. In particular, these laws restrict:

- Export of such items to certain foreign destinations; and
- Re-export of such items to persons in the U.S. who are neither U.S. citizens nor permanent residents.

Employees must contact the Evergy Law Department as soon as possible, but no less than 45 days in advance of a site visit by a foreign person or in advance of transmittal of any such items to a foreign person.

Additionally, U.S. law prohibits U.S. persons from taking actions or entering into agreements that have the effect of furthering any unsanctioned boycott of a country that is friendly to the U.S. This prohibition applies to persons in the U.S. (including individuals and companies), U.S. citizens and permanent residents anywhere in the world, and many activities of U.S. subsidiaries abroad. Individuals should be alert to the fact that boycott-related requests can be subtle and indirect, and may include requests to refuse to do business with other persons or companies, discriminate in employment practices, furnish information about race, religion, gender or national origin, furnish information about a person’s affiliations or business relationships with a boycotted country, or requests to include boycott provisions in

*Policies:*
Evergy-C500
Evergy-C600
contracts, letters of credit or similar documents. Evergy will abide by applicable anti-boycott laws and will promptly report any request for Evergy to participate in a boycott.

Individuals and companies that violate export control, economic sanctions and anti-boycott laws may be subject to severe civil and criminal penalties, including monetary fines, loss of export privileges, and imprisonment.

**FERC REGULATORY COMPLIANCE**

The company has compliance requirements imposed by the FERC including:

- The FERC standards of conduct require our transmission function employees to work independently of our marketing function employees who sell transmission or energy.
- The NERC, authorized by FERC, ensures the reliability of the Bulk Electric System. The company must comply with all NERC reliability standards, including the Critical Infrastructure Protection (CIP) reliability standards.

Our company takes all of our regulatory compliance obligations seriously. The regulations are complex and frequently change. We are all responsible for understanding and following the requirements that apply to our jobs. Refer to the Federal Regulatory Compliance policy (Evergy-C400) for additional information.

**NRC REPORTING REQUIREMENTS**

In order to fulfill its essential oversight role, the NRC must rely upon complete and accurate information from its licensees. To this end, the NRC has adopted regulations mandating that information given to the NRC, or maintained in licensee records subject to NRC oversight, be complete and accurate in all material respects. The NRC has also established requirements for periodic and special reports addressing various issues and operating events.

It is crucial to the successful operation of Wolf Creek Generating Station that Evergy and all personnel involved with Wolf Creek (including all supplemental personnel) meet NRC reporting requirements in a precise and timely manner and assure that all material information supplied to the NRC or maintained in plant records is complete and accurate. NRC's regulations also prohibit individuals from deliberately submitting to the NRC or to Evergy any information that the person knows is incomplete or inaccurate in some material respect.
NRC REPORTING - Q&A

Q: My supervisor asked me to perform a routine task for her and specify that she performed it.

A: You should ask the supervisor whether that approach is in accordance with procedures and legal obligations. If you are uncomfortable having that discussion or are still unsure that what you have been asked to do is proper, then use one of the alternative reporting means set forth in the Reporting Concerns section.

Q: Must I personally verify all of the information in a submittal made to the NRC that I am reviewing or signing?

A: You are responsible for assuring the accuracy of information within your scope of review. Use a questioning attitude, and carefully validate the information in the submittal based on original records, if available. If you have questions about the source of information or its validity, ask the document preparer or your management. You are not responsible for information outside your scope of review, but, again, use a questioning attitude and report any concerns you might have to the document preparer or management.
WAIVERS

We expect employees, officers and directors to fully comply with the Code. However, waivers will be considered in exceptional situations.

Any waiver of the Code for officers or directors of the company may be granted only by the board of directors or a board committee of Evergy, and it must be promptly disclosed as required by law, regulation or rule. Any waiver of the Code for other employees can only be made by joint concurrence of the Chief Compliance Officer in consultation with other applicable officers, as needed.

All waivers will be accompanied by appropriate controls to protect the company.

AMENDMENTS

Amendments to the Code will be approved by the board of directors of Evergy and publicly disclosed as required by laws, rules or regulations.