



2023-2024

**CORPORATE
SUSTAINABILITY
REPORT**



Mission, Vision and Core Values

MISSION

Why We Exist

We deliver energy products and services vital to an advancing world.

VISION

What We Want to Be

To create exceptional value for our stakeholders by providing solutions for a transforming energy future.

CORE VALUES

Our Compass

Safety and Environmental: We commit to a zero-incident culture for the well-being of our employees, contractors and communities and to operate in an environmentally responsible manner.

Ethics: We act with honesty, integrity and adherence to the highest standards of personal and professional conduct.

Diversity and Inclusion: We respect the uniqueness and worth of each employee, and believe that a diverse, inclusive workforce is essential for a sense of belonging, engagement and performance.

Excellence: We hold ourselves and others accountable to a standard of excellence through continuous improvement and teamwork.

Service: We invest our time, effort and resources to serve each other, our customers and communities.

Innovation: We seek to develop creative solutions by leveraging collaboration through ingenuity and technology.



Natural gas compressor station, North Dakota.

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At ONEOK (NYSE: OKE), we deliver energy products and services vital to an advancing world. We are a leading midstream operator that provides gathering, processing, fractionation, transportation and storage services. Through our more than 50,000-mile pipeline network, we transport the natural gas, natural gas liquids (NGLs), refined products and crude oil that help meet domestic and international energy demand, contribute to energy security and provide safe, reliable and responsible energy solutions needed today and into the future. As one of the largest diversified energy infrastructure companies in North America, ONEOK is delivering energy that makes a difference in the lives of people in the U.S. and around the world.

ONEOK is an S&P 500 company headquartered in Tulsa, Oklahoma.

Letter to Our Stakeholders



Pierce H. Norton II
President and Chief Executive Officer

To Our Stakeholders,

As one of the largest diversified midstream energy service providers, ONEOK has a long history of creating value for our stakeholders by providing solutions for a transforming energy future. As we've grown our business, we've also strengthened our commitment to continuously improve our companywide sustainability program, practices and performance.

Throughout our 16th annual sustainability report, you'll find information on our safety, environmental and governance-related programs and performance that help us deliver the energy the world needs today, while innovating for tomorrow.

Organizations such as MSCI, Morningstar Sustainalytics, FTSE Russell, S&P Global and others have consistently recognized our performance in the top of our industry. We have much to be proud of, but more valuable work is ahead.

We're proud to deliver energy products and services that improve quality of life and support the growing global demand for energy – delivering what's important to fuel a better tomorrow.

Following our acquisition of Magellan Midstream Partners in September 2023, our workforce is now nearly 5,000 strong and our operations span more than 20 states.

Since closing the acquisition we've undertaken efforts to review programs across our combined company, including working to develop a unified companywide safety management system and continued improvement of safety campaigns and

training across the organization – Becoming ONE. ONEOK is committed to processes that result in the greatest likelihood of a zero-incident culture.

We're engaged in the energy transformation and are actively working toward our commitment to lower emissions. We've made considerable progress toward our 2030 greenhouse gas emissions target, achieving reductions that equate to approximately 50% of our total target. We've also reduced our Scope 1 methane emissions by 36% from a 2019 baseline year, and we continue efforts to identify, measure and reduce methane emissions across our operations.

Through innovative thinking, our employees are working to identify potential low-carbon or emission-reducing projects, investment

opportunities and research initiatives. Examples include the continued use of emission-detection satellite technology, low-carbon fuel investments such as sustainable aviation fuel, and participation in hydrogen- and CCUS-related studies.

At ONEOK we're proud to deliver energy products and services that improve quality of life and support the growing global demand for energy – delivering what's important to fuel a better tomorrow.

Thank you for your interest in our efforts and support of our company.

Sincerely,

Pierce H. Norton II
President and Chief Executive Officer

A STRATEGIC AND TRANSFORMATIONAL

Acquisition

On Sept. 25, 2023, ONEOK completed the acquisition of Magellan Midstream Partners (Magellan).

The combination of ONEOK and Magellan created a more diversified North American midstream infrastructure company with predominantly fee-based earnings, a strong balance sheet and significant financial flexibility. ONEOK remains focused on delivering essential energy products and services needed for a transforming future and providing continued strong returns to investors.

This diversifying transaction adds **scope** and **scale** across our business.

COMBINED COMPANY HIGHLIGHTS:

- Highly complementary asset base with significant long-term growth potential.
- Predominantly fee-based business model with limited commodity exposure.
- Diversified services and product mix with strategically located and market-connected assets.
- Approximately 50,000-mile pipeline network.
- Continued commitment to shareholder value through disciplined capital allocation.

A COMPELLING LONG-TERM VALUE PROPOSITION:

- Diverse free cash flow generation.
- Enhanced growth opportunities.
- Combining two industry leaders in return on invested capital.
- Strong balance sheet and investment-grade credit ratings.
- Attractive dividend growth outlook.
- S&P 500 index member.

Note: Unless otherwise stated, this report excludes data from Magellan operations acquired in September 2023.

Refined products terminal, Aurora, Colorado.





Highlights & Recognition



ESG RATINGS AND RANKINGS

- MSCI ESG Rating of AAA (as of 2024).
- Qualified for inclusion in the Dow Jones Sustainability North American Index.
- Qualified for inclusion in the S&P Global Sustainability Yearbook for the fourth consecutive year, scoring within the top 15% of the oil and gas storage and transportation industry.
- Included in the FTSE4Good Index series (as of December 2023).
- Morningstar Sustainalytics ESG Risk Rating in the top 20% of the refiners and pipelines industry (as of October 2023).

RECOGNITION

- **America's Greatest Workplaces 2024**, Newsweek.
- **Excellence In Environmental Stewardship Award – ONEOK Field Services**, The Petroleum Alliance of Oklahoma.
- **Groundbreaker Award**, Tulsa Area United Way.
- **Veteran Employer Champion 2023**, Oklahoma Veteran Employer Champion Network.
- **Voluntary Protection Program Star Site – MB-1**, Occupational Safety and Health Administration (OSHA).
- **JUST Capital JUST Jobs Scorecard**, Top Performer on Employee Wellness and JUST Jobs Builder designation.

2023 HIGHLIGHTS



ACHIEVED REDUCTIONS EQUATING TO APPROXIMATELY

50% of our 2030 Scope 1 and Scope 2 GHG Emissions Reduction Target.

[Learn more about our 2030 target.](#)

INCLUDED IN MORE THAN **40** ESG-related stock market indices. 

 **>13,500**

VOLUNTEER HOURS.

NEARLY **300** COMMUNITIES SUPPORTED THROUGH ONEOK COMMUNITY INVESTMENTS PROGRAMS.

2023 AGENCY REPORTABLE EVENT RATE (AREER) PERFORMANCE OF **0.32** representing a nearly **30% LOWER (BETTER)** result than 2022's AREER of 0.45.

\$9.6 million IN CHARITABLE COMPANY CONTRIBUTIONS.

On average, EACH EMPLOYEE completed *approximately*

56 TRAINING HOURS DURING **2023**

on topics such as **ETHICS, ENVIRONMENT, SAFETY AND HEALTH, TECHNICAL SKILLS, DIVERSITY AND INCLUSION** and more.



Energy in Action

Delivering the energy resources that improve our lives.

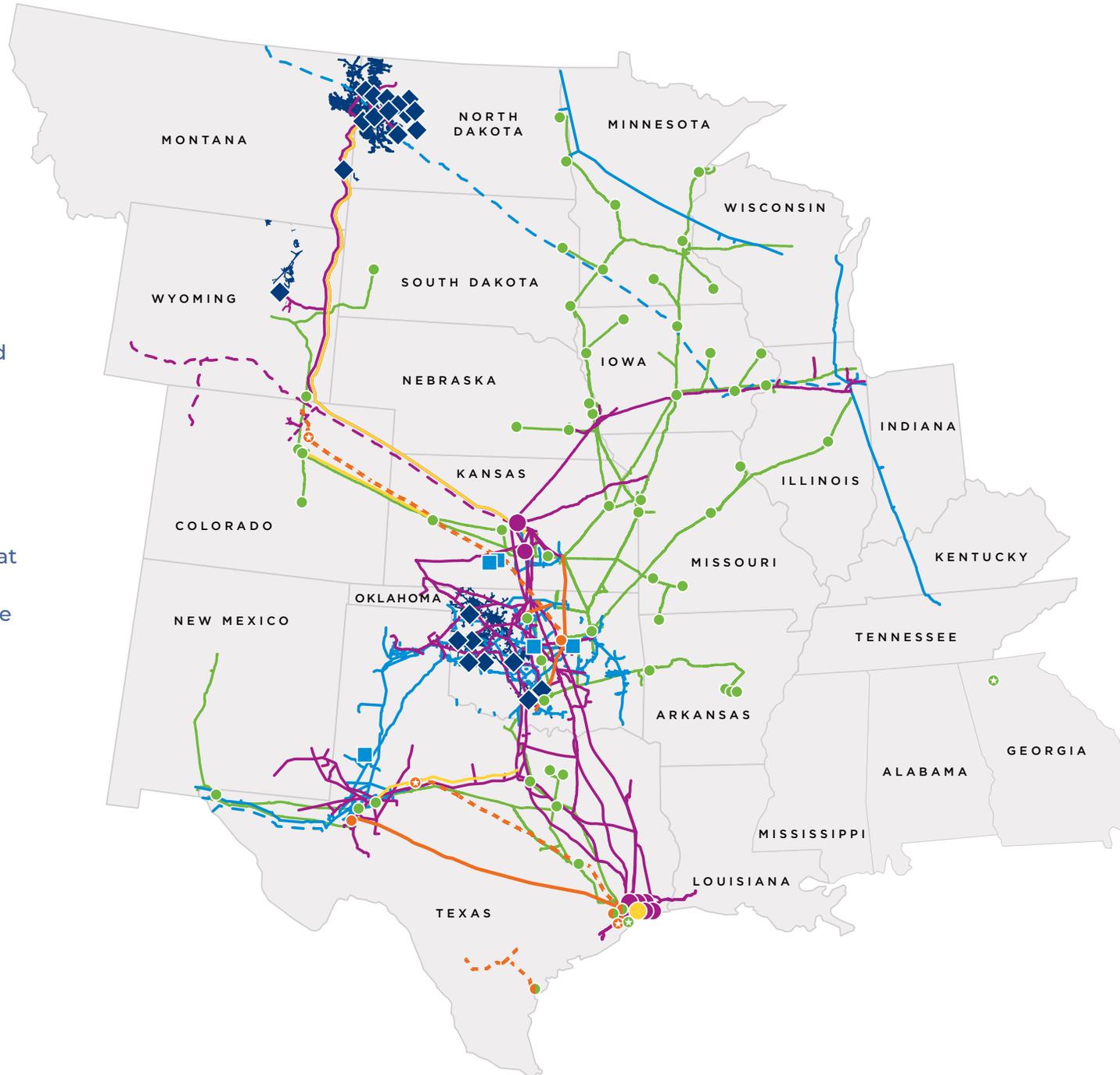


Energy in Action

As one of the largest diversified energy infrastructure companies in North America, we deliver energy that makes a difference. Through our more than 50,000-mile pipeline network, we transport the natural gas, natural gas liquids (NGLs), refined products and crude oil that help meet domestic and international energy demand, contribute to energy security and provide safe, reliable and responsible energy solutions needed today and into the future. The energy products we transport are used to heat homes, generate electricity, provide transportation fuel and create end-use products that power healthier, safer and more connected lives.

Legend

- ■ Natural Gas Pipeline & Storage
- Natural Gas Joint Venture Pipeline
- ● Refined Products Pipeline & Terminals
- ⊕ Refined Products Joint Venture Terminal
- ● Crude Oil Pipeline & Terminals
- ⊕ Crude Oil Joint Venture Terminal
- Crude Oil Joint Venture Pipeline
- ◆ Natural Gas Gathering & Processing
- ● Natural Gas Liquids Pipeline & Fractionator
- Natural Gas Liquids Joint Venture Pipeline
- ● Capital Project



NATURAL GAS

As a lower-emission hydrocarbon-based fuel, natural gas plays a critical role in our daily lives, producing reliable and lower-carbon energy, compared with other fossil fuels. Heating and electricity generation are the primary uses of natural gas in the U.S. According to the U.S. Energy Information Administration (EIA), natural gas provides nearly half of American households with dependable home heating and cooking.

COMMON USES OF NATURAL GAS

ELECTRICITY GENERATION



HEATING AND COOKING



INDUSTRIAL / MANUFACTURING



TRANSPORTATION FUEL



NATURAL GAS LIQUIDS (NGLS)

NGLs – ethane, propane, butane, isobutane and natural gasoline – are frequently produced along with natural gas and crude oil. NGLs have many end uses, from home heating and transportation fuel to feedstocks for a range of products that help protect public health, improve our quality of life and promote economic growth. NGLs and the products created from them are vital to improving health care, increasing food safety and reducing food waste and providing safer and more efficient transportation.

COMMON USES OF NGLS

BUILDING MATERIALS



CLOTHING, TECHNOLOGY AND ATHLETIC EQUIPMENT



FOOD PACKAGING



HEALTH CARE PRODUCTS



INDUSTRIAL / MANUFACTURING AND ENERGY INFRASTRUCTURE



TRANSPORTATION



REFINED PRODUCTS AND CRUDE OIL

Crude oil can be processed into many different refined products that power our lives and drive economic growth in the U.S. and globally. These fuels include gasoline for daily commuting, diesel for agriculture, emergency response and transportation of goods, and jet fuel for travel.

COMMON USES OF REFINED PRODUCTS AND CRUDE OIL

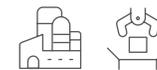
AGRICULTURE



AVIATION



INDUSTRIAL / MANUFACTURING



TRANSPORTATION FUEL



SUSTAINABLE DEVELOPMENT GOALS

According to the [World Health Organization](#), energy and health are closely linked, and access to clean, sustainable and affordable energy is critical for achieving almost all of the [United Nations Sustainable Development Goals](#) (SDGs). The 17 SDGs are a universal set of goals and indicators meant to help achieve a better and more sustainable future for all, addressing global challenges such as poverty, health, gender equality, sustainable energy, inequality, safety and more.

ONEOK recognizes these global challenges and the importance for all entities to help contribute to these goals where applicable. While we believe that access to energy can be linked to nearly all of the SDGs, we've highlighted a few examples where ONEOK's business, operations or community engagement activities are contributing.



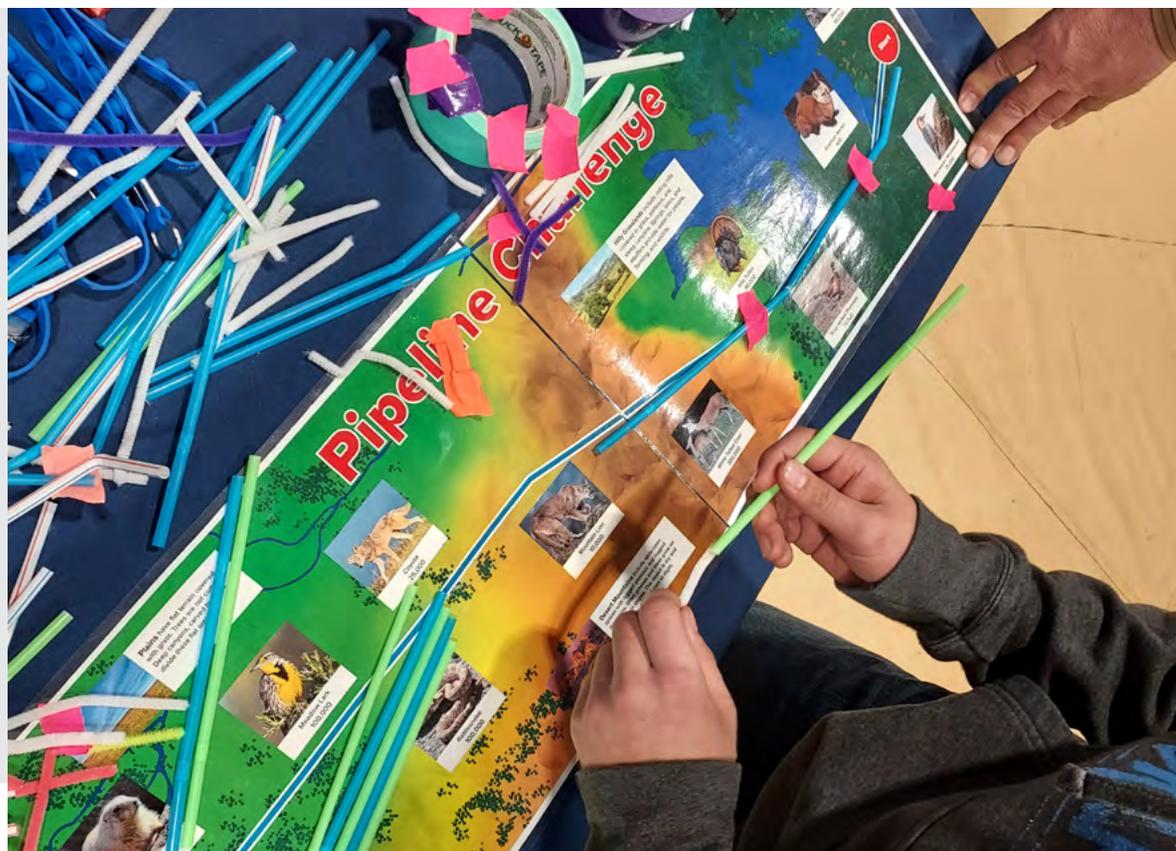
SDG 4 Quality Education

Education is one of ONEOK's primary community investment focus areas. In 2023, nearly 20% of all corporate giving was dedicated to educational programming and services. ONEOK and our employees contribute both financially and through volunteer efforts to programs related to childhood development and education, literacy, STEM (science, technology, engineering and math) and others. Additionally, ONEOK supports, partners with and recruits from a number of technical and vocational schools and universities across our operating areas.



[LEARN MORE](#)
Community Investments and Workforce

STEAM Night at Killdeer Elementary School in North Dakota.





SDG 7 Affordable and Clean Energy

Health, education and living standards are directly correlated to energy use. As standards of living increase, specifically in developing countries, energy consumption is also expected to rise. ONEOK is helping to address this growing energy demand by delivering energy products and services vital to an advancing world. Natural gas, NGLs, refined products and crude oil play a critical role in our daily lives, from helping to heat homes and cook meals, to providing transportation fuel and creating a range of products that improve our quality of life and promote economic growth.



[LEARN MORE](#)
Energy in Action and Transforming Energy Future



Marine terminal, Galena Park, Texas.



SDG 8 Decent Work and Economic Growth

ONEOK employs nearly 5,000 individuals across more than 20 states. We commit to a zero-incident culture for the well-being of our employees, contractors and communities, and to operating in an environmentally responsible manner. ONEOK is focused on attracting, selecting and retaining talent, advancing an inclusive, diverse and engaged culture, and developing individuals and leaders.



[LEARN MORE](#)
Workforce



SDG 9 Industry, Innovation and Infrastructure

ONEOK's extensive midstream infrastructure systems connect North American energy supply with worldwide demand. Our more than 50,000-mile network of natural gas, NGL, refined products and crude oil pipelines and assets serve customers in some of the most productive U.S. shale basins and key demand centers. Over the last five years, ONEOK has invested nearly \$10 billion in capital-growth projects and infrastructure maintenance. We are focused on safe, resilient and reliable operations, and as one of ONEOK's core values, innovation plays a key role in our business. We seek to develop creative solutions by leveraging collaboration through ingenuity and technology – continually looking for ways to improve and move our company and industry forward.



[LEARN MORE](#)
Transforming Energy Future



Performance Targets



ONEOK Performance Targets

Companywide targets set by our board of directors, including performance measures that are part of our Short-Term Incentive (STI) Plan, are detailed below. Targets are based on ONEOK’s historical performance and top quartile peer company performance. ONEOK also reviews and updates its ESG-related targets annually. These targets promote continuous improvement and communicate our high expectations for leadership and employees.

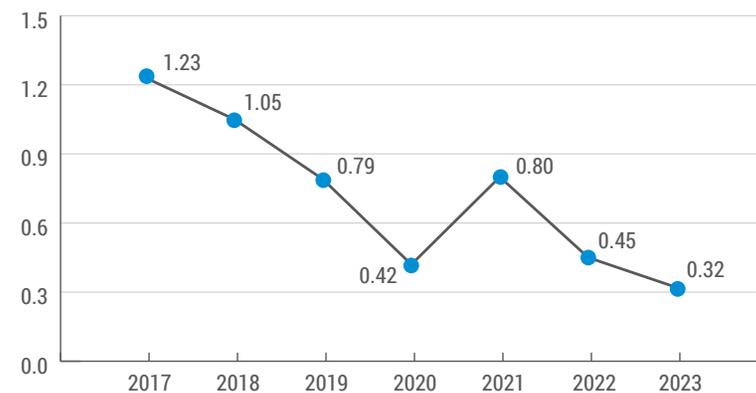
AGENCY REPORTABLE ENVIRONMENTAL EVENT RATE (AREER)

AREER is an internal environmental metric that promotes continued reductions in releases and emissions events. The AREER metric has been an element of ONEOK’s STI Plan for all employees since 2014, emphasizing ONEOK’s expectation for continuous improvement.

AREER is defined as the total number of releases and excess emission events that trigger a federal, state or local environmental-reporting requirement (with some exceptions to account for events outside our control, planned maintenance and disparity in reporting requirements across our operations) per 200,000 work-hours.

Since implementation of the metric, we have seen substantial overall reductions in our rate of reportable environmental events. In 2023, we set an AREER target of 0.40 and achieved a result of 0.32, which was nearly 30% lower (better) than 2022’s AREER result of 0.45.

AREER, 2017-2023



ONEOK’s 2024 AREER target is 0.74, reflecting the Magellan acquisition.

SAFETY AND HEALTH

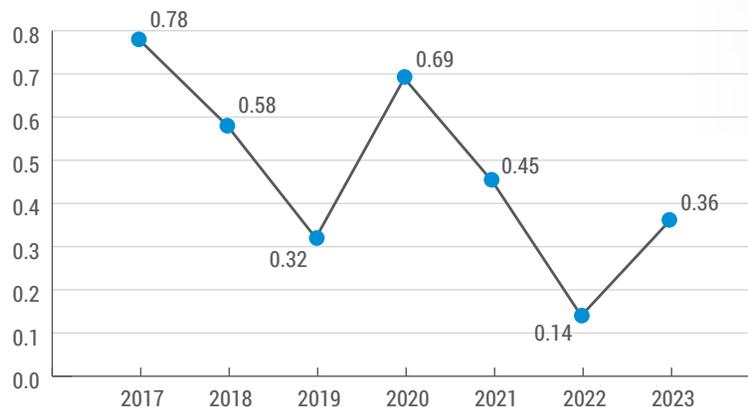
Total Recordable Incident Rate (TRIR)

TRIR is the number of Occupational Safety and Health Administration (OSHA)-recordable injuries and illnesses per 200,000 work hours. TRIR is part of our STI Plan performance criteria for all employees. Inclusion of this metric emphasizes ONEOK's commitment to safe operations and rewards safe behavior throughout the company.



View ONEOK's ESG Performance Data in the Appendix of this report for additional AREER and TRIR information.

TRIR, 2017-2023



ONEOK's 2024 TRIR target is 0.40, reflecting the Magellan acquisition.

Employee at Demicks Lake natural gas processing plant, North Dakota.

ENVIRONMENT

Absolute Scope 1 and Scope 2 GHG Emissions Reduction Target

We have targeted a 2.2 million metric ton (MMT) reduction of our combined Scope 1 and Scope 2 GHG emissions by 2030. The target represents a 30% reduction in combined operational Scope 1 and location-based Scope 2 GHG emissions attributable to ONEOK assets as of Dec. 31, 2019. As of year-end 2023, we had achieved reductions totaling approximately 1.1 MMT, or approximately 50% toward our targeted 2.2 MMT reductions.

Following our recent acquisitions, including the Magellan acquisition, we continue to integrate and evaluate these new business operations.



Learn more about our GHG reduction target in the Environment section of this report.



Transforming Energy Future

ONEOK remains focused on our vision to create exceptional value for our stakeholders by providing innovative solutions for a transforming energy future and on our mission to deliver energy products and services vital to an advancing world.



Transforming Energy Future

As we have grown our business and expanded our operational footprint over the years, we have also strengthened our commitment to improve our companywide sustainability program, practices and performance. We continue to actively evaluate opportunities that will complement our extensive midstream assets and expertise, strengthening the role we expect to play in the transformation to a lower-carbon economy.

ONEOK's long-term business strategy includes potential renewable energy and low-carbon investment opportunities that contribute to long-term growth, profitability and business diversification.

Key business groups focused on enhancing ONEOK's vital role in a transforming energy future include:

- **Alternative Energy Solutions:** focused on the evaluation and development of renewable energy and low-carbon projects.
- **ONEOK Capital Ventures:** focused on pursuing investments in early-stage energy technology companies.
- **Sustainability:** tasked with promoting sustainable practices and awareness in business planning and operations processes, and maintaining environmental and safety compliance across ONEOK's operations.

These groups are working collaboratively with ONEOK business segments, customers, service providers and various government

agencies to identify potential low-carbon or emission-reducing projects or investments. Examples of opportunities under evaluation include:

- Further electrification of compression assets.
- Sourcing renewable energy for operations.
- Low-carbon liquid fuels.
- Hydrogen.
- Carbon capture, utilization and storage (CCUS) opportunities.



FURTHER ELECTRIFICATION OF ASSETS:

Compression assets are vital to efficiently flowing natural gas through ONEOK's pipelines. Electric-powered compressors produce no Scope 1 combustion emissions and provide opportunities to reduce ONEOK's Scope 1 and Scope 2 greenhouse gas (GHG) emissions. ONEOK's Natural Gas Gathering and Processing segment's compression currently is nearly 70% electric, with the Rocky Mountain region's compression more than 80% electric. In ONEOK's Natural Gas Liquids segment, more than 95% of pump stations are electric.

**SOURCING RENEWABLE ENERGY FOR OPERATIONS:**

ONEOK's existing assets and extensive operations provide opportunities to take advantage of energy produced from wind and solar. We have installed solar powered equipment at some of our facilities, and ONEOK purchases electricity generated by solar, wind and other renewables from electric providers located in regions conducive to renewable energy production. Approximately 30% of the current electrical supply in the regions we operate is sourced from renewables.

**LOW-CARBON LIQUID FUELS:**

Biofuels, such as ethanol, biodiesel, renewable diesel and sustainable aviation fuel, play an important role in accelerating America's energy transformation by providing alternative low-carbon liquid fuels. These biofuels, made from renewable feedstocks such as corn, soybeans, sugarcane, vegetable oils, recycled cooking oils and animal fats, are blended with refined products to comply with U.S. EPA renewable fuels standards.

ONEOK's existing infrastructure can connect renewable fuels production to major airports, railroad depots and truck racks. Our assets position us to help address the growing market demand for low-carbon liquid fuels and provide opportunities to build new infrastructure to transport and store these products.

ONEOK's recent multimillion dollar investment at its **Galena Park marine terminal provides segregated terminalling and distribution capabilities** for Sustainable Aviation Fuel. This service is being provided under a long-term contract and increases ONEOK's capabilities to **facilitate the use of low-carbon fuels** across its extensive refined products network.

**HYDROGEN:**

Midstream service providers will be needed to transport and store low-carbon hydrogen, provide connectivity between production and demand centers, and potentially help export hydrogen or hydrogen derivatives to international markets. Low-carbon hydrogen development is still in early stages, but as the technology and markets develop, we recognize the importance of providing hydrogen-related solutions to current and future customers. Examples of our hydrogen-related activities include:

- **Regional Clean Hydrogen Hubs** – We provided Letters of Support for two hydrogen hubs that were selected in 2023 for funding by the Department of Energy (DOE). The HyVelocity hub centers on Houston, Texas, and the U.S. Gulf Coast. The Heartland Hydrogen Hub includes projects to produce low-carbon hydrogen across Montana, North Dakota, South Dakota, Minnesota and Wisconsin. Both hub awardees include areas where ONEOK has extensive operations, and as projects develop, we will evaluate opportunities to participate.
- **H2@Scale Texas and Beyond** – Part of the DOE's larger H2@Scale initiative to advance affordable hydrogen production, storage, distribution and use across multiple industry sectors. H2@Scale's focus includes renewable hydrogen generation, vehicle fueling, market demand and economic analysis, and a study to determine the effects of hydrogen blending in natural gas pipelines.
- **Developing and Investigating Subsurface Storage Potential and Technical Challenges for Hydrogen (DISSPATCH H2)** – ONEOK is a funding partner on a study, led by GTI Energy, to evaluate the potential for underground hydrogen storage in the Anadarko Basin in Oklahoma. A hydrogen economy will require large amounts of storage to accommodate fluctuations in demand, and as a partner in this study, ONEOK is providing insights from our underground storage engineering team based on our experience with natural gas storage in the state.



CARBON CAPTURE, UTILIZATION AND STORAGE (CCUS)

OPPORTUNITIES: We are evaluating opportunities to capture

CO₂ from our operations and either sequester it permanently underground or use it to produce more valuable products. As CCUS technologies continue to advance, we will evaluate our operating assets for opportunities to further reduce CO₂ emissions.

We are also evaluating CCUS projects as part of the energy transformation. As a midstream service provider, we are evaluating opportunities to capture, transport and store CO₂ for existing and new customers that need those services. Examples of these projects include:

- **Roughrider CO₂ Storage Hub** – We partnered with the Energy and Environmental Research Center to complete a feasibility study for large-scale CO₂ sequestration in North Dakota that is expected to be completed in 2026.
- **CUSP Midstream Operator Storage of CO₂** – We partnered with the Kansas Geological Survey to complete a feasibility study for CO₂ sequestration around our midstream assets in Kansas. The study will evaluate the geologic potential to store CO₂ from our existing operations and other potential sources. This project was also partially funded by the DOE and includes contributions from several of the DOE's National Laboratories.

NATURAL GAS INFRASTRUCTURE INNOVATION

We recognize the importance of using natural gas infrastructure to accelerate the energy transformation. The U.S. has an extensive network of natural gas gathering, transmission and distribution assets that provide fuel for our communities. We are participating in several studies and initiatives to explore how these assets can contribute to the energy transformation.

- **Pipeline Blending Cooperative Research and Development Agreement (CRADA) – A HyBlend Project** – A DOE initiative to research opportunities for hydrogen blending in natural gas infrastructure. The project includes more than 20 energy industry participants, national labs and academic institutions. Focus areas of the study include materials compatibility research, hydrogen life-cycle emissions analysis and evaluation of the economic performance of technology.
- **GTI Energy Net Zero Infrastructure Program** – A GTI Energy-led consortium made up of academia, industry, environmental non-governmental organizations (NGOs) and technical experts working together to determine the most practical opportunities for integrating low-carbon solutions within the current natural gas infrastructure.
- **Renewable Natural Gas (RNG)** – Natural gas produced from landfills, wastewater treatment and agricultural sources is a "drop-in" alternative to fossil fuel natural gas. We are supportive of the development of this industry and the low-carbon alternative it presents. We will continue to use our existing infrastructure to connect RNG production sites and facilitate the movement of RNG to markets and users on our system.

ONEOK CAPITAL VENTURES

ONEOK Capital Ventures is focused on exploring and investing in innovative and emerging technologies that are aligned to our core business, seek to provide solutions for a transforming energy future, reduce environmental impacts and offer strategic and financial return possibilities. We work with other energy companies to support new technologies and may also make direct equity investments in early-stage energy technology companies that are intended to help improve our operations and are aligned with the energy transformation. Potential investments are considered across all aspects of our business, often based on feedback from our operations teams. Recent technologies and initiatives being explored through collaboration, direct investments or investments through venture capital funds include:

- **Energy Technology Startup Hub Initiative** – ONEOK, along with leading energy companies and organizations, has committed funds toward a venture capital fund aimed at transforming Oklahoma into a hub for energy technology startups. The initiative intends to attract energy technology startups to the region through access to resources such as free office space, early-stage capital and services to accelerate innovation to meet growing energy demands and create a future that aligns with evolving energy needs. The initiative is expected to create jobs across the energy industry and fuel forward-looking technologies.

In 2023, the fund invested in a startup company developing a new product aimed at improving and maximizing pipeline throughput. As a strategic investor, ONEOK is working directly with the company to accelerate the development and deployment of the technology.

Additional potential benefits of this innovation include lower operating costs, improved reliability, reduced electricity usage and the creation of manufacturing jobs to produce the product.

- **NGL Recovery System** – Natural gas and natural gas liquids (NGLs) produced at the wellhead are typically transported together on gathering pipelines to processing facilities, where NGLs are separated from the dry natural gas. NGL recovery technology, currently being piloted at select sites across our natural gas gathering operations, aims to recover NGLs that would otherwise be combusted in compressor engines and re-inject them into the pipeline before entering a natural gas processing facility. The technology aims to reduce volatile organic compounds (VOCs), provide cleaner compressor fuel, reduce operating and maintenance costs and recover additional NGL revenue.

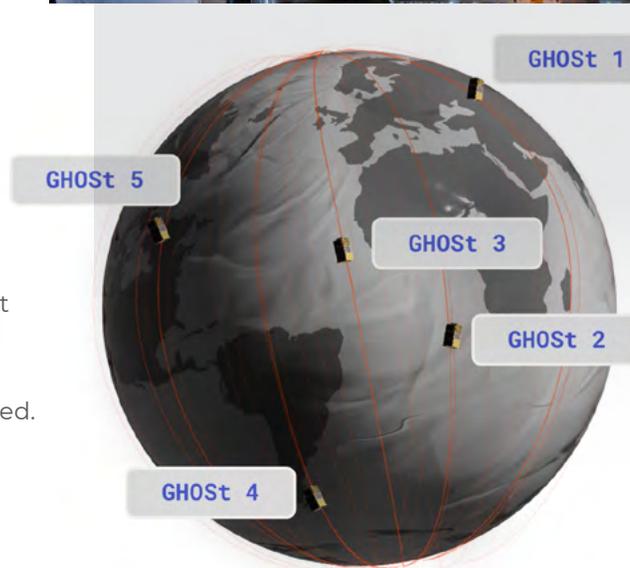
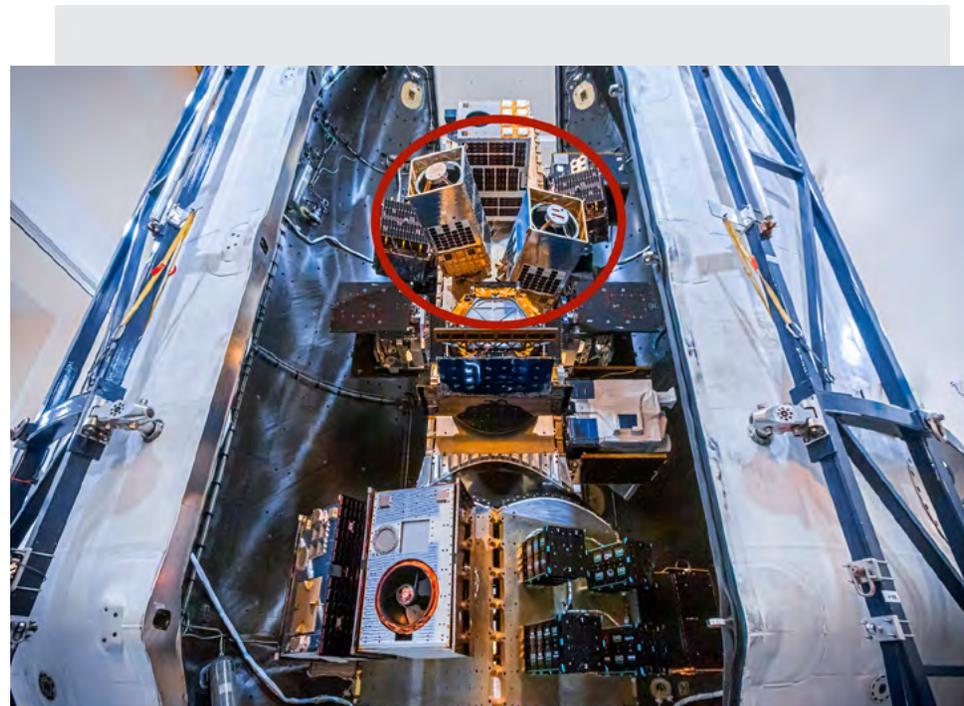


- **Orbital Sidekick** – ONEOK made a minority direct equity investment and helped test technology for Orbital Sidekick, a company that generates space-based data intelligence using a constellation of satellites equipped with hyperspectral sensors, in combination with onboard artificial intelligence, to monitor assets. Hyperspectral imaging (HSI) is a technology that analyzes a wide spectrum of light reflecting off Earth's surfaces. Companies could use the information collected to monitor critical infrastructure, minimize emissions and support a lower-carbon future. This technology could also allow companies to scan assets within a day to inspect for damage after a storm.

ONEOK sees multiple potential future application benefits and potential industrywide scalability of Orbital Sidekick's technology, including potential opportunities for right-of-way monitoring, vegetation management and erosion monitoring.

As of June 2024, five satellites are in orbit and collecting data, with a sixth satellite expected to launch within the year. The HSI satellites capture nearly 500 color bands and allow for chemical fingerprinting that is critical in identifying the location of leaks. Orbital Sidekick can also alert companies to activities near pipelines that may cause leaks, such as digging nearby.

ONEOK is also evaluating environmentally responsible and cost-effective options for self-generation power, including technology that uses waste heat from operations for power supply. Additionally, the potential application of methane slip technology to reduce methane emissions from natural gas compressor engines is also being evaluated.



GHOST 1

GHOST 5

GHOST 3

GHOST 2

GHOST 4

above: Orbital Sidekick's GHOST 4 and 5 satellites (circled in red) integrated into the fairing of a SpaceX Falcon 9 rocket.

left: Ground tracks of five Orbital Sidekick satellites in orbit.



Environment

Operating in an environmentally responsible manner is one of ONEOK's core values. We work to minimize the impact of our operations on the environment while maintaining safe and reliable service for our customers.

Environment

EMISSIONS REDUCTION AND CLIMATE CHANGE

ONEOK recognizes that climate change may pose a number of risks and opportunities to our business. Our board of directors and executive management team evaluate climate-related risks and opportunities in connection with corporate strategic planning, including discussions related to reducing emissions and energy transformation. ONEOK's board of directors is involved in our company's Enterprise Risk Management (ERM) process and the evaluation of its effectiveness. Climate-related considerations are included as part of our ERM process.

Managing greenhouse gas (GHG) emissions and the expectations of our stakeholders regarding environmental stewardship is vital to our long-term success. ONEOK has identified GHG emissions as an important area of focus, and we continuously look for opportunities to reduce emissions through strategic programs and initiatives. Some opportunities to reduce and avoid emissions in our operations include:

- The further electrification of our assets.
- Implementing additional methane emissions mitigation through best management practices. Examples include methane leak detection and repair, equipment and engineering controls to reduce methane from blowdowns and the replacement of certain natural gas-driven pneumatic devices.

- System optimizations such as increasing the utilization of our most efficient assets.
- Collaborating with utility providers to increase the availability of lower-carbon power options.

SCOPE 1 AND SCOPE 2 GHG EMISSIONS REDUCTION TARGET AND PROGRESS

ONEOK has targeted a 2.2 million metric ton (MMT) reduction of our combined Scope 1 and Scope 2 GHG emissions by 2030. The target represents a 30% reduction in combined operational Scope 1 and location-based Scope 2 GHG emissions attributable to ONEOK assets as of Dec. 31, 2019.

Targeting a **2.2 MMT**
Reduction BY 2030.
A **30% DECREASE**
vs. 2019.

EMISSION REDUCTION PROGRESS UPDATE

As of year-end 2023, we had achieved combined Scope 1 and Scope 2 emissions reductions totaling approximately 1.1 MMT, or approximately 50% toward our targeted 2.2 MMT of carbon dioxide equivalents (CO₂e)¹ by 2030. Reductions to date are primarily the result of improved methane management practices, system optimizations, electrification of certain natural gas compression equipment and lower carbon-based electricity in states where we operate. For the years ended Dec. 31, 2023, 2022 and 2021, we did not have any material dedicated capital expenditures specifically for climate-related projects, nor did we purchase or sell carbon credits or offsets. We do not currently anticipate purchasing or selling carbon credits or offsets in 2024.

Following our recent acquisitions, including the Magellan acquisition, we continue to integrate these new business operations and evaluate related emissions.

We continue to look for ways to reduce our GHG emissions and use more efficient technologies, and we continue to anticipate several potential pathways toward achieving our emissions reduction target.

PROGRESS:



GREENHOUSE GAS EMISSIONS

Tracking our emissions provides a baseline for evaluating performance and identifying reduction opportunities. We report Scope 1 GHG emissions in accordance with the U.S. Environmental Protection Agency's (EPA) Greenhouse Gas Reporting Program (GHGRP) from all facilities that ONEOK operates, including those that do not meet the reporting threshold for the GHGRP. For Scope 2 GHG emissions, we report emissions annually attributable to electricity consumption using the GHG Protocol's location-based methodology and EPA published grid data. For Scope 3 GHG emissions, we report only GHG emissions attributable to 40 Code of Federal Regulations (CFR) Part 98 Subpart NN – Suppliers of Natural Gas & Natural Gas Liquids.

The table shows our Scope 1, Scope 2 and Scope 3 (Scope 3 as determined under Subpart NN) GHG emissions performance over the past three years. Data does not include emissions resulting from Magellan assets, which were acquired by ONEOK on Sept. 25, 2023.

Total GHG Emissions

Million Metric Tons (MMT) CO ₂ e	2021	2022	2023
Scope 1	3.8	3.7	3.7
Carbon Dioxide	2.9	3.0	3.1
Methane (CO ₂ e)	0.9	0.7	0.7
Nitrous Oxide (CO ₂ e)	0.001	0.002	0.002
Scope 2	2.7	2.9	3.1
Scope 3 (Subpart NN)²	66.7	64.3	67.1



See our [ESG Performance Data for more information.](#)

¹ Carbon dioxide equivalent (CO₂e) is a metric used to compare the emissions from various GHGs based on their global-warming potential. It is determined by multiplying the tons of specific GHG by its associated global warming potential.

² Scope 3 GHG Emissions Attributable to Potential Emissions Resulting from NGL Products Supplied – Emissions reported according to Subpart NN – Suppliers of Natural Gas & Natural Gas Liquids, part of the EPA GHGRP. See [ONEOK ESG Performance Data](#) in the Appendix of this report for more information on Scope 3 reporting details.



EMISSIONS MANAGEMENT

Combustion from natural gas compressor engines and process heaters, fugitive emissions from our operating equipment and other processes common to natural gas and liquids systems are the primary sources of GHG emissions at our facilities. To manage our emissions, we focus on operational efficiencies, investments in emissions-reducing process improvements, leveraging new technologies and exploring lower-carbon business opportunities.

Current GHG emissions reduction and avoidance efforts include continuing to:

- Improve the safety, reliability and efficiency of various pipelines and facilities.
- Implement emissions-control technologies where practical, such as vapor recovery units and hot taps, and evaluate opportunities for carbon capture.
- Implement rigorous, regular leak-inspection practices and engineering controls designed to reduce the loss of methane from facilities.
- Increase the use of electric-powered compression across ONEOK's operations.

- Pursue renewable natural gas (RNG) opportunities. ONEOK has connected with a total of six RNG facilities as of year-end 2023, resulting in the avoidance of nearly 1.2 million metric tons of CO₂e emissions.
- Leverage technology that facilitates the fast detection of methane emissions from our operations including optical gas imaging (OGI) cameras, satellites, drones, photoionization detectors, flame ionization detectors and ultrasonic technology.
- Expansion of our natural gas gathering and processing and natural gas liquids infrastructure in the Williston Basin, which led to a significant reduction of third-party flared gas by our customers.
- We routinely utilize drag reducing agents (DRA), a common additive used to increase flow capacity by decreasing the friction between petroleum products and the internal walls of pipelines. In 2023, our Refined Products and Crude segment's use of DRA prevented the consumption of approximately 1.3 billion kilowatt hours of electricity.

METHANE EMISSIONS REDUCTION IN ACTION AT ONEOK

At ONEOK, we are focused on continued methane emission reductions and have made significant progress as we work toward achieving our combined Scope 1 and Scope 2 emissions reduction target by 2030.

[See Scope 1 and Scope 2 GHG Emissions Reduction Target and Progress.](#)

Since 2019, we have reduced absolute methane emissions from our Scope 1 operations by 36% while continuing to grow our operational footprint. We continue to reduce methane year over year by leveraging methane detection technology, implementing methane best management practices and eliminating methane emission sources in our operations.

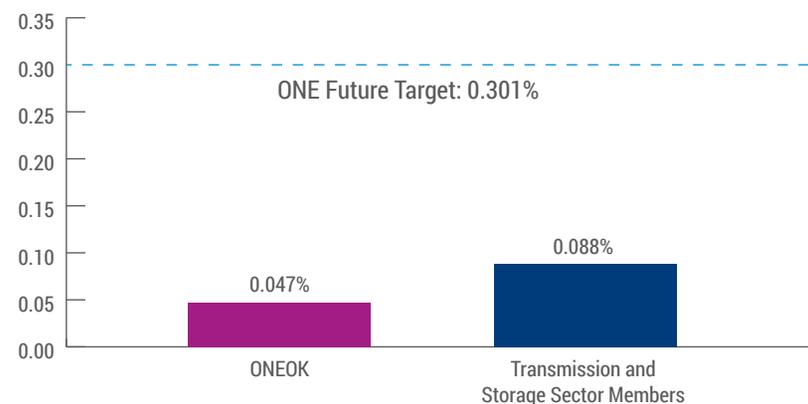
ONEOK Scope 1 Greenhouse Gas Emissions*

	2019	2020	2021	2022	2023
Total Scope 1 GHG Emissions Inventory (MMT CO₂e)	4.2	3.8	3.8	3.7	3.7
Methane (MMT CO₂e)	1.1	1.0	0.9	0.7	0.7
Methane (MMT CH₄)	0.044	0.040	0.036	0.028	0.027
Percentage Methane	26%	26%	24%	19%	18%

*Data does not include emissions resulting from Magellan assets, which were acquired by ONEOK on Sept. 25, 2023.

As a member of Our Nation's Energy Future Coalition (ONE Future Coalition), an industry-led natural gas group dedicated to voluntarily achieving meaningful reductions in methane emissions across the natural gas value chain, ONEOK has committed to participate in working toward a sector-specific methane emissions intensity target for our natural gas transmission and storage operations by 2025. We currently anticipate that this participation will not involve creating new emissions reduction targets beyond what ONEOK has already put in place. In 2022, ONEOK reported a methane emissions intensity of 0.047% for our natural gas transmission and storage operations. ONEOK's emissions intensity contributes to meeting the ONE Future goal of 0.301% for the combined methane emissions intensity of the transmission and storage sector members.

Methane Emissions Intensity – ONE Future (2022)



REDUCING METHANE EMISSIONS

Each year, a multidisciplinary team of ONEOK operational leaders gathers to select emissions-reduction projects that provide the greatest potential reductions, align with an evolving regulatory environment and meet our operational and commercial objectives. Reductions to date are primarily the result of methane emissions mitigation, system optimization, electrification of certain natural gas compression equipment and availability of lower carbon-based electricity in states where we operate.

METHANE DETECTION TECHNOLOGIES USED BY ONEOK



LEVERAGING METHANE DETECTION TECHNOLOGY

We rely on multiple advanced methane detection technologies to find and repair methane leaks at the source.

Several examples of these voluntary technologies in use include:

- **Advanced light detection and ranging (LiDAR) technology:** Usually attached to helicopters or drones, LiDAR is used to perform aerial methane leak-detection surveys of our pipeline assets. The detailed data captured is used to identify, analyze and address leaks faster.

- **Optical Gas Imaging (OGI) technology:** OGI infrared cameras are used to monitor for potential fugitive emissions from equipment and help identify potential repairs. This includes using OGI to comply with applicable regulations and also the voluntary use of OGI for surveys at selected ONEOK assets.
- **Satellite monitoring and hyperspectral imaging (HSI):** Through an investment in a third-party company, ONEOK has access to a proprietary constellation of satellites utilizing HSI technology to monitor assets. Applications of the technology include methane detection, critical infrastructure monitoring, storm damage assessments, vegetation management and more.

 [View the Transforming Energy Future section of this report to learn more.](#)

ELIMINATION OF METHANE EMISSIONS SOURCES

In addition to focusing on measurement and quantification, we prioritize opportunities to eliminate methane emissions sources or route methane sources to a control device. These design decisions provide the greatest opportunity to reduce methane emissions so that we continue to operate at a low methane intensity. Examples include:

- **Control devices:** In 2023, we eliminated compressor venting at one of our natural gas processing plants in Oklahoma by routing the compressor vents to a control device, reducing facilitywide methane emissions by nearly 4,800 MT (approximately 99,000 MT CO₂e), compared with 2019 emissions.

- **Equipment replacements:** In 2019, we began replacing or removing high-bleed natural gas-driven pneumatic devices with low-bleed or zero-bleed devices. These replacements included all known high-bleed devices in our southwest Oklahoma gathering footprint, a total of nearly 30 devices, and resulted in an annual reduction of approximately 140 MT methane (3,540 MT CO₂e).

IMPLEMENTATION OF METHANE BEST MANAGEMENT PRACTICES

In instances where methane emissions sources cannot be eliminated entirely, our operations teams employ best management practices to reduce potential methane emissions.

- **Pipeline maintenance:** In circumstances where we need to evacuate residual methane from our pipelines and facilities for safety or maintenance purposes, ONEOK operations teams have adopted procedures to reduce the potential for significant methane emissions by decreasing pipeline pressure, hot tapping or performing a stoppage procedure prior to maintenance.
- **Voluntary monitoring:** In 2024, we voluntarily increased deployment of facility level OGI surveys at approximately 50 additional ONEOK facilities. By monitoring these facilities on a quarterly basis, we aim to catch any potential fugitive methane emissions and make repairs when needed.

METHANE EMISSIONS QUANTIFICATION AND DIRECT METHANE MEASUREMENT

We use the EPA's Greenhouse Gas Reporting Program (GHGRP) methodology to quantify our total operational Scope 1 emissions. EPA allows for direct measurement of certain methane emissions sources as well as the use of operational data and emissions factors to calculate annual emissions totals. ONEOK has received third-party limited assurance from an independent registered public accounting firm on its quantification of Scope 1 emissions since 2019.



Emissions Quantification Methods:

- **Direct measurement:** We use direct methane measurement to measure compressor vent rates from facilities as required by the GHGRP. These vent rates are used to calculate our annual total emissions from compressor venting. In 2024, we plan to conduct voluntary direct methane measurement at select facilities that are not currently required by the EPA. We will use the results of these direct methane measurements to calculate our methane emissions associated with compressor venting for these facilities moving forward.
- **Operational data:** We use operational activity data to calculate emissions from sources where measurement is not feasible, such as facility and pipeline blowdowns, dehydrators and storage tanks.
- **EPA emission factors:** Where direct measurement or operational activity data is not available, we use EPA emissions factors, which help estimate emissions from various sources.

There is increasing stakeholder interest in the broader use of direct methane measurement technology to quantify annual emissions in lieu of, or in conjunction with, continued reliance on EPA emissions factors. We continue to support the development of measurement and quantification technologies by engaging with technology providers and trade associations to find dependable solutions.

We are also monitoring the latest rulemakings by the EPA that will allow for increased use of direct methane measurement technology. Although we support the continued development and deployment of measurement technologies, we remain cognizant of limitations. We will continue to monitor the developing regulatory landscape and consider greater adoption of measurement as these technologies demonstrate greater reliability and receive approval by the EPA.

ONEOK'S SHORT-TERM METHANE REDUCTION PRIORITIES AND INTENDED OUTCOMES



SHORT-TERM METHANE

Reduction Priorities

- **Continue working toward our Scope 1 and Scope 2 GHG emissions reduction target** of 2.2 MMT CO₂e by 2030.
- **Continue active participation in ONE Future** and working toward sectorwide methane intensity target using ONEOK's existing targets.
- **Increase use of methane detection technology** to find methane emissions at the source.
- **Eliminate methane emissions sources** or route back into process.
- **Increase use of methane best management practices** in our operations.
- **Maintain capital discipline** by selecting technologies that demonstrate reliability and receive approval by EPA.



INTENDED *Outcomes*

- **Continue to deliver reliable and affordable energy** in a safe and environmentally responsible manner.
- **Maintain compliance** as regulations require increased detection, measurement and design standards.
- **Reduce methane emissions** and impact of EPA's Waste Emissions Charge.



ASSET MONITORING AND PLANNING

We continue to focus on maintaining low methane gas release rates and limiting natural gas releases during pipeline and facility maintenance and operations to optimize operational efficiency and reduce Scope 1 emissions from our operations.

ONEOK participated in the EPA's Natural Gas STAR Program for more than 20 years and is now a legacy natural gas partner as the program ended in late 2022.

Innovative Asset Design: ONEOK has incorporated dividing wall column (DWC) technology, a relatively unique engineering design, into the construction of its three latest NGL fractionation facilities in Mont Belvieu, Texas. Instead of a traditional fractionator's four-tower heating and cooling system, DWC technology condenses this process into three towers, which enables lower-carbon emissions, uses less energy and reduces the amount of land required to build the asset. ONEOK's MB-4, MB-5 and MB-6 facilities were designed by a third-party engineering firm using DWC technology.

Remote Monitoring Network: ONEOK is also in the final stages of a multiyear initiative to install a remote monitoring network on our current cathodic protection system across our business segments. The system is designed to mitigate pipeline corrosion that can potentially result in leaks. We estimate the remote monitoring network has reduced company vehicle mileage by reducing the need for physical inspections and maintenance activities by over 350,000 miles per year and reduced CO₂ emissions approximately 352 tons annually. We have installed over 4,000 of these units, covering approximately 95% of our cathodic protection current sources. In addition to reducing our environmental impact, remote monitoring increases system knowledge by allowing daily monitoring of locations and improved data accuracy.

Advanced Light Detection and Ranging (LiDAR) Technology: Advanced LiDAR technology can be used to pinpoint leaks after natural disasters such as floods and tornadoes. For more information, refer to [Leveraging Methane Detection Technology](#).

Voluntary Optical Gas Imaging (OGI) Monitoring Program: Our instituted program uses OGI infrared cameras to survey for fugitive hydrocarbon emissions from equipment and facilitates repairs if needed. For more information, refer to [Leveraging Methane Detection Technology](#).

Industry Collaboration: ONEOK participates in a number of industry organizations in addition to ONE Future that, along with other industry objectives, pursue certain emissions reductions or other sustainability-focused initiatives.

As part of our memberships, employees serve on boards, steering committees, task forces and working groups for various industry associations such as the American Petroleum Institute (API), Energy Infrastructure Council (EIC), GPA Midstream Association and Interstate Natural Gas Association of America (INGAA), to name a few. Task force or committee participation has included focus areas such as air permitting, ESG reporting, diversity and inclusion, emissions reduction opportunities and more.

In 2023, ONEOK became a participant in **The Environmental Partnership**, a voluntary coalition of oil and natural gas companies focused on reducing air emissions and accelerating environmental performance through collaboration and best practices.

ONEOK is also a sponsor of **GTI Energy's Net Zero Infrastructure Program (NZIP)**, which is designed to test and map the most practical opportunities for integrating low-carbon solutions into existing natural gas energy infrastructure. The program aims to help identify high-emission areas and sources, provide insights on how to lower emissions across current infrastructure and determine asset vulnerabilities.



For more information and a current listing of ONEOK's industry association participation, visit [ONEOK Political Engagement](#).

CONSERVATION

Environmental responsibility is a core tenet of ONEOK activities, and we use a variety of practices to avoid and minimize effects our operations and capital-growth projects may have on biodiversity and ecosystems. These include seeking to refrain from site selection in areas that are protected or have high biodiversity value whenever practicable; maintaining robust asset integrity programs; and enhancing our operational eco-efficiency by tracking our use of energy and disposal of water and waste.

CONSERVATION STRATEGY

In addition to taking steps to comply with all applicable environmental laws and regulations, ONEOK's strategy of "avoid, minimize, mitigate" guides our approach to conservation and aims to protect biodiversity and ecosystems by avoiding impacts. When avoidance is not practicable, we take action to minimize and mitigate foreseeable impacts that may occur. This framework helps us achieve our commitments to:

- Maintain responsible and compliant capital-expansion processes characterized by informed site selection, high-quality construction processes, industry-recognized best-management practices and a focus on restoration of affected habitats.
- Assess environmental impacts of our current operations and evaluate opportunities for improvement.
- Improve natural habitats and public use areas.

Our conservation strategy is informed by detailed information-gathering processes that take place before activity begins. This includes extensive environmental review and permitting processes, including consultation with the U.S. Fish and Wildlife Service (USFWS), U.S. Army Corps of Engineers, state historic preservation offices and local floodplain administrators when applicable.

Environmental evaluations of select proposed projects, which could include installations or retirement of assets, are performed

as part of ONEOK's project-planning process. These environmental evaluations involve identification of High Conservation Value (HCV) factors within a proposed route, such as the presence of threatened and endangered (T&E) species (federal and state listed); proximity to T&E species' critical habitats; protected lands (state, federal and tribal); resources of historical or cultural significance; wetlands and waterbodies; land use (e.g., forests, farmland and rangeland); and proximity to populated areas.

Restored right of way, Mont Belvieu, Texas.





ONEOK'S THREE-TIERED CONSERVATION STRATEGY

	BIODIVERSITY AND ECOSYSTEM CONSERVATION	WATER AND WETLAND CONSERVATION
AVOID	Where practicable, ONEOK refrains from site selection in protected and High Conservation Value areas. Examples include rerouting or relocating projects and scheduling work to avoid seasons or times when a species may be present.	In the early stages of a project, water resource data is reviewed to identify opportunities to avoid wetlands and waterways.
MINIMIZE	When avoidance is not practicable, we attempt to reduce impacts through minimization techniques. Our minimization approach may include project alteration, environmental controls and alternative construction methods. Examples include narrowing a right of way; buffered exclusion zones; limiting construction traffic; soil segregation; and co-locating projects with existing pipeline routes. We hold employees and contractors to high standards and require them to follow what we believe to be leading management practices during construction.	When avoidance is not practicable, we use management practices and engineering controls designed to minimize potential temporary impacts of crossing waterbodies and wetlands. Examples include identifying the best crossing method to minimize disturbances to stream beds or surface water; installing barriers to protect sediment from entering waterbodies; storm water filtration devices; and following regulations for stream bank stabilization.
MITIGATE	We seek to mitigate impacts that cannot be avoided. Mitigation examples include participating in conservation programs; soil segregation and reseeded with native seed mix; and activities specific to USFWS permitting, mitigation credits and conservation plans.	Examples include completing habitat restoration, stream bank stabilization and working with local, state and federal regulators to mitigate impacts appropriately.

BIODIVERSITY

Habitat Restoration: We work closely with regulators to develop appropriate mitigation and conservation approaches that serve to reduce potential environmental impacts from our projects.

The restoration of habitats that may be affected during the construction of projects remains a key focus, and during 2023, we restored nearly 400 acres of habitat related to pipeline projects completed during the year. This includes determining the appropriate seed mixes suitable to the area as well as properly segregating topsoil to restore the right of way following construction completion. ONEOK considers landowner concerns during restoration and communicates restoration expectations to contractors.

Protecting Wildlife: Identifying and supporting the unique needs of species in our operating areas is important to conservation at ONEOK.

Our environmental professionals work to help us protect any T&E species through compliance and project planning aligning with our conservation strategy.

In 2024, ONEOK began working with the North Dakota Petroleum Council to develop a Habitat Conversation Plan (HCP) for the Dakota skipper. An HCP is a planning document designed to accommodate economic development to the extent possible by authorizing the limited and unintentional take of listed species when it occurs incidental to otherwise lawful activities. The plan is designed not only to help landowners and communities but also to provide long-term benefits to species and their habitats. ONEOK is one of 10 companies that has entered into a participation agreement, which includes pledging funds to implement measures to monitor, minimize and mitigate impacts to the Dakota skipper.

ONEOK voluntarily enrolled in Candidate Conservation Agreements with Assurances (CCAA) for both the lesser prairie chicken and monarch butterfly. CCAs enable companies to take measures to stabilize and restore populations of rare or candidate species before they are listed as threatened or endangered under the Endangered Species Act (ESA). Success of these activities could result in a decision by the USFWS not to list the species as threatened or endangered.

Mont Belvieu, Texas, administrative building.





Identifying and supporting the unique needs of species in our operating areas is important to conservation at ONEOK. Our environmental professionals work to help us protect any T&E species through compliance and project planning in line with our conservation strategy.

Through an industry organization, ONEOK also worked with the USFWS to develop an oil and gas Industry Conservation Plan (ICP) to protect the American burying beetle. The plan established permits for unavoidable activity potentially impacting the species and its habitat. Permits required the development of a conservation plan and purchase of mitigation credits to fund protected beetle habitats. Between 2015 and 2022, ONEOK construction activities required approximately 44 mitigation credits to offset beetle habitat impacts. In 2020, the American burying beetle was downlisted by the USFWS from endangered to threatened species status under the ESA. This was a result of the success of various conservation practices, including those covered by the ICP.

CONSERVING WATER RESOURCES

Water use, supply and resource conservation are important components of ONEOK's operations. By assessing water use through benchmarking and measurement equipment, we can identify opportunities for water reduction and reuse, potential for efficiency and cost savings.

Wherever practical, we strive to decrease water use by reclaiming it within operations processes and construction project activities. During hydrostatic testing of new pipeline assets, our project teams reuse water to test multiple pipe segments or reuse it for alternative purposes where appropriate. Water is a required resource in the separation of NGLs into purity products. Our facilities have adopted processes to optimize water efficiency and reduce wastewater generation by recovering water for reuse.

During construction, ONEOK takes proactive steps to assess and mitigate potential impacts to water resources. Our three-tiered conservation approach is critical during the planning and construction of pipelines. During 2023, ONEOK estimates that we avoided approximately 40% of the waterbodies and wetlands along planned pipeline routes. This included fully rerouting alignments or using trenchless boring technologies to install pipe under waterbodies and wetlands and avoiding impacts.

RECYCLING AND WASTE REDUCTION

ONEOK uses a resource management software system designed to streamline reporting and quantify amounts of waste and recycled materials being sent to an offsite facility. By analyzing data in the system, we can identify opportunities for reducing waste, recycling materials when possible and improving processes to waste management. Tracking data in this single software solution has allowed for greater transparency and understanding of waste and recycling volumes.

In 2023, we recycled over 4,800 electronic devices, totaling over 51,000 pounds.

BIODIVERSITY AND CONSERVATION-RELATED GIVING

Community improvement and conservation-related giving are a few of the focus areas ONEOK prioritizes through its foundation and corporate contributions. Recent examples of ONEOK's biodiversity and conservation-related contributions include:

- **Tulsa Metropolitan Environmental Trust (M.e.t.) Partnership** – Annual support of the Downtown Tulsa recycling depot that collects hard-to-recycle items and employs adults with developmental disabilities.

- **Tulsa M.e.t. Environmental Expo** – 2024 sponsor of Tulsa's longest-running Earth Day event, which we have sponsored since 2018. The event engages citizens in meaningful recycling and sustainability education and activities. In addition, ONEOK hosted an educational table where attendees could receive free flowers, plants and seed packets, including milkweed, which is the only host plant that feeds caterpillars of the monarch butterfly.



2024 Environmental Expo.

- **Spring Clean** – Partnering with the Tulsa M.e.t to continue to sponsor and volunteer at the annual free one-day recycling event that helps residents and businesses dispose of challenging items in a sustainable way. Employees, retirees, friends and family members also participated in several spring clean events in Wyoming, Texas, North Dakota and

South Dakota to help remove trash and debris throughout the various communities in our footprint.

- **Save the Maah Daah Hey** – Continuing financial support for maintenance of the 144-mile “Maah Daah Hey” trail that runs through North Dakota's Badlands, which is the longest single-track mountain biking route in the U.S. and is maintained solely by volunteers.



2024 Environmental Expo.

DRONE PROGRAM

ONEOK continues to find new ways to use unmanned aerial systems (UAS), also known as drones, to support new project development and existing asset compliance, enhance our conservation and safety efforts and bolster emergency response and incident management. ONEOK is currently using drones with capabilities that capture thermal data and high-resolution images used for quantitative scientific analysis of pre-construction and post-construction conditions. ONEOK is discovering innovative ways to use drone-derived data for vegetative analysis to support restabilizing areas impacted by new construction and maintenance operations. Drone usage is expanding as a more cost-effective and safe way to monitor rights of way, asset integrity, encroachment construction activity, perimeter security and tall tanks and other equipment that present safety challenges. ONEOK is testing the use of completely autonomous drone docking solutions, which would allow experts to monitor operations and security on a larger scale and at all hours even when off-site. ONEOK's goal is to always operate drones in a way that is safe, secure, compliant and efficient.

NGL fractionation assets,
Mont Belvieu, Texas.



ASSET INTEGRITY

The safe, reliable and environmentally responsible operation of our assets is a foundation of our business. ONEOK maintains mature and robust asset integrity programs across our operations and works to consistently enhance and improve these programs and our internal capabilities.

Many of ONEOK's asset integrity programs include efforts to address the expectations of our stakeholders, including regulatory agencies, the communities in which we operate, landowners, our customers, our employees, contractors and investors.

PIPELINE INTEGRITY

Our pipelines are designed, installed, tested and maintained to meet or exceed federal and state regulations. Our integrity programs are designed to align with applicable Pipeline and Hazardous Materials Safety Administration (PHMSA) rules and are further strengthened by participation in industry-level program-improvement initiatives.

Through ONEOK's Integrity Management Program, we work to assess 100% of all High Consequence Areas (HCAs) within the required regulatory timelines and frameworks using multiple methods in accordance with PHMSA regulations (49 CFR Part 192 or 49 CFR Part 195).

Employee at Canadian Valley natural gas processing facility, Oklahoma.

Our pipeline integrity efforts include, as applicable:

- Performing in-line inspections that examine the condition of pipelines from the inside using specialized equipment.
- Implementing direct-assessment programs, cathodic protection and use of inhibitors and coatings designed to identify and manage corrosion.
- Conducting pressure testing of pipelines to evaluate structural integrity before being placed in service.
- Conducting ground and aerial patrols to observe surface conditions along pipeline rights of way.
- Using technology to perform integrity studies such as pipeline risk-assessment modeling, corrosion growth analysis and computerized leak detection tied to our pipeline control system.
- Maintaining an effective public awareness program.
- Managing records and documents.



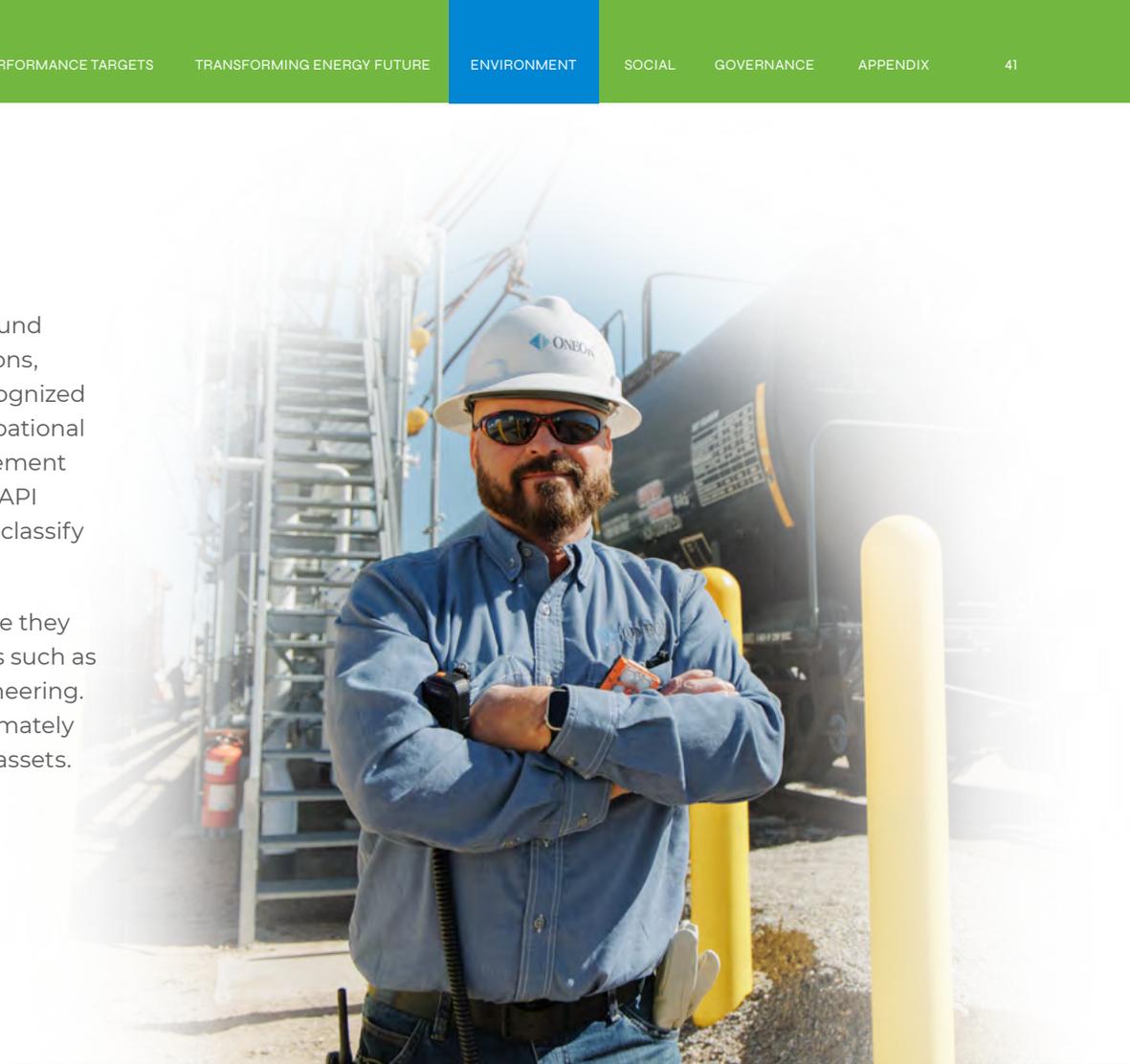
FACILITY INTEGRITY

The ONEOK facility integrity program, which includes above-ground fixed equipment, is designed to comply with applicable regulations, guidelines, standards and procedures, including appropriate recognized and generally accepted good engineering practices in the Occupational Safety and Health Administration (OSHA) Process Safety Management (PSM) standards and PHMSA regulations. We also have adopted API Recommended Practice 754, establishing a tiered framework to classify process safety performance indicators.

Asset integrity professionals are assigned to ONEOK assets where they provide in-house expertise, execution and guidance on functions such as service assessments, inspections and mechanical integrity engineering. During 2023, our mechanical integrity teams conducted approximately 4,600 inspections on equipment and piping at our facilities and assets.

Our facility integrity programs also include, as applicable:

- Reviewing equipment and program data and key performance indicators.
- Using layer-of-protection risk management methodologies in hazard assessment analysis.
- Monitoring and correcting localized corrosion.
- Records and documents management.
- Special emphasis programs including but not limited to:
 - Material of design reviews.
 - Inside facility underground piping inspection programs.
 - Small bore piping inspection programs.
 - Corrosion under insulation programs.



Employee at refined products terminal, Dupont, Colorado.

ONEOK has implemented industrial coating selection and application procedures designed to minimize pollutants contained in the protective coatings we use on our equipment. Applying these procedures, we select industrial coatings that contain lower levels of volatile organic compounds (VOCs) – less than 2.8 pounds per gallon, which is lower than regulatory requirements in all our operating areas – and prioritize coatings that are free of hazardous air pollutants (HAPs).

UNDERGROUND STORAGE INTEGRITY

Our underground storage safety management program guides our engineering and operations staff in the inspection, maintenance and safe operation of our storage assets.

Reservoirs, mined salt caverns and mined rock caverns are used to store natural gas and NGLs. Our storage integrity program includes established plans that apply what we consider to be leading practices for the underground storage of NGLs and natural gas. As applicable, plans incorporate API guidance and adhere to PHMSA regulations.

Each storage facility has in place, as applicable:

- A mechanical integrity plan.
- Operating pressure reviews and pressure monitoring.
- A material balancing and inventory verification process.
- Records and documents management.

FUELS INTEGRITY

ONEOK's fuels compliance team, part of the Refined Products and Crude segment that joined ONEOK following the acquisition of Magellan in September 2023, helps ensure fuels integrity through adherence to EPA regulations and works closely with operations and quality control to oversee fuel manufacturing and operational compliance around pipeline transportation of fuels and fuel terminal distribution operations. These oversight and support functions include:

- Oversight of blending execution.
- Procedure adherence.
- Recordkeeping and quality management for refined products blending accuracy.
- Fuel representations with regard to EPA gasoline and diesel compliance standards.
- Registrations.
- Reporting.
- Audits and attestations.
- Regulatory adherence.

ASSET INTEGRITY DATA

ONEOK reports performance indicators that track our asset and operations integrity including our AREER metric, pipeline inspections, reportable pipeline incidents and spills data.



For more, see our [SASB reporting](#) and [ESG Performance Data](#).

Refined products terminal,
Aurora, Colorado.



United Way Day of Caring.



Social

Providing a safe work environment for employees, promoting a diverse and inclusive culture and actively engaging with our customers and communities are essential to the long-term sustainability of ONEOK's business.

Safety and Health

OUR COMMITMENT AND APPROACH

Providing a safe work environment is essential to ONEOK's business. We continuously assess the risks employees face in their jobs and work to mitigate those risks through training, appropriate engineering controls, work procedures and other preventive safety and health programs.

We are committed to pursuing a zero-incident culture by continuously working toward mitigating risk and eliminating incidents that may harm our employees, contractors, the public and the environment.

SAFETY AND HEALTH AT ONEOK

Safety and health practices and risk management are embedded across ONEOK with oversight from company leaders; guidance from our corporate and operations safety and health organizations; and the personal involvement expected of every employee.

Employees and contractors are all responsible and accountable for understanding and taking steps to comply with all laws, regulations, permits, requirements and procedures related to their roles and responsibilities, including the execution and implementation of our sustainability efforts. The protection of human health, safety and the environment are top priorities, no matter how urgent the job, project or commercial interests.

Each ONEOK employee has the responsibility to be aware of risk controls and mitigate situations that may cause an incident,

Weatherford, Texas, employee's hardhat displays a special note from his child.



including stopping work. Employees also have the responsibility to report or elevate potential risks to the proper level in the organization. Methods for reporting safety and health concerns, potential ESH compliance risks, incidents or leading performance indicators such as near misses and good catches include:

- Reporting to a direct supervisor or local safety and health supervisor.
- Raising a concern during local safety trainings, safety discussions and meetings.
- Reporting through ONEOK's safety and health management software.
- Anonymous reporting option available through the ONEOK Hotline.

To foster improvement, each year the company presents the **CEO Environment, Safety and Health (ESH) Leadership Award** to the ONEOK operating group that demonstrates exceptional ESH performance. The award aims to recognize accomplishments, highlight leading practices and encourage proactive sustainability initiatives and activities across the company.



Employees at refined products terminal, Aurora, Colorado.

SAFETY AND HEALTH INITIATIVES

- **Process Safety Management:** ONEOK has adopted API Recommended Practice 754 that categorizes process safety events into one of four different tiers based on severity. The formalized approach provides a structure for reporting and analysis of process safety incidents, near misses and good catches that enhance our understanding of potential risks.
- **Promoting Safety:** In 2022, the ESH Leadership Committee announced the Take Five campaign, which continues to be promoted companywide. The

Employees at Mont Belvieu, Texas, office.



companywide initiative encourages employees to slow down and take five minutes to reassess tasks and identify risks before routine and nonroutine work.

- **Safe Driving Technology:** ONEOK uses telematics technology to promote safe driving and reduce risk. This GPS and onboard diagnostics system uses audible cues to notify drivers in real time of potentially unsafe driving behaviors such as harsh braking and speeding. The technology identifies individual driving patterns and helps identify opportunities for improvement.
- **Key Risks and Controls:** Our Key Risk/Key Control process, which supports our ESH Management System, was reviewed and updated in 2022. The process identifies key operating risks that may have potential environmental or safety impacts and mitigates those risks through the use of key controls.
- **Event Reporting and Investigation Procedure:** ONEOK has Incident/Event and Investigation governance documents that provide expectations for the notification, reporting and investigation of events to prevent event recurrence by facilitating proper communication and documentation of an event followed by an attempt to identify causative factors, the implementation of appropriate corrective actions and/or sharing of lessons learned across the organization.



View [ONEOK's Performance Targets and ESG Performance Data](#) in the Appendix of this report for additional safety and health performance data.

SAFETY AND HEALTH STRUCTURE

BOARD OF DIRECTORS	<ul style="list-style-type: none"> Oversees management's implementation of corporate ESH performance, responsibilities and commitments. Annually approves Short-Term Incentive (STI) Plan measures, performance goals and weightings, which currently include a safety and health measure (TRIR) and environmental metric (AREER). 	<ul style="list-style-type: none"> Recommends and approves compensation for named executive officers, taking into consideration multiple relevant factors that may include safety and environmental performance.
CEO AND EXECUTIVE MANAGEMENT	<ul style="list-style-type: none"> Provide overall guidance for and oversight of the company's ESH performance. 	<ul style="list-style-type: none"> Provides updates to the board of directors through monthly board reports.
ESH LEADERSHIP COMMITTEE	<ul style="list-style-type: none"> Provides vision, leadership, direction and oversight for all ESH programs, processes and management systems. 	<ul style="list-style-type: none"> Membership includes senior leadership representatives.
OPERATIONS ESH SUBCOMMITTEE	<ul style="list-style-type: none"> Provides direction, guidance and advice for managing ONEOK's ESH efforts at the operations level. 	<ul style="list-style-type: none"> Membership includes operations and safety leadership representatives.
CORPORATE AND OPERATIONS SAFETY AND HEALTH ORGANIZATIONS	<ul style="list-style-type: none"> Safety and health leaders coordinate with operations teams on strategy, implementation and ESH performance reporting. Regular meetings are held to collaborate and share leading practices across ONEOK. 	<ul style="list-style-type: none"> Specific business unit teams support and oversee safety and health needs and performance. <ul style="list-style-type: none"> Local teams assess risk and provide support in the field. Frequent communication between local safety and health teams and operations leaders allows for regular status updates and needs assessments.
EMPLOYEES	<ul style="list-style-type: none"> Expected to take a proactive approach to safety and health, including reporting concerns, incidents, near misses or good catches. Empowered to exercise 'Stop work' authority when unsafe conditions or actions are observed, or uncertainty exists. 	<ul style="list-style-type: none"> Responsible for understanding and complying with all applicable company policies and procedures and all occupational safety and health rules and regulations applicable to their role and completing all training relevant to their role. Safety and environmental performance metrics included in STI Plan for all employees.

EMPLOYEE TRAINING

ESH Training: We prioritize the safety and health of our workforce and provide various trainings to help equip our employees with the knowledge they need to operate safely and responsibly. Depending on the job function, ONEOK field employees may each be required to complete between 60 and 80 safety- and health-focused core field training requirements, as well as courses focused on environmental compliance and company best practices.

More than **3,500 employees** completed approximately **140,000 total ESH training hours** during 2023.

Core requirements include Emergency Response Action Plan training, which is required to be completed every 12 months. ONEOK's Emergency Action Plan contains information used during emergencies designed to protect employees, contractors, responders and assets while protecting the safety of the public and environment. It is created in accordance with PHMSA, OSHA and EPA risk-management programs.

Examples of other courses include event reporting and investigation; hot work; ONEOK personal protective equipment; waste management and mitigation; and air pollution prevention.

Technical Training: ONEOK maintains an operator's qualification program that aligns with PHMSA's specific training and testing requirements for employees who operate regulated assets.

ONEOK also maintains a robust technical training program that provides a framework for employees to manage and enhance the



Employee at Lonesome Creek natural gas processing facility, North Dakota.

technical proficiencies that apply to their jobs. For many of these programs, ONEOK collaborates with an industry-led partnership that provides competency-based training. Through the programming, employees can receive individualized training plans, and managers can assess proficiencies and support employee development.

The technical training program is an important part of ONEOK's ESH Management System training and competency element and exists in addition to other company trainings such as those specific to leadership, safety and health.

CONTRACTOR SELECTION, MANAGEMENT AND SAFETY

ONEOK works with third-party contractors to assist with corporate services and the construction, operation and maintenance of our assets.

Contractor management is an important element of ONEOK's ESH Management System, and our process includes established contractor qualification, selection and retention criteria. Each third-party contractor is responsible for providing personnel who are appropriately screened, trained and qualified. Once selected, contractors are expected to comply with the same high ESH performance standards required of ONEOK employees. We discuss our supplier expectations in the [ONEOK Supply Chain Management](#) section, the [ESH and Sustainability Governance](#) section and in our [Business Partner Code of Conduct](#).

How we proactively manage contractor safety and health:

- We work to confirm that on-site contractors have completed general training requirements and receive any project-specific training.

- Our selection process for contractor safety professionals provides for enhanced safety awareness, culture and overall project performance on job sites.
- ONEOK's capital projects team sets safety targets specific to contractors, including annual and project-specific TRIR and PVIR targets as appropriate.
- The capital projects team also emphasizes the importance of leading indicator reporting, encouraging contractors to report the good catches and near misses that help inform future safety and health improvements. The group collected data on 40 near misses and 1,290 good catches in 2023.



To download ONEOK's Business Partner Code of Conduct, visit [ONEOK Ethics and Compliance](#).



Our Workforce

ONEOK's long-term success is dependent on our ability to attract, develop, retain and engage a diverse group of talented employees. We seek to hire and retain high-caliber talent and strive for an inclusive environment that rewards employees for their work and offers opportunities for continuing career development.

Employees at Canadian Valley natural gas processing facility, Oklahoma.



TALENT ACQUISITION

We desire to be an employer of choice. Our talent recruitment strategy emphasizes ONEOK's core values, commitments to our people and the communities where we operate, and our safe and reliable operating practices.

ONEOK prioritizes recruiting and hiring local talent when possible. As of Dec. 31, 2023, 96% of employees were residents of the state where their positions were located. We also encourage internal mobility and advancement. In 2023, approximately 30% of our posted vacancies were filled by internal candidates. More than 99% of our positions are full time.

ONEOK maintains strong relationships with area technical schools, colleges and universities as part of our strategy to attract talent. Attending on-campus interviews, career fairs and networking events is part of our recruitment strategy.

ONEOK's support of universities and technical schools in our communities includes a long-standing partnership with Langston University, the only historically Black college or university in Oklahoma. ONEOK's relationship with Langston includes contributing to programming in important energy-industry focus areas such as accounting and information technology, paid internships and financial contributions to help support student scholarships, career services and campus infrastructure improvements.



Employees and family members at the Tulsa MLK Day Parade.

CULTURE AND ENGAGEMENT

We are committed to cultivating an inclusive and dynamic work environment that embodies ONEOK's values and where talented people can find opportunities to succeed, grow and contribute to ONEOK's success.

ONEOK conducted companywide employee engagement surveys administered by Gallup, a third-party analytics and advisory firm, in 2021 and 2022. The survey targeted key drivers of employee engagement, including growth, teamwork, individual contributions and basic needs. The survey also incorporated questions designed to benchmark key aspects of our corporate culture against Gallup's diversity and inclusion index. A survey was not conducted in 2023 due to the acquisition of Magellan to allow time for stabilization and integration. ONEOK plans to continue the Gallup employee engagement survey in 2024 to gain valuable input as a combined company.

CAREER DEVELOPMENT AND ADVANCEMENT

Providing professional and leadership development opportunities for all ONEOK employees is critical to retaining a high-performing workforce and fosters a culture of inclusion and continuous improvement.

Career development opportunities and resources are provided through:

- Formal annual performance evaluations for all employees as well as continuous feedback about performance and development.
- Learning resources including in-person and virtual trainings, blended leadership development programs, individual coaching, development assessment books and self-guided e-learning.
- Formal professional development, employee engagement and networking opportunities provided through business resource groups.
- Optional 360 assessments.
- Educational assistance program.

During 2023, ONEOK employees completed approximately **7,000 hours of training** focused on leadership, professional development and diversity and inclusion.

Employees at Demicks Lake natural gas processing plant, North Dakota.



COMPENSATION AND BENEFITS

ONEOK is committed to offering a competitive total compensation package for all employees, composed of elements such as base pay, eligibility for an annual cash incentive bonus and profit sharing and health, well-being and retirement savings benefits. Senior management and other key employees may additionally be eligible for long-term equity compensation awards. We routinely compare our compensation and benefits offerings with peer companies, adjusting as needed to keep our total rewards package competitive.

Our market-based compensation philosophy gives leaders the flexibility to adjust employee compensation to reflect individual skills, experience, responsibilities, performance and external market factors. Leaders are expected to perform annual salary reviews, using external market data compiled by human resources as well as their knowledge of local market conditions and other relevant information to support compensation decisions.

ONEOK BENEFITS HIGHLIGHTS

Full-time employee benefits, which begin day one of employment, are highlighted below. Part-time employees who are regularly scheduled to work at least 20 hours per week also are eligible for most employee benefits, including paid time off but at fewer hour increments than full-time employees.

ONEOK BENEFITS:



Paid Time Off



Well-Being Program



Health Benefits



Financial



Mental Health Benefits



Education



**Family Expansion
and Family Care**



For a more complete list of ONEOK's benefits, visit [ONEOK Employee Benefits](#).



RECENTLY ADDED OR EXPANDED BENEFITS HIGHLIGHTS:

- **Travel reimbursement up to \$2,000 per year** for approved care more than 100 miles from home for ONEOK Health Plan members.
- **Expanded gender-affirming care** for related procedures, voice medication, lessons and therapy for employees and their families on the ONEOK health plan.
- **Bariatric weight-loss surgery coverage** through ONEOK's health plan if qualified via approval for medical necessity.
- **Pet insurance** for preventive care, dental cleanings and unexpected injuries and illnesses.
- **A new Employee Assistance Program provider** helping employees connect with an expert to manage stress, anxiety, depression, marriage and relationship problems, grief and loss and more.
- **Dental plan improvements** including more coverage and an increased annual maximum benefit.
- **Expanded benefits** allowing adult children to participate in a digital weight management and heart disease prevention program and access to resources for fertility and parenting support.
- **Limited purpose flexible spending account** for vision and dental expenses.



PAID TIME OFF

- **At least 120 hours annually**, increasing with relevant experience (including prior to ONEOK), and an additional 24 hours for personal or family care.
- **Eight designated company holidays** and two additional floating holidays each year.
- **Short-Term Disability Leave:** 100% of regular pay while on short-term disability for up to 13 weeks (less than five years of service) or up to 26 weeks (more than five years of service). In 2024, ONEOK reduced the eligibility period from five business days to three consecutive days allowing employees to not use personal/family care or paid time off hours when an illness or medical condition causes an employee to be unable to perform job functions after 24+ consecutive hours.
- **Parental and Adoption Leave:** Up to 240 hours of 100% paid leave for nonmedical baby bonding for both primary and secondary caregivers following birth/adoption, in addition to other available forms of leave. Leave may begin up to three months after the qualifying event.
- **Military Leave:** ONEOK employees called to duty can receive up to five years of differential pay to ensure that members are not financially disadvantaged while serving.
- Other paid time off benefits include **bereavement** and **jury duty**.

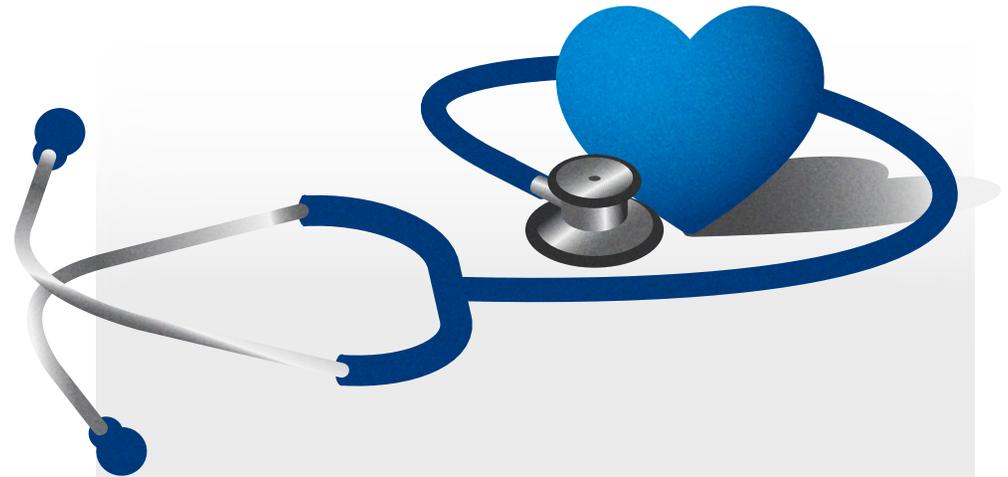


HEALTH BENEFITS

- **Medical, dental and vision plans** with select virtual health visit options.
- **Flexible spending account (FSA)** and health savings account options for employees on a ONEOK Health Plan.

The following additional benefits are available at no cost to employees on a ONEOK Health Plan:

- **No-cost preventive care**, including immunizations, well child visits, routine annual physicals and certain non-diagnostic screenings.
- **On-site and near-site clinics** in several of ONEOK's operating areas (High Deductible Health Plan members pay a \$50 fair market fee for non-preventive services).
- **Health concierge program** to assist with provider selection, cost estimates, etc.
- **Access to expert medical advice** and second opinions from leading physicians.
- **Access to** virtual diabetes prevention, cardiovascular health and weight-loss programs.
- **Pain management** therapy offerings.
- **Active release stress techniques (ART) sessions**, which target soft tissue to relieve pain, with a licensed chiropractor at some of our locations.



MENTAL HEALTH BENEFITS

- **Employee Assistance Program.**
- **Chemical Dependency Treatment Program.**
- **Virtual visits available** under health plans with dedicated mental health providers.
- **Free short-term confidential counseling** with a licensed therapist regardless of health plan enrollment.



FAMILY EXPANSION AND FAMILY CARE

- **Fertility Benefits:** ONEOK works with a specialized third-party fertility benefit manager to provide inclusive fertility services for ONEOK Health Plan members. The plan aims to help all interested individuals start or grow their families, regardless of their path to parenthood.
- **Surrogacy and Adoption Expense Reimbursement:** Up to \$10,000 reimbursement per adoption and/or surrogacy for reasonable and necessary expenses for full-time employees (\$5,000 for part-time employees).
- **Elder Care Support:** Consultations, referrals, in-home assessments, advice, monitoring tools and more for adult caregivers.
- **Family Support:** Child care resources, pet care resources and discounts on tutoring and enrichment programs, as well as concierge services and health coaching for fertility, pregnancy and parenting support.
- **Dependent Care Spending Account (DCSA):** Available for employees to use pretax dollars to pay day care expenses for children aged 12 and under or adults who are unable to care for themselves.



WELL-BEING PROGRAM

- **Resources on nutrition, fitness and general well-being.**
- **Tobacco-cessation program.**
- **Legal consultation.**
- **Employee discounts.**
- **Athletic race and challenge entry fees.**





FINANCIAL

- **401(k) Plan:** Including automatic enrollment and annual increase programs, which may be opted out of by employees. ONEOK matches 100% of contributions up to 6% of an employee's eligible compensation each pay period and provides an additional profit-sharing contribution each quarter and at year-end for eligible employees.

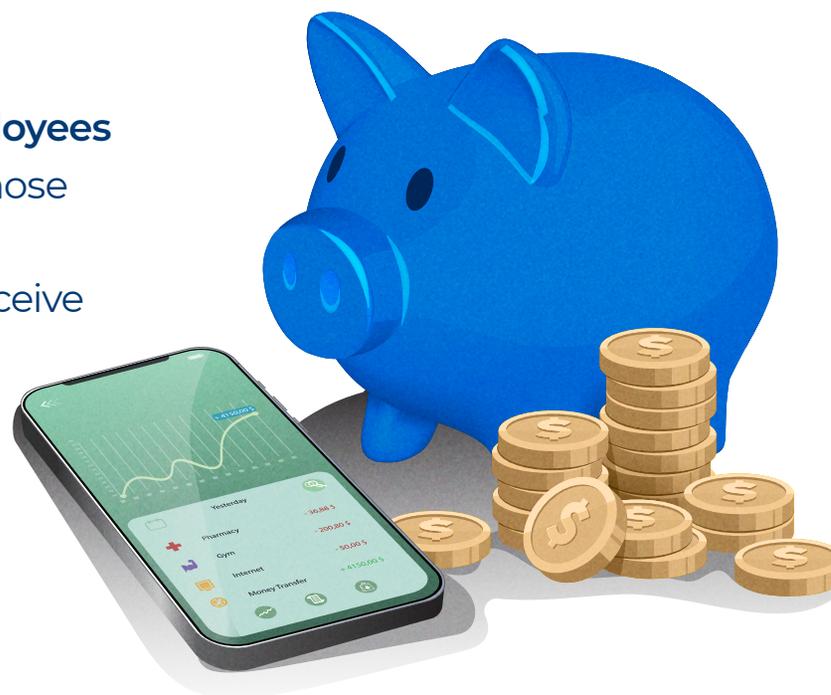
As of Dec. 31, 2023, more than **95% of employees participated in ONEOK's 401(k) plan.** Of those participating, more than 90% contributed at or above 6% of their compensation to receive the full 6% company match.

- **Employee Stock Purchase Plan (ESPP):** Employees may contribute up to 10% of annual base pay to purchase ONEOK stock at a 15% discounted price.
- **Employee Stock Award Plan:** One share of ONEOK common stock is issued to all employees for every new dollar high closing price.
- **Free one-on-one financial guidance and planning:** Consultations, as well as weekly webinars and educational programming. Employees can also participate in a seven-step system to reduce financial stress, free of cost.



EDUCATION

- **Up to \$5,250 annually** for full-time employees seeking to further their education.





Diversity and Inclusion

Diversity and inclusion (D&I) is one of ONEOK's core values. We believe that a diverse workforce and an enterprisewide culture of belonging and inclusion are essential to the long-term sustainability of ONEOK's business. We are committed to proactively embracing diversity and inclusion by providing resources, development, training and programming throughout our organization, while simultaneously working to create an environment where all employees know that their unique skills, abilities, experiences and identities are valued.

2023 Tulsa Native American Day Parade.





Diversity and Inclusion (D&I) Leadership at ONEOK

D&I COUNCIL

The D&I Council is a group of approximately 20 employees who provide insight on how D&I can improve ONEOK's organizational performance, drive overall business results and help the company be an employer of choice for people of all backgrounds. The council is made up of leaders from different business units, work locations and seniority levels and includes members with different identities, personal experiences and points of view. The council is supported by our CEO and co-chaired by two members of ONEOK's leadership team.

BUSINESS RESOURCE GROUPS (BRGS)

Voluntary employee-facilitated groups that promote the attraction, engagement, representation, development and retention of traditionally underrepresented segments of our workforce and serve as resources for supporters of all identities across our company. **All employees are invited to be an ally of one or more of these groups**, even if they aren't personally connected to the underrepresented identity through their lived experiences. Each BRG is advised by two vice president-level executive sponsors and allocated an annual budget to support educational programming, network building, recruitment efforts, community engagement and other activities. ONEOK's current BRGs include:

- Racial/Ethnic Inclusion Resource Group, with identities represented including Asian American/Pacific Islander, Black/African American, Indigenous/Native American, Latinx/Hispanic American and allies.
- LGBTQ+.
- Veterans.
- Women's.

D&I WORK GROUP

A dedicated team led by our director of D&I supports ONEOK's D&I Council and BRGs, as well as ensuring the integration of D&I principles throughout all aspects of our talent policies and practices. Additionally, the team implements a variety of inclusion and leadership-related initiatives throughout the organization and supports ONEOK's diversity-related recruitment, organizational development and supplier efforts.



RECENT D&I HIGHLIGHTS

- **Inclusion Month:** A lineup of 11 events hosted by D&I, BRGs and Community Investments aimed to educate, inspire and honor employees through keynote speakers, leadership panels and discussions, learning tables, shared meals, parades and cultural events and celebrations.
- **D&I Strategic Planning:** ONEOK engaged a global human resources consulting firm to assist in the creation of a multiyear D&I strategic plan. Implementation of the strategic plan will be supported by the executive team, and strategies will be rolled out to the company over the next three to five years.
- **Momentum Leadership Series:** In an effort to engage and develop women leaders, ONEOK recently rolled out Momentum, a five-session professional development program covering a proven, pragmatic road map to identifying, embracing and amplifying authentic leadership skills.

ONEOK employees participated in the 2023 Honor Flight, accompanying veterans to Washington, D.C. The photo below includes all the individuals who participated that day. ONEOK employees and families were at the airport to welcome this group home.



IN 2023:

EMPLOYEES ENGAGED
in nearly **1,300**
D&I-RELATED
TRAINING HOURS.

ONEOK CONTRIBUTED *approximately*
\$3.5 million
TO D&I-RELATED ORGANIZATIONS
(>35% of total corporate and foundation giving).

- **BRG Fair for Legacy Magellan Employees:** An informational BRG fair for legacy Magellan employees to learn about ONEOK's D&I efforts, BRGs and Community Investments, as well as to identify ways to get involved.
- **Veteran Honor Flight Welcome Home Celebration:** Employees and family members had the opportunity to show appreciation and give a heroes' welcome to veterans who served in World War II, the Korean War and/or the Vietnam War who were returning home from Washington, D.C. on an Honor Flight. In 2024, this program will be offered in both Oklahoma and Texas.

DIVERSE TALENT SOURCING

ONEOK has adopted what we believe to be leading practices for sourcing, screening and hiring from diverse candidate pools. For example, we aim to advertise all open positions on diversity-focused job boards; we provide training to interviewers on compliance topics and interviewing techniques; recruiters are prohibited from asking candidates about their salary history; we encourage diverse hiring panels and interview slates; and we do not conduct background checks until after an offer is made.

In recent years, we have adopted new applications to enhance our sourcing and promotion of open positions. For example, we expanded our veteran recruitment efforts by incorporating a Military Occupational Code (MOC) translator into our company careers website, which allows candidates to use military titles to search for job openings at ONEOK that require similar skill sets. ONEOK also has implemented software that allows us to better source diverse candidates and promote positions to groups that are historically underrepresented in our industry.

INCLUSIVE BENEFITS

ONEOK aims to provide employees with a diverse, inclusive and competitive benefit program. Several recent additions to our benefit plans include:



Fertility Services: Partnering with a third-party fertility benefit manager to provide inclusive fertility services for ONEOK Health Plan members regardless of their path to parenthood. Key program benefits include comprehensive coverage, subject to deductible and coinsurance, for fertility services, tests and treatments, personalized clinical and emotional support from a patient care advocate and access to the nation's leading fertility specialists.



Adoption and Surrogacy Assistance: All full-time employees are eligible to be reimbursed for up to \$10,000 per adoption and/or surrogacy for reasonable and necessary expenses including adoption fees, court costs, attorney's fees and traveling expenses while away from home. Qualified adoption expenses include expenses paid by a registered domestic partner who lives in a state that allows a same-sex second parent or co-parent to adopt his or her partner's child, as long as those expenses otherwise qualify for the credit.



Expanded Gender-Affirming Care: Coverage for gender-affirming related procedures, voice medication, lessons and therapy for employees and their families on the ONEOK health plan.



Employees at Tulsa Pride Parade.



Travel and Lodging Allowance for Covered Health Services:

An allowance of \$2,000 per year for travel and lodging related to approved care for ONEOK health plan members traveling more than 100 miles from their home address.



24 Family Support: Partnering with an organization specializing in family support offerings including child care, elder care, special needs, tutors and more.



Family Health: Partnering with a family health benefits platform offering free educational services for employees related to fertility, pregnancy and parenting, including specialized support for single parents and LGBTQ+ parenting.



Short-Term Disability: In 2024, the waiting period for short-term disability was reduced from five business days to three consecutive days.



Military Leave: ONEOK employees called to duty can receive up to five years of differential pay to ensure that members are not financially disadvantaged while serving.



Additional inclusive benefits: parental leave, on-site nursing rooms, expectant mother parking, mental health benefits, educational assistance program, domestic partner health benefits, flexible work schedules, work-from-home options and more.



For a more complete list of ONEOK's benefits, visit [ONEOK Employee Benefits](#)



Corporate Citizenship

ONEOK works to enhance the quality of life and economic well-being in the communities where we operate through investments in charitable organizations and fostering relationships between our company, employees and the community. We strategically invest in charitable organizations and causes across our footprint that align with our company's values, as well as meet community needs by providing valuable services and resources. ONEOK and its foundation contributed \$9.6 million and more than 13,500 volunteer hours across approximately 300 communities in 2023.

Our volunteerism and charitable giving system, ONEOK Gives Back, makes it easy for employees to sign up for company projects and events, record their volunteer service hours, donate directly to charitable organizations and submit company-matching grant requests.

United Way Day of Caring.



Ways ONEOK and Employees Give Back

FINANCIAL CONTRIBUTIONS TO CHARITABLE ORGANIZATIONS

Contributions include:

- Grants and pledges, often multiyear, through the ONEOK Foundation.
- Corporate sponsorships often to charitable organizations and events that can be attended by employees to learn more about organizations, which can help to expand donor and volunteer bases.
- Emergency responder grants.
- Public school grants.
- Chamber of commerce contributions.

2023 Giving:

\$9.6 MILLION in TOTAL CONTRIBUTIONS

including **\$5.1** MILLION in ONEOK Foundation contributions & **\$4.5** MILLION in corporate contributions

All charitable requests are managed online. Organizations may apply on [ONEOK's website](#) > About Us > Community Investments.

VOLUNTEERS WITH ENERGY (VWE) – THE COMPANY'S VOLUNTEER PROGRAM

Volunteer opportunities include:

- One-time and recurring company volunteer service projects for employees, retirees, friends and family to participate.
- Opportunities for employees to suggest or lead volunteer projects.
- Connecting interested employees with board service opportunities.

2023 Volunteer Totals:

Appr. **1,000** VOLUNTEERS

Appr. **13,500** VOLUNTEER HOURS in the communities where ONEOK operates.

Volunteer totals include ONEOK employees, retirees, friends and family.



Ways ONEOK and Employees Give Back

MATCHING GRANTS FOR EMPLOYEES, RETIREES AND BOARD OF DIRECTORS

Matching grants include:

- Eligible charitable donations matched dollar for dollar, with a minimum match of \$25 up to a maximum total match of \$10,000 per calendar year per employee or board member and total match of \$2,500 per calendar year per retiree.

2023 Matching Grants:

ONEOK contributed more than

\$500,000

to CHARITABLE ORGANIZATIONS through the MATCHING GRANT PROGRAM with

485 MATCHING GRANTS AWARDED.

VOLUNTEER SERVICE GRANTS

Volunteer service grants include:

- All volunteer service hours recorded, including VWE company projects and independent volunteer service activity, count toward earning a volunteer service grant.
- 20 hours qualifies for a \$250 grant and can be redeemed twice a year for a total of \$500 to an organization where an employee volunteered.

2023 Volunteer Service Grants:

ONEOK AWARDED

119 VOLUNTEER SERVICE GRANTS

TOTALING **\$43,000.**



Ways ONEOK and Employees Give Back

UNITED WAY CAMPAIGN

Campaign includes:

- Our annual fall campaign serves as an opportunity for employees to volunteer for related events and activities and pledge support that is matched by ONEOK dollar for dollar.

ONEOK'S 2023 UNITED WAY CAMPAIGN

raised over **\$2.4 MILLION**

through **PLEDGES, FUNDRAISING ACTIVITIES, EVENTS AND COMPANY MATCHES.**

In 2023, ONEOK received the Tulsa Area United Way Groundbreaker Award, which is given to organizations with contributions over \$2 million.

ONEOK President and CEO Pierce Norton is a tri-chair for the 2024 centennial Tulsa Area United Way Campaign.

2023 Total Giving: \$9.6 million

Includes \$5.1 million in ONEOK Foundation contributions and \$4.5 million in corporate contributions.



	Health & Human Services	23%		Civic	11%
	Community Improvement	20%		Chamber	4%
	Education	18%		Environment	2%
	Arts & Culture	13%		Other	9%

More than **35%**, or **\$3.5 million**, of total giving supported diversity and inclusion-related charitable organizations.

RECENT ONEOK CONTRIBUTION HIGHLIGHTS

Great Plains Food Bank – North Dakota

Continued our financial support for the regional service center and statewide programming that serves North Dakota and Clay County, Minnesota. The Great Plains Food Bank distributes more than 11 million meals a year to fill hunger gaps for parents, children, seniors and rural areas through its network of shelters, food pantries and mobile meal programs. The food bank partners with organizations that support veterans, tribal communities, individuals seeking comprehensive health care and those experiencing homelessness and also aims to provide nutritionally dense and culturally requested food products.

Tulsa Library Trust – Oklahoma

Donated to the Tulsa Library Trust to move the Rudisill Library in North Tulsa to its original location in Historic Greenwood. The new facility will improve safety and security, double the African American Resource Center in size and add modern amenities and services such as a 10,000-square-foot multipurpose auditorium, drive-up services, outdoor reading spaces, meeting spaces, community rooms, parking spaces and a story time room.

Williston Basin Career and Technical Education (CTE) Center – North Dakota

Contributed toward the construction of the Williston Basin CTE Center to provide additional programs for students at Williston High School and other area schools to house an additional 500 students, expand programs and add new multipurpose classrooms, laboratories, shops and collaboration rooms to provide more opportunities for students to be prepped for a career by creating real-life learning opportunities. The CTE center supports the retention of employees to the local community and addresses critical workforce shortages.

Oklahoma State University Institute of Technology (OSUIT) Mobile Training Center – Oklahoma

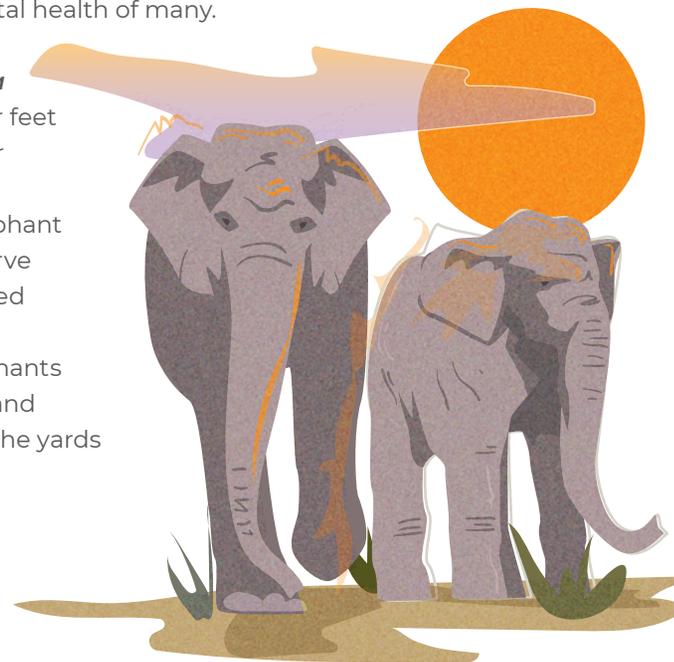
Supported the OSUIT's new mobile industrial GO Lab that will be used for recruitment, technical training beyond the traditional classroom setting and community engagement. OSUIT provides customized industry training, certificate programs, adult and continuing education and pathways to bridge skill gaps.

YMCA of Midland – Texas

Contributed financial support for the YMCA's new location, which will increase accessibility and improve the quality of life for individuals and families by offering programming such as group fitness classes, after-school programming for select schools, active older adult activities, recreational sports as well as a social hub that will support and improve the mental health of many.

Tulsa Zoo – Oklahoma

Donated 28,000 linear feet of 8-inch steel pipe for the Tulsa Zoo's newly expanded 10-acre elephant experience and preserve barn, which will be used to ensure the security and safety of the elephants by providing fencing and containment around the yards and transfer chute.



STEM

ONEOK supports science, technology, engineering and mathematics (STEM) education each year by participating in STEM events across our footprint. In 2023, ONEOK and our employees participated in **multiple STEM events at local schools** by leading educational activities and discussions, donating materials, offering facility tours and visiting with students to share career paths in our industry.



ONEOK employees visit Watford City High School. The ONEOK team spoke about different roles in our industry including field and plant operations, maintenance, instrumentation and electrical, process controls, administration, safety, environmental, measurement and engineering.

REGIONAL COMMUNITY INVESTMENTS COMMITTEES

ONEOK's community investments staff and five regional committees are advocates for our company and employee engagement programs and investments in the states where we operate. They seek to build partnerships within our local communities by identifying needs and distributing volunteer and financial resources. Committees consist of employees from across the company and are managed by ONEOK's corporate community investments team.

ONEOK RACE SERIES

The ONEOK Race Series covers the registration fees for our employees and retirees for company-sponsored walks, runs, marathons and cycling events to support area nonprofit organizations while also promoting employee health and well-being.





Government Relations

ADVOCACY AND INVOLVEMENT

ONEOK actively participates in the federal, state, tribal and local public policy processes that affect our business, industry, employees, customers and the communities where we live and operate. ONEOK government relations representatives actively monitor and engage in legislative and regulatory issues, and work to educate public officials about our operations and the energy industry.

Our Government Relations team, along with experts from across the company, educate government officials at the federal, state, tribal and local levels. The director of tribal government relations that we added to our team in 2022 initially focused on engaging tribes in several critical regions of our operating area. Proactively meeting with tribal governments and organizations has been very well received by those tribes. With their feedback, we have grown this important area of engagement across our entire operating footprint.

Throughout 2023 and early 2024, we monitored legislation on a variety of issues that could impact our businesses, including pipeline safety, eminent domain, infrastructure and operation security and disaster-response efficiency, tax issues, reclamation and restoration of pipeline rights of way, methane emissions, financial disclosures and cybersecurity.

Part of our government relations strategy includes advocating for our business and industry by engaging with industry associations and allowing eligible employees the opportunity to contribute to the ONEOK Employee Political Action Committee (ONEOK Employee PAC) membership and resources.

INDUSTRY ASSOCIATIONS

Involvement with industry associations, legislative and/or regulatory committees and other stakeholder groups strengthens ONEOK's ability to advocate for our interests. Through involvement in these groups, we participate in discussions about policy issues related to our business and provide input from the midstream energy sector.

In 2023, ONEOK was involved in 48 association groups across our operating areas, including energy industry associations, state chambers of commerce, environmental associations and safety stakeholder groups.



For a current listing of ONEOK's industry association participation, visit [ONEOK Political Engagement](#).



ONEOK EMPLOYEE POLITICAL ACTION COMMITTEE

ONEOK does not contribute corporate funds to political candidates, parties, committees or campaigns but offers eligible employees the opportunity to participate in the political process by contributing to the ONEOK Employee PAC, a voluntary fund that supports candidates who promote business and the energy industry.

A steering committee made up of senior management representatives oversees all decisions and management of the ONEOK Employee PAC. A contribution committee made up of approximately 15 employees from across our operating areas oversees and approves all ONEOK Employee PAC contributions to political candidates.

2023 ONEOK EMPLOYEE PAC CONTRIBUTIONS

STATE CONTRIBUTION:

\$42,250

FEDERAL CONTRIBUTION:

\$70,000

Total - \$112,250

100% of contributions are from ONEOK Employee PAC members. The ONEOK Employee PAC is registered with the U.S. Federal Election Commission (FEC). It operates independently of any political party and is required to comply with applicable reporting requirements under the FEC and state and local laws.



For a list of ONEOK Employee PAC contributions, visit ONEOK Political Engagement.



SUPPLY CHAIN MANAGEMENT

ONEOK's supply chain is made up of suppliers that provide the goods and services necessary to the continued growth and operation of our business. Safety, quality, ethics and environmental factors are integral to our procurement process. We prioritize these values through the following business practices:

- Treating our suppliers fairly and ethically based on appropriate business practices.
- Selecting suppliers based on fair competition. Awards are based on considerations such as whether a supplier can provide the maximum value, which may include factors such as price, service, quality, technology, capability and reliability.
- Valuing suppliers who prioritize practices in line with ONEOK values, such as sustainability, ethical workforce policies and commitments to human rights and ethical labor. We promote alignment with our own commitments to these operating principles in our terms and conditions.
- Targeting on-site visits with 70% of our Tier 1 suppliers annually to review compliance.
- Annually reviewing our supply chain geographical spend and targeting to keep at least 80% of our spend with domestic suppliers.

KEY PILLARS: ONEOK SUPPLY CHAIN MANAGEMENT *Core Supply Chain Competencies*

 <p>Performance, COST AND SCHEDULE</p> <ul style="list-style-type: none"> • Market intelligence. • Strategic sourcing and negotiations. • Supplier selection. • Supplier performance and contract management. • Materials management. • Internal alignment with stakeholders. 	 <p>Sustainability AND ETHICS</p> <ul style="list-style-type: none"> • Internal and external guidance and policies such as: <ul style="list-style-type: none"> – Business Partner Code of Conduct. – Code of Business Conduct and Ethics. – Conflict of Interest Policy. – Service Contracts Policy and Procedures. • Capturing diversity spend. 	 <p>Safety</p> <ul style="list-style-type: none"> • Insurance, safety and operations qualification confirmations. • Data-driven management platform supports qualifications processes. 	 <p>Quality</p> <ul style="list-style-type: none"> • Site visits. • Onsite inspection. • Use of technical specifications and standards.
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SUPPLIER MANAGEMENT

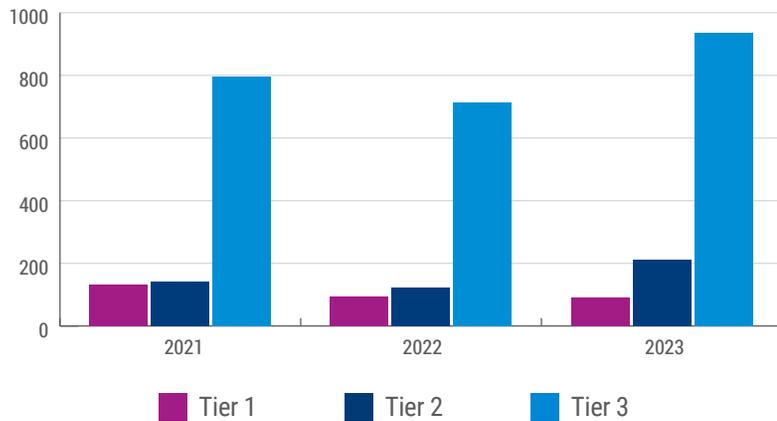
The companies in our supply chain span many different categories. The top expenditure categories during 2023 include construction, mechanical equipment, engineering and technical services, maintenance services and industrial services.

Our supply chain management process includes regularly reviewing our supply chain expenditures. We annually categorize suppliers into tiers based on percentage of ONEOK supply chain spend.

Our Tier 1 supplier category is defined as suppliers that make up the top two-thirds of our supply chain spend. Tier 1 suppliers are reviewed annually and may be excluded from Tier 1 status for reasons such as poor performance or lack of continued business needs for their services.

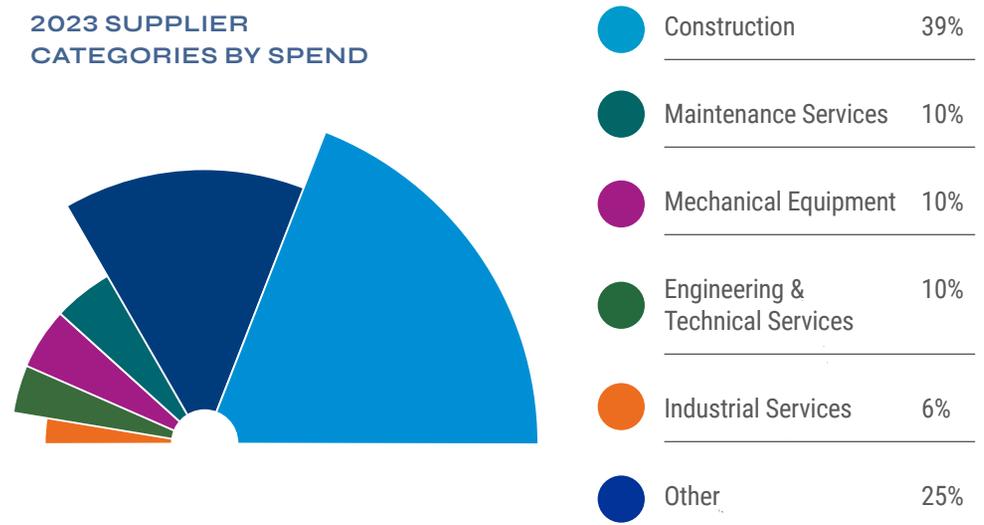
During 2023, we classified 89 suppliers as Tier 1 and met our target of completing on-site visits with 70% of our Tier 1 suppliers during the calendar year.

NUMBER OF TOP-TIER SUPPLIERS



Total percentage of ONEOK supply chain spend, excluding credit card spend, determines the tier in which we categorize our suppliers. Together ONEOK's Tier 1, 2 and 3 suppliers make up 97% of our supply chain spend.

2023 SUPPLIER CATEGORIES BY SPEND



"Other" captures spend for the remaining 11 categories that include corporate, rotating equipment, instrumentation and control, information technology and additional categories. Credit card spend is not included.

SUPPLIER EXPECTATIONS

We hold ourselves and everyone we work with to the highest standards of ethics and integrity. In 2023, ONEOK created a [Business Partner Code of Conduct](#) to replace our supplier expectations letter. The Business Partner Code of Conduct reflects our Mission, Vision and Core Values and is designed to strengthen and maintain our relationships with business partners, whether a supplier (goods or services), consultant, vendor, contractor, agent or other third-party provider. ONEOK expects all business partners to comply with the Business Partner Code of Conduct and all applicable laws, regulations, guidelines and industry standards. Standards outlined in the Business Partner Code of Conduct include expectations related to:

- Diversity and inclusion.
- Respect in the workplace.
- Health and safety.
- Confidentiality and data privacy.
- Use of ONEOK's name and assets.
- Conflicts of interest.
- Fair competition.
- Business partner relationships.
- Anti-bribery and anti-corruption.
- Insider trading.
- International trade.
- Accurate records.
- Government interactions.
- Human rights.
- Environmental protection and sustainability.
- Business continuity.

If a contract provision, local law or requirement ever conflicts with a requirement in our Business Partner Code of Conduct, we expect partners to follow the more restrictive requirements. Business partners are encouraged to contact ONEOK Compliance and Ethics or the ONEOK Hotline with questions or concerns and may do so anonymously.



To download ONEOK's Business Partner Code of Conduct, visit [ONEOK Ethics and Compliance](#).

SUPPLIER DIVERSITY

ONEOK values supplier diversity and affords equal opportunity to all suppliers whose products meet company criteria. We use a tool that offers third-party verification of our supplier diversity by providing access to a diversity database composed of publicly available and regularly maintained supplier data and research.

ONEOK 2023 VENDORS INCLUDED:

MORE THAN **150** WOMEN-OWNED

APPROXIMATELY **105** MINORITY-OWNED

OVER **1,250** SMALL BUSINESSES

MORE THAN **50** VETERAN-OWNED

IN 2023, ONEOK SPENT MORE THAN **\$260 million*** WITH THIRD-PARTY VERIFIED DIVERSE, SMALL BUSINESS SUPPLIERS.

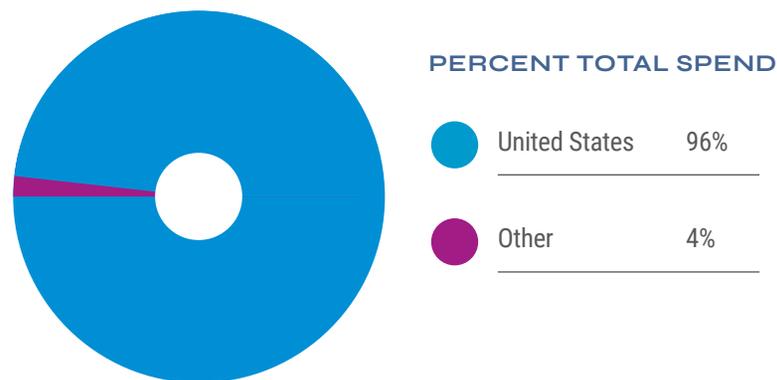
**Includes credit card spend.*

DOMESTIC PURCHASING PRACTICES

ONEOK values supporting American jobs and domestic manufacturing. Although factors such as cost, availability, quality and schedule are considered in the sourcing decisions we make, our procurement practices prioritize buying American-made products, which we communicate to suppliers in sourcing requests. This purchasing practice applies to a broad range of products and materials, including, but not limited to, pipe, valves, processing unit equipment and safety equipment.

We annually review our supply chain geographical expenditures and target to keep 80% of our expenditures with domestic suppliers. This priority helps us to strengthen positive economic impacts in the areas where we operate and better manage potential supply chain risk. We have consistently maintained our annual domestic expenditures at or above 90% since we began tracking this metric in 2019. In 2023, ONEOK purchased materials or services from suppliers in the District of Columbia and all U.S. states.

ONEOK’s supply chain spend data is compiled from our third-party analytics platform and is not directly related to our financial reporting. Our analysis of domestic spend and diversity spend is based on total invoice and purchase card spend associated with our direct supply chain.



STAKEHOLDER ENGAGEMENT

ONEOK is committed to ongoing engagement with our stakeholders. We work to build constructive relationships with our diverse stakeholder groups and to operate our businesses in a manner that recognizes the ESG expectations of those groups. We also work with community organizations and provide resources designed to address the social, economic and environmental interests of key stakeholders.

Some of these key stakeholders and examples of how we engage with them are described in the following table.

In addition to direct contact with specific company representatives such as media, investor and community relations representatives, all stakeholders can contact ONEOK through the [inquiry form](#) on our website or through our ONEOK Hotline.

STAKEHOLDER GROUP	EXAMPLES
 INVESTORS	<ul style="list-style-type: none"> • Executive management participation in conferences and investor engagements. • Dedicated investor relations hotline and team that holds regular meetings with investors. • Annual election of directors with majority voting standard.
 COMMUNITIES AND LANDOWNERS	<ul style="list-style-type: none"> • Opportunities for one-on-one meetings and community open house events prior to project construction. • Sponsorship of community events and outreach programs to promote our public safety awareness programs such as 811 Call Before You Dig. • Post-construction landowner follow-ups to restore and maintain right of way. • Employee volunteer network and contributions to charitable organizations.
 CUSTOMERS	<ul style="list-style-type: none"> • Regular dialogue and meetings. • Customer appreciation events. • Customer satisfaction surveys.
 EMPLOYEES AND CONTRACTORS	<ul style="list-style-type: none"> • Employee meetings with executive management across our operations. • Business resource groups. • Mentoring programs. • Employee focus groups.
 GOVERNMENTS AND REGULATORY AGENCIES	<ul style="list-style-type: none"> • Active Government Relations team with representation across our operations. • Ongoing dialogue with regulators and policymakers. • Frequent engagement throughout capital-growth project construction. • Emergency response coordination and training drills.
 INDIGENOUS/ NATIVE AMERICAN PEOPLE	<ul style="list-style-type: none"> • Engagement with community representatives, such as tribal historic preservation officers, to review certain project plans. • Engagement by our director of tribal government relations. • Participation in industry events promoting dialogue between energy companies and Indigenous groups. • Educational opportunities facilitated through our Racial/Ethnic Inclusion Resource Group.
 INDUSTRY ASSOCIATIONS	<ul style="list-style-type: none"> • Industry association memberships. • Employee participation on boards and association committees.

GROWTH PROJECTS: COMMITMENTS TO OUR STAKEHOLDERS

ONEOK's focus on capital-efficient, attractive-return growth projects is one way we provide long-term value to investors while continuing to grow our business responsibly.

Our commitment to safe and responsible operations applies to all aspects of our business, but we recognize there may be specific, unique engagement and stakeholder needs related to construction and growth projects. Listening to stakeholders and obtaining input are important parts of project development.

Pipelines are among the safest and most efficient methods of transporting energy resources that are used for heating homes, generating electricity, transportation and creating end-use products that power healthier, safer and more connected lives. For pipeline projects, we work diligently with landowners to establish easement agreements, which grant permission for a pipeline to be constructed, operated and maintained on their property. We also work with applicable local, state and federal agencies to maintain necessary permits related to our projects.

For pipeline and all other growth projects, communications may include meetings with government or tribal officials, public meetings and town halls in impacted communities, and one-on-one consultations with landowners. These stakeholder conversations include topics such as general information about ONEOK and the project, safety and environmental considerations, the construction process, operations and rights of way.

Throughout a project's lifecycle, we prioritize safe construction and operation of assets as well as supporting and protecting our employees, the communities where we operate and the environment. Key commitments that guide our construction and operations activities include:

Commitment to Safety: We work to foster a zero-incident culture at ONEOK. We design, construct, operate and monitor our pipelines and assets to meet government and industry standards, with a focus on industry-leading practices and operational integrity.

Commitment to Supporting Communities: We invest in the communities where we operate and where our employees live and work through corporate and foundation contributions and volunteer service. ONEOK has generated thousands of construction-related jobs through pipeline projects and other assets, which, once completed, continue to benefit communities through tax revenues supporting public services and schools.

Commitment to Working with Communities and Landowners: ONEOK is committed to evaluating different site and pipeline route alternatives to reduce adverse impacts to communities and the environment. We also strive for proactive and meaningful dialogue with communities and landowners before, during and after construction is complete.

Commitment to Environmental Protection and Compliance: Environmental responsibility is a core tenet throughout all phases of ONEOK projects – from development through restoration. Before a significant growth project begins, the proposed site for the project undergoes an extensive environmental review and permitting process, including surveys to identify and minimize potential impacts to environmental and cultural areas.

Commitment to Engagement with Indigenous/Native American People:

ONEOK recognizes the diversity of Indigenous/Native American People and is committed to creating and sustaining respectful relationships with Indigenous/Native American People in areas where we conduct business. We are dedicated to operating in a socially and environmentally responsible manner, carefully considering potential impacts of business operations on local communities and natural and cultural resources.

The cooperative nature of engagement with Indigenous/Native American People in business and community projects aligns closely with ONEOK's core values — Safety and Environmental, Ethics, Diversity and Inclusion, Excellence, Service and Innovation — which guide our actions toward achieving mutually beneficial outcomes for all our stakeholders. Our director of tribal government relations serves to enhance our outreach efforts.

Where necessary and applicable, ONEOK facilitates external engagement according to the following practices:

Theodore Roosevelt National Park, near Watford City, North Dakota.

- Acknowledging that mutual trust and respect are fundamental to transparent communication.
- Recognizing the way in which Indigenous/Native American People and their communities may be affected by our existing operations and future projects.
- Committing to good faith engagement and communication in the context of collaborative relationships.

Environmental Justice: ONEOK recognizes that certain communities can be at greater risk from the impacts of industrial activities. ONEOK is committed to taking steps to comply with applicable federal and state agency requirements related to environmental justice (EJ). ONEOK has an established multidisciplinary EJ Working Group that supports compliance efforts and enhances awareness of EJ issues and concerns. The EJ Working Group provides updates to and receives direction from the ESH Leadership Committee. We seek respectful and meaningful engagements with communities and potentially affected stakeholders, and strive to build relationships that create lasting value for the communities in which we operate.





Governance

Strong corporate governance reinforces our company's Mission, Vision and Core Values, all of which shape our long-term business strategy.





ONEOK’s board of directors and management are committed to maintaining strong corporate governance practices that allocate rights and responsibilities among the board, management and investors in a manner that benefits the long-term interest of stakeholders. Our corporate governance practices are designed not only to satisfy regulatory and stock exchange requirements but also to provide effective oversight and management of our company.

SUSTAINABLE GOVERNANCE STRUCTURE

BOARD OF DIRECTORS	<p>Provides key leadership, oversight and diverse energy industry and business expertise.</p> <p>Oversees executive management’s development of the company’s ESG practices.</p> <ul style="list-style-type: none"> • Nonexecutive independent board chair. • Independent committee chairs – Audit, Executive Compensation and Corporate Governance.
CEO AND EXECUTIVE MANAGEMENT	<p>Oversee the development, implementation and reporting of the company’s ESG practices; facilitate annual, comprehensive enterprise risk management process with participation and oversight from the board of directors.</p>
VICE PRESIDENT, ESH AND COMMITTEES	<p>Oversee development, implementation and reporting of ESG practices.</p> <ul style="list-style-type: none"> • ESH Leadership Committee. • Sustainability Leadership Committee.
MANAGEMENT AND BUSINESS SEGMENT LEADERS	<p>Support the integration of ESG practices into daily operations.</p> <p>Key business segments driving initiatives include:</p> <ul style="list-style-type: none"> • Sustainability and ESH groups. • Operations teams.
EMPLOYEES	<p>Carry out ONEOK’s business and ESG practices while serving as the point of contact for key company stakeholders.</p>



BOARD OF DIRECTORS

ONEOK is led by a 10-member board of directors with deep experience and diverse expertise relevant to our company’s strategy, business and industry. Our board has a long-standing commitment to corporate responsibility and sustainability, including safety and health, environmental performance, community leadership and oversight of public policy engagement.

BOARD OF DIRECTORS

Data as of May 22, 2024



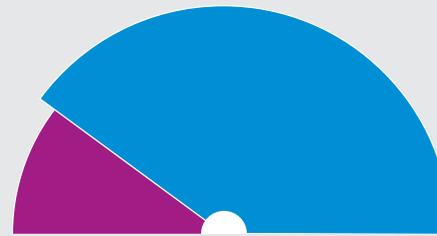
INDEPENDENT



RACIAL OR ETHNIC MINORITY



WOMEN
(INCLUDES INDEPENDENT BOARD CHAIR)



BOARD AGE

Age 60-69 Years 80%

Age 70-75 Years 20%



BOARD TENURE

0-5 Years 50%

6-10 Years 20%

>10 Years 30%

CORPORATE GOVERNANCE HIGHLIGHTS

- Successful appointment of, and transition to, an independent Board Chair, Julie H. Edwards.
- A commitment to regular board refreshment while also valuing diversity and deep industry experience.
 - The addition of two new board members in 2023 and retirement of two members in 2024. Attributes important in consideration of potential future director candidates include, among others, leadership experience, board or related energy industry knowledge, transformational thinking and gender and racial/ethnic diversity.
- Long-standing commitment to engagement with shareholders and stakeholders.
- Single class board with all directors elected annually.
- Annual elections and majority voting standard for directors.
- Bylaws provide for proxy access by eligible shareholders.
- Annual board and committee performance evaluations.
- Regular executive sessions of independent directors.
- Annual review of ONEOK's strategic plan.
- Alignment of executive compensation with total shareholder return, return on invested capital, earnings per share, and certain safety and environmental metrics.
- Annual succession-planning review by independent directors, including succession timing and development plan discussions with CEO and board chair.
- Full board and/or board committee oversight of risk management, ESG, human capital management and lobbying and political activities.
- At all in-person board meetings in 2023, the board received updates on SEC climate-related disclosures. This practice is expected to continue in 2024.

ESG OVERSIGHT

We believe that our focus on corporate sustainability creates value for our company, our investors and stakeholders, while also helping us mitigate risks and reduce our impact on the environment. ONEOK's board of directors receives regular updates from executive management on topics including risk management, ESG, human capital management, cybersecurity, and lobbying and political activities. As part of its ESG oversight, regular updates are provided to the board on sustainability-related topics including safety and health, ESG performance, community leadership and investment, and oversight of public policy engagement.

Our board has set a goal of biannual examinations of the company's ESG and human capital management practices, performance, risks and opportunities. Additionally, with the increasing focus on climate-related disclosures, and as part of its oversight responsibilities, our board has sought additional updates from executive management on process safety, continuous improvement plans, GHG emission trends and GHG emissions reduction performance.



For additional details on corporate governance practices and board membership, see ONEOK's 2024 Proxy Statement and the governance section of our website.



Employee at refined products terminal, Aurora, Colorado.

ESH AND SUSTAINABILITY-RELATED GOVERNANCE

OUR ESH COMMITMENT

At ONEOK, Safety and Environmental is a core value. This means we commit to a zero-incident culture for the well-being of our employees, contractors and communities and to operating in an environmentally responsible manner.

Our executive management team sets high ESH expectations that apply to all employees and contractors. These expectations include:

- The responsibility and ability to take steps to control operating exposures that may cause an incident, including stopping work.
- Personal involvement and commitment to ESH management and compliance.
- The responsibility to report or elevate potential ESH compliance risks, incidents and near misses to the proper level in the organization.
- Understanding that protection of human health, safety and the environment is a top priority, no matter how urgent the job, project or commercial interests.
- Responsibility and accountability for understanding and taking steps to comply with all laws, regulations, permits, requirements and procedures related to their roles and responsibilities, including those associated with ESH.
- The execution and implementation of our efforts on sustainability-related matters.

ESH MANAGEMENT SYSTEM

ONEOK's overall ESH structure emphasizes an integrated management system approach founded on continuous improvement. Our ESH Management System provides expectations and a framework for operating assets safely, reliably and in an environmentally responsible manner. The system is made up of 11 elements that establish standard operating guidelines across the company and represent risk controls that are key to successful operations and regulatory compliance. ONEOK continues to utilize the results of the third-party maturity assessment of our ESH Management System performed in 2022 to enhance our processes.



Risk Identification and Management: Identifying, assessing and managing physical risks.



Operational Controls: Managing specific operational risks to include operating procedures, asset integrity, work permitting and environmental management.



Management of Change: Minimizing risk as a result of operational/organizational changes.



Contractor Management: Selecting qualified contractors, setting expectations and monitoring their work.



Design, Construction and Initial Startup: Utilizing engineering and construction standards, where appropriate, and controlling risks associated with asset startup.



Emergency Management: Having proper emergency action plans and being prepared to execute them when warranted.



Incident Reporting and Investigation: Reporting incidents both internally and externally, as required, conducting timely investigations and sharing lessons learned, as appropriate, to assist in future incident prevention.



Training and Competency: Providing the training our employees need to competently and safely perform their work tasks.



Stakeholder Engagement: Fostering an open dialogue about our operations with both internal and external stakeholders.



Assessment and Improvement: Assessing our adherence and performance against established operating/regulatory expectations and sharing key performance indicators, as appropriate, with stakeholders.



Information and Document Control: Maintaining important information and documents relative to the operation of our assets and the management of associated risks.

PLAN, DO, CHECK AND ADJUST

A “Plan, Do, Check and Adjust” model for continuous improvement is employed for each of the system’s 11 elements. Together, the management system and this model guide our operations and provide a road map for improvement.

Plan

Establish goals and objectives for improvement and identify the activities necessary to execute, create and organize.

Do

Communicate and execute the established plan.

Check

Assess the effectiveness of execution of the plan against established goals and objectives, monitor and correct.

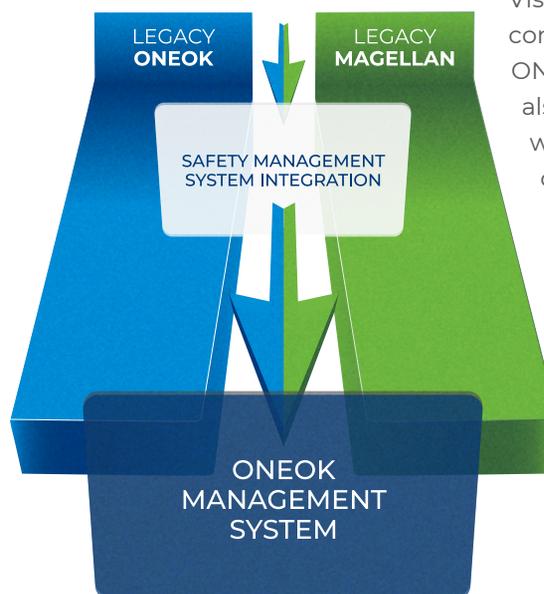
Adjust

Make necessary adjustments or changes to work processes to better minimize risk and/or increase operational efficiency and reliability. Share lessons learned appropriately throughout the organization, review and revise.

ONEOK MANAGEMENT SYSTEM

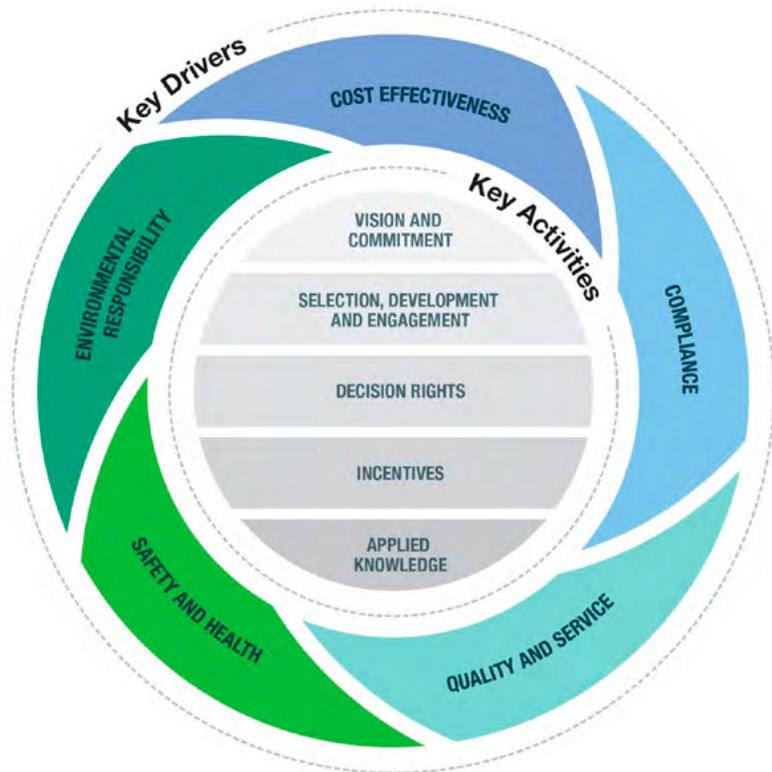
ONEOK is currently developing a unified ONEOK Management System (OMS) as part of our acquisition of Magellan that will integrate our current ESH Management System and Magellan’s legacy System Integrity Plan into one comprehensive management system that will apply primarily to assets and personnel across our operations teams and will further support our Mission,

Vision and Core Values by establishing a consistent process to operate and manage ONEOK and legacy Magellan assets. It will also support stakeholder engagement, which drives operational excellence, continuous improvement, governance and change management. The unified system will be designed to comply with all regulatory requirements found within our operating environment. To assist with development of the unified OMS, an OMS Oversight Council and OMS Council were created in 2024 to lead the integration. Currently, preliminary roadmaps for system elements are being developed with initial rollout of our unified OMS procedures expected to begin in the first quarter of 2025.



OPERATING COMMITMENT

Operations employees are trained in ONEOK's operating commitment, which consists of five key drivers and five key activities. Our key drivers — safety and health; compliance; environmental responsibility; quality and service; and cost effectiveness — guide our decision-making and are areas of focus in our relationships with stakeholders. Our key activities — vision and commitment; selection, development and engagement; decision rights; incentives; and applied knowledge — are part of ONEOK's culture and set expectations for every operations employee's role.



ESH Leadership Committee: ONEOK's ESH Leadership Committee provides vision, leadership, direction and oversight for all ESG practices and ESH programs, processes and management systems. This committee consists of senior leadership representatives and has several responsibilities, including:

- Providing regular communication to executive management and our board of directors on ESH and Sustainability/ESG matters.
- Promoting and advocating expectations for ESH and ESG excellence across our organization.
- Supporting broad communication of ESH and ESG policies, standards, goals and objectives, and promoting consistent application throughout ONEOK.
- Overseeing the ESH and ESG regulatory landscape.

Operations ESH Subcommittee: An operations subcommittee focused on process safety oversight and opportunities reports to our ESH Leadership Committee. Several members also serve on the ESH Leadership Committee.

Sustainability Leadership Committee: ONEOK's Sustainability Leadership Committee was formed to continuously improve ESG performance and provide meaningful disclosures. The Sustainability Leadership Committee, which ultimately reports to the ESH Leadership Committee, is made up of key leaders from various departments across the company including operations, human resources, legal, commercial, corporate ESH, finance and accounting, government relations and investor relations. The committee meets monthly to discuss multiple ESG topics, such as D&I, investor focus areas and ESG performance. Members attend monthly ESH Leadership Committee meetings upon request to provide updates and recommendations.

Several key Sustainability Leadership Committee responsibilities include:

- Reviewing and recommending current and future ESG policies, commitments and disclosures.
- Reviewing performance trends, defining goals and recommending ESG initiatives.
- Responding to investor inquiries and rating/ranking agency reports related to ESG topics.

ESH Organization: ESH is embedded within operations to provide direct support toward accomplishing ONEOK's ESH goals and expectations.

Our operations' ESH organization is composed of ESH professionals who focus on compliance and process implementation across our assets.

Key ESH focus areas include:

- Safety and Health: Oversees ONEOK safety and health functions and drives ideas and opportunities that strive for continuous performance improvement.
- Environmental and Sustainability: Guides and promotes ONEOK's environmental and sustainability practices, compliance and ESG disclosures in our business planning and operational processes.

Other groups that work closely with our ESH organization include:

- Management Systems: Guides ESH improvement, risk assessment, mitigation and ESH information management system development and deployment.
- Technical Training: Provides leadership and strategic direction for the technical training programs and related activities supporting operations.

Climate Disclosure Steering Committee: This committee provides leadership and direction for efforts underway to proactively evaluate the requirements of the SEC Climate Disclosure Rule. The committee consists of key leaders from various departments across the company and is focused on the following objectives:

- Working cross-functionally to evaluate the requirements of the SEC Climate Disclosure Rule and potential operational and reporting changes.
- Assessing ONEOK's current climate disclosures.
- Evaluating controls and procedures with respect to ONEOK's climate-related metrics.
- Engaging and communicating with executive management and our board of directors on matters related to the SEC Climate Disclosure Rule.

In addition, ONEOK created a Climate Disclosure Working Group that meets periodically and consists of leaders from operations, legal, sustainability, accounting, investor relations and internal audit. The working group is focused on carrying out the objective of compliance with the final SEC Climate Disclosure Rule at the direction of the Climate Disclosure Steering Committee.



Risk Oversight

We engage in an annual comprehensive Enterprise Risk Management (ERM) process designed to identify and manage risk. Our annual ERM assessment is designed to enable our board of directors to establish a mutual understanding with management of the effectiveness of our risk-management practices and capabilities, to review our risk exposure and to elevate certain key risks for discussion at the board level. Risk management is an integral part of our annual strategic planning process, which addresses, among other things, both short-term and long-term risks and opportunities facing our company.

Our ERM program is overseen by our chief financial officer. The program is designed to identify, assess, monitor and manage risks that could affect our ability to fulfill our business objectives or execute our corporate strategy. Our ERM process encompasses the identification and assessment of a broad range of risks and the development and implementation of plans to mitigate these risks. Risks that we have identified in this process generally relate to strategic, operational, financial, regulatory compliance, climate-related considerations, cybersecurity, human capital management and ESG aspects of our business.

Management's role in the risk oversight process includes responsibility for:

- Identifying risk and risk controls related to our significant business activities.
- Mapping the risks to our corporate strategy.
- Developing programs and recommendations to determine the sufficiency of risk identification, the balance of potential risk to potential reward, and the appropriate manner in which to control and mitigate risk.

The ONEOK board of directors' role in the risk oversight process includes:

- Having management provide periodic briefing and informational sessions on the significant risks that our company faces and how our company is seeking to control and mitigate those risks.
- Addressing risk as part of the full board's ongoing engagement with the chief executive officer and management in some cases, such as with risks relating to significant acquisitions.
- Annually reviewing a management assessment of the various short-term and long-term operational and regulatory risks facing our company, their relative magnitude and management's plan for mitigating these risks. This review is conducted in conjunction with the board's review of our company's business strategy at its annual strategic planning meeting and at other meetings as appropriate.

TAX GOVERNANCE

ONEOK's approach to tax prioritizes compliance and risk mitigation. Our overarching tax strategy, including the consideration of tax policy, standards and principles, is overseen by our chief financial officer and is embedded within our company's business segments and financial planning function. Additionally, members of the ONEOK Board of Directors Audit Committee review tax planning efforts and taxing authority developments.

We engage with multiple groups and taxing authorities to monitor tax legislation. Our corporate tax activity is based within the U.S. and seeks to comply with applicable laws at the local, state and federal levels.



ETHICS, COMPLIANCE AND REPORTING

ONEOK is committed to operating in an ethical manner and in compliance with related applicable laws and regulations. Several ethics and compliance policies and a Code of Business Conduct and Ethics govern our business practices and set expectations for integrity and lawful behaviors.

In February 2023, our board of directors approved a revised Code of Business Conduct and Ethics. The foundation of the revised code is built upon our core values. Directors, officers and employees are expected to look to our code and core values to guide their conduct and decision-making. The revised code expands upon existing subjects such as workplace conduct, insider trading and conflicts of interest, and includes new subjects such as diversity and inclusion, environmental protection and sustainability, health and safety at work, community support and human rights. The code is also fully digital and interactive allowing directors, officers and employees to easily navigate to other relevant company policies or report violations.

All employees, including all directors and officers, are asked to complete annual training and certify that they are in compliance with the code and are not aware of any noncompliance.



[View ONEOK's revised Code of Business Conduct and Ethics.](#)

The ONEOK Hotline provides a forum for the submission of complaints or concerns regarding improper or unethical business behavior, questionable accounting or auditing matters or other matters arising under the Code of Business Conduct and Ethics. Those using the hotline have the option to report anonymously.

The [ONEOK Whistleblower Policy](#) and [ONEOK Code of Business Conduct and Ethics](#) prohibit any form of retaliation against employees for raising a concern honestly and in good faith, or truthfully participating in a company investigation. All reports, including those of retaliation, are investigated.

ETHICS AND COMPLIANCE TRAINING

ONEOK corporate compliance training reinforces our commitment to conducting business with integrity, consistent with ONEOK values and informed by applicable laws and regulations.

All ONEOK board members complete annual corporate compliance training on topics including anti-corruption, ethics, non-retaliation, securities and insider trading, conflicts of interest and antitrust guidelines.

All ONEOK employees complete annual training and acknowledgments that cover ethics, non-retaliation, securities and insider trading and conflicts of interest.

Additional employee training topics:

- **Anti-harassment:** ONEOK is committed to providing our employees with a work environment free from harassment, intimidation and other inappropriate behavior. All ONEOK employees must complete anti-harassment training every other year.
- **Anti-corruption:** Employees directly impacted by ONEOK's Anti-corruption Policy must acknowledge the policy and complete training every other year. This includes employees whose responsibilities may involve international business, such as those working in accounting, audit, legal, treasury, finance and commercial roles. The training reinforces our commitment to ethical business practices consistent with applicable U.S. and foreign laws, including those related to anti-bribery, and is one of the many ways ONEOK manages corruption risks and potential fraud.
- **Antitrust:** A targeted group of employees also receives training on and acknowledges our Antitrust Guidelines every year. These guidelines are part of our commitment to upholding antitrust laws and a competitive marketplace.
- **Ethics:** All ONEOK employees also receive quarterly compliance and ethics training that covers a variety of topics, including unconscious bias to help guide employees in following company policies and making ethical choices.

HUMAN RIGHTS

Our business has great influence. We also have the responsibility to use that influence for good – to help people thrive. That's why we do our part to protect basic human rights and preserve the safety and dignity of everyone our business touches. ONEOK is committed to protecting human rights and following the laws regarding things like lawful pay and safe working conditions.

Human exploitation traps millions of people, including children, in horrific situations around the world, including here in the U.S. Individuals who engage in human exploitation use violence, threats, deception, debt bondage and other manipulative tactics for the purpose of exploiting people, sexually and otherwise, for profit. ONEOK is committed to conducting business in an environment free from human exploitation of any kind and has adopted the ONEOK Human Exploitation Policy to reinforce our commitment.

We expect our employees, suppliers and others with whom we do business, to respect the human rights of all people and engage in ethical labor practices that are free of child labor, forced labor and other forms of exploitation.



For downloads of policies and guidelines visit [oneok.com](https://www.oneok.com).



CYBERSECURITY, PHYSICAL SECURITY AND RESILIENCY

PROTECTING OUR ASSETS

ONEOK takes a cross-disciplinary approach to cybersecurity and physical security. We use systems and procedures designed to protect our physical and cyber assets as well as to enhance business continuity and disaster recovery preparedness.

Securing company assets is critical to ONEOK's commitments to:

- Provide safe work environments for employees and contractors.
- Protect the personal information of its employees, contractors and customers.
- Act as a responsible member of the communities where we operate.
- Provide reliable service to customers.
- Create value for stakeholders.

SECURITY LEADERSHIP AND GOVERNANCE

Security at ONEOK is governed by the Security Advisory team, an executive advisory committee composed of company officers from various business segments who meet regularly to evaluate ongoing security threats, define policy and prioritize initiatives.

Our vice president of cybersecurity and physical security chairs this advisory team and leads work groups responsible for cybersecurity, physical security and resiliency.

As part of its oversight responsibilities, ONEOK's board of directors receives regular updates on our company's physical security and cybersecurity efforts.

To validate that our security controls continue to operate as designed and to measure effectiveness, ONEOK leverages internal audit and a variety of external entities, including third-party assurance services and various cybersecurity subject-matter experts. These audits and assessments provide validation that controls are operating effectively and highlight opportunities for process improvements.

ONEOK promptly complies with applicable cyber incident reporting requirements.

CYBERSECURITY

ONEOK's cybersecurity program generally incorporates the guidelines of the widely utilized National Institute of Standards and Technology (NIST) Cybersecurity Framework and focuses primarily on corporate information technology (IT) security, operational technology (OT) security and physical security.



Pipeline control, Tulsa, Oklahoma.

ONEOK segments its networks into subnetworks to improve performance and security. We have business continuity and disaster recovery plans in place that allow for switching to redundant backup systems, alternative forms of communication and manual operation of assets. We also work collaboratively with the FBI, Department of Homeland Security (DHS), CISA, TSA and other relevant law enforcement resources to address cyberthreats.

Our corporate network infrastructure includes technology that gives employees secure, quick access to business applications and data while off-site or working remotely.

CRITICAL INFRASTRUCTURE SECURITY

ONEOK is an essential critical infrastructure business, and cybersecurity is a top priority for our company's leadership and board of directors. Much of the cybersecurity surrounding our critical infrastructure environment is regulated by the TSA through specific pipeline security directives and regular inspections by the agency. In 2023, the TSA reviewed and approved ONEOK's Cybersecurity Implementation Plan describing the cybersecurity measures ONEOK is utilizing to achieve the security outcomes set forth by TSA.

PHYSICAL SECURITY

ONEOK implements a risk-based physical security program focused on the protection of people and assets. This includes participation in the TSA's Pipeline Security Guidelines and collaboration with a number of agencies at a federal, state and local level. ONEOK also uses technology as part of its physical security strategy. This includes video surveillance, as well as access control systems that limit facility and

office entry to approved individuals and provide a record of individuals in a workspace at any given time. ONEOK has standardized physical security technology across our operations, including deploying common ID-badge technology.

EMPLOYEE AND CONTRACTOR SECURITY TRAINING

We provide training to help employees and contractors recognize and avoid potential security threats and all employees are required to complete annual, job-specific security training.

Security training examples:

- **Industrial Control Systems (ICS):** Employees operating and monitoring ONEOK ICS assets are required to complete training on specific threat indicators in the ICS environment and practices for identifying and responding to threats.
- **HIPAA:** ONEOK requires training on the policies and procedures it maintains to safeguard protected health information (PHI) in accordance with the Health Insurance Portability and Accountability Act (HIPAA). All individuals who may have access to PHI are required to complete annual training and maintain other physical, technological and procedural safeguards.
- **SecuritySense Program:** All employees are encouraged to participate in a monthly training course that covers a variety of security topics such as active shooter awareness, phishing awareness, ransomware recognition and prevention, and physical security at ONEOK facilities. Approximately 74% of our workforce participated in the voluntary SecuritySense training program during 2023, completing approximately 2,250 total training hours.

RESILIENCY

The primary focus of resiliency is to minimize the impact of hazards that ONEOK may face. By deploying the right people, processes and equipment, we can mitigate, prepare, respond and recover from a variety of adverse events or incidents. Third-party assessments and regular tabletop exercises and drills are leveraged to practice and evaluate efforts. This allows ONEOK and participating agencies opportunities to test response preparedness, coordinate efforts and identify areas for improvement.

The ONEOK Incident Management Team (IMT) exists to assist local teams in managing events and incidents when needed. The team is composed of individuals with diverse primary job responsibilities, backgrounds and skill sets who are trained in incident management processes based on the FEMA National Incident Management System (NIMS).

The ONEOK Resiliency team seeks to continuously identify ways to improve processes and systems critical to organizational resiliency in order to better manage interruptions to business and operational processes. Capabilities include resilient communications, rapid camera deployment, real-time drone streaming, critical system access, physical security and personnel accountability. The team also has access to resiliency vehicles that can provide communications such as internet, cellular and radio connectivity to remote locations if needed.



ONEOK tactical command vehicle used by the Incident Management Team.

BUSINESS PROCESS OPTIMIZATION

ONEOK's business process optimization (BPO) teams serve as a resource for other ONEOK groups looking to leverage technology, enhance processes, create efficiencies and identify innovative solutions. Several ongoing projects aim to increase collaboration across operations, improve technology and data, and explore the responsible use of artificial intelligence as an alternative to manual processes.

The BPO teams often collaborate on established projects or processes that have already been in practice at ONEOK. Several examples include:

- System and process integration following ONEOK's acquisition of Magellan.
- Methane emissions data reporting.
- Supply-chain inventory processes.
- Enterprisewide idea sharing.
- Electronic work permitting.





Appendix



About the Report

REPORTING SCOPE AND BOUNDARY

This report primarily presents issues, impacts and data from the fiscal year ending Dec. 31, 2023. Information reflects all ONEOK-operated assets and ONEOK employees, unless otherwise noted. Data does not include the impact of Magellan Midstream Partners (Magellan) operations, which were acquired by ONEOK on Sept. 25, 2023, unless otherwise noted.



See Magellan stand-alone data for fiscal year ending Dec. 31, 2023, in the ESG Performance Data Supplement – Refined Products and Crude Segment Operations.

REPORTING STANDARDS AND FRAMEWORKS

To help guide ONEOK's environmental, social and governance (ESG) performance disclosures, we reference several recognized reporting standards and frameworks, including the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) standards for voluntary ESG reporting and Task Force on Climate-related Financial Disclosures (TCFD) recommendations for voluntary disclosure of climate risks and opportunities. For SASB reporting, ONEOK references the Extractives and Minerals Processing Sector –

Oil and Gas Midstream (EM-MD, Version 2018-10) standard. For GRI reporting, ONEOK references GRI 1: Foundation 2021 (available as of Oct. 5, 2021) and GRI 11: Oil and Gas Sector Standard 2021. Additionally, ONEOK reports industry-specific ESG data aligned with the Midstream ESG Reporting Template, developed by the Energy Infrastructure Council (EIC) and GPA Midstream Association.



[View detailed disclosures on our website.](#)



LIMITED ASSURANCE FROM EXTERNAL THIRD PARTY

ONEOK's Corporate Sustainability Report is informed by a collaboration of corporate business segments with final review and approval by ONEOK executive management.

We engaged an external third party to perform attestation procedures for certain environmental and safety metrics disclosed in [ONEOK's ESG Performance Data](#) and in this report. Metrics receiving limited third-party assurance are noted in the [ESG Performance Data](#). The external third-party report is available on our [website](#).

THIRD-PARTY ESG DATA ENGAGEMENT

In response to proposed regulations in the U.S. and increased ESG reporting, ONEOK engaged a third party to provide advice and support in connection with evaluating our internal controls and processes related to ESG data and potential future ESG and climate disclosures. Through this engagement, we are continuing to review our controls and processes for our ESG disclosures.

MATERIALITY ASSESSMENT

In 2018, ONEOK conducted a formal materiality assessment regarding sustainability-related topics to identify issues that matter most to our business and stakeholders. The assessment process followed the recommended practices outlined by GRI at the time to understand topics that reflect our company's significant ESG impacts, or those that could substantively influence the assessment and decisions of stakeholders. We reviewed sustainability reporting frameworks, peer company reports, industry association guidance and media sources to identify industry-specific topics of significance. We then identified the materiality of issues based on the following criteria:

- Frequency a topic was raised by stakeholders.
- Likelihood and ability of a topic to impact our business objectives.
- How the business' performance around a topic affects stakeholders.

For the purpose of this assessment, we referenced the GRI's definition of materiality, which is different from the definition set by Generally Accepted Accounting Principles (GAAP). ONEOK uses the GAAP definition of materiality in company SEC filings.

While we may provide disclosures relating to a certain topic or recommendation, no disclosure in this report, in and of itself, should indicate whether we consider the topic or recommendation material to our business for the purpose of federal, state or other securities laws or disclosure regulations.

ESG topics identified by GRI materiality assessment include components of the following topics:

(in alphabetical order)

Environmental:

- Air emissions.
- Ecological impact.
- Effluent management.
- Energy management.
- Environmental compliance.
- Greenhouse gas (GHG) emissions and climate change.
- Producer flaring.
- Product stewardship.
- Remediation and decommissioning.
- Spills and releases.
- Waste management.
- Water supply and compliance.

Social:

- Attraction and retention.
- Community investments.
- Contractor and supplier management.
- Diversity and inclusion.
- Human capital development.
- Human rights.
- Labor management relations.
- Occupational health and safety.
- Pipeline and process safety.
- Security practices.
- Stakeholder engagement.

Governance:

- Board leadership and diversity.
- Comprehensive enterprise risk management.
- Corporate compliance and ethics.
- Corporate governance.
- Customer policy.
- Investor engagement.
- Political advocacy.
- Public policy.
- Shareholder relations.
- Tax policy.

ONEOK ESG PERFORMANCE DATA

All information below reflects all ONEOK-operated assets unless otherwise noted. Data does not include the impact of Magellan Midstream Partners (Magellan) operations, which were acquired by ONEOK on Sept. 25, 2023, unless otherwise noted.

 [See the Refined Products and Crude Segment Operations Performance Data Supplement for information related to Magellan operations.](#)

†ONEOK has received third-party limited assurance from an independent registered public accountant for the metrics denoted with a dagger. The external third-party report is available at oneok.com for full-year 2023 metrics. Full-year 2022, full-year 2021, full-year 2020 and full-year 2019 metrics have also been subject to previous attest procedures.

	2019	2020	2021	2022	2023
GENERAL					
Total Assets (Millions of Dollars)	\$21,812.1	\$23,078.8	\$23,621.6	\$24,379.1	\$44,266.4
Natural Gas Transported: billion cubic feet (bcf) ¹	1,640.5	1,369.3	1,281.8	1,483.5	1,470.3
Natural Gas Liquids Transported: billion bbl miles ²	204.8	190.1	267.5	290.1	318.0
SAFETY & HEALTH					
Number of Employee Recordable Injuries ³	9 [†]	17 [†]	13 [†]	4 [†]	10 [†]
Number of Employee Recordable Illnesses ⁴	0 [†]	3 [†]	0 [†]	0 [†]	1 [†]
Total Injury Rate	0.32 [†]	0.59 [†]	0.45 [†]	0.14 [†]	0.32 [†]
Total Illness Rate	0.00 [†]	0.10 [†]	0.00 [†]	0.00 [†]	0.03 [†]
Total Recordable Incident Rate ⁵	0.32 [†]	0.69 [†]	0.45 [†]	0.14 [†]	0.36 [†]
Number of Lost Time Injuries ⁶	2	6	6	2	2

1 Natural gas pipelines volume represents all interstate and intrastate natural gas pipelines. Natural gas shipped on multiple pipeline systems could be double counted.

2 Natural gas liquids volume represents only Federal Energy Regulatory Commission (FERC)-regulated pipeline volume, which accounts for the majority of ONEOK's total NGL volume transported.

3 Total number of work-related deaths and work-related injuries that result in one or more of the following: loss of consciousness, medically prescribed restriction of work or motion, transfer to another job, requirement of medical treatment beyond first-aid and away-from-work cases as defined by the Occupational Safety and Health Administration (OSHA).

4 Total number of work-related illnesses (e.g., carpal tunnel syndrome, hearing standard threshold shifts, chemical exposure) that result in one or more of the following: loss of consciousness, medically prescribed restriction of work or motion, transfer to another job, requirement of medical treatment beyond first-aid and away-from-work cases as defined by OSHA.

5 Total OSHA-recordable injuries and illnesses multiplied by 200,000 and divided by total employee work hours.

6 A lost time injury is an on-the-job injury that results in an employee being absent from the workplace for a minimum of one full day workday. The absent day does not include the actual day of the accident.

	2019	2020	2021	2022	2023
Lost Time Injury Incident Rate ⁷	0.07	0.21	0.21	0.07	0.06
Number of DART Incidents ⁸	4 [†]	11 [†]	10 [†]	3 [†]	5 [†]
DART Incident Rate	0.14 [†]	0.38 [†]	0.35 [†]	0.10 [†]	0.16 [†]
Employee Fatalities	0 [†]				
Contractor Fatalities	0	1	0	0	0
Number of Preventable Vehicle Incidents ⁹	29 [†]	21 [†]	22 [†]	26 [†]	29 [†]
Preventable Vehicle Incident Rate ¹⁰	1.04 [†]	0.88 [†]	1.09 [†]	1.13 [†]	1.23 [†]
Large Projects Contractor Stats					
Number of Recordable Injuries	54	13	2	5	2
Total Recordable Incident Rate	0.66	0.57	0.56	0.33	0.21
Number of DART Incidents	12	3	1	2	2
DART Incident Rate	0.15	0.13	0.28	0.13	0.21
Near Misses	188	90	31	77	40
Good Catches	2,530	1,590	454	1,587	1,290
Hours Worked	16,270,000	4,570,000	710,637	3,045,493	1,946,957
Operational Safety Stats					
Number of Reportable Pipeline Incidents ¹¹ – Natural Gas Transmission and Regulated Gathering ^{12,13}	6	2	2	2	1
Pipeline Incidents Per 1,000 Miles – Natural Gas Transmission and Regulated Gathering ^{12,13}	0.88	0.30	0.29	0.30	0.06

7 Number of lost-time injuries multiplied by 200,000 and divided by total employee work hours.

8 Days away, restricted or transferred incidents (DART) – Total number of lost workday injuries and illnesses as defined by OSHA. A lost workday is one in which (1) the employee is prevented from returning to work, (2) the employee is assigned to another job on a temporary basis, (3) the employee works less than full time or (4) the employee is not able to perform all job duties.

9 A preventable vehicle incident is one in which the driver failed to do everything reasonable to avoid the incident and could include: backing, hitting a fixed object, running into a vehicle ahead, striking a pedestrian, misjudging available clearance, not driving at a speed consistent with the existing conditions of the road, weather, traffic or sight distance.

10 Preventable Vehicle Incident Rate (PVIR) is the preventable vehicle incidents per 1 million miles driven.

11 As defined in Code of Federal Regulations (CFR) Part 191.3.

12 As reported to the Pipeline and Hazardous Materials Safety Administration (PHMSA) in Form F 7100.2-1.

13 Per PHMSA reporting requirements, both gathering and transmission pipeline incidents were reported in 2022.

	2019	2020	2021	2022	2023
Number of Reportable Pipeline Accidents ¹⁴ – Natural Gas Liquids Transmission ¹⁵	12	13	3	5	6
Pipeline Accidents Per 1,000 Miles – Natural Gas Liquids Transmission ¹⁵	0.96	1.0	0.22	0.36	0.44
Rail Transportation Accident Releases	0	0	0	0	0
Rail Transportation Non-Accident Releases	0	0	0	0	0
Natural Gas Transmission Pipeline Inspections: In-Line, Percentage of Total Pipeline	15%	11%	3%	4%	6%
Natural Gas Transmission Pipeline Inspections: In-Line, Number of Miles	1,019	775	184	296	442
Natural Gas Liquids Transmission Pipeline Inspections: In-Line, Percentage of Total Pipeline	35%	36%	23%	22%	17%
Natural Gas Liquids Transmission Pipeline Inspections: In-Line, Number of Miles	4,345	4,752	3,090	3,103	2,019
Additional Miles of Natural Gas Transmission Pipelines Inspected Using Direct Assessment	—	300	230	121	164
ENVIRONMENT					
Supplemental Environmental Projects (Thousands of Dollars) ¹⁶	\$15.4	\$0.0	\$49.5	\$0.0	\$31.3
Environmental Penalties Paid (Thousands of Dollars)	\$22.1	\$40.8	\$3.5	\$7.4	\$114.6
Agency Reportable Environmental Event Rate ¹⁷	0.79	0.42	0.80	0.45	0.32
Number of Agency Reportable Environmental Events	22	12	23	13	10
Waste					
Hazardous Waste (Tons) ¹⁸	45.5	61.7	123.8	71.3	187.9
Non-Hazardous Waste (Tons) ¹⁹	29,182	24,178	13,398	68,096	39,721
Recycled Materials (Tons) ²⁰	548.4	497.5	376.1	356.8	758.5

14 As defined in CFR Part 195.50.

15 As reported to PHMSA in Form F 7000-1.1.

16 An environmentally beneficial project undertaken voluntarily in exchange for mitigation of a portion of a penalty agreed to in settlement of issues of noncompliance or alleged noncompliance.

17 Agency Reportable Environmental Event Rate (AREER) is defined as the total number of releases and excess emission events that trigger a federal, state or local environmental-reporting requirement (with some exceptions to account for events outside our control, planned maintenance and disparity in reporting requirements across our operations) per 200,000 work-hours.

18 Hazardous waste totals shipped from all ONEOK operations. Hazardous waste generated includes hazardous waste that has been sent to a third party for disposal or potential use for a beneficial purpose such as energy recovery or fuels blending. Hazardous waste totals vary year over year depending on episodic generation events from operations and maintenance of our assets. Waste calculation methodology updated in 2022.

19 Non-hazardous waste totals shipped from all ONEOK operations. Non-hazardous waste includes waste generated from operations and certain construction at new and existing facilities. Waste calculation methodology updated in 2022.

20 Total recyclables shipped offsite from all ONEOK operations. Totals include used oil.

	2019	2020	2021	2022	2023
Land					
Number of Acres Restored ²¹	13,705	8,086	476	253	384
Percentage of Land Owned, Leased and/or Operated Within Areas of Protected Conservation Status or Endangered Species Habitat	—	—	<1%	<1%	2%
Water (Millions of Gallons)²²					
Total Fresh Water Withdrawn ²³	1,945	1,768	1,906	2,187	2,257
Withdrawal: Fresh Surface Water	1,015	742	970	1,234	1,343
Withdrawal: Fresh Groundwater	784	895	784	856	901
Withdrawal: Fresh Municipal Water	146	131	152	97	13
Total Water Discharged ²³	401	570	1,131	263	412
Discharge: Injected	275	427	143	199	199
Discharge: to Surface Water	125	143	138	64	212
Discharge: to Publicly Owned Treatment Works	1	0	6	0	0
Discharge: to Land	0	1	3	0	0
Total Water Recycled/Reused	43	236	43	33	22
Spills²⁴					
Total Hydrocarbon Spills	21	13	18	9	7
Hydrocarbon Spill Volume (bbls)	157	66	203	198	32

21 Acres restored varies based on ONEOK's capital growth program and the amount of pipeline construction in a given year.

22 ONEOK takes steps to follow applicable local, state and federal requirements regarding water withdrawal and discharge.

23 Water disclosures include water withdrawn and discharged from ONEOK gas processing plants and fractionation facilities.

24 To align ONEOK's data as closely as possible to spill disclosure recommendations of various respected reporting frameworks and questionnaires (e.g., Sustainability Accounting Standards Board, Global Reporting Initiative, Dow Jones Sustainability Indices Corporate Sustainability Assessment), which have similar but non-uniform disclosure recommendations, ONEOK has provided data for above-ground hydrocarbon and nonhydrocarbon spills and associated volumes that were greater than 1 barrel and outside of secondary containment. The data does not include the following: (i) legacy hydrocarbon and nonhydrocarbon spills and associated volumes (i.e., historic spills and associated volumes that were the result of operations by a corporate entity that ONEOK later acquired) and (ii) spills by third-party contractors working for ONEOK.

	2019	2020	2021	2022	2023
Hydrocarbon Spill Volume in USAs (bbls) ²⁵	30	4	5	0	2
Total Nonhydrocarbon Spills	8	8	19	9	14
Nonhydrocarbon Spill Volume (bbls)	93	55	41,616	162	5,156
EMISSIONS					
Scope 1 Greenhouse Gas (GHG) Emission Constituents (Million Metric Tons (MMT), GHGRP Only)²⁶					
Carbon Dioxide	2.8 [†]	2.5 [†]	2.7 [†]	2.7 [†]	2.8 [†]
Methane (CO ₂ e)	1.0 [†]	0.9 [†]	0.7 [†]	0.6 [†]	0.5 [†]
Nitrous Oxide (CO ₂ e)	0.002 [†]	0.001 [†]	0.001 [†]	0.001 [†]	0.001 [†]
Scope 1 GHGRP Emissions (MMT CO ₂ e)	3.8 [†]	3.4 [†]	3.4 [†]	3.2 [†]	3.3 [†]
Greenhouse Gas (GHG) Emission Inventory Constituents (Million Metric Tons (MMT))²⁷					
Carbon Dioxide	3.1	2.7	2.9	3.0	3.1
Methane (CO ₂ e)	1.1	1.0	0.9	0.7	0.7
Nitrous Oxide (CO ₂ e)	0.003	0.003	0.001	0.002	0.002
Total Scope 1 GHG Emissions Inventory (MMT CO ₂ e) ²⁷	4.2	3.8 [†]	3.8 [†]	3.7 [†]	3.7 [†]
Percentage Methane	26%	26%	24%	19%	18%
Percentage Covered Under Emissions-Limiting Regulations	0%	0%	0%	0%	0%
Scope 2 CO ₂ e Emissions Attributable to Electricity Consumption (MMT) ²⁸	3.0	2.5 [†]	2.7 [†]	2.9 [†]	3.1 [†]

25 Hydrocarbon spills greater than 1 barrel in “Unusually Sensitive Areas” (USAs) as identified by the National Pipeline Mapping System of the Office of Pipeline Safety. The National Pipeline Mapping System defines USAs as those included in the five following categories: (1) drinking water, (2) ecological areas, (3) high population area, (4) other population area and (5) commercially navigable water.

26 Scope 1 emissions are part of ONEOK’s reported emissions pursuant to 40 CFR Part 98 Subpart C (General Stationary Fuel Combustion Sources) and Subpart W – (Petroleum and Natural Gas Systems), both of which are part of the EPA Greenhouse Gas Reporting Rule (GHGRP).

27 Total Scope 1 GHG Emission Inventory includes GHG emissions for all facilities reporting to EPA’s GHGRP, as well as facilities that are not required to report. Emissions from facilities that are not required to report to EPA’s GHGRP are calculated using the methodology of the GHGRP.

28 Emissions are estimated using the Location-Based approach as defined by the GHG Protocol’s Scope 2 Guidance. Emissions factors are obtained from the U.S. EPA’s Emissions Generation Resource Integrated Database (eGRID) state-level factors and updated annually.

	2019	2020	2021	2022	2023
Electric Consumption (Million Megawatt-Hours) ²⁹	4.7	4.5 [†]	5.1 [†]	5.3 [†]	5.9 [†]
From Non-Renewable Fuel Sources ³⁰	3.6	3.3	3.6	3.8	4.2
From Renewable Fuel Sources ³¹	1.1	1.2	1.5	1.5	1.7
Scope 3 GHG Emissions Attributable to Potential Emissions from NGLs Supplied (MMT CO ₂ e) ³²	57.4 [†]	60.4 [†]	66.7 [†]	64.3 [†]	67.1 [†]
ONE Future Scope 1 Methane Emissions Intensity – Natural Gas Transmission and Storage Segment ³³	—	0.022%	0.030%	0.047%	*
Total GHG Emissions (Scope 1 + Scope 2) Intensity per Thousand BOE – Total	8.4	7.8	7.6	7.3	7.1
CRITERIA POLLUTANTS (IN THOUSAND TONS)³⁴					
NOx Emissions	8.4	5.5	5.4	5.7	5.8
CO Emissions	3.4	3.1	2.8	3.2	3.3
SOx Emissions	0.2	0.2	0.3	0.3	0.2
VOCs Emissions	4.8	4.1	3.8	3.6	3.6
PM 2.5	0.2	0.2	0.2	0.2	0.2
PM 10	0.3	0.3	0.2	0.2	0.2
HAPs	0.4	0.4	0.4	0.4	0.4

29 Total quantity in million megawatt-hours (MWh) of indirect energy consumed from purchased electricity generated off-site.

30 Electric consumption supplied from generation fueled by non-renewable sources includes coal, natural gas, nuclear, oil and all unknown or unspecified wholesale market supplied electricity. Until the specific generation resources are known, and where the organized wholesale market is known by ONEOK's utility providers, market reported generation is used as a proxy.

31 Electric consumption supplied from generation fueled by renewable sources includes wind, solar, hydroelectric, biomass and other renewable resources. The disposition by ONEOK's utility providers of any Renewable Energy Credits associated with these generation resources is undetermined.

32 Scope 3 GHG Emissions Attributable to Potential Emissions Resulting from NGL Products Supplied – Emissions reported according to Subpart NN – Suppliers of Natural Gas & Natural Gas Liquids, part of the EPA GHGRP. Suppliers of certain products that would result in GHG emissions if combusted or oxidized are required to report under this rule. This calculation includes emission equivalents of NGLs fractionated assuming complete combustion or oxidation of NGL products that ONEOK delivers to customers, calculated using the annual volume of each fractionated product and multiplying it by an emission factor. Products covered under the rule include ethane, propane, butane, isobutane, and natural gasoline. If the products are combusted or oxidized by downstream customers, that portion would be considered Scope 1 direct emissions for the customer at the point combustion or oxidation occurs. Scope 3 does not include the sale of natural gas to end-users.

33 Transmission and Storage segment only. 2020 was ONEOK's first reporting cycle with ONE Future.

34 Criteria pollutant emission totals are emissions reported to state agencies for annual emissions inventories, such as under the Federal Clean Air Act and associated rules.

[†]Data not available at time of reporting.

	2019	2020	2021	2022	2023
WORKPLACE³⁵					
Total Employee Workforce	2,869	2,886	2,847	2,975	4,775
Percent Women – Total Workforce	20.0	20.2	20.1	20.1	18.8
Percent Women – Officers	18.6	18.6	19.0	22.7	20.0
Percent Women – Management	22.2	21.3	22.9	23.2	22.5
Percent Women – Nonmanagement	19.5	19.9	19.4	19.1	17.9
Percent Racial/Ethnically Diverse – Total Workforce	15.6	15.9	16.3	17.2	19.7
Percent Racial/Ethnically Diverse – Officers	4.7	7.0	7.1	9.1	10.0
Percent Racial/Ethnically Diverse – Management	10.7	11.1	11.8	14.2	14.9
Percent Racial/Ethnically Diverse – Nonmanagement	17.1	17.3	17.6	18.1	21.0
Percent Veteran Employees	5.6	6.2	8.0	8.5	8.9
Percent Field Employees	59.9	59.6	59.2	57.8	55.9
Percent Non-Field Employees	40.1	40.4	40.8	42.2	44.1
Percent Exempt Employees	50.2	50.6	51.1	52.0	51.0
Percent Non-Exempt Employees	49.8	49.4	48.9	48.0	49.0
Percent Collective Bargaining Employees	—	—	—	—	4.4
Percent Workforce 25 Years of Age or Under	6.0	5.0	4.0	5.0	5.5
Percent Workforce 26-34 Years of Age	26.0	25.0	24.0	24.0	22.8
Percent Workforce 35-44 Years of Age	28.0	29.0	30.0	31.0	32.3
Percent Workforce 45-54 Years of Age	20.0	21.0	22.0	22.0	23.3
Percent Workforce 55 Years of Age or Over	20.0	20.0	20.0	18.0	16.2
Employee Workforce – Oklahoma	1,639	1,640	1,595	1,670	2,581

35 As of Dec. 31, 2023. Workforce totals include prior Magellan employees who joined ONEOK following the acquisition and were employees at year-end 2023. Minority, gender and veteran status are self-reported by employees.



	2019	2020	2021	2022	2023
Employee Workforce – North Dakota	377	392	405	400	412
Employee Workforce – Texas	340	339	345	382	845
Employee Workforce – Kansas	212	214	197	208	319
Employee Workforce – Montana	93	85	84	84	98
Employee Workforce – Illinois	67	68	62	71	74
Employee Workforce – Additional States	141	148	159	160	446
External New Hires ³⁶	466	181	244	460	621
Internal New Hires ³⁶	130	73	93	139	298
Female New Hires ³⁶	—	—	—	—	125
Total Offers Accepted ³⁶	592	237	337	599	919
Percent Employee Turnover	9.2	5.8	10.5	11.1	13.0
COMMUNITY INVESTMENTS					
Foundation Contributions (Millions)	\$5.1	\$5.0	\$4.4	\$4.9	\$5.1
Corporate Contributions (Millions)	\$4.0	\$3.2	\$3.6	\$4.1	\$4.5
Total Volunteers	731	357	263	670	977
Total Volunteer Hours Recorded	14,757	7,486	4,778	14,817	13,577
Matching Grant Dollars	\$301,102	\$239,355	\$293,363	\$440,250	\$503,191
Volunteer Service Grant Dollars	\$64,250	\$64,750	\$44,500	\$62,500	\$43,000
ECONOMIC IMPACT					
Property Taxes (Millions) ³⁷	\$103.0	\$123.0	\$146.8	\$173.8	\$278.0
FICA Taxes (Millions)	\$25.3	\$25.3	\$18.4	\$26.8	\$28.9

³⁶ External hire employment reflects start date during calendar year. Internal hires and total offers accepted reflect date job posting closed.

³⁷ A portion of the 2023 total is estimated as we had not received all property tax statements at the time reported. The previously reported 2022 estimate has been updated to reflect actual amounts paid.

	2019	2020	2021	2022	2023
Payroll (Millions)	\$455.8	\$393.2	\$334.0	\$393.7	\$403.4
Employee Payroll – Oklahoma (Millions)	\$306.7	\$249.0	\$204.6	\$245.1	\$244.2
Employee Payroll – North Dakota (Millions)	\$38.0	\$40.5	\$40.6	\$44.7	\$45.6
Employee Payroll – Texas (Millions)	\$39.5	\$38.9	\$33.8	\$41.8	\$48.8
Employee Payroll – Kansas (Millions)	\$21.7	\$20.8	\$18.6	\$20.4	\$21.2
Employee Payroll – Montana (Millions)	\$17.1	\$17.0	\$15.4	\$15.5	\$17.1
Employee Payroll – Illinois (Millions)	\$6.2	\$5.9	\$5.2	\$5.9	\$6.2
Employee Payroll – Other States (Millions)	\$26.6	\$20.2	\$15.9	\$20.3	\$20.4

POLITICAL INVOLVEMENT

Total ONEOK Employee Political Action Committee Contributions ³⁸	\$34,180	\$172,930	\$99,350	\$170,150	\$112,250
State Contributions	\$21,180	\$99,930	\$48,850	\$106,650	\$42,250
Federal Contributions	\$13,000	\$73,000	\$50,500	\$63,500	\$70,000

This table, and the data provided therein (the “Data”), is provided for informational purposes only. Neither ONEOK, Inc., nor any of its affiliates (collectively, “ONEOK”) makes, and hereby expressly disclaims, any representation or warranty as to the accuracy or completeness of the Data contained herein. ONEOK has no obligation or duty to (1) update or correct the Data, (2) provide additional details regarding the Data, or (3) continue to provide the Data, in any form, in the future. The table and Data may be modified, updated, changed, deleted or supplemented (collectively, “Modifications”) from time to time without notice and ONEOK reserves the right to make any such Modifications in its sole discretion. In some cases, the Data is based on information prepared by third-party vendors and consultants of ONEOK and is not independently verified by ONEOK. The Data should not be interpreted as any form of guaranty or assurance of future results or trends. Unless otherwise provided, this table and the Data contained therein, is expressly not incorporated by reference into any filing of ONEOK made with the United States Securities and Exchange Commission, or any other filing, report, application or statement made by ONEOK to any federal, state, tribal or local governmental authority.

³⁸ ONEOK, Inc. does not make corporate contributions to (1) political candidates, parties, committees or campaigns; (2) super PACs; or (3) 501(c)(4) organizations (or other tax-exempt entities) formed for political purposes. In addition, in most circumstances ONEOK, Inc. will not make contributions designed to influence the outcome of ballot measures. However, ONEOK, Inc. has in the past, and may in the future, support or oppose specific ballot measures that could impact the company, its employees, assets or operations. In the event ONEOK, Inc. decides to support or oppose a particular ballot measure, the company will provide the appropriate disclosure of such support or opposition, including any corporate funds expended for that purpose.

ESG PERFORMANCE DATA SUPPLEMENT - REFINED PRODUCTS AND CRUDE SEGMENT OPERATIONS

ONEOK completed the acquisition of Magellan Midstream Partners, L.P. (Magellan) on Sept. 25, 2023. The data below covers Magellan operations from fiscal year ending Dec. 31, 2023.

	2023
ENVIRONMENT	
Emissions	
Scope 1 Greenhouse Gas (GHG) Emission Constituents (Million Metric Tons (MMT), GHGRP Only)¹	
Carbon Dioxide	0.07
Methane (CO ₂ e)	0.0007
Nitrous Oxide (CO ₂ e)	0.0002125
Scope 1 GHGRP Emissions (MMT CO ₂ e)	0.07
Greenhouse Gas (GHG) Emission Inventory Constituents (Million Metric Tons (MMT))²	
Carbon Dioxide	0.1887
Methane (CO ₂ e)	0.0008
Nitrous Oxide (CO ₂ e)	0.0004
Total Scope 1 GHG Emissions Inventory (MMT CO ₂ e)	0.1899
Percentage Methane	0.42%
Scope 2 CO ₂ e Emissions Attributable to Electricity Consumption (MMT) ³	0.5
Electric Consumption (Million Megawatt-Hours)	1.18
From Non-Renewable Fuel Sources	0.77
From Renewable Fuel Sources	0.41

	2023
CRITERIA POLLUTANTS (IN THOUSAND TONS)⁴	
NOx Emissions	0.35
CO Emissions	0.3
SOx Emissions	0.0
VOCs Emissions	3.39
PM 10	0.01
SAFETY AND HEALTH⁵	
Total Recordable Incident Rate	0.6
DART Incident Rate	0.36
Lost Time Incident Rate	0.3
Preventable Vehicle Incident Rate ⁶	1.3

1 Scope 1 emissions are part of Magellan's reported emissions pursuant to 40 CFR Part 98 Subpart C (General Stationary Fuel Combustion Sources), Subpart Y (Petroleum Refineries) and Subpart MM (Suppliers of Petroleum Products), which are parts of the EPA Greenhouse Gas Reporting Rule (GHGRP).

2 Total Scope 1 GHG Emission Inventory includes GHG emissions for all facilities reporting to EPA's GHGRP, as well as facilities that are not required to report. Scope 1 emissions from facilities that are not required to report to EPA's GHG are calculated using the methodology of the GHGRP.

3 Scope 2 emissions are estimated using the Location-Based approach as defined by the GHG Protocol's Scope 2 Guidance. Emissions factors are obtained from the U.S. EPA's Emissions Generation Resources Integrated Database (eGRID) state-level factors and updated annually.

4 Criteria pollutant emission totals are emissions reported to state agencies for annual emissions inventories.

5 Per 200,000 hours worked.

6 Preventable Vehicle Incident Rate (PVIR) is the preventable vehicle incidents per 1 million miles driven.



SASB/GRI DISCLOSURE INDEX

The disclosure index below provides ONEOK's performance data aligned with sector-specific SASB and GRI voluntary reporting standards. The table includes information and links to related content included in ONEOK's 2023-2024 Corporate Sustainability Report and other disclosures or reports published by ONEOK. All data represents full-year information unless otherwise noted. Environmental data represents all ONEOK-operated assets.

Sustainability Accounting Standards Board (SASB):

SASB Standards provide industry-specific disclosure guidance for reporting financially material sustainability information. Reported data is aligned with the recommended metrics for the SASB Extractive and Minerals Processing - Oil and Gas Midstream Sector (EM-MD, Version 2018-10).

Global Reporting Initiative (GRI):

ONEOK has reported the information cited in this GRI content index for the period Jan. 1, 2023, to Dec. 31, 2023, unless otherwise noted, with reference to the GRI Standards. GRI standards referenced: GRI 1: Foundation 2021 (available as of Oct. 5, 2021) and GRI 11: Oil and Gas Sector Standard 2021.

Legend of ONEOK reports referenced in the index below:

CSR: ONEOK's 2023-2024 Corporate Sustainability/ESG Report

AR: ONEOK's 2023 Annual Report

PS: ONEOK's 2024 Proxy Statement

PD: ONEOK's ESG Performance Data

SASB STANDARD	GRI STANDARD	GRI SECTOR STANDARD REFERENCE	DISCLOSURE DESCRIPTION	RESPONSE, LINK OR ADDITIONAL INFORMATION
GENERAL				
EM-MD-000.A	2-1		Organizational details	CSR: Energy in Action, pgs. 9-13; Transforming Energy Future, pgs. 17-22 AR: pgs. 1-3, 5, 19
	2-2		Entities included in sustainability reporting	CSR: About the Report, pgs. 94-96
	2-3		Reporting period, frequency and contact point	CSR: About the Report, pgs. 94-96
	2-5		External assurance	CSR: About the Report, pgs. 94-96 PD: CSR Appendix

SASB STANDARD	GRI STANDARD	GRI SECTOR STANDARD REFERENCE	DISCLOSURE DESCRIPTION	RESPONSE, LINK OR ADDITIONAL INFORMATION
ACTIVITIES AND WORKERS				
	2-6		Activities, value chain and other business relationships	CSR: Energy in Action, pgs. 9-13; Social, pgs. 71-74 AR: Business, pg. 5
	2-7		Employees	PD: CSR Appendix
GOVERNANCE				
	2-9		Governance structure and composition	CSR: Governance, pgs. 79-81 PS: Governance of the Company, pgs. 22-34
	2-10		Nomination and selection of the highest governance body	PS: Director Nominations, pg. 31
	2-11		Chair of the highest governance body	CSR: Governance, pgs. 79-80 PS: ESG Oversight, pg. 37
	2-12		Role of highest governance body in overseeing the management of impacts	CSR: Governance, pgs. 79-81, 87 PS: Governance of the Company, pgs. 22-34
	2-13		Delegation of responsibility for managing impacts	CSR: Governance, pgs. 79-81, 85-87 PS: Governance of the Company, pgs. 22-34
	2-14		Role of highest governance body in sustainability reporting	CSR: Environment, pg. 24; Governance, pgs. 79-81, 87 PS: ESG Oversight, pg. 37
	2-15		Conflicts of interest	PS: Director Nominees, pgs. 51-55; Stock Ownership, pgs. 58-59; Related Person Transactions, pg. 90
	2-16		Communication of critical concerns	CSR: Governance, pgs. 88-89 PS: Complaint Procedures, pg. 34
	2-17		Collective knowledge of the highest governance body	PS: Qualifications and Experience, pgs. 47-55
	2-18		Evaluation of the performance of the highest governance body	PS: Annual Evaluations, pg. 34; Election of Directors, pg. 48

SASB STANDARD	GRI STANDARD	GRI SECTOR STANDARD REFERENCE	DISCLOSURE DESCRIPTION	RESPONSE, LINK OR ADDITIONAL INFORMATION
	2-19		Remuneration policies	PS: Director Compensation, pg. 32; Executive Compensation, pgs. 60-89
	2-20		Process to determine remuneration	PS: Executive Compensation, pgs. 60-89
	2-21		Annual total compensation ratio	PS: CEO Pay Ratio, pg. 87
STRATEGY, POLICIES AND PRACTICES				
	2-22		Statement on sustainable development strategy	CSR: CEO Letter, pgs. 4-5; Transforming Energy Future, pgs. 17-22
	2-23		Policy commitments	CSR: Social, pgs. 76-77; Governance, pgs. 88-89 oneok.com/about-us/governance
	2-24		Embedding policy commitments	CSR: Social, pgs. 76-77; Governance, pgs. 88-89
	2-26		Mechanisms for seeking advice and raising concerns	CSR: Governance, pgs. 88-89 oneok.com/about-us/governance
	2-27		Compliance with laws and regulations	PD: CSR Appendix
	2-28		Membership associations	CSR: Social, pg. 69 oneok.com/about-us/political-engagement
STAKEHOLDER ENGAGEMENT				
	2-29		Approach to stakeholder engagement	CSR: Social, pgs. 74-77 PS: Governance of the Company, pg. 24
ECONOMIC PERFORMANCE				
	201-1	11.14.2, 11.21.2	Direct economic value generated and distributed	PD: CSR Appendix AR: MD&A, pgs. 42-55
	201-2	11.2.2, 11.14.3	Financial implications and other risks and opportunities due to climate change	CSR: Transforming Energy Future, pgs. 17-22; Environment, pg. 24, TCFD Index AR: Risk Factors, pg. 28
	201-3		Defined benefit plan obligations and other retirement plans	CSR: Social, pgs. 53-57 AR: Employee Benefit Plans, pgs. 92-96

SASB STANDARD	GRI STANDARD	GRI SECTOR STANDARD REFERENCE	DISCLOSURE DESCRIPTION	RESPONSE, LINK OR ADDITIONAL INFORMATION
INDIRECT ECONOMIC IMPACTS				
	203-1	11.14.4	Infrastructure investments and services supported	CSR: Environment, pgs. 32-33, 38; Social, pgs. 63-68 AR: MD&A, pgs. 42-55
	203-2	11.14.5	Significant indirect economic impacts	CSR: Energy in Action, pgs. 9-13; Social, pgs. 63-68 PD: CSR Appendix AR: MD&A, pgs. 42-55
PROCUREMENT PRACTICES				
	204-1	11.14.6	Proportion of spending on local suppliers	CSR: Social, pgs. 71-74
ANTI-CORRUPTION				
	205-1	11.20.2	Operations assessed for risks related to corruption	CSR: Governance, pgs. 88-89
	205-2	11.20.3	Communication and training about anti-corruption policies and procedures	CSR: Governance, pgs. 88-89
TAX				
	207-1	11.21.4	Approach to tax	CSR: Governance, pg. 87
	207-2	11.21.5	Tax governance, control and risk management	CSR: Governance, pg. 87
	207-3	11.21.6	Stakeholder engagement and management of concerns related to tax	CSR: Governance, pg. 87
	207-4	11.21.7	Country-by-county reporting	CSR: Governance, pg. 87
ENERGY				
	302-1	11.1.2	Energy consumption within the organization	CSR: Transforming Energy Future, pgs. 18-20; Environment, pg. 26 PD: CSR Appendix
	302-2	11.1.3	Energy consumption outside of the organization	CSR: Transforming Energy Future, pgs. 18-20; Environment, pg. 26 PD: CSR Appendix
	302-3	11.1.4	Energy intensity	PD: CSR Appendix
	302-5		Reductions in energy requirements of products and services	PD: CSR Appendix

SASB STANDARD	GRI STANDARD	GRI SECTOR STANDARD REFERENCE	DISCLOSURE DESCRIPTION	RESPONSE, LINK OR ADDITIONAL INFORMATION
WATER AND EFFLUENTS				
	303-1	11.6.2	Interactions with water as a shared resource	CSR: Environment, pgs. 33-35, 37
	303-3	11.6.4	Water withdrawal	PD: CSR Appendix
	303-4	11.6.5	Water discharge	PD: CSR Appendix
	303-5	11.6.6	Water consumption	PD: CSR Appendix
BIODIVERSITY				
EM-MD-160a.1 EM-MD-160a.2	304-1	11.4.2	Operational sites in or adjacent to protected areas and high biodiversity value areas	CSR: Environment, pgs. 33-37 PD: CSR Appendix
EM-MD-160a.1	304-2	11.4.3	Significant impacts of activities, products and services on biodiversity	CSR: Environment, pgs. 33-39 PD: CSR Appendix
EM-MD-160a.1 EM-MD-160a.3	304-3	11.4.4	Habitats protected or restored	CSR: Environment, pgs. 33-39 PD: CSR Appendix
	304-4	11.4.5	IUCN Red List species and national conservation list species with habitats in areas affected by operations	CSR: Environment, pgs. 33-38
EMISSIONS				
EM-MD-110a.1 EM-MD-110a.2	305-1	11.1.5	Direct (Scope 1) GHG emissions	CSR: Environment, pg. 25 PD: CSR Appendix
	305-2	11.1.6	Energy indirect (Scope 2) GHG emissions	CSR: Environment, pg. 25 PD: CSR Appendix
	305-3	11.1.7	Other indirect (Scope 3) GHG emissions	CSR: Environment, pg. 25 PD: CSR Appendix
	305-4	11.1.8	GHG emissions intensity	PD: CSR Appendix
EM-MD-110a.2	305-5	11.2.3	Reduction of GHG emissions	CSR: Environment, pgs. 24-32 PD: CSR Appendix
EM-MD-120a.1	305-7	11.3.2	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	PD: CSR Appendix

SASB STANDARD	GRI STANDARD	GRI SECTOR STANDARD REFERENCE	DISCLOSURE DESCRIPTION	RESPONSE, LINK OR ADDITIONAL INFORMATION
WASTE				
	306-1	11.5.2	Waste generation and significant waste-related impacts	PD: CSR Appendix
EM-MD-160a.4	306-3	11.5.4, 11.8.2	Waste generated, hydrocarbon spills	PD: CSR Appendix
	306-4	11.5.5	Waste diverted from disposal	PD: CSR Appendix
EMPLOYMENT				
	401-1	11.10.2	New employee hires and employee turnover	PD: CSR Appendix
	401-2	11.10.3	Benefits provided to full-time employees that are not provided to temporary or part-time employees	CSR: Social, pgs. 53-57, 61-62
	401-3	11.10.4, 11.11.3	Parental leave	CSR: Social, pg. 54
OCCUPATIONAL HEALTH AND SAFETY				
EM-MD-540a.4	403-1	11.9.2	Occupational health and safety management system	CSR: Social, pgs. 44-48; Governance, pgs. 83-86
EM-MD-540a.1 EM-MD-540a.2 EM-MD-540a.3	403-2	11.9.3	Hazard identification, risk assessment and incident investigation	CSR: Environment, pgs. 39-42; Social, pgs. 44-48; Governance, pgs. 83-84, 87 PD: CSR Appendix
	403-4	11.9.5	Worker participation, consultation and communication on occupational health and safety	CSR: ONEOK Performance Targets, pg. 16; Social, pgs. 44-48; Governance, pgs. 85-86
	403-5	11.9.6	Worker training on occupational health and safety	CSR: Social, pg. 47; Governance, pg. 83
	403-6	11.9.7	Promotion of worker health	CSR: Social, pgs. 44-48, 53-57
	403-8	11.9.9	Workers covered by an occupational health and safety management system	CSR: Social, pgs. 47-48; Governance, pg. 83
	403-9	11.9.10	Work-related injuries	PD: CSR Appendix
	403-10	11.9.11	Work-related ill health	PD: CSR Appendix

SASB STANDARD	GRI STANDARD	GRI SECTOR STANDARD REFERENCE	DISCLOSURE DESCRIPTION	RESPONSE, LINK OR ADDITIONAL INFORMATION
TRAINING AND EDUCATION				
	404-1	11.10.6, 11.11.4	Average hours of training per year per employee	CSR: Highlights, pg. 8; Social, pg. 52
	404-2	11.7.3, 11.10.7	Programs for upgrading employee skills and transition assistance programs	CSR: Social, pgs. 48, 52, 57
	404-3		Percentage of employees receiving regular performance and career development reviews	CSR: Social, pg. 52
DIVERSITY AND EQUAL OPPORTUNITY				
	405-1	11.11.5	Diversity of governance bodies and employees	CSR: Governance, pg. 80 PD: CSR Appendix
FORCED OR COMPULSORY LABOR				
	409-1	11.12.2	Operations and suppliers at significant risk for incidents of forced or compulsory labor	CSR: Governance, pg. 89
SECURITY PRACTICES				
	410-1	11.18.2	Security personnel trained in human rights policies or procedures	CSR: Governance, pg. 89
LOCAL COMMUNITIES				
	413-1	11.15.2	Operations with local community engagement, impact assessments and development programs	CSR: Social, pgs. 63-68, 74-77; Governance, pgs. 88-89
	413-2	11.15.3	Operations with significant actual and potential negative impacts on local communities	CSR: Environment, pgs. 25-31, 33-37
SUPPLIER SOCIAL ASSESSMENT				
	414-1	11.10.8, 11.12.3	New suppliers that were screened using social criteria	CSR: Social, pgs. 71-74
PUBLIC POLICY				
	415-1	11.22.2	Political contributions	CSR: Social, pgs. 69-70 PD: CSR Appendix oneok.com/about-us/political-engagement

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

TCFD provides companies with a voluntary framework for climate-related assessment and reporting. Framework recommendations outline four core reporting elements – Strategy, Governance, Risk Management, and Metrics and Targets. The table below provides the location of ONEOK’s current disclosures that align with TCFD.

Legend of ONEOK reports referenced in the index below:

CSR: ONEOK’s 2023-2024 Corporate Sustainability/ESG Report

AR: ONEOK’s 2023 Annual Report

PS: ONEOK’s 2024 Proxy Statement

PD: ONEOK’s ESG Performance Data

TCFD INDEX		
GOVERNANCE		LOCATION
Disclose the organization’s governance around climate-related risks and opportunities	(a) Describe the Board’s oversight of climate-related risks and opportunities	CSR: Environment, pgs. 23-31; Governance, pgs. 79, 81 PS: Enterprise Risk Management, pgs. 24-25;
	(b) Describe management’s role in assessing and managing climate-related risks and opportunities	CSR: Environment, pgs. 23-31; Governance, pgs. 83, 85-87 AR: Risk Factors, pg. 28
RISK MANAGEMENT		LOCATION
Disclose how the organization identifies, assesses and manages climate-related risks	(a) Describe the organization’s processes for identifying and assessing climate-related risks and opportunities	CSR: Governance, pgs. 85-87 PS: Enterprise Risk Management, pgs. 24-25;
	(b) Describe the organization’s processes for managing climate-related risks	CSR: Governance, pgs. 85-87 PS: Enterprise Risk Management, pgs. 24-25;
	(c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management	CSR: Governance, pgs. 83-87 PS: Enterprise Risk Management, pgs. 24-25;

TCFD INDEX		
STRATEGY		LOCATION
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy and financial planning where such information is material	(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term	<p>CSR: Transforming Energy Future, pgs. 17-22; Environment, pgs. 23-31; Governance, pgs. 85-87</p> <p>PS: Enterprise Risk Management, pgs. 24-25;</p>
	(b) Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning	<p>CSR: Environment, pgs. 23-31; Governance, pgs. 79, 81, 85-87</p>
	(c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a two-degree Celsius or lower scenario	<p>CSR: ONEOK Performance Targets, pgs. 15-16; Transforming Energy Future, pgs. 17-22; Environment, pgs. 23-31</p>
METRICS AND TARGETS		LOCATION
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	(a) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	<p>CSR: ONEOK Performance Targets, pg. 15; Environment, pgs. 23-31</p> <p>PS: Environmental Safety and Health, Greenhouse Gas Emissions, pgs. 40-41</p>
	(b) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management processes	<p>CSR: Environment, pgs. 23-33</p> <p>PD: CSR Appendix</p>
	(c) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.	<p>CSR: Highlights, pg. 8; Environment, pgs. 23-31</p> <p>PD: CSR Appendix</p> <p>EIC Midstream ESG Reporting Template</p>

CAUTIONARY STATEMENT REGARDING FORWARD-LOOKING STATEMENTS

Some of the statements contained and incorporated in this report are forward-looking statements as defined under federal securities laws. We make these forward-looking statements in reliance on the safe harbor protections provided under federal securities legislation and other applicable laws. These statements are not guarantees of future results, occurrences or performance. The following discussion is intended to identify important factors that could cause future outcomes to differ materially from those set forth in the forward-looking statements.

Any statements other than statements of historical fact should be considered forward-looking statements. Forward-looking statements include the information concerning possible or assumed future results of our operations and other statements contained or incorporated herein identified by words such as “anticipate,” “believe,” “continue,” “could,” “estimate,” “expect,” “forecast,” “goal,” “target,” “guidance,” “intend,” “may,” “might,” “outlook,” “plan,” “potential,” “project,” “scheduled,” “should,” “will,” “would,” and other words and terms of similar meaning.

Forward-looking statements contained in this report include, but are not limited to, statements concerning the following: emissions targets; projects under development and projects under evaluation; energy transition, such as compression electrification, CCUS, hydrogen, RNG, and associated technologies and operations, such as transportation and storage operations; our existing and future investments in other companies; future capital expenditures; legal compliance and training programs; actual and potential impacts of climate-related risks and opportunities on our business, strategy and financial condition; involvement in industry associations and related initiatives; equipment and operations monitoring; corporate governance; risk management

processes; employee benefits and functions; trends in natural gas supply, such as renewable natural gas; disclosure practices; emissions reporting practices under the Clean Air Act and associated federal, state, and other rules; incident avoidance, mitigation, and response; use of voluntary reporting frameworks such as GRI, SASB, and TCFD; ESG ratings; conservation and biodiversity; recycling and general waste management; the effects of prior acquisitions and potential future mergers and acquisition activity; natural gas liquids; government relations; supply chains; vendors; contractors; stakeholder engagement; security, including cybersecurity and physical security; privacy and data management; diversity, equity, and inclusion; community involvement, including charitable practices; audits and attestations; recordkeeping; and compliance with federal, state, and other environmental laws and regulations.

One should not place undue reliance on forward-looking statements. Known and unknown risks, uncertainties and other factors, many of which are difficult to predict and beyond our control, may cause our actual results, performance or achievements to be materially different from any future results, performance or achievements expressed or implied by forward-looking statements. In addition to any assumptions and other factors referred to specifically in connection with the forward-looking statements, factors that could cause our actual results to differ materially from those contemplated in any forward-looking statement include, among others, the following:

- Our ability to successfully combine any acquired business and integrate or upgrade our operations to meet our procedures, expectations and goals;
- Changes in regulatory policies, public sentiment or widespread adoption of technologies that aim to address climate change through

reducing GHG emissions that may result in a reduction in the demand for hydrocarbon products, restrictions on their use or increased use of alternative energy sources;

- Increasing attention to ESG-related matters and climate change, which has resulted in an increased likelihood of governmental investigations, regulation, shareholder activism and private litigation;
 - The increasing focus on ESG issues, including climate change, and ESG ratings of certain investors and certain organizations that provide information to investors on corporate governance and related matters may lead to increased negative investor sentiment toward us or midstream companies in general;
 - The adoption by certain large institutional lenders or investors of their own policies to meet publicly announced climate commitments, which often involve commitments to shift lending and investment activities in the energy sector to meet GHG emissions goals, and as a result, the possibility that certain institutional lenders or investors may impose additional requirements on us, or decide not to lend to or invest in us, based on ESG concerns;
 - The possibility that some insurers may increase their rates for insuring (or may decline to insure altogether) our projects as a result of changes in their policies related to insuring to oil and gas projects, or the increase in premiums affected by the severity or frequency of extreme weather events for which we may not be able to pass on the higher costs to our customers or recover these increased costs;
 - The possibility that the potential pathways we have identified to achieve our absolute GHG emissions reduction targets are not available to us, or to the extent we otherwise are unable to make progress toward other ESG-related targets we may establish;
- Potential physical and financial risks associated with climate change, including the possibility that our customers' energy needs could vary with shifting weather conditions and cause an increase or decrease in energy use; that extreme weather conditions could occur, requiring more system backup and contributing to increased system stresses; that severe weather could impact our operating territories; and that more severe or frequent extreme weather events could increase the cost of providing services;
 - Operational hazards and unforeseen interruptions, including those relating to climate change, for which we may not be adequately insured;
 - Breaches of information security, including a cybersecurity attack, or failure of one or more key information technology or operational systems, or those of third parties;
 - Risks relating to regulation, including changes with respect to tax policy, emissions credits, carbon offsets and carbon pricing; increased regulation of exploration and production activities, including hydraulic fracturing, well setbacks and disposal of wastewater; the costs to comply with regulation of GHG emissions; federal and state laws and regulations relating to the protection of the environment; and increased litigation and shareholder activism challenging oil and gas development as well as changes to and/or increased penalties from the enforcement of laws, regulations and policies;
 - Risks relating to our employees and directors, including if there is a shortage of skilled labor that makes it difficult to maintain labor productivity and competitive costs or that our employees or directors engage in misconduct or improper activities, including noncompliance with regulatory standards and requirements;

- Risks related to our public statements with respect to ESG matters—for example, emission reduction goals, other environmental targets, or other commitments addressing certain social issues—that may be subject to heightened scrutiny from public and governmental authorities related to the risk of potential “greenwashing,” i.e., misleading information or false claims overstating potential ESG benefits, which could lead to increased litigation risk from private parties and governmental authorities related to our ESG efforts, and any such alleged claims of greenwashing against us or others in our industry could lead to negative sentiment and the diversion of investment;
 - Changes in pension fund values and changing demographics that may affect the cost of providing pension and postretirement health care benefits to eligible employees and qualified retirees;
 - The pace of technological advancements and industry innovation, including those focused on reducing GHG emissions and advancing other climate-related initiatives, and our ability to take advantage of those innovations and developments;
 - The effectiveness of our risk-management function, including mitigating cyber-, human capital management- and climate-related risks;
 - Our ability to identify and execute opportunities, and the economic viability of those opportunities, including those relating to renewable natural gas; carbon capture, use, and storage; other renewable energy sources such as solar and wind; and alternative low-carbon fuel sources such as hydrogen;
 - The ability of our existing assets and our ability to apply and continue to develop our expertise to support the growth of, and transformation to, various renewable and alternative energy opportunities, including through the positioning and optimization of our assets;
 - Our ability to efficiently reduce our GHG emissions, including through the use of lower-carbon power alternatives, management practices and system optimizations;
 - The necessity to focus on maintaining and enhancing our existing assets while reducing our Scope 1 and 2 GHG emissions;
 - The uncertainty of estimates, including accruals and costs of environmental remediation;
 - The mechanical integrity of facilities and pipelines operated; and
 - Those factors listed under “Forward-looking Statements” in our Annual Report on Form 10-K for the fiscal year ended Dec. 31, 2023 (2023 Annual Report), and in our other filings that we make with the United States Securities and Exchange Commission (SEC), which are available via the SEC’s website at www.sec.gov and our website at www.oneok.com.
- These factors are not necessarily all of the important factors that could cause actual results to differ materially from those expressed in any of our forward-looking statements. Other factors could also affect adversely our future results. These and other risks are described in greater detail in Part I, Item 1A, Risk Factors, in our 2023 Annual Report and in our other filings that we make with the SEC, which are available via the SEC’s website at www.sec.gov and our website at www.oneok.com. All forward-looking statements attributable to us or persons acting on our behalf are expressly qualified in their entirety by these factors. Moreover, while we have provided information on several sustainability-related topics, including goals and ambitions, there are inherent uncertainties in providing such information, due to the complexity and novelty of many methodologies and assumptions established for collecting, measuring, and analyzing sustainability-

related data. While we anticipate continuing to monitor and report on certain sustainability-related information, we cannot guarantee that such data will be consistent year-to-year, as methodologies and expectations continue to evolve. Any such forward-looking statement speaks only as of the date on which such statement is first made, and other than as required under securities laws, we undertake no, and expressly disclaim any, obligation to update any forward-looking statement whether as a result of new information, subsequent events or change in circumstances, expectations or otherwise. We also do not, and do not intend, to independently verify third-party data contained in this report or used in the estimates and assumptions necessary to certain matters discussed in this report. Except as otherwise expressly provided, the information contained in this presentation is not incorporated by reference into any filing of ONEOK made with SEC, or any other filing, report, application, or statement made by ONEOK to any federal, state, tribal, or local governmental authority.

This report contains statements based on hypothetical or severely adverse scenarios and assumptions, and these statements should not necessarily be viewed as being representative of current or actual risk or forecasts or expected risk. While the future events and current scenarios and efforts discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality as that term is defined for the purposes of compliance with federal, state or other securities laws or disclosure regulations promulgated thereunder, even if we use the word “material”, “materiality”, “significant”, “important” or other similar words in this report or in other materials we may release from time to time in connection with the matters discussed in this report. Moreover, given the uncertainties, estimates and assumptions inherent in the matters discussed in this report, and the timelines involved, materiality is inherently difficult to assess far in advance. In addition, given the inherent uncertainty of the estimates, assumptions and timelines

associated with the matters discussed in this report, including the reliance on technological and regulatory advancements and market participants’ behaviors and preferences. We may not be able to anticipate in advance whether or the degree to which we will or will not be able to meet our plans, targets or goals.

In crafting this report, we have considered the recommendations of certain disclosure frameworks and standards, including SASB and GRI standards for voluntary ESG reporting, TCFD recommendations for voluntary disclosure of climate risks and opportunities, U.S. EPA GHGRP and the U.N. SDGs. We have elected to disclose according to certain of those recommendations as we deem appropriate and reasonable for our business. While we may provide disclosures relating to a certain topic or recommendation, no disclosure in this report, in and of itself, should indicate whether we consider the topic or recommendation material to our business for the purpose of federal, state or other securities laws or disclosure regulations.

While we believe that our ESG disclosures and methodologies reflect our business strategy and are reasonable at the time made or used, as our business or applicable methodologies, standards, or regulations develop and evolve, we may revise or cease reporting or using certain disclosures, terms, assumptions and methodologies if we determine that they are no longer advisable or appropriate, or are otherwise required to do so. We include these issues in this Report in the interest of transparency and to respond to interest from our stakeholders, but do not intend the characterizations in this report, including that certain environmental issues are being considered in our business decisions, to indicate that the issue is material for the purposes of federal, state or other securities laws or disclosure regulations.