evergy

Sustainability Report 2025

Leavenworth, KS

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Introduction

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

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

As we look at what those needs are for today and years from now, we are excited to be in a period of growth across our service area in many different aspects. From new and expanding large commercial and industrial businesses, to more small business and residential customers in our communities, this growth provides unique opportunities for our customers and the prosperity of our region. At the same time, we will work closely with internal and external stakeholders to address potential risks and mitigate their impacts. You will see examples of this mentioned throughout this report, as we continue to focus on responsible growth across every part of our business.

Benefits to Stakeholders

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

Mission and Vision

OUR MISSION | We empower a better future.

OUR VISION | Lead the way in delivering affordable, reliable, and sustainable energy that creates the foundation for thriving and growing communities.

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

Strategic Focus Areas

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

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

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

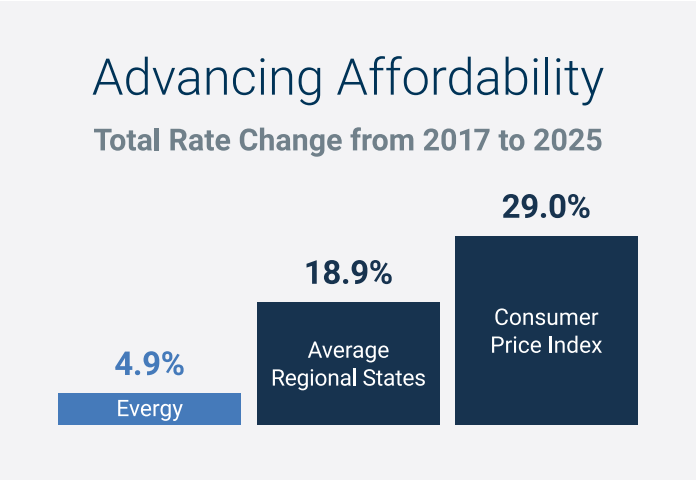
Balanced Generation Portfolio. We aspire to have a **balanced generation portfolio** that reflects the input of regulators and stakeholders and integrates a mix of resources as part of an "all-of-the-above" generation portfolio strategy – advancing and balancing the objectives of affordability, reliability,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

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

Affordability, Reliability, Sustainability

Evergy's mission is to empower a better future, and our vision is to provide affordable, reliable, and sustainable energy that creates the foundation for thriving and growing communities. In 2025, through teamwork and dedication, we continued to deliver on our strategic plan and corporate initiatives to best position Evergy to support growth and economic development opportunities in our region and remain focused on consistently delivering against these strategic pillars.

Affordability: Our emphasis on affordability and seeking improvements in regional rate competitiveness has delivered results for our customers and communities. Since 2017, Evergy's overall retail rates have increased a cumulative 4.9%, equal to approximately 0.5% annual inflation, well below the average rate increases in regional peer states and economy-wide inflation (as measured by the Consumer Price Index) over the same time period.[1]



Reliability: Our focus on safe and reliable service includes investments to modernize our transmission and distribution infrastructure to improve reliability for our customers and improve the resiliency of the electric grid and its ability to withstand extreme weather. By replacing aging equipment and investing in smart grid technologies, we seek to enable further efficiency gains in serving our customers. Our focus on reliability also includes effectively managing our generation fleet and investing to meet the requirements of a changing energy industry, including the development of new dispatchable and renewable resources. In 2025, we achieved the strongest results in the company's history for reliability, as measured by the System Average Interruption Duration Index (SAIDI), and outperformed our corporate targets for safety and generation availability.

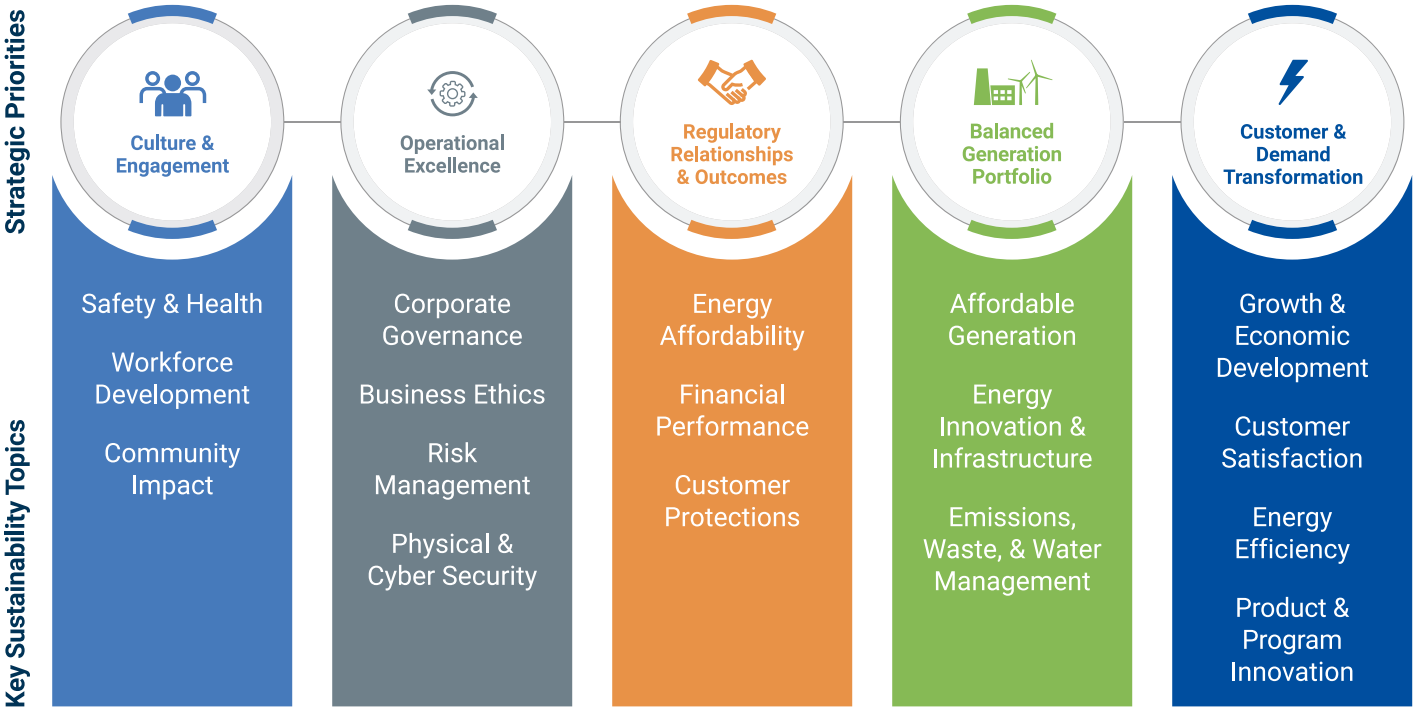
Sustainability: Evergy is making significant investments in infrastructure required to cost-effectively serve the growing needs of our customers while also advancing reliability and resiliency. Our five-year capital expenditure plan includes investments to support the safe and efficient operation of existing resources, construct new generation assets, and further modernize our grid. Relative to our prior five-year plan, a significant portion of the expected increase in capital expenditures is driven by new generation investment. In 2025, we received approval from our regulators to construct three new natural gas units and three new utility-scale solar projects, and we continue to evaluate additional projects as identified in our Integrated Resource Plans (IRP). We also advanced our distribution investment plan to enhance reliability and continue to offer pilot programs, such as our residential battery storage system program, to understand how new technology can increase grid resiliency while also benefiting customers.

[1] *Cumulative rate increase since the end of 2017 through the end of November 2025. Regional electric state data is sourced from the U.S. Energy Information Administration (EIA) and is comprised of revenues and sales for all sectors. 2025 data is based on a rolling 12-month average of total revenues and sales through the end of November 2025.*

Key Sustainability Topics

Periodically, Evergy identifies key sustainability topics for reporting, allowing for a current-state view of performance against existing frameworks and peer practices. Several internal and external sources are used to define and validate these priority topics. We have updated the priority topics to align with Evergy's vision and strategy.

Strategy Alignment



Sustainability Reporting

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

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

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

Investor Website	investors.evergy.com
Evergy EEI Sustainability Metrics	investors.evergy.com/EEI-Sustainability-Metrics
Evergy TCFD Report	investors.evergy.com/TCFD
Evergy SASB Report	investors.evergy.com/SASB
2026 IRP Update Overview	investors.evergy.com/2026IRPUpdate
CDP Report	investors.evergy.com/CDPReport
GRI	investors.evergy.com/2022-global-reporting-initiative-report
Governance Documents Charters & Policies	investors.evergy.com/corporate-governance/documents-charters

Environmental

Annual Overview

Our most recent Integrated Resource Plan (IRP) outlines a potential strategy to add over 2,000 megawatts of renewable energy from solar and more than 8,000 megawatts of natural gas generation over the next two decades – as our service area is experiencing record-setting economic development. Our IRP also incorporates continued investment in demand-side management programs.

Reflecting the evolution of our generation fleet and significant investments in environmental control equipment, by the end of 2025 Evergy's sulfur dioxide and nitrogen oxide emissions have decreased by 98 percent and 89 percent, respecivetlly, compared to 2005. This transformational change is indicative of the company's sustainability commitment. In 2025, Evergy achieved a reduction in carbon dioxide (CO_2) emissions of 47 percent from 2005 levels. This reflects considerable progress toward our long-term target of net-zero CO_2e (CO_2 equivalent), for scope 1 and scope 2, by 2050, a time frame that is consistent with the majority of industry peers with stated net-zero emissions goals.

The trajectory and timing of achieving the company's long term net-zero goal is expected to be dependent on the evolution of Evergy's integrated resource plans (IRP) and many external factors, including enabling technology developments, trends in total demand for electricity, the reliability of the power grid, availability of transmission capacity and supportive energy policies and regulations, and other external factors.

Evergy has continued piloting utility scale battery storage technology with our Switchgrass Battery Storage Pilot Project, Evergy's first lithium-ion battery, and our most recent IRP outlines the strategy to add more. In recent years, we acquired Persimmon Creek Wind Farm, a 199-megawatt wind farm that generates carbon-free energy for our grid and have completed multiple solar projects across our service territory.

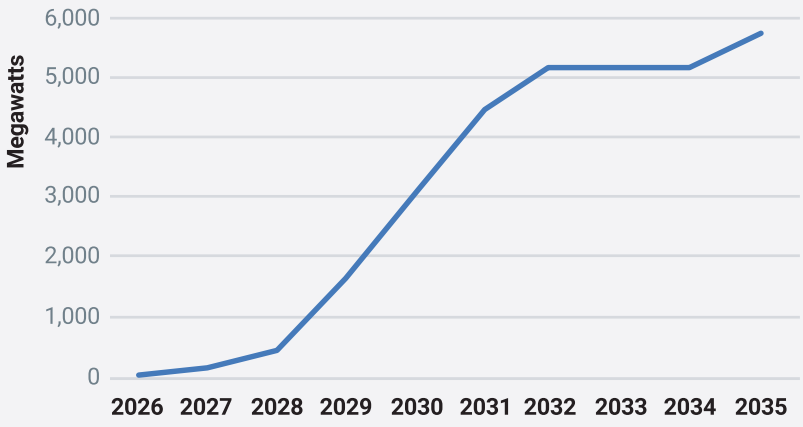
Energy[1]

Growth

The growth we modeled in recent IRP updates is being realized today and is expected to continue. Work beginning on two utility-scale solar projects and two combined-cycle natural gas projects in Kansas, alongside one utility-scale solar project and a simple-cycle natural gas project in Missouri launches a multi-year period of new generation construction, with more projects on the horizon. These projects help ensure a balanced energy portfolio to reliably and responsibly serve customers now and in the future.

Projected Generation Additions

Cumulative (*Based on the 2026 IRP*)



[1] *Some or all of the renewable attributes associated with renewable resources may be used to comply with Renewable Portfolio Standard (RPS) or other regulatory requirements, sold to third parties in the form of Renewable Energy Credits or other environmental commodities, or used pursuant to customer tariff programs.*

Balanced Generation Portfolio

In 2025, almost half of the electricity we generated came from carbon-free sources. Since 2005, we have added over 4,600 megawatts of renewable generation (including both owned generation resources and renewable energy sourced through long-term power purchase agreements) into our generation fleet, and we have retired more than 2,400 megawatts of older fossil generation assets. In 2025, renewable resources made up nearly 27 percent of our total generation nameplate capacity.

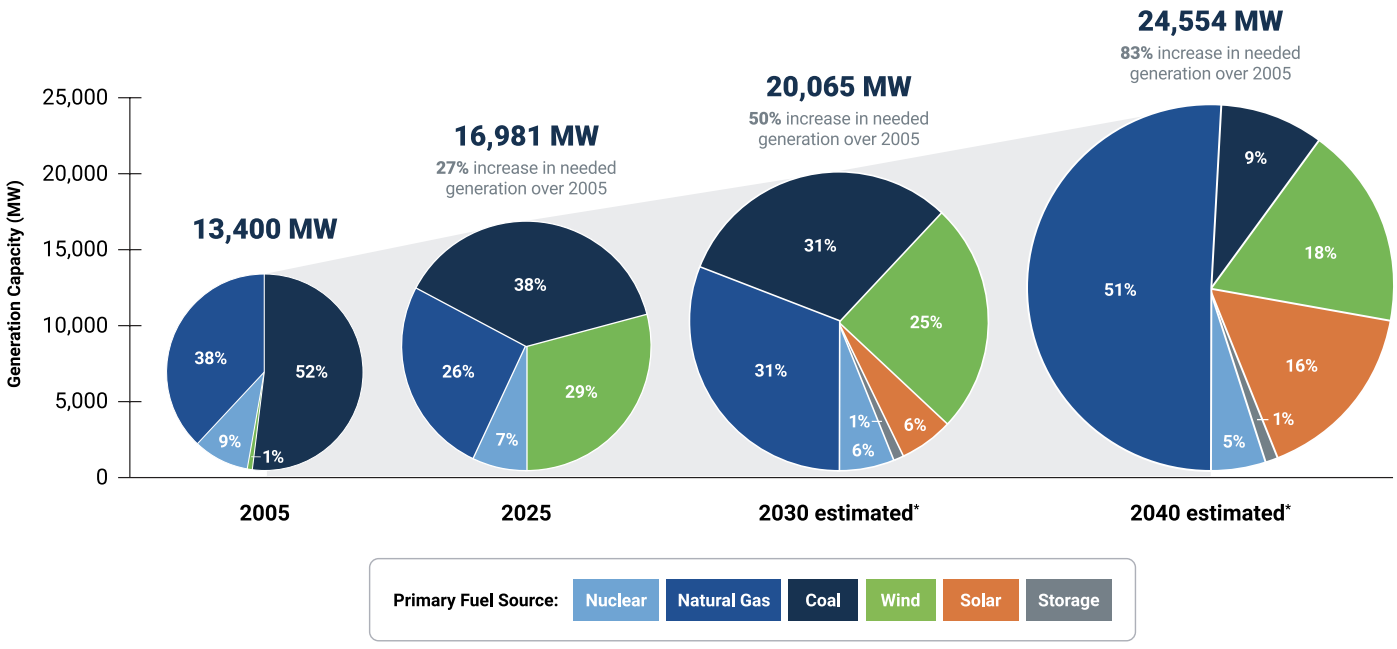
We use an Integrated Resource Plan (IRP), a detailed analysis that estimates factors that influence the future supply and demand for electricity, to inform our long-term electricity supply strategy. The IRP considers forecasts of future electricity demand, fuel prices, transmission improvements, new generating capacity, cost of environmental compliance, integration of renewables, energy storage, energy efficiency, and demand response initiatives. We update the IRP annually and our most recent IRP update shows that coal nameplate capacity will decline over the 20-year planning horizon given the age and cost of our fossil fleet. While our coal generation has served our region well for decades, this transition from older coal resources that will become increasingly costly to maintain and operate is a component of the ongoing balanced portfolio strategy and the provision of affordable, reliable, and sustainable electric power.

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

Our business plan also include transitioning to owning and operating more of the renewable energy we provide and depending less upon purchased power agreements. We believe that having more control over these assets will enable us to better ensure affordability and reliability and retain long-term value and flexibility for our customers.

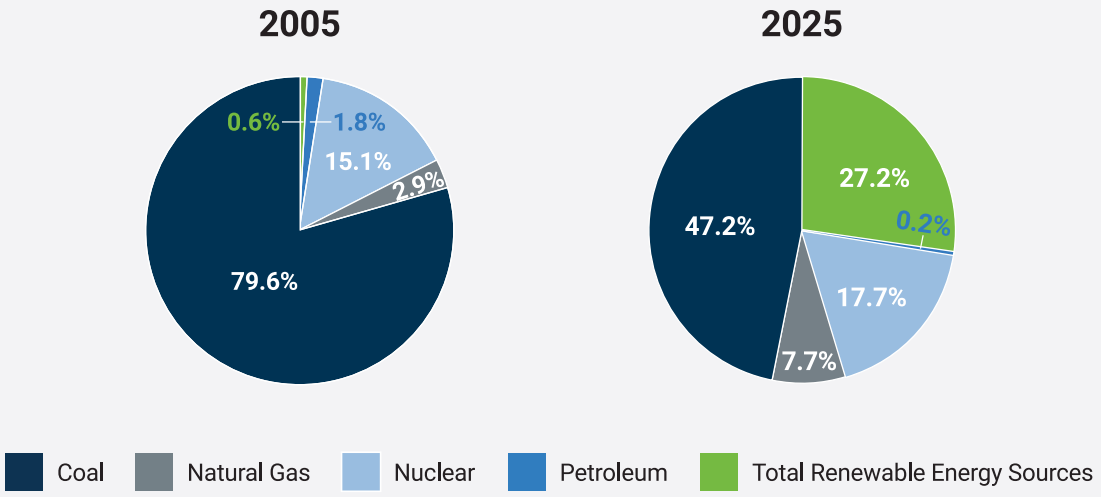
Generation Capacity by Fuel Type (MW)

Evergy's all-the-above strategy helps ensure reliable and sustainable energy at the lowest cost possible that helps create the foundation for thriving and growing communities.



*Source: 2026 IRP

Net Generation by Fuel Type (MWh)



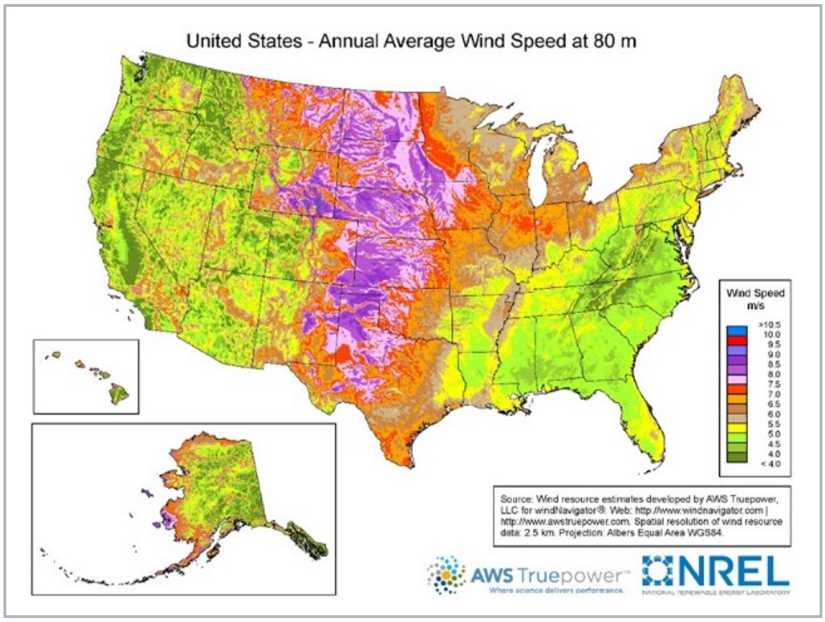
Evergy's Renewable Generation

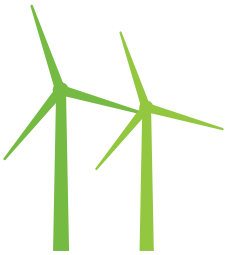
Our renewable generation portfolio is diverse and includes wind, solar, and biogas resources. In our most recent IRP, we outlined our plan to add approximately 2,000 megawatts of renewable energy over the next 20 years.

Wind

Evergy has expanded wind energy production for years, as our service area is located in the heart of the Midwest, where the majority of the United States' wind electricity generation capacity exists[1].

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





4,525 MW

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

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

top-five state ranking[1] for the most wind generation. The total wind electricity generation in the United States is approximately 10%[2] of all energy generation sources while Evergy's wind generation percentage is nearly three times that level at 27%.

Solar

Evergy owns or has funded more than 75 solar projects in Kansas and Missouri. Evergy is involved in the construction of additional solar generation and will continue to significantly expand solar as indicated in Evergy's most recent annual IRP.

During 2025, Evergy received approval from the Kansas Corporation Commission and the Missouri Public Service Commission initiating a formal process in each state for permission to plan and construct multiple solar projects. The Missouri filing included two utility-scale projects, Sunflower Sky (~65MW) and Foxtrot (~100MW). The Kansas filing included one project, Kansas Sky (~160MW).

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

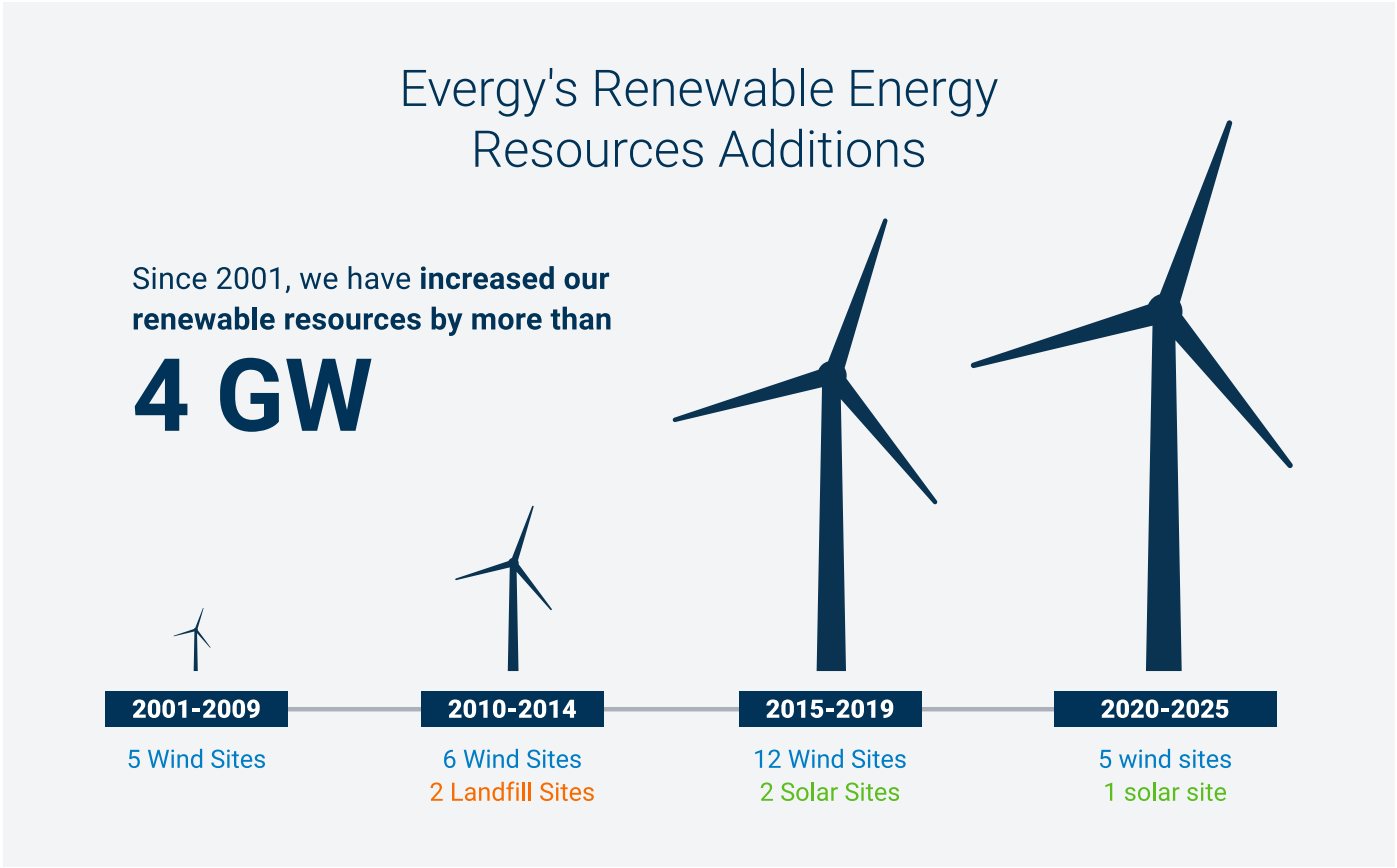
Hawthorn solar is Evergy's largest single-axis tracking array, which rotates the panels by using GPS data to find the optimal angle. This technology can boost annual energy production by up to 25% when compared to a similarly sized fixed-tilt array. In addition, the site features a pollinator friendly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

Biogas Energy

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

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

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



Evergy's New Generation

To support the record amount of economic development growth in our service area, we are tasked with the exciting challenge of providing power to these expanding and innovative industries and communities. In 2025, Evergy received regulatory approval to construct two combined-cycle natural gas power plants, one simple-cycle natural gas power plant, and three utility-scale solar projects. These projects will provide ~2,200 MW of new generation when completed and support our all-the-above generation strategy to deliver reliable power at the lowest cost, as modeled through the Integrated Resource Plan process. The two combined-cycle gas projects are the first new baseload generation in our Kansas Central service area in the last 40 years, and with the solar and simple-cycle gas project, these resources will all provide reliable electricity to our customers when demand is highest.

Two of the three solar projects have begun construction work on site. Site mobilization and construction for the first combined-cycle gas plant began in early 2026, with work expected to begin on the other sites later in 2026 or early 2027. The solar projects under construction are expected to be online and producing power by 2027 and by 2029 and 2030 for the gas projects.

McNew
(Hutchinson – Reno County)

Plant Output: **710 MW**
Fuel Supply: **Natural gas**

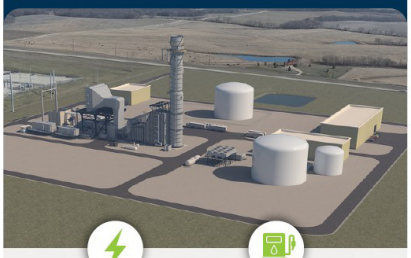
Estimated Commercial Operations
Summer 2030

Chisholm Trail Energy Center
(Sumner County)

Plant Output: **710 MW**
Fuel Supply: **Natural gas**

Estimated Commercial Operations
Summer 2029

Mullin Creek
(Nodaway County)



Plant Output: **440 MW**
Fuel Supply: **Dual fuel – natural gas, liquid fuel**

Estimated Commercial Operations
Summer 2030

BENEFIT TO STAKEHOLDERS

By working with the same partners to design and build Evergy's newest natural gas plants, we are able to maximize efficiency and resources. The "plan one, build many" strategy not only helps manage costs in the planning stages, but also creates "sister plants" that can share information and insights once the plants are producing power.

Combined, these plants will provide flexible generation that pairs well with our existing generation fleet while meeting environmental standards. They also represent major investments in both states that will serve customers and communities over the next 40 years.

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

Groundbreaking event for Chisholm Trail Energy Center in Sumner County, Kansas.

<1% We anticipate these new facilities will require **less than 1%** of the water needed to operate a traditional coal-fired power plant.

Reliability

Our focus on safe and reliable service includes investments to modernize our transmission and distribution infrastructure to improve reliability for our customers and the resiliency of the electric grid. Proactively modernizing and improving our grid with projects that support reliability are vital to our five-year capital expenditure plan.

In 2025, we achieved the strongest results in the company's history for System Average Interruption Duration Index (SAIDI), with reductions in both average outage duration and frequency. These achievements are the result of infrastructure investments combined with the operational excellence of our transmission, distribution and generation groups, and the dedication of the entire Evergy team.

The targeting of top-tier performance in reliability, customer service, and generation is one of the core tenets of Evergy's strategy which includes the targeting of approximately $21.6 billion of expected capital investments through 2030 with approximately $9.3 billion in new generation investments. New generation is expected to be primarily natural gas, renewable generation, and battery storage capacity in support of historic economic development opportunities in Kansas and Missouri. Our strategic objectives also include capital expenditures on transmission, distribution, and general facilities to further modernize and improve our grid with projects that support reliability, resiliency, and economic growth.

$1.4 billion invested in transmission and distribution infrastructure upgrades during 2025

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

Evergy earned the 2025 Utility Broadband Alliance Chairman's Award recognizing the successful deployment of our private LTE network and leadership in advancing utility broadband communications.

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

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

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

Energy Innovation

Battery Storage Projects

Innovation is key in finding new ways to serve our customers with reliable, affordable, and sustainable energy. Battery storage is just one innovation that we are exploring and incorporating. The 2026 IRP preferred plan calls for the incorporation of utility-scale battery storage technology beginning in 2029 with another addition in 2030. In 2022, we completed our first utility-scale lithium-ion battery project.

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

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

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

STAKEHOLDER ENGAGEMENT

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

Residential Managed Charging and Fleet Advisory Services Pilots

Electric vehicle (EV) charging continues to proliferate Evergy's service area. To continue to evaluate the impact of EV charging on Evergy's grid, in September 2024, Evergy filed two new electric vehicle (EV) programs in Kansas. In March 2025, Evergy reached a unanimous agreement to offer a Residential Managed Charging Pilot and a Fleet Advisory Services Pilot. The Residential Managed Charging (RMC) Pilot is a three-year pilot program aimed to optimize the charging patterns of EV drivers who charge at home. It will test two methods of load shaping, passive and active, to gather valuable data and insights for a future full-scale program. The goal is to encourage off-peak

charging which benefits both the grid and our customers by reducing overall system costs and enhancing grid stability. Secondly, the Fleet Advisory Services Pilot is a five-year program designed to support fleet electrification customers by providing them with the necessary information and insights to implement optimized infrastructure and charging strategies. This program will help fleets transition to electric vehicles in a cost-effective and grid-friendly manner, ultimately benefiting all Evergy customers through reduced system costs and improved environmental quality.

Technology

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

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

During 2025, Evergy received the Uptime Award for Best Intranet of Things (IoT) Program, presented by ReliabilityWeb.com. Evergy was recognized for our commitment to leveraging advanced technology to enhance asset reliability and operational performance.

"Winning this award is a significant milestone for Evergy, validating our strategy of leveraging innovative technology for reliability and asset management to fulfill our mission of empowering a better future by delivering reliable, sustainable, and affordable energy that puts customers first."

Sarah Hazelwood, Director of Asset and Performance Management, Generation Operations

Grid Modernization

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

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

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

Generation Technology - TerraPower

2025 brought an exciting moment for the future of nuclear energy in Kansas. Evergy signed a memorandum of understanding (MOU) with TerraPower and the Kansas Department of Commerce to explore the possibility of siting TerraPower's Natrium® reactor and energy storage system within our service area.

This agreement enables collaboration among the three entities to evaluate a site for a potential advanced nuclear power plant, as well as explore the Natrium plant's technical design and ability to support Evergy's customers.

Evergy's long-standing experience operating a safe, reliable nuclear facility at Wolf Creek positions us to evaluate advanced nuclear technologies like Natrium. Kansas also offers a strong foundation for this exploration, including existing familiarity with nuclear energy, bipartisan support among state leaders, and a growing demand for electricity. Together, these factors make our Kansas service area a promising location to assess the feasibility of advanced nuclear power.

"My administration has always supported an 'all-of-the-above' approach when meeting the energy needs of Kansas citizens and businesses. We need to explore all available sources to power the future of our great state, and I'm pleased we're using innovative methods to do just that."

Governor Laura Kelly

"Expanding the use of nuclear energy strengthens U.S. energy independence while bringing down electricity costs for Kansas rate payers."

U.S. Senator Jerry Moran

This MOU represents an early-stage collaboration and does not indicate a decision to proceed with construction or deployment. The agreement does not have any financial commitments for Evergy and there is no risk or financial impact to customers.

As of early 2026, potential sites were being evaluated in Kansas. Potential sites selection will be based on an evaluation of a variety of factors including community support, the physical characteristics of the site, the ability of the site to obtain a license from the U.S. Nuclear Regulatory Commission, and access to existing infrastructure.

"Nuclear energy has been part of Evergy's generation mix for decades, and this next step will allow us to explore the opportunity to add reliable, non-carbon emitting advanced nuclear energy. This agreement supports our all-of-the-above energy strategy and will allow us to evaluate the cost, technology, and feasibility of potentially deploying a Natrium advanced nuclear plant in Kansas."

David Campbell, Evergy's Chairman and Chief Executive Officer

Distributed Energy Resource Programs

Solar Subscription

Evergy's Solar Subscription programs provide customers with renewable energy solutions through a local community-based initiative without the upfront expense and hassle of installing and maintaining solar. Evergy offers Solar Subscription programs in Missouri and Kansas. Evergy's first 1.2 MW community solar array went online in 2016 in South Hutchinson, KS and is fully subscribed by Kansas Central customers. Evergy's second 10 MW solar array located in Missouri went into service on repurposed land around our Hawthorn power plant. A portion of this array (5 MW) is designated for Evergy's solar subscription program for our Missouri and Kansas Metro customers, and an additional 1 MW is allocated for Missouri income-eligible customers. Evergy has 4.6 MW of the 5 MW solar subscription program fulfilled with more than 1,700 customers. Evergy is enrolling Missouri customers for the income-eligible portion and is currently 20% subscribed. The remaining 4 MW of the Hawthorn array provides energy to a portion of Evergy's retail customers.

Wind Subscription

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

Current Solar Subscription:

Began in 2016

1,763
customers

4.8 MW
of energy

Current Wind Subscription:

Began in 2015

18,906
customers

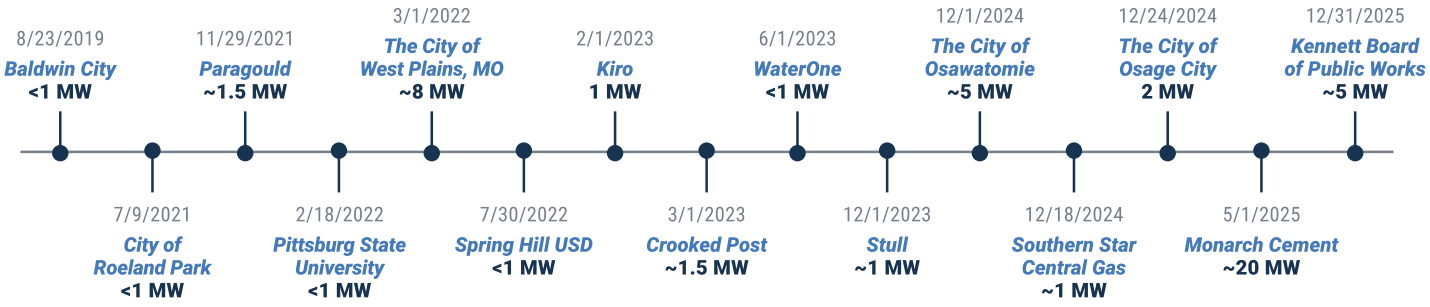
40,038 MWh
of energy

Renewable Partnerships - Solar

Evergy is committed to delivering cost-effective, reliable renewable energy solutions that support a more sustainable future for the communities we serve. As part of this commitment, Evergy Energy Partners provide comprehensive, turnkey services designed to meet the evolving energy needs of customers both within and beyond our service area.

Solar Projects

~57 MWdc total between all EEP & EES projects



2025 Projects	Details
Kennett Board of Public Works 	Kennett Board of Public Works partnered with Evergy Energy Partners to develop a ~5 MWac solar array that will provide clean, reliable power for approximately 1,000 homes in the community. The project delivered a strong return on investment for the municipal utility, while also enabling the city to capitalize on low-income community incentives to further enhance its economic and environmental impact.
Monarch Cement 	Evergy partnered with Monarch Cement to engineer, procure, and construct a ~20 MWdc solar project in Humboldt, Kansas. Designed as a behind-the-meter installation, the system will generate on-site energy to support Monarch Cement's operations. The array is expected to produce approximately 35 million kWh annually, meeting up to one-third of the plant's electricity needs, and will play a key role in advancing the company's sustainability objectives. With a long-term goal of achieving carbon neutrality by 2050, Monarch Cement is leveraging this project as a significant step forward. The site also incorporates a pollinator-friendly mix of native grasses to enhance local biodiversity and environmental stewardship.

Evergy's Facilities and Fleet

At Evergy, we want our stakeholders, customers, and employees to trust us to provide affordable, reliable, and sustainable energy. This means leading by example. We are incorporating energy efficient and renewable solutions at our own facilities and including electric-powered vehicles in our company fleet. In doing so, we understand the importance of balancing innovation and cost.

Evergy Facilities Sustainability Practices

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

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

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

- **Nevada Service Center -** Includes high efficiency HVAC systems, increased daylight for the office areas, added insulation, plumbing and conduit for future rainwater capture, and solar installations. Solar arrays were installed in 2023, providing sustainable power to the facility to offset its energy use. The solar system also charges a battery backup system that was installed instead of an emergency backup generator, reducing emissions.

- **Emporia Service Center -** Includes insulated concrete form (ICF) block walls, insulated concrete slabs, hydronic heating for large service bays, office and conferencing areas with increased daylight and increased fresh air intake using an energy recovery unit, solar panels with a battery-back up system, rainwater capture, native/minimal maintenance and watering landscaping, and a walking trail in the native grass field.
- **Atchison Service Center -** Includes high efficiency HVAC systems, increased insulation, under slab insulation and hydronic heating for service bays, and conduit for future solar installations.
- **Salina Service Center -** Includes ICF block walls, insulated panel metal building systems and hydronic heating in the shop, service, and warehouse areas. The building will also include electric vehicle charging and a solar array with a battery back-up system. Rainwater harvesting and native landscaping will reduce water use and maintenance moving forward. This facility also allows for all area operations to be housed in one location, improving efficiency and reducing travel to multiple material storage locations.
- **St Joseph Service Center -** The first-floor offices were remodeled in 2025. New efficient heat pumps with better outside air ventilation were installed, new LED lighting, better insulation and air sealing, water saving bathroom fixtures, and the office areas were opened up to allow for more employees to enjoy daylight from the windows.
- **Topeka General Office -** Includes a new exterior, boasting more durable and longer life metal siding, it is better sealed against the elements, has improved insulation, and energy efficient windows.

To further improve energy efficiency of our facilities, high efficiency HVAC systems and LED lighting continue to be installed when replacements are due. Our Southland Service Center, F&M Fleet, and 930 N Olive Warehouse had their lighting changed out to LED. LED lighting uses 75 percent less energy than incandescent lighting. Existing HVAC systems are also being evaluated for replacement with higher efficiency units. When our existing roof systems are replaced, they are evaluated for installation of additional insulation and high reflectivity coatings.

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

Manhattan Service Center	**40 kW**
Lawrence Service Center	**39 kW**
Shawnee Service Center	**74 kW**
Parsons Service Center	**19 kW**
Wichita Service Center	**21 kW**
Topeka General Office	**10 kW**
Evergy Connect	**25 kW**
Nevada Service Center	**90 kW**
Emporia Service Center	**186 kW**
Salina Service Center	**186 kW**
Total: More than 681 kW of solar power installed on Evergy facilities	

Evergy Vehicle Fleet Electrification

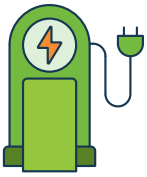
We continue to make progress in fleet electrification, with 17% of our existing fleet electrified. Additionally, Evergy has over 100 electric vehicle charging stations installed at Company facilities to support employees' EV adoption. We continue to monitor this space, piloting new technologies and products as they become available. Ultimately, the pace of the fleet electrification will depend on the availability, cost, and performance of the required fleet equipment.

17% existing fleet electrified which includes:

38% cars, vans, SUVs

43% all other equipment (ATVs, carts, etc.)

29% single man bucket trucks have electric boom capabilities



100 EV charging stations

installed at Company facilities to support EV adoption

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

In 2023, Evergy's fleet management, telematics, and compliance processes were reviewed and evaluated by the U.S. Department of Transportation Federal Motor Carrier Safety Administration and received a satisfactory rating. This confirms that we are meeting Federal requirements for safety and fleet maintenance programs. We have continued periodic internal and external audits of our programs to maintain safety and operational excellence, including an expanded emphasis on Department of Transportation (DOT) regulations and requirements. Behind the wheel driver training was conducted in 2025 for all lone field workers to refresh on professional driving skills and expectations. We also piloted several vehicle camera systems across the fleet to evaluate their impact on safety and vehicle operation performance.

Finally, our fleet team is progressing a multi-year plan to remove below ground fuel storage tanks at our facilities. Below ground systems are being converted to above ground tanks and containment systems to reduce environmental risks and allow more efficient maintenance practices. Two additional fuel tank improvement projects were completed in 2025.

Emissions

Emissions Reductions and Environmental Leadership

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

BENEFIT TO STAKEHOLDERS

As Evergy reduces our carbon intensity and emissions footprint, all customers benefit from a reduction in their carbon footprint, helping many meet their own established carbon targets. Additionally, major reductions to emissions of NO_x and SO_2 have contributed to cleaner air and water for our communities.

In 2025, Evergy achieved a reduction in carbon dioxide emissions of approximately 47%, and sulfur dioxide (SO_2) and nitrogen oxide (NO_x) emissions by 98% and 89%, respectively, compared with the 2005 baseline numbers.

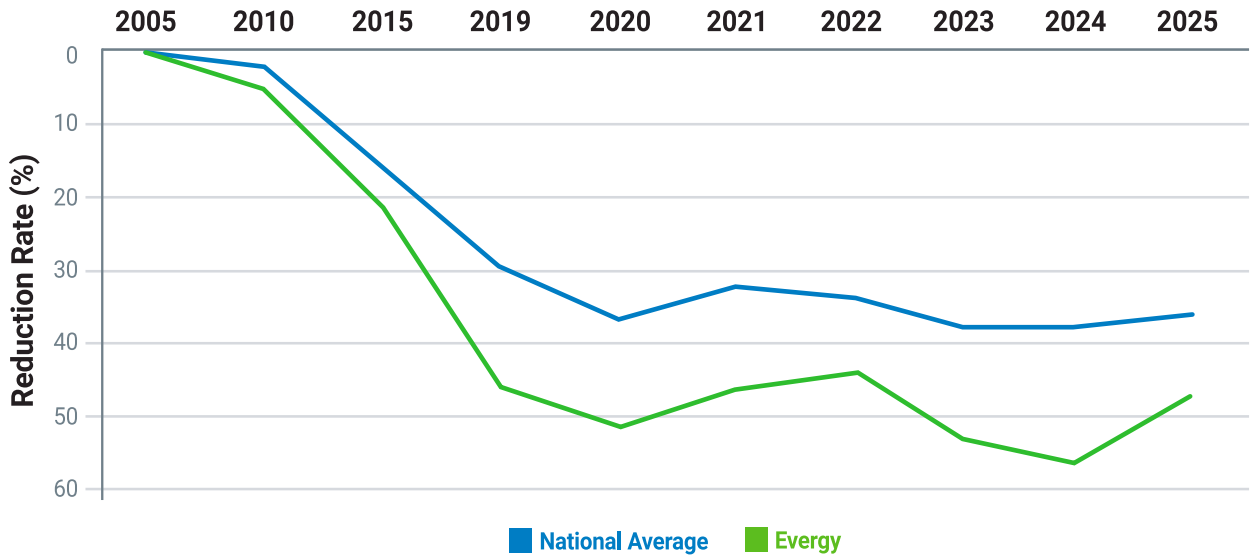
Actual reductions as of year-end 2025 versus 2005.

Beyond these achieved reductions, Evergy has a goal to achieve net-zero $CO2_e$ emissions for scope 1 and scope 2 by 2050, a time frame that is consistent with the majority of industry peers with stated net-zero emissions goals. The trajectory and timing of achieving our net-zero goal is expected to be dependent on many external factors, including enabling technology developments, trends in total demand for electricity, the reliability of the power grid, availability of transmission capacity, supportive energy policies and regulations, and other factors.

Evergy continues to outperform the United States energy sector in reducing carbon dioxide emissions. From a 2005 baseline, the United States energy sector has reduced carbon dioxide emissions by approximately 36% through 2025[1]. Evergy achieved that reduction by 2018. Beyond these achieved reductions, Evergy has a goal to achieve net-zero $CO2_e$ emissions from scope 1 and scope 2 by 2050, a time frame that is consistent with the majority of industry peers with stated net-zero emissions goals. The trajectory and timing of achieving our net-zero goal is expected to be dependent on many external factors, including enabling technology developments, trends in total demand for electricity, the reliability of the power grid, availability of transmission capacity, supportive energy policies and regulations, and other factors.

We have achieved significant emissions reductions in NO_x and SO_2 at our coal facilities through the implementation of state-of-the-art air quality controls as well as retirement of older units. Evergy's fleet includes emissions control equipment such as selective catalytic reduction systems, fabric filters, and flue gas desulfurization systems.

Carbon Dioxide Emissions Reductions



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

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

Scope 1, Scope 2 and Scope 3 Carbon Emissions

The table below summarizes Evergy's 2025 scope 1, scope 2, and scope 3 emissions. These individual scope emissions represent several emissions sources that include direct emissions (scope 1), indirect emissions from the generation of purchased electricity (scope 2), and other select categories of indirect emissions that occur in the company's value chain (scope 3). For Evergy, this includes:

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

Our 2025 scope 1, 2 and 3 emissions received independent third-party verification. The verification was performed in accordance with ISO 14604-3:2006. Additional information can be found in the Verification Statement.

Scope 1 (metric tons)	
Generation Emissions CO_2	**25,529,762**
Generation Emissions CO_2e	**25,898,211**
Total Scope 1 CO_2e*	**25,985,719**

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

Scope 2 (metric tons)	
Market Based*	**2,905**

**Facilities with electricity not served by Evergy*

Scope 3 (metric tons)	
Select Categories*	**7,116**

**Includes business travel and employee commuting*

Emissions Reduction Efforts

In 2016, the transportation sector surpassed all other sectors in terms of greenhouse gas emissions in the United States. Evergy is making consistent progress in fleet electrification with 17% of our existing fleet electrified, including 38% of cars, vans, and SUVs and 43% of all other equipment (forklifts, ATVs, carts, etc.) meeting the electrified classification. Additionally, 29% of all bucket trucks have electric boom capabilities.

Evergy has invested significant resources in installing state-of-the-art pollution control equipment at our coal-fired facilities to substantially reduce emissions of key pollutants, including sulfur dioxide (SO2), nitrogen oxides (NOx), particulate matter (PM), and mercury. These controls significantly lessen the local and regional ambient air quality impacts and help maintain compliance with the National Ambient Air Quality Standards (NAAQS).

Over the past two decades, this work, in addition to fossil retirements, has achieved a reduction of approximately 50% carbon dioxide, 98% sulfur dioxide, and 89% nitrogen oxide as compared to a 2005 baseline year. The modernization of Evergy's generation fleet over time is expected to result in ongoing reductions in emission rates. Strategies we are pursuing to modernize and expand the generation fleet include:

- Developing natural gas and renewable energy facilities;
- Exploring opportunities to add battery energy storage systems and nuclear generation;
- Grid investment and advancement;
- Collaborating with regulators to offer customers the opportunity to procure electricity produced with renewable resources; and
- Investing in customer energy efficiency programs.

Carbon Storage in Conservation Reserve Program Land

Investing in lower emission and emission-free energy, promoting energy efficiency programs, and implementing innovative technologies move our industry toward a lower-carbon future. These advances, however, cannot eliminate all carbon emissions. As our industry works to eliminate carbon emissions associated with our energy supply and work processes, reliance on nature-based climate solutions, or "offsets," will be increasingly valuable. Our strategy to achieve our 2050 net-zero goal requires that Evergy be forward-thinking in our short-term investments today.

More than 7 million acres in the Great Plains have been protected from tillage under the United States Department of Agriculture (USDA) Conservation Reserve Program (CRP). These acres have historically sequestered significant amounts of carbon, and many acres are at risk of "aging out" of the established CRP program. As this happens, it is possible that the Great Plains region could lose significant acres of prairie grass and stored soil carbon.

Evergy has enabled a feasibility study that involves research regarding modeling and certifying offsets, establishing processes, and reviewing economic impacts of establishing a conservation reserve program on these acres that would exist in perpetuity. In 2025, Evergy continued our partnership with Kansas State University to advance soil carbon sequestration research on Conservation Reserve Program lands in Kansas. Building on the prior year's baseline analysis, the project expanded modeling efforts by incorporating updated CRP enrollment data, detailed soil series information, and climate variables to estimate soil carbon sequestration at the county level. The research also began preparing model validation by aligning results with independently measured soil carbon data from Great Plains field studies and exploring pathways to quantify potential carbon credits and market value. This work supports Evergy's broader sustainability strategy by improving understanding nature-based carbon solutions within our service area.

Water Conservation and Quality

Evergy recognizes the importance of natural resources in our operations. Water from groundwater wells and natural surface water resources are vital to our ability to produce electricity for our customers. All Evergy's owned and operated facilities that rely on process water for operation are included in our 2025 EEI/ESG Metrics table.

During 2025, Evergy responded to the CDP questionnaire for the fourth year. The CDP survey supports Evergy's focus on expanding disclosures and provides a comparable platform to disclose management programs regarding water quantity and quality.

Water Risk and Resilience

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

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

- **Rivers –** Major waterways capable of supporting withdrawal, which include the Kansas and Missouri Rivers, provide both Evergy's supply water and location of return water for subsequent downstream uses.
- **Company-owned lakes –** Evergy owned lakes, located at Jeffrey, LaCygne, and Wolf Creek Generating Stations, provide stormwater runoff capture and storage of water that is pumped from other surface and groundwater sources.

[1] *https://www.nwd.usace.army.mil/media/news-releases/article/3261192/dry-conditions-expected-to-persist-for-the-missouri-river-basin/*

- **Upstream reservoirs –** Provide flow support to maintain necessary surface water during drought or low flow events.
- **Groundwater –** When significant surface waterways are not available or not able to support withdrawal.
- **Municipalities –** For sites that have smaller water needs and sites that require supplemental water resources.

Since 2018, Evergy has reduced water consumption by **20%** and non-consumptive water use by **26%**

In 2025, 98.8% of Evergy's water supply was sourced from fresh surface water, including rainwater and water from rivers and lakes. Groundwater accounted for 1% of makeup water, while a minimal 0.1% was obtained from third-party sources. Since 2018, Evergy has reduced water consumption by 20% and non-consumptive water use by 26%. These reductions were driven by the expansion of renewable generation, increased operational flexibility across our fleet, and the retirement of coal-fired facilities—our most water-intensive generation assets. We continue to prioritize water recycling and conservation efforts to further reduce reliance on water resources. As Evergy advances investments in renewable energy and less water-intensive natural gas generation, we expect the efficiency of our overall water consumption and dependence to continue to improve.

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

In Missouri, Evergy engages in similar collaborative risk-mitigation efforts through active participation in regional river stewardship organizations. Evergy employees serve on the boards of both the Missouri and Associated Rivers Coalition (MOARC) and the Coalition to Protect the Missouri River (CPMR). Through these organizations, Evergy works alongside other water users and stakeholders to protect the Missouri River as a critical water resource, advocate for balanced water management policies, and support regulatory and legislative efforts that promote long-term reliability, sustainability, and resilience of Missouri River water supplies.

Effluent and Stormwater Management

In addition to monitoring the amount of water we utilize, we focus on the quality of water we return to the environment. Our effluent management program, which covers all Evergy assets that return process water into the environment, is done in accordance with state and federal requirements under the National Pollutant Discharge Elimination System (NPDES). Through this program, Evergy has 14 sites that have site specific water permits with water sampling and testing requirements. Additionally, Evergy's Environmental team has staff dedicated to reviewing the water data and providing feedback to Evergy's generation facilities to manage the quality of water discharged back into the environment.

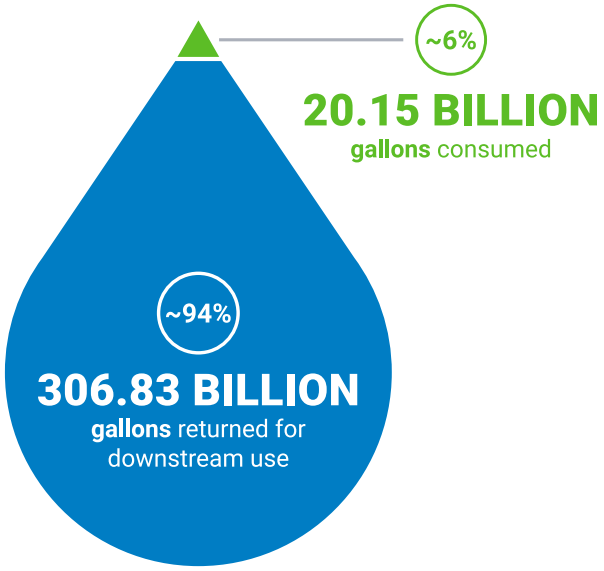
Through the NPDES program, more than 2,200 water samples are collected from Evergy's water discharge points in a typical year, and more than 4,500 analyses are run on those water samples. Analyses are site specific but include oil and grease, heavy metals, nutrients, plus many more pollutants. Evergy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

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

Evergy withdraws billions of gallons of water each year. However, 94 percent of that water is returned to the environment for downstream use. To reduce withdrawals, Evergy continues to consider ways to decrease water use through improved water recycling at generation sites. For generation facilities such as LaCygne and Wolf Creek, water is returned to their source lakes for reuse. In partnership with Kansas Wildlife and Parks and the Missouri Department of Conservation, we are proud to provide access to our lakes for recreational and educational purposes.

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

Yearly Fresh Water Withdrawal and Return



Waste and Toxicity

Waste Management Overview

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

Hazardous Waste Management

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

- Creation and distribution of the Evergy Waste Compliance Manual and Evergy Hazardous Waste Work Practices.
- Company-wide hazardous waste training along with detailed hazardous waste management training for all employee groups that have an active role in the management of hazardous waste.
- Cataloging all waste determinations within a company-wide, centralized database to assist with proper waste management and handling to comply with the US EPA's Resource Conservation and Recovery Act (RCRA) requirements.
- Coordination of appropriate waste analysis, including testing as needed, to verify waste characteristics and proper management efforts. All waste analyses are recorded in Evergy's Waste Determination Database.

- Implementation of the Hazardous Waste inspection program. This includes documentation of site conditions, identification and resolution of any noted regulatory deficiencies, and monthly tracking of hazardous waste generation and storage at all Evergy Generating Sites.
- Retention of hazardous waste disposal records for a minimum of five years.
- Completion of environmental focused site audits as a part of the Evergy Environmental Assessment program, which includes a review of both hazardous and non-hazardous waste practices and documentation resulting in continuous improvement by identification and completion of corrective actions.

Solid Non-Hazardous Waste Management

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

Non-Hazardous Generation and Facility Waste

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

2025 Recycled Materials

Transformers	Scrap Metal	Wood Poles	e-Waste
2,528 tons	**3,008 tons**	**3,201 tons**	**52 tons**

While operating coal-fired generation plants, Evergy produces coal combustion residuals (CCR), including fly ash, gypsum, and bottom ash/slag. Evergy strives to recycle CCRs as useful product whenever feasible and protective of human health and the environment. If disposal is necessary, Evergy manages CCRs in disposal units regulated by both state and federal law. In 2025, Evergy, along with our partners, was able to beneficially use more than 348,200 tons of CCR in the production of materials such as cement and roofing tiles. Overall, 30% of all CCR Evergy generated was repurposed in the beneficial use market. Evergy maintains and complies with written operating procedures when disposing of CCR at company owned disposal sites. All locations have operating plans approved by the relevant state regulatory agencies. In addition, Evergy has developed site specific fugitive dust control plans to control and minimize dust whenever possible. Sites are routinely inspected for compliance with the plans, and the plans are audited and updated annually if needed. Each location has published these plans, as well as a method for public outreach on the Evergy CCR public website.

348,200 tons

During 2025, Evergy partnerships resulted in beneficial reuse of over 348,200 tons of CCR

CCR that cannot be repurposed for beneficial use must be disposed of in disposal units. Evergy operates CCR disposal units at many of our energy centers. As part of CCR disposal operations, Evergy must consider potential environmental impacts to land, water, and air resources. Both surface water run-on to the operations area and run-off into water bodies is considered and controlled with operational planning.

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

Natural Resources/Conservation/Biodiversity

Biodiversity and Conservation

Evergy's service area has some of the most diverse biodiversity in the United States. The biodiversity of the area includes mixed and tall grass prairies, in addition to deciduous forests and mountain glades. Native grasslands are one of the most impacted and least protected habitats in the world. Of the less than 5% of tallgrass prairie that remains in the world, most are found in the Flint Hills Region of Kansas.

30,000 acres

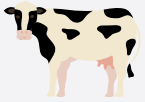
Evergy manages more than 30,000 acres of native grassland habitat associated with our company-owned lands and rights-of ways. During 2025, Evergy managed:

97 acres
native vegetation restoration

3,602 acres
of conservation mowing

119 acres
of targeted herbicide

2,175 acres
prescribed fire



4,779 acres
prescribed grazing

30 acres
brush removal

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

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

Baldwin City, KS	West Plains, MO	Paragould, AR	Hawthorn Generating Station	Osawatomie, KS	Stull Solar	Osage City, KS	Foxtrot Solar
3.9 acres Planted in 2020	**51 acres** Planted in 2021	**10 acres** Planted in 2021	**63 acres** Planted in 2022	**28 acres** Planted in 2023	**16 acres** Planted in 2023	**6 acres** Planted in 2023	**946 acres** Planted in 2025

Wildlife Protection

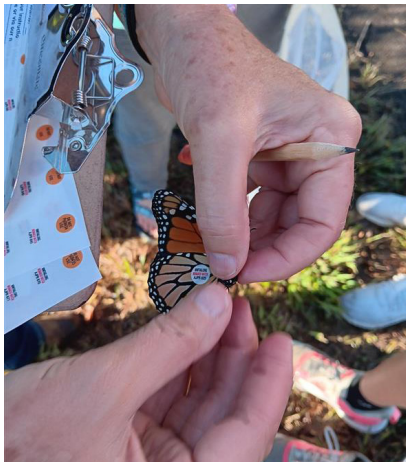
Native and protected wildlife is also a priority in and around Evergy's facilities and sites. There are 15 species on the Federal threatened and endangered species list in Kansas and 38 species in Missouri. Preventing negative impact to these species' natural habitat is a priority when evaluating projects and work done by Evergy. To support these efforts, Evergy has a dedicated Environmental Services team with subject matter experts in wildlife, native species, and cultural resources.

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

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

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

Based on our 2025 vegetation sampling efforts, we estimate that Evergy maintains more than 8.5 million stems of milkweed across our service area. Milkweed is a critical host plant for the declining monarch butterfly. In addition to milkweed, results indicate that abundant nectar resources are also available with almost 15 percent of the total acreage that we manage providing suitable habitat for native wildflowers.



Evergy volunteers carefully tag Monarch butterflies.
To learn more about tagging visit monarchwatch.org/tagging/

Risks and Opportunities

Adaptation and Resiliency

Evergy seeks to manage the impact of climate-related risks on our business and our ability to provide electricity safely and reliably to customers. Severe weather, including tornadoes, high winds, snow, fire, rain, flooding, drought, extreme temperatures, and ice storms can be destructive and cause outages and property damage that impairs our ability to provide reliable electricity to our customers.

Event Response

At Evergy, we have two views of reliability: what we do on a "blue sky" day (no storms) and what do we do when we experience storms. We are doing better than ever before in both categories. During February 2025, Evergy's service area experienced record-breaking extreme cold weather. The cold weather was a multi-day event with wind chills reaching double digit negative temperatures. During the event, Evergy stayed in close communication with the Southwest Power Pool (SPP) but did not experience widespread outages related to the record-breaking event.

BENEFIT TO STAKEHOLDERS

Even with record-breaking cold temperatures, Evergy customers experienced no widespread outages due to grid investments, resource planning, and power plant operations and maintenance.

A two-week span in early 2026 brought severe weather to much of our service area in the form of severe thunderstorms, high winds, and multiple tornadoes. Through four storm events, nearly 125,000 customers were impacted from Wichita, KS to Maryville, MO, an area that spans most of our service area, with most customers restored in 36 hours or less.

On blue sky days, we have troubleshooters, system control operators, and many others whose sole job is to monitor, evaluate, respond, and repair any parts of our system that experience an outage. Our average length of customer outages is better than it has ever been.

Outside of the people involved in improving and maintaining our reliability, being able

to make investments in our grid is a key element. While new generation investments have been talked about most recently, grid investment has not been lost.

"When we evaluate how to add the most value with our investments, we ask ourselves, 'What will improve reliability the most for our customers, at the most responsible cost?' This helps us prioritize how we invest and allows us to plan for those extreme weather events before they happen."

Ryan Mulvany, Vice President, Distribution

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

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

While we have to recognize that not all extreme events can be completely mitigated, understanding the potential hazards and preparing for them are important. As part of Evergy's ongoing risk and opportunity evaluation related to climate-risks, Evergy continues to follow the Task Force on Climate-related Financial Disclosures (TCFD), a framework that includes recommendations about how companies can disclose the extent to which climate is addressed in governance, strategy, and risk management. Since 2020, Evergy has focused on integrating climate-related risks into our existing Enterprise Risk Management (ERM) process.

Wildfire Mitigation

To better understand the risk of wildfires in our service area, Evergy completed a fire risk analysis, which evaluated fire history, vegetation encroachment, fire climate, outage data and infrastructure age. The Federal Emergency Management Agency's (FEMA) National Wildfire Risk Index represents a community's relative fire risk compared to the rest of the United States.

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

During the 2025 session, the Kansas Legislature passed new legislation (HB2107) to address utility liability and mitigation for wildfires. This law established a liability limit for punitive damages, established a period of limitation for filling claims and reaffirmed no strict liability for utilities. It also required the Kansas Corporation Commission (KCC) to hold a workshop where stakeholders, including KCC Staff, the Citizens' Utility Ratepayer Board (CURB) and other interested parties, could assess and discuss wildfire risk and potential mitigation steps, which was held in April 2026.

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

- **Fostering strong relationships with local fire departments –** We have eight F500 extinguishing foam trailers at our facilities that we lend to our communities when needed. We also helped a community fire department purchase a trailer for themselves.
- **Participating in local burn associations –** The prescribed burn process that many ranchers and farmers undergo also helps mitigate risk, in addition to being good for the environment and agriculture. We work with stakeholders to provide education on how to safely complete the controlled burns around electrical equipment.
- **Deploying smart devices on the grid –** This technology makes the power system more resilient and easier for us to manage the flow of energy in an emergency.
- **Taking a systemic and planned approach to upgrades –** We track the age of infrastructure and routinely inspect poles so we can replace equipment before it fails.
- **Trimming vegetation away from power lines –** Transmission teams are required to visually inspect lines 200 kV and above, with inspections occurring on a regular basis. Vegetation around our distribution system is trimmed every four to six years, depending on vegetation type and growth rates.
- **Enhancing existing beneficial mitigation activities –** Identification and prioritization of work for vegetation management and asset management teams to strengthen reliability efforts.
- **Regional Peer Wildfire Manager working group –** Evergy formed a working group of wildfire managers to collaborate on experiences and learnings. Participating companies were selected based on their similar fuels and climates. The initial in-person working group was held in Kansas City in January 2026 with plans to continue meeting quarterly.
- **Wildfire Risk Mitigation group memberships –** Evergy is a member of the International Wildfire Risk Mitigation Consortium that provides access to contacts and information from a broad set of companies that have established and mature wildfire programs.

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

Environmental Management

Environmental Compliance Assessment Program (ECAP)

Through our internal ECAP, Evergy analyzes compliance with environmental laws and regulations and corrects areas of non-compliance. Assessments are included across all types of operational assets on a rotation based on environmental risk. The ECAP is administered by the Environmental Services Department and includes, but is not limited to, the following activities:

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

2025 Assessments

Generation	Service Centers	Transmission	Substation
8	10	10	10

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

Environmental Management System (EMS)

Evergy's EMS consists of the following components:

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

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

Social

Affordability and Assistance

Growth

At Evergy, we are focused on providing an essential service to our communities which are continuing to grow. As the need for our service evolves, we have to be able to evolve with it. That means working with state and local partners to introduce legislation that encourages and attracts new customers while also protecting those we already serve. It also means being thorough in how we plan and structure projects, programs, and services to keep costs low for customers while continuing to deliver safe, reliable energy. Additionally, this growth and higher utilization of the grid can help to provide additional leverage for programs that offer assistance and options to our customers who may be struggling. Our goal is to recognize opportunities for growth and seize those opportunities in a responsible way for all customers today and in the future.

Supporting Vulnerable Customers

In 2025, Evergy's Corporate Social Impact program made strategic shifts in community investments and customer support to link customers to bill payment resources, and energy efficiency education, tools, and program participation.

In 2025, our teams

evergy connect

Helped **52,000 customers** at both Connect walk-in centers, with customized service to secure resources needed for bill payment assistance, energy savings, and more.

Conducted or participated in over **178 events, assisting 14,700 customers** with payment support and energy savings tools, customer and energy efficiency programs.

Helped customers secure just under **$25M in bill payment assistance funds.**

Helped customers secure **$25M in energy efficiency upgrades.**

Energy Assistance for Customers

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

- **Weatherization and Weatherization Ready –** Evergy's program's support the Department of Energy's (DOE) Low-income Weatherization Assistance Program to deliver weatherization measures free of charge to qualified homes and customers. To further assist customers whose homes are disqualified from participation due to structural problems or unsafe health conditions, Evergy provides support to benefit customers who have been deferred to participate in the Weatherization program. By fixing these issues, customers are then eligible to participate in the Weatherization Ready Program and enjoy energy efficiency upgrades.

- **Income-Eligible Multi-Family –** Free in-unit upgrades like lighting, faucet aerators, smart power strips directly installed by Evergy to help improve efficiency for tenants, as well as holistic rebates to building owners for investing in upgrades for both in-unit and common areas, such as public area lighting, building heating, ventilation and air conditioning (HVAC), and insulation.
- **Community Energy Savings Kits –** Energy efficient items provided in a kit to customers that are income-eligible. The kits are distributed through Evergy's Wichita Connect location, community events, and local food services/pantries.
- **Energy Assessment and Free Direct Install –** In-home energy assessments are provided by an Evergy energy professional along with the installation of free energy saving items. During these visits, customers receive valuable do-it-yourself (DIY) tips about how they can do simple things in their homes to become more energy efficient and are provided with a comprehensive report of the findings and recommendations for best next steps and available programs to support further energy efficiency upgrades.
- **Income-Eligible Multi-Family Program –** Supports energy efficiency upgrades in Kansas apartment buildings, helping property owners improve building performance while reducing energy costs for residents.
- **Energy Savings Kits –** Provides eligible Kansas customers with free, easy to install measures that reduce energy use, lower bills, and improve home comfort.
- **Low-Income Leadership Assistance Collaborative (LILAC) –** Started in 2020 with a group of Kansas City area companies and agencies to exchange ideas about how to best serve the low-income customers in our footprint with the variety of programs focused on energy, health, and safety.
- **Low-Income Leadership in Essential Services (LILIES) –** Provides eligible Kansas customers with a collaborative partnership network to support energy efficiency and comprehensive customer support.
- **The Economic Relief Pilot Program (ERPP) –** Helps Missouri customers with their monthly electric bill. This program provides those with an income at or below 200% of the current federal poverty level with a credit of up to $65 per month, for a maximum of 12 consecutive months if the customer qualifies.
- **Customer Outreach Teams and Evergy Connect Teams –** Provides customized, face-to-face support to customers in need of bill payment and energy savings assistance at two walk-in centers and mobile outreach.
- **Dollar Aide and Project Deserve –** Evergy provides significant donations to these programs which in turn help income-eligible customers with their utility bills.
- **Evergy Cares Fund –** Assists Kansas customers with emergency bill payment assistance when traditional forms of state assistance are not available.
- **Critical Medical Needs Customer Program –** Assists Missouri customers with extreme medical or cognitive emergencies by securing bill payment help and provides linkages to other wrap-around services.
- **Rehousing Program –** Helps those Missouri customers ready to go into stable income-eligible housing by assisting with arrearage payment of up to $1,000.

Customer Experience, Engagement, and Assistance

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

To provide face-to-face assistance to customers in need, Evergy opened Connect in Kansas City in 2018 and expanded Connect to Wichita in 2022. Since both openings, Evergy's Connect facilities have helped more than 180,000 customers with direct and customized services. These teams have helped customers avoid disconnections and enroll in energy efficiency, payment assistance,

180,000+

Since opening, Evergy's Connect facilities have helped **more than 180,000 customers** with personized service.

and medical programs. In addition to face-to-face service, the team conducts "virtual face-to-face" consultations with customers who are unable to visit Evergy's Connect facilities in person. The teams assess a customer's account, consider all viable options, direct them to payment assistance, print and help them complete applications, as well as connect them to non-utility assistance resources such as career help, affordable housing, financial literacy, food resources, and more.

In addition to face-to-face services, we have launched an Evergy mobile customer app. A product of the Digital Strategy and Customer Experience group, the Evergy mobile app allows customers to conduct the most common interactions with Evergy through their mobile device. From viewing usage and paying their bills to reporting and tracking outages, the app provides a convenient, safe, and secure solution for our digital-friendly customers.

BENEFIT TO STAKEHOLDERS

Self service solutions have allowed customers to conduct business with Evergy in a way that meets their needs, on their schedules. Investing in technology and resources that enable this level of customer interaction, safely and securely, is important to providing reliable, affordable, and sustainable service to our customers. In 2025, Evergy received a Chartwell award for Notable Achievement in Strategic Customer Investment for our steady digital evolution.

"Over the past six years, Evergy has transformed its customers' self-service experience by examining analytics, implementing project process improvements, developing strategic business cases, leveraging strong executive support, and committing capital resources. The utility's systematic and incremental approach has reduced contact center volume by 43% since 2019, freeing up customer service representatives for more complex calls. Evergy's pragmatic and consistently successful approach underscores the power of strategic, data-informed decisions in driving meaningful progress."

– Chartwell

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

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

Self-Service Solutions

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

2.8M
calls contained by our interactive voice assistant system (9% above the industry average)

44%
of customers used self-service tools to start service

72%
of residential customers and 31% of commercial customers used our energy management tools

425,500
Evergy mobile app downloads

Over 80%
of customers enrolled in outage communications

Energy Efficiency Community Programs

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

Program	Details
Kansas City Building Energy Exchange (BE-Ex)	Established in early 2021 as the first major initiative of Kansas City's Regional Climate Action Plan, the BE-Ex brings world class resources, direct assistance, and tangible value to the current and future owners and occupants of Kansas City buildings. This program aims to provide direct support and financing services to building owners, policy makers, property managers, architects, engineers, and others in the Kansas City metropolitan region to promote a high performance-built environment and help the Kansas City region meet ambitious climate goals, create jobs, accelerate innovation, and grow its economy. Evergy provides grants to support this program and Climate Action KC is actively engaged with an Evergy employee sitting on the Board of Climate Action KC.
Tree Initiatives	Evergy's Green Team partners with these organizations to provide and plant young trees and native vegetation in communities throughout our service area.
Building Benchmarking	Evergy is supporting the Kansas City, MO benchmarking ordinance by providing building owners, with multiple tenants, the ability to aggregate information and gain an Energy Star score as the first step to identifying energy savings opportunities for large buildings.

Program	Details
Urban Heat Island Mitigation (UHI) Program	In previous years, Evergy began working with the MidAmerican Regional Council (MARC) to understand how our Missouri Energy Efficiency Investment Act (MEEIA) programs could aid in the mitigation of urban heat island (UHI) effects. Evergy continues to partner with MARC, the City of Kansas City, Missouri's Office of Environmental Quality, University of Missouri-Kansas City, and Kansas University to perform tree plantings to mitigate the local urban heat island effect. In 2024, Evergy's Green Team and employee volunteers planted more than 700 trees. This effort continued into 2025 with an additional partner, local nonprofit, Jerusalem Farms, to assist in the planting of 1,000 more trees. Evergy also identified customers that would benefit from cool roof installations and reflective painting and started implementing these upgrades. This program has a positive environmental impact including pollution absorption, energy savings, and stormwater filtration in the downtown KC area.

Electrification

Working together in a customer-focused clean-energy transition, we can collectively support progress toward clean energy goals. The below programs are focused on helping customers understand and manage their energy use when adopting new technologies, including electrified equipment and vehicles, with a continued focus on minimizing grid impacts.

Program	Details
Fleet Advisory Services	Fleet Advisory Services is a five-year Kansas program that provides tailored, technical guidance to fleet customers. The program focuses on helping customers right-size charging infrastructure and align electrification decisions with operational needs, with an emphasis on enabling "grid-aware" adoption and avoiding unnecessary system impacts. Early participants represent a mix of public and commercial organizations with varying fleet sizes and readiness levels. Early results indicate growing customer interest, with participation exceeding initial expectations.
School bus V2G pilot project	Evergy is partnering with a local school district to conduct a school bus vehicle-to-grid pilot project.
Residential Managed Charging	Residential Managed Charging is a three-year Kansas pilot program aimed to optimize the charging patterns of EV drivers who charge at home. It will test two methods of load shaping, passive and active, to gather valuable data and insights for a future full-scale program. This program's goal is to encourage off-peak charging, which benefits both the grid and our customers by reducing overall system costs and enhancing grid stability.
Charging station network	The Evergy Clean Charge Network consists of more than 1,000 electric vehicle charging stations throughout the Kansas City region – One of the largest of any utility in the United States. Personal gas-powered vehicles account for around one-fifth of U.S. emissions, while electric vehicles help attain Environmental Protection Agency (EPA) regional ozone standards and make our cities cleaner, better places to live and work.

Program	Details
Other Transportation Electrification support in Missouri and Kansas	Evergy continues to offer our Missouri and Kansas residential and business customers rebates to defer costs related to purchasing an EV or electrifying their fleets. The program includes a budget focused on educating customers about the benefits of off-peak charging and owning/operating an EV. Other aspects include: • Residential rebate program for installing a 240V outlet for EV charging. • Business rebate program for installing charging stations. • Clean Charge Network expansion in Kansas to underserved areas. • Transit and commercial time-of-use tariffs, ensuring that electric vehicles are powered by renewable energy sources. These rate options are supported by Renewable Energy Credits (RECs) in Kansas. • Evergy is a supporter and member of Plug-in KC (PIKC), a non-profit initiative of Climate Action KC. PIKC's goal is to accelerate the scale up electric vehicles and associated infrastructure in the greater Kansas City area.

Energy Efficiency Program Impacts

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

MEEIA 10 Year Results

Impact

400,000+ Residents

9,500+ Businesses

50 Jobs Created Locally

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

Energy Efficiency

Results to date

~1.6 billion kWh electricity saved since 2013

215,000+ homes powered with energy saved

247,000 equivalent number of cars taken off the road with reduced emissions

$2.00 benefits for each dollar spent

MEEIA Customer Impact

7,259 Residential Energy Walk-thrus

238 Income Eligible Multi-Family Properties became more energy efficient

$51,032,360 Business Rebates

19,700+ Income Eligible Multi-Family Units received energy efficiency product installation

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

Evergy's MEEIA programs resulted in **more than 1.5 billion kWh of energy savings since 2013.**

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

- **Weatherization services to 265 income-eligible homes**, and installed energy efficiency measures such as LED lighting, efficient flow showerheads, faucet aerators, smart power strips, smart thermostats, and weatherization measures in 1,752 income-eligible multi-family tenant units.
- Evergy also **provided Weatherization Ready (home repair services) to 11 homes** so they can proceed with energy efficiency/weatherization assistance services.

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

In 2025 in Kansas, Evergy provided:

216

Provided weatherization services to 216 income-eligible homes

27,000 +

Over 27,000 energy savings kits to income-eligible customers through community partners such as Harvesters and Convoy of Hope

550

Installed energy efficiency measures such as LEDs, efficient flow showerheads, faucet aerators, smart power strips, smart thermostats and weatherization measures in 550 income-eligible multi-family tenant units

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

Community Impact

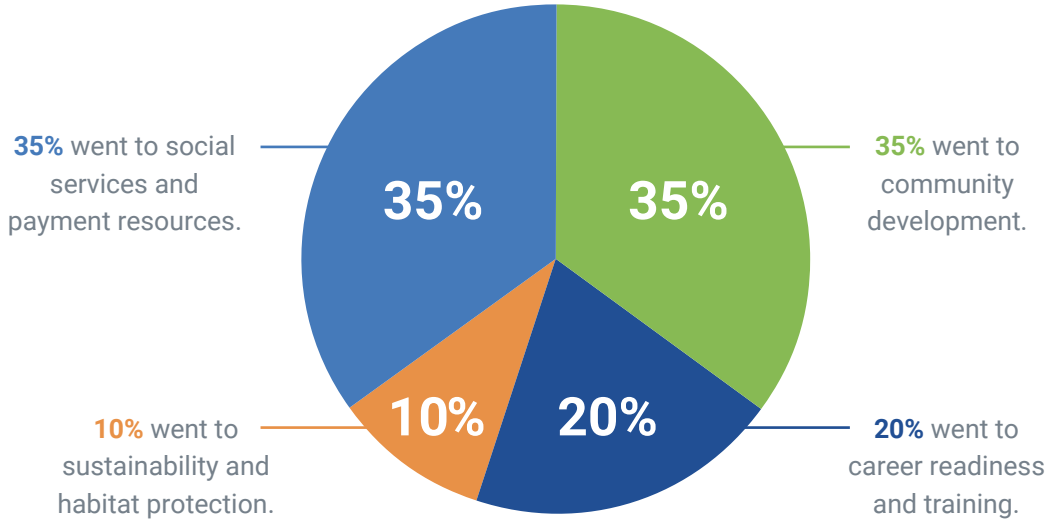
Community Support

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

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

Financial Community Investments

Evergy's community strategy was designed to adjust to the changing needs of our customers and communities while also engaging our employees in volunteerism and community leadership. In 2025, Evergy invested nearly $7 million in the communities we serve in two key areas: environmental leadership and community vitality.



Community Vitality

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

Community Vitality Spotlight

Linking vulnerable customers to critical resources

In 2025, Evergy aligned our community investments with organizations that amplify support for customers experiencing financial hardship. In partnership with the Mid America Assistance Council (MAAC), Evergy expanded resources for customers through our Evergy Cares Kansas Fund and Dollar Aide programs. This was in addition to targeted support to many other agencies providing critical assistance for our vulnerable residents. Evergy also partnered with Promise and MAAC on a pilot program to improve outreach to income-eligible Kansas households and increased access to the state's Low-income Energy Assistance Program (LIEAP). **Through targeted awareness and application support, this collaboration helped 1,600 customers, not currently receiving LIEAP benefits, secure $680,000 in bill payment help,** demonstrating Evergy's commitment to reducing energy burdens and enhancing community vitality across our service area.

Environmental Leadership

As an energy provider, Evergy is committed to creating a sustainable energy future while investing in the long-term vitality of our communities. We do this through education, river and wetland enhancements, tree plantings, land preservation, and habitat protection.

Environmental Community Spotlight

Riverway and Habitat Enhancements

In 2025, Evergy advanced our long-standing commitment to environmental stewardship through targeted riverway and habitat enhancement projects across our service area. The Evergy Green Team and other employee volunteers partnered with local conservation experts—including Friends of the Kaw, Kansas Alliance for Wetlands & Streams, and Missouri River Relief—to improve regional waterways by removing debris. Habitat protection efforts also expanded in 2025, with volunteers repurposing retired utility poles to construct new raptor enclosures at the Midwest Raptor Rehabilitation Center, providing critical space for the recovery of injured eagles and other birds of prey. These initiatives demonstrate Evergy's continued investment in community-centered conservation, strengthening ecosystems while enhancing environmental resilience across Kansas and Missouri.

evergy GREEN TEAM

Since 1989, our volunteer, employee-driven Green Team has completed thousands of projects restoring hundreds of acres of wetlands, thousands of acres of prairie and planting more than 33,000 trees. Partnering with agencies, non-profits, and schools, we protect, preserve, and educate.

BENEFIT TO STAKEHOLDERS

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

Community-based Sustainability Efforts

In 2025, Evergy's employee-led Green Team advanced measurable environmental and community resilience outcomes across our service area while maximizing the reuse of utility assets. **The team delivered 69 conservation and sustainability projects,** prioritizing initiatives that strengthen ecosystems, expand equitable access to natural infrastructure, and deploy circular-economy practices using retired utility materials.

Biodiversity and Wildlife Protection

Evergy supported regional biodiversity and species protection by constructing and restoring four raptor rehabilitation flight pens, enabling the recovery, care, and public education of protected bird species. Projects leveraged line-crew expertise and bucket-truck access, allowing the Company to uniquely support partners such as the Topeka Zoo, Milford Nature Center, Lakeside Nature Center, and the Midwest Raptor Rehabilitation Center. Notably, a new flight pen built near Wichita directly enabled the successful rehabilitation and release of an injured bald eagle.
Additionally, the Green Team distributed 100+ wildlife habitat boxes fabricated from recycled cedar power poles, supporting native bird, bat, pollinator, and aquatic species.

Natural Infrastructure and Public Access

To improve community access to outdoor spaces and nature-based recreation, the Green Team partnered on four trail-infrastructure projects, addressing critical access barriers in flood-prone and environmentally sensitive areas. Three existing trail bridges were redecked using lumber milled from retired power poles, extending asset life and reducing waste. A fourth project included construction of a 100-foot-plus pedestrian bridge north of Manhattan, Kansas, unlocking access to miles of new natural-surface trails and supporting long-term community health and climate-resilient recreation infrastructure.

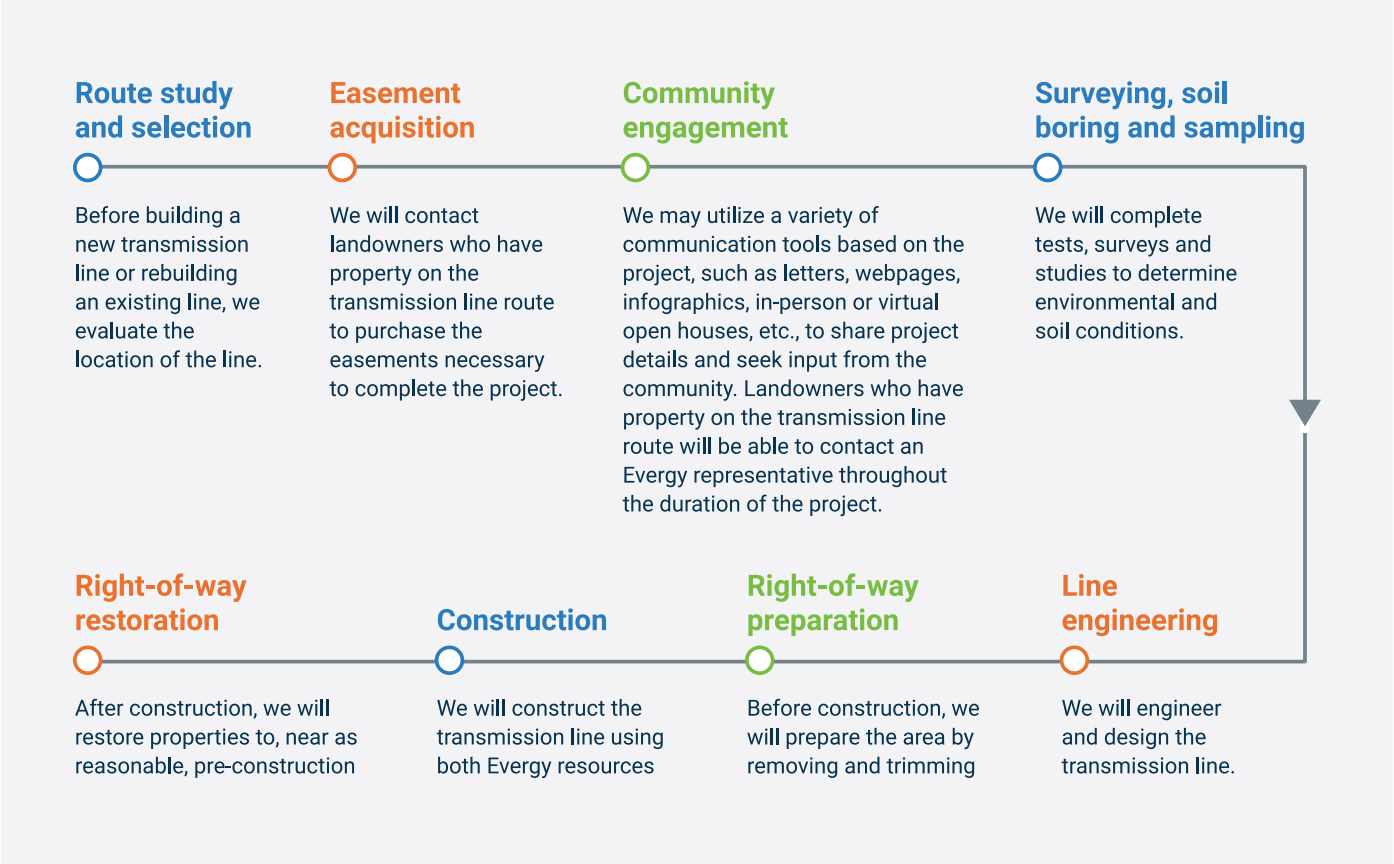
Urban Forestry and Climate Resilience

Evergy completed phase one of our Urban Heat Island mitigation initiative in historic northeast Kansas City, Missouri, by planting 1,700 trees. The Green Team led all phases of implementation—tree sourcing, site identification, logistics, and planting—demonstrating this team's strong execution capability.

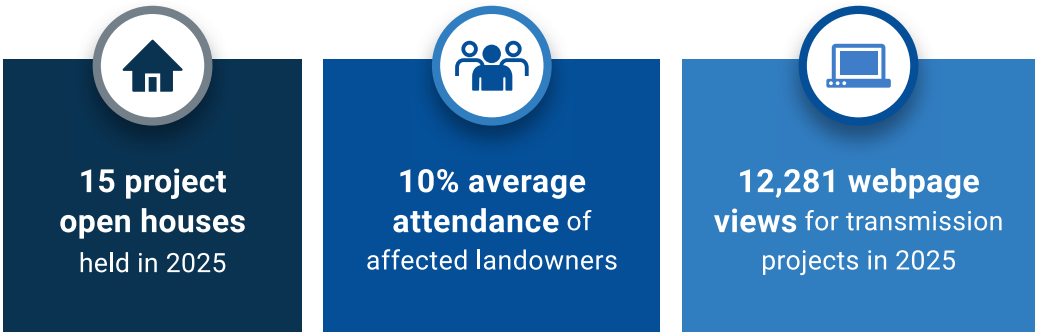
The company also partnered with the Kansas City Chiefs as the official planting partner for the Trees-for-Threes program, planting 33 trees tied to field-goal performance during the 2024–2025 football season.

Community Engagement

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



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



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

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

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

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

Economic Development

As a leading and trusted energy partner, the mission of the Economic Development team is to attract new businesses, nurture existing customers, and invest in strategic partnerships, creating an ecosystem where businesses and communities thrive together. We are dedicated to being the service area of choice for businesses, fostering vibrant communities, and empowering lives. We do this by providing comprehensive support for businesses relocating to or expanding in our service area. Areas of support include site visit hosting, site and building searches, industry analysis and several other areas that can be found on Evergy's Economic Development website.

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

KEDA Kansas Economic Development Alliance

MEDC MISSOURI ECONOMIC DEVELOPMENT COUNCIL

During 2025, Evergy's Economic Development team had a strong year with nearly $1.0 billion in new capital investments from 12 projects coming to or expanding in our service area. Projects ranged from manufacturing to data centers across Evergy's service area.

EVERGY IN 2025

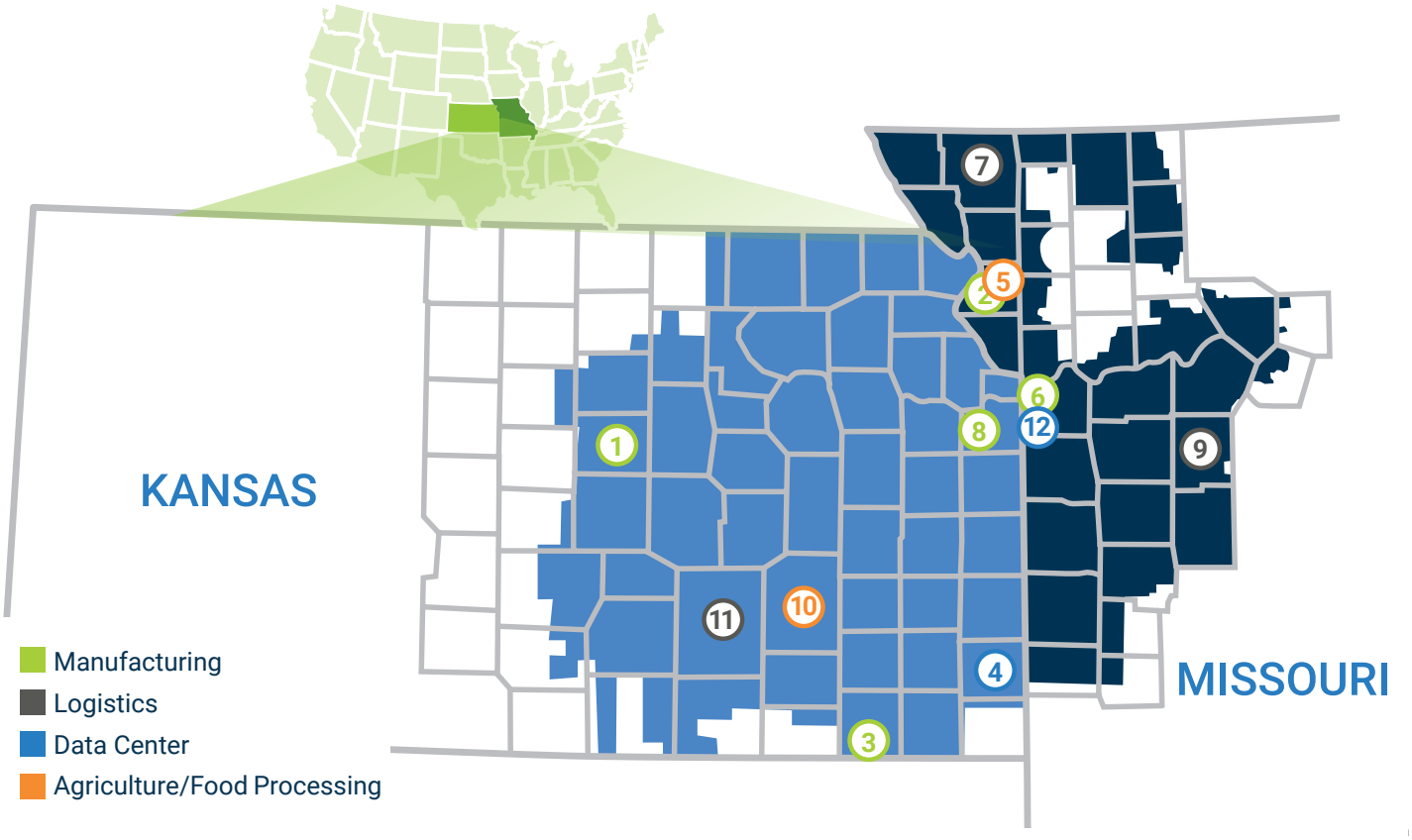
Economic Development by the Numbers

$1.0 Billion in new capital investment from ***12 projects***

975 new jobs

$18.5 Million economic impact

29,881 kW in new demand growth



1. **Amazon** • Salina, KS
   NEW JOBS: 100 • INVESTMENT: $1,750,000

2. **Nortian Foodtech** • St. Joseph, MO
   NEW JOBS: 138 • INVESTMENT: $22,303,000

3. **Spears Manufacturing** • Kansas Central
   NEW JOBS: 181 • INVESTMENT: $20,200,000

4. **Wildcat Data Infrastructure** • Pittsburg, KS
   NEW JOBS: 5 • INVESTMENT: $3,350,000

5. **Daily's Premium Meats** • St. Joseph, MO
   NEW JOBS: 115 • INVESTMENT: $95,000,000

6. **Progressive Rail Services** • Missouri Metro
   NEW JOBS: 85 • INVESTMENT: $27,971,245

7. **Amazon** • Maryville, MO
   NEW JOBS: 30 • INVESTMENT: $7,500,000

8. **Merck** • De Soto, KS
   NEW JOBS: 203 • INVESTMENT: $860,000,000

9. **Amazon** • Sedalia, MO
   NEW JOBS: 100 • INVESTMENT: $7,500,000

10. **Amazone** • El Dorado, KS
    NEW JOBS: 6 • INVESTMENT: $2,193,569

11. **Hanzo Logistics** • Kansas Central – GWP
    NEW JOBS: 10 • INVESTMENT: $7,263,755

12. **Lambda Data** • Missouri West
    NEW JOBS: 2 • INVESTMENT: $382,988

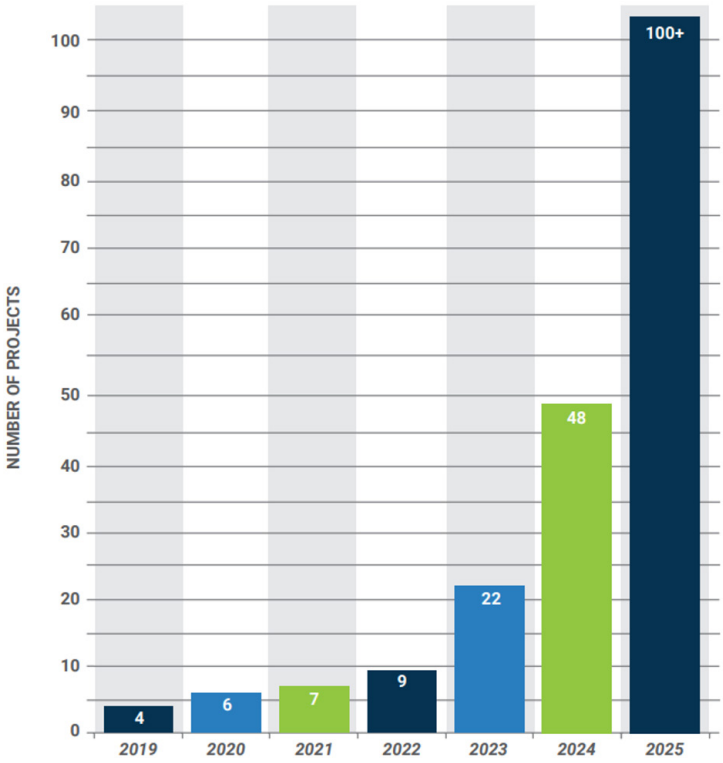
Originally accredited in 2016, **Evergy is one of two utilities to achieve AEDO status in the nation.**

Development Pipeline and Projects

The Evergy service area is experiencing record-setting economic development project wins in the data center and manufacturing industry sectors with the announcement of the signing of electric service agreements for five large customer projects, and service expansion of several national and international companies including: Merck; Spears Manufacturing; AMAZONE, and Hanzo Manufacturing.

Large Project Overview

Project Inquiry with 10MW or Greater



Merck Animal Health Investing $895M in De Soto Plant Expansion – Second Largest Private Investment in State History

In May, Governor Laura Kelly and Merck Animal Health jointly announced an $895 million capital expansion project at the company's manufacturing facility in De Soto, KS. The second largest private investment in Kansas history – and the largest economic development project for Merck Animal Health – will create more than 200 new jobs.

Spears Manufacturing Company Expands in Caney

Spears Manufacturing Company, a manufacturer of pipe fittings and valves, recently announced a new expansion at their Caney, KS location. The 120,000 square foot expansion will add 181 new jobs to the area and over $16.2 million in capital investment.

AMAZONE-USA Expands into El Dorado

AMAZONE, a leading German agricultural machinery manufacturer, has chosen the Wichita, KS region for its new North American parts and distribution facility, marking a significant step in the company's continued expansion in the United States.

Hanzo Logistics Expands to Wichita, Supporting Pfizer's Manufacturing Needs

Hanzo Logistics has expanded its operations to Wichita, KS, with a new facility in the ICT21 Industrial Park. This strategic move will support Pfizer's McPherson plant by storing essential raw materials for pharmaceutical production. The proximity to Pfizer's facility will enhance the supply chain and streamline operations, reflecting Hanzo's commitment to serving industries like pharmaceuticals with efficient, reliable logistics solutions.

Large Load Customers

In 2025, the Kansas Corporation Commission (KCC) and Missouri Public Service Commission (MoPSC) approved Evergy's rate plans to serve new 75 MW or larger customers. This includes advanced manufacturing, logistics, data centers, and other large industrial customers. Importantly, both states have taken steps that protect existing customers from cost increases related to adding these new customers. These plans represent collaboration by not only Evergy and the commissions in both Kansas and Missouri, but also consumer interest groups (KCC and MoPSC Staff, Citizens' Utility Ratepayer Board (CURB), Missouri Office of Public Counsel (OPC), etc.), large companies (Google, Velvet Tech, Data Center Coalition, etc.), conservation groups (Sierra Club, Renew Missouri, National Resources Defense Council, etc.), as well as several school districts.

Our rate evolution and modernization strategy embraces a proactive and balanced approach by supporting growth while ensuring fair rates for all customers. This strategy positions us to meet current demands and prepares us for the future. In addition to working toward rate alignment across our service area in Kansas and Missouri, we are evolving to introduce new rate options that appeal to new businesses while remaining fair for existing customers. The power grid is shared by all customers, and effective rate design ensures fair pricing for all by recognizing the benefits large customers bring, such as increased electricity sales that can lower prices for everyone through higher utilization of the grid and related fixed costs. Adding large power users helps pay for the maintenance and expansion of our shared power grid by spreading those costs among more customers. However, serving these large customers also presents challenges given their size; as a result, a new tariff has been adopted in both Kansas and Missouri.

The newly approved rates have these large energy users paying a premium for service compared with existing industrial customers. Some of the key conditions new large customers coming to the area must agree to include:

- **Load requirement**
  - Tariff applies to customers with load in excess of 75 MW.
- **Minimum contract term length**
  - Five-year transitional load ramp period plus 12-year term length; up to 17 years total.
- **Minimum monthly bill**
  - LLPS customers pay a premium demand rate ~15-20% higher than the standard industrial rate.
  - If usage is below minimum levels, monthly bill is calculated using all demand rates at 80% of contracted capacity.
  - Bill includes other charges, including demand charge, grid charge, and various riders.
- **Termination fees**
  - Termination fee covers the greater of 1) remaining term of the contract or 2) 12 months.
- **Posting of collateral**
  - Customers are subject to creditworthiness standards and collateral requirements of up to two years of minimum monthly bills, due at the time of signing the agreement.
  - Recomputed quarterly, and may be increased if customer's load forecast increases the minimum monthly bill.

The initiative to develop these rates resulted from coordinated effort across many internal departments, from regulatory and legal to engineering and customer service. Utilization of the tariff streamlines the contracting process, replacing individually negotiated agreements with a standardized, transparent rate structure. It also positions Evergy to engage with sophisticated energy users in a way that supports our long-term goals for affordability, reliability, and sustainability.

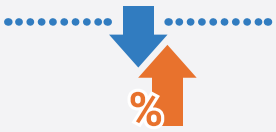
Large Load Power Service (LLPS) Mitigates Rate Impacts on Existing Customers

LLPS / Data Center Customers:

Pay a premium (higher) demand rate and all the direct costs to serve them

The revenue generated from both the premium rate and the load growth is used to **reduce the overall rate increase** request in future rate cases, which benefits existing customers

Large customers will also **pay all applicable demand charges, grid charges, and riders,** just like any other customer



Data centers support **spreading total system costs** of new generation and grid modernization investments over a higher usage base, **putting downward pressure on rate increase requests**

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

BENEFIT TO STAKEHOLDERS

Protecting our existing customers while creating opportunities for growth creates a win/win scenario for all. "These provisions are in place to protect existing customers if large power users seek to terminate their contracts early," said David Campbell, Evergy Chair and CEO. "Evergy has been a pioneer as one of the first utilities to get these protections in place for our current customers while providing a competitive rate for new large customers. Our region is experiencing record economic development, and this rate and protections will continue to attract new growth and prosperity for our communities."

Supply Chain Sustainability

Evergy uses more than 4,800 suppliers to provide the goods and services needed to deliver affordable, reliable, and sustainable energy that is foundational for thriving and growing communities. Our supplier relationships are strategic partnerships that provide us with an industry edge, reduce risk, and keep our critical projects moving forward.

Our Supplier Code of Conduct aligns the business practices we expect from our vendor partners with our strategic focus on reliability, affordability, and sustainability. Our supplier engagement and responsible sourcing practices reinforce our commitment to the economic prosperity of our communities and the importance of supporting the development of businesses in our communities.

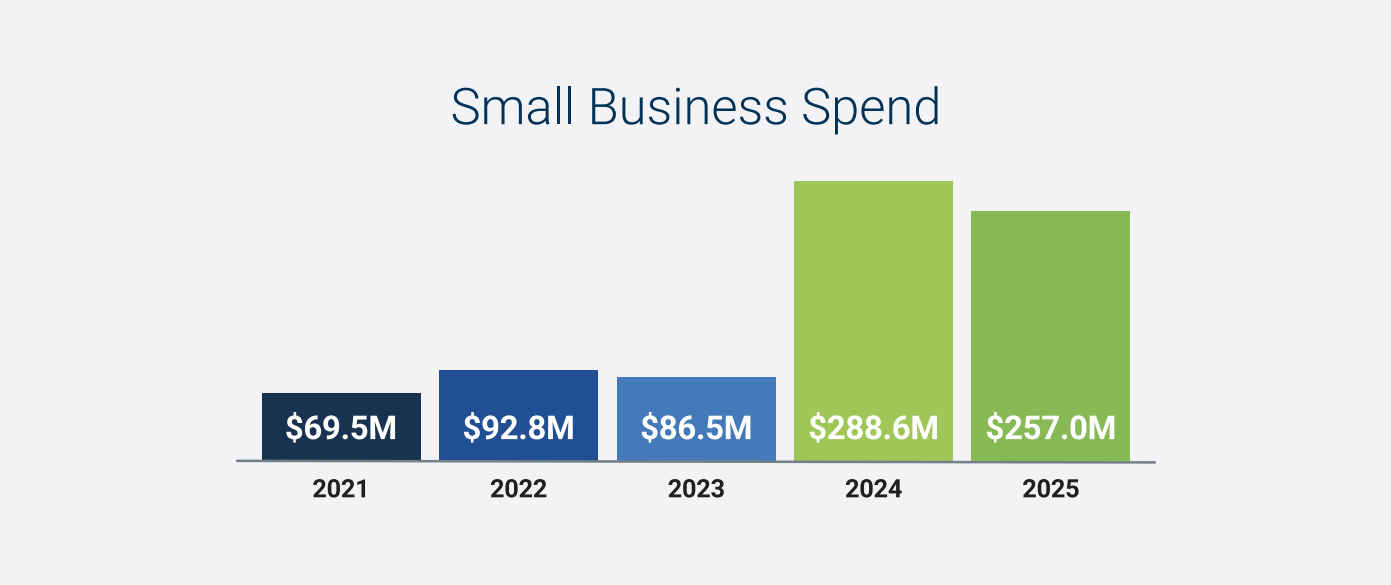
Supplier Engagement and Responsible Procurement

Evergy's supplier engagement and responsible procurement practices are designed to strengthen our supply chain while generating long-term economic and social value in the communities we serve. Guided by our mission—Empowering a Better Future—we source goods and services in a manner that is competitive and aligned with sustainability and governance practices. For supplier engagement, this means we recognize the importance of strong partnerships with our suppliers at both the national and local levels. This balanced mix allows us to support our local communities while providing reliable and affordable service.

Evergy Supplier Engagement is committed to strategic, impactful, and innovative economic partnerships. By expanding access to procurement opportunities and enhancing supplier capability, we improve supply chain resilience, foster innovation, and support local and regional economic growth. These efforts create shared value for our customers, suppliers, employees, and communities while reinforcing Evergy's commitment to being a safe, reliable, efficient, and customer-centric energy provider. We hold ourselves, and our suppliers, to the highest standards of accountability and ethical conduct, partnering with organizations that share our values to advance responsible business practices across our value chain.

Economic and Community Impact

Purchases from businesses within our service areas generate meaningful economic activity that extends beyond direct supplier relationships and increases community vitality service area wide. These investments support job creation, workforce stability, and income generation, producing a multiplier effect throughout suppliers' networks and local economies. As suppliers grow, they expand staffing, invest in operations, increase local spending—strengthening communities and contributing to public revenues that support essential services and infrastructure. Small business spend increased as Evergy invested in technology that helped us more accurately identify and verify additional small business certifications—expanding access to qualified suppliers and strengthening participation across our service area.



Supplier Development and Capacity Building

Evergy's Supplier Engagement Program emphasizes long-term supplier development and competitiveness. Through Accelerate, a partnership with Burns & McDonnell and RGMA, participating businesses receive structured support, mentorship, and sponsorship from Evergy and industry partners. The program is designed to enhance operational readiness, build technical and business capabilities, and increase supplier exposure to competitive procurement opportunities—enabling participants to successfully compete and scale in open markets.

Collaboration, Transparency and Industry Leadership

Evergy fosters collaboration and transparency through forums that encourage knowledge-sharing and continuous improvement. During our third annual Supplier Engagement Week, we convened more than 200 suppliers and 50 community partners, creating an inclusive platform to exchange insights, highlight responsible sourcing practices, and showcase successful supplier growth stories.

These engagements, among other various strategic partnerships with our corporate and community partners, reinforce Evergy's role as a convener and leader in sustainable procurement—supporting supplier success, advancing economic inclusion, and strengthening the overall resilience and performance of our supply chain.

Evergy's Procurement Process

Supplier Code of Conduct

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

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

Supply Chain Sustainability Steering Committee and Framework

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

- Partnering with stakeholders and value chain partners to identify, promote, and adopt successful sustainability practices.

- Fostering the availability of and demand for more sustainable solutions.
- Delivering tangible business value to the industry through the application of sustainability practices.

Supplier Engagement Survey

As a member of the Sustainable Supply Chain Alliance, Evergy collaborates with other members to share best practices and develop sustainable business solutions to disclose sustainability information. A major initiative of the alliance is The Sustainability Project (TSP), an online assessment tool that evaluates the environmental sustainability performance of our suppliers. We actively encourage our top-tier suppliers to utilize this resource for an annual assessment to indicate actions they are willing to take to improve in these areas. From 2020-2025, Evergy has engaged top tier suppliers related to this assessment, which represents approximately 67% of annual managed spend.

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

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

Supply Chain Risk Management

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

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

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

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

Stakeholder Engagement Procedure

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

Successful stakeholder engagement results in multiple benefits.

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

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

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

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

STAKEHOLDER ENGAGEMENT:

As Evergy works to add new generation resources to its fleet, Stakeholder Engagement plays a critical role in getting these projects approved and planned. In 2025 and early 2026 alone, Evergy representatives and partners met with stakeholders in each of the sections of the above table multiple times. It takes open and transparent communication with all stakeholders to ensure projects of this magnitude are done reliably, affordably, and sustainably.

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

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

Company Culture and Engagement

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

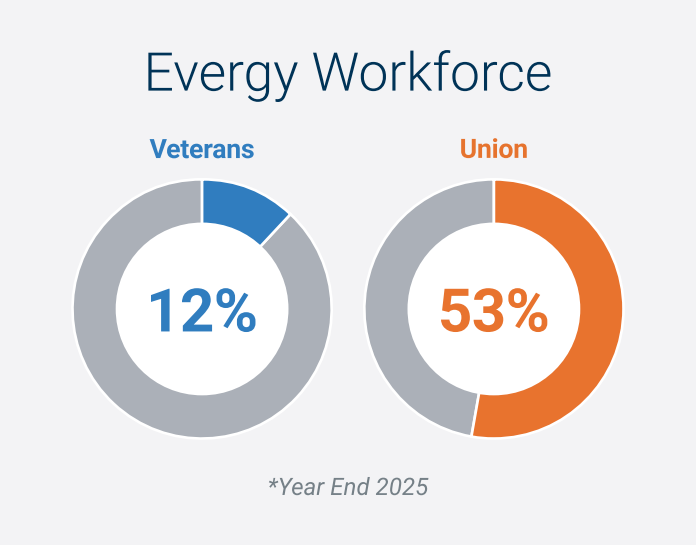
Evergy's Culture and Workforce

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

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

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

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

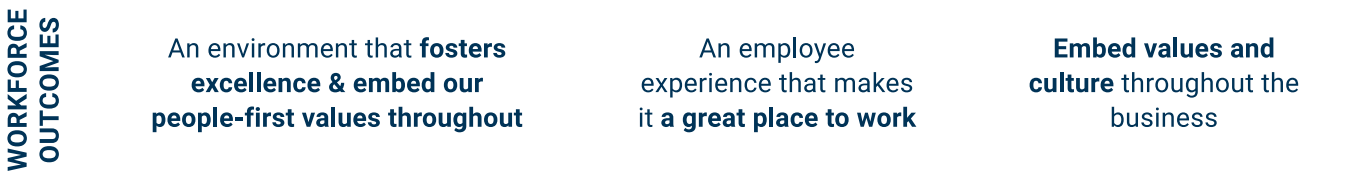


Engaged employees feel valued, respected, and make meaningful contributions at work. Employee engagement promotes productivity and innovation and draws upon the talented people who power our company. We can only fulfill our core values of safety, integrity, ownership, and adaptability by respecting each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

Workforce Pillars

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

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



Attract and Select

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

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

STAKEHOLDER ENGAGEMENT:

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

CAMPUS PROGRAM VISION

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

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

Selecting and Promoting Talent

Evergy fosters a culture to build the skills and competencies needed for employees to grow within their careers. We invest in talent mobility across the organization to build a pipeline and develop the skills needed today and in the future. Approximately 53 percent of open positions are filled with internal transfers and in 2025, Evergy promoted more than 270 employees.

535
position placements

273
promotions

Lead and Develop

Evergy is committed to building a pipeline of highly capable, ready-now leaders and ensures that development programs are available for all Evergy employees. Evergy's Talent Development programs are designed to align with business strategy and organizational objectives with the goal to enable a high-performance workforce and to reduce skill gaps. We offer a variety of training and development programs to help employees grow their skills and advance their careers.

208,906 **training hours** which includes safety and compliance training

~10,000 **training hours** dedicated to leadership development, professional development, and 360 IDP workshops

800
360-degree assessments completed

273
promotions

Leadership Development Focus Areas

Leader Talent Profile

Historical Performance	Behavioral Assessment: Potential	Behavioral Assessment: Talent Framework
• Performance Review and Ratings (previous three years) • Talent Assessment and 9 Box Plot (Potential vs. Performance)	• Agility – Capacity to recognize, adapt and overcome • Ability – Capacity to solve problems • Aspiration – Desire to grow and rise	• Our People First Values • Making Decisions • Operating with Excellence • Thinking Strategically • Managing Talent

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

Compliance and Safety	Annually required training for **100 percent** employees covering: • Code of Ethics. • Employee Handbook. • Occupational Health and Safety. • Environmental. • Information Security. • Anti-Harassment and Discrimination training.
Technical Training	• More than 180 targeted training and skills-based courses offered to journeyman craft employees. • Some of the new courses for 2025 include: Wire Down training, Basic Electrical Theory, Underground Residential Distribution Testing and Familiarization, Transformer Nameplate training. • Dedicated facilities for delivery and generation employees to train in real-life simulated environment. Allows for training and enhancement of skills in a simulated and safe environment. Including pole lab for climbing, welding booths, pole yard, mock substation, and meter wall. • Evergy Analytics University.
Professional and Leadership Development	• 7 Habits of Highly Effective People. • Frontline Leader Forums. • Business/Financial Acumen. • Emotional Intelligence. • Crucial Conversations.

Training Programs for Journey Level Craft Employees

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

Evergy has specialized facilities in two states that are dedicated to the technical and professional training and growth of Evergy employees, partners and stakeholders. These facilities allow for training in a simulated and safe environment. The Professional Development Center - Topeka, KS, and Cedar Point Safety & Training Center - Kansas City, MO, are dedicated training facilities for employees to train in realistic environments. These facilities host specialized craft labs, welding booths, pole yards, mock substations, meter walls and more - all simulating actual work environments in Evergy's work scope.

Technical Preparation Programs

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

Lineworker and Substation Pre-Apprentice Programs

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

Apprenticeship Programs

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

In 2025, 195 apprentices worked toward their Journey worker Status in these programs at Evergy:

Craft	2025 Count
Line	121
Substation	25
Cable Splicer	12
Metering	9
Maintenance	11
Relay	17
Total	**195**

Evergy received a 2025 Department of Labor HIREVets Gold Medallion Award. The only federal-level award recognizing employers for their dedication to hiring, supporting, and retaining veterans.

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

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

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

Development through Performance Reviews

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

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

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

Reward and Recognize

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

Evergy strives to be an employer of choice by providing a competitive value proposition to employees. It includes a strong total rewards compensation package, high quality, meaningful work, an engaged workforce, and a variety of opportunities for career development.

BENEFIT TO STAKEHOLDERS

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

Total Rewards

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

Total Rewards

- Helps attract and retain the talent to drive outstanding performance.
- Recognizes employees' total contributions.
- Considers each employee's performance, skills and experience.
- Rewards achievement against goals and demonstration of the company's core values.

Incentives and Recognition

- Aligns performance with the achievement of corporate goals and objectives.
- Encourages employees to collaborate and innovate across departmental lines to achieve outstanding performance.
- Drives performance: safety, financial performance, operational performance, and enhanced customer experience.
- Success is shared by all employees as goals are achieved.

Benefits[1]

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

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

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

Wellbeing Program

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

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

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

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

Flexible Hybrid Work Environment

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

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

Benefits Eligibility

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

- Legal spouse.
- Children up to age 26.

Engage and Retain

Engagement

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

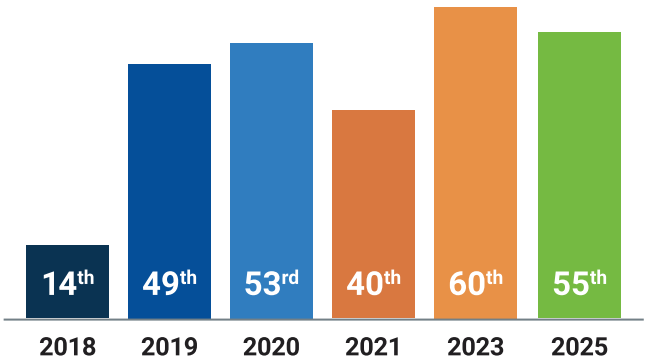
Engagement Focus Areas:

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

Survey Participation and Engagement Mean

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

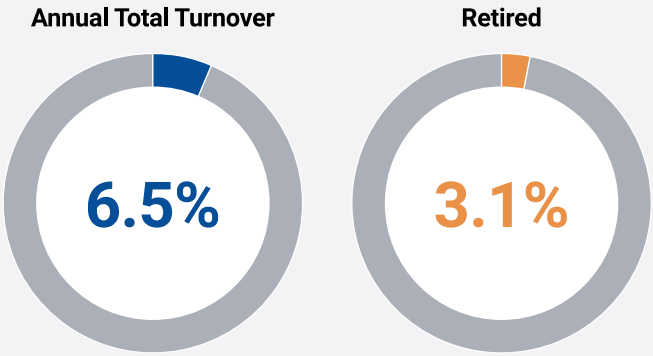
Engagement Percentile



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

Workforce Evolution

Annual Turnover Rate



Assess and Execute

The pace and scale of change today requires Evergy to have strategic workforce planning and feedback mechanisms to adapt and enable our employees today and ready them for tomorrow. In partnership with Operations, Human Resources identifies and anticipates workforce gaps and crafts an employee experience focused on serving our customers and our communities.

Workforce Planning

As part of our workforce planning, Evergy completes succession planning each year. Effective succession planning ensures leadership depth and continuity for Evergy to achieve the company's current and future business goals, and our methodology enables an understanding of the current talent pool, creates visibility to high potential leaders, and aligns actions to strengthen the team and retain key talent.

We are focused on the following goals for succession planning:

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

Succession Planning Progress

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

Labor Relations

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

Key Anchors:

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

Employee Engagement Pillars

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

Marketplace

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

Workplace

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

Workforce

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

Marketplace – Key Objectives

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

Workplace – Key Objectives

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

Our **Employee Resource Groups (ERGs)** are open to all employees and enable an engaged environment by connecting employees throughout our entire service area, strengthening our company culture and setting the bar for employee engagement within Evergy. In 2025, 29% of our workforce were members of at least one ERG. On average, participants in Employee Resource Groups reported higher levels of engagement across all categories.

evergy a better you · evergy FUSION · evergy FUTURE FORWARD Taking Innovation to the Next Level · NeuroAlliance evergy · powerGEN evergy · PRIDE evergy · Soul evergy · VETS Veterans Energized to Serve Evergy Business Resource Group · ISTA Evergy Hispanic Business Resource Group · evergy We network

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

ERG Members	Non-ERG Members		
4.13	3.92	+.21	**Overall Engagement Score**
4.35	4.29	+.06	I know what is expected of me at work
4.20	4.00	+.20	I have the materials and equipment I need to do my work right
4.13	3.98	+.15	At work, I have the opportunity to do what I do best every day
3.88	3.68	+.20	In the last 7 days, I have received recognition or praise for doing good work
4.42	4.26	+.16	My supervisor, or someone at work, seems to care about me as a person
4.08	3.90	+.18	There is someone at work who encourages my development
3.90	3.68	+.22	At work, my opinions seem to count
4.08	3.76	+.32	The mission or purpose of my organization makes me feel my job is important
4.30	4.15	+.15	My associates or fellow employees are committed to doing quality work
3.77	3.50	+.27	I have a best friend at work
4.22	3.88	+.34	In the last 6 months, someone has talked to me about my progress
4.28	4.01	+.27	In the last year, I have had opportunities at work to learn and grow

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

Workforce – Key Objectives

- Partner with technology schools and community colleges to develop a strong pipeline of intern & apprentices for Generation, Transmission & Distribution, and Nuclear.
- Institutionalize recruiting programs for targeted regional universities and for veterans.

Labor, Health, and Safety

Human Rights and Labor

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

Occupational Health and Safety

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

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

Board of Directors Nuclear and Operations Committee

Oversight

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

Executive Safety Steering Committee

Comprised of Evergy executives and safety leadership.

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

Joint Safety Leadership and Joint Training Committees

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

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

Local Safety Leadership Teams

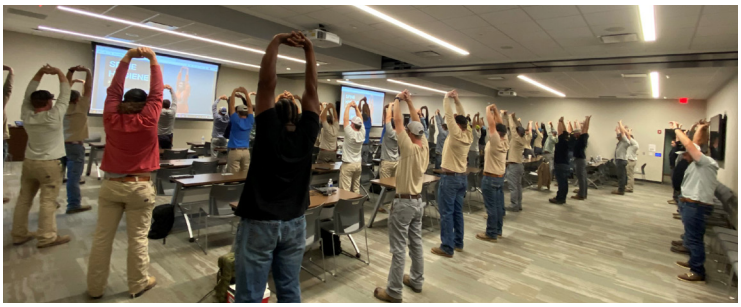
Located at each of Evergy's operating facilities and comprised of local union safety leaders, local management, and local safety representatives.

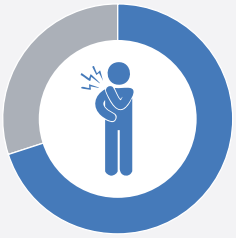
Purpose: Cultivate local Evergy safety culture by collaborating on hazard identification tools, incident investigations, and lessons learned, hosting meaningful safety meetings, and addressing employee and stakeholder safety concerns in their respective areas.

Employee Safety

Evergy remains focused on programs and partnerships that eliminate injuries and build a safe culture. Those efforts include:

- Eliminating serious injuries and fatalities through continued education and incorporation of **Energy Based Safety (EBS)** and the Energy Wheel. This partnered effort with Safety Function has been welcomed by Evergy frontline workers and their acceptance was reflected in the results and comments in the 2026 Evergy Safety Culture Survey conducted in partnership with ISNetworld's Monarch Division.
- A reduction of costly and impactful musculoskeletal injuries by standing up the **Evergy Moves** program through a partnership with Vimocity, a research-based program and platform that assists utility companies in improving their employees' safety habits and reduce injuries. Through this ongoing effort, Evergy experienced a 70% reduction in employee sprain/strain injuries in 2025.



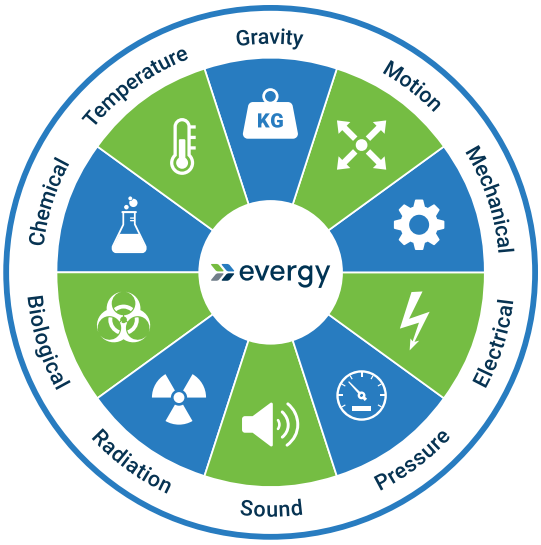


70% reduction in employee sprain/strain injuries in 2025 driven by **Evergy Moves**

- Improving our **driving habits and risk** through mock audits and ongoing compliance reviews and education with our thousands of Evergy employees that drive company vehicles. Evergy began a driver camera pilot program in 2025.

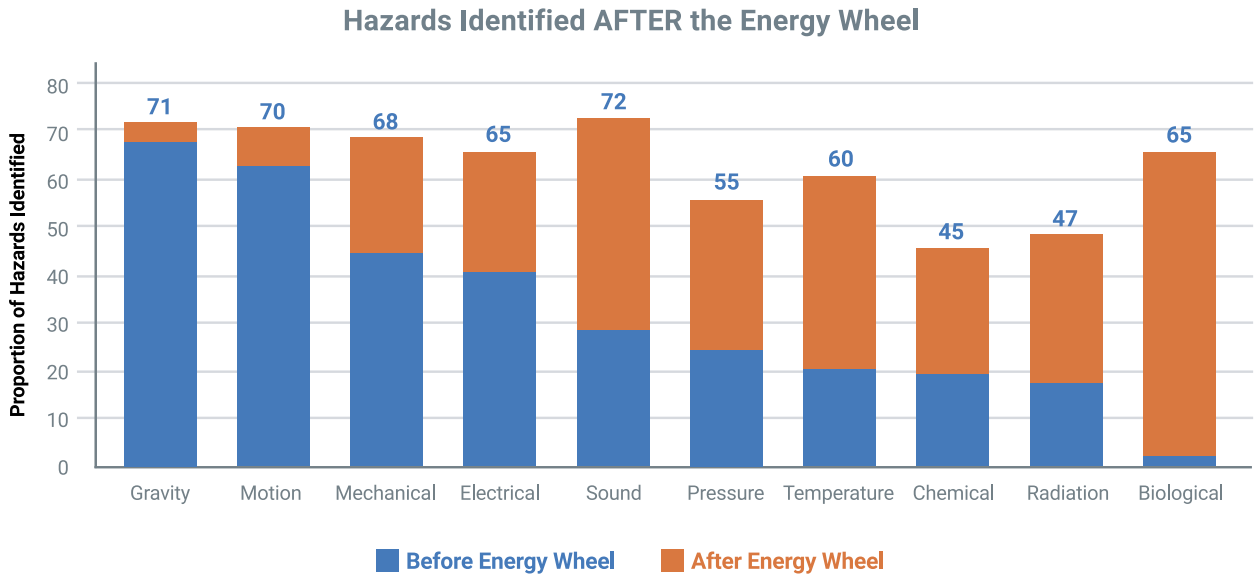
Those efforts are outlined below.

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



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

The Difference a Wheel Makes



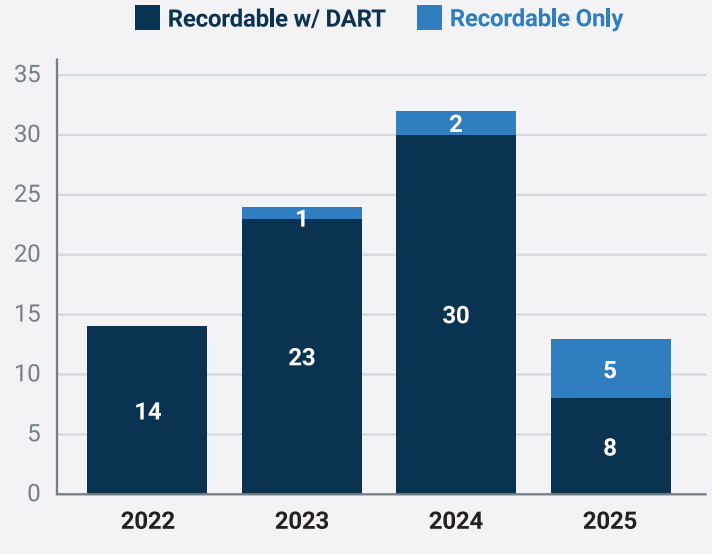
Graph by Safety Function. In "The Energy Wheel" presentation to Evergy in 2024.

In 2025, we continued to educate employees on hazard mitigation by focusing on the most dangerous hazards through an all-company safety educational experience where employees were challenged to use the previously introduced Energy Wheel and then identify and mitigate the highest energy hazards. Evergy employees spent over 100,000 hours training on Evergy Based Safety specific subjects. For 2026, this educational journey continues with our employees as we focus on pre-job briefing training. Nearly 3,000 frontline employees will receive pre-job briefing specific training in 2026.

In addition to these efforts to prevent serious injuries, Evergy continues to partner with Vimocity and remains committed to our Evergy Moves Program. Vimocity combines the best of sports medicine and movement science to reduce the most common and costly injuries faced in the utility and energy industries. The Evergy Moves Program provides Evergy employees the opportunity to invest a few minutes every day to engage in dynamic stretching to better prepare and restore our most valuable tool – Our bodies. Whether it be lineman rolling out their muscles before changing out poles on a hot summer day or power plant operators completing a short movement in a "Daily 5" exercise before turning a valve, these moves keep us from getting hurt on the job. Since the inception of the program in August of 2025, Evergy employees have engaged in more than 200,000 efforts to better prepare their bodies for and recover from their work. These efforts resulted in a more than 70% reduction in soft tissue DART injuries in 2025.

Soft Tissue DART Injuries Reach Four-Year Low

73% reduction in soft tissue DART injuries from 2024 to 2025



Finally, Evergy works with a nationally recognized safety agency, to bring focus to our driving programs. This work includes mock audits of our Department of Transportation (DOT) programs, specific review of our driver qualifications, online and in-person driver training. This education and program maturation continues into 2026. Evergy's driving record remained in the top decile when compared to our peers - Our goal is to maintain this excellent performance.

To help measure the impact of these efforts and hold ourselves accountable for focusing on these items, Evergy includes safety metrics in our Company Scorecard. Achievement levels within these safety metrics are based on improvement in line with industry benchmarks and historical performance. For 2025 those metrics included:

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

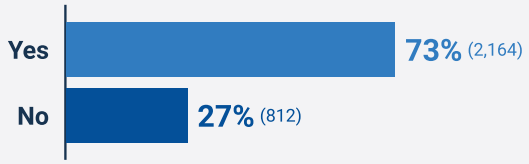
We also hosted the Evergy Safety Culture in early 2026. The survey was last conducted in 2024 in partnership with ISNetworld's CultureSight's Team. Responses were up significantly in 2026 and Results from the 2026 Survey show positive results in multiple categories.

2026 Evergy Safety Culture Survey

17%
increase in employee response rate from 2024

890
more respondants than 2024

Have you seen an improvement in how safety events are investigated/reviewed and how the learnings from those events are shared across the organization?



TOP RATED QUESTIONS

	CultureSight Value	CultureSight Rating
→ Evergy ensures use of appropriate safety equipment.	Supportive Resources	84
→ Safety is considered during task and project planning.	Commitment	83
→ There is awareness of stop work authority.	Priorities	82
→ Evergy encourages individuals to properly identify risks and hazards.	Hazard Awareness	82
→ Individuals feel empowered to stop a job for safety reasons.	Priorities	82

"What does Evergy do well that makes you feel safe on the job?"

1. Evergy maintains a strong safety culture with comprehensive training and communication.
2. Safety is prioritized over schedule and budget, emphasizing a "safety first" mentality.
3. PPE is readily available, high quality, and free for employees.
4. Open communication and proactive safety reporting are encouraged and supported by management.
5. Leadership promotes a non-punitive, learning-focused approach to safety incidents.

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

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

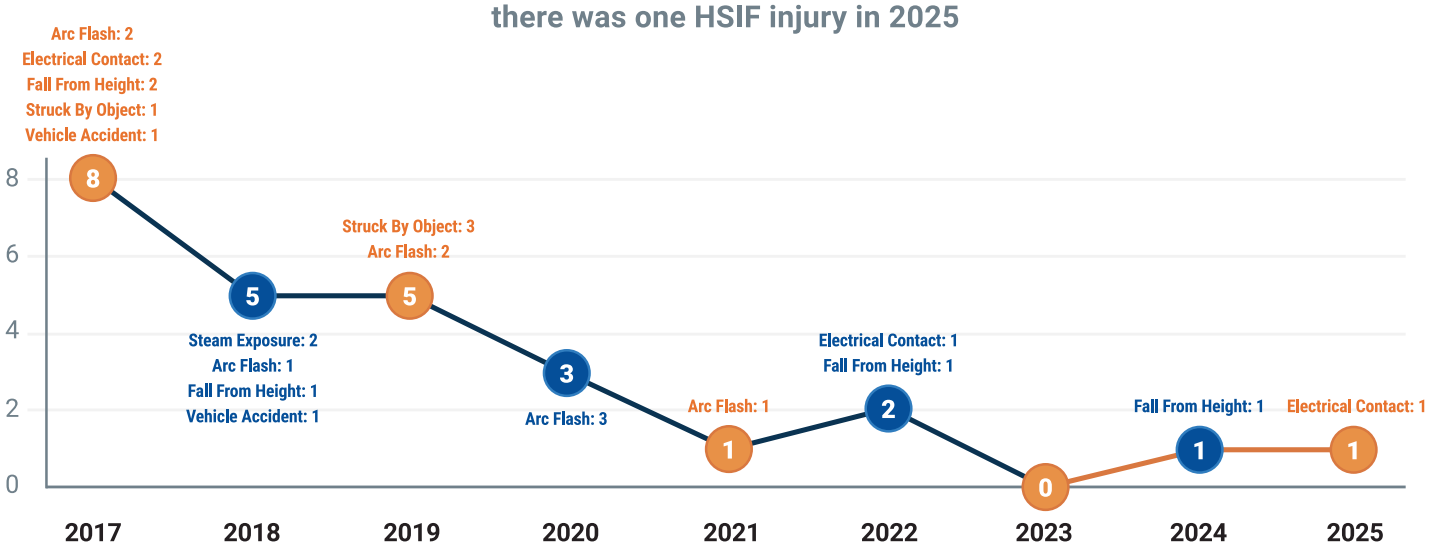
- **Training –** Evergy operational employees spend more than 40 hours per year in focused safety training. This training may be in-person or online. The training focuses on job preparation, safely assessing work, OSHA required subjects, emergency planning, skills testing for rescue, and more. For safety related training, Evergy partners with Heath & Safety Institute (HSI), a nationally recognized training organization. HSI subject matter experts (SME) proactively review pending regulations to ensure Evergy training programs are compliant with regulatory updates. Regardless of regulatory changes, each course is reviewed at least every other year by an HSI SME. Lessons that receive continuing educations credits are reviewed annually.
- **Observations –** Evergy employees completed more than 17,000 proactive Field Safety Observations in 2025. Field Safety Observations are a proactive effort to provide feedback and engage peer employees in safety conversations. Field Safety Observations occur in the field, on the job site. An employee "observes" a job briefing, a job, a two-minute drill or other function related to the work being performed. That observer then provides immediate feedback and documents the observation for learning and trending in an Evergy Observation System.
- **Event Learning –** Evergy also works to learn from safety events. When a safety event occurs or a proactive idea is generated, the item is entered into a company-wide system called SURF (Safety Universal Reporting Form). Employees are trained and encouraged to enter good catches, safety events, near misses, injuries, safety suggestions, and more into SURF. From there, a subject matter expert team reviews each event, and assigns a classification to the event. More serious level events are assigned an investigation team that uses a Human and Organizational Performance-based process for reviewing safety events. All findings are saved into the SURF system and learnings are reported out to employees through a series of regular meetings and committees, including the Joint Safety Leadership Committee and the Local Safety Leadership Teams mentioned earlier. On average, Evergy employees enter 700 SURF events per year – Each of which is tracked and reviewed for event learning opportunity.

  ~700

  On average, Evergy employees enter **700 SURF events per year**, each tracked and reviewed for learning opportunities.
- **Rules –** Evergy Safety Rules are posted internally and externally for stakeholders. Workers have access to these rules online and in print. Employees are also encouraged to provide feedback on the rules and to make recommendations to the rules in the Evergy Rule Book. All recommendations are tracked, reviewed, and presented to the Joint Safety Leadership Committee for input and consideration. Rules are regularly reviewed on a defined schedule by subject matter experts as well. Evergy Safety rules can be viewed here: Contractors - Evergy.
- **Other safety program elements –** Physical conditions audits, hazard assessments, emergency drills, supervisor training, craft leader training, job shadows/ride-alongs, company-wide safety roadshow, mass emergency notification, and more.

Serious Injury or Fatality Trend

The number of serious injuries has trended down since 2017; there was one HSIF injury in 2025



Employee Safety and Technical Training Staff

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

Emergency Preparedness Programs

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

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

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

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

Contractor Safety

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

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

ISNetworld Team experience and expertise includes:

1,700+
years of health, safety and environmental experience

60+
combined HSEQ certification held (CSP, CRSP, EurOSHM)

700+
years of insurance, risk management, and cyber security experience

50+
combined insurance and risk management certifications held (CPCU, CRM, CISA)

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

16,030+
Written Program Reviews

10,030+
OSHA Form Reviews

5,710+
Experience Modifier Reviews

10,420+
Citation Reviews (OSHA & EPA)

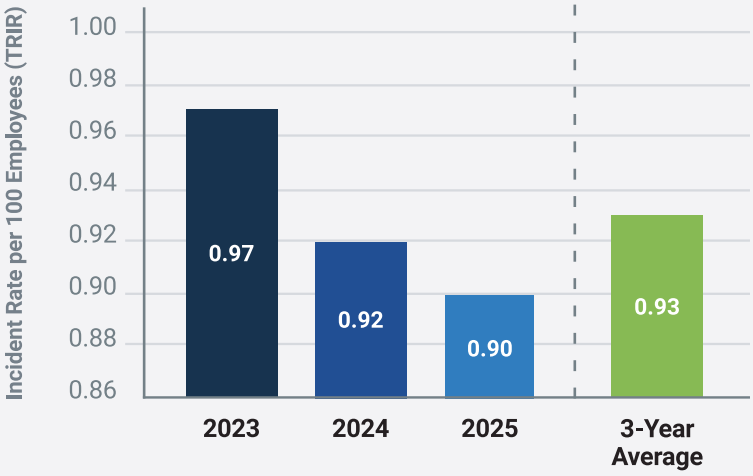
The ISNetworld Team that Evergy partners with has extensive experience and qualifications that are used in reviewing Evergy contractor information before hire. The Review and Verification Team at ISNetworld adds a level of due diligence to the process of reviewing contractors' self-reported information.

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

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

Contractor Total Recordable Incident Rates (TRIR) Over Time

TRIR for Evergy contractors has **decreased by over 7 percent** over the past three years.



Evergy's residential contractors (<50 contracted companies are onsite daily) **2025 safety metrics:**

- TRIR: **0.90**
- DART: **0.5**
- LTIR: **0.25**
- Fatalities: **1**

BENEFIT TO STAKEHOLDERS

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

Public Safety

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

In 2025, Evergy connected with stakeholders through more than 150 of these live presentations and demonstrations. Demonstrations are tailored to the audience and highlight the consequences of contact with power lines. These events allowed us to be face to face with over 7,000 stakeholders to educate further on the hazards of working and living around our assets. Additionally,

- We connected with thousands of stakeholders in our area by providing safety-related materials and programming through our Evergy Public Safety Program website. Safety resources are available at evergy.com/community/safety and specifically for children, parents, and educators at e-SMARTkids (evergy-safety.com).
- Evergy connected via direct mail with 40,000 workers, first responders, and students in our area.
- We are also proud to serve the community by offering the Electrical Safety Certification program, which is a unique and impactful way to train first responders to help them safely respond to emergency situations that involve Evergy assets. Attendees earn Missouri and Kansas state certified Continued Education Units (CEUs) with completion of this program. Over 300 Professional and Volunteer First Responders successfully completed the series of courses for CEU since 2023. This includes Firefighters, Law Enforcement, EMS, Emergency Management, Parks & Wildlife, Forestry, and Public Administrators.

Safety and the Media

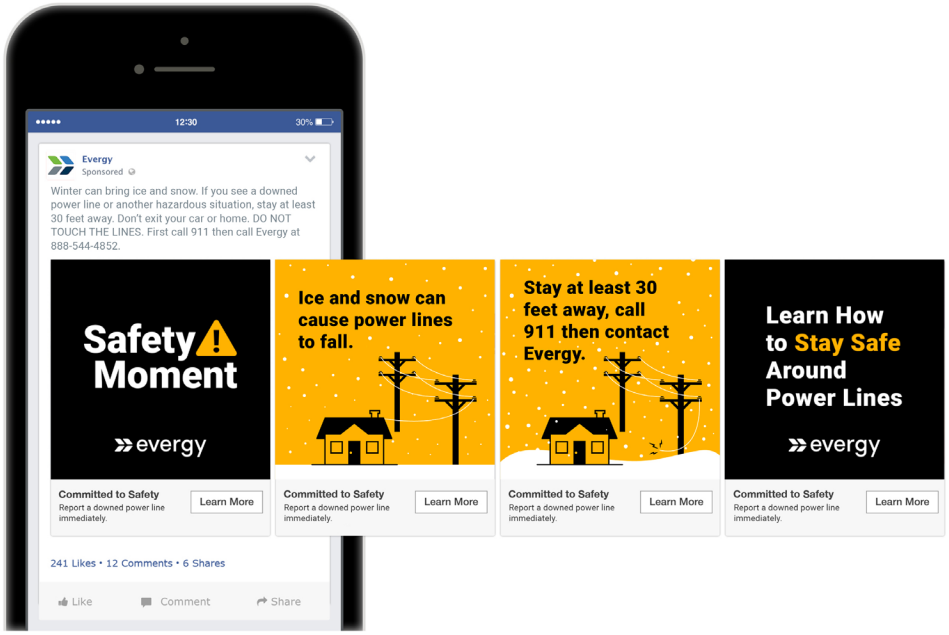
Evergy serves customers across both rural and urban communities and has a responsibility to help them understand how to stay safe around electricity—especially power lines.

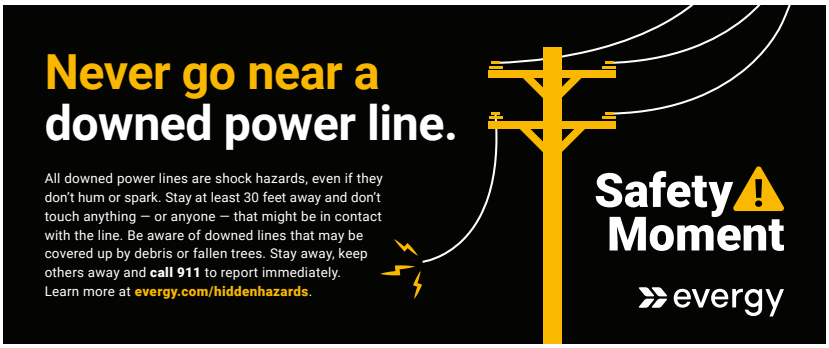
In 2025, Evergy launched the Safety Moment public safety campaign to encourage customers to pause and think about power line safety. The campaign focused on simple, consistent reminders—such as looking up and calling before digging—to help prevent accidents and injuries.

The campaign reached customers through out-of-home advertising, paid social media and bill inserts, delivering 31.6 million paid media impressions and driving a 7% year-over-year increase in safety message recall. Customer engagement showed the strongest interest in:

- Power line safety reminders
- Calling before digging
- What to do if a power line falls on your car

This campaign reinforced Evergy's commitment to safety and helped keep power line safety top of mind for the communities we serve.





Governance

Board Structure

Evergy's Board of Directors (Board), along with every member of Executive Management, play an important role in overseeing the company's growth opportunities, supporting a responsible approach through identification and mitigation of associated risks. From operations and finance to IT, development and every function in between, our leaders play a critical role in aligning our investments and resources with our vision of delivering affordable, reliable, and sustainable energy that empowers communities to thrive and grow.

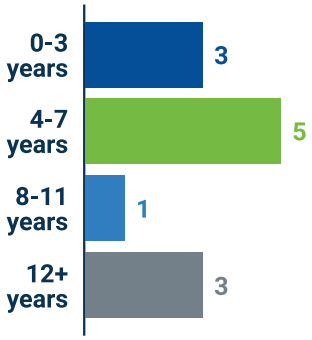
BENEFIT TO STAKEHOLDERS

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

Each member of the Board is elected by shareholders annually, and 92 percent of directors qualify as independent. The Board appoints a Lead Independent Director annually, and conducts standing executive sessions comprised exclusively of independent directors to support robust independent oversight.

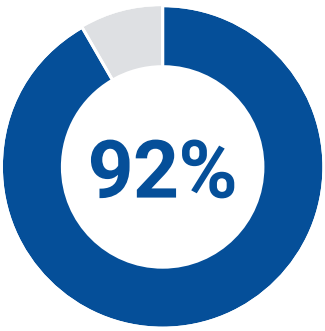
Evergy is committed to maintaining a dynamic board with strong regional expertise and diverse perspectives. We believe each director brings practical wisdom, sound judgement, and financial acumen. Collectively, their breadth of experience aligns with the competencies needed to enhance shareholder value.

Board Tenure



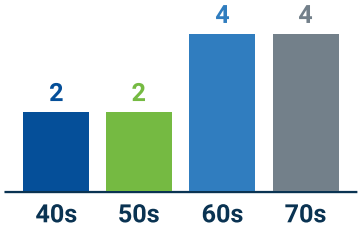
Average Tenure: **8.2 years**

Independence



11 out of 12 director nominees are independent

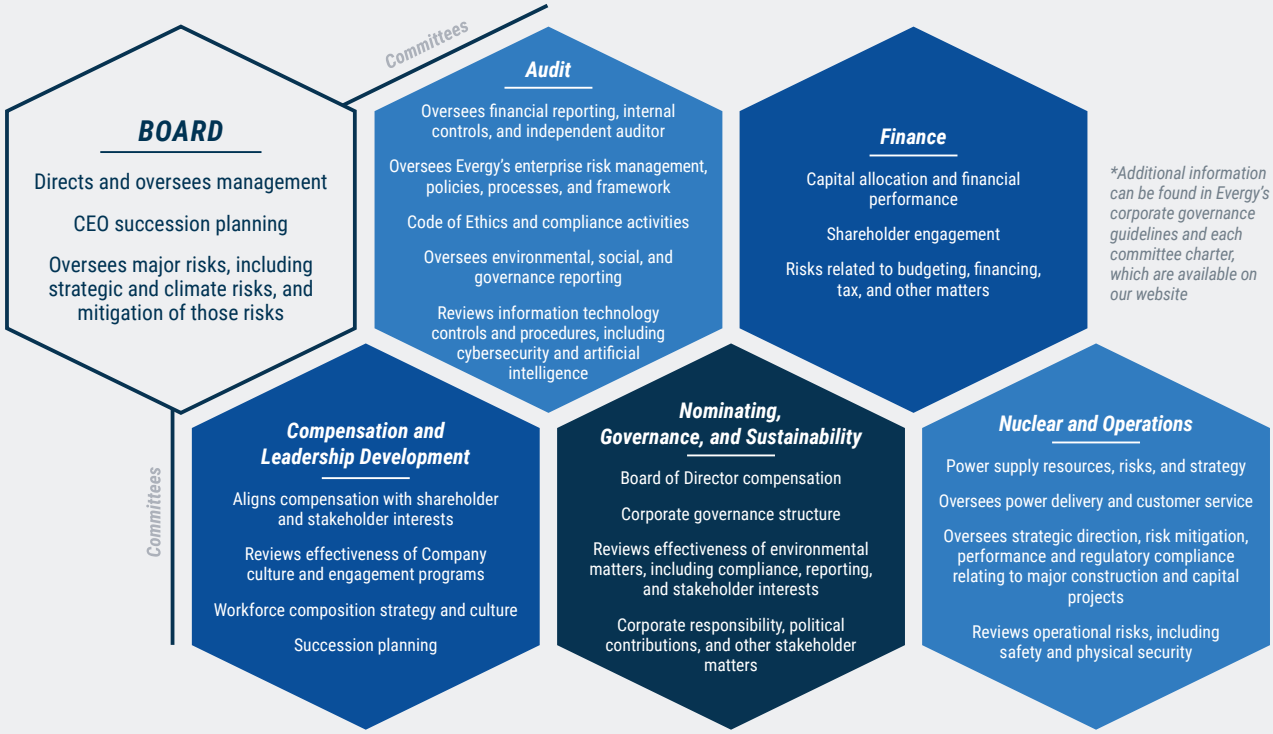
Age Distribution



Average Age: **64**

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

CORPORATE GOVERNANCE STRUCTURE*



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

BENEFIT TO STAKEHOLDERS

The strategic focus of the Board mentioned in the "Governance Highlights" section is focused on oversight and driving alignment in working toward the same goal as a company: to deliver safe, reliable, affordable, and sustainable energy today and for years to come.

Governance Highlights*

Topic	Feature
Shareholder Empowerment	All Board members re-elected annually; no staggered terms
	Majority voting in uncontested elections
	Proxy access
	Shareholder right to call special meeting
Independence and Corporate Governance Best Practices	Lead Independent Director
	Independent Committee Chairs
	Standing executive sessions in Board and Committee meetings
	Annual self-evaluations
	Annual election of directors
	Shared oversight of risk management
	Robust stock ownership requirements – six times base salary for CEO
	SEC compliant clawback policy and provisions in award agreements
	Whistleblower hotline
	No shareholder rights plan or poison pill
	No short selling, hedging, or pledging allowed by any employee or non-employee director
Sustainable Operations and GHG Emission Reduction	Board review of sustainability matters
	CO_2e emission goal of net zero for scope 1 and 2, by 2050, assuming supportive energy policies and regulations and other external enabling factors are in place
	Almost half of power generated from non-CO2 emitting sources in 2025 (compared to 2005 base levels)
	Transparent environmental disclosures
Political Spending	Board review of political spending
	Annual disclosure of political spending
Cybersecurity	Annual cybersecurity training and review of risk mitigation programs
	Board review of cybersecurity matters

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

Code of Ethics

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

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

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

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

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

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

Shareholder Rights

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

Security

Cybersecurity

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

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

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

Generative Artificial Intelligence (AI)

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

Grid Security

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

Cyber and Information Technology Governance

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

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

Privacy

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

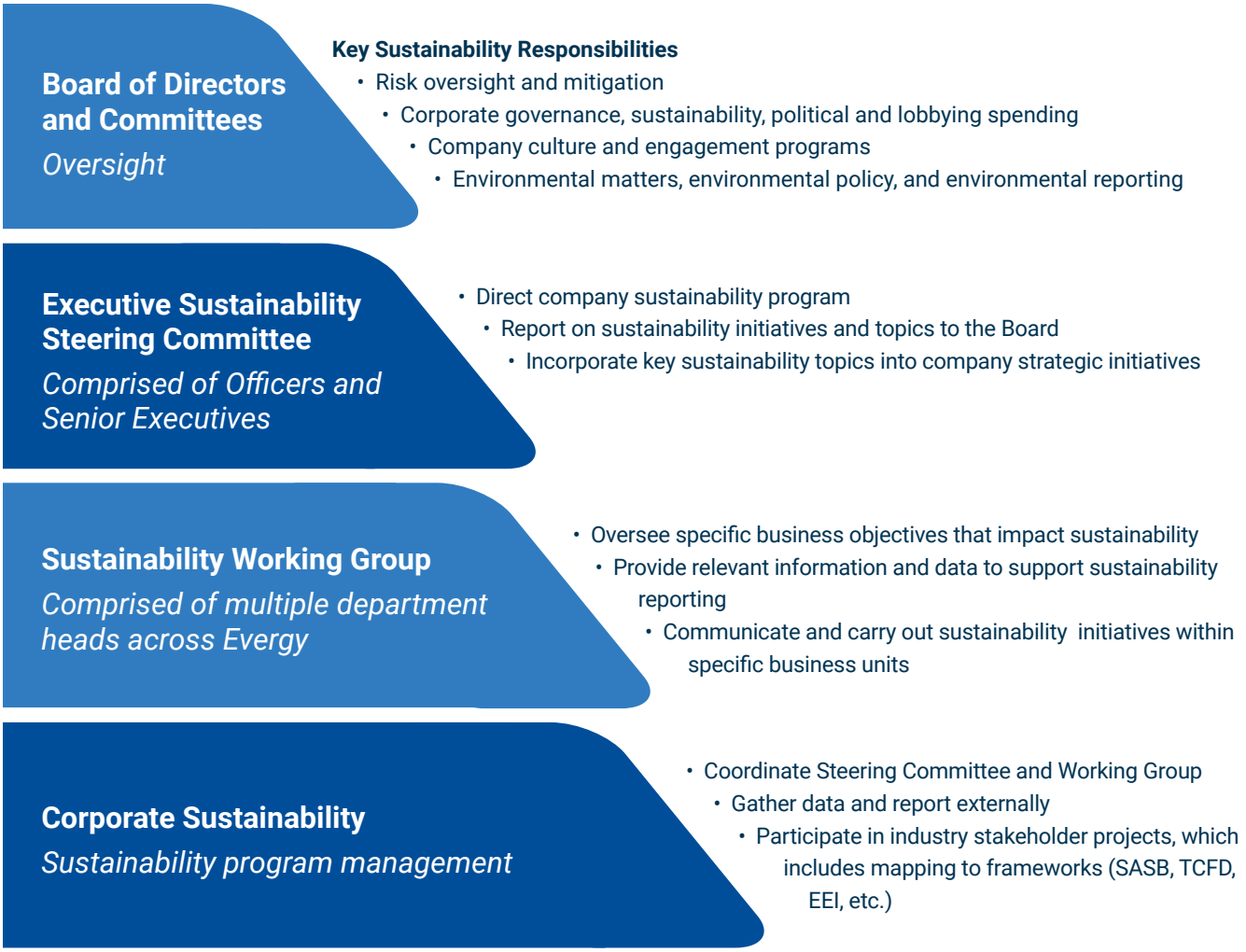
Evergy controls and retains information collected on our websites, our systems, and applications. The security of our customers' personal information is important to us. We maintain commercially reasonable physical, technical, and administrative security measures to protect and limit access to personal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

Sustainability Governance

Annually, the Nominating, Governance, and Sustainability Committee assesses the effectiveness of the Board and its committees, and reviews the results with the Board. As part of this process, the Board determines the competencies needed on the Board to sustain long-term stakeholder and customer value. The Board concluded that the following categories of competencies were primarily important, among others: strategy development; federal and state regulation and compliance; alignment of company culture and compensation, and leadership development; accounting, finance and investment management; risk management (including cybersecurity); operational oversight; customer experience; community and political relations; sustainability, environmental, social and governance.

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

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



Data Governance

Environmental, Social, and Governance issues and associated metrics are important for many. Robust, complete, and comparable data is crucial to managing related issues and is expected by internal and external stakeholders. To this end, in 2026, Evergy received independent third-party verification of the calendar year 2025 scope 1, 2 and 3 emissions. The verification was done in alignment with the principles of ISO 14064-3:2006. Evergy also received third-party verification on recordable incident rates, total fatalities, workforce training hours, and total workforce cost.

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

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

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

Executive Compensation

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

See pages 42-47 of our 2026 Proxy Statement for executive compensation metrics, targets, and results financial, safety, operations, and customer experience measures.

The goals, targets, and results of our 2025 executive incentive plans are disclosed in our 2026 proxy statement. The 2025 compensation plan continued to support our strategic business plan with metrics similar to our 2024 metrics and targets focused on continued year-over year improvement. For 2025, the Long-term Incentive Plan included an environmental metric based on total megawatts of owned renewables additions, buy-ins of purchase power agreements, or renewable capacity off-take by year-end 2027.

Forward-Looking Statements

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

In connection with the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, the Evergy Companies are providing a number of risks, uncertainties and other factors that could cause actual results to differ from the forward-looking information. These risks, uncertainties and other factors include, but are not limited to: economic and weather conditions and any impact on sales, prices and costs; significant changes in the demand for electricity , including demand from data centers and other large load customers; changes in business strategy or operations; including with respect to the Evergy Companies' strategy to meet demand requirements of existing and future customers; uncertainties related to projected rapid growth in electricity demand driven primarily by data centers and other large load customers and the related requirement for new generation and transmission investments, creating capital access, revenue recovery and customer affordability risks; the impact of federal, state and local political, legislative, judicial and regulatory actions or developments, including deregulation, re-regulation, securitization and restructuring of the electric utility industry; prolonged or recurring U.S. federal government shutdowns changes in U.S. trade policies (including tariffs and other trade measures) and responses from other countries; the ability to build or acquire generation, battery storage and transmission facilities to meet the future demand for electricity from customers; the ability to control costs, avoid cost and schedule overruns during the development, construction and operation of generation, battery storage, transmission, distribution or other projects due to challenges, which include, but are not limited to, changes in labor costs, availability and productivity, challenges with the management of contractors or vendors, subcontractor performance, shortages, delays, increased costs or inconsistent quality of equipment, materials and labor and increased financing costs as a result of changes in interest rates or as a result of project delays; decisions of regulators regarding, among other things, customer rates and the prudency of operational decisions such as capital expenditures and asset retirements; changes in applicable laws, regulations, rules, principles or practices, or the interpretations thereof, governing tax, accounting and environmental matters, including air and water quality and waste management and disposal; development, adoption and use of artificial intelligence by the Evergy Companies and its third-party vendors; the impact of climate change, including increased frequency and severity of significant weather events; risks relating to potential wildfires, including costs of litigation, potential regulatory penalties and damages in excess of insurance liability coverage; the extent to which counterparties are willing to do business with, finance the operations of or purchase energy from the Evergy Companies due to the fact that the Evergy Companies operate coal-fired generation; prices and availability of electricity and natural gas in wholesale markets; market perception of the energy industry and the Evergy Companies; the impact of future pandemic health events on, among other things, sales, results of operations, financial position, liquidity and cash flows, and also on operational issues, such as supply chain issues and the availability and ability of the Evergy Companies' employees and suppliers to perform the functions that are necessary to operate the Evergy Companies; changes in the energy trading markets in which the Evergy Companies participate, including retroactive repricing of transactions by regional transmission organizations (RTO) and independent system operators; financial market conditions and performance; disruptions in the banking industry, including volatility in interest rates and credit spreads and in availability and cost of capital and the effects on derivatives and hedges and ability to obtain capital to finance large construction projects, nuclear decommissioning trust and pension plan assets and costs; impairments of long-lived assets or goodwill; credit ratings; inflation rates; effectiveness of risk management policies and procedures and the ability of counterparties to satisfy their contractual commitments; including new large data center customers; impact of physical and cybersecurity breaches, criminal activity, terrorist attacks, acts of war and other disruptions to the Evergy Companies' facilities or information technology infrastructure or the facilities and infrastructure of third-party service providers on which the Evergy Companies rely; impact of geopolitical conflicts on the global energy market , including the ability to contract for non-Russian sourced uranium; ability to carry out marketing and sales plans; cost, availability, quality and timely provision of equipment, supplies, labor and fuel; ability to achieve generation goals and the occurrence and duration of planned and unplanned generation outages; the Evergy Companies' ability to manage their generation, transmission and distribution development plans and transmission joint ventures; the inherent risks associated with the ownership and operation of a nuclear facility, including environmental, health, safety, regulatory and financial risks; workforce risks, including those related to the Evergy Companies' ability to attract and retain qualified personnel, maintain satisfactory relationships with their labor unions and manage costs of, or changes in, wages, retirement, health care and other benefits; disruption, costs and uncertainties caused by or related to the actions of individuals or entities, such as activist shareholders or special interest groups, that seek to influence Evergy's strategic plan, financial results or operations; the impact of changing expectations and demands of the Evergy Companies' customers, regulators, investors and stakeholders, including differing views on environmental, social and governance concerns; the possibility that strategic initiatives, including mergers, acquisitions, joint ventures and divestitures, and long-term financial plans, may not create the value that they are expected to achieve in a timely manner or at all; difficulties in maintaining relationships with customers, employees, contractors, regulators or suppliers; the outcome of litigation involving the Evergy Companies; and other risks and uncertainties.

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

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