



## EIC/GPA Midstream ESG Reporting Template <sup>(1)</sup>

Developed by the Energy Infrastructure Council in collaboration with GPA Midstream Association  
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Parent Company: ONEOK, Inc.  
Operating Company: ONEOK, Inc.  
Report Date: November 2025  
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Membership: EIC, GPA Midstream, Both, Neither: Both

Unless otherwise noted, 2024 data does not include the impact of EnLink Midstream or Medallion Midstream operations, which were acquired on Oct. 15, 2024 (EnLink controlling interest acquisition), and Oct. 31, 2024, respectively. The remaining EnLink acquisition was completed Jan. 31, 2025. Beginning in 2024, data includes the impact of Magellan Midstream Partners (Magellan) operations, which were acquired by ONEOK on Sept. 25, 2023.

Metric		Unit	Latest Year	Previous Year	Year-2	Comments, Links, Additional Information, and Notes
			2024*	2023	2022	
Activity						
1.1	EBITDA	Million US \$	6,784	5,243	3,620	2024 adjusted EBITDA includes the impact from the EnLink and Medallion Midstream acquisitions beginning October 15, 2024, and November 1, 2024, respectively.
1.2	Gross Throughput	Thousand BOE	2,319,773	953,704	906,807	
1.3	Miles of Pipeline (Total Pipeline)	Miles	43,700	37,510	37,290	
1.4	Carbon Accounting Basis for Data	Operational/Equity/Financial	Operational	Operational	Operational	
Environment						
Hydrocarbon Releases						
2.1	Number of hydrocarbon liquid releases beyond secondary containment > 5 bbl	#	4	2	3	ONEOK also reports hydrocarbon liquid releases > 1 bbl in its Corporate Sustainability Report Performance Data Table.
2.2	Volume of hydrocarbon liquid releases beyond secondary containment > 5 bbl	bbls	131	24	177	
2.3	Hydrocarbon Liquid Releases Intensity per Mile of Pipeline - Total	bbl/mile	0.0030	0.0006	0.0047	
Emissions						
2.4	Total GHG Emissions (Scope 1 + Scope 2) - Total	mt CO <sub>2e</sub>	7,500,000	6,800,000	6,600,000	ONE Future Coalition, The Environmental Partnership
2.4.1	Scope 1 GHG Emissions - Total	mt CO <sub>2e</sub>	3,900,000	3,700,000	3,700,000	
2.4.1.1	Scope 1 CO2 Emissions - Total	mt CO <sub>2</sub>	3,400,000	3,100,000	3,000,000	
2.4.1.2	Scope 1 Methane Emissions - Total	mt CH <sub>4</sub>	19,000	27,000	29,000	
2.4.1.3	Scope 1 Nitrous Oxide Emissions - Total	mt N <sub>2</sub> O	8	5	5	
2.4.1.4	Percent of Scope 1 emissions that are methane	%	13%	18%	19%	
2.4.2	Scope 1 GHG Emissions - EPA	mt CO <sub>2e</sub>	3,400,000	3,300,000	3,200,000	
2.4.2.1	Scope 1 CO2 Emissions - EPA	mt CO <sub>2</sub>	3,100,000	2,800,000	2,700,000	
2.4.2.2	Scope 1 Methane Emissions - EPA	mt CH <sub>4</sub>	11,000	20,000	22,000	
2.4.2.3	Scope 1 Nitrous Oxide Emissions - EPA	mt N <sub>2</sub> O	7	5	5	
2.4.3	Scope 2 GHG Emissions	mt CO <sub>2e</sub>	3,600,000	3,100,000	2,900,000	
2.5	Total GHG Emissions (Scope 1 + Scope 2) Intensity per Thousand BOE- Total	mt CO <sub>2e</sub> /Thousand BOE	3.3	7.1	7.3	
2.6	Scope 1 Methane Emissions Intensity per ONE Future Methodology (See EIC Definitions tab for instructions)	%	0.037%	0.046%	0.047%	
2.6.1	For Transmission and Storage Sector	%	N/A	N/A	N/A	
2.6.2	For Processing Sector	%	N/A	N/A	N/A	
2.6.3	For Gathering and Boosting Sector	%	N/A	N/A	N/A	
2.6.4	For Production Sector	%	N/A	N/A	N/A	
2.7	Does the company participate in an external emissions reduction program?	Yes/No	Yes	Yes	Yes	
2.8	Does the company have a greenhouse gas emissions reduction target?	Yes/No	Yes	Yes	Yes	
2.9	NOx Emissions	Metric Tons	6,100	5,800	5,700	
2.10	SOx Emissions	Metric Tons	100	200	300	
2.11	VOC Emissions	Metric Tons	7,500	3,600	3,600	
2.12	% of electricity used that is renewable	%	34.7	28.8	28.3	
2.13	Did the company bank GHG reductions from Carbon Capture and Storage Projects?	Yes/No	No	No	No	
2.14	Does the company seek third party data verification for any environmental metrics?	Yes/No	Yes	Yes	Yes	
Asset Diversification and Biodiversity						
2.15	Does the company participate in any efforts to expand the share of alternative/renewable energy sources in the company's portfolio? If yes, please provide links to ESG reports, webpages and other disclosures as support.	Yes/No	Yes	Yes	Yes	<a href="#">ONEOK-2024-2025-Corporate Sustainability Report.pdf</a>
2.16	Does the company have a biodiversity policy or commitment for new and existing assets?	Yes/No	Yes	Yes	Yes	

Social					
3.1	Total Recordable Incident Rate (TRIR) - employees	#	0.31	0.36	0.14
3.2	Total Recordable Incident Rate (TRIR) for major growth projects - contractors	#	0.57	0.21	0.33
3.3	Days away, restricted or transferred (DART) - employees	#	0.12	0.16	0.10
3.4	Days away, restricted or transferred (DART) for major growth projects - contractors	#	0.21	0.21	0.13
3.5	Lost Time Incident Rate (LTIR) - employees	#	0.06	0.06	0.07
3.6	Lost Time Incident Rate (LTIR) for major growth projects - contractors	#			
3.7	Fatalities - employees	#	0	0	0
3.8	Fatalities - contractors	#	1	0	0
3.9	Does the company have an indigenous engagement policy or commitment for new and existing assets?	Yes/No	Yes	Yes	Yes
3.10	% workforce that is female	%	19.1	18.8	20.1
3.11	% workforce from minority groups (EEOC defined)	%	20.5	19.7	17.2
3.12	% workforce covered under collective bargaining agreements	%	4.3	4.4	0
3.13	Does the company seek third party data verification for any social metrics?	Yes/No	Yes	Yes	Yes
3.14	\$ invested in local communities per every \$100,000 of adjusted EBITDA	US \$	128	183	249
Governance					
Diversity					
4.1	% directors that are female	%	30.0	30.0	20.0
4.2	% corporate officers (VP and up) that are female	%	19.3	20.0	22.7
4.3	% directors from minority groups (EEOC defined)	%	20.0	20.0	20.0
4.4	% corporate officers (VP and up) from minority groups (EEOC defined)	%	8.8	10.0	9.1
4.5	Is any director under the age of 50?	Yes/No	No	No	No
Directors					
4.6	% independent directors	%	90.0	90.0	90.0
4.7	How many directors received less than 80% votes cast in favor when running unopposed in last 5 years?	#	0	0	0
4.7.1	Does the company have a formal ESG oversight structure with associated accountability?	Yes/No	Yes	Yes	Yes
4.8	Does the company have directors with risk management experience?	Yes/No	Yes	Yes	Yes
Compensation					
4.9	Has the company received less than 70% support for Say On Pay in any of the last 5 years?	Yes/No	No	No	No
4.10	What % of CEO target pay is performance-based?	%	92.0	89.0	88.0
4.11	What % of CEO target pay is equity-based?	%	68.0	63.0	66.0
4.12	Are there any shareholder return metrics (total return, return on invested capital, etc.) in any NEO equity compensation plan?	Yes/No	Yes	Yes	Yes
4.13	Is at least 10% of Named Executive Officer (NEO) short-term incentive (STI) or long-term incentive (LTI) linked to E or S metrics?	Yes/No	Yes	Yes	Yes
4.14	Does the company tie any amount of pay for management and/or employees to ESG objectives?	Yes/No	Yes	Yes	Yes
Share Ownership					
4.15	Have any corporate officers or directors made share purchases with personal funds in the last 5 years?	Yes/No	Yes	Yes	Yes
Board Oversight					
Which of these data sets are collected and shared with board?					
4.16.1	Voluntary employee turnover company-wide and by at least one additional level (e.g. business unit, location, or division)	Yes/No	Yes	Yes	Yes
4.16.2	% of employees who participate in company sponsored matching gift programs and/or volunteer for corporate sponsored charitable events	Yes/No	Yes	Yes	Yes
4.16.3	Gender Pay Ratio	Yes/No	No	No	Yes
4.16.4	Underlying data from an employee satisfaction survey that is anonymous and at least annual	Yes/No	Yes	No	Yes
Supply Chain					
4.17	Does the company require suppliers to sign off on a code of conduct or equivalent codes?	Yes/No	Yes	No	No
Cybersecurity					
Does the company undertake any of the following to manage cybersecurity risk?					
4.18.1	Mandatory employee training	Yes/No	Yes	Yes	Yes
4.18.2	Adherence to industry cybersecurity standards	Yes/No	Yes	Yes	Yes
4.18.3	Ongoing evaluation of the threat landscape	Yes/No	Yes	Yes	Yes
4.19	Does the company publish an annual proxy statement? If no, expand for more metrics (click "+" to the left)	Yes/No	Yes	Yes	Yes

<sup>(1)</sup> Governmental bodies and investors are increasingly focused on companies' ESG practices and disclosures, and increasingly there are proposed and adopted regulations, legislation and investor expectations that can have a direct impact on companies seeking to comply through disclosure. While this template provides one approach to reporting on various ESG matters, it does not take all voluntary frameworks or standards into consideration, nor is it designed to address proposed or adopted regulations and legislation. For compliance with proposed or adopted regulations and legislation, companies should seek the advice of counsel.